

Public Report for 2022

Equal Pay Law for Male and Female Workers

Pursuant to Section 6B (d) of the Equal Pay for Men and Women Workers Law, 1996

In June 2022, Amendment No. 6 to the "Equal Pay for Workers' Law" came into force, which applies to every employer (legal entity) employing more than 518 workers, who must report and publish data on the percentage of average wage gaps (in percent) between its female and male employees, according to groups with similar characteristics, without revealing the nickname of the employee groups in the workplace, and in a way that does not allow the identification of an employee and does not include "sensitive information". The report can be published on the employer's website.

Readymix Industries (Israel) Ltd., believes in the right to equality and human dignity, and actively works to promote an organizational culture based on ethical values that include the right to equal opportunities and diversity in the workplace.

In accordance with the Guidelines for Employers' Equal Opportunities Commission published in May 2021, the company divided all employees of Readymix Industries (Israel) Ltd. into nine groups with similar characteristics according to areas of occupation, seniority, management positions and the nature of work, and examined the percentage of the wage gap for the year 2022 in each group.

Below is a detailed report for Readymix Industries (Israel) Ltd., with a snapshot of each of the segmentation groups. The segmentation into groups is according to areas of occupation, seniority, education, management positions and the nature of the work.

The Groups of Workers Segmented	By women	By men	Percentage of Average Monthly Gross Taxable Salary Differentials Full Time Job Between Men and Women
1	33%	67%	+0.16%
2	40%	60%	** -8.14%
3	4%	96%	+0.21%
4	3%	97%	-2.31%
5	50%	50%	** -26.86%
6	50%	50%	** -7.14%
7	33%	67%	+3.70%
8	50%	50%	** -10.62%
9	50%	50%	* -6.05%

* Next to the percentage of the average wage gap, the sign "minus" (-) is indicated when the wage gap is in favor of men and the sign "plus" (+), when the wage gap is in favor of women.

** In 4 of 9 groups, discrepancies of a few percent were found, most of them in favor of women, resulting, among other things, from payments they received depending on seniority, or on the date of commencement / termination of employment.

In the other groups (5 groups) in which gaps in excess of 5 percent were found in favor of men, we performed an in-depth analysis and found that most of them were due to reasons such as seniority, professional experience, overtime and travel expenses based on residence and similar.

In places where we have identified that attention is required, even if the gaps are not large, we work to reduce the gaps, to ensure equal and fair remuneration for each employee in the company, depending on seniority, professional experience, responsibilities and job performance.

No workers were found where it was required to supplement the salary in order to reach the minimum wage.