



# Gender Pay Report for 2022

# Introduction

**Diversity and Inclusion are key cultural attributes for us at Microsoft, and we are continually evolving our inclusive culture to create an environment where everyone is respected, safe and able to do their best work.**

Last year, Microsoft Israel R&D Center (ILDC) published its first Gender Pay report reflecting 2021 in alignment with the Israeli law, which shines a spotlight on this important dimension. Today, we're continuing this journey by publishing our Gender Pay Report for 2022, which is well grounded in our integrated D&I strategy.

At Microsoft Israel R&D Center (ILDC), the work of diversity and inclusion is about having intention in all we do. We strive to recruit, retain, develop, and invest in talented people that represent a diversity of backgrounds, perspectives, skills, and experiences - and we're proud to share women representation is increasing at all levels.

Playing our role in building access and pathways into technology is critical to evolve the representation of women in our industry, but equally important is cultivating an inclusive environment where individuals can be themselves and feel valued when they join our organization.

Therefore, creating a sense of community for women is another key pillar of our commitment to developing our employees. Our active Women@Microsoft Employee Resource Group provides mentorship, sponsorship, and thought leadership both internally across our workforce and externally. This community also provides substantial career development and networking opportunities – with initiatives including mentoring programs, career panels, leadership development programs, and more - and creates spaces for connection, learning and allyship.



# Our Results

Our Gender Pay Report for 2022 was created in alignment with Israel's Equal Pay Law. The Equal Pay Law requires to compare the average earnings of men and the average earnings of women, within segments. The segments are set based on criteria relevant to the workplace and in a manner that protects privacy.

The data below shows that our steadfast commitment to diversity and inclusion is yielding measurable results and positive changes. We recognize we have more progress to make, and we will continue to deepen our understanding of our workforce.

## Here are the results for 2022 (calendar year):

**A.** Percentage of the average monthly wage gap between men and women employees according to the segment chosen:

Segmentation group	Percentage of the average monthly wage gaps between ALL the women/men employees (full time & part time)	Percentage of the average monthly wage gap for a part time job position between women/men employees	Percentage of the average monthly wage gap for a full-time job position between women/men employees	Partiality of the average in a group
1	4.27%	--	4.24%	99.72%
2	-1.93%	N/A*	-1.89%	99.68%
3	-0.77%	N/A*	-0.76%	99.58%
4	0.32%	-2.32%	0.56%	99.07%
5	-6.74%	-6.74%	--	49.78%
6	7.27%	--	N/A*	99.54%

- A negative result indicates that the pay gap is in favor of men, and a positive result indicates that the gap is in favor of women.
- Due to the small number of employees in certain segments, we have inserted N/A and will not be publishing data in respect of the sections marked with an asterisk. This is in order to avoid disclosure of personal remuneration data and to protect the privacy of individuals who may be identifiable because of the numbers involved.

**B.** Percentage of employees whose wages are lower than the average monthly wage for a full-time job in the workplace, according to the segment chosen (without specifying the name of the groups of workers in the workplace), with regard to gender:

1. Women employees: 69.57%, Men employees: 67.98%
2. Women employees: 51.91%, Men employees: 54.36%
3. Women employees: 53.76%, Men employees: 51.30%
4. Women employees: 53.14%, Men employees: 48.84%
5. Women employees: N/A, Men employees: N/A
6. Women employees: 54.17%, Men employees: 60.00%

**C.** There are no employees that receive a supplement to their salary in order to reach minimum wage.

## Looking Ahead

While the report highlights the progress made, it also highlights areas where there is still work to be done. As our workforce evolves, we continue to show progress in increasing women representation at all levels and are committed to continued progress guided by our mission to empower every person and organization on the planet to achieve more.

The possibilities for all employees to thrive, for teams to collaborate, for organizations to excel, and for customers, partners, and developers to innovate are unlocked when we all have the same shared commitment to building diverse and inclusive culture. Together we continue to support Microsoft's inherently inclusive mission and cultivate the culture necessary to make it real.

