

2021 Israel Equal Pay Analysis

In compliance with the 6th amendment to the Israeli Equal Pay for Male and Female Workers law (1996), Riskified analyzed the wage gaps between Israel-based men and women for the year of 2021, divided into 5 groups. The primary statistic produced is the Female Wage Gap, calculated as the group's average normalized female wage minus the group's average normalized male wage, divided by the group average. A positive wage gap represents female average wages that are higher than male average wages and a negative wage gap represents female average wages that are lower than male average wages.

At Riskified, we deeply embrace diversity, equity, and inclusion. This spans more than gender, but also race, sexual orientation, ability status, religion, and all other forms of diversity. Further to this point, we recognize employees who are transgender, nonbinary, intersex and gender nonconforming. However, in accordance with the law, all employees were assigned to one of two categories – male or female.

A few things about the analysis:

- The analysis requires that we combine multiple jobs into groups to be compared. As a result, our statistics are more indicative of representation, not pay equity. Pay equity can only be assessed by comparing employees in the same job.
- Riskified takes an active approach to promoting fairness in pay practices: we define compensation ranges based on market data, we assess internal fairness at the time of hire, and we differentiate pay based on experience, skills, performance and other work-related factors - never gender.
- We are proud of our results. We remain committed to hiring, developing, and promoting women at Riskified and improving gender gaps in pay and in representation.

Our results for the year 2021 can be found on the following page.

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Female Wage Gap by Group

Group	Female Wage Gap
Group 1	-0.7%
Group 2	-8.8%
Group 3	2.5%
Group 4	1.0%
Group 5	-8.2%

Female Wage Gap By Full Time (FT) and Part Time (PT) Status and Average % Full Time Equivalency (FTE)

Group	FT Female Wage Gap	PT Female Wage Gap	Female % FTE	Male % FTE
Group 1	-3.0%	-2.6%	74.4%	70.3%
Group 2	-8.8%	*	99.4%	98.6%
Group 3	2.4%	*	99.0%	100.0%
Group 4	1.0%	*	100.0%	100.0%
Group 5	-7.7%	*	99.9%	99.8%

*Statistics are not shown for small populations in order to avoid privacy violations.

% of Population with Wages Lower than Group Average

Group	Male	Female
Group 1	69.7%	65.0%
Group 2	39.1%	64.3%
Group 3	57.9%	60.0%
Group 4	64.0%	58.3%
Group 5	52.6%	63.5%

% of Employees Receiving Supplemental Payment for Minimum Salary

Riskified had no employees receiving supplemental payment for minimum salary in 2021.