


Israel Gender Pay Gap Report 2024





Attracting and retaining a diverse workforce is essential to maintaining our innovative spirit, integrity, and competitive edge.

At BMC, we are proud to put our commitment to fair pay in action through our pay equity programs. This is an important foundational action that supports our global commitment to pay equity. As a proud Fair Pay Workforce certified company, we go beyond legislative requirements by reviewing our internal metrics regularly and undergoing frequent audits by a third party. Our certification upholds BMC's value of Doing the Right Thing by ensuring that all employees are compensated fairly for their hard work and dedication, regardless of gender, race, or any other factor unrelated to the value they bring to BMC.

As required by the Israel Equal Pay for Male and Female Employees law, our Gender Pay Gap report can be seen below. This report shows the gender pay gap between specific employee segments. The requirements for this report differ from BMC's global approach, which differentiates employees more comprehensively, considering multiple variables influencing pay.

When reviewing this report, it is important to understand the difference between gender pay gap and pay equity.

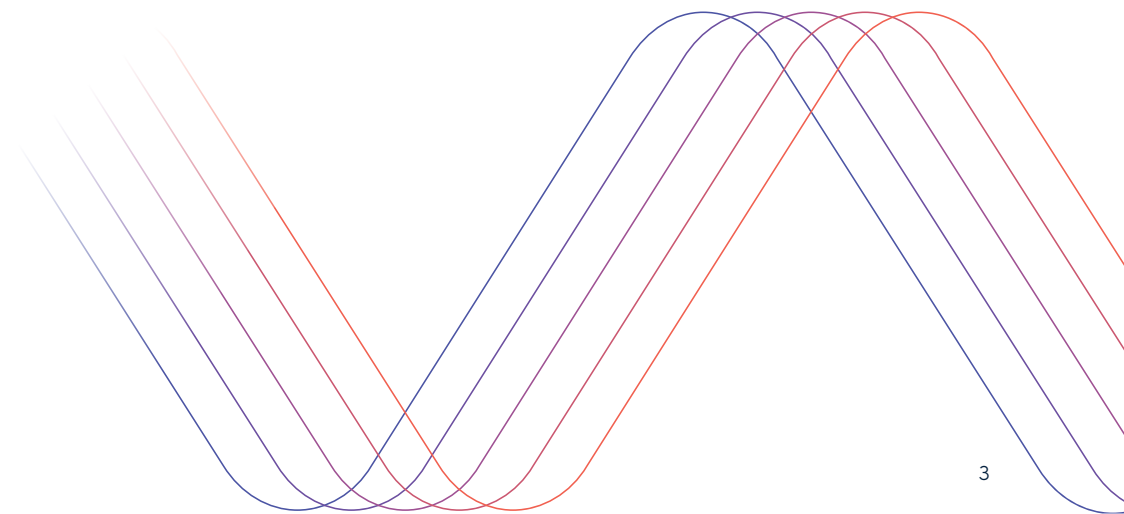
Gender Pay Gap

The **Gender pay gap (GPG)** is a metric that measures the overall difference in mean or median earnings between male in female populations, and is an indicator of gender representation throughout the group being analyzed. Often this is done for an entire organization or country; per the regulations in Israel, our organization is segmented into logical groupings, and the pay gap is calculated on these smaller segments rather than the organization as a whole. These groupings can span multiple grade levels and job roles. This metric does not account for factors such as education or experience, and therefore gaps can be created in cases where an employer has more males in senior, higher paid roles, than females.

Having a gender pay gap does not indicate that males are paid more than females for performing the same role – it indicates the difference between males and females across ALL roles within the analyzed group, without regard to the nature of the work. Closing the gender pay gap involves more than adjusting pay; balanced representation between genders at all levels of the organization is the driving factor.

Pay Equity

Pay equity or equal pay, on the other hand, is a different metric altogether. This metric measures how we compensate for substantially similar work based on neutral job factors and presents a more like-for-like view. In measuring pay equity, we can account for neutral factors such as education, experience, tenure, job level, and location. In our FY25 compensation review of our global and Israeli workforce, the adjusted pay equity gap showed no statistically significant difference between men and women.



Below are the results of BMC Software’s Analysis for the 2024 calendar year:

	Overall Gross Pay Salary Gap %	Gross Pay Salary Gap % for Full-Time Employees	Percentage of employees below average gross	
			Female	Male
Group 1	1.00%	1.00%	33.3%	66.67%
Group 2	6.21%	6.21%	28.57%	52.63%
Group 3	-1.75%	-2.59%	51.11%	47.73%
Group 4	-1.50%	-1.50%	54.00%	52.63%
Group 5	1.86%	1.86%	33.33%	51.43%
Group 6	-8.95%	-8.95%	66.67%	41.67%

No employees received a minimum wage supplement.

There are only 6 part-time employees in a reportable group (less than 1% of the population). To preserve confidentiality, we cannot publish a wage gap for this population.

About BMC

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Business, Faster Than Humanly Possible



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