

Public Report 2025

Israel Gender Pay Gap

Company Name: Akamai Technologies Israel Ltd.

Industry: Software - Infrastructure

Date: May 2026

Explanatory Note:

In the table below Sign (-) represents salary gap in favor of male employees and Sign (+) represents salary gap in favor of female employees.

Group #	Gender Pay Gap % in respect of Monthly Gross Salary between all female and male workers in the group	Average % of time employment in group
1	2.3%	100%
2	-9.2%	100%
3	-2.3%	100%
4	2.2%	100%
5	-2.2%	99.6%
6	-0.5%	100%
7	-2.5%	99.8%
8	4.3%	100%
9	-3.5%	100%
10	2.2%	99.8%
11	3.7%	98.9%
12	0.4%	99.6%
13	-6.6%	100%
14	-10.3%	100%
15	0.6%	100%

The table below presents the percentage of employees whose monthly gross salary is below the average in their respective group:

Group #	Male	Female
1	100%	50%
2	40%	63%
3	33%	50%
4	55%	50%
5	46%	50%
6	38%	60%
7	46%	52%
8	63%	20%
9	40%	65%
10	54%	32%
11	71%	40%
12	53%	33%
13	36%	75%
14	46%	100%
15	55%	67%