



Ireland Gender Pay Public Report December 2023 - Wix.com

Workplace name

Wix Online Platforms Limited

Industry

High-tech & Technology

#of Employees in June 2023

455

Wix was built around the idea that everyone should have the opportunity to be successful online. This same vision defines us as a company: creating a work environment where anyone is welcome and should be able to grow, succeed and make an impact.

Equality has been one of the core values at Wix for many years. In fact, **we've been reviewing compensation equality globally for the past few years**, long before any legal requirement. Whenever we find unjustified gaps, we fix them. That doesn't mean that everyone at Wix gets paid the same, but rather that we're proactive in making sure that the only things that affect pay are skills and performance, not biases.

Wix's statistical model

Our approach when it comes to equal pay is to ensure we're comparing apples to apples. At Wix, we divide our employees into roles and professional expertise. We then compare base salary only - since we believe it's the one component that truly reflects whether we have a bias. Commission, bonus, overtime and other compensation components are left aside, since these are based on performance or changing parameters and may not be a part of every individual's compensation package. Our statistical model neutralizes non-gender elements that may affect compensation, such as professional expertise, providing an accurate indication of any existing gender gaps. Statistically, a gap smaller than 5% is considered a non-significant gap.

Based on current data and according to our statistical analysis model, our current weighted average pay gap in Ireland is **1.1%** in favor of men. A vast majority (97%) of Dublin employees don't hold commission based roles. Our largest group of non-commissioned employees is our Customer Care team, where the gap between men and women is **0.9%** in favor of men.

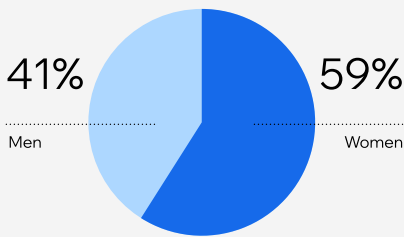
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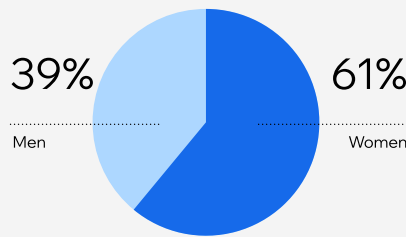
Wix Ireland site overview data

Gender split at Wix Ireland, June 2023:

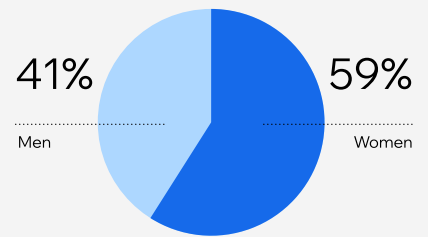
Total HC: 455 employees



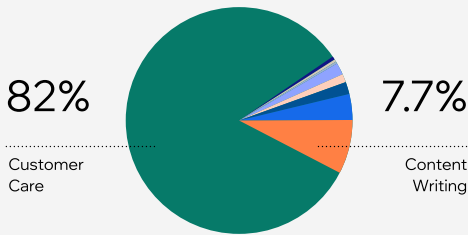
Wix Ireland workforce



Wix Ireland leadership*
*Leadership refers to people managers



New Wix Ireland leaders (promoted in 2023)



- Marketing
- R&D
- Sales
- BA
- Content Writing
- People
- Finance
- Operations
- IT
- Customer Care

The Ireland law requirements

The law requires us to divide our employee population into **quartiles** based on hourly compensation (Upper, Upper Middle, Lower Middle and Lower, with 25% of the Wix Ireland population in each quartile), and present the proportions of men and women in each quartile. We're required to then calculate mean and median hourly compensation of men and of women, and present the gender pay gap between the two.

For the full law requirements, [click here](#).

Law requirement terminology intro

Mean Gap The difference between men's & women's mean hourly wage. The mean hourly wage is the **average** hourly wage across all Wix employees in Ireland.

Median Gap The difference between men's & women's median hourly wage (the middle paid for each). The median hourly wage is **the employee that is in the middle of all of our employees**.

Pay Quartiles How we divided our employees (men & women) based on hourly pay, each including 25% of our employees in it.

Snapshot date requirement

Wix chose June 30, 2023 as the snapshot date for the report. The reporting period is defined as 12 months immediately preceding and including the snapshot date (July 1, 2022 until June 30, 2023). Our total headcount on the snapshot date was 445 employees.

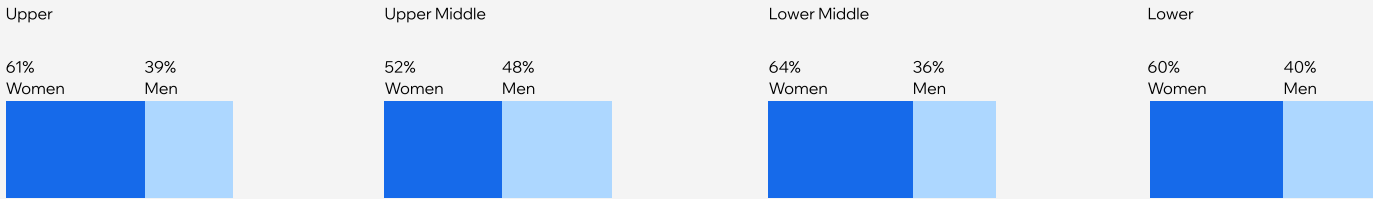


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Our results according to the Ireland law requirements' analysis

*In the figures below, a negative gap is in favor of women and a positive one is in favor of men.

Percent of Men/Women per quartile



Mean and median gaps

		Gap Including commission	Gap excluding commission
Mean Gap between M & W	Mean hourly rate of pay**	3.2%	1.3%
Median Gap between M & W	Median hourly rate of pay**	2.1%	2.1%

* The % refers to a total HC of 445 employees

** The mean and median hourly compensation of part-time and of temporary employees were not calculated, since during the reporting period we had no part-time employees and only one temporary employee.

This is an improvement compared to last year: the mean gap decreased from 7% to 3.2%, and the median gap decreased from 2.8% to 2.1% (including commissions). Both gaps are still in favor of men. We're always aiming for equality, and will keep doing so to minimize the gaps.

Received benefits in kind - all employees (100% M & 100% W)

What we're doing to change the current status

We're constantly working on ways to ensure equality within Wix's hiring and growth processes, as well as looking for new ways to do so. Here' are a few examples of these ongoing efforts, which are reflected in this report as well:

- **Increasing the diversity of our candidate pool:** Reviewing our recruitment and selection processes to ensure we attract diverse applicants and that the process for all advertised roles is inclusive.
- **Increasing job opportunities for existing and future talent:** Making employment more accessible and attractive to women by offering hybrid working models.
- **Addressing unconscious bias:** Understanding and recognizing existing unconscious bias, and correcting it within the different stages of the employee journey, including our recruitment and selection processes, in addition to manager training on the topic.