2023 Global Equal Pay Report — Wix.com

| Number of employees	Number of locations	Date
5,302	15 countries	31 Dec 2023

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Wix was built around the idea that everyone has the right to be successful online. This same vision defines us as an employer: creating a work environment where everyone is welcome and anyone has the right to grow, succeed and make an impact. We believe in creating a culture of inclusion and ensuring that every person has an equal opportunity to make the most of their talent - and be rewarded accordingly.

Equality has been one of the core values at Wix for many years. **In fact, we've been actively reviewing compensation equality for many years.** When we find unjustified gaps, we take active actions to 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, and not biases.
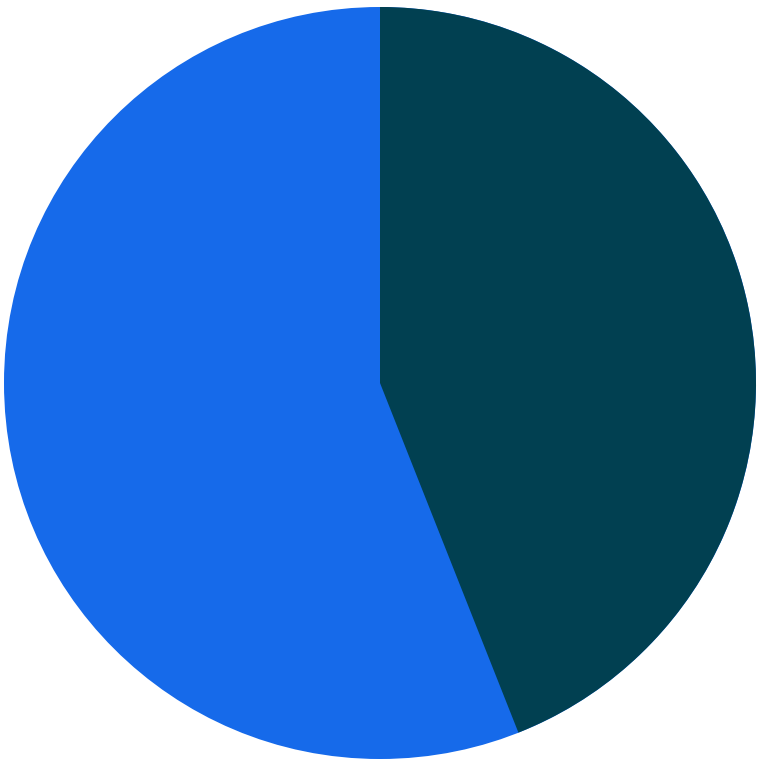
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To start, here's some general data on the gender split at Wix[1]
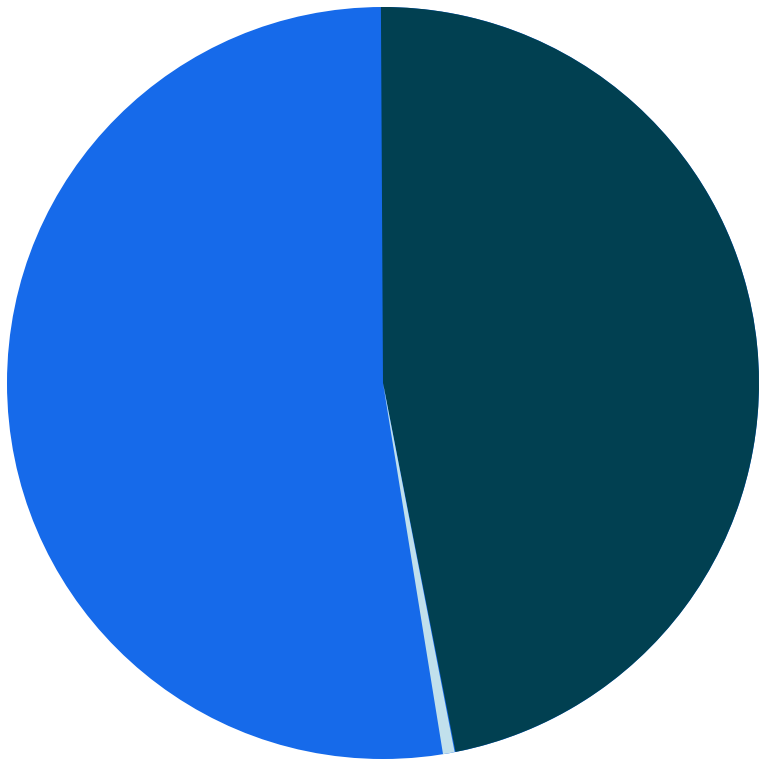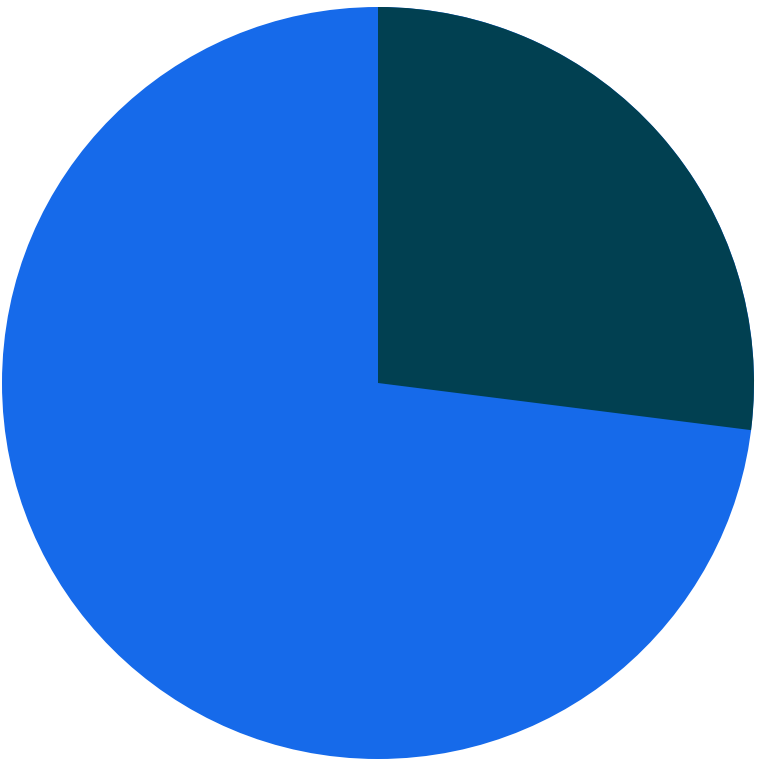
Wix workforce

- 53% – Men
- 47% – Women
- 0.1% – Other[2]

Wix leadership

- 56% – Men
- 44% – Women

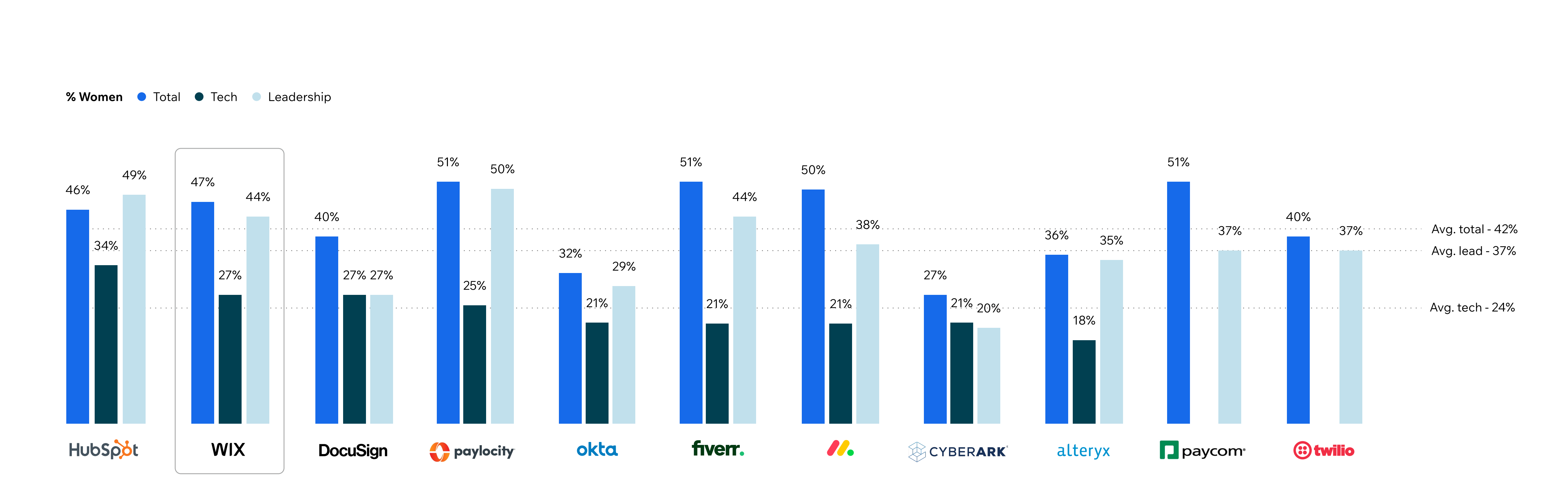## Wix tech[3] roles

- 73% – Men
- 27% – Women

1 As of December 31, 2023

2 "Other" may include not specified, third
   gender, two-spirit, transgender, gender-fluid
   and other gender identities

3 "Tech" includes R&D, Data Science, Product,
   UX, Security, IT and Data Dev

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Women in Tech

Wix is ranked in the top percentile among our peers in
representation of women across Tech positions

% Women ● Total ● Tech ● Leadership

HubSpot: 46% Total, 34% Tech, 49% Leadership
WIX: 47% Total, 27% Tech, 44% Leadership
DocuSign: 40% Total, 27% Tech, 27% Leadership
paylocity: 51% Total, 25% Tech, 50% Leadership
okta: 32% Total, 21% Tech, 29% Leadership
fiverr.: 51% Total, 21% Tech, 44% Leadership
monday: 50% Total, 21% Tech, 38% Leadership
CYBERARK: 27% Total, 21% Tech, 20% Leadership
alteryx: 36% Total, 18% Tech, 35% Leadership
paycom: 51% Total, 37% Leadership
twilio: 40% Total, 37% Leadership

Avg. total - 42%
Avg. lead - 37%
Avg. tech - 24%

The presented data is the latest published.

The Model

1. The model we use focuses on gaps within professional groups per country, while also accounting for professional expertise.

2. To maintain employees' privacy, information is shared only regarding groups where the women/men sample is large enough so that no single employee can be identified.

3. The analysis was conducted on base salary, for full time employees only.

4. In this report, we're focusing only on gender pay gaps.

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The Results

Our overall weighted average* pay gap
between men and women decreased by
20%, from 2.4% in 2022 to **1.9%** in 2023 (in
both cases, in favor of men).

*   Calculated according to the different groups' sizes

    Other & non-binary employees are, of course, part
    of our ongoing efforts and are included in all
    compensation-related decisions

Global Analysis Insights

1. Overall in most of the groups, gaps either shrank or stayed the same.

2. Internal mobility between professions and roles may require a salary and/or role update, which can take time. This causes temporary inaccuracies in the data, which translate into pay gaps in the report. Once the updates are made, these gaps narrow. This was the case in R&D, for example, and after a salary review during 2023 we were able to decrease the gaps. We'll keep treating these cases in 2024 to close the gap.

3. Some of the gaps shown derive from the fact that within certain groups, we have more men in higher seniority levels & tech positions.

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Job Family	Global Weighted Average	Ireland	Israel	Lithuania	Poland	USA Global Salary	USA Hourly Salary	Ukraine	Comments
BA Analyst	0.7%	–	1.1%	–	–	–	–	-2.0%	
Site Operations	3.0%	–	3.0%	–	–	–	–	–	
Business Operations	-0.3%	–	-0.6%	–	–	2.6%	–	–	
Content Writing	-1.7%	-4.2%	-2.7%	–	–	4.5%	–	–	
Customer Care	-0.3%	0.0%	-0.9%	–	-3.2%	1.9%	-2.0%	-0.4%	
Data Science	-3.0%	–	-3.0%	–	–	–	–	–	
Design	1.2%	–	1.2%	–	–	–	–	–	
Facilities	–	–	–	–	–	–	–	–	
Finance	0.2%	–	-0.2%	–	–	1.9%	–	–	
Fintech & Payment	-5.5%	–	-5.5%	–	–	–	–	–	Gap is planned to be closed during 2024
HR	-2.7%	–	-2.7%	–	–	–	–	–	

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Job Family	Global Weighted Average	Ireland	Israel	Lithuania	Poland	USA Global Salary	USA Hourly Salary	Ukraine	Comments
IT HD	–	–	–	–	–	–	–	–	–
IT Systems	–	–	–	–	–	–	–	–	
Legal	-1.3%	–	-1.3%	–	–	–	–	–	
Marketing	-2.4%	–	-3.1%	–	–	2.3%	–	–	
Product	-2.4%	–	-2.4%	-2.3%	–	–	–	–	
R&D	-3.7%	–	-2.3%	-5.2%	0.4%	–	–	-9.8%	Lithuania & Ukraine - gaps are mostly due to recent internal moves & profession changes. Salary review in the 2023 process shrunk the gaps and according to our 2024 budget we will minimize the gap.
Sales	-2.5%	-0.4%	4.5%	–	–	-2.8%	–	–	
Bizdev	–	–	–	–	–	–	–	–	
UX	-1.4%	–	-0.5%	-7.3%	–	–	–	–	The gap is mostly due to long LOAs, planned to be closed with their return.
Weighted Average	**-1.9%**	**-0.3%**	**-1.4%**	**-5.1%**	**-1.1%**	**0.4%**	**-2.0%**	**-5.3%**	

*   Gaps presented in negative values (-) are in favor of men; gaps presented in positive values are in favor of women. Hyphen Means that sample is too small.

**   Analysis focuses on 6 main locations with substantial amount of employees

This year, we've made efforts to increase women representation in R&D

Actions Taken to Increase Women Representation in R&D

During the recruitment process for the "Enter" students program, we've actively taken action to push equality between women and men candidates in the initial funnel – we hosted a dedicated event for potential women applicants, collaborated with organizations like "QueenB", and made sure women managers interviewed women candidates (as it's been known to help women advance in the recruitment funnel). We ended up recruiting almost 40% women, which is 10% more than in the previous program.

When it comes to "Kickstart", we've targeted to have 50% women in the candidates pool in the beginning of the recruitment process.

Women in R&D

We've launched a new community for women developers at Wix, as part of our ongoing efforts to increase the representation of women in senior and managerial roles.

Every month, the group meets to share professional knowledge with each other, network and listen to inspirational panels featuring women leaders in tech. It's a safe space to consult, empower and raise each other up.

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What We're Doing Next

(01)

Launching an enrichment course for women in R&D on public speaking at tech events like meetups, conferences and guild days.

(02)

Launching an empowering mentorship program led by senior managers at Wix, with 50% of the available spots reserved for women.

(03)

Introducing a new dashboard to provide ongoing analysis on gender equality at Wix, which covers topics like internal mobility and promotions to managerial roles. This will help us ensure we rectify issues faster and stay on top of things.

(04)

Enhancing the recruitment process:

· We'll hold workshops on gender bias for anyone interviewing candidates at Wix.

· We'll create a training program to encourage more women to become interviewers.

· We'll review the Kickstart program's server test, which we noticed a significant percentage of women chose not to submit.