

Amazon Israel Gender Pay Gap Public Report For 2025

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Activity industry: Technology

Amazon is reporting on GPG for entity Annapurna Labs LTD. The data is segmented into five groups. Our segmentation approach took into consideration our organizational structure, legislative requirements, data privacy, ensuring all-employees are included, and groups are sufficiently sized to analyze.

| Groups according to segmentation | Percentage of average gross wage gaps between all men and women in the group | Percentage of average gross wage gaps for part-time employment between men and women in the group | Percentage of average gross wage gaps for full-time employment between men and women in the group | Partial employment average in the group |
|----------------------------------|---|--|--|---|
| A | -20.7% | - | -18.5% | 10.5% |
| B | -5.2% | -5.9% | -6.3% | 24.2% |
| C | -9.0% | - | -9.0% | 0.3% |
| D | -3.1% | - | -3.2% | 0.7% |
| E | -33.3% | - | -33.5% | 1.7% |

Percentage of employees whose gross wage are lower than the average gross wage in the workplace:

(A) Men 33.3% Women 87.5%

(B) Men 51.3% Women 46.7%

(C) Men 28.9% Women 61.1%

(D) Men 33.8% Women 40.7%

(E) Men 79.1% Women 100%

There are no women or men that receive a supplement to their salary under an agreement or arrangement in order to reach minimum wage.

The Equal Pay Law states that the GPG reports have to organize employees into groups (segments) with similar characteristics while also complying with privacy laws and protecting information security. Our segmentation approach took into consideration our organizational structure, legislative requirements, data privacy, ensuring all employees are included, and groups are sufficiently sized to analyze. This means that our segmented groupings will include a wide range of job titles and levels. A Gender Pay Gap is very different from equal pay, which is about equal pay for equal work. The statutory GPG results within each employee segmentation group compares the average earnings of all men and the average earnings of all women, making no adjustments for the fact that they may be doing completely different jobs. A negative (e.g., -10%) result indicates that the pay gap is in favor of men and a positive result indicates that the pay gap is in favor of women. The GPG results cover 2025 earnings and include employees who were employed by the reporting entity between 1 January 2025 and 31 December 2025.