

VERINT®

Gender Pay Gap

2024 Report

UK | APRIL 2024



Our Commitment

A message from Jill Hearst, our SVP, HR

As a leader in the technology industry, Verint firmly believes in equity, diversity, and inclusion in all areas. We remain entirely committed to closing the gender pay gap and creating a diverse and inclusive workplace for all our people.

Verint EMEA's leadership team continues to explore and drive strategies to close our gender pay gap. As such, we are delighted to have narrowed our mean bonus gap. This is very much a positive step in the right direction.

Of course, there is always more work we can do. Whilst our mean pay gap remains on par with last year's figures, we recognise that our median bonus and pay gaps have widened marginally. It's important to acknowledge that this can be attributed to grants of stocks that have been awarded. Publishing our current position and being transparent regarding this helps us to identify and address areas of improvement.

As a business, it's critical that we continue to drive positive change. This is especially true in the tech sector, which has been traditionally male dominated. In addition to closing the gender pay gap, Verint continues to explore how to create inviting, inclusive, progressive, and sustainable career opportunities for women in tech. It's one of many reasons that the work we do outside of our gender pay gap reporting is so incredibly important to me on a personal level.

I am very proud of Verint's participation alongside Women in Tech, the many outreach activities with universities which our managers drive, and the range of policies and benefits that we offer to specifically appeal to women. We also run a meaningful and supportive Menopause Group, to gather feedback from our female employees about the help they need during this transition. Inviting feedback from our people, and their real-life experiences, has built strong foundations for our policy design and initiatives.

We remain fully committed to making our organisation an inclusive workplace that offers career opportunities, an environment, and a culture that is comfortable for all our employees. I am confident that, with the help of our people, we will continue to further narrow Verint's gender pay gap.

Declaration

I confirm that the data contained within Verint's report is accurate and meets the requirements of the gender pay gap reporting regulations.



Gender Pay Gap report explained

As a private sector employer of over 250 employees in the UK, Verint has submitted and published this report using snapshot data as of 5th April 2023, in accordance with statutory guidelines.

The gender pay gap shows the **mean and median average differences** between male and female employees as of the snapshot date, in their hourly pay and their bonus pay.

This is regardless of their role or length of service within our organisation, but is **not an indication of equal pay**, which requires men and women to be paid the same, for doing the same or similar role.



The **Mean** is calculated by adding the hourly rates of all men and the hourly rates of all women and dividing by the number of men or women.

The **mean gap** shows the difference between them.

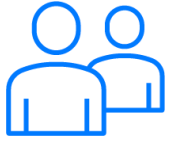
The **Mean and Median Bonus gaps** are also calculated in the same way, as well as the proportion of men and women receiving a bonus.

The **Median** shows the midpoint in the range of hourly rates of men and of women, when listed in ascending order.

The **median gap** shows the difference between the midpoints.

Verint's Stance on Equality

Valuing diversity every day



We have **strong values** that govern our everyday working lives, and we are proud of the diversity of our workforce.



We treat everyone with **dignity, respect, and fairness**, while eliminating all forms of discrimination.



We **value our diverse workforce** and strive to ensure that equal pay for equal work is the standard practice.



Our sector is still male dominated, and we try our best to ensure more women have the opportunities to enter into or grow their career in tech. Verint's environment remains **open, inclusive, and flexible**, with an emphasis on rewarding talent and not gender.



Our Values

Leading our day to day working life



The **integrity** to do what's right



The **innovation** to create leading solutions for real-world challenges



The **transparency** that fuels mutual trust and productive, collaborative working relationships

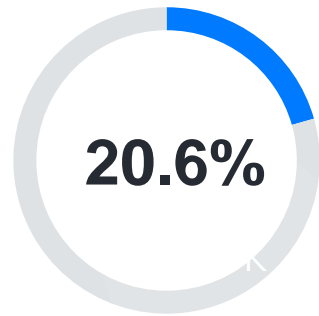


The **humility** to view our successes today as milestones in our journey, and our mistakes as opportunities for improvement



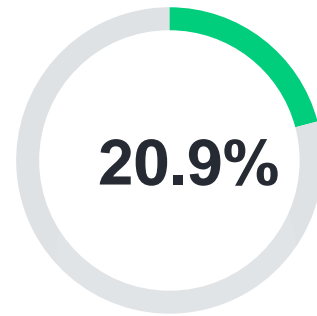
A **passion** for making our customers and partners successful

Gender Pay Gap



Mean

Difference between
Men & Women



Median

Difference between
Men & Women

Results Explained

- Our **mean** pay gap has remained approximately the same YoY
- Our **median** pay gap has increased due to wider men participation in our senior leadership team, our Sales and Engineering groups

What do we do about it?

- We reward **skills and talent**, not gender
- We follow an anonymised recruitment process to **minimise conscious and unconscious bias**
- We are committed on **encouraging, celebrating and supporting** Women in Tech. Read more about our work on this later in the report.

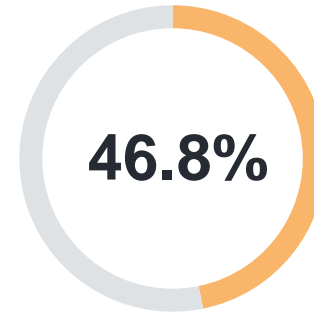
Bonus Pay Gap

Results Explained

- Our **mean** bonus gap has **decreased 6%** YoY
- We have balanced the proportion of employees receiving a bonus at **85% across both genders**
- Our **median** bonus gap has increased by 13.6%

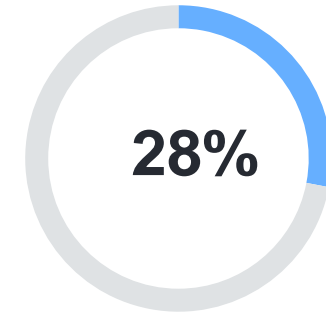
What do we do about it?

- We recognise different reward practices for different functions. Therefore, the gender split in each function means we see different results on the median bonus paid
- We know that some functions are targeted on individual performance while others on company performance
- We remain committed to paying bonuses based on job roles and not gender or other personal characteristics



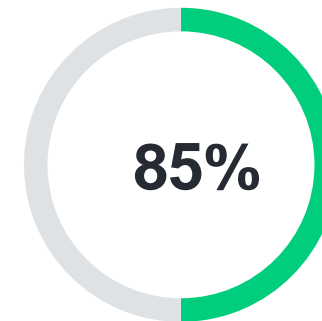
Mean

Difference between
Men & Women



Median

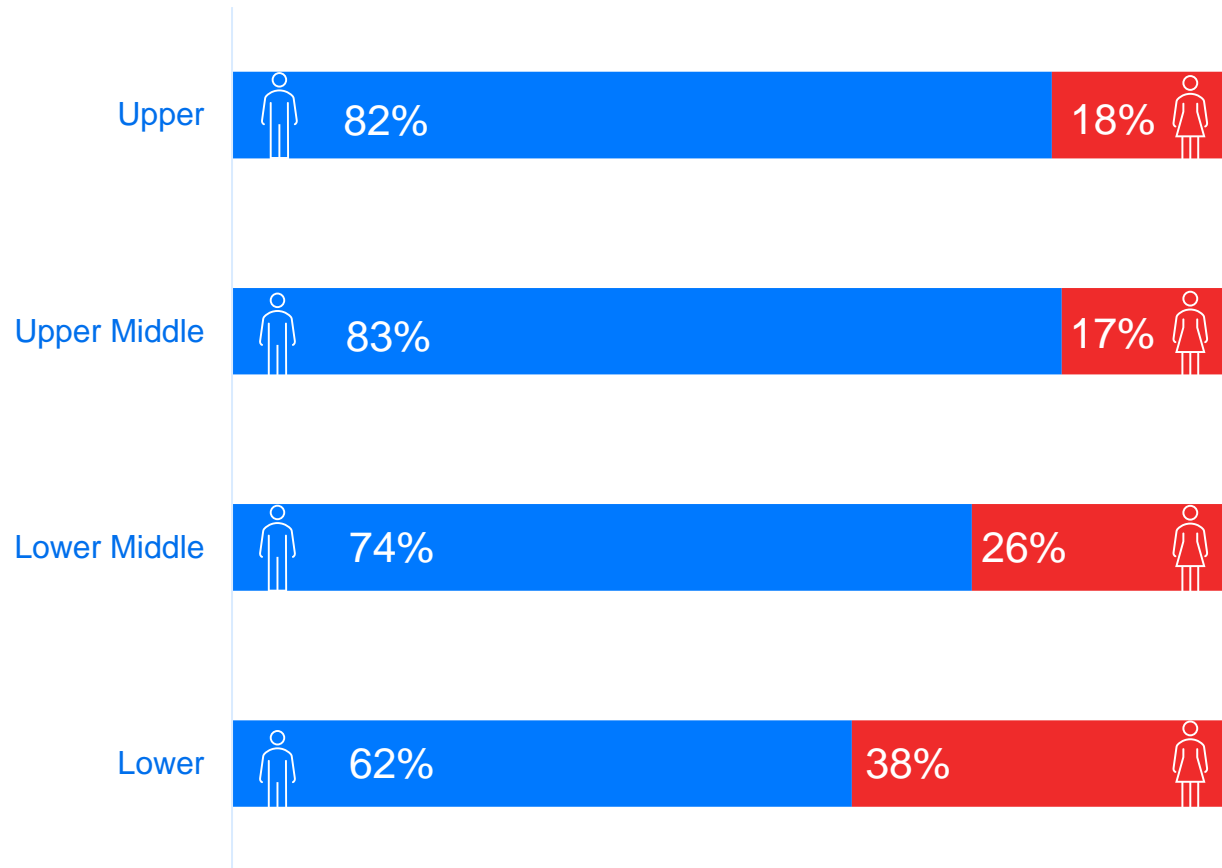
Difference between
Men & Women



% of Men and Women
receiving a **bonus**

Pay Quartiles

The shape of our organization based on pay quartiles



- **Mean** pay gap increases as we reach higher level, higher paid jobs, where we see less female participation
- 75% of our workforce are men, however we see a **YoY improvement** in the lower quartiles as we welcome more women into the organisation
- YoY the **Median** pay gap has **decreased** among the lower (8%) and lower middle (4%) quartiles

Verint AdVance

At Verint we are committed to fostering an environment that attracts and retains the best talent, regardless of gender, values, diversity of life experiences and perspectives.

We celebrate and welcome all cultures and backgrounds and we believe that only by coming together, and flourishing in a supportive and collaborative environment, can we achieve continuous innovation and value for all stakeholders and communities.

Women In Tech

Verint empowers its women by funding attendance to the WomenTech virtual conference, which unites thousands of women globally to foster innovation and with purpose and impact.

Menopause in the Workplace

Verint's introduction of a Menopause in the Workplace policy sets out clear support for employees and line managers. We regularly host a Menopause Support Group for employees and enable the exchange of educational books or magazines to learn from.

Neurodiversity in Business (NiB)

Verint became a proud member of NiB in 2022 and an educational pack has since been created and shared with employees, to support awareness of neurodiversity within the workplace and encourage good practice regarding ND empowerment.

Black, Asian & Minority Ethnic Listening Group

Following a successful listening group, Verint has been able to understand and support different ethnic minorities and cultures, by educating employees and managers to champion positive change.

Equity & Pride

Verint celebrates International Pride Day and takes the opportunity to cultivate a safe space within the workplace, to share experiences and express their commitment to equity in the workplace.

