

Gender Pay Gap

2026 Report
UK

VERINT[®]

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Our Commitment

A message from Jill Hearst, our SVP of 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 and we recognise that there is still more progress to make.

Although our mean pay gap has widened and our median pay gap has remained stable, it is encouraging to see reductions in both our mean and median bonus gaps. These fluctuations reflect our commitment to recruiting and rewarding people based on talent and capability rather than gender. 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 and the entire Verint UK leadership team on a personal level.

We are delighted that Verint has been recognised as one of the UK's Best Workplaces™ for Women in 2025 - a reflection of our ongoing commitment to creating a supportive environment where women can thrive and progress.

Similarly, we are 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 run meaningful and supportive initiatives that empower women through all stages of life, including programmes that assist women as they have and raise their families, as well as a highly successful Menopause Group. Through these and other initiatives we not only support women, but we gather ongoing feedback from our female employees about the help they need during these transitions. 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

What is the gender pay gap?

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

Is it the same as equal pay?

It is **not an indication of equal pay** for doing the same or a similar role. It does not take into account individual roles, experience or length of service.

Who needs to report on this?

Any private sector employer with over 250 employees in the UK, publishes a transparent report in accordance with statutory guidelines.

How is the report compiled?

How is the Mean calculated?

The mean pay gap 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 bonus gap is calculated in the same way, as well as the proportion of men and women receiving a bonus.

How is the Median calculated?

The median is the **midpoint in the range of hourly rates or bonuses** of men and of women, when listed in ascending order. The median pay and bonus gaps are the differences between midpoints for men and women.

Verint's Stance on Equality

Valuing diversity every day



Strong values shape our daily work, and we proudly embrace the diversity of our people.

Everyone is treated with **dignity and respect**, as we strive to eliminate discrimination in all its forms.

We celebrate the diversity of our workforce and strive to guarantee **equal pay for equal work**.

In a male dominated sector, we champion women's growth and uphold an **inclusive merit-based culture**.

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

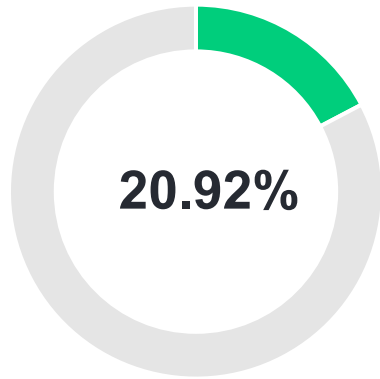


The **humility** to view our successes today as milestones in our journey, and our mistakes as opportunities for improvement



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

Gender Pay Gap

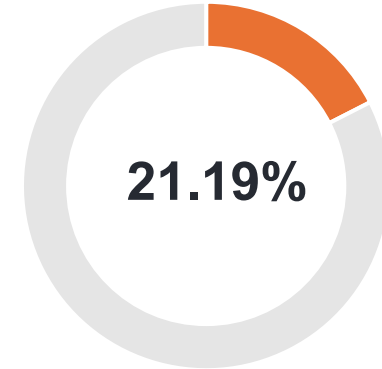


Mean

Difference between
Men & Women

Results Explained

- Our **mean** pay gap has **increased by 5.7%** compared with last year.
- Our **median** pay gap has remained **stable**.
- This wider gap reflects the current structure of our workforce, where senior leadership roles - particularly in Sales and Engineering - are more heavily represented by men.



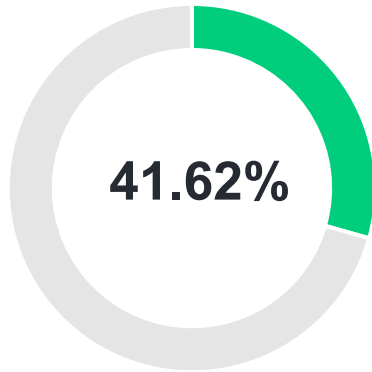
Median

Difference between
Men & Women

What do we do about it?

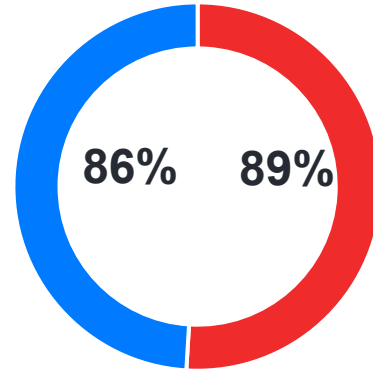
- We recognise and reward **skills, performance and talent**, not gender
- Our anonymised recruitment process helps to **minimise conscious and unconscious bias, ensuring fairness at every stage**.
- We are dedicated to **encouraging, celebrating and supporting** Women in Tech and continue to expand initiatives that promote equal opportunity. Read more about our work on this later in the report.

Bonus Pay Gap

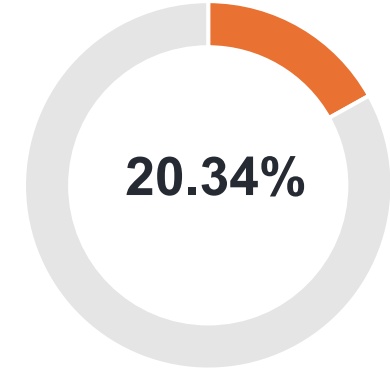


Mean

Difference between
Men & Women



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



Median

Difference between
Men & Women

Results Explained

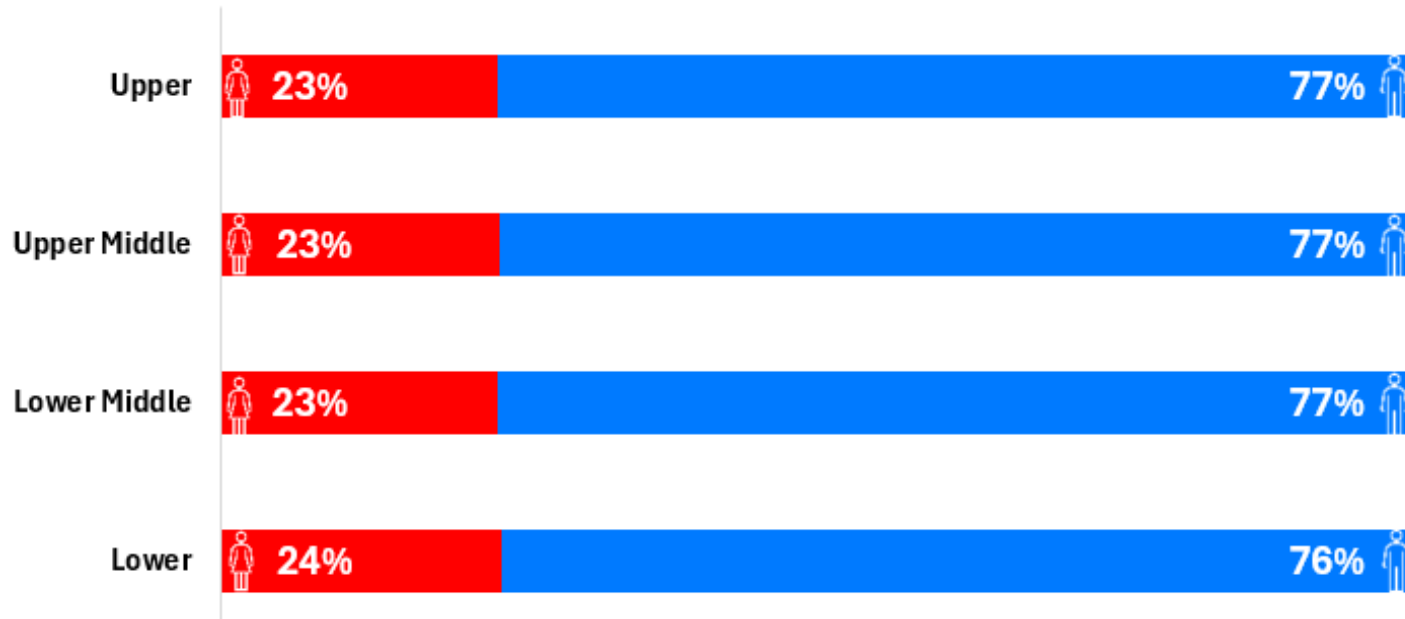
- Our **mean** bonus gap has **decreased by 11%**
- Our **median** bonus gap has also **decreased by 1.4%** reflecting higher bonuses awarded to women across the organisation.
- This year **89% of women received a bonus compared with 86% of men**, marking a 1% improvement on last year and demonstrating encouraging progress toward greater equity in reward.

What do we do about it?

- We recognise reward practices vary across functions and the gender balance within each area influences the overall bonus outcomes.
- In some functions, bonuses are linked to individual performance, while in others they are tied to company performance. This naturally creates varied results.
- **We remain firmly committed to ensuring bonuses are awarded based on role and performance – never on gender or personal characteristics.**

Pay Quartiles

The shape of our organisation based on pay quartiles



Results Explained

- Men currently make up **75% of our workforce**, which reflects the wider trends within our industry.
- This year, the pay gap increased by 2% across the Upper, Upper Middle and Lower Middle quartiles and by 1% in the Lower quartile.
- These results highlight differences such as a higher proportion of women working part-time, which affects pay distribution, while more men joined the organisation this year, including within our intern population.
- These factors influenced the balance across quartiles, but they also **highlight where we can continue to focus – supporting women into full-time and senior roles and ensuring advancement is based on talent and opportunity.**

2025 Great Place To Work – Best Workplaces for Women Award

We are proud to have been recognised and awarded for our efforts to provide a positive and supportive work environment for everyone, particularly women in cultivating career progression.

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.

Periods & Menopause in the Workplace

Verint's introduction of both a Period and 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.

Women Mentors

By encouraging more of our women to mentor and coach others across the business, we aim to fortify our female workforce to thrive and feel supported and heard.

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.

Age-Friendly Employer Pledge

We are championing the age-friendly movement to promote a positive, realistic view of ageing, to ensure our employees enjoy good health, financial security and respect.



Verint AdVance

At Verint, We are committed to fostering an environment that attracts and retains the best talent, values diversity of life experiences and perspectives, and encourages innovation.

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.

VERINT.
Advance