

Verint Systems UK Gender Pay Gap Report 2017

Verint is an equal opportunity employer. The company is committed to ensuring equal opportunities, fairness of treatment, dignity, work-life balance and the elimination of all forms of discrimination in the workplace.

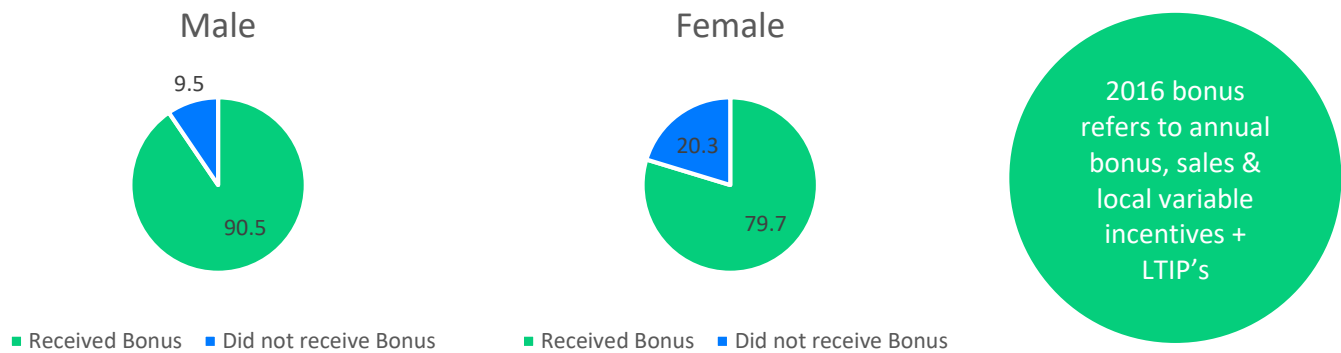
Gender pay & bonus gap

Difference between men and women	Mean Average	Median Middle
Gender Pay Gap	25.7%	29.4%
Gender Bonus Gap	52.9%	77.0%

Verint Systems UK gender pay gap for 2016 stands at 25.7% which is higher than the UK average of 18.1%. We are aware that if we are able to improve our gender balance we will also be able to improve our business outcomes and the services we provide to our customers. We welcome female applicants in all areas of the business and are working to review our recruitment strategies, graduate recruitment schemes, external partnerships and leadership programs to reach out to and attract a diverse workforce.

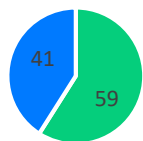
All Verint employees receive either a bonus plan or commission plan appropriate to their role at the start of each fiscal year. Employees joining in the last quarter of the fiscal year are issued a plan at the start of the following fiscal year. It should be acknowledged that although the Median Gender Bonus Gap is 77% this is mainly due to a significantly higher number of male employees working in the Sales organisation on commission plans rather than bonus plans. *Commission plan earning potential is uncapped.*

Proportion of employees receiving a 2016 bonus (%)



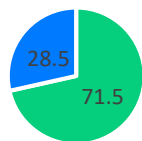
Pay quartiles (%)

Quartile 1



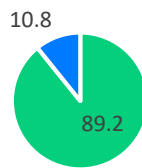
■ Male ■ Female

Quartile 2



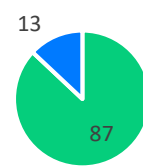
■ Male ■ Female

Quartile 3



■ Male ■ Female

Quartile 4



■ Male ■ Female

The Verint Values



Humility



Innovation



Integrity



Transparency



Passion

We take every care to ensure that female and male employees performing similar roles receive equal remuneration. We believe that our gender pay gap is not a pay issue, but is the result of a lack of female employees in certain roles, including Technical Support, Sales, Engineering and leadership positions.

Our upper quartile of roles is 87% men for example. While historically females tended not to choose these STEM careers, we are ensuring that we provide a flexible, open and inclusive working environment driven by our Verint Values.

Jill Hearst – SVP HR EMEA