

# Gender Pay Gap

2025 Report  
UK

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## Our Commitment

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# 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. As such, we are delighted to have narrowed our mean pay gap. This is very much a positive step in the right direction.*

*Of course, we recognise there is more work we can do. Whilst our median pay gap remains on par with last year's figures and our mean bonus gap has widened; it is encouraging to see that our mean pay gap and our median bonus gaps have both decreased. It's important to acknowledge that fluctuations can be attributed to grants of stocks and other incentives 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

## 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.

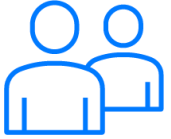
The mean bonus gap is calculated in the same way, as well as the proportion of men and women receiving a bonus.

### 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



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



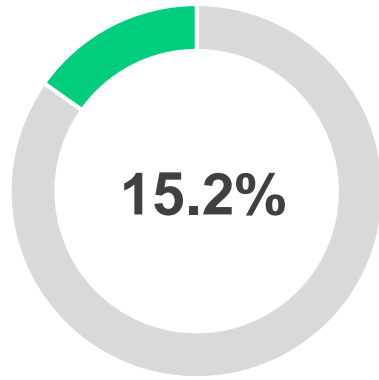
The **humility** to view our successes today as milestones in our journey, and our mistakes as opportunities for improvement



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



# Gender Pay Gap

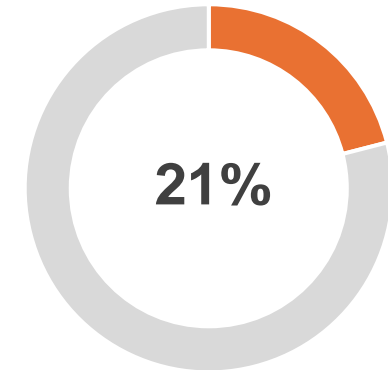


## Mean

Difference between  
Men & Women

## Results Explained

- Our **mean** pay gap has **decreased by 5.4%** since the year before. This shows a positive step in pay equity.
- Our **median** pay gap has remained the same as the year before. The wider gap is attributed to more males holding senior leadership positions, predominantly in our Sales and Engineering groups



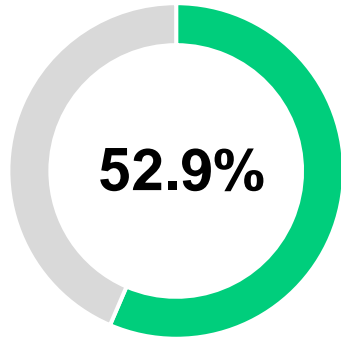
## Median

Difference between  
Men & Women

## What do we do about it?

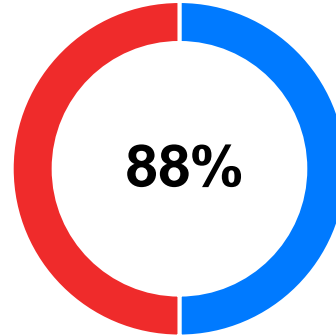
- We reward **skills and talent**, not gender
- We follow an anonymised recruitment process to **minimise conscious and unconscious bias**
- We are committed on **encouraging, celebrating and supporting** Women in Tech. Read more about our work on this later in the report.

# Bonus Pay Gap

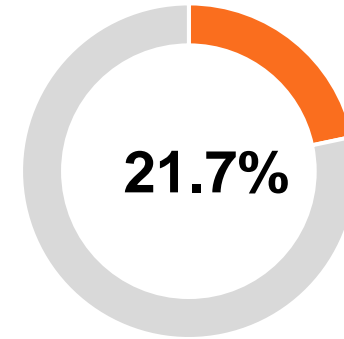


## Mean

Difference between  
Men & Women



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



## Median

Difference between  
Men & Women

### Results Explained

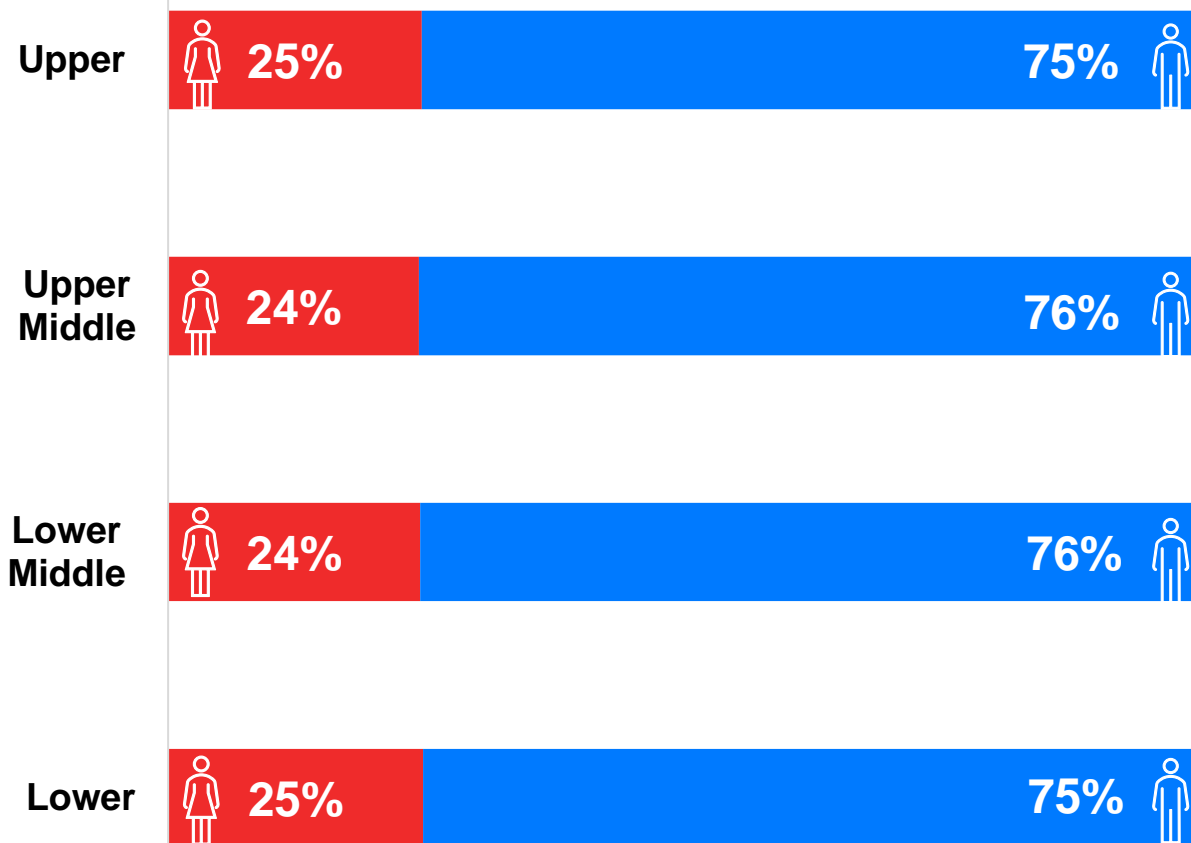
- Our **mean** bonus gap has increased by 6% due to senior leadership positions held by more men than women
- Our **median** bonus gap has **decreased by 6.3%** which shows higher bonuses received by women across the board
- A balanced proportion of **88%** of employees received a bonus **across both genders**

### What do we do about it?

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

# Pay Quartiles

The shape of our organisation based on pay quartiles



## Results Explained

- 75% of our workforce are men and much of this is indicative of our industry
- The gap has **decreased by 7%** among both the **Upper** and **Upper Middle** quartiles
- The gap has increased among the Lower quartile and this can be attributed to our intern and junior population being **mostly male** and **the number of part-time roles largely held by women** in comparison to men.



# Verint AdVance

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*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.*

## 2024 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.