

At Verint we have strong values that govern our every day 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.

### Our values



Integrity



Transparency



Humility



Innovation



Passion

At Verint, 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 get the chances they need to get into a tech career. Our environment remains open, inclusive, and flexible with an emphasis on rewarding talent and not gender.

### Gender Pay & Bonus Gap

Difference between men and women	Mean Average	Median Middle
Gender Pay Gap	22.7%	22.6%
Gender Bonus Gap	57.7%	18.9%

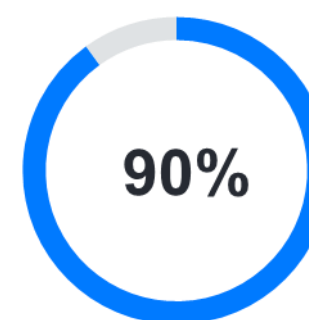
### What has changed from last year - Gender Pay Gap:

Both our median and mean gender pay gap is lower than last year by more than 3% showing Verint's continued efforts towards salary parity across our workforce. Our quartiles are also more equally distributed with the mean and median scores across the first three quartiles ranging from -1.1 to 2% showing that at Verint, gender is not a factor that determines compensation regardless of level. However, it's important to note that three quarters of our workforce approximately is still male employees; hence we continue to work hard to recruit and promote a more diverse workforce.

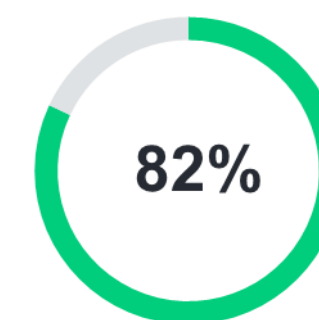
### What has changed from last year - Bonus Pay Gap:

Our mean bonus pay gap has increased slightly this year, however our median is now almost 18% lower than before showing again our commitment to equal pay across genders. In addition, the difference between male employees receiving a bonus, and female employees is also small. Even this difference though is relevant to our people's job roles rather than their gender.

### Proportion of employees receiving a 2019 bonus (%)



Male employees who received a bonus in 2019



Female employees who received a bonus in 2019

### Pay Quartiles Distribution of Male-Female in %

