

# NiCE UK

## Gender Gap Report



2026



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### INTRODUCTION

NiCE Systems UK Limited is committed to transparency and equality across the organisation. As part of this commitment, we are pleased to publish this report in line with the UK Government's gender pay gap reporting framework for employers in England, Wales, and Scotland with 250 or more employees.

The gender pay gap calculations presented in this report are summary statistics based on a snapshot date of 5th April 2025 for NiCE Systems UK Limited. The gender pay gap is calculated as the percentage difference between the average hourly pay of male and female employees, and the average bonus pay received by male and female employees.

### ABOUT NiCE

NiCE (NASDAQ: NiCE) is transforming the world with AI that puts people first. Our purpose-built AI-powered platforms automate engagements into proactive, safe, intelligent actions, empowering individuals and organisations to innovate and act, from interaction to resolution. Trusted by organisations throughout 150+ countries worldwide, NiCE's platforms are widely adopted across industries connecting people, systems, and workflows to work smarter at scale, elevating performance across the organisation, delivering proven measurable outcomes.

Known as an innovation powerhouse that excels in AI, cloud, and digital, NiCE is consistently recognised as the market leader in its domains, with over 9,600 employees across 30+ countries.

At NiCE UK, we have a total of 354 employees as of the snapshot date. Of these, female employees represent 28%, and 22% of our management positions in the UK are held by women. Last year, 26% of new hires were female, 26% of employee promotions were women, and 33% of those female employees promoted moved into management positions. Female representation in leadership hiring increased worldwide to 26% in 2025, up from 15% in 2024, demonstrating our global managerial focus and commitment to greater female hiring.

Ethics, honesty, and respect are fundamental to the NiCE Code of Ethics and Business Conduct. We pride ourselves in fostering a workplace that provides equal opportunity for all qualified applicants and employees, regardless of their gender, age, race, religion, or other protected characteristics.



Diversity and inclusion are embedded in our culture and business practices, from our hiring processes to how we support the development and growth of our employees. As a result, NiCE has been included in the Forbes' "World's Top Companies for Women" list for the last two years.

### ENHANCING INCLUSION IN THE WORKPLACE

Over the last year, we have continued to promote and increase awareness about inclusion across the organisation. We provide an enhanced Parental Leave Plan where we have doubled the number of full-pay weeks from the statutory six weeks, providing primary caretakers with an additional six weeks of company-funded leave – giving a total of 12 weeks full-pay – and offer two weeks of full pay to secondary caretakers to strengthen support for working parents.

We also offer a 'bridging' period at the end of the primary caretaker's leave, enabling employees to work from home for an extended period as they transition back to work. This is in addition to our NiCE-FLEX hybrid working model, which comprises three remote workdays and two office days per week, providing employees with greater flexibility and supporting a healthy work-life balance.

We host 'Women in Tech' and 'Women in Sales' groups, which bring together employees in these fields for educational sessions and open discussions on shared experiences. These groups provide a safe and welcoming space that encourages connection, development, and empowerment. We further support our female sales community through quarterly sessions, led by senior women, focused on development, networking and peer support, including workshops such as 'Communication with Confidence'.

We also identify 'Manbassadors' – male leaders who actively advocate for, support, and recruit women to achieve more equality in their teams. Women remain closely involved in hiring processes and we have introduced a requirement for at least one female candidate on advanced shortlists.

Every year, we celebrate International Women's Day (IWD) throughout March with international, regional, and local events, alongside a global campaign highlighting the achievements of women across NiCE. This provides an opportunity to enhance awareness of female representation within the organisation and showcase women who are inspiring role models.

In the UK, we host a number of IWD events across our offices, including a panel featuring female employees and a food packing event for the Enfield Women's Centre – a charity which supports disadvantaged women and their families.

During October, we run a company-wide Breast Cancer Awareness campaign, sharing important information about self-care and early detection through expert guest speakers, educational resources, and in-office events.

Our global monthly newsletters feature career stories in each edition, providing an opportunity to share women's career journeys at NiCE and inspire colleagues across the organisation through their experiences.

## OUR PAY PHILOSOPHY

Our compensation packages are aligned with market benchmarks and tailored to different job families. They include a range of components such as bonus schemes, equity plans, and commission structures.

We ensure that each remuneration package reflects the candidate's educational background, professional experience, and overall skills and competencies. Furthermore, the variable elements of compensation are directly correlated to individual performance, as well as that of the business unit and company as a whole.

## GENDER PAY GAP RESULTS

NiCE's median hourly pay difference favours males by 9.10%, compared to 5.57% last year. This is comfortably below the national median average of 12.8% reported by the Office of National Statistics (ONS, 2025). The hourly mean gender pay gap favours male employees by 13.14%, compared to 11.88% last year, slightly below the national mean of 13.9% (ONS, 2022 – latest available data).

We consider the median – where half of employees earn more and half earn less – to be the most representative measure of pay for a 'typical' employee, as it is less influenced by outliers than the mean. When analysing hourly pay for men and women performing the same roles at the same level of seniority, the gaps are notably smaller than the overall median figures.

It is also important to consider workforce composition: 35% of our UK employees work in

sales-related roles, which typically offer higher remuneration, and within this group, 84% are male. This distribution has an impact on the overall pay gap.

It should be noted that the figures reflect overall differences across our UK workforce and do not account for variations in skills, experience, and professional abilities of the employees, or the market conditions specific to each role.

The median gender bonus gap at NiCE currently favours male employees by 44.42%, while the mean gender bonus gap favours male employees by 46.57%. The primary reason for these gaps is the wide range of bonus outcomes in our workforce, driven by our male-dominated sales population.

Sales roles make up 35% of employees participating in the bonus scheme and 84% of these roles are held by male employees. Compensation for sales employees consists of base salary and variable commission, with commission forming a significant proportion of total earnings. This can result in higher overall bonus figures and greater variability in outcomes.

All NiCE employees are eligible for a variable component of their remuneration, either through a bonus plan or commission. However, there are differences in how these apply. Employees in non-sales roles typically become eligible for bonus plans after a qualifying period, whereas sales employees are able to earn commission from their first day. As sales roles are predominantly held by men, this contributes to a higher male representation in bonus participation and influences the overall bonus gap figures.

## STATUTORY DECLARATION

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Michal Samuel**  
VP, HR International  
NiCE Systems UK Limited

## NiCE'S 2025 GENDER PAY GAP RESULTS

The figures presented in this report represent average percentages across job families and job levels, regardless of role, length of service, experience, performance, or any other factors that can affect base salary.

### Explanation of terminology:

**Median hourly pay gap:** Difference between median hourly earnings of males and females

**Mean bonus gap:** Difference between average bonus earnings of males and females

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**Bonus participation:** Proportion of male and female employees receiving bonuses within the 12-month period

**Median bonus gap:** Difference between median bonus earnings of males and females

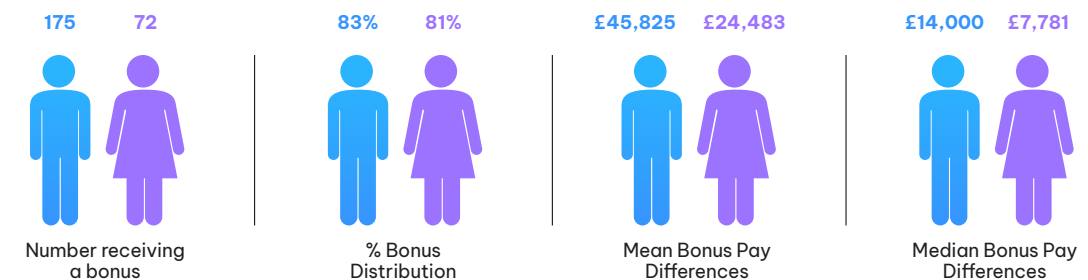
## MEAN HOURLY PAY RATES



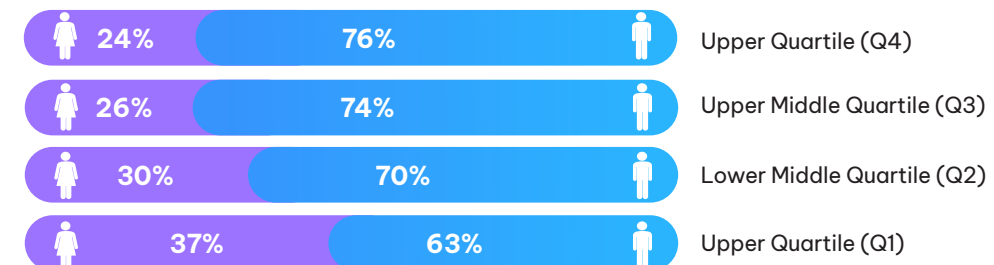
## MEDIAN HOURLY PAY RATES



## BONUS PAYMENTS AND PARTICIPATION



## QUARTILES



# ADVANCING WOMEN AT NiCE



## Global Code-Coda Programme (7th year in a row)

Our best and brightest female engineers lead, inspire and mentor young girls (aged 13-14) in a full 2-year curriculum, with the objective of driving them toward technology-related careers

`<code:coda>`



## Women in Tech & Women in Sales Committees

EMEA-based committees that promote awareness and initiatives to support and advance our community of women

## Family-Friendly Care Policies

Enhanced Parental Leave care policies, and added flexibility for primary caretakers returning to the workforce.

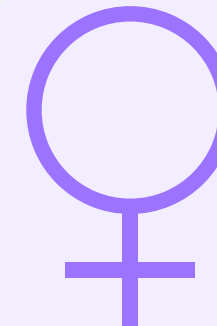


## NiCE-FLEX

Our hybrid work model comprised of 3 days remote work and 2 days of office work allows great flexibility and a good work-life balance

## International Women's Day

Marked every year at NiCE by focusing on women's achievements and celebrating our inspiring women at NiCE



## Gender Neutral Job Advertising

All our job postings are drafted in gender neutral language to reduce biases and encourage women applicants

## Women-Friendly Recruiting Process

Policy of a woman interviewer as part of the recruiting process of women applicants to ensure female applicants feel most comfortable and welcome

## Prevention of Discrimination & Sexual Harassment Training

Annual, mandatory, interactive, online training for all UK employees

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