



This narrative gives an overview of the UK gender pay gap results for Verizon UK Limited as of 5th April 2025. Detailed results are attached.

The UK government's gender pay gap reporting requirements aggregate data for all jobs within an entity, meaning that it does not compare the pay of men and women performing similar roles. Verizon has a long-standing commitment to paying employees equitably for performing similar work.

We acknowledge that our UK workforce has a higher proportion of men in higher-paying roles in certain areas of our business and that therefore contributes to the current pay gap.

## **OUR RESULTS**

In this report, "median" refers to the difference in hourly earnings or bonus pay between the man and woman at the mid-point of a list ordered from highest to lowest. "Mean" refers to the difference in average hourly pay and bonus pay between men and women.

An overview of Verizon UK Limited's 5th April 2025 results are that the hourly pay gap was **11.4%** mean and **12.9%** median, compared to 13.2% mean and 14% median in April 2024. This shows that the long-term trend for both measures continues to be downward.

The bonus pay gap for 5th April 2025 was **29.1%** mean and **41.6%** median, compared to 36.1% mean and 44.5% median the previous year.

There have been continuous changes in our business which continue to impact our gender pay gap results. These changes primarily affected headcount in certain roles, altering the distribution of employees across pay levels and contributing to the improvement in our hourly pay gap.

In terms of the percentages of men and women who received bonuses, all UK-based employees are eligible to receive them. The differences in results reflect the composition of our workforce across different pay levels, as well as the timing of when employees joined Verizon and the business changes mentioned above.

## **ONGOING ACTIONS**

We recognise that these results are shaped by the representation of our UK workforce, particularly in technical and senior roles.

Our ongoing commitment to recruiting, developing, retaining and empowering the best talent across our UK business gives us a solid platform for future growth. We are confident that our career progression and training programmes, as well as family-friendly policies and benefits, will continue to make Verizon a rewarding place for everyone to work.

## April 5, 2025 Verizon UK Limited Gender Pay Report

Address: Reading International Business Park, Basingstoke Road, Reading, Berkshire, RG2 6DA  
Sector: Information and Communication

### HOURLY PAY

<b>The Hourly Pay Gap is:</b>	<b>12.9%</b> (median)	<b>11.4%</b> (mean)
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### PAY QUANTILES

How many men and women are in each quarter of the employer's payroll?

<b>Top quartile</b>	<b>79.7%</b> Men	<b>20.3%</b> Women
<b>Upper middle quartile</b>	<b>73.6%</b> Men	<b>26.4%</b> Women
<b>Lower middle quartile</b>	<b>66.8%</b> Men	<b>33.2%</b> Women
<b>Lower quartile</b>	<b>64.5%</b> Men	<b>35.5%</b> Women

### BONUS PAY

<b>The Bonus Pay Gap is:</b>	<b>41.6%</b> (median)	<b>29.1%</b> (mean)
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<b>Who received bonus pay?</b>	<b>95%</b> of Men	<b>97.9%</b> of Women
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I declare that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Clare Aitkenhead

**Director**

**Verizon UK Limited**

**Reading International Business Park, Basingstoke Road, Reading, Berkshire RG2 6DA**