verizon

GENDER PAY GAP REPORT 2026

This report sets out Verizon's gender pay gap results for the 2026 reporting cycle for our Irish entities: Verizon Connect Development Limited (VCDL), Verizon Services Ireland Limited (VSIL) and Verizon Ireland Limited (VIL). It is prepared in line with Irish gender pay gap reporting requirements for employers in Ireland and reflects the position as at the snapshot date of 30 June 2026.

The Irish gender pay gap framework aggregates data across all roles within each reporting entity. It does not compare the pay of women and men performing the same or similar work. Verizon remains dedicated in its continued pay equity commitment to paying employees equitably for performing similar work.

OUR RESULTS

	VCDL	VSIL	VIL
Mean gender pay gap	19.1%	-1.8%	13.6%
Median gender pay gap	12.5%	13.0%	9.0%
Mean gender pay gap – part time	n/a *	n/a *	n/a *
Median gender pay gap – part time	n/a *	n/a *	n/a *
Mean gender pay gap – temporary	n/a *	n/a *	n/a *
Median gender pay gap – temporary	n/a *	n/a *	n/a *
Mean bonus gap	27.0%	-5.5%	17.9%
Median bonus gap	22.8%	5.2%	-1.2%
Proportion of men receiving a bonus	98.9%	99.6%	97.3%
Proportion of women receiving a bonus	96.7%	100%	92.9%
Proportion of men receiving a BIK	93.4%	89.6%	86.5%
Proportion of women receiving a BIK	88.3%	91.1%	85.7%
Lower quartile (percentage women)	34.4%	40.7%	38.5%
Lower-mid quartile (percentage women)	33.3%	44.9%	25.0%
Upper-mid quartile (percentage women)	21.7%	42.4%	23.1%
Upper quartile (percentage women)	9.8%	34.7%	23.1%

** We did not have at least one man and one woman employed on a part-time and/or temporary contract on the snapshot date. We are therefore unable to report mean and median pay gaps for part-time and/or temporary employees this year.*

The 2025 mean and median gaps, for comparison, were 18.9% and 12.6% for VCDL, 2.2% and 2.1% for VSIL, and 9.3% and 4.1% for VIL. A negative figure means that the result favors women.

Across all four Verizon employing entities in Ireland, our June 2026 aggregate hourly pay result was 8.5% mean and 8.7% median, compared to 15.2% mean and 18.0% median in 2025.

EXPLAINING OUR RESULTS

As with many employers in our sector, our results are influenced by the make-up of our workforce, including how men and women are represented across band levels and in senior and higher-paid roles. We explain the position for each reporting entity below.

Verizon Connect Development Limited (VCDL)

VCDL has the widest gap of our reporting entities. While its mean gap has narrowed since 2023, we recognize that the gap increased since last year. The main factor is the distribution of men and women across band levels, with fewer women in higher-paid and upper-management roles.

Verizon Services Ireland Limited (VSIL)

VSIL's results reflect the distribution of men and women across band levels. An increase in the proportion of women in mid-level and senior roles has supported the mean result. The increase in the median result reflects changes in workforce composition at our most junior band level, which moved the mid-point of the pay distribution.

Verizon Ireland Limited (VIL)

VIL has a small workforce, so relatively small changes in the distribution of employees across band levels can affect its results. This year a small movement in the distribution of women and men between our two main band levels affected both the mean and median results. However, the main underlying factor is the lower representation of women in higher-paid and senior roles.

For all reporting entities, all of our Ireland-based employees are eligible to receive bonuses, and bonus receipt is near-universal. Our bonus gaps largely reflect the same distribution of men and women across band levels described above.

OUR ACTIONS

While Verizon recognises that the evolving nature of our workforce will continue to influence our results, we remain focused on fostering an inclusive, high-performing culture.

Our actions continue to focus on four main areas: attract, develop, retain and empower. Together, these help our teams draw upon the full range of talent in our communities and our industry.

Our career progression and mobility programs, together with the training that supports skills development, continue to benefit all of our employees. These include our leadership readiness programming and our professional development series which is sponsored at a senior-level.

The review of our talent acquisition pipelines and partnerships continues to ensure they reach candidates for every level of our business, using data-driven screening practices and interview processes that emphasize structured assessment.

We have continued our flexible working arrangements by way of our hybrid working model, while continuing to strengthen our manager's capabilities.

We are confident that these initiatives will help to ensure Verizon remains a great place for everyone to work.