



GENDER PAY GAP REPORT 2025

This report sets out Verizon's gender pay gap results for the 2025 reporting cycle for our Irish entities: Verizon Connect Development Limited (VCDL), Verizon Services Ireland Limited (VSIL), and, for the first time, 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 June 2025 snapshot date. In addition, we provide an aggregated view across all Verizon employing entities in Ireland to give a comprehensive picture of our Irish workforce.

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 pay gap	18.9%	2.2%	9.3%
Median gender pay gap	12.6%	2.1%	4.1%
Mean gender pay gap – part time	6.0%	n/a *	n/a *
Median gender pay gap – part time	-0.7%	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	33.8%	-10.5%	0.7%
Median bonus gap	15.0%	12.5%	7.8%
Proportion of men receiving a bonus	99.5%	84.1%	100%
Proportion of women receiving a bonus	97.1%	76.3%	92.9%
Proportion of men receiving a BIK	95.4%	79.9%	100%
Proportion of women receiving a BIK	94.2%	81.3%	92.9%
Lower quartile (percentage women)	35.2%	43.2%	38.5%
Lower-mid quartile (percentage women)	31.0%	37.9%	25.0%
Upper-mid quartile (percentage women)	21.1%	47.5%	16.7%
Upper quartile (percentage women)	9.7%	32.1%	30.8%

**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 results for this year have moved, for VCDL compared to 15.8% mean and 13.6% median and for VSIL compared to 7.5% mean and 6.5% median, in 2024. As this is VIL's first year of reporting, there are no reported results to compare against.

Across all four Verizon employing entities in Ireland, our June 2025 aggregate hourly pay result was **15.2%** mean and **18.0%** median, compared to 16.2% mean and 14.9% median in 2024.



EXPLAINING OUR RESULTS

As with many employers in our sector, our outcomes are primarily shaped by workforce composition, particularly the distribution of men and women across higher-paid technical and senior management and leadership roles. For VCDL, the dominant driver of the overall gap continues to be a lower proportion of women in upper management and other higher-paying roles. VSIL reflects similar dynamics, though to a lesser extent. VIL is reporting for the first time this year, having met the applicable employee threshold at the snapshot date, and its results mirror the broader trends across Verizon's Irish operations.

For all reporting entities, in terms of the results relating to the percentages of men and women who received bonuses, all of our Ireland-based employees are eligible to receive bonuses and the differences in the results are due to factors including the point in the year that employees joined Verizon.

OUR ACTIONS

While the ever changing nature of our workforce will continue to influence the results, Verizon is focused on building an inclusive and high-performing culture.

We continue to take action in four areas—attract, develop, retain, and empower—so that our teams draw upon the breadth of talent in our communities and our industry.

We have strong programs on career progression and training that support skills development and career mobility for all our employees, including leadership readiness programming and professional development series with senior level sponsorship.

We continue to review our talent acquisition pipelines and partnerships to support access to candidates across all levels of our business, supported by data-driven screening practices and interview processes that emphasize structured assessment.

We maintain flexible working arrangements through our hybrid model and continue to build manager capability around performance, development, and inclusion.

We are confident that these initiatives will continue to make Verizon a great place for everyone to work.