

## Veritas UK Gender Gap Statement 2022

Veritas Technologies (UK) Limited has published the following gender pay gap figures in line with the requirements of The Equality Act 2010 (Gender Pay Gap Information), Regulations 2017.

The gender pay calculations provide a snapshot across the Veritas UK business without reference to job function or grade. Note that gender pay gap is not the same as pay equity or equal pay for work of equal value.

Individual pay decisions at Veritas are made in line with a pay-for-performance philosophy which recognizes differences in individual performance – regardless of gender – and considers experience, role tenure, and qualifications. These individual decisions are underpinned by the reference to a vigorous market data pricing analysis for each discrete role to ensure an internally fair and externally competitive baseline from which internal ranges are developed. Managers receive training and support to determine the appropriate salary position in range aligned with the company pay philosophy.

### 2022

	Mean	Median
Gender Pay Gap	17.66%	7.48%
Gender Bonus Gap	62.57%	55.82%

	Male	Female
Lower quartile	55.6%	44.4%
Lower mid quartile	77.8%	22.2%
Upper mid quartile	73.0%	27.0%
Upper quartile	74.2%	25.8%

As common with the technology industry, the gender pay gap within Veritas UK is driven primarily by the underrepresentation of women, particularly in commissioned roles, which disproportionately impacts earning opportunity. The Veritas Long Term Cash Incentive plan, which focuses primarily on non-commissioned managers, has been extended to senior individual contributor non-commissioned roles and continues to have a positive impact – providing increased value to recipients as multiple year-on-year awards vest.

Additionally, Veritas has launched eleVate, a year-long women’s leadership development program in association with Stanford University in Palo Alto, California that supports the internal growth and development of women in the company. Veritas is committed to developing internal talent, and eleVate is one way that the company is investing in its female workforce.