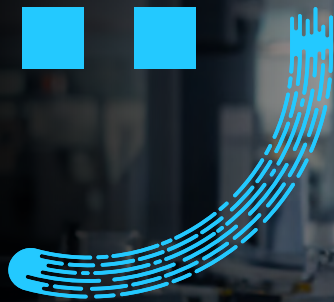


NICE UK GENDER GAP REPORT APRIL 2024



INTRODUCTION

NICE UK is submitting this report in line with the UK Government Regulations regarding mandatory gender pay gap reporting for all employers in England, Wales and Scotland with at least 250 employees.

The gender pay gap calculations provided in this report are summary statistics using a snapshot date of 5th April 2023 for NICE Systems UK Limited. The gender pay gap is calculated based on a percentage average and difference in the hourly pay and bonus pay of males and females working at NICE.

ABOUT NICE

NICE Ltd. (NASDAQ: NICE) software products are used by 25,000+ global businesses, including 85 of the Fortune 100 corporations, to deliver extraordinary customer experiences, fight financial crime and ensure public safety. Every day, NICE solutions manage more than 120 million customer interactions and monitor 3+ billion financial transactions.

Known as an innovation powerhouse that excels in AI, cloud and digital, NICE is consistently recognized as the market leader in its domains, with over 8,500 employees across 30+ countries.

At NICE UK, we have 308 employees in total as at the snapshot date. Of these, female employees represent 30%, and a total of 24% of our management positions in UK are held by female employees. Last year, 33% of new hires were female, 26% of employee promotions were for females, and 29% of those females promoted moved into management positions.

Ethics, honesty, and respect are an integral part of the NICE Code of Ethics and Business Conduct. NICE is also committed to providing an environment based on equal opportunity for all qualified applicants and employees, regardless of their gender, age, race, color, religion, etc.

Diversity and inclusion principles are embedded into our culture and business practices, from our hiring processes to the development of our employees:

CREATING INCLUSION IN THE WORKPLACE

Over the last year, NICE UK continued to promote and increase awareness about inclusion in our business practices. Specifically, all our EMEA managers participated in a workshop delivered by an expert, focused on creating a work place that promotes inclusion, individual diversity, equity and belonging.

Last year, NICE UK launched a mandatory training for all UK employees about 'Prevention of Discrimination & Sexual Harassment', ensuring all our UK employees and managers are aware of, and know how to identify and address discriminatory behaviors that are not compliant with our code of ethics.

Each year, we celebrate International Women's Day (IWD) and Month throughout March with a range of global and local / regional events. In line with our annual IWD theme, NICE showcases the opportunities available to women at the company and how they can progress further in their careers. It is also an opportunity to increase visibility and representation of women at NICE by featuring our NICE women, who act as role-models to other women at NICE.

Our company-wide monthly newsletter includes career stories in each edition, ensuring that many women have had the chance to share their NICE career journeys, and many more women have had the chance to learn from, and be inspired by, their women colleagues.

OUR PAY PHILOSOPHY

Our compensation packages match the market benchmark, and they vary according to job families. They include among other things, bonus plans, equity plans and commissions. We ensure there is a direct connection between the remuneration package and relevant education

background, previous work experience and the total skill set and competencies of our candidates. Furthermore, we ensure the variable elements of the remuneration package are directly correlated to the individual, business unit and company performance.

GENDER PAY GAP RESULTS

NICE's median hourly pay difference favors males by 11.52% which is below the national median average of 14.3% as reported by the Office of National Statistics, 2023. The hourly mean gender pay gap favours male employees by 16.51%. We consider the median point, at which half of the employees earn more and half earn less, as a better measure of pay of the 'typical' employee rather than the average which is easily influenced by outliers. Our 2023 median (hourly pay) gender pay gap between males and females has reduced by 2.78% from last year.

Similar to our previous results, the mean and median gaps are predominantly due to the higher representation of males in more senior leadership roles which attract higher levels of remuneration. Moreover, 35% of our UK employees are in sales related roles, which generally have higher remuneration, and of this group, 84% are male employees.

It is important to note that the figures present the gender difference overall in our total UK

workforce. They do not take into consideration the differences in skills, experience and professional abilities of the employees, as well as the market conditions specific to each role.

The median gender bonus gap at NICE currently favours females by 6.21%, and the mean gender bonus gap favours male employees by 9.83%. The underlying reason for these gaps is due to a large variation in bonus amounts driven by our male-dominated sales force (35% of employees participating in the bonus scheme are sales employees, and 84% of those 35% are male employees). The compensation package earned by our sales employees comprises base pay and variable commission payment, and the variable commission payment holds significant weight in regard to the total compensation.

Our further gender analysis of non-sales bonus plan employees shows closer results and a less pronounced bonus gap between males and females. Analysis of non-sales employees shows a median difference of 20%, favouring female employees, and a mean difference of 11% favouring male employees.

All NICE employees are eligible for a variable component of their remuneration, either a bonus plan or commission. New joiners from non-sales domains are not eligible to earn a bonus under these plans from day 1, however Sales employees can earn commissions from their first day. As the majority of Sales employees are male, they tend to have higher representation in the bonus participation 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 2023 GENDER PAY GAP RESULTS

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

Explanation of terminology:

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

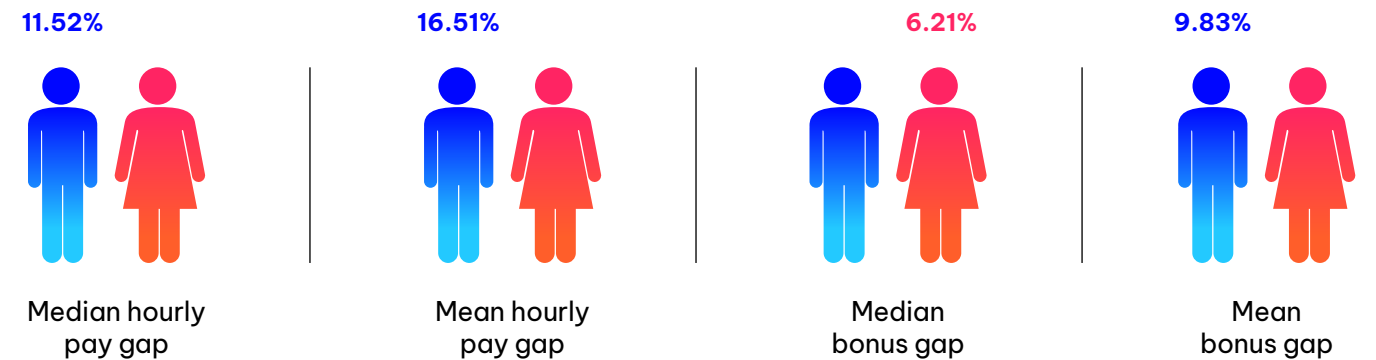
Mean hourly pay gap: Difference between average hourly earnings of males and females

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

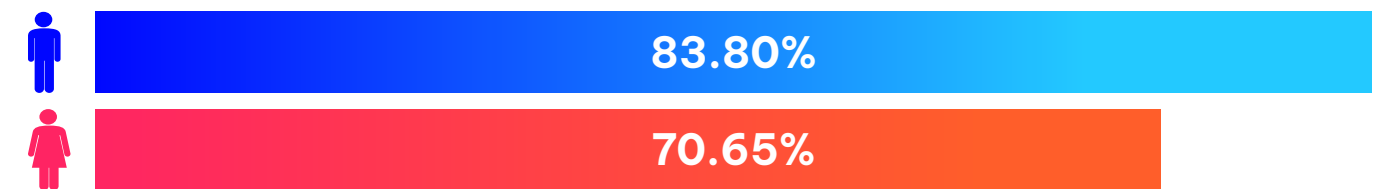
Mean bonus gap: Difference between average bonus earnings of males and females

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

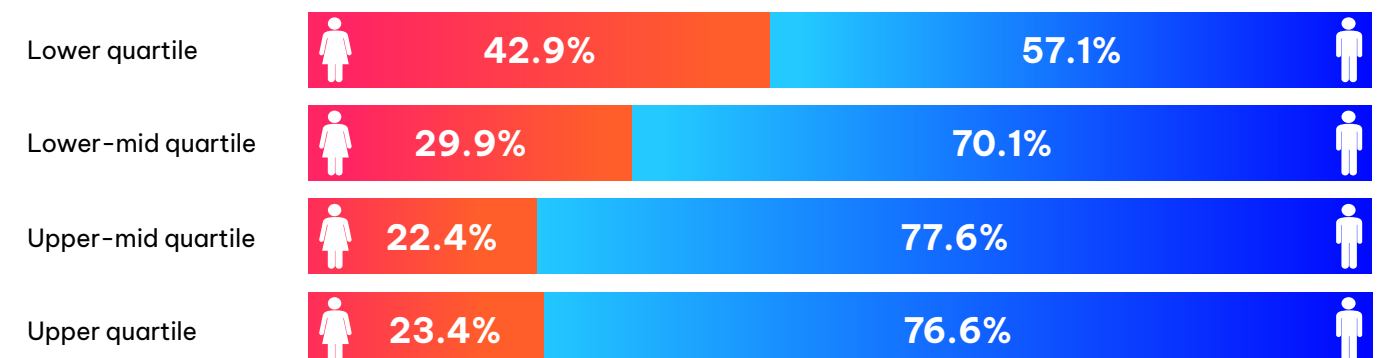
Gender distribution by pay quartiles: Ranges of salaries categorised from lowest to highest divided into four bands



BONUS PARTICIPATION



GENDER DISTRIBUTION BY PAY QUARTILES





ADVANCING WOMEN AT NICE

Diversity & Inclusion Committee

An EMEA committee that promotes awareness of all diversity-related topics through year-round events and initiatives



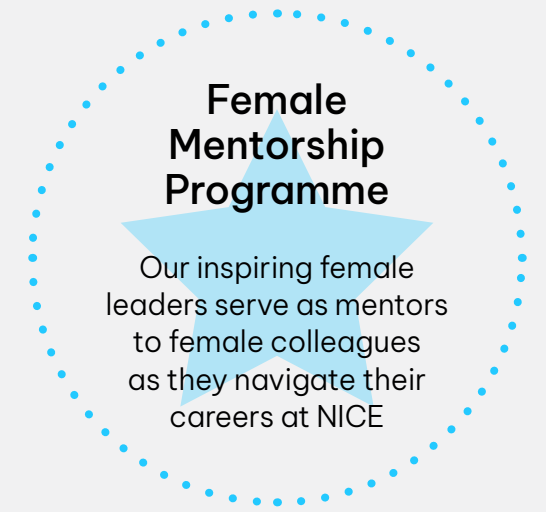
Women in Tech & Women in Sales Committees

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



Female Mentorship Programme

Our inspiring female leaders serve as mentors to female colleagues as they navigate their careers at NICE



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



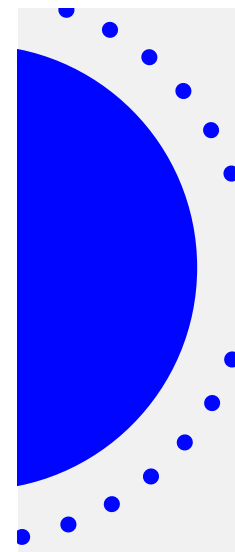
Women-Friendly Recruiting Process

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 500 UK employees



Global Code-Coda Programme (5th year)

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

