



Avaya Gender Pay Gap Report:

Ireland

December 2024



Introduction

The richness of our global team's diversity is our greatest strength, and we are committed to being a workplace where authenticity and individuality are celebrated, and different perspectives are embraced.

Our human capital is the most valuable asset we have, and Avaya is committed to fostering, cultivating, and preserving a culture of diversity, equity, inclusion, and belonging (DEIB). By fostering an inclusive, human-centric, accountable, and sustainable workplace we want to ensure that every Avayan feels they belong and can succeed at Avaya where differences among Avayans are recognized, valued, celebrated, and seen as an asset. Fostering a diverse and inclusive workforce benefits our people and our company. Avaya is striving to create an inclusive environment that embraces differences, fights for equity, fosters inclusion and assures belonging. Avaya promotes not only valuing DEIB, but also acting on DEIB initiatives to enable the company to create value for employees, customers, business partners, communities, and all other stakeholders. Success and innovation live not in same-ness, but in the fostering of diverse people who share a fair opportunity to work in partnership.

Avaya is committed to transparency through this, our third Ireland Gender Pay Gap Report which measures the differences between men and women within Avaya's Irish employee population per the applicable reporting requirements.

In our first Ireland Gender Pay Gap report (2022) our mean Gender Pay Gap (hourly pay) was 22.1% and our mean Gender Pay Gap (bonus pay) was 42.4%. This significantly improved in our second report (2023) with a mean Gender Pay Gap (hourly pay) of 14.4% and a Gender Pay Gap (bonus pay) of -15.8% which represented a pay gap that favours females.

This year (2024) while our Hourly Pay Gap remained stable, we observed a significant increase in the Bonus Pay Gap to 62.7%. We want to be transparent about the factors influencing this and reaffirm our commitment to gender equity at all levels of our organization, particularly in leadership roles.

Our Bonus pay gap is influenced by the relatively small population of women in our organization, particularly at senior levels where bonuses are typically higher. Even small changes, such as the exit or entry of a few individuals, can create significant swings in the percentage, leading to volatility year-over-year. This year's increase is partly due to changes in leadership representation. Moreover, if we were to recalculate the 2023 data without the impact of certain leadership retention strategies utilized that year, the bonus pay gap would be rising but have been more much comparable to both 2022 and 2024 at 59.8%.

We recognize the importance of retaining and advancing women at all levels, but particularly in leadership positions. We are actively working to support women's career progression through targeted development programs, mentorship initiatives, and inclusive talent practices. Our commitment to gender equity remains unwavering, and we are taking strategic steps to build a more balanced leadership pipeline.

Our priority is to ensure that our global organization is a thriving and successful environment in which differences are valued, blended, and celebrated creating a sense of belonging.

We acknowledge the industry-wide challenge we face for available skills and maintain our focus on developing and retaining our female talent from early in career through to senior leadership. Some highlights of our initiatives include:

Leadership Development Programs

Avaya offers a variety of leadership development programs for employees at all levels, from first time leaders to executives. We maintain internal programs supported by leadership activities and offer custom programs through our partnership with some of the most well-respected thought leaders in the industry. Our Women's leadership development program is an immersive experience looking to drive positive change results and accelerate the advancement of female talent across all line of business in our organization, equipping them with the necessary tools to increase their leadership impact.

Avaya Global Mentoring Program

Our employees benefit from a Global Mentoring Program established to enable them to take an active role in their career development journey through a paired mentoring relationship designed to connect people from across the organization to share and learn critical knowledge and skills. Our employees serve as mentors, mentees or both and participants increase business acumen, develop interpersonal and leadership skills, build cross-functional and global connections and more.

The Avaya Technology Academy

Designed to attract college interns and recent graduates, this program provides experiential and collaborative learning experiences with a software engineering and innovation mindset. With targeted recruitment into our Solutions & Technology centres of Excellence including Galway, Ireland we offer participants the opportunity to work together with top performing engineers to solve customer issues and develop innovative products and solutions for our extensive customer base. The Avaya Technology Academy provides a clear career path, with a detailed curriculum, structured learning path supported by experiential, collaborative, and peer learning, coaching & mentoring.

Avaya United Communities (Formerly know as employee resource groups, ERGs)

Our communities are a safe place for individuals to come together to create experiences that meet their unique needs, influence change across the business and employee lifecycle, and provide opportunities for career development, personal growth, fellowship, and belonging. Company sponsored and supported, but established and run by employees, for employees—our communities seek to unite individuals who identify as members of an under-represented group and the allies who advocate for them. The Women Inspired Network at Avaya (WIN@A) has been part of the fabric of the Avaya tapestry for many years. With more than 300 members, representing 20+ countries around the globe, WIN@A seeks to empower Avaya women to cultivate a diverse, high performing culture which values Equity, Empathy, Respect, Support, Empowerment, Teamwork, and Inclusion.

ITAG's Digital Women Forum (DWF)

Empowering women in digital tech by examining the unique challenges of working in and with technology to effect progressive change within our working and community environments. As part of the ITAG partnership we represent Avaya among the West of Ireland Technology Community and locally within Galway developing female leadership through networking, learning and development and mentoring opportunities as well as showcasing STEM and career opportunities in Technology in schools, colleges, and universities. Avaya is a firm proponent of its purpose in sending a strong message to the market that the technology space is an attractive sector for women to work.

Re-imagined hiring model

We continue to implement measures to mitigate bias, drive inclusive hiring practices and help ensure a diverse talent pool. We achieve this through inclusive hiring processes, inclusive job descriptions and by implementing tools that support hiring decisions at every stage with merit-based screening and gender neutralization automation tools.

Note: In this reporting period, Avaya employed just 1 part-time employee (Female) only.

Avaya Gender Balance Goals and Action:

The gender pay gap calculations provided in this report are summary statistics using a snapshot date of 9th June 2024 that compares the pay received by all females to the pay received by all males employed by Avaya in Ireland.

Avaya Gender Pay Gap Results:

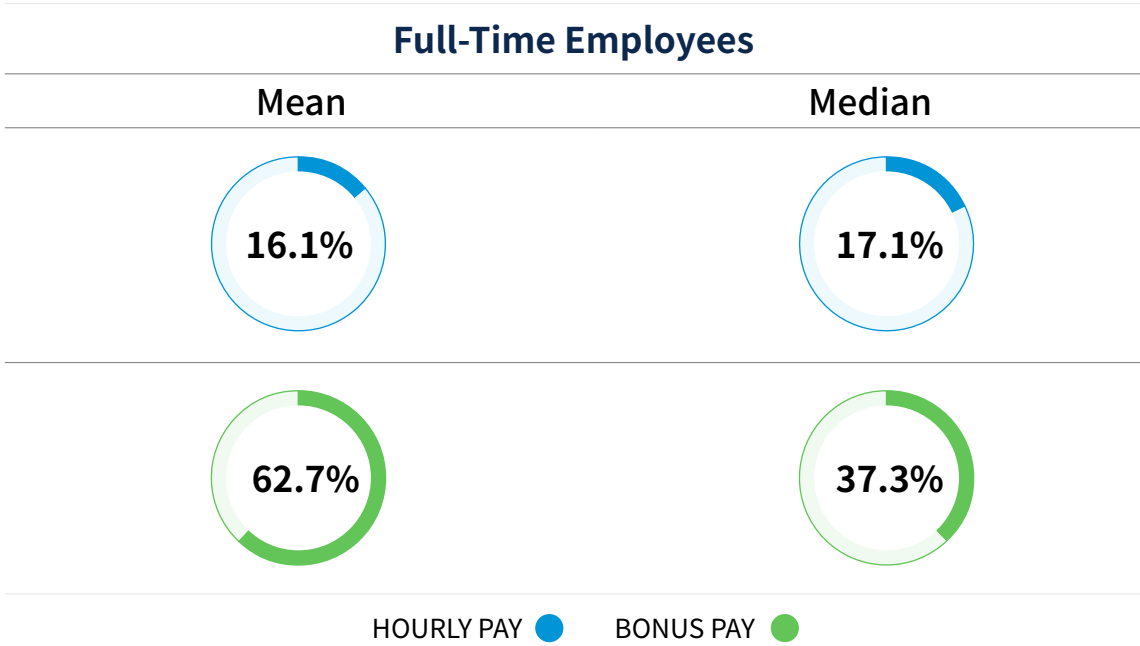
Hourly Pay:

- The mean pay variance is the difference between the average hourly pay of men and women
- The median pay variance is the difference between the midpoint in the ranges of hourly pay of men and women

Bonus Pay:

- The mean bonus pay variance is the difference between the average bonus pay of men and women
- The median bonus pay variance is the difference between the midpoint in the ranges of bonus pay of men and women

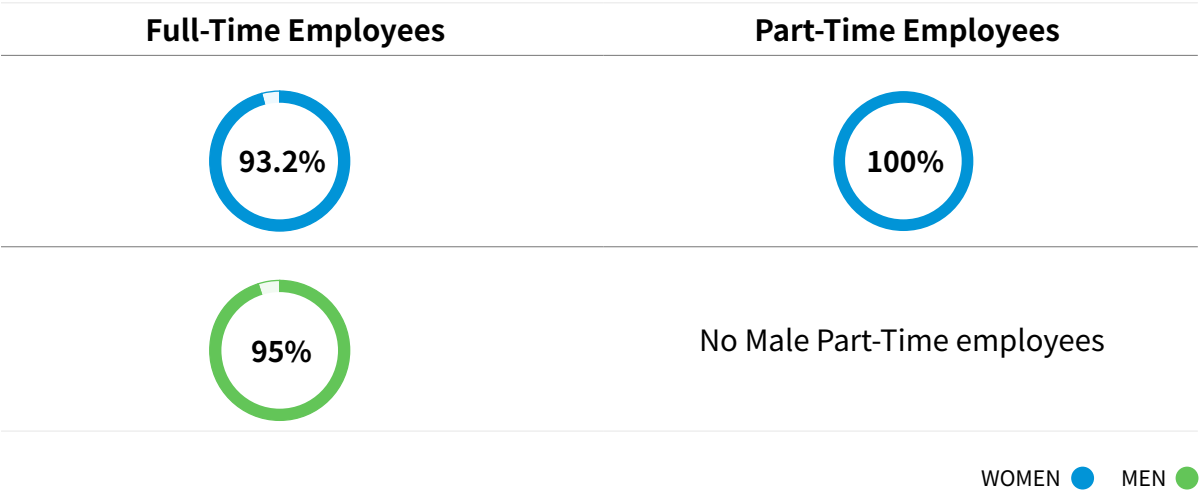
Avaya Ireland 2024 Gender Pay Gap Data (09th June 2024)
Average pay difference between women and men



Part-Time Employees	
Mean	Median

Data not available as just 1 part-time employee (Female)

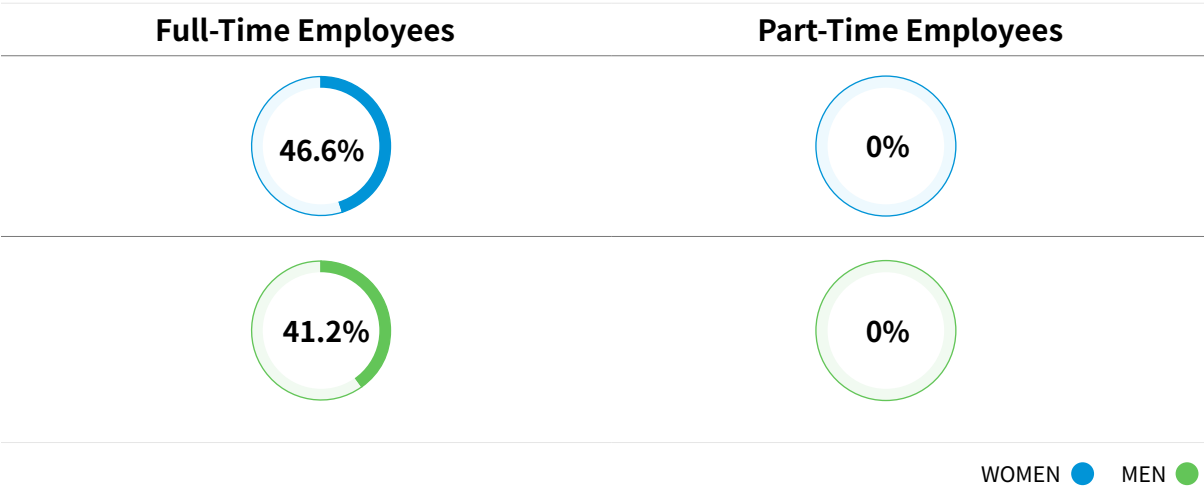
The percentage of employees receiving a bonus:
Percentage Receiving Bonus Pay - 2024



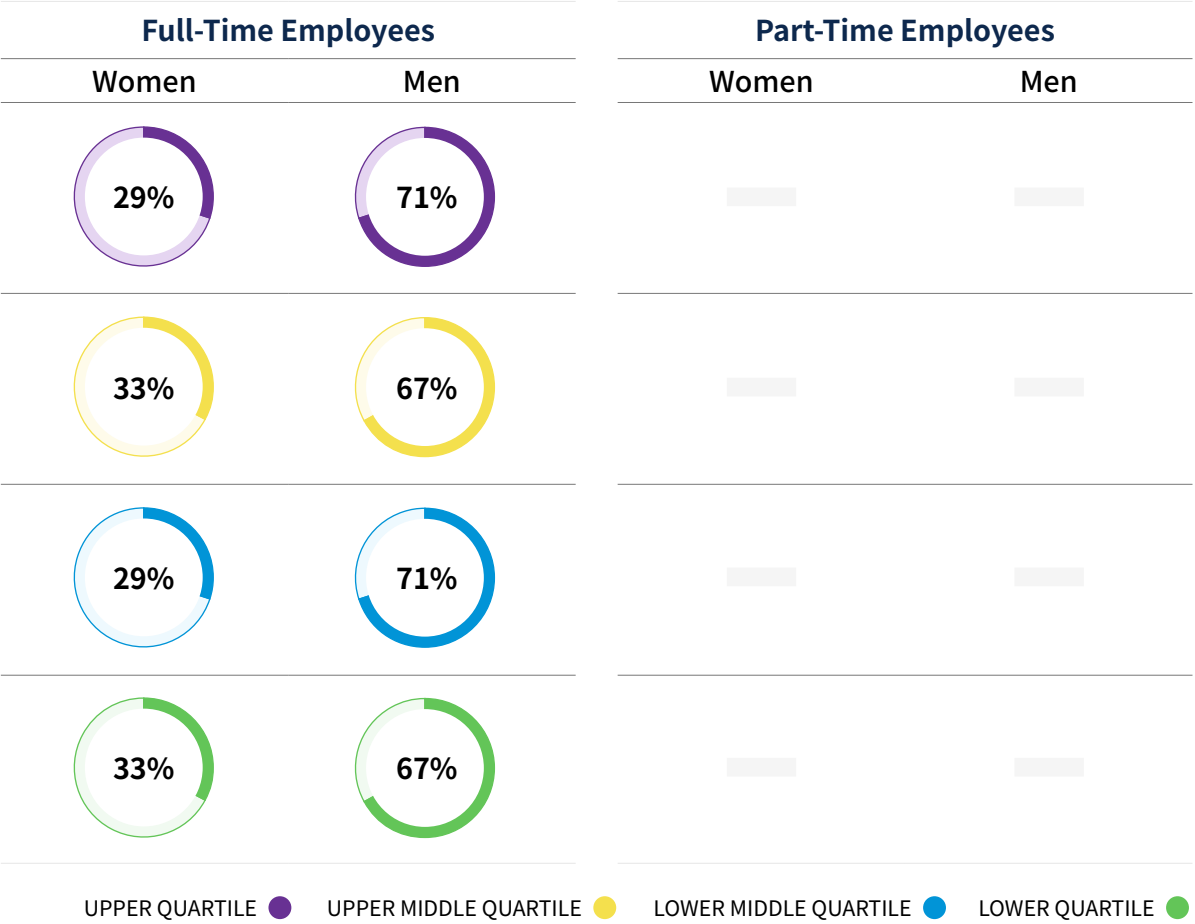
The percentage of employees receiving benefits.

Definition (per reporting requirements) “benefits in kind” and include any non-cash benefit of monetary value provided to an employee. This would include the provision of a company car, voluntary health insurance, stock options, or share purchase schemes.

Percentage Receiving Benefits – 2024



The proportion of employee in each pay quartile according to gender.
Proportion of Women and Men in each Pay Quartile - 2024



Note: We are unable to provide the gender pay gap using hourly pay of employees on temporary contracts, as we do not hold compensation data on contracted employees.

We confirm that our data has been calculated according to the requirements of the Employment Equality Act 1998 (section 20A) (Gender Pay Gap Information) Regulations 2022. Questions can be referred to HR at the following email: tierneyc@avaya.com



Disclaimer:

Note: To align with Irish government reporting requirements, data in this report refers to the traditional sex categories of male and female. Avaya respects that gender is on a non-binary spectrum, based on the employee's self-identification, and reporting in this manner should not be interpreted as our position on the issue. We confirm that per regulatory requirements, our gender pay gap figures have been calculated in line with the regulations set out in the Gender Pay Gap reporting.

—**John Hynes**, Director of Avaya International Sales Limited, December 2024