

Gender Pay Audit Report, 2024



Sophos is dedicated to fostering an inclusive culture where everyone feels empowered to do the best work of their careers. We believe that all forms of diversity are essential for our ability to thrive in a rapidly changing environment. A diverse workforce brings new perspectives and ideas, enhancing problem-solving and driving innovation. Our business performs better when employees from all backgrounds, including different ages, races, sexual orientations, religions, national origins, and genders, collaborate effectively.

In France, legislation requires all companies from March 1, 2020 with 50 or more employees to conduct and publish a Gender Pay Audit. This examines pay data between men and women for our French employees only.

At Sophos, we are committed to improving gender diversity and welcome the opportunity to assess and enhance our commitment to inclusion and equality. We will continue to prioritize equality, enhance our people programs, and intensify our efforts to improve diversity at Sophos.

The figure for the Gender Pay Audit obtained by Sophos in 2025 for 2024 is 79 points out of total of 100 points for an average of less than 50 employees in 2024.

We remain committed to improving the gender balance across our organisations and we have introduced a number of initiatives to do this and continue to monitor our progress in this area.



Amanda Mallow

SVP & Chief Human Resources Officer



