

Gender Pay Audit Report, 2023



Sophos is committed to building an inclusive culture, where everyone feels they can do the best work of their careers. We believe that diversity of all types is critical to our ability to adapt to a fast-changing environment. A diverse workforce provides new outlooks and perspectives, which improve problem solving, and innovative outcomes. Our business simply performs better when employees from all backgrounds, age, race, sexual orientation, religion, national origin or gender work coherently together.

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. We welcome this opportunity to reflect and test how we deliver on our internal commitment to inclusion and equality. The report encourages greater transparency and understanding, and better equips us to drive actions that will affect real change.

The figure for the Gender Pay Audit obtained by Sophos in 2024 for 2023 is 86 points out of a total of 100 points for an average of less than 50 employees in 2023. This score consists of points awarded under a number of different categories, such as salary comparison between men and women per age group and level of

responsibility and the number of salary increases based on gender. This is the fourth year we have conducted an audit in France, and we are pleased to announce an improvement from last year even if we still have opportunities for improvement.

Over the last years, Sophos has deployed a Diversity & Inclusion panel, which consists of volunteers across our global locations. The panel meets quarterly to share ideas and best practices, identify and promote diversity policy and actions, and provide a diverse and representative voice to inform key decisions. As part of the initiative, we have initiated several Employee Resource Groups (ERGs), which provide an open forum for employees who share a common identity and/or allyship to meet and support one another in building their community and sense of belonging at Sophos. We have relaunched our Sophos Women in Technology ERG, which has been strengthened by a global Chair and core action group, who are helping to steer global projects and initiatives including recruitment, compensation and benefits, community outreach, and internal education and advocacy.

In addition, we have introduced:

- Quarterly Gender Reporting (populations and pay)
- Annual gender pay audit in performance reviews and compensation reviews
- Unconscious bias training, which is mandated for all employees annually and forms part of our onboarding program
- D&I metrics capture
- D&I questions as standard to our company survey
- Enhanced flexibility for home working and flexible working

We are committed to continuing our work to put equality at our core, introduce improvements to our people programs, and strengthen our efforts in improving diversity at Sophos.



Amanda Mallow

SVP & Chief Human Resources Officer

