



# Gender Pay Audit Report, 2020



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 is 62 points out of a total of 100 points. 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 first year we have

conducted an audit in France, and we do not shy away from the fact that the results present real opportunities for improvement.

As a next step, we will conduct a deeper review of our compensation by gender, and the training and recruitment opportunities that support women in the workplace. We will work with the Social and Economic Committee to develop a clear action plan for the coming year.

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



