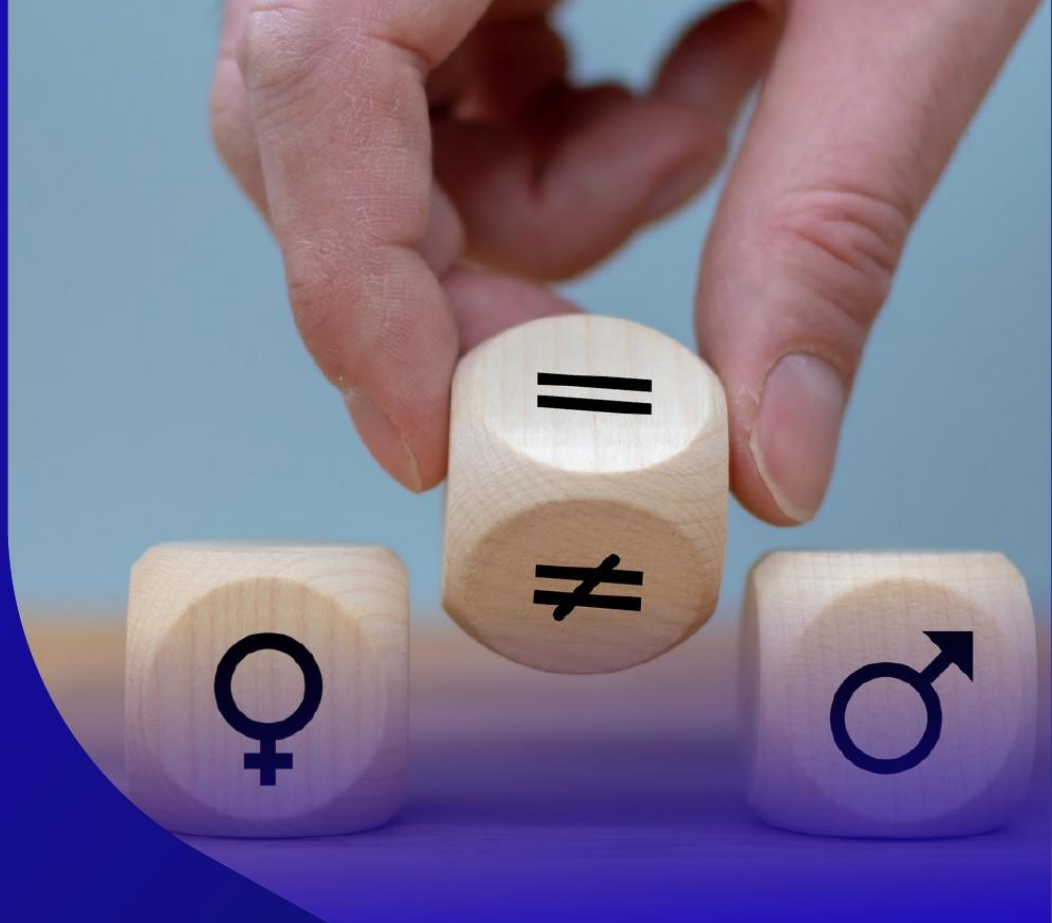
SOPHOS



BC Pay Transparency Report, 2026

Sophos Inc. | Reporting period: January 1 – December 31, 2025

Introduction

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 to our ability to thrive in a rapidly changing environment. A diverse workforce brings new perspectives and ideas, strengthening problem-solving and driving innovation.

In British Columbia, the Pay Transparency Act requires employers with 50 or more employees to publish a pay transparency report by November 1 each year, and this is our first BC report. The gender pay gap measures the difference in average pay across our whole BC workforce. It is distinct from equal pay, which is the requirement to pay people the same for the same work or for work of equal value.

Our results show that women's average hourly pay is 3% lower than men's, and their median hourly pay is 10% lower. Differences in the mix of roles, with fewer women in technical and senior roles, contribute to this gap. We do not have gender information for nearly three in ten colleagues, and we are looking at ways to improve the completeness of this data.

At Sophos, we are committed to improving gender diversity and welcome the opportunity to assess and strengthen our commitment to inclusion and equality. We will continue to prioritize equality and look for ways to strengthen our people programs.



Fiona Ho

EVP & Chief Human Resources Officer

Employer details

This report covers the following employer and reporting period.

Reporting item	Details
Employer	Sophos Inc.
Address	777 Dunsmuir Street, Suite 1500 Vancouver, BC, V7Y 1K4
Reporting Year	2026
Time Period	January 1, 2025 – December 31, 2025
NAICS Code	51 - Information and cultural industries
Number of Employees	50–299

About this report

This report is published under British Columbia's Pay Transparency Act. The Act requires employers to report results for four gender categories: Men, Women, Non-binary, and Unknown or prefer not to answer. Men are the reference group, so each result shows what another group earns for every dollar men earn.

The descriptions of these categories come from the BC government's pay transparency reporting guidance. "Men" and "women" include cisgender and transgender employees who self-identify as a man or a woman. "Non-binary" includes employees who self-identify as not exclusively a man or a woman. "Unknown" includes employees who chose not to share their gender and those whose gender was not known at the time of data collection.

To protect employee privacy, results are not shown for any gender category with fewer than 10 employees. Gender is based on information employees provided about themselves, and no gender categories were inferred.

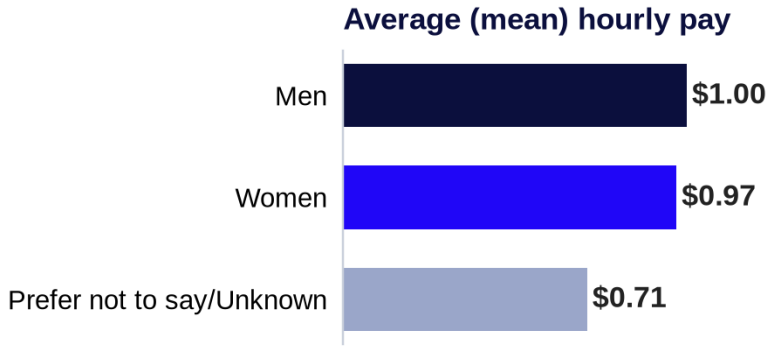
Our Pay Gap

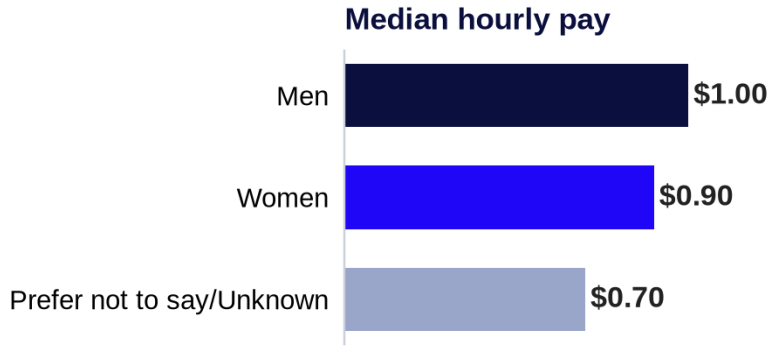
The tables below compare the pay of women, and of employees whose gender is unknown, with the pay of men. A positive figure means the group earns less than men; a negative figure means it earns more.

Compared with men	Mean Hourly Pay Gap %	Median Hourly Pay Gap %
Women	3	10
Unknown	29	30

Women's average hourly wages are 3% less than men's. For every dollar men earn in average hourly wages, women earn 97 cents. Women's median hourly wages are 10% less than men's. For every dollar men earn in median hourly wages, women earn 90 cents.

Employees in the Unknown category have average hourly wages that are 29% less than men's (71 cents for every dollar men earn) and median hourly wages that are 30% less (70 cents for every dollar men earn).





Bonus pay

Compared with men	Mean Bonus Gap %	Median Bonus Gap %	Bonus Participation %
Men	Reference group	Reference group	98
Women	−11	5	98
Unknown	24	−20	82

Women's average bonus pay is 11% more than men's. For every dollar men earn in average bonus pay, women earn $1.11. Women's median bonus pay is 5% less than men's. For every dollar men earn in median bonus pay, women earn 95 cents.

Employees in the Unknown category have average bonus pay that is 24% less than men's (76 cents for every dollar men earn) and median bonus pay that is 20% more ($1.20 for every dollar men earn).

Bonus amounts vary with role, level and plan type, and in a population of this size a small number of larger payments can significantly affect the averages.

Overtime

Fewer than 10 employees received overtime pay in 2025, so to protect their privacy we have not reported overtime results.

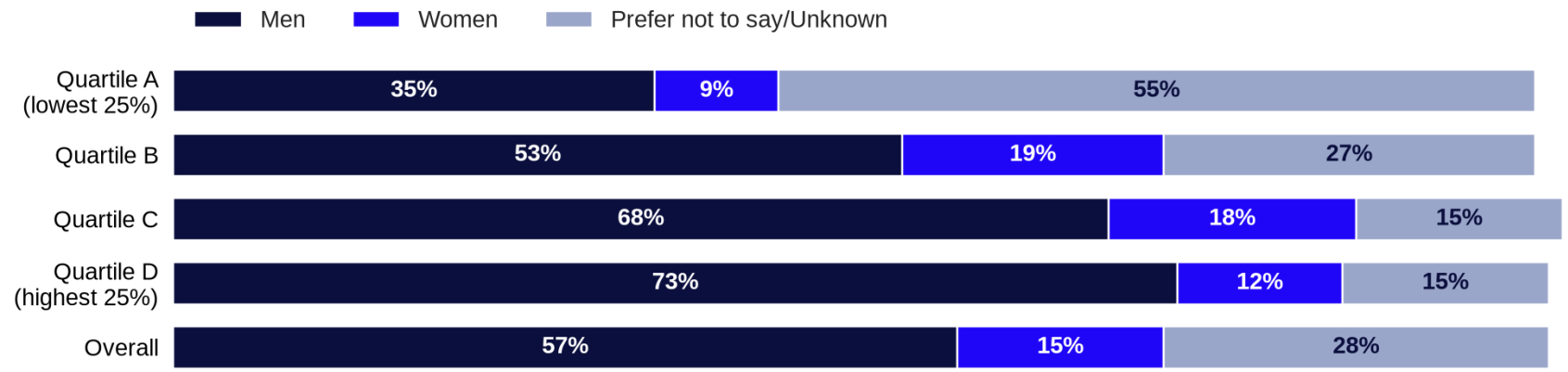
Quartiles

The quartile analysis ranks all employees in this report from the lowest to the highest hourly pay. The list is then divided into four equal groups to show the proportion of men, women and employees whose gender is unknown in each group.

Quartile A Lowest 25% of earners	Quartile B	Quartile C	Quartile D Highest 25% of earners	OVERALL
Men / Women / Unknown %	Men / Women / Unknown %	Men / Women / Unknown %	Men / Women / Unknown %	Men / Women / Unknown %
35 / 9 / 55	53 / 19 / 27	68 / 18 / 15	73 / 12 / 15	57 / 15 / 28

Results are not shown for any gender category with fewer than 10 employees, and figures are rounded, so rows may not total 100%.

Women make up 12% of the highest-paid quartile and 9% of the lowest-paid quartile. Employees whose gender is unknown make up 15% of the highest-paid quartile and 55% of the lowest-paid quartile.



Understanding our pay gap

Representation

Women are 15% of our BC employees in this report, or 20% of those whose gender is known. Men make up a larger share of our technical, sales and leadership roles, many of which sit at higher pay levels.

Differences in the mix of roles across our workforce, particularly in engineering and leadership, contribute to our hourly pay gap.

Employees whose gender is unknown

Gender information is not available for 28% of employees in this report, either because they chose not to share it or because it was not on record. This group includes a higher share of recent hires and early-career roles, so it is concentrated in the lower pay quartiles. Its results reflect this role mix and should be read with that in mind.

Other factors

Several other factors influence the figures, whatever an employee's gender. Commission plans mean that earnings rise and fall with sales results. Bonus pay is reported in the year it was paid, which may differ from the year it was earned. Part-year employment and leaves of absence also affect the pay and hours recorded for some employees.

Our commitments

We are committed to understanding and addressing the factors behind our gender pay gap and to improving the quality of the information we report.

Equitable pay

We set pay using structured pay ranges for each job family and level, informed by external market data and internal equity practices, and our annual compensation review process considers consistency across comparable roles.

Gender data

We are looking at ways to improve the completeness of our gender data. Sharing this information will always be a personal choice.

Representation

We aim to attract and develop more women in technical and leadership roles through our hiring and development practices. We also continue to support an inclusive culture, including through flexible working.

We will continue to report annually as required under the Act.

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