



Gender Pay Audit Report, 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 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 the UK, companies with 250 or more employees are legally required to publish their gender pay gap. This measure examines the difference in average hourly pay between men and women among our UK employees. It's important to note that this is distinct from 'equal pay,' which is the legal requirement for men and women to be paid equally for the same work.

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.



Fiona HO

EVP & Chief Human Resources Officer

Our Gender Pay Gap

As the chart shows, our median gender pay gap is 16.3%, and our mean gender is 15.9 %. Our median bonus gap is 28.3% and our mean bonus gap has increased to 21.2%.

Mean Pay Gap %	Median Pay Gap %
15.9	16.3

Mean Bonus Gap %	Median Bonus Gap %	Bonus Participation Male/Female %
21.2	28.3	97.1 / 96.6

At Sophos, the level of participation in equity and bonus plans increases more steeply than salary with seniority. As a result, the greater proportion of men in senior roles has a more pronounced impact on the bonus gap than the pay gap.

Quartiles

The Quartile analysis ranks men and women from the lowest to highest earners. This is then divided into four even groups to show the proportions of men and women in each of these four earnings groups.

Quartile A Lowest 25% of earners		Quartile B		Quartile C		Quartile D Highest 25% of earners		OVERALL	
M/F Split %		M/F Split %		M/F Split %		M/F Split %		M/F Split %	
66.6	33.3	74.6	25.3	78.1	21.8	76	24	73	27

The table shows that in all quartiles we have more men than women, however our overall Male/ Female split in both the lower quartile where we tend to bring more employees into the organisation and upper quartile i.e. the more senior higher paid employees, has improved with more women than in the previous year.

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

