



2021

UK GENDER PAY GAP



At CrowdStrike, building a diverse company with a culture of inclusion is a core value. We know that diversity helps fuel innovation and we are fostering a culture of belonging where everyone feels empowered to succeed, valued for who they are, and we are collectively working to attract and retain a diverse workforce as we work towards greater equity.

As we grow, CrowdStrike is committed to creating a more balanced organization with regards to pay equity and this is a first step in that journey. Our approach to cultivating a diverse, equitable and inclusive culture is rooted in listening, learning and collective action – and as part of this, we are proud to present our first UK Gender Pay Gap report. While a UK legislative requirement, this is an important step on our journey.

The UK government's Gender Pay Gap reporting legislation requires all employers in the UK with 250 or more employees to publish statistics on pay, bonus pay, equity and pay distribution at a specific snapshot date each year. CrowdStrike's analysis reflects the government's methodology – using rates of pay as of the snapshot date of April 5, 2021, equity and bonuses paid in the 12 months up to April 5, 2021, and organisation demographics for April 5, 2021. The statistics reported are referred to as the gender pay gap.

While we are pleased to present our first UK Gender Pay Gap report, we recognise that there is more to do. We remain committed to our efforts and initiatives for longer-term improvements, which we invite you to further read about in this report.

I confirm the data reported is accurate, in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

JC Herrera
Chief Human Resources Officer

DocuSigned by:

J. C. Herrera

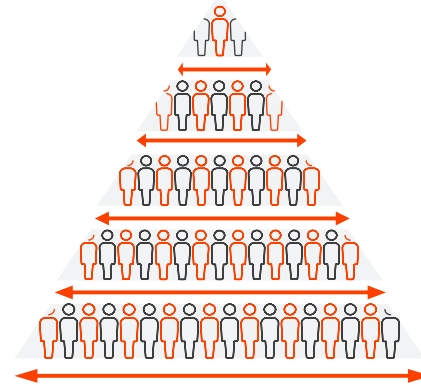
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It is important to understand that **equal pay is not the same as the gender pay gap**, and the two concepts should not be confused.

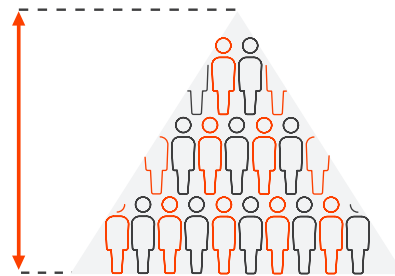


It is important to note that the **UK Gender Pay Gap legislative requirements are binary in regards to gender (specifying female compared to male)**. Whilst we are reporting our statistics in accordance with the legislation, at CrowdStrike, we recognise and support all gender identities.

Explaining the Gender Pay Gap



Equal pay requires that women and men carrying out the same or similar work in the same employment must receive the same pay.

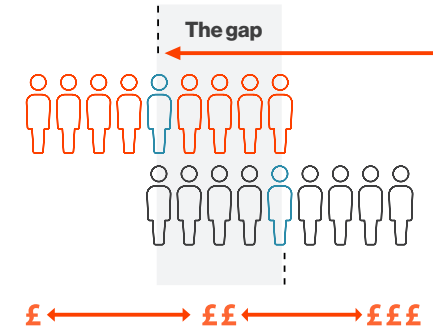


However, the **gender pay gap** measures the difference between the earnings of women and men across the business, regardless of the work they do. This is expressed in mean and median earnings, based on equivalent hourly rates, and is shown as a

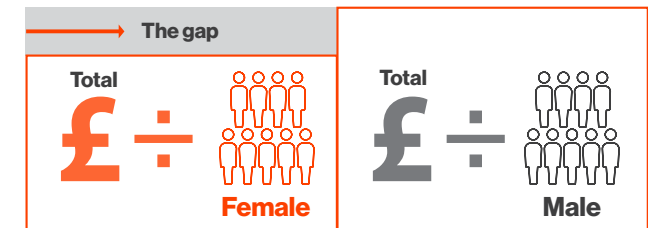
percentage of men's earnings. This includes base pay, allowances and any other bonus and incentive pay paid in April 2021.

The **gender bonus gap** is the difference in incentive pay received by men and women in the 12 months prior to 5 April 2021. This includes all bonuses and incentives, such as earnings from stock compensation.

Explaining Mean and Median



Median The median is the middle number of a ranking of pay from lowest to highest and gives us the best view of 'typical' pay. The calculation is completed separately for men and women and the medians are compared.



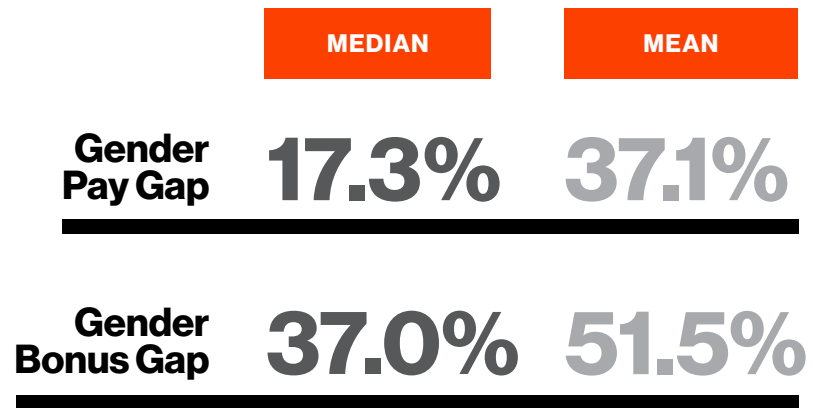
Mean The mean is calculated by adding up the total pay of employees and dividing by the number of employees. The calculation is completed separately for men and women and the means are compared.

Our 2021 UK Gender Pay Gap Results

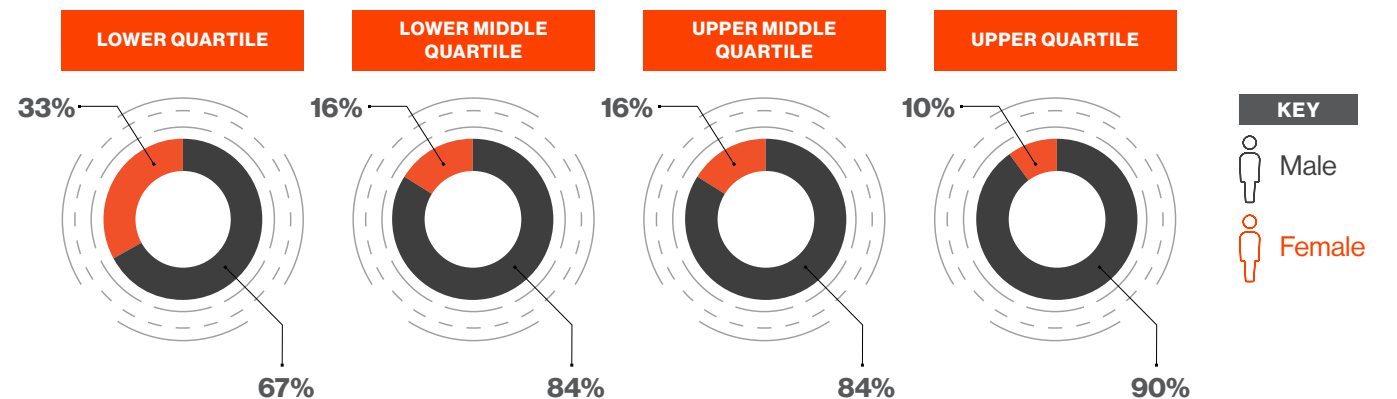
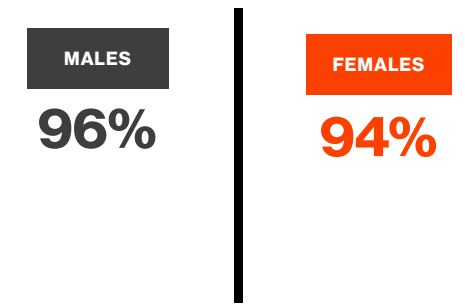
Our **Total Rewards philosophy and processes** are in place to ensure we pay our colleagues equally and fairly. However, we acknowledge that we have achieved equitable representation across CrowdStrike. In particular, we can do more to close the Gender Pay Gap by increasing diverse representation in our people managers and leaders.



It is important to remember sustainable change does not occur overnight and the same can be said of our Gender Pay Gap. We believe we are starting to observe the positive impact of our actions (highlighted on the next page), and we are excited for the longer-term results.



The proportion of males and females receiving bonus payment



We are committed to creating a diverse, inclusive and equitable culture globally. Our global DE&I plan is based around three key areas of focus:



Recruitment & Retention

We have brought underrepresented groups into CyberSecurity, including:

- + As first-time **sponsors of AfroTech** World, we networked with amazing Black techies, startups and entrepreneurs.
- + We initiated a partnership with **Latinas in Tech** to access to their diverse talent base.
- + **Specifically in the UK** we partnered with CyberFirst Girls and the National Cyber Security Centre on their annual **Girls Cyber Security Competition** to support a great mission and promote the CrowdStrike brand to a new generation of diverse tech talent.

Our Social Impact Pillars and **Employee Resource Groups** play an integral role in our commitment to foster community, promote a sense of belonging, facilitate organisational change, and drive a deeper understanding and appreciation of the diversity of perspectives we have across CrowdStrike.

Unbiased and equitable talent processes

Our Performance and Reward Processes are rigorous, but to improve equitable decision-making, we are training teams to implement these learnings consistently, including:

- + **Unconscious bias and micro-inequities training** to all employees, to spot, interrupt and reduce our biases going forward.
- + Diverse interview panels and **Inclusive Hiring Training** for our recruitment and hiring managers.
- + We are investing in our analytical capabilities and will use these to evaluate our programmes and processes, so we can target potential areas for bias and inequity.

Culture of belonging and psychological safety

We are passionate about creating a culture where all colleagues feel they belong and are safe to raise concerns, and have the same opportunities for development and progression.

In the UK this has been recognised in our **Great Place to Work Certification** and as one of the Best Workplaces in Tech (by Great Places To Work).

- + We have brought global experts into CrowdStrike to raise awareness of key topics, including:
 - + Understanding and responding to Islamophobia, with Professor Khaled Beydoun.
 - + Overcoming adversity through Diversity & Inclusion, with Joze Piranian.
 - + Celebrating International Human Rights Day, with Dr Della Mosley.

Over the coming year we look forward to continuing our journey; **challenging ourselves to achieve the best possible outcome for our colleagues, our customers and the communities we serve.**



Thank you for your continued dedication to CrowdStrike's diversity, equity and inclusion goals.

