



2022

UK Gender Pay Gap



**J.C. Herrera**  
Chief Human Resources Officer

**At CrowdStrike, one of our Core Values is Relentless Focus on Innovation.**

**We believe that inclusion is required for us to remain competitive and create cutting edge technology. We are relentlessly committed to supporting gender pay equity and are rising to the challenge of building a more inclusive company.**

We take action every day to better listen to our global employees and make the changes necessary to create an inclusive culture for people of all demographics, backgrounds, abilities, and perspectives.

Progress was made this year and we are pleased to present our second UK GPG report and share our results along with updates on some of our exciting initiatives. These initiatives will focus on continuing to increase demographic representation across every level and organizational function, further close the gender pay gap, and create systems with gender parity outcomes.

As a leadership team we take a systems-level approach to equity because we understand that these problems don't exist in silos. We have aligned our departments and hold each other to a high standard because what is best for business is doing what brings out the best in our employees. Leadership models these principles and behaviors that are central to our culture, demonstrating our commitment to being a diverse and inclusive company.

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

**Awards and recognition are not the focus for the work that we do, but the criteria to receive these awards is a demonstration of the investment we've made and continue to make in creating a place where all people can be successful.**



It is important to note that the UK Gender Pay Gap legislative requirements are binary regarding gender (for reporting purposes, the government uses terminology that references sex: female compared to male while referring to gender: women compared to men). Whilst we are reporting our statistics in accordance with the legislation binary, at CrowdStrike, we recognize and support all gender identities. We also want to note that while this focuses on gender, we are committed to pay equity across all demographic identities and protected communities.

# Our 2022 UK GPG results

## PROGRESS HIGHLIGHTS

We are pleased to see progress from last year in the following areas:

Our **median bonus pay gap** has improved by

**49.7%**

Our **mean pay gap** has improved by

**25.6%**

Representation of women in **upper quartile** improved by

**41.6%**

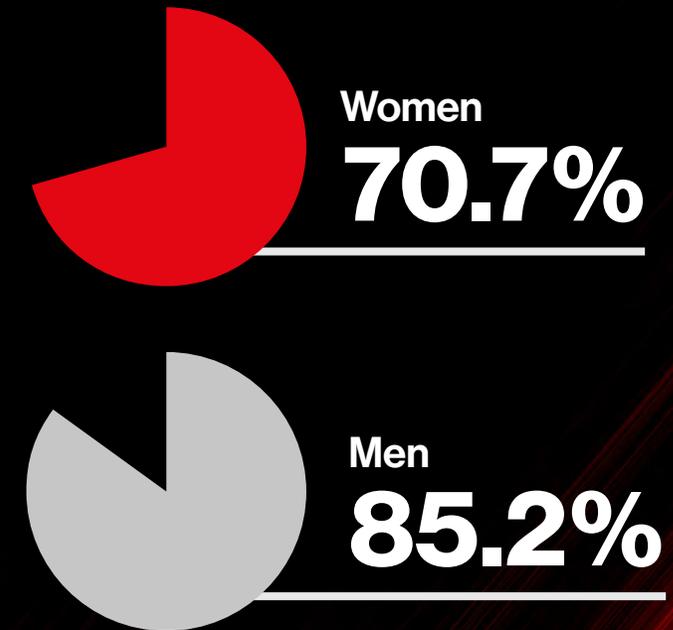
It is important to note that Gender Pay Gap measures the difference between the earnings of women and men across the business, regardless of role, experience, performance, and tenure. At CrowdStrike we place a strong emphasis on pay-for-performance and strive to have equitable pay practices. While we have made positive progress in our results this year, we recognize that more can be done. The Gender Pay Gaps we are seeing in the UK, are primarily driven by lower representation of women in senior leadership, sales, engineering and technical roles. We have more men than women in these roles that are typically paid more based on the market rates for such roles. That said, in the past year we have significantly increased representation of women in the upper quartile and are committed to making continued progress based on our actions outlined in section 3.

# Our 2022 UK GPG results

## GENDER AND BONUS PAY GAP FIGURES

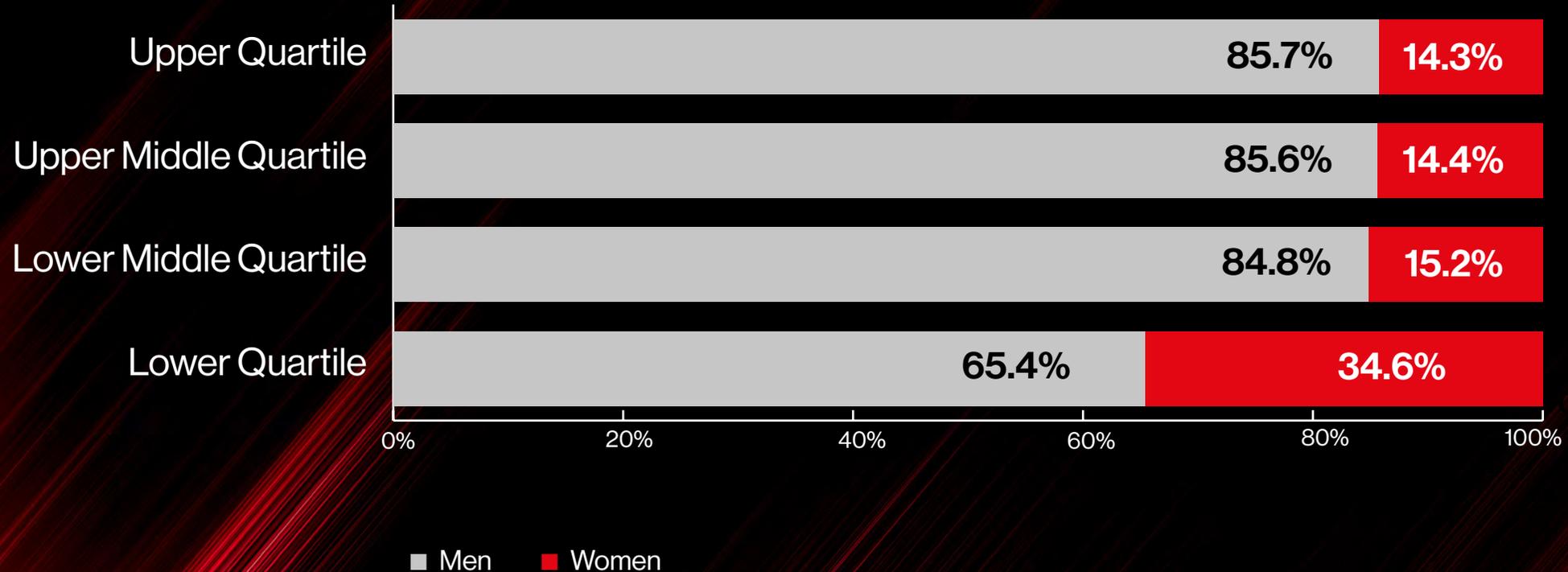
	Gender Pay Gap	Gender Bonus Gap
MEDIAN	<b>19.0%</b>	<b>18.6%</b>
MEAN	<b>27.6%</b>	<b>45.6%</b>

## BONUS PAY PROPORTIONS



# Our 2022 UK GPG results

## OUR QUARTILES



# Our commitments and actions

We are building the foundation for Diversity, Equity, and Inclusion (DEI) across the company to ensure pay equity for people of all demographics as well as an inclusive culture that supports career progression and fosters retention.



## 1. EQUITABLE SYSTEMS

It is the responsibility of every business unit to do their jobs in a way that promotes pay parity across all gender identities and demographic communities.

The following are a few actions we've taken:

➤ **Global DEI Team:**

We have recently hired three full-time employees dedicated to building and actioning solutions to key business DEI opportunities. These include: (1) tailored partnerships to increase candidate representation (2) the expansion of our Employee Resource Groups (ERGs) to support development and retention, (3) as well as a lead to build and support an holistic global equity strategy.

➤ **DEI Data Dashboards:**

Our analytics team created dashboards to measure, track, and forecast against DEI goals and objectives, such as: promotion equity across gender and other demographic identities.

➤ **Custom Organizational Strategies:**

We have built customized teams within our highest paid primary business units to measure gender and other demographic equity, build strategy, and hold stakeholders accountable.

**Our DEI strategy focuses on three key areas that we believe will support pay equity and reinforce an inclusive culture within CrowdStrike.**

# Our commitments and actions



## 2. REPRESENTATION

The availability of women in the highest paid job functions is a tough challenge for companies in this market. This is why we continue to invest in diversifying our talent pool, holding ourselves accountable to gender representation throughout our hiring process and the career progression of women.

### ➤ **Building Talent Pool:**

Building Talent Pool: We are a third-year sponsor of the [Arkwright Engineering Scholarship](#). This is an award given to engineering students within the United Kingdom and Channel Islands. We have sponsored 35 students to date, with a focus on women.

### ➤ **Candidate Attraction:**

We leverage 20 external organizations, many of which have a strong presence in the UK. We continued to sponsor [Latinas in Tech](#) and [AfroTech](#) and initiated a new sponsorship with [Lesbians Who Tech + Allies](#) and their job board, [SquadJobs](#). These partnerships target women at various demographic intersections and create a candidate pool that better reflects women in the talent pool.

### ➤ **Hiring Processes:**

We require our talent acquisition team to complete inclusive hiring training and encourage our employees to participate in unconscious bias and microinequities training. We hold regular meetings with our Talent Acquisition Leads to review candidate representation data to ensure gender representation.

# Our commitments and actions



## 3. INCLUSIVE CULTURE & RETENTION

These are a few ways that we provide all employees equal access to opportunity to be successful:

➤ **Team Europe Diversity (TED):**

We believe that to ensure equity on a global scale, you have to customize your strategy by region. TED is a UK-based steering committee helping to drive all DEI efforts across Europe, including gender equity. TED is funded and supported by our Global DEI Team.

➤ **Global Employee Resource Groups (ERG) and Affiliate Groups:**

Our 8 ERG's promote equity at various intersections; each focusing on supporting women in a different way.

➤ **Internal Career Progression:**

We are investing in the career development of women into mid to senior level and/or higher paying positions; supporting the improvement of the gender pay gap. In partnership with BetterUp, our Learning and Development team provides 1:1 career coaching for women leaders.

Inclusion is not a destination; it is how we do everything. We remain fully committed and hold ourselves accountable to addressing our gaps. We are not looking for a quick fix, but rather sustainable and scalable solutions.

Our global Diversity, Equity, and Inclusion (DEI) strategy focuses on continuous evaluation and refinement of our systems, so that our policies, processes, and resources work to help us achieve our goals.

Since publishing our Gender Pay Gap results for the first-time last year, we have made progress. We will continue challenging ourselves to achieve the best possible outcome for our colleagues, our customers, and the communities we serve.

*Sheree Haggan*

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**Global Senior Manager, Diversity Equity & Inclusion**

**Thank you for your continued dedication to CrowdStrike as we pursue our diversity, equity and inclusion goals.**

