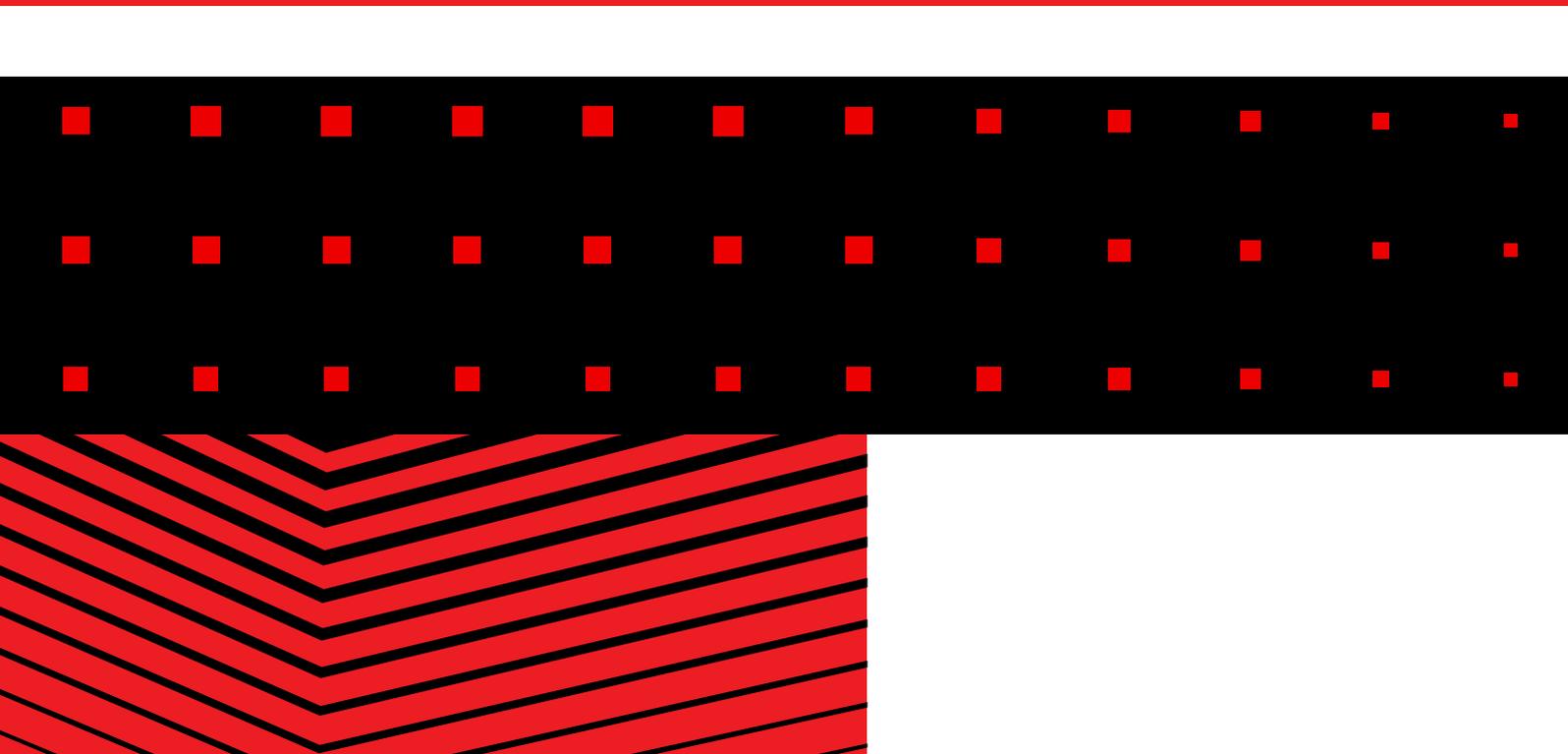




# 2023 UK Gender Pay Gap Report



# Introduction

At CrowdStrike, we believe that inclusion is essential to maintain a **relentless focus on innovation** — one of our core values. Diversity in perspective, background and culture cultivates both belonging and innovation in our work every day.

We celebrate the social, economic, cultural and political achievements of women across the globe, including the thousands of women at CrowdStrike leading our mission to stop breaches and protect customers. We are committed to building a more inclusive company.

Our UK gender pay gap results show we continue to make progress — and we acknowledge we have more work to do. We will continue to strive to raise the bar, welcome challenges to our own thinking, and take down barriers to inclusion as we take down adversaries of our customers.

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



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

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.

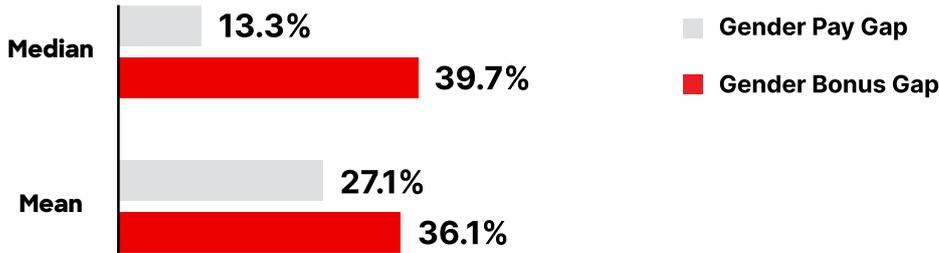


It is important to note that the UK Gender Pay Gap legislative requirements are binary regarding gender — for reporting purposes, the government uses terminology that references sex (female and male) when referring to gender (women and men). While we are reporting our statistics in accordance with the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

# Our 2023 UK Gender Pay Gap Results

It is important to understand that pay gap and pay equity are not the same and should not be confused. **Pay equity** requires that women and men carrying out the same or similar work must receive the same pay. The **gender pay gap** measures the difference between the earnings of women and men across the business, **regardless of the work they do or their job title**. Our median gender pay gap has been reduced by 5% this year and we also saw reductions in both our mean gender pay gap and mean bonus pay gap.

## Gender and Bonus Pay Gap Figures



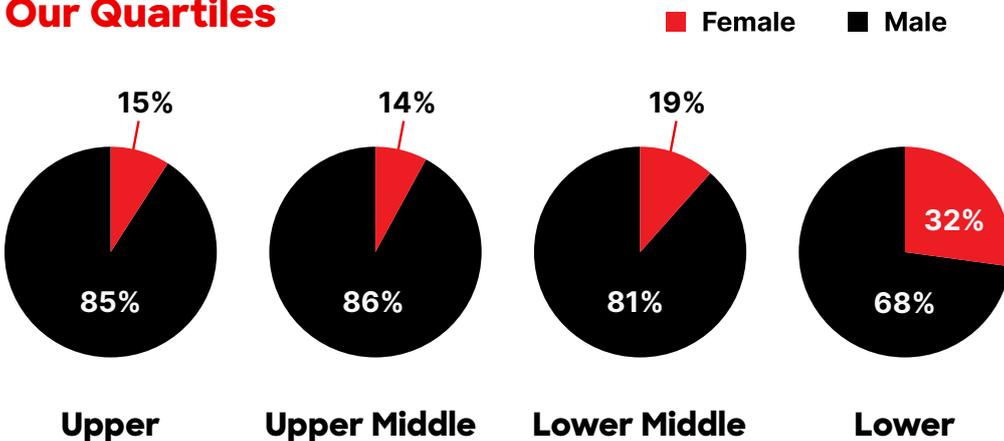
At CrowdStrike, we place a strong emphasis on pay-for-performance and strive to have equitable pay practices. Our results show continued reduction in our mean gender and bonus pay gap year-over-year. While we have made positive progress in our results again this year, we recognize that more can be done.

The gender pay gaps 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, we continue to make progress with increased representation of women in the upper quartile, and decreased representation of women in the lowest quartile. CrowdStrike is committed to making continued progress in this ongoing journey.

## Bonus Pay Proportions



## Our Quartiles



If you are unfamiliar with the UK GPG Reporting Process, please visit the [GOV.UK Calculation Guidance Website](https://www.gov.uk/guidance/crowdstrike-gpg-reporting-process) to learn more about these calculations. Figures are based on applicable actual pay for the date range of April 6, 2022 - April 5, 2023, and the snapshot month of April 2023.

The analysis does **not** take into account: career tracks, managers vs. individual contributors, years of experience, education, level of role, skillset or tenure.

# 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.

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

## Equitable Systems

- Conduct regular pay audits and offer market-based structure
- Use advanced dashboards and analytical capabilities to evaluate pay and promotion decisions
- Provide access to one-on-one care with a certified coach, community sessions and a robust library of self-paced digital health resources via Modern Health
- Provide internal opportunities for advancement
- Maintain a global DEI strategy focused on key areas that aim to support pay equity

## Inclusive Culture: Attraction and Retention

- Ensure diverse interview panels and inclusive hiring training for our recruitment and hiring managers
- Offer flexible work locations and schedules as a "remote first" company, allowing for greater work-life balance
- Offer extended women's health benefits and information through Bupa
- Provide unconscious bias and micro-inequalities training, as well as a neurodiversity inclusion training series for all employees
- Support Diversity Champions groups, such as our Team Europe Diversity (TED), a UK-based steering committee helping to drive all DEI efforts across Europe, including gender equity
- Hosted #IAMRemarkable, a Google-backed initiative — women (and leaders) from different functions were invited to the session to discuss how we talk about our own self-achievements and how doing this more can have a positive impact on self-confidence

## Strategic DEI Partnerships

- Partnered with UK CyberFirst Girls and the National Cyber Security Centre on the annual Girls Cyber Security Competition
- Leverage external organisations that help attract, support and empower women, including:
  - Latinas in Tech
  - Lesbians Who Tech
  - Out in Tech
  - Women in Cybersecurity
  - Women in Tech Forum
- Women of CrowdStrike (WCS) held a WCS Breakfast Panel during the annual sales kick-off meeting, featuring senior women in leadership. The panel focused on thoughtful discussions and valuable career guidance based on the findings of the 2023 Women in Workplace Study conducted by LeanIn.Org and McKinsey & Company.

## Closing Statement

At CrowdStrike, our customers trust us to protect them from adversaries. We earn this trust as a team. From the start of the company, our focus has been to find, advance and retain the best talent. Period. We will continue to explore expanding our talent pools and opportunities to advance inclusion in everything we do.

