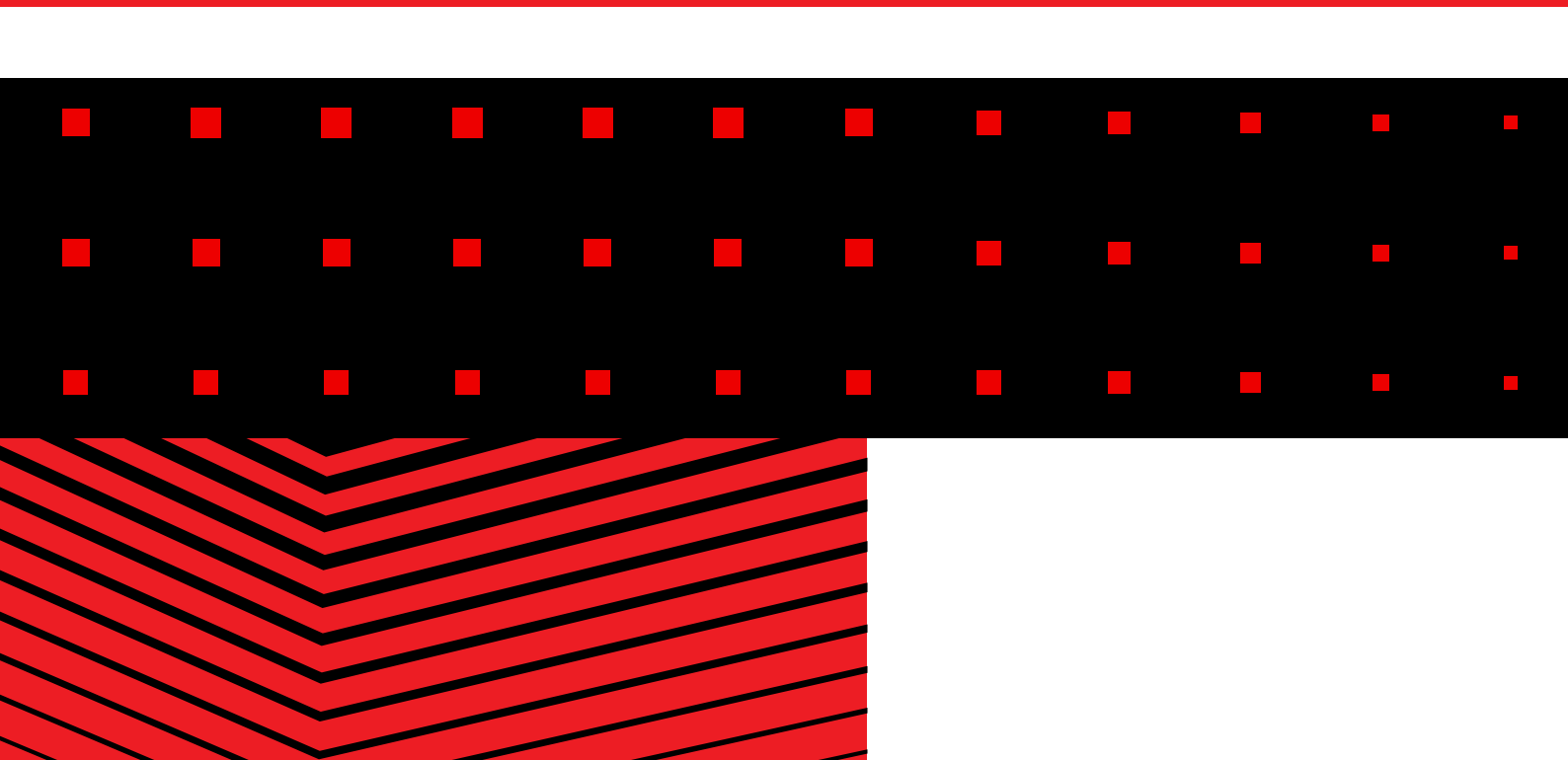




# 2024 UK Gender Pay Gap Report



## Introduction

CrowdStrike is committed to embodying our core values in every aspect of our organisation, including our approach to pay equity. Our "one team, one fight" mentality drives us to continuously improve, and this extends to closing the gender pay gap. We believe that recognising different perspectives is crucial for our collective success.

With the same determination we apply to stopping breaches, we are addressing gender pay disparities with unyielding persistence. Our dedication to transparency means we openly acknowledge our progress and areas for improvement. We approach this challenge with the same customer-focused mindset that defines our cybersecurity efforts, understanding that a fair workplace benefits everyone.

Just as we strive for excellence in protecting our customers, we are dedicated to creating an environment where all employees are valued equally. By aligning our compensation practices with our core values, we're not just doing what's right — we're strengthening CrowdStrike's ability to attract and retain top talent in our relentless pursuit of a safer digital world.

*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 meeting 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. In 2024, we're proud to be added to the list of Best Workplaces for Development in the United Kingdom. This recognition validates our ongoing commitment to fostering a workplace where every team member can thrive and contribute to our mission.



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 the gender pay gap, we are committed to pay equity across all demographic identities and protected communities.

# 2024 UK Gender Pay Gap (GPG) Results

## Defining Gender Pay Gap and Pay Equity

It's crucial to understand the distinction between the gender pay gap and pay equity, as these concepts, while related, measure different aspects of workplace equality.

The gender pay gap refers to the average difference in earnings between men and women within an organisation. This measure can be influenced by various factors, including job level, years of experience, and career choices. A gender pay gap may exist even in organisations practicing pay equity, as it reflects broader patterns of representation across different roles and levels.

Pay equity, on the other hand, is the principle of providing equal pay for equal work, regardless of gender or other protected characteristics. It focuses on ensuring that individuals in comparable roles with similar qualifications and performance are compensated fairly and without discrimination.

CrowdStrike is dedicated to closing the gender pay gap and ensuring pay equity. Simultaneously, we rigorously analyse and adjust our compensation practices to maintain pay equity, ensuring that all employees receive fair compensation for their contributions.

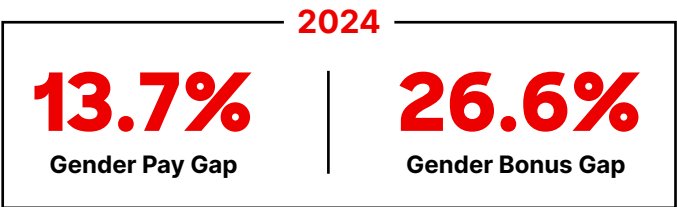
## The Difference Between the Median and the Mean

Median	Mean
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.	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.

## CrowdStrike Results

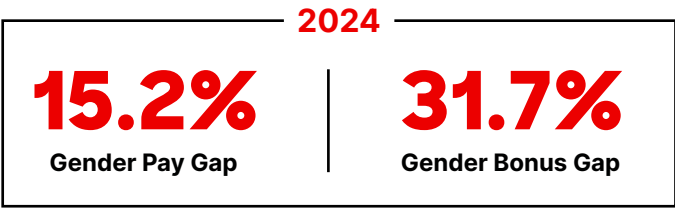
### Gender and Bonus Pay Gap Figures

Mean



We continue to place a strong emphasis on pay for performance and strive to have equitable pay practices. This year, our results show a notable reduction in the average gender pay gap across both hourly pay and bonus pay. The mean gender pay gap has decreased to 13.7%, down from 27.1% in the previous year, and the mean gender bonus gap has reduced to 26.6%, compared to 36.5% in 2023. Though several factors contribute to reduction in the gender pay gap and gender bonus gap, the primary drivers for the year-over-year reduction are growth in average salary, commissions earned by female employees (vs. last year), and equity holdings.

Median

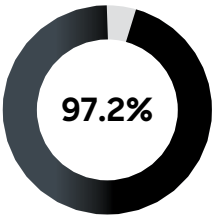


The gender pay gaps in the UK are primarily driven by lower representation of women in senior leadership, sales, engineering, and technical roles. We have more men than women in these roles — and according to market data, these roles usually have higher compensation.

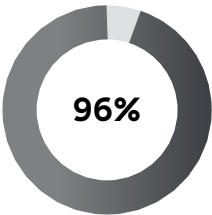
While we are pleased with the year-over-year reduction in the gender pay gap, we remain committed to closing this gap further in the coming years.

Bonus Pay Proportions

% of women receiving bonus

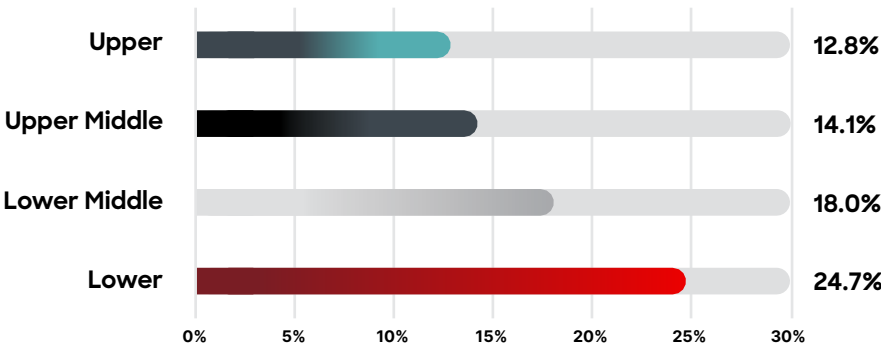


% of men receiving bonus



Quartiles

% of women



If you are unfamiliar with the UK GPG reporting process, please visit the [GOV.UK Calculation Guidance Website](#) to learn more about these calculations.

Figures are based on applicable actual pay for the date range of 6 April 2023-5 April 2024 and the snapshot month of April 2024.

The analysis does not take the following into account: career tracks, manager vs. individual contributors, years of experience, education, level of role, skill set, or tenure.

# Our Commitments and Actions

Our work culture fuels creativity, innovation, and a sense of belonging, helping people achieve their best work in a supportive environment.

We work to close the gender pay gap by establishing fair compensation structures, leveraging external expertise to identify and address pay disparities, and fostering a culture where all employees are equally valued and rewarded, ultimately promoting pay equity across the organization.

Steps Toward Closing the Gender Pay Gap	Culture of Support and Belonging
<ul style="list-style-type: none"><li>• Conduct regular pay audits and offer market-based pay structure</li><li>• Use advanced dashboards and analytical capabilities to evaluate pay and promotion decisions</li><li>• Offer extended health benefits and information through Bupa</li><li>• Provide all employees with 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</li><li>• Provide internal opportunities for advancement that are open to all employees</li></ul>	<ul style="list-style-type: none"><li>• Offer flexible work locations and schedules as a “remote-first” company, allowing for greater work-life balance</li><li>• Support our UK-based employee resource groups (ERGs) and help drive equal opportunity efforts across Europe through programming like our internal Cultural Awareness Week</li><li>• Host a panel called “Power of People, Purpose, and Patience” featuring men across CrowdStrike discussing allyship and gender equality in the workplace, in partnership with CrowdStrike’s Women’s ERG and the UK-based ERG</li></ul>

# Closing Statement

We approach the gender pay gap with the same innovative spirit that defines our cybersecurity solutions. By continuously refining our strategies and adapting to new challenges, we're creating a workplace that not only attracts top talent but nurtures and retains it. This dynamic approach empowers each individual to bring their unique perspective to our mission, ultimately strengthening our collective ability to protect our customers. We're on this mission to continue to close the gender gap together — we are one team, one fight.

## About CrowdStrike

**CrowdStrike** (Nasdaq: CRWD), a global cybersecurity leader, has redefined modern security with the world's most advanced cloud-native platform for protecting critical areas of enterprise risk — endpoints and cloud workloads, identity and data.

Powered by the CrowdStrike Security Cloud and world-class AI, the CrowdStrike Falcon® platform leverages real-time indicators of attack, threat intelligence, evolving adversary tradecraft and enriched telemetry from across the enterprise to deliver hyper-accurate detections, automated protection and remediation, elite threat hunting and prioritized observability of vulnerabilities.

Purpose-built in the cloud with a single lightweight-agent architecture, the Falcon platform delivers rapid and scalable deployment, superior protection and performance, reduced complexity and immediate time-to-value.

### CrowdStrike: We stop breaches.

Learn more: <https://www.crowdstrike.com/>

