



CrowdStrike 2025 Gender Pay Gap Report

Introduction

Trust and innovation form the bedrock of CrowdStrike's organisational culture. As we continue to lead the cybersecurity industry with integrity, we apply this same approach to addressing the gender pay gap within our ranks. Our 2025 UK Gender Pay Gap (GPG) report represents more than regulatory compliance — it embodies our ongoing journey of workplace equality.

The metrics in this report tell a story of progress and highlight opportunities for continued growth. We view these figures not as mere statistics, but as indicators of our effectiveness in creating an environment where talent is recognised and rewarded regardless of gender. This transparency is essential to our accountability as an organisation committed to positive change.

At CrowdStrike, we understand that building high-performance teams drives innovation and strengthens our collective capabilities. By ensuring equitable compensation practices, we enhance our ability to bring together the brightest minds in the industry. This strategic approach to talent management directly supports our mission to stop breaches and protect our customers in an increasingly complex threat landscape.

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

Signed by



J.C. Herrera

Chief Human Resources Officer



Awards and recognition are not the focus of 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 2025, we're proud to rank second across Best Workplaces, Best Workplaces for Development, and Best Workplaces for Wellbeing in the United Kingdom. Additionally, CrowdStrike's 2026 Corporate Equality Index unverified score remains at 100. This recognition validates our ongoing commitment to fostering a workplace where every team member can thrive and contribute to our mission.

Footnote: 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 recognise 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.

2025 UK GPG Results

Defining Gender Pay Gap and Pay Equity

Understanding the **distinction between gender pay gap reporting and pay equity** is essential for contextualising the data presented in this report.

The gender pay gap captures the average difference in compensation between all women and men across our organisation. This metric is influenced by multiple variables, including tenure, specialisation, and career progression patterns. An organisation may have a gender pay gap while still maintaining equitable pay practices due to these structural factors.

Pay equity represents our commitment to fair compensation for comparable work. This principle ensures that employees performing similar roles with equivalent qualifications, experience, and performance receive equitable compensation, regardless of gender or other protected characteristics.

At CrowdStrike, we pursue a dual approach: addressing the systemic factors that contribute to our gender pay gap while simultaneously conducting regular compensation analyses to verify and maintain pay equity across comparable roles.

The Difference Between the Median and the Mean

Median

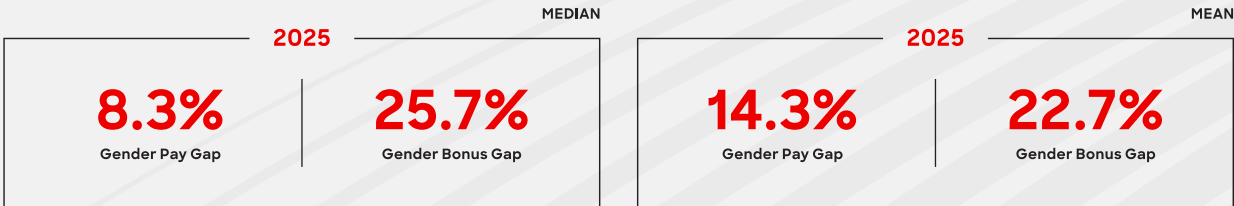
The median is the middle number of a ranking of pay from lowest to highest and gives us the best view of "typical" pay. The calculation is completed separately for men and women, and the medians are compared.

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.

CrowdStrike Results

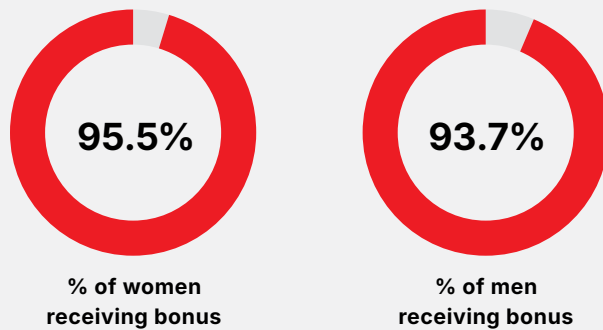
Ordinary and Bonus Pay Gap Figures



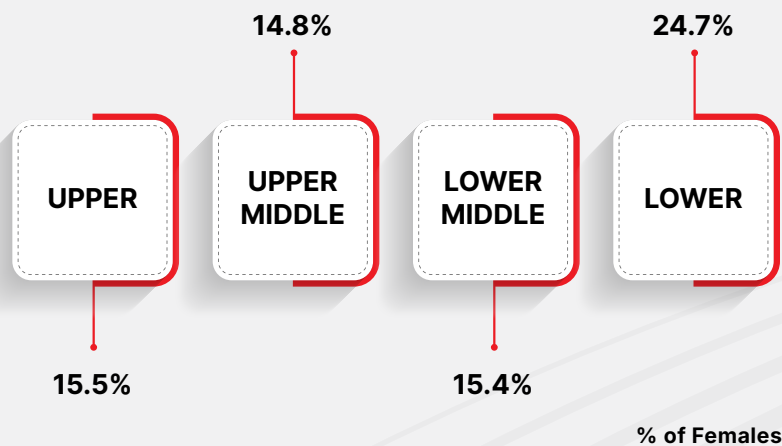
We continue to place a strong emphasis on pay for performance and strive to have equitable pay practices. This year, our results show significant progress in our gender pay metrics. The median gender pay gap has significantly reduced from 15.2% to 8.3%, reflecting a meaningful improvement in typical pay. Though the mean gender pay gap increased slightly to 14.3% (up from 13.7%), this increase is due to the timing of the actual average commissions men earned in April 2025. The overall results demonstrate sustained positive momentum. Our mean gender pay gap improved from 37.1% in 2022 to 14.3% today, and our median gap improved from 17.3% to 8.3% — a reduction of more than half over four years.

The mean gender bonus gap continues its positive trajectory, dropping to 22.7%, (down from 26.6% in 2024), with the median bonus gap also improving to 25.7% (from 31.7% in 2024). Though several factors contribute to these changes, the primary drivers for the year-over-year improvement in bonus gap are growth in average commission and equity vested by female employees.

Bonus Pay Proportions



Quartiles



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 2024 to 5 April 2025 and the snapshot month of April 2025. 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

At CrowdStrike, our high-performance culture empowers team members to innovate and excel through authentic collaboration.

To address gender pay disparities, we implement data-driven compensation frameworks, engage independent experts to identify and correct imbalances, and remove barriers to advancement. This integrated approach combines structural solutions with cultural transformation, ensuring both equal pay for comparable work and equitable opportunities for career development across our organisation.

Steps Toward Closing the Gender Pay Gap

- Conduct regular pay audits and offer a market-based pay structure
- Use advanced dashboards and analytical capabilities to evaluate and ensure fair and consistent pay and promotion decisions
- Offer extended health benefits and information through Bupa
- Furnish 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
- Establish family leave policies that encourage shared responsibility
- Provide internal opportunities for advancement that are open to all employees
- Offer an Employee Assistance Program that can assist with parental support and provide childcare/eldercare referrals

Culture of Support and Belonging

- Support our UK-based employee networks (ENs) and help drive equal opportunity efforts across Europe
- Host regional awareness sessions on social issues; for example, in partnership with a nonprofit organisation, we facilitated a session to increase understanding of modern slavery and exploitation, share insights on survivor support efforts, and highlight ways employees can engage through awareness and advocacy initiatives
- Offer flexible work locations and schedules as a “remote-friendly” company, allowing for greater work-life balance
- Establish CrowdNeighborhoods to facilitate connecting remote employees in their local communities; these gatherings create opportunities to build in-person connections, foster collaboration, and form meaningful relationships through employee-led events and shared experiences

Closing Statement

We address gender pay equity with the same innovation and determination that powers our cybersecurity solutions. By continuously improving our practices and embracing varied perspectives, we create an environment where all talent can flourish. This approach not only reflects our values but strengthens our collective expertise and enhances our ability to protect customers in an evolving threat landscape. The journey toward closing the gender pay gap remains a priority we tackle together, embodying our core principle of 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/>

Start a free trial today: <https://www.crowdstrike.com/free-trial-guide/>

