

Darktrace's UK Gender Pay Gap Report

A note from Poppy Gustafsson, CEO Darktrace

At Darktrace, we believe that diverse teams are more successful – not just because they bring wider perspectives to our complex work but also because they better reflect the communities of people we seek to serve across our customer and partner base. They make innovative ideas happen and that's why we are committed to building an enabling environment for all people to learn, grow and achieve their potential.

I'm proud that, at Darktrace, we have developed and platformed many female role models – not only at the executive level, where almost half the roles are filled by women – but also leading teams across our business. But we know we have more to do – not just on gender but also across other areas of diversity. We are only at the beginning of our Diversity, Equity and Inclusion journey and our work in this area will be ongoing. We will be transparent about where we are in our journey and commit to doing the best we can by our people, our business and our wider stakeholder groups.

To supercharge these efforts, we have recently launched a Diversity, Equity and Inclusion (DE&I) working group, overseen by our General Counsel, James Sporle, and our Chief Corporate Affairs Officer, Carolyn Esser. This group is focused on qualitative and quantitative analysis of where Darktrace is today and key areas for improvement, which will then be addressed with targeted initiatives. This group is committed to advancing Diversity, Equity & Inclusion in a way that best serves Darktrace and its communities so that everyone – regardless of gender, culture, background, sexuality or neurodivergence – is proud to work, or have worked, for this organization.

I am particularly excited about the upcoming launch of our Employee Resource Groups that are designed to create support mechanisms for



members, offer a safe space where employees can discuss challenges to improve conditions, and make Darktrace more inclusive for everyone. The groups, requested by employees, will be supported by an Executive Sponsor and are as follows:

- / Women at Darktrace
- / Parents
- / BIPOC (Black, Indigenous, People of Colour) Employees
- / Neurodiversity & Ability
- / Social Mobility Network
- / LGBTQIA+

We have initially invested in three core partnerships through which we as a business seek to provide opportunity to historically underrepresented groups in the technology industry and to help unlock the societal benefits of artificial intelligence. In the UK we are working with Code First Girls ("CFG") & in the United States, we are a proud partner of Year Up. We are also excited to be a partner of Loughborough University in the UK, providing funding, resources and expertise for five new Doctoral Researcher posts at the university.

Building the next generation of diverse talent at Darktrace – whether in our R&D, got-to-market or operational teams – is not only critical in achieving

sustainable value creation for our stakeholders but we believe will raise the bar for the wider technology and cyber security industries, bringing the very best talent to these sectors which will be so vital to securing and enabling the myriad of technologies that are going to super charge our economies and drive innovation. We are doubling down on our efforts to make the progress we seek, pursuing a data driven approach to understand our people, identify areas for improvement as well as opportunities for our ambitious, growing business.



Darktrace 2023 UK Gender Pay Gap

+4.2%
Mean pay *

The mean pay for men is 4.2% higher than that of women
(2022: 1.1% higher mean pay for women)

*

The mean gender pay gap is the difference in the average hourly pay for women compared to men within an organization.

+14.0%
Median pay **

The median pay for men is 14.0% higher than that of women
(2022: 11.6% higher mean pay for men)

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All salaries for men and women are lined up from lowest to highest, and the middle salary for each is compared.

The mean and median gender pay gap is based on the hourly rate taken at the mandatory snapshot date (April 2023), and includes commission and bonus paid in that month. Darktrace's gender pay results are impacted by the outcomes of bonus and sales commission, which are linked to individual performance. As a consequence, this data tends to fluctuate from month to month.



Darktrace's Executive team
is **over 40% female**



Poppy Gustafsson
CEO



Catherine Graham
CFO



Denise Walter
CRO



Carolyn Esser
Chief Corporate Affairs
Officer



Nicole Eagan
Chief Strategy &
AI Officer



James Sporie
General Counsel &
Company Secretary



Nick Trim
COO



Jack Stockdale
CTO



Mike Beck
Global CISO



Chris Kozup
CMO



Max Heinemeyer
CPO



Women have a crucial role to play in the technology sector – there is a huge amount to achieve yet, and we need all hands on deck to get there. I love working in an organisation that is led by women and I've met countless inspiring female colleagues at Darktrace. Our task as leaders of the business is to nurture our colleagues so they can fulfil their potential and develop their careers at Darktrace and beyond.

/ Denise Walter, Chief Revenue Officer

Bonus Pay Gap

Bonus pay gap is based on the sum of bonus and commission paid within the previous 12 months to April 2023.

-43.7%

Mean bonus pay

The mean bonus pay for women is 43.7% higher than that of men
(2022: 42.5% higher mean bonus pay for women)

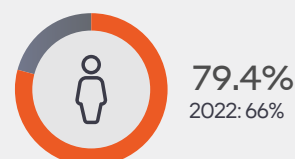
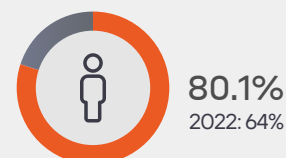
+34.3%

Median bonus pay

The median bonus pay for men is 34.3% higher than that of women
(2022: 17.2% higher median bonus pay for men)

Bonus gap data fluctuates between genders across reporting periods as it is based on individual performance and achievement outcomes and associated commission paid during that reportable period.

Proportion of men and women paid a bonus



Pay Quartiles

Quartiles represent the pay rates from the lowest to the highest for our UK employees split into four equal size groups, with the percentage of men and women in each quartile.

Standard Gender Split (2023)

