

UK Gender Pay Gap Report 2026



mimecast[®]

We are led by our values - continuously learning and investing in each other.

Introduction



Janet Prosper,
Chief Human Resources Officer
Mimecast

At Mimecast, we are deeply committed to fostering a culture of inclusion and belonging as fundamental drivers of our innovation and success. In the rapidly evolving cybersecurity industry, embracing diversity allows us to approach challenges with fresh perspectives, leading to innovative solutions and stronger business results.

We place a strong emphasis on attracting talent from all walks of life and creating pathways for women and other underrepresented groups to grow and succeed within our organisation. Targeted programs and initiatives are designed to ensure all employees have access to the support and opportunities they need to advance their careers, driving both individual and company-wide success.

One notable example of this commitment was the launch of our inaugural Global Women in Leadership program in 2023, with our third intake already completed. I am proud of what this program has achieved so far and confident that it will continue to empower emerging female leaders, enabling them to step into senior leadership roles and contribute to our company's ongoing success.

Mimecast remains committed to transparency by publishing our Gender Pay Gap report, which provides clear insights into our current position and outlines our goals for the future. While we acknowledge that this is an ongoing journey, we are proud of the progress made so far and are excited about the initiatives we are implementing to build on this momentum.

Methodology

What is the UK Gender Pay Gap Report?

The Gender Pay Gap Reporting (GPGR) legislation requires employers in the UK with 250 or more employees to publish calculations every year showing the pay gap between their employees who identify as men and women.

What does the UK Gender Pay Gap Measure?

The UK Gender Pay Gap is a basic calculation of the percentage difference between average hourly earnings for men and women, regardless of the work they do. Earnings include base pay, allowances and any other bonus and incentive pay paid 6 April 2024 - 5 April 2025. The Gender Bonus Gap is the percentage difference in all incentive pay received by men and women in the 12 months up to April 2025, including bonuses and sales commission payments.

What isn't Measured?

The pay gap is not a measurement of equal pay. It is one basic measure across all jobs, not a measure of the differences in pay between men and women within the same job type.

Results

The Mimecast gender pay gap analysis uses the government’s methodology, determining hourly rates of pay for the pay period April 2025, encompassing the snapshot date of 5 April 2025. The bonus gap calculations include bonuses paid and equity released in the 12 months prior.

2025 UK Pay Gap Data & Insights

Mean Hourly Gender Pay Gap

A reduction from 21.1% to 6.1%, reflecting Mimecast’s strong progress.

Median Hourly Gender Pay Gap

A positive decrease from 11.2% to 7.0%.

Mean Bonus Pay Gap

A reduction from 28.5% to 20.7%, indicating progress in our bonus equity initiatives.

Median Bonus Pay Gap

An increase from 33.0% to 38.8% - an area we are actively examining to address underlying drivers over time.

Bonus Participation Gap

The difference between males and females receiving bonuses narrowed significantly, from 2.0% to 0.3%.

Female Representation in the Upper Pay Quartile

The difference between males and females receiving bonuses narrowed significantly, from 2.0% to 0.3%.

Metric	2018	2019	2020	2021	2022	2023	2024	2025
Hourly Pay - Mean GPG	10.9%	24.0%	12.5%	17.1%	8.2%	13.3%	21.2%	6.1%
Hourly Pay - Median GPG	20.9%	20.2%	15.3%	11.3%	16.4%	11.6%	11.2%	7.0%
Bonus Pay - Mean GPG	38.3%	56.2%	44.9%	26.4%	27.2%	20.9%	28.5%	20.7%
Bonus Pay - Median GPG	-0.2%	31.4%	32.5%	50.1%	23.5%	43.2%	33.0%	38.8%
% Females receiving a bonus	54.0%	62.3%	60.2%	53.7%	77.6%	78.6%	86.2%	86.9%
% Males receiving a bonus	53.0%	53.1%	46.7%	44.7%	69.6%	84.1%	88.2%	87.2%

Hourly Pay Quartile	2018		2019		2020		2021		2022		2023		2024		2025	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Upper	15%	85%	15%	85%	16%	84%	21%	79%	25%	75%	25%	75%	25%	75%	29%	71%
Upper Middle	14%	86%	21%	79%	20%	80%	18%	82%	15%	85%	24%	76%	25%	75%	24%	75%
Lower Middle	31%	69%	28%	72%	31%	69%	28%	72%	34%	66%	32%	68%	37%	63%	32%	68%
Lower	38%	62%	36%	64%	32%	68%	38%	62%	34%	66%	32%	68%	32%	68%	33%	67%

Hourly pay

Women’s mean hourly rate is **6.1%** lower than men’s.
 Women’s median hourly rate is **7.0%** lower than men’s.

Who received bonus pay

86.9% of women received bonus.
87.2% of men received bonus.

Bonus pay differences

Women’s mean bonus pay is **20.7%** lower than men’s.
 Women’s median bonus pay is **38.8%** lower than men’s.

Proportion of Women in Each Quartile

Hourly Pay Quartile	2025	
	Female	Male
Upper	29%	71%
Upper Middle	24%	75%
Lower Middle	32%	68%
Lower	33%	67%

About quartiles: Pay quartiles are calculated by ranking all employees by hourly pay, splitting the list into four even groups, and assessing the proportion of women in each quartile. These quartiles help illustrate women’s representation across different pay levels in the organisation.

About mean and median: The mean hourly rate is the average hourly wage across the entire organisation, so the mean gender pay gap is a measure of the difference between women’s mean hourly wage and men’s mean hourly wage. The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle. So, the median gender pay gap is the difference between women’s median hourly wage (the middle-paid woman) and men’s median hourly wage (the middle-paid man).

Understanding the Data

As a technology company, Mimecast faces the ongoing challenge of increasing gender diversity, particularly in higher-paid technical and senior leadership roles. Competitive bonus and equity incentives are essential for attracting and retaining top talent in these critical areas. Given that a higher proportion of men currently occupy senior and technical positions, reducing our gender pay gap is closely tied to our ability to attract, hire, and retain more women in these roles. Additionally, our Go-To-Market (Sales/Revenue) function remains predominantly male, which contributes to gender disparities in earning potential. We will continue to work closely with our female employees to support their career development and ensure their long-term success in sales and revenue-generating positions.

Encouragingly, we have made positive progress in 2024, with a reduction in our median hourly gender pay gap from 11.6% to 11.2% and a significant decrease in our median gender bonus pay gap from 43.2% to 33%. The gap in the proportion of men and women receiving a bonus has also narrowed considerably, from 5.5% to 2%. Additionally, female representation in both the Upper and Lower Middle pay quartiles has steadily increased since 2017, reinforcing our progress to fostering a more balanced workforce.

What Drove Progress in 2025

Our Approach to Compensation and Pay Equity

Fair and equitable pay is an important part of creating an inclusive workplace where our people can do their best work and thrive. Our compensation approach is designed to attract and retain talented individuals while supporting fairness and consistency across our organisation.

Our compensation philosophy is guided by four key principles:

- 1. Market competitive** – pay is aligned with the markets and locations in which we compete for talent.
- 2. Internally aligned** – roles are positioned consistently across the organisation, based on our compensation framework.
- 3. Merit-based** – pay and reward decisions recognise individual performance and contribution.
- 4. Equitable and fair** – our processes are designed to reduce bias and support consistent pay decisions across the organisation.

At Mimecast, pay equity is a core part of our inclusion & belonging strategy. We are committed to providing equal pay for equal work, regardless of demographic background or protected characteristics, including gender.

We support fair pay through a number of practices, including:

- **Clear role framework** – Our career framework provides a structured approach to defining roles and levels across the organisation, helping to support consistent compensation decisions based on clear criteria.
- **Incremental pay analysis** – During our key pay review processes, we analyse compensation data using demographic insights, including gender, to help identify and address any potential disparities.
- **Manager enablement** – Our Total Rewards and HR teams provide comprehensive resources, guidance, and training to managers to support fair and consistent pay decisions.

**What we are
continuing
to do**



Closing the gender pay gap requires sustained focus on representation, progression, retention and fair pay. Our actions are centred on four areas: building a stronger pipeline of women into senior roles, improving visibility and access to development, supporting equitable pay outcomes, and fostering an inclusive culture where women can thrive.

Building Representation Through Hiring and Progression

We continue to focus on improving the representation of women across the organisation, particularly in technical and leadership roles where gender imbalance has the greatest long-term impact on the pay gap.

When candidates voluntarily provide demographic information, we monitor representation across candidate slates, with particular focus on more senior roles. We also encourage diverse interview panels to support balanced decision-making and continue to review promotion outcomes to help ensure fair and equitable progression.

While progress takes time, improving representation at higher levels remains one of the most important levers in narrowing our long-term gender pay gap.

Supporting Women’s Development, Visibility and Progression

Alongside our hiring and promotion efforts, we continue to invest in a global range of programmes designed to support women at different stages of their careers. These initiatives are intended to strengthen leadership capability, increase visibility, expand networks, and create clearer pathways for progression.

MimecastHER Global Women in Leadership Programme

Launched in 2023, MimecastHER is Mimecast’s flagship leadership development programme for women at Senior Manager level and above. Delivered globally, it combines facilitated leadership development, executive coaching, peer learning, and senior sponsorship to support confidence, career ownership, strategic influence and progression. Three cohorts have now been delivered, with more than 50 women leaders having completed the programme to date, including strong participation from the UK. The programme is delivered in partnership with Talking Talent and Mimecast’s Learning & Organisational Development and Diversity, Equity and Inclusion teams, with in-person leadership retreats held in London.

A core feature of MimecastHER is sponsorship. Participants are paired with senior leaders to support visibility, advocacy and access to broader opportunities, reflecting our recognition that women are often over-mentored and under-sponsored. MimecastHER has become an important part of our leadership pipeline strategy and contributes to stronger progression and retention over time.

Career & connection Women’s career development series

To complement our more targeted leadership programmes, Mimecast also runs a global Career & Connection series designed to support women’s development and professional visibility across the organisation. These sessions are open more broadly and create a regular forum for women to engage with practical career topics such as leadership presence, sponsorship, influence and career strategy.

Delivered with a mix of internal leaders, alumni and external speakers, the series helps women build skills, confidence and community beyond formal leadership programmes. It also ensures development opportunities are accessible to women at different levels, not only those already in senior roles.

Women & Allies Employee Resource Group (ERG) Programs

Our Women & Allies Employee Resource Group (ERG) plays an important role in fostering connection, advocacy and engagement across Mimecast.

Open to all employees and supported by executive sponsorship, the ERG provides a platform for colleagues to:

- connect and build networks
- share experiences and insights
- contribute to advancing gender equity across the organisation

With more than 350 members globally, the ERG works in partnership with HR to deliver:

- speaker sessions and development events
- mentoring and peer learning initiatives
- opportunities for dialogue and community-building

These activities support a stronger sense of belonging and visibility for women across the organisation, which is an important factor in retention and long-term progression.

Beyond the workplace, the ERG also contributes to initiatives that support women and communities more broadly, including community engagement and social impact activities.

The Women & Allies ERG has led impactful initiatives to advance women, education, and community well-being, fostering global connection and positive change. Highlights include the Dignity Matters Period Pack-A-Thon, where volunteers packed 2,500 menstrual care kits and funded 4,500 more to support 18,000 women monthly, and school supply donation drives across Mimecast Offices including the UK for International Women's Day. These initiatives have made a tangible impact, supporting women's health, advancing education, and fostering growth and advocacy.

One-to-One mentoring programme

In 2025, Mimecast launched a global Women & Allies One-to-One Mentoring Programme, creating more than 25 mentoring partnerships across functions and regions. The programme connects mentors and mentees around shared interests, career goals and development needs, providing structured support for career progression, confidence-building and network expansion.

The mentoring programme also helps build cross-functional relationships and strengthens a culture of advocacy, knowledge-sharing and support across the organisation.

Wisdom circles – peer learning and leadership reflection

Through the Women & Allies ERG, Mimecast piloted Wisdom Circles, a peer learning initiative inspired by the Lean In Circles model. These sessions bring together small groups of employees in a confidential and supportive setting to reflect on workplace challenges and share practical insight.

The pilot series ran monthly across four sessions and engaged approximately 100 participants overall, with average attendance of around 30 participants per session. Topics included Overcoming Imposter Syndrome, Executive Presence and Leadership Visibility, Strategic Networking, and Career Advocacy. These sessions help strengthen confidence, connection and leadership capability by creating spaces for reflection, peer support and shared learning.

Building Management Capability and Inclusive Leadership

We continue to invest in management and leadership capability across the organisation. Our training and development programmes are designed to help managers lead inclusively, support career development and create fairer employee experiences.

These efforts are helping us build a stronger pipeline of women into leadership roles, while also creating the conditions for long-term retention and advancement.

Commitment to Inclusive Workplace Training

In 2025, the organisation continued to reinforce its commitment to compliance, equality, and an inclusive workplace through mandatory training programmes.

Completion rates for the Global Acceptable Use Policy Training were high across both genders, with 83% of female employees and 90% of male employees completing the training.

Participation in mandatory workplace training remained high across the organisation. Completion rates for Respectful Workplace Training, which includes content on equal employment and anti-discrimination policies, were strong overall. 86% of female employees completed this training, compared to 93% of male employees.

These high levels of participation across both genders reflect the organisation's ongoing focus on promoting awareness, reinforcing expected standards of behaviour, and supporting an inclusive and respectful working environment for all employees.

Building an Inclusive Culture and Capability

Alongside our focus on representation and progression, we continue to invest in building an inclusive culture and strengthening capability across the organisation. These efforts help create the conditions for equitable outcomes over time, including improved retention, engagement, and progression for women.

Inclusion Awareness and Leadership Capability

Mimecasters have access to ongoing learning and development opportunities designed to build understanding of key Inclusion & Belonging concepts and their application in the workplace.

These sessions support employees and managers to:

- recognise and reduce bias in decision-making
- foster inclusive team environments
- lead with greater awareness and accountability

In 2025, we also delivered sessions in partnership with our ERGs to explore topics such as intersectionality, inclusive language, and allyship. These initiatives help strengthen day-to-day behaviours that underpin fairer outcomes across hiring, development, and progression.

Supporting progression and long-term change

Strengthening the representation of women in leadership and technical roles remains a key factor in reducing our long-term gender pay gap.

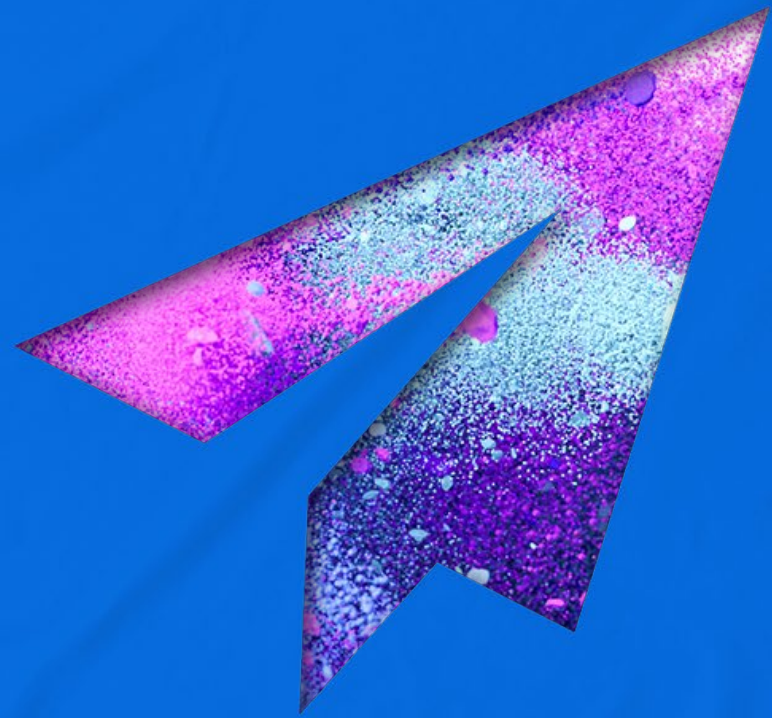
At Mimecast, we have continued to prioritise improving representation across the organisation, particularly in areas where gender imbalance has the greatest impact on pay outcomes.

Between 2020 and 2025, global female representation increased from 28% to 33%, while the proportion of women at Director level and above rose from 22% to 30%, reflecting progress in building a stronger leadership pipeline.

We have also seen improvement in representation within technical roles, with women accounting for 38% of technical roles, from 16% in 2020, reflecting our continued focus on both hiring and development in a sector where gender imbalance remains a challenge.

In the UK, women represent approximately 30% of the workforce and 30% of Director-level and above roles. Promotion outcomes are also encouraging, with women accounting for 40% of promotions to Senior Manager level and above, helping to strengthen representation at more senior levels.

These trends demonstrate the impact of our continued focus on attracting, developing and retaining female talent.



Looking Ahead



Pippa Gray
Vice President,
HRBP & Ops

“This year, we’ve made continued progress in promoting women into senior positions at Mimecast and in reducing our gender pay gap. Our focus remains on hiring, promoting, and retaining talented individuals as our leaders and managers increasingly recognise the immense value of a diverse workforce.

While there is more to do, we are encouraged by the progress made so far and remain committed to taking sustained action to improve representation, support women’s advancement and reduce the gender pay gap over time.

Mimecast remains resolutely committed to upholding its principles of inclusion and belonging. We firmly believe that fostering an equitable and inclusive workplace is not only the right thing to do but is also essential for innovation, growth, and the success of our organisation.

To align with UK government reporting requirements, the data in this report refers to the traditional gender categories of male and female. However, Mimecast recognises that gender identity is not limited to a binary framework, and reporting in this way reflects the current legal requirements for these disclosures and should not be interpreted as our position on this matter.

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.”

We're agents
of **change**

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