

UK Gender Pay Gap Report 2024



mimecast[®]

Introduction

WE ARE LED BY OUR VALUES - CONTINUOUSLY LEARNING AND INVESTING IN EACH OTHER.



Janet Prosper,
Chief Human Resources Officer
Mimecast

At Mimecast, we are committed to fostering a culture of diversity, equity, and inclusion as core drivers of our innovation and growth. In the fast-evolving cybersecurity industry, embracing diversity enables us to tackle complex challenges with fresh perspectives, leading to innovative solutions and stronger business outcomes. We prioritize attracting diverse talent and actively create career pathways for women and other underrepresented groups to grow and thrive within the company. Through targeted programs and initiatives, we ensure that all employees have the support and opportunities they need to advance in their careers, driving both individual success and business success.

A great example of this commitment is the launch of our first global Women in Leadership program in 2023, with a second program cycle already in progress. I'm incredibly proud of the content in this initiative, and I'm confident it will continue to help develop our emerging female talent and promote them into senior leadership positions, ultimately contributing to the continued success of our company.

We believe that to continuously evolve and innovate, we must cultivate a culture that reflects the diversity of the society and communities we serve. Achieving gender equality is central to this vision. For example, in 2025, we will be rolling out enhanced parental leave policies, allowing Mimecasters to share family responsibilities and achieve a better work-life balance. This will help our employees be present for life's most important moments, while also supporting their professional growth and personal well-being.

Mimecast understands the importance of providing transparency by reporting on our gender pay gap, providing clear insight into where we currently stand and where we aim to be. While we recognize this journey is ongoing, we are proud of the progress we've made and are excited about the plans we have in place to achieve our goals.

Women in Technology

The shortage of diverse talent, including women, in the cybersecurity industry is well-documented. This is a challenge Mimecast also faces and has invested in areas that seek to close the gap.

As of FY25, our UK business has a gender ratio of approximately 30% women to 70% men. In the subsequent sections, we provide greater detail on the role we're playing to advance women in technology.

Hire More

Mimecast has reviewed and made improvements to our Talent Acquisition processes, aiming to attract top talent while strengthening workforce diversity. Our focus on inclusive hiring, which includes engaging diverse candidate slates for leadership-level roles, has led to measurable results. In 2024, approximately 35% of our new hires were women, driving progress in the representation of women in the business when compared to the 30% total ratio as previously noted.

In recognition of these actions, Mimecast was awarded Best Diversity Recruitment Initiative of the Year by CRM Women and Diversity in Channel Awards in 2024. This award underscores the progress we've made in advancing our global diversity, equity, and inclusion strategy throughout the talent recruitment process.

Promote More

Mimecast provides all employees with a comprehensive career framework, robust talent management processes, and a transparent performance management model. These foundational efforts ensure fairness in how we manage human capital. Employees are further empowered to have forward-looking career conversations based on the expectations of published job levels, a growing competency framework, and related opportunities.

In 2024, 32% of employees promoted to senior manager-level and above roles in the UK were women. While we recognize the progress we still need to make, we celebrate that a significant proportion of these promoted women have advanced to Chief, VP, Senior Director, Director, and Senior Manager-level roles.

Retain More

Talent retention is critical to our approach to elevating women in technology and the overall ability of the company to achieve our strategic imperatives. Over the last several years, the Human Resources and Leadership Teams have undertaken a comprehensive review of our retention levers and strengthened offerings at all levels of the company.

Mimecast's retention strategy is built on investing in strong leadership capabilities, promoting cross-functional collaboration that inspires innovation, offering career development opportunities, and implementing comprehensive employee engagement programs that foster an inclusive and vibrant work environment for all. The impact of our people strategy has been recognized externally by Great Place to Work, earning us an annual certification for four consecutive years. In 2025, we have also been named to the UK Best Workplaces list which is derived from this certification. Business leaders, research institutions, and the public all rely on the Great Place to Work® Trust Model© as a key standard of what it means to be a great workplace. Their annual research represents thousands of organizations of varying sizes, industries, maturity, and structures in over 90 countries. Internally, Mimecast regularly measures employee engagement through a third-party survey platform. Since launching in 2017, data related to employee satisfaction have been near or above the technology benchmark.

We will continue to apply a diversity, equity, and inclusion lens to our talent retention approach to ensure we are identifying talent from all backgrounds and supporting their career progression and growth. In 2025, our focus will be on strengthening these efforts and ensuring we build an even more diverse pipeline for leadership roles.

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 2023 - 5 April 2024. The Gender Bonus Gap is the percentage difference in all incentive pay received by men and women in the 12 months up to April 2024, 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 2024, encompassing the snapshot date of 5th April 2024. The bonus gap calculations include bonuses paid and equity released in the 12 months prior.

2024 UK Pay Gap Data & Insights

- A positive decrease in our median hourly average gender pay gap from 11.6% to 11.2%
- A positive decrease in our median gender bonus pay gap from 43.2% to 33%
- Female representation amongst our Upper and Lower Middle pay band (quartile) has steadily increased over the years since 2017
- The difference between males and females who received bonus decreased significantly, from 5.5% to 2%.



Metric	2017	2018	2019	2020	2021	2022	2023	2024
Hourly Pay - Mean GPG	-12.3%	10.9%	24.0%	12.5%	17.1%	8.2%	13.3%	21.2%
Hourly Pay - Median GPG	17.9%	20.9%	20.2%	15.3%	11.3%	16.4%	11.6%	11.2%
Bonus Pay - Mean GPG	55.0%	38.3%	56.2%	44.9%	26.4%	27.2%	20.9%	28.5%
Bonus Pay - Median GPG	38.0%	-0.2%	31.4%	32.5%	50.1%	23.5%	43.2%	33.0%
% Females receiving a bonus	46.0%	54.0%	62.3%	60.2%	53.7%	77.6%	78.6%	86.2%
% Males receiving a bonus	44.0%	53.0%	53.1%	46.7%	44.7%	69.6%	84.3%	88.2%

Results

Hourly Pay Quartile	2017		2018		2019		2020		2021		2022		2023		2024	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Upper	19%	81%	15%	85%	15%	85%	16%	84%	21%	79%	25%	75%	25%	75%	25%	75%
Upper Middle	15%	85%	14%	86%	21%	79%	20%	80%	18%	82%	15%	85%	24%	76%	25%	75%
Lower Middle	26%	74%	31%	69%	28%	72%	31%	69%	28%	72%	34%	66%	32%	68%	37%	63%
Lower	29%	71%	38%	62%	36%	64%	32%	68%	38%	62%	34%	66%	32%	68%	32%	68%

- Women’s mean hourly rate is 21.1% lower than men’s
- Women’s median hourly rate is 11.2% lower than men’s

Who Received Bonus Pay:

- 86.2% of women received bonus
- 88.2% of men received bonus

Difference in Bonus Pay:

- Women’s mean bonus pay is 28.5% lower than men’s
- Women’s median bonus pay is 33% lower than men’s

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).

Proportion of Women in Each Quartile:

Hourly Pay Quartile	2023	
	Female	Male
Upper	25%	75%
Upper Middle	25%	75%
Lower Middle	37%	63%
Lower	32%	68%

About quartiles: Pay quartiles are calculated by ranking all employees in an organisation from high to low based on their hourly rate of pay, splitting the list into four even groups and looking at the proportion of women and men in each quartile. This gives an indication of women’s representation at different levels of the organisation.

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.



Our Compensation and Pay Equity Philosophy

Mimecast has set a compensation and pay equity philosophy that rewards and aligns to our diversity, equity, and inclusion strategy. We work with our teams to ensure decisions are:

1. **Market Competitive** - competitive to the markets and geographies where we compete for business and critical talent.
2. **Internally Aligned** – across all Mimecasters and based on the design of our compensation programs.
3. **Merit Based** - rewards exceptional performance levels based on an objective assessment of both what and how work is done
4. **Equitable and Fair** – all employees are included, biases are mitigated and compensation practices are consistent.

We are committed to providing equal pay for equal work, regardless of demographic background or protected personal attributes including gender.

Internally, we have implemented the following interventions to put our philosophy into practice:

- **Job Architecture** - Mimecast has a robust Career Framework in place that provides a well-defined approach as to how we define and understand roles at Mimecast. This ensures our compensation decisions are objective, consistent and aligned to pre-established guidelines and criteria.
- **Incremental Pay Audits** - During each of our major pay processes, we leverage demographic data including Gender and conduct an analysis using our Compensation Planning reports built into our HRIS to ensure equitable compensation.
- **Manager Enablement** - Our Total Rewards team in partnership with HR provide comprehensive resources and Manager training to ensure Managers and Leaders are equipped to make fair pay decisions for their teams.

Solutions
What are we doing
to close the Gap?



Diverse Interviewers, Diverse Workforce

Where candidates voluntarily share their demographic data, including gender and gender identity, Mimecast works to ensure diverse candidate slates, with a specific emphasis on candidates for Director-level and above positions. This approach encourages a diversity of perspectives and backgrounds in our applicant shortlists. Moreover, managers are actively requesting diverse interview panels at all levels helping to foster an inclusive hiring process that encourages diverse perspectives and experiences. The Human Resources Team will continue to partner with hiring managers to identify opportunities to strengthen diversity across our interview process.

Inclusive Language to Encourage Diverse Applicants

Mimecast leverages inclusive language in our job advertisements to help attract candidates from a diverse range of backgrounds. To hold ourselves accountable, Mimecast actively deploys an external technology-based platform that gives the Talent Acquisition Team the information they need to write role descriptions that attract all talent, avoiding terms that have been shown to detract women and other underrepresented candidates from applying.

Inclusion Awareness Training

Mimecasters have ongoing learning and development workshops to deepen their understanding of key diversity, equity, and inclusion concepts and their applicability to our work.

For example, in March 2024, our Global Women & Allies Committee hosted a UK panel discussion and networking event with guests, Shani Dhanda (award-winning entrepreneur and disability specialist) and Abadesi Osunsade (Founder & CEO, Hustle Crew) in celebration of International Women's Day. This learning event, made available to all employees, showcased thought-provoking perspectives on the role of women in technology, ethics in artificial intelligence, the impact of gender stereotypes, and more.



Developing Women through Career Coaching

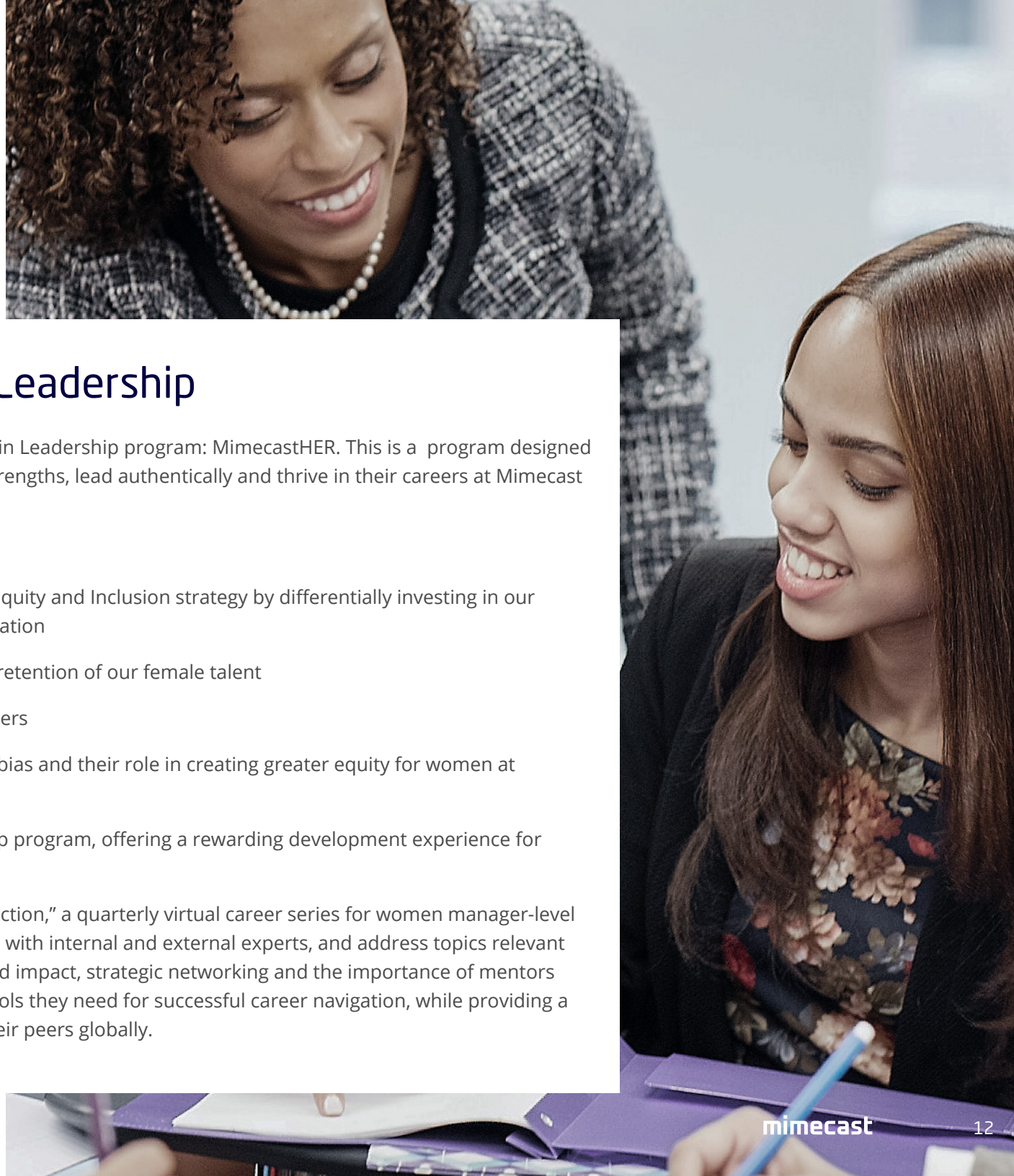
Our Mimecast Career Coaching Program, delivered by industry-leading coaching organization BetterUp, has been highlighted to members of our employee resource groups (ERG), including our Women at Mimecast ERG. This program's goal is to facilitate personal and professional effectiveness and leadership capability growth. Given the importance of career development to our talent retention strategy, ERG leaders used direct communication channels with group members to maximize engagement. Participants were matched with a virtual career coach and had the opportunity to access on-demand coaching support ranging from career development, communication skills, and wellness coaching.

We also have dedicated leadership training programs designed specifically for different management levels. Our Management Development Program is a 6-module, virtual offering which focuses on concepts that help new managers make a successful transition from individual contributor to people management. All content offered in this program is developed in alignment with Mimecast's Leadership Model: Lead, Manage and Coach. In 2024, this program consisted of 57% female attendees, with an overall of 41% female attendance across all manager and leadership training programmes.

Women and Allies Employee Resource Group

Our Women and Allies Employee Resource Group (ERG), open to all employees and sponsored at the Executive level, plays a pivotal role in advancing gender equality both within Mimecast and in the wider community. With over 350 active members, this group serves as a powerful catalyst for fostering an inclusive environment that attracts, supports, and retains talented women at all levels of the organization.

The ERG has driven a range of impactful initiatives, including mentoring programs designed to empower women's career growth, member engagement sessions to build connections and share insights, and community donation drives that support women in need. These efforts reinforce our dedication to making a positive difference beyond the workplace. Through these initiatives, the group continues to be a key force in promoting a culture of belonging and lasting change within and outside of Mimecast.



Accelerating Women in Leadership

In 2023, we launched our flagship Global Women in Leadership program: MimecastHER. This is a program designed to empower our women to play to their unique strengths, lead authentically and thrive in their careers at Mimecast and beyond.

The program aims to:

- Drive our Talent Development and Diversity, Equity and Inclusion strategy by differentially investing in our female leaders to build a future-ready organization
- Facilitate the advancement, engagement and retention of our female talent
- Establish an active community for female leaders
- Build managers understanding about gender bias and their role in creating greater equity for women at Mimecast.

We will continue to offer this immersive leadership program, offering a rewarding development experience for those enrolled.

Lastly, Mimecast has launched "Career and Connection," a quarterly virtual career series for women manager-level and above. Sessions are developed in partnership with internal and external experts, and address topics relevant to women in the workplace including presence and impact, strategic networking and the importance of mentors and sponsors, allowing attendees to access the tools they need for successful career navigation, while providing a platform for women to meet and network with their peers globally.

Looking Ahead



Pippa Gray
Vice President,
HRBP & Ops

"We have continued to see progress this year in the promotion of women into senior positions in Mimecast and areas where we have closed the pay gap. We continue to hire, promote and retain our employees as leaders and managers truly see the value of having a diverse workforce. With that said, there is always more to do to close gender gaps, promote women in Mimecast, and celebrate the richness of diversity.

The UK Leadership Team has seen a change in leadership and even greater emphasis placed on equity in managing employees. This team is accountable and plays an active role in making Mimecast a place where women can thrive and build an inclusive future for all. I'm encouraged by the participation of our Mimecasters to actively lean into conversations about gender, equity and biases, and to be vocal in ensuring fairness of policy and process. I continue to learn so much from them, which helps me ensure I can better support our employees and create meaningful change toward a more diverse and just workplace."

To align with UK government reporting requirements, data in this report refers to the traditional sex categories of male and female. Mimecast respects that gender is on a non-binary spectrum and reporting in this manner should not be interpreted as our position on this.

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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