

UK Gender Pay Gap

2025



 **BeyondTrust**

UK Gender Pay Gap Background

UK companies with 250 or more employees are legally required to calculate and report their gender pay gap data. This is our third year of mandatory reporting. Our data covers all UK employees of Avecto, LTD d/b/a BeyondTrust Corporation. For this reporting period, we had a mean pay gap of 18 percent.

The gender wage gap is a measure of what women are paid relative to men based on average hourly wage. This is not the same as unequal pay.

The most valuable resource at BeyondTrust is its team. At BeyondTrust, employees are compensated in ways that reward contribution, encourage growth, and align pay to the market for their role.

We are committed to hiring and nurturing diverse talent, as well as providing opportunities for career growth and leadership to all of our employees. We strongly believe in creating an exceptional employee experience where all employees feel connected to the success of the company, have a sense of belonging at work, and are supported in their personal and professional goals.

BeyondTrust Employee Experience



- I believe that our core values are essential to our success.
- I understand the mission of the company and how my job connects to it.
- I am supported in what I do and have the tools I need to do my job.



- I have healthy relationships with my colleagues.
- I am part of a community that cares about and supports each other.
- I feel supported through access to fair compensation and benefits.



- I am provided opportunities to develop my skills and capabilities.
- I can grow and progress in my career.
- I can achieve my longer term personal and financial goals.

BeyondTrust UK Gender Pay Gap Statutory Report – 2025

Year	Mean Pay Gap	Median Pay Gap	Mean Bonus Gap	Median Bonus Gap	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile	Percent Received Bonus
2025	18%	14%	32%	21%	20% Female 80% Male	30% Female 70% Male	22.9% Female 77.1% Male	37.1% Female 62.9% Male	90% Female 96% Male
2024	7.7%	12.8%	12.8%	20.8%	26.5% Female 73.5% Male	22.4% Female 77.6% Male	25.0% Female 75.0% Male	33.8% Female 66.2% Male	98.6% Female 95.4% Male
2023	10.7%	15.1%	23.3%	26.5%	19.0% Female 81.0% Male	25.4% Female 74.6% Male	23.8% Female 76.2% Male	34.4% Female 65.6% Male	94.03% Female 89.89% Male

While there is a gender pay gap, we are confident that we do not have an equal pay issue. Our approach to compensation is gender neutral by design and our frequent analysis of pay levels for comparable roles at BeyondTrust indicate that men and women are paid fairly for similar roles. The pay gap is driven more by the structure of our workforce in the UK and how incentives were paid out. We are committed to doing everything within our control to reduce the gap.

DEI Initiatives that Support our Continued Efforts

- Women in Security Network – Founded in 2020
- DEI Leadership Training
- BeyondTrust Employee Resource Groups
- Recruitment Strategy includes diverse interview panels, targeting diverse applicant pools, and assurance of gender-neutral language in job postings.
- BeyondTrust Mentorship Program
- Proud advocate of external groups such as *Girls out Loud* and *Find Your Voice*
- Compensation reflects individual roles and contribution, and practices include continuous review to avoid unconscious bias.
- Talent Mobility provides advancement potential in one's current role or opportunities to explore a new position in a different department.

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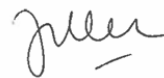
As an organisation, we constantly review our recruitment, employment and compensation policies to ensure they are non-discriminatory. This statement confirms that the published information is accurate and hereby signed and authorised by:



Mark Rankin
CHRO



Deidre McInnis
VP, Total Rewards



Valerie Moulden
SVP, Deputy General Counsel &
Data Protection Officer