



F5 NETWORKS LIMITED UK GENDER PAY GAP REPORT 2019

At F5, we believe that our success relies on our people. We are committed to identifying, nurturing, and retaining talent throughout our business. We want F5 to be a place where women can thrive. In this report, we set out F5's Gender Pay Gap, what is driving it, and our long-term measures to reduce it.



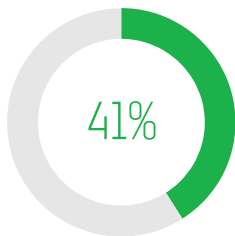
WHAT IS THE GENDER PAY GAP?

Gender pay is not the same as equal pay. Equal pay is about ensuring that men and women doing the same work, or work of equal value, are paid the same unless there is a non-discriminatory reason for paying them differently. Gender pay is very different. The gender pay gap is a broad calculation that does not take into account that people are doing different jobs. Gender pay gaps reflect demographic imbalance within a workforce.

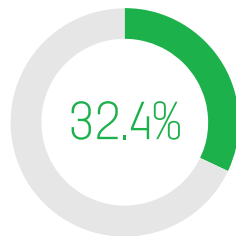
WHAT ARE F5'S GENDER PAY GAP FIGURES FOR 2019 IN THE UK?

Our figures as of 5 April 2019 are below:

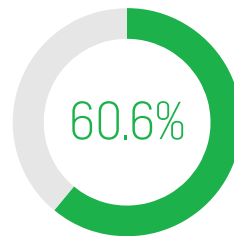
Mean Gender Pay Gap



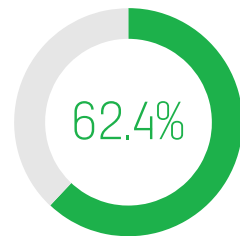
Median Gender Pay Gap



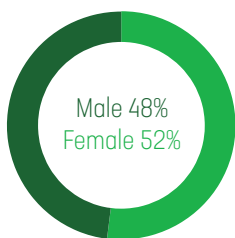
Mean Gender bonus Gap



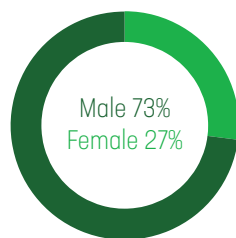
Median Gender Pay Gap



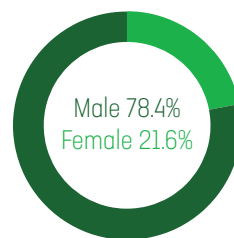
Lower Quartile



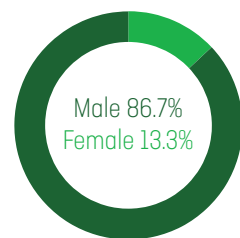
Lower Middle Quartile



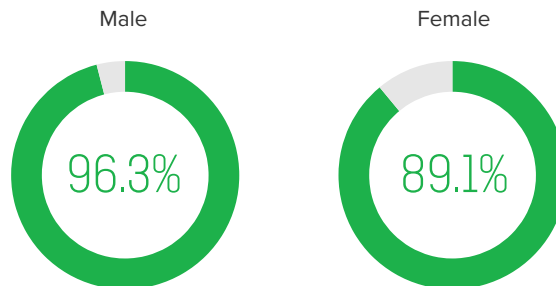
Upper Middle Quartile



Upper Quartile



Proportion of men and women receiving a bonus:



Although our figures remain high, we are pleased that we are making good progress. Our mean pay gap has fallen from 47.7% last year to 41.0%, whilst our median pay gap has also fallen from 36.3% to 32.4%. Our bonus gaps have also fallen, and we have managed to increase the proportion of women in the highest paid quartiles.

WHY DO WE HAVE A GENDER PAY GAP?

A gender pay gap exists where men and women are not proportionately distributed across all levels of an organisation. What matters is the distribution of men and women within the business and whether or not they are spread out in the same proportions.

At F5, the key factors impacting our UK-based pay gaps are:

- Female representation in senior management. 10% of senior management roles are held by women.
- Female representation in support roles. Women occupy 74.3% of support roles.
- Female representation in sales roles. Our commission-driven sales roles typically achieve the highest wages and men occupy a higher proportion of these roles.

WHAT HAS CHANGED IN THE UK SINCE 2018?

The demographics at F5 are changing. We are attracting more women to join F5 – 30.1% of F5 employees are women compared to 27.5% in 2018.

More women are working in higher paying roles:

- A higher proportion of women at F5 now work in our higher paying, professional roles: 58.7%, up from 56.4% in 2018.
- A smaller proportion of our female population work in support roles: 28.3% of all women at F5, down from 30.8% in 2018.

We have also seen an increase in the proportion of women joining in entry level roles. Whilst this will be holding our gap down in the short term, this should have a marked impact over the longer term as this new generation of female talent progress their careers in F5.

WHAT ARE WE DOING TO ADDRESS THE PAY GAPS?

Recruitment process

- We strive to ensure that all open positions include a diverse slate of candidates.
- We continue to source diverse talent through online resources, strategic community partnerships, and networking.
- We utilise Textio, an application that helps us to ensure that all our role profiles are well written, engaging, inclusive, and gender neutral.
- Our new hiring philosophy will include no resumes during final interviews and a structured interview guideline with a common pool for interview questions.

Recent retention, development, and awareness-raising initiatives

We have a range of long-term initiatives that will help attract and retain women at F5. We are committed to these initiatives which we know will have a substantial effect on the gender pay gap.

- We offer training courses on subjects such as unconscious bias and inclusive behaviours.
- We celebrate and invest in key global events such as International Women's Day with activities aimed at supporting the advancement of women within F5.
- We engage our people managers in creating and leading inclusively through our Inclusive Leadership Activation Lab.
- As a signatory with the [CEO Action for Diversity and Inclusion pledge](#), we participated in the day of understanding focused on dialoguing about the different workplace experiences for members of various identity groups.

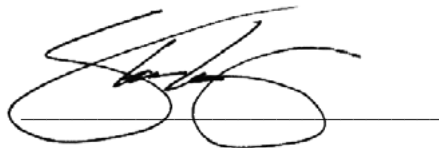
- We created a Diversity and Inclusion Strategy and identified a UK HR Business Partner accountable for delivery across the following 3 areas:

1. **Our Culture;** Leading and Behaving Inclusively through training initiatives, self-learning, and toolkits.
2. **Our Communities;** Connecting Internally and Externally with a key focus on the establishment and advocacy of Regional EIGs.
3. **Our People;** Developing and Recruiting Top Talent changing the way we hire, removing the reliance on CVs, adjusting the job descriptions, and delivering targeted events to attract diverse talent.

- We offer mentoring and sponsorship for women worldwide and fund attendance at global women in technology conferences.
- We utilise our “Freedom to Flex” policy to facilitate more inclusive, empathetic, and flexible working practices for both men and women.

We know that eliminating the gender pay gap can only be achieved with sustained effort and focus. We are determined to continually improve our standing as an inclusive and diverse employer of choice.

I confirm that this information is accurate.

A handwritten signature in black ink, appearing to read 'Steve Grieger', is written over a horizontal line.

Steve Grieger, Board Director

