



F5 Networks Limited UK Gender Pay Gap Report 2020

We are working hard to reduce our gender pay gaps. We know that they are still too high, and we are taking the long-term action that is needed to reduce them. We want to ensure that F5 is a place where women can thrive.

In this report, we set out F5's gender pay gap statistics for 2020, explain the causes of our gaps, and detail our long-term measures to reduce it.



WHAT IS THE GENDER PAY GAP?

The gender pay gap is the output of a statistical calculation. It is about comparing average figures for pay and for bonus when the workforce is looked at as a whole. Gender pay gaps therefore reflect demographic imbalance.

The gender pay gap is very different from equal pay. Equal pay is about ensuring that men and women doing the same or work that is of equal value will receive the same pay.

WHAT ARE F5'S GENDER PAY GAP FIGURES FOR 2020?

Our figures as of 5 April 2020 are below.

Mean Gender Pay Gap



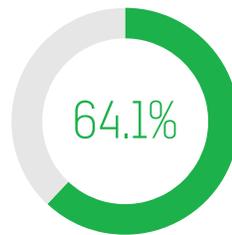
Median Gender Pay Gap



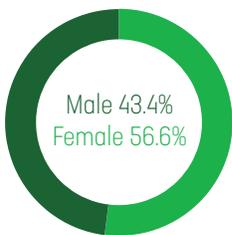
Mean Gender bonus Gap



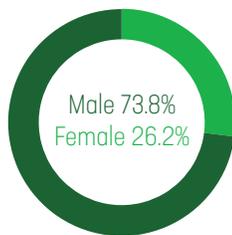
Median Gender Pay Gap



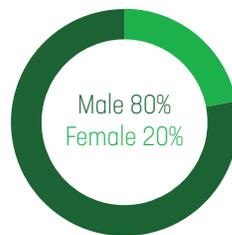
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

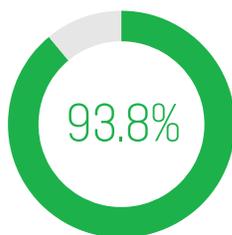


Proportion of men and women receiving a bonus

Male



Female



WHY DO WE HAVE A GENDER PAY GAP?

As mentioned above, gender pay gaps reflect demographic imbalance. They exist where men and women are not evenly spread out amongst all seniorities and types of roles in a workplace.

We have identified three main factors which cause our gender pay gaps:

- Low proportion of women in senior management. Only 10% of senior management roles are held by women. Since these are our highest paid employees, this affects our pay and bonus gaps.
- Low proportion of women in sales roles. Our sales teams tend to have a higher male population. Since these commission-driven roles typically achieve the highest wages, this affects the gaps.
- High proportion of women in support roles. Women occupy 75.7% of administrative and support roles.

WHAT IS CHANGING AT F5?

We are recruiting more women into F5 and more of these women are working in higher paying roles:

- A higher proportion of women at F5 now work in our higher paying professional level roles: 63.9%, up from 57.6% in 2019 and 56% in 2018.
- A smaller proportion of our female population works in support roles: 27.8%, down from 28.3% in 2019 and 30.8% in 2018.

We have also continued to see an increase in the proportion of women joining in entry level roles. Because of the shortage of female talent in our industry, developing the next generation of women leaders internally is a key way in which we can tackle the gender pay gap. We launched a new 12-month intern program where we filled 55% of the roles with females. In the short term, this will push down average pay for women and so push up our gender pay gaps. However, over the longer term this new generation of female talent will progress through their careers, and we hope will reduce the gap in the long term. We need to now hold on to this new generation of talent and ensure that F5 is a place where women can thrive.

WHAT ARE WE DOING TO ADDRESS THE PAY GAPS?

Recruitment process

Recruitment processes remain imperative to increase our female representation and we are continuing with our key practices in this area.

- We 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 ensure that all our role profiles are well written, engaging, inclusive, and gender neutral.
- Our new hiring philosophy includes no resumes during final interviews and a structured interview guideline with a common pool for interview questions. We have shortened the interview loop and include our female leaders throughout the process to engage active and passive female candidates.

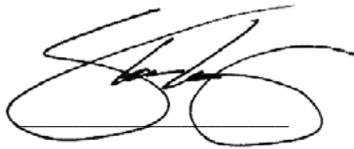
Recent retention, development, and awareness-raising initiatives

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 also ran a series of speaker events on empowerment topics such as personal branding and harnessing your own superpower.
- 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 have created leadership roles in the UK for the Women's Employee Inclusion Group. These leaders are offered training opportunities, coaching from global employee inclusion leaders and increased visibility to our EMEA leadership teams.
- 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 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 are working hard to reduce our gender pay gaps and make F5 a place where all women feel that they can build a rewarding career. We are committed to taking the long-term action required and doing all we can.

I confirm that this information is accurate.

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

Steve Grieger, Board Director

