

# UK Gender Pay Gap Report

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Cisco Systems completed the acquisition of Splunk in March 2024, marking a significant integration of Splunk's cybersecurity and observability capabilities into Cisco's operations. As a result, the Gender Pay Gap data for Splunk, which is reported separately in this statement, will be integrated into Cisco's overall reporting. This change will take effect in the next reporting period. We are excited about joining forces with Cisco and leveraging the many programs they have to facilitate further progress in this area.

Splunk supports the UK government's effort to bring attention to this important issue and recognises the importance of inclusion as a driving force for innovation, competitiveness, and attracting top talent. With the integration into Cisco, we aim to continue the positive progress in reducing gender pay gaps as both companies align their efforts and resources.

The UK government's Gender Pay Gap reporting legislation requires all employers in the UK with 250 or more employees to publish statistics on pay, bonus pay and pay distribution at a specific snapshot date each year. Splunk UK's analysis reflects the government's methodology - using hourly rates of pay as of the snapshot date of April 5, 2024, bonuses paid in the 12 months up to April 5, 2024, and organisation demographics for April 5, 2024, within Splunk UK. The statistics reported are referred to as the gender pay gap.

## Equal Pay vs. Gender Pay Gap

- The gender pay gap is not the same as equal pay.
- Equal pay is a direct comparison between the terms and conditions of two people who carry out the same work or work of equal value.
- The gender pay gap is based on a statistical calculation of the whole UK company across all job levels and is the percentage difference between men and women employees' hourly earnings independent of other factors such as job type, job level, job location, tenure or performance.

# The numbers for pay

For the reporting year 2023-2024, both Splunk UK’s mean and median pay gaps decreased from the 2022-2023 reporting year. Comparing reporting years 2022-2023 to 2023-2024, our mean pay gap decreased from 15.7% to 12.9% and our median pay gap decreased from 21.1% to 17.6%. These are the lowest reported mean and median pay gap numbers in our seven-year reporting history.

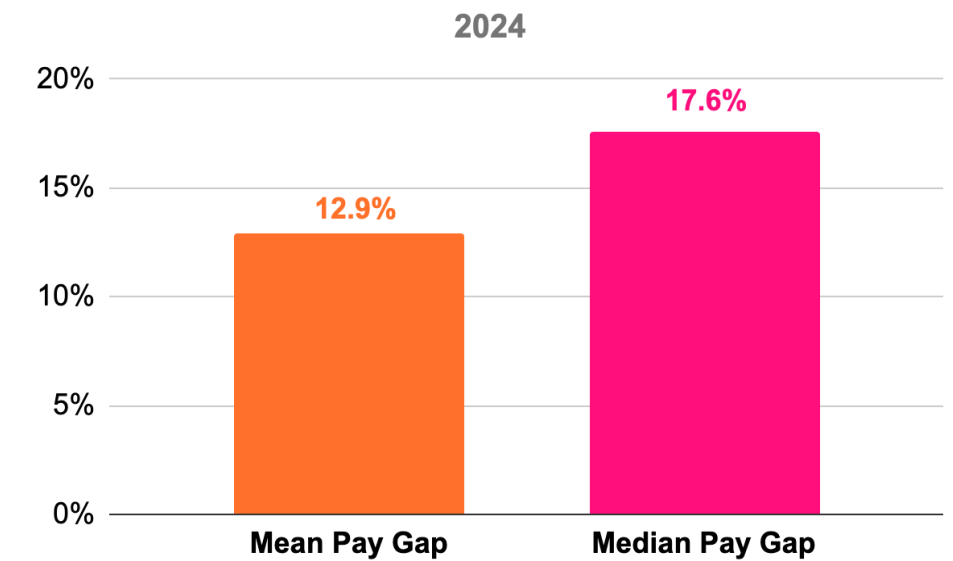
We attribute this decrease in our pay gap to a fluctuation in people movement, leading to increased representation of women in the lower, upper-middle and upper pay bands. This year’s report showed positive progress with more women represented in the upper and upper-mid quartiles, and as of April 2024, women represented 20.5% of the upper quartile at Splunk UK as compared to 17.8% in 2023 – an increase of 2.7% points.

Finally, we saw significant hiring of women in this reporting period and we have made considerable progress in recent years with increasing the proportion of women across all job levels. In this reporting period women represent 29% of Splunk’s UK management roles, up from 16% since our first report in 2018. Overall, there has been an increase in the proportion of women in Splunk UK since 2018 from 20.5% to 29.9% in 2024.

## Splunk UK Gender Pay Gap

Shows the difference between the average hourly pay of all men and women employees.

Does not consider an employee’s job type, job level, tenure or performance.



## Gender Composition by Pay Quartiles

Proportion of men and women in each of four equally-sized pay quartiles, based on ranking employees from highest to lowest by hourly rate of pay.

	MEN	WOMEN
Upper Quartile	79.5%	20.5%
Upper Middle Quartile	74.1%	25.9%
Lower Middle Quartile	75.9%	24.1%
Lower Quartile	54.3%	45.7%

Splunk UK has a smaller number of women in senior leadership, sales and technical roles which have a higher market rate.

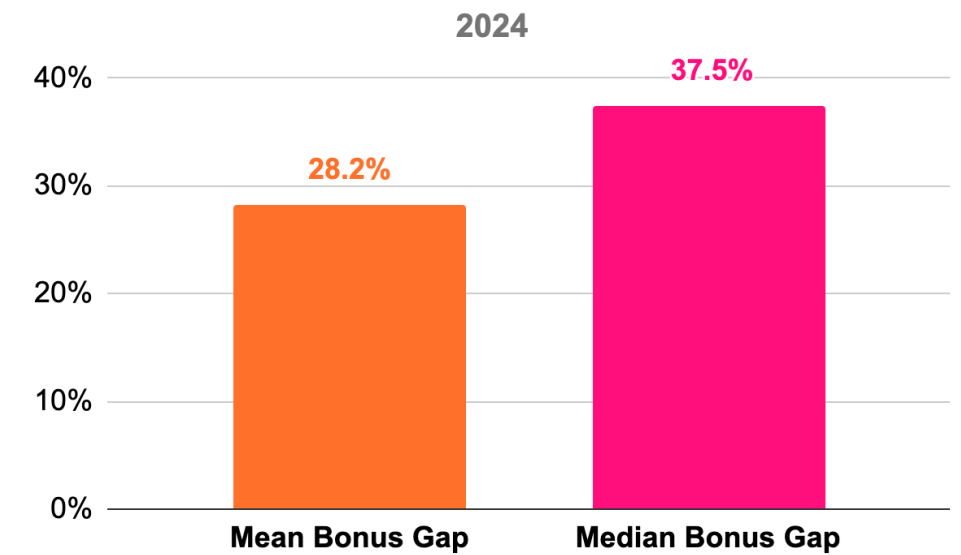
# The numbers for bonus

In line with market practice, employees at more senior job levels have a larger percentage of their pay tied to variable and equity compensation. A greater number of men at Splunk UK align to management level roles and commission-based sales incentive programs, which offer higher target incentives and greater upside.

Splunk offered a bonus program for employees at all job levels which accounts for our high inclusion rate in our bonus distribution statistics. Eligibility to earn a bonus in a given year, and the amount, depended on an employee's joining or transfer date.

## Splunk UK Bonus Pay Gap

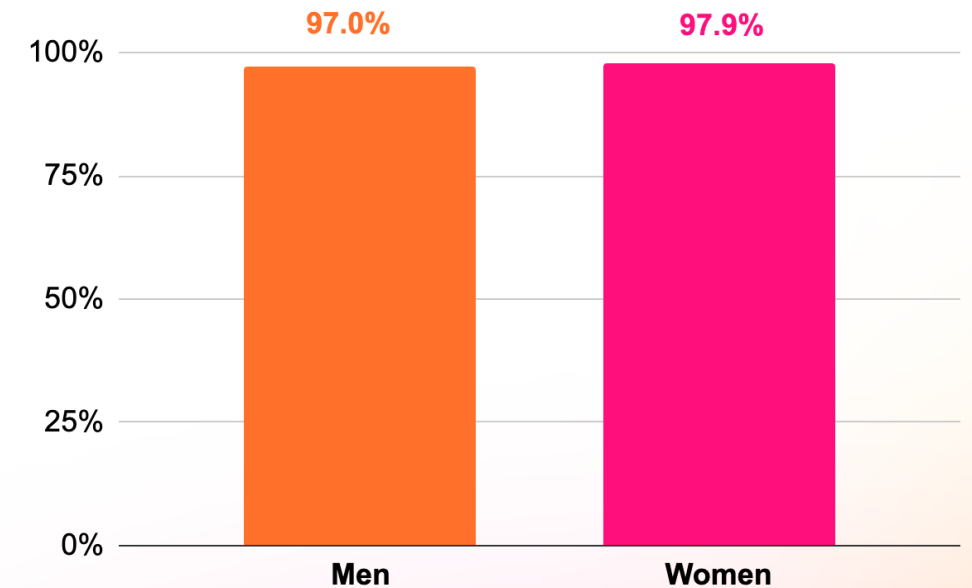
Shows the difference between the average bonus pay of all men and women employees. Does not consider an employee's job type, job level, tenure or performance.



## Employee Bonus Distribution

Variability year on year in both our pay gap and bonus pay gap is expected as incentive awards vary based on both employee and company performance during the reporting year, and are influenced as well by long-term equity incentive program participation rates and vest schedules.

Proportion of employees at Splunk UK who received a bonus.



# Statutory Declaration

We confirm that Splunk has produced its Gender Pay Gap calculations in accordance with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and that the calculations are accurate at the time of publishing.



— Gordon Morrison, Director, Splunk Services UK Limited



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