

UK Gender Pay Gap Report 2024



Introduction:

Smartsheet's mission is to empower anyone to drive meaningful change - inside Smartsheet, that means ensuring that our company provides the engaging, inclusive, dynamic environment that challenges employees to reach their potential—and go beyond what they think they can do.

A key part of this environment is our commitment to diversity, equity and inclusion within all aspects of the employee experience. We must comprehend, assess and monitor our programs and initiatives to ensure that we are addressing any disparities that exist - including in our compensation.

Employee compensation depends on many factors, including but not limited to, an employee's role, skillset, years of experience and performance in the role. Salary ranges, bonus targets and long-term incentive (LTI) targets for eligible employees are derived by the Compensation Team using published, unbiased and verified market data that is specific to our industry and locations and approved by our Board of Directors. All salary ranges and bonus pay targets and eligibility (including Restricted Stock Units) are set by job family and role, regardless of the employee in that role.

At Smartsheet, we conduct an annual in-house pay equity analysis, both globally and by country, to identify base pay gaps across both gender and ethnicity. This analysis accounts for variables related to demographics (e.g., age), as well as job (e.g., function, management level, experience level, etc.). This allows us to understand whether or not individuals are paid fairly (base pay) for conducting the same type of work. For five consecutive years running this analysis (2020-2024), we have detected no significant differences in base pay by either gender or ethnicity.

Smartsheet Gender Pay Gap Results 2024:

In accordance with UK government requirements, Smartsheet has published results from our 2024 gender pay gap report, including the mean and median differences in both hourly and bonus pay between men and women & gender minorities. The mean is calculated by adding all gross earnings for employees and dividing that by the total number of employees in the demographic group (i.e. men and women & gender minorities). This number tells us on average what an individual within the demographic group earns. The median is found by sorting each demographic group by gross earnings from lowest to highest, and identifying the figure in the middle. This number tells us where the exact middle of the total pay range falls.

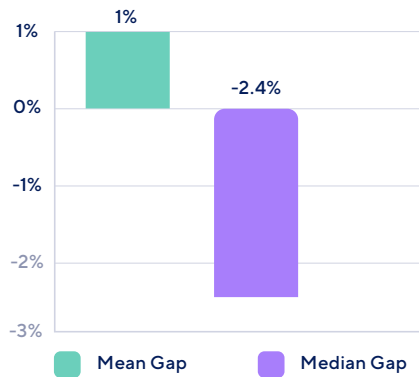
The mean pay gap shows the overall average difference in earnings, highlighting broad disparities in pay, while the median pay gap helps identify differences by reducing the impact of extreme salaries—together, they provide a clearer picture of pay equity. It is important to note that the included calculations reflect pay gaps for the full UK organization, and do not take into consideration an employee's job level, function, years of experience, or role.

This year, Smartsheet saw a decrease in both our mean and median hourly pay gaps, with a less than 1% difference in the mean hourly pay gap. This minimal gap indicates that when it comes to hourly pay, Smartsheet salaries are at a nearly 1:1 ratio for women & gender minorities and men. This progress is tied to an increase in promotions of women & gender minorities and increased representation of women & gender minorities in middle management, reinforcing Smartsheet's commitment to action in support of pay equity.

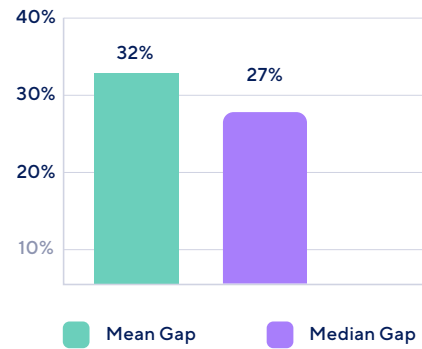
Larger differences exist within our bonus pay, which is inclusive of commissions, company bonus plans, and LTI. The gaps that we see in this space are influenced by the lower representation of women & gender minorities in job families that are eligible for a higher bonus and/or LTI - namely, our sales functions (which include a commission structure), and engineering. In 2024, we saw both our mean and median bonus pay gaps decrease slightly. While our bonus gaps are still present, this indicates improvement in bonus equity. This improvement is largely tied to an increase in the representation of women & gender minorities within both quota-carrying sales roles (6% increase) and engineering roles (3% increase).

We will continue to work on improving representation in higher paying roles where women & gender minorities are underrepresented, both within leadership and functional areas, giving us the best opportunity to address the gaps that exist.

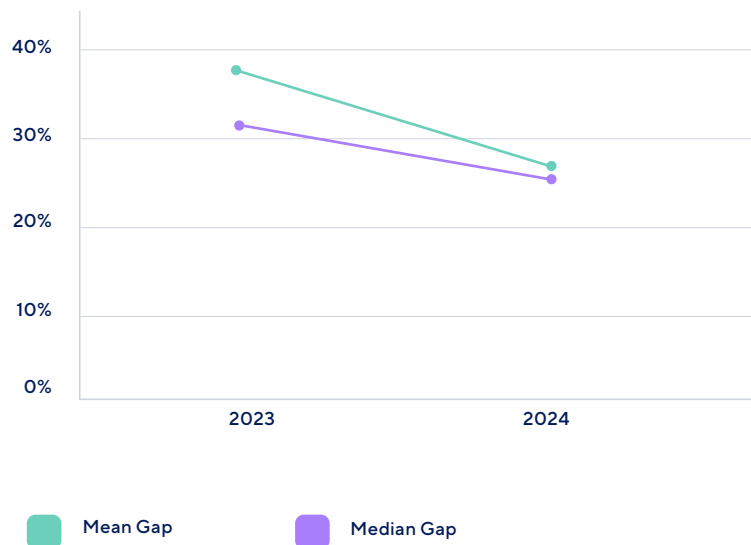
Hourly Pay Gap



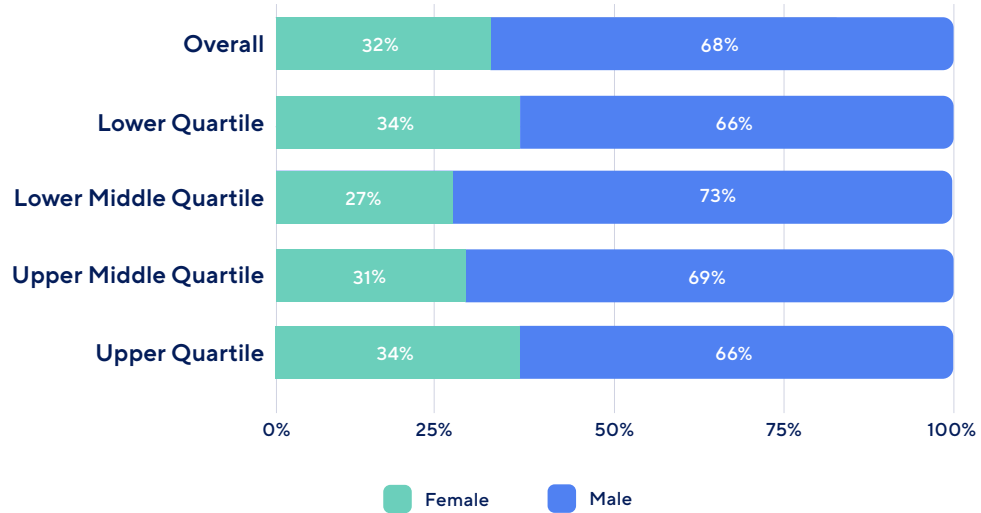
Bonus Pay Gap



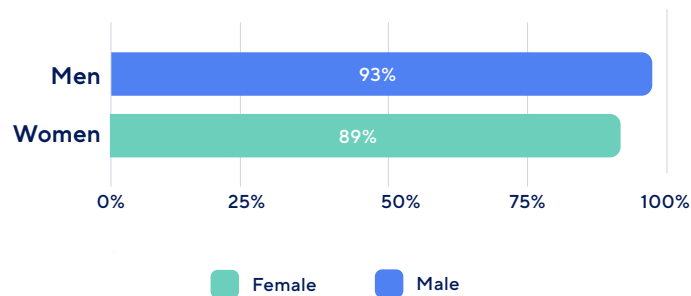
Bonus Pay Gap Trend



Proportion of Males & Females in Pay Quartiles



Percentage of Employees Receiving a Bonus



Our commitments to building an equitable workplace:

There is still opportunity to enhance and improve upon our people programs, and we remain dedicated to fostering the diversity and inclusivity of our workforce. Here's how we are taking action:

- **Hiring, Promotion and Retention of Underrepresented Groups:** Smartsheet continues to establish annual global goals to increase the representation of women & gender minorities in the organization, as well as within leadership. These goals are supported by the sub-goals within hires, promotions, and retention. In the current reporting period, we improved representation of women & gender minorities in both hiring (+3%) and promotions (+11%), while increasing retention. During this reporting period, we also built and launched a Diversity, Equity & Inclusion dashboard enabling leadership to monitor teams for disparity, and to ensure equity within people practices.
- **Fair Performance Evaluation:** Smartsheet maintains a pay-for-performance structure with various components designed to help ensure a fair and robust evaluation. Firstly, managers complete a training that highlights potential biases that may show up when evaluating employees and discussing their performance in calibration sessions. Secondly, the talent review process consists of group calibrations where managers and HR partners review employees within a peer group collectively and objectively before determining performance standings.

Investing in Women & Gender Minorities:

- Internally, we ensure women & gender minorities have growth opportunities through our professional development programs, providing access to tools that allow for developing skills for advancement and self-advocacy. One of our tools, Fuel50, has enabled women & gender minorities to make mentorship connections, both as mentor and mentee, with 5 women or gender minority mentors in the UK. Additionally, our inclusive Emerging Leadership Program, which fosters the fundamentals of leadership among individual contributors, had 70% of UK participants identifying as women or a gender minority.
- At Smartsheet, we believe those who are curious can do great things. We created an on-demand AI Accelerator program to equip all employees with valuable AI skills and best practices that enable them to be efficient while doing their best work and growing their in demand skills.
- We continue to partner with external organisations dedicated to the development of women & gender minorities in roles where they are underrepresented, such as engineering and sales. This year, we've maintained our partnerships with [Code First Girls](#) and [Hoppers Society](#), organisations who provide women & gender minorities the opportunity to learn technical & networking skills in the tech space. From these partnerships, we hired 4 software engineer associates to support our Engineering teams based in London / Edinburgh, and sponsored two hack-a-thon events with Hoppers Society to challenge and provide coaching to women and non-binary students at the University of Edinburgh.

- Smartsheet also partners with global talent organisations that serve women and gender minorities including [Out in Tech](#) and [LWT Squad](#) to expand access to our open job opportunities. This year, we leveraged these job boards to promote 94 roles, and had our talent teams attend events to expand our talent pipeline and connect with candidates directly.
- **Fostering Employee Resource Groups (“ERGs”):** Our Women & Gender Minorities Employee Resource Group (ERG) in EMEA has continued its strong commitment to fostering an inclusive and empowering workplace through a series of impactful events and initiatives. This year, the ERG organized Lean In Circles, providing members with valuable opportunities to connect, network, and support one another in their professional growth. Additionally, the group partnered with a charity called Dress for Success where members volunteered their time to provide one-on-one coaching in CV writing, interview preparation, confidence building, and networking skills. Through these initiatives, the EMEA Women & Gender Minorities ERG continues to create meaningful experiences that uplift members and contribute to a more inclusive workplace.
- **Continuing Education on DEI:** This year, we’ve expanded our training offerings to include on-demand learning plans that complement ERG heritage months, including Women’s History Month, to deepen employee understanding of how to practice allyship in the workplace.



Smartsheet is committed to pursuing progress in equity, not only as it relates to pay, but throughout the overall employee experience. Core to our values is prioritising “we” before “me,” and through our collective efforts, we believe that we will continue to make progress in achieving a culture where employees can perform at their best and be fairly recognised for the contributions they make to the business.

We confirm that our data has been calculated according to the requirements of The Equality Act 2010. We confirm that these figures have been verified and are accurate.

Jo Deal, Chief People Officer

Jolene Marshall, Chief Legal Officer



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