



# UK Gender Pay Gap Report 2025



# Introduction

Smartsheet's mission is to empower anyone to drive meaningful change. Inside Smartsheet, that means ensuring that our company provides an 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 fostering a culture of 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 and bonus 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 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, etc.). This allows us to understand whether individuals are paid fairly for conducting the same type of work. For six consecutive years running this analysis (2020-2025), we have detected no significant differences in base pay by either gender or ethnicity.

# Smartsheet Gender Pay Gap Results 2025

In accordance with UK government requirements, Smartsheet has published results from our 2025 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. This number represents the average earnings for an individual within that group. The median is determined by sorting each demographic group by gross earnings from lowest to highest, and identifying the figure in the middle. This represents the exact midpoint of the total pay range.

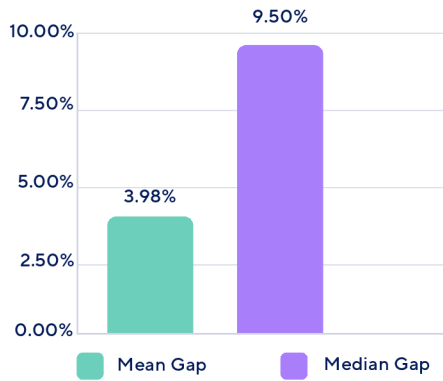
While the mean pay gap illustrates broad disparities in average earnings, the median pay gap provides a clearer picture of the typical experience by reducing the impact of extreme outliers. It is important to note that these calculations reflect pay gaps for the full UK organization and do not account for job level, function, years of experience, or specific role.

This year, Smartsheet observed a 3% mean hourly pay gap and a 9.5% median hourly pay gap. The median figure reflects the company's strategic focus on hiring and developing early-career talent. Through our partnership with Code First Girls, we brought on a cohort of apprentices. While this represents a successful step in building our long-term pipeline, adding a concentrated cohort of entry-level talent at the start of the pay scale (Lower Quartile) mathematically widens the median gap in the short term. Furthermore, representation of women and gender minorities remains consistent across all quartiles, aligning closely with the overall company average of approximately one-third of the population.

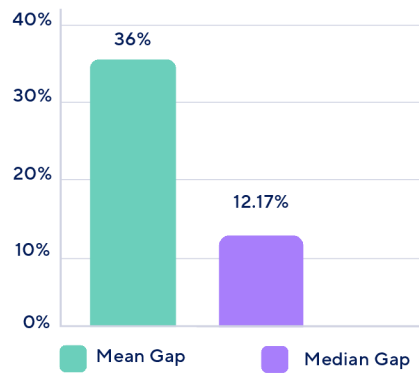
This year, Smartsheet observed a 36% mean bonus pay gap and a 12.17% median bonus pay gap. The mean bonus gap figure reflects two primary factors. First, our sales organization utilizes a performance-based commission structure where high-variable compensation roles are predominantly held by men, which skews the average bonus pay. Second, because our apprentices cohort was 100% female and these roles are ineligible for bonus payments, their inclusion in the women and gender minorities headcount adds a significant number of individuals with zero bonus earnings to the calculation. This mathematically increases the mean gap, even though it reflects a positive investment in our future female talent pipeline.

The representation of women and gender minorities in the Upper Quartile is 30% which is attributed to the turnover of four female leaders during this reporting period. We remain focused on improving representation in higher-paying roles where women and gender minorities are underrepresented, both within leadership and specialized functional areas. By intentionally developing our internal talent and attracting underrepresented external candidates, we are creating the best opportunity to address the gaps that exist.

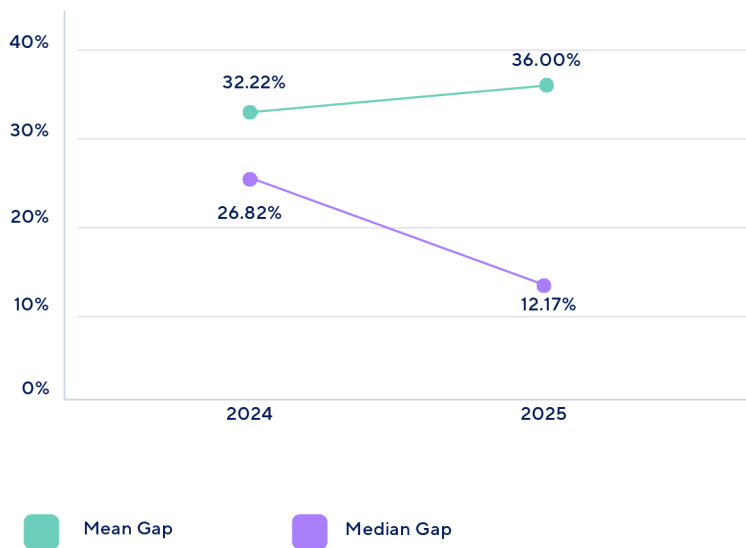
### Hourly Pay Gap



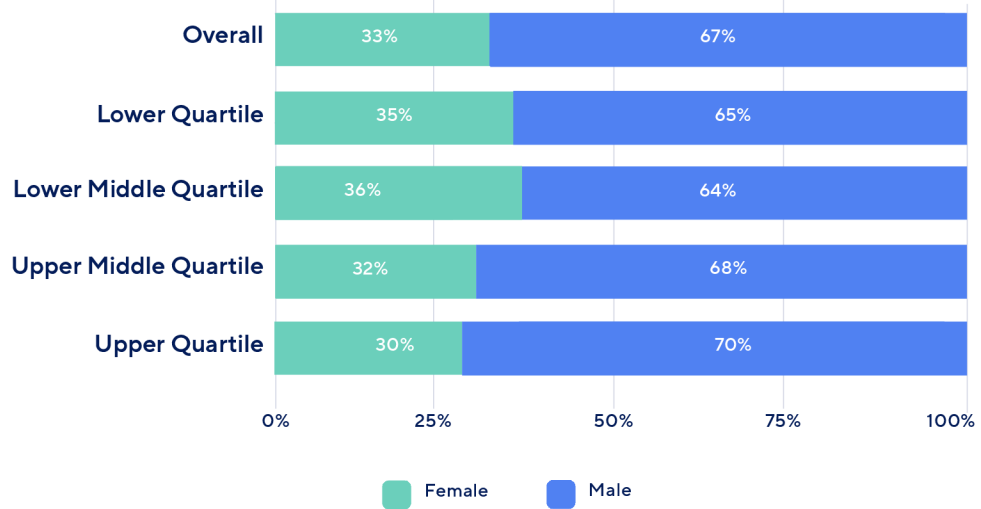
### Bonus Pay Gap



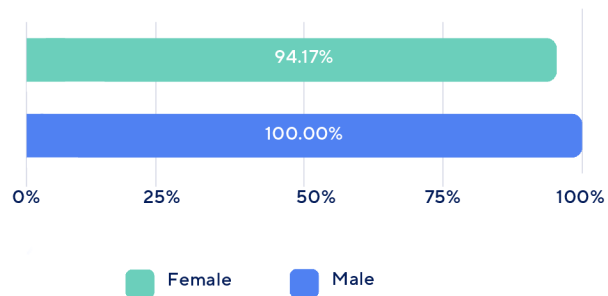
### Bonus Pay Gap Trend



### Proportion of Females & Males in Pay Quartiles



### Percentage of Employees Receiving a Bonus



# Our commitments to building an equitable workplace

We are dedicated to fostering an inclusive and representative workforce through sustainable, long-term programs:

- **Equitable Performance Evaluation:** We maintain rigorous standards for objective performance reviews, including calibration sessions to ensure fair outcomes and consistent growth opportunities. This standardized approach minimizes bias and ensures that performance-based pay decisions are made equitably across the organization.
- **Investing in Career Growth:** To support skill advancement and professional agency, we provide all employees—including women and gender minorities—with professional development, coaching, and specialized tools. We specifically offer leadership coaching to strengthen competencies such as strategic thinking and change agility, driving increased representation in higher-paying leadership roles.
- **Inclusive Talent Sourcing:** We leverage specialized recruitment platforms and intentional sourcing strategies to continually expand our talent pipeline and reach a broad audience of candidates. Building a wide-ranging applicant pool is foundational to our mission of reducing pay disparities and ensuring equitable representation at all levels.
- **Cultivating Community and Belonging:** To promote a culture of allyship and inclusion, our global Employee Resource Groups (ERGs) provide programming, development opportunities and continuous learning resources. Our Women and Gender Minorities ERG specifically facilitates peer-to-peer networking, monthly meetups for authentic dialogue and educational initiatives focused on self-advocacy and community building.

Smartsheet remains steadfast in our commitment to advancing equity across the entire employee experience. By continuously evolving our approach to talent development, inclusive sourcing, and equitable evaluation, we foster a culture of collective success and shared accountability. Through these sustained efforts, we aim to build a workplace where every employee has the opportunity to perform at their best, feel a true sense of belonging, and be fairly recognized for their contributions.

**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**



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