

Gender Pay Gap Report for 2024 – 2025

This report sets out the gender pay gap statistics for Egress Software Technologies Limited, a KnowBe4 company, (**Egress, we, us, our**), in relation to the reporting year 2024 – 2025 and is prepared from data taken for the snapshot date of April 5, 2025.

1 Equal pay versus gender pay gap

The gender pay gap is a different measurement to equal pay.

Equal pay considers whether there is a discriminatory difference between the pay given to those who identify as men and women who carry out the same or equivalent job, or provide work of equal value. This report does not cover equal pay.

Gender pay gap is the difference between the average pay of those who identify as men and women across a company's entire in-scope workforce. A gender pay gap does not necessarily mean there is discrimination or issues relating to equal pay. Indeed, it may be affected by a variety of factors that are not unlawful or discriminatory.

2 Organisational Context

- Locations
 - During the reporting period, we had 3 office locations in the United Kingdom – London, Sheffield and Cheltenham. Members of our staff worked a combination of fully in office, mixed or hybrid (splitting time between their home and our offices), or fully remote. This was generally determined by position type, location, and contractual entitlement.
- Identified male and female ratio
 - On April 5, 2025 we employed 274 people in the UK. In accordance with the way that we register with the Gender Pay Gap Portal, 69.3% identified as male and 30.7% identified as female.
- We Strive to Be the Best Place to Work
 - We foster a culture of fun, teamwork, transparency and career growth. We continuously develop the abilities of our employees, and evaluate performance objectively. We show mutual respect as we collaborate across cultures. We are also committed to promoting and supporting equal opportunities for all our staff. We aim to create a working environment free

from harassment and discrimination of any kind. For more information, please see our Code of Ethical Business Conduct <https://www.knowbe4.com/legal/code-of-ethical-business-conduct>.

- We have been recognised by Great Place to Work® since 2021. In the most recent 2025 report, employees at Egress¹ rated us as follows:
 - **96%** of our employees said people are treated fairly regardless of their sexual orientation
 - **96%** of our employees said they are treated fairly regardless of their gender

3 Percentage of those identifying as men and women in each hourly pay quarter

	Those identifying as men per Quarter	Those identifying as women per Quarter
Upper hourly pay quarter	79.4%	20.6%
Upper middle hourly quarter	73.9%	26.1%
Lower middle hourly quarter	60.3%	39.7%
Lower hourly pay quarter	63.8%	36.2%

4 Gender pay gap for hourly pay during the reporting period

- Mean average gender pay gap: 6.1%
- Median gender pay gap: 18.6%

¹ For 2025, the Great Place to Work survey was conducted across all of KnowBe4’s global offices. In an effort to isolate out the results for Egress UK, the reported data only looks at employees in the UK who indicated that they joined KnowBe4 as part of an acquisition. As a result, it is possible not all Egress UK employees are included in this answer.

5 Percentage of those identifying as men and women receiving bonus pay

	Number of relevant employees	Number receiving a bonus during the reporting period	Percentage receiving a bonus during the reporting period
Identifying men	190	180	94.7%
Identifying women	86	83	96.5%

6 Gender bonus gap for hourly pay during the reporting period

- Mean gender bonus gap: -20.8%
- Median gender bonus gap: 0%

7 Context in respect of bonus figures above

In July 2024 Egress Software Technologies Limited, together with its wider group of companies outside the United Kingdom, were acquired by KnowBe4, Inc. (“KnowBe4”). Prior to becoming a KnowBe4 company, the bonus numbers in Sections 6 and 7 were largely made up of bonuses paid to senior level executives and commission payments within the UK sales team. Since the acquisition, more bonuses have been paid out to non-senior level employees.

For the reporting period, KnowBe4 ran a bonus program that allowed all employees in the company who had completed 90 days of employment with the group companies to be eligible for a monthly bonus if the company hit certain targets. (Certain exceptions applied in accordance with applicable plan documents.) All eligible employees received the same bonus amount under this program. In addition to this program, more employees were eligible to receive discretionary annual bonuses and certification bonuses.

The numbers reported in Sections 6 and 7 also continue to reflect commission payments within our UK sales teams. These payments are volatile as they are based solely on individual performance which can vary significantly from month-to-month, quarter-to-quarter, year-to-year, and person-to-person. This

can lead to significant swings in the numbers seen when comparing our previous Gender Pay Gap Reports.

During the reporting period, all members of staff within our UK sales team who were fully ramped had the same commission eligibility as others at the same level in the team. Individual sales targets were based on the individual's territory and the level of their role.

8. Additional Information

At KnowBe4, we recognise that people are at the heart of our success. We celebrate the creativity, innovation and increased performance that comes from an inclusive and diverse workspace culture. We believe that our unique culture leads to greater success and gratification due to the diversity that each person brings to their position.



You can find out more about the projects, initiatives and opportunities within KnowBe4 here <https://www.knowbe4.com/careers/diversity>

Confirmation

I confirm that I have reviewed the data used in the calculations referred to above and that to the best of my knowledge and belief the above is accurately expressed in accordance with the regulations.

Egress Software Technologies Limited

Signed:

Robert Reich

[Robert Reich \(Mar 30, 2026 13:20:08 EDT\)](#)

By: Robert Reich

Its: Director







Gender Pay Gap Report for 2024-25 (1)

Final Audit Report

2026-03-30

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