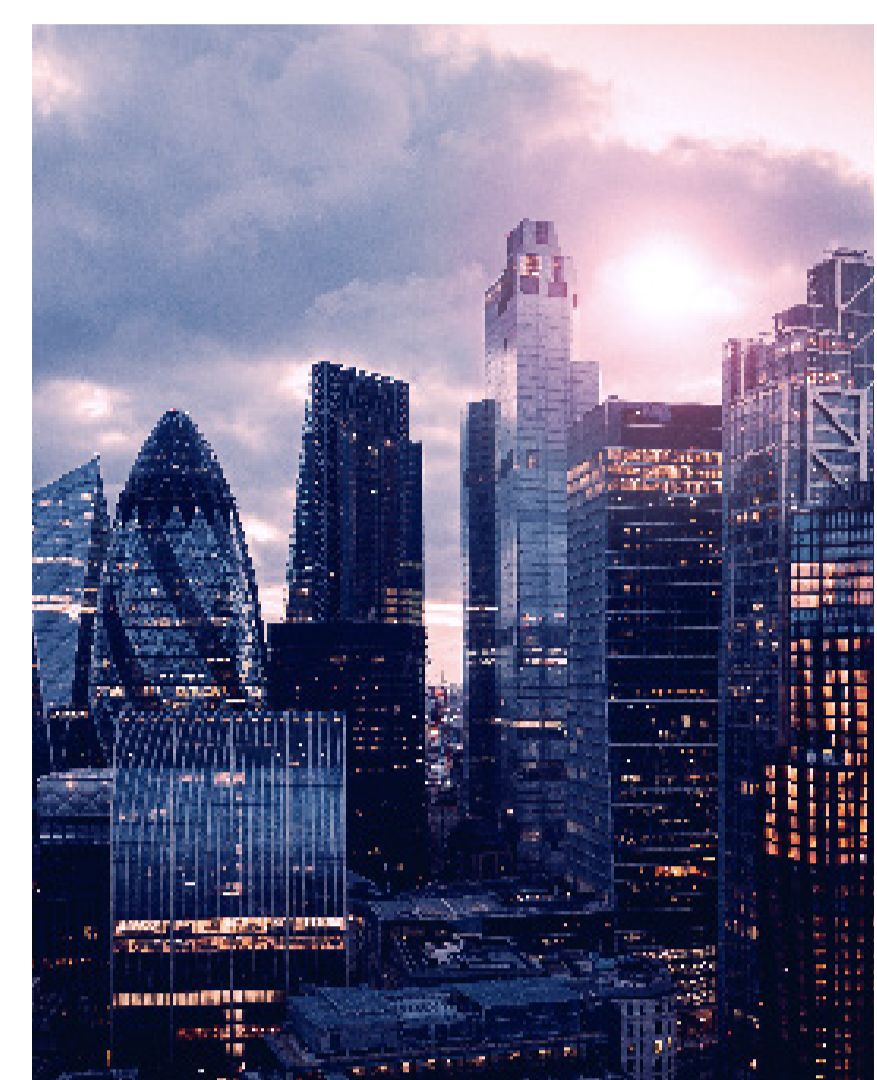


Anaplan UK Gender Pay Gap Report (April 2022)



Foreword

Enclosed is Anaplan’s third Gender Pay Gap report, for the period between April 2021 and April 2022. Anaplan is committed to creating a more diverse workforce and an inclusive and equitable workplace where all people feel they belong.

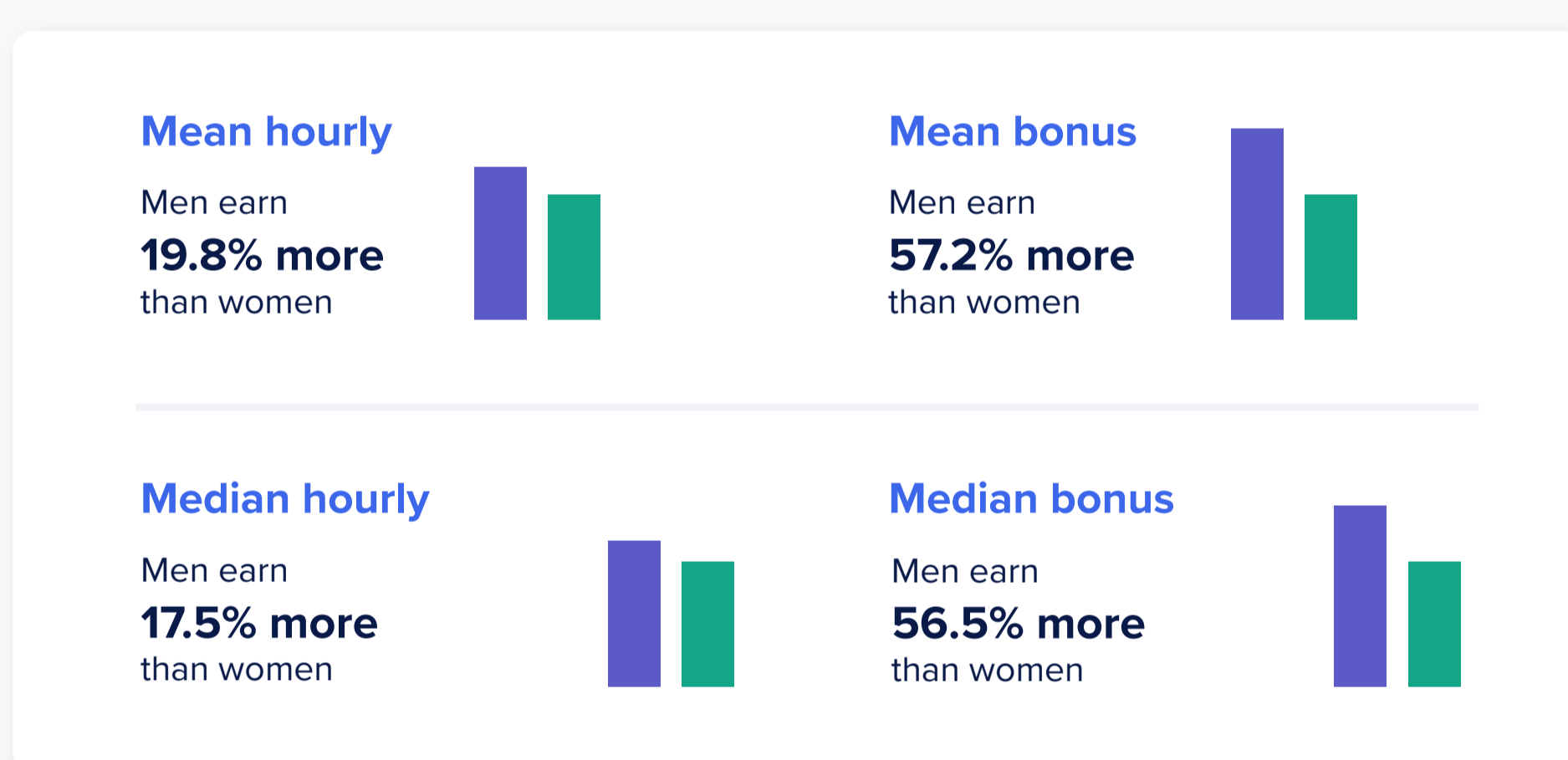
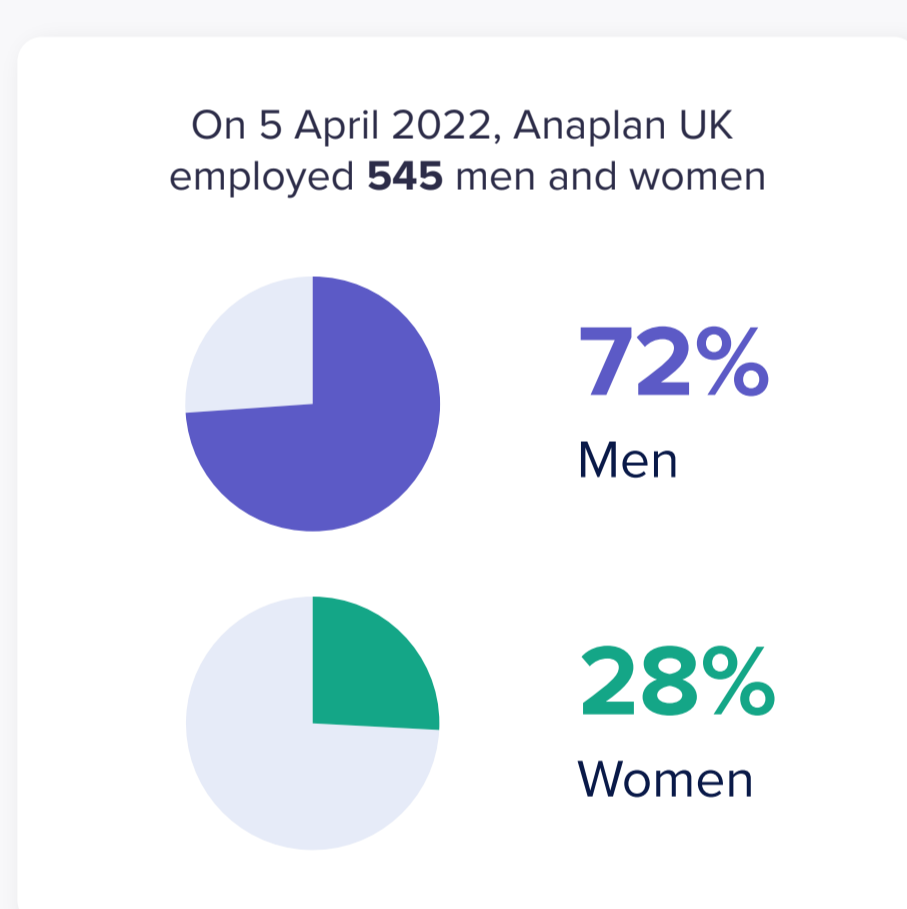


The gender pay gap

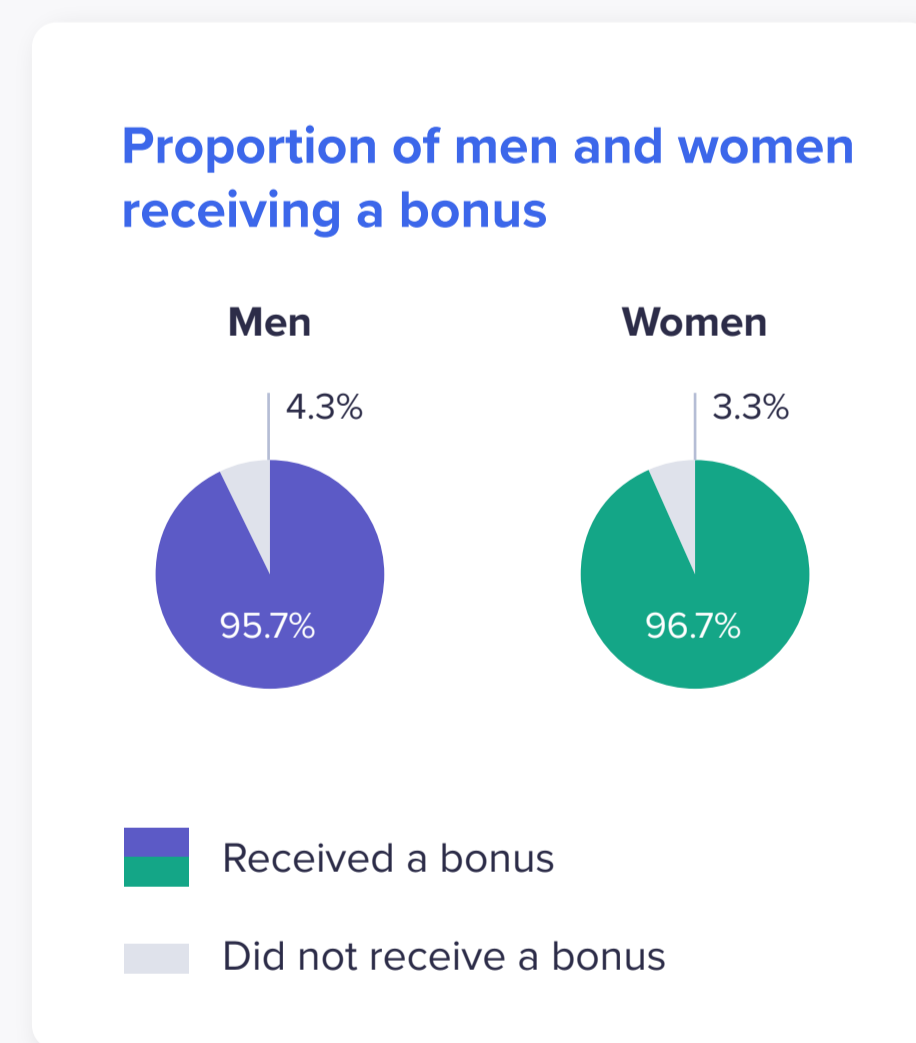
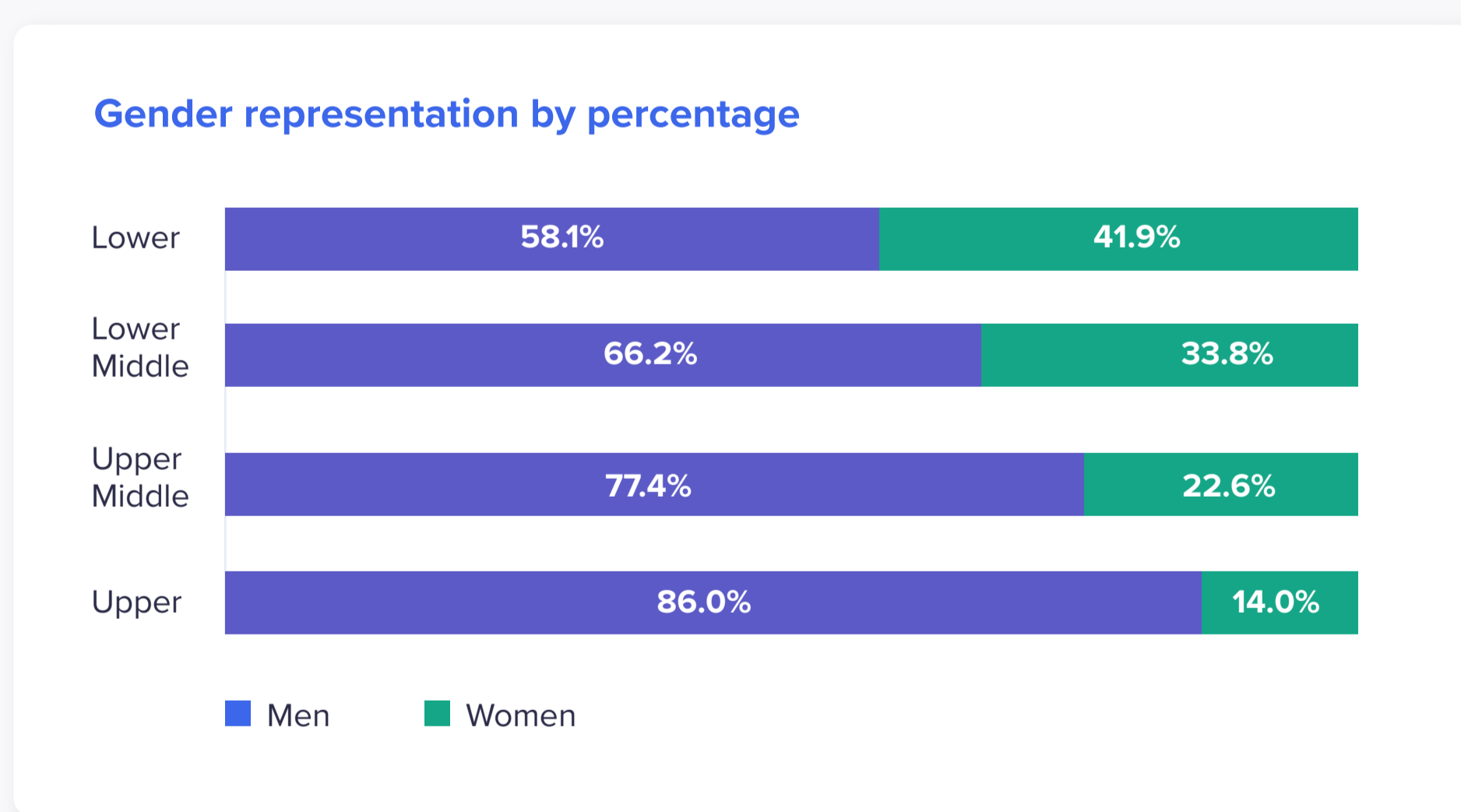
We recognise that the current reporting regulation is that of a binary gender pay gap, looking exclusively at those who have identified themselves as male or female.

Anaplan fully supports our transgender and non-binary employees and although the current regulations do not make provisions for all gender identities, we acknowledge that we are working towards gender equity for all historically underrepresented groups.

Our results



The gender pay gap is the difference between the average earnings of men and women, expressed relative to men’s earnings.



Our 2022 Gender Pay Report results shows a year-over-year reduction of 2.1% of our mean hourly rates with a gender pay gap of 19.8%. We have seen an increase of 1.7% in the proportion of female employees in the highest-earning quartile.

Our mean bonus gap has increased by 4.8% to 57.2%. The increase is largely driven through historical stock grants and vesting schedules that paid out during the reporting cycle. Across our UK employees, the gender bonus gap is driven by those in higher quartiles receiving a higher bonus amount relevant to their scope of role and level within Anaplan. Any new starters at the time when the data was captured would not have received a bonus payment, which is why the data shows a small percentage not receiving a bonus.

Declaration

We confirm that the information and data provided in this report are accurate and in line with mandatory requirements.

Dayne Turbitt, SVP, Managing Director EMEA
Rhonda Holmes, Director, DE&I
Clare Wilkinson, Senior Director, Software Engineering