

Axiom 2025 UK Gender Pay Gap Report

| Percentage of men and women in each hourly pay quarter | Men | Women |
|--|-----|-------|
| Upper hourly pay quarter | 43% | 57% |
| Upper middle hourly pay quarter | 27% | 73% |
| Lower middle hourly pay quarter | 43% | 57% |
| Lower hourly pay quarter | 37% | 63% |

Mean and median gender pay gap using hourly pay

| | |
|--|-------|
| Mean gender pay gap using hourly pay | 7% |
| Median gender pay gap using hourly pay | -0.7% |

| Percentage of men and women who received bonus pay | Men | Women |
|--|-------|-------|
| Percentage of men and women who received bonus pay | 17.4% | 18.3% |

Mean and median gender pay gap using bonus pay

| | |
|---------------------------------------|-----|
| Mean gender pay gap using bonus pay | 49% |
| Median gender pay gap using bonus pay | 55% |

We confirm that the gender pay gap data provided in this report is accurate and in line with mandatory requirements.

Signed by:



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Ashlin Quirk

EVP and General Counsel