

Axiom 2024 UK Gender Pay Gap Report

Percentage of men and women in each hourly pay quarter	Men	Women
Upper hourly pay quarter	47%	53%
Upper middle hourly pay quarter	32%	68%
Lower middle hourly pay quarter	30%	70%
Lower hourly pay quarter	39%	61%

Mean and median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	6.5%
Median gender pay gap using hourly pay	3.8%

Percentage of men and women who received bonus pay	Men	Women
Percentage of men and women who received bonus pay	18%	18%

Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	52.3%
Median gender pay gap using bonus pay	72%

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

Signed by:


Ashlin Quirk

EVP and General Counsel