

Axiom 2026 UK Gender Pay Gap Report

Percentage of men and women in each hourly pay quarter

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	Men	Women
Upper hourly pay quarter	48%	52%
Upper middle hourly pay quarter	42%	58%
Lower middle hourly pay quarter	33%	67%
Lower hourly pay quarter	36%	64%

Mean and median gender pay gap using hourly pay

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Mean gender pay gap using hourly pay	16.4%
Median gender pay gap using hourly pay	9%

Percentage of men and women who received bonus pay

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	Men	Women
Percentage of men and women who received bonus pay	23%	17%

Mean and median gender pay gap using bonus pay

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Mean gender pay gap using bonus pay	7.5%
Median gender pay gap using bonus pay	-112.8%

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

Signed by:

Ashlin Quirk

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Ashlin Quirk

EVP and General Counsel