

# Axiom 2022 UK Gender Pay Parity Report

At Axiom, we are committed to creating a diverse, equitable, and inclusive (DEI) workplace and as part of that commitment, we prioritize pay parity.

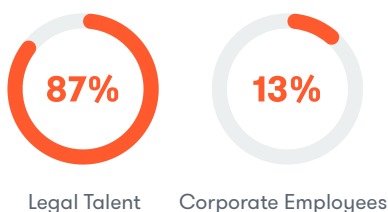
Axiom's goal is to **ensure compensation parity amongst peers regardless of gender, race, or ethnicity**. We achieve this goal by regularly analyzing, identifying, and addressing potential disparate compensation. Our compensation assessment exercises include leveraging data and analytics to continuously engage in benchmarking and market pricing reviews, salary band and pay transparency initiatives, and DEI pay reviews and compensation assessments related to offers, promotions, and annual increases.

This report includes statistics for Axiom's UK-based legal talent bench, corporate employees, and combined total population (excluding Northern Ireland-based employees).

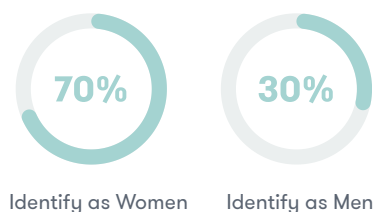


## NOTABLE STATISTICS ON THE AXIOM UK POPULATION

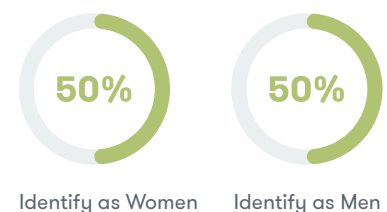
### Total Axiom UK Population



### UK Legal Talent Gender Diversity\*



### UK Corporate Employee Gender Diversity\*\*



## Axiom Gender Pay Gap

Gender Pay Gap		MEDIAN	MEAN
	Corporate Employees	-7.3%*	21.8%
	Legal Talent	10.4%	4.6%
	Total Population	10.3%	11.7%**



\*denotes pay gap in favour of employees identifying as women

\*\* Total population mean pay gap declines to 7.6% when calculated using full target earnings for the required snapshot date, which we believe provides a more accurate representation of actual pay

## Understanding Gender Pay Gap Reporting Calculations

Mean and median pay bands are based on data from a one-month period in April 2022 and calculated using an hourly rate derived from both payroll base pay and bonus earnings. These calculations are in line with the guidance and computation protocols provided by the UK government. Given strict date of measurement guidance, pay bands do not include corporate annual incentive bonuses. In addition, the legal talent pay gap is reflective of Axiom's disproportionately large population of legal talent who identify as women as compared to legal talent who identify as men. Finally, at the date of this snapshot, Axiom's bonus eligibility was limited to corporate employees.

## Axiom Bonus Pay

Gender Bonus Gap		MEDIAN	MEAN
	Corporate Employees	-94.9%*	17.6%
	Legal Talent	0.0%	0.0%
	Total Population	-94.9%*	17.6%
 <b>Percentage of men receiving a bonus</b>	Corporate Employees	100%	
	Legal Talent	0.0%	
	Total Population	20.5%	
 <b>Percentage of women receiving a bonus</b>	Corporate Employees	100%	
	Legal Talent	0.0%	
	Total Population	9.8%	

\*denotes pay gap in favour of employees identifying as women

## Understanding Bonus Pay

Median and mean gender bonus pay is based on a 12-month period (May, 2021 – April, 2022). Prior to late 2022, only Axiom's corporate employees were eligible for bonus pay. Also, as noted above, at the time of measurement, Axiom's legal bench was disproportionately comprised of legal talent who identify as women. The combination of these two factors better explains the bonus pay gender gap noted in the chart. Axiom is pleased to report we have now extended bonus eligibility to our legal talent and future bonus reporting will reflect that change as a result.

## Axiom's Gender Split at Each Quarter of Our Payroll

		MEN	WOMEN
<b>Upper</b>	Corporate Employees	50.0%	50.0%
	Legal Talent	35.7%	64.3%
	Total Population	38.0%	62.0%
<b>Upper middle</b>	Corporate Employees	37.5%	62.5%
	Legal Talent	35.7%	64.3%
	Total Population	36.0%	64.0%
<b>Lower middle</b>	Corporate Employees	50.0%	50.0%
	Legal Talent	19.0%	81.0%
	Total Population	28.0%	72.0%
<b>Lower</b>	Corporate Employees	66.7%	33.3%
	Legal Talent	31.0%	69.0%
	Total Population	33.3%	66.7%

\*Axiom's pay distribution by quarter is calculated according to hourly rate analysis and matches our company demographics, which includes a higher percentage of employees who identify as female than male.

### Looking Forward:

Axiom remains deeply committed to achieving pay parity and to championing DEI efforts more broadly. In developing our own corporate methodology for calculating pay parity, we leverage additional metrics across a longer time span which we believe better represents actual pay and reflects an organisation meeting its parity goals. We understand that ensuring continued parity requires consistent attention and focus. To that end, we pledge to regularly assess our compensation practices by:

- Measuring salary and bonus levels by gender, reviewing data with senior leadership, and quickly remedying any disparities.
- Reviewing our people practices and ensuring they reflect our focus on

integrity and fairness.

- Recruiting and retaining female employees by ensuring equitable rewards and advancement opportunities.

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



Catherine Kemnitz  
Executive Vice President, Chief Legal Officer