AX believes that every employee should have the opportunity to flourish, achieve their potential and contribute to the success of the business.

We are committed to building an inclusive culture, therefore not only monitoring but understanding our gender data in order to ensure fairness, consistency and transparency.
Understanding our Pay Gap

We are pleased to report a 26% increase in females in upper middle Q and well balanced % in lower middle Q but acknowledge we have more work to do in upper Q.

The UK’s national gender pay gap 18.4% Median (ONS – Office of National Statistics)

**Gender Pay Gap**
Difference between men and women

The above shows our gender pay gap by comparing average hourly rate pay of all women compared to men.

Mean (average) 12.6%
Median (middle) -9.7%
Gender Bonus Gap
Difference between men and women

Mean (average) 53.3%
Median (middle) 44%

Pay Quartiles
The proportion of males and females in each quartile pay band

<table>
<thead>
<tr>
<th>QUARTILE</th>
<th>PROPORTION OF MALE</th>
<th>PROPORTION OF FEMALE</th>
</tr>
</thead>
<tbody>
<tr>
<td>LOWER Q</td>
<td>63%</td>
<td>37%</td>
</tr>
<tr>
<td>LOWER MIDDLE Q</td>
<td>51%</td>
<td>49%</td>
</tr>
<tr>
<td>UPPER MIDDLE Q</td>
<td>35%</td>
<td>65%</td>
</tr>
<tr>
<td>UPPER Q</td>
<td>63%</td>
<td>37%</td>
</tr>
</tbody>
</table>

Understanding our Pay Gap
Our Company bonus policy is discretionary and is based upon individual performance related objectives and therefore not linked to basic salary payments.

This image illustrates the gender distribution at Accident Exchange across four equally sized quartiles of 87.
We will continue to promote equality and inclusion at AX and are committed to reducing any existing gender pay gaps year on year.

I confirm the data in this report is accurate.

Lucy Woods
Chief Executive Officer