



Global healthcare



 2024 Gender  
pay gap *report*

Report

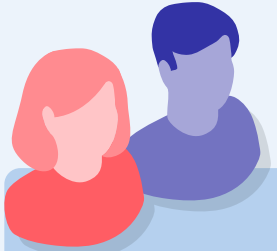
“ An important part of our strategy is to create a sense of belonging across our global business where people feel accepted, valued and included as part of the culture. This includes rewarding people in a fair and equitable way determined by their role in the business. We are wholeheartedly committed to ensuring every member of our business is compensated fairly and equitably, regardless of their gender. We are committed to addressing the gender pay gap and will continue to strive for a workplace where every individual is recognised and rewarded based on their skill without any bias or discrimination.”

Sam O’Donovan, Chief People Officer, AXA - Global Healthcare



# 2024 Gender pay and bonus gap figures

## Difference between men and women and comparison to 2023:

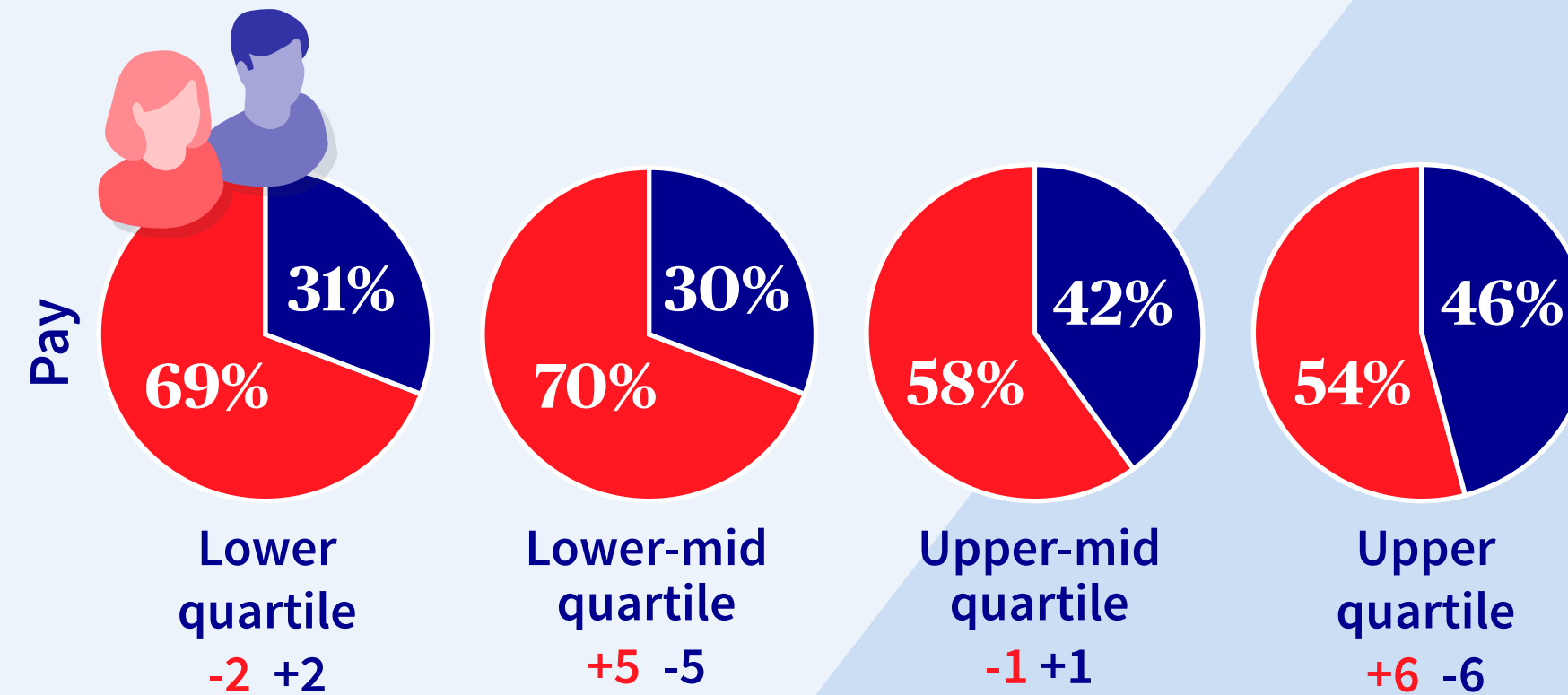


	Mean	Median
Pay gap	<b>17%</b> (+1)	<b>10%</b> (-1)
Bonus gap	<b>54%</b> (-4)	<b>27%</b> (+6)

We're committed to ensuring that regardless of gender, our employees are paid and rewarded based on their role and contribution to the company. We review the pay of all employees annually and use pay ranges to help guide pay decisions to ensure we're being consistent. We're also committed to address any pay gaps that are identified as being unjust or biased, while also remaining competitive in the external market.

## Proportion of females and males in each pay quartile

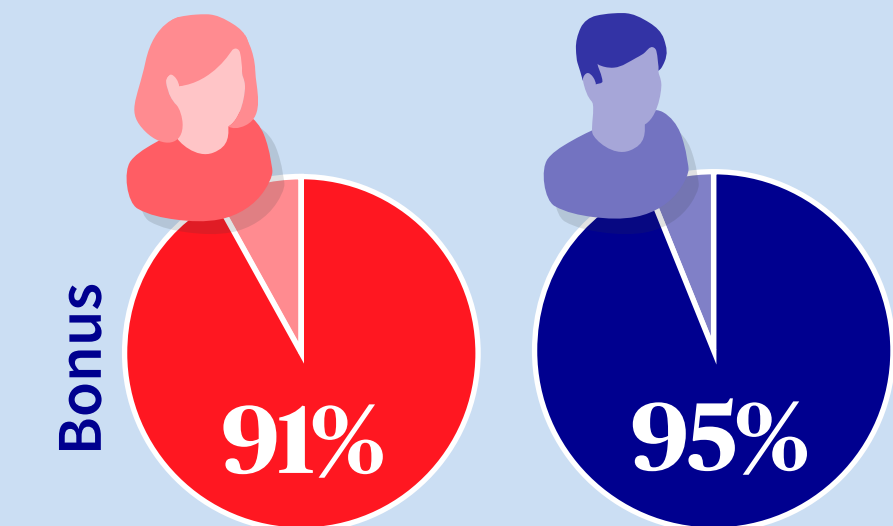
Overall gender split for AXA - Global Healthcare: **63%** / **37%**



In 2024, we recruited new skills to the organisation, a large proportion of whom were female. This has increased the number of females we pay in the upper quartile.

Figures in comparison to 2023

## Proportion of males and females who received a bonus in 2024



Of those eligible to receive a bonus, there was only a slightly higher percentage of males who received a bonus versus females.\*

\*In line with accepted best practice, cost of living payments have not been included in bonus calculations.

# How do the figures compare to last year?

In comparison to 2023, there has been little change in the mean and median pay figures.

We're fully committed to gender equality across AXA - Global Healthcare, and offer a range of flexible working options across all levels and all roles. We'll also continue to identify, develop and review our talent pipelines to ensure that women are fairly represented and are in a good position to achieve more senior roles in the workplace.

## Comparing 2023 with 2024:



There has been a **slight increase (1%)** in the mean pay gap (**from 16% to 17%**). Excluding the Executives and Senior Leaders, the mean pay gap would have seen a **decrease from 16% to 14%**. The slight increase in the pay gap is primarily influenced by the compensation differences within the senior management population.



There has been a **1% decrease** in the median pay gap (**from 11% to 10%**).



There was some movement in the number of males and females in each pay quartile, with a continuing positive trend of more females than males in the upper quartiles.



- We've seen a **4% decrease** in the mean bonus gap (**from 58% to 54%**), and a **6% increase** in the median bonus gap (**from 21% to 27%**).
- The average female bonus **decreased by 27%** from 2023 whilst the male average **decreased by 34%**, leading to a decrease in the mean bonus gap figure.
- The larger decrease in male average was driven by the Exec population.

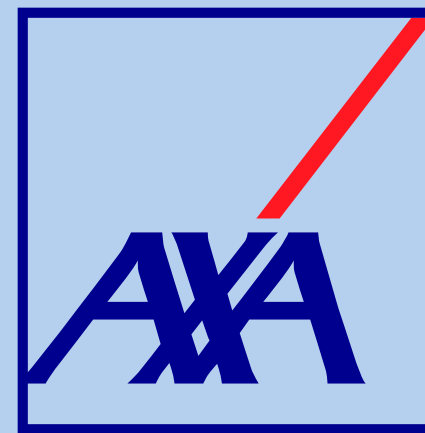
Among our employees, **15% work part-time hours**. 2% of these are male and 98% are female. Consequently, their salaries are adjusted proportionally to reflect the fewer hours they work. This also applies to their annual bonuses, which are accordingly reduced. These reduced hours are one of the factors contributing to the lower overall bonus payments reported.



# Declaration

I can confirm that our data is accurate and has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Charlotte Roux, Chief Financial Officer, AXA – Global Healthcare



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