



Global healthcare

2025 Gender pay gap 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, HR Director, AXA Health International

”

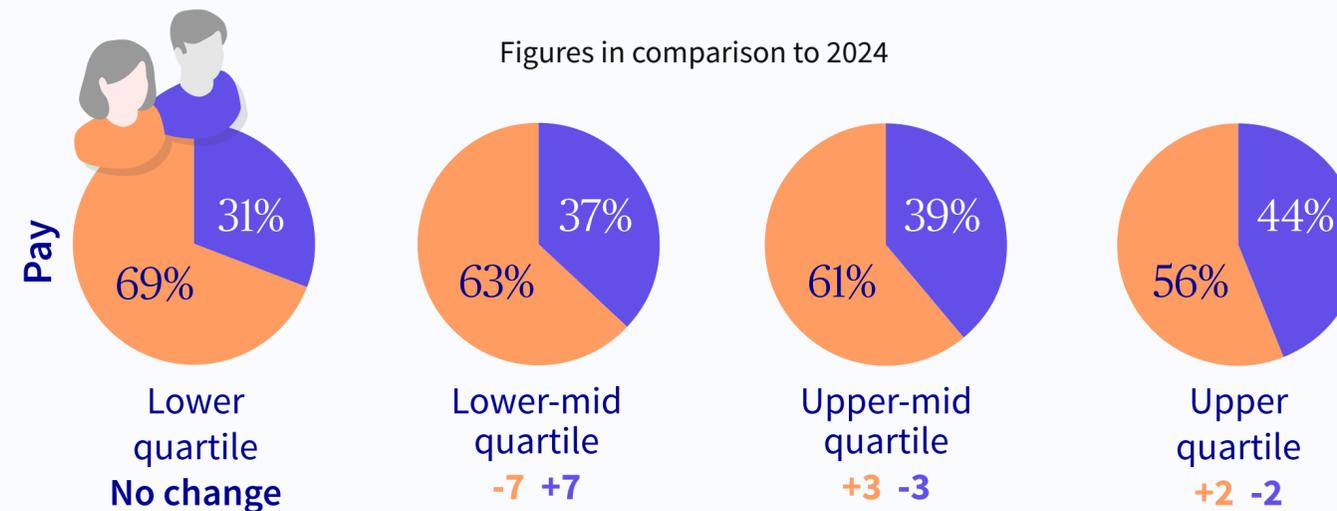


2025 Gender pay and bonus gap figures

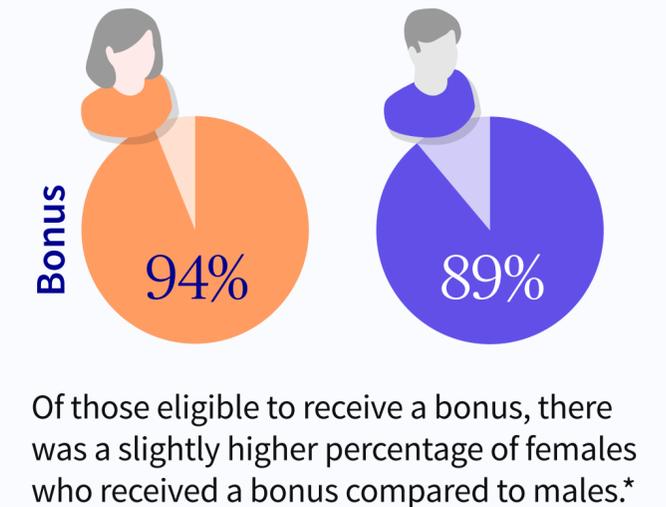
Difference between men and women and comparison to 2024:

	Mean	Median
Pay gap	12% (-5)	7% (-3)
Bonus gap	52% (-2)	28% (+1)

Proportion of females and males in each pay quartile
Overall gender split for AXA Global Healthcare: 63% / 37%



Proportion of males and females who received a bonus in 2025



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.

*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 2024, there has been little change in the mean and median pay figures.

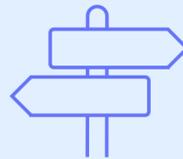
Comparing 2024 with 2025:



There's been a decrease in both the mean and median pay gap of **5%** and **3%** respectively, which recognises the ongoing emphasis to fair and equitable pay across our business.



We've seen a **2%** decrease in the mean bonus pay gap (from **54%** to **52%**) and a **1%** increase in the median bonus pay gap (from **27%** to **28%**).



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.



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 reduced accordingly and is one of the factors contributing to the lower overall bonus payments reported.

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.



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.

Marsela Marku, Chief Financial Officer, AXA Global Healthcare



axaglobalhealthcare.com