



AXIS Response to the Bloomberg Gender-Equality Index (GEI)

FY 2022

Our **corporate citizenship** program aims to build resilience and fulfil our purpose by delivering long-term, sustainable value to our stakeholders, customers, investors, and colleagues to society at large. It includes three core pillars:

CORPORATE CITIZENSHIP PILLARS



Protecting our planet

Reducing our climate impact, enabling the climate transition, and decreasing the protection gap.



Fostering diversity, equity and inclusion

Encouraging and promoting diverse, equitable, and inclusive practices.



Supporting our communities

Empowering our people to give back at global, local, and individual levels.

As a core pillar of our program, we see **diversity, equity and inclusion (DEI)** as a strategic imperative that is core to our business and to our culture. Our DEI approach addresses five key areas including reporting and metrics, education and awareness, hiring practices, career development and industry engagement.

DRIVE REPRESENTATION & INCLUSION

Report Goals & Metrics

Establish, share and progress gender and ethnicity senior leadership representation targets

Education & Awareness

Understand the obstacles and create strategies to garner support for a diverse and inclusive environment

Hiring Practices

Expand diverse pools of talent through internal development, relationships with diverse schools and organizations, new recruitment platforms and AXIS colleague referrals

Career Development

Identify the most successful methods for expanding the # of diverse and nondiverse employees moving into new career opportunities

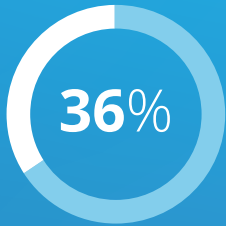
Engage with Industry

Share our views and engage in DEI initiatives within the insurance industry

2022 Snapshot

We are working to progress our DEI program and implement across five key areas. To help hold ourselves accountable, we have set goals to achieve global gender parity by 2025 and increase ethnic and female senior representation.

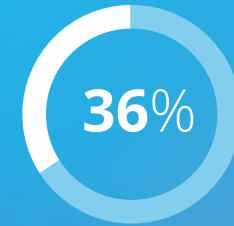
A full list of Bloomberg GEI metrics is below, and 2022 highlights include:



Of the AXIS Board comprised of women



Of the Board leadership comprised of women



Of total AXIS management comprised of women



Women constituted **46%** of the total AXIS workforce and **49%** of promotions



The **AXIS Women's ERG** is focused on promoting career development and equity for women at AXIS and in the insurance industry



We offer our people competitive compensation, comprehensive benefits and attractive work-life perks, and reward outstanding service. See example benefits **here**

Question Index

Leadership

Bloomberg GEI Question	AXIS FY 2022 Data Point	Supplementary Information
Percentage of women on company board	36%	See Board members listed here on the AXIS website
Chairperson is a woman	No	
Gender balance in board leadership	50%	See page 17 of the FY 2022 Proxy listing chairs as of that date
Chief Executive Officer (CEO) is a woman	No	
Woman Chief Financial Officer (CFO) or equivalent	No	See page 18 of our FY 2022 Annual Report
Percentage of women executive officers	Zero	
Chief Diversity Officer (CDO)	Chief People Officer	As reported on page 24 of the FY 2022 Proxy , a primary business function of our Chief People Officer is the development, maintenance and championing of AXIS' DEI strategies

Talent Pipeline

Bloomberg GEI Question	AXIS FY 2022 Data Point	Supplementary Information
Percentage of women in total management	36%	
Percentage of women in senior management	36%	
Percentage of women in middle management positions	35%	
Percentage of women in non-managerial positions	49%	
Percentage of women in total workforce	46%	
Percentage of women total promotions	49%	
Percentage of women IT/Engineering	27%	
Percentage of new hires are women	43%	
Percentage of women attrition	42%	
Time-bound action plan with targets to increase the representation of women in leadership positions	Not reported	

Pay

Bloomberg GEI Question	AXIS FY 2022 Data Point	Supplementary Information
Adjusted mean gender pay gap	Not reported	
Global mean (average) raw gender pay gap	Not reported	
Time-bound action plan to close its gender pay gap	Not reported	
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Yes	As stated on page 20 of the FY 2022 Proxy , strategic enterprise goals for 2022 included DEI-focused goals. At the end of 2022, management's performance in support of this citizenship initiative, including DEI, was considered by the Human Capital and Compensation Committee when determining achievement under the non-financial portion of our annual incentive plan

Inclusive Culture

Bloomberg GEI Question	AXIS FY 2022 Data Point	Supplementary Information
Number of weeks of fully paid primary parental leave offered	16 weeks	See this link for more information
Number of weeks of fully paid secondary parental leave offered	2 weeks	See this link for more information
Parental leave retention rate	82%	
Back-up family care services or subsidies through the company	Yes	See this link for more information
Flexible working policy	Yes	The Company provides "flexible work arrangements for eligible employees" through a hybrid work model. For more information, see Our Culture page and benefits here

Inclusive Culture - Continued

Bloomberg GEI Question	AXIS FY 2022 Data Point	Supplementary Information
Employee resource groups for women	Yes	As reported on page 21 of the FY 2022 Proxy , AXIS ERGs include AXIS Pride, EDGE, Parents and Caregivers, Veterans and Women
Unconscious bias training	Yes	As reported on page 21 of the FY 2022 Proxy , we offer a variety of DEI educational initiatives throughout the year, including unconscious bias training
Annual anti-sexual harassment training	Not reported	