

# Total Rewards at AXIS

At AXIS, we recognize that in order to be an industry leader, we need the dedication and accomplishments of our people, which is why we offer an attractive Total Rewards program, and incentivize exceptional performance.

While specific benefit packages vary by location, the three elements of our Total Rewards program remain consistent across the organization. We offer our people **competitive compensation**, **comprehensive benefits** and **attractive work-life perks**, and **reward outstanding service**.



## Competitive Compensation

- **Market-competitive salaries** and total compensation packages that align with a transparent pay-for-performance philosophy
- **Short-term annual incentive programs** (i.e. target cash bonus) linked to both company and individual performance
- For eligible employees, **long-term incentives** such as equity, linked to both company and individual performance



## Comprehensive Benefits

- Premium medical, dental and vision **insurance plans**
- **Best in class retirement savings plan** with generous employer contributions and matching
- A variety of **popular voluntary benefits**; specifics vary by region (e.g. critical illness insurance, no-cost Employee Assistance Program, maternity services, etc.)
- **Business travel accident insurance** offered at no cost to employee



## Work-life Perks

- All full-time employees receive a **minimum of 4 weeks PTO** annually
- **Unlimited sick time**
- Backup **dependent care** (child and elder) - *US, UK & Ireland*
- **Generous parental leave policy** which includes a minimum of:
  - 16 weeks fully paid primary caregiver leave (including adoptions)
  - 2 weeks fully paid secondary caregiver/paternity leave
- **On demand fertility, maternity, post-partum and return to work support** - *US, Canada, Ireland and UK*
- **Global employee assistance** programs and mental wellbeing resources
- **Flexible** work arrangements for eligible employees
- **“Dress for your day”** dress code policy
- **Globally competitive education assistance** toward a degree program that furthers an employee’s current or future role at AXIS
- **Generous charitable matching** program and **volunteering events**
- **Employee discounts**
- **Global recognition program** that celebrates employee accomplishments and length of service awards
- **Comprehensive career development tools**, including on-demand mobile courses, programming for early career talent, leadership training, and more

