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# UK Gender Pay Gap Report 2026



Everest is committed to building a high-performing organisation where colleagues are rewarded fairly and have equal opportunity to progress.



Median gender pay gap **reduced to 30.5%**, continuing a downward trend from **34.1% in 2024** and **34.3% in 2023**.



Female representation in the upper pay quartile **increased to 19.8%**, demonstrating continued progress in senior representation.



**Improving balance across pay quartiles**, reflecting greater female progression across the organisation.

Reporting our UK gender pay gap each year provides an important measure of our progress and helps ensure continued focus on strengthening representation across our workforce.

Our 2025 results show continued improvement.

#### The median hourly pay gap

- | Reduced to **30.5%**
- | Down from **34.1% in 2024** and **34.3% in 2023**

#### The mean hourly pay gap

- | Improved to **30.6%**
- | Reflecting positive movement in the overall distribution of pay across the organisation

We are also seeing steady progress in female representation, particularly in more senior roles.

#### The proportion of women in the upper pay quartile

- | Increased to **19.8% in 2025**
- | Up from **15.1% in 2024** and **11.7% in 2023**
- | Demonstrating continued momentum as more women progress within the organisation.

The bonus pay gap reflects the structure of compensation in the insurance industry, where incentive awards are closely linked to seniority and performance. As representation across senior roles continues to become more balanced over time, we expect this to be an important driver of improvement in bonus outcomes.

Everest remains focused on sustained progress.

Our approach includes strengthening leadership pipelines, supporting the development and progression of female talent, and maintaining disciplined governance around pay and reward decisions.

Our priorities include:

- | Strengthening diverse leadership and succession pipelines
- | Supporting career progression and development across the organisation
- | Maintaining robust oversight of pay and bonus outcomes
- | Improving representation across senior and higher-paid roles



A more balanced workforce strengthens our organisation, improves decision-making and better reflects the markets and clients we serve.

While the gender pay gap is influenced by the distribution of roles across the business, the progress reflected in this year's results demonstrates positive momentum.

Everest remains focused on strengthening representation across senior roles and leadership pipelines, which will be a key driver of continued improvement in the years ahead.



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I confirm that the data reported in this document is accurate and has been prepared in accordance with the UK Gender Pay Gap reporting regulations.