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UK Gender Pay Gap Report 2025



Everest UK Gender Pay Gap Report 2025

At Everest, we are committed to building a diverse and inclusive workplace where everyone can thrive. Our annual gender pay gap analysis allows us to assess our progress and identify areas where we can make meaningful improvements.

This report outlines our latest figures, provides insights into the factors contributing to these gaps, and highlights the initiatives we are pursuing to ensure inclusivity across our business.



About this report

In accordance with the UK legal requirements, UK companies with over 250 employees are required to publish gender pay gap data. The following measures and reports average earnings of all male and female Everest UK employees, regardless of their role or seniority.

This report shows the percentage difference between the male and female Everest UK employees during the reference payroll period from 6 April 2023 to 5 April 2024.

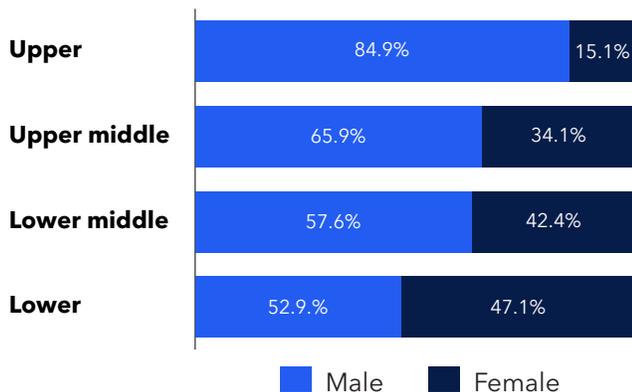
It is important to note that gender pay gap analysis is distinct from equal pay. Equal pay concerns individuals or groups of employees performing the same or comparable work. Unlike equal pay, the gender pay gap figures compare the overall pay and bonus amounts of male and female employees in Everest UK. The figures do not provide insight into the equality of pay between a man and a woman doing work of equal value.

Everest UK Gender Pay Gap

Pay and bonus gap

Hourly pay gap	Bonus pay gap
Median: 34.1%	Median: 51.8%
Mean: 33.7%	Mean: 63.9%

Proportion of male and female employees within each pay quartile



Hourly pay gap

Our hourly pay gap for 2024 shows a median gap of 34.1% and a mean gap of 33.7%. This disparity is primarily attributable to a higher proportion of men in senior positions with higher-paid roles in the Company.

A significant factor influencing our pay gap is the distribution of men and women across pay quartiles. We are pleased to have an **increase in the proportion of women in the upper quartile**, rising from **11.7% in 2024 to 15.1% in 2025**. While this is a gradual shift, it marks progress toward greater gender balance at senior levels.

Proportion of male and female employees receiving a bonus



Bonus pay gap

The bonus pay gap is based on any bonus amounts paid to employees within the 12 months prior to the snapshot date of 5 April 2024. The median gender bonus pay gap stands at 51.8%, with a mean gap of 63.9%. This difference is largely influenced by the higher proportion of men in senior roles, where bonus opportunities are typically more significant.

In 2024, 88.4% of male employees received a bonus compared to 80.2% of female employees. While this represents an 8.2% gap, we are making strides to ensure all eligible employees have equitable access to performance-based rewards.

We are committed to increasing transparency around bonus eligibility criteria and encouraging greater participation in performance recognition programs.

How we are addressing gaps

At Everest, we recognise that closing the gender pay gap requires long-term commitment and action. While structural factors influence our current pay gap, we are proactively implementing initiatives to drive meaningful progress. Our approach focuses on three key areas: career progression, recruitment, and pay equity.



1. Increasing female representation in senior roles

One of the most significant drivers of the gender pay gap is the lower representation of women in leadership positions. To address this, we are:

- ▶ Expanding **leadership development programs** to provide women with the skills and support needed to progress into senior roles.
- ▶ Enhancing our **mentorship and networking initiatives**, ensuring female employees receive direct support from senior leaders.
- ▶ Conducting regular **talent reviews** to identify and fast-track high-potential female employees into leadership pipelines.
- ▶ Fostering a culture focused on **'Belonging and Engagement'** to increase female representation in key decision-making roles.

2. Embedding inclusive recruitment and promotion practices

We are committed to ensuring fair and unbiased hiring and promotion processes. To support this, we are:

- ▶ Reviewing job descriptions and progression criteria to ensure they are **inclusive and free from bias**.
- ▶ Inclusive hiring training across our teams.
- ▶ Expanding outreach efforts to attract **more women to apply to underrepresented roles**.
- ▶ Improving **diverse shortlists** for all senior vacancies to increase the number of female candidates considered.

3. Strengthening pay equity and transparency

To ensure fair compensation for all employees, we are:

- ▶ Conducting **regular pay audits** to identify and address any disparities.
- ▶ Increasing **transparency on our bonus structure**.
- ▶ Communicating our **career progression and salary review processes** more openly, so all employees understand how pay and promotion decisions are made.

Our commitment moving forward

Closing the gender pay gap is a long-term effort, and we are committed to continuous improvement. Through these initiatives, we aim to create a more inclusive workplace where all employees—regardless of gender—can achieve their full potential.



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The information provided in this written statement is accurate and meets the requirements of the Gender Pay Gap reporting regulations.

Everest Advisors (UK), Ltd. is incorporated in England & Wales under Company no. 04993539. Registered Office: 40 Lime Street, London, England, EC3M 5BS.