

AVENTUM

GENDER PAY GAP REPORT



GENDER PAY GAP REPORT 2025

OUR PROGRESS IN 2025

“In 2025, we are pleased to report continued improvement across all our gender pay gap measures compared with both 2023 and 2024. Although progress in this area is rarely linear, this year’s results mark a meaningful step forward. We are encouraged by the direction of travel, while recognising that our figures still reflect the historic underrepresentation of women in senior and revenue-generating roles across the insurance sector.

The gender pay gap is ultimately a reflection of representation at different organisational levels. Achieving lasting change requires sustained action to broaden access, strengthen progression pathways, and build a more diverse talent pipeline. With this in mind, we launched a new apprenticeship programme in 2025 to expand entry routes into the business and attract a wider range of early-career talent. The inaugural cohort included 43% women, reinforcing our commitment to improving representation from the earliest stages of an insurance career. We also delivered an all-women Advanced Talent Programme to equip newly appointed line managers with the skills and confidence needed to excel in their roles.

Alongside this, our improvement in the 2025 Great Places to Work certification - particularly in the categories of women, development, and wellbeing - highlights the supportive and inclusive culture we continue to build. This is also demonstrated by our success at the Women In Insurance Awards, with 30 nominations, six finalists and one winner across Aventum.

While year-on-year improvements alone do not constitute structural change, these initiatives form part of our long-term strategy to strengthen representation at every level of the organisation. Transparency remains central to our approach, and we will continue to report openly on both our progress and the work still ahead.

I confirm that the data provided for Aventum Group in this 2025 report is accurate.”



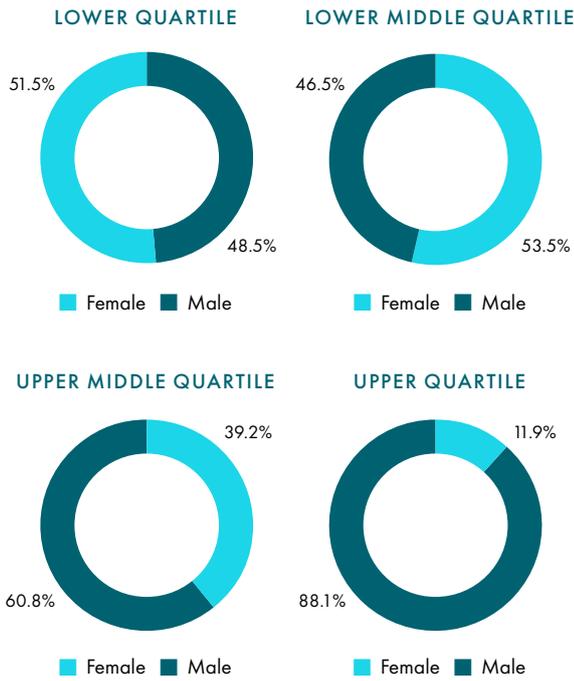
David Bearman
Chief Executive Officer





GENDER PAY GAP CALCULATIONS

PROPORTION OF MEN & WOMEN IN EACH PAY QUARTILE



MEAN AND MEDIAN HOURLY AND BONUS PAY GAP

HOURLY PAY GAP

40.4%
MEAN PAY GAP

30.2%
MEDIAN PAY GAP

BONUS PAY GAP

67.7%
MEAN PAY GAP

36%
MEDIAN PAY GAP

The gender pay gap measures the difference in earnings between men and women across an organisation, regardless of their position or seniority.

It is considered an indication of the representation and opportunities available to women within a company. This differs from equal pay, which ensures that men and women in the same roles, performing equal work, receive the same compensation.

PROPORTION OF MEN AND WOMEN RECEIVING A BONUS



All permanent employees are eligible for our annual bonus scheme. Bonuses are paid based on company, team and individual performance. Due to our continued growth, a number of employees join after the cut-off date for bonus eligibility within the scheme year.



LOOKING AHEAD

While we are encouraged by the progress made in 2025, we recognise that closing our gender pay gap requires sustained structural and organisational change. Our focus remains on improving representation at senior levels and ensuring equitable progression across the group.

Over the coming years, we will prioritise:

- » Increasing female representation in senior leadership and revenue-generating roles, where pay differentials have the greatest impact on our overall gap
- » Continuing to expand our apprenticeship and early careers pathways to strengthen long-term gender balance
- » Accelerating the progression of high-potential women through targeted leadership development and transparent succession planning
- » Strengthening retention through inclusive policies and flexible working practices, enabling sustainable, long-term careers at Aventus
- » Embedding consistent, inclusive hiring and promotion practices, supported by robust performance and talent review frameworks

We will continue to monitor our data closely, publish our results transparently and hold ourselves accountable for sustainable improvement. Closing our gender pay gap remains a long-term commitment, and we are focused on delivering meaningful progress year on year.

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