

GENDER PAY GAP 2020 STATEMENT

Diversity and inclusion are key priorities for AlixPartners, and the firm remains committed to continuing to increase the proportion of women building their careers at the firm and working with our clients.

Our global diversity and inclusion framework creates a system of accountability at all levels of the organisation as we strive to accelerate our outcomes on representation through bolder initiatives across the firm.

In the UK, this framework has led to the delivery of several new engagement and learning initiatives over the past year, with those in leadership roles continuing to participate in our global diversity and inclusion training programme as well. The content focuses on how our leaders can be more intentional in addressing bias, building greater equity in how they develop talent, and embedding inclusive language in all their communication.

As we seek to implement long-lasting change, we have continued to drive conversations around diversity and inclusion at a global and local level through our leadership and our employee-led networks.

In light of the unprecedented global pandemic that we have all faced, our focus over the past year has been to continue promoting ongoing, transparent dialogue with our people and to ensure that our people feel fully cared for and supported. We launched our COVID-19 paid time-off policy in March 2020, where employees could take time-off to manage personal or family impacts, care for others who are sick, or care for children at home because schools were closed. In recognition that some of our people would incur incremental caregiving or household expenses during the pandemic, we also created a bursary for employees to help off-set some of these costs. As we begin to roll into Hybrid working our aim is to continue give our people greater flexibility to enable them to manage the often-conflicting demands of work and home lives. We will continue to be agile and responsive and take on board the lessons from the past year.

In the months ahead, the enhancement of our talent acquisition and talent development practices and the continued nurturing of our people centric culture remain areas of focus for us. Ultimately, when we remain personally vested in the importance of diversity and inclusion, AlixPartners becomes a better place to work and a better firm to work alongside.



**CAROLINE
CHAMBERLAIN**
Head of People
Management, EMEA



**TIM
ROBERTS**
UK Market Co-Lead



**MARK
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UK Market Co-Lead

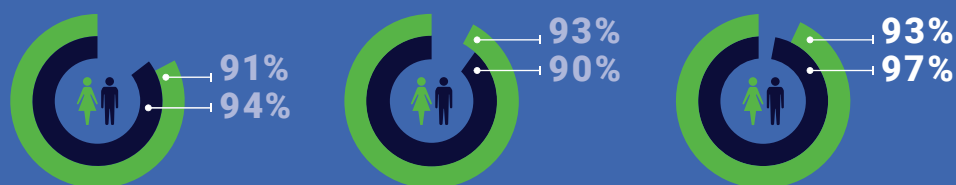
OUR JOURNEY SO FAR

PAY AND BONUS GAPS FOR EMPLOYEES

These year-on-year figures shows that the pay and bonus gaps are reducing and the proportion of women receiving a bonus remains high. This positive trend is driven by a combination of an increase in the number of women hired and promotions made over this three year period.

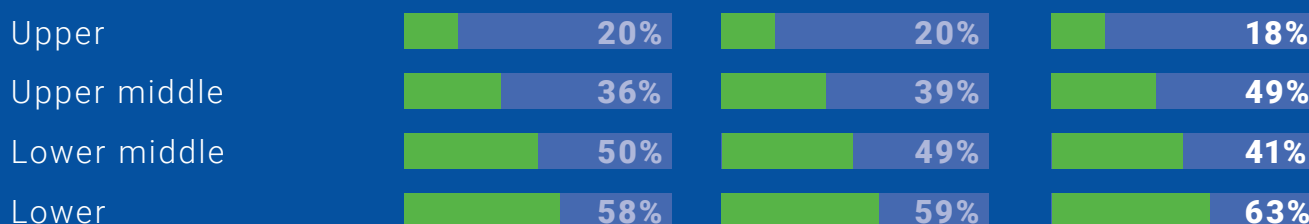


PROPORTION OF EACH GENDER WHO RECEIVED BONUS PAY



PROPORTION OF WOMEN IN EACH PAY QUARTILE

A number of our programmatic efforts have had a positive impact on narrowing the gap at the upper middle quartile. The downward shift observed in certain quartiles in 2020, has, in part, been driven by promotion of several male employees to the role of managing director (the firm's term for 'partner').



Note: Each year is reflective of the Gender Pay Gap from the previous year. Example: 2021 reporting year reflects numbers from 5 April 2020.

Promoting Diversity and Inclusion at AlixPartners



ELTON NDOMA-OGAR
Head of Diversity and Inclusion

At AlixPartners, we are committed to creating an environment that embraces differences alongside similarities. This coming year, we will look to drive greater diversity and inclusion by enhancing our talent acquisition process, our sponsorship, retention and talent development practices, and our corporate culture. The following pages provide further detail around activities in these areas.



ENHANCED TALENT ACQUISITION

To improve our recruiting efforts, we are focusing on increasing the top of our recruiting funnel through strategic partnerships with feeder organisations that give us greater access to a diverse range of talented women. We are also raising our level of advocacy through more purposeful dialogue with each candidate. This allows us to address any bias within our recruiting process and reduce barriers of entry that risk hindering our recruiting process.



EMPLOYEE-LED DEVELOPMENT

Our employee-led networks, specifically our Women's Empowerment (WEM) and Working Parents groups, remain at the forefront of supporting and driving connectivity, mentorship, onboarding, networking, and professional development efforts across the firm. With nearly 65% of our people engaged in at least one employee-led network, these groups have become instrumental in bringing policy change, driving gender parity, and influencing business decisions.



CREATING A SPONSORSHIP AND ADVOCACY MODEL

Our AlixPartners Growth Circles Program promotes peer-to-peer learning within the cohorts of six to eight employees that participate in the program at a time, along with knowledge transfer through coaching from our senior leaders, and reverse mentoring for those same senior leaders.

Our Women's Sponsorship Program (WSP), which aligns influential senior leaders as sponsors with our early to mid-career professionals, motivates our sponsors to build connections, create opportunities, and to serve as visible advocates at critical points in their sponsees' careers. The program enables us to better support the developmental needs of our high performing talent and present meaningful growth assignments to aide in their career advancement.



LEADING WITH LESSONS LEARNED

As we transition to a Hybrid Work Model, we are leading with lessons learned around diversity and inclusion through the pandemic and are taking the necessary steps to ensure improved work-life integration, as we seek to meet the needs of our employees, while building an inclusive work environment.



SUPPORTING LOCAL COMMUNITIES

The AlixGives program covers all philanthropic activities across the firm. It's an integral piece of our Social Responsibility commitments to each other, our clients, and the communities where we live and work.

Many colleagues across the UK are engaged in our diversity and inclusion efforts via committees, working groups and Employee Resource Groups, which are helping drive change across and within teams.



CLARE KENNEDY

Managing Director

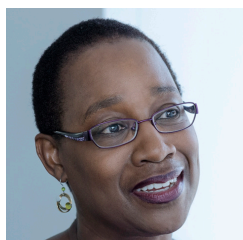
“As a leader in our Women Empowerment Employee Resource Group, I have found my conversations with other members to be really inspiring. The group plays a critical role in expanding network opportunities, supporting development through skills training, and providing meaningful sponsorship and mentorship relationships that accelerate the exposure and advancement of its members.”



HARVINDER CHANNA

Senior Specialist

“I have enjoyed participating in several of the firm’s professional development programs this year, which have given me additional support as I’ve continued to build my career at the firm. It’s refreshing to see the way in which these programs involve our senior leaders and encourage them to explore structures and practices that might disproportionately affect the ability of diverse professionals to rise through the ranks into senior executive roles.”



WENDY HEATH

Administrative Senior Professional

“AlixGives has given me the opportunity to support and to give back to my office’s local community. By volunteering through the program, I’ve enjoyed so many new and fulfilling experiences.”



MAXIM VANHENCXTHOVEN

Senior Vice President

“Through our LGBTQ Employee Resource Group, PrideMatters, we have managed to connect colleagues in a meaningful way and provide support over the past year, despite the challenges that the pandemic has sometimes presented. The group joined forces and continued efforts to encourage diversity and inclusion. I am grateful to see the results of our initiatives and am proud of the confidence I have gained in my work, knowing that my colleagues support me in being my whole self.”

ABOUT US

For more than 40 years, AlixPartners has helped businesses around the world respond quickly and decisively to their most critical challenges – circumstances as diverse as urgent performance improvement, accelerated transformation, complex restructuring and risk mitigation.

These are the moments when everything is on the line – a sudden shift in the market, an unexpected performance decline, a time-sensitive deal, a fork-in-the-road decision. But it’s not what we do that makes a difference, it’s how we do it.

Tackling situations when time is of the essence is part of our DNA – so we adopt an action-oriented approach at all times. We work in small, highly qualified teams with specific industry and functional expertise, and we operate at pace, moving quickly from analysis to implementation. We stand shoulder to shoulder with our clients until the job is done, and only measure our success in terms of the results we deliver.

Our approach enables us to help our clients confront and overcome truly future-defining challenges. We partner with you to make the right decisions and take the right actions. And we are right by your side. When it really matters.

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