

UK GENDER PAY GAP 2024 STATEMENT

We are pleased to present our UK Gender Pay Gap Report for 2024. Improving gender representation at senior levels in the UK remains a critical priority for our leadership.

This year's results reflect the cumulative impact of our efforts to build a more inclusive culture. We remain focused on expanding development pathways and strengthening support systems like Carer's Leave and Neonatal Leave. We are also deepening our investment in the entire talent lifecycle—broadening our recruitment reach, strengthening external partnerships, and sharpening our focus on retention and advancement. These initiatives are helping us shape a more representative and engaged workforce.

While we are proud of the strides made, we know this work is ongoing. We remain committed to being a workplace where all our people have the opportunity to thrive.



**BARBARA
HORSFIELD**

Head of People
Management – EMEA
She/her



**TIM
ROBERTS**

UK Country Co-Leader,
PMD
He/him

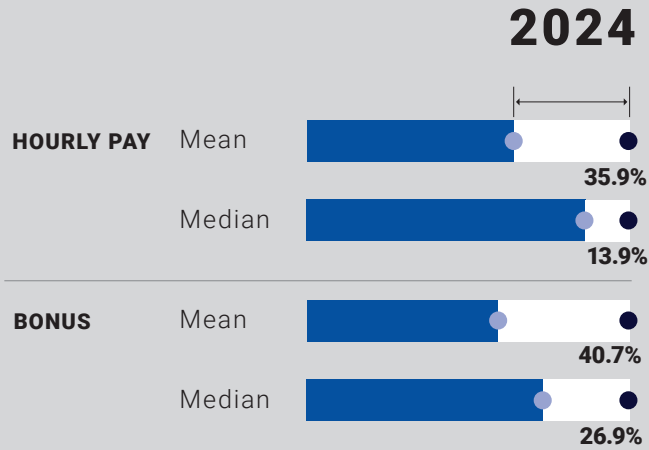


**MARK
VELDON**

UK Country Co-Leader and
Co-Head of EMEA, PMD
He/him

UNDERSTANDING OUR NUMBERS

PAY AND BONUS GAPS FOR EMPLOYEES



In 2024, both the median hourly pay and median bonus pay gaps have significantly reduced.

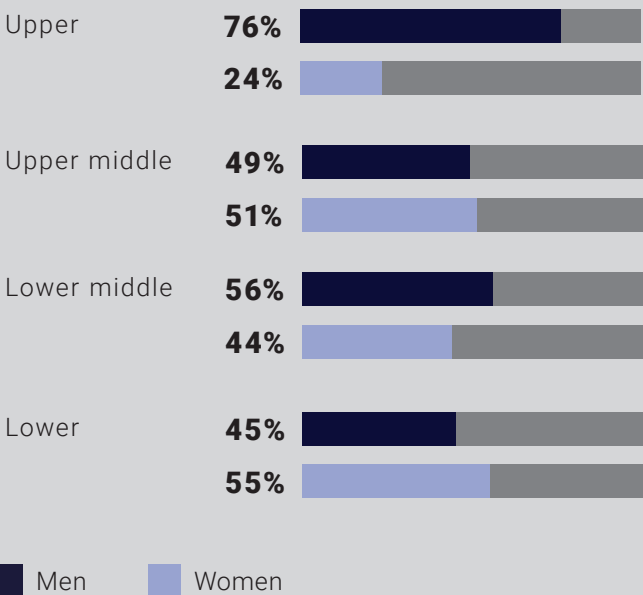
As of March 2025, our population of women employees makes up 43.2% of the UK population. We continue to strive to attract women professionals to our client services opportunities. We remain focused on strengthening our talent pipeline by working to provide everyone at our firm with access to development and growth opportunities.

The UK Gender Pay Gap numbers will fluctuate yearly depending on which levels of our demographic are on unpaid periods of leave (such as unpaid periods of Parental Leaves or Sabbaticals). We are pleased to note that, despite this, the median pay gaps have narrowed.



The proportion of women receiving a bonus remains high at 91% this year, demonstrating the impact of *AlixIncludes*, our UK cultural change programme that aims to create an environment of acceptance and belonging where all employees can reach their full potential.

PROPORTION IN EACH PAY QUARTILE



Our upper and upper middle quartiles saw an increase in women representation in the UK compared to recent years. In the Upper Quartile, we had 27 women this year, up from 18 in 2023. This increase is the product of initiatives to strengthen existing partnerships and establish new strategic partnerships to broaden our recruitment reach, as well as development and retention programmes tied to family-friendly policies and coaching, mentoring, and networking initiatives.

At AlixPartners, our commitment to diversity and inclusion is more than a set of initiatives; it is a core part of how we lead, grow, and deliver lasting impact. From our boardrooms to our client teams, we know that high-performing teams reflect a breadth and depth of lived experiences, perspectives, and backgrounds, and that inclusive practices drive more substantial business outcomes and a more resilient enterprise.

This report reflects sustained efforts to foster an inclusive culture within our firm—one where everyone feels welcome and supported and everyone has access to all opportunities to thrive at our firm. In particular, our UK *AlixIncludes* programme continues to demonstrate the power of grassroots leadership in shaping an inclusive culture.

As the Global Head of Diversity & Inclusion, I am incredibly proud of the ways in which we are investing in talent development and embedding inclusive thinking into our business operations. From our global recruitment partnerships to tailored development initiatives and policy reviews, we continuously strive to ensure that a sense of belonging and access to opportunity are embedded at every stage of the employee experience.

Looking ahead, we will continue to elevate inclusion as a strategic business driver. This ethos reflects the kind of firm we are committed to being, one where excellence, inclusion, and impact go hand in hand.



**ELTON
NDOMA-OGAR**

Global Head of Diversity
and Inclusion
He/him

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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