

# GENDER PAY GAP 2023 STATEMENT

We are pleased to submit our UK Gender Pay Gap Report for the sixth consecutive year. Our ongoing efforts to enhance gender representation at senior levels throughout EMEA, with a particular emphasis on the UK, have yielded positive results and there is more we can do. We recognize that achieving true parity is a gradual process, requiring persistent commitment. As we look ahead, we remain dedicated to fostering an inclusive environment at AlixPartners, ensuring it is a truly exceptional workplace for all.

Following ambitious key performance indicators set in 2022, our aim is to accelerate progress and monitor our results each year, so we can best identify necessary focus areas and anticipate challenges. In 2023, we saw reductions across our pay gap in areas that indicate our efforts have made an impact and continued success is on the horizon. This progress is an example of the culture change initiatives implemented to foster deeper connections with our employees, understand their unique needs, and enhance leadership accountability.



**ANGELA  
NEWMAN**

Head of People  
Operations - EMEA  
She/her



**TIM  
ROBERTS**

UK Country Co-Leader,  
PMD  
He/him



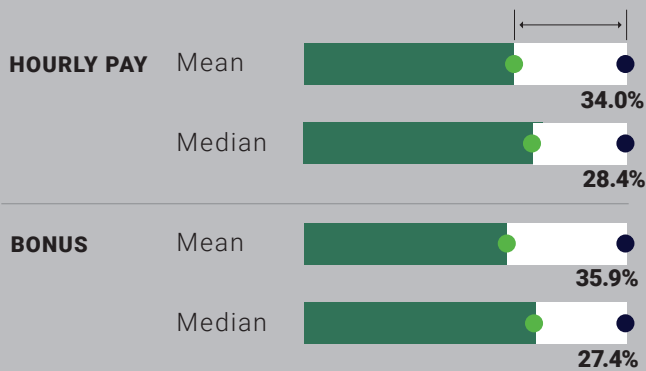
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# UNDERSTANDING OUR NUMBERS

## PAY AND BONUS GAPS FOR EMPLOYEES

2023



In 2023, we saw a reduction in the hourly median pay gap, and **both the mean and median bonus pay gaps have significantly reduced**, marking the progress of our strategic Diversity and Inclusion efforts at AlixPartners.

Our female demographic now makes up 43.5% of the population. Looking ahead, we aim to address this by continuing our efforts toward parity in attracting women to our client services opportunities. This includes expanding our talent through equitable career development and growth opportunities.

In 2023, AlixPartners acquired another firm with a preexisting employee base of males at senior levels, causing our mean pay gap to widen slightly.

## PROPORTION OF EACH GENDER WHO RECEIVED BONUS PAY



The proportion of our women receiving a bonus has increased 2 pts this year to 93% showing the impact of the 'Open' pillar of our D&I Strategy, to open the culture to create an environment of acceptance and belonging where all employees can reach their full potential.

## PROPORTION IN EACH PAY QUARTILE



The lower quartile saw positive change towards a 50/50 balance, showing an increase in junior women working at AlixPartners and movement towards gender parity from our recent years. This is a result of targeted initiatives and new partnerships aimed at attracting and hiring diverse candidates, including specifically designed opportunities like our Global Women's Sponsorship Programme.

Our upper and upper middle quartiles saw a small drop in female representation, an impact of a significant number of high-earning women taking advantage of our family friendly policies such as the Break 4 You programme and our newly enhanced Maternity Leave Pay period.

AlixPartners is deeply committed to fostering an environment where gender equality thrives in all its facets. Closing the gender pay gap is not just the right thing to do but a strategic imperative for our organization. We recognize that achieving gender pay equality helps us retain valuable and diverse talent, which we view as key contributors to growing an inclusive culture that drives business success.

As this report shows, there is more work to be done along our journey to close the gender pay gap. While progress takes time, each stride brings us closer to a future where gender equity is not just an aspiration but a reality. With continued dedication and collective effort across our leadership, we can embrace the progress seen in 2023, understand the pain points, and let it activate further success.

I'm proud of the multifaceted approach we've set forth to address systemic biases, promote equitable policies and practices, and empower our people. New partnerships for recruitment, learning and development initiatives, and programming for our people have proven valuable investments toward progress. Together, we are positioned to unlock the full potential of our workforce and drive innovation and creativity.



**ELTON  
NDOMA-OGAR**

Head of Diversity and  
Inclusion, PMD  
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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