

At AXIS, we recognize that in order to be an industry leader, we need the dedication and accomplishments of our people, which is why we offer an attractive Total Rewards program that incentivizes exceptional performance. In addition, we are committed to providing our employees with competitive compensation which exceeds living wage standards, and aligns with an employee's skills, experience, and knowledge relative to the job level, function, and location.

While specific benefit packages vary by location, the three elements of our Total Rewards program remain consistent across the organization. We offer our people **competitive compensation, comprehensive benefits, and attractive work-life perks.**



Competitive Compensation

- **Market-competitive salaries** and total compensation packages that align with a transparent pay-for-performance philosophy
- **Short-term annual incentive program** (i.e. target cash bonus) linked to both company and individual performance
- For eligible employees, **long-term incentives** such as equity, linked to both company and individual performance



Comprehensive Benefits

- Premium medical, dental and vision **insurance plans**
- **Best in class retirement savings plan** with generous employer contributions and matching
- A variety of **popular voluntary benefits**; specifics vary by region (e.g. critical illness insurance, no-cost Employee Assistance Program, maternity services, etc.)
- **Business travel accident insurance** offered at no cost to employee



Work-life Perks

- All full-time employees receive a **minimum of 4 weeks PTO** annually
- **Unlimited sick time** and additional paid time off with **Wellbeing Day** – dedicated time off to support mental health
- Backup **dependent care** (child and elder) - US, UK & Ireland
- **Generous parental leave policy** which includes a minimum of:
 - 16 weeks primary caregiver leave (including adoption)
 - 2 weeks secondary caregiver/paternity leave
- **On demand fertility, maternity, post-partum, and return to work support**
- **Global employee assistance** programs and mental wellbeing resources
- **Hybrid working model** that provides flexibility to our teammates
- **Globally competitive education assistance** toward a degree program that furthers an employee's current or future role at AXIS
- **Generous charitable matching** program and **volunteering events**
- **Employee discounts**
- **Global recognition program** that celebrates employee accomplishments
- **Comprehensive career development tools**, including on-demand mobile courses, coaching, mentoring, leadership training, and more