

GENDER PAY GAP REPORT

Asurion Europe is passionate about being a great place to work where everyone can reach their full potential. We are committed to offering career development opportunities, fair compensation and a diverse and inclusive atmosphere for all employees.

Why we are sharing this information

As a component of the Equality Act 2010, all private companies operating in the United Kingdom (U.K.) with 250 or more employees must begin publishing annual gender pay gap calculations starting on 4 April 2018. These calculations must be updated on a per annum basis. In addition to posting this information on a government website, companies are required to post all of the details on their own website as well.

Who is included in this analysis

Asurion Europe has three legal entities which employ staff in the U.K. Asurion Europe Limited is the largest with over 250 employees at the time the required snapshot was taken on 5 April 2017. Asurion Europe Limited includes full and part-time employees working in our Customer Care contact centre and various Corporate departments (Finance, Human Resources, Sales, Technology, etc.).

According to the legislation, we are only required to report gender pay gap data for Asurion Europe Limited and not for our other two entities given their size (<250 employees). But in an effort to be as transparent as possible and tell the full story to the general public, our clients, colleagues, customers and investors, we have outlined our combined U.K. information in addition to the required Asurion Europe Limited data. We believe that the consolidated data is more meaningful and representative of our U.K. operations.

It is important to keep in mind that this information does not represent our gender or pay distribution among the more than 17,000 team members we employ globally outside of Europe.

What we've learned

- We are confident that within Asurion Europe Limited, and across our other U.K. entities, men and women are paid equally for doing equivalent roles.
- In Asurion Europe entities across the U.K., the biggest driver in our overall gender pay gap is lower female representation in senior management and our technology department.

The calculations

The gender pay gap calculations compare the average pay of all women who work for an organisation to the average pay of all men who work for the same organisation. This is different to equal pay, which compares pay between individuals who carry out the same or similar roles.

The tables below show the mean and median gender pay gap data based on hourly rates of pay as of the referenced date. They also show the mean and the median differences between bonuses paid to men and women in the 12 months prior to the referenced date.

All U.K. entities as of 5 April 2017

	Median*	Mean*
Hourly pay gap [†]	11%	28%
Bonus pay gap	-40%	56%

Asurion Europe Limited as of 5 April 2017

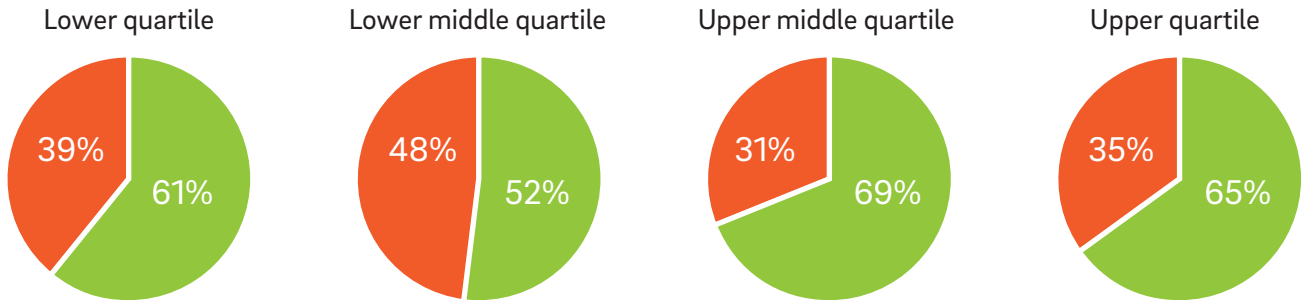
	Median*	Mean*
Hourly pay gap [†]	10%	37%
Bonus pay gap	10%	66%

* The mean is the average of a list of numbers; the median is the middle value in all of the numbers listed in numerical order.

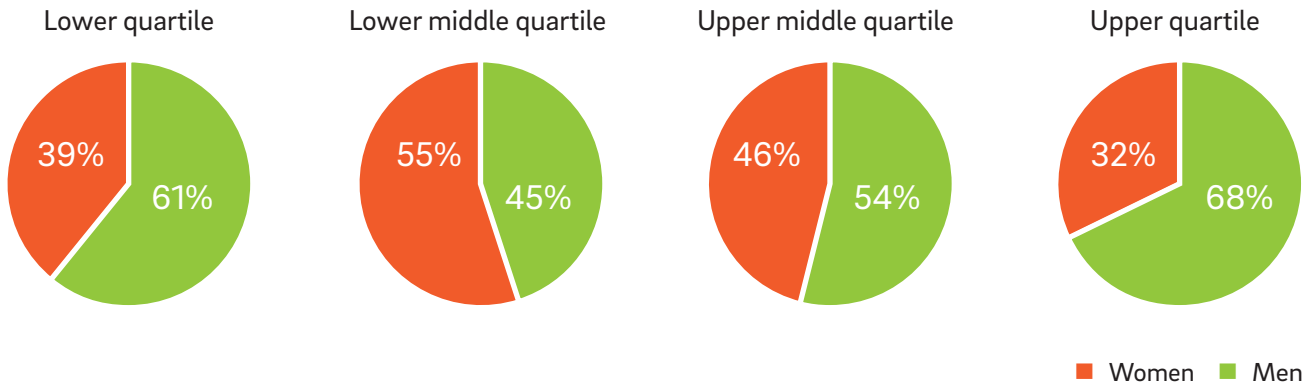
Gender distribution

After calculating each individual's hourly pay rate, a list was created from the highest hourly pay rate to the lowest hourly pay rate. The list was then divided into four quartiles. The charts outlined below show the percentage of roles held by men and women, in each quartile in all U.K. entities and Asurion Europe Limited.

All U.K. entities as of 5 April 2017



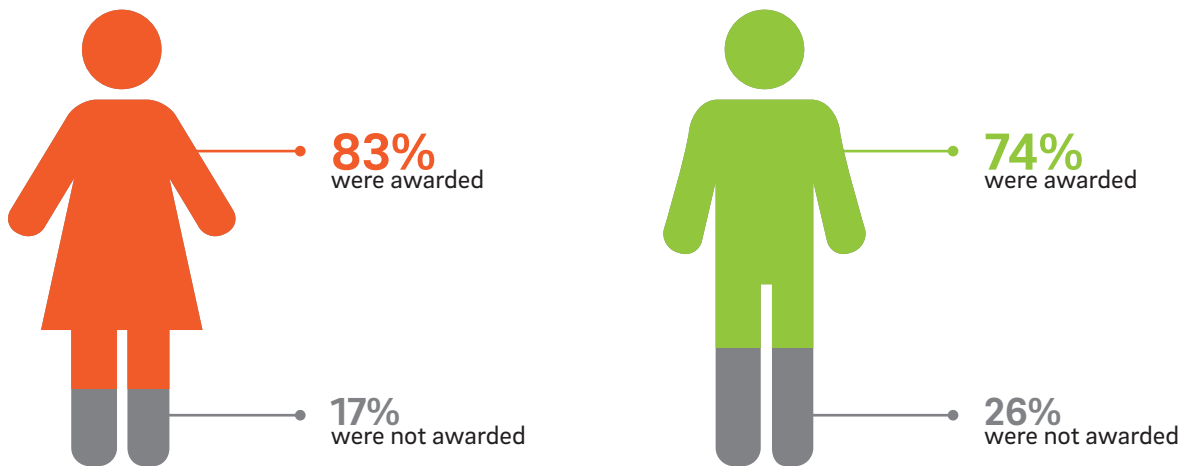
Asurion Europe Limited as of 5 April 2017



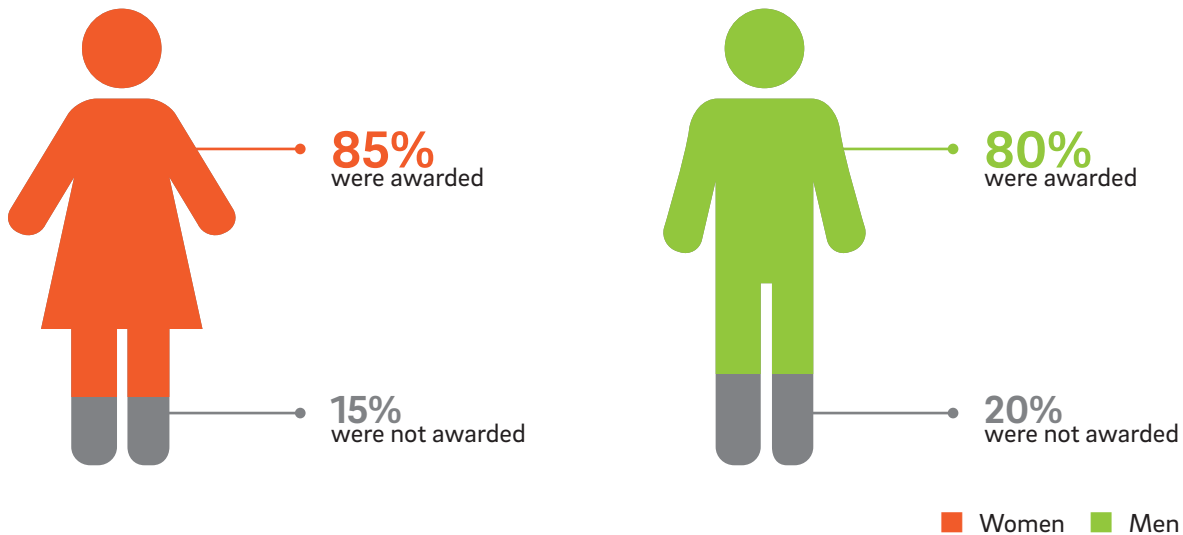
Employees awarded a bonus

The charts below show what percentage of men and women received a bonus in all Asurion U.K. entities and Asurion Europe Limited within the 12-months prior to the referenced date.

All U.K. entities as of 5 April 2017



Asurion Europe Limited as of 5 April 2017



An important point of note is that all employees in Asurion Europe are eligible for a bonus and these figures show less than 100% due to start dates, bonus plan eligibility guidelines, etc.

How we'll bridge the gap

Across Asurion Europe, we are committed to increasing female representation in our senior management ranks and technology department.

Although we will continue to focus on recruiting and developing exceptional talent and providing all employees in Europe with a path to success, what will change, and is already changing, is that we will shift our recruitment strategy to make more conscious efforts to attract diverse candidates into higher paying positions.

In 2017, we made strides toward these goals in the following ways:

- We ensured we had **female representation** on interview panels and as part of candidate pools.
- We improved our **female leadership hire rate: more than 50%** of our management positions were filled by women.
- We introduced the **Women's Initiative Network (WIN)**, an employee resource group focused on supporting professional growth and leadership for women.

Two WIN-sponsored activities were held in our Chiswick office: International Women's Day and Speed Networking providing women, and men, with the chance to meet a handful of senior leaders for the purposes of increasing exposure, asking questions and learning more about participants' professional aspirations.

- Our Senior Management and Human Resources teams attended Unconscious Bias training.
- We completed a comprehensive benefits review and introduced gender neutral parental leave.

In 2018, and beyond, we are committed to taking the following actions:

- We will continue to regularly review pay across the business to ensure men and women continue to be **paid equally** in similar roles.
- We will expand our **Women's Initiative Network (WIN)**, to increase the number of career development, mentoring and networking opportunities available to women across the region.
- We will encourage participation in **Diversity & Inclusion (D&I)** initiatives which will provide all employees with an opportunity to better understand the perspectives of their colleagues.
- We will continue to train line management on Unconscious Bias.
- We will introduce a new career path framework so employees better understand the steps to advance their careers with the company.

We believe that a diverse workforce is critical to delivering the best possible outcomes for our clients, colleagues, customers, employees and investors and we will continue with our passionate efforts to create a diverse and inclusive place to work for all team members this year, and in the years to come.

Charles Stewart
Chief Executive Officer
Asurion Europe

I confirm that the data contained within this report is accurate and meets the requirements of the Gender Pay Gap reporting regulations.