

UK GENDER PAY GAP REPORT: 2024

At Mayer Brown International LLP, we aim to create a supportive and inclusive work environment where differences are valued and celebrated and in which professional development and success are determined only by an individual's ability and commitment. Independent benchmarking and our rigorous processes around compensation structures ensure our employees are paid equally for equivalent roles.

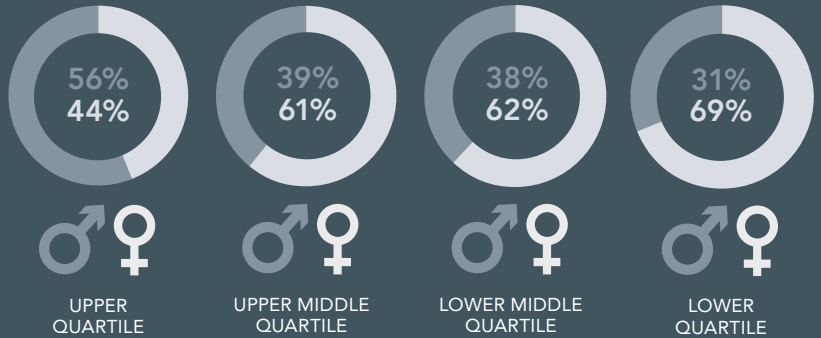
HOW ARE WE DOING?

2023 V's 2024

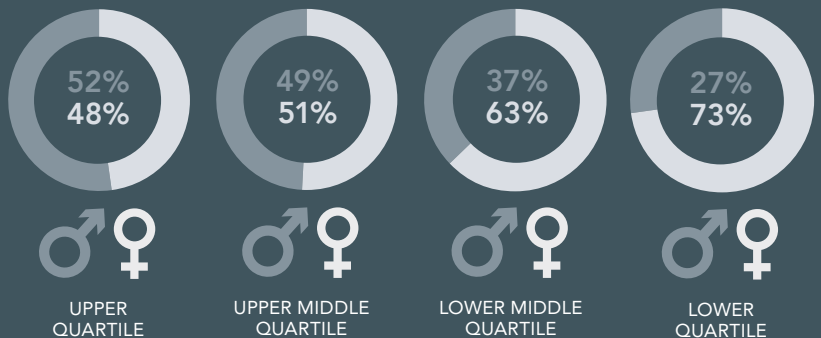
A slight decrease in the gender pay gap by 1.0 percentage points from 19.3% (2023) to 18.3% (2024).

The gap illustrated in the lower band pay quartiles are reflective of a significantly higher number of female employees in our Business Services and Secretarial roles which has a notable impact on our pay gap data.

PAY QUARTILE BY GENDER 2024



2023



Year	Mean	Median
2024		
Gender Pay Gap	18.3%	32.1%
2023		
Gender Pay Gap	19.3%	39.2%

The figures set out above have been calculated using the standard methodologies outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

BONUS GAP

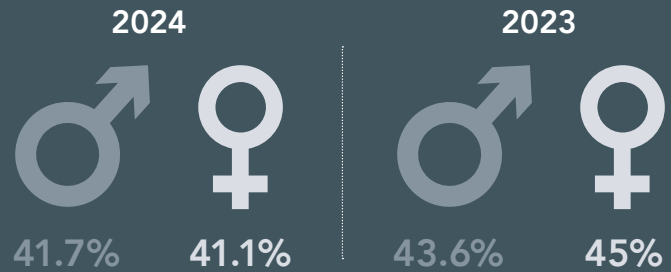
Our data shows a significant decrease in the gender bonus gap by 17.3 percentage points from 51.8% (2023) to 34.5% (2024). We acknowledge that a gender bonus gap remains and challenges include:

- The nature of the business enables fee earners to earn higher bonus awards than business service employees and while we have a fairly even gender split between fee earners, the majority of our business service employees are women.
- The methodology of the bonus gap calculation is based on actual awards rather than full time equivalents and the majority of our part-time employees are women, although the number of our male part-time employees is increasing.

PROPORTION OF EMPLOYEES RECEIVING A BONUS

2024	Mean	Median
Gender Bonus Gap	34.5%	17.9%

2023	Mean	Median
Gender Bonus Gap	51.8%	69.8%



WHAT HAVE WE BEEN DOING TO ADDRESS OUR UK GENDER PAY GAP?

Below are some examples of our efforts to address our gender pay gap;

- We have introduced term limits for leadership roles, ensuring there is regular rotation and greater opportunities for development.
- Mayer Brown achieved 2023-2024 Mansfield Rule Certification in the UK. Mansfield is a structured certification process designed to ensure all talent has a fair and equal opportunity when being considered for leadership and governance roles, partner promotions, formal client pitch opportunities, and senior lateral positions.
- We offer internal networking, mentoring and sponsorship opportunities amongst our own talent pool.
- We actively encourage the use of our flexible and hybrid working initiatives by all lawyers and business services staff and regularly review our family friendly policies.
- We provide regular training across the office including Respect at Work and Unconscious Bias training for everyone.
- We continue to work closely with our UK employee resource groups who are extremely active in supporting with a number of the above initiatives.

I confirm that the data in this report is accurate.

Dominic Griffiths | Office Managing Partner