

UK GENDER PAY GAP REPORT: 2023

At Mayer Brown International LLP, we are committed to the principle of equal opportunity and equal treatment for all people, irrespective of gender or gender identity. Our approach is simple - to recruit, reward, retain and develop people with regard to ability only. Independent benchmarking and our rigorous processes around compensation structures ensure our employees are paid equally for equivalent roles. We take our responsibility to promote diversity and equal opportunity for all seriously and closely monitor our progress toward achieving these goals.

HOW ARE WE DOING?

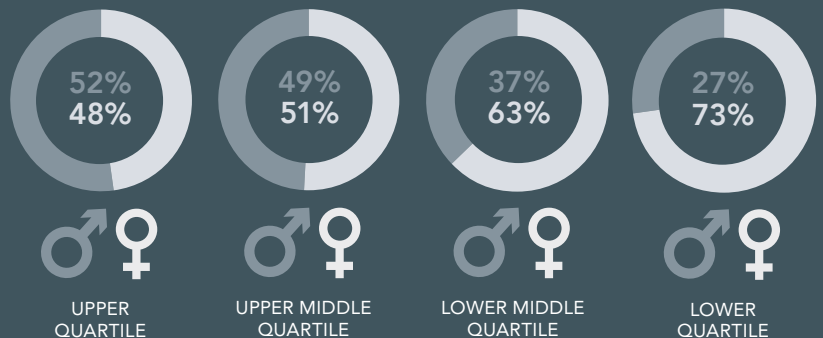
Diversity, equity and inclusion are embedded in our Firm strategy and are at the very core of our talent development initiatives. Whilst we have seen a slight widening in the gender pay gap between 2022 and 2023 we are clear on the drivers for this shift and are focussed on addressing them through a combination of our processes, procedures and commitment to change.

KEY GENDER PAY HIGHLIGHTS FOR 2022 V's 2023

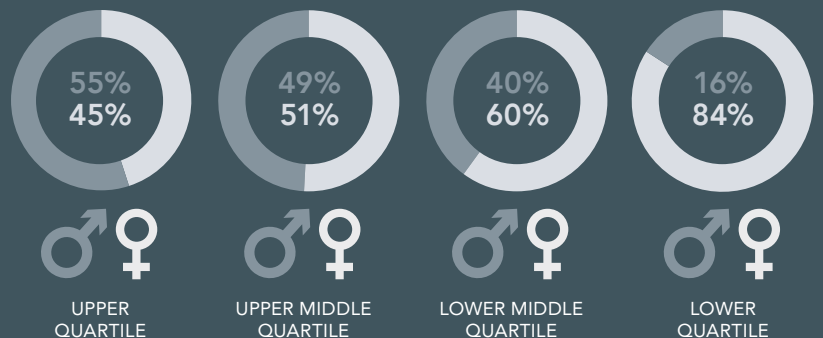
A slight decrease in the gender pay gap by 0.7 percentage points from 20% (2022) to 19.3% (2023).

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 contributes significantly to the pay gap data.

PAY QUARTILE BY GENDER 2023



2022



2023	Mean	Median
Gender Pay Gap	19.3%	39.2%
2022	Mean	Median
Gender Pay Gap	20.0%	44.7%

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

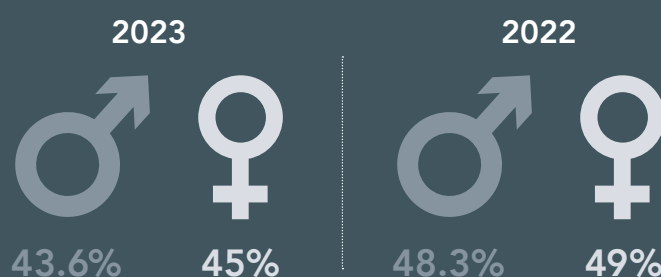
Our data shows an increase in the gender bonus gap by 4.6 percentile points from 47.2% (2022) to 51.8% (2023). We acknowledge that a gender bonus gap remains and whilst we continue to work to narrow this further, the following challenges remain;

- 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.

As noted above, we acknowledge there is work to be done with regards to bonuses and are currently reviewing our structure and strategy with regards to Business Services compensation.

PROPORTION OF EMPLOYEES RECEIVING A BONUS

2023	Mean	Median
Gender Bonus Gap	51.8%	69.8%
2022	Mean	Median
Gender Bonus Gap	47.2%	66.3%



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

We take our responsibility to promote diversity and equal opportunities very seriously and are committed to achieving a greater gender balance at all levels within the Firm. We continue to introduce and build upon our numerous initiatives aimed at helping us to address our gender pay gap. Below are some examples;

- We have made structural changes to the Firm's leadership framework to assist with the development of leadership skills across a broader group of partners and to also support the promotion of women into leadership roles. This includes the introduction of global gender goals for women partners and leadership positions, as well as of term limits for leadership roles, ensuring there is regular rotation and greater opportunities for development.
- Mayer Brown achieved 2022-2023 Mansfield Rule Certification in the US and UK and has confirmed our commitment to continue to seek recertification in the future. This certification attests that our firm has demonstrated its commitment to diversity, equity, and inclusion and for its meaningful progress on diversifying law firm leadership. It measures whether law firms have affirmatively considered at least 30 percent women, underrepresented racial/ethnic groups, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions.

- We have been building a returnship programme as part of our Alumni network which aims to support individuals who may have taken time out return to legal practice, either in part time or full time roles. The programme will provide fixed term opportunities across our Global network when launched.
- We offer internal networking events for all women, encouraging greater networking, mentoring and sponsorship amongst our own talent pool.
- Equitable distribution of work and access to career development are essential components for ensuring all of our talent has equal opportunity to grow, develop and thrive at the Firm. After a successful pilot in our New York office, we have recently established a new Legal Resources and Integration team to develop a global work allocation programme. The team ensures partners are working with a breadth of junior lawyers who in turn develop a wide and integrated skill set. The team also provide associates with guidance on balancing workload, developing skills and expertise, and navigating transitions such as secondments or different types of leave.
- We actively encourage the use of our flexible and hybrid working initiatives and regularly review our family friendly policies. We are also working in collaboration with our US offices on a consistent approach to how time is recorded and treated both pre and post periods of parental leave, which can have a direct impact on compensation for our lawyers.
- We provide regular training across the office including mandatory Respect at Work and Unconscious Bias training for all staff.
- We continue to work closely with our local and global gender equality networks who are extremely active in the retention and advancement of women across the firm.

I confirm that the data in this report is accurate.



Dominic Griffiths
Office Managing Partner