

# UK GENDER PAY GAP REPORT: 2025

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?

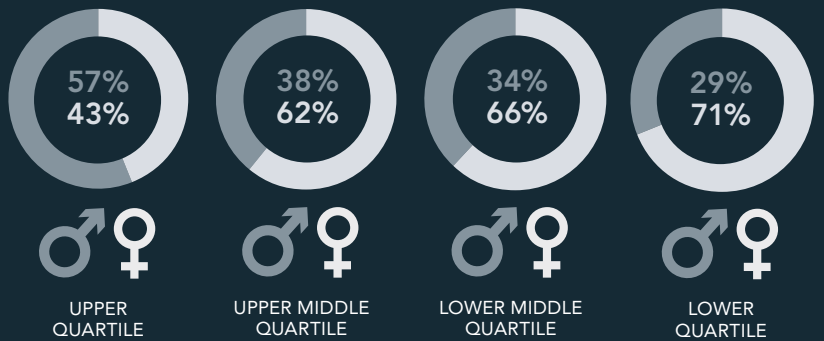
### 2024 v's 2025

A slight increase in the gender pay gap by **2.8 percentage points** from **18.3%** (2024) to **21.1%** (2025).

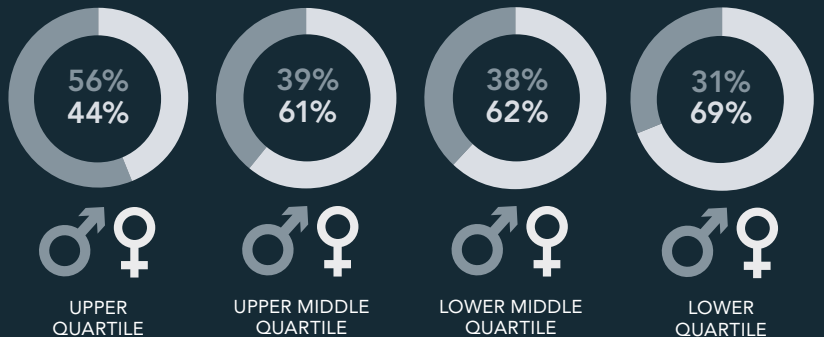
2025	Mean	Median
Gender Pay Gap	21.1%	41.8%

2024	Mean	Median
Gender Pay Gap	18.3%	32.1%

### PAY QUARTILE BY GENDER 2025



### 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.*

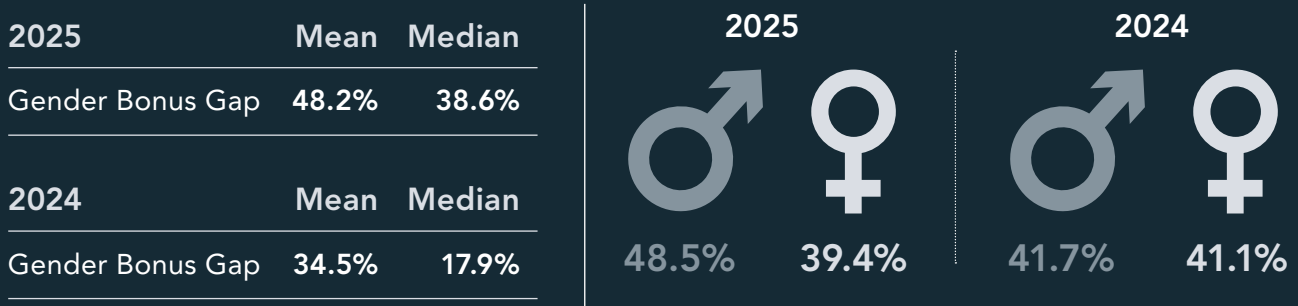
*The figures set out above have been calculated using the standard methodologies outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.*

## BONUS GAP (UK)

Our data shows an increase in the gender bonus gap by 13.7 percentile points from 34.5% (2024) to 48.2% (2025). 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.
- Our bonus gap calculation is based on actual awards rather than full time equivalent values, and because most of our part time employees are women, this influences the results. The gender bonus gap also reflects differences in working patterns and periods of leave, including family related leave, which can affect bonus outcomes.

### PROPORTION OF EMPLOYEES RECEIVING A BONUS



## 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 term limits for leadership roles, ensuring there is regular rotation and greater opportunities for development.
- 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've published comprehensive menopause guidance and delivered office wide awareness sessions to ensure employees and managers are informed, supported, and confident in having open conversations around women's health.

I confirm that the data in this report is accurate.

Dominic Griffiths | Office Managing Partner