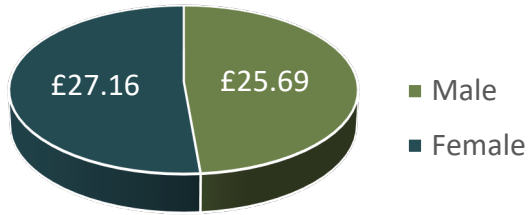


Rawlinson & Hunter LLP

Gender Pay Gap report 2025/26 (data as at 5 April 2025)

Our gender pay data illustrates the average difference in pay between men and women across the Firm, it is not the same as equal pay, which is a measure of differences in pay between men and women who carry out the same duties. This data is effective as at 5 April 2025. Below is a breakdown of the mean, median and bonus gaps, as well as a look into the quartile figures across the Firm. Notably, the main difference in our gender pay is due to having more women in senior roles across the Firm. A positive gender pay gap means women are paid less than men, a negative gender pay gap means women are paid more than men.

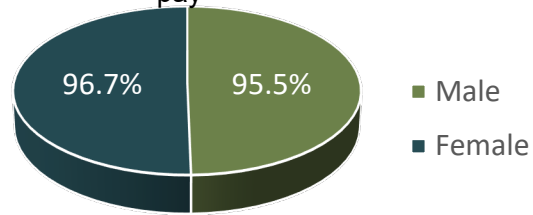
Mean Gender Pay Gap 2025/26



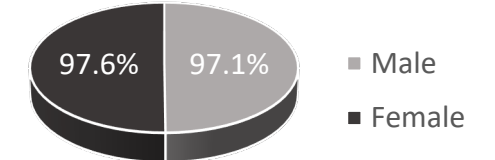
Mean Gender Pay Gap 2024/25



Bonus Gap 2025/26
percentage who received bonus pay



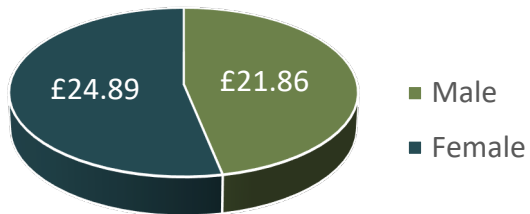
Bonus Gap 2024/25



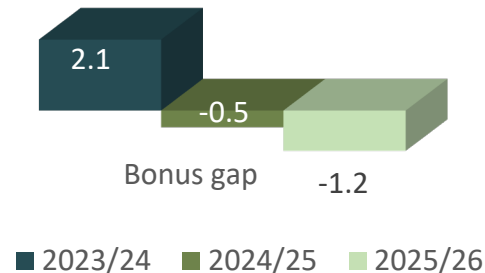
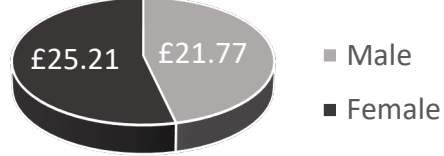
Women earn £1.47 per hour more than men which equates to a mean pay gap of -5.7%. When compared to 2023/24 this gap has decreased from -8.57%. The median pay gap for 24/25 is -13.9%.

This year we have seen nearly a 50/50 split in the payment of bonuses. The mean bonus gap in 24/25 is -18.4% and the median is -61.6%.

Median Gender Pay Gap 2025/26



Median Gender Pay Gap 2024/25

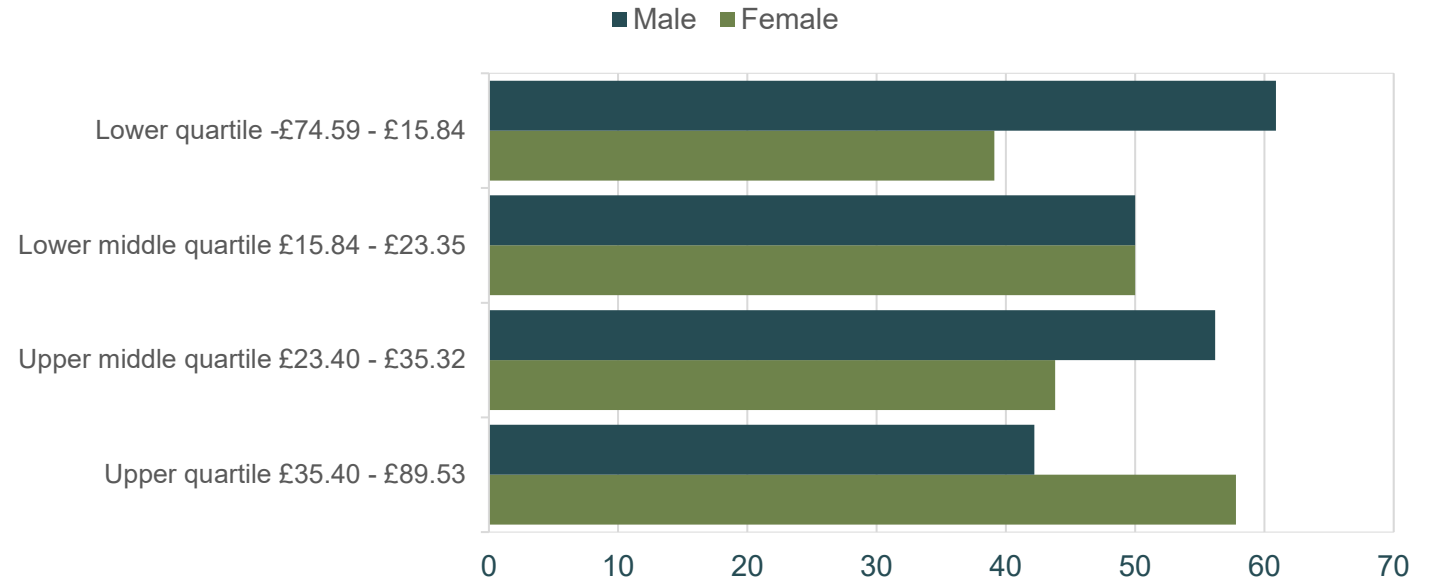


The bonus gap has changed from a positive (males being paid more than females in 2023) to -1.2 in 2025. This in part due to the nature of the Firm's bonus scheme.

Rawlinson & Hunter LLP

Gender Pay Gap report 2025/26 (data as at 5 April 2025)

Quartile analysis		
Quartile	% Males	% Females
Lower quartile -£74.59 - £15.84	60.9	39.1
Lower middle quartile £15.84 - £23.35	50	50
Upper middle quartile £23.40 - £35.32	56.2	43.8
Upper quartile £35.40 - £89.53	42.2	57.8



The interquartile ranges for 2025/26 show that, similar to last year, proportionally more men fall into the lower, lower middle and upper-middle quartile. Notably, we have a larger population of men in the lower quartiles due to the number of students and interns we employ. We can see that once again a larger proportion of women fall into the upper quartile due to more women in senior roles. The data distribution appears to even out by male pay data in the three lower quartiles due to the structure of the Firm's bonus scheme. All salaries and bonuses are analysed during our annual review cycle and by external benchmarking.