

Simmons+Simmons

Gender Pay Gap 2025

At Simmons & Simmons, we are committed to fostering a diverse and inclusive workplace. We believe that employing people with a wide range of perspectives, experiences and backgrounds is essential to delivering the expert advice our clients rely on. Promoting gender parity and improving the representation of women in leadership roles remain a key business priority, actively led by our senior leaders.

In 2026, women make up 34% of the firm's international partnership, more than double what it was 10 years ago. Female representation in our global leadership teams continues to grow, with women holding 31% of leadership roles.

We continue to review, refine, and develop our efforts to ensure sustained progress and the highest standards of equality and fairness.

Aspirational Targets to increase female representation in our partnership and senior management roles, aiming for 40% female partners by 2029 and 50% of all partner promotions and lateral hires to be women annually.

Recruitment Regular review of recruitment processes to ensure equality and fairness for all candidates, including use of gender-neutral language in job descriptions, balanced candidate shortlists, and opportunities for female candidates to connect with recent female partner hires.

Mentoring and Sponsorship All Managing Associates are paired with senior equity partner sponsors to support their path to partnership, and our Global Mentoring Programme ensures equal access to mentoring opportunities for all our people.

Ongoing Management We develop gender balance plans for each practice area with specific actions and succession planning to ensure a pipeline of quality and diverse talent for leadership roles. The annual review process integrates gender awareness in pay and promotion and uses data to eliminate bias.

Gender Balance Committees & Networks Committees play a vital role in ensuring we are listening, setting objectives, and identifying opportunities to support female progression. Our employee network supports the progression, retention, and wellbeing of both women and men, hosting events and collaborating with clients to promote shared initiatives.

Life Stage Support & Flexible Working We offer targeted, policy-backed support for employees at various life stages, including menopause, adoption and surrogacy, fertility, parental, and carers leave. We also embrace flexible and hybrid working, to support all employees while ensuring no detriment to career development opportunities.

Transparency and Accountability We are committed to transparent reporting, publishing our gender pay gap data and progress against targets, and fostering open dialogue with employees through Q&A sessions and network events.

This report contains the hourly and bonus pay gap data of our UK employees and UK partners. The data used for this report is accurate as of 5 April 2025, and includes bonuses paid in July 2024.



Emily Monastiriotis
Managing Partner

Employees

The data

Hourly pay gap

| Year | Mean | Median |
|------|--------|--------|
| 2025 | 19.18% | 21.99% |
| 2024 | 18.97% | 25.05% |

Bonus pay gap

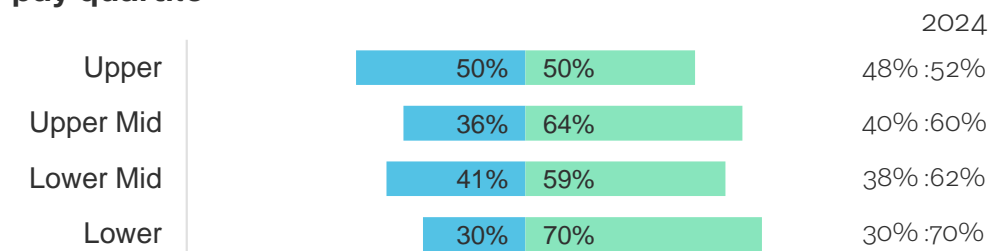
| Year | Mean | Median |
|------|--------|--------|
| 2025 | 31.40% | 32.36% |
| 2024 | 27.18% | 39.26% |

Proportion of men and women who received a bonus

| Year | Men | Women |
|------|-----|-------|
| 2025 | 61% | 63% |
| 2024 | 58% | 60% |



Proportion of men and women in each pay quartile



The analysis

Gender hourly pay gap

Between 2024 and 2025, the firm's

- mean pay gap (total divided by number of people) shows a nominal increase of < 0.5%
- median pay gap (the middle salary) decreased by just over 3%

The main factor driving the employee pay gap is the composition of our workforce, reflected in the pay quartiles below. The majority of our business services and secretarial teams continue to be women and the market relevant pay for these groups, irrespective of gender, is lower than that for the fee earning group, placing them in the lower quartile population. This, combined with a high proportion of men in senior roles, particularly in business services, means our pay gap has remained steady.

There continues to be no significant mean gender pay gap across the trainee and associate career levels.

Gender bonus gap

The data shows a 3% increase in the proportion of both men and women receiving a bonus, remaining within 2% of each other.

Between 2024 and 2025, the firm's

- mean bonus gap increased slightly, by 4%
- median bonus gap decreased by 7%

The bonus gap reflects similar forces at play to the hourly pay gap in that there is a higher proportion of men in senior and fee earning roles, who are therefore more likely to receive a larger bonus.

The data

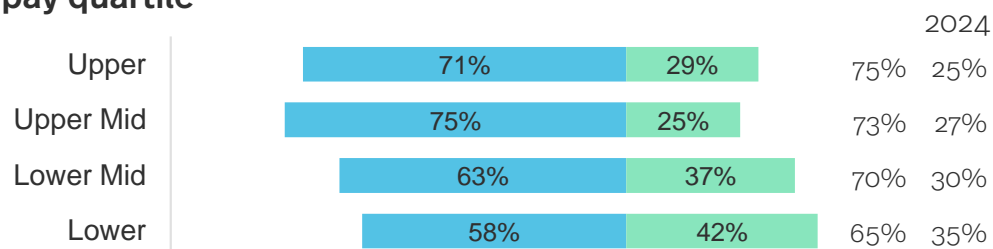
Hourly pay gap

| Year | Mean | Median |
|------|--------|--------|
| 2025 | 10.75% | 23.16% |
| 2024 | 10.09% | 19.02% |

Bonus pay gap

| Year | Mean | Median |
|------|---------|---------|
| 2025 | -16.42% | -17.94% |
| 2024 | -9.11% | -2.64% |

Proportion of men and women in each pay quartile



The analysis

Our partners are remunerated differently from our employees. We have calculated the partner gender pay and bonus gap based on entitlement to profit share during the same reporting period.

Data includes Equity and Fixed-Equity Partners. This reporting period, the representation of women in the UK partnership group was 33%, an increase of 4% on the previous year.

Gender pay gap

The hourly pay gap shows little change to 2024 and reflects the number of men and women at different positions in the modified lockstep.

For partners, the gender bonus gap is the reverse of the national trend. Our female partners continue to be among the firm's highest earners; therefore, their bonuses are larger.

Gender pay quartiles

The change in the proportion of men and women at different positions in the lockstep is evidenced in the pay quartile data, which, overall, shows improvement in the distribution since 2024.