



Gender

pay gap report 2024

ReedSmith

Foreword

In 2024, Reed Smith achieved its best financial results in its almost 150-year history, thanks to the hard work of our talented people and the trust that our valued clients place in us.

We recognise that diverse teams improve innovation and help to deliver the very best possible service to our clients and that creating and maintaining an inclusive environment for all at the firm is critical to our business and of vital importance to us all at Reed Smith. We take huge pride in our longstanding commitment to equity of opportunity and to furnishing all of our people with the tools to thrive here.

I am pleased to share the firm's latest pay gap report, which reflects Reed Smith's progress in our mission to achieve parity for all at the firm.

The inclusive environment we have cultivated and continue to work hard to foster is evident in the changing dynamics of our pay quartiles.

While progress should be celebrated, it is important to acknowledge that there is much more work to do. We will continue to work hard together to achieve parity for all of our people.



Brigid North
London office
managing partner

A photograph of two business professionals, a man and a woman, walking up a modern glass staircase. They are seen from behind, wearing dark business attire. The man is carrying a black bag, and the woman is carrying a black bag. The staircase has a glass railing and is set against a modern building with large glass windows. The scene is brightly lit, suggesting daytime.

About Reed Smith

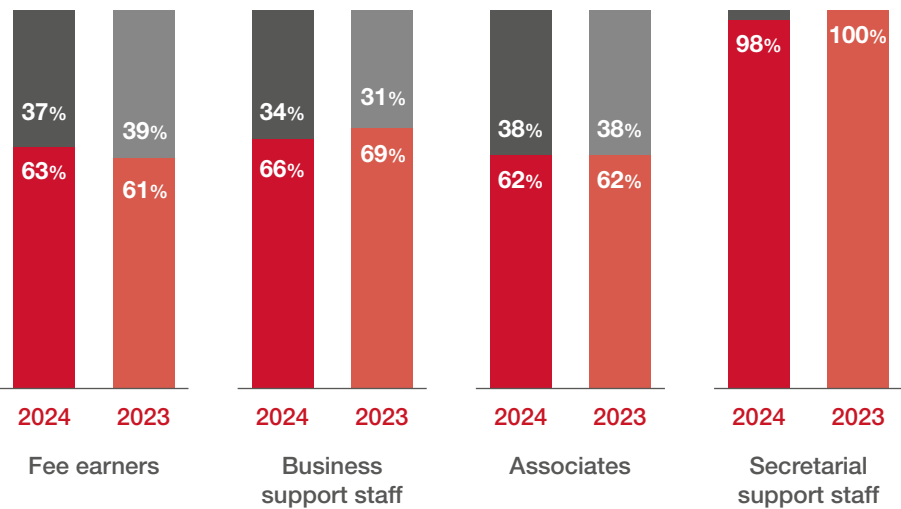
Reed Smith is a dynamic international law firm dedicated to helping clients move their businesses forward.

We monitor our diversity statistics across the entire firm to ensure that we are utilising the best talent possible in every one of our 31 offices. Only our London and Leeds offices fall under the UK regulations for gender pay gap reporting and so they feature in this report.

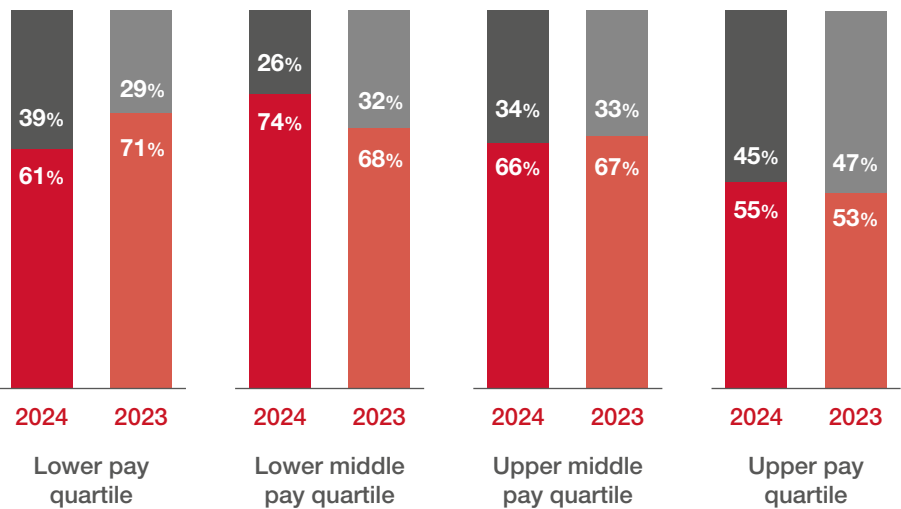
Statutory data



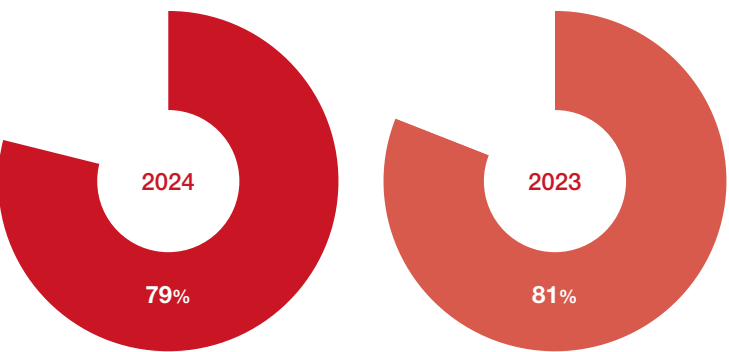
Gender split by job responsibility



Gender split by quartile

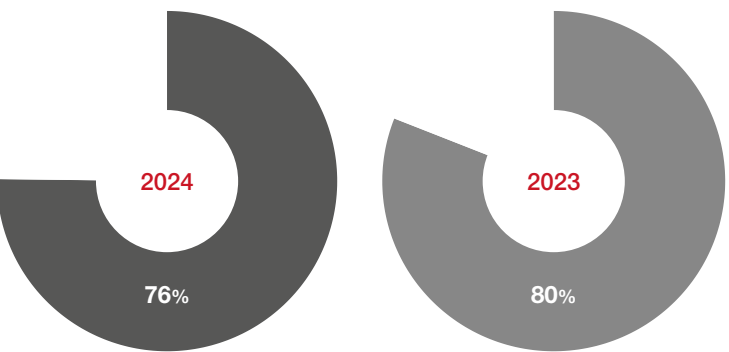


Proportion of women receiving a bonus



The proportion of women receiving a bonus has dipped very slightly this year

Proportion of men receiving a bonus



The proportion of men receiving a bonus has dipped very slightly this year

Statutory data

Mean and median pay and bonus gaps

The gender pay gap is the difference between the average hourly pay for all male and female employees. It does not compare pay for men and women in the same or similar roles; rather, it measures the gap between the entire male staff and the entire female staff.

The mean and median gender pay gaps have decreased since last year.

The mean and median bonus pay gaps have also decreased this year.

Mean gender pay gap (staff) has decreased from **14.1%** to

13.3%

Median gender pay gap (staff) has decreased from **32.6%** to

30.7%

Mean gender bonus gap (staff) has decreased from **27.0%** to

23.5%

Median gender bonus gap (staff) has decreased from **43.4%** to

17.7%



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