

UK GENDER PAY REPORT 2025



A commitment inclusion has been at the core of our firm since Weil was founded, and Weil has been a leader in investing in formal initiatives to cultivate an inclusive culture where all feel comfortable, supported and encouraged to excel. We recognise that fostering an inclusive culture is crucial for us to attract, retain and develop the best talent and that this requires a proactive and transparent approach, as reflected in the initiatives summarised below.

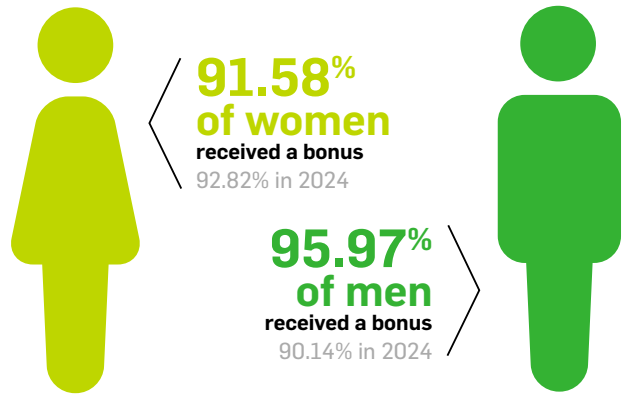
The gender pay gap is the difference between the average pay of women and men in an organisation. The gender pay gap calculations are not aimed at showing equal pay for equal work, which is required under the Equality Act 2010. We regularly review pay for all roles at Weil and we are confident that we pay women, men and non-binary people equally for equal work.

Please note that gender is referenced in our gender pay gap reporting in binary terms of women and men; we recognise that a number of people at Weil are non-binary and are not represented in our figures.

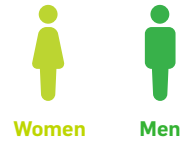
EMPLOYEE PAY AND BONUS GAP

	MEAN	MEDIAN
HOURLY PAY	28.20%	55.28%
2024	26.42%	49.37%
BONUS	37.40%	60.82%
2024	26.29%	40.46%

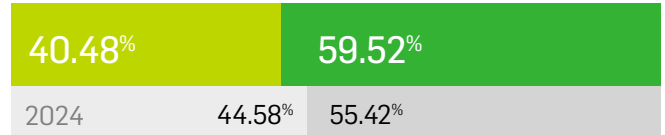
EMPLOYEE PROPORTION OF WOMEN AND MEN RECEIVING A BONUS



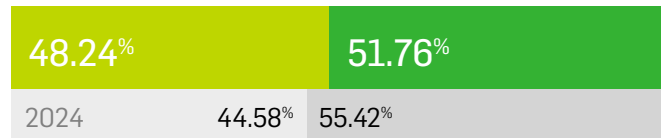
EMPLOYEE PAY QUANTILES



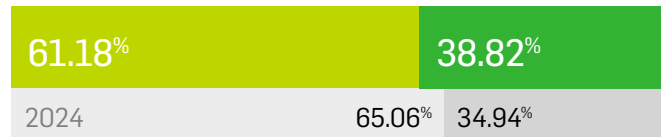
UPPER QUANTILE



UPPER-MIDDLE QUANTILE



LOWER-MIDDLE QUANTILE



LOWER QUANTILE



UNDERSTANDING OUR GENDER PAY AND BONUS GAPS

In 2025 our mean and median hourly pay and bonus gaps have increased. We have seen an increase in the percentage of women in our upper-middle pay quartile, and a decrease in our lower pay quartile. Our percentage of women receiving a bonus has decreased slightly.

Our gender pay and bonus gaps do not stem from paying women and men differently for the same, similar, equivalent, or equal value work; they are predominantly due to the distribution of our workforce as we have more women than men in secretarial and junior business services roles and more men than women in mid-level and senior-level fee earning roles.

Women and men have equal opportunities to earn bonuses at Weil. As the gender bonus gap is calculated using actual bonus amounts received and does not factor in hours contracted to work, our bonus gap is also in part due to more women than men working part-time at Weil.

PROGRAMMES AND INITIATIVES AT WEIL

We have a number of programmes and initiatives in place to enhance the way we attract, retain, and develop exceptional talent regardless of gender. We recognise that developing and retaining women, particularly in mid-level and senior-level roles, is pivotal to narrowing our gender pay gap effectively. Our approach to the development and retention of all talent, including women, at Weil, is upheld through regular, consistent and open dialogue with Weil's Executive Partner and the London office's Managing Partners.

TOWER

Ensuring equitable opportunities in all areas of our workforce is a core commitment of Weil. Weil has a global Taskforce on Women's Engagement and Retention (TOWER), which is devoted to the development and retention of women at Weil. Lois Deasey, a London office Restructuring partner, has served as one of the global Co-Chairs of TOWER since 2024. TOWER has set a strategic objective for 2026 to focus on Weil's European offices, of which London is the largest and is focused on improving connectivity and opportunity for women across the European network.

Women*@Weil affinity group

Women*@Weil is Weil's longstanding internal affinity group focused on ensuring that Weil is an inclusive workplace where all talent is retained and developed

and where people have equitable opportunities in their career, regardless of gender. Initiatives in 2025 included mentoring, internal and external networking events, and career development programming. Women*@Weil is open to all.

Building and Retaining Female Talent

Our maternity leave transition programme plays a key role in supporting women to successfully return and reintegrate following maternity leave, supporting long term retention and career continuity and progression.

Conclusion

The success of the above initiatives, and adoption of other means by which we can reduce our gender pay gap, is core to our plans for the future development of the London office.

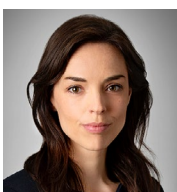
We confirm that the data in this report is accurate.



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