



REPORT PURSUANT TO THE EQUALITY ACT 2010 (GENDER PAY GAP INFORMATION) REGULATIONS

The Equality Act 2010 (Gender Pay Gap Information) Regulations require employers with 250 or more employees in the United Kingdom to publish a calculation of the difference in “average hourly rate pay” of men and women (“statutory differential”), along with certain other information. The data in this report is as at 5 April 2022.

Jones Day’s success in supporting and promoting women lawyers is demonstrated by the fact that, at the date of this report, 43% of our regions and offices are led by women, and women make up 33% of the Firm’s Partnership Committee and 42% of our Advisory Committee. On the staff level, 78% of our office administrators and 62% of our Firm directors are women.

ASSOCIATES AND TRAINEES

This table shows the statutory differential among our associates and trainees as at 5 April 2022.

MEAN	MEDIAN
2022: 16.21% (2021: 8.64%)	2022: 9.13% (2021: 3.61%)

THE INFORMATION REQUIRED BY THE REGULATIONS IS SET OUT BELOW:

ALL EMPLOYEES

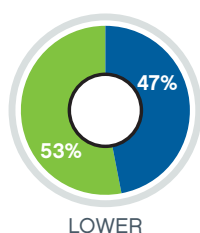
This table shows the statutory differential among all our employees as at 5 April 2022.

MEAN	MEDIAN
2022: 25.97% (2021: 24.52%)	2022: 45.86% (2021: 25.81%)

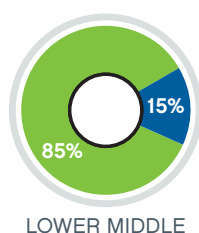
QUARTILES

These charts show the proportion of men and women in each pay quartile band at that date.

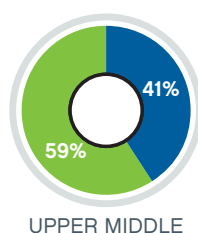
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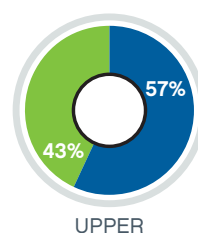
LOWER



LOWER MIDDLE



UPPER MIDDLE



UPPER

I confirm that the data in this report is accurate.

John Phillips

Partner-in-Charge, Jones Day, London

3 April 2023