

2025 UK Gender Pay Gap Report

This report discloses the gender pay gap for the London office of White & Case LLP as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Our 2025 gender pay gap report is based on an April 2025 snapshot and includes 2024 data for comparison. In addition to the statutory gender pay gap requirements, we have voluntarily included partner earnings and ethnicity data to increase transparency.

The mean gender pay gap is the percentage difference between average pay for all men and all women, regardless of role or level. The median pay gap is the difference between pay of the mid-range men and women earners, regardless of role or level. Our ethnicity pay gap is presented on the same basis.

Our gender and ethnicity pay gaps are driven by the distribution of men and women and ethnic minority employees across different roles, which has a direct impact on pay and bonus.

We remain confident that all our people are paid equally for the same or equivalent work and have an equal opportunity to earn a bonus.

White & Case remains committed to ensuring a workplace where people have an equal opportunity to succeed and to embedding fair and consistent processes into all that we do.

Our eight global Affinity Networks, including the Global Women's Network, play a vital role in fostering an engaging culture, strengthening community, and supporting career growth. Open to people of all backgrounds, these networks are professional communities that contribute to employee engagement, professional development, educational awareness and business impact.

We confirm the data in this report is accurate.

Carina Radford

Partner, Executive Committee
White & Case LLP

**Inigo Esteve**

London Office Executive Partner
White & Case LLP



Understanding our 2025 gender pay gap

The gender pay gap information below includes London employees only and excludes partners. It shows the difference between the average hourly pay for men and women employees.

These figures do not relate to equal pay but result from the composition of our overall workforce. In accordance with the regulations, we have calculated our gender bonus gap using actual salaries and bonuses paid to full and part time employees.

Year-on-year the changes to the hourly pay gap remain small. The mean pay gap figure has improved from 2024 and the average hourly pay increases for women in our legal population continues to surpass that of men in the same population. The gap between men and women in receipt of a bonus has increased marginally. We have a higher proportion of women employees who work part-time, which widens the bonus gap even when they receive the same full-time equivalent bonus values.

Pay and bonus gap

Difference between men and women as at 5 April (compared to last year's figures):

| | MEAN | | MEDIAN | |
|------------|-------|-------|--------|-------|
| | 2025 | 2024 | 2025 | 2024 |
| Hourly Pay | 13.2% | 14.6% | 24.2% | 37.1% |
| Bonus | 42.3% | 36.6% | 52.5% | 44.8% |

Bonus awards

Percentage of women and men in receipt of a bonus

2025

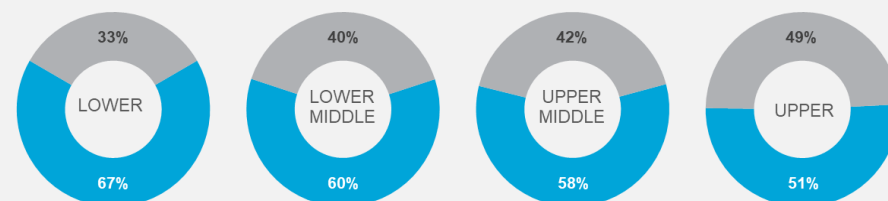


2024

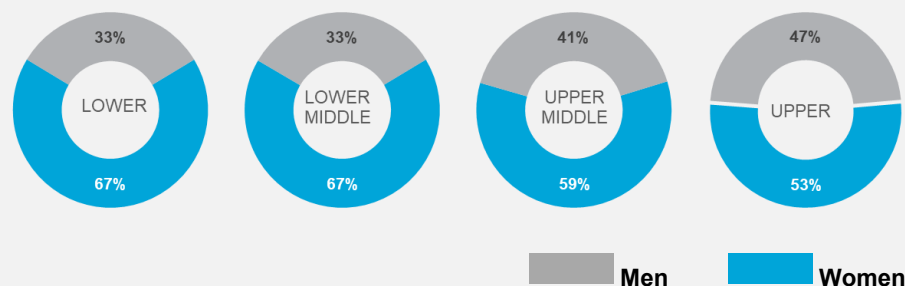


Pay quartiles

2025



2024



Understanding our gender pay gap when partners are included

Our UK partner gender pay and bonus gap information includes London partners only.

Our UK partnership is comprised of:

- Equity partners, whose pay is determined as a proportion of Firm profits set aside for distribution.
- Contract partners, whose remuneration is fixed in any particular year.

Partner bonuses are set globally, awarded on a different basis to employee bonuses, are highly variable from year to year and are not equivalent to bonuses for London office employees. We have therefore set out the gender pay gap for partners separately to employees as their remuneration structures are sufficiently different to warrant separate comparisons.

In calculating partner gender pay analysis, we have followed The Law Society's guidance on adopting the same weekly hours for partners as for employees. We have also included all relevant benefits (where selected) prior to calculation.

Pay gaps for both equity and contract partners fluctuate year-on-year based on entry into the partnership, progression and seniority.

Bonuses for partners in any given year are awarded to acknowledge individual performance and contribution, with awards being the exception rather than the norm.

Partner pay and bonus gap

Difference between men and women partners as at 5 April:

| | MEAN | | MEDIAN | |
|--------------------------|--------------|-------|----------------|-------|
| | 2025 | 2024 | 2025 | 2024 |
| London contract partners | | | | |
| Pay | 14.1% | 15.0% | 11.1% | 11.9% |
| Bonus | 12.6% | 66.4% | -100.0% | 33.3% |
| London equity partners | | | | |
| Pay | 13.2% | 7.7% | 22.2% | 8.2% |
| Bonus | 28.5% | 40.3% | 24.3% | 25.0% |

Combined pay gap

Difference between men and women partners and employees as at 5 April:

| | MEAN | | MEDIAN | |
|--|--------------|-------|--------------|-------|
| | 2025 | 2024 | 2025 | 2024 |
| Combined partner and employee hourly pay | 56.8% | 59.2% | 41.9% | 35.2% |
| | | | | |

Understanding our 2025 ethnicity pay gap

The ethnicity pay gap information includes a snapshot for London employees and partners as well as a combined pay gap including all UK partners and employees.

The ethnic minority data includes all employees and partners who self-identify as Asian, Black, Mixed or another minority ethnic group. Figures only include those employees and partners who have voluntarily provided their ethnicity data and consented to its use for this purpose.

Our mean hourly pay gap improved compared to 2024, as did our mean and median combined partner and employee pay gap. Of those in receipt of a bonus, 36 percent of colleagues have not disclosed their ethnicity. We remain focused on improving self-identification disclosure rates to increase our understanding of our populations.

Pay and bonus gap

Difference between non-ethnic minority and ethnic minority employees as at 5 April:

| | MEAN | | MEDIAN | |
|------------|--------|--------|--------|--------|
| | 2025 | 2024 | 2025 | 2024 |
| Hourly Pay | -5.1% | 0.1% | -30.5% | -21.4% |
| Bonus | -12.5% | -18.8% | -21.0% | -23.2% |

Difference between non-ethnic minority and ethnic minority partners as at 5 April:

| | MEAN | | MEDIAN | |
|--------------------------|--------|--------|--------|---------|
| | 2025 | 2024 | 2025 | 2024 |
| London contract partners | | | | |
| Pay | 14.6% | 8.4% | 22.2% | 11.9% |
| Bonus | 28.8% | -76.5% | 0.0% | -135.3% |
| London equity partners | | | | |
| Pay | 17.9% | 16.4% | 16.7% | 23.5% |
| Bonus | -47.9% | 29.4% | 75.0% | 75.0% |

Combined pay gap

Difference between non-ethnic minority and ethnic minority partners and employees as at 5 April:

| | MEAN | | MEDIAN | |
|--|-------|-------|--------|-------|
| | 2025 | 2024 | 2025 | 2024 |
| Combined partner and employee hourly pay | 41.5% | 45.0% | 1.3% | -1.7% |

Bonus awards

Percentage of non-ethnic minority and ethnic minority employees in receipt of a bonus:

| | 2025 | 2024 |
|---------------------|-------|-------|
| Non-ethnic minority | 76.8% | 69.9% |
| Ethnic minority | 59.3% | 48.6% |

Addressing our gender and ethnicity pay gaps

White & Case recognises that the distribution of men, women and ethnic minority employees across different roles has a direct impact on pay and bonus. Ensuring equal opportunity for all employees to enter senior-level roles is essential to narrowing pay gaps and is one of our priorities. To address our gender and ethnicity pay gaps, we are committed to ensuring a workplace where people have an equal opportunity to succeed and to embedding fair and consistent processes into all that we do. We recognise that closing these gaps requires a thorough approach across all stages of employment.

We are focused on creating a supportive and equitable environment that provides meaningful career development opportunities. We offer support through mentorship, sponsorship and other professional development initiatives to ensure every individual at White & Case has the opportunity to thrive.

We are dedicated to ensuring that all lawyers receive equitable opportunities to engage in high profile and high-quality work, fostering career development and underlining our commitment to fairness.

We are committed to supporting all associates in building successful careers and developing the skills our clients expect. We achieve this through structured training and development, alongside opportunities for relationship building around the day-to-day work of our lawyers. These learning and development opportunities are designed to be practical, relevant and directly applicable to our work.

The Firm provides services for lawyers on potential track for partnership. At critical phases of their careers, lawyers are paired with partner sponsors to ensure they receive support in developing their business case for promotion, increasing visibility of the promotion process and offering transparency through conversations with senior leaders that help them advance to leadership positions.

Talent review conversations are carried out with members of the Firm's Executive Committee and business services leadership with a focus on building fair and transparent promotion paths and eliminating bias related to performance reviews and career progression conversations, helping to further diversify the partnership pipeline.