

GENDER PAY AT A GLANCE - APRIL 2025



Simon Massey
Managing Partner

“Menzies is committed to offering competitive, benchmarked salaries for all our employees, determined solely by the skills and responsibilities of each role. We are pleased to report a positive improvement in our overall gender pay gap during this period, reflecting the strength and promise of the exceptional female talent within the Firm.

As we move forward, we remain committed to ongoing progress, exemplified by our 'Better Place to Work' initiative. This cross-functional movement brings together employee advocates from across our workforce, ensuring the diverse needs of all groups within Menzies are understood and addressed. We were proud to be accredited again as a 'Sunday Times Best Place to Work' in 2025 which reflects the high engagement and job satisfaction of all our colleagues. For more details about how we strive for continuous improvement, please visit the 'Careers' section of our website.”

| 2025 Pay Gap | Mean | Median |
|----------------------|---------------------|---------------------|
| Gender Pay Gap | 0.6% (2024 – 5.3%) | -1.5% (2024 – 2.3%) |
| Gender Bonus Pay Gap | 7.7% (2024 – 15.4%) | 10.2% (2024 – 1.2%) |

| 2025 Quartiles | Females | Males |
|----------------|----------------------|----------------------|
| Upper | 48.1% (2024 – 46.1%) | 51.9% (2024 – 53.9%) |
| Upper Middle | 57.8% (2024 – 56.0%) | 42.2% (2024 – 44.0%) |
| Lower Middle | 51.3% (2024 – 55.3%) | 48.7% (2024 – 44.7%) |
| Lower | 47.4% (2024 – 50.4%) | 52.6% (2024 – 49.6%) |

PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT



81.3%



74.8%