

Matheson



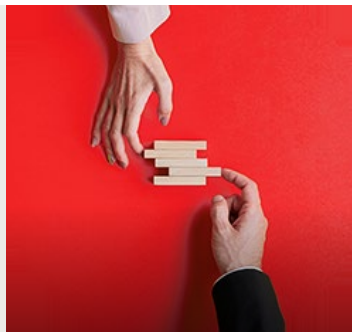
Gender Pay Gap Report 2024

Matheson Values



Partnership

We are a partnership - with our clients and each other. We value teamwork and collaboration.



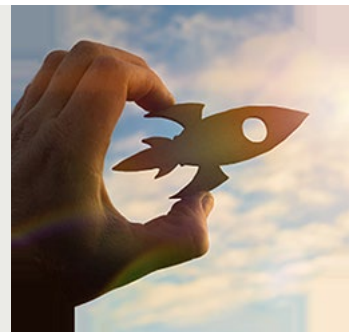
Respect

Respect is at the core of how we engage with each other, our clients and the work we do.



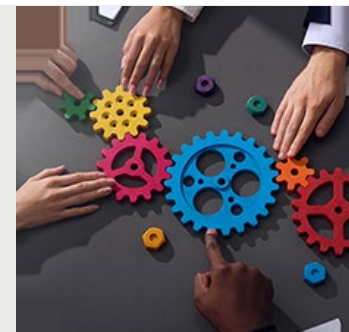
Innovation

We challenge the status quo and seek better ways to work, create value for our clients and empower our people to innovate.



Diversity

We are committed to fostering a diverse and inclusive workplace where all of our colleagues and their contributions and perspectives are valued and respected.



Entrepreneurship

We are a business focused and solution oriented organisation, using strong commercial acumen to serve our clients.

Matheson Gender Pay Gap Report 2024

The Gender Pay Gap (GPG) does not measure pay discrimination

- GPG analyses differences in the average pay between men and women, across the entire workforce, regardless of role or seniority.
- GPG is not a measurement of equal pay for equal value work.
- It reports a gender representation gap. For example, if there are more females than men in roles which attract lower market rates of pay than other roles within the organisation the gender pay gap is usually wider. Similarly, if there are more males than females in roles which attract higher market rates of pay then, notwithstanding that the males and females performing those roles are paid on the same basis, there will also be a wider gender pay gap.
- Reporting of GPG was introduced to measure gender representation and to help identify solutions to ensure that male and female careers can develop on a par with one another. Some of those solutions are within the control of companies and organisations while others require change at societal and governmental levels.
- The data in this report has been calculated on a snapshot date of 30th June 2024.

Matheson employees earn equal pay for equal work

- Paying people, who are doing equal work, based on their gender is illegal under Ireland's equality legislation.
- Each year Matheson analyses the data from our annual pay and bonus review process to ensure that people working in the same role, with the same experience are being treated equally.
- We are confident that people performing at the same level are paid equally for doing equivalent work across the firm.



Introduction

This is the third year of Matheson reporting on the firm's gender pay gap (GPG).

Our annual GPG report is one of a number of crucial tools for identifying areas where we can continue to improve and strengthen our diversity and inclusion initiatives. Combined with internal reviews we perform on our pay and bonus structures, reviews we perform on our hiring and retention statistics and other information points from across the business, the accurate collation of this data provides us with a clearer understanding of where we stand in terms of gender equality and where further action is needed.

Given the importance of accurate data analysis, it is regrettable that the third party firm we engaged to undertake the data analysis for our 2023 report calculated our GPG incorrectly. Their errors were uncovered by our internal team in collating and analysing statistics necessary for the preparation of this year's report. The correct mean GPG in 2023 was 15.4%, (7.4% reported) and the correct median GPG was 17.3% (4.9% reported). This report has been prepared using the correct data from 2023.

Our 2024 GPG analysis shows a mean GPG of 16.7% and a median GPG of 16%. The measurement of GPG is taken across all employees in our business, as required by law. Equity Partners are owners of the business, they are not employees, and they are not required by law to be included in our analysis.

Other industries and sectors do not include owners and shareholders in their equity pay gap analysis.

However, we recognise that one of the steps which will assist us in reducing our GPG in the medium term is the continued promotion of women into senior leadership and partnership positions in Matheson. In keeping with our values and in the interests of transparency, we have included in this report a separate calculation of the GPG including equity partners.

Three years of GPG reporting has illustrated the importance of the measures we are taking and the sustained effort required to achieve a reduction in our gender pay gap. It has also confirmed that a sustained effort from government, business and society at large is required to address both the systemic and cultural barriers that perpetuate the gender pay gap in Ireland.

At Matheson we remain committed to identifying the factors within our organisation that contribute to GPG and in this report we outline some of the actions we have taken to ensure that we create a truly equitable workplace for all. We are already seeing some positive impact including meeting our target of 40% for female membership of the senior leadership team and a strong pipeline of female talent at Associate and Senior Associate grade, where 61% of employees are female.

Aligned to our firm's values, we strive to be a diverse and inclusive workplace where all individuals regardless of their gender can enjoy a fulfilling and rewarding career while participating in external networks that promote gender equality, diversity and inclusion in society. We will continue to play an active role in advancing diversity within Ireland's legal sector.

Our Commitment

Matheson is a member of the 30% Club, and works with senior leaders across Ireland who are committed to better gender balance at all levels of their organisations through voluntary actions.

We are founding members of the **OUTlaw Network**, the disability Legal Network and signatories to the **Law Society of Ireland's GEDI** and **Professional Wellbeing Charters** and the **Mindful Business Charter**. Our involvement is a clear public demonstration of our commitment to improving gender representation and equality within Irish society.

Findings and Actions

“We are committed to fostering a diverse and inclusive workplace, where all individuals regardless of their gender can thrive. This commitment is reflected in our strong track record of initiatives and policies aimed at improving diversity and inclusion at all levels of the firm”.

Michael Jackson, Managing Partner.

Gender Representation

Differences in gender representation across different levels and roles at different quartiles impact our pay gap. In certain administrative roles females represent 90% of employees, while there are more males than females in senior roles. Females are also more likely to apply for part time and administrative roles, impacting on their remuneration. Over the past three years 50% of admissions to Equity partnership were female.

Action: While our recruitment campaigns seek to attract male and female applicants to all roles, choosing the type of work they wish to do, whether full time or part time, is the personal choice of the candidate. We actively encourage male candidates to apply for administrative roles while our She Leads programme supports our female colleagues and helps to identify pathways for females in areas of our business where there are more males than females working. Our recruitment efforts to address workforce composition includes unconscious bias training.

The heads or co-heads of many of our leading practices, including Asset Management, Commercial Real Estate, Commercial Litigation, Regulatory Investigations, Technology and Innovation, Finance and Capital Markets and Healthcare are female while within our Business Services teams the heads of Strategic Accounts, Facilities, Learning and Development, Knowledge Management, Marketing Operations, Communications Strategy and HR are female.

Changes in our employee base

As our workforce changes over the year through promotions and retirements, recruitment and attrition rates, the gender pay gap changes with it.

Action: Changes to our workforce are a normal part of our business. We actively manage our workforce, attracting talented people to our firm. During the reporting period we recruited more than 200 new employees. As an equal opportunity employer we recruit the best candidates based on their ability to do the job. Promotions are merit based, and we have a strong pipeline of female talent at associate and senior associate grade.

Work patterns

Despite introducing flexible working practices and enhanced parental leave, male colleagues are currently less likely to work part time or to take up flexible working and/or family/protected leave. This may be influenced by societal factors, not least female employees assuming more parenting and caring responsibilities. We continue to encourage male and female colleagues to avail of leave entitlements.

Action: We provide 6 weeks paternity leave with enhanced pay, and we encourage all new dads to avail of this leave. We also provide paternity and maternity coaching for all employees. We have encouraged male partners and heads of business services to lead by example by taking their full paternity leave allowance and have seen an overall increase in numbers of men taking paternity leave in 2024. We are also developing additional policies and practices to further support work/life balance.

Our Commitment

Matheson is the first law firm in Ireland to partner with Elephant in the Room, the global mental health awareness campaign which uses art as a medium to break down barriers and encourage conversations about a topic that often goes unspoken. A four-foot elephant sculpture in our offices serves as a physical reminder of the invisible challenges that individuals may face in their daily lives and the need for open conversations around wellbeing in the workplace.

Matheson's employee wellbeing initiatives, including mental health, are one of the key areas of focus under the firm's Impactful Business Programme. This comprises Matheson's inclusive policies as well as wellbeing resources such as an Employee Assistance Programme; onsite wellbeing coach; and Matheson Mindful Day, which provides employees with an opportunity to switch off from work for a day to recharge.



Glossary of GPG Terms

Gender Pay Gap

A pay gap is the difference in average pay between two groups (eg men and women), across an organisation regardless of job role or seniority. It does not measure equal pay.

GPG is calculated through a simplistic calculation of gross earnings by men and women and the difference in pay using mean and median figures.

The Mean Pay Gap

The mean is the statistical average of a set of data. In the context of GPG reporting, the mean GPG is the difference between women's mean hourly pay and men's mean hourly pay.

The Median Pay Gap

The median is the middle score for a set of data that has been arranged in order of magnitude. In the context of GPG reporting, the median GPG is the difference between women's median hourly pay (the middle-paid woman) and men's median hourly pay (the middle-paid man).

Comparing Mean and Median GPG

Mean and median GPG offer different perspectives to understand a company's pay practices. The median figure is often considered the more useful considering it is less swayed by extreme figures at either end of the pay spectrum.

Quartile Bands

Quartile refers to the division of employees into four even segments based on the value of their hourly wage and looking at the proportion of male and female employees in each segment. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

Equal Pay

Equal pay is concerned with any differences in pay between men and women who carry out equal work. Legislation makes it unlawful to pay one group less than another for equal work, unless there is a material reason not related to gender.

Our Commitment

In 2019, Matheson was the first law firm and organisation in Ireland to achieve the 'Investors in Diversity' Gold Standard with the Irish Centre for Diversity and we are very proud to have maintained this status every year since.

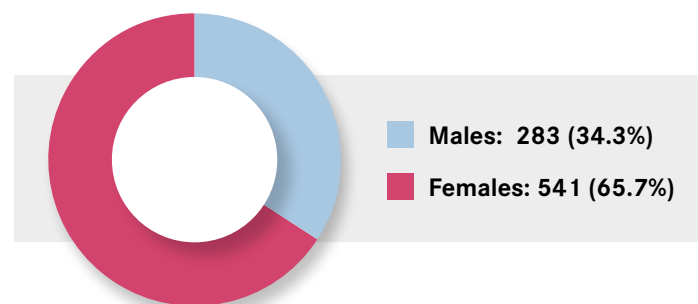


Gender Pay Gap Data

Gender Representation

In 2024, Associates and Senior Associates are composed by 61% females and 39% males.

Employee Profile (excluding Equity Partners)



Quartile data (excluding Equity Partners)

% of employees who fall into	Males	Females
Q4 - Upper Income Quartile	42%	58%
Q3 - Mid Upper Income Quartile	35%	65%
Q2 - Mid Lower Income Quartile	25%	75%
Q1 - Lower Income Quartile	35%	65%

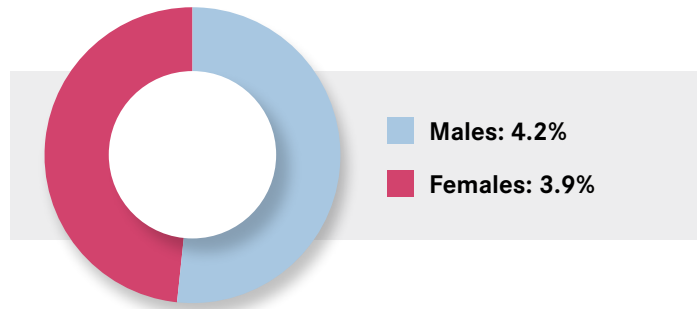
Pay Gap	2024	2023	Change
Mean hourly pay gap	16.7%	15.4%	1.3% ↑
Median hourly pay gap	16.0%	17.3%	-1.3% ↓

Bonus Pay	2024	2023	Change
Mean bonus gap	52.1%	40.8%	11.4% ↑
Median bonus gap	40.0%	55.5%	-15.5% ↓
% of male employees who received a bonus	89.0%	93.4%	-4.4%
% of female employees who received a bonus	89.6%	93.6%	-4.0%

Temporary Employees	2024	2023	Change
Mean hourly pay gap	-1.7%	-0.4%	-1.3% ↑
Median hourly pay gap	0.0%	0.2%	-0.2% ↓

Part Time Employees	2024	2023	Change
Mean hourly pay gap	N/A	48.3%	N/A
Median hourly pay gap	N/A	57.6%	N/A

Benefit in Kind



GPG (including Equity Partners)

Pay Gap	2024	2023	Change
Mean GPG	59.9%	60.2%	-0.3%
Mean Bonus Gap	52.5%	67.8%	-15.3%
Median GPG	22.3%	31.2%	-8.9%
Median Bonus Gap	37.5%	50.0%	-12.5%



A positive percentage change means the difference is in favour of male employees and a negative percentage change means the difference is in favour of female employees.

Our Commitment

She Leads is our flagship learning pathway programme which is designed to empower our female colleagues at each stage of their career. It is designed to build the confidence and skills of Matheson women to lead from an early stage in their career. We encourage male colleagues to join the pathway to strengthen their allyship and to be sponsors for our participants.



Matheson Gender Pay Gap Report 2024 Disclosure

Employee Profile, excluding Equity Partners

Legal Entity	Female	Male	Total	Female %	Male %	Total
Matheson LLP	374	207	581	64%	36%	100%
Matheson Support Services	167	76	243	69%	31%	100%
Consolidated	541	283	824	66%	34%	100%

Quartiles	Q1		Q2		Q3		Q4	
Legal Entity	Lower remuneration		Lower middle remuneration		Upper middle remuneration		Upper remuneration	
	M	F	M	F	M	F	M	F
Matheson LLP	34%	66%	30%	70%	32%	68%	47%	53%
Matheson Support Services	34%	66%	21%	79%	33%	67%	37%	63%

Gender Pay Gap Data, excluding Equity Partners

Legal Entity	Mean Hourly GPG	Mean Bonus GPG	Median Hourly GPG	Median Bonus GPG	% males paid bonus	% females paid bonus	% males paid BIK	% females paid BIK
Matheson LLP	15.9%	51.8%	17.6%	89.7%	87.9%	86.4%	5.3%	5.3%
Matheson Support Services	15.1%	46.8%	20.8%	16.0%	92.1%	97.0%	1.3%	0.6%

Temporary Employees

Legal Entity	Mean GPG	Median GPG
Matheson LLP	-1.7%	0.0%
Matheson Support Services	N/A	N/A

Part Time Employees

Legal Entity	Mean GPG	Median GPG
Matheson LLP	N/A	N/A
Matheson Support Services	N/A	N/A

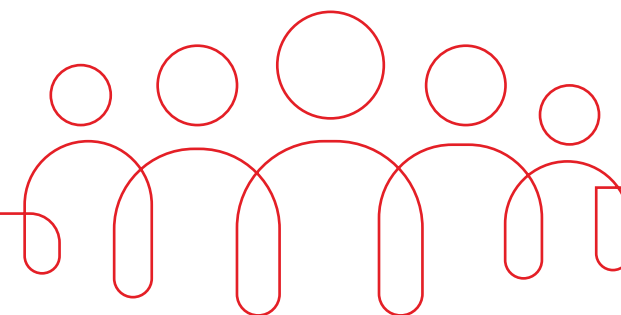
No male part time employees at 30th June 2024.

Gender Pay Gap Data, including Equity Partners

Legal Entity	Mean Hourly GPG	Mean Bonus GPG	Median Hourly GPG	Median Bonus GPG	% males paid bonus	% females paid bonus	% males paid BIK	% females paid BIK
Matheson LLP	63.7%	46.5%	21.6%	0.0%	76.8%	83.7%	4.6%	5.2%
Matheson Support Services	14.7%	65.7%	6.6%	30.9%	92.2%	96.6%	1.0%	0.6%

Employee Profile, including Equity Partners

Quartiles	Q1		Q2		Q3		Q4	
	Lower remuneration		Lower middle remuneration		Upper middle remuneration		Upper remuneration	
	M	F	M	F	M	F	M	F
Matheson LLP	33%	67%	29%	71%	36%	64%	54%	46%
Matheson Support Services	43%	57%	23%	77%	38%	62%	43%	57%





Our Network:

Offices in Dublin, Cork, London, New York, Palo Alto and San Francisco.



Our People:

- A team of **over 800** people.
- **121** partners and tax principals.
- **540** legal, tax and digital services professionals.



Signatories to:

- The Law Society of Ireland’s Gender Equality, Diversity and Inclusion (“GEDI”) Charter.
- The Mindful Business Charter – the first Irish headquartered law firm to do so.
- The Law Society of Ireland’s Professional Wellbeing Charter.



Diversity & Inclusion Committee includes representatives from all levels across the firm

Committed to treating all individuals and groups of individuals fairly and equally within our firm, we are:

- Founding members of the OUTLaw Network, aimed at promoting the inclusion of LGBT+ employees across the legal sector in Ireland;
- One of the founding allies of the disAbility Legal Network, which promotes equal opportunities for people with disabilities within the legal sector.



Independent Recognition

- **Investors in Diversity Gold Standard** Irish Centre for Diversity
- **Law Firm of the Year 2024**, The Lawyer European Awards
- **Ireland Law Firm of the Year 2024**, Chambers Europe Awards
- **Sixth most gender-diverse Law /firm in Europe** The Lawyer European 100 report 2023
- **Pro Bono Law Firm of the Year** Women in Business Law Awards 2023 EMEA
- **Diversity and Inclusion Law Firm of the Year** Irish Law Awards 2021 and 2022



6 areas of focus:

