

The Baker McKenzie logo is displayed in a bold, red, sans-serif font. The word "Baker" is positioned above "McKenzie.", and the entire logo is set against a white background on the left side of the slide. The right side of the slide features a vibrant, abstract background of red and orange splatters and dust particles.

**Baker  
McKenzie.**

# **Diversity Population Statistics: London, US, Johannesburg, EMEA & AP**

1 July 2023

# London

Data as of 1 August 2023

|                           |                                       | Equity Partners | Non-Equity Partners | Associates | Counsels | Other Timekeepers | Total TKs | Business Professionals | Grand Total |
|---------------------------|---------------------------------------|-----------------|---------------------|------------|----------|-------------------|-----------|------------------------|-------------|
| <b>Ethnicity</b>          | Asian/Asian British                   | 2.9%            | 9.3%                | 11.8%      | 0.0%     | 8.9%              | 9.5%      | 7.5%                   | 8.6%        |
|                           | Black/African/Caribbean/Black British | 0.0%            | 0.0%                | 1.2%       | 0.0%     | 7.1%              | 2.1%      | 4.3%                   | 3.0%        |
|                           | Mixed/multiple ethnic groups          | 4.3%            | 1.9%                | 4.7%       | 4.0%     | 2.7%              | 4.0%      | 3.4%                   | 3.7%        |
|                           | Other ethnic group                    | 0.0%            | 3.7%                | 1.6%       | 0.0%     | 0.9%              | 1.4%      | 1.1%                   | 1.3%        |
|                           | Total Ethnically Diverse              | 7.2%            | 14.8%               | 19.3%      | 4.0%     | 19.6%             | 16.8%     | 16.4%                  | 16.7%       |
|                           | White                                 | 81.2%           | 74.1%               | 61.8%      | 64.0%    | 51.8%             | 63.4%     | 61.9%                  | 62.7%       |
|                           | Unknown / Prefer not to say           | 11.6%           | 11.1%               | 18.9%      | 32.0%    | 28.6%             | 19.8%     | 21.7%                  | 20.6%       |
| <b>Gender</b>             | Female                                | 29.4%           | 38.9%               | 58.4%      | 33.3%    | 69.1%             | 54.2%     | 70.3%                  | 61.1%       |
|                           | Male                                  | 70.6%           | 61.1%               | 41.6%      | 66.7%    | 30.9%             | 45.8%     | 29.7%                  | 38.9%       |
| <b>Sexual Orientation</b> | LGBTQ+                                | 8.7%            | 1.9%                | 3.7%       | 8.0%     | 6.3%              | 4.8%      | 4.6%                   | 4.7%        |
| <b>Disability</b>         | Disable                               | 4.3%            | 1.9%                | 2.8%       | 0.0%     | 4.5%              | 3.1%      | 0.5%                   | 2.0%        |

# London

Data as of 1 August 2023

|                    |                                      | Equity Partners | Non-Equity Partners | Associates | Counsels | Other Timekeepers | Total TKs | Business Professionals | Grand Total |
|--------------------|--------------------------------------|-----------------|---------------------|------------|----------|-------------------|-----------|------------------------|-------------|
| <b>Religion</b>    | <b>Christianity</b>                  | 59.4%           | 37.0%               | 38.2%      | 40.0%    | 22.3%             | 37.6%     | 41.6%                  | 39.3%       |
|                    | <b>Other</b>                         | 7.2%            | 13.0%               | 11.5%      | 8.0%     | 6.3%              | 10.0%     | 10.5%                  | 10.2%       |
|                    | <b>No Religion</b>                   | 15.9%           | 25.9%               | 31.4%      | 24.0%    | 41.1%             | 30.6%     | 32.6%                  | 31.5%       |
|                    | <b>Unknown</b>                       | 17.4%           | 24.1%               | 18.9%      | 28.0%    | 30.4%             | 21.8%     | 15.3%                  | 19.0%       |
| <b>Age Group</b>   | <b>18-24</b>                         | 0.0%            | 0.0%                | 0.3%       | 0.0%     | 10.7%             | 2.2%      | 5.7%                   | 3.7%        |
|                    | <b>25-34</b>                         | 0.0%            | 0.0%                | 72.0%      | 4.0%     | 69.6%             | 53.4%     | 19.4%                  | 38.8%       |
|                    | <b>35-44</b>                         | 21.7%           | 68.5%               | 25.2%      | 44.0%    | 7.1%              | 26.1%     | 25.8%                  | 26.0%       |
|                    | <b>45-54</b>                         | 56.5%           | 25.9%               | 1.6%       | 20.0%    | 5.4%              | 11.9%     | 30.8%                  | 20.0%       |
|                    | <b>55-64</b>                         | 21.7%           | 5.6%                | 0.6%       | 20.0%    | 5.4%              | 5.3%      | 13.5%                  | 8.8%        |
|                    | <b>65+</b>                           | 0.0%            | 0.0%                | 0.3%       | 12.0%    | 1.8%              | 1.0%      | 4.8%                   | 2.6%        |
| <b>School Type</b> | <b>Independent/fee paying school</b> | 26.1%           | 24.1%               | 23.0%      | 8.0%     | 16.1%             | 21.5%     | 12.1%                  | 17.5%       |
|                    | <b>UK State</b>                      | 29.0%           | 29.6%               | 34.8%      | 48.0%    | 38.4%             | 34.9%     | 52.1%                  | 42.3%       |
|                    | <b>Attended outside UK</b>           | 18.8%           | 22.2%               | 23.9%      | 8.0%     | 23.2%             | 22.3%     | 10.5%                  | 17.3%       |
|                    | <b>Did not attend University</b>     | 0.0%            | 1.9%                | 0.3%       | 0.0%     | 0.9%              | 0.5%      | 24.4%                  | 10.8%       |

# London

Data as of 1 August 2023

|                             |                                | Equity Partners | Non-Equity Partners | Associates | Counsels | Other Timekeepers | Total TKs | Business Professionals | Grand Total |
|-----------------------------|--------------------------------|-----------------|---------------------|------------|----------|-------------------|-----------|------------------------|-------------|
| State School Type           | Selective on academic, faith o | 5.8%            | 5.6%                | 2.5%       | 8.0%     | 0.9%              | 3.1%      | 1.4%                   | 2.4%        |
|                             | Non-selective                  | 4.3%            | 7.4%                | 3.4%       | 8.0%     | 2.7%              | 4.0%      | 6.8%                   | 5.2%        |
| Household Earner Occupation | Working Class                  | 7.2%            | 1.9%                | 10.6%      | 8.0%     | 10.7%             | 9.3%      | 17.1%                  | 12.6%       |
|                             | Intermediate                   | 7.2%            | 7.4%                | 3.4%       | 4.0%     | 3.6%              | 4.3%      | 7.1%                   | 5.5%        |
|                             | Professional                   | 21.7%           | 24.1%               | 25.8%      | 16.0%    | 26.8%             | 24.9%     | 19.9%                  | 22.7%       |
| Uni 1st Gen?                | Yes                            | 43.5%           | 22.2%               | 23.9%      | 24.0%    | 26.8%             | 26.6%     | 25.6%                  | 26.2%       |
|                             | No                             | 36.2%           | 51.9%               | 57.1%      | 36.0%    | 50.9%             | 52.1%     | 25.3%                  | 40.6%       |
|                             | Did not attend University      | 0.0%            | 1.9%                | 0.3%       | 0.0%     | 0.9%              | 0.5%      | 24.4%                  | 10.8%       |
| Primary Career              | Yes                            | 24.6%           | 33.3%               | 10.2%      | 8.0%     | 4.5%              | 12.9%     | 26.9%                  | 18.9%       |

# USA

Data as of 1 July 2023

|                           |   | Equity Partners | Non-Equity Partners | Associates | Counsels | Other Timekeepers | Total TKs | Business Professionals | Grand Total |
|---------------------------|---|-----------------|---------------------|------------|----------|-------------------|-----------|------------------------|-------------|
| <b>Ethnicity</b>          | Alaska Native/ American Indian          | 0.0%            | 0.0%                | 0.0%       | 0.0%     | 0.0%              | 0.0%      | 1.0%                   | 0.0%        |
|                           | Asian                                   | 5.0%            | 13.0%               | 17.0%      | 7.0%     | 7.0%              | 12.0%     | 12.0%                  | 12.0%       |
|                           | Black or African American               | 2.0%            | 2.0%                | 8.0%       | 0.0%     | 7.0%              | 5.0%      | 10.0%                  | 8.0%        |
|                           | Hispanic or Latino                      | 3.0%            | 5.0%                | 11.0%      | 2.0%     | 20.0%             | 8.0%      | 12.0%                  | 10.0%       |
|                           | MENA                                    | 0.0%            | 1.0%                | 2.0%       | 0.0%     | 0.0%              | 1.0%      | 0.0%                   | 1.0%        |
|                           | Multiracial                             | 1.0%            | 1.0%                | 2.0%       | 2.0%     | 3.0%              | 2.0%      | 3.0%                   | 2.0%        |
|                           | Native Hawaiian/ Other Pacific Islander | 0.0%            | 0.0%                | 0.0%       | 0.0%     | 0.0%              | 0.0%      | 1.0%                   | 0.0%        |
|                           | Total Ethnically Diverse                | 11.0%           | 22.0%               | 41.0%      | 11.0%    | 37.0%             | 28.0%     | 38.0%                  | 33.0%       |
|                           | White                                   | 83.0%           | 70.0%               | 45.0%      | 77.0%    | 49.0%             | 61.0%     | 45.0%                  | 53.0%       |
|                           | Unknown/Prefer not to answer            | 6.0%            | 7.0%                | 14.0%      | 11.0%    | 14.0%             | 11.0%     | 17.0%                  | 14.0%       |
| <b>Gender</b>             | Female                                  | 31.0%           | 40.0%               | 59.0%      | 28.0%    | 59.0%             | 47.0%     | 66.0%                  | 66.0%       |
|                           | Male                                    | 69.0%           | 60.0%               | 41.0%      | 72.0%    | 41.0%             | 53.0%     | 34.0%                  | 34.0%       |
| <b>Sexual Orientation</b> | LGBTQ+                                  | 3.0%            | 1.0%                | 7.0%       | 0.0%     | 1.0%              | 4.0%      | 5.0%                   | 5.0%        |
| <b>Disability</b>         | Disable                                 | 1.0%            | 1.0%                | 2.0%       | 2.0%     | 0.0%              | 1.0%      | 2.0%                   | 2.0%        |
| <b>Veterans</b>           | Veteran                                 | 3.0%            | 1.0%                | 1.0%       | 2.0%     | 1.0%              | 2.0%      | 2.0%                   | 2.0%        |

# Johannesburg

Data as of 1 August 2023

|                  |                             | Equity Partners | Non-Equity Partners | Associates | Counsels | Other Timekeepers | Total TKs | Business Professionals | Grand Total |
|------------------|-----------------------------|-----------------|---------------------|------------|----------|-------------------|-----------|------------------------|-------------|
| <b>Ethnicity</b> | African                     | 0.0%            | 0.0%                | 28.6%      | 0.0%     | 47.6%             | 29.0%     | 48.5%                  | 35.8%       |
|                  | Indian                      | 33.3%           | 44.4%               | 14.3%      | 0.0%     | 14.3%             | 19.4%     | 18.2%                  | 18.9%       |
|                  | Coloured                    | 0.0%            | 0.0%                | 7.1%       | 0.0%     | 14.3%             | 8.1%      | 12.1%                  | 9.5%        |
|                  | Total Ethnically Diverse    | 33.3%           | 44.4%               | 50.0%      | 0.0%     | 76.2%             | 56.5%     | 78.8%                  | 64.2%       |
|                  | White                       | 66.7%           | 55.6%               | 42.9%      | 100.0%   | 23.8%             | 40.3%     | 15.2%                  | 31.6%       |
|                  | Unknown / Prefer not to say | 0.0%            | 11.1%               | 10.7%      | 0.0%     | 0.0%              | 6.5%      | 6.1%                   | 6.3%        |
| <b>Gender</b>    | Female                      | 66.7%           | 44.4%               | 60.7%      | 100.0%   | 57.1%             | 58.1%     | 78.8%                  | 65.3%       |
|                  | Male                        | 33.3%           | 55.6%               | 39.3%      | 0.0%     | 42.9%             | 41.9%     | 21.2%                  | 34.7%       |

# EMEA Gender

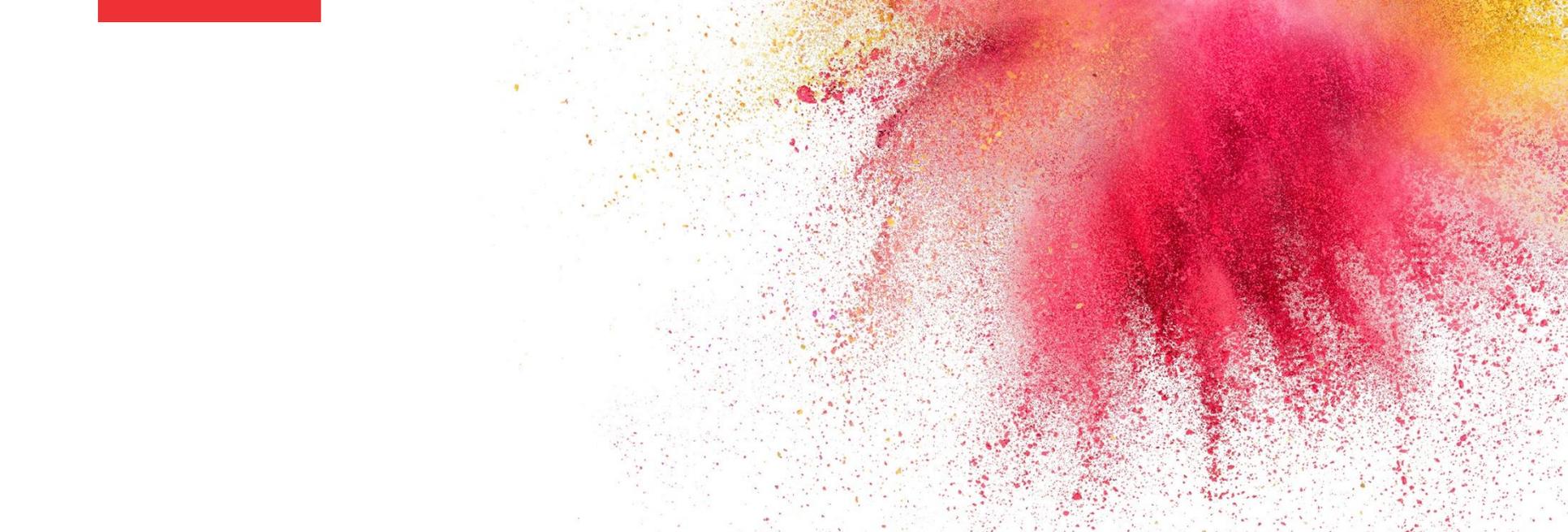
Data as of 1 August 2023

| Job Category         | Female | Male  | Non-Binary |
|----------------------|--------|-------|------------|
| Partners             | 26.9%  | 73.1% | 0.0%       |
| Associates           | 56.5%  | 43.5% | 0.0%       |
| Other Fee Earners    | 51.9%  | 48.1% | 0.0%       |
| Trainees             | 65.1%  | 34.9% | 0.0%       |
| Business Services    | 62.0%  | 38.0% | 0.0%       |
| Secretarial Services | 93.0%  | 7.0%  | 0.0%       |
| Grand Total          | 58.3%  | 41.7% | 0.0%       |

# Asia Pacific Gender

Data as of 1 July 2023

| Job Category         | Female | Male  | Non-Binary |
|----------------------|--------|-------|------------|
| Partners             | 36.0%  | 64.0% | 0.0%       |
| Associates           | 55.0%  | 45.0% | 0.0%       |
| Other Fee Earners    | 63.0%  | 37.0% | 0.0%       |
| Trainees             | 66.0%  | 34.0% | 0.0%       |
| Business Services    | 67.0%  | 33.0% | 0.0%       |
| Secretarial Services | 97.0%  | 3.0%  | 0.0%       |
| Grand Total          | 65.0%  | 35.0% | 0.0%       |



## **Baker McKenzie delivers integrated solutions to complex challenges.**

Complex business challenges require an integrated response across different markets, sectors and areas of law. Baker McKenzie's client solutions provide seamless advice, underpinned by deep practice and sector expertise, as well as first-rate local market knowledge. Across more than 70 offices globally, Baker McKenzie works alongside our clients to deliver solutions for a connected world.

[bakermckenzie.nl](https://bakermckenzie.nl)

Baker & McKenzie Amsterdam N.V. is a member firm of Baker & McKenzie International, a Swiss Verein with member law firms around the world. In accordance with the common terminology used in professional service organisations, reference to a "partner" means a person who is a partner, or equivalent, in such a law firm. Similarly, reference to an "office" means an office of any such law firm. This may qualify as "Attorney Advertising" requiring notice in some jurisdictions. Prior results do not guarantee a similar outcome.

© 2023 Baker & McKenzie Amsterdam N.V.