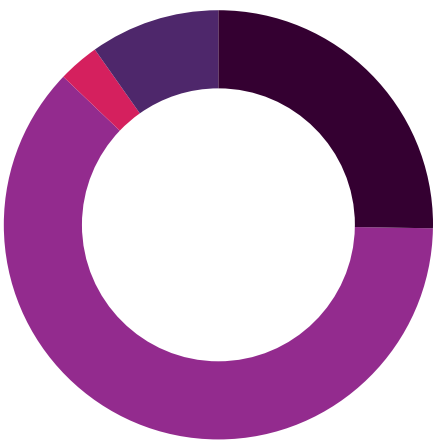


DIVERSITY AT THRINGS LLP 2025

DIVERSITY AT THINGS LLP

At Things we believe that Equality, Diversity and Inclusion is pivotal to the success and culture of the Firm. It’s valued by our clients and our people.

The results of the 2025 diversity survey have been taken from a voluntary diversity survey in which 70% of our people completed the survey.



Gender

77% of our people are female and 45% of our partnership are female. This has increased by 14% since 2023.

Male	22%
Female	77%
Other Preferred Description	0%
Prefer not to say	1%

Gender	Partner	Legal	Business services/ Support
Male	55%	25%	9%
Female	45%	75%	91%
Other Preferred Description	0%	0%	0%
Prefer not to say	0%	0%	0%

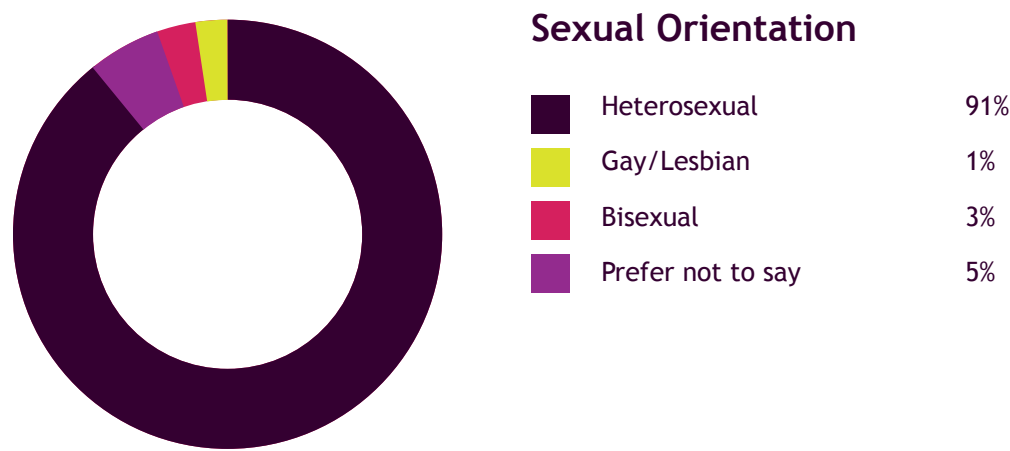


Age

53% of our people are aged between 25-44.

16-25	3%
25-34	30%
35-44	23%
45-54	20%
55-64	17%
65+	5%
Prefer not to say	2%

Age	Partner	Legal	Business services/ Support
16-24	0%	3%	4%
25-34	6%	51%	22%
35-44	27%	29%	17%
45-54	33%	13%	22%
55-64	30%	3%	24%
65+	3%	3%	8%
Prefer not to say	0%	0%	3%



Age	Partner	Legal	Business services/ Support
Heterosexual	91%	94%	91%
Gay/Lesbian	3%	1%	0%
Bisexual	3%	3%	3%
Prefer not to say	3%	3%	6%

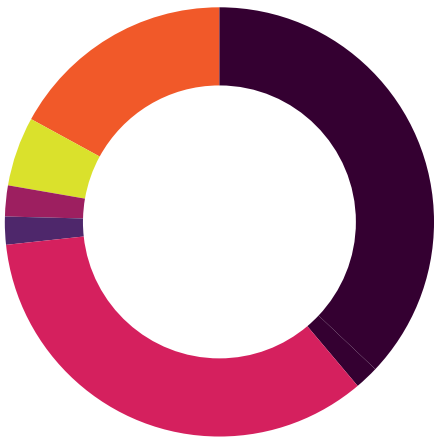


Ethnic Origin

Our Black, Asian and Ethnic Minority population has increased by 2% since 2023.

	White British	91%
	Other White background	2.4%
	Black British Caribbean	1.4%
	Other Asian background	0.9%
	Other ethnic group	0.9%
	Asian British Indian	0.5%
	Multiple ethnic groups White and Asian	0.5%
	Multiple ethnic groups White and Black African	0.5%
	Multiple ethnic groups White and Black Caribbean	0.5%
	Prefer not to say	1%

Age	Partner	Legal	Business services/ Support
Any other Asian background	0%	1%	0%
Any other ethnic group	0%	1%	0%
Any other White background	0.5%	1%	1%
Asian / Asian British Indian	0%	0.5%	0%
Black / Black British Caribbean	0%	1%	0.5%
Mixed/ Multiple ethnic groups White and Black African	0%	0%	0.5%
Mixed / Multiple ethnic groups White and Black Caribbean	0%	0.5%	0%
Mixed/Multiple ethnic groups White and Asian	0%	0%	0.5%
White British / English / Welsh / Northern Irish / Scottish	15.5%	32.9%	44%

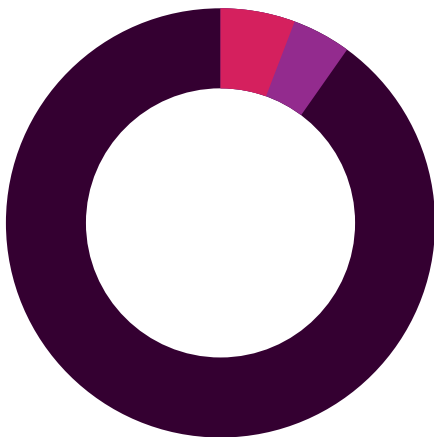


Religion or Belief - Across whole Firm

53% of our people identify as having no religion or belief which is an increase from 45% in 2023.

No religion or belief	53%
Christian	42%
Hindu	0.5%
Muslim	0.5%
Any other religion	0.5%
Prefer not to say	4%

Age	Partner	Legal	Business services/ Support
No religion or belief	48%	57%	52%
Christian	48%	37%	46%
Hindu	0%	1%	0%
Muslim	0%	1%	0%
Any other religion or belief	0%	0%	0%
Prefer not to say	3%	3%	2%

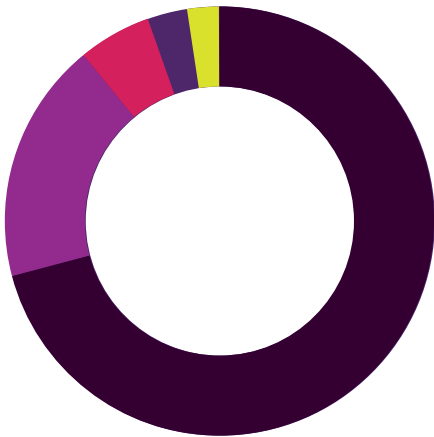


Disability - Across whole Firm

Our disabled population has increased by 3% since 2023.

Declared	10%
No disability	88%
Prefer not to say	2%

Age	Partner	Legal	Business services/ Support
Declared	6%	14%	8%
No disability	94%	84%	91%
Prefer not to say	0%	3%	1%



Social Mobility - Type of secondary education

79% of our people attended a state school, an increase of 5% from 2023.

State School	79%
Independent/Fee Paying	14%
Educated Overseas	4%
Prefer not to say	2%
Don't know / Not sure	1%

Age	Partner	Legal	Business services/Support
State School	63%	76%	89%
Independent/Fee Paying	30%	18%	5%
Educated Overseas	3%	5%	4%
Prefer not to say	3%	1%	0%
Don't know/not sure	0%	0%	2%

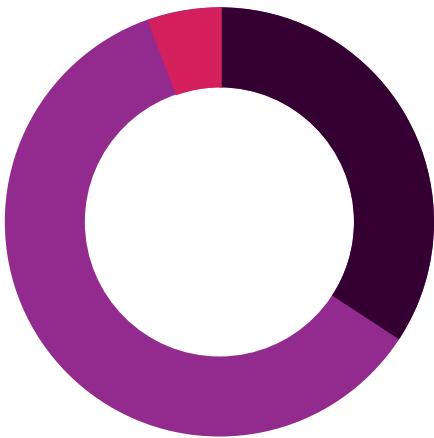


Social mobility - First generation to go to university

67% of our people have said that neither of their parents attended university.

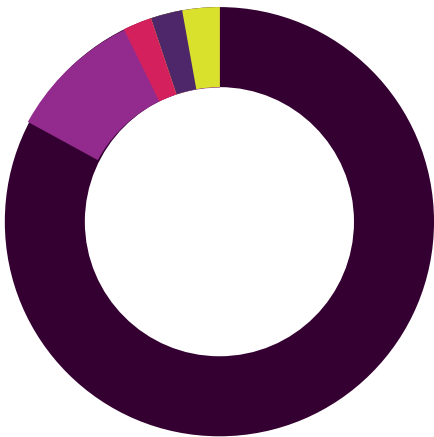
- Neither parent attended university 67%
- Yes, one or both parents attended university 27%
- Prefer not to say 4%
- Don't know / Not sure 2%

Age	Partner	Legal	Business services/ Support
Neither parent attended university	48%	32%	16%
Yes, one or both parents attended university	48%	62%	79%
Prefer not to say	3%	3%	4%
Don't know / Not sure	0%	3%	1%



Primary carer Responsibilities

Primary carer for children under 18	30%
Not primary carer for children under	69%
Prefer not to say	1%



Carer Responsibilities

12% of our people care for someone with long-term health conditions or related to old age.

No	86%
Yes (1-19 hours per week)	8%
Yes (20-49 hours per week)	3%
Yes (50 + hours a week)	1%
Prefer not to say	2%