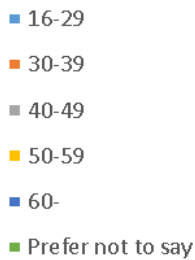


Johnsons

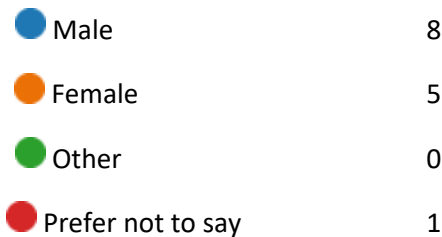
2021 Diversity Monitoring

As part of our probate license, Johnsons is obligated to monitor and publish details of the firm's diversity. The firm strongly objects to doing this as to ask the questions of staff feels in itself discriminatory. Johnsons is a firm which recruits solely on merit and not colour, beliefs or any another criteria other than skills and experience to do the job. All staff were invited to participate in the 2021 diversity data collection. Therefore the data below is based on the information provided by those who participated and should not be considered representative of the entire Johnsons workforce. Below are the results of the diversity monitoring in 2021.

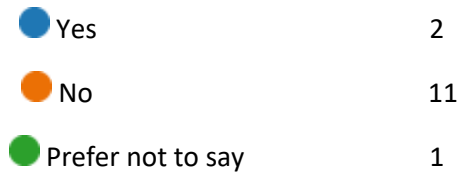
1. Age of Respondents



2. Gender



3. Have a disability



Johnsons

4. Type of school attended

| | |
|-----------------------|---|
| ● UK State | 6 |
| ● UK Independent | 1 |
| ● Overseas State | 3 |
| ● Overseas Fee paying | 2 |
| ● Prefer not to say | 2 |



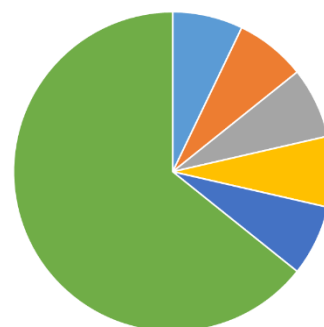
5. University Graduate

| | |
|---------------------|---|
| ● Yes | 7 |
| ● No | 5 |
| ● Prefer not to say | 2 |



6. First Language

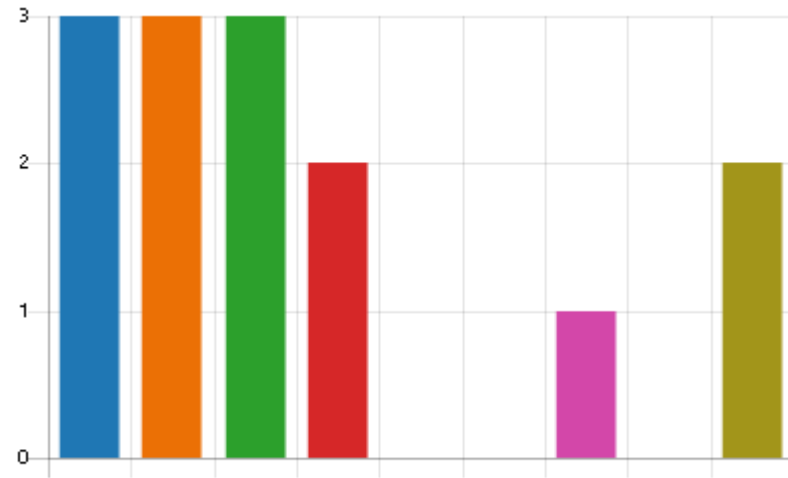
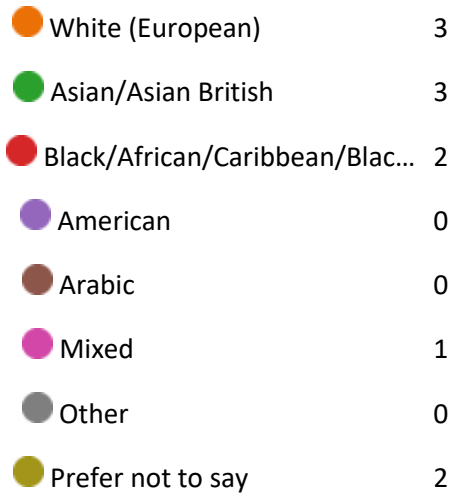
| |
|------------|
| ■ Amharic |
| ■ italian |
| ■ Romanian |
| ■ Punjabi |
| ■ polish |
| ■ English |



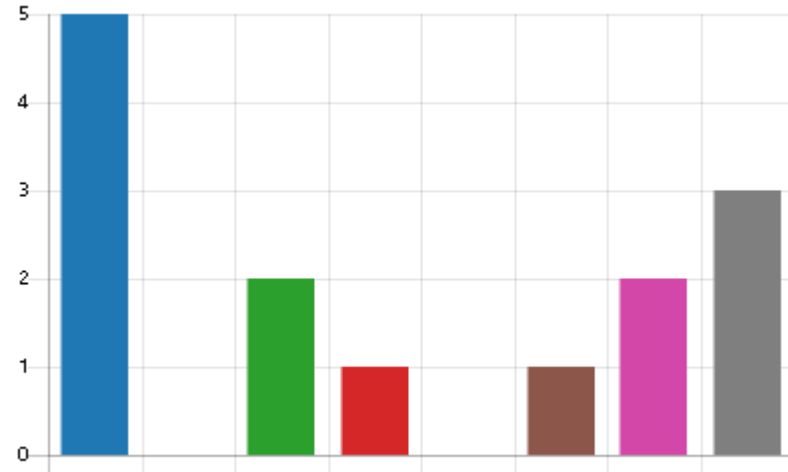
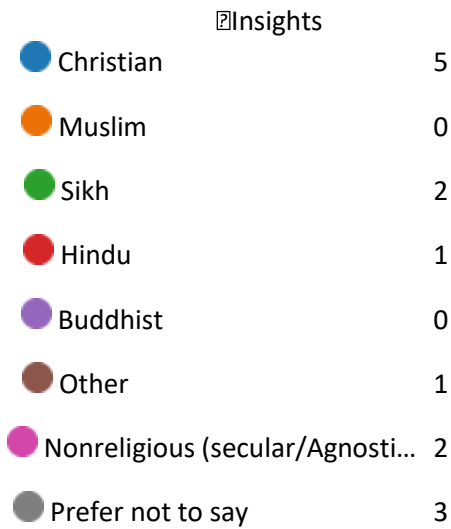
7. Ethnicity

| | |
|---------------------|---|
| ● White (UK & Eire) | 3 |
|---------------------|---|

Johnsons



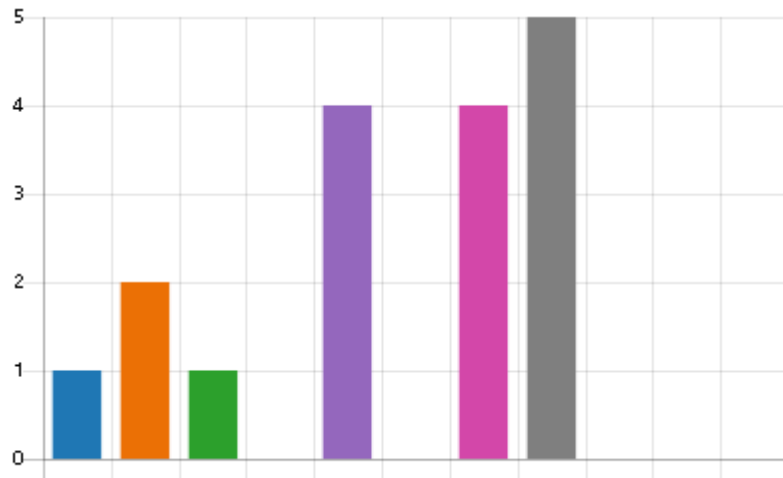
8. Religion



Johnsons

9. Professional Qualifications

| | |
|-------------------------------------|---|
| ● ACA/FCA | 1 |
| ● ACCA/FCCA | 2 |
| ● ICAS | 1 |
| ● ACMA (CIMA) | 0 |
| ● AAT/MAAT/FMAAT | 4 |
| ● Relevant International Finance... | 0 |
| ● None | 4 |
| ● Bachelors Degree | 5 |
| ● CII Diploma | 0 |
| ● Ciploma | 0 |
| ● MBA | 0 |



10. Preferred Hobby

| |
|---|
| ■ Tennis |
| ■ Guitar/Music |
| ■ going for long walk and watching movies |
| ■ reading |
| ■ Nature |
| ■ Music |
| ■ Climbing |
| ■ Netflix |
| ■ Playing cricket |
| ■ Keep fit |
| ■ travel |
| ■ Dining Out |
| ■ Working out |
| ■ Gardening |

