

DLA PIPER INTERNATIONAL

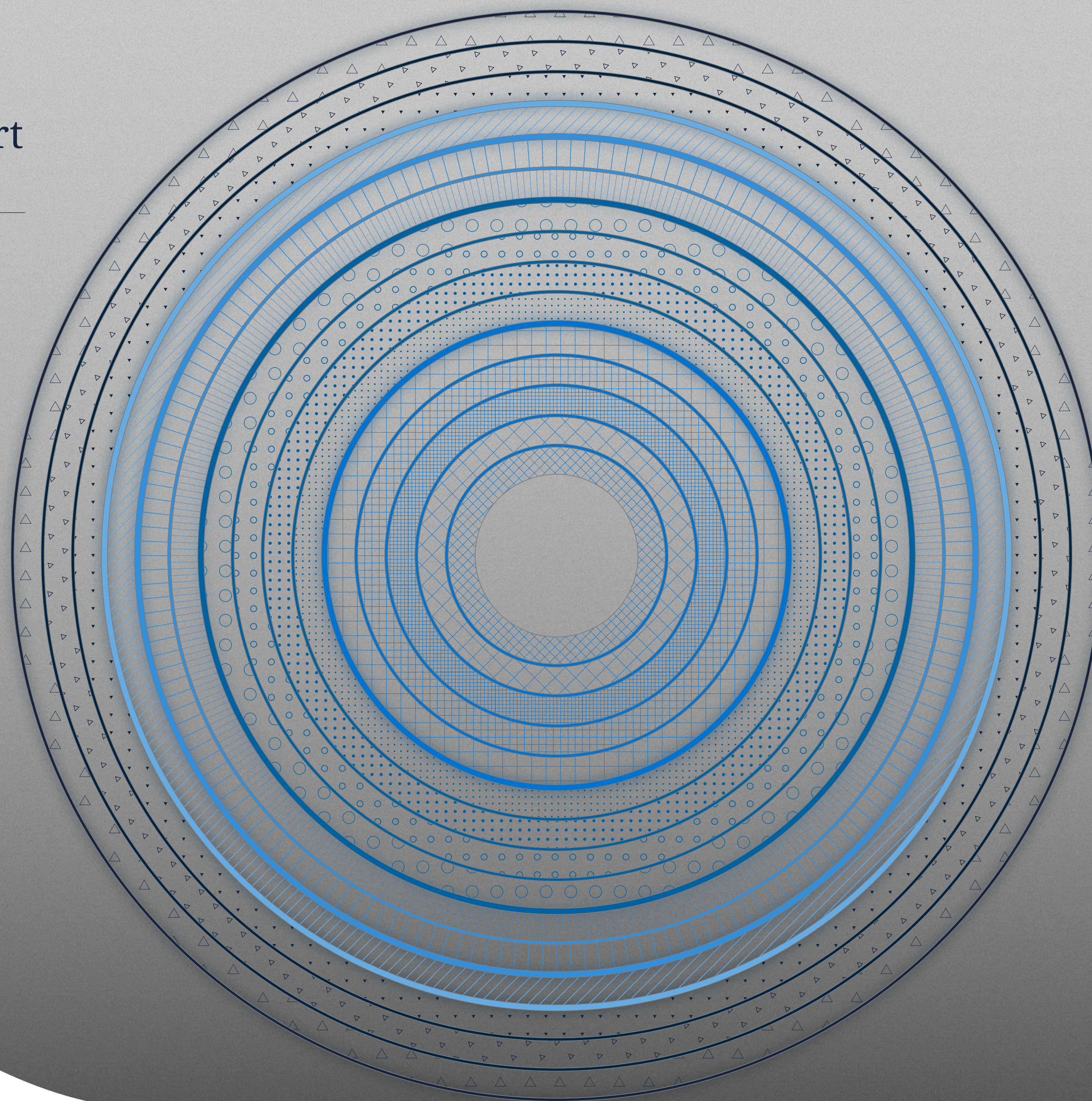
Sustainability Report

2022/2023

Regional Highlights

Asia

Delivering on our purpose
and mission to help our
clients succeed and together
make business better



Overview

About us

DLA Piper is a global law firm operating on every continent.

We're fulfilling our vision to be the leading global business law firm – entrepreneurial, innovative and a trusted business partner to our clients around the world.

Our mission and purpose drive this success: we help our clients succeed, and together we make business better.

But we can't stand still. The world is changing rapidly, and the environment we operate in is more challenging. So we've refreshed our firm strategy, to make sure we're sustaining our efforts in some areas and making faster progress in others.

Sustainability is a strategic priority for the firm. We continue to support our clients to transition to, and thrive in, a more sustainable future, as we continue to integrate sustainability into our own operations.

Our values

From our interactions with our people, to our work with clients and our relationships with communities, we live by these values in everything we do:



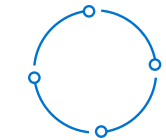
Be supportive

We are compassionate and inclusive, valuing diversity and acting thoughtfully.



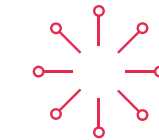
Be bold

We are fearless and inquisitive, challenging ourselves to think big and find creative new solutions.



Be collaborative

We are proactive, passionate team players, investing in our relationships.



Be exceptional

We are strategic and driven, exceeding standards and expectations.



About this report

DLA Piper operates across a diverse geographical landscape. With our global footprint, we have a responsibility to understand and meaningfully engage with sustainability priorities in all geographies where our firm operates. This report provides an overview of how we're applying our sustainability objectives across our many countries and cultures.

This report covers the activities of our offices in Africa, Asia Pacific, Europe and the Middle East (which we refer to as DLA Piper International), and also includes information from DLA Piper Americas.

This report provides a high-level snapshot of some of the firm's material ESG topics, covering themes like DEI, nurturing talent, employee health and wellbeing, as well as the transition to net zero and what that looks like for our offices locally.

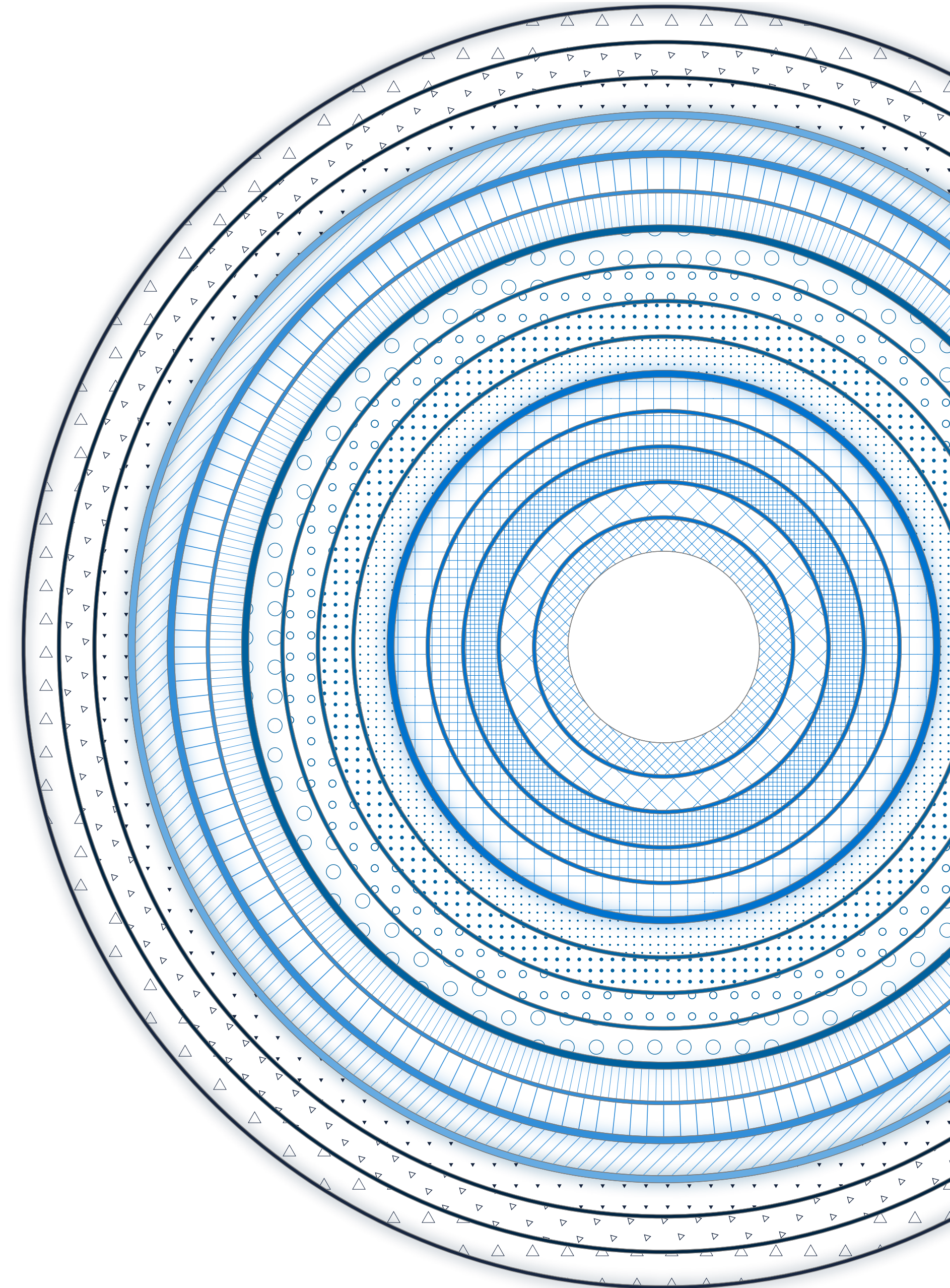
Our sustainability reporting suite

For a concise, comprehensive summary of how we're addressing all our material issues and our ESG performance data, please see our [Impact Summary Report 2022-23](#).

For a more in-depth discussion of our top material issues, you can read more about these topics in our Deep Dive Reports:

- [Our People Deep Dive Report 2022-23](#)
- [Net Zero Deep Dive Report 2022-23](#)
- [Societal Impact Deep Dive Report 2022-23](#)

We welcome feedback. If you have any suggestions or questions, please email us at responsiblebusiness@dlapiper.com.



Statement from our Managing Directors for UK and Europe

Europe has remained at the forefront this year with regards to ESG and across the continent, impressive gains have been made, including greater regulatory transparency and the ratification of several ESG policies and regulations.

For our partner firms across the Nordics, sustainability is also a pivotal focus area for both our lawyers and clients.

We've reimagined the role of our People Networks which act as strategic sounding boards to our DEI team and report to our International Diversity and Inclusion Council. Our lawyers in the UK and Europe have also been working hard to support Ukrainian refugee communities via our many pro bono initiatives. Through an online legal advice portal, we've advised more than 4,000 Ukrainians and their families in need of legal information about services in the UK and across Europe.

We've also established pro bono clinics across Europe giving advice and providing access to much needed services in host communities.



Sandra Wallace

Joint MD UK and Europe



Jan Geert Meents

Joint MD UK and Europe



Statement from our Managing Director for Asia Pacific, the Middle East and Africa

As a firm we are working towards more actively understanding the nuances and challenges of ESG issues across our regions of operation and the importance of this will only increase in the coming years. This is also an individual challenge. Nobody starts as an expert but every single lawyer in our firm needs to develop a deep command of the impact of ESG issues on clients' needs and their own area of practice. As I read through the submissions from our African, Middle Eastern, Asian and Australian practices, I am struck by how much these regions epitomise the interconnected nature of ESG issues. Whilst each practice is making its own contribution to the ESG challenges of its clients, and the social and environmental issues of their respective jurisdictions, it is the trade flows and trade-offs between different regions which make these issues as complex as they are.

It is also important to recognise that each of our markets is at a different stage on its sustainability journey. The transitions needed require significant investment in infrastructure, developments in knowledge and understanding and winning hearts and minds. DLA Piper has a unique opportunity to apply the experience and skills it has across these regions. These issues don't just sit alongside traditional areas of practice – they are challenging traditional business models in every sector and for every client.



Charles Severs

MD for Asia Pacific,
Middle East and Africa





4,124
employees and partners
based across **The Americas**

2,481
employees and partners
based in the **UK and Ireland**

2,984
employees and partners
based in **Europe**

519
employees and partners
based in **Asia**

937
employees and partners
based in our Brand
Integrated Firms*
*excluding New Zealand

298
employees based in the
Middle East and Africa

713
employees and partners
based in **Australia and
New Zealand**

DLA Piper International:
Offices in 29 countries
and 46 locations

DLA Piper US:
Offices in 4 countries
and 38 locations

● DLA Piper offices

Asia

Statement from leadership

While COVID-19 has captured much of the attention in Asia over the last year, government and business attention is shifting more towards long-term issues and ESG. Asia is one of the world's regions that is most vulnerable to climate change.

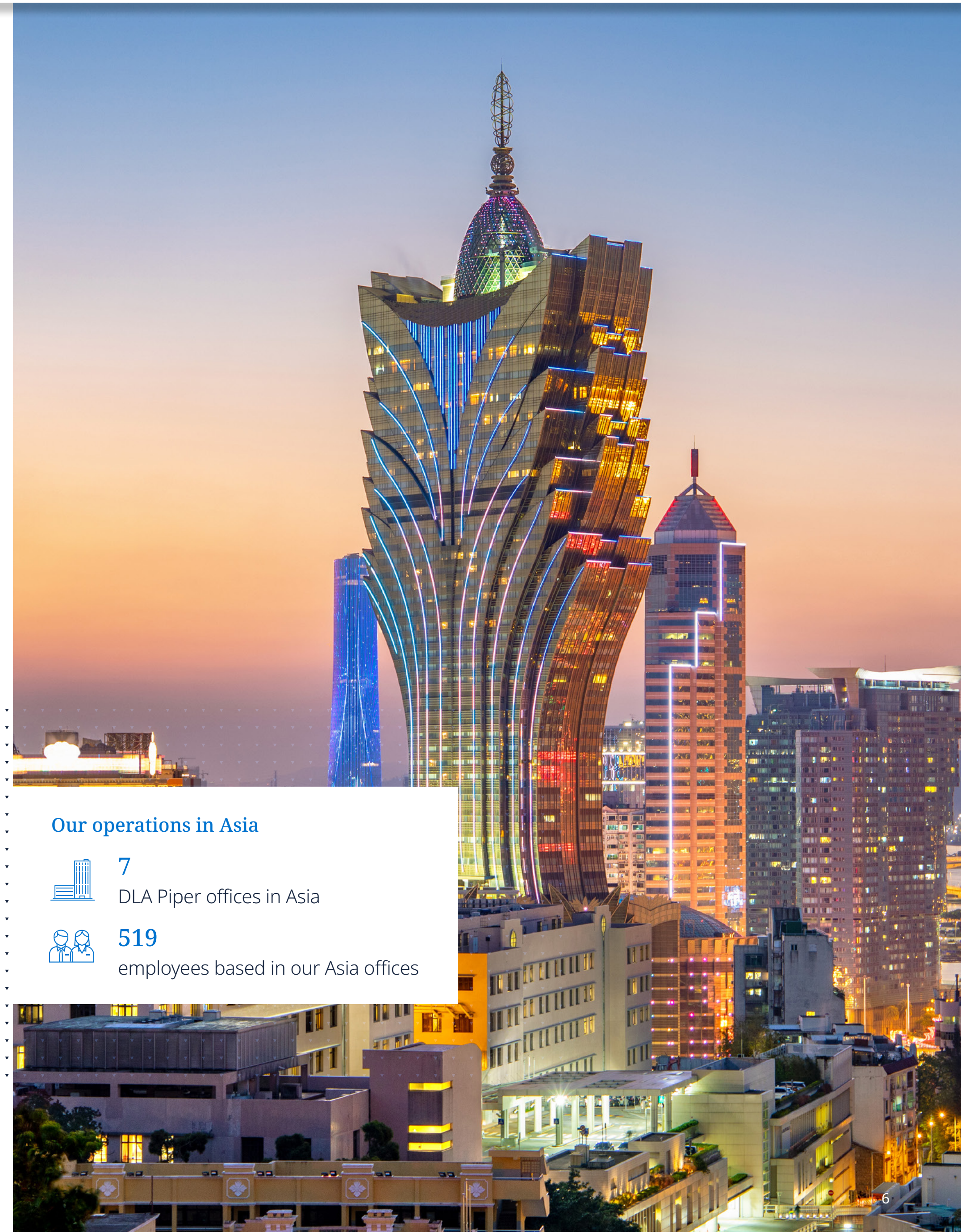
In Asia we're seeing growing interest in clean energy, green finance, supply chain due diligence and corporate governance. Large Asian businesses are increasingly focused on potential opportunities in these areas as well as the risk of liability from legislation in the US and Europe, increasing legislation and government guidance in Asia and corporate disclosure. We're also seeing increasing focus from MNCs on ESG compliance in Asia. Work is underway across Asia on net zero commitments and national/region-level transition roadmaps, developing taxonomies, developing carbon markets, corporate disclosures, fund descriptions and ESG regulation.

Over the past year, we've focused on integrating ESG into the way we think about the business, from strategy to action. ESG is built in as a key part of our business strategy, both in terms of how our business can support our clients to achieve their ESG goals, manage risks and create opportunities, and how we as a firm in Asia meet our own ESG commitments. Core to this is shaping an environment for our people, our clients and our community to have meaningful ESG impact. These internal and external ESG goals are central to our business objectives.

Our teams, from junior to senior lawyers, are focused on how we adapt and use our services to support clients in the ESG space. We've also hired people in the areas of sustainability, ESG and DEI to support both our internal actions and the engagement and collaborations we have between our own ESG activities and those of our clients. We believe this is an area where we can engage with our clients to have a real impact.



Satpal Gobindpuri
Regional Managing Partner for Asia, Hong Kong



Our operations in Asia

 **7**
DLA Piper offices in Asia

 **519**
employees based in our Asia offices



Our people

SUPPORTING MARRIAGE EQUALITY

Hong Kong and Japan

In Hong Kong, we're one of the supporting organisations of Equal Love, a campaign representing Hong Kong Marriage Equality, Pink Alliance, Hong Kong Gay and Lesbian Attorneys (HKGALA) and Interbank and Community Business to rally support for marriage equality in Hong Kong's business community.

In March 2023, a senior Associate from our Tokyo office represented Lawyers for LGBT+ and Allies Network in Japan (LLAN) at the Pride 7 Summit in Tokyo. Pride 7 is a newly launched G7 engagement group dedicated to protecting sexual minorities. Currently Japan is the only G7 country that does not legally recognise same-sex marriage.

SPOTLIGHTING FEMALE VOICES

Asia-wide

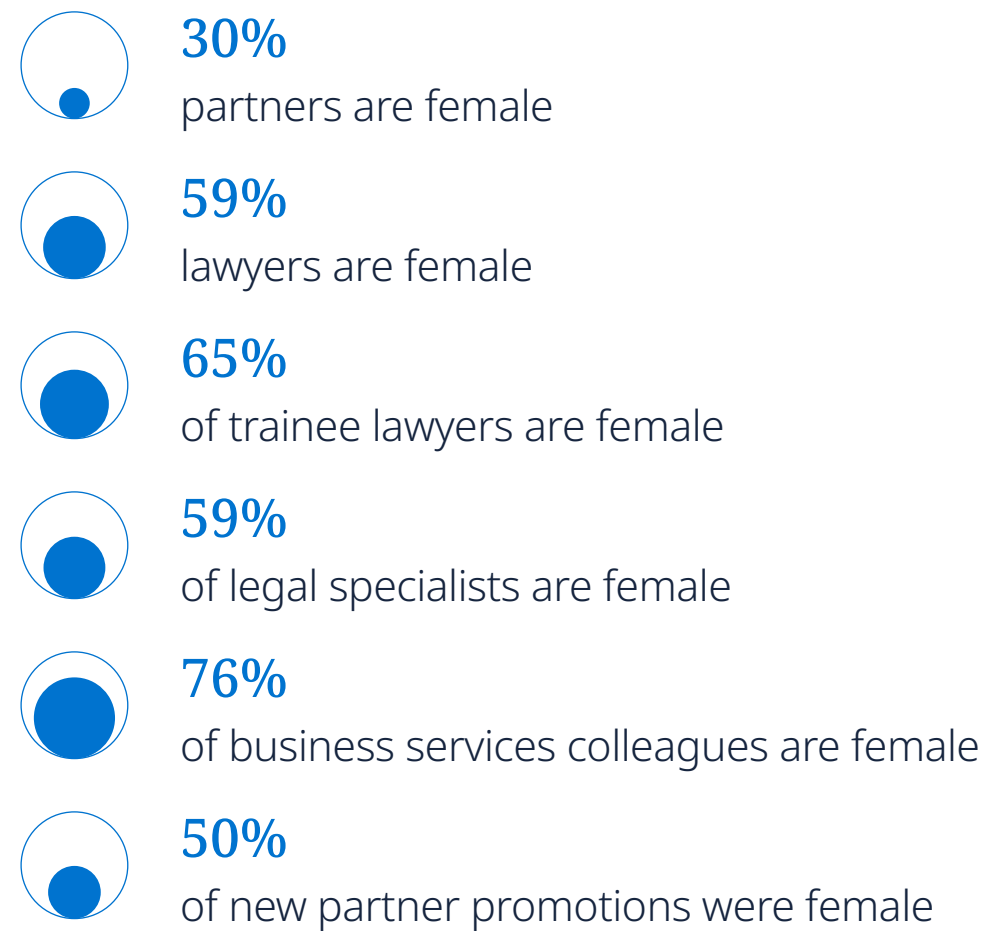
During International Women's Day (IWD) 2023, our offices across the region organised a varied programme of activities to celebrate IWD.

Thailand celebrated IWD by hosting a panel discussion that welcomed some of the firm's female partners alongside other prominent speakers from across the legal sector in Asia, and also partnered with an international NGO, Arbitral Women to host an event for the firm.

Our local LAW (our employee network for gender diversity) committee in Japan arranged a lunch where colleagues were invited to share their thoughts and ideas on how to drive gender equity in our Tokyo office.

Singapore also hosted an event to discuss the set-up of Women in Law Singapore (WILSG) with a special guest, Alison Tsai – co-founder of Women in Law Hong Kong (WILHK), sharing her insights on how the Hong Kong network has evolved and the difference it has made.

Diversity in our Asia offices in 2023



PRIORITISING EMPLOYEE WELLBEING

Asia-wide

Our Asia offices sponsored Wellbeing at Work Week, which gives confidential access to tools, training and exercises to support our people's mental wellbeing. We held several internal virtual events, including 'Laughter Yoga' and 'Breaking the Menopause Taboo at work' as well as local activities in our Asia offices.

Our Hong Kong office continues to support the Green Ribbon Campaign, which aims to support individuals and their families affected by mental health conditions.

PROMOTING TEAM SPORTS

Hong Kong

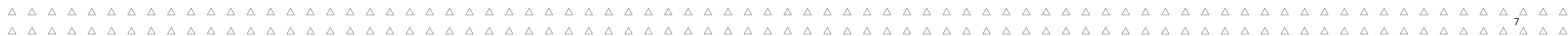
Team sports can help develop a wide range of skills and attitudes, and in Hong Kong, our colleagues are part of the DLA Piper Hong Kong basketball team. In May 2022, for the third consecutive year the basketball team joined the 3-on-3 charity basketball tournament organised by InspiringHK Sports Foundation (IHK Sports), a charity providing professional training and competitive sports opportunities for disadvantaged young people. During the tournament the team competed against Gaw Capital, Link Asset Management, United Overseas Bank and Adidas, raising over HK20,000 for IHL Sports in the process.

“Like music and arts, sport is a universal language. Being on the DLA Piper Basketball team, I can see how sport can bring people from diverse backgrounds together. Apart from the excitement of the sport itself, through the charitable tournament we joined, we helped promote equal learning opportunities, gender equality, social inclusion and healthy lifestyle.”

KC Tai

Of Counsel, Hong Kong

DLA Piper Hong Kong can also be found on the water with the DLA Piper Dragon Boat team representing the firm. The team advanced to the Gold Cup Final (the highest tier of finals in the Stanley Dragon Boat Championships) for the first time since the team was set up in 2010, and ranked 4th in the Stanley Dragon Boat Championships in 2022.



Our role in society

Our Asia offices investing in society in 2022



4,267

hours of pro bono completed by our lawyers across Asia



26

hours on average of pro bono worked by our colleagues in Asia



6

Head Start Scholars supported in China

PREPARING THE NEXT GENERATION OF LAWYERS

Asia-wide

To narrow the gap for access to justice, we expanded the DLA Piper APAC Legal Futures programme to Asia in 2022. The initiative aims to train and equip experienced lawyers with a strong understanding of their professional and ethical duties to provide pro bono services to their local communities, particularly in developing jurisdictions. We expanded the programme to Asia after identifying insufficient availability of infrastructure and training resources to support the professional development of lawyers in many Asian countries.

In July 2022, we launched the first online practical legal skills course in Indonesia with the Indonesian Society for International Law. Fifteen law students from different universities in Indonesia participated. The teaching group involved DLA Piper lawyers from Melbourne, Sydney, Hong Kong and Singapore and a lawyer from General Electric. In August, we partnered with BABSEACLE and the Asian Law Students Association to deliver a legal education and practical skills course to over 30 students, primarily from universities in Myanmar, with a small number of students from Malaysia and the Philippines.

WALKING HAND IN HAND WITH REFUGEES

Hong Kong and Japan

We provide pro bono representation to asylum seekers in Hong Kong and Japan. Our lawyers help draft asylum claims and represent asylum seekers before local authorities to ensure assessments are successful. We also support refugees in increasing their employability.

In December 2022 DLA Piper and Dignity for Children and Zurich partnered to run three virtual education sessions for young people from refugee families living in Malaysia. The sessions focused on enhancing their employability and preparing them for tertiary education.

Our Tokyo office joined other DLA Piper offices to provide immediate responses to the Ukrainian refugee crisis. Our Tokyo lawyers have also been providing pro bono services to Stand with Ukraine Japan since March 2023. Stand with Ukraine Japan is a non-profit organisation established in the summer of 2022 to support Ukraine through fundraising, helping Ukrainian refugees in Japan and sending humanitarian aid to Ukraine.

JUSTICE FOR SURVIVORS OF SEXUAL VIOLENCE

Hong Kong

In Hong Kong, DLA Piper supports [RainLily](#), Hong Kong's first sexual violence crisis centre. Since 2017, DLA Piper lawyers have provided around 500 pro bono hours each year to the RainLily crisis centre, helping to provide access to justice for survivors of sexual harassment and sexual violence. Many RainLily clients have no other avenue to legal assistance.

As a leading volunteer law firm of the RainLily Legal Clinic, we also work closely with RainLily to support lawyers and social workers to provide better pro bono services to the survivors of sexual violence through sharing best practice in training sessions. We also contribute to RainLily's public education projects to raise awareness of anti-sexual harassment laws in Hong Kong.



Pro bono awards

In 2022, The Hong Kong office won several awards in the Law Society's Pro Bono and Community Work Recognition Programme. We were awarded the Silver Law Firm Award for pro bono work which included our contribution to the RainLily Legal Clinic, support for asylum seekers and refugees in Hong Kong, and projects paving the road to a more sustainable future. Additionally, 15 Hong Kong office colleagues won individual awards, including the Young Lawyer Special Award for a solicitor in Hong Kong with five years of PQE or below that provided the highest number of pro bono hours.

We also received the Powered by Pro Bono Award at the 2022 TrustLaw Awards for our partnership with Smart Air, a social enterprise that focuses on protecting people from the harms of air pollution. Since 2013, it has produced low-cost air purifiers, masks and other tools for over 100,000 people in more than 30 countries. Our Beijing and Sydney offices advised Smart Air on intellectual property rights protection in China and Australia. Social enterprises and NGOs often find it financially challenging to seek advice to navigate legal regulations and deal with complicated and technical legal matters. Offering pro bono assistance to social enterprises with scarce and limited budgets can allow them to focus on their mission and expand the scale of their projects to maximise their social impact.

Our environment

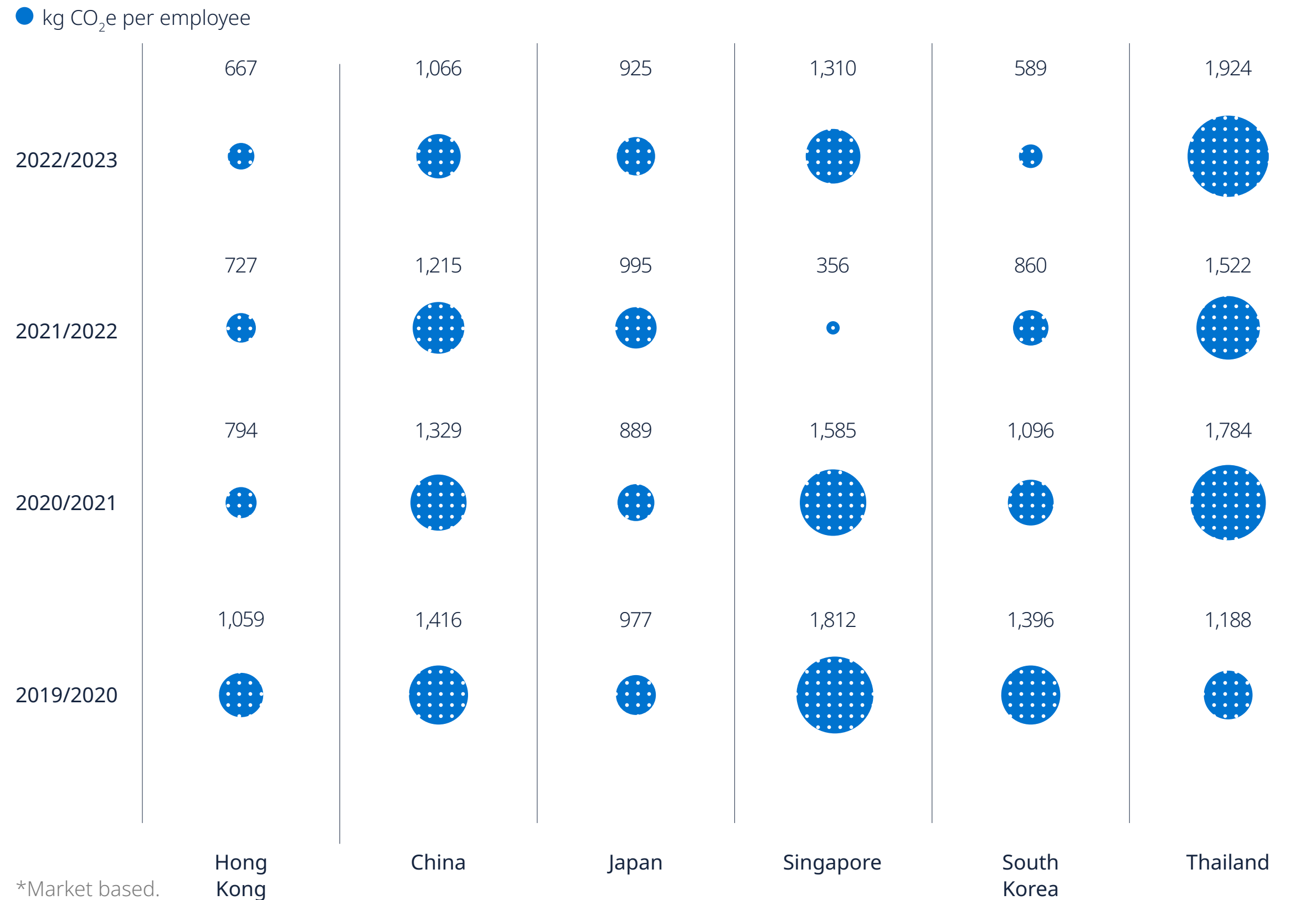
Our Asia offices are working towards the firm's target to halve carbon emissions by 2030 (from a 2019 baseline), and to achieve net zero emissions by 2040.

USING LESS ENERGY PER PERSON

Our Asia offices have reduced the emissions per person associated with their energy use by 15% on average. South Korea and Hong Kong have achieved the biggest reductions in energy use-related emissions per person since 2019.

See the chart below for a country-level breakdown of energy use-related emissions per person in our Asia offices.

Asia Scope 1 and 2 emissions per person*



REDUCING BUSINESS TRAVEL EMISSIONS

One of the firm's biggest operational climate impacts is carbon emissions from business travel. Although necessary for our client-focused business, we're working on travelling more efficiently and only when necessary.

Since 2019 we've had a big drop in travel-related emissions due to COVID-19. However over the last two years our business travel-related emissions across the firm, and in Asia, have been rising back towards pre-pandemic levels. In 2022/23 our travel-related emissions in Asia rose to 35% of pre-pandemic levels. See the chart below for a country-level breakdown of our business travel emissions trends. Over the coming years we are focusing on reducing these emissions permanently in line with our net zero target. Read more about our plans for this in our [Net Zero Deep Dive Report 2022-23](#).

Asia business travel emissions



Climate-focused pro bono

Connecting the business sector and civil society to develop innovative climate solutions

In March, the Hong Kong Corporate team co-hosted a webinar with Marsh on the role of insurance in mitigating damages caused by climate change. We spoke to around 30 participants from across civil society and the finance sector in the Asia Pacific region. The webinar explored the role the insurance sector can play in tackling climate risks and advancing climate resilience through engagement with civil society and corporate actors.

Our work with the Clean Air Network

We worked with the [Clean Air Network](#) in conducting comparative legal research on indoor air quality. The aim of our study was to help a local client obtain a baseline understanding of air pollution reporting and monitoring in Hong Kong and the legal/policy framework in comparison jurisdictions, including France and the UK.

WWF – Hong Kong

We conducted legal research for WWF – Hong Kong in relation to environmental impact assessments, which is an important process for all stakeholders for predicting future environmental impacts of development projects and for making optimal decisions.

Promoting climate resilience with the Chancery Lane Project

Our team in Hong Kong and China are also working with the [Chancery Lane Project](#) to draft template clauses to promote climate resilience in commercial projects.

Asia contacts

If you'd like to know more about DLA Piper's sustainability and ESG performance and activities in Asia, please get in touch.



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Further information

Visit the [Sustainability Reporting page](#) on our website to access all our latest reporting on our environmental and social priorities.

We welcome feedback on our reporting and performance. Please email responsiblebusiness@dlapiper.com with any comments or questions.



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