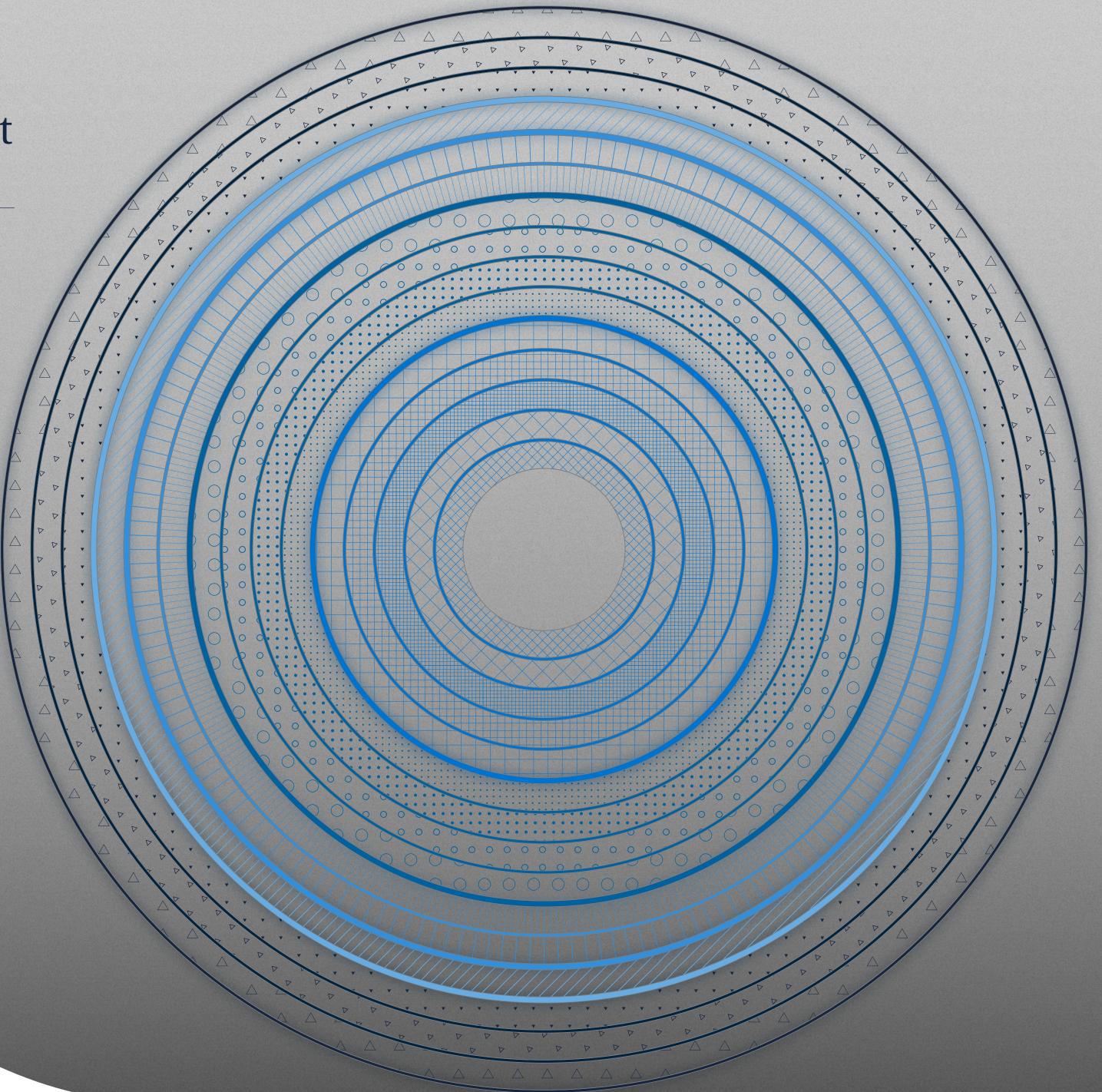
DLA PIPER INTERNATIONAL

Sustainability Report 2022/2023 Regional Highlights Europe

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:

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Be supportive

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

Be collaborative

We are proactive, passionate teamWe are strategic and driven,players, investing in our relationships.exceeding standards and expectations.



Be bold

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



Be exceptional



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

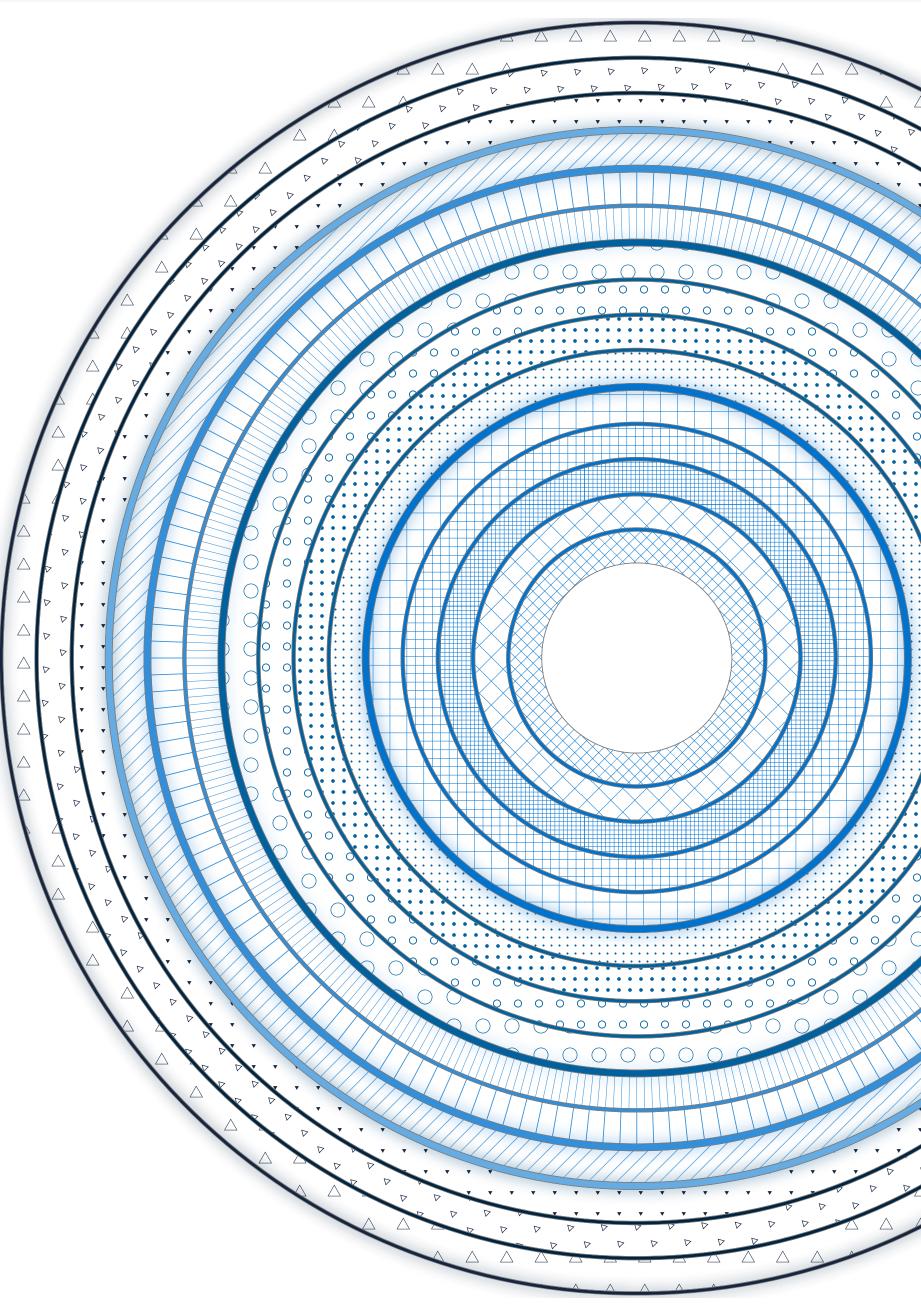
For a concise, comprehensive summary of how we're addressing all our material issues and our ESG performance data, please see our <u>Impact Summary Report 2022-23</u>.

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 <u>responsiblebusiness@dlapiper.com</u>.

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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



Overview



519

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employees and partners based in **Asia**

937

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

3.4444

713

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



5

Europe

Statement from leadership

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. In order to align ESG data with financial data in terms of scope, quality and relevance, reporting requirements are continuously being expanded through directives and regulations such as the Corporate Sustainability Reporting Directive (CSRD) and the EU Taxonomy Regulation.

With further measures planned under the Green New Deal and in order to enhance the protection of biodiversity, the EU Deforestation Regulation entered into force in June 2023, which aims to minimise the risk of deforestation and forest degradation associated with products that are placed on or exported from the EU market. We can also eagerly await the final agreement on the Corporate Sustainability Due Diligence Directive (CSDDD), which will oblige companies to comply with human rights and environmental standards along their supply chains in the future.

For our partner firms across the Nordics, sustainability is also a pivotal focus area for both our lawyers and clients. Similarly to the rest of the Europe, the ongoing European wide regulatory preparation work is closely monitored in the Nordics and we have assisted our clients to prepare for the new regulatory requirements as well as for being prepared for the various upcoming legislation under preparation covering sustainable business requirements for environmental, climate, human rights and other social aspects.

We've also 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 across 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 Europe.

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



Sandra Wallace Partner and Joint Managing Director, UK and Europe, Birmingham



Our offices in Europe



21



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DLA Piper offices in Europe

Brand Integrated Firms in Europe

2,984

people working for DLA Piper across our European offices



43%

of our employees and partners are based in our European offices



58%

of our employees and partners based in our European offices are female



Our people

Diversity in our European offices in 2022-23

23%

partners are female

48% of new partner promotions were female



50% of lawyers are female

57% of trainee lawyers are female

72% of business services colleagues are female

DEI SPEAKER SERIES

Sweden

We hold quarterly internal seminars around the topics of DEI, providing 30-minute information sessions for all our employees. Inspiring speakers from different organisations are invited to a discussion together with Partners at the firm with a different theme for each session. For example, we hosted a DEI Talks event which included a panel event with an Associate at DLA Piper and the CEO of a large insurance company in Sweden. Discussions revolved around leadership and culture and the driving force for bringing change and equality into a business.

TOWARDS MORE ACCESSIBLE OFFICE SPACES

Italy

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As part of our Ability initiatives, the Rome and Milan offices undertook an independent third-party accessibility audit of the structures' potential obstacles for individuals with special needs.

The audit will evaluate the offices' accessibility, considering the impact of architectural and/or technological impairments. The project also aims to identify potential solutions to be implemented to guarantee our offices are accessible for all colleagues and clients.

CONTRIBUTING TO THE EU'S WORK-LIFE **BALANCE DIRECTIVE**

Poland

In March 2022, our LAW network in Poland launched their DEI Manifesto, declaring their commitment to creating an organisation based on respect and equal opportunities. As part of this commitment, colleagues in our Warsaw office helped to co-author a <u>report</u> with the UN Global Compact and the Share the Care Foundation on new leave requirements for working parents and caregivers under the Work-Life Balance Directive in Europe. The Work-Life Balance Directive aims to achieve equality between women and men in terms of employability and treatment in the workplace by making it easier for

parents or caregivers to balance work and family life. Our contribution to the report includes a description of the directive and current solutions under Polish law, as well as a comparative analysis of leave for working parents in selected Member States.

NORDIC SECONDMENT WEEK

Nordic regions

Our Nordic firms offer a collaborative cross-border working environment for employees and Partners and our Nordic Secondment Week is a unique opportunity for our people to get to know their Nordic colleagues and local practice groups through a structured secondment experience.

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"One of the reasons why I started my *career at DLA Piper after my studies is* that the firm can offer something no other Norwegian law firm can – a large global network and international cooperation across different jurisdictions. Participating in the Nordic secondment programme is a great opportunity to build your network and friendships across borders. I strongly believe that this is something both myself and my clients can benefit from."

Johan André Eikrem Associate, Oslo

COACHING FOR JUNIOR LAWYERS

Belgium

For many young lawyers starting out in their careers, the transition from studying to employment can be a challenging one. However, with the right attention and support, many uncertainties and questions can be resolved at an early stage, improving retention rates. As part of efforts to improve the retention of lawyers, our Brussels office began offering graduates "Open Office Hours" coaching sessions as part of a partnership with Growthlab. Graduates can book sessions directly with a designated coach in complete confidentiality.

The programme has been highly successful and we will now offer the opportunity to new starters from September and to any lawyers that have joined the firm since the pandemic.

"The individual coaching session with Maite" immediately felt very familiar. This allowed us to go in-depth immediately, which meant that a lot was covered in a relatively short *time. The conversation was very positive* and enriching, especially given several new insights Maite managed to provide."

Junior Lawyer at DLA Piper

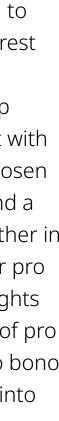
"Growthlab has helped me make the most of *my free time alongside work, both through* the group session and further guidance in the private session. I come to work relaxed and recharged."

Junior Lawyer at DLA Piper

GERMAN PRO BONO INTERNSHIP SCHEME

Germany

In Germany our lawyers are increasingly committed to pro bono work and are keen to promote public interest litigation. To help further the expanding culture of pro bono, we have introduced a pro bono internship programme amongst trainees who are doing a seat with a commercial team for more than 3 months. The chosen intern amongst the practices, gets a chance to spend a month with a European pro bono team member (either in Paris or Belgium) doing pro bono work. During their pro bono seat, interns undertake research on human rights law, support the development and implementation of pro bono projects and participate in the planning of pro bono events and conferences. They gain valuable insight into DLA Piper's pro bono practice.





Our role in society

Our European offices investing in society in 2022-23



hours on average of pro bono* worked by our European colleagues in 2022



34,877

hours of pro bono completed by our lawyers in Europe

*The pro bono data disclosed on this page excludes data from our Brand Integrated Firms.

ASYLUM SEEKER HELPDESK

Belgium

In Belgium, single male asylum seekers often have to wait five months for accommodation. To address this challenge, DLA Piper and Freshfields launched the Asylum Seeker Helpdesk in April 2022, providing asylum seekers with legal information, preparing applications for legal aid and following up on national proceedings to get access to shelter. The project was set up in collaboration with the Brussels Bar and our NGO partner, Vluchtelingenwerk.

The helpdesk has a pool of 250 volunteers from 35 law firms and universities across the country working on rotation. Since its launch, the helpdesk has assisted 5,400 asylum seekers. As a result of this initiative, 6,000 positive decisions were issued by the labour court in 2022.

HELPING REFUGEES UNDERSTAND THEIR RIGHTS

Europe-wide

As part of our global legal course Know Your Rights (KYR), DLA Piper has provided educational workshops for refugees and asylum seekers in various European countries, including Romania, Poland and Hungary where we assisted people who have fled Ukraine. The workshops are the latest addition to the KYR programme developed by DLA Piper to assist refugees and asylum seekers. It aims to shed light on various aspects of life within host countries, helping participants better integrate, advocate for their interests and pursue professional and personal goals.

In countries neighbouring Ukraine, the KYR workshops have supported Ukrainians who have received special temporary protection status, providing information about topics such as employment, entrepreneurship, access to education, legal aid and housing rights. Around 500 individuals (including 100 nationals who fled Ukraine) had the opportunity to learn about the rights and opportunities available to them in their host countries. For more information on the KYR programme and our work with displaced communities, please refer to the Societal Impact Deep Dive Report 2022-23.

GREEK COUNCIL FOR REFUGEES SECONDMENTS

Europe-wide

In September 2022, DLA Piper re-launched a secondment programme to the Greek Council for Refugees (GCR). Seventeen lawyers from across the UK and Europe spent two weeks working at the GCR office in Athens, Greece, where they provided free legal assistance to refugees and asylum seekers. Over six months, DLA Piper lawyers assisted more than 130 beneficiaries, spending more than 2,800 hours visiting refugee camps and detention centres, preparing individuals for their asylum interviews, and drafting applications to the European Court of Human Rights (ECtHR) for victims who have experienced displacement and other human rights violations.

A LEGAL GUIDE FOR NON-PROFITS

Europe-wide

DLA Piper launched a free tool to help NGOs navigate nonprofit laws around the world with partners <u>ECNL</u> and <u>PILnet</u>. The Guide helps NGOs understand charity laws globally, including registration processes and employment and tax regulations. The Guide has been downloaded over 4,000 times as of March 2023 and currently covers 38 countries with plans to expand to additional jurisdictions. The project helps NGOs expand, while helping to strengthen civil society in the world.

The tool was built using a "no-code" service automation platform, which enables lawyers to build interactive digital tools and apps, without any coding. It was built by five lawyers at DLA Piper, ECNL and PILnet. The project allowed our lawyers to gain valuable technical skills, enabling them to create similar platforms and tools independently to facilitate access to legal information for displaced communities. You can visit the Guide here.

> "I have referred to the Global Nonprofits Guide on a few occasions and found it and the different tools very useful. Thank you for all of the work you are putting into this, which we and other international charities hugely appreciate."

Roger Johnson

Legal Counsel and Company Secretary, Prince's Trust International



Our environment

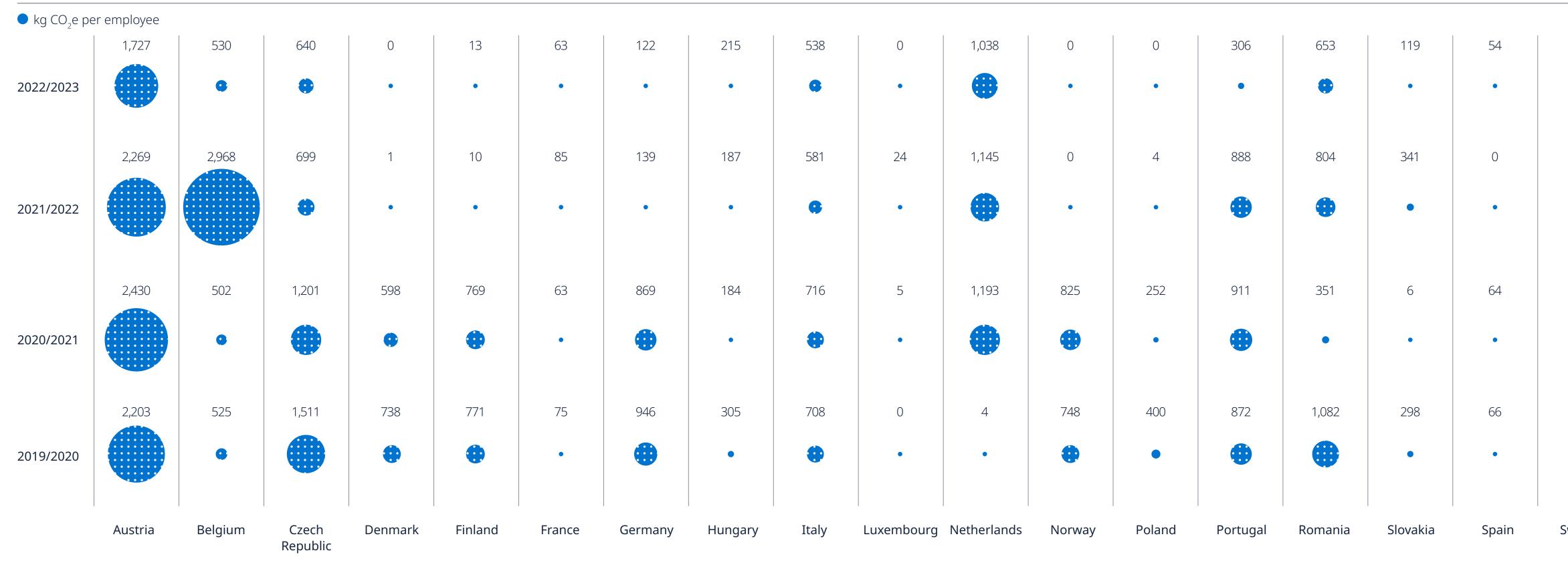
Our European offices are working towards the firm's target to halve carbon emissions by 2030 (from a 2019 baseline), and to achieve net zero emissions by 2040.

USING LESS ENERGY PER PERSON

Our offices across Europe have reduced the emissions per person associated with their energy use by 57% on average.

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

Europe scope 1 and 2 emissions per person





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Sweden













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 Europe, have been rising back towards pre-pandemic levels. In 2022/23 our travel-related emissions in Asia rose to 36% 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 <u>Net Zero Deep Dive Report 2022-23</u>.



Europe business travel emissions



ESG MOOT COURT IN AMSTERDAM

The Netherlands

We facilitated two ESG moot courts, one held in our Amsterdam office and the second edition in the court of Amsterdam. The cases related to ESG, one being an environmental case and the other focusing on human rights. Junior Associates from DLA Piper had the opportunity to practice pleading, and received valuable feedback from some of our clients and Partners.

WARSAW ENVIRONMENTAL GROUP

Poland

In 2022, we established an ESG group to support environmental initiatives in the Warsaw office.

The group has published two issues of a dedicated ESG newsletter. The first issue included tips on how to separate waste. The second one presented eco-friendly ways to clean your home and the office and included recipes for eco-friendly cleaning products. We've also changed the air fresheners and toilet cubes in the office, switching to more eco-friendly alternatives.

CREATING SUSTAINABLE WORKPLACES

The Netherlands

By the end of 2023, our Amsterdam colleagues will be relocating to a fully refurbished building, enabling us to create a sustainable, energy neutral, world-class office. By working closely with local suppliers, the new office will meet the highest BREAAM (sustainability of the building) and WELL (elements which support the health and wellbeing of the building's occupants) standards, offering a future-proof, healthy and dynamic environment to our colleagues. Being located at the centre of the Amsterdam the new office will offer our colleagues outstanding access to public transportation, which further supports our firm's emission targets.

Simultaneously, we're looking for circular and sustainable solutions for the furniture, walls, carpentry and lighting in the current office, working closely with specialised contractors.

Europe contacts

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



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Further information

Visit the <u>Sustainability Reporting page</u> 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.



Jean-Pierre Douglas-Henry Partner and Managing Director – Sustainability and Resilience



Claire Donse



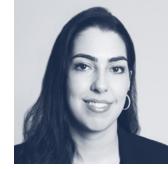
Nicolas Patrick Partner and Head of Responsible Business



Natalya Lozovaya



Ian Hagg Director of Responsible Business



Mariam Sheikh

Partner and International Head of Pro Bono

Senior Sustainability and ESG Manager

Senior Sustainability and ESG Analyst

