

How we're transforming our business



SOUND GOVERNANCE

- ESG risks and governance
- Labour and human rights
- Professional integrity
- Ethical protection and use of data
- Stakeholder dialogue



OUR ENVIRONMENT

- Net Zero transition
- Operational footprint
- Circular economy
- Green supply chain



OUR SOCIETY

- Social justice and capacity building
- Community investment



OUR CLIENTS

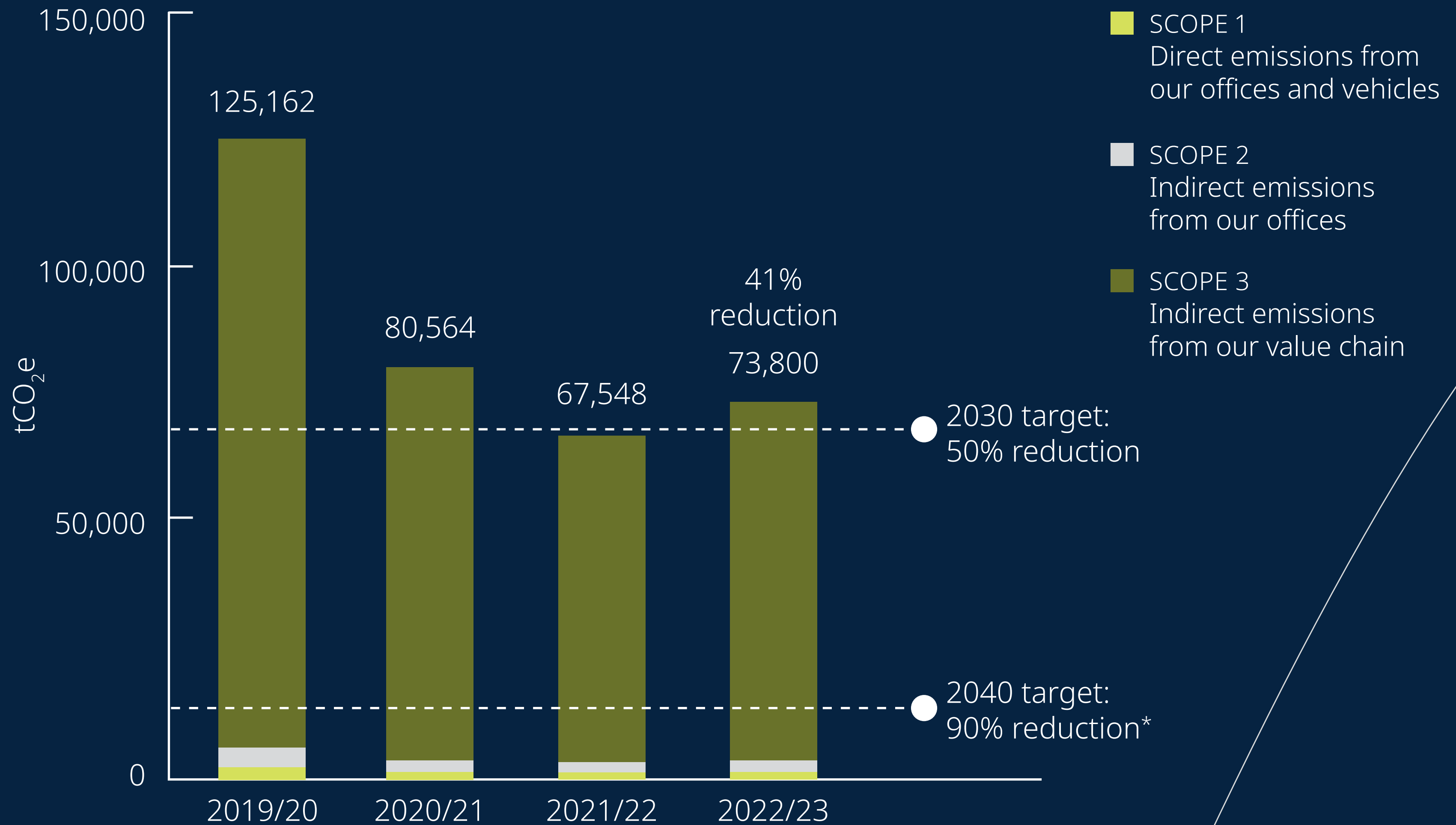
- The impact of our advice



OUR PEOPLE

- Diversity, Equity and Inclusion
- Employee health and wellbeing
- Nurturing talent

Progress towards our carbon reduction targets



Our sustainability journey in numbers*



Over **15,000** clients in 2022/2023



54% fee earners and **46%** business services professionals



25% of our partners are women



49 offices in **30** countries



36% UK and Ireland, **43%** Europe, **16%** APAC, **5%** Middle East and Africa



74% employee engagement score***



6,896 lawyers and business services professionals



46% board positions held by women



23% of senior management** roles are held by women

*Figures for financial year 2022-23

**Senior management includes Board members, Executive Committee members, Sector Heads and International Group Heads

***Based on our latest engagement survey conducted in May 2022

Our sustainability journey in numbers*



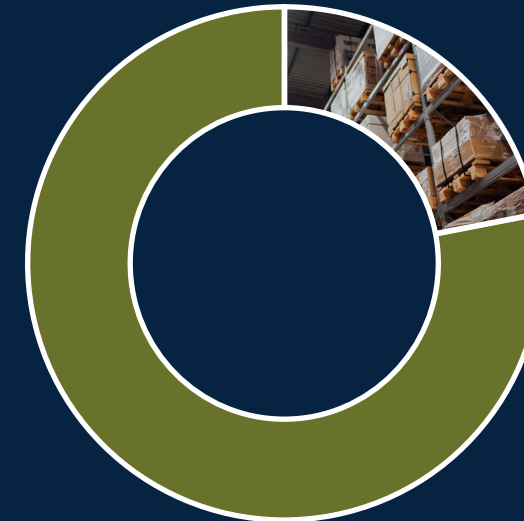
85% of electricity we purchase in the UK is renewable**



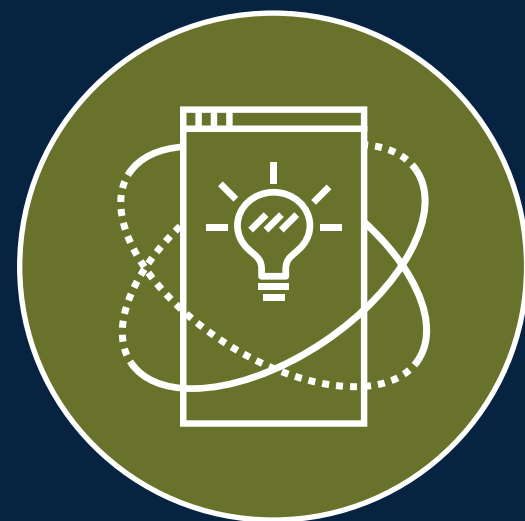
41% carbon emissions reduction since 2019/20



63% of electricity we purchase in Europe is renewable**



22% of our Purchased Goods & Services spend is covered by a science-based target or a commitment to set a science-based target



8% of electricity we purchase in Asia Pacific is renewable**



13 MW per hour renewable energy will be generated via our corporate power purchase agreement for a new-build solar farm in the UK

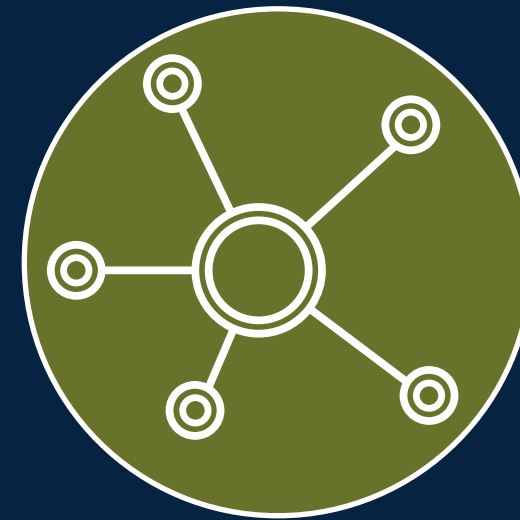
*Figures for financial year 2022-23

**Our current definition for renewable electricity includes electricity covered by Renewable Energy Guarantees of Origin (REGOs). We will be moving away from including this type of electricity in our reporting in future years

Our sustainability journey in numbers*



215,521 pro bono hours in 2022**



300+ DLA Piper people serving as mentors to young people from disadvantaged backgrounds



2,094 of our lawyers have given their time to pro bono projects in 2022



1,000+ colleagues engaged in volunteering and fundraising initiatives



48 hours on average were dedicated by our lawyers across the International firm to pro bono work in 2022

*Figures for financial year 2022-23

**Hours include our US offices