

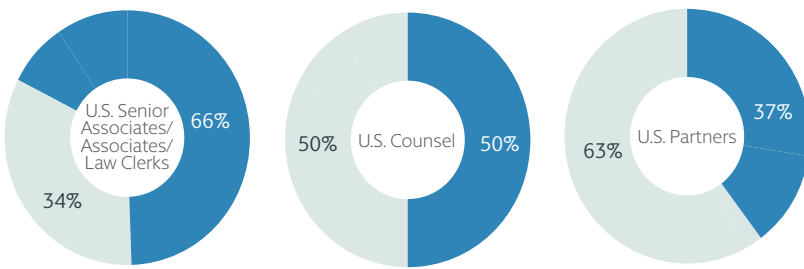
United States Diversity and Inclusion

Diverse teams deliver better results for clients. We know this both instinctively and through the day-to-day experience we have working with each other and our clients. The breadth of perspective, thinking, and difference of viewpoints that you get with a diverse team enables us to tackle a problem in a much more holistic and innovative manner.

Our 2020 D&I Action Plan consists of entrenching our most effective strategies to develop, advance, and retain our people. When Miguel Zaldivar became CEO of the firm on July 1, delivering on our commitments to diversity and inclusion became one of the firm's strategic priorities, on par with enhancing profitability and putting clients at the center of everything we do. The diversity and inclusion team also became an independent department reporting directly to the CEO and senior management. We have been working actively to recruit, develop, retain, and promote diverse lawyers. We welcome opportunities to connect with clients and communities to partner on critical diversity and inclusion initiatives.

This information sheet shows how we do just that.

Just the facts



■ Diverse* ■ Non-Diverse

*Diverse lawyers include women, minority, and LGBT+ lawyers

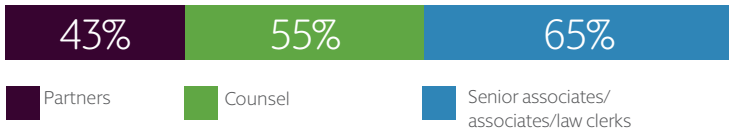
Exceeding Mansfield

In 2018, Hogan Lovells adopted the Mansfield Rule, which requires the firm to have at least 30% women, minority, and LGBT+ lawyers in candidate pools for senior leadership positions, in recruiting, and in business development activities.

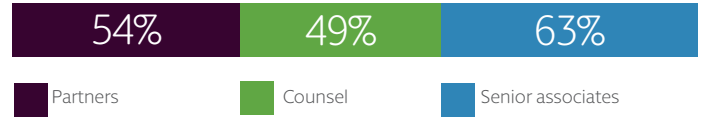
We are happy to report that in 2020, we achieved Mansfield Certification Plus status for the second time, which means that we achieved the requisite levels of diversity in our candidate pools and our actual numbers in 70% of the categories were greater than the 30% threshold.

Recruiting and promoting people

Of the U.S. partners, counsel, senior associates, associates, and law clerks recruited in the last four years, the following percentages were diverse.



Of the U.S. partners, counsel, and senior associates promoted in the last four years, the following percentages were diverse.



27% Percentage of women partners *worldwide*

36% Percentage of women executive committee members

*Diverse lawyers include women, minority, and LGBT+ lawyers

Creating communities

We have a rich and varied group of highly-motivated individuals who are very active in ensuring the firm understands and lives up to its diversity and inclusion commitments.

- 8 National affinity groups
- 2 Regional affinity groups
- 10 Regional diversity committees
- 10 Women's initiatives

Americas Diversity Committee

In 2018, we launched the Americas Diversity Committee, a diverse group of influential partners led by CEO Miguel Zaldivar, which provides accountability for reaching our diversity goals, establishes best practices for diversity and inclusion in the United States, and invests in the internal pipeline of diverse lawyers. Some successes include connecting diverse lawyers to mentorship and sponsorship, ensuring diverse lawyers have meaningful work opportunities, and strengthening our policies in support of our women, minority, and LGBT+ colleagues.



Investing in diverse lawyers

Our IMC-approved Americas D&I Action Plan prioritizes our firm's commitment to supporting and investing in our diverse lawyers. Among other things, our plan establishes internal and external goals for diverse lawyers and provides 50 hours of D&I billable credit. Our CEO Miguel Zaldivar has also taken action in sending out notes to our recruiters and headhunters globally requiring them to provide diverse candidate slates for lateral partner recruitment. In addition to taking a holistic recruitment approach, we are also focused on implementing work allocation and other processes to ensure work and pitch opportunities are equally allocated to diverse lawyers.

In 2020, Hogan Lovells is leading law firms by increasing support to historically marginalized lawyers, including by becoming the title sponsor of Corporate Counsel Women of Color (an organization that supports the business and professional development, and networking opportunities for women of color lawyers) and hosting our second Allverse conference in January 2020. Allverse 2020 provided an opportunity to network and receive professional development for nearly 300 U.S. minority and LGBT+ lawyers, executive leadership, clients, and internal global diversity professionals. The theme, "Launching a Legacy," focused on the trajectory as diverse lawyers: learning from the past, understanding the present, and utilizing those learnings and understandings to establish a future that is better for our people, our clients, and our firm.

Key outcomes and commitments:

- Our diverse lawyers saw the magnitude of the investment in diversity by our senior leaders
- The networking was impactful, and there were cross referrals from and to diverse lawyers and clients
- Our affinity groups, diversity committees, and clients are working to implement Allverse themes
- A robust panel of our clients discussed the need and importance of diversity
- During our client "D&I Think Tank: Launching effective internal and external client diversity initiatives" session, clients and the firm's diversity professionals discussed client best practices



"I was so proud to be part of a law firm that would create and execute on an event like Allverse. What an impactful day for everyone. Just wow!"

Managing Counsel, 2020

Watch the inaugural Allverse video here: [bit.ly/ 2DxujI4](https://bit.ly/2DxujI4).

Connecting with clients

Alongside our commitment to providing diverse and inclusive teams, we also partner with our clients and closely integrate into their own D&I programs and investments. This creates a richer and more informed environment for understanding the needs of our clients and opportunities to work together to address root cause issues, and give opportunities to our women, minority, and LGBT+ lawyers.

We have participated in client mentoring programs and actively support client- and diversity-rich initiatives like Leadership Council on Legal Diversity and other bespoke internal programming connecting general counsel to our diverse lawyers, partnering to serve our clients with diverse teams, and providing rich profile-raising and business development opportunities for our diverse lawyers.

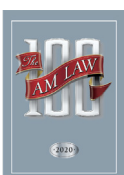
Globally in 2019, we asked more than 250 clients for their views on diversity and inclusion, and we are incorporating their comments into how we work and are continuing to seek their views in 2020.

"So many thank yous again to you and your team. We have gotten incredible feedback, with people using words like 'phenomenal,' 'fantastic,' and 'I'm so glad I attended.'"

Assistant General Counsel, 2018

Recognition brings its own rewards

Our work and our people are viewed by many as at the cutting edge in the profession. There is always more to do and no room for complacency, but they show we are on the right path. Here are some of our past awards.



Continuing the conversation

We are committed to an open and constructive conversation with our people and with our clients. We would be delighted to continue this dialogue and would welcome the opportunity to introduce you to the diverse talent we have at our firm.

Contact us:

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