

ALWAYS THINKING AHEAD

ESG REPORT

THOMPSON
HINE



From Our Managing Partner

At Thompson Hine, innovation sets us apart. It pushes us to continually seek new approaches to achieving the highest standards of excellence and the best possible results.

A focus on innovation and outcomes similarly drives our Environmental, Social and Governance (ESG) initiatives. As reflected in the theme of this report, we are always thinking ahead about the actions we need to take to foster sustainability and inclusivity. In the following pages, you will read about our ongoing commitments and new investments to benefit our employees, our clients and the communities we serve, as well as the environments where we live and work.

By investing in our greatest resources, we continue to innovate while delivering value-based legal services. Our ESG program is foundational to these goals. These are not new commitments, but they are more important than ever before. We are proud of what the firm has accomplished and confident that you will see true impact in this space from Thompson Hine.

Thank you for your continued support.

Deborah Z. Read
Managing Partner



From Our ESG Collaborative Chairs

Welcome to Thompson Hine's ESG report. We are pleased to share highlights of our ESG initiatives and the progress we have made.

To strengthen our commitment to our ESG efforts, we launched a comprehensive process beginning with a prioritization assessment to assist us in refining the goals that are essential to our stakeholders and, therefore, to our ESG program. We formed an ESG Council to oversee this work (see page 5 for more details). This diverse group of individuals represents the many aspects of our ESG program and will aid us in setting, tracking and meeting our goals.

These actions ensure we are following best practices with our own ESG efforts and complement the legal counsel our ESG Collaborative provides to clients. Through our ESG Collaborative, we partner with our clients to align their ESG objectives with their company values, enabling them to reduce risk and satisfy stakeholder demands.

Whether you're an employee, client, community member or other stakeholder, thank you for your interest in and support of our ESG journey.



Jurgita Ashley
Partner



Heidi B. Friedman
Partner

Our ESG Strategy

Our goal is to be a leader in setting best practices for developing, refining, implementing, managing and monitoring an ESG program in a law firm environment. In 2022 we launched two significant initiatives to support our commitment to that approach.

ESG Council

We formed an ESG Council with various leaders representing all key areas of the firm as well as relevant practice groups and programs that feed into our holistic ESG approach. Chaired by Alan Lufkin, Director of Business Intake, the council serves as a driving force in making all critical ESG decisions and ensures our leaders are educated on relevant aspects of ESG so they can implement and monitor the firm's ESG commitment across the organization. The council is composed of representatives from management, staff members, partners and associates who focus on the following areas:



Jurgita Ashley
Corporate & Securities
Co-chair, ESG Collaborative



Jill Attkisson
Talent Management
Chief Talent Officer



Cathleen Baskey
Human Resources
Senior Director of Human Resources



Hannah Caldwell
Labor & Employment
Associate



Matt Coatney
Information Services
Chief Information Officer



Eric Daniel
Product Liability Litigation
Firmwide Chair, Pro Bono



Georgene Davison
Marketing & Strategy
Senior Marketing
Operations Director



Heidi Friedman
Environmental
Co-chair, ESG Collaborative



William Garcia
Innovation
Chief Practice Innovation Officer



Megan Glowacki
Labor & Employment
Partner



George Holobinko
Operations
Chief Facilities & Office
Operations Officer



Jamar King
Business Litigation
Senior Managing Associate



Justine Lewis
Diversity, Equity & Inclusion
Senior Manager of Diversity,
Equity & Inclusion



Alan Lufkin
Chair, ESG Council
Director of Business Intake



Julia Miller
Corporate & Securities
Senior Managing Associate



Philip Sineneng
Diversity, Equity & Inclusion
Firmwide Chair, Diversity,
Equity & Inclusion



Sheila Turner
Marketing & Strategy
Associate Director of
Public Relations



Stacy Weiner
Marketing & Strategy
National Practice &
Regional Growth Manager

Prioritization Assessment

We partnered with an ESG advisory firm to conduct a comprehensive prioritization assessment to gather critical information from all our stakeholders and help refine our ESG strategy, improve public disclosure and internal reporting processes, and identify business opportunities to support growth and innovation.

This process included developing criteria for scoring the importance of the many aspects of ESG after reviewing industry standards and conducting peer benchmarking. Using these criteria, we surveyed key stakeholders (partners, employees, clients and vendors) to identify their priorities. We considered this input while developing our growing ESG focus and prioritizing our 2022–2023 ESG goals and objectives.

**ENVIRONMENTAL**

- Carbon emissions
- Energy usage and efficiency
- Pollution and waste

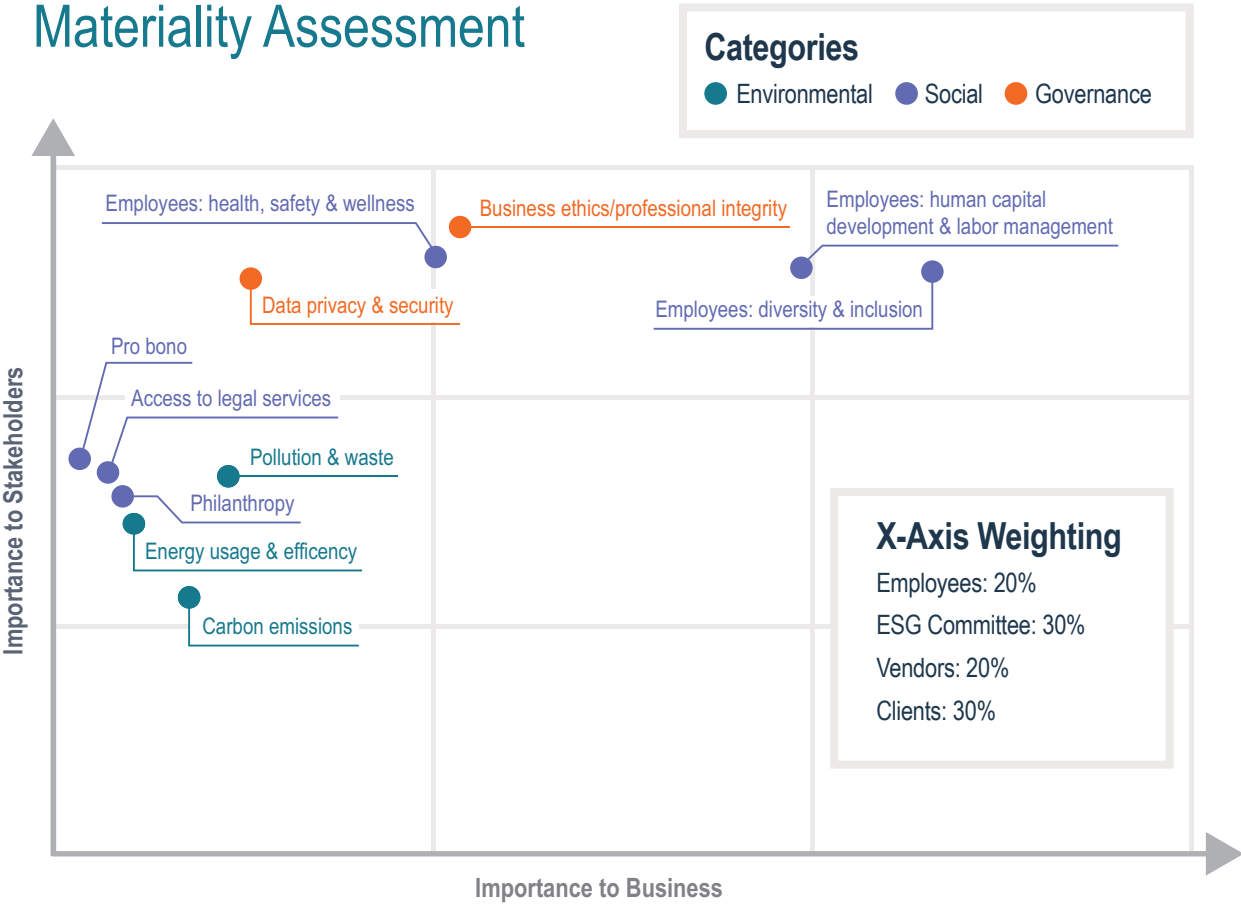
**SOCIAL**

- Diversity, equity and inclusion
- Health, safety and wellness
- Human capital development and labor management
- Social impact—legal service access
- Pro bono
- Philanthropy

**GOVERNANCE**

- Business ethics and professional integrity
- Data privacy and security

Materiality Assessment



Our People

We embrace innovation in every aspect of client service, always thinking ahead to identify cost-effective solutions that align with client goals. But our innovation goes beyond practicing law when we use it to find better ways to invest in our colleagues and communities. We are dedicated to continuously fostering and enhancing a culture grounded in professional growth and development; diversity, equity and inclusion (DEI); and employee health, wellness and safety.

Professional Growth

TRAINING

In 2022 our numerous training opportunities covered topics such as legal writing best practices, business development, time management, business litigation strategic insights, practice group-specific programming and more.

Anti-harassment training is required for every employee and partner, either annually or biennially. Each new manager and new hire participates in mandatory training as well.

MENTORING

All new-to-practice associates in the firm are paired with one or more colleagues for mentoring and integration support. New associates are matched with a partner and an associate. The firm also partners with other organizations to provide coaching and mentoring to diverse attorneys.

ETHICS

We provide annual mandatory training for all attorneys covering a variety of ethics-related topics, as well as associated topics such as risk management, loss prevention, common pitfalls, escalation protocols and much more.

“



My mentors urged me to bring my authentic self to the table. Their devotion to my professional development and ‘walking the walk’ helped me to enhance my job satisfaction and find professional purpose.”

– Hannah Caldwell, Associate

7,922 training hours completed firm-wide in 2022



Our innovative attorney recruiting model, launched in 2017, includes three tools: a blind 16-factor trait assessment, a blind legal writing assessment and a behavioral interview process based on the STAR methodology (Situation, Task, Action and Result).

43%

increase in partners who identify as racially/ethnically diverse

75%

increase in partners who identify as LGBTQ+

28%

increase in women partners

Diversity, Equity and Inclusion

For more than two decades, we have been intentional and innovative in our commitment to DEI.

In 2020, 2021 and 2022 we earned Diversity Lab’s Mansfield Rule certification (3.0, 4.0 and 5.0), and we are currently pursuing Mansfield 6.0 certification. Mansfield-certified law firms are required to demonstrate year-long progress in increasing diversity in senior recruitment and leadership decisions by considering a minimum of 30% diverse candidates.



Mansfield Rule™
Certified 2022 BY DIVERSITYLAB





24

DEI educational, training and social events offered in 2022

Topics included heritage programming, unconscious bias programming and leadership development.

For more information, please see our [Diversity, Equity & Inclusion Report](#).

We are a member of the Leadership Council on Legal Diversity, an organization of more than 320 chief legal officers and managing partners dedicated to creating a truly diverse legal profession.

Our managing partner is an active participant and submitted a Leader Pledge to advance DEI.

DEI TRAINING AND EVENTS

Ongoing DEI training and education opportunities include firmwide mandatory sensitivity training every two years; an annual Diversity Summit; inclusive leadership development, education and awareness programs; a multi-series social justice curriculum as part of our Stand Against Injustice program; and a heritage month programming series. We also host or participate in numerous social gatherings and present an annual Diversity Champion Award.



100% rating

on the Human Rights Campaign Corporate Equality Index in 2022



SUPPORTING THE NEXT GENERATION

Our commitment to DEI includes a focus on the future of our profession, highlighted by initiatives supporting law school students such as:

The Dayton Flyer Legal Pathways Program

A partnership with the University of Dayton and other organizations to recruit and sponsor underrepresented law students throughout law school and their entry into the legal profession.

Externships

These provide educational opportunities and practical work experience for underrepresented lawyers as they enter the profession. Law students receive mentorship and opportunities to support pro bono work covering a range of practice areas.

In 2022 our summer associate class was

60% diverse

Health, Wellness and Safety

Supporting the overall health and wellness of our people is our priority. This includes providing a comprehensive benefits package including medical, vision, dental, critical illness and life insurance; a 401(k) retirement savings plan; PTO; an employee assistance program; flexible spending accounts; short-term disability coverage; long-term disability insurance; and more.

Among the wide range of wellness programs and services we provide are employee coaching, activities and challenges focused on heart health, mental health, mindfulness, nutrition, stress management, healthy sleep, weight loss and financial wellness.

Our efforts to maintain a safe work environment are guided by anti-harassment, workplace security, workers' compensation and similar policies. Other resources include a confidential ethics hotline and numerous forms and processes for employees to formally register complaints.

We also offer remote, hybrid and flexible work schedules as well as other programs to support work/life balance.

Community Circles

Introduced in 2022, nearly 200 people participate in meeting groups that cover:

POLICY-DRIVEN ADVOCACY

PARENTING

BOOKS & READING

ENDURANCE ATHLETES

GARDENING

FOOD & WINE

TRAVEL

Information Security

We carefully protect client and firm information by employing modern, defense-in-depth security strategies and processes. With more than 30 policies in place, we continue to use all best practices to maintain data safety.

Memberships and Subscriptions

Legal Services Information Sharing and Analysis Organization

International Legal Technology Association

Various threat intelligence feeds



FIRM SECURITY POLICIES

Our policies address acceptable use of technology resources, business continuity and disaster recovery, document destruction, technology privacy and more. Our Security Awareness Training policy stipulates that security awareness training and phishing tests are conducted every three months for all employees using a third-party training platform.

Incident response is governed by our Security Incident Response (SIR) policy, which outlines the steps to take in the event of an incident. It also identifies the members of our SIR team, which includes representatives from our security, IT, operations and legal teams, and their roles. Testing of our SIR plan is conducted annually. The policy also includes processes for security incident identification, containment and eradication.

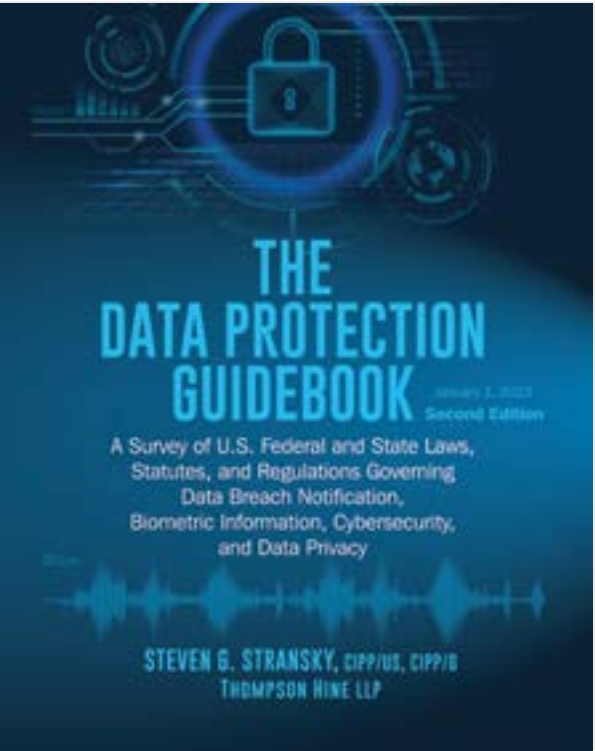
INFORMATION SERVICES SECURITY POLICIES

These policies include our Information Security Roles and Responsibilities policy, which describes the roles of those responsible for protecting firm and client information. Roles included are C-level personnel and members of the Security Council, which meets quarterly or as needed to discuss security-related matters.

Our Risk Assessment policy provides an overview of assessing the risk to our resources, which is a critical function for risk management. A third party annually reviews our security controls and performs external penetration tests. In addition, we routinely perform internal vulnerability assessments.

Policies also address third-party data protection, vendor management program and risk assessment, encryption and more.

Thompson Hine has teamed with the CISO Executive Network to become the exclusive law firm to host all the meetings, roundtables and events of the Cleveland Chapter. CISO is a peer-to-peer professional organization serving information security, IT risk management, privacy and compliance executives from large enterprises, including corporations, healthcare systems, universities and utilities. The CISO Executive Network brings peers together for regularly scheduled in-person and virtual meetings. Thompson Hine hosts include Steve Stransky, Tom Zych and Matt Coatney.



Our Privacy & Cybersecurity legal practice supports our Information Security team and provides strategic counseling, regulatory compliance and litigation services to clients in a wide range of industries. Resources for clients include *The Data Protection Guidebook*, written by practice co-chair Steve Stransky.

Our Communities

We are committed to enhancing our communities through a wide range of philanthropic, volunteerism and pro bono efforts. One focus is to address poverty and hunger by acting through local food banks and United Way to provide on-the-ground support and raise funds through individual contributions and firm donations.

Community and nonprofit volunteer involvement included employees serving on the boards of nearly

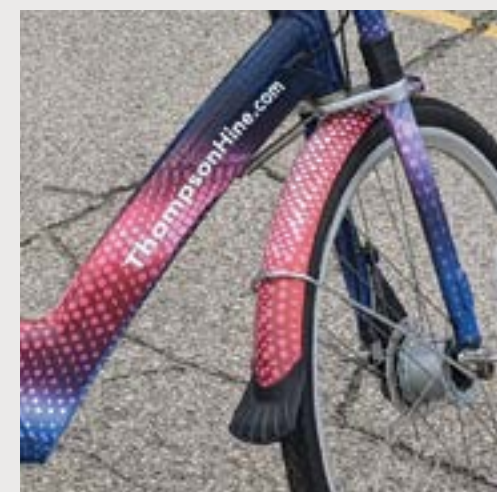
 **800**
organizations



Community Support in Action

Thompson Hine supports **Sanctuary Night in Columbus**, which provides a safe, consistent environment offering short-term refuge, meals, life skills training and hygienic products to vulnerable women.

Pro Bono Partnerships



Bike Miami Valley, Dayton

We have been helping advocate for regional transit solutions that involve bicycling and bike sharing for over a decade.

AIDS-Free World and Canadian HIV/AIDS Legal Network



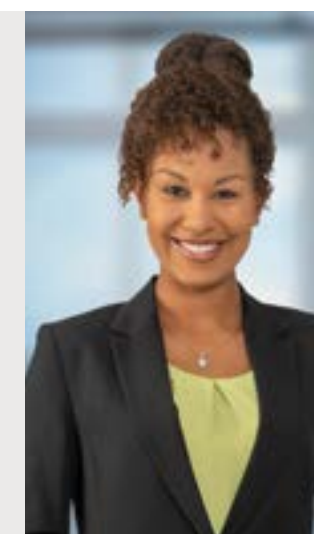
For the past nine years we have helped challenge Jamaica's Offences Against the Person Act, which criminalized certain sexual acts by LGBTI persons.

In 2020 the Inter-American Commission on Human Rights issued a scathing report declaring that the act violates several of the individual rights protected by the American Convention on Human Rights, which Jamaica signed in 1977.



Pro bono work has provided me with great opportunities and experiences that have allowed me to grow as a lawyer. I have really enjoyed getting hands-on experience while also making a positive difference in my community."

– Jordan Foster, Associate



Environment

We continuously implement new ways to expand and enhance our environmentally responsible practices through initiatives such as Leadership in Energy and Environmental Design (LEED) certification, electronics recycling and reducing greenhouse gas emissions.

Operations

Our efforts to make a positive environmental impact include the following:

- Installing LED lighting and other energy- and resource-efficient measures
- Partnering with PCs for People to provide environmentally friendly electronics disposal
- Doing our part to bring digital inclusion to underserved communities



2022 Commuter Choice Award Bronze Category/Large Business

Received by our Cleveland office from the Northeast Ohio Areawide Coordinating Agency (NOACA), this award recognizes and rewards employers who encourage employees to choose alternatives to drive-alone commutes.

Greenhouse Gas Emissions Reporting

In 2022 we conducted our inaugural greenhouse gas (GHG) inventory in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. In approaching this assessment, we first sought to define the organizational and operational boundaries of our footprint. As an office-based organization, we operate exclusively under lease agreements for space in all eight cities where we have a formal presence: Atlanta, Chicago, Cincinnati, Cleveland, Columbus, Dayton, New York and Washington, D.C. Our indirect emissions are primarily derived from purchased electricity.

Going forward, we intend to use 2022 as our baseline year and reserve the right to reevaluate and update our assessment based on changes to accepted reporting practices. We remain committed to understanding our carbon footprint and identifying ways to drive strategic reductions in future years.

2022 Scope 1 and 2 emissions:



Office Efficiency

Received LEED certification at the Gold or Silver level at 75% of our offices.



In 2022 we shredded and recycled 71.16 U.S. short tons of paper*



*According to the Secure Shredding Green report from Iron Mountain®, our third-party information-management services company.

Alignment with the United Nations Sustainable Development Goals

At Thompson Hine, our goal is to be a leader in setting best practices for developing, refining, implementing, managing and monitoring an ESG program in a law firm environment.

As part of our ESG program, Thompson Hine aligns with the United Nations Sustainable Development Goals (SDGs), which were set in 2015 by the United Nations General Assembly and are intended to be achieved by 2030. These goals are designed to be a “blueprint to achieve a better and more sustainable future for all.”



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Alignment efforts include our membership in the Leadership Council on Legal Diversity (see page 10) and participation in numerous scholarship and fellowship programs (see page 11) as disclosed in our DEI report.



Remove potential barriers to gender inequality.

Alignment efforts include our EEO and anti-harassment policies, Diversity Lab’s Mansfield Rule 5.0 certification and participation in numerous women-focused programs, conferences and committees as disclosed in our DEI report.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Alignment efforts include supporting job creation with an emphasis on entrepreneurs and small businesses through our New Ventures practice, participation in internship programs, and pro bono legal services for entrepreneurs and small businesses and for nonprofits that support job creation.



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

Alignment efforts include making continuous investments in SmartPaTH™ – a smarter way to work – predictable, efficient and aligned with client goals, our service delivery approach that combines the disciplines of legal project management, process efficiency, flexible staffing and value-based pricing to better align our services with clients’ needs; using Kira AI-powered software to identify, extract and analyze the text of contracts and other documents, which supports our goal of making legal service delivery more predictable, efficient and transparent; and using data analytics to help our clients predict outcomes and make better-informed decisions.



Reduce inequality within and among countries.

Alignment efforts include our recruiting practices, DEI Action Plan and implicit bias training.



Make cities and human settlements inclusive, safe, resilient and sustainable.

Alignment efforts include our United Way giving and charitable contributions to organizations promoting regional growth such as the Urban Land Institute, Team NEO and Downtown Cleveland Improvement Corporation, and Opportunity Zone work by our Real Estate and Tax groups.



ESG LEGAL SERVICES

Complementing our commitment to continuously expanding and enhancing our own ESG efforts, our ESG Collaborative is a cross-disciplinary team providing legal services to help clients develop and achieve ESG goals that are aligned with their company values. We assist with everything from helping a company create and design a new ESG initiative to supporting an in-depth gap analysis of a fully developed ESG program against the potential regulatory framework. With available support from our labor, energy, trade, litigation, environmental and corporate teams, we can proactively identify renewable opportunities and carbon offsets or defensively manage shareholder proposals and greenwashing litigation. The key is partnering with clients to right-size their ESG program and reduce their overall risk.

ABOUT THOMPSON HINE LLP

Thompson Hine LLP, a full-service business law firm with approximately 400 lawyers in eight offices, was ranked number one in the category “Most innovative North American law firms: New working models” by the *Financial Times* and was one of seven firms shortlisted for *The American Lawyer’s* inaugural Legal Services Innovation Award. The firm has been recognized by the *National Law Journal* as a Legal Technology Trailblazer and featured by *Bloomberg* for its innovative service delivery models, which drive accuracy and predictability. Thompson Hine received the top honor in the category “Tech-Enabled Hybrid Work Environment” during the 2023 ALM Legalweek Leaders in Tech Law Awards, which recognize innovation in the legal technology sector. The firm’s commitment to innovation is embodied in Thompson Hine SmartPaTH™ – predictable, efficient and aligned with client goals. For more information, please visit ThompsonHine.com and ThompsonHine.com/Innovation/SmartPaTH.

The information and opinions contained in this report are provided as of July 2023 and are subject to change without notice. Thompson Hine does not undertake to update or revise any such statements. Forward-looking statements reflect our current expectations and inherently involve risks and uncertainties; actual results could differ materially. The metrics and other data included in this report, including employee metrics and GHG emissions, include various assumptions. The standards of measurement and performance contained in this report are developing and based on assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation or prospect set forth in this report can or will be achieved. This report represents current Thompson Hine policy and intent and is not intended to create legal rights or obligations.

© 2022–2023 Thompson Hine LLP. All rights reserved.