



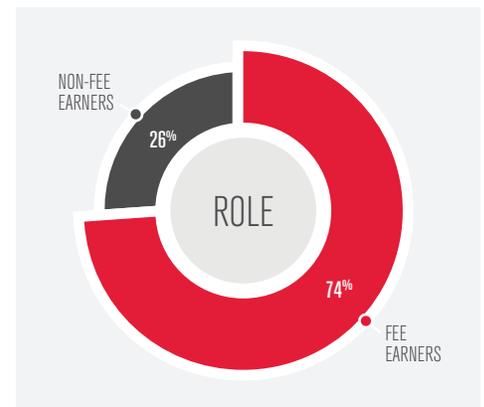
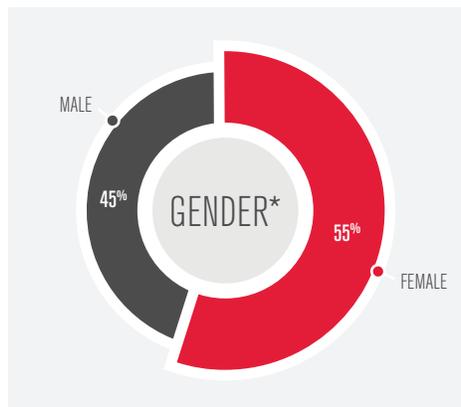
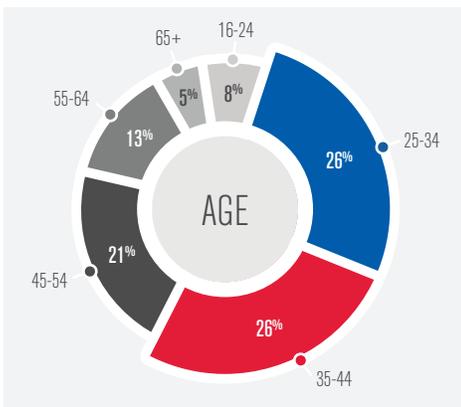
2021 ARMSTRONG TEASDALE U.K. DIVERSITY DATA

At heart, being inclusive means everyone has a seat at the table. At Armstrong Teasdale, we define diversity, equity and inclusion (DEI) broadly. DEI are core values of the firm, and we recognize the richness they bring to our workplace.

As part of our commitment to inclusion, we have a dedicated Diversity, Equity, and Inclusion Department, which reports directly to the firm's Executive Committee. Our Inclusion Committee also holds a significant role in the firm and reports to the Executive Committee on various activities and initiatives. Both of these initiatives enable us to continue holding ourselves accountable for this core value at the highest levels of firm management. We also distribute an annual inclusion report for further accountability.

We are committed to diversity within our client teams, ensuring that team leaders, supporting attorneys and professional staff are diverse in compliance with legal industry standards. Our clients consistently challenge us to align with diversity initiatives, and we take the mandate seriously. Bringing people with different experiences and opinions to the table enables us to better serve our clients.

As our London office is regulated by the Solicitors Regulation Authority (SRA) we are obliged to collect and report on our workforce diversity data biennially. The data below is representative of those who answered the 2021 SRA diversity data survey.



DIVERSITY - DISABILITY

0% of respondents indicated they were disabled as defined by the Equality Act 2010; however, 8% of respondents indicated they preferred not to identify either way.

DIVERSITY - ETHNICITY AND RELIGION

Publishing a summary of our firm's diversity data relative to ethnicity and religious affiliation would potentially allow for individuals to be identified and therefore is not included here. However, overall diversity by ethnicity has increased. Respondents identified themselves as coming from nine different ethnic groups.

**10% of respondents indicated they preferred not to indicate their sexual orientation.*