

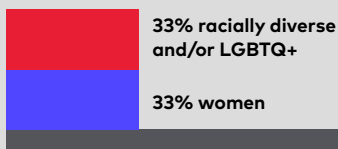


Cooley's Diversity, Equity and Inclusion (DEI) Action Plan was developed as part of our commitment to building a firm and workplace reflecting equality for all.

- Growing diverse representation among the board of directors and in all key firm leadership positions
- Meeting or exceeding targets for greater representation of women in the partnership, diversity among lawyers and diversity in business professionals leadership
- Embarking on continuing education about the experiences of underrepresented groups in the firm and the legal industry
- Expanding our commitment to defending civil rights and addressing systemic injustices by hiring a dedicated racial justice counsel as a member of the pro bono team

100%

Human Rights Campaign
Corporate Equality Index



Firm board of directors

Cooley offers diversity fellowships to outstanding law students in the US and the UK as part of our ongoing commitment to recruiting and developing a diverse and talented team.

US 1L Diversity Fellowship

Award recipients receive a paid 1L summer associate position and an award of up to \$50,000 to assist with law school tuition.

UK Diversity Fellowship

Award recipients receive a paid Summer Programme position (a year sooner than students are typically eligible to participate) and a bursary of up to £12,000 to assist with university/law school tuition.

All students who demonstrate a commitment to promoting diversity, equity and inclusion are encouraged to apply.

Industry-leading policies

- All associates, counsel and patent professionals are eligible to receive up to 50 hours of billable credit for time spent leading DEI efforts
- In 2022, Cooley introduced an initiative to encourage every lawyer, including partners, to spend at least 20 hours annually participating in DEI-related programming and training
- Lawyers and patent professionals are provided one day per year of billable credit to participate in volunteerism, including aiding social and racial justice activist organizations, petitioning and peaceful protesting



**4x Mansfield Rule
Certified Plus Firm**



**Women chair the
partnership nominating and
compensation committees**

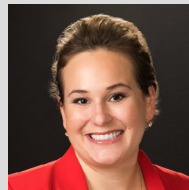
“We’re devoted to this notion of being creative and entrepreneurial and that is born out of diversity – both diversity of opinion and diversity of background.”

— Joe Conroy, chairman and CEO



TJ Graham

Partner and Diversity
Committee chair
tgraham@cooley.com



Amie Santos

Director of Diversity,
Equity & Inclusion
asantos@cooley.com