

COMMUNITY

PRO BONO AND COMMUNITY HOURS PER LAWYER*

Region	2021/22
Asia Pacific	6.05
Americas	50.92
Europe	7.10
UK and Middle East	38.55
Total	21.01

- Figures based on average pro bono and community hours per lawyer based on average headcount
- For FY22, aligned with the firm's strategy, CEER and Western Europe figures are combined as Europe

Region	2020/21	2019/20	2018/19	2017/18
Asia Pacific	10.13	9.90	9.00	12.07
Americas	49.71	27.69	34.52	40.33
CEER	11.89	10.84	9.76	6.36
Western Europe	6.06	5.83	7.47	9.98
UK and Middle East	32.88	30.47	28.11	28.21
Total	20.0	16.93	16.84	20.48

* Figures based on average pro bono and community hours per lawyer based on average headcount