

Luther.



# 2021 Sustainability Report

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Dear Readers,

As an internationally active company, we see ourselves as part of a global community and feel we have a responsibility to ensure our corporate strategy is based on sustainability.

The responsible and careful use of resources is a key element of our actions. Aware that all our actions have an impact on sustainability, we pursue this approach consistently both internally and vis-à-vis our clients, cooperation partners and service providers. In our teams, we live sustainable values to which we are committed over and above our corporate goals. Diversity and equal opportunities as well as social commitment, whether in the form of pro bono mandates or the promotion of social projects, are just as important to us as our defined goal of being carbon-neutral by 2030.

We have recorded and analysed the various facets of our work and drawn our conclusions from them. We have set ourselves goals and constantly seek to improve ourselves. We are living up to our corporate responsibility by focusing on achieving solid profitability, promoting and challenging our employees, making a commitment to society and the environment to make sustainability the focus of our actions.

The actions of our employees, how we use resources, our procurement processes, real estate and our social responsibility all contribute equally to this goal. We learn from the interaction and manage our processes by making continuous improvements. In this way, we not only keep our performance promise to our business partners and clients, but also assume operational responsibility.

Luther supports the Sustainable Development Goals of the United Nations as well as the Paris Agreement to reduce greenhouse gas emissions. We are committed to the European Green Deal, through which the EU countries have set themselves the goal of becoming the first climate-neutral continent. The measures adopted by the EU Commission in the “Fit for 55” package, the aim of which is to contribute to a more modern, resource-efficient and competitive business location, are also a benchmark for Luther Rechtsanwaltsgesellschaft’s actions. We are continuously working on this as well as on reducing our waste and water consumption. Through the work of our Environmental Practice group, we help companies to operate more productively and at the same time more resource-efficiently and sustainably. In this way, we contribute to sustainability not only through our operational structure, but also through our service promise to our clients.

We hope that reading Luther Rechtsanwaltsgesellschaft’s 2021 Sustainability Report will provide you with informative and interesting insights into our work.



**Elisabeth Lepique**  
Co-Managing Partner



**Dr Markus Sengpiel**  
Co-Managing Partner

# General information



# General information

## 1.1 Organisational profile

Luther Rechtsanwaltsgesellschaft mbH is one of the leading German commercial law firms, offering a comprehensive range of services in all economically relevant fields of legal and tax advice. The full-service law firm employs more than 420 lawyers and tax advisors and an average of 713 staff, 416 of whom are women and 297 men, and is represented in ten German business centres and has ten foreign offices in important investment locations and financial centres in Europe and Asia. The head office is in Cologne, Germany. Its clients include large and medium-sized enterprises as well as the public sector.

Luther has close relationships with commercial law firms in all relevant jurisdictions. In addition, the law firm is a founding member of unyer ([www.unyer.com](http://www.unyer.com)), a global organisation of leading professional services firms that cooperate exclusively with each other.

Luther Rechtsanwaltsgesellschaft mbH takes an entrepreneurial approach: all consulting services are geared towards the greatest possible economic benefit for the client. The focus is on developing solutions that are reasonable from an entrepreneurial point of view and are sustainable in the long term. All lawyers and tax advisors have an interdisciplinary understanding of tasks and have many years of experience in interdisciplinary collaboration.

## 1.2 Information on reporting

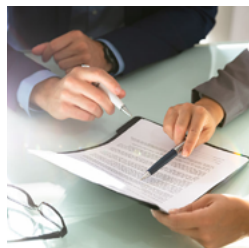
This Sustainability Report covers the reporting period of the 2020/2021 financial year (1 July 2020 to 30 June 2021). The last report was published on 27 August 2020. Our Sustainability Report follows the Global Reporting Initiative (GRI) Standards, and we are continuously working on enhancements so that we will fully comply with the requirements of the GRI Standards in the near future.



Workplace design



Education & training



Procurement



CO<sub>2</sub> emissions



Energy management



Facilities management



Fair working conditions



Flexible work policy  
Job satisfaction



Health and safety



Infrastructure  
(real estate)



Employees



Environment



Diversity & inclusion

# Economics



# Economics

## 2.1 Financial performance

Luther generated gross revenue of EUR 176.0 million in the 2020/2021 financial year, representing a decrease of 5.9% compared to the previous year. However, revenue per professional (RPP) increased by 15% to EUR 486,000 compared to the previous year.

The decrease in revenue is the result of a planned process. The decline in revenue on a large mandate had a significant effect in this connection.



## 2.2 Combating corruption

The starting point for money laundering compliance at Luther is Directive (EU) 2018/843 of the European Parliament and of the Council of 30 May 2018 (hereinafter referred to as “5th Anti-Money Laundering Directive” or “AMLD V”).

AMLD V requires Member States to ensure that obligated entities, which, under this Directive, include lawyers and tax advisors, take reasonable steps to identify and assess the money laundering and terrorist financing risks they face, taking into account risk factors, including in relation to their clients, countries or geographical areas, products, services, transactions or distribution channels.

This is comprehensively reflected in the firm's organisational structure, which applies to all lawyers and tax advisors working at Luther: all new mandates are set up centrally via a master data system. A so-called “conflict check” is then triggered for each mandate enquiry, which identifies any professional or strategic obstacles that would prevent the acceptance and fulfilment of the mandate and initiates a so-called “CAML check” (“Client Anti-Money Laundering Check”) for every advisory activity relevant in connection with money laundering. As part of the CAML check, compliance with the statutory obligations under the German Money Laundering Act (*Geldwäschegesetz*, GwG) is ensured and documented with electronic support. In concrete terms, this means that Luther's lawyers and tax advisors are obliged to state on setting up the mandate whether the mandate is relevant in connection with money laundering and whether

there are factors that indicate a higher risk within the meaning of the GwG. If, on setting up the mandate, Luther's money laundering compliance team establishes that this involves a transaction listed in Section 2 (1) no. 10 GwG, a request for a GwG check ("CAML check") is automatically sent to the lawyers and tax advisors via a "kyc tool" ("know-your-customer tool") developed by Luther specifically for the purpose of GwG compliance for lawyers and tax advisors and the individual steps taken to satisfy the compliance requirements are documented by the kyc tool. The lawyers and tax advisors are supported by the Luther money laundering compliance team in carrying out the CAML check.

In order to train employees in the area of money laundering compliance and the prevention of terrorist financing, Luther's money laundering compliance team has provided guidelines, fact sheets and explanatory videos on the topic of money laundering compliance as well as a whistleblower system that can be used to anonymously report violations of money laundering regulations.

Furthermore, all Luther employees receive regular training on current typologies and methods of money laundering and terrorist financing as well as on the relevant legal regulations and statutory obligations. An e-learning program developed by EQUEO GmbH especially for lawyers and tax advisors at Luther is used for this purpose. This is supplemented by on-site classroom training.

In addition, Luther has a personnel control and assessment system for measuring the reliability of all employees. This includes obtaining police clearance certificates when hiring non-lawyer employees. In the case of lawyers, this is already a prerequisite for admission to the bar.

All Luther employees are also instructed to immediately report any suspicious cases within the meaning of Section 43 of the GwG to the Luther money laundering compliance team.

Furthermore, the internal control systems in place to prevent money laundering and terrorist financing are reviewed by an independent auditing firm as part of the annual audit required by law, as Luther is a large corporation within the meaning of Sections 267 (3), 316 et seq. of the German Commercial Code (*Handelsgesetzbuch*, HGB). An unqualified audit opinion has been issued each year as a result of the annual audits.

Furthermore, several times a year, the bar associations at Luther's locations conduct inspections of its compliance with the obligations under the GwG. Compliance with the provisions of the GwG is checked for individual clients and throughout the firm. The money laundering compliance team supports the lawyers and tax advisors during the bar association inspections, monitors the correct performance of the CAML checks, carries out firm-wide risk analyses with regard to possible risks of money laundering and terrorist financing at Luther and is available as a contact person for the bar associations. The approximately 50 inspections carried out by the bar associations to date have always been successful.

### 2.3 Anti-competitive conduct

No legal proceedings have been instituted against Luther Rechtsanwaltsgesellschaft regarding anti-competitive conduct, cartels or monopolies.



# Ecology



# Ecology

## 3.1 Sustainable energy supply

For Luther, sustainable energy supply and the reduction of energy consumption are key to achieving the environmental and energy goals we have set ourselves; both goals are monitored continually.

When selecting our offices, we attach great importance to ensuring that they not only represent an ergonomic symbiosis of design and functionality, but also take environmental concerns into account. In 2020, the Stuttgart office moved into a building that meets the Gold Standard of the construction industry in terms of energy efficiency. In addition to energy-efficient automation features, sustainable materials were used in the interior, such as extensive woodwork.

The new location of our Berlin office also meets the highest energy efficiency standards and provides our employees there with parking spaces with e-mobility charging stations, which have been extremely well received. The other offices will also be successively equipped with a corresponding charging infrastructure.

We obtain our electricity from renewable energy sources, so that only small amounts of CO<sup>2</sup> are emitted. 90% of all German Luther offices have now switched their energy supply to green power. This represents an increase of 20% compared to the previous year. In the near future, all German offices will be supplied with green power.

Our continuous improvement process also includes reducing the overall energy consumption identified by Luther from the Energy Audit Report. The locations have been and will be successively equipped with LED lights in order to further optimise the energy performance indicators.

## 3.2 Sustainable mobility

### 3.2.1 Mobility grant

We provide our employees with a financial grant as an incentive to use environmentally friendly modes of transport. All employees who come to work by train, on foot or by bicycle benefit from this.



### 3.2.2 Business trips

For business trips, our motto is: virtual instead of analogue. The COVID-19 pandemic has boosted the use of digital meetings and the shift from face-to-face to online events. Luther has been using virtual meetings internally for years to reduce travel from other locations. The total number of all business trips was again significantly reduced last year by the pandemic. However, personal contact with clients will continue to be a central part of our consultancy culture. We make any necessary journeys – as far as possible – in a climate-neutral manner.

We review every necessary business trip for its environmental impact. The preferred means of transport when travelling is by train. In 2020, for example, long-distance journeys covering just under one million passenger-kilometres were made in a carbon-neutral manner.

Digital processes, flexible working methods and virtual meetings reduce the need for face-to-face meetings. However, air travel – especially to destinations abroad – cannot always be avoided. We have therefore decided to invest in appropriate carbon-compensation per flight. In the previous financial year, Luther was able to reduce the number of flights by 40% compared to the previous year. In the 2020/2021 financial year, the number of flights was again reduced by over 80%. This huge decrease is largely related to the impact of the COVID-19 pandemic; nevertheless, Luther will continue to rely more heavily on online meetings in the future.

## 3.3 Disposal concept

The topic of waste management plays an important role at Luther. Through targeted waste separation (waste for disposal and waste for recycling), we have been successful in reducing and partially avoiding the consumption of raw materials. Initially, we started this process by introducing a new separation system that significantly reduces the amount of

waste at one site and a further six sites then copied this concept. In the past year, further sites switched to this waste separation system, such that 80% of Luther's offices have now introduced separation between recyclable waste and waste requiring disposal through consistent separation.

### 3.4 Sustainable procurement

#### 3.4.1 Procurement processes / suppliers

The sustainability of our work performance - and ultimately of our firm – depends, among other things, on the sustainable management of our suppliers and producers. For this reason, our procurement management also includes environmental requirements and safety standards. Our suppliers have adapted their packaging for office supplies to be environmentally friendly. When selecting products needed for our daily work we focus in particular on reusable and refillable resources ("refills"). For example, we use ecological/recycled paper, both for printing and for envelopes, notes, towel paper, etc. Shredded paper is recycled and we attach importance to environmental labels such as the Blue Angel or the FSC seal for folders and binders. In addition, we are switching to sustainable and eco-friendly "giveaways", including their packaging. We promote the offsetting of greenhouse gas emissions through also supporting climate protection projects such as the reforestation of the Rio Kama in Nicaragua. For consumables we use regional or fair trade products.

#### 3.4.2 IT infrastructure

Over the past financial year, Luther has been working under a "clean desk" policy and has provided all offices with new equipment. All laptops meet the requirements of the Energy Star label and have the EPEAT Gold seal, an award for computers that have the lowest power consumption during use and a longer service life.

Luther is currently rolling out an enhancement to its digital dictation software. This enables briefs to be prepared with smartphones using the dictation function. This will make it possible to dispense with the purchase of dictation machines in the future.

#### 3.4.3 Beverage supply

We purchase coffee from fair sources. Almost all Luther offices have switched to fair trade coffee products or attach importance to regional roasters that use coffee certified by the Rainforest Alliance. By buying fair trade coffee, we make a valuable contribution to fulfilling the global sustainability targets and to improving the living and working conditions of coffee farming families in countries of the Global South and help to promote environmental protection. The packaging is sustainable, and at the same time social projects are supported, such as sponsoring coffee trees for the "Crossroad Coffee Project" or the support of social institutions.



#### 3.4.4 Drinking water systems

Almost all Luther locations have switched to an all-in-one drinking water system. The drinking water is filtered and bubbles out of the kitchen tap. In 2020, our Berlin and Stuttgart offices moved to new premises and are now also supplied by such a drinking water system. This not only eliminates plastic and packaging waste, but also prevents emissions from the production and transport of beverages. This reduces carbon dioxide consumption by around 60% compared to bottled water.

#### 3.4.5 Paper consumption

In recent years, we have pushed the use of digital files and switched to a digital document management system. However, also the fact that the courts have switched to electronic communication supports our goal of a comprehensive use of electronic files. We contribute to protecting the environment by being paperless (no paper or printouts) as far as possible. We are also reducing the consumption of resources in our operational business by consistently converting to digital processes and paperless administration. If printouts are absolutely necessary, our employees are required to print in black and white and duplex.

# Social issues

4

# Social issues

Luther ensures that its employees have a working environment in which each and every individual can develop their full potential. This can only succeed where appreciation, openness and acceptance are lived out every day. Respectful and considerate interaction with each other is the basis of social sustainability in our company and we make sure that this is honestly lived.

## 4.1 Employment

Luther had 873.2 employees in the 2020/2021 financial year, representing a decrease of 13.6% compared to the 2019/2020 financial year. This is attributable to the planned reduction in the number of staff recruited on a temporary basis for special projects. A total of 308 employees joined the firm last year, while 351 left.

Category	Total	Male	Female
Corporate Lawyers	10.9	25%	75%
Associates	115.5	48%	52%
Senior Associates	114.4	51%	49%
Counsels	30.3	69%	31%
Partners	128.2	85%	15%
Legal Trainees	31.5	48%	52%
Research Assistants	102.0	45%	55%
Support & Administration	228.0	15%	85%
Trainees	29.4	20%	80%
Interns	4.4	66%	34%
Temporary staff	18.6	34%	66%

## 4.2 Health and safety at work

### 4.2.1 Occupational safety

Luther complies with its legal obligations in the area of occupational safety and offers its employees an annual eye test by the company doctor and an ergonomic review of the workplace by an occupational safety specialist.

One safety officer with a certificate of appointment is appointed for each site. This person has completed the relevant VBG training and is the contact person for all occupational safety-related issues on site. In addition, 5% of employees per site are registered as fire protection assistants and attend a refresher course every 3 to 5 years.

All employees can use the intranet to obtain information on health and safety issues and tips on how to avoid hazards.

### 4.2.2 Health protection and COVID-19 management

5% of the employees at each site are demonstrably trained as first aiders and attend a refresher course every two years. For sites with several floors, there is at least one first aider per floor.

Luther offers its employees a flu vaccination organised and financed by Luther. In 2021, all employees were offered for the first time the opportunity to be vaccinated against COVID-19 by the company doctor.

The health and safety of all employees was and remains the top priority during the COVID-19 pandemic. In order to meet our responsibilities, Luther ran a hybrid model of working from home and working in the office last year, which was successful. We have been able to avoid infections within the office and keep productivity high through careful actions by each individual and a strong testing strategy.

In addition, Luther regularly distributed recommendations for action and guidelines by e-mail and via the intranet, which reached all employees regardless of their location. Helpful resources for working from home were also provided or, for example, a risk check tool was provided as a decision-making aid for the question of whether one can go into the office or should continue to work from home.

The number of infections among Luther's employees remained far below the average, infections occurred exclusively in the private environment and there were no sources of infection within the offices.

### 4.2.3 Fitness offer

High-performing, vital employees are the basis of every healthy company. To promote the physical and mental fitness of its employees, Luther has been cooperating with a fitness provider. Employees receive access to over 4,000 fitness and yoga studios, swimming pools, CrossFit and bouldering halls throughout Germany, as well as to over 1,000 online courses for over 20 types of sports, nutrition programmes, live courses and mindfulness and meditation exercises for only a small monthly financial contribution.

## 4.3 Training and further education

### 4.3.1 Luther.academy

The Luther.academy is our central tool for employee development. All offers for acquiring and expanding the professional, methodological and social skills of our employees are bundled here in four areas:

- As part of the internal specialist courses for commercial and corporate law, **Luther Law School** offers a comprehensive range of courses for the professional development of our lawyers and tax advisors. Participation in external training courses for specialist lawyers or in a course for tax advisors is also possible here.
- **Campus Professionals** is aimed at the same target group and includes a range of seminars to improve methodological and social skills.
- At the **Campus Referendare & wissenschaftliche Mitarbeiter** offers a range of seminars, workshops and trial exams specially tailored to the needs of legal trainees (*Referendare*) and scientific staff (*wissenschaftliche Mitarbeiter*). In collaboration with ExamensPlus, legal trainees and research assistants can attend online classes to repeat what they have learned as well as case presentations in preparation for the examination.
- **Campus Secretariat & Admin** supports our employees from business services in efficiently and confidently mastering day-to-day administrative work.

Our range of services at the Luther.academy consists of a mix of classroom and virtual events. This allows employees to train efficiently and flexibly in terms of time.

### 4.3.2 Digital Education Experience Programme (DEEP)

Mere legal thinking is no longer sufficient to provide clients with comprehensive legal advice in the digital world. This is why Luther has created DEEP, a continuing education programme for lawyers that integrates technology, business and law.

DEEP stands for “Digital Education & Experience Programme.” The concept and implementation of the content of the training programme was developed by the firm together with WHU - Otto Beisheim School of Management, one of the most renowned German business schools with proven expertise in the field of executive education.

DEEP combines practical aspects from the fields of technology and business with relevant legal issues relating to digital transformation. Luther’s interdisciplinary training is our response to the challenges posed by the digital transformation in the field of legal advice. The format includes three modules: In “Tech for Law”, renowned scientists from the Karlsruhe Institute of Technology (KIT) provide participants with the basic technical knowledge needed to understand digital services and value creation networks. In the “Business for Digital” module, WHU experts introduce lawyers to the entrepreneurial side of digital business. Participants obtain an understanding of how companies develop and implement business models and what start-ups do differently. In an exchange with experts from the Liquid Legal Institute, participants will also take a look at cross-cutting future issues regarding legal advice and the shaping of law. In the “Law for Tech” module, in-house experts from Luther show where legal questions from the analogue world have to be reformulated and how old law has to be adapted for the new world.

## 4.4 Knowledge transfer

In July 2018, Luther.connect went online as part of our digital transformation strategy. Luther.connect is a dynamic employee portal that serves as a hub for collaboration, news and information transfer and enables joint, networked, and transparent cooperation. The platform reduces the number of internal mails and structures the content thematically in communities so that everyone at Luther can access the same database. In 2019, we won the PMN award with this platform.

On the basis of this collaboration platform, we can also share information and documents with third parties, clients and other partners and use it as a communication platform in a securely hosted environment.

In addition to Luther.connect, we also use online meetings for a sustainable transfer of information. We encourage our employees to carefully weigh up the necessity of face-to-face meetings that cause high carbon dioxide emissions. In addition, the COVID-19 pandemic required everyone to adhere to the maximum numbers of participants in attendance at any given time in order to reduce health risks for all participants. In the 2020/2021 financial year, we held a total of 4,724 web meetings – an average of around 394 web meetings per month. This represents an increase of nearly 12% in the number of web meetings compared to the 2019/2020 financial year. Through targeted internal webinars, we provide our employees with additional skills for organising effective virtual meetings, so that we expect a further increase in the usage figures in the future.



**23**  
nations are represented in our German offices.

The only factors that count in the case of new hires, further training measures and promotions are professional and social skills and personal aptitude.

In 2010, Luther was one of the first law firms to sign the “Charta der Vielfalt” (Charter of Diversity) as a commitment to promoting cooperation free of discrimination and unequal treatment. The initiative is committed to a respectful and unprejudiced working environment and promotes diversity in the world of work.

To promote cross-cultural contacts, we invite colleagues from all our sites in Germany and abroad to a meeting at least once a year, the so-called Practice Day. These events are opportunities for making contacts, sharing ideas both in a professional and personal context, and promoting shared values.



**2010**  
was the year, Luther, as one of the first law firms, signed the **Charta der Vielfalt (Charter of Diversity)**, in order to promote diversity in the world of work.


**4.5.2 Equal opportunities**

Equal opportunity is a key focus of our HR policy. Almost 60% of our employees are women. We are constantly looking for ways to improve career conditions for female employees and to increase their share of management positions. At the end of the 2020/2021 financial year, 50% of lawyers appointed as partners were female.

**4.5 Diversity and equal opportunities**

**4.5.1 Diversity**

As a company with an international workforce, the cultural diversity of our employees is a matter of course for our firm. Gender, nationality, ethnic origin, religion or belief, disability, age and sexual orientation shape the individuality of each person. At Luther, we see this diversity as enhancing both our work and in our personal interactions. Colleagues from 23 different nations work in our offices in Germany alone. We are committed to creating a working environment that is free of prejudice and that shows respect, appreciation and esteem for every employee.



**15**  
additional days of leave are granted under the ‘Luther 4Family’ initiative for employees that have to look after their children due to the coronavirus pandemic.

Another important milestone for equal opportunities is the establishment of the Luther Female Network in early 2021. The focus of the network is on the internal and external networking of female colleagues, the sharing of experiences among each other and sustainable business development.

In regular (online) meetings, the needs of Luther's female lawyers are discussed, new business ideas are developed and innovative ideas and concepts for clients are developed jointly.

Luther also consistently ensures that men and women are paid equally for equal work and performance.

#### 4.5.3 Family-friendly working environment

##### 4.5.3.1 Part-time work

Parental leave by men and women is supported equally. Part-time employment and the assumption of management tasks are not mutually exclusive. Numerous examples demonstrate that this has been implemented successfully for years. In the 2020/2021 financial year, 10% of our partners worked part-time, of which 23% were male and 77% were female. Part-time employees also have the possibility of adjusting the scope of employment to their personal needs, i.e. returning to full-time employment, for example.

##### 4.5.3.2 Childcare/family service

We offer free childcare and emergency childcare to all Luther employees as well as nursing care and social counselling. Through cooperation with external service providers, a comprehensive range of consulting services is available to ensure a childcare offering tailored to the needs of the respective employees. In addition to childcare, this includes offers for relatives requiring care (elder care) as well as solution-oriented consulting and coaching in the case of professional and private problems (mental health).

In addition, Luther offers vacation and recreational activities for minors via another cooperation partner, which are free of cost in many cases.

##### 4.5.3.3 Luther4Family

With this initiative, which was launched in June 2020, Luther supports employees with children who have to be looked after and who suffer from the double burden of childcare and working from home, especially in the wake of the COVID-19 pandemic. Since bottleneck situations can also occur outside of childcare, for example, in supporting parents in need of care, Luther has meanwhile also opened up its services to this area as well.

Partners "donate" their days of holiday to the Luther4Family pool, from which employees with children or dependants in need of care can receive additional paid leave to provide the care needed in unforeseen emergencies in addition to their contractual leave entitlement. The offer is not limited to the school holidays. Our aim with this initiative is to set an example of solidarity, cohesion and partnership in a family-friendly working environment.

This unique initiative, supported by Luther's partners, has also received attention and recognition outside Luther. For example, Luther4Family received the PMN Award 2020 and was nominated as a finalist for the Human Resources Management Award 2020.

##### 4.5.3.4 Flexible working hours

As a rule, we enable our employees to organise their everyday working life in such a way that they can take sufficient account of private obligations and concerns in addition to work. For this purpose, we use the possibilities provided by the most modern technical means of communication as well as independent time management.



More than **20**  
different non-profit  
organisations in Europe  
receive support from us.

With regard to employees who are not lawyers and do not hold a management function, overtime is compensated in free time, and in exceptional cases and at the request of the employee, monetary compensation is given.

#### 4.6 Social commitment

We are aware of our responsibility – towards our clients and employees as well as as a social player. We contribute to a better community and are involved in various social projects, which we support regularly or on special occasions. We also support our employees in implementing social projects.

Traditionally, Luther makes donations to various charitable projects and institutions at Christmas. According to the motto "support your local", each of the ten German sites has chosen



one or more local good causes to benefit from the money donated.

In addition, Luther has been sending Christmas cards electronically for several years now. The printing and mailing costs saved in this way are now also included in the donation total, so that it was possible to support more social institutions than in the previous year.

Below are examples of initiatives that Luther supports:

- Berlin – Berliner Stadtmission e.V., “Die Arche”  
Kinderstiftung und Gesellschaft der Freunde des Deutschen Herzzentrums Berlin e.V.
- Dusseldorf – Altstadt-Armenküche e.V.
- Essen – Raum-58 and Sozialdienst katholischer Frauen Essen-Mitte e.V.
- Frankfurt – Friends of the Ludwig-Börne-School
- Hamburg – SmashSMARD Deutschland e.V. and Ankerland e.V.
- Hanover – Hannoversche Kinderheilstalt Auf der Bult Foundation
- Cologne – Rheinflanke gGmbH, AKHD Ambulanter Kinder- und Jugendhospizdienst Köln
- Leipzig – Kinderhospiz Bärenherz Leipzig e.V. and Paulis Momente hilft e.V. Leipzig
- Munich – Munich orphanage
- Stuttgart – Bürgerstiftung Stuttgart

Through their active participation in the Cologne charity run “Kölner Frühlingslauf”, many Luther employees support the German charity “Welthungerhilfe” every year. In Leipzig, our lawyers support the Saaleschwimmer Halle e.V. through their annual participation in the “Swim in the Saale” event. Our colleagues in Luxembourg support the European Leukodystrophy Association (ELA), Europa Donna Luxembourg and the SOS Children’s Village in Luxembourg with their own initiatives.

In addition, Luther regularly provides pro bono support to associations that are socially committed, including Common Purpose, UN Refugee Assistance, European Leukodystrophy Association (ELA).



**Bürgerstiftung Stuttgart**  
Wir stärken Stuttgart.

# Annex: Detailed figures



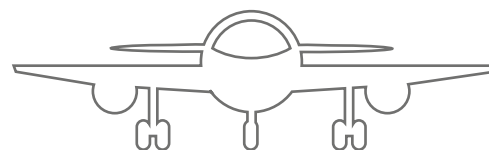
# Detailed figures



**Rail travel:** Passenger kilometres travelled and related carbon dioxide emissions

<b>2020</b>	Passenger kilometres	ICE <b>703,058</b>	IC/ EC <b>106,631</b>	Local transport* <b>96,850</b>	Total <b>906,539</b>
	CO <sub>2</sub> [kg]	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>2019</b>	Passenger kilometres	ICE <b>1,851,502</b>	IC/ EC <b>257,720</b>	Local transport* <b>246,366</b>	Total <b>2,355,588</b>
	CO <sub>2</sub> [kg]	<b>0</b>	<b>0</b>	<b>11,982</b>	<b>11,982</b>



**Air travel:**

2018/2019 <b>4,430</b>	2019/2020 <b>2,707</b>	2020/2021 <b>490</b>	Change absolute <b>-2,217</b>	Change in % <b>-81%</b>
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**Luther.connect:**

Usage figures\*



Blog posts <b>2,362</b>	Communities <b>213</b>	Files <b>11,359</b>	Wikis <b>3,462</b>	Users <b>1,273</b>
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\*As of 07/2021

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To improve readability, we have chosen to use only one gender in this document. Corresponding terms apply in principle to all genders in the interests of equal treatment. The abbreviated language form is used for editorial reasons does not express any preference.

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