

NEWSLETTERS | REPORTS**2023 Diversity, Equity And Inclusion Annual Report**

April 24, 2024

Andy Detherage and Dawn Rosemond co-chair Barnes & Thornburg's firmwide DEI Committee, working together on a consistent and deliberate basis to ensure that our commitment to diversity, equity and inclusion continues to be activated. Since this commitment is a top down one, at the top of 2023 Andy challenged all of us to go further.

By definition, "further" means "to a greater extent." Further became our objective at the beginning of the year and notwithstanding the growing challenges facing diversity, equity and inclusion work across the country, further is what we achieved. In this annual report, we have made our best effort to showcase a little of what further looked like for us in 2023. We hope something inspires you to push your commitment to a greater extent as well.

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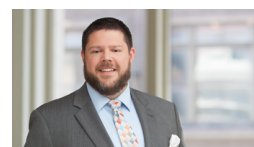
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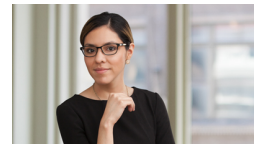
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