



Hogan
Lovells

Learn to be a
leading lawyer.
**Train to be so
much more**

DEFINED BY
DIFFERENCE

Why do the biggest clients in the business come to us?

Because we don't simply deliver what is expected; we look at things differently to ensure we can deliver something more and we always will.

At Hogan Lovells, our one constant has always been that we embrace change. We're always experimenting, evolving and excelling, because that is what it takes to be the best.

It is what has moulded the firm we are today, and what shapes the firm we will be tomorrow. The firm that finds strength in breadth, makes good on promises to society and champions our people, all the way through to partnership.

Established, but never static. Elite, but never elitist. Global, but still personal. We are a firm who are building on our heritage to drive, decide and define the future. In all kinds of unexpected ways.

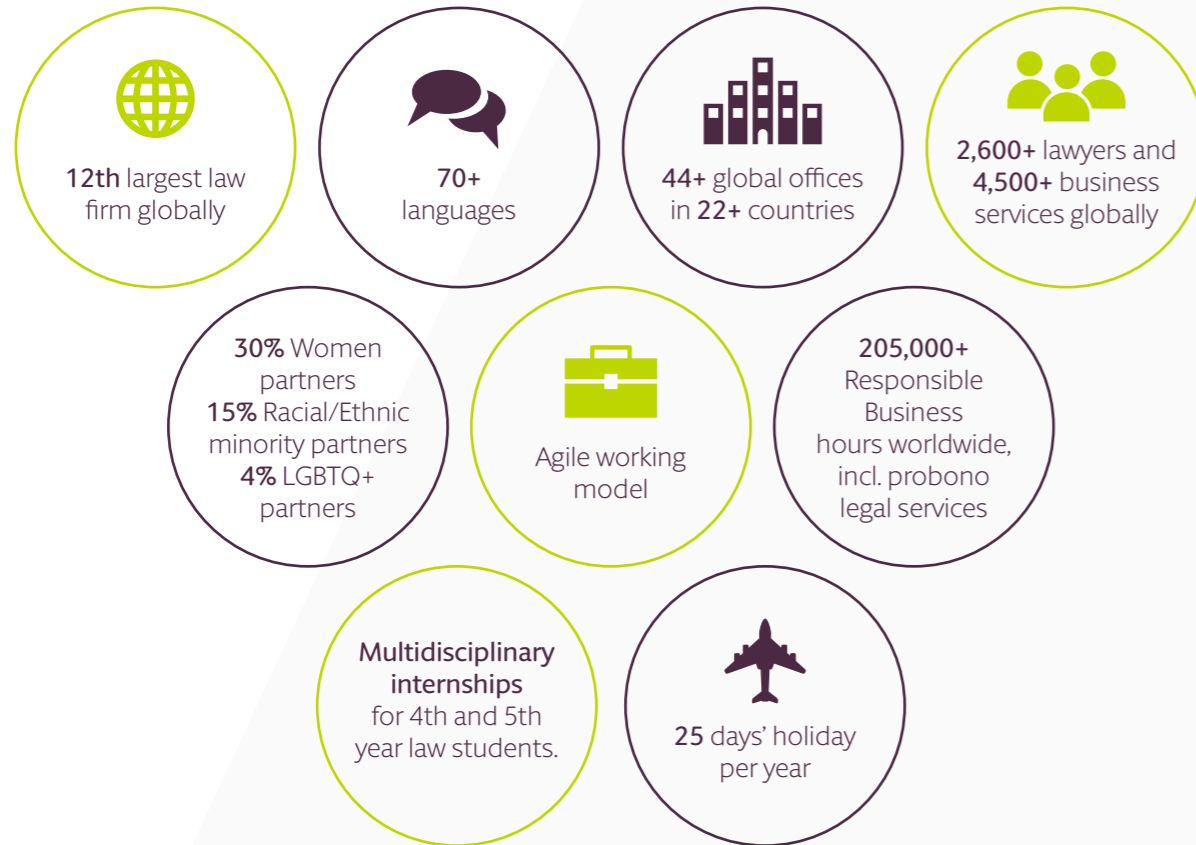
AT HOGAN LOVELLS, WE'RE DEFINED BY DIFFERENCE AND YOU CAN BE TOO.



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At a glance

Saying we do things differently is one thing. Showing it is another. These handy facts and figures are here to give you an idea of what you can expect from us.



Work alongside globally leading clients. Find new frontiers



What makes us different? It is not just our depth and breadth of expertise. It is that our network of global lawyers provide creative solutions to our clients' complex legal problems. By keeping up to speed with commercial, regulatory and political dynamics, they are able to approach challenges more holistically and ensure positive outcomes for our clients, time and time again. By calling on one another and employing divergent thinking they can master their high-end projects and work at the cutting edge of an industry that is always changing. They are the difference when it comes to driving our business and the wider legal world forward.

But where do they work?

In practice

Corporate and Finance

Our lawyers provide tailored, practical, and innovative advice to help organisations achieve their objectives. We work with clients that are looking to execute their growth, restructuring, or exit strategy – or are a lender or an arranger of capital raising. With one of the largest fully integrated platforms of any law firm, our Corporate & Finance team consistently earns Top 10 rankings globally.

Global Regulatory and Intellectual Property, Media and Technology (IPMT)

Our Global Regulatory and Intellectual Property, Media and Technology practice area is made of up of two leading practices.

Our Global Regulatory teams work with an unparalleled range of sectors to help them navigate regulatory regimes across industries and borders. With regulation increasing in most areas of life, our team help organisations understand and navigate a changing landscape creating solutions to fascinating challenges for new companies and establish multi-national corporations alike.

Litigation Arbitration and Employment (LAE)

Our litigation group guides clients through courts, tribunals and government bodies around the world. We have a history of success and prestigious reputation thanks to our talented, experienced and dedicated lawyers. These teams advise at every stage of the judicial process, assess our clients' risks and advise from the boardroom to the courtroom. You'll be working with Fortune 100 and FTSE 100 clients all around the world on business-critical cases.

In industry

- Aerospace and Defence
- Automotive and Mobility
- Consumer
- Education
- Energy and Natural Resources
- Financial Institutions
- Insurance
- Life Sciences and Healthcare
- Manufacturing and Industrials
- Mobility and Transportation
- Private Capital
- Real Estate
- Sports, Media and Entertainment
- Technology and Telecoms
- Transportation and Logistics

Our locations

Milan

Our areas of expertise

- Corporate
- Employment
- Strategic Operations, Agreements and Regulation
- Litigation
- Antitrust, Competition and Economic Regulation
- Banking
- Restructuring and Special Situations
- Debt Capital Markets
- Intellectual Property, Media and Technology
- Pharmaceuticals and Biotechnology



Rome

Our areas of expertise

- Corporate
- Employment
- Strategic Operations, Agreements and Regulation
- Litigation
- Tax
- Financial Services
- Global Regulatory - Environment & Natural Resources
- Debt Capital Markets



Responsible Business

At Hogan Lovells we're intent on building a better tomorrow and that starts with being a responsible business today. Sustainability is the key to securing our future – and yours. So, we champion it, always.

Most recently, we have:

- Updated our travel, energy and real estate policies
- Developed and implemented more sustainable and resilient procurement policies
- Conducted audits of our existing suppliers to better guide our procurement decisions
- Captured the lessons of Covid-19 and used them to shape the way in which we work and we're not done yet.

ESG & Sustainability

Environmental, Social and Governance considerations are driving significant change for all our clients, and we're at the forefront navigating these complex and multifaceted issues. Our diverse global team combines cutting-edge understanding of the complex regulatory and policy issues at play with our vast experience across a wide range of industries to craft the perfect solution for each client.

Our advice goes beyond what is legal by looking at wider factors such as shareholder activism, consumer demand and the evolution of "crowd-reg". Our approach to this advice has sustainability at its core and brings you and our other stakeholders together to learn best practice and collaborate

with clients and other stakeholders to maximise impact. Whether we're creating disclosure, reporting and governance frameworks to embed ESG commitments, working directly with policy-makers and regulators on evolving issues, advising on supply chain and procurement issues, or helping clients navigate the world of sustainable finance, we're working with leading organisations to drive some of the most exciting and important changes our society has ever seen.

Diversity, Equity and Inclusion

We know the only way to live up to our philosophy of Defined by Difference is to practice what we preach. That starts with putting words into action. We do not tick boxes. We seek out different people and different perspectives, and work hard at creating a culture where everyone feels included, no matter who they are, or where they are from.

It is simple. Not only does diversity make us a better firm; it is important to both our people and our clients. As an international firm, we're constantly crossing borders and working with colleagues who offer different perspectives. Our diversity is one of our greatest strengths, and always has been. That is why you can expect a culture of openness and inclusivity here. You can expect to be nurtured, encouraged and empowered to be yourself. You can expect to be given all the support you need to flourish.

Our diversity networks:

Breaking Barriers

- Driving gender equality through the recruitment, retention and inclusion of women in the firm.

LevelUp

- The purpose of LevelUp is to represent the needs of the new generation of lawyers and business services professionals in the firm.

Working Families

- Addresses challenges faced by parents and carers.

Pride

- Makes sure our LGBTQ+ colleagues are supported, respected and embraced.

Race & Ethnicity at Hogan Lovells (REAHL)

- Focuses on improving Black, Asian and ethnic minority representation, progression and retention.

Multicultural

- Promotes a culture that welcomes all, regardless of ethnic background, faith or culture.



Wellbeing and respect at work

Our firm cares about the well-being of all collaborators (employees and professionals) in the work environment. We pay attention to interpersonal relationships: for us, respect, trust, and dialogue are fundamental; all in order to enable those who work to be able to give their best in the firm.

"We have adopted several initiatives: starting from the growth/career path based on constant feedback to educational and team-building events and leisure events that allow to consolidate interpersonal relationships (i.e. weekly breakfasts, happy hours, retreats). In addition, the consistency between the stated values and the actions actually implemented by the firm are undoubtedly an element that acts on the quality of the employees' work. All initiatives are the result of close sharing and collaboration between Management, HR and Business Development."

LUCA PICONE, PARTNER

Grow with us

Take up a career with us and fulfil your potential: you may become Counsel or Partner at one of the top global law firms!



Stagiaire/Trainee

Join us for a **3/6 month internship** before or after your **graduation** and discover which area of law you are most passionate about.

Discover the day-to-day life as a Trainee in a global law firm: broaden your perspective collaborating with international colleagues and work side by side with Associates and Partners in your team, sharing their challenges and responsibilities.

Associate

Qualify and get involved in some of the most complex and relevant transactions in the market.

Let your voice be heard: Hogan Lovell's **culture** supports **innovative idea**, encouraging people to think around corners and come out with new **practical solutions** for its clients.

Senior Associate

Become an expert in your field: join the **Industry Sector Groups** and network with your peers at **international practice area retreats** around the world.

Lead the legal strategy of a **multijurisdictional transaction** working with high-calibre colleagues and develop your personal client network thanks to our business development activities and global capabilities.

People Development Programs

At Hogan Lovells, we invest in our people because they're our greatest asset. When they have the right support and resources, we know that they can set the bar higher and find new ways to solve old problems. We also know that our firm's deep commitment to fostering a culture of ongoing learning and growth distinguishes us from peers and among clients.

Our global learning and development team works collaboratively to provide the tools they need to grow and advance in their career.

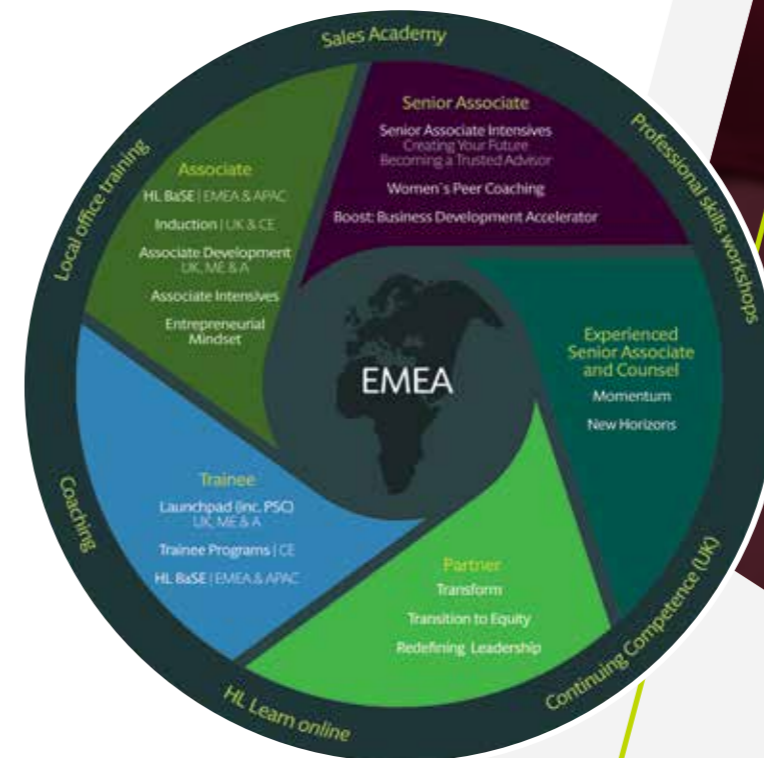
Milestone Intensives

Internal and external experts provide you in our Milestone Intensives with specific know-how for your successful legal career. During the Associate and Senior Associate Intensives you will deepen your skills in teamwork, leadership, negotiation tactics, business development, management of mandates and much more.

Professional Skills Workshops

You want to deepen your economic knowledge, to manage your working hours efficiently or dive yourself in the world of programming?

Our Professional Skills Workshops offer the opportunity to improve yourself in the area that is important to you.



HL Learn *online*

HL Learn online offers you a flexible learning environment from day one in which you can meet your current training needs in a targeted manner and at any time with a constantly growing number of eLearning courses, videos, as well as getAbstract micro-lessons and book summaries.

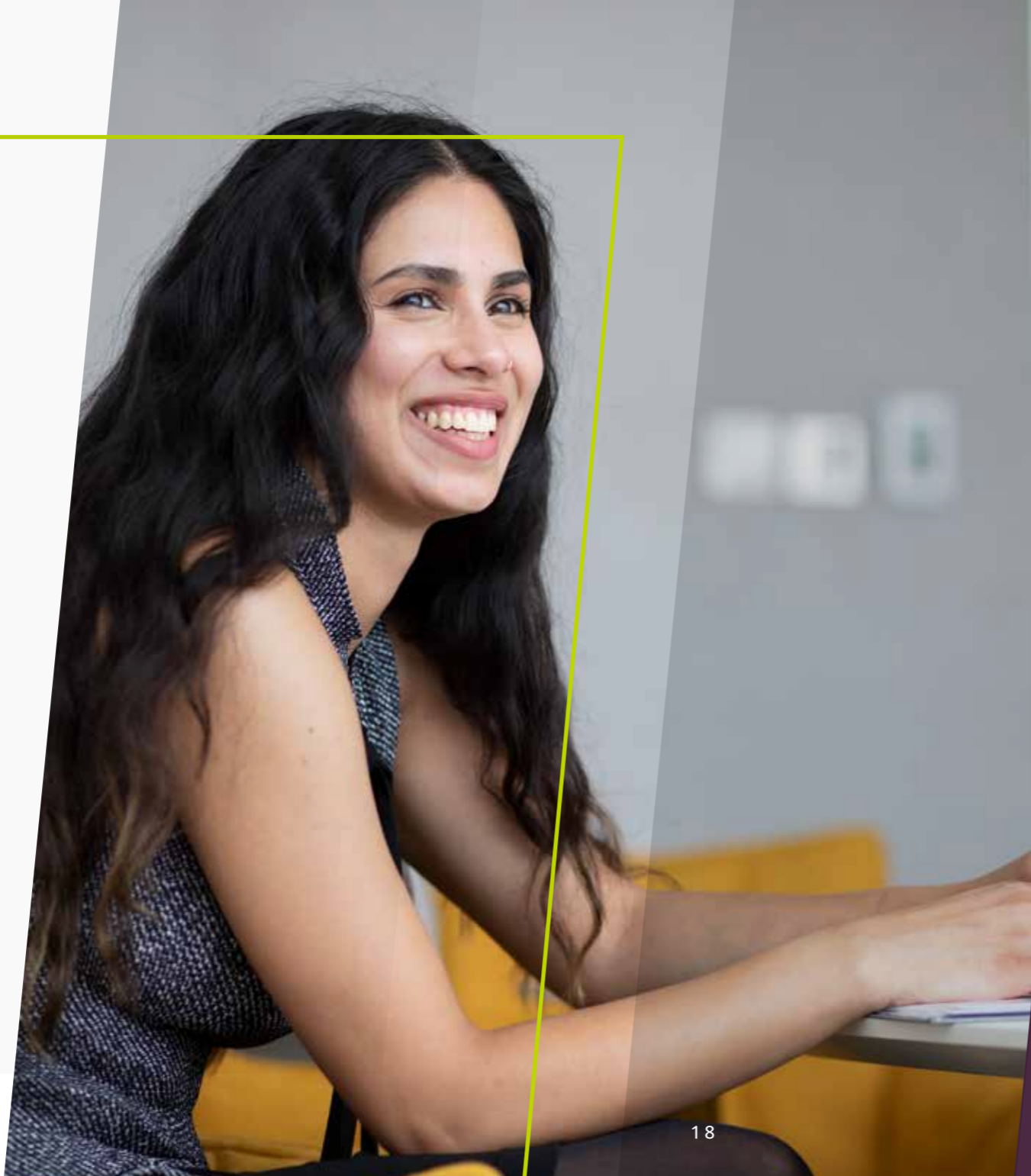
Coaching

Coaching helps you to become aware of your strengths and areas of development. Offering you the needed support to reach your goals.

HL Passport

Our worldwide exchange programme HL Passport offers you the opportunity to get a taste of foreign office foreign office air, to better understand our business and to immerse yourself in into diverse culture.

Join us



DEFINED BY
DIFFERENCE.



Alicante	Dusseldorf	Madrid	San Francisco
Amsterdam	Frankfurt	Mexico City	São Paulo
Baltimore	Hamburg	Miami	Shanghai
Beijing	Hanoi	Milan	Shanghai FTZ*
Berlin	Ho Chi Minh City	Minneapolis	Silicon Valley
Birmingham	Hong Kong	Monterrey	Singapore
Boston	Houston	Munich	Sydney
Brussels	Jakarta*	New York	Tokyo
Budapest*	Johannesburg	Northern Virginia	Warsaw
Colorado Springs	London	Paris	Washington, D.C.
Denver	Los Angeles	Philadelphia	
Dubai	Louisville	Riyadh	
Dublin	Luxembourg	Rome	*Our associated offices

www.hoganlovells.com

"Hogan Lovells" or the "firm" is an international legal practice that includes Hogan Lovells International LLP, Hogan Lovells US LLP and their affiliated businesses.

The word "partner" is used to describe a partner or member of Hogan Lovells International LLP, Hogan Lovells US LLP or any of their affiliated entities or any employee or consultant with equivalent standing. Certain individuals, who are designated as partners, but who are not members of Hogan Lovells International LLP, do not hold qualifications equivalent to members.

For more information about Hogan Lovells, the partners and their qualifications, see www.hoganlovells.com.

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