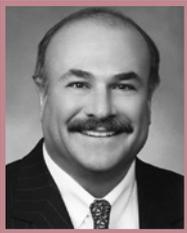




Environmental, Social & Governance

2023



PROFILED:

CLINTON A. VINCE

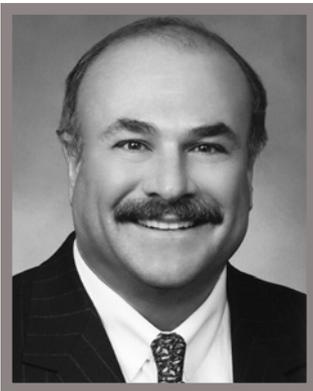
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CLINTON A. VINCE

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PERSONAL BIOGRAPHY

Clinton Vince is rated as one of the leading energy lawyers in the US and has directed the expansion of the Dentons US energy team into a premier practice that includes professionals spanning the continent coast-to-coast, offering a full range of services to energy industry clients. He is widely recognised for his cutting-edge theories and solutions within the energy industry and has a top-tier litigation track record. Recently, he created the groundbreaking Dentons Smart Cities & Connected Communities Think Tank and he is one of the industry leaders on this subject.

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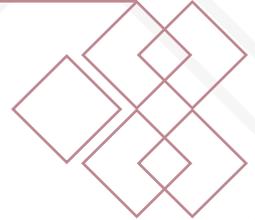
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Q&A WITH CLINTON A. VINCE

**Could you provide an insight into how you approach your work? What drives and motivates you?**

◆ Unity, teamwork, excellence and diversity are the key operating principles of our energy practice. We approach everything as a team. This allows every team member to support and learn from one another while giving the client the benefit of the full depth and breadth of our collective expertise at the most efficient cost. This approach is the ‘secret sauce’ to our uncommonly high litigation and deal success records, and extends to everything from hiring decisions, which we make as a group, to lateral moves, where I have taken my entire team, from partner to mailroom staff. Our internal goal is to foster an environment where everyone loves to come to work every day. Our external goal is to provide clients with excellence, responsiveness, value and ‘wins’ on a sustained basis.

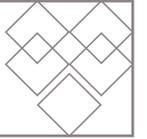
In what ways do you endeavour to support the career development of your colleagues rising through the ranks?

◆ I have been blessed throughout my career with extraordinary mentors whom I seek to emulate. I have hired and mentored most of the lawyers in our successful, highly diverse US practice group. We meet continuously so that ownership of our practice and our business development efforts, and credit for our victories, belongs to everyone on the team. We have a proven track record of advancing careers of the people who work with us, both internally within our firm and in other significant career positions in the industry. We assign mentors to each associate and new lateral teammate. I have served as a member in Dentons’ Emerge Mentoring Program for several associates. This programme aims to remove obstacles and implicit biases that might deter rising associates from pursuing partnership and

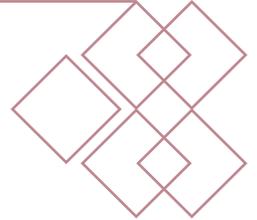


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creates a structure of champions to assist our lawyers in advancing their careers. I have helped to place team members and clients in prominent positions in a variety of prestigious industry organisations and nominated them for a host of awards.



What strengths and characteristics do you, your team and your firm strive to demonstrate to clients?

◆ Our team demonstrates the same strengths to our clients that we do to one another. We function under several core operating principles that permeate all that we do. We work as a team across projects, across offices and practice groups, and across the globe. We have been champions of diversity since our origin, which not only has made our team stronger but has allowed us to lead by example with our clients and peers in an era that now appreciates the business case for DEI. We place equal emphasis on value and profitability that we do on fairness and self-care. These principles have consistently allowed us to be high-producing and low-maintenance in a positive work environment and have been driving factors that have led our practice to be named ‘energy law firm of the year’ five times in recent years and named the ‘most dynamic energy practice’ in the US twice. ■

**“UNITY, TEAMWORK, EXCELLENCE AND DIVERSITY ARE THE
KEY OPERATING PRINCIPLES OF OUR ENERGY PRACTICE. WE
APPROACH EVERYTHING AS A TEAM.”**