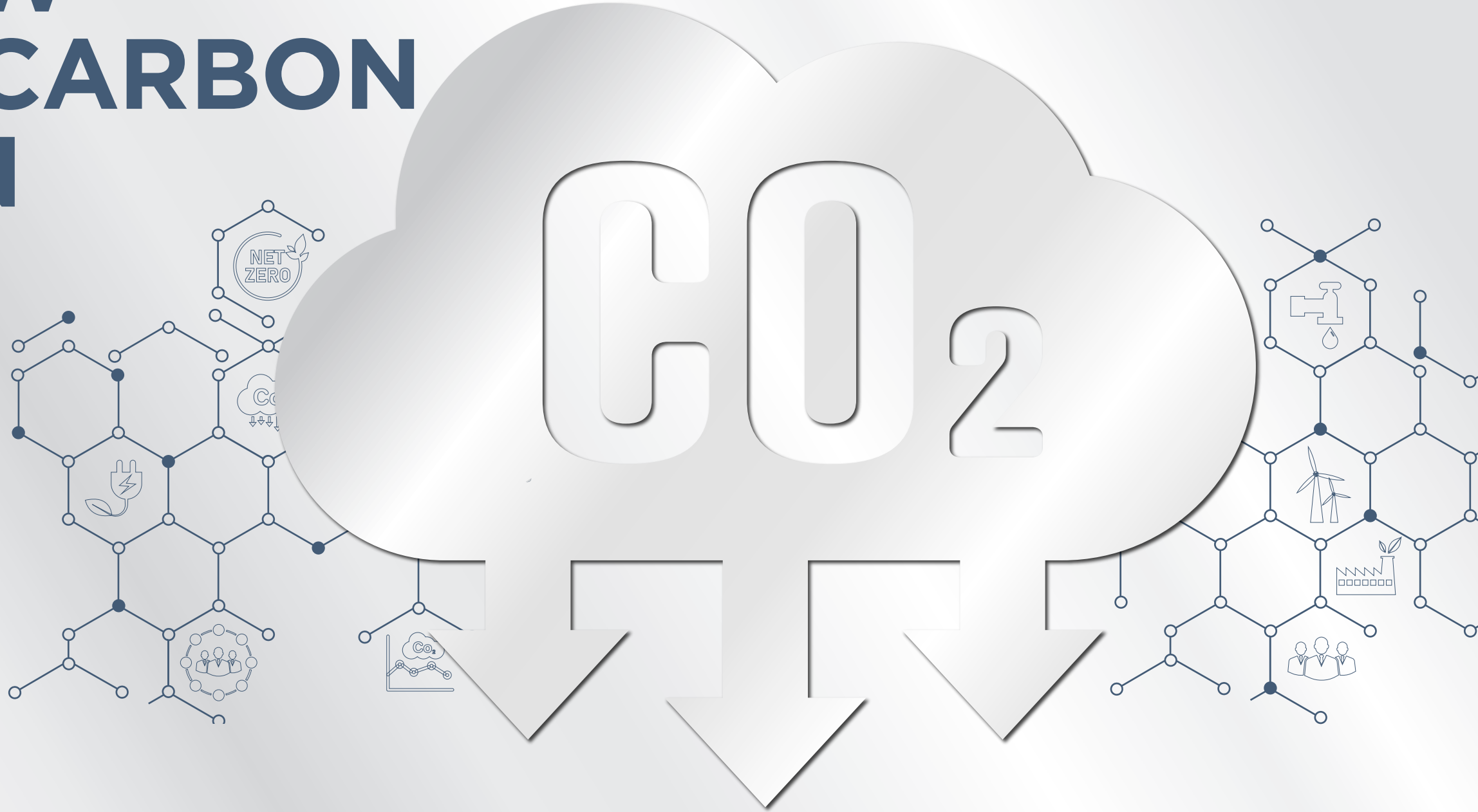


ADDLESHAW GODDARD CARBON REDUCTION PLAN

JANUARY 2024



**ADDLESHAW
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GENERAL INFORMATION

Addleshaw Goddard organisational boundaries are set according to the control approach, under which Addleshaw Goddard accounts for GHG emissions from operations over which it has control. In this way, we have control over the reduction efforts we put in place. Our operational boundaries consist of the following:

- **Scope 1** emissions from the energy consumption and resultant GHG emissions from gas
- **Scope 2** emissions from the generation of purchased electricity by Addleshaw Goddard
- **Scope 3** emissions generated from activities associated with:
 - Waste generated in operations
 - Business travel
 - Employee commuting
 - Upstream transportation and distribution
 - Downstream transportation and distribution

The reporting boundary includes energy consumption and resultant GHG emissions from gas (Scope 1) and electricity (Scope 2) used at the

following Addleshaw Goddard UK offices that were within the

Company's operational control during the reporting period:

- London – Milton Gate, 60 Chiswell Street.
- Glasgow – 4th and 5th Floor, 107 West Regent Street
- Edinburgh – Exchange Tower, 19 Canning Street
- Manchester – 1 St Peter's Square
- Leeds – 3 Sovereign Square
- Aberdeen – 1st Floor North, Kingshill View

This report has been compiled from available data for gas and electricity usage (kWh) at Addleshaw Goddard's UK offices as well as office area. The reporting follows the UK Government March 2019 HM Government Environmental Reporting Guidelines. The methodology to calculate the energy and carbon reporting follows the Greenhouse Gas Protocol Corporate Standard and where needed the UK Government GHG Conversion Factors for Company Reporting 2022 have been referenced for emission factor conversions.

Addleshaw Goddard does not operate any fleet vehicles and therefore emissions for combustion of fuel for transport purposes (Scope 1) is not applicable.

Processes to record Scope 3 emissions data are in progress and currently emissions associated with business travel mileage and flights, employee commuting, and waste disposal are recorded. Upstream and downstream transportation and distribution data are not currently reported but are an area of focus for 2024

COMMITMENT TO ACHIEVING NET ZERO

Addleshaw Goddard targets achieving net zero in its own operations (Scope 1 & 2) by the end of 2024, in alignment with SBTi's Net Zero Principles of abatement and neutralisation (reducing scope 1 and 2 by at least 90% by the end of 2024 and then purchasing neutralisation/removal offsets for any unabated/residual emissions). Addleshaw Goddard also commits to reduce absolute scope 1, 2 and 3 GHG emissions 50% by 2030 from a FY2019 base year.



Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions.

Baseline emissions are the reference point against which emissions reduction can be measured.

Addleshaw Goddard use 1 May 2019 to 30th April 2020 year as our baseline for reporting.

As Addleshaw Goddard are continually growing we will adopt a carbon intensity score based on employee numbers.

BASELINE EMISSIONS FOOTPRINT

Baseline Year: 1 May 2019 - 30 April 2020	
Number of employees 30/04/2019: 1602	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	154 tCO ₂ e
Scope 2	1580 tCO ₂ e
Scope 3	38 tCO ₂ e Sources: <ul style="list-style-type: none"> • 38 tCO₂e Business travel in rental or employee owned vehicles • Please note that Scope 3 emissions data from waste, employee commuting and upstream and downstream transportation and distribution were not reported during the baseline year of reporting.
Total Emissions	Total tonnes of CO ₂ e: 1772 tCO₂e Total tonnes of CO ₂ e in Scope 1 & Scope 2: 1734 tCO₂e Total tonnes of CO ₂ e per employee in Scope 1 & Scope 2: 1.1 tCO₂e

CURRENT EMISSIONS REPORTING

Reporting Year: 1 May 2022 - 30 April 2023	
Number of employees 30/04/2022: 2203	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0 tCO ₂ e
Scope 2	156 tCO ₂ e
Scope 3	1209 tCO ₂ e Sources: Business Travel <ul style="list-style-type: none"> • 48 tCO₂e Business travel in rental or employee owned vehicles • 672 tCO₂e Business travel by air • 79 tCO₂e Business travel by rail Employee commuting <ul style="list-style-type: none"> • 482 tCO₂e Employee Commuting Waste <ul style="list-style-type: none"> • 6.1 tCO₂e Waste <ul style="list-style-type: none"> • Please note that Scope 3 emissions data from upstream and downstream transportation and distribution were not reported during the reporting year.
Total Emissions	Total tonnes of CO ₂ e: 2,424 tCO₂e Total tonnes of CO ₂ e in Scope 1 & Scope 2: 156 tCO₂e Total tonnes of CO ₂ e per employee in Scope 1 & Scope 2: 0.07 tCO₂e Total tonnes of CO ₂ e per employee in Scope 1, Scope 2 & Scope 3: 1.1 tCO ₂ e

SCOPE 1 EMISSIONS

Addleshaw Goddard's total gas consumption for the reporting period 1st May 2022 to 30th April 2023 was 5,245,799kWh which equates to total gross emissions of 201 tCO₂e. When including the consideration of renewable energy sources for which certificates or 100% green contracts are held (market-based) by Addleshaw Goddard, resulting emissions are 0 tCO₂e.

Gas has been reported on this year for Addleshaw Goddard's Manchester office, contributing to a higher overall gas consumption and associated emissions. Last year an estimate was used for Aberdeen. During this reporting year Aberdeen did not consume any gas, whereas the monthly actual gas consumption for Manchester is lower than the estimate gas consumption for Aberdeen used last year. This is reflected in the consumption figures above which show a 20% increase in total gas from the last reporting period, because Manchester was not accounted for in previous years.

SCOPE 2 EMISSIONS

Addleshaw Goddard's total electricity consumption for the reporting period 1st May 2022 to 30th April 2023 is 6,348,530kWh which equates to total gross emissions of 1,216 tCO₂e (location based).

When including the consideration of renewable energy sources for which certificates or 100% green contracts are held (market-based) by Addleshaw Goddard, resulting emissions are 156 tCO₂e.

A 43% decrease from the previous reporting year in electricity emissions is accounted for by the following offices being on a guaranteed 100% renewable energy tariff: London, Glasgow, Edinburgh and Manchester. These consumptions contribute to approximately 85% of total electricity usage from all offices, thus significantly reducing CO₂ emissions.

Energy Efficiency Actions

A number of actions have been taken across the Addleshaw Goddard offices over the 2022/23 reporting period:

- As noted above Renewable Gas Guarantees of Origin (RGGOs) and Renewable Energy Guarantees of Origin (REGOs) have provided as certification of renewable energy sourced at a number of the offices.
- Automated equipment to switch-off when not in use.
- London office lighting upgrades, including dimming options and amendment of controls to be switched off for energy savings.
- In the Leeds and Manchester offices, lighting levels were reduced by 30% across office floors following trials.



SCOPE 3 EMISSIONS

Business travel

The Scope 3 emissions includes energy consumption and resultant GHG emissions from road, rail, and air as well as employee commuting. Road emissions relate to fuel consumed in vehicles where Addleshaw Goddard is responsible for purchasing the fuel. Air emissions relate to all business flights taken by employees of Addleshaw Goddard.

There has been a significant increase in Scope 3 emissions since the prior reporting period due to more extensive business travel following the COVID-19 recovery, mainly consisting of air travel.

Total distance travelled on business in the form of air travel was 1,897,810 miles. This mileage associated with type (such as long-haul or short haul) of air travel equates to a gross total of 672 tCO₂e.

Total distance travelled on business in the form of rail expensed to Addleshaw Goddard was 1,400,763 miles. This mileage equates to a gross total of 79 tCO₂e.

Total distance travelled on business in the form of rental or employee-owned vehicles expensed to Addleshaw Goddard was 176,020 miles. This mileage equates to a gross total of 48 tCO₂e.

Employee commute

Employee commuting has been calculated this year for car, bus and rail equalling 482 tCO₂e. This shows an overall increase of 195% for Scope 3 emissions, however, this is predominantly due to employee commuting not being reported on in previous years.

Waste

Addleshaw Goddard's total weight of waste disposed of and processed is 307 tonnes. The weight of material disposed, and the disposal method equates to a gross total of emissions relating to waste disposal of 6.1 tCO₂e.

Food waste has been reported on across the offices this year, increasing the overall waste consumption compared to last year. In the last year, the London office

has doubled in occupancy following COVID-19 and therefore produced a higher volume of food waste which was not reported on in the previous year.

Addleshaw Goddard also increased glass and food waste collections since 2021 and included confidential waste in their reporting, which was not previously included. The increased volume of waste and improved reporting of waste has contributed to the rise in Scope 3 emissions in relation to waste by 52% when compared with the prior reporting year.

Upstream transportation and distribution

Addleshaw Goddard does not yet report upstream transportation and distribution data. This would include supplier and customer transportation, by land, sea, and air. This category also includes any third-party warehousing.

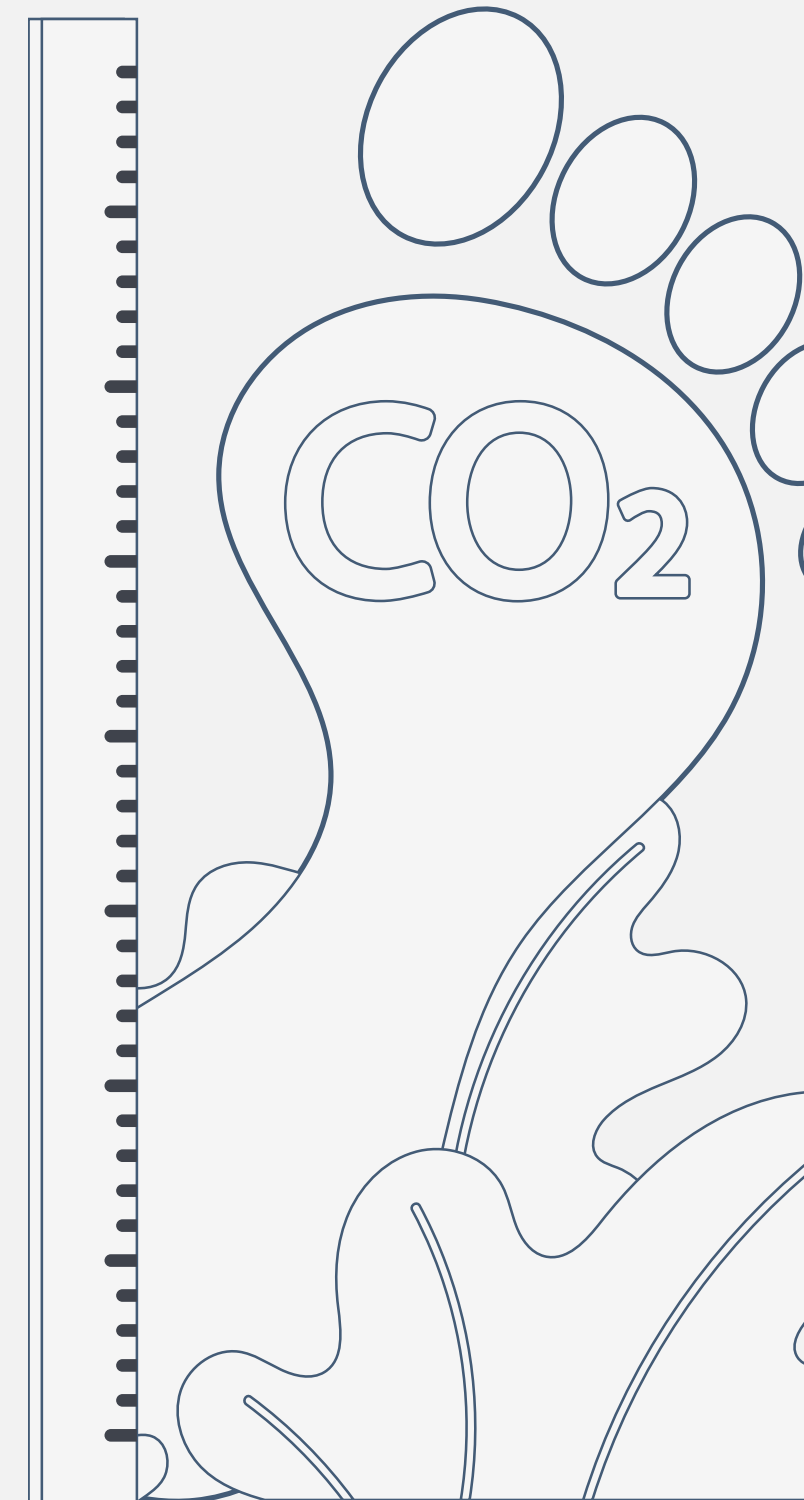
In future, we aim to improve on our reporting in upstream transportation and distribution by liaising closely with a larger number of suppliers,

which might bring an increase to our scope 3 emissions. We see Scope 3 reporting continuing an evolving area over the next few years and predict fluctuations as we improve our capture of emissions related to this scope and we may re-baseline in the next two years to reflect a more accurate account of our carbon impact.

Downstream transportation and distribution

This category would include emissions that occur in the reporting year from the transportation and the distribution of sold products in vehicles and facilities not owned or controlled by the reporting company.

Addleshaw Goddard does not report data in the downstream distribution and transportation category. Addleshaw Goddard's "product" is a legal advice service and therefore the product itself does not generate emissions relevant for this category.



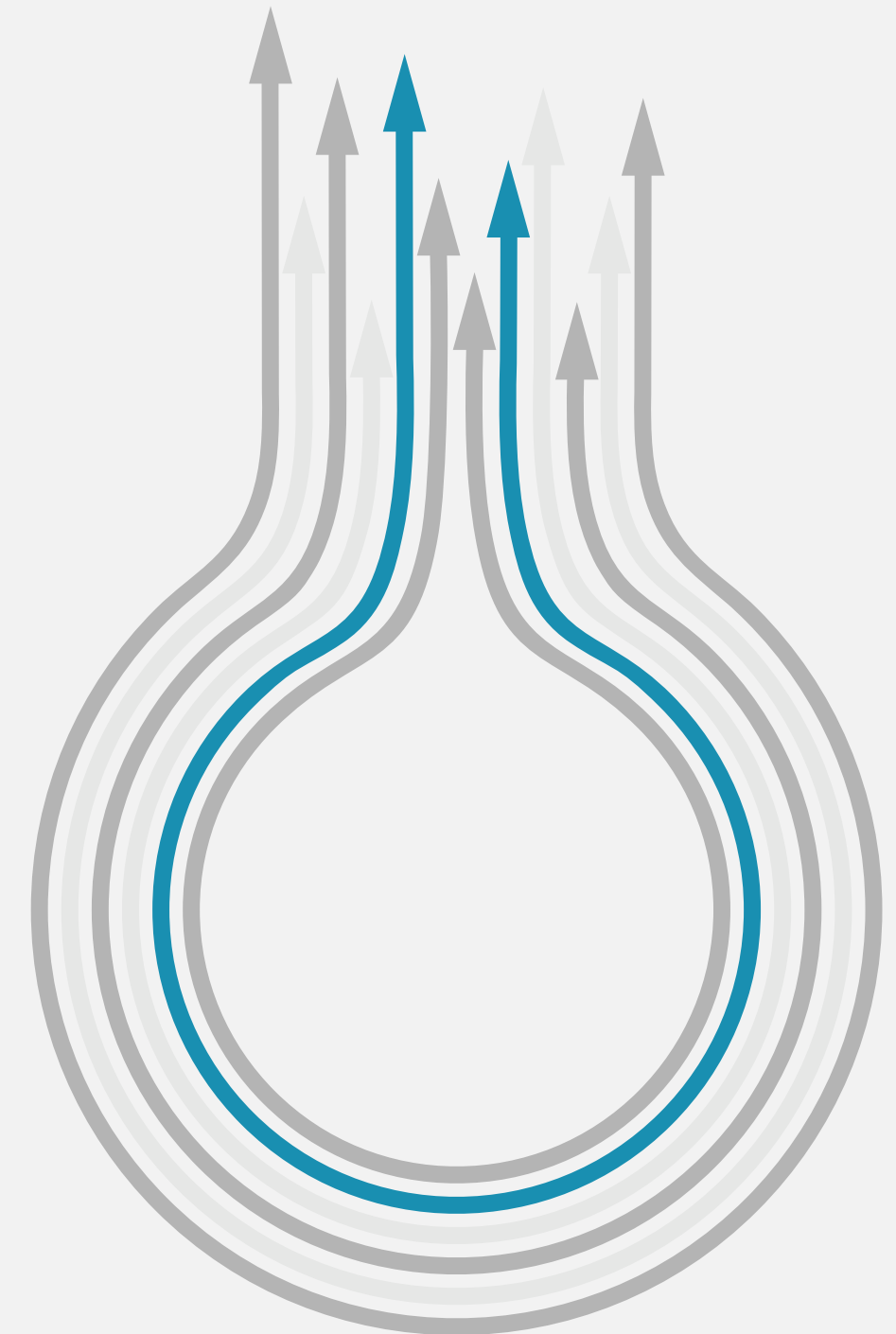
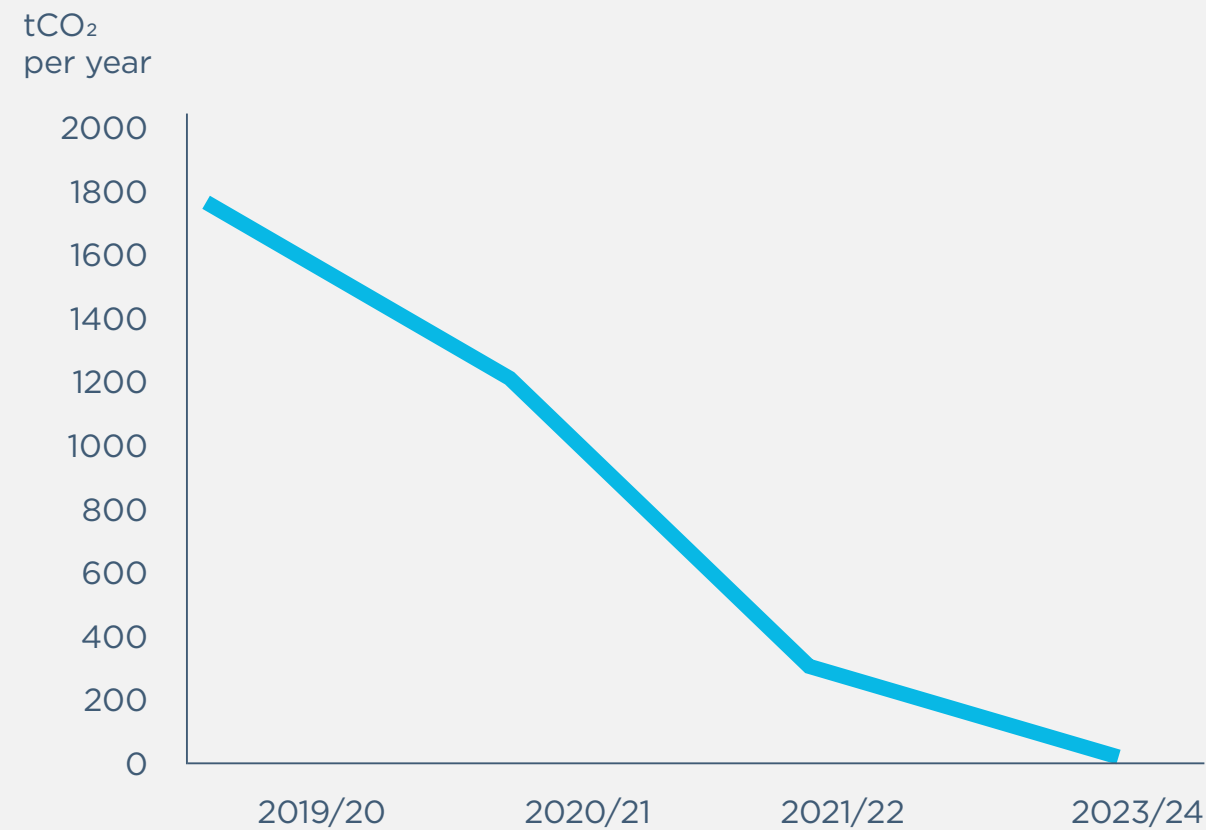
EMISSIONS REDUCTION TARGETS

Addleshaw Goddard targets achieving net zero in its own operations (Scope 1 & 2) by the end of 2024, in alignment with SBTi's Net Zero Principles of abatement and neutralisation (reducing scope 1 and 2 by at least 90% by the end of 2024 and then purchasing neutralisation/removal offsets for any unabated/residual emissions). Addleshaw Goddard also commits to reduce absolute scope 1, 2 and 3 GHG emissions 50% by 2030 from a FY2019 base year.

Addleshaw Goddard Scope 1 and 2 Emissions reductions can be seen in the graph below for the last three years and with a projection down to the net zero target for Scope 1 and 2 emissions by 2024.

Once the Scope 3 data has been accurately calculated and recorded then the Scope 3 emissions will also be graphically illustrated against the proposed Scope 1, 2 and 3 target to reduce emissions by 50% by 2030 and with a trajectory towards net zero across Scopes 1,2 and 3 by 2050.

ADDLESHAW GODDARD SCOPE 1 AND 2 EMISSIONS PROGRESSION



CARBON REDUCTION PROJECTS AND ENVIRONMENTAL MANAGEMENT MEASURES

The following initiatives have been completed or are in progress and are scheduled for completion across the Addleshaw Goddard UK offices.

ISO14001

Our environmental steering groups are now firmly established across all of our UK offices. These are vitally important as they allow the firm to feed key environmental messages out, but also give employees a channel of communication directly back to our executive board. All of our activities at our six offices are operated under our Environmental Management System which is accredited to the ISO 14001:2015 standard.

CARBON TONNAGE PER UK EMPLOYEE

We have made efforts this year to begin to capture our Scope 3 emission and whilst we recognise there is more to do in this area this has impacted our carbon tonnage per UK employee in 22/23. Increased Scope 3 emissions have been offset by a

strong 43% reduction in Scope 2 emissions resulting in the overall carbon tonnage by UK employee for 2022/23 remains flat when compared with 2021/22 at 1.1 tCO₂e. We will continue to focus on actions which can positively impact a reduction in our emissions including:

- Reducing 4.2 tonnes of carbon through efficiencies relating to internal IT projects.
- Communicating to employees on energy conservation/climate.
- Reducing energy consumption of lighting systems.
- Use and maintenance of efficient HVAC (heating, ventilation, and air conditioning) equipment.
- Regular energy reviews resulting in continued efficiency improvements.

ENERGY REDUCTION

As we look to the future, in order to achieve our Net Zero 2030 ambitions we will continue to monitor and reduce our energy consumption. Although the switch to renewable energy sources has greatly contributed to a reduction in our carbon, removing over reliance on natural resources will go further

to lessen the environmental impact we have as a business. As well as regular energy reviews, we continue to reduce energy consumption of office lighting systems and efficiently use and maintain our HVAC (heating, ventilation, and air conditioning) equipment to support this.

SUPPLIERS

Purchased goods and services account for around 82% of our Scope 3 carbon footprint. This estimation is useful for baseline however we are now focusing on prioritising obtaining primary data from our suppliers. As we move forward, we will be working with our suppliers to establish validated base line supply chain data in order for us to progress on our journey towards net zero.

We are working on reviewing our comprehensive sustainable procurement policies for both social and environmental factors and ask suppliers to sign up to a sustainability code of conduct. Environmental clauses are integrated into supplier contracts.



DECLARATION AND SIGN OFF

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

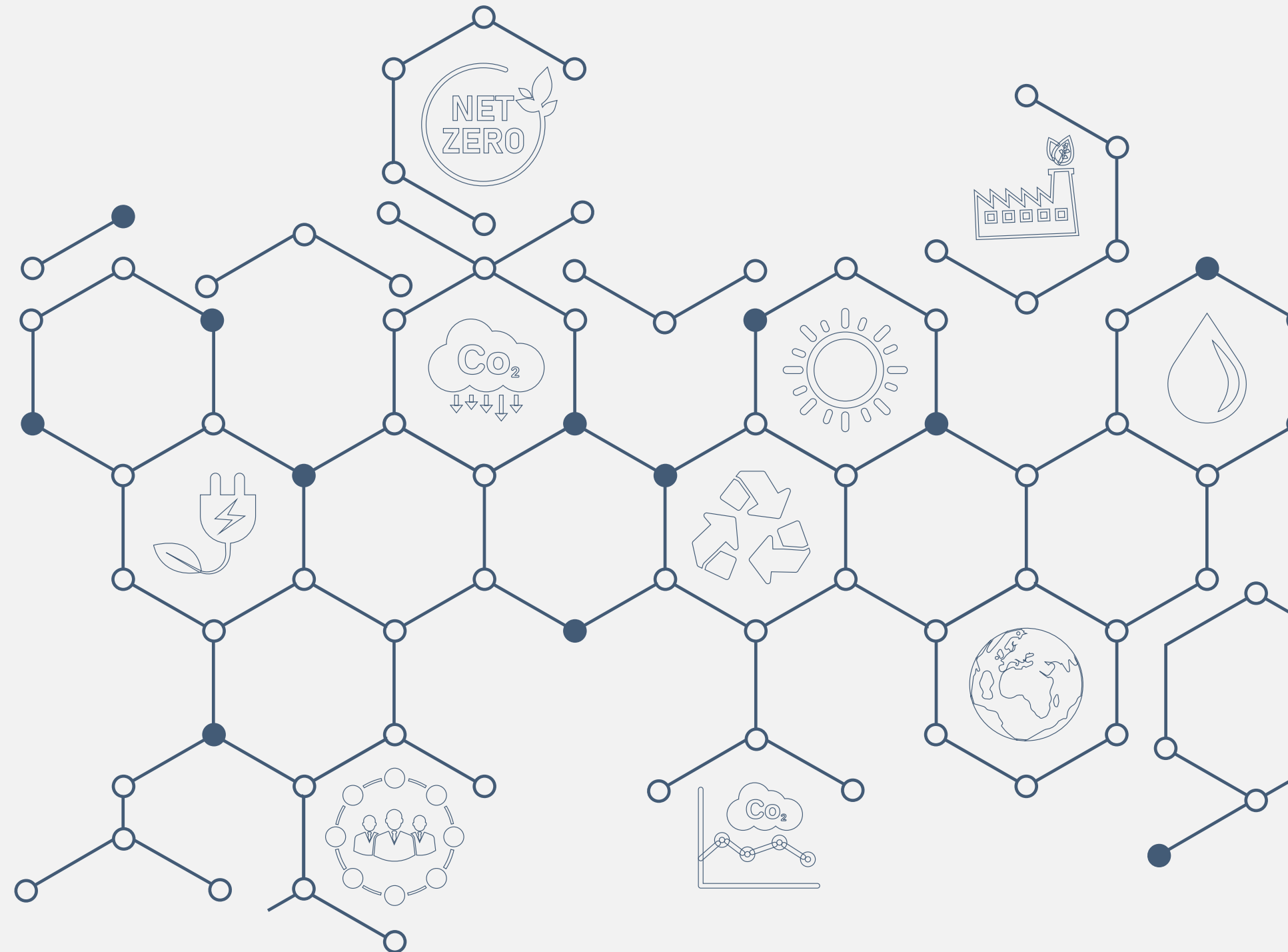
Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3

emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed by John Joyce, Managing Partner at Addleshaw Goddard.



John Joyce
Managing Partner
Addleshaw Goddard
September 2023



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