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Carbon Reduction Plan

August 2026

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Contents

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Introduction

Fieldfisher LLP[1] (the "**firm**" or "**we**") commenced measuring its greenhouse gas emissions / carbon footprint in 2019. The firm is focusing on undertaking specified emissions reductions activities as part of our near-term Net Zero targets (as defined below).

This Carbon Reduction Plan ("**CRP**") sets out specific emissions reduction activities regarding Fieldfisher's business operations and use of resources to minimise potential harm to our environment. We monitor laws and regulation that reflect this priority and assess potential legal and risk governance issues to identify appropriate actions to meet applicable requirements.

Over the last 12 months, the firm has undertaken the progress actions set out below to integrate actual activity-based data into the calculation of the firm's baseline carbon footprint. Given the steps we have undertaken with our data collection and methodology, the firm has set our 2024/2025 financial year as our baseline year (and updates our previously adopted 2019 baseline year).

This CRP conforms to the requirements of Procurement Policy Note PPN06/21 (in the United Kingdom); "Taking Account of Carbon Reduction Plans in the procurement of major government contracts", PAS2060:2014 "Specification for the demonstration of Carbon Neutrality" and ISO14064-1.

[1] Fieldfisher LLP for the purposes of our Carbon Reduction Plan and its boundary statement includes, active subsidiaries Condor ALS LLP, Roscoe Reid LLP, FFW Worldwide Ltd, Fieldfisher Capital LLP and Fieldfisher TLS (referred to collectively in this document as 'Fieldfisher', 'we' and/or 'the firm'). This boundary currently covers our office premises in Austria (Vienna), Belgium (Brussels), France (Paris), Germany (Berlin, Dusseldorf, Frankfurt, Hamburg, Munich), Ireland (Cork, Dublin), Italy (Bologna, Milan), Luxembourg (Luxembourg), Poland (Krakow, Warsaw), Portugal (Lisbon, Porto), UK (Belfast, Birmingham, London, Manchester) and USA (Silicon Valley).

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1. Reporting Standards and Scope

The calculation of Fieldfisher's carbon footprint is in line with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

Fieldfisher has engaged Auditel to provide the firm with carbon accounting consultancy services. Auditel annually undertake a series of quality assurance checks in line with industry best practice to ensure that the Greenhouse Gas statements represent a faithful, true, and fair account of Fieldfisher's operational GHG emissions from the available data. Industry best practice will include ensuring: i) the data is accurate and complete by verifying the sources and calculations used; ii) alignment with GHG Protocol/ISO14064 standards; and ii) methodology is clear and assumptions/estimates transparently disclosed and are justified/reasonable.

The process follows the principles of ISAE3410, Assurance Engagements on Greenhouse Gas Statements standard. However, currently this process is not a formal assurance to this standard, but carried out to ensure that the statement is considered materially correct, a fair representation of the Greenhouse Gases emitted and the relevant activities of Fieldfisher and is prepared in alignment with the Greenhouse Gas Protocol.

2. Targets: near term science-based targets aligned to Net Zero 2045 scenario target

We recognise the urgent need to address climate change and the importance of playing our part in creating a more sustainable future. Fieldfisher is committed to achieving the following:

- → our specified near-term science-based 2030 target ("**Near-Term 2030 target**") aligned to an assumed scenario for achieving a specified Net Zero 2045 target (specific details are set out in "**Science Based Targets**" section 4 below); and
- → in 2031, developing and setting further emissions reductions targets that relate to the period 2031 to 2035.

We have used our baseline carbon footprint (as described in section 3 below) to set a near-term 2030 target and journey that is appropriate for our business. Our CRP outlines the steps we will take as a business to achieve these targets.

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3. Baseline emissions footprint

Baseline Year: 2024/2025 (1 April 2024 to 31 March 2025)

Our baseline emissions inventory includes all our measurable scope 1, 2 and 3 emissions.

Scope	Subject	Inc/Exc	Items Included
1	Fleet/fuel	Inc	Generator for fuel top ups, company vehicles
	HVAC	Inc	Refrigerant leaks, F-Gas top ups
	Process emissions	Exc	No process emissions identified
	Gas for heating	Inc	Gas used for heating
2	Electricity	Inc	Electricity usage at all sites
	Steam, heat and cooling	Exc	None associated with the business
3	Purchased goods and services	Inc	Other carbon impact for embedded carbon in purchased goods and services with operational carbon footprint emissions covered under upstream T&D
	Capital goods	Inc	Other carbon impact for embedded carbon with operational carbon footprint emissions covered under upstream T&D
	Fuel and energy related activities	Inc	Transmission and distribution (T&D) and Well to Tank (WTT) losses of electricity, gas and fuel in company vehicles/back up generators
	Upstream transport and distribution	Inc	Incoming deliveries
	Waste generated from operations	Inc	Waste generated at offices, water treatment
	Business travel	Inc	Firmwide expenses, travel agencies, taxi bookings, accommodation bookings
	Employee commuting and homeworking	Inc	Travel distance from employee commuting and hours worked at home
	Upstream leased assets	Exc	None within the operational boundary
	Downstream transport and distribution	Inc	Outgoing deliveries
	Processing of sold products	Exc	Service business and therefore no sold products
	Use of sold products	Exc	Service business and therefore no sold products
	End of life treatment of sold products	Exc	Service business and therefore no sold products
	Downstream leased assets	Inc	Frankfurt sub-leased electricity and gas usage
	Franchises	Exc	None associated with the business
	Investments	Exc	None associated with the business

We include all seven Kyoto Protocol Greenhouse Gas groups in our emissions footprint calculations.

- Science-based carbon reduction targets for near-term (and, where appropriate, long term) have been calculated taking account of all these emissions groups set out in the table above.
- This CRP indicates the actions (set out below) that will support how the near-term 2030 targets will be achieved.
- Action plans for how we will work towards achieving long-term targets will be developed in future years once we have taken further actions to improve the quality of our data.

2024/2025 (Baseline Year) Carbon Footprint Summary

Indirect (scope 3) emissions were responsible for 85% of our baseline carbon footprint and the largest sources of these emissions comprises: business travel, employee commuting and homeworking and heating.

	Scope	tCO2e	% of Total tCO2e (market-based)
Fleet	1	9.19	0%
Fuel	1	6.67	0%
Heating	1	358.32	9%
HVAC	1	64.60	2%
Electricity (location based)	2	509.18	
Electricity (market based)	2	154.89	4%
Fuel related activities	3	125.09	3%
Upstream transport	3	154.86	4%
Waste	3	34.18	1%
Business travel	3	1,711.79	44%
Employee commuting and homeworking	3	1,271.33	32%
Downstream transport	3	32.01	1%
Downstream leased assets	3	11.95	0%
Total (location based)		**4,289.16**	
Total (market based)		**3,934.87**	**100%**

Note: In addition to and outside of the operational carbon footprint noted above, Fieldfisher also calculate the emissions of purchased good and services using a mix of spend based data and a mix of supplier specific factor (where available) or exiobase factors. Total emissions from purchased goods and services are 4,027tCO2e (number not subject to verification)

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Data Management Actions

In conjunction with the emissions reduction activity set out in this CRP and over the period up to 2030, we will undertake the following actions concerning the management of data used in our carbon footprint calculation:

→ Integration of any separate finance and/or human resources systems that are currently locally maintained by a firm office (within our boundary statement) into the common firm-wide finance and human resources platforms.

→ On-boarding of offices based in Germany and the United States (at a minimum) onto a travel management platform that is integrated with and/or is part of a common platform and/or is the platform currently being used offices and operations in the UK.

→ Undertake a substantive exchange with landlords and building managers in 8 offices to seek more accurate and complete energy usage, energy source and waste processing data.

Science Based Targets

Our Near-Term 2030 target is to reduce our carbon footprint (market based) to 2,850tCO2e (a reduction of 1,085tCO2e) from our FY2025 baseline year and, in 2031, develop and set further carbon emissions reductions targets that relate to the period 2031 to 2035, and which will form part of our approach to set further near term carbon reduction targets every 5 years through to 2045.

Our Near-Term 2030 target is calculated based on the following:

→ Fieldfisher's total carbon emissions (market based) are 3,935tCO2e as measured in FY 2025 (the firm's baseline year);

→ Achieving the proposed emissions reductions associated with the Planned Carbon Reduction Initiatives in section 5 below; and

→ An assumed scenario to be achieved in 2045 to reduce our total carbon emissions (market based) by 90% (an amount of 3,541tCO2e) to 394tCO2e ("**Net Zero 2045 target scenario**").

4. Planned carbon reduction initiatives

Carbon Emissions Reduction Targets

Scope Category	2024/2025 Emissions (tCO2e)	Proposed Reduction by 2030 (tCO2e)	Proposed Reduction Measures
1	439	94	Undertake a substantive exchange with each landlord(s) and/or building manager(s) for three offices, which account for our highest levels of gas consumption (namely, London, Brussels and Belfast), about their plans for reducing that consumption (for example,

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Scope Category	2024/2025 Emissions (tCO2e)	Proposed Reduction by 2030 (tCO2e)	Proposed Reduction Measures
			reducing heating during out of hours/weekends, closing floors on low occupancy days and/or moving to alternative heating provision/green gas contracts).
2	155	155	Transition remaining contractual arrangements for electricity directly purchased by the firm concerning 3 offices in 2 countries to contracts for the supply of electricity generated from renewable sources supported by guarantee of origin certificates or from providers who source 100% of their energy from renewable sources over the next 4 years (and where available to purchase on reasonable commercial rates). Undertake a substantive exchange with each landlord(s) and building manager(s) to obtain details of their Net Zero transition plans and to obtain commitments to move to renewably sourced energy for electricity.
3	3,341	836	Seek to progressively expand 'in principle' alignment across our 2 largest operating jurisdictions or offices (by headcount) with our current UK Sustainable Travel principles/policy; utilising and expanding our new travel management; moving to EV taxi providers with a prioritisation on our largest operating jurisdictions or offices (by headcount); reviewing our highest emitting suppliers; eliminating waste (other than residual 1%) to landfill globally encouraging our employees to consider the use and purchase of electricity obtained through renewable energy sources for their home residences through education sessions and communications (to include, for UK employees, education of funding available for heat pumps to transition away from gas); developing sustainability considerations for potential office premises relocations or refurbishments, such as proximity to public transport links, source of heating and renewable sources of electricity.
Total	**3,935**	**1,085**	

Scope 1 Reduction

82% of our Scope 1 emissions come from heating emissions. We do not purchase gas directly in any of our offices and, therefore, it is not within our direct control to take action to reduce these emissions. We have calculated estimated Scope 1 emissions reductions that will be achieved by taking the steps as described.

Scope 2 Reduction

Where the firm directly purchases electricity, it currently has contractual arrangements concerning for offices (within our boundary statement) to directly purchase electricity generated from renewable sources. We have calculated estimated Scope 2 emissions reductions that will be achieved by taking the steps described above.

In addition to contracts between the firm and relevant energy companies for the direct supply of electricity to the firm's offices, we have a significant number of offices where electricity is purchased by the landlord or building manager. We have lFess direct control of these purchasing decisions concerning these offices; however, we will undertake a substantive exchange with each landlord(s) and building manager(s) to obtain details of their Net Zero transition plans and to obtain commitments to move to renewably sourced energy for electricity.

Scope 3 Reduction

[In addition to the above proposed specific carbon emissions reduction targets,] we will consider the measures set out below in respect of Procurement practices and Behavioural change that also may support reducing scope 3 emissions.

Procurement practices

→ Over the next 18 months, adopt principles or requirements concerning business travel in two or more of our largest operating jurisdictions (by reference to headcount) that are aligned across core common requirements, including no-first class travel, minimising any business class for short-haul flights and a preference for train over air travel (as currently set out in the current Sustainable Travel Policy (UK). Support these offices (prioritised by reference headcount size) to progressively transition to using a common business travel management system which will support business travel bookings aligning with these core requirements and improve reporting to measure the effectiveness.

→ As part of any potential office premises relocations and refurbishments, we will consider if the proposed new office premises meet the following requirements by 2030 i) electricity supply that utilises renewable sources; ii) the proposed premises location and whether it is closer to the city centre which should reduce employee commuting and travel-related emissions and iii) no waste to landfill (other than residual 1%).

→ Develop two specific 'employee benefits' options, specifically EV salary sacrifice and/or cycle to work schemes, and assess whether they can be implemented for our largest jurisdictions (and offices) (by reference to headcount).

→ Engaging with the firm's top 100 suppliers (by reference to spend value) to: i) communicate the firm's Net Zero targets and expectations; and ii) seek information about their carbon emissions reductions approach and plan; and ii) options to address embedded carbon in the goods and services we are purchasing from them; and iii) focusing on the top 5 suppliers (by reference to spend or business operations materiality value) each year for targeted conversations about these issues.

→ Eliminating waste (other than residual 1%) to landfill in respect of Fieldfisher's office operations by 2030

→ Transitioning our use of taxi companies to providers in two or more of our largest operating jurisdictions (by reference to headcount) that predominantly or solely utilise EV vehicles for all contracted taxi companies.

Behavioural Change

- → Using business travel reporting each year to identify and undertake communication with at least 30 of our most carbon intensive travellers (based on use of airlines) to inform the accuracy of our estimated emissions reductions related to air travel.
- → Encouraging options for employee commuting, including promoting benefits such as, cycle to work schemes and/or EV salary sacrifice (where feasible pursuant to local laws and available on reasonable commercial terms in the relevant market).
- → Expanding the scope of our employee commuting and homeworking survey to improve homeworking data quality (and insights) and provide details to our people about potential options to purchase electricity provision that utilises renewably sourced energy (using tariffs or certificates).

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.

This Carbon Reduction Plan has been reviewed and signed off on behalf of Fieldfisher LLP by:

Robert Shooter

Managing Partner, London

August 2026