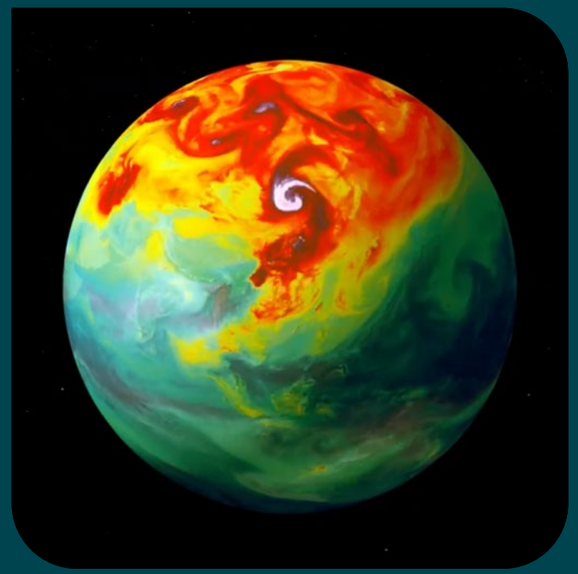
fieldfisher

Sustainability in action 2025/26

People



Planet



Purpose and
Inclusive Prosperity



Governance



Robert Shooter, Managing Partner



Sustainability goes to the heart of the firm we want to be — a firm that supports its people, advances our clients' sustainability goals and contributes positively to the communities around us.
I am delighted to introduce our Sustainability in Action report for this year, which captures the commitment and creativity colleagues across Fieldfisher have brought to this shared ambition.

One Firm Action has been a powerful example of that commitment in practice. This year, colleagues across our offices came together through fundraising, pro bono support and skills-based volunteering, broadening the ways we contribute and deepening our connections with clients, communities and civil society.

I am very proud of our progress in this report, but it also reinforces the importance of sustained action and accountability. It is a reminder that we are only as good as the impact we create through focused and collaborative action both internally and in service of our clients and communities. Whether we are strengthening inclusion, developing our people, reducing our environmental impact or using our expertise for wider benefit, our progress depends on the actions we take together.

I hope this report shows both the progress we have made and the ambition we carry forward.

Nicole Bigby, Director of Sustainability and ESG



This year, we have worked to bring greater focus and rigour to our sustainability programme, aligning our activity more clearly with our goals towards 2030. These improvements: stronger data, improved reporting and clearer governance — particularly in relation to climate change — support the quality of our decision making and our business. They also help us deliver more consistent outcomes for our people, clients and communities.

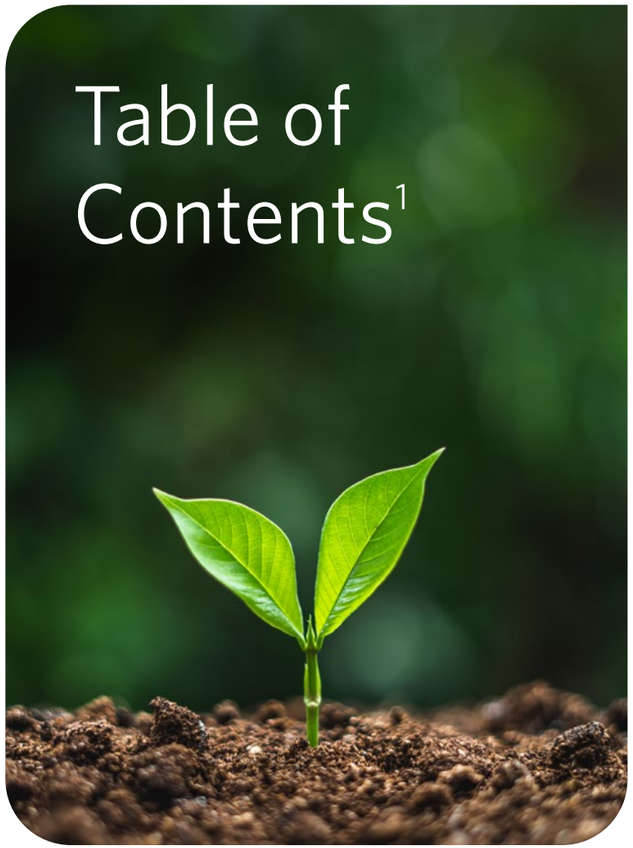
We have sought to make this focus visible throughout the report: in the way we are strengthening our carbon emissions evidence base, investing in inclusion and development programmes, collaborating with clients and civil society, and improving the systems that help us manage sustainability-related risks and opportunities. Our sustainability spotlights show how our people are driving these efforts to deliver practical outcomes across our firm and with our clients and communities.

We know there is more to do. Credible progress means being honest about challenges as well as achievements and continuing to learn as our approach matures. I am grateful to everyone who has contributed, and to the clients and community partners who continue to work with us, support us and challenge us. Together, we are building a stronger foundation based on a program of prioritised action towards our 2030 goals and a shared future.

Our focus	Goals	Prioritised action
People	Being an inclusive firm By 2030: » 40% women (firmwide partnership) » 12% ethnic minority representation (UK partnership)	Belong, our firmwide Values and Behavioural Code programme Balanced Talent Pipeline programme
Planet	Near-term Net Zero 2030 Target - 1085 tCO_2e reduction against 2024/25 baseline	Delivering our Carbon Reduction Plan
Purpose and inclusive prosperity	Use our One Europe platform to support clients, communities and innovation 10% growth in our pro bono and community programs each year towards >55% participation	Client services to support our clients' sustainability goals Pro bono and community: » Grow program firmwide » Develop targeted social impact and connector programs and longer-term charitable partnerships and giving
Governance	Evolve our approach to: » align with international and industry standards » embed into strategic and enterprise risk management	Annual progress reporting Strengthen our senior level governance and reporting Use industry benchmarking to improve

Our report covers our goals, progress, and looking ahead across – People, Planet, Purpose and Inclusive Prosperity, and Governance. Our vision towards 2030 remains focused on sustained value for our people, clients, and communities where we operate.

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1 Fieldfisher LLP (UK) 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'). For both the Carbon Reduction Plan and financial year 2026 reporting purposes, this boundary includes Fieldfisher LLP 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).

At a glance – key highlights

75% commuting survey participation

23 offices reporting GHG / carbon emissions

79% diversity disclosure

62% women firm workforce

Emissions breakdown



19 offices utilise electricity from renewable energy sources[4]

25% ethnic minority trainees

31% female partners

19% ethnic minority lawyers

65% female lawyers

£3.07m pro bono value

139% increase in community engagement hours

£162k charitable fundraising

2 heating 3 workplace commuting / home working

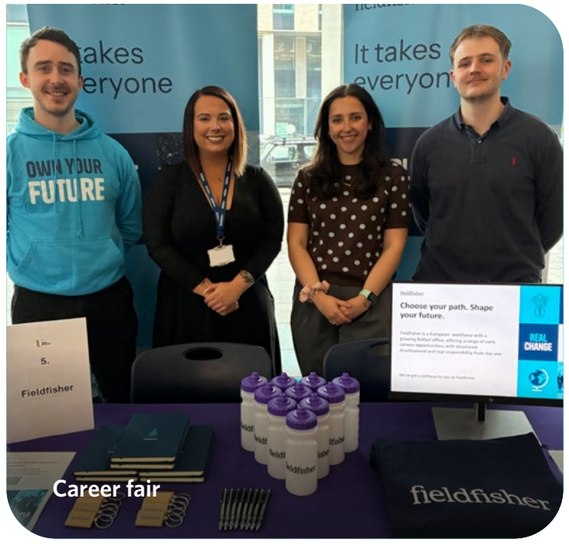
4 The number of offices was assessed as at 31 March 2026; This includes electricity purchased directly by Fieldfisher, and/or for some offices, also includes electricity purchased by the landlord/building manager for the relevant office; 'Renewable energy sources' have been evidenced by a combination of one or more of the following for each site: a renewable energy guarantee of origin certificates, invoices, energy supply contracts and supplier website information.

Spotlighting our people and early careers action

SPOTLIGHT 1
Why a focus on early careers is important for a diverse firm

Launched this year, our Early Careers Strategy in our UK based offices brings together inclusive recruitment, development and retention to build a diverse pipeline of future lawyers and business services professionals. This approach seeks to widen access to the profession, help reduce barriers to entry and progression, and equip emerging talent with commercial, technical, AI-enabled communication and client-focused skills. We believe this gives our colleagues a stronger start to their careers and helps the firm attract and retain talent.

Looking ahead, we are very pleased to see a 100% training contract acceptance rate in the 2025–2026 recruitment cycle and offered Newly Qualified Solicitor roles to 17 of 20 qualifying trainees across our Birmingham, London and Manchester offices.



Career fair

What this means for our clients

We are focused developing adaptable teams that bring fresh perspectives as a key aspect of high-quality client services from the start of our people's career journey in the UK.


2025 Early Careers Apprentices, Graduates and trainees during their induction week in London

SPOTLIGHT 2

How we are developing our people and their potential across the firm

This year, we concentrated on strengthening the behaviours and leadership capabilities that support an inclusive, performance focused culture. Our UK diversity data disclosure reached 79%, we implemented the first phase of Inclusion Action Plans across our business services teams, and developed senior leadership reporting. We also continued to invest in partner development to support clearer, value-led conversations with clients around pricing and promote cross-border collaboration to enhance client service and relationships.

Our People Development and Inclusion teams, together with EY Lane4, worked towards developing Belong, our firmwide Values and Behavioural Code programme, which seeks to embed clear, consistent expectations for everyday behaviour, decision-making and leadership.

Belong is the firm's first programme of this scale to support all colleagues across the firm to understand the behaviours expected of them, navigate challenging situations constructively and contribute to a culture where everyone feels able to belong, contribute and perform at their best. By embedding these expectations across the firm, Belong aims to support stronger relationships, greater consistency across the firm and a more inclusive experience for our people and clients. We are looking forward to seeing the impact of this programme over the next year and beyond.



Belong

SPOTLIGHT 3

Standing Firm in Power and Pride with our diverse communities – Black History Month 2025

Black History Month 2025 provided a key focal point for the firm to strengthen the representation and visibility of Black talent and widen access to the legal profession under the theme *Standing Firm in Power and Pride.*



Alex Campbell
Partner

"It was a privilege to host Frank Bruno for an important conversation on Fieldfisher Radio. His openness about mental health was a powerful reminder that resilience doesn't mean facing challenges alone, and that men should feel able to ask for support."

How we strengthened Black representation, learning and access

Advanced inclusive wellbeing

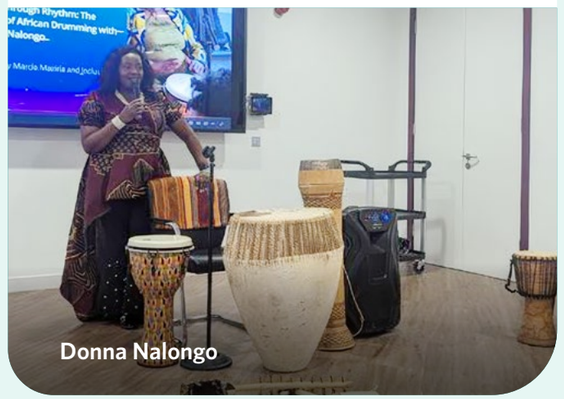
Explored the intersection of menopause and ethnicity through a dedicated webinar.

Deepened understanding of Black history

Explored the intergenerational impact of slavery and colonialism through Yaa Gyasi's Homegoing in our UK-wide book club.

Celebrated Black culture through shared experience

Ugandan storytelling, drumming and dance with Donna Nalongo in our Belfast office.



Donna Nalongo



Frank Bruno MBE, Alex Campbell, Partner, and Jarek Galkiewicz

Promoted open conversations on mental health

Hosted WBC heavy-weight champion Frank Bruno MBE share about his mental health journey and activism.

How we strengthened Black representation, learning and access

Strengthened professional networks for Black talent

Five colleagues from the UK and Spain attended the Black Counsel Forum (BCF) SuperPower Summit to gain professional development, sector insight and connections.



Fatu Sillah, Danjuma Msheila, Cecily Davis, Justina Omotayo, and Kay-Dene Petgrave at the BCF Super Summit 2025


Georgena Clarke, Kyle Blackburn, Joyce Teifouet, Blaise Nsenguwera, and Malika Lesforis-Gowdie

Increased visibility of Black legal careers

Convened Manchester legal professionals to share career journeys and discuss representation and progress.

Widened access and strengthened Black representation

Our first Black Heritage Student Insight Day gave more than 20 aspiring Black legal professionals practical insight into commercial law, career pathways and life at the firm, increasing participants' confidence to pursue legal careers and helping lower barriers to entry.

What this means for our clients

We believe that our continuing commitment and investment in inclusion enhances decision-making, broadens the perspectives that inform our services and helps us better reflect and effectively support our clients and communities.



Malika Lesforis-Gowdie
Senior Inclusion Executive

"Our Black Heritage Student Insight Day was a powerful opportunity to 'hold the door open' for young Black aspiring lawyers. Seeing participants leave with greater confidence, knowledge and enthusiasm for pursuing a legal career reinforced the importance of creating opportunities that widen access and help build a more inclusive profession."

Spotlighting our planet action

SPOTLIGHT 4
Our Near-Term 2030 target focuses our carbon reduction plan

We recognise the need to take steps to address climate change and the importance of contributing to the global transition to a decarbonised economy.



Over the last year, we have focused on developing a more complete and accurate understanding of the activities associated with our operations that generate tonnes of GHG emissions and identified areas where we could reduce these emissions.

Over this year, Fieldfisher has worked with Auditel (our appointed GHG emissions consultants) towards senior management approval of:

» a specified near-term science-based 2030 target ('Near-Term 2030 target'[5]) aligned to an assumed scenario for achieving a specified Net Zero 2045 target (as described below); and



» in 2031, developing and setting further emissions reductions targets relating to the period 2031 to 2035.

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

» Fieldfisher's total emissions (market based) are 3,935tCO_2e as measured in FY 2025 (our baseline year);

» Achieving the proposed emissions reductions associated with the planned carbon reduction initiatives (set out in the firm's Carbon Reduction Plan); and

» An assumed scenario to be achieved in 2045 to reduce our total carbon emissions (market based) by 90% (an amount of 3,541tCO_2e) to 394tCO_2e.

5 This target was approved by our Executive Committee on 3 August 2026. As part of our FY26 GHG emissions reporting process completed in November 2026, we adjusted our FY25 baseline emissions to 4,195 tCO_2e (market-based) / 4,847 tCO_2e (location-based) and, accordingly, will update our Carbon Reduction Plan and our FY25 baseline and 2030 Target figures in our next report.

SPOTLIGHT 5

Taking steps to address business travel

Business travel and employee commuting are material sources of our operational emissions. As a result, this year, we focused on improving the systems, data and engagement needed to manage business travel-related emissions more effectively.

Together, the following actions move our travel programme beyond stronger data collection towards more targeted understanding and management of travel-related emissions. Improved systems and clearer insights will help us identify where to focus, engage colleagues and partners more effectively, and assess whether and how changes in travel behaviour reduce emissions over time.





Systems ▶	Insights ▶	Targeted action
Business Travel Prepared for the UK launch of Corporate Travel Management (CTM) to improve visibility of business travel, strengthen data collection and emissions reporting.	More complete and accessible travel data, including on modes and class of travel. Improved understanding of approximately 60% of the firm's travel-related emissions profile.	Use improved reporting to take steps to: » support compliance with our UK travel policy » inform the development of our travel policy approach » educate our colleagues about these issues.



Employee Commuting Improved office-specific commuting data through stronger survey engagement and feedback collection, achieving 75% firmwide participation and using the Service Now platform to support data capture.	Our survey results provide: » clearer view of commuting patterns (distances travelled and modes of transport used), including modes of travel with higher-emissions; » opportunities where employees would benefit from transport-related benefits and information.	Use these survey insights to inform the development of options for targeted engagement and firm-supported commuting benefits which may include options such as, bike leasing and further EV support, and building on existing local initiatives such as our German office's Deutschlandticket benefit.

Spotlighting purpose and inclusive prosperity in action

Pro Bono and Community

SPOTLIGHT 6
One year of One Firm Action

This year also marked the return of One Firm Action – our shared Purpose programme, designed to connect colleagues' skills, resources and networks to create greater value for civil society. We challenged ourselves to go beyond fundraising towards holistic value-based civil society partnerships combining financial support, pro bono expertise, skills-based volunteering and responsible innovation to support charities' capacity and help address systemic challenges.

We intentionally sought to create amplified impact by applying our professional capabilities from across our entire firm. We focused on specific areas – such as where we could add material value to advancing equality, strengthening access to justice and the rule of law, and supporting the environment.

onefirm ACTION

- Pro bono hours increased by **34%** (from the prior year), with total pro bono value reaching **£3.07m**
- Community impact hours increased by **139%** (from the prior year)

£250k Contributed by the partnership

£162k+ Raised by our people for charities, exceeding our fundraising target

Millie Hawes
Head of Just Purpose



"Society's challenges are complex and interconnected – addressing them requires more than financial support alone. By combining our skills, resources and connections with the expertise of civil society, we can help catalyse change, strengthen communities and create value that extends far beyond any single contribution.

From investing in youth-led innovation and disability community inclusion initiatives to harnessing AI to support access to justice, I was delighted to see the breadth of activity across the Fieldfisher network this year.

One Firm Action has reinforced the power of partnership to drive sustainable impact through the collective action of our people, our clients and our communities."

One shared purpose, connecting our skills, resources and networks to create greater value for civil society



SPOTLIGHT 7

AI-Powered Justice: transforming access through innovation

AI-Powered Justice was a core theme of our social impact campaign 'One Firm Action'. As artificial intelligence reshapes legal services, we worked with the access to justice sector to explore how its benefits can extend beyond commercial practice and support people and organisations with unmet legal need.

Translating ambition into action:

Generative AI training with the Open University

To build a broader understanding of generative AI, we partnered with the Open University to create free, accessible training. Drawing on our data privacy and intellectual property expertise, the resource helps diverse audiences understand the capabilities, limitations and responsible use of AI tools in the advice and legal sector.

AI and Legal Technology Committee

We co-chair this committee of more than 20 commercial law firms. The committee develops practical workstreams to identify where legal technology can improve access to justice and strengthen the design and delivery of pro bono programmes across the sector.

Training, pro bono support and the NSPCC Safety by Design project

Alongside this, we delivered practical training to help pro bono clients use AI in their operations and continued to lead the NSPCC Safety by Design project, convening industry leaders and gaming clients to develop resources that embed safety-by-design principles into gaming products.

Legal Open Innovation Lab

We also joined the Legal Open Innovation Lab, working with academics, regulators and technology providers to benchmark the performance of AI tools in the context of one of our pro bono programmes.



Looking ahead

Next year, we will expand this work by exploring how social investment can help access to justice organisations adopt AI responsibly. We will also research how open AI tools are changing the way people access information about their rights and develop AI agents to enhance our pro bono programmes and their delivery.

SPOTLIGHT 8

How investing in young changemakers, like Lir Labs, can scale practical social and environmental impact

We expanded our partnership with Social Shifters, helping young people develop and scale solutions to social and environmental challenges.

Challenge Labs | Skills in action

30+ colleagues contributed legal and business expertise in a hackathon

One German robotics health-tech start-up supported to scale geographically for people with hand paralysis

Return of the Global Innovation Challenge

100+ colleagues across 13 offices reviewed more than 1,000 youth-led submissions pitching for grant funding for their projects

Eight environmental projects received coaching before pitching for funding

€10,000 and pro bono support awarded to Lir Labs to scale AI-powered water-quality monitoring

Click here to listen to a conversation from Lir Labs and one of our panel judges directly about their experience.

Looking ahead

As a founding partner of Social Shifters' Case for Change alliance – launching in 2026 – we will build on this model by bringing leading law firms together to pool expertise and resources. Through wider sector collaboration, we aim to build connection and support for youth-led social and environmental innovation globally.

SPOTLIGHT 9

Advancing disability rights and community inclusion to address key unmet needs

Disability rights remain under-resourced across much of the commercial legal sector. For Fieldfisher, we have sought to respond to this need by broadening our relationships and expanding our work with disability-focused NGOs.

Through fundraising, pro bono support and skilled volunteering, colleagues contribute their professional skills while helping partners extend their reach and impact. Two examples of our work have supported Access Sport in the UK and Fondazione Time2 in Italy.

Access Sport, UK

Our partnership with Access Sport contributed more than £100,000 of value this year, helping the charity reach nearly 41,000 young disabled people through philanthropic funding, legal and business support, volunteering and wider collaboration.

Watch the Powered by Community Sport video to see our partnership in action



Access Sport

Fondazione Time2, Italy

time2 FONDAZIONE

Fondazione Time2 develops collaborative projects in social innovation, education, training, independence and sport to support young disabled people.

This relationship reflects our Purpose-led philosophy: integrated support, delivered over time, which intentionally seeks to create substantial and lasting impact.

Watch colleagues and Fondazione Time2 discuss the value of the partnership and what comes next

Sustainability and ESG client services

Using our firmwide platform to support clients achieve their sustainability goals

Sustainability is central to our business purpose, approach and culture as we seek to support our clients in achieving their sustainability goals and transition how we operate, together with our people, business partners and communities. These spotlights provide some key examples of how our sustainability and ESG legal services translate into practical support for clients operating across sectors, jurisdictions and stages of their sustainability journey.

Austria

» **Energy infrastructure transition and community energy models:** We advised an energy generation business focused on (wind energy) developing renewable energy infrastructure and community energy models, including municipal photovoltaic projects, on – renewable energy, finance, corporate law and regulatory structuring, including the company's sale-and-leaseback model for photovoltaic installations.

Why this matters: This work supports wider photovoltaic rollout and helps local municipalities with their approach regarding energy self-sufficiency.

» **Navigating ESG reporting duties and liability risks under evolving EU sustainability reporting:** We advised an industrial service provider for the chemical and petrochemical industry on CSRD implementation in Austria, reporting scope, potential civil, administrative and criminal liability, and the impact of EU Omnibus proposals on thresholds, timelines, ESRS simplification and EU Taxonomy requirements. This advice helps the client with strengthening governance, anticipating regulatory change and managing reporting risks.

France

We advised a leading European infrastructure fund on its investment in a French market-leading heat provider specialising in solar thermal energy.



Germany

We provided legal support on the structuring, contracts and specific legal issues for stand-alone grid connected battery storage projects in Germany.



Italy

ESG & Human Rights Compliance Program: We supported a leading energy distributor in Italy with the design and implementation of a comprehensive 3-phase ESG and human rights compliance programme covering:

- Risk mapping to identify key exposure areas.
- Revision and updating of guidelines addressing current ESG and antitrust developments, and contract and procedure reviews.
- Tailored training for business units and supplier engagement, followed by auditing to assess effective implementation.

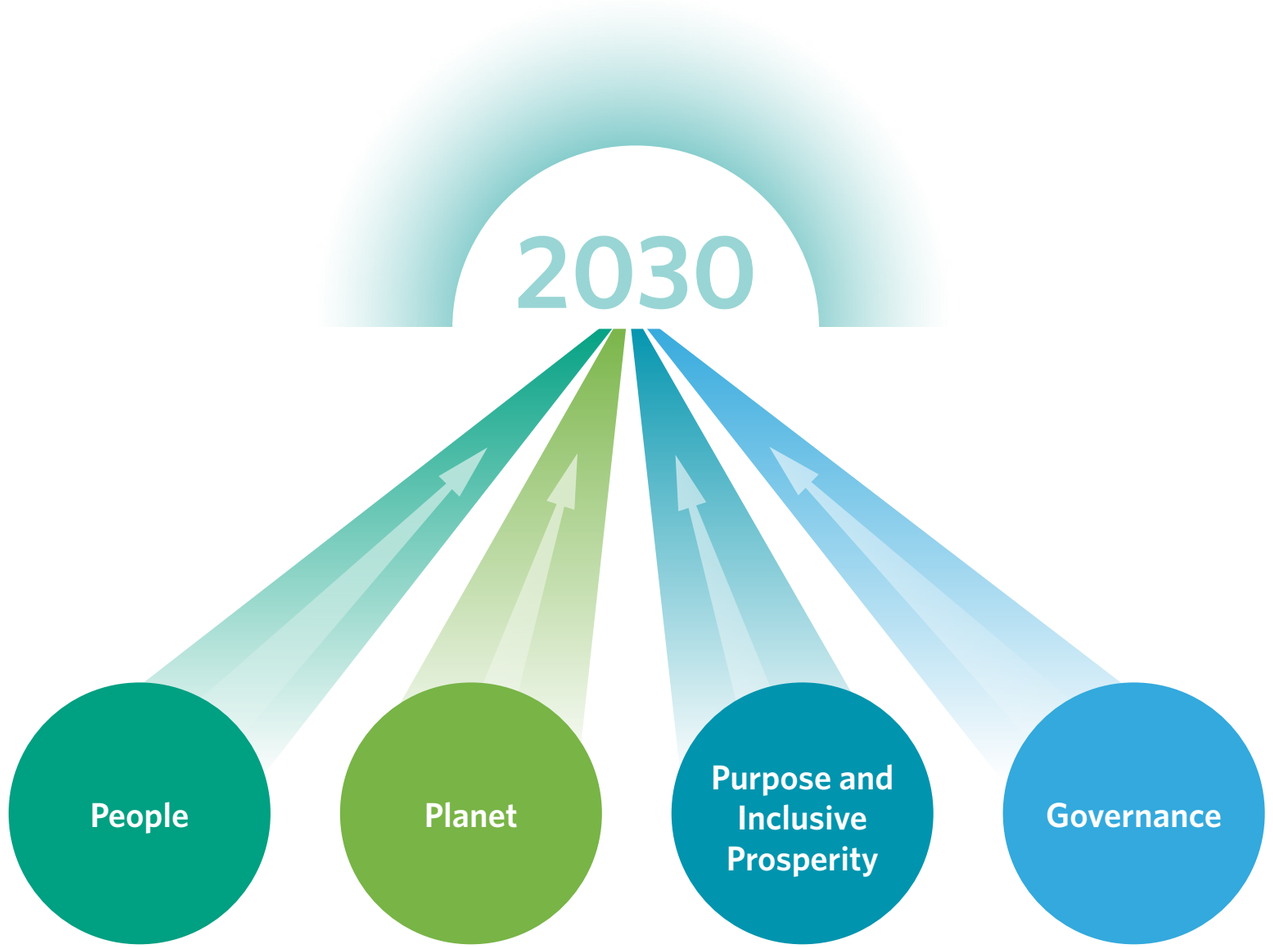


Why this matters: Through this work, we are supporting clients to navigate the intersection of regulatory risk management and insights, and practical governance, embedding ESG and human rights principles into their operating approaches.

Together, these examples show how our Sustainability and ESG legal services support clients address legal and regulatory response through to practical implementation. Across renewable energy, ESG reporting, human rights compliance and responsible governance, we help clients manage risk, strengthen accountability and deliver commercially realistic outcomes aligned with long-term value creation.

After spotlighting how our people are supporting our vision towards 2030, we invite you to now learn more about our goals, progress, and looking ahead across – **People**, **Planet**, **Purpose and Inclusive Prosperity**, and **Governance**.

Our focus on delivering sustainable value for our people, clients, and communities where we operate remains at the centre of our vision towards 2030 and our program to deliver it.





People

Our people shape our culture, long-term success and the service we offer clients and communities. By investing in our people, we are positioned to attract and retain exceptional talent, strengthen the quality of collaboration, judgement and service that clients expect from Fieldfisher. Through ongoing professional development, embedding inclusion and supporting wellbeing, we help colleagues thrive and progress, build resilient and high-performing teams, and bring a broader range of perspectives to the challenges our clients face. We also believe this approach enables us to contribute value beyond our business for our clients and in the communities where we operate.

Investing in our People development priorities

This year we strengthened capability, performance and engagement across the firm by ensuring our people have access to development opportunities aligned to business needs and career progression. Specifically, this included expanding learning and development provision to 14 of our offices, enhancing partner and leadership development, and supporting organisational growth through an offering of tailored programmes for our people. All of this enables us to develop teams that are agile, engaged and better positioned to serve our clients.

Key progress highlights

Continued to increase opportunities for firmwide face-to-face learning. 48% (68 out of 142) of all learning sessions were delivered in person in FY25/26 compared to 41% (63 out of 152) in FY24/25. Our People Development team offered face-to-face learning for the first time in Hamburg and Portugal.

Enhanced targeted partner development through increased participation in Executive Education and launch of the Partner Pricing Strategy Session as part of our Partner Academy 2026.

Supported the evolution of our Belfast Business Services Centre by offering e-learning and workshops on topics covering law firms as a business, sustaining performance and motivation through change, leading forward and supporting team evolution, resilience and wellbeing.

Looking ahead

Building on our progress, we will continue to:

» Expand targeted learning opportunities across our international offices in alignment with identified business priorities, local skills needs and career development at each level. Our action plan focuses on working more closely with office leaders, practice groups and key stakeholders to identify priority capability gaps; using participant feedback and engagement data to refine content and delivery. We also will increase visibility of available learning through improved monthly communications that signpost upcoming workshops, digital sessions, drop-ins and other development opportunities.

» Further strengthen leadership and partner development by increasing engagement with Executive Education and launching a bespoke Partner training programme in Autumn 2026.

Inclusion

People

Goal

Being an inclusive firm where everyone belongs

Supporting the SDGs

SDG 3: Good Health and Wellbeing

SDG 5: Gender Equality

SDG 10: Reduced Inequalities

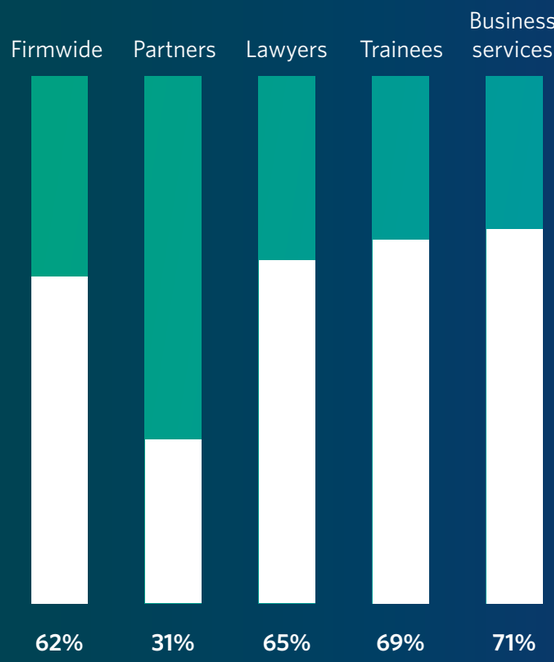
Justina Omotayo
Head of Inclusion



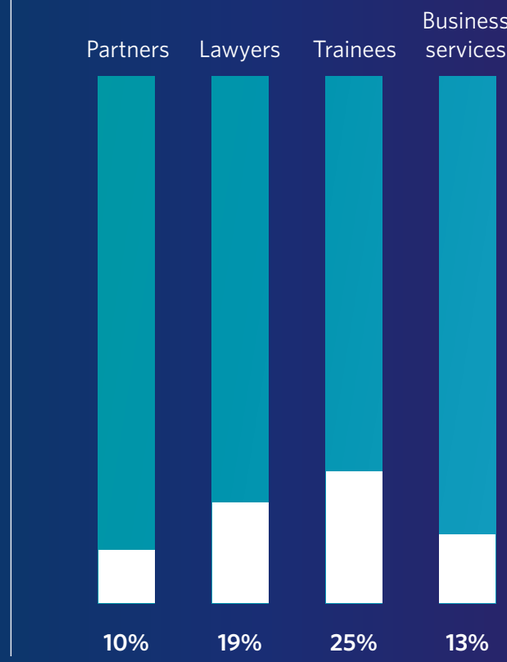
"At Fieldfisher, we believe that inclusion strengthens our culture, enhances decision-making and helps us better reflect the clients, communities and markets we serve. We are focused on creating an environment where everyone can succeed, contribute fully and access opportunities to develop and progress. This year what stood out for me was our focus on strengthening the evidence, accountability and behaviours that support inclusion across the firm. We increased UK diversity disclosure rates to 79%, strengthened accountability through Inclusion Action Plans and improved reporting. We also advanced initiatives that support equitable experiences across our people's professional lifecycle, such as Belong, our firmwide Values and Behavioural Code programme. While there is more to do, particularly in senior representation, these actions are helping us identify priorities, target interventions and measure progress."

Progress snapshot for Fieldfisher LLP (UK) – April 2026

Women (Firmwide)



Ethnic minorities (UK only)



Women:

Promotions into partnership



33% - 3 out of 10

Pay transparency and fairness

Our gender and ethnicity pay gap reporting provides additional insight into representation, progression and pay outcomes across the firm.[6]

Pay gap metric (median)	2024	2025
Gender	26%	27.6%
Ethnicity	10.6%	10%

6 For further context regarding the firm's position in England and Wales, please see UK Pay Gap Report 2025

Why data-led insights matter to us

Diversity data, people feedback and Inclusion survey findings provided us with a clearer understanding of representation and experience across the firm, enabling us to track progress and identify where further attention is needed.

The data indicated greater diversity across parts of the talent pipeline, but slower progress at the partnership level. Ethnic minority representation among UK partners remained at 10% (compared to the prior year), while firmwide women's representation increased from 30% to 31%.

Viewed against our 2030 partnership goals of 40% women and 12% ethnic minority representation in applicable jurisdictions, the data reinforced the need for sustained focus on progression, development, and access to senior opportunities.

We used these insights to continue to move from firmwide evidence to focused action, through 14 Business Services-focused Inclusion Action Plans, giving departments a structured framework to set priorities, assign ownership and monitor progress. We plan to extend this approach to our legal practice groups as part of our wider work to embed inclusion and accountability across the firm.

This evidence-led approach also informed targeted initiatives, including neurodiversity training delivered with Lexxic and the continued development of Belong. By connecting data with action and visible accountability, we can target our efforts more effectively, assess progress over time and support longer-term strategic change.

Fourteen Inclusion Action Plans across our Business Services teams are helping to translate insight into local ownership, targeted action and greater accountability across the firm.

Key actions and highlights

Representation and accountability

FY25/26 highlight:

Increased UK diversity data disclosure rates to 79% and used people data, feedback and Inclusion Survey insights to inform Business Services Inclusion Action Plans and strengthen accountability.

Culture and belonging

FY25/26 highlight:

Delivered targeted wellbeing, neurodiversity and cultural awareness activity, including Lexxic training, mental health and menopause awareness webinars, employee network events and local initiatives.

Access and opportunity

FY25/26 highlight:

Supported widening routes into the legal profession through our Pathways to Practice programme, education and community partnerships, together with social mobility and insight initiatives, designed to support talent from underrepresented backgrounds.

Values and behaviours

FY25/26 highlight:

Development of Belong with our People Development team and EY Lane4 to embed our values more consistently in everyday behaviour, decision-making and leadership.

Looking ahead

As we continue to build on the data, insights and reporting foundations established over the last year, we will focus on translating insights into targeted action, strengthening accountability and supporting progress towards our 2030 partnership representation goals.



Belong will embed our values into everyday decision-making, leadership and collaboration, supporting a more consistently inclusive culture.

Key priorities for the next 12 months include:

Progression and leadership representation

Launch our Balanced Talent Pipeline programme with specific initiatives focused on targeted career development, mentoring and sponsorship programmes for our women and ethnic minority colleagues, together with underrepresented groups at our firm. These programmes seek to support progression into senior roles, build leadership capability and help advance our 2030 partnership representation goals.

Embedding inclusion accountability

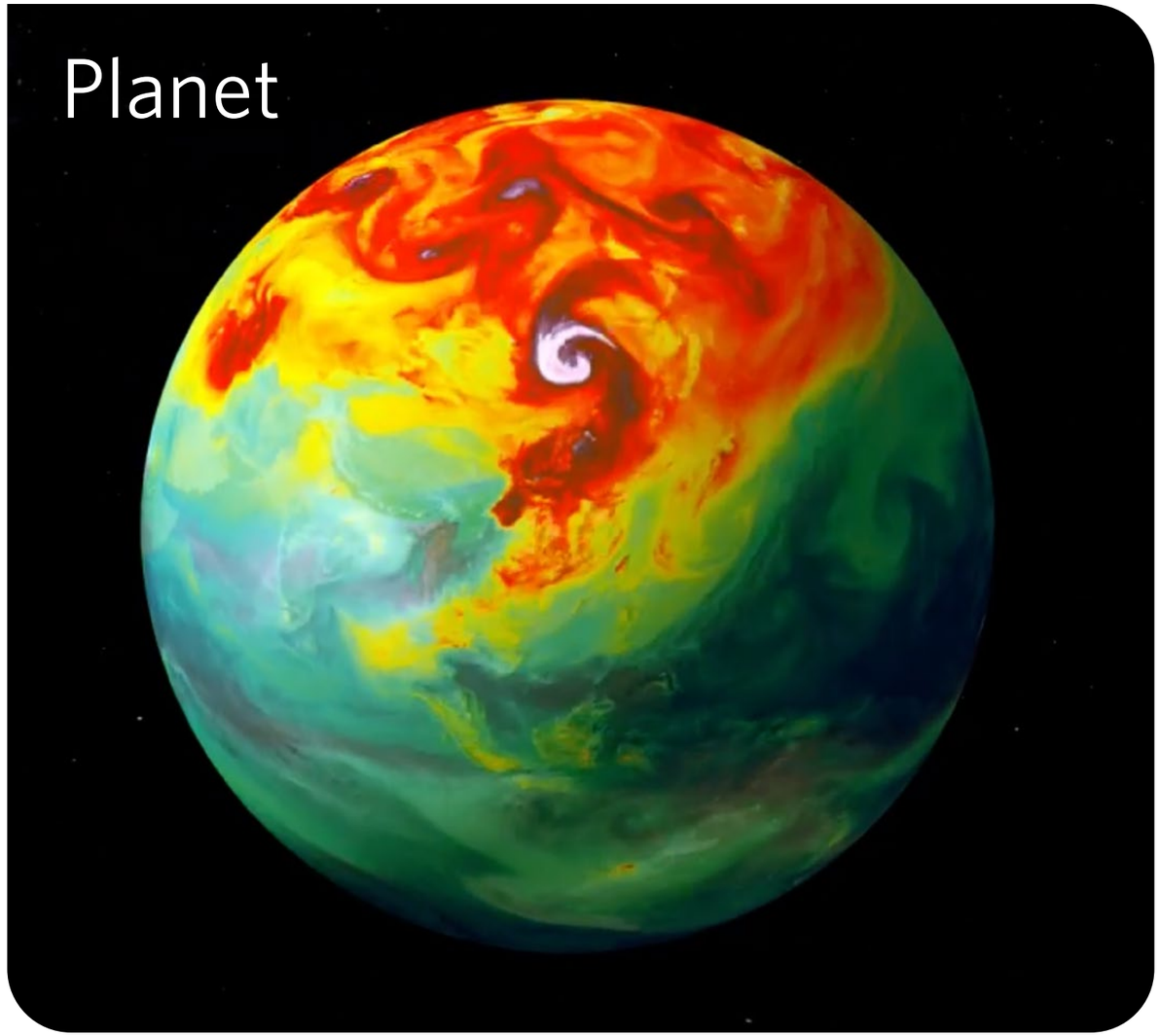
Extend our Action Plan framework across our legal practice groups – to strengthen local ownership, align inclusion priorities with business planning, and embed senior leadership level accountability across the firm.

Values, behaviours and culture

Launch our firmwide Belong programme and evaluate its effectiveness to identify where, as a people-first firm, we should focus our efforts. The programme will support our people to apply our values consistently in everyday decision-making, leadership and collaboration, and to support a more consistently inclusive culture.

Data and evidence-led decision-making

Further improve the quality, coverage and use of diversity data, colleague feedback and reporting to support informed decision-making, monitoring progress, identifying barriers and focusing action to achieve impact. An upcoming focus will be the next employee engagement survey, which will deepen and refresh our understanding of colleagues' experiences of diversity and inclusion, helping us inform priorities and shape future initiatives within the firm and across our wider stakeholder engagement.



Our climate and environment programme

Climate change remains a global challenge requiring collective near-term action. We understand that our operations may have an environmental impact. We are focused on monitoring and making progress to reduce that impact and greenhouse gas emissions ('GHG emissions') generated by our operational activities as set out in our proposed near-term science based 2030 target and action plan. We continued to work with Auditel who provided GHG emissions audit and advisory services to us, including regarding our FY26 GHG emissions reporting and the development of our near-term science based 2030 target and action plan.

Net Zero

Goal

Near-term science based 2030 target

Supporting the SDGs

SDG 11: Sustainable Cities and Communities

SDG 13: Climate Action

Carbon footprint summary for FY26

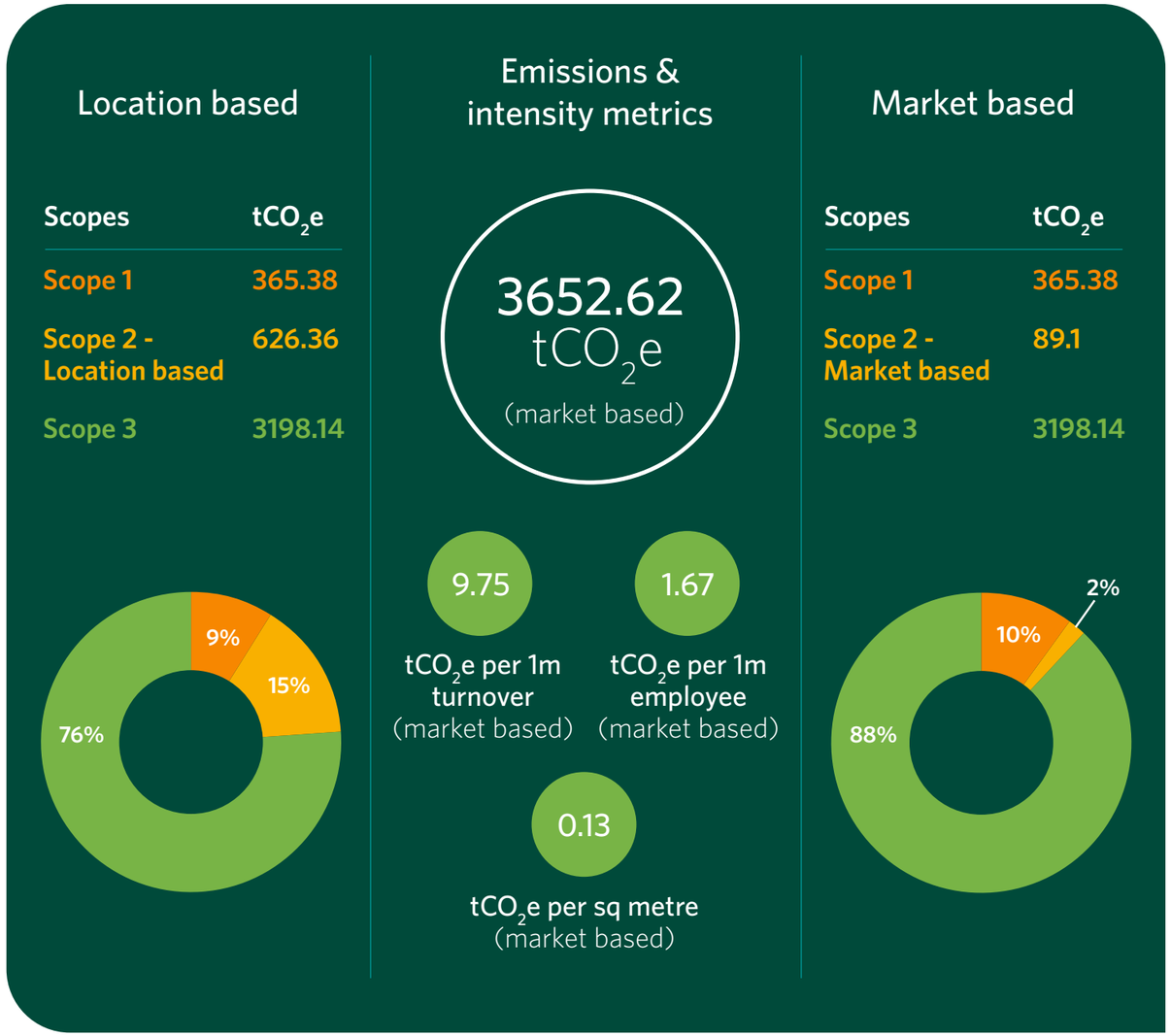
During FY26, Fieldfisher's operational carbon footprint was 3,653 tonnes of carbon dioxide equivalent (market-based) and 4,190 tonnes of carbon dioxide equivalent (location-based).

Our FY26 reporting period includes actual GHG data for our Cork, Poland and Portugal offices for the period of the year following which they joined the firm. However, our adjusted FY25 baseline (as explained in our updated reporting methodology) is based on extrapolating this data to cover a full 12-month period. A 74tCO_2e difference (between the baseline and the current reporting period) therefore reflects the months before these offices joined the integrated firm.

During the reporting year, other material changes related to:

- Conversion factors for air travel being lower in 2025 than in 2024
- Reduction in electricity emissions as further offices moved to renewable sources of electricity
- Reduction in energy usage, particularly in the London office with kWh usage decreasing against prior year.

An overview of our reporting methodology used for our FY26 GHG emissions reporting can be accessed **here**.



Developing our near-term 2030 target

During 2025, we made important progress in strengthening our GHG emissions reporting approach. This included more complete emissions data, clearer data collection processes and improved reporting methodologies. These actions were important contributions towards proceeding with our GHG emissions reduction target-setting process.

Accordingly, with support from Auditel, we also commenced developing our proposed near-term science-based 2030 emissions reduction target. This process was informed by:

» emissions data (set out in our GHG emissions reporting and methodology statement for FY25; the latter, linked above, has been updated for FY26); and

» an assessment of identified priority GHG emissions reduction opportunities (and the estimated reductions associated with each area) set out in our proposed Carbon Reduction Plan and which we aim to undertake over the next 4 years ('CRP' – **linked here**).

Moving forward (and following subsequent approval of the proposed near-term science based 2030 target by our Executive Committee on 3 August 2026), we will be focusing on the work streams in our CRP (and the priority areas for GHG/carbon emissions reductions). We will update our CRP (to integrate the subsequent



adjustment to our FY25 baseline year in our FY26 GHG emissions audit process) and review progress against the CRP annually as part of our existing external independent GHG emissions audit and reporting process. An internal operations group, with representatives from key firm-wide operational functions, will work with our Sustainability and ESG team to support the CRP and its key workstreams. Oversight will be provided by the firm's Operations Board and our new Sustainability Steering Committee. This governance structure is intended to monitor progress, review progress against priority actions and strengthen accountability for embedding emissions reduction into operational decision-making and reporting.

auditel

Environmental and GHG emissions management approach – priorities and progress

This year, we worked on **two key areas** of our environmental and GHG emissions management approach:

1. Enhancing our data, systems and governance including integrating GHG emissions data collection for five additional offices; and
2. Carbon emissions reduction priorities for our operations.

Area of focus	Progress during the year	Priorities for next year
Supply chain Upstream transport & purchased goods and services	» Contacted financially material suppliers to communicate GHG emissions goals and request FY2025/26 emissions data.	» Continue direct supplier engagement concerning GHG emissions data collection process for FY2026/27 reporting. » Take steps regarding procurement systems and processes to strengthen accuracy and completeness of supplier data.
Data, systems and governance	» Maintained amount and quality of activity-based data collection, including from landlords and suppliers. » Engaged our Operations Board about the proposed near-term 2030 target and Carbon Reduction Plan. » Began to establish our Sustainability Steering Committee.	» Engage Sustainability Steering Committee and Sustainable Operations Group on near-term 2030 target, emissions reduction actions and continue to engage them on data collection improvements. » Develop specific office action plans aligned to the firm-wide Carbon Reduction Plan.

Area of focus	Progress during the year	Priorities for next year
Premises Heating, electricity, gas & waste	» 19 of 23 offices utilise electricity from renewable energy sources.[7] » Engaged specific landlords on building improvements – regarding gas usage, HVAC systems, and EV charging facilities. » Considered specific sustainability considerations in premises decisions, namely reuse principles with the London office refurbishment, and proximity to public transport with Birmingham office's city-centre move.	» Move two further offices to renewably sourced electricity (where purchased by the firm). » Consolidation of two Belfast offices, reducing operational footprint. » Continue landlord discussions on reducing energy and gas use and improving waste management systems. » Consider key steps (to promote alignment with ISO 14001) to undertake in our UK and Ireland offices.
Travel Business travel, commuting & homeworking	» Prepared for transition to a new travel management platform in the UK (which includes GHG emissions data, review and reporting capabilities). » Communicated about GHG emissions associated with different business travel choices to UK colleagues. » Improved commuting survey response rate, employee feedback and homeworking emissions data capture.	» Implement UK travel management platform and assess potential adoption by other offices. » Use commuting survey feedback to inform employee engagement and potential travel benefits options. » Raise awareness of public and electrified transport options for travel to new city-centre office in Belfast.

7 The number of offices was assessed as at 31 March 2026; This includes electricity purchased directly by Fieldfisher, and/or for some offices, also includes electricity purchased by the landlord/building manager for the relevant office; 'Renewable energy sources' have been evidenced by a combination of one or more of the following for each site: a renewable energy guarantee of origin certificates, invoices, energy supply contracts and supplier website information.

Purpose and Inclusive Prosperity



Sustainability is a business imperative

Sustainability is central to our business purpose, approach and culture. This is because it enables us to support our clients in achieving their sustainability goals and guides how we operate together with our people, business partners and communities. Managing ESG issues, risks, and opportunities is not optional — but rather a business imperative to drive resilience, innovation and long-term success.

An important part of our purpose as a firm focuses on generating impact by promoting inclusive prosperity through pro bono work and collaboration with communities, together with our client services. We also recognise the role of the legal profession in supporting the rule of law and the broader sustainable development agenda.



Sustainability and ESG client services

We help clients identify and translate sustainability and ESG goals and challenges into strategically aligned legal, risk and governance decision-making and practices. We support clients in navigating this complexity with confidence, providing focused advice on sustainable finance and transactions, regulatory compliance, governance frameworks, supply chain due diligence, responsible business practices, climate and environmental risk, and the management of disputes and claims.

Integrating legal expertise with sector insight empowers clients to:





Marie-Léonie Vergnerie
Associée, Partner



"Environmental risks are becoming increasingly concrete for many businesses, irrespective of their sector. As organisations continue to face the effects of climate change, attention is shifting from long-term ambitions to practical measures that strengthen resilience today. From supply chain security and insurance arrangements to operational planning and risk management frameworks, businesses must consider how environmental disruption could affect their operations and business planning. Regularly reviewing climate and environmental risks, and ensuring these issues are integrated into legal and operational processes, as well as discussed at management and board level, will be critical to maintaining business continuity and long-term value."

Dr. Cord Willhoeft
Partner



"ESG considerations are becoming increasingly important within the life sciences sector, reflecting growing expectations from regulators, investors, healthcare providers and patients. Organisations are navigating a wide range of issues, from supply chain integrity and governance standards to environmental impact and responsible innovation. At the same time, the regulatory environment continues to evolve, creating new obligations and areas of scrutiny. It is moving beyond a compliance mindset to focus on business value that is protected and created through managing risk, maintaining trust and supporting sustainable growth."

Michele Ghiringhelli
Partner



"ESG is now firmly on the agenda of competition authorities, consumer regulators and enforcement agencies. Increasing scrutiny of environmental claims is bringing greenwashing risks into focus across sectors including luxury goods, fashion and last mile delivery. To build trust and manage risk, organisations must ensure sustainability commitments are backed by robust legal, risk and compliance programs based on clear policies, tailored due diligence approaches, clear governance and risk review to support embedding consistent business practices."

Trends to watch

Clients are moving from **ambition** to **implementation**, with a sharper focus on:

- resilient business models
- credible transition plans
- robust reporting
- funding decarbonising operations and investment
- integrating ESG and legal risk-informed governance

Priority issues include:

- decarbonisation of AI transformation and value chains
- nature and biodiversity financing and engaging with high-quality carbon markets options
- circular design – addressing packaging, PFAS and sourcing requirements
- responsible AI use and leveraging these tools for due diligence
- reporting and corporate disclosure
- supporting aligned Board and operational decision making

Purpose – Pro bono and Community

Pro bono and community impact

Goal

>55% participation in our pro bono and community program by 2030

Supporting the SDGs

SDG 3: Good Health and Wellbeing

SDG 4: Quality Education

SDG 10: Reduced Inequalities

SDG 16: Peace, Justice and Strong Institutions

One Firm Action | A year of galvanising our people through a shared purpose

Our **Purpose | Pro Bono and Community** programme empowers our people to collaborate and innovate, leveraging professional, financial and technological resources to create societal impact.

This year, we evolved One Firm Action into a broader programme: one shared purpose connecting our people's skills, resources and networks for the benefit of civil society. Through the year-long campaign, colleagues mobilised behind a shared question:



"How can we help communities and civil society organisations with targeted solutions that add value but also shift the broader systemic challenges confronting them?"

That question shaped a year of action across our European network. Building on One Firm Action 2023, which centred on fundraising, this second phase broadened our approach, recognising that our strongest contribution comes from combining financial support with our people's professional skills and legal expertise.

The results show sustained progress and provide a strong foundation for future initiatives.

» Pro bono hours increased by 34% (from the prior year), with total pro bono value reaching £3,072,616.

» Community impact hours increased by 139% (from the prior year).



- Our people raised more than £162,000 for charities, exceeding our fundraising target.
- The partnership contributed a further £250,000.

Collaboration underpinned this progress. Supported by an international steering committee, the programme enabled local action united by a common ambition: to build deeper, more strategic partnerships with civil society organisations and to direct our collective expertise and resources towards sustainable community impact.

One Firm Action demonstrated that our strongest contribution comes from combining colleagues' skills, firm resources and sustained civil society partnerships. Building on that evidence, we launched our latest Purpose Strategy, moving from siloed action to a consistent, long-term model for impact. The strategy will strengthen engagement, broaden collaboration, support responsible innovation and technology, and increase our investment in social and legal education. It focuses our activity where our expertise can add the greatest value: advancing equality, strengthening access to justice and the rule of law, and supporting the rights of nature.

Building on the progress of One Firm Action, by 2030, we aim for more than 55% of our people to participate annually in pro bono or community initiatives. The campaign showed what we can achieve when we unite behind a clear purpose. Our next step is to focus our collective skills, resources and influence on partnerships and programmes capable of delivering lasting impact across Europe.

Looking ahead

Partnerships that began as local support are expanding nationally and across borders. Our ambition is to become more strategic, using our convening power, philanthropic efforts and professional skills to build the capacity of civil society organisations and support rights-enforcing and system-change programmes in the communities where we operate and beyond.



Governance

Governing purpose and approach

Our approach to governance remains central to our sustainability and ESG strategy. We continued to develop our governance framework by working closely across our central Risk & Compliance and Sustainability & ESG Business Services functions and with colleagues in specialist legal practice areas.

We are focused on aligning our governance framework with:

» developing sustainability and ESG regulation;

» key existing international standards and evolving sectoral practice; and

» annual public reporting on our progress.

Governance

Goal

Evolving our approach to align with international and industry standards and embed into strategic and enterprise risk management

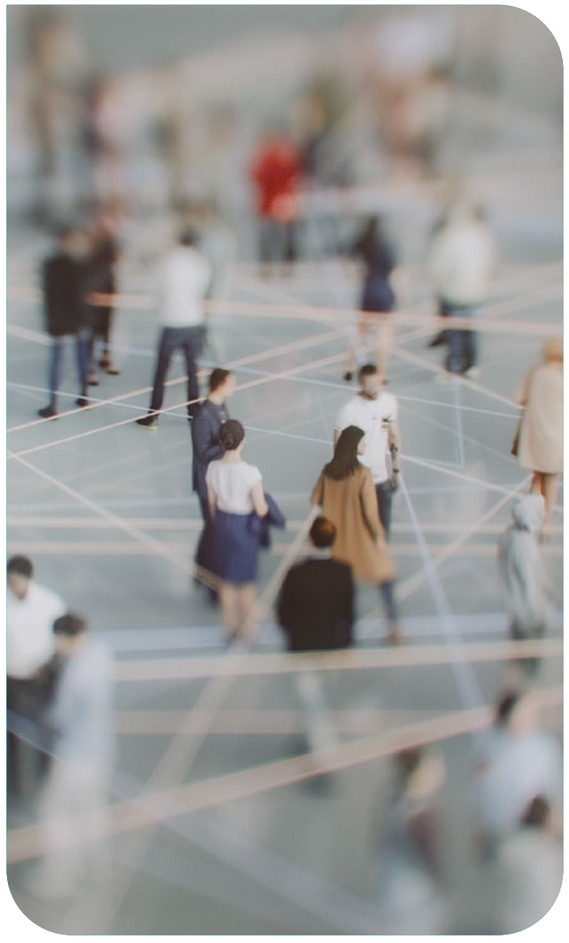
Supporting the SDGs

SDG 16: Peace, Justice and Strong Institutions

Our reporting approach focuses on key risk issues and opportunities for our business, including:

Stakeholder engagement

As part of our inclusion programme, we have continued stakeholder dialogue through our employee networks and staff engagement undertaken as part of developing our Belong programme. We have taken steps to establish a firmwide sustainable operations network across business services and, looking forward, will continue to develop its role and effectiveness through network meetings, training sessions and collaborating on local action plans to support key sustainability priorities.



Ethical behaviour – supporting ethical conduct and raising issues

Fieldfisher is a law firm authorised and regulated by the Solicitors Regulation Authority in England and Wales ('SRA'). Its Standards and Regulations ('StaRs'), reflected in our Values and Behavioural Code and supported by regular training, set clear expectations for ethical conduct across the firm.

Our firmwide Enterprise Risk Management ('ERM') framework continues to be supported by our Risk Partners and lawyers in our Risk team, and promotes ethical conduct of the highest standard and manages financial crime risks (including fraud, bribery & corruption, money laundering & terrorist financing, sanctions non-compliance, and tax evasion), across our international offices through established policies, controls and procedures.

We strengthened our policies, controls and procedures in 2023/24 to align with the Economic Crime and Corporate Transparency Act 2023 (UK) ('ECCTA') and again in 2025/26 to address the Crime and Policing Act 2026 (UK) ('CPA') and the SRA's designation as a prescribed person under the Public Interest Disclosure Act 1998 (UK).

Our updated firmwide risk assessments:

» recognise material risks that are in scope of the SRA's StaRs 2019, Bribery Act 2010, Foreign Corrupt Practices Act 1977, Criminal Finances

Act 2017, Money Laundering, Terrorist Financing and Transfer of Funds (Information on the Payer) Regulations 2017, ECCTA, CPA and UK, EU and US trade sanctions regulation;

» reflect the protections against retaliation for those working in an SRA-regulated firm who report wrongdoing;

» address Employment Rights Act 2025 (UK) obligations to protect relevant employees from third party harassment; and

» evolve our polices, controls and procedures and our horizon scanning procedures to support management of material risks associated with future regulatory and legislative changes.



Looking forward, as mentioned, we are embarking on firmwide engagement and learning programme, Belong, to embed our values more consistently across our firm. In parallel, we aim to expand our reporting channels to report unethical or unlawful behaviour and concerns around operational integrity and strengthen a broader speak-up culture, alongside the existing whistleblowing approaches.

Risk and Opportunity oversight and integrating these issues into business processes

We have continued to focus on integrating material economic, environmental and social issues (specifically focusing on inclusion, climate change and environmental impacts, supply chain, and AI governance) into our firmwide risk profile as part of the continuing development of our ERM approach across the firm.

Our focus areas include:

» developing our environment and climate policy and risk and opportunity assessment (and including this in our annual Climate Disclosure Project submission); and

» integrating evolving sustainability and ESG regulatory trends, and industry and best practice standards into the ongoing development of our ERM approach.



Reporting

As part of our commitment to aligning with international and industry standards, we have prepared our third EcoVadis assessment (submitted in August 2026). The assessment provides an external review of our performance across environment, labour and human rights, ethics and sustainable procurement, helping us identify strengths and priorities for further improvement.

This assessment cycle strengthened collaboration between our Human Resources and Risk & Compliance teams. It also helped us focus on advancing firmwide environment and climate policies and systems, embedding our Values and Behavioural Code to support our human rights and ethics position, and improving our metrics and reporting approach.

We worked on strengthening our approach to identifying and mitigating modern slavery risks within our operations and direct supply chain. Further information is set out in our **Modern Slavery Statement** dated 6th October 2026.





Road ahead

Our clients, people and communities remain central to our sustainability journey. As we continue to develop our approach, we welcome ongoing engagement and collaboration and look forward to sharing progress in our next report.