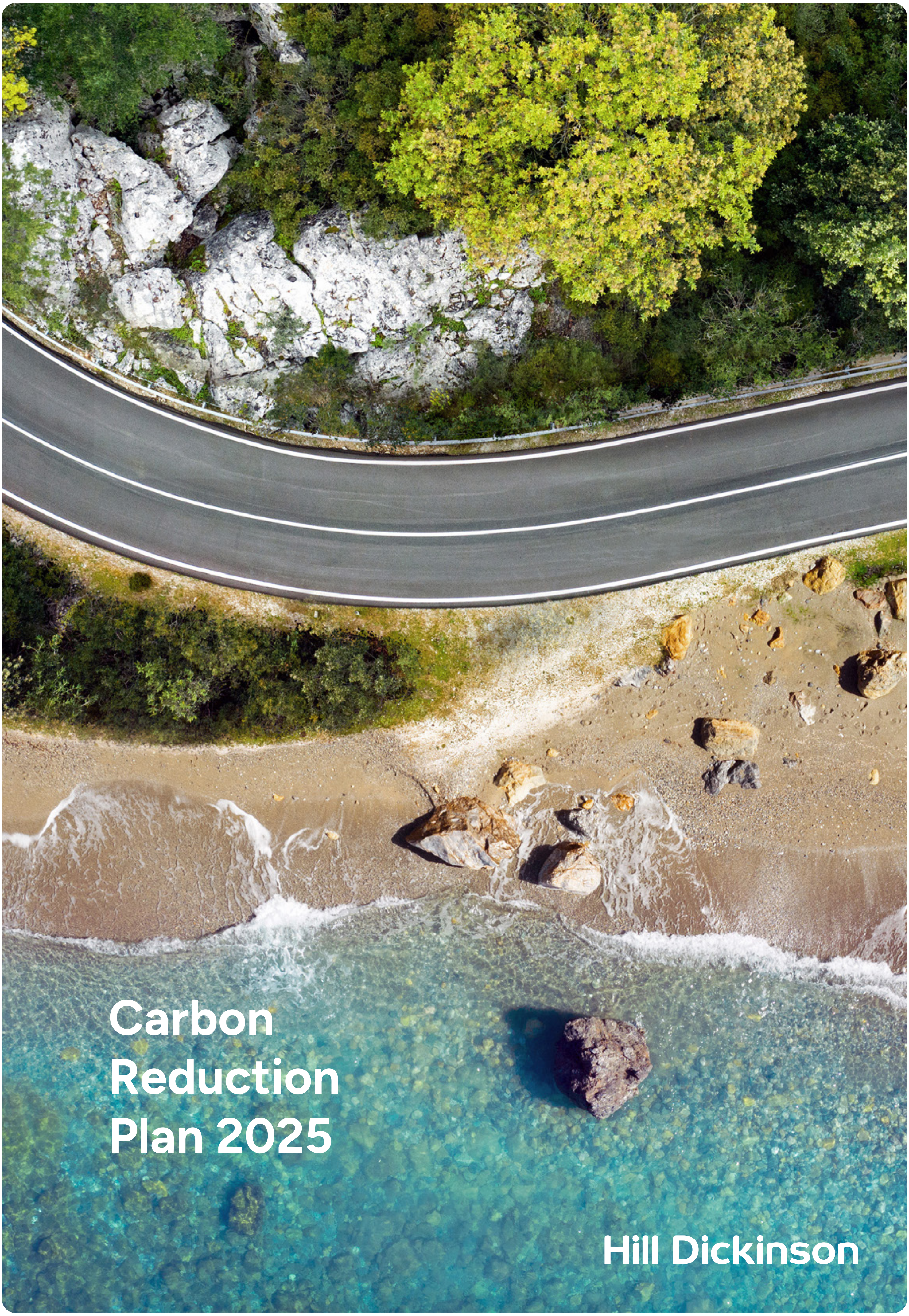


Carbon Reduction Plan 2025

Hill Dickinson

Our carbon emission reduction targets

Hill Dickinson is committed to reaching net zero by 2045.

We will achieve our goal by reducing our carbon emissions by 90% from our initial baseline levels in 2023, with the residual 10% neutralised through our support of carbon drawdown initiatives (see our carbon emission reduction initiatives, page 8).

Our methodology and carbon footprint reporting

To ensure our carbon emission reduction steps have meaningful impact, we have continued to undertake a detailed review of current emission levels across our organisation internationally.

Our measurements include our seven UK-based offices and our international bases in Hong Kong, Monaco, Piraeus and Singapore.

This report represents the updated review of our carbon emission measurement at the end of our financial year May 2024 - April 2025.

These levels have been measured in accordance with the Greenhouse Gas (GHG) Protocol Corporate and Accounting Standard, considered the global standard for carbon emission accounting, and in alignment with the Global Reporting Initiative (GRI) standards.

Emission-creating activities

We have reviewed all relevant emission-creating activities according to the GHG Protocol scopes: 1, 2 and 3 (see Table 1). Scope 1 refers to emissions from sources Hill Dickinson directly owns or controls, such as fuel used in offices and purchased fuel for vehicles. Scope 2 emissions are those we produce indirectly through the energy we purchase and use. Scope 3 accounts for indirectly produced emissions that are not generated by assets we directly own or control, but through the activities of our wider supply chain.

Methodology

We have used the operational boundary consolidation approach. Where available, we have used primary data, survey responses and supplier-specific data. Where this data was not available, we have estimated usage values and used the spend-based method. We have included emissions from our baseline year (2023), the previous year (2024) and the current year (2025).

Scope 1 & 2

Our scope 1 data includes all emissions resulting from offices that use natural gas or heating oil, fuel purchased through our partner car scheme, and fugitive emissions refrigerants.

We have used a market-based value to calculate our scope 2 emissions, ensuring that all renewable tariffs are backed by REGO certificates.

Scope 3

We have deemed the following categories as relevant and appropriate to include in our measurements: Category 1: goods & services; Category 2: capital goods; Category 3: energy loss due to transmission and distribution of electricity (not included in Scope 1 or 2); Category 5: waste generated in operations (including water); Category 6: business travel; Category 7: commuting.

We have omitted Categories 4 and 8 (upstream and downstream transportation and distribution). As a provider of legal services, we do not manufacture or distribute physical products and these categories are not relevant to our business.

Additional details relating to the emissions calculations:

We began calculating our emissions using a baseline financial year of 2019 - 2020 and collected data for Hill Dickinson's UK-based and international offices, omitting data from May 2020 - April 2021 as this year was significantly impacted by Covid-19.

As we improved our data collection methods and the quality of our carbon accounting, we have selected 2023 as our baseline year for consistency moving forward.

Our near-term and net-zero science-based targets (SBTs) were approvedy by the Science-Based Targets Initiative (SBTi) in November 2024.

		FY23 - Baseline year		FY24 - Past Year 1			FY25 - Current Year		
		May 2022 - April 2023 metric tonnes CO2e	**Total metrics tonnes CO2e**	**May 2023 - April 2024 metric tonnes CO2e**	**Total metric tonnes CO2e**	**Change from previous year - by scope**	**May 2024 - April 2025 metric tonnes CO2e**	**Total metric tonnes CO2e**	**Change from previous year - by scope**
Scope 1	Mobile combustion (vehicles)	315.7	677.3	313.16	544.38	-19.6%	276.61	411.13	-24.5%
	Static combustion (Gas & fuels)	323.7		148.03			134.01		
	Air conditioning and fire suppressants (refrigerants)	37.9		83.19			0.52		
Scope 2	Electricity - Location-based	361.9	349.6	336.63	263.59	-24.6%	317.60	176.41	-33.1%
	Electricity - Market-based	349.6		263.59			176.41		
Scope 3	Cat. 1 - Purchased goods & services	1707.9	3266.2	1953.72	3339.65	2.2%	2844.22	5034.89	50.8%
	Cat. 2 - Capital goods	200.9		201.32			744.62		
	Cat. 3 - Fuel & energy related activities	356.0		299.94			193.19		
	Cat. 4 - Upstream transportation and distribution	0.0		0.00			-		
	Cat. 5 - Waste generated in operations	9.3		8.18			6.95		
	Cat. 6 - Business travel	463.0		432.85			680.76		
	Cat. 7 - Employee commuting	529.1		443.64			565.16		
	Cat. 8 - Upstream leased assets	0.0		0.00			0.00		
	Cat. 9 - Downstream transportation and distribution	0.0		0.00			0.00		
	Cat. 10 - Processing of sold products	0.0		0.00			0.00		
	Cat. 11 - Use of sold products	0.0		0.00			0.00		
	Cat. 12 - End-of-life treatment of sold products	0.0		0.00			0.00		
	Cat. 13 - Downstream leased assets	0.0		0.00			0.00		
	Cat. 14 - Franchises	0.0		0.00			-		
	Cat. 15 - Investments	0.0		0.00			0.00		
		FY23 Total 4293.1		FY24 Total 4147.6		-3.4%	FY25 Total	5622.4	35.6%

To support our emission reduction journey, we have developed a set of science-based near-term and net zero targets (see Graph 1). Our near-term targets include an absolute reduction of GHG emissions across Scope 1 and 2 by 55%, and a 33% reduction in Scope 3 emissions by 2033, from the baseline in 2023.

Our long-term net-zero target would see us reduce our scope 1, 2 and 3 emissions by 90% by 2045, from the baseline in 2023.

As of May 2025, Hill Dickinson saw a **43% reduction in Scope 1 & 2 emissions** from the baseline value. This was mainly due to procurement of renewable energy in our head office and relocation to our new premises in Leeds, which is rated BREEAM Outstanding.

However, our Scope 3 emissions have increased significantly in FY25, **rising 54% above our baseline figures.**

This increase is not solely indicative of higher emissions activity, but rather reflects a more complete and accurate representation of our value chain impacts.

Key drivers of this increase include:

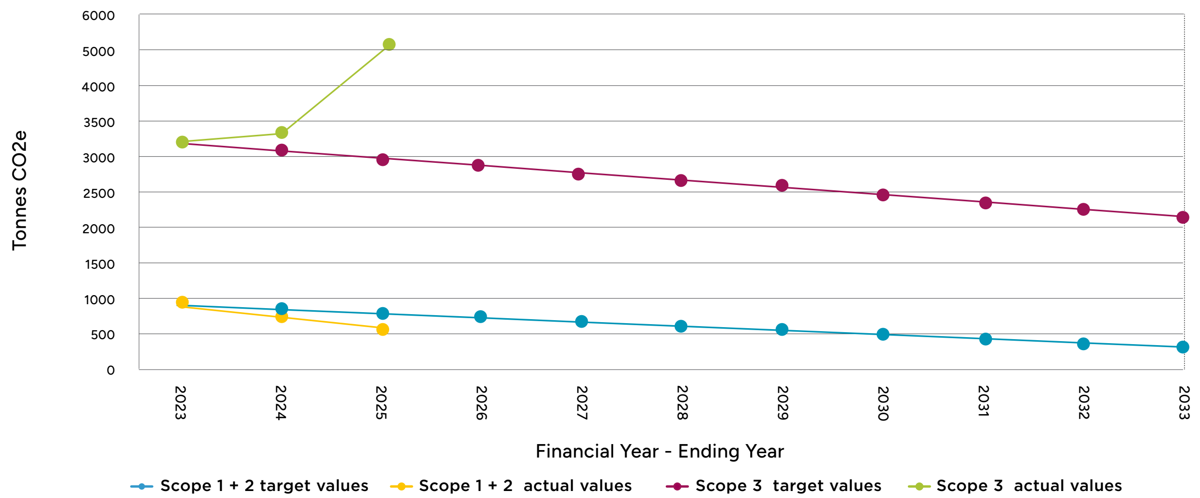
- A 7% increase in FTE headcount

- Improved supplier data quality, enabling more precise emissions accounting across purchased goods and services.

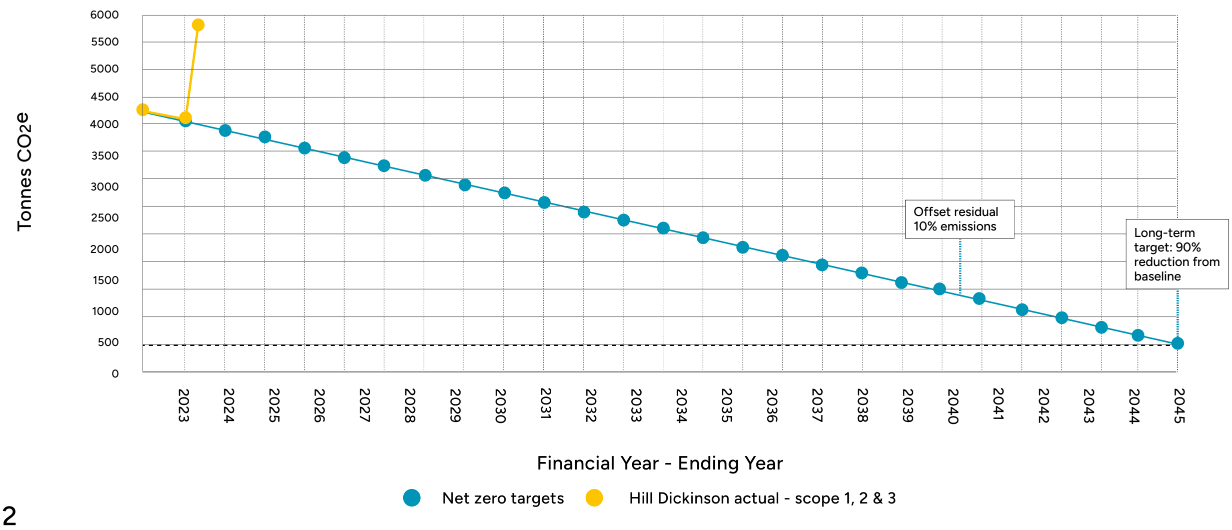
- A notable rise in business travel, as global partnership and business development engagements increased.

While the upward trend in Scope 3 emissions presents challenges, it also marks a critical step forward in our journey toward full value chain accountability. We are actively engaging suppliers and refining travel strategies to address these areas.

Near-term target values vs Hill Dickinson actual values



Net zero target values vs Hill Dickinson actual values



Graph 2

Our carbon emission reduction initiatives

To achieve net zero carbon emissions by 2045, Hill Dickinson has planned a series of bold projects to reduce carbon emissions by 90% and invest in carbon drawdown initiatives to neutralise the residual 10%.

Our ongoing projects include: measures that are in place, measures that we have put in place since publication of our previous Carbon Reduction Plan and measures to be explored or taken within the next 12 months.

Wherever possible, they are focused at a local level; either directly aimed at reducing carbon emissions from across our international offices or investment in local initiatives that positively benefit the communities we work within.

These are measures we have either continued to pursue or initiated since the previous report.

Energy and Utilities

Continued to monitor waste and water usage, maintaining our commitment to **send 0% of UK waste to landfill.**

Achieved a **3% reduction in electricity usage** and a **10% reduction in gas consumption** across our offices, supported by LED installations and energy-efficient building upgrades.

Increased our procurement of renewable electricity from **49.8% in FY24** to **73.1% of our total electricity consumption**, backed by REGO certificates

Sustainable Procurement

Disaggregated supplier data and identified the top **60% of suppliers by spend**, enabling more targeted emissions analysis and prioritisation.

Utilised supplier-specific emissions factors and life cycle analyses, which now represent approximately **18% of our Scope 3**, Categories **1 and 2 emissions**, significantly improving the transparency and accuracy of our reporting.

The disaggregation process also allowed us to align reported spend more closely with actual capital goods expenditure, enhancing the integrity of our Scope 3 accounting.

Since 2024, all newly onboarded suppliers have responded to our enhanced ESG questionnaire, providing improved environmental data, including emissions disclosures and climate targets.

Travel, transport and colleague engagement

Retained our hybrid working policy, contributing to reduced commuting emissions.

Despite a significant increase in business travel, we began reviewing travel patterns to inform future reduction strategies.

Continued to support colleague transition to zero-emission energy sources at home, aligned with our hybrid work model.

Colleague Education and Sustainability Governance

In FY25, we partnered with AXA Climate School to deliver monthly mandatory climate literacy modules to all colleagues. This ensures consistent, firmwide understanding of climate risks and sustainability principles, supporting our broader decarbonisation goals.

We formalised our sustainability leadership through the creation of the Responsible Business Executive, integrating our work across diversity, inclusion, community engagement, and environmental stewardship. This structure ensures leadership accountability and embeds social and environmental sustainability into all emission reduction considerations.

We aligned our governance and reporting framework with global standards, supported by our Sustainability Reporting Taskforce, which oversees disclosures including CDP, Ecovadis, and our Impact Report, ensuring transparency and continuous improvement in how we measure and manage our impact.

In the past year, we enhanced our performance objective framework to require all colleagues to include at least one goal aligned with one of our four Responsible Business pillars: People, Community, Planet, or Clients; embedding sustainability into everyday decision-making and professional development.

Next steps

To keep us on track to reach our near-term and net zero targets we are exploring or introducing the following initiatives within the next 12 months:

Energy and utilities

Leverage the move to St Michael's in Manchester, a building targeting BREEAM Outstanding, 5 NABERS, and WELL certification, to reduce reliance on natural gas and improve overall building sustainability.

Maintain and enhance our ISO14001 certification.

Maintain 100% renewable electricity procurement across UK offices.

Improve tracking and reporting on energy use intensity in our head office to support future reduction targets.

Sustainable Procurement

Launch targeted engagement with priority suppliers to collect ESG data and support emissions reduction efforts.

Update our procurement policy to reflect sustainability targets and embed environmental clauses into supplier contracts.

Increase the proportion of supplier-specific emissions data used in Scope 3 calculations, building on the 18% coverage achieved in FY25.

Travel, transport and colleague engagement

Finalise and implement a Sustainable Travel Policy to reduce emissions from air travel and promote low-emission commuting.

Continue supporting hybrid working and expand infrastructure for zero-emission commuting, including EV schemes and cycling facilities.

Colleague Education and Sustainability Governance

Continue monthly climate literacy training through AXA Climate School and expand job-specific sustainability modules.

Explore climate-related risks and opportunities as part of our Transition Plan development, aligned with the Taskforce on Climate-related Financial Disclosures (TCFD).

Measure and track progress using GRI-aligned KPIs, ensuring consistency and transparency across all responsible business pillars.

Maintain transparency through voluntary disclosures including CDP, Ecovadis, and SECR, and prepare for reporting aligned with the Climate Transition Plan framework.

Declaration

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 use 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 off by the LLP Board.

Signed on behalf of Hill Dickinson LLP by Craig Scott, CEO

Date 30 September 2025

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Hill Dickinson