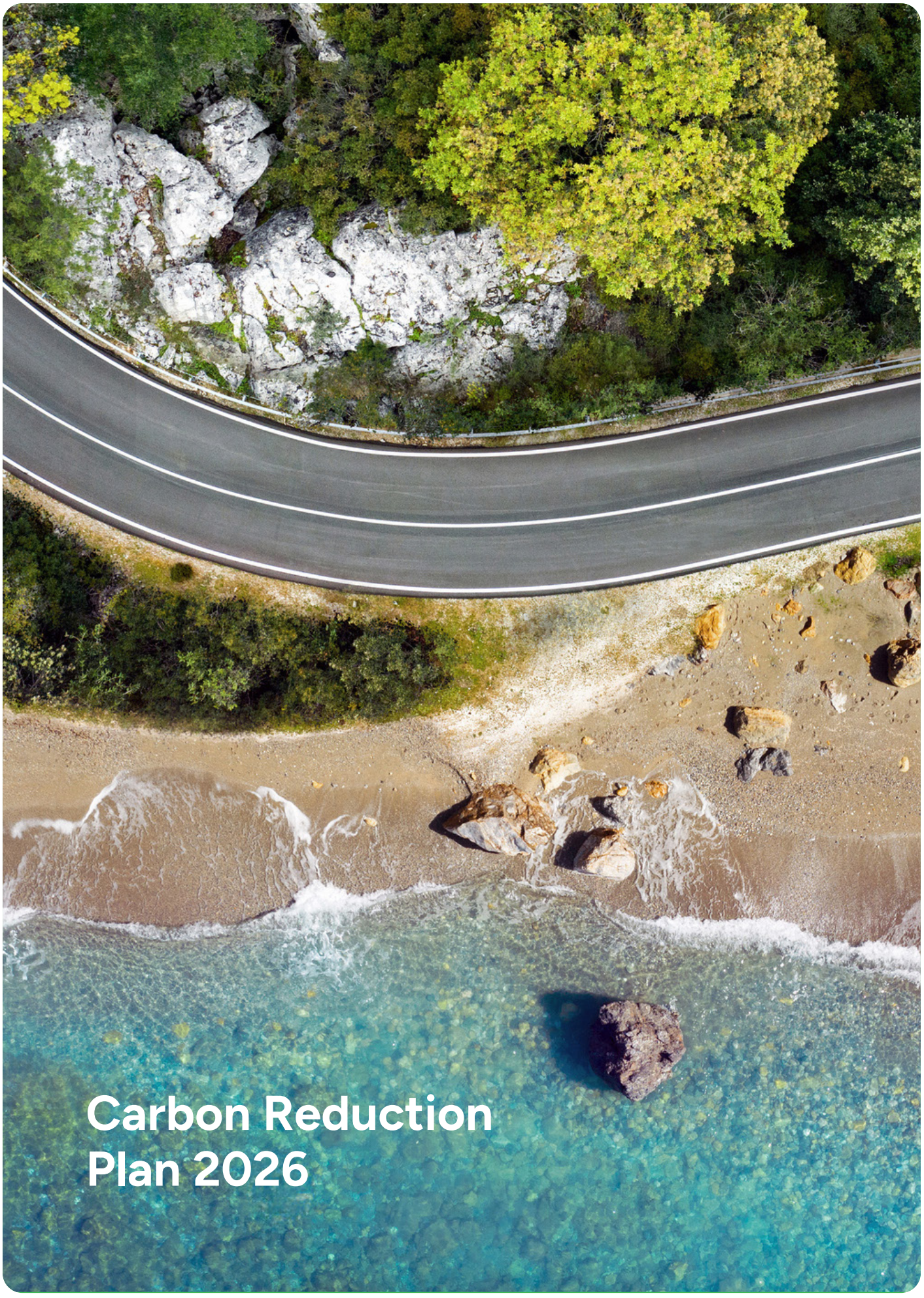


Carbon Reduction Plan 2026

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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.

This report represents the updated review of our carbon emission measurement at the end of our financial year May 2025 - April 2026.



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) and the current year (2026).

Scope 1 and 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.

Hill Dickinson reports Scope 2 emissions using both the location-based and market-based methodologies in accordance with the GHG Protocol Scope 2 Guidance. The location-based approach reflects average grid emission factors for the regions in which electricity is consumed, while the market-based approach reflects emissions associated with electricity purchasing decisions and contractual arrangements. This approach supports robust emissions management, aligns with our science-based targets approved by the SBTi and reflects our continued procurement of renewable electricity across our UK office portfolio.

Scope 3

We have deemed the following categories as relevant and appropriate to include in our measurements: category 1: goods and services; category 2: capital goods; category 3: energy loss due to transmission and distribution of electricity (not included in Scope 1 or 2); category 4: upstream transportation and distribution; category 5: waste generated in operations (including water); category 6: business travel; category 7: commuting.

We are not reporting emissions for Category 8 (upstream leased assets), as any relevant sources are included in our Scope 1 and Scope 2 emissions.

We have omitted downstream Categories 9-15, including 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.



Emissions reporting

The table below shows the emissions for baseline and current years for our seven UK offices.

Table 1

Region	Scope	Category	Baseline year May 2022 - April 2023 tCO2e	Current year May 2025 - April 2026 tCO2e
UK	**Scope 1**	Mobile combustion, Stationary combustion, Fugitive emissions	**664.68**	333.92
	Scope 2	Electricity - Location-based	**297.24**	172.72
		Electricity - Market-based	**282.37**	7.94
	Scope 3	Cat. 1 - Purchased goods & services	**1,545.55**	2,674.61
		Cat. 2 - Capital goods	**363.24**	1,118.78
		Cat. 3 - Fuel & energy related activities	**335.85**	147.44
		Cat. 4 - Upstream transportation and distribution	**0.00**	53.18
		Cat. 5 - Waste generated in operations	**5.40**	2.10
		Cat. 6 - Business travel	**462.99**	464.86
		Cat. 7 - Employee commuting	**529.09**	601.22
	Total Scope 3		**3,242.12**	**5,062.19**
	Total Scope 1 + 2 LB + 3		**4,204.04**	**5,568.82**
	Total Scope 1 + 2 MB + 3		**4,189.17**	**5,404.05**

* Categories 8-15 are not relevant for Hill Dickinson operations. This includes category 9 - Downstream transportation and distribution.

Some further information on Hill Dickinson's overall footprint. Our international offices are based in Monaco, Singapore, Piraeus and Hong Kong.

Region	Scope	Baseline year May 2022 - April 2023 tCO2e	Current year May 2025 - April 2026 tCO2e
International	**Scope 1 + 2 LB + 3**	**101.37**	696.87
	Scope 1 + 2 MB + 3	**103.89**	714.86
Total	**Scope 1 + 2 MB + 3**	**4,305.41**	**6,265.69**
	Total Scope 1 + 2 MB + 3	**4,293.06**	**6,118.91**

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. Our net zero target is applicable to all Hill Dickinson operations, including both UK and international operations.

As of May 2026, Hill Dickinson has achieved a 55% reduction in Scope 1 and 2 emissions compared with the FY23 baseline. This reduction has been supported by a continued focus on energy efficiency across our operations, including the relocation of our Manchester office to St Michael's, a building with a BREEAM Outstanding rating, EPC A rating and NABERS 5* Design Certification. We have also continued to increase our procurement of renewable electricity with the support of our landlords, with 100% of UK offices now supplied through REGO-backed tariffs. Alongside this, we continue to engage closely with landlord and other building occupiers to identify opportunities to improve energy efficiency and reduce our reliance on natural gas.

Over recent years, Hill Dickinson has experienced significant growth, which has contributed to an increase in Scope 3 emissions across a number of categories. In addition, continued improvements to our data collection and reporting methodology, particularly for Categories 1 (Purchased Goods and Services) and 2 (Capital Goods), have provided a more complete and accurate understanding of our value chain emissions.

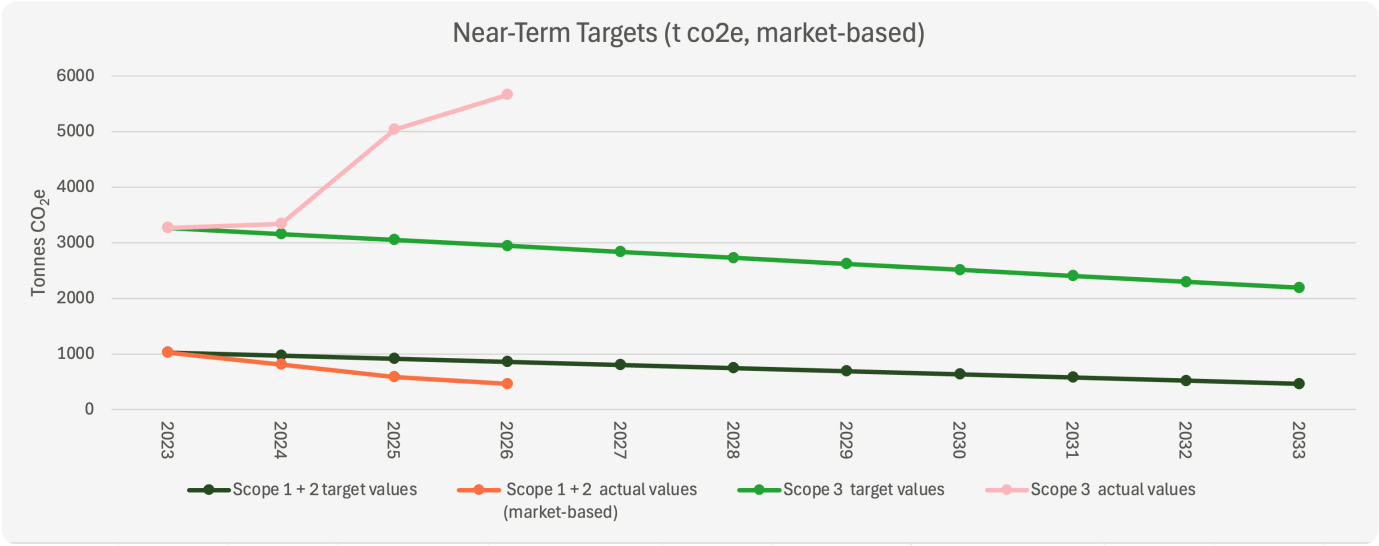
While Scope 3 emissions increased further in FY26, we have continued to make meaningful progress in strengthening the measurement, management and transparency of these emissions. Key developments include:

- Increased engagement with suppliers and expanded mapping of suppliers and purchased products, allowing a greater proportion of emissions to be calculated using supplier-specific and product-specific data rather than generic emissions factors.
- Enhanced business travel governance and improved data collection processes, helping to stabilise business travel emissions following a period of sustained growth associated with increased business activity and organisational expansion.
- Continued investment in colleague education and engagement through climate literacy and sustainability programmes, supporting more informed decision-making across the business and contributing to lower commuting emissions than would otherwise be expected from organisational growth.

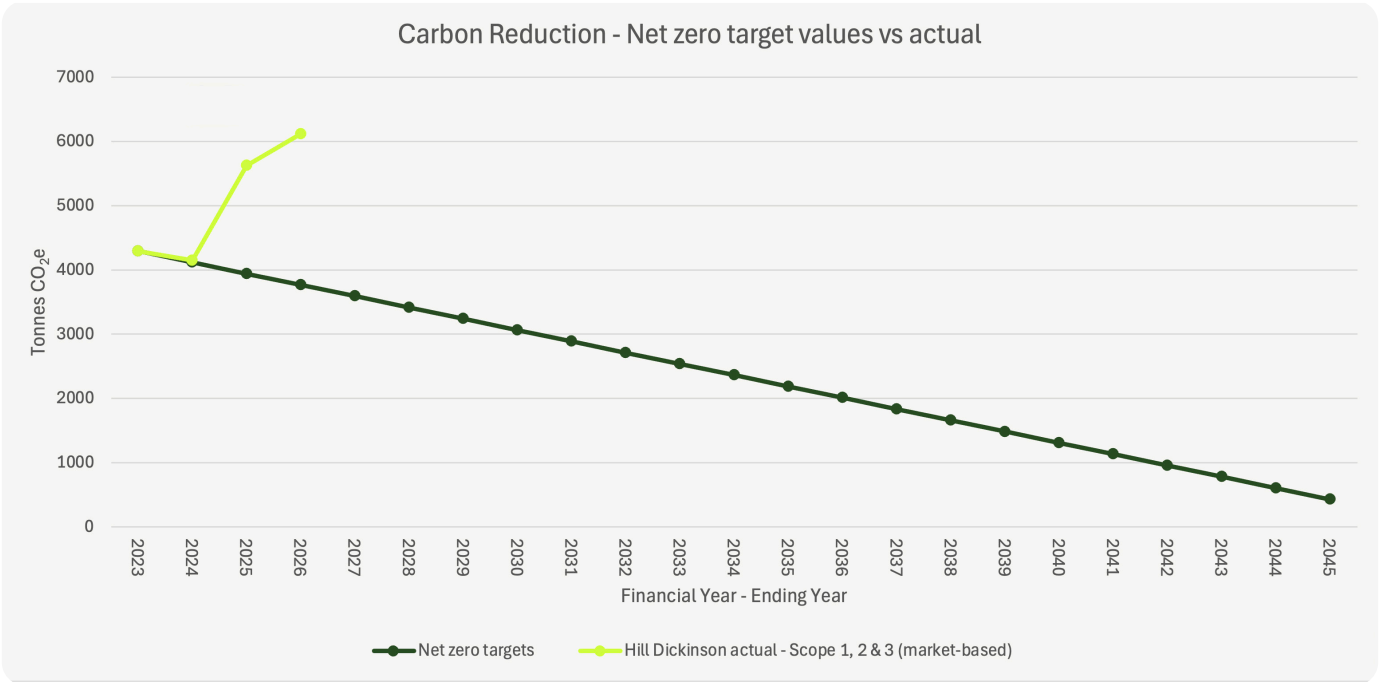
Although Scope 3 emissions remain our most significant challenge, the improvements made during FY26 provide a stronger foundation for identifying emission hotspots, engaging with suppliers, and prioritising future reduction activities. We remain committed to achieving our science-based targets and net zero ambition, and further details of our approach to reducing value chain emissions are provided on page 9.



Graph 1



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.



Emission reduction initiatives

The following measures have been implemented or progressed since our FY23 baseline year to support delivery of our carbon reduction and net zero commitments across our UK operations.

Scopes 1 and 2, scope 3 category 3

Energy and utilities

- Relocated our Manchester premises to St Michael's, which holds a 5* NABERS rating and WELL certification.
- Achieved a 42% reduction in emissions from electricity usage since 2023 (location-based), and a 76% reduction in emissions from stationary combustion (including gas consumption) across our offices, supported by energy efficiency improvements across our estate and the relocation of offices to premises with high environmental performance standards.
- Through engagement with landlords and office providers, all UK offices are now supplied by renewable electricity tariffs backed by REGO certificates, contributing to a 97% reduction in market-based electricity emissions compared with the FY23 baseline. Mobile combustion emissions have decreased by 57%, reflecting a gradual transition towards hybrid and electric vehicles.
- No refrigerant leaks were reported in FY26, eliminating emissions from this source and reducing emissions by 34.3 tCO_2e compared with the FY23 baseline.

Scope 3

While Scope 3 emissions remain our largest source of emissions, we have continued to strengthen the quality and coverage of supplier, travel and commuting data, providing a stronger foundation for future reduction activity and supporting more informed decision-making across our value chain.

Sustainable procurement (categories 1, 2, 4)

- Improved coverage of disaggregated supplier data to support full mapping of Tier 1 suppliers by spend, enabling more targeted emissions analysis and prioritisation.
- Utilised supplier-specific emissions factors and life cycle analyses, which now represent approximately 33% of our Scope 3, Categories 1 and 2 emissions, significantly improving the transparency and accuracy of our reporting.
- Conducted workshops with internal procurement teams to introduce new supplier engagement programme and enhanced supplier criteria, further embedding our sustainability targets within our processes and procedures.
- During FY26, newly onboarded suppliers and renewing suppliers responded to our enhanced sustainability questionnaire, which includes emission targets disclosures and we have now introduced climate transition planning queries. Early indications are that 12% of suppliers are fully aligned and 65% are in the transitioning stage.

Waste (category 5)

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

Travel, transport and colleague engagement (categories 6, 7)

- Retained our hybrid working policy, contributing to reduced commuting emissions.
- Convened a business travel working group to review and implement reduction strategies. Despite an 18% increase in employee headcount since the FY23 baseline, UK business travel emissions in FY26 are broadly consistent with baseline levels.
- Introduced improved data transparency, aligning travel emissions patterns more closely with financial data.
- Retained high response rates on our annual commuting survey, achieving 76% response rate to support our Scope 3, category 7 data quality.

Other initiatives

Colleague education and sustainability governance

- We maintained our partnership with Apave Climate School to deliver monthly mandatory climate literacy modules to all colleagues, achieving a completion rate of 98.7% of all colleagues. This ensures consistent, firmwide understanding of climate risks and sustainability principles, supporting our broader decarbonisation goals.
- In addition to the monthly modules, over 200 colleagues took part in role-specific hybrid learning, including e-learning and in-person workshops.
- We enhanced our sustainability governance through the Responsible Business Executive, which meets monthly to review progress against our key pillars of People, Communities, Planet and Client. The Executive reports directly to the Executive Board, ensuring leadership accountability for sustainability targets and embedding environmental and social considerations into business decisions.
- We maintained alignment of our governance and reporting framework with global standards, supported by our Sustainability Reporting Taskforce, which oversees disclosures including CDP, Ecovadis, and our Responsible Business Report, ensuring transparency and continuous improvement in how we measure and manage our impact.

Climate transition

- We published our inaugural Climate Transition Plan in 2026, fully aligned with the Transition Plan Taskforce (TPT) framework and the Taskforce for climate-related financial disclosures (TCFD) recommendations.
- We conducted our first climate risk assessment, laying the foundation for future scenario analysis and improved business resilience through climate risk management.



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:

Scopes 1 and 2, scope 3 category 3

Energy and utilities

- Maintain and enhance our ISO14001 certification for our head office.
- Continue working with landlords and office providers to maintain renewable electricity supply across UK offices and explore opportunities to increase renewable electricity coverage within our international office portfolio.
- Continue to embed sustainability within the criteria for any new office selections.
- Improve tracking and reporting on energy use intensity in our head office to support future reduction targets.

Scope 3

Sustainable procurement (categories 1, 2, 4)

- Initiate targeted engagement with priority suppliers to further support supplier alignment with our decarbonisation targets and build upon criteria introduced in FY26.
- Introduce corrective actions to improve supplier alignment with decarbonisation targets and introduce environmental clauses into supplier contracts.
- Increase the proportion of supplier-specific emissions data used in Scope 3 calculations, building on the 33% coverage achieved in FY26.

Travel, transport and colleague engagement (categories 6, 7)

- Continue to support hybrid working arrangements and monitor commuting patterns to identify opportunities for further emissions reductions.
- Work with travel booking providers and internal stakeholders to improve the quality and granularity of business travel data, supporting enhanced monitoring, reporting and decision-making.
- Undertake further analysis of business travel emissions and evaluate opportunities to reduce travel-related impacts while maintaining effective client service and business operations.

Other initiatives

Colleague education and sustainability governance

- Continue climate literacy training and build on role-specific learning sessions initiated in FY26.
- Continue strengthening our understanding and management of climate-related risks and opportunities, utilising scenario analysis based on climate-related risks identified in FY26. For further information, see our Climate Transition Plan, available to view on our website.
- Continue measuring and tracking progress using GRI-aligned KPIs, ensuring consistency and transparency across all responsible business pillars and preparation for UK Sustainability Reporting Standards (SRS) expectations.
- Maintain transparency through legal and voluntary disclosures including CDP, Ecovadis, ESOS and SECR.

Declaration

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 approved by the LLP Board.

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



Date 30 October 2026

About Hill Dickinson

An unpredictable world calls for a progressive-thinking law firm that's aligned to your ambitions. At Hill Dickinson, we make it our business to understand your challenges and opportunities and have the drive and determination to turn them into decisive action.

You will quickly discover that it's the people at Hill Dickinson who make the real difference. They bring their deep sector expertise, curious minds and infectious spirit to every situation you face as a business or individual.

With a reputation for resolving disputes, enabling transactions, navigating regulations and optimising legal strategies, you'll find us wherever you need us to be.

Offices in Birmingham, Hong Kong, Leeds, Limassol, Liverpool, London, Manchester, Monaco, Newcastle, Piraeus, Singapore.

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