

## Greenhouse Gas Emissions Statement

The table below shows Bird & Bird's firmwide emissions for FY24 and FY25 and is calculated according to the GHG Protocol Standards below:

1. The GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) for Scope 1 and Scope 2 GHG emissions
  2. GHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard (WRI 2015) for Scope 2 GHG emissions
  3. The Corporate Value Chain (Scope 3) Accounting and Reporting Standard (WBCSD/WRI 2011) for Scope 3 GHG emissions
- Scope 1 includes fuel combustion (natural gas and diesel), fugitive emissions (refrigerants), and emissions associated with long-term lease company vehicles.
  - Scope 2 includes consumption of purchased electricity, heating and cooling.
  - Scope 3 includes the purchase of goods and services, capital goods, fuel and energy-related activities, upstream transportation and distribution services (postage and couriers), waste generated in operations, business travel, employee commuting, leased assets (sub-let office space), and investments. Our business travel emissions include radiative forcing.

## Assurance statement

Our Scope 1, Scope 2, and selected Scope 3 emissions have received independent limited assurance for the reporting period, in accordance with the International Standard for Assurance Engagements ISAE 3000 (Revised). This assurance was conducted by ERM CVS, ensuring the accuracy and reliability of our reported data. You can find our [statement here](#).

Firmwide emissions (tCO<sub>2</sub>e) for period 1 May 2023 to 30 April 2025:

|  | Emissions (tCO <sub>2</sub> e) |              |
|--|--------------------------------|--------------|
|  | FY24                           | FY25         |
| Stationary combustion                              | 450                            | 349          |
| Mobile combustion                                  | 1                              | 0            |
| Fugitive emissions                                 | 126                            | 163          |
| <b>Scope 1 emissions subtotal</b>                  | <b>576</b>                     | <b>512</b>   |
| Electricity (market-based)                         | 1,627                          | 1,475        |
| Electricity (location-based)                       | 2,037                          | 2,717        |
| District heating                                   | 73                             | 159          |
| District chilled water                             | 221                            | 118          |
| <b>Scope 2 emissions subtotal (market-based)</b>   | <b>1,921</b>                   | <b>1,753</b> |
| <b>Scope 2 emissions subtotal (location-based)</b> | <b>2,331</b>                   | <b>2,995</b> |
| Purchased goods and services                       | 10,340                         | 10,534       |
| Capital goods                                      | 2,290                          | 2,206        |
| Fuel and energy-related activities                 | 807                            | 947          |
| Upstream transportation and distribution           | 336                            | 156          |
| Waste generated in operations                      | 247                            | 571          |
| Business travel                                    | 6,734                          | 6,677        |
| Employee commuting                                 | 1,894                          | 2,053        |
| Upstream leased assets                             | 39                             | 41           |
| Investments  | 5                              | 5            |

|   |        |        |
|---|--------|--------|
| Scope 3 emissions subtotal                        | 22,692 | 23,190 |
| Total scope 1 and 2 emissions (market-based)      | 2,497  | 2,265  |
| Total scope 1 and 2 emissions (location-based)    | 2,907  | 3,507  |
| Total scope 1, 2 and 3 emissions (market-based)   | 25,189 | 25,455 |
| Total scope 1, 2 and 3 emissions (location-based) | 25,551 | 26,704 |

Intensity metrics (tCO<sub>2</sub>e) for period 1 May 2023 to 30 April 2025:

|   | Emissions (tCO <sub>2</sub> e) |       |
|---|--------------------------------|-------|
|   | FY24                           | FY25  |
| Total scope 1, 2 and 3 emissions per €M turnover (market-based)   | 40.29                          | 38.24 |
| Total scope 1, 2 and 3 emissions per €M turnover (location-based) | 40.87                          | 40.11 |
| Total scope 1, 2 and 3 emissions per FTE (market-based)           | 7.77                           | 7.50  |
| Total scope 1, 2 and 3 emissions per FTE (location-based)         | 7.88                           | 7.92  |

Global energy consumption (MWh) for period 1 May 2023 to 30 April 2025:

|  | Total energy consumption (MWh) |               |
|--|--------------------------------|---------------|
|  | FY24                           | FY25          |
| Renewable electricity                            | 4,130                          | 6,187         |
| Non-renewable electricity                        | 3,344                          | 2,888         |
| Other non-renewable energy (heating and cooling) | 4,123                          | 4,013         |
| <b>Total</b>                                     | <b>11,597</b>                  | <b>13,088</b> |

## Footnote

We use the operational control approach to determine our inventory boundary and collect data on all business activities - all the scope 3 categories relevant to Bird & Bird are measured and reported above. Two methodologies are used to calculate Scope 2 emissions; a location-based method which reflects the average emission intensity of grids on which energy consumption occurs, and a market-based method which reflects emissions from electricity that companies have purposely chosen (or lack of choice).

Estimations are made when data is not available for an office by leveraging either historical data to trend/make accurate estimations in cases where actual historical data is available or by estimating using facility information (such as square footage) and publicly available data (average energy costs in country/location) to make informed estimates where no actual data is available.

Our carbon accounting is administered by a third party, Watershed, who use their Comprehensive Environmental Data Archive (CEDA) methodology, to calculate our emissions across 60,000 emission factors, 400 industries and 149 countries.

We have a threshold to recalculate our base year emissions if there are significant changes to our GHG inventory following the guidance given in the GHG Protocol Corporate Standard and Scope 3 Standard. Significant is defined as a change or series of changes that impact the base year inventory by more than 5%.

The GHG Protocol requires Scope 3 categories to account for the Scope 1 and 2 emissions of the activities they cover. For upstream categories (3.1–3.8), inclusion of well-to-tank WTT and transmission and distribution (T&D) is mandatory; for downstream categories (3.9–3.15), it is optional. Watershed includes these upstream energy emissions across all Scope 3 categories as best practice and are therefore included in our emission figures above.

## Comparability to FY24

Under current guidance from the GHG Protocol and our third-party assurers, our European football tournament has now been excluded from our inventory. Additionally, we have opened a new office in Tokyo, Japan and have collected data as best as we can for this financial period, we have also included facility information for a serviced office in Istanbul, Türkiye and in certain locations our office space has increased. However, none of these changes meet the significant threshold for recalculation purposes outlined above.

Additionally, in FY25, we observed a significant increase in gas consumption at our UK (London) office, a 22.92% rise compared to FY24. Emissions have been calculated using our standard evidence-based methodology, relying on supplier invoices to ensure accuracy and consistency. Given the scale of the increase, we are currently investigating the cause with our energy supplier. Any necessary adjustments will be reflected retrospectively in our FY26 reporting, once the investigation is complete.

## Emission Reduction Targets

Bird & Bird has set near- and long-term company-wide emission reductions relative to a FY23 baseline year with the Science Based Targets initiative (SBTi). The targets are as follows:

### Near-term targets

- Bird & Bird commits to reduce absolute scope 1 and 2 GHG emissions by 55% by FY2032 from a FY2023 base year.
- Bird & Bird also commits to reduce absolute scope 3 GHG emissions by 50.4% within the same timeframe.

### Long-term targets

- Bird & Bird commits to reduce absolute scope 1 and 2 GHG emissions by 90% by FY2040 from a FY2023 base year.
- Bird & Bird also commits to reduce absolute scope 3 GHG emissions by 90% within the same timeframe.

### Net zero target

- Bird & Bird commits to reach net zero greenhouse gas emissions across the value chain by FY2040.