



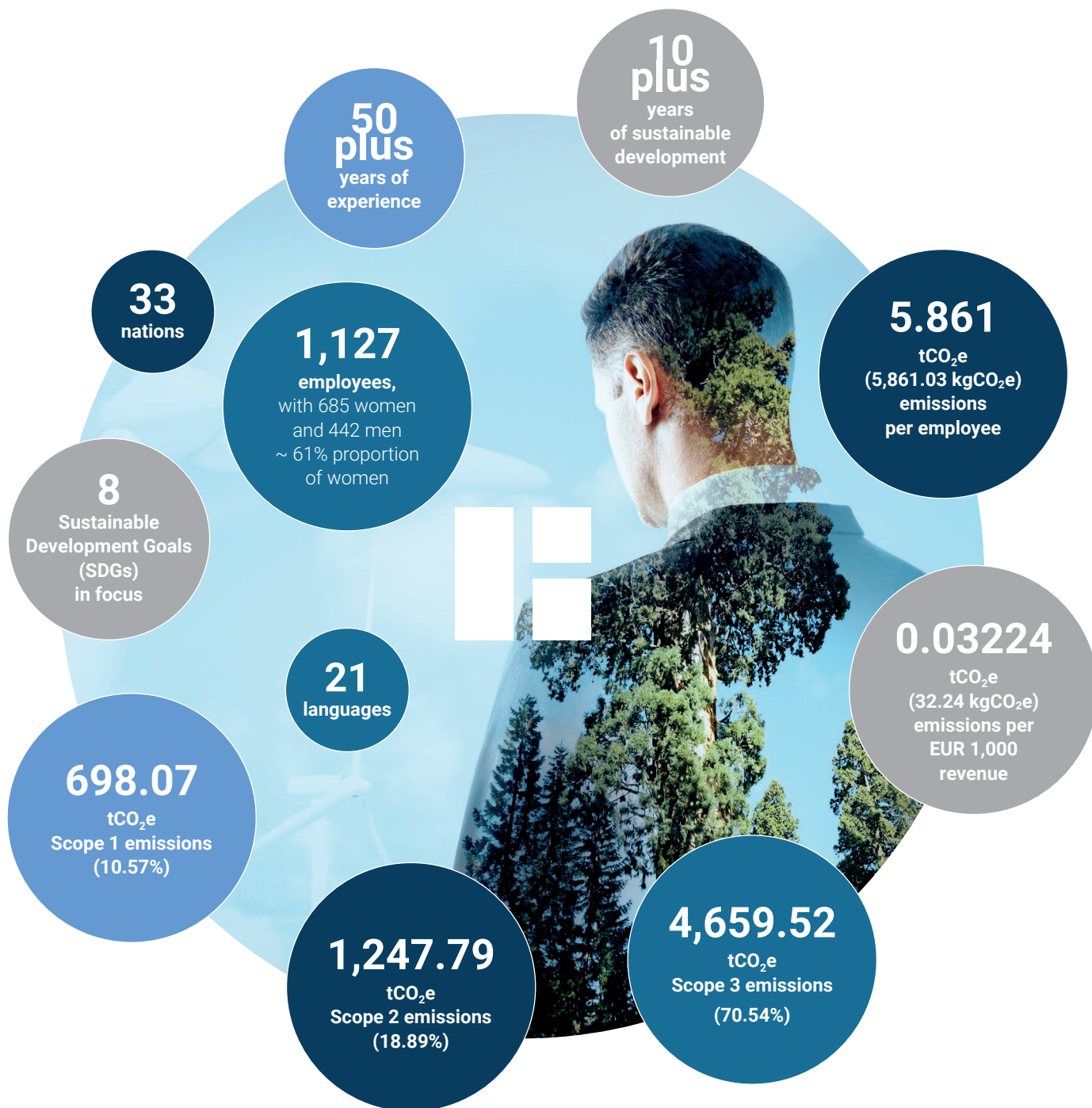
CORPORATE SOCIAL RESPONSIBILITY REPORT 2023





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HEUKING, founded in 1971 by Dr. Hans Günter Heuking and Dr. Wolfgang Kühn, is one of Germany's leading commercial law firms.

Dear reader,

We are pleased to present HEUKING's Sustainability Report for the 2023 fiscal year.¹ At HEUKING, sustainability remains a core element of our corporate philosophy. We are committed to actively navigating the challenges and opportunities of sustainable development within planetary boundaries.

Aligned with the UN Sustainable Development Goals, we see it as our duty to positively work towards our firm's social and environmental initiatives. This goal of sustainable corporate governance remains central to our mission, supported by anchoring sustainability in our Articles of Association and practicing transparent reporting. We are proud to annually present this report, which offers comprehensive insight into our sustainability efforts.

This report details our strategy, goals, and the progress we have achieved. Our intention is to provide clear information on our sustainability activities and future initiatives. The report has been drawn up in accordance with the Global Reporting Initiative (GRI) Standards and includes a reference to the GRI Index. We remain committed to supporting the 17 UN Sustainable Development Goals (SDGs²) and the principles of the UN Global Compact.

We invite you to read the report and welcome your feedback, suggestions, and ideas for continuously improving our contribution to sustainable development. Together, we can drive positive change.

Thank you very much for your interest and support.
With sustainable greetings,



Prof. Dr. Martin Reufels
Managing Partner



Dr. Philip Kempermann, LL.M
Managing Partner



Christopher Mann
Sustainability & Inclusion
Manager

HEUKING shows attitude

**#Together against right-wing extremism –
HEUKING supports the #Zusammenland campaign.**

In a powerful alliance, leading German media outlets have come together to send a clear message against right-wing extremism.

Spearheaded by "Die Zeit," "Handelsblatt," "Süddeutsche Zeitung," "Tagesspiegel," "Wirtschafts-Woche," and Ströer, the campaign champions freedom, diversity, and a culture of openness. It is being promoted nationwide through large-

#ZUSAMMENLAND
VIELFALT MACHT UNS STARK!

format ads in the aforementioned major newspapers, social media, and digital outdoor advertising.

HEUKING is proud to join the campaign with the firm's new logo, standing alongside some 500 other companies, foundations, and associations in support of "#Zusammenland – Vielfalt macht uns stark [Diversity makes us strong]."

¹ Most recent report in 2023.

² Cf. Annex for definition.

BUSINESS PROFILE



Business data

With over 400 professionals in legal, tax, and notary services across 8 locations, HEUKING is one of Germany's largest commercial law firms with an international focus. HEUKING is among the top 15 law firms in Germany by revenue, as recognized by industry publisher JUVE. Additionally, we maintain 7 international desks and are a proud member of World Services Group – a global network of law firms.

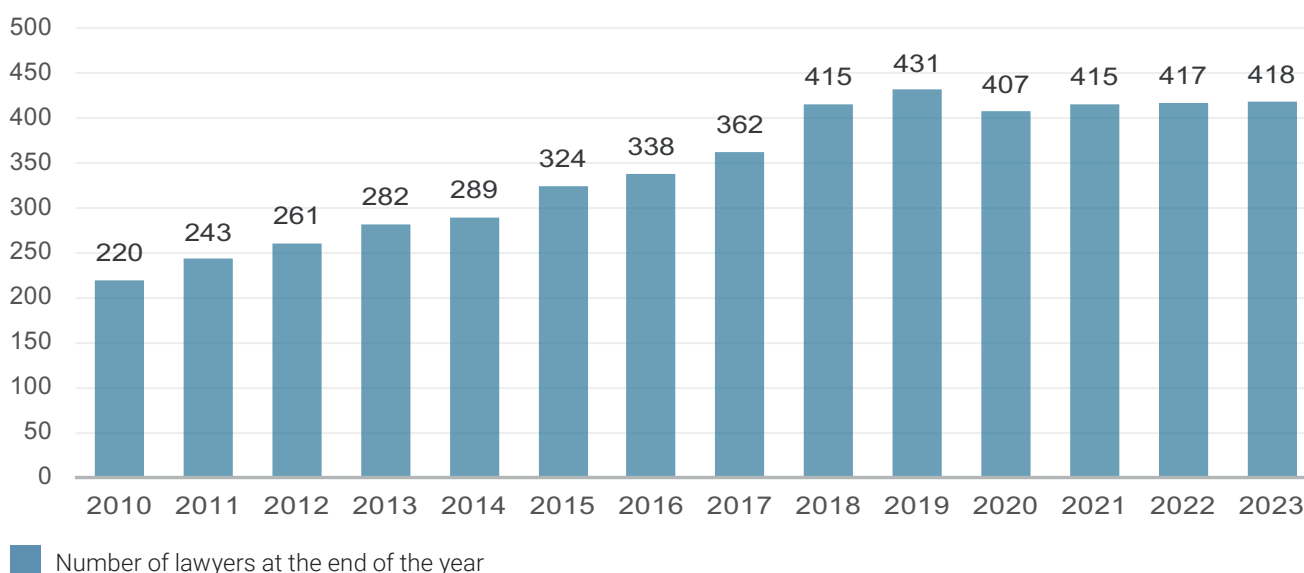
Business development

Over recent years, HEUKING has experienced consistent growth in both revenue and headcount.

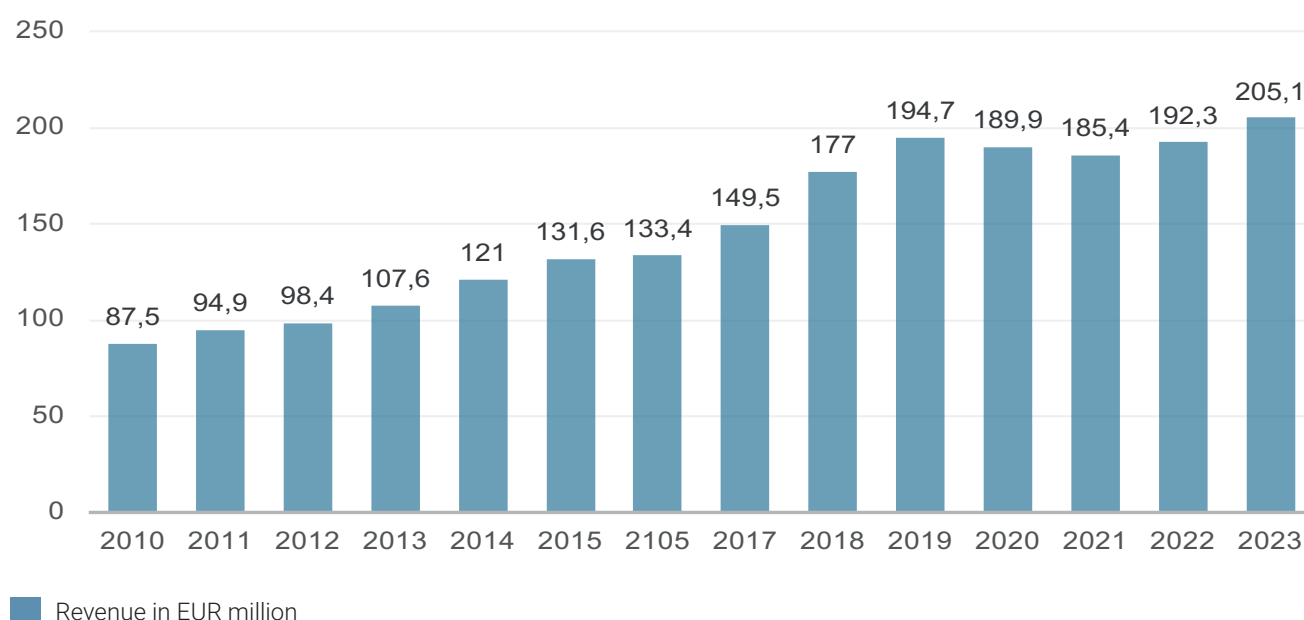
As at December 31, 2023, the firm employed 1,127 individuals, with 685 women and 442 men, encompassing salaried professionals and equity partners. Notably, the number of professionals has increased by 91.36% since 2010, reflecting the firm's sustained growth and development.

Revenue growth has also been significant, with a 134.4% increase in revenue from 2010 to 2023. Despite a minor decline during the coronavirus pandemic, the overall trend has been steadily upward, underscoring the firm's resilience and stability.

Development of the number of professionals (2010-2023)



Revenue development (2010 - 2023)



Our path to sustainability



10
years
of sustainable
development
at HEUKING

2022

Recruitment of a
Sustainability & Inclusion
Manager

First carbon
footprint & overview
of sustainability efforts

2021

Diversity, Equity & Inclusion
(DEI) becomes an integral
part of our Partnership
Agreement

2020

Switch to 100%
green electricity
for the entire firm

Active
sustainability group

Business ethics

In our business environment, adherence to ethical principles is crucial. At HEUKING, we are committed not only to complying with legal requirements but also to promoting and upholding moral values. This chapter highlights our ongoing efforts to embed ethical standards throughout all aspects of our operations. Our ethical principles form the foundation of our commitment to corporate social responsibility (CSR), guiding our daily decisions and actions.

We have implemented a **Code of Ethics** that outlines the ethical guidelines of our law firm. It is regularly updated and made publicly available to ensure transparency.

1. Our commitment and advisory approach

Independent advice | National law firm with an international network

At HEUKING, we offer independent advisory services as a national law firm with a strong international network. Our expertise lies in German law, supporting both domestic and international clients. Through our extensive global network of law firms, we offer our clients comprehensive legal support worldwide.

Flexible advisory teams | Cross-location work in 20 practice groups

Our advice is delivered by highly specialized teams organized across different areas of expertise. With our cross-location structure, we provide flexible, tailor-made solutions that meet the individual needs of our clients.

Advice tailored to client needs | Legal support for medium-sized and large companies

We focus on advising medium-sized businesses and large corporations, both nationally and internationally. Our comprehensive legal services cover all aspects of business law, ensuring seamless, "one-stop" advice tailored to the specific requirements of each client.

2. International orientation and global commitment

HEUKING, a national law firm with an international reach, operates eight offices across Berlin, Chemnitz, Cologne, Düsseldorf, Frankfurt, Hamburg, Munich, and Stuttgart. We offer comprehensive legal advice across various fields of German law to both national and international clients.

As a member of World Services Group – a global network of independent commercial law firms – we collaborate closely with foreign partner firms to deliver comprehensive legal support on an international scale. This strong network, built on trusted good-friends relationships, allows us to provide first-class assistance in cross-border matters.



3. HEUKING's sustainability network

Together for sustainability and diversity – HEUKING collaborates with a network of organizations dedicated to building a sustainable future. As an active member of various external associations and networks, and through numerous partnerships, we not only support the implementation of the 17th Sustainable Development Goal (SDG 17: Partnerships

for the Goals) but also work to achieve our own sustainability objectives alongside those of our partners. Through our collaborations with other law firms and institutions, we promote sustainable initiatives and foster meaningful engagement.

Our key memberships include:



charta der vielfalt
Für Diversity in der Arbeitswelt

Diversity Charter

The Diversity Charter is a corporate initiative promoting diversity within companies and institutions to create an inclusive work environment, free from prejudice, that values all employees regardless of gender, nationality, ethnic origin, religion, disability, age, sexual orientation, or identity.

Sustainability Roundtable für Wirtschaftskanzleien

Sustainability Roundtable for commercial law firms

The Sustainability Roundtable is a platform for leading commercial law firms to share their sustainability strategies, initiatives, and to collaboratively develop solutions for sustainable business practices within the legal sector.



PMN - Professional Management Network

PMN is a network of internationally operating commercial law firms in Germany, providing their senior management with opportunities for networking, professional development, and exchange.



Working with Cancer

"Working with Cancer" is an initiative aimed at supporting individuals with cancer in returning to work. It raises awareness of the unique challenges faced by employees with cancer in the workplace.



B•A•D Gesundheitsvorsorge und Sicherheitstechnik GmbH (B•A•D group)

B•A•D group is a service provider in occupational health and safety, focused on safeguarding the long-term health and well-being of employees through preventive measures.



Sticks & Stones

Sticks & Stones is Germany's largest LGBTQIA+ career fair, setting a powerful example for diversity and inclusion in the workplace.

EBS UNIVERSITY



EBS Board of Trustees

EBS University of Business and Law is a prestigious private university. As a member of its Board of Trustees, HEUKING supports the university in delivering excellent academic programs and research, with a growing focus on sustainability and corporate responsibility.

Deutschland STIPENDIUM

Germany Scholarship

Deutschlandstipendium scholarship, an initiative by the Federal Ministry of Education and Research, supports candidates with outstanding performance and talent. Additionally, social commitment and overcoming educational challenges are considered in the selection process.



Deutscher Nachhaltigkeitspreis

German Sustainability Award

The German Sustainability Award recognizes exemplary companies, cities, and individuals for their contributions to environmental protection, social responsibility, and sustainability.



Law&Legal

Law&Legal studentische Rechtsberatung e. V. is a non-profit organization offering free legal assistance by students of law to those in need.



#ShowYourFace

#ShowYourFace is an annual campaign organized by LGBTQIA+ network ALICE. Since 2020, LGBTQIA+ lawyers have participated as #outandproud role models, promoting openness and diversity within the legal sector.



Federal Association of Commercial law firms in Germany

BWD represents the interests of German commercial law firms and is committed to advancing the industry. In the context of sustainability, membership offers an opportunity to address industry specific sustainability issues and raise awareness of ecological and social aspects within the legal sector.

These partnerships and memberships emphasize our commitment to fostering sustainable values – not only at HEUKING, but also throughout the industry and society.

4. Dialogue with our stakeholders

HEUKING takes a holistic approach to sustainability, recognizing the importance of engaging in meaningful dialogue with our stakeholders. Our goal is to promote transparent, open communication to better understand the interests and expectations of our diverse stakeholder groups and to respond effectively.

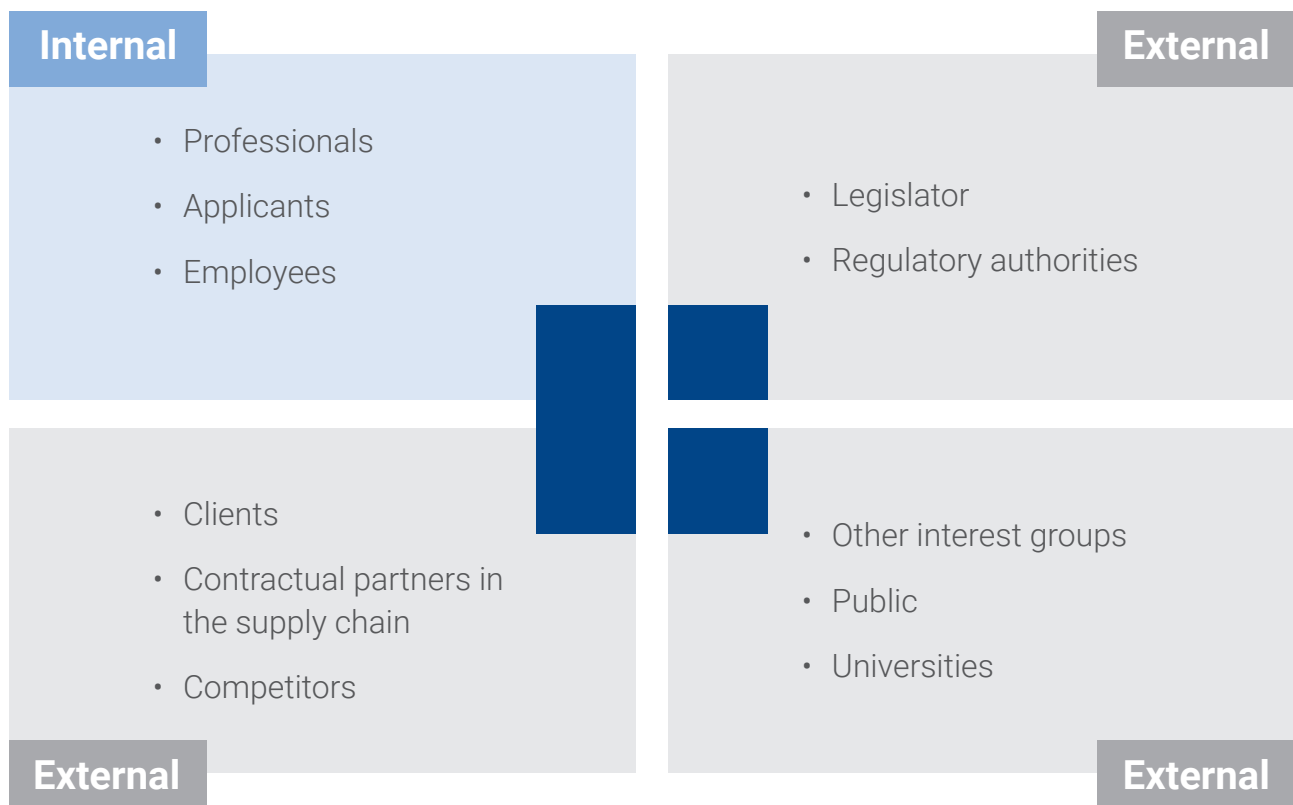
Ongoing dialogue ensures that our sustainability strategy and activities align with relevant needs and concerns. Our stakeholders include clients, employees, suppliers, universities, associations, legislators, the public, and other interest groups.

We use a variety of tools and channels to foster this dialogue, such as face-to-face meetings, surveys, workshops, online platforms, and regular reporting.

Engaging with our clients is crucial for understanding their expectations and requirements. We conduct regular discussions to assess client satisfaction and use their feedback to continuously enhance our services, thereby strengthening relationships and building long-term partnerships.

Employee engagement is also a key element of our sustainability strategy. We promote a culture of open communication and encourage employees to share their ideas, concerns, and suggestions.

Our dialogue with stakeholders is an ongoing process, allowing us to improve our sustainability performance and respond to societal and environmental changes. We strive to incorporate the feedback and insights gained into our strategy and business practices, creating long-term sustainable value for all stakeholders.





Prof. Dr. Martin Reufels
Managing Partner



Dr. Philip Kempermann, LL.M
Managing Partner



Boris Dürr
Managing Partner

HEUKING's management team consists of three Managing Partners who are responsible for guiding and executing the firm's strategy. The Managing Partners are elected for a three-year term by the Partners' Meeting, with the next election scheduled for autumn 2027. Each Partner oversees a specific area, with Prof. Dr. Martin Reufels and Dr. Philip Kempermann responsible for Sustainability at the management level, holding a key position to ensure a cohesive sustainability strategy across the firm and its locations.

At HEUKING, 46% of shareholders are career changers. In our upper management of specialist departments, 57.14% are female directors and 42.86% are male directors.

6. Compliance

At HEUKING, compliance extends beyond simply meeting legal and regulatory obligations. Integrity and ethical standards form the foundation of our compliance management system, guiding the execution of our work.

To meet these standards, our firm established an in-house compliance unit years ago. This unit, in close collaboration with our Compliance Officer, has developed an internal risk management system that is regularly reviewed and continually updated to align with current requirements.



Risk management

Our risk management framework goes beyond implementing the legal and regulatory “minimum standards.” From client acceptance to supplier selection, compliance at HEUKING is not just about “must” or “may,” but also about evaluating whether we, as a law firm, “want” to engage.

Our risk management is based on three pillars:

- 1. a standardized engagement acceptance process,** including sanctions, anti-money laundering checks, and conflict-of-interest assessments.
- 2. an ongoing review of engagements,** with particular attention to indicators of money laundering.
- 3. a dedicated and needs-based training program** professionals and employees.

Know Your Client

A key part of our internal risk management is the know-your-client process. All engagements are subject to a comprehensive compliance check prior to acceptance, ensuring we only accept engagements that align with our compliance standards based on specifically defined criteria.

Our compliance check begins even before a professional “applies” for an engagement. Potentially conflicting or high-risk engagements are closely examined and assessed on a case-by-case basis at this stage. Once an engagement is accepted, it undergoes further checks before being created in our firm’s management system. All individuals involved and other risk factors are carefully reviewed. If an engagement presents a higher-than-normal risk, the management team determines whether its acceptance aligns with the firm’s principles.

To correctly identify and assess red flags, HEUKING has implemented firm-wide organizational measures along with multiple control and review processes. Various resources, such as guidelines, checklists, and FAQs on compliance topics, equip all professionals and employees with the necessary knowledge. In addition, the Compliance Team offers itself as a resource for personal consultation and provides tailored training on various compliance topics. Insights gained through this process help ensure our compliance management system evolves to meet current trends.

We also offer a confidential reporting channel for any violations of professional regulations or internal compliance guidelines. An internal reporting office has been established to receive and manage compliance-related issues and reports of violations.

Combating corruption

At HEUKING, we uphold a zero-tolerance policy for any conduct that could compromise the integrity of our organization. This principle applies not only to our advisory activities for clients but also to our interactions with cooperation partners and service providers.

To uphold these standards, HEUKING has established firm-wide guidelines that provide a binding framework for appropriate interactions with (potential) clients, authorities, cooperation partners, and service providers. We strive to impress our clients through the quality of our work, and we apply the same high standards when selecting our business partners. The selection process, along with its relevant criteria, is transparent and comprehensible to all involved. Since this year, we have also introduced checks on our suppliers for human rights and environmental risks, with immediate remedial actions taken when risks are identified. In all dealings with clients and authorities, we strictly avoid any behavior that could raise suspicions of unfair conduct.

Data protection and information security

Data and information, whether pertaining to individuals or companies, are valuable assets. We respect the privacy of individuals and the legitimate interest of businesses in safeguarding internal information and trade secrets.

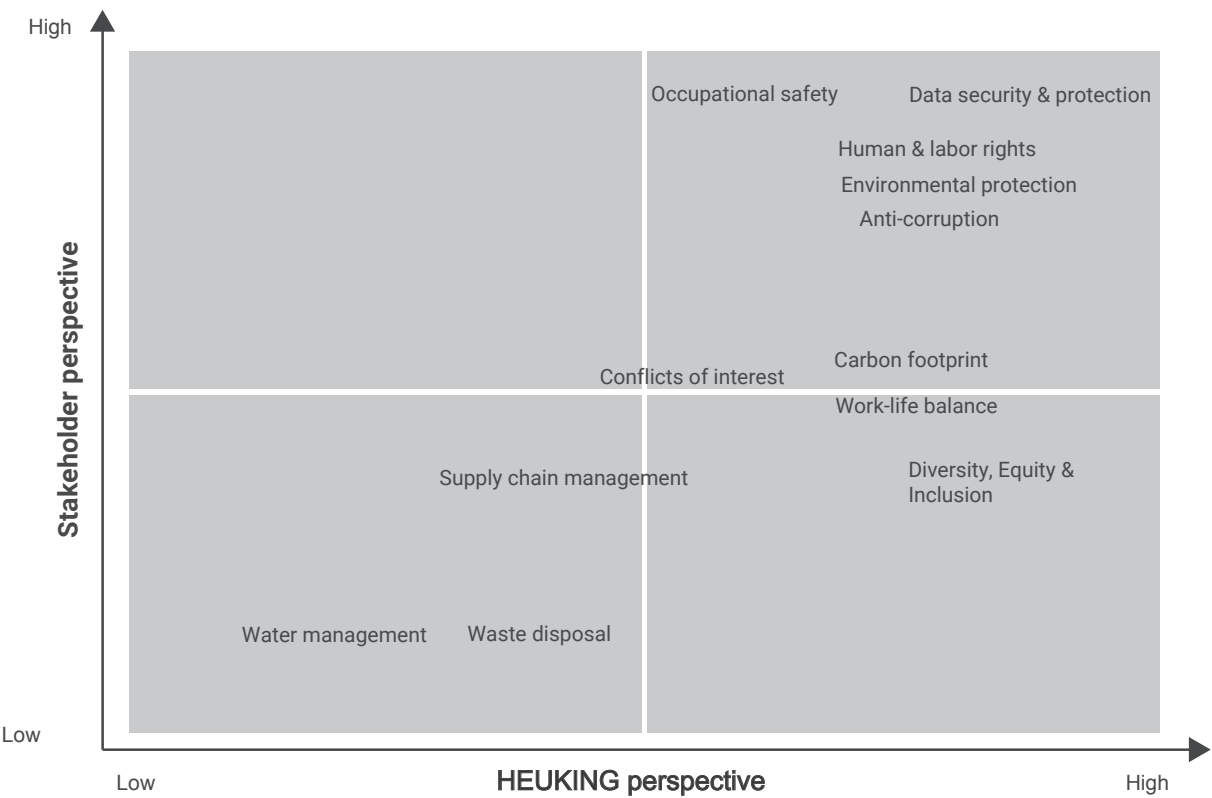
Beyond fulfilling our professional duty of confidentiality to clients, we collect and process data only to the extent necessary for the intended purposes. We ensure the confidentiality of all data entrusted to us, protecting it effectively from misuse. This is achieved through our internal data protection management system, working closely with the Data Protection Officer and the Information Security Officer and their team.

SUSTAINABILITY GOALS AND INITIATIVES IN OUR FOCUS AREAS

Materiality indicators

Through a thorough materiality analysis at HEUKING, aligned with various SDGs, we have identified our key focus areas. These areas reflect our priorities and help us make a positive, sustainable impact while addressing relevant challenges. By integrating these priorities into our strategic direction, we can take targeted actions to enhance our performance in these areas.

Our materiality indicators encompass the firm's economic, environmental, and social impacts, as well as issues that significantly influence our stakeholders' assessments and decisions. In considering sustainability aspects, we adhere to the Global Reporting Initiative (GRI) standards, incorporating both internal and external perspectives. The identification of our focus areas is based on a comprehensive analysis of our available resources, allowing us to derive strategically relevant sustainability topics for HEUKING.



Further information on our materiality indicators is available in Annex II. These topics are also summarized in an SDG network derived from stakeholder dialogue, clarifying their prioritization.

SDG priorities

Our holistic approach at the firm aligns our sustainability measures with the United Nations Sustainable Development Goals (SDGs) to support the 2030 Agenda.

Through a materiality analysis, we have identified SDGs particularly relevant to our partnership. Our highest priority is SDG 17, as we aim to build partnerships that promote sustainable development and achieve the SDGs. SDG 8 (Decent Work and Economic Growth) and SDG 10 (Reduced Inequalities) are also significant as we strive to promote social justice and fair working conditions.

In our commitment to society, we prioritize SDG 16 (Peace, Justice and Strong Institutions) alongside SDGs 3, 4, and 5 (Good Health and Well-Being, Quality Education, and Gender Equality). Additionally, we have included SDG 13 (Climate Action) in our priorities to contribute to protecting the biosphere and combating climate change.

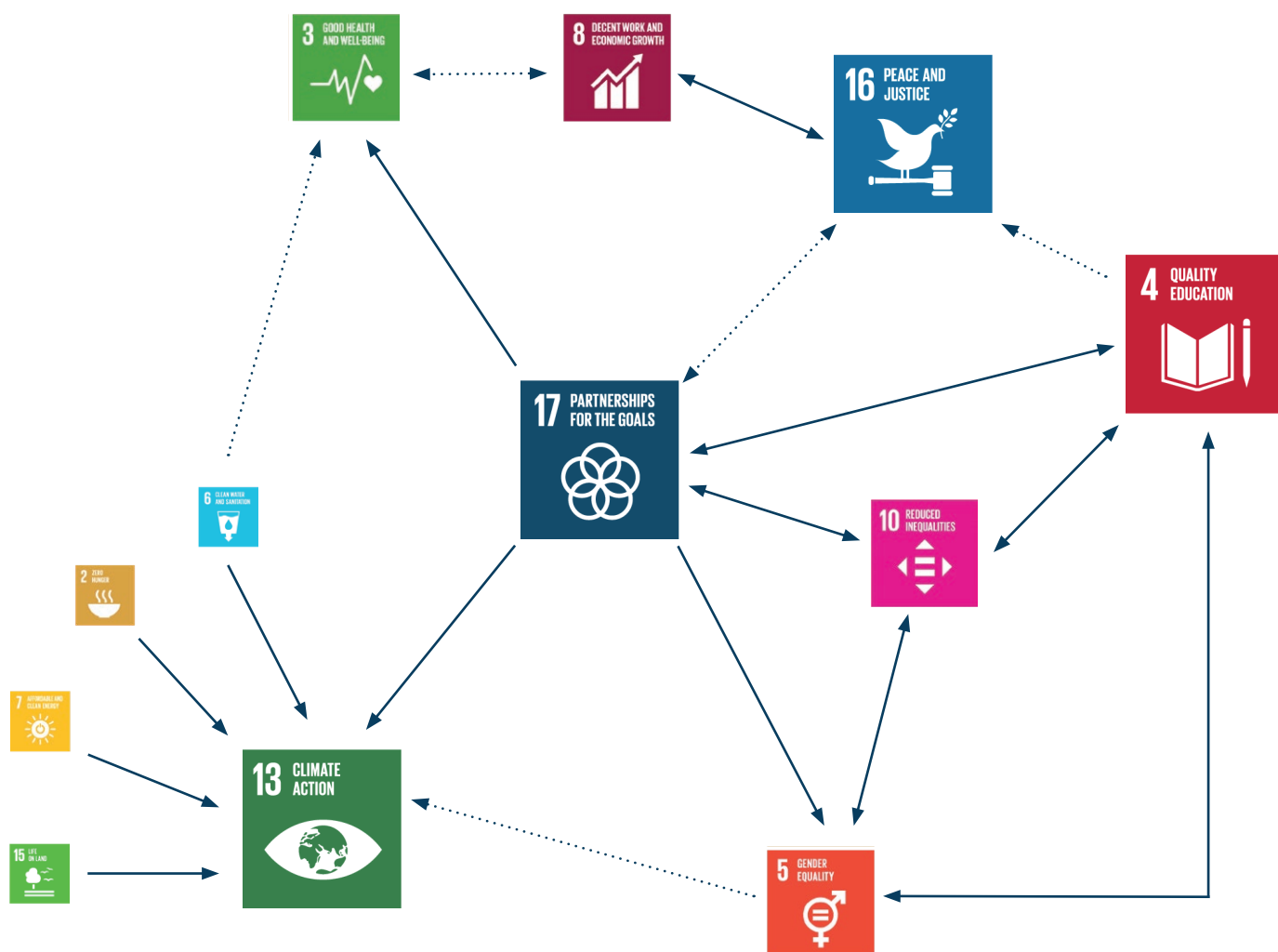


[Source: Azote Images for Stockholm Resilience Centre]

1. SDG mapping

The SDG Network Model prioritizes the Sustainable Development Goals (SDGs) through a systems analysis, highlighting the goals most relevant to our firm. At HEUKING, we have prioritized the SDGs based on our core business perspective, aligning them with our mission, values, and strategy.

The resulting SDG network model categorizes the SDGs into three priority levels, indicated by the size of the icons. The arrows illustrate the relationships between goals, with solid lines representing direct relationships and dashed lines indicating indirect relationships.



SOCIAL RESPONSIBILITY

In our Sustainability Report, we emphasize social sustainability. We firmly believe that responsible, sustainable actions must address not only environmental concerns but also social issues.

In this chapter, we provide an overview of our efforts to create positive social impacts and contribute to the well-being of our employees, clients, and community.

Diversity, Equality & Inclusion (DEI)

At HEUKING, we are deeply committed to diversity, equality, and inclusion, fostering a work environment defined by mutual respect and equal opportunities. The principle of equal treatment applies across all areas, without exception. We ensure that all employees are treated fairly and respectfully, irrespective of gender, age, origin, religion, or any other per-

sonal characteristic. Discrimination of any kind is not tolerated, and we implement measures to promote an inclusive workplace. Our dedication to these values, along with the outcomes of our initiatives, is reflected in concrete metrics and actions.



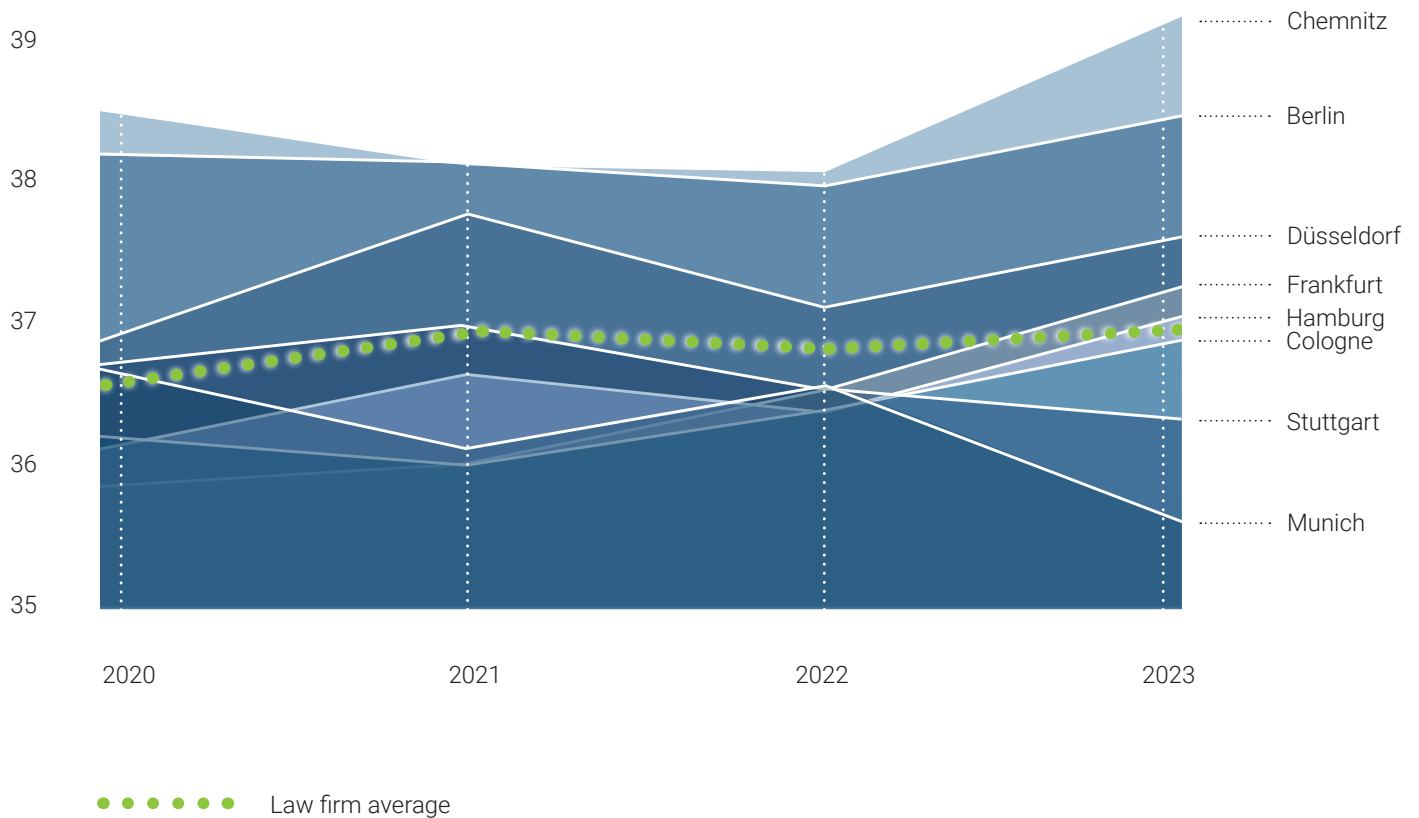
Focus on diversity

Diversity at HEUKING is a key driver of creativity and innovation, reflected across multiple dimensions of our firm.

One example is the representation of 33 different nationalities among our employees, which contributes to inclusion and mutual understanding in our daily work, while emphasizing our international orientation and cultural diversity.

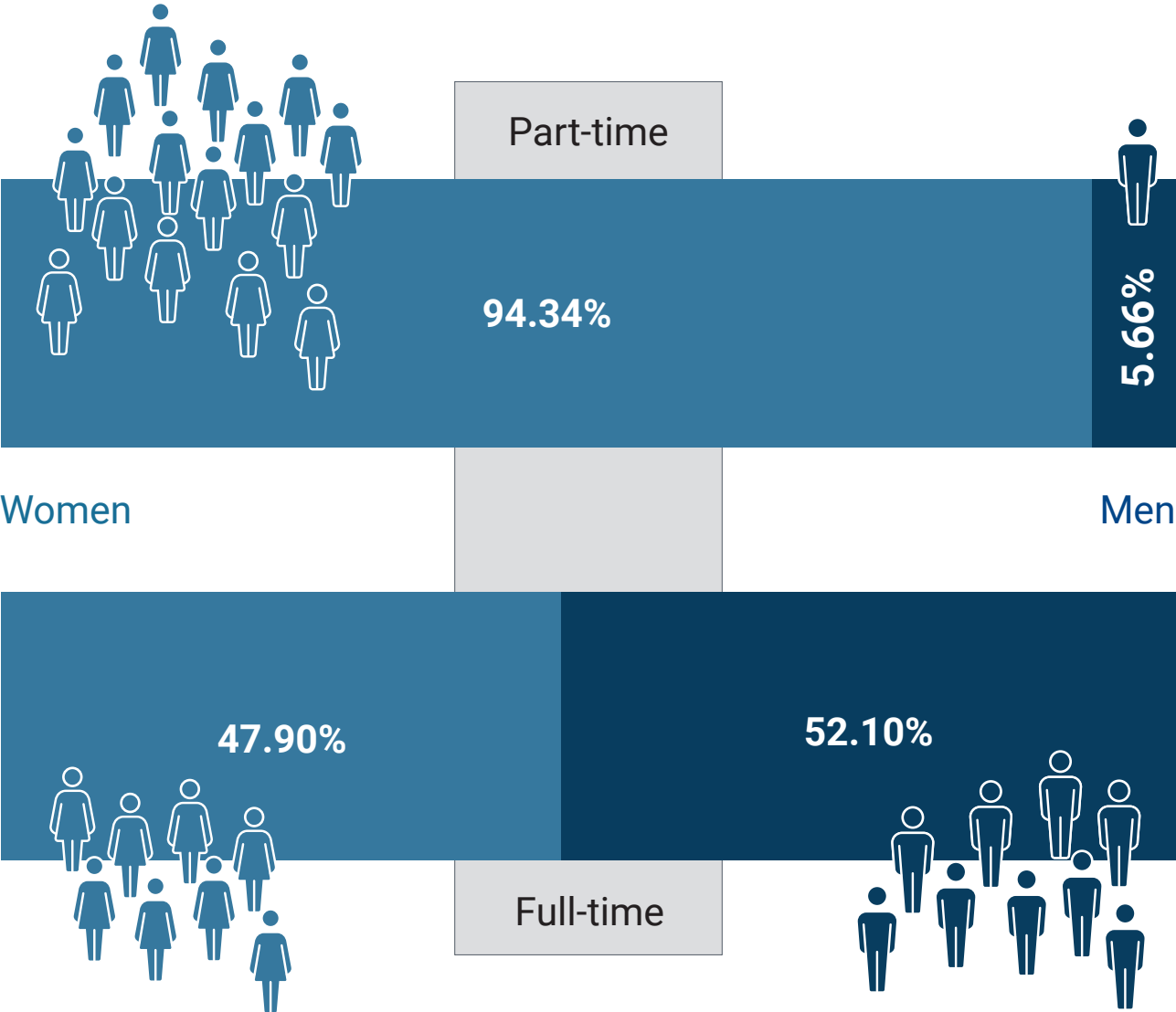
In 2023, the average age of our employees was 36.91 years, demonstrating our success in attracting young talent and fostering a dynamic, cross-generational work environment. The stable average age over recent years reflects our commitment to promoting diversity and encouraging innovative approaches.

Average age of all employees 2020-2023



HEUKING recorded a slight increase of 1.53% in the number of employees from 2022 to 2023.

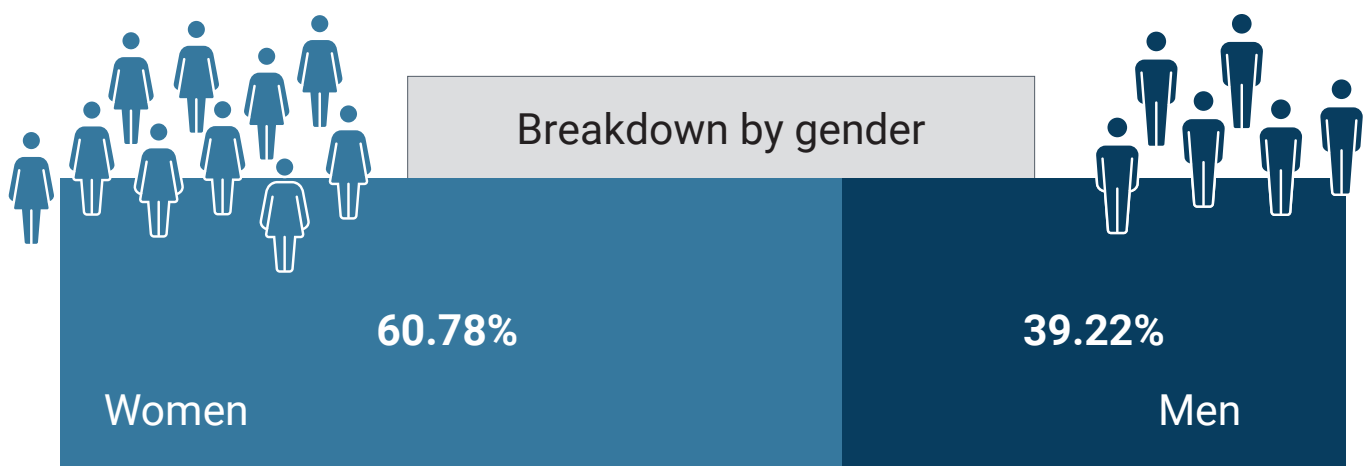
Our working time models show a distinct gender-specific distribution. Of our employees, 27.77% work part-time, contributing to a more balanced work environment. Of those working part-time, 94.34% are women – 250 women compared to 15 men (5.66%). Conversely, 52.10% of full-time employees are men (359), while 47.90% are women (330).



These figures reflect HEUKING’s commitment to a flexible working environment, offering diverse employment models that meet individual needs.

Equality

Gender equality is a key priority at HEUKING. With 60.78% of all employees, including professionals, being women, we demonstrate our commitment to advancing women's careers.



In 2022, HEUKING launched the “Embrace Your Career” talent program to support female lawyers in their career development and enhance their personal and entrepreneurial skills. The program, which will continue in the future, aims to promote women's employment and equality by recognizing the close connection between personal growth and professional success. This multi-week, gender-specific career coaching program includes a kick-off event, workshops, twelve weeks of group coaching, individual coaching sessions, and a final event. Participants focus on three core areas: entrepreneurship, self-care, and mindset. The program aims to improve market positioning, boost visibility, and enhance client acquisition in the long term. Another focus is on fostering cross-selling activities by creating an internal network to enhance collaboration across different fields of law. Additionally, the program strengthens resilience by teaching strategies for self-care and mental well-being.

We are committed to further initiatives to support and advance our female employees. For instance, the location-based “Ladies’ Lunch” format provides opportunities for regular networking, sharing experiences, and fostering personal and professional growth. Looking ahead, we also plan to establish a women's network across the firm to empower our female employees, providing a dynamic, location-independent platform for exchange and mutual support.

Family friendliness

At HEUKING, we believe in turning gender equality from theory into practice. We ensure that both parents can take adequate time for their families and children. Whether through parental leave, flexible working hours, or remote working, we provide mothers and fathers alike with opportunities to balance various childcare models with their careers. Since 2019, 49 lawyers and 74 employees have taken parental leave, and 27.77% of all employees work part-time.

We prioritize family well-being and the compatibility of family and career. To support this, we have established parent-child rooms at our offices in Cologne, Düsseldorf, and Hamburg, allowing parents to fulfill their professional responsibilities while caring for their children. These rooms are equipped with all the necessary resources, including a safe play area for children and a fully equipped workstation for parents. In Stuttgart, we also offer a youth room that provides older children and teenagers a space to retreat.

Since 2021, our career model has included part-time partnership options for equity partners, supporting a better work-life balance. This initiative allows partners working part-time to balance their personal needs with a successful career, promoting long-term growth and well-being.

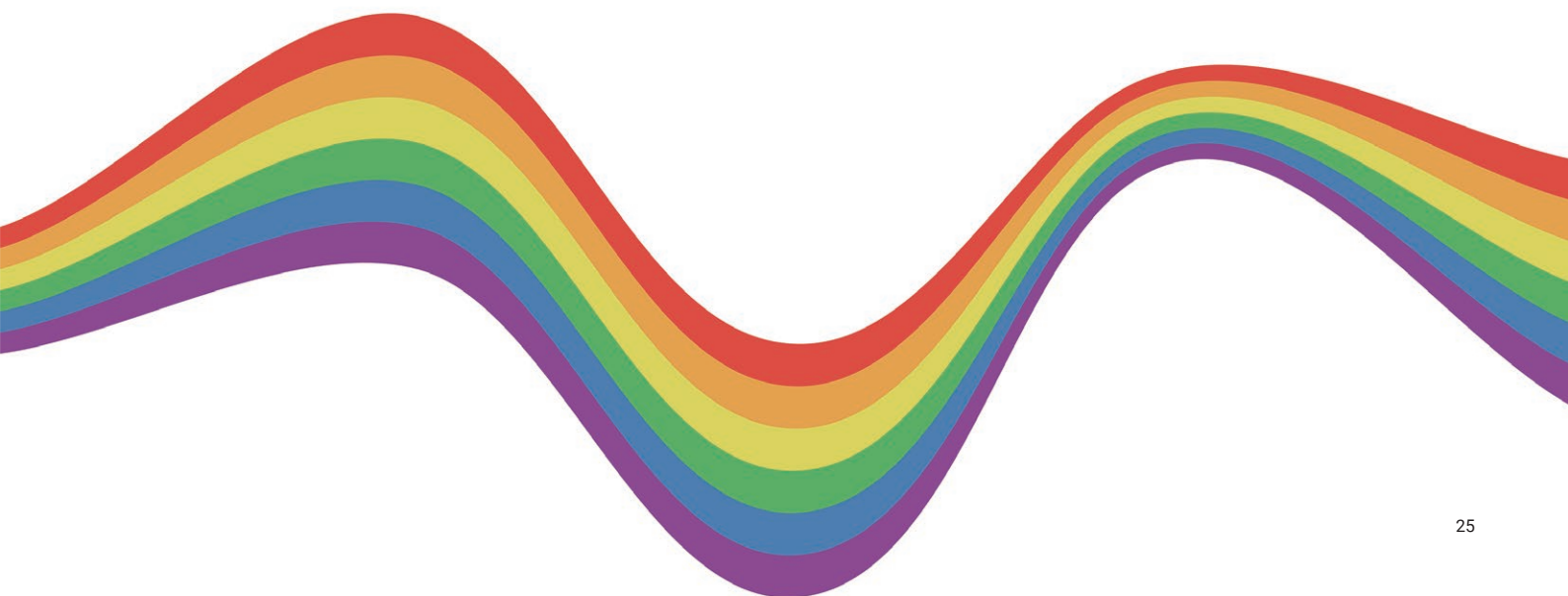
Making diversity visible

HEUKING is proud of its diversity and actively supports the LGBTIQ+ community. We participate in Pride Month each June, celebrating under the motto #FlaggeZeigen, and fly the rainbow flag at our locations as a symbol of solidarity and respect.

We also support diversity by participating in "STICKS & STONES," Germany's largest career fair for the LGBTIQ+ community. This event provides an opportunity for students, graduates, and job seekers to connect with HEUKING and learn about our work environment and career opportunities.

Our commitment to diversity extends to our collaboration with the LGBTIQ+ career network ALICE and our participation in the #GesichtZeigen campaign. Each year, HEUKING is represented by an employee who serves as a role model for the community, sending a strong message of openness and inclusion in the legal sector while promoting an appreciative, inclusive work environment.

Since 2014, we have been committed to fostering a prejudice-free work environment by signing the "Diversity Charter." This commitment is reflected in our daily actions and is deeply embedded in our corporate culture, reinforcing our dedication to recognizing and appreciating all employees, regardless of gender, nationality, ethnicity, sexual identity, religion, age, disability, or ideology.





HEUKING Academy

HEUKING Academy offers comprehensive, needs-based courses for the personal and professional growth of all employees. These training programs are specifically designed to enhance individual skills and promote both personal and career development. Developed in close collaboration with our colleagues, the program is continually refined to address current needs.

In 2023, HEUKING Academy organized 167 events on topics such as software applications, entrepreneurial and methodological skills, and specialized knowledge. A total of 405 training hours were delivered to 2,052 participants through various formats, including seminars, keynote speeches, and internal workshops. To facilitate onboarding, HEUKING Academy offers a four-day “Welcome Days” program that introduces new employees to the firm’s structure, culture, compliance, and essential software applications.

To ensure high-quality training, we systematically collect feedback after each event through a digital tool, conduct quarterly reports, and hold pre- and post-event discussions with speakers, as well as annual reviews with participants. This approach ensures that our training remains relevant, practical, and effective.

HEUKING Academy also supports our diversity and equal opportunity goals through the “Embrace Your Career” development program specifically tailored to women.

Overall, HEUKING Academy is a vital part of our social responsibility, fostering employee growth while promoting social and cultural diversity within the firm.

Social commitment

HEUKING is dedicated to supporting social projects that facilitate positive change. In recent years, our efforts have focused on humanitarian aid, education and research, and children's support.

A significant emphasis is placed on helping children. We show solidarity with disadvantaged communities and families, such as through our annual support for "Die Arche" children's and youth project in Hamburg. Our employees fulfill children's wishes by organizing, wrapping, and delivering gifts, while we also provide financial donations to support Arche's work with children and young people in need. Additionally, our Munich office presented a donation check to glücksmomente e.V. association following a charity golf tournament, supporting seriously ill children and young people in Bavaria as well as their families. Similarly, we contribute to Don Bosco Foundation in Chemnitz, which offers individual support for children and young people.

HEUKING is also engaged in pro bono activities, providing support with our legal expertise. Our lawyers share their knowledge with Law&Legal, a volunteer association advocating for access to justice and legal advice. Through the Germany Scholarship, we support the education of future lawyers who demonstrate excellent performance and commitment, contributing to the development of the next generation and promoting equal opportunities in education.

In addition to many local initiatives, our efforts also encompass broader humanitarian support. For example, we made a substantial donation for reconstruction and emergency relief following the 2021 flood disaster. For Ukraine, we collected and sent clothing and relief supplies to affected areas and provided a fully equipped ambulance.

These are just a few examples of our wide-ranging commitment. They reflect our dedication to actively taking responsibility and creating opportunities for people and communities in need through targeted support.





Promotion of art and culture

At HEUKING, promoting cultural diversity and supporting art is an integral part of our corporate culture and social responsibility, reinforcing our commitment to creativity, progress, and social sustainability. Since our founding in 1971, we have embraced the responsibility of contributing to the cultural future. Our long-standing tradition includes supporting emerging artists and acquiring artworks, which are displayed throughout our offices, corridors, and meeting rooms. Beyond our walls, we are proud members of Bucerius Kunst Club and sponsors of Bucerius Kunst Forum art gallery in

Hamburg and Kunstpalast museum in Düsseldorf, promoting contemporary art at a broader scale. We also provide our employees with tickets to exhibitions, encouraging their engagement with the art world.

Through these initiatives, we aim to foster sustainability, diversity, and long-term partnerships with artists, cultural professionals, and internationally renowned institutions. We believe that creativity fuels progress, and we are committed to promoting an environment where creativity can flourish.

Decent working conditions

At HEUKING, we are committed to ensuring decent working conditions at all our locations. Respect for individuals and adherence to the human rights enshrined in the German Basic Law are fundamental to us as a law and tax consultancy firm. All activities at HEUKING are conducted on a voluntary basis, with the option of termination at any time. If

minors are employed at HEUKING, it is strictly in accordance with German labor law, primarily to provide students with insights into the day-to-day work of a commercial law firm. We do not tolerate any form of discrimination, harassment, abuse, or inhumane treatment, and we strictly adhere to human rights regulations.

Occupational safety and well-being

At HEUKING, we are committed to not only meeting our legal obligations regarding occupational safety but also actively promoting the well-being of our employees. Our goal is to ensure a safe, healthy work environment by continually assessing risks and implementing preventive measures.

HEUKING complies with all statutory occupational safety regulations and is actively committed to employee well-being.

We maintain a long-standing partnership with B•A•D group, a leading company in occupational health and safety, to address all related issues across our locations. With a team of some 5,000 experts, B•A•D group supports about 280,000 companies and over 4 million employees across Germany and Europe.

To further promote well-being, we offer various corporate benefits programs, available to all full- and part-time employees. Since 2017, these initiatives have been an integral part of our health promotion efforts and include activities such as yoga, self-defense, and outdoor boot camps, providing employees an opportunity for safe, effective training with fitness instructors. Additionally, our Wellhub membership offers employees a wide range of individually tailored sports, leisure, and wellness activities in their neighborhoods.

Promoting mental health is also a key aspect of our corporate culture. Just as physical health requires care, mental well-being demands regular attention and training. A strong mindset, motivation, and resilience are crucial factors for successfully navigating the challenges of everyday work life. To support this effectively, HEUKING Academy regularly hosts lectures and workshops on mindset, mental fitness, and resilience. Mental Health Awareness Month in May is dedicated to these topics, emphasizing the importance of a strong mindset, motivation, and resilience in handling workplace challenges.

Fair and appropriate compensation is another priority at HEUKING. Our employees receive industry-standard salaries that are always above the living wage, in full compliance with applicable laws. This is fundamental to ensuring employee satisfaction and motivation.

Occupational safety

At HEUKING, we view occupational health and safety as both a legal obligation and a moral responsibility. Our commitment encompasses various initiatives to ensure the well-being of our employees.

We implement comprehensive measures to prevent workplace accidents, occupational illnesses, and work-related health hazards. This includes identifying potential risks and implementing appropriate preventive actions. We also monitor compliance with internal safety protocols, employing control mechanisms to ensure all relevant regulations and guidelines are met. This includes the regular review of safety standards and procedures.

Annual briefings on workplace hazards and ongoing training equip our employees with the knowledge to recognize potential risks and work safely.

Occupational health and safety are integral to our corporate culture, and we remain committed to safeguarding the well-being of our employees.

Innovation

HEUKING supports its clients with innovative solutions to make meaningful contributions in ecological, social, and economic areas. Our whistleblowing system, WhistleFox, is a key component of this effort. WhistleFox helps companies quickly identify potential incidents, such as legal violations or misconduct, both internally and externally, including within the supply chain.

With WhistleFox, companies can detect legal and economic risks early, allowing for swift action to mitigate potential damage. It serves as an effective management tool for monitoring various CSR issues and addressing company-specific risks. This includes not only environmental violations but also human rights abuses, discrimination, harassment, and governance issues like corruption and money laundering.

WhistleFox plays a crucial role in the monitoring and management of CSR issues within companies and is also used at HEUKING. By offering a holistic view of sustainability aspects, it helps us support our clients in achieving responsible and sustainable corporate governance.

ECOLOGICAL RESPONSIBILITY

In this chapter, we provide insight into our ongoing commitment to sustainability and environmental protection. Our efforts to minimize our ecological footprint and reduce carbon emissions are integral to HEUKING's holistic approach to sustainability.

Aligned with SDG 13, our approach integrates climate protection measures into our strategic planning (SDG 13.2). This includes regularly calculating our annual greenhouse gas emissions (SDG 13.2.2) and intensifying education and awareness initiatives within the organization to reduce our climate impact (SDG 13.3).

6,605.38

tCO₂e
Total emissions

0.03224

tCO₂e
(32.24 kgCO₂e)
emissions per
EUR 1,000 revenue

5.86

tCO₂e
(5,861.03 kgCO₂e)
emissions
per employee

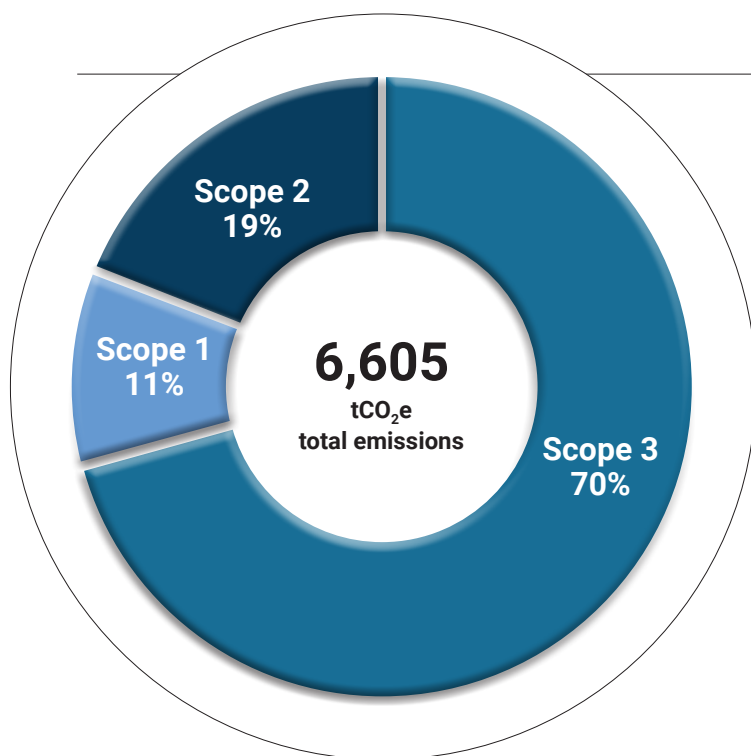
Greenhouse gas emissions 2023 (carbon footprint)

To effectively track our progress toward climate goals and the implementation of decarbonization projects, it is crucial to understand the extent of HEUKING's greenhouse gas emissions.

In 2023, HEUKING measured its carbon footprint, categorizing it into Scope 1, 2, and 3 emissions according to GHG Protocol standards. Total greenhouse gas emissions

amounted to 6,605.38 tCO₂e – an increase of 1.28% compared to the year prior. This slight increase reflects both the ongoing growth of our activities and improvements in data collection and emissions assessment.

Emissions per employee were approximately 5.86 tCO₂e, while emissions per EUR 1,000 revenue stood at 0.03224 tCO₂e.



Breakdown of emissions

Scope 1:

Direct emissions from owned and controlled sources

In 2023, Scope 1 emissions totaled 698.07 tCO₂e, representing 10.57% of total emissions. This is mainly due to mobile combustion processes, including fuel consumption for company vehicles. The 1.52% increase compared to the year prior reflects increased use. To address this, we plan to transition to electrification and optimized energy sources in the coming years to enhance efficiency.

Scope 2:

Indirect emissions from purchased energy

Scope 2 emissions, associated with purchased energy for our sites, amounted to 1,247.79 tCO₂e, accounting for 18.89% of total emissions. Due to our switch to 100% green electricity and the optimization of heating and cooling systems, we achieved a significant reduction of 15.99%. This underscores the success of our ongoing efforts to reduce fossil fuel dependence and minimize the ecological footprint of our buildings. Future initiatives include greater use of energy-saving technologies and further optimization of energy management at our sites.

Scope 3:

Indirect emissions along the value chain

Scope 3 emissions, at 4,659.52 tCO₂e, accounted for 70.54% of total emissions and remain the largest source of emissions at HEUKING. These emissions arise from our value chain, including purchased goods and services, business travel, and employee commuting. Notably, purchased goods and services dominate Scope 3, with 3,658.48 tCO₂e or 55.42% of total emissions, largely from emission-intensive supply chains. We continually review these supply chains to transition toward more sustainable procurement.

Business travel emissions showed notable improvement, with a reduction of 3.27% compared to the year prior, attributed to increased use of virtual meetings, reduced travel activities, and our promotion of public transport access. Commuting emissions also saw a reduction of 12.16%, partly due to our climate-friendly mobility options.

Despite the slight increase in total emissions, these figures illustrate our commitment to more sustainable corporate management. HEUKING will continue striving to improve its environmental footprint, focusing on process optimization, sustainable procurement, and increasing climate awareness. Further details on our carbon footprint and greenhouse gas emissions are available in the updated 2023 Greenhouse Gas Balance Report.

		Emissions 2022 (tCO ₂ e)	Emissions 2023 (tCO ₂ e)	Share of emissions 2023	Development
Scope 1	Mobile combustion	687.64	698.07	10.57%	+ 1.52%
	Total	687.64	698.07	10.57%	+ 1.52%
Scope 2	Heating	1.475.89	1.239.23	18.76%	- 16.03%
	Electricity	9,48	8,56	0.13%	- 9.70%
	Total	1,485.37	1,247.79	18.89%	- 15.99%
Scope 3	Purchased goods and services	3.240.74	3.658.49	55.39%	+ 12.89%
	Business trips	617.09	596.91	9.04%	- 3.27%
	Commuter traffic	317.86	244.47	3.70%	- 23.09%
	Fuel and energy-related activities	155.32	155.84	2.36%	+ 0.33%
	Operational waste	18.06	3.8	0.06%	- 78.96%
	Total	4,349.07	4,659.51	70.54%	+ 7.14%
Total emissions (Scope 1, 2 und 3)		6,522.07	6,605.38	100%	+ 1.28%

Energy management

Since transitioning to 100% renewable energy sources for electricity in 2020, all HEUKING sites have been powered by green electricity. This shift has significantly reduced our Scope 2 emissions. Despite a 2.14% increase in electricity consumption to 1,234,285 kWh in 2023, total emissions decreased by nearly 10% during this period.

Additionally, 12.5% of our buildings are LEED Gold certified, confirming our commitment to environmentally sustainable construction and resource-efficient management. We have also converted lighting to energy-saving LED solutions and installed motion detectors in low-traffic areas, reducing energy consumption further.

Efficient use of resources

Conscious resource usage is embedded in all of HEUKING's work processes. Since the introduction of our digital document management system (DMS) in 2018, we have reduced paper consumption by over 50%. We encourage the reuse of materials such as file folders, sheet protectors, and con-

sumables wherever possible, and ensure proper disposal or recycling. Additionally, we increasingly use recycled and environmentally certified materials to minimize the impact of non-renewable resources.

Responsible waste disposal

We have established specific procedures for disposing of electronic waste, empty toner cartridges, and batteries to ensure proper recycling. In our tea kitchens and social areas, yellow bins are available for environmentally friendly disposal of packaging waste. Moreover, we minimize the use of small bin liners by offering centralized disposal options for recycling and residual waste.

Sustainable water supply and regional products

For many years, HEUKING has provided freshly filtered drinking water without using glass or plastic bottles. At conferences, we serve Viva con Agua water, with proceeds supporting international water projects, along with regionally sourced drinks produced in an environmentally and socially friendly way. We also offer Fairtrade-certified coffee in our fully automatic machines, reinforcing our commitment to sustainable value creation.

Environmentally friendly mobility

Promoting climate-friendly mobility is a key part of our strategy to reduce carbon emissions. In line with Sustainable Development Goals (SDGs) 3, 13, and 17, HEUKING has launched various initiatives to enable employees to commute in environmentally friendly – and ideally health-promoting – ways.

One such initiative is the HEUKING Leasing Bike program, launched in December 2021 in collaboration with eurorad, offering employees a wide selection of leasable bicycles from various manufacturers and brands. Benefits include premium protection, a safety check according to accident prevention regulations, and a mobility protection package across Europe.

Alternatively, employees can opt for an employer-financed public transportation pass (currently the Deutschlandticket). For business travel, HEUKING provides a BahnCard for train travel. We are also working on electrifying our vehicle fleet, with charging stations installed at our sites powered entirely by green electricity.

We also participate annually in the “Cycle to Work” campaign to reduce carbon emissions and promote health. In 2023, our employees collectively cycled 32,505 kilometers during the campaign, saving 6,501 kilograms of carbon dioxide. This impressive result demonstrates our team’s enthusiasm and shows how health, fun, and sustainability can go hand in hand at HEUKING.

Nature conservation projects and awareness-raising

A key aspect of our ecological responsibility is our commitment to nature conservation and climate awareness.

We regularly organize internal awareness campaigns, such as waste collection drives and the “Green Smiley Campaign,” to motivate employees to adopt climate-conscious behaviors and integrate environmental protection into our corporate culture. For example, in 2021, in collaboration with the Greencity Hamburg e.V. association, employees transformed a lawn into a blooming bee meadow to promote local biodiversity.

Through these and other initiatives, HEUKING continues to minimize its ecological footprint and contribute to environmental protection. Our commitment is reflected in sustainable corporate management, embedding ecological responsibility into our culture.

A LOOK INTO THE FUTURE

HEUKING is committed to a long-term vision of expanding its sustainability strategy and implementing new measures. Our goal is to position the firm as a responsible, future-oriented company that promotes sustainable development.

A central focus remains the reduction of our carbon emissions. Planned actions include optimizing resource consumption and reducing the number of suppliers to strengthen sustainability throughout the value chain.

In the coming years, we will also emphasize promoting diversity, inclusion, and equal opportunities. We plan to implement a comprehensive Diversity, Equity & Inclusion (DEI) strategy tailored to the needs of our employees and clients, serving as the foundation for our efforts in creating an inclusive and equitable work environment that enhances our competitiveness and social impact. We also plan to publish an annual diversity report to further raise awareness and track our progress.

Additionally, we aim to establish a cross-location women's network to support internal collaboration and career development for our female lawyers. As part of this initiative, HEUKING will introduce a mentoring program specifically for women and revive the successful "Embrace Your Career" program to further support their professional growth.

Our social commitment will continue to build on our previous efforts. Moving forward, we will focus primarily on donations to projects and institutions centered on humanitarian aid, education, research, and children's support, enabling positive change with a meaningful impact through targeted support.

In summary, HEUKING will continue to pursue a sustainable and inclusive growth strategy in the coming years. We aim to make continuous progress in environmental and social areas, generating a positive impact for our employees, clients, and society as a whole.

HEUKING remains committed to its vision: sustainability and diversity are not only fundamental values but also key factors for our long-term success and future growth.



ANNEX

Definitions of sustainability terms

Acronym	Meaning	Definition	First mentioned on page
	Planetary boundaries	A concept introduced by scientists in 2009 to describe ecological limits within which humanity must operate to ensure sustainable development.	5
GHG	Greenhouse Gas	GHG stands for "greenhouse gas" – gases that contribute to global warming by trapping heat in the atmosphere, increasing the greenhouse effect.	31
GRI	Global Reporting Initiative	The GRI Standards are a globally recognized framework developed by the Global Reporting Initiative for sustainability reporting. They provide guidelines for measuring, managing, and reporting environmental, social, and economic performance.	5
LEED	Leadership in Energy and Environmental Design	LEED is an internationally recognized certification for green buildings, verified by independent third parties for environmentally friendly design and construction.	34
SDG	Sustainable Development Goal	The UN Sustainable Development Goals, part of "The 2030 Agenda for Sustainable Development," consist of 17 goals adopted by the United Nations in 2015, aiming for a comprehensive global agenda for sustainable development by 2030.	5
UNGC	UN Global Compact	The UN Global Compact, initiated by the United Nations in 2000, is the world's largest corporate responsibility and sustainability initiative, encouraging companies to align their activities with ten principles in human rights, labor, environment, and anti-corruption.	5

References focus areas

Materiality indicator	Reference	
	Chapter	Page
Anti-corruption	Compliance	17
Occupational health and safety	Social responsibility	30
Human rights	Code of Ethics	29
Environmental protection	Ecological responsibility	31-35
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Carbon Footprint (emissions)	Ecological responsibility	31-33
Diversity and inclusion	Social responsibility	21-25
Work-life balance	Social responsibility	25

SDG-Index

SDG	Focus	Our contribution
	Good Health and Well-Being	<ul style="list-style-type: none"> We promote physical and mental health of our employees through our health and benefit programs. Employees are offered the opportunity to work remotely, promoting well-being and flexibility.
	Quality Education	<ul style="list-style-type: none"> Access to high-quality training opportunities for professional and personal development through HEUKING Academy 167 events, about 405 training hours and 2,052 participants in 2023, along with personalized support measures
	Gender Equality	<ul style="list-style-type: none"> The “Embrace Your Career” program and part-time partnership promote women’s employment and equality.
	Clean Water and Sanitation	<ul style="list-style-type: none"> We installed drinking water taps in all kitchens at our Düsseldorf and Hamburg locations, ensuring sustainable access to clean drinking water for employees.
	Affordable and Clean Energy	<ul style="list-style-type: none"> Since the beginning of 2020, HEUKING has sourced 100% of its electricity from green energy. 12.5% of our German office buildings are LEED Gold certified.
	Decent Work and Economic Growth	<ul style="list-style-type: none"> HEUKING is characterized by sustainable corporate growth. HEUKING supports decent working conditions across all our locations. We support our employees by providing internal and external training and development opportunities.
	Innovation	<ul style="list-style-type: none"> With WhistleFox, we became the first law firm in Germany to develop a digital whistleblowing system, integrating report submission, case processing, and reporting.
	Diversity, Equity & Inclusion	<ul style="list-style-type: none"> We support diversity and promote inclusion through Sustainability & Inclusion Managers. We participate in Pride Month, attend LGBTIQA+ fairs, signed the Diversity Charter and support communities with relief efforts, for example by sending clothing and supplies to Ukraine.
	Climate Protection	<ul style="list-style-type: none"> HEUKING calculates and actively reduces its operational emissions using scientifically recognized methods. This is achieved through various initiatives, including more climate-friendly travel options. We integrated measures to combat climate change into our strategies and plans. We promote climate-conscious behavior by running awareness campaigns such as the waste collection campaign or the “Green Smiley Campaign.” HEUKING uses 100% green electricity.
	Integrity and Governance	<ul style="list-style-type: none"> HEUKING prevents corruption, money laundering and financial crime in all its forms. HEUKING is certified by IntegrityNext and operates an internal compliance department to ensure that unlawful and unethical behavior is prevented in our firm.
	Partnerships and Network	<ul style="list-style-type: none"> HEUKING maintains numerous partnerships to achieve our SDG priorities, our sustainability goals and those of our partners. We also participate in networks such as PMN and the Sustainability Roundtable for Law Firms to share knowledge and raise awareness of these issues in the legal sector.

GRI-Index

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Ethics & Integrity			
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Legal Notice

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Note on gender-neutral language:

"We use gender-neutral language throughout this report. Unless otherwise specified, all personal designations are intended to be inclusive of all genders. For example, the term 'partner' applies equally to all individuals, regardless of gender."