



CLIMATE REPORT 2024

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In 2024, HEUKING's total greenhouse gas emissions amounted to 6,956.31 tonnes of carbon dioxide equivalents (t CO₂e).

Emissions intensity was 0.0345 t CO₂e (34.5 kg CO₂e) per EUR 1,000 in revenue. On a per capita basis, emissions were 6.16 t CO₂e (6,161.48 kg CO₂e) per employee.

Scope 1

GHG emissions:

683,63 t CO₂e

(9,83 %)

Scope 2

GHG emissions:

1.273,55 t CO₂e

(18,30 %)

Scope 3

GHG emissions:

4.999,13 t CO₂e

(71,87 %)



INTRODUCTION



This report provides a detailed overview of HEUKING's climate-relevant emissions for the period from 1 January to 31 December 2024. Based on the data collected, we assess our environmental performance, derive targeted improvement measures, and continuously further develop our sustainability strategy. Data collection and analysis are conducted in accordance with internationally recognised standards for greenhouse gas accounting, including the Greenhouse Gas Protocol (GHG Protocol).

Our efforts to minimise our environmental footprint and sustainably reduce CO₂ emissions are an integral part of HEUKING's holistic sustainability approach. This approach is aligned with the 17 United Nations Sustainable Develop-

ment Goals¹, in particular SDG 13 "Climate Action", and embeds climate protection within our strategic planning (SDG 13.2). Key elements include the annual measurement and assessment of total greenhouse gas emissions (SDG 13.2.2) as well as awareness-raising and sensitisation initiatives within the firm aimed at strengthening climate awareness and reducing climate impacts (SDG 13.3).

The emissions assessment for the 2024 reporting year is based on the data collected and reviewed and is subject to the completeness, data quality and correct categorisation of the information available. All emissions have been classified into the relevant scopes and emission categories in accordance with the requirements of the GHG Protocol.



Business data

With more than 400 professionals providing legal, tax and notarial services across eight locations, HEUKING is one of Germany's largest business law firms with an international focus. According to the industry publication JUVE, HEUKING ranks among the top 15 law firms in Germany by revenue. In addition, we maintain seven international desks and are a member of World Services Group, a global network of leading independent law firms.

Methodology

The calculation of HEUKING’s climate relevant emissions for the 2024 reporting year was carried out based on a systematic process of data collection and analysis performed by an external specialist service provider. The results of this assessment form the basis of the present internal report and ensure an independent, methodologically sound and comparable data foundation.

The approach to emissions measurement and reporting is aligned with the internationally recognised standards of the Greenhouse Gas Protocol, in particular the Corporate Accounting and Reporting Standard (Revised Edition) and the supplementary Corporate Value Chain Scope 3 Accounting and Reporting Standard. These frameworks, developed by the World Resources Institute and the World Business Council for Sustainable Development, are globally regarded as leading guidance for the quantitative measurement, assessment and management of greenhouse gas emissions within organisational boundaries.

The accounting of emissions at HEUKING follows the core principles of the Greenhouse Gas Protocol, which are designed to ensure a high level of data quality, consistency, comparability and transparency.

Relevance:

The accounting reflects the firm’s material emission sources in a realistic and representative manner.

Completeness:

All relevant emission sources within the defined system boundaries are taken into account.

Consistency:

The applied methodology enables traceable and transparent comparability over time.

Transparency:

All assumptions, data sources and calculation methods are fully disclosed and comprehensible.

Accuracy:

Inaccuracies are minimised in order to provide a reliable basis for business decisions and climate protection measures.

By applying these methodological principles, HEUKING ensures that the 2024 climate balance provides a precise, consistent and audit ready representation of the firm’s actual emissions profile. This establishes a sound basis for assessing the effectiveness of existing measures and for developing targeted strategies to further reduce emissions.



System Boundaries

HEUKING's carbon accounting is based on a clearly defined delineation of system boundaries that encompasses both organisational and operational aspects. This definition is essential to ensure the relevance, comparability and accuracy of the emissions recorded.

The boundaries are defined in accordance with the control approach set out in the GHG Protocol. Accordingly, all entities over which HEUKING exercises operational control are included, meaning those entities where HEUKING has direct influence over energy related and resource related decisions.

a) Organisational System Boundaries

The organisational system boundaries determine the scope of the emissions accounting and specify which locations and organisational units are included in the calculation of HEUKING's carbon footprint. All offices are covered, including all employees, for the entire reporting period from 1 January to 31 December 2024.

The calculation is based on the total number of employees in 2024, supplemented by the structural and geographical characteristics of the firm. These data ensure a consistent and robust basis for determining location specific and employee specific emissions indicators.

The key metrics relating to the individual locations for the 2024 reporting year are presented in Table 1..

Table 1

Location	Number of Offices	Number of employees
Berlin	1	71
Chemnitz	1	22
Cologne	1	197
Düsseldorf	1	366
Frankfurt	1	94
Hamburg	1	166
Munich	1	162
Stuttgart	1	51
Gesamt	8	1.129

Reporting date 12/31/2024

b) Operational System Boundaries

The operational system boundaries define which emission sources are included in HEUKING's climate balance. The basis for this classification is the internationally recognised GHG Protocol, which provides a clear distinction between direct and indirect emissions. This structure ensures a consistent, transparent and comparable assessment of all climate relevant emissions.

Direct emissions classified as Scope 1 arise from sources that are owned or directly operated by HEUKING and are therefore subject to direct control. These include in particular emissions resulting from the combustion of fossil fuels, such as fuel consumption from business vehicles or the operation of technical equipment.

Indirect emissions classified as Scope 2 and Scope 3 result from activities that fall within HEUKING's sphere of influence but occur at external sources.

- Scope 2 comprises emissions from the generation of purchased energy, in particular electricity and heat, that are required for the operation of HEUKING's offices.
- Scope 3 includes all other indirect emissions along the value chain that are not directly caused by HEUKING but nevertheless have an environmental impact. These include emissions arising from the procurement of goods and services, business travel, employee commuting and waste disposal.

In accordance with the requirements of the GHG Protocol, organisations are required to separately measure and report emissions from Scope 1 and Scope 2. Scope 3 represents an optional reporting category, although its inclusion is explicitly recommended.

HEUKING has deliberately decided to fully include all three scopes in order to ensure a comprehensive and transparent assessment of the firm wide carbon footprint. This approach enables a well-founded evaluation of the climate related impacts of our business activities, enhances transparency for internal and external stakeholders and provides a sound basis for the targeted implementation of emissions reduction and decarbonisation measures.

RESULTS

Total emissions across all three scopes amounted to 6,956.31 t CO₂e in the 2024 reporting year. This figure includes all direct and indirect greenhouse gas emissions generated during HEUKING's business activities during the period from 1 January to 31 December 2024.

On this basis, emissions amounted to 6.16 t CO₂e per employee, while emissions per EUR 1,000 in revenue totalled 0.0345 t CO₂e, equivalent to 34.5 kg CO₂e. Compared with the previous year 2023, when total emissions amounted to 6,605.37 t CO₂e, this represents a calculated increase of 5.3 percent. This increase is primarily attributable to methodological adjustments and an expanded data basis.

For transparency and traceability, emissions are presented in Table 2 broken down by scopes and emission categories. This overview illustrates the proportional distribution of emissions across the firm and provides the foundation for the more detailed analysis in the following chapters.

Breakdown of emissions

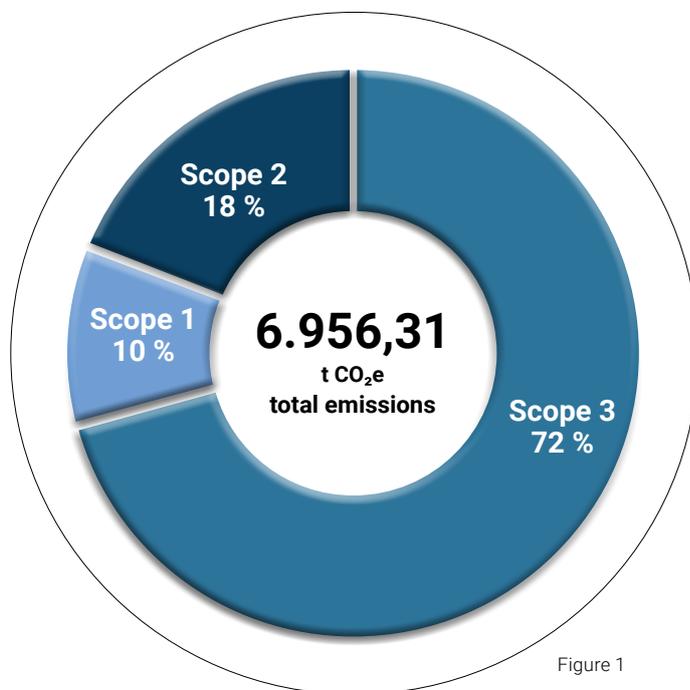


Figure 1

Table 2

Scope 1 GHG category	Emissions (t CO ₂ e)	Share of emissions
Mobile combustion	683,63	9,83 %
Total Scope 1	683,63	9,83 %
Scope 2 GHG category	Emissions (t CO ₂ e)	Share of emissions
Heating	1.259,15	18,09 %
Electricity	14,4	0,21 %
Total Scope 2	1.273,55	18,3 %
Scope 3 GHG category	Emissions (t CO ₂ e)	Share of emissions
Purchased goods and services	3.997,29	57,5 %
Business trips	598,05	8,60 %
Shuttle service	247,68	3,56 %
Fuel and energy-related activities	152,17	2,19 %
Operational waste	3,75	0,05 %
Total Scope 3	4.999,13	71,87 %
Gesamt	6.956,31	100 %

These emission sources can be broken down by location and event as follows:

Table 3

Location	Emissions (t CO ₂ e)	Share of emissions
Berlin	198,75	2,86 %
Chemnitz	80,05	1,15 %
Cologne	478,44	6,88 %
Düsseldorf	664,89	9,56 %
Frankfurt	340,34	4,89 %
Hamburg	420,09	6,04 %
Munich	546,82	7,86 %
Stuttgart	211,17	3,03 %
Events	16,33	0,23 %
HEUKING ²	3.999,42	57,49 %
Total	6.956,31	100 %

Emissions by Location

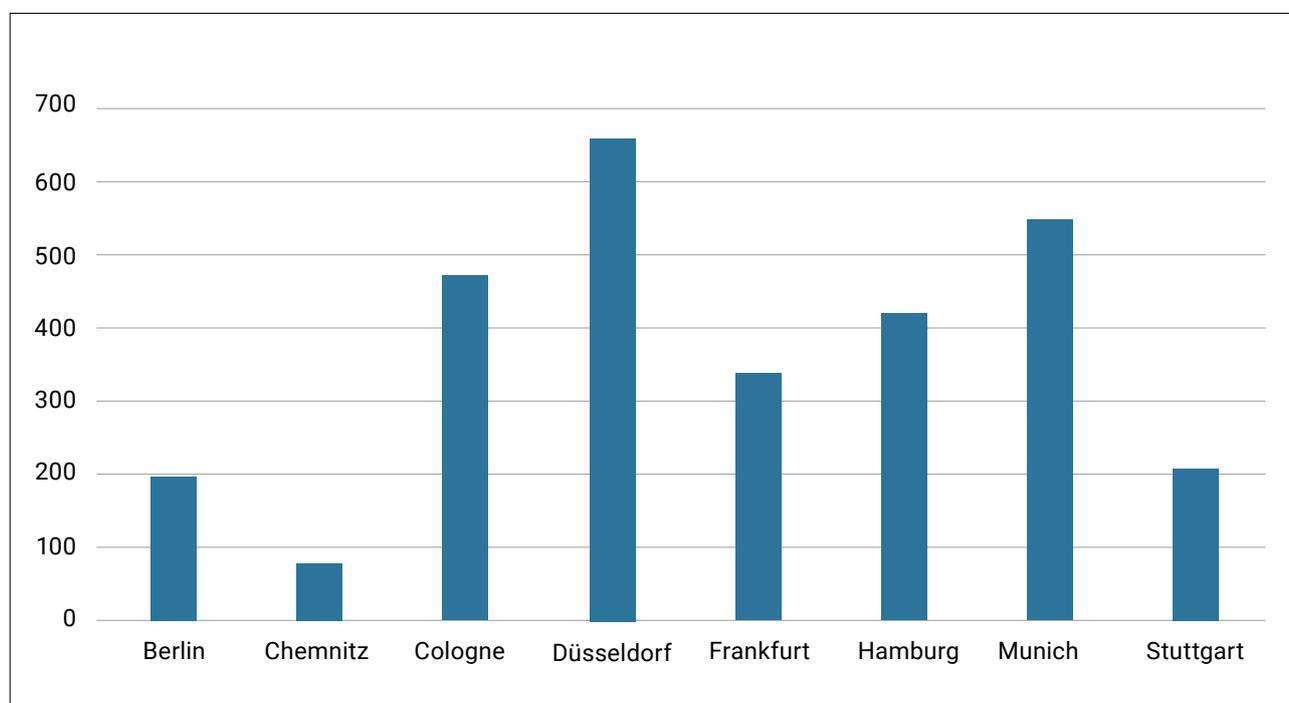


Figure 2

■ emissions (tCO₂e)

² In this context, „HEUKING“ refers to the firm’s activities as a whole

Scope 1 –

Direct emissions from owned and controlled sources

In the reporting year 2024, direct emissions in Scope 1 amounted to 683.63 t CO₂e, representing 9.83 percent of HEUKING's total greenhouse gas emissions. These emissions resulted exclusively from mobile combustion, namely the consumption of fuels for company vehicles used for business purposes. The average emission intensity was 2.51 kg CO₂e per litre of fuel consumed. Total fuel consumption amounted to 272,488.27 litres, corresponding to a specific consumption of 241.35 litres per employee.

A breakdown by fuel type shows that petrol accounted for the largest share of emissions, amounting to 485.50 t CO₂e or 71 percent, while diesel contributed 198.13 t CO₂e or 29 percent. A similar distribution is reflected in fuel consumption volumes, with 194,199.31 litres or 71.3 percent attributable to petrol and 78,288.96 litres or 28.7 percent to diesel.

Compared with the previous year, Scope 1 emissions decreased slightly by 2.1 percent. This reduction is attributable to more precise recording of fuel consumption data, more efficient use of the vehicle fleet, and changes in mobility patterns compared with 2023.

Scope 2 –

Indirect emissions from purchased energy

Indirect emissions from purchased energy in Scope 2 amounted to 1,273.55 t CO₂e in 2024, accounting for 18.30 percent of HEUKING's total greenhouse gas emissions.

Of this total, 1,259.15 t CO₂e or 18.09 percent resulted from the purchase of thermal energy, while 14.40 t CO₂e or 0.21 percent were attributable to electricity consumption. Total electricity consumption across the firm amounted to 1,096,670.76 kWh, corresponding to a specific consumption of 971.36 kWh per employee. Heat consumption totalled 4,206,997.89 kWh, equivalent to 3,726.3 kWh per employee.

Compared with the previous year, market-based Scope 2 emissions increased by 2.1 percent. Emissions from purchased electricity rose by 68.2 percent, while emissions from purchased heat increased by 1.6 percent. These changes are primarily attributable to methodological adjustments in data collection, an expanded data basis for certain office locations, and the application of updated emission factors in accordance with the calculation guidelines of the German Environment Agency.

Scope 3 –

Indirect emissions along the value chain

Scope 3 emissions amounted to 4,999.13 t CO₂e and represented the largest share of HEUKING's carbon footprint in 2024. They accounted for 71.87 percent of total emissions and include all indirect emissions arising outside the firm's direct operational control.

The largest contribution within Scope 3 resulted from purchased goods and services, amounting to 3,997.29 t CO₂e or 57.5 percent. This was followed by business travel with 598.05 t CO₂e or 8.6 percent, and employee commuting with 247.68 t CO₂e or 3.6 percent. Additional contributions arose from fuel and energy related activities amounting to 152.17 t CO₂e or 2.2 percent, and from operational waste amounting to 3.75 t CO₂e or 0.05 percent.

Compared with the previous year, Scope 3 emissions increased by 7.0 percent. This increase is primarily attributable to expanded data collection³, more precise allocation of procurement and service-related processes, and improved data quality across the value chain. Overall, the structure of emission sources remained largely stable, with the majority of emissions continuing to originate from purchased goods and services and from travel related activities.

For further clarification of the emission structure within the category of purchased goods and services, Figure 3 illustrates the most emission intensive subcategories. This overview highlights those areas where the greatest need for action exists and identifies the key leverage points for future emission reduction measures.

³ The expansion of data collection was implemented in close coordination with an external service provider to gradually align the level of accounting detail with international best practices.

**Overview of primary emission factors
(values in t CO₂e)**

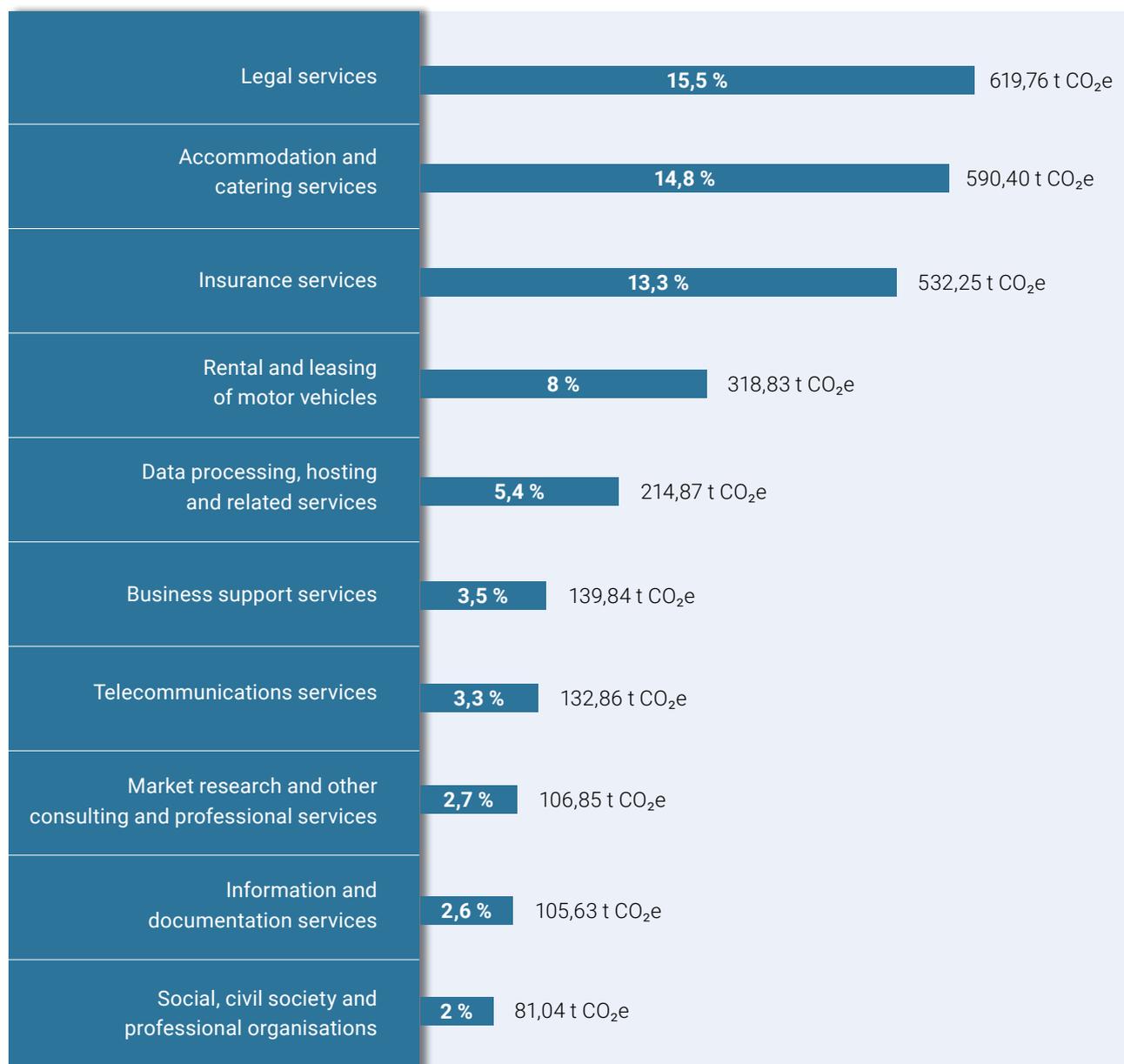


Figure 3

Scope 3 therefore remains the area with the greatest potential for emission reductions in 2024, while at the same time being the category most dependent on external factors. The continuous improvement of data depth and the systematic

integration of sustainability criteria into procurement and service processes form the basis for managing these emissions in a more targeted manner and achieving sustainable reductions going forward.

DEVELOPMENT

2023 – 2024

The development of HEUKING's climate balance between 2023 and 2024 reflects a continued consolidation of the data basis and an increasing level of precision in emissions accounting. Total greenhouse gas emissions rose from 6,605.37 t CO₂e in 2023 to 6,956.31 t CO₂e in 2024, corre-

sponding to an increase of 5.3 percent. This change is primarily attributable to methodological adjustments in data collection and the application of updated emission factors.

Table 4

		Emissions 2023 (t CO ₂ e)	Emissions 2024 (t CO ₂ e)	Share of 2024 emissions 2024	Change
Scope 1	Mobile combustion	698,07	683,63	9,83 %	- 2,07 %
	Total	698,07	683,63	9,83 %	- 2,07 %
Scope 2	Electricity ⁴	8,56	14,4	0,21 %	- 16,03 %
	Heating	1.239,23	1.259,15	18,09 %	+ 1,6 %
	Total	1.247,79	1.273,55	18,3 %	+ 2,1 %
Scope 3	Purchased goods & services	3.658,49	3.997,29	57,5 %	+ 9,3 %
	Business travel	596,91	598,05	8,60 %	+ 0,19 %
	Employee Commuting	244,47	247,86	3,56 %	+ 1,39 %
	Fuel and energy-related activities	155,84	152,17	2,19 %	- 2,35 %
	Operational waste ⁵	3,8	3,75	0,05 %	- 1,32 %
	Total	4.659,51	4.999,13	71,87 %	+ 7,01 %
Total emissions (Scope 1, 2 and 3)		6.605,37	6.956,31	100 %	+ 5,3 %

⁴ The increase in emissions from purchased electricity in 2024 is attributable to methodological adjustments in data collection.

⁵ In previous years, data on operational waste were based on general estimates. In 2024, a methodological change was implemented, whereby waste volumes are now largely determined on the basis of actual container sizes, collection frequencies and site specific waste prevention measures, thereby providing a more accurate representation of actual conditions.

A key objective of the 2024 reporting process was to further enhance data depth and accuracy. This included more precise recording of consumption data at individual locations, improved categorisation of procurement and service activities, and the consistent application of the most recent emission factors published by the German Environment Agency. As a result, the comparability of the results with the previous year has improved significantly. The slight increase in total emissions therefore does not indicate a genuine rise in emissions but rather reflects a higher level of completeness and transparency in the accounting process.

In the area of direct emissions, Scope 1, a reduction of 2.1 percent was achieved. This decrease is attributable to more efficient use of the vehicle fleet, more conscious mobility behaviour, and the increased integration of lower emission vehicle models. This development demonstrates progress in optimising operational mobility and confirms the effectiveness of measures already implemented to reduce emissions within the firm's direct sphere of responsibility.

Emissions 2023 - 2024

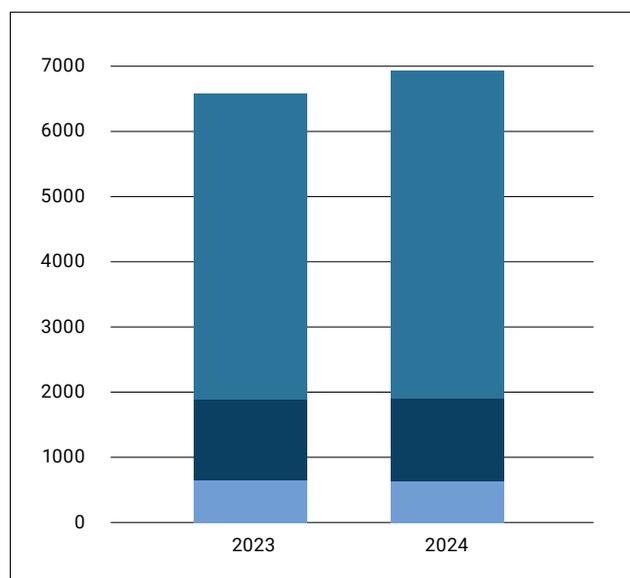


Figure 4

Scope 1 Scope 2 Scope 3

Energy related emissions under Scope 2 remained largely stable in the reporting year despite methodological adjustments. While market-based emissions increased slightly as a result of updated calculation methodologies, actual energy consumption showed a positive development. Electricity consumption declined by 11.2 percent, as did specific energy consumption per employee. This improvement in efficiency is attributable to the consistent implementation of technical and organisational measures in building management as well as the continued use of electricity from 100 percent renewable sources. Heat consumption increased slightly, primarily due to temperature related fluctuations and changes in building utilisation.

The largest share of total emissions continued to stem from indirect emissions along the value chain under Scope 3, which accounted for approximately 72 percent of total emissions in 2024. Compared to the previous year, this area recorded a moderate increase of around 7 percent. This development is primarily attributable to an expanded data basis, more precise allocation of supplier and service-related data, and improved data quality. The category purchased goods and services remained the single most significant source, accounting for more than 57 percent of Scope 3 emissions. The more differentiated data collection now enables a more detailed analysis and targeted management of emissions within the supply chain.

Overall, the development between 2023 and 2024 illustrates a transition from a purely quantitative accounting approach to a qualitatively robust emissions analysis. While absolute emissions increased slightly, the informational value and comparability of the data improved significantly. HEUKING has therefore taken an important step towards an audit ready and ESG compliant climate accounting framework that can reliably support both strategic decision making and future decarbonisation measures.

In summary, HEUKING has structurally improved its emissions accounting and established a sound basis for even more precise management of future climate related measures. The progress achieved in data depth, methodology and transparency represents a decisive step towards an integrated and long-term robust climate strategy.

CONCLUSION

The Climate Report 2024 confirms HEUKING's consistent progress toward structured, data driven and transparent climate reporting. With total greenhouse gas emissions of 6,956.31 t CO₂e, a moderate increase was recorded compared to the previous year. This increase is primarily attributable to methodological refinements and a more precise and comprehensive data collection process. As a result, the overall quality, traceability and audit readiness of the reporting have improved significantly.

The findings demonstrate that HEUKING is capturing its emissions in an increasingly differentiated manner and has measurably enhanced the firm's environmental performance. Particularly in the area of energy related emissions, clear progress is evident. Electricity consumption was reduced by more than 11 percent, while the continued procurement of 100 percent renewable electricity has almost entirely offset location-based emissions. Efficiency gains are also reflected in the area of mobility, both through reduced fuel consumption and the gradual integration of lower emission vehicle models. These developments confirm the effectiveness of the measures already implemented to improve energy efficiency and avoid emissions.

By far the largest share of total emissions continues to arise from indirect emissions along the value chain (Scope 3). Accounting for approximately 72 percent of total emissions, this area represents the most significant lever for future emission reductions. The detailed breakdown of subcategories, in particular purchased goods and services, now makes it possible to identify targeted fields of action in procurement, service sourcing and supplier management. This provides the basis for systematically embedding sustainability criteria into all relevant business decisions and further developing the supply chain from an environmental perspective.

Beyond the emission figures themselves, the analysis highlights the increasing institutional integration of climate action and sustainability within the firm. Climate related considerations are increasingly incorporated into management decisions, data collection processes are being standardised, and responsibilities are clearly defined. As a result, the climate balance is no longer viewed as a one-off data exercise, but rather as a continuous management and steering process that is regularly reviewed, expanded and refined.

With the Climate Report 2024, HEUKING has taken an important step toward audit ready and CSRD compliant reporting. The report establishes a robust foundation for future reduction strategies that may be aligned with the principles of science-based target setting. In addition, it serves as a starting point for the further integration of climate objectives into the firm's overarching ESG strategy.

Looking ahead, the focus will be on further decarbonising indirect emissions, deepening data collection within Scope 3, expanding sustainable procurement structures, and continuously improving efficiency in buildings and mobility. Through a combination of technical measures, organisational optimisation and targeted employee awareness raising, HEUKING will continue to reduce its emission intensity over the long term and progressively advance the transition toward climate neutral business operations.

Overall, the Climate Report 2024 demonstrates that HEUKING has established a robust, strategically anchored and data-based climate strategy. It combines environmental responsibility with economic efficiency and underscores the firm's clear commitment to making an active contribution to climate protection and to the sustainable transformation of the economy.



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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.
