

LATHAM & WATKINS^{LLP}

2025
Environmental
Sustainability
Report

Contents



About This Report

This report provides an overview of our environmental sustainability activities across our offices, as well as our 2024 greenhouse gas (GHG) inventory reporting and an overview of our sustainable operations. We are committed to transparent disclosure of our Scope 1, 2, and 3 emissions, including disclosures of our direct emissions, our purchased electricity, and the indirect emissions along our value chain.

The emissions data presented in this report was prepared in accordance with the GHG Protocol framework — a widely adopted methodology that enables organizations to accurately measure, manage, and report their GHG emissions — and serves as an important indicator of our dedication to environmental stewardship.

Operational Sustainability at Latham



Our Operational Footprint

At Latham, our sustainability program is committed to minimizing our operational footprint through efficient energy and water use, energy savings initiatives, responsible waste reduction and disposal in our offices, and mindful resource consumption.

Our efforts are concentrated on reducing GHG emissions across key areas, including our purchased goods and services, capital projects, and business travel. By implementing responsible consumption practices, such as powering our offices with renewable energy, we continue to improve our resource efficiency. We also continuously enhance our data collection related to our operational footprint to align with evolving standards and best practices.

Our Science Based Targets initiative (SBTi) Commitment

The firm has set 1.5C-aligned targets in line with the SBTi for our Scope 1, 2, and 3 emissions. As validated by SBTi in May 2024, our firm aims to reduce absolute Scope 1 and 2 GHG emissions by 50% by 2030 from a 2019 baseline year, and reduce absolute Scope 3 emissions by 30% within the same timeframe.



Disclosures, Certifications, and Industry Engagement

We participate in several voluntary disclosure, certification, and industry engagement programs.

CDP

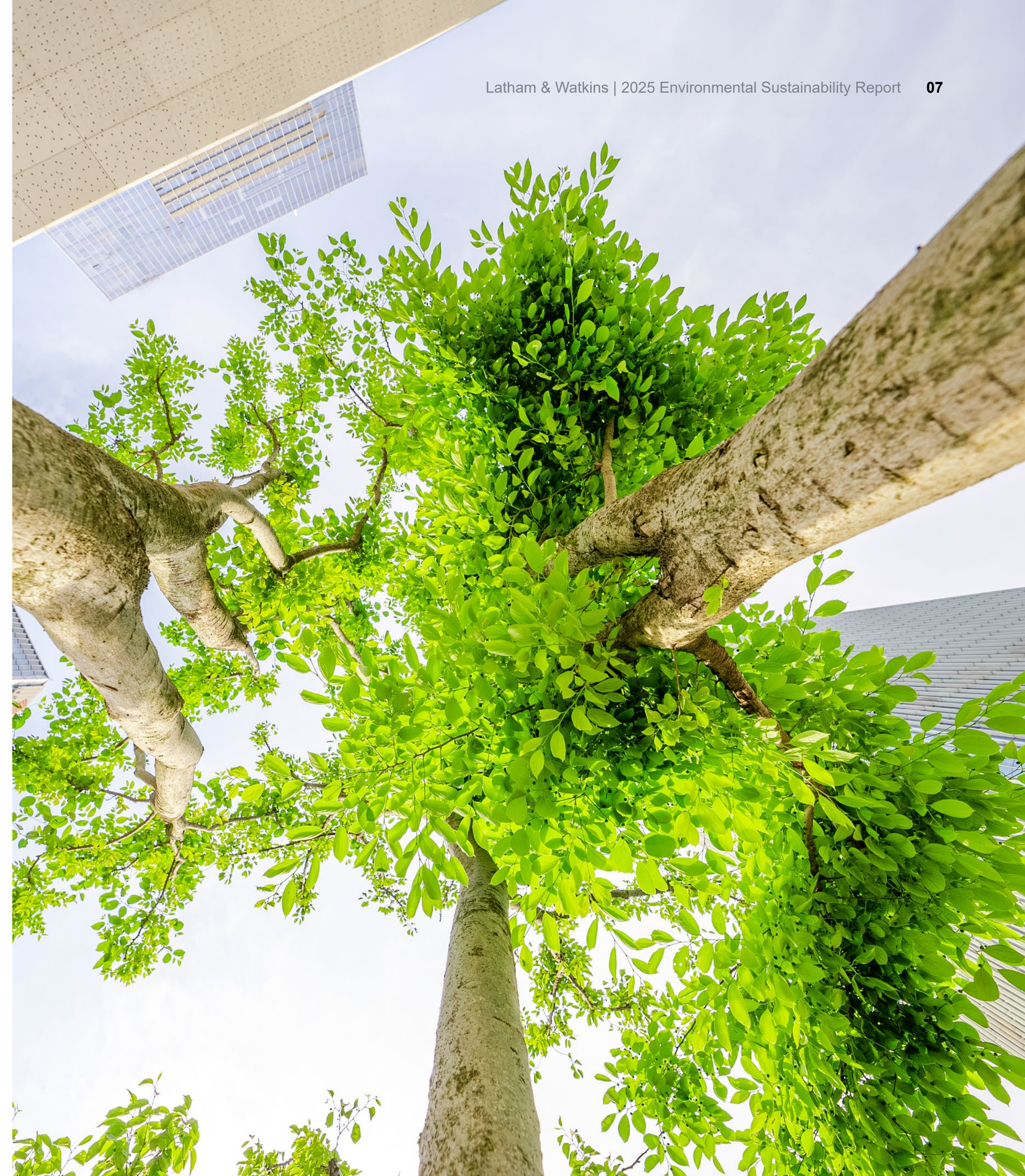
Our CDP disclosure identifies opportunities for improvements that align with our global environmental sustainability goals. We have actively participated in CDP since 2019, and in the 2024 CDP Climate Change Questionnaire, our firm is in line with industry averages.

Green Building Certifications

Twenty Latham offices have achieved LEED certification (the most widely used green building rating system), BREEAM certification, or equivalent green building certification.

Industry Engagement

We partner with a variety of industry engagement organizations, such as the Legal Sustainability Alliance, where we collaborate with other law firms to take effective action on climate change; the Trellis Network, a peer-to-peer forum comprised of sustainability professionals from around the globe; and Lawyers for a Sustainable Economy, a first-of-its-kind initiative dedicated to advancing sustainability goals through pro bono efforts.



Resource Use and Reduction

Travel



We regularly evaluate the capabilities of our travel tools, including data tools and services to better understand travel-related emissions data.

Recycling and Composting



We offer recycling throughout our offices and strive to deploy best practice waste management strategies, such as waste reduction, reuse, recycling, and composting.

Reusable Utensils and Drinkware



In 2024, 22 offices replaced single-use plastic cutlery with reusable or compostable utensils. We have also eliminated single-use water bottles across our offices.

Technology Disposal



Our asset disposal vendors are certified by ISO 14001, ISO 9001, and e-Stewards for the disposal/recycling of all technology assets.



Emissions and Energy



Our Emissions and Inventory















Our emissions accounting follows the internationally recognized GHG Protocol framework — a methodology that enables organizations to measure, manage, and report their emissions — and serves as an account of our efforts to operate in a sustainable manner and implement best practices firmwide. We continue to work towards our Scope 1, 2, and 3 emissions reduction targets, which were validated by SBTi in May 2024.

The following charts show Scope 1, 2, and 3 emissions in metric tons of carbon dioxide equivalent (MTCO₂e). Scope 1 GHG emissions are direct emissions from sources owned or controlled by a company. Scope 2 refers to indirect emissions from the consumption of purchased electricity, heat, or steam. Scope 3 includes all other indirect emissions across the value chain. All Scope 1, Scope 2 (market-based), and Scope 3 GHG emissions data have been assured by a third party, ERM CVS.

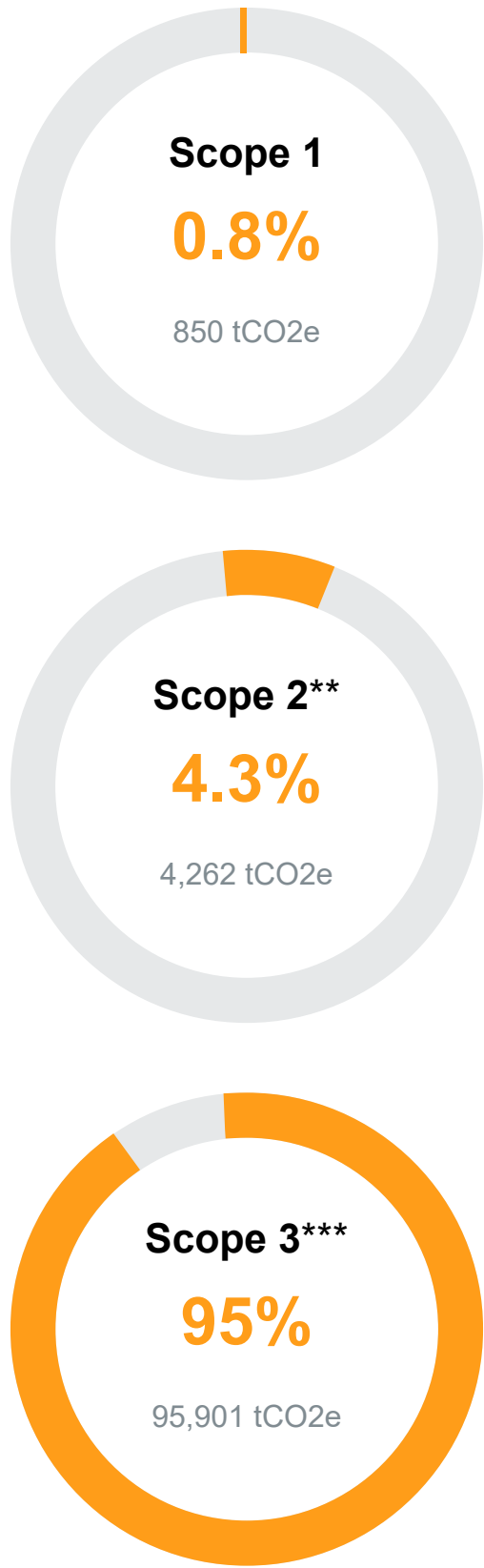
Our emissions and inventory data include GHG types CO₂, CH₄, N₂O, and HFCs. Gases not applicable includes SF₆ and NF₃. Biogenic CO₂ emissions include biomass combustion.



2024 Total Percentage of Greenhouse Gas Emissions by Scope

Scope 1	Scope 2**	Scope 3
<div> Refrigerant loss</div> <div>0.8%</div>	<div><div></div> Electricity</div> <div>2.6%</div>	<div><div></div> Business travel</div> <div>45%</div>
	<div><div></div> Natural gas</div> <div>1.4%</div>	<div><div></div> Purchased goods and services</div> <div>27%</div>
	<div><div></div> Steam heat</div> <div>0.2%</div>	<div><div></div> Capital goods</div> <div>12%</div>
	<div><div></div> Diesel fuel</div> <div><0.1%</div>	<div><div></div> Employee commuting</div> <div>7.5%</div>
	<div><div></div> District heat</div> <div><0.1%</div>	<div><div></div> Fuel and energy-related activities</div> <div>2.1%</div>
		<div><div></div> Upstream transportation and distribution</div> <div>0.8%</div>
		<div><div></div> Waste generated in operations</div> <div>0.5%</div>
		<div><div></div> Upstream leased assets</div> <div><0.1%</div>

2024 Emissions: Breakdown by Scope (MTCO2e)*



*Our 2024 Scope 1, Scope 2 (market-based), and total Scope 3 GHG emissions data have been assured by a third party, ERM CVS.








**The reported Scope 2 emissions are market-based.

***The disclosed Scope 3 emissions categories encompass the following aspects relevant to our business operations. These categories have undergone assessments to be specifically selected Scope 3 emissions categories relevant to our business.









Category 1: Purchased Goods and Services; Category 2: Capital Goods; Category 3: Fuel- and Energy-Related Activities; Category 4: Upstream Transportation and Distribution; Category 5: Waste Generated in Operations; Category 6: Business Travel; Category 7: Employee Commuting; Category 8: Upstream Leased Assets

Under the GHG Protocol emissions reporting standards, we apply operational control as the authority to introduce and implement operational policies. This has resulted in all our leased assets that we exclusively occupy as being categorized under our direct control in Scope 1 and 2.

Scope 1 Emissions and Scope 2 Emissions
(Market-Based) (MTCO2e)

2024		
	Refrigerant Loss	850
	Natural Gas	1,418
	Electricity	2,574
	Steam Heat	247
	District Heat	14
	District Fuel	7.7
	Other Energy Use	2

Scope 3 Emissions (MTCO2e)

2024		
	Category 1: Purchased Goods and Services	27,064
	Category 2: Capital Goods	12,387
	Category 3: Fuel and Energy-Related Activities	2,166
	Category 4: Upstream Transportation and Distribution	850
	Category 5: Waste Generated in Operations	502
	Category 6: Business Travel	45,171
	Category 7: Employee Commuting	7,515
	Category 8: Upstream Leased Assets	27



Renewable Energy

We aim to source 100% renewable electricity for all of our offices by 2030. Currently, **33%** of our offices are fully powered by renewable electricity, **47%** of our total energy consumption is renewable, and **66%** of our electricity use comes from renewables. In addition, **95%** of our physical servers are powered by renewable energy.

We also purchase applicable Energy Attribute Certificates (EACs). EACs enable us to attribute a specific quantity of renewable energy to our operations.

Appendix



Methodology

We prepared our Environmental Sustainability Report in accordance with, and within the operational control of, the GHG Protocol framework — a widely adopted methodology that enables organizations to measure, manage, and report their emissions.

A combination of actual and estimated data is used to calculate our market-based scope 2 emissions. Factors typically used for these calculations are:

- [Green-e® residual](#) emission factors (EFs) for US grids (most recent) with CH4 and N2O EFs added from eGRID subregions and converted to CO2e using AR6 Global Warming Potential (GWP).
- [European Residual](#) mixes (most recent) with CH4 and N2O EFs added from the International Energy Agency and converted to CO2e using AR6 GWP for each country’s grid.

The Intergovernmental Panel on Climate Change (IPCC) provides GWP values that quantify each greenhouse gas’s warming effect relative to CO2 over a 100-year time horizon. CO2e is used to express all greenhouse gas emissions in a single metric by converting each gas’s impact into the equivalent amount of CO2 based on its global warming potential, avoiding the need to list individual gases

This report uses the Comprehensive Environmental Data Archive (CEDA) system, which provides a standardized and granular database that facilitates efficient and consistent data collection to enhance the accuracy of our emissions calculations. In addition, the international focus of CEDA’s datasets provides the most relevant set of emissions factors for our multinational and multijurisdictional business. By utilizing CEDA, we ensure transparency and comparability in our emissions data, which enables us to measure and assess changes in our current and past emissions.

Gathering accurate and reliable data for Scope 3 emissions in our supply chain continues to be a complex endeavor. Factors such as inconsistent reporting practices, limited data availability, and the need to develop robust methodologies for estimating emissions in the absence of data present both challenges and opportunities for our Scope 3 reporting.

To improve our data collection and risk management, we have implemented a Vendor Code of Conduct that sets forth Latham’s commitment to ethical business practices — stating our expectation that vendors comply with all applicable laws and regulations and adopt policies and programs to address the impacts of their operations.

The environmental standards outlined in our Vendor Code of Conduct include resource efficiency, energy

consumption, GHG emissions, water consumption, waste management, impacts on biodiversity, and product standards.

All reported values represent the best data available at the time of publication of this report. Where actual data is not available, we may use estimates and methodologies based on historical data, available information, and other assumptions that we believe to be reasonable.

Assurance Letter

Our Scope 1, 2 (market-based), and total Scope 3 emissions data have been assured by a third party, ERM CVS. View the assurance letter [here](#).

Carbon Offset Methodology

We conduct diligence and carefully select each carbon offset project that we support. Our firm seeks to only purchase high-quality carbon offsets, and our purchasing decisions are guided by the following core principles:

1. We strive to procure carbon offsets that meet globally recognized core criteria, which requires them to be additional, verified, representing real and permanent carbon reduction or removal, not double-counted, and issued by a trusted third-party registry, such as Verra, the Climate Action Reserve, and other registries that have demonstrated an equivalent level of rigor and environmental integrity.

2. We focus on the co-benefits generated from carbon offset projects and prioritize projects that protect vulnerable and disadvantaged communities, assure safe access to clean water and food, and provide climate resilience.
3. Leveraging our leading and globally recognized Climate Change Practice, we conduct independent desktop diligence on each carbon offset project. This includes researching the project, the project proponent, relevant stakeholders, and the engagement with the local community.
4. We seek to diversify the types of projects we support, such as energy efficiency, carbon capture and sequestration, and forestry projects, to pursue a well-rounded approach to carbon offsetting.
5. We strive to diversify the geographic locations of the carbon offset projects we support to cover our firm’s office locations and global practices.

Carbon Offset Project Information

Project Name	Methane Recovery Project Houbensteyn Ysselsteyn	Clean Development Mechanism (CDM) project in Bangladesh	Oak Grove Harvested Bottom Ash (SCM) project	Northwest Arkansas Improved Forest Management (IFM) project
Carbon Offset Seller	Agendi Partners Inc.	ClimeCo LLC	ClimeCo LLC	ClimeCo LLC
Carbon Registry	Verra	Verra	Climate Action Reserve	American Carbon Registry (ACR)
Project ID	VCS 336	VCS2930	CAR1959	ACR879
Project Type*	GHG emission reductions from capturing methane emissions from the region's concentrated swine farms to generate power, addressing the environmental challenge posed by excess manure and nitrogen absorption limits in the soil	GHG emissions reductions from reducing methane leakage in the distribution network of Titas Gas Company Limited ("Titas") natural gas distribution system	GHG emission reductions from the production of Supplementary Cementitious Materials (SCM) that can displace Portland cement (PC)	GHG emission reduction from maintaining forests and carbon stocks to accelerate carbon sequestration
Project Location	Limburg, The Netherlands	Dhaka, Bangladesh	Texas, USA	Northwest Arkansas and eastern Oklahoma, USA
Protocol/Methodology	AMS-I.C.,AMS-III.D.,AMS-III.AO.	AM0023 Leak detection and repair in gas production, processing, transmission, storage and distribution systems and in refinery facilities	Low-Carbon Cement Project Protocol (v1.0)	Improved Forest Management (IFM) on Non-Federal U.S. Forestlands
Third-Party Verifier for the Carbon Credit Issuance	KBS Certification Services Limited	Carbon Check (Pty) Ltd.	Agri-Waste Technology, Inc.	TÜV SÜD America, Inc.

*Project type information based on specifications provided by respective carbon registries

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Boston
Chicago
Houston
Los Angeles
New York
Orange County
San Diego
San Francisco
Silicon Valley
Washington, D.C.

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Düsseldorf
Frankfurt
Hamburg
London
Madrid
Milan
Munich
Paris
Riyadh
Tel Aviv

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