

2026 ENVIRONMENTAL SUSTAINABILITY REPORT

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About This Report

Latham's environmental sustainability program focuses on minimizing our operational footprint through efficient energy and water use, responsible waste reduction and disposal in our offices, and mindful resource consumption.

This report provides an overview of environmental sustainability activities across our offices, as well as our 2025 greenhouse gas (GHG) inventory reporting and an overview of sustainable operations.

The emissions data presented in this report were prepared in accordance with the GHG Protocol framework. This report provides disclosure of our Scope 1, 2, and 3 emissions.





Operational Sustainability at Latham

Our Science Based Targets initiative (SBTi) Commitment

The firm has set 1.5°C-aligned targets in line with SBTi for our Scope 1, 2, and 3 GHG emissions. As validated by SBTi in May 2024, Latham aims to achieve a 50% reduction in absolute Scope 1 and 2 GHG emissions by 2030 from a 2019 baseline year, and a 30% reduction in absolute Scope 3 emissions 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 in our global environmental sustainability program. We have actively participated in CDP since 2019, and our most recent recorded score was a “B.”

Green Building Certifications

To date, 21 Latham offices have achieved LEED certification (the most widely used green building rating system), WELL certification, BREEAM certification, or equivalent green building certification.

Industry Engagement

We participate in organizations such as the Trellis Network, a peer-to-peer forum of sustainability professionals from around the globe, and Lawyers for a Sustainable Economy, an initiative dedicated to advancing sustainability goals through pro bono efforts.



Resource Use and Reduction

Real Estate

Energy efficiency design factors are included in the evaluation of new office space as well as in office buildouts and retrofits. In August 2026, we moved into a new office in London at One Leadenhall. The bespoke space features solar-responsive shading and natural ventilation strategies that help reduce energy use, and the office operates on renewable electricity, supported by on-site solar panels and intelligent building systems designed to optimize energy performance. The office has also achieved BREEAM Excellent, WELL Gold, and EPC A ratings.

We also implemented energy-saving programs in several offices. In our Manchester and downtown Los Angeles offices, this included consolidating occupancy on lower-attendance days. In Austin and Houston, we undertook a structured energy efficiency program focused on operational improvements across lighting, equipment management, heating and cooling systems, and workplace operations.

Our offices also offer recycling and composting services. Those with cafeterias utilize local food sourcing as well as reusable or compostable utensils to reduce food waste and reliance on single-use service ware. We have also eliminated single-use water bottles across all offices.

Travel

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

As part of our efforts to mitigate the environmental impact of business travel, we recently purchased Sustainable Aviation Fuel (SAF) certificates through American Airlines. The SAF, produced by Valero, helps support lower-carbon aviation solutions and the broader transition to more sustainable air travel.

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

GHG 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 (tCO2e). Scope 1 GHG emissions are direct emissions from sources owned or controlled by the firm. 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 include SF6 and NF3. Biogenic CO2 emissions include biomass combustion.



2025 Total Percentage of Greenhouse Gas Emissions by Scope

Scope 1		
Refrigerant Loss	0.7%	

Scope 2**	
Electricity	1.3%
Natural Gas	0.9%
Steam Heat	0.2%
Other Energy Use	<0.1%

Scope 3	
Business Travel	25.3%
Purchased Goods and Services	23.2%
Capital Goods	39.0%
Employee Commuting	6.5%
Fuel and Energy-Related Activities	1.6%
Upstream Transportation and Distribution	0.7%
Waste Generated in Operations	0.4%
Upstream Leased Assets	<0.1%

2025 Emissions: Breakdown by Scope (tCO2e)*



*Our 2025 Scope 1, Scope 2 (market-based), and total Scope 3 GHG emissions data have been assured by a third party, ERM CVS. Figures are rounded; components may not sum to totals.

**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) (tCO2e)

2025	
Refrigerant Loss	846
Natural Gas	1,208
Electricity	1,664
Steam Heat	307
Other Energy Use	7

Scope 3 Emissions (tCO2e)

2025	
Category 1: Purchased Goods and Services	30,141
Category 2: Capital Goods	50,618
Category 3: Fuel and Energy-Related Activities	2,100
Category 4: Upstream Transportation and Distribution	928
Category 5: Waste Generated in Operations	580
Category 6: Business Travel	32,848
Category 7: Employee Commuting	8,462
Category 8: Upstream Leased Assets	26



Renewable Energy

We aim to source 100% renewable electricity for our offices by 2030. Currently, 33% of our offices are fully powered by renewable electricity, 54% of our total energy consumption is renewable, and 74% 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 the GHG Protocol framework. The framework is 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 GHG's warming effect relative to CO2 over a 100-year time horizon. CO2e is used to express all GHG 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, Scope 2 (market-based), and total Scope 3 emissions data have been assured by a third party, ERM CVS. View the assurance letter here.

SB 253 Reporting

For reporting year 2026, Latham was a "reporting entity" under SB 253 (California Health and Safety Code § 38532) and the implementing regulations of the California Air Resources Board (CARB). Latham submitted the required SB 253 greenhouse gas emissions report directly to CARB.

Carbon Offset Methodology

We conduct diligence and carefully select each carbon offset project that we support. Latham seeks to purchase only 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 verified, to represent real and permanent carbon reduction or removal, and not to be double-counted. We also ensure they are 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, ensure safe access to clean water and food, and provide climate resilience.
3. We conduct independent desktop diligence on each carbon offset project, leveraging our leading and globally recognized Climate Change Practice. 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*

*The information on this page is intended to satisfy the disclosure requirements of AB 1305 (California Health & Safety Code § 44475).

Project Name	**Afognak Forest Carbon**	**Costa Rica ART TREES**	**Carbon Farming Program of Lithuania**	**Bakhrabad Gas Distribution Network**
Carbon Offset Seller	ClimeCo	Emergent	Anew Climate	Agendi
Carbon Registry	Verra (Verified Carbon Standard)	ART (Architecture for REDD+ Transactions)	Verra (Verified Carbon Standard)	Verra (Verified Carbon Standard)
Project ID	VCS872	ART0101	VCS4201	VCS2736
Project Type*	GHG emission reductions from improved forest management — protecting native species and wildlife habitats and preventing logging and restoring previously logged areas.	GHG emission reductions from jurisdictional REDD+ — reducing deforestation and degradation, enhancing forest carbon stocks through natural regeneration, and providing biodiversity conservation, water quality protection, climate resilience, and support for indigenous communities.	GHG emission reductions from regenerative agriculture by promoting sustainable land management through reduced reliance on synthetic fertilizers, increased application of organic inputs, minimal tillage, improved residue management, and the integration of crop rotation and cover cropping.	GHG emission reductions from methane leak detection and repair by detecting, tracking, repairing, and monitoring methane leakages in a natural gas distribution network, and training staff in advanced detection and repair techniques.
Project Location	Afognak Island, Alaska, United States	Costa Rica (national jurisdictional program)	Lithuania	Bangladesh
Protocol/Methodology	VM0012 v1.2 - Improved Forest Management in Temperate and Boreal Forests (LtPF)	TREES Standard v2.0	VM0042 v2.0 - Improved Agricultural Land Management	AM0023 v4.0 - Leakage Reduction from a Gas Distribution Grid
Third-Party Verifier for the Carbon Credit Issuance	Rainforest Alliance, Inc.	Aster Global Environmental Solutions	ASCS Global Services	KBS Certification Services Limited

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

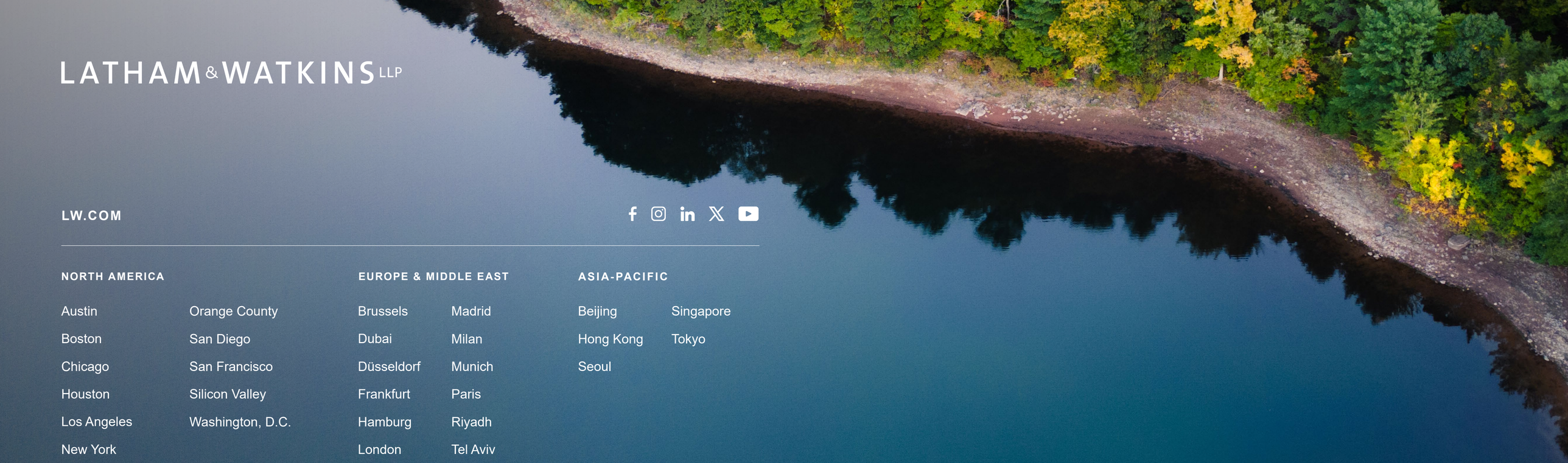
Disclaimers

Greenhouse gas emissions data are subject to inherent measurement uncertainty and may be based on estimates, assumptions, emission factors, and third-party data that Latham has not independently verified.

Methodologies may evolve over time, and prior-period information may be restated as data quality improves. This report and disclosures contained and referenced herein may contain estimates and forward-looking statements based on information available at the time of preparation. Forward-looking statements involve known and unknown risks, uncertainties, and other factors that may cause actual results, performance, or achievements to differ materially from those expressed or implied.

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