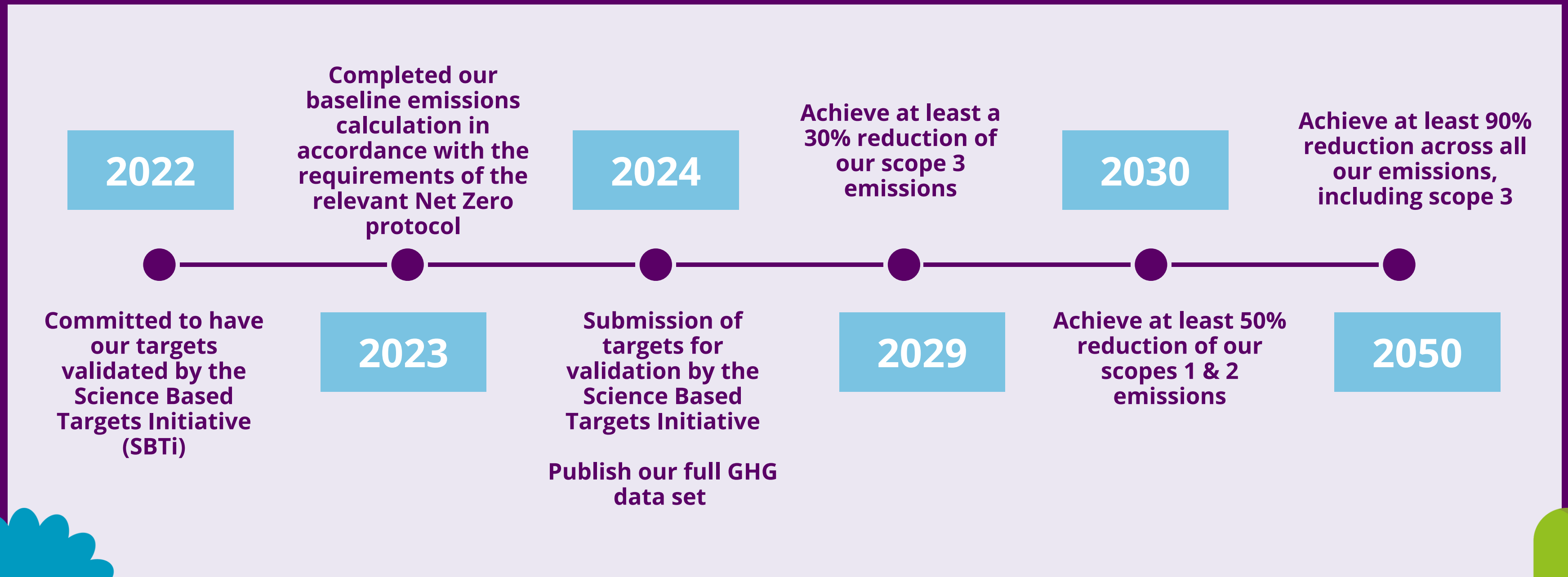


Net Zero timeline 2022 - 2050



- Annual carbon reporting is the foundation of Mills-Reeve's Net Zero plan. All of our GHG data can be found here <https://www.mills-reeve.com/about-us/our-commitment-to-net-zero>
- Our carbon footprint has been calculated on the Net Zero Now platform in accordance with the Greenhouse Gas Protocol Corporate Standard (GHG), an international standard widely regarded as best practice for accounting and reporting.
- At present we don't purchase any carbon offsets - once we reach our long-term reduction target, we commit to purchase certified carbon offsets equivalent to our remaining emissions.