

# Environmental Sustainability Committee **2024 Annual Report**

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# Message from the Environmental Sustainability Committee Co-Chairs

As we reflect on Morrison Foerster’s continued dedication to environmental responsibility, we recognize 2024 as a year of thoughtful transition—one that set the stage for the next chapter of our sustainability journey. With shared purpose and collaboration across our global offices, we spent the past year developing the structure, goals, and systems that will guide the implementation of our new Firmwide Environmental Sustainability Strategy in 2025.

Grounded in our longstanding commitment to integrating sustainability into our operations, this strategy deepens our ability to respond to the evolving expectations of clients, regulators, and communities. It also reinforces our belief in doing more than meeting standards—we aim to lead with integrity and intention, aligning our actions with our values.

The progress made in 2024 would not have been possible without the dedication of our Environmental Sustainability Committee, a firmwide network of attorneys and business professionals who continue to champion environmental initiatives and spark meaningful change across offices. From refining data collection processes and strengthening office-level engagement to preparing for a firmwide rollout of the strategy in 2025, this collective effort has been instrumental in setting a strong foundation for the years ahead.

As co-chairs of the Environmental Sustainability Committee and active members of the Firm's Environmental Sustainability Steering Committee, we are proud of the progress the Firm has made this year. We remain committed to advancing our environmental sustainability efforts as an ongoing priority across the Firm and look forward to launching the new strategy in 2025—turning our ambitions into action together.

Sincerely,  
MoFo’s Environmental Sustainability Co-Chairs



**Shai Kalansky**  
Partner, San Diego



**Claudia Vetesi**  
Partner, San Francisco



**Adam Hunt**  
Partner, New York



**Susan Quinn**  
Chief Administrative  
Officer

## Program Mission

The Environmental Sustainability Committee will strategically integrate environmental sustainability practices into the Firm's operations to position Morrison Foerster as an environmental sustainability leader among our peers in the legal industry. Morrison Foerster will support its clients in achieving their supply chain environmental sustainability goals by adopting environmental sustainability practices that meet, and where possible exceed, client expectations.

This mission serves as a guide for establishing environmental sustainability goals and objectives and alignment of environmental sustainability activities firmwide.

## Policy Overview

Morrison Foerster's Firmwide Environmental Sustainability Policy provides the foundation for our internal Environmental Sustainability Program. It outlines our commitment to managing the Firm's environmental impact across key areas, including resource use, waste management, greenhouse gas (GHG) emissions, and sustainable procurement practices.

The Policy reflects the Firm's core priority issue topics, identified in our Firmwide Environmental Sustainability Strategy, aligned with key United Nations Sustainable Development Goals (SDGs). Annually reviewed, the Policy ensures the Firm's alignment with best practices, regulatory developments, and evolving client and stakeholder expectations.

As our Environmental Sustainability Strategy evolves, the Policy will be updated to reflect new priority topics, clearly defined scopes, governance roles, and future quantitative targets.



# MoFo's Sustainability Journey

2007

Formation of the Internal Sustainability Committee (ISC) to develop recommendations for joining the ABA-EPA Law Office Climate Change Challenge. The firm's commitment to operational sustainability formally begins.

2010

MoFo earns "Leader" status—the highest tier—in the ABA-EPA Climate Challenge, recognizing its leadership in energy efficiency and emissions reduction.

2014

The internal MoFoEco Portal page is launched, increasing program visibility and centralizing education, reporting, and employee feedback.

2016

ISC and local committees implement additional green building renovations and expand electric vehicle (EV) charging infrastructure.

2023

The firm completes its first Climate Risk and Opportunity Assessment (CROA), establishing a regular biennial review process.

MoFo also receives validation of its science-based emissions reduction target from the Science Based Targets initiative (SBTi), reinforcing its commitment to climate action.

2006

Morrison Foerster begins its sustainability journey by engaging Business for Social Responsibility (BSR) and GreenOrder for an internal audit, laying the foundation for a formal program.

2008

MoFo joins the ABA-EPA Climate Challenge and adopting the WasteWise, EnergyStar, and Green Power programs to align with industry standards. Launches firmwide recycling, paper reduction, and Renewable Energy Credit (REC) efforts. Introduces early engagement tools like the "Green Suggestion Box."

2012

The firm joins the Law Firm Sustainability Network, collaborating with peer firms on industry-wide best practices and accountability.

2015

MoFo purchases Renewable Energy Credits (RECs) to offset 100% of its U.S. electricity use for the first time—marking a significant step toward operational decarbonization.

2022

The Environmental Sustainability Steering Committee conducted an environmental sustainability priority issues assessment in 2022 to identify relevant topics for the Firm to focus on as part of its environmental sustainability strategy.

In 2022, a Priority Issue Assessment was conducted to identify the environmental topics most relevant to the Firm's operations and stakeholders. The assessment prioritized issues such as GHG emissions, waste reduction, sustainable procurement, and environmental governance, and it served as a foundational input in shaping the Firm's Environmental Sustainability Strategy and its five focus areas.

Morrison Foerster's sustainability journey continues with a firmwide strategy that's focused, measurable, and adaptive. Guided by strong governance and cross-office collaboration, we remain committed to advancing environmental progress across operations, supply chains, and client partnerships.





# Our Strategy

## Transitioning Toward Our 2025 Environmental Sustainability Strategy

This past year marked a critical planning year in Morrison Foerster’s environmental sustainability journey. As a firm, we focused on developing the structure and systems necessary to support a new firmwide forward-looking strategy that will guide our environmental sustainability efforts beginning in 2025 and beyond.

Following the completion of our Climate Risk and Opportunity Assessment (CROA) in 2023 and the formal validation of our near-term science-based emissions reduction target, 2024 served as a bridge year to develop the structure, goals, and processes that underpin our new **Firmwide Environmental Sustainability Strategy**.

This strategy reflects our growing ambition to lead with purpose—supporting our clients’ environmental sustainability goals, anticipating regulatory and disclosure requirements, and enhancing our impact across offices and communities. Guided by the United Nations Sustainable Development Goals (SDGs), the new strategy embeds sustainability more deeply across the Firm’s operations, governance, and culture.

<div>Climate Impact and Energy</div> <p>We reduce GHG emissions and improve energy efficiency across operations, encompassing Scope 1, 2, and 3 emissions.</p>	<div>Waste Management</div> <p>We reduce waste generation and optimize resource use, focusing on minimizing consumption, promoting recycling and reuse, and transitioning to digital workflows.</p>	<div>Sustainable Procurement and Supply Chain</div> <p>We establish a transparent and responsible supply chain for focusing on environmental responsibility standards, vendor engagement, and ethical practices.</p>	<div>Environmental Governance and Reporting</div> <p>We establish strong governance structures to oversee efforts, ensure transparency in ESG reporting, and uphold data privacy and cybersecurity standards.</p>	<div>Employee and Client Engagement</div> <p>We foster a culture of sustainability by actively engaging employees in sustainable practices and integrating environmental values into client relationships.</p>
<div> GHG Emissions Reduction</div> <p>Reduce overall carbon footprint by addressing Scope 1, 2, and 3 emissions.</p>	<div> Material Efficiency</div> <p>Optimize material usage by reducing paper, plastic, and other consumables, and transitioning to digital workflows.</p>	<div> Sustainable Procurement</div> <p>Develop a responsible supply chain with environmentally and socially aligned suppliers, minimizing environmental impact while upholding ethical standards.</p>	<div> Environmental Governance</div> <p>Strengthen governance structures to ensure accountability and alignment with ESG commitments across the firm.</p>	<div> Community &amp; Client Impact</div> <p>Influence environmental sustainability beyond internal operations by engaging clients, participating in community projects, and expanding its pro bono efforts.</p>
<div> Renewable Energy</div> <p>Replace non-renewable energy sources with renewables.</p>	<div> Waste Reduction and Diversion</div> <p>Reduce total waste generation and increase waste diversion rates through enhanced recycling, composting, and supplier collaboration.</p>		<div> Transparent ESG Reporting</div> <p>Maintain transparency and accountability through public reporting to meet stakeholder expectations and comply with industry standards.</p>	<div> Culture of Sustainability</div> <p>Engage employees across all offices globally to integrate sustainability as an integral part of daily operations, behaviors, and decision-making.</p>
<div> Energy Efficiency</div> <p>Reduce total energy demand by improving how energy is used in office operations.</p>				

# Strategy Overview

Our updated Environmental Sustainability Strategy is structured around **five key focus areas**: Climate Impact and Energy, Sustainable Procurement and Supply Chain, and Environmental Governance and Reporting as a progression of the current goals; newly added are Waste Management and Employee and Client Engagement.

Each focus area is supported by core priority issue topics that integrate Morrison Foerster’s values, such as responsibility, transparency, and client alignment. These priorities guide the development of firmwide actions, fostering a cohesive approach to sustainability that is embedded within the Firm’s culture and daily practices. They also align with the United Nations Sustainable Development Goals (SDGs), reflecting our focus on climate action, responsible resource use, inclusive communities, and transparent governance.

Through initiatives such as transitioning U.S. offices to renewable energy, phasing out single-use plastics, enhancing supplier sustainability practices, expanding ESG reporting, and supporting environmental pro bono work, our strategy contributes to broader global priorities. This alignment ensures that our strategy not only

supports internal progress but also reinforces our commitment to global sustainability efforts.

Within these core priorities, firmwide goals outline long-term sustainability aspirations with dedicated short-term and medium-term objectives, while office objectives address specific, actionable steps that align with Morrison Foerster’s immediate operational needs.

The framework balances overarching ambitions with customizable office-level action items, allowing all MoFo offices to tailor sustainability efforts based on local context while aligning with overall Firm priorities. This approach fosters greater accountability, transparency, and adaptability, ensuring that the strategy remains responsive to evolving client expectations, legal industry trends, and environmental challenges.

The strategy also reinforces Morrison Foerster’s strong reputation as a leader in the legal and business communities, helping us stay ahead of evolving expectations and regulatory trends. Guided by transparency, collaboration, and active engagement across employees, stakeholders, and external partners, the strategy is designed to drive continuous improvement and measurable impact.

4

QUALITY EDUCATION

Ensures inclusive, equitable quality education and promotes lifelong learning opportunities for all, including sustainability education.

7

AFFORDABLE AND CLEAN ENERGY

Ensures access to affordable, reliable, sustainable, and modern energy for all, including increased adoption of renewable energy.

11

SUSTAINABLE CITIES AND COMMUNITIES

Fosters inclusive, safe, resilient, and sustainable communities by addressing urban sustainability challenges such as waste management and resource conservation.

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

Promotes resource efficiency, reducing waste and emissions throughout consumption and production processes.

13

CLIMATE ACTION

Calls for urgent action to combat climate change and its impacts through emission reductions, climate resilience, and education on climate challenges.

16

PEACE, JUSTICE AND STRONG INSTITUTIONS

Builds effective, accountable, and inclusive institutions for sustainable governance and promotes transparency and inclusivity.

Culture of Sustainability

Renewable Energy

Community & Client Impact

Energy Efficiency

GHG Emissions Reduction

Environmental Governance

Waste Reduction and Diversion

Material Efficiency

Transparent ESG Reporting

Sustainable Procurement

 **SUSTAINABLE DEVELOPMENT GOALS**

## Preparing for 2025: Key 2024 Milestones

To ensure a strong launch in 2025, we spent 2024 laying the groundwork for successful implementation. Notable achievements included:

- Finalizing firmwide goals, objectives, and governance structure to enable clear alignment and accountability.
- Refining our data collection systems, including improvements to our GHG inventory, print tracking, and supplier assessments.
- Establishing annual review processes for key metrics, including emissions tracking, waste diversion, and sustainable procurement.
- Reviewing past initiatives to design more informed engagement opportunities, such as developing a calendar of environmental sustainability events and piloting a firmwide vendor sustainability survey.
- Expanding engagement within office-level committees and providing support from the Environmental Sustainability Manager to strengthen local implementation capacity.

These initiatives laid the groundwork for stronger measurement, greater impact, and deeper integration of sustainability into daily operations and firm culture.

## A Strategy Designed to Evolve

Our Environmental Sustainability Strategy is not static—it is designed to grow with us. With scheduled biennial updates to our CROA and annual firmwide reviews, we are positioned to regularly refine our goals, respond to regulatory shifts, and embrace new environmental opportunities.

As we move into 2025, Morrison Foerster remains committed to aligning our operational practices with our values—walking the walk and talking the talk. Through this strategy, we aim to reduce our environmental impact, meet our science-based targets, and lead with integrity in the legal industry and beyond.

## From Strategy to Execution: Preparing for 2025

Morrison Foerster's 2024 environmental sustainability objectives built on the foundational work of 2023 and prepared the Firm for the full launch of its Firmwide Environmental Sustainability Strategy in 2025. The focus was on formalizing commitments, advancing key initiatives, and expanding engagement across offices and supplier networks, while maintaining alignment with global frameworks and internal priorities.

To ensure stronger alignment with long-term goals and office readiness, several initiatives were strategically deferred to 2025. This allowed the Firm to sequence efforts more effectively and

enhance consistency across offices ahead of implementation.

Deferred projects include launching a firmwide employee outreach program, relaunching the MoFoEco site with office-specific subpages, and advancing composting and recycling programs. Plans are also underway to implement the Firm's science-based target and expand renewable electricity procurement internationally. Updated guidance and tools will support the adoption of environmentally preferable purchasing. Together, these initiatives will enable a strong, coordinated rollout of the strategy in 2025 and beyond.



# Governance and Reporting

## Environmental Governance Oversight



*Goal: Strengthen governance structures to ensure accountability and alignment with ESG commitments across the Firm.*

Responsibility for our environmental sustainability strategy is led by the Environmental Sustainability (ES) Steering Committee and supported by the firmwide Sustainability Manager, who coordinates implementation through cross-functional collaboration across departments and serves as a bridge to local office ES Committees to ensure local initiatives align with the broader firmwide strategy.

The ES Steering Committee reports annually to the Firm Chair and Board of Directors on environmental performance, strategy implementation, and progress against goals through publication of this Environmental Sustainability Committee Annual Report. Several board members focus their practice on environmental sustainability-related topics and

industries, including Environmental, Social, and Governance (ESG).

The Firm's environmental sustainability governance structure is focused on reducing its own environmental impact through initiatives related to energy, emissions, waste, and sustainable procurement. These efforts are managed internally and are not directly influenced by client-facing environmental work.

In parallel, the Firm's **ESG + Sustainability team** and **sustainability-focused pro bono work** reflect the Firm's broader environmental leadership by advising clients on sustainability-related matters and supporting environmental justice through pro bono work. While not part of the internal governance structure, these efforts reflect the Firm's holistic commitment to environmental stewardship.

### OBJECTIVE

#### ***Finalize the Environmental Sustainability Strategy and Framework.***

The Firm finalized its Environmental Sustainability Strategy and Framework, which outlines the strategic direction, five key focus areas, and corresponding goals and objectives that will guide firmwide action beginning in 2025. This document provides a clear structure to unify efforts across offices and align with external sustainability frameworks.



## Environmental Sustainability Committee

The Firm's Environmental Sustainability (ES) Committee plays a key role in reviewing and aligning the interconnections between environmental dependencies, impacts, risks, and opportunities—ensuring that policies related to emissions reduction, resource management, and waste management are integrated into overall business practices.

Currently, over 100 attorneys and business professionals firmwide participate on the ES Committee, identifying unique sustainability opportunities across offices.

The Committee is structured into three distinct levels:

- **Steering Committee:** Sets overarching goals and provides high-level direction for all Environmental Sustainability Committee activities.
- **Firmwide Committee:** Develops and integrates firmwide sustainability policies, identifies collaboration opportunities, and represents office committees.
- **Office Committees:** Proposes local initiatives, reviews firmwide deliverables, implements strategies, and fosters a sustainability culture in each office.

## Transparent ESG Reporting



*Goal: Maintain transparency and accountability through public reporting to meet stakeholder expectations and comply with industry standards.*

### Climate Disclosure Project (CDP)

In 2024, Morrison Foerster submitted its climate disclosure to CDP for the sixth consecutive year, receiving a C score in the Climate Change category. This marked a decrease from the Firm's B score in 2023 and reflects the impact of CDP's major questionnaire overhaul and revised scoring methodology introduced this year. New scoring categories accounted for 44% of the total score

weight, making direct year-over-year comparisons challenging.

Despite the overall score shift, Morrison Foerster demonstrated strong performance in several high-weighted categories, including Governance and Targets, signaling enhanced alignment with climate governance expectations and the formal

approval of the Firm's science-based target. Additional improvements were seen in Scope 1, 2, and 3 emissions disclosures as standalone categories. However, the newly separated Verification category received a low score, as third-party verification is scheduled for completion in 2025 and will support stronger scores in future disclosures.

The Firm's 2024 submission reflected meaningful progress toward scenario analysis, transition planning, and value chain engagement. However, several scoring areas—Business Strategy, Risk Disclosure, Opportunity Disclosure, and Energy—highlighted opportunities for improvement. CDP emphasized the need to expand quantitative scenario analysis, integrate financial impact assessments into the Climate Risk and Opportunity Assessment (CROA), and improve internal response consistency on energy-related questions.

For the first time, Morrison Foerster also responded to CDP's Water Security module at the request of a client, receiving a C score. This baseline rating reflects the Firm's early-stage water tracking practices and limited operational impact, while acknowledging potential risks associated with water-stressed regions. It marks the beginning of broader efforts to evaluate and improve water-related data collection and management across relevant office locations.

The Firm received feedback from CDP that it scored at the higher end of the Awareness band, and that with planned improvements—such as emissions verification, expanded scenario analysis, and the development of a formal climate transition plan—Morrison Foerster is on track to re-enter the management band in the future. The Firm views these outcomes as a catalyst for focused improvements and deeper integration of climate-related strategy into operational and governance practices.

## EcoVadis

In 2024, Morrison Foerster continued to strengthen its commitment to transparency and accountability in sustainability by completing its annual EcoVadis assessment. The Firm achieved an overall score of 49/100, an improvement of five points from the prior year, and received a "Committed" badge—recognizing organizations that meet or exceed a defined threshold of sustainability performance. This also fulfilled corrective action requirements set by select clients who requested improved performance within two years.

The Environment category maintained its overall score, but notable progress was made in the Endorsements and Measures indicators. These gains were driven by the formal approval and public disclosure of Morrison Foerster's science-based target covering Scope 1, 2, and 3 emissions, and enhanced reporting of renewable energy credits (RECs) purchased for U.S. offices and colocation data centers. Additionally, sustainable purchasing choices and vendor engagement efforts supported further advancement.

At the same time, the assessment highlighted key areas for further improvement. Priorities include updating the Firmwide Environmental Sustainability Policy to incorporate quantifiable targets and performance review mechanisms, expanding internal reporting on energy, materials, and procurement metrics, and pursuing third-party assurance for greenhouse gas emissions. Aligning supporting documentation more closely with EcoVadis submission standards will also be a focus moving forward. The assessment continues to guide internal improvements and reinforces the Firm's commitment to responsible business practices across its value chain.





## Climate Risk and Opportunity Assessment (CROA)

In 2023, Morrison Foerster completed its inaugural firmwide Climate Risk and Opportunity Assessment (CROA), designed to evaluate how climate-related risks and opportunities may impact the Firm's operations and long-term strategy under both low- and high-emissions scenarios. The assessment followed the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and aligned with the structure of the Carbon Disclosure Project (CDP). An Ad Hoc Committee, composed of stakeholders from across the Firm, was formed to guide the development of the CROA and ensure alignment with our internal priorities and external expectations.

The assessment revealed that the Firm faces short-term transition risks—most notably reputational risk—as well as longer-term physical risks such as flooding and power outages. Opportunities were also identified, with particular emphasis on improving supplier engagement and emissions performance within the Firm's value chain. The CROA underscored Morrison Foerster's strong positioning through its industry-leading Environmental, Social, and Governance (ESG) practice, which is expected to become increasingly important as climate-related litigation

and disclosure regulations expand. As part of this first assessment, 100% of the Firm's operational office sites were included in a qualitative evaluation of climate-related risks, addressing key environmental issues such as energy consumption, GHG emissions, and exposure to physical climate hazards. This ensures full coverage across all locations where Morrison Foerster conducts its core business activities, aligning with sustainability disclosure requirements such as those found in EcoVadis.

The CROA is reviewed on a biennial basis and serves as a foundational input to our firmwide environmental strategy. The next assessment is scheduled for 2025 and will incorporate expanded criteria to align with California's forthcoming climate disclosure regulations, including Senate Bills 253 and 261. Future iterations of the CROA may also explore quantitative assessments of physical risk and a more detailed evaluation of climate-related exposure within our supplier base. Over time, key insights from the CROA may inform the development of a formal transition plan, further aligning the Firm with a net-zero future and reinforcing our long-term commitment to environmental responsibility.

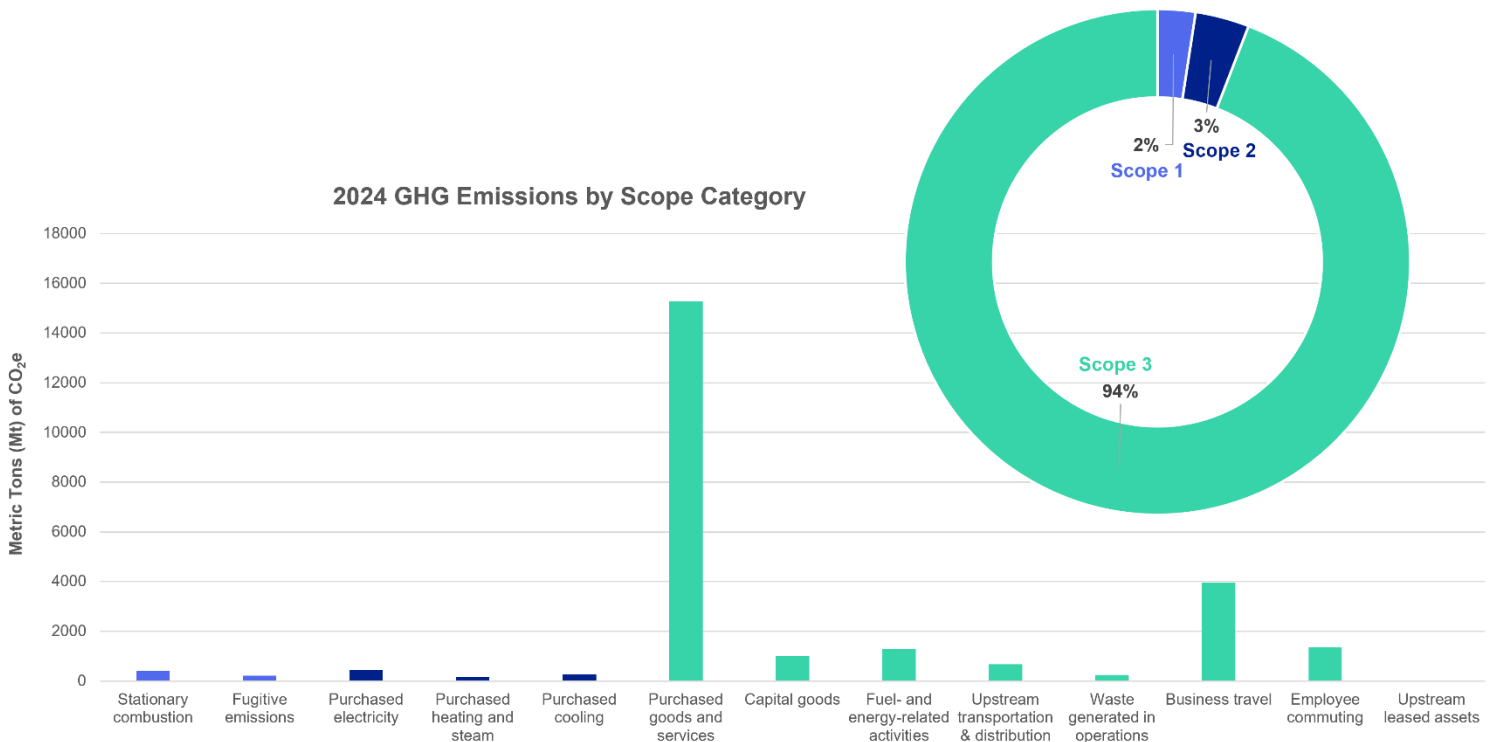




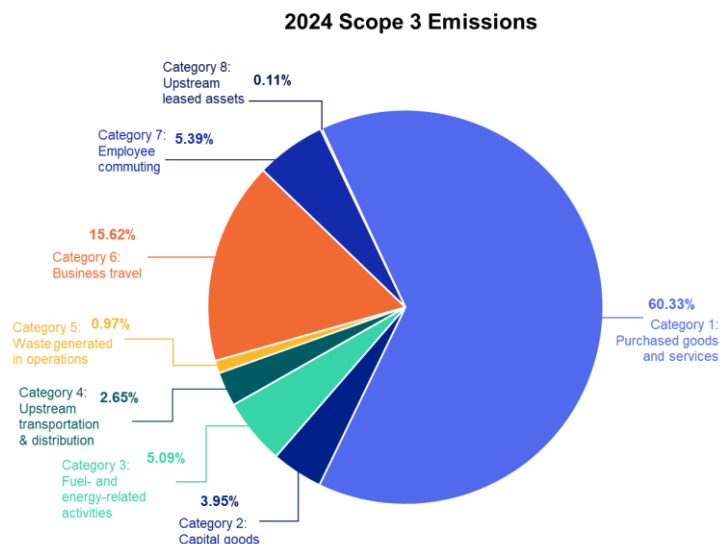
# Climate Impact and Energy

## 2024 Greenhouse Gas Emissions Summary

Morrison Foerster tracks and reports greenhouse gas (GHG) emissions annually across Scopes 1, 2, and 3 in alignment with the GHG Protocol. Scope 1 emissions reflect direct sources under the Firm's operational control, while Scope 2 emissions represent indirect emissions from purchased electricity, calculated using the market-based method. Scope 3 covers key categories of indirect emissions across the value chain, including business travel, employee commuting, purchased goods, and waste.



In 2024, Morrison Foerster's total GHG emissions across **Scopes 1, 2, and 3 amounted to 25,293.7 metric tons CO<sub>2</sub>e**. Scope 3 emissions continued to represent the vast majority—94% of total emissions—highlighting the importance of addressing upstream and downstream impacts in the Firm's sustainability strategy.



The three largest contributing categories were:



## Purchased Goods and Services

This category remained the Firm's top emission source, totaling 15,260.48 metric tons CO<sub>2</sub>e—approximately 60.33% of total emissions. These emissions stem largely from vendor-provided services and supplies, including IT infrastructure, professional services, and operational purchases across offices.

## Business Travel

Emissions from air travel, lodging, and other work-related travel totaled 3,950.58 metric tons CO<sub>2</sub>e (15.62% of total emissions). While business travel increased slightly from 2023, reporting improvements and enhanced data from key travel providers helped provide greater clarity and granularity. The majority of business travel emissions (77.6%) resulted from air travel, followed by taxis and rideshares (16.9%), and rail travel (3.7%), with the remaining emissions attributed to vehicle rentals, personal mileage, and public transportation.



## Employee Commuting

Emissions from commuting activities accounted for 1,362.99 metric tons CO<sub>2</sub>e (5.39% of total emissions). The Firm achieved a significant improvement in data collection through a commuting survey that received a 65% firmwide survey response rate—nearly doubling the 34% participation rate from 2023. Employees reported over 7.4 million miles traveled across all offices globally, offering a comprehensive look at commuting behaviors by geography and mode.

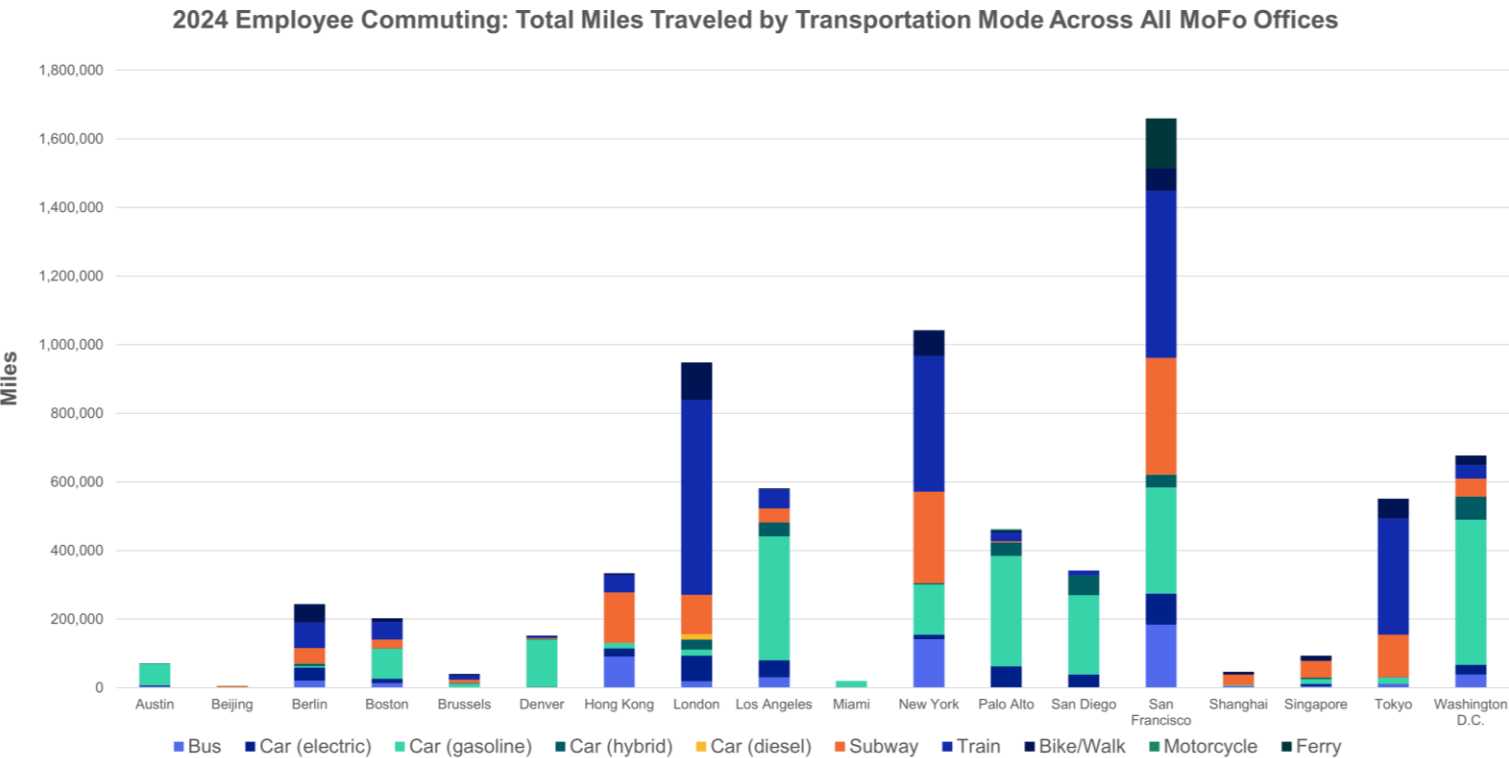
Gasoline-powered cars remained the most common mode of commuting, accounting for 2.19 million miles or 29% of total miles traveled. Trains followed closely at 28%, with over

2.1 million miles, and subways at 17% (1.26 million miles), illustrating a strong uptake of public transportation options, particularly in dense urban markets. Notably, biking and walking made up 6% of all commuting miles, while electric vehicles contributed 6% as well—highlighting growing interest in low-emissions commuting alternatives.

Regionally, U.S. offices represented 74% of total reported commuting miles, followed by EU offices at 16%, and Asian offices at 9%. Offices in San Francisco, New York, and London contributed the highest commuting volumes. The expanded data collection will support more targeted engagement and localized commuting reduction initiatives in 2025.

Together, these three categories represented over 81% of the Firm’s total emissions. Improvements in data transparency and granularity, particularly in commuting and vendor-provided service data, contributed to a more robust emissions profile. These insights are shaping future strategies to reduce emissions in the Firm’s most material categories.

**We continued our partnership with a third-party sustainability provider to calculate the Firm’s annual GHG emissions and manage our emissions inventory using their software platform.** This platform enables greater accuracy, consistency, and transparency in tracking our emissions across offices and value chain activities. Through this partnership, we also procured certified wind and solar renewable energy credits (RECs) to match 100% of electricity consumption across all U.S. offices, supporting the Firm’s science-based target and clean energy transition.



## Year-Over-Year Trends

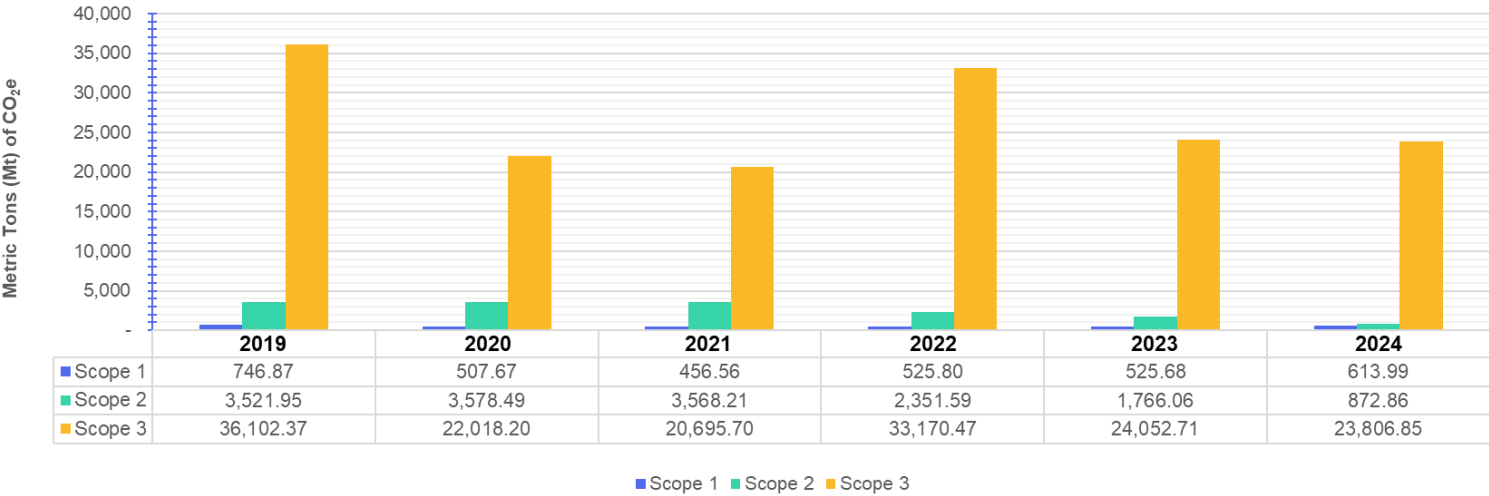
In 2024, Morrison Foerster continued to make meaningful progress in reducing its operational carbon footprint across Scope 1, 2, and 3 emissions. Compared to 2023, the Firm achieved a **4% reduction in total market-based emissions**, amounting to 25,294 metric tons of CO<sub>2</sub>e. This improvement reflects ongoing investments in renewable energy and enhanced data collection across key impact areas.

Scopes 1 and 2 emissions declined by 35% compared to 2023, primarily due to the Firm’s procurement of renewable energy credits (RECs) covering 100% of electricity consumption across all U.S. offices—an increase from 75% coverage the year prior. These offices accounted for 77% of total purchased electricity across the Firm’s global footprint (excluding data centers), and 82% of related emissions.


Reductions were further supported by decreased capital goods spending and improved emissions tracking. Enhancements in primary electricity data collection for additional locations also supported this reduction. In Scope 3, emissions decreased by 1%, largely attributed to lower capital goods spending, reduced shipping emissions, and a decrease in commuting-related emissions driven by improved employee survey participation and more detailed commute data.

This comparative analysis reflects the Firm’s efforts to improve emissions performance while laying the groundwork for continued reductions aligned with long-term sustainability goals. Additional analysis on emissions performance within the SBTi boundary will be provided in a separate section.

GHG Emissions 2019 – 2024



## GHG Emissions Reduction



*Goal: Reduce overall carbon footprint by addressing Scope 1, 2, and 3 emissions.*

OBJECTIVE

*Receive official validation of Morrison Foerster’s science-based target.*

In 2024, Morrison Foerster received official validation of its near-term science-based target from the Science Based Targets initiative (SBTi), formalizing the Firm’s commitment to **reduce absolute Scope 1, 2, and 3 greenhouse gas emissions 46.55% by 2030 from a 2019 base year**. This milestone demonstrates alignment with the 1.5°C climate pathway and strengthens the Firm’s leadership in emissions transparency and reduction.





# Science-Based Target Tracking

To support its validated science-based target of reducing absolute Scope 1, 2, and 3 greenhouse gas emissions 46.55% by 2030 from a 2019 base year, Morrison Foerster also monitors performance using the Science Based Targets initiative (SBTi) minimum target boundary. This boundary includes Scope 1 and 2 emissions, along with the most relevant Scope 3 categories as defined by SBTi. The Firm’s emissions inventory adheres to the SBTi’s minimum boundary requirements, which allow no more than 5% of Scope 1 and 2 emissions to be excluded. Additionally, Morrison Foerster’s Scope 3 near-term targets cover 90% of emissions in the most material categories—such as purchased goods and services, fuel- and energy-related activities, business travel, employee commuting, and others—surpassing SBTi’s 67% coverage threshold.

As of 2024, emissions within the SBTi boundary (Scope 1 and 2) totaled 1,486.85 metric tons CO<sub>2</sub>e, representing a 65.17% reduction from the 2019 base year. This surpasses the 2030 target

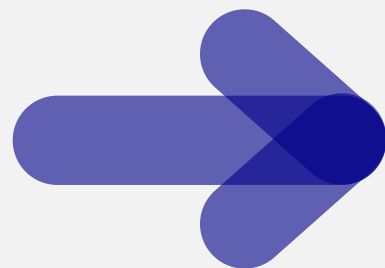
well ahead of schedule. This significant reduction was driven by continued improvements in office energy efficiency, the expansion of renewable energy procurement, and decreased building energy use due to hybrid work. Scope 3 emissions, which remain the largest share of the Firm’s overall footprint, totaled 21,153.21 metric tons CO<sub>2</sub>e in 2024—a 37.24% reduction from 2019 levels. Although year-over-year reductions slowed in 2024 due to slight increases in business travel and employee commuting, the Firm remains on track and is implementing additional strategies to address high-impact Scope 3 categories.

Collectively, Morrison Foerster’s total 2024 emissions across Scope 1, 2, and 3 amounted to 22,640.06 metric tons CO<sub>2</sub>e, **marking a 40.38% decrease from the 2019 base year**. This reduction trajectory reflects the Firm’s commitment to decarbonizing high-impact areas of its operations and broader value chain, in alignment with its 1.5°C target and the goals of the Paris Agreement.

# Renewable Energy



*Goal: Replace non-renewable energy sources with renewables.*



## OBJECTIVE

**Procure 100% renewable electricity for electricity consumed in our U.S. offices in 2025.**

The Firm met its renewable energy commitment by procuring renewable energy credits (RECs) to match 100% of 2024 electricity consumption across all U.S. offices. These RECs were sourced from wind and solar projects and are third-party certified, ensuring their environmental integrity and alignment with recognized renewable energy standards. This milestone directly supports Morrison Foerster’s validated science-based target and marks a significant advancement in the Firm’s transition to cleaner, market-based electricity sourcing.

# Waste Management

## Material Efficiency



*Goal: Optimize material usage by reducing paper, plastic, and other consumables, and transitioning to digital workflows.*

Morrison Foerster's approach to material efficiency focuses on reducing the environmental impact of commonly used office materials—primarily plastics and paper—through elimination, substitution, and behavior change. In 2024, the Firm advanced efforts to phase out single-use plastics and reduce paper consumption through both operational improvements and employee engagement. These initiatives support broader waste reduction goals and promote responsible consumption.

## Single-use Plastic

### OBJECTIVE

*Achieve a 100% phase-out of single-use plastics in all leased office common areas by 2025.*



Morrison Foerster continued to make significant progress toward phasing out single-use plastics in all leased office common areas, **achieving an 80% phase-out rate**—up from 61% in 2023. This includes the removal of plastic water bottles, utensils, and cups from vending machines, kitchens, and meeting rooms across firmwide locations. To support this effort, the Firm improved its tracking methodology to more accurately measure year-over-year progress and expanded the scope of the initiative to include new categories of single-use items. A

standardized plastic phase-out checklist was developed to guide office-level implementation, and Environmental Sustainability Committees worked closely with office facilities managers to ensure alignment on appropriate product swaps and local initiatives. These combined efforts represent a major step forward in supporting the Firm's broader material efficiency and waste reduction goals. This milestone reflects the continued implementation of the Firm's plastic reduction goal, which prioritizes eliminating 100% of single-use plastics in common areas by 2025.

# Paper Consumption

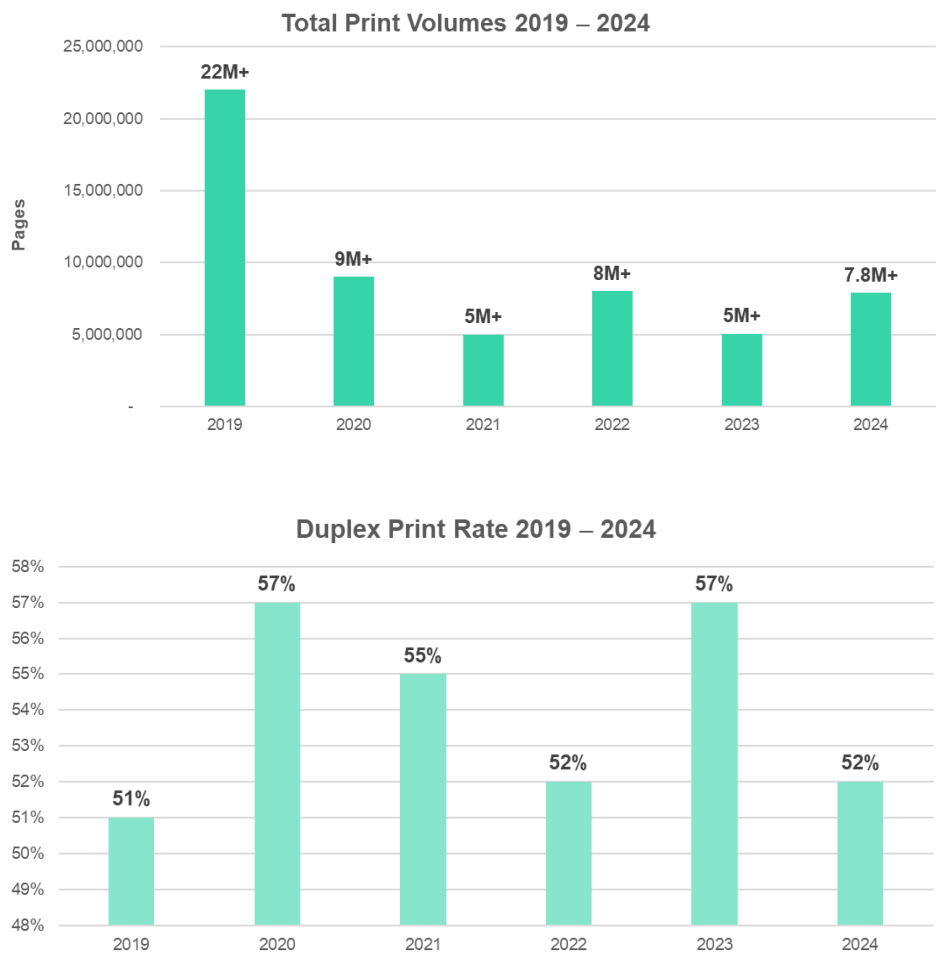
Since 2019, Morrison Foerster has significantly reduced its print volume as part of its broader paper reduction strategy. In 2024, the Firm printed a total of 7,879,457 pages—a 64% reduction compared to the 22 million pages printed in 2019. While print volumes increased compared to 2023, they remain significantly lower than pre-pandemic levels, signaling a continued shift toward digital workflows and print reduction practices.

The duplex (double-sided) print rate in 2024 held steady at 52%, slightly down from the 57% peak achieved in both 2020 and 2023. Despite these fluctuations, the Firm continues to prioritize duplex printing as a key strategy to reduce paper consumption.

Color printing accounted for 43.3% of total pages printed in 2024, highlighting an opportunity for

future efficiency improvements through targeted education and default print settings. Together, these insights reflect the Firm's ongoing commitment to resource efficiency, waste reduction, and digital-first operations.

To further advance digital workflows and reduce the Firm's reliance on paper, Morrison Foerster continued leveraging e-signature solutions through DocuSign, eliminating approximately 415,000 pages of paper. This saved approximately 45,000 pounds of wood and reduced 105,700 pounds of carbon emissions. These savings are equivalent to conserving 135 trees and removing nine cars from the road—underscoring the environmental benefits of digital workflows.



# Waste Reduction and Diversion

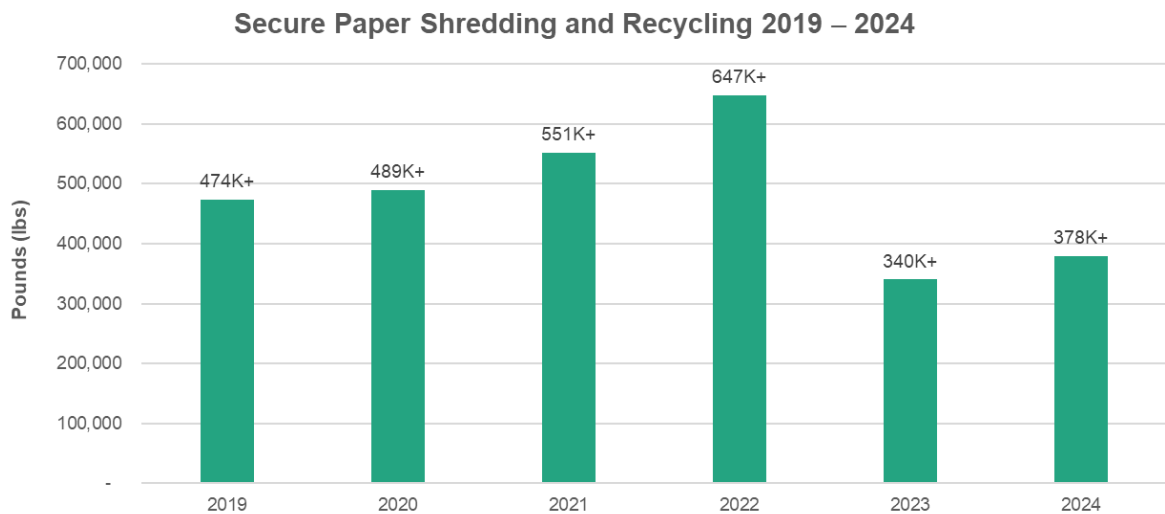


*Goal: Reduce total waste generation and increase waste diversion rates through enhanced recycling, composting, and supplier collaboration.*

In 2024, Morrison Foerster continued to advance its firmwide waste reduction objectives, with a strong focus on secure shredding, recycling, composting, and e-waste management. The Firm diverted waste from landfills through both traditional and electronic waste streams, while avoiding any hazardous waste generation for the second consecutive year.

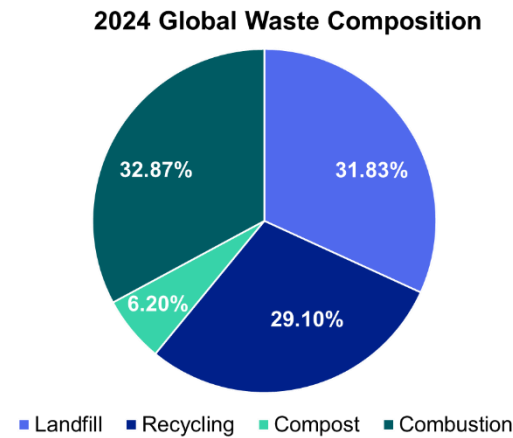
## Secure Paper Shredding and Recycling

The Firm securely shredded and recycled approximately 378,000 pounds of paper in 2024, a 38,000-pound increase over 2023. While this total remains below the 2022 peak, the year-over-year improvement reflects renewed momentum in waste diversion practices. This ongoing effort supports data security and landfill diversion across offices.



## General Waste Composition

In 2024, Morrison Foerster’s waste disposal was distributed across four primary streams. Combustion, or the incineration of waste, represented the largest share at 33%. While this method reduces landfill volume and can produce energy, it is not typically considered a diversion strategy due to the associated GHG emissions. Landfill accounted for 32% of total waste, capturing materials that could not be reused, recycled, or composted. Recycling made up 29%,





underscoring continued efforts to recover and repurpose materials. Composting, while a smaller portion at 6%, remained an area of active engagement, particularly in offices with composting programs or local access to organics recycling infrastructure.

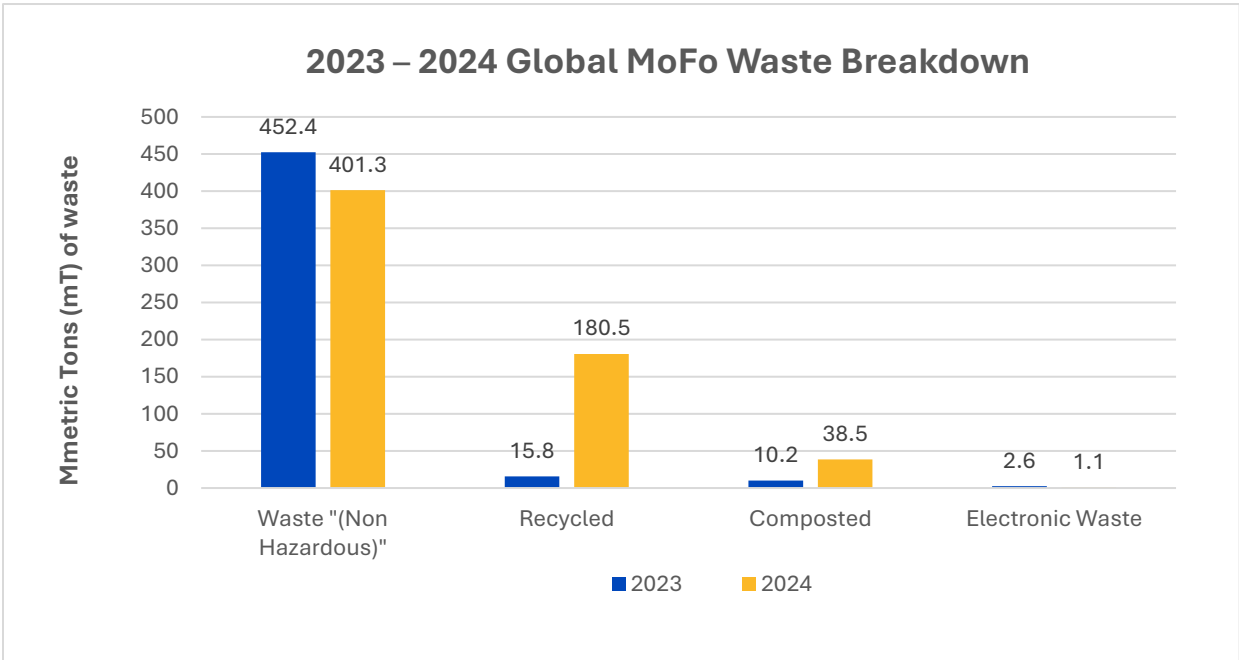
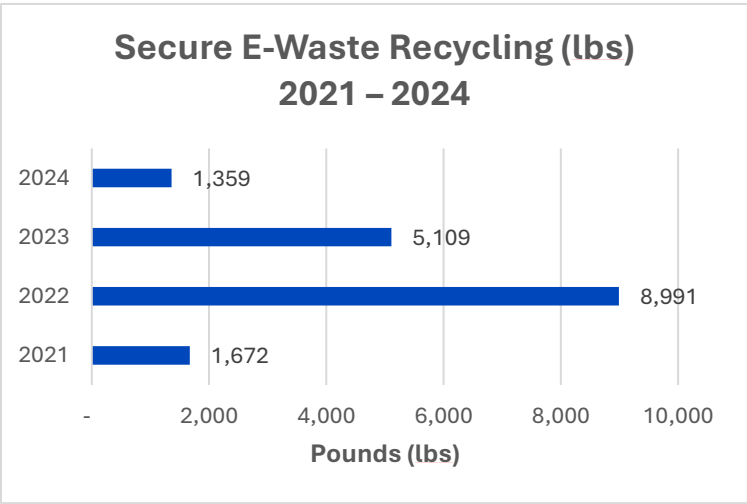
While combustion and landfill remain the largest pathways, the combined 35% of materials sent for recycling and composting demonstrates a measurable shift toward more sustainable waste processing methods. Morrison Foerster did not generate any (0%) hazardous waste in 2024.

## Electronic Waste Diversion

Morrison Foerster expanded its responsible electronic waste management practices by partnering with a certified third-party vendor to divert end-of-life IT equipment from landfills. Across five U.S. offices—New York, Washington D.C., Los Angeles, San Diego, and San Francisco—a total of 1,119 devices were either recycled or refurbished.

The Firm processed 0.62 metric tons of recycled e-waste and 0.49 metric tons of refurbished equipment in 2024, totaling 1.11 metric tons of diverted electronic waste. This included 701 recycled devices and 418 refurbished assets, reflecting increased recovery and reuse compared to prior years. Recycled items primarily included hard drives, servers, and accessories, while refurbished assets focused on laptops, desktops, and monitors.

These efforts support the Firm’s commitment to circularity by prioritizing reuse where possible and ensuring responsible downstream recycling of non-repairable items. The growing volume of recovered assets demonstrates enhanced engagement with office-level operations and continuous improvement in sustainable IT practices.



# Sustainable Procurement and Supply Chain



**Goal:** Develop a responsible supply chain with environmentally and socially aligned suppliers, minimizing environmental impact while upholding ethical standards.

## Sustainable Procurement



### OBJECTIVE

***Distribute a sustainability survey to MoFo's top suppliers.***

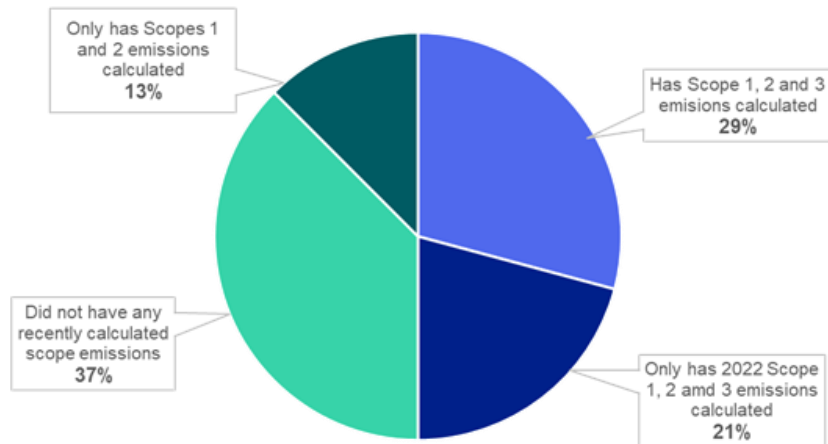
To support Morrison Foerster's strategic objective of increasing sustainable procurement practices and to improve the Firm's CDP Supplier Engagement Rating, a sustainability survey was distributed to the Firm's top vendors based on spend. Developed in partnership with the Procurement & Contracts team, the survey gathered insights into vendors' GHG emissions performance, climate-related targets, and sustainable business practices. This marked the first time Morrison Foerster conducted a GHG emissions and sustainability-focused survey of its top vendors, and it was launched in 2024.

**The survey achieved a 34% submission rate**, providing valuable insights into the environmental maturity of key suppliers. This strong level of engagement demonstrated vendors' interest and willingness to share sustainability-related information. Initial results revealed that 50% of respondents had Scope 1, 2, and 3 emissions calculated—29% for the most recent emissions year and 21% for the previous emissions year—

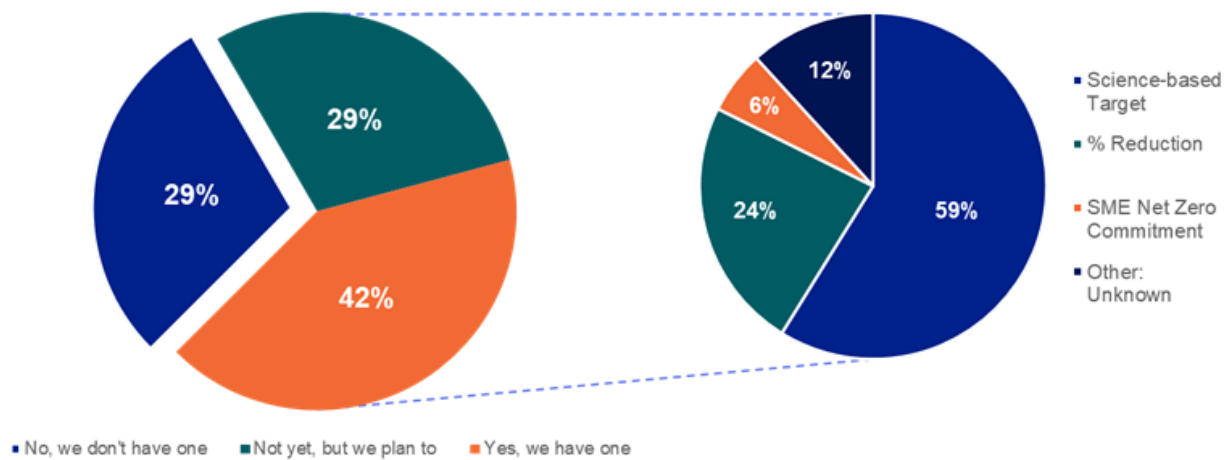
while 37% had not yet calculated emissions. In terms of climate-related targets, 42% indicated they have a target in place, and 29% plan to set one. Additionally, vendors most commonly reported implementing strategies related to greening facilities, sustainable travel, employee engagement, and renewable energy procurement.

These findings will be used to guide future engagement and education efforts, improve the Firm's sustainable procurement guidance, and inform the development of supplier criteria aligned with Morrison Foerster's environmental priorities. The initiative also represents an important step toward enhancing transparency and fostering collaborative improvement with suppliers—key elements in the Firm's long-term emissions reduction strategy. The survey will also support the collection of primary Scope 3 purchased goods and services data from suppliers, improving the accuracy and granularity of the Firm's GHG inventory.

## Vendor Response to GHG Scope Emission Calculations



## Vendor Response on Climate-related Targets



## Sustainable Procurement Achievements

As Morrison Foerster continues its commitment to embedding sustainability into purchasing practices, the Firm assessed key vendor data to better understand and improve the environmental and social impact of its procurement activities.

**ODP Business Solutions:** Morrison Foerster's primary office supply vendor, ODP Business Solutions, classifies product sustainability using a five-tier eco-rating system, ranging from "Not Green" to "Dark Green," based on a product's environmental attributes. In 2024,

33.39% of total ODP spend qualified as "green" purchases, including 1.4% in the highest "Dark Green" tier, 20.91% in "Mid Green," and 11.07% in "Light Green." According to ODP's Green Scorecard, the categories with the highest percentage of green spend included Ink (100%), Paper (85%), Writing (73%), and Filing and

Binders (79%). These results reflect the Firm's strong preference for purchasing more sustainable options in core supply areas. The data also demonstrates progress in integrating sustainability into everyday procurement decisions across multiple product types, reinforcing the Firm's commitment to environmentally responsible purchasing practices.

**Zorch:** Morrison Foerster's branded merchandise vendor tracks sustainability through two key classifications: Eco-Friendly and Give Back. Eco-Friendly purchases accounted for 34% of MoFo's total spend with Zorch in 2024 and included items manufactured using environmentally conscious materials, such as recycled content and sustainable packaging. Additionally, 25% of total spend supported Give Back programs—products that contribute to charitable causes. These purchases included merchandise from vendors such as PCNA, Patagonia, and ETS Drinkware, which support nonprofits like One Tree Planted and 1% for the Planet.

## Managed Print Services (MPS)

**Device:** Morrison Foerster continued to prioritize environmentally responsible technology procurement across its Managed Print Services (MPS) program. In 2024, 98% of the Firm's 369 printers and copiers were both EPEAT-certified and ENERGY STAR-certified—an improvement of 2% from the prior year. This progress reflects ongoing efforts to phase out less efficient models in favor of devices that meet stringent environmental standards for energy efficiency, material use, and durability.

Additionally, 100% of the Firm's personal laptops purchased in 2024 remained EPEAT Gold certified, maintaining a high standard for sustainable IT procurement. 100% of personal computers purchased were EPEAT Gold certified, and 100% of eligible personal computers and monitors were ENERGY STAR-rated, reinforcing MoFo's commitment to low-impact, energy-efficient technology.

Together, these sustainable procurement practices support the Firm's environmental priorities by integrating ESG considerations into everyday purchasing decisions and strengthening vendor engagement around shared sustainability values.





# Employee and Client Engagement

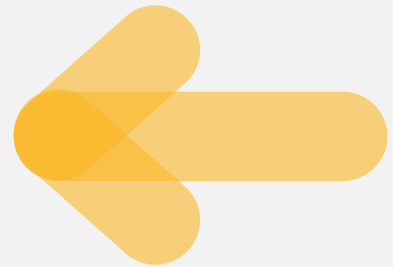
## Culture of Sustainability



*Goal: Engage employees across all offices globally to integrate sustainability as an integral part of daily operations, behaviors, and decision-making.*

### OBJECTIVE

*Develop a firmwide annual calendar of environmental sustainability events.*



To support early engagement ahead of the 2025 launch of the Firmwide Environmental Sustainability Strategy, Morrison Foerster finalized a firmwide calendar of environmental sustainability events at the end of 2024. The calendar was designed to set a standard for engagement across the Firm, enabling local Environmental Sustainability (ES) Office Committees to plan and coordinate participation in firmwide initiatives while also creating space for

offices to identify and implement their own locally driven events.

The calendar will help streamline planning, foster consistency in environmental messaging, and ensure alignment with strategic themes throughout the year. It will also serve as a central tool to promote visibility and collaboration across offices, helping to sustain momentum and encourage firmwide participation in both recurring and new sustainability efforts.

## Firmwide ESG Training at the 2024 Procurement & Contracts Conference

In June 2024, Morrison Foerster hosted a three-day Procurement & Contracts Conference themed “Elevate & Adapt,” bringing together stakeholders from the Firm’s Pro&Con, Privacy, and Environmental Sustainability teams. The event facilitated knowledge-sharing across departments, provided targeted training sessions, and reinforced alignment around shared strategic goals.

A dedicated “Sustainability at MoFo” training module equipped participants with actionable insights into how ESG principles intersect with procurement, contracts, and privacy operations. The training placed particular emphasis on the importance of supply chain engagement and management in advancing the Firm’s environmental goals. It also directly informed the continued development of MoFo’s Sustainable Procurement core priority. In total, the training reached approximately 0.45% of MoFo employees, marking an important step in expanding ESG fluency and cross-functional collaboration across the Firm.

## Office Sustainability Progress

Across Morrison Foerster's global offices, 2024 marked a year of meaningful engagement and continued progress toward firmwide sustainability goals. Many offices focused on reducing single-use plastics, improving waste diversion, and fostering employee-driven initiatives. San Diego and Palo Alto reached major milestones by fully phasing out plastic bottles and utensils from common areas, aligning with the Firm's broader waste reduction objectives. San Francisco, New York, and Hong Kong deepened their local community impact through food rescue partnerships and collaborated with building management on opportunities to improve energy efficiency. Boston also continued to drive internal engagement, achieving high employee participation in sustainability initiatives such as the MoFoEco Pledge and the Employee Commuting Survey.

London, Berlin, and Singapore stood out for their operational improvements and creative approaches to sustainability. London made meaningful progress in reducing plastics within catering operations and implemented targeted energy-saving measures—such as motion lighting and adjusted building systems—contributing to one of the Firm's most energy-efficient office locations. Berlin completed a full transition to LED lighting,

prioritized local and seasonal catering, and promoted low-emission commuting through periodic bike tune-up events. Singapore reinforced its operational sustainability with clearly marked recycling bins, motion-sensor lighting, and the use of reusable silverware in daily office routines.

Other offices remained highly engaged, aligning their actions with firmwide sustainability goals while addressing local priorities. Denver continued to focus on waste and energy efficiency while exploring sustainable commuting solutions. Brussels introduced energy-efficient lighting and transitioned to glass water bottles to reduce plastic waste. Palo Alto collaborated with other West Coast offices to support environmentally preferable purchasing, while also partnering with the City of Palo Alto on employee education and zero waste efforts. In Tokyo, the office reactivated its Environmental Sustainability Committee in 2024 and began expanding local initiatives to reduce plastic use and strengthen day-to-day sustainable practices. Collectively, these achievements reflect Morrison Foerster's growing culture of environmental responsibility and lay a strong foundation for the successful implementation of the 2025 Environmental Sustainability Strategy.



# Community & Client Impact



*Goal: Influence environmental sustainability beyond internal operations by engaging clients, participating in community projects, and expanding the Firm's pro bono efforts.*

## Pro Bono Sustainability-Focused Work

Morrison Foerster (MoFo) continues to demonstrate leadership in sustainability law through robust pro bono counsel that empowers environmental and climate-focused organizations. As a founding member of Lawyers for a Sustainable Economy, the Firm has contributed millions of dollars in pro bono legal services to climate and environmental initiatives since 2018. MoFo attorneys regularly partner with nonprofits and social enterprises advancing innovative environmental solutions—reflecting the Firm's deep commitment to building a healthier, more sustainable future.

In 2024, we surpassed our \$7 million pledge by **contributing \$8.6 million in pro bono legal services** to sustainability and environmental projects, supporting high-impact climate solutions through accessible legal counsel. Below are examples of the Firm's recent pro bono work:



### Earth Genome

MoFo provided corporate counsel to Earth Genome to support the development of a platform that leverages data for environmental decision-making. The project promotes climate resilience and natural resource protection, aligning with SDG 13 (Climate Action) by enabling data-informed strategies to mitigate climate change, SDG 15 (Life on Land) by supporting ecosystem health, and SDG 17 (Partnerships for the Goals) through its collaborative, cross-sector model.



### Vibrant Planet

MoFo advised Vibrant Planet on legal structuring and agreements to support its cloud-based platform for collaborative forest restoration. The initiative advances SDG 13 (Climate Action) and SDG 15 (Life on Land) by enabling scalable land management solutions, while SDG 9 (Industry, Innovation, and Infrastructure) is reflected in the project's use of technology to improve environmental planning and monitoring.



### B Lab – New Standards for Business Impact

MoFo supported B Lab in launching enhanced performance standards to help companies strengthen their environmental and social governance. The work aligns with SDG 12 (Responsible Consumption and Production) by promoting accountability in corporate practices, SDG 16 (Peace, Justice, and Strong Institutions) through improved governance frameworks for Public Benefit Corporations, and SDG 8 (Decent Work and Economic Growth) by encouraging ethical, purpose-driven business operations.





## Awards and Recognition

### Individual Leadership Recognition

#### PMN Award – ESG/Sustainability

The Berlin office of Morrison Foerster received the PMN Management Award in the category of “ESG/Sustainability” for its work on the pro bono alliance, The Chancery Lane Project (TCLP), which is also supported by other German law firms. The award recognizes the leadership of Monika Eva Obal, counsel in the Firm’s Berlin office, who played a key role in adapting TCLP’s model climate contract clauses to make them applicable across international jurisdictions. This collaborative legal effort helps businesses integrate climate-aligned language into contracts, supporting decarbonization and climate resilience. The award highlights Morrison Foerster’s commitment to advancing legal tools that contribute to a more sustainable global economy. *(September 2024)*

#### Susan Mac Cormac Highlighted as a Green Ambassador – U.S. Edition

Morrison Foerster’s Susan Mac Cormac, co-chair of the Firm’s Environmental, Social, and Governance (ESG) and Social Enterprise + Impact Investing practices, was highlighted individually by *The Legal 500*’s inaugural Green Ambassador research. *The Legal 500* Green Ambassadors are U.S. lawyers who advocate for sustainability, shape ESG practices, influence internal operations, and lead industry dialogues as thought leaders and change-makers. Susan was recognized for her longstanding leadership in the ESG legal space and her pioneering work on innovative structures for impact-focused businesses. Her recognition reflects both her legal expertise and her role in shaping the broader conversation around sustainability in corporate law. *(November 2024)*

#### Per Lindberg Highlighted as a Green Ambassador – Asia-Pacific Edition

Per Lindberg, energy and infrastructure partner in MoFo’s Singapore office, was recognized individually by *The Legal 500*’s inaugural Asia-Pacific Green Ambassador research. *The Legal 500* Green Ambassadors are standout individuals who advocate for sustainability, shape ESG practices, influence internal operations, and lead industry dialogues as thought leaders and change-makers. Per was highlighted for his regional leadership, advising clients on energy transition, infrastructure development, and cross-border ESG matters. His inclusion underscores the Firm’s growing presence in Asia’s sustainable infrastructure and energy markets. *(December 2024)*



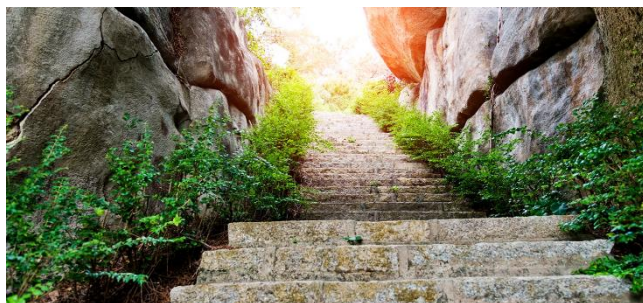
## Firmwide Recognition

### Recognized in *The Legal 500 United States Green Guide 2024*

Morrison Foerster has been recognized in the 2024 edition of *The Legal 500 United States Green Guide*. The guide highlights firms that are driving the legal sector's engagement with a green transition, leading the way on ESG and sustainability issues, and working towards a greener economy. (November 2023)

### Recognized in *The Legal 500 Asia-Pacific Green Guide 2024*

Morrison Foerster has been recognized in the 2024 edition of *The Legal 500 Asia-Pacific Green Guide*. The guide highlights firms that are driving the legal sector's engagement in a green transition, leading the way on environmental, social, and governance (ESG) and sustainability issues, and working towards a greener economy. (November 2023)



### Named a Leading Firm for Impact Investing by *Chambers USA 2024*

Morrison Foerster's Social Enterprise & Impact Investing Group has been highlighted as a market leader in the *Chambers USA 2024* guide. MoFo's practice has been recognized as Band 1 in the newly created USA – Nationwide: Impact Investing category, with the Firm being one of only two firms named in this highest tier. (June 2024)

### Ranked #1 U.S. Overall Leader by *Lamp House Global Review*

Morrison Foerster has been highlighted as a leader in responsible business activity in Lamp House's second annual report. The research team at Lamp House reviewed the top law firms' strategies in this area and, for the first time, took a deep dive into the U.S. law firm market. MoFo made significant strides, improving to a #1 ranking in the Planet category and ranking among the top five leading U.S. firms overall. The Planet category evaluated how law firms measure Scope 1, 2, and 3 emissions, set carbon reduction targets, designed energy and waste reduction strategies, reported and enforced these strategies, managed carbon offsetting, and executed strategies related to internal engagement. (October 2024)

## Office Recognition

### Green Office Recognition – MoFo Hong Kong

MoFo's Hong Kong office was once again recognized under the Hong Kong Green Organization Certification (HKGOC) Green Office Scheme. This certification highlights the office's continued efforts to improve operational sustainability through energy conservation, waste reduction, and responsible resource management. The recognition reflects MoFo's commitment to advancing green workplace practices across its global offices and maintaining high environmental performance standards in day-to-day operations. (2024)

**|||HARRISON  
FOERSTER**