

**Baker  
McKenzie.**

# **Annual Sustainability Report 2025**



# Message from our global chair

Each year, our annual sustainability report looks back and reflects on the past year — the challenges facing the world and the actions we have taken to protect our planet and those who inhabit it.

2024 was a turbulent year for our planet. It surpassed 2023 as the Earth’s warmest year on record, and we once again saw climate disasters resulting in massive displacements and severe damage. Geopolitical and social unrest continued to impact our lives, while new technologies presented both challenges and opportunities for our and our planet’s well-being.

This year’s annual sustainability report is the last report during my tenure as global chair, and I am proud to report on our progress. In 2024, our near-term science-based emissions reduction targets were approved by the Science Based Targets initiative, which represents a significant milestone in our commitment to reducing global warming.

In 2024, we also deepened our relationships with our third-party partnerships by supporting collaborative efforts across the legal profession, demonstrating how the legal sector can be a force for good through its work with clients and across the sector. And as we reviewed what is material to our business by beginning work on our double materiality assessment, we reaffirmed the importance of people, inclusion, well-being and nondiscrimination to our business and the strength that our diversity brings.

Our pro bono program, a source of pride and purpose for our people, broadened its focus to address environmental impacts and how climate change affects youths and vulnerable populations.

2024 was also the year of Baker McKenzie’s 75th anniversary, and we celebrated this milestone by demonstrating our deep commitment to our local communities. We successfully ran our “Make a Difference Month” in July 2024, during which our locations around the world took part in volunteering, fundraising and pro bono activities to give back to our communities. It showed us that when more than 12,000 global citizens come together, our collective talent and strength can truly make a significant difference.

Our commitment to the greater good and the initiatives highlighted in this report exemplify our commitment to the Ten Principles of the UN Global Compact on human rights, labor, environment and anti-corruption, and to advancing the Sustainable Development Goals as we approach 2030.

We believe in and support the rule of law, and our pro bono work and the advice we give to our clients ensure that human rights around the world are defended and that the energy transition leaves no one behind.

If there is one thing that my years as Baker McKenzie’s global chair have taught me, it is that in times of turbulence, it is essential to double down on our core values and focus on how each one of us can contribute to the greater good. We believe that the notion of stewardship is intrinsically tied to the notion of partnership, and that those of us in our Firm today are holding our Firm in trust for those who come after us. With that, we have a duty to work collectively to enhance and ensure the sustainability of our Firm and act responsibly, with our values and the future in mind.

To sum up, I am proud of our accomplishments and the progress we made in 2024, which we highlight in this year’s annual sustainability report.

Best regards,

**Milton Cheng**

Global Chair





# How to read this report

As in previous years, this report reflects on the previous calendar year 2024 through the lens of our prioritized Sustainable Development Goals (SDGs), which serve as a meaningful framework for our sustainability efforts and our vision for the future of our law firm. Through a detailed materiality assessment in 2018, we identified eight SDGs that resonate with our stakeholders’ values and expectations.

Starting with our social SDGs — the “S” of ESG — this report highlights the importance of people-related issues, which featured prominently in our 2018 materiality assessment results and also in our double materiality assessment, which we began in 2024. Followed by our environmental- and governance-related SDGs, the report also explores how our prioritized SDGs relate to each other, the role of partnerships in achieving them and the importance of having a robust, purpose-driven strategy as the foundation for the future of our Firm and the communities in which we operate.

## Aligning our sustainability strategy with our prioritized SDGs

Social4

5GENDER EQUALITY



8DECENT WORK AND ECONOMIC GROWTH



10REDUCED INEQUALITIES



SDG 5: Gender Equality	6
SDG 8: Decent Work and Economic Growth	7
SDG 10: Reduced Inequalities	8

Environmental9

7AFFORDABLE AND CLEAN ENERGY



12RESPONSIBLE CONSUMPTION AND PRODUCTION



13CLIMATE ACTION



SDG 7: Affordable and Clean Energy	10
SDG 12: Responsible Consumption and Production	12
SDG 13: Climate Action	18

Governance21

16PEACE, JUSTICE AND STRONG INSTITUTIONS



17PARTNERSHIPS FOR THE GOALS



SDG 16: Peace, Justice and Strong Institutions	24
SDG 17: Partnerships for the Goals	27

Community31

Asia Pacific	32
Europe, Middle East & Africa	33
North America	34
Latin America	35

Contact36



# Social



SDG 5:  
Gender  
Equality



SDG 8:  
Decent Work  
and Economic  
Growth



SDG 10:  
Reduced  
Inequalities

## The Ten Principles:

### HUMAN RIGHTS

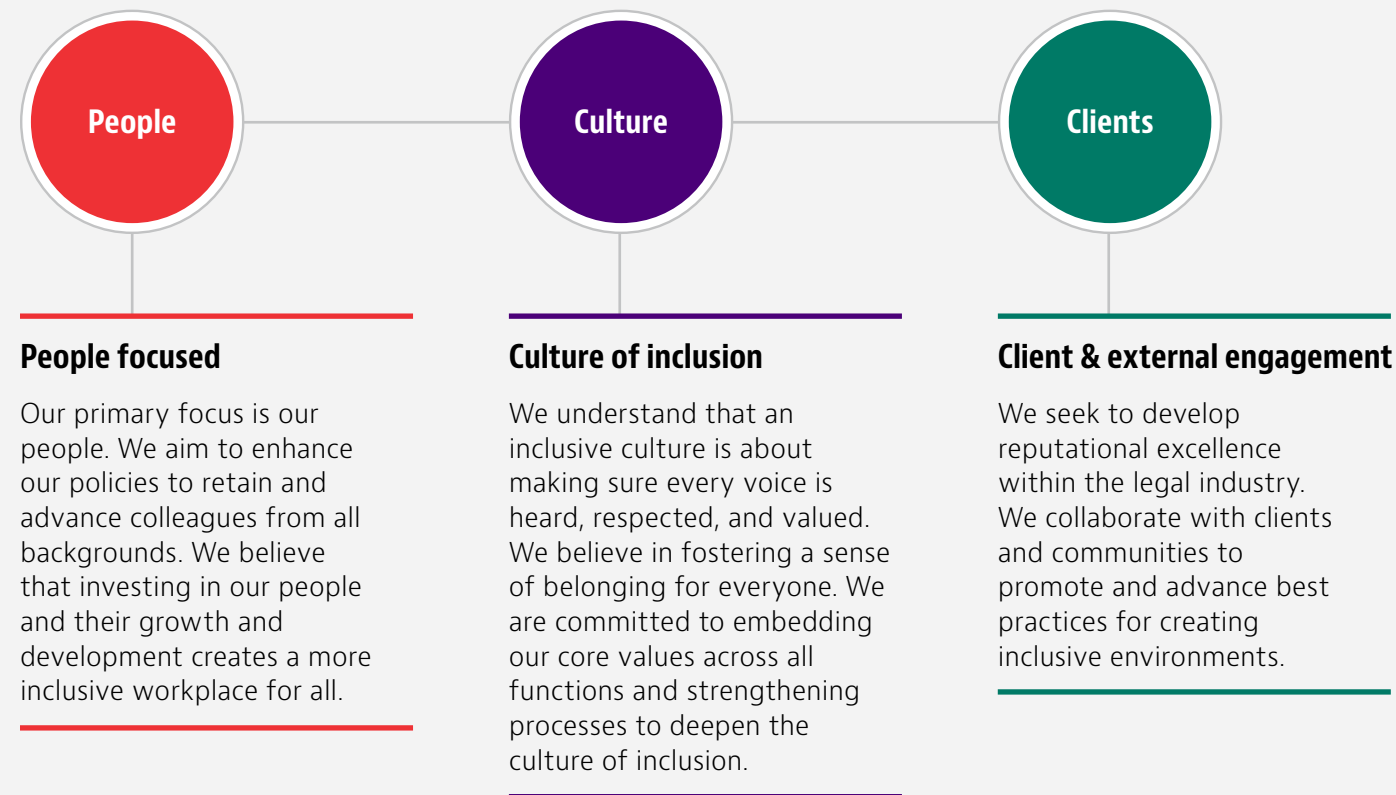
- **Principle 1:**  
Businesses should support and respect the protection of internationally proclaimed human rights; and
- **Principle 2:**  
make sure that they are not complicit in human rights abuses.

### LABOR

- **Principle 3:**  
Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- **Principle 4:**  
the elimination of all forms of forced and compulsory labor;
- **Principle 5:**  
the effective abolition of child labor; and
- **Principle 6:**  
the elimination of discrimination in respect of employment and occupation.

# Our focus on inclusion, diversity and equity (ID&E)

At Baker McKenzie, we believe in the power of ID&E, focusing on three interconnecting key areas: people, culture and clients. Our goal is to integrate inclusive and equitable policies into all Firm systems and processes for sustainable impact.



Our goal is to foster an inclusive and equitable working environment by implementing supportive policies, offering targeted development programs to enhance skills and opportunities for everyone, and ensuring accountability through diligent monitoring and tracking of representation within our leadership.

## Equitable sponsorship, mentorship, recruitment and connection



- **Leaders Investing For Tomorrow (LIFT), RISE, bConnected:** Sponsorship and mentoring programs to support retention and development
- **Affiliate mentoring and development circles** to support opportunity for all
- **Inclusion Matters and BakerPride+ Allies Conferences** focused on connection, development, and action
- **Global BakerPride+Allies Business Resource Group** brings together professionals from around the globe
- Global and local initiatives focused on **equitable recruitment** practices

## Policies and practices



- **Code of Business Conduct** and **PointONE:** our **workplace behavior, respect and inclusion initiative**
- **bAgile** firmwide framework supporting access to flexible working
- Policies provide for **LGBTQ+ equality and inclusion in all locations regardless of jurisdiction** ("**Embassy and Advocate**" model)
- **Gender Identity and Affirmation Guidelines** to reflect best practices
- **Global Disability & Accessible Inclusion Position Statement** to confirm commitment to creating inclusive workplaces for all
- Initiatives advancing **accessibility, socio-economic diversity** and health and well-being

## Proactive engagement and education



- **ID&E education at all levels** focused on allyship, inclusive leadership and other topics
- Active **listening and learning** initiatives to engage, educate and foster openness





## SDG 5: Gender Equality

Our goal is to foster an inclusive and equitable working environment by implementing supportive policies, offering targeted development programs to enhance skills and opportunities for everyone, and ensuring accountability through diligent monitoring and tracking of representation within our leadership.

### Opportunities for all

Two key initiatives we have implemented to help develop and retain our women include our LIFT sponsorship and RISE mentoring programs. Both have been designed to incorporate bilateral exchange, where women leaders and program participants share their experiences and discuss opportunities for professional growth and development. While the key objective of both is to help support retention and development in our Firm they have the added benefit of helping leadership better understand our leadership pipeline.

### LIFT

Leaders Investing for Tomorrow

**LIFT (Leaders Investing for Tomorrow)**, established in 2017, supports women partners as they progress to senior roles. The year-long program includes monthly virtual gatherings, a two-day in-person event, opportunity to pursue individual learning paths, and access to an external coach. Success is monitored through regular communications and measured by growth in development and engagement in leadership roles. Benefits include pairing with an influential sponsor, expanding professional networks, and joining an inclusive community.

To date, over 200 women partners have participated.

### RISE

Shaping Your Career

**RISE** is a 12-month mentorship initiative for mid-level to senior women lawyers, aimed at enhancing visibility and career development. It offers training on balancing demands, identifying support networks, and career planning. Participants are paired with mentors and peer groups to address development areas and build professional networks.

The program runs regionally once or twice a year with cohorts of 18-25 lawyers.

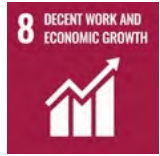
### Return-ity

#### **Return-ity: Supporting parental transitions back to work**

In 2024, our London office ran the fourth edition of Return-ity, a month-long return-to-work program for lawyers and clients taking parental leave of three months or more. The initiative offers peer networking (including bring-your-baby events), legal briefings to stay up-to-date, and 10 hours of complimentary legal support from Baker McKenzie associates to facilitate a smooth return-to-work process.

Following its success, in 2024 the program expanded to our Tokyo office.





# SDG 8: Decent Work and Economic Growth

At Baker McKenzie we care about our people and are committed to providing a safe and supportive working environment for our employees, where our people’s well-being is a core consideration in the way we work, lead and interact with others.

**BakerWellbeing** is a firmwide initiative of education, activities and support, available to all our people and closely tied to our core values. It is designed to support our people and create a working environment where our people can maintain a sustainable level of high performance and thrive.



## Our well-being initiatives include:

- **Employee Assistance Program** provides access to independent confidential counseling and support to all our people across the globe.
- **PointONE**, workplace behavior, respect and inclusion initiative, sets out clear behavior expectations and avenues to raise concerns and access support.
- **bAgile**, our global agile working framework, supports access to remote working, alternative hours, time off, and less-than-full time arrangements.
- **"This is Me"** campaign involves sharing experiences around mental health issues.
- **Global accessibility and inclusion initiative** focuses on improving access and removing barriers to participation for everyone, including colleagues with disabilities.
- **Assistive technology tools** enhance learning, working and daily living for our people with disabilities across the globe.
- **Mental health first aid training program** in London enables colleagues to support mental health conversations and act as first responders in a mental health crisis.
- **Return-ity** is our London and Tokyo parental leave and return-to-work program.
- **The Mindful Business Charter** encourages thoughtful practices to reduce avoidable workplace stress and improve well-being.
- **Wellbeing Wednesdays** in Asia Pacific support mental health and emotional strength.
- **ABA Pledge for Change: Disability Diversity in the Legal Profession** signatory.
- **Coaching support** for colleagues dealing with cancer and managing work/return-to-work.



## SDG 10: Reduced Inequalities

### Honoring a legacy, empowering the future



In memory of late Baker McKenzie Chair, Paul Rawlinson — a passionate advocate for inclusion — we continue to celebrate those who drive socioeconomic inclusion through the **Paul Rawlinson Award**. Since 2021, this award has recognized individuals making a difference in their communities and within our Firm.

In addition to firmwide recognition, the Paul Rawlinson Award provides funding for initiatives that support individuals as they prepare for the workforce. In 2024, we proudly supported several impactful programs:



#### The Empower Program, Singapore

A partnership with Access Singapore, offering underserved students aged 17 to 19 skills training, networking and career insights.



#### Circl, UK and beyond

A coaching program pairing professionals with diverse young leaders. Following successful cohorts in London and Belfast, award funding will support a third cohort and expand the program internationally.



#### The TRW Institute, Brazil\*

A nonprofit initiative providing legal and language education to disadvantaged students through collaborations with nongovernmental organizations (NGOs), universities and law firms. Funding will enhance technical training, mentoring, and legal workshops.



### Recognizing those within our Firm who champion our core values

Through our **ID&E Impact Awards**, we recognize those who align their actions with our strategic priorities: empowering people, fostering inclusion, and creating positive change. These individuals and teams embody our values and play a vital role in creating an inclusive environment where every voice is heard, respected and valued. This year's ID&E Impact Awards honored two individuals and one team for their outstanding contributions both within the Firm and in their communities.

From raising awareness of racial and gender issues in Brazil\* and fostering LGBTQ+ inclusion in Bangkok, to launching a client-focused initiative led by women partners in Bogotá — each recipient exemplifies the values we strive to uphold.



### London BakerEthnicity Talent Incubator

In 2024, our London office held a new cycle of its BakerEthnicity Talent Incubator program, a market-leading initiative that matches ethnic minority junior and mid-level lawyers and business professionals with senior leaders from Baker McKenzie and the Firm's clients in a simulated pitching and public speaking competition. The aim of the program is to develop professional pitching skills, knowledge and personal networks of junior and mid-level ethnic minority talent, and provide them opportunities for internal and external profile building.

The 2024 edition of the program used a fictional case study requiring the participants to prepare a presentation on how in-house legal teams can operate more innovatively and cost-effectively to deliver legal services to the business. Senior leaders from Baker McKenzie London and Firm clients acted as mentors and judges, with mentors providing targeted advice to participants, and judges providing final feedback and scores. A post-competition event was also held to share feedback and collective learnings from the 2024 cycle and present awards to the winning team. A future cycle is planned for 2026, building on the success of the program to date.

\*Baker McKenzie and Trench Rossi Watanabe have executed a strategic cooperation agreement to consult on foreign law.



# Environmental



SDG 7:  
Affordable and  
Clean Energy



SDG 12:  
Responsible  
Consumption and  
Production



SDG 13:  
Climate Action

## The Ten Principles:

### ENVIRONMENT

- **Principle 7:**  
Businesses should support a precautionary approach to environmental challenges;
- **Principle 8:**  
undertake initiatives to promote greater environmental responsibility; and
- **Principle 9:**  
encourage the development and diffusion of environmentally friendly technologies.



## SDG 7: Affordable and Clean Energy

Examples of our work during 2024 to support our clients in the energy transition include the following:



### Supporting investment in green and indigenous energy in the Canary Islands

Baker McKenzie acted for leading sustainable impact investment manager Suma Capital in its acquisition of an 80% stake in renewable energy company ATH Bioenergy, which is pioneering an initiative to transform the energy and waste management landscape in the Canary Islands toward a more sustainable future.

ATH Bioenergy is building biomethane plants to convert organic waste — including hotel and supermarket waste — into biomethane and redistributing it to hotels and industrial consumers in the Canary Islands. The initiative seeks to efficiently manage organic waste and provide the hotel sector with a renewable and reliable energy source, avoiding reliance on imported propane, and aims for an annual reduction of approximately 118,000 tons of carbon dioxide emissions.



### Supporting Australian local councils to unite for renewable energy power purchase

Baker McKenzie assisted the Hunter Joint Organization — a group of 13 participating local councils in New South Wales (NSW), Australia — to secure a power purchase agreement (“PPA”) under which Iberdrola Australia will supply more than 390 gigawatt hours of electricity to 163 large council sites and streetlighting across the 13 participating council areas. The majority of the councils opted for 100% renewable energy under the PPA, and collectively they will avoid an estimated 185,303 tons of carbon dioxide equivalent over the duration of the agreement, while also achieving cost savings and budget certainty.

This PPA sources renewable energy from Iberdrola Australia’s NSW-based renewable energy projects, boosting the regional economy and creating clean energy jobs. It benefits the 13 councils and their communities, serving as a model for other councils seeking similar stability and sustainability.



### Leveraging carbon credits to fund equity investment in Texas renewable energy

Baker McKenzie advised Bad Carbon, LLC (“**BadCarbon**”) on a cutting-edge equity investment with Nexus Renewable Power, LLC (“**Nexus**”) to fund renewable energy projects and support a significant net gain in energy production in Texas, United States. In exchange for a contribution of carbon credits generated under BadCarbon’s Geologic Environmental Mineral Sequestration valued at USD 100 million, BadCarbon received an equity position in a Nexus entity, which will sell the credits to fund renewable energy projects — including the development of solar and battery energy storage systems on the Electric Reliability Council of Texas grid. BadCarbon’s equity investment complements a USD 300 million portfolio-level debt facility for the Nexus projects. The combined investments are projected to result in a lifetime output exceeding 45,000 gigawatt hours and the sequestration of more than three million barrels of oil equivalent, significantly reducing greenhouse gas emissions. These initiatives strengthen energy and economic resilience, enhance grid reliability and foster innovation, contributing to a strong energy future.



## SDG 7: AFFORDABLE AND CLEAN ENERGY

## Energy transition capacity building

We believe that education is a cornerstone of the energy transition, and we are committed to sharing our legal knowledge and best practice insights to equip professionals to support the shift to clean, renewable energy.

In 2024 we continued our training initiatives focused on the **legal dimensions of the energy transition**, with highlights including the following:

Building on previous successful editions, we held our **2024 Energy Transition Academy** in Singapore, a one-day hybrid event with Baker McKenzie energy experts from across the Asia Pacific region discussing pivotal energy transition topics, including key legal and regulatory updates, offshore wind, liquefied natural gas, hydrogen, sustainable fuels, carbon markets, climate-related disclosures, and greenwashing.

In our **Transform Powerfully: Energy Transition Dialogue Virtual Seminar Series**, our experts from our Düsseldorf and Berlin offices shared knowhow, best practices and practical insights from their energy transition work in a number of focus sessions. The sessions addressed energy transition opportunities and challenges for suppliers, industrials and other market players, and legal and commercial perspectives on project development, merger control and antitrust, tax, intellectual property and data management in energy and infrastructure projects.

We make a number of our energy transition resources publicly available including our **Hydrogen Hub** and **Global Hydrogen Policy Tracker**, an interactive resource that tracks the key legal, regulatory and policy developments related to clean hydrogen across the globe, and a dedicated **Energy Transition** page on our website that aggregates our latest thinking and **legal alerts** relevant to this area.

The **Strategic Investment in Low-Carbon Hydrogen-Offtake: A Toolkit for Senior Leaders**, produced in partnership with the World Business Council for Sustainable Development (WBCSD), offers C-suite and board leadership practical guidance to manage complex decision-making and investment decisions around the adoption of low-carbon hydrogen. Read more [here](#).





## SDG 12: Responsible Consumption and Production

### bGreen: embedding eco-conscious practices across our Firm

We integrate sustainability into daily operations through bGreen, our global environmental management system. Continuously updated to reflect best practices, bGreen enables our locations to measure, evaluate and improve their environmental performance.

Through  
bGreen, each of  
our locations  
can:

Access **measurable targets and suggested actions** to improve environmental performance across six areas (energy, real estate, waste, travel, meetings and paper), with the ability to track progress annually via a self-assessment tool

Capture its  
**carbon emissions data**  
(including from energy usage,  
vehicle usage, flights, waste  
and other relevant data)

Each location has a dedicated bGreen champion responsible for reporting their location's carbon emissions, and collaborating with local teams and the global sustainability team to drive more responsible consumption practices.

The bGreen champions participate in regular community calls coordinated by the global sustainability team to share sustainability initiatives in their locations and best practices.




**Overall responsible business leader among Am Law 100 firms:**  
Lamp House Strategy 2024 Law Firms' Responsible Business Report

## SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

## Greening our work environment

As part of our decarbonization strategy, we are progressively greening our global real estate portfolio; when leases expire we either relocate to more environmentally-friendly premises or refit existing premises. Locations evaluate their environmental performance and apply our bGreen Refit-Smart module to guide sustainability and energy-efficient upgrades. In 2024, our locations that made notable progress in greening our global real estate footprint include the following:

 Our **Kuala Lumpur** office took proactive steps to reduce its environmental impact during renovation works finalized in 2024. To minimize carbon emissions and prevent waste from ending up in landfills, old furniture was reused and repurposed, resulting in a **reduction of 45,227 kg carbon dioxide** equivalent and a **diversion of approximately 30,360 kg** of waste from landfills and incineration facilities. Additionally, air-conditioning and lighting systems were upgraded to comply with five-star energy efficiency standards.

 Entering into a lease for new premises in 2024, our **Warsaw** office moved into Varso Tower in early 2025. Centrally located and ideal for commuting via public transport, the building incorporates advanced technological solutions that support efficient environmental performance and received **one of the first WELL pre-certifications** in Poland. The office interior was designed taking into account energy efficiency and user comfort, with contemporary interiors that positively impact mental and physical well-being.

## Evolving our sustainable library collections


In 2024, our Knowledge team continued to make significant strides in building the sustainable law library of the future. Across markets, our library teams have implemented best practices to manage sustainable print collections, prioritizing digital over print, regularly reviewing print collections and broadening access to online resources.

Key initiatives include:

 **Ongoing digital transformation:** We continued the **transition from print to digital across all regions**, significantly reducing both paper usage and costs. For example, the Buenos Aires office reduced costs by approximately 41% by moving to digital and the Spanish offices purchased a joint subscription to all online materials from a key legal publishing house.

 **Reducing physical collections and going paperless:** The Kuala Lumpur office eliminated 4,458 physical books and materials through donations and recycling, **reducing paper usage by 70%**; the Warsaw office **reduced print collections by 90%** following its office move; the San Francisco office **reduced shelving space from 21,600 linear inches to 288 linear inches**, representing a **98.7%** reduction in print.

 **Sustainable acquisitions:** Our acquisitions policies now prioritize digital over physical books, leading to cost savings and reduced environmental impact. For example, the London office has continued to reduce print copies significantly by prioritizing digital access: over the last five years, **orders for handbooks have decreased by more than 75%** when available online.

 **Compliance and best practices:** Offices are implementing library collection guidelines to ensure sustainable best practices. For example, the Kuala Lumpur office ensures compliance by maintaining **one physical copy** of legislation for court submissions and has **discontinued physical newspapers and loose-leaf updates**.

These initiatives reflect our commitment to environmental responsibility and effective practice management, yielding significant benefits for the entire Firm.



## SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

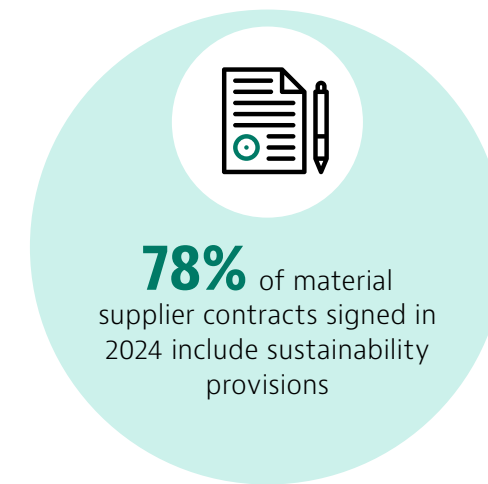
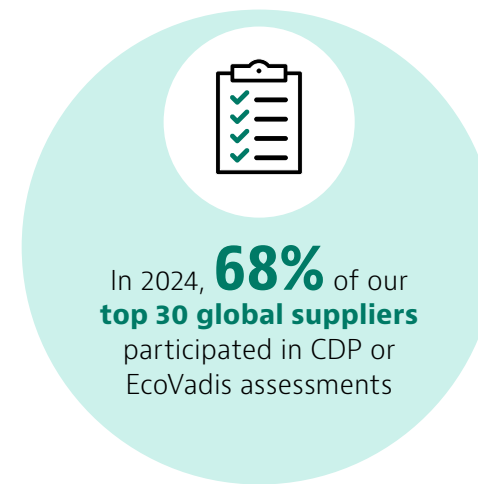
## EcoVadis

We report under EcoVadis, a leading sustainability and supply chain ratings provider, and complete an annual questionnaire with modules covering labor and human rights, ethics, environment and sustainable procurement. We earned a bronze rating in 2024 (reporting on calendar year 2023), placing us among the top 35% of organizations assessed by EcoVadis.



## Integrating sustainability into supplier relationships

We actively engage with key global suppliers to promote sustainable practices across our value chain. Following a review of our procurement process in 2022, we began introducing sustainability provisions into global supplier contracts. These provisions set out our expectations — and reflect those of many of our clients — regarding responsible business conduct, and environmental and social performance, and are regularly updated to stay aligned with evolving standards and best practice.





## SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

## Supporting shared goals for a more sustainable built environment

As a global leader in real estate law, Baker McKenzie is committed to driving the sustainability agenda across the real estate industry and the business community at large through partnerships, client advice and pro bono work. Our **Real Estate Practice Group** was an active contributor to the global sustainable real estate agenda during 2024.

Examples of how we share our sustainable real estate legal perspectives through our resources and collaborations with policy-shaping forums include the following:



As the regulatory environment evolves globally, **sustainable buildings** remain a hot topic. We have continued our focus on this area, publishing a revised and updated third edition of our **Global Sustainable Buildings Guide** in May 2024. This provides a multi-jurisdictional overview of key topics such as: certification models that are recognized in different jurisdictions; energy performance standards; available government subsidies and national targets; and regulatory measures and risks.



Recognizing our expertise in the legal issues associated with sustainable buildings, in early 2024 we were invited to join the **World Economic Forum's (WEF) Green Buildings Consortium** to share important legal perspectives. As the sole law firm in the consortium, a representative from our global Real Estate team attends regular meetings of the consortium to share knowledge with members and bring learnings back to our lawyers.



Demand for **green leasing** continues to grow, remaining **a key focus area in our real estate practice**. We are increasingly advising on "green" lease provisions such as cooperation, data sharing, sustainable use and works to premises. In 2024, we joined the Better Buildings Partnership Green Lease Toolkit Legal Working Group in the UK, a pro bono collaboration of international law firms drafting "best in class" green lease clauses. These are shared in the **Better Buildings Partnership Green Lease Toolkit** to help drive sustainable leasing practices.



We saw a focus on **repurposing and adaptation of existing real estate assets** in 2024. We contributed to the **G20 Global Smart Cities Alliance / WEF Model Policy on Adaptive Reuse of Assets** as an expert reviewer of the draft policy. We also authored an article on **repurposing real estate**.



Another area in which we have seen increased interest is **on-site renewables**. During London Climate Action Week 2024, we presented a webinar, **Renewables for warehousing and logistics** looking at the key considerations for on-site renewables, and especially rooftop solar, in warehousing and logistics projects.



2024 also saw a burgeoning interest in the "S" of ESG in real estate. We were invited to speak at the WEF's Urban Transformation Summit 2024, as a "fire starter" on the topic of **social value in real estate**. After the summit, we published an article **Social value in real estate**, exploring how we can build a pathway to sustainable communities.



SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

Sustainable finance — enabling responsible growth and resilience

Our sustainable finance team continues to support clients to finance a more sustainable future, and our work in 2024 included the following:

Empowering European renewable energy projects through strategic funding

Baker McKenzie advised leading Austrian energy provider Burgenland Energie Group on structuring and implementing a EUR 1.3 billion portfolio project financing in the renewable energy sector, to fund the expansion of wind and photovoltaic renewable energy in Burgenland, Austria. This innovative transaction marks a major milestone toward the state of Burgenland’s decarbonization goals, and it enables Burgenland Energie to significantly expand its renewable energy projects and move toward energy independence.

- The transaction involved a complex corporate restructuring and equity financing through the state of Burgenland as a majority investor in an indirect subsidiary of Burgenland Energie AG, and parallel portfolio project financing with Austrian and European financial institutions as well as institutional investors. The financing will enable the construction of wind and photovoltaic generation projects with a capacity of over 700 megawatts in Burgenland, and also provides for additional lines of credit for the future expansion of projects totaling up to 2,000 megawatts, setting a benchmark for financing major green transformation projects in Europe.

Innovative finance for carbon removal and community benefits

Baker McKenzie advised Terra Natural Capital on its transaction with Climate Impact Partners to deliver long-term finance to the Panna Afforestation project in India, which will remove three million tons of carbon and provide significant benefits to local communities. Working with local implementation partners, up to 11.6 million mixed native trees will be planted across 20,000 hectares of farm and community lands.

Other benefits of the project include the economic empowerment of farmers, who will directly benefit from a share of carbon credit sales and income generated from the sale of fruit and medicinal produce from the trees planted; training programs on climate-smart agricultural techniques to enhance long-term yields; water infrastructure designed to support tree growth while capturing and conserving water; and planting that is focused on improved biodiversity.

- The project demonstrates the role that innovative finance can play in the carbon removal market to realize large-scale carbon removal projects and benefit communities.

Facilitating land-based and marine-focused sustainability efforts into Vietnam’s financial markets

We acted for Southeast Asia Commercial Joint Stock Bank (“SeABank”) on a landmark financing package involving the issuance of Vietnam’s first blue bonds and first green bonds by a private commercial bank. The financing package includes USD 150 million from the International Finance Corporation and USD 75 million from the Asian Infrastructure Investment Bank, which will allow SeABank to expand its funding for sustainable economic activities associated with the ocean and water, such as aquaculture, fisheries, water supply; and to increase its financing of green assets including green buildings, renewable energy and energy efficiency. The package will also be used to implement financial inclusion projects for small and medium enterprises and women-owned enterprises.

- With Vietnam’s 3,000 kilometer coastline and the millions who rely on the ocean for their livelihoods, enhancing the blue economy is essential. The country’s first ever blue bond issuance paves the way for a more secure future for Vietnam’s and Southeast Asia’s marine ecosystems. More broadly, the combination of both blue and green bond issuances in a financing package has expanded the scope of ESG financing, integrating both land-based and marine-focused sustainability efforts into Vietnam’s financial markets.

Participation in sustainable finance associations during 2024





## SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

### Consumer Goods & Retail Sector Group sustainability collaboration with Positive Luxury

Our Consumer Goods & Retail Sector Group has been committed to engaging with the sector on sustainability issues since its inception. We support our clients' efforts to create more sustainable products and keep pace with the dynamic ESG regulatory environment.

Through our ongoing collaboration with Positive Luxury — an organization helping brands, retailers and suppliers meet higher and higher standards for people and nature — we help raise awareness of the key sustainability issues business leaders in the luxury space need to be aware of.

Our third edition of the **ESG Policy Guide — The Future of Sustainability Legislation for Luxury**, published in October 2024 with Positive Luxury, highlights upcoming ESG regulations and provides recommendations for brands to adapt to the evolving requirements.



Other 2024 Positive Luxury collaborations include participating in a London Packaging Week panel masterclass, "Sustainable Studio: Shaking up tomorrow's drinks industry", to explore how businesses in the drinks sector can benefit from the standards set out in new ESG legislation by remaining compliant.







## SDG 13: Climate Action

### Our global carbon emissions reduction targets



SCIENCE  
BASED  
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Following our 2022 commitment to submit emissions reduction targets for approval by the Science Based Targets initiative (SBTi), our global near-term science-based emissions reduction targets (SBTs) were approved by the SBTi in December 2024.

Our approved SBTs are as follows:

Baker McKenzie commits to reduce absolute scope 1 and 2 greenhouse gas emissions **53.3% by 2030** from a 2019 base year. Baker McKenzie also commits to reduce absolute scope 3 greenhouse gas emissions **27.5%** within the same time frame.

Our SBTs will guide our efforts to reduce global warming and limit our emissions and will act as a road map for our emissions reduction to 2030, and we will measure and report on our emissions and our progress on our validated SBTs against our 2019 baseline.

### Reporting our global carbon emissions to CDP



Each year since 2020, we have been reporting our global carbon emissions to CDP. We use CDP reporting to benchmark our performance and to evaluate our data measurement processes and quality. In 2024, we received a B grade for our Climate Change submission reporting on our 2023 emissions.

### Promoting climate action and action through Earth Day initiatives

Each April at Baker McKenzie we celebrate Earth Day to amplify awareness within our Firm of the importance of individual and collective steps we can take to reduce greenhouse gas emissions and combat global warming.

For Earth Day 2024 we held a firmwide webinar with the founder and CEO of Proyecto Mirador, with whom we have a longstanding relationship. Through real life stories Proyecto Mirador shared with us, we learned how carbon offset projects can directly benefit communities. In rural Honduras, harmful indoor smoke from traditional cookstoves was causing respiratory health issues. What began as a family humanitarian effort to address this problem evolved into a large-scale carbon offset project to distribute fuel-efficient cookstoves. The impact of these stoves has been far-reaching — generating health, environmental and economic benefits.

In addition, our global pro bono team held a series of Justice in Action pro bono “sprints” focusing on the planet, climate, nature and sustainability to celebrate Earth Day. Read more [here](#).





## SDG 13: CLIMATE ACTION

## Our longstanding climate change practice

We are pioneers in climate change law and policy, being the first global law firm to recognize the importance of climate change and develop a dedicated, diversified climate practice. Established over 20 years ago, our climate change practice works across all areas of climate change law and policy and remains a market leading innovator in this field. Our climate change experts remain at the forefront of evolving political landscapes and market dynamics, providing unparalleled global coverage and market-leading legal expertise. The global team brings decades of experience providing regulatory counsel, enforcement defense, and litigation support to clients on a wide range of environmental, climate change, and sustainability compliance and liability matters affecting their business operations.

We continue to develop our expertise and nurture our relationships, supporting public and private sector clients in responding effectively to support the decarbonization of business. Our climate change experts provide comprehensive advice, working with governments on the development of carbon emission reduction legal regimes, advising industry on climate change strategy and achieving carbon emission reduction commitments, and representing all stakeholders in climate change projects and other transactions.



**Band 1  
for Climate  
Change  
Chambers  
Global  
since 2008**

## Collaborating with the WBCSD on accelerating investment in low-carbon hydrogen

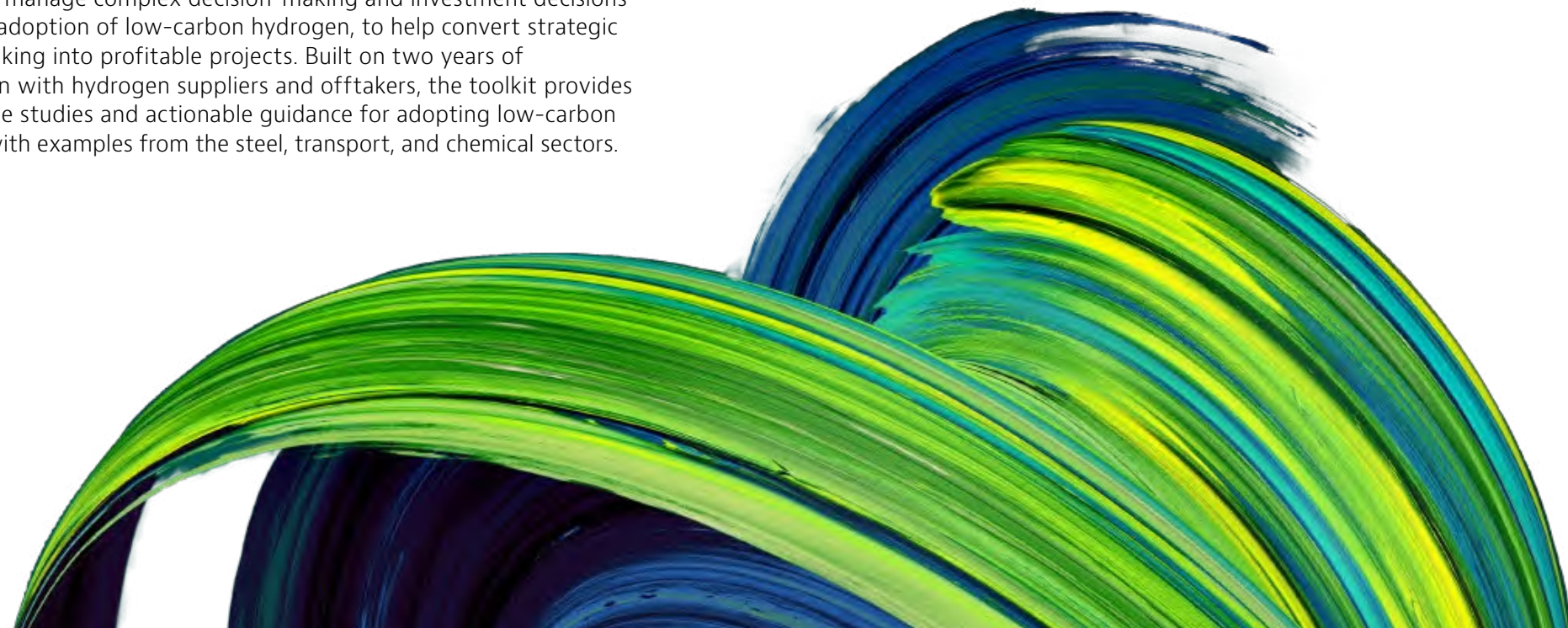
The transition to low-carbon hydrogen is not just an environmental imperative but a strategic business opportunity, and it has been established that low-carbon hydrogen solutions can be taken forward without creating material business risks. Senior leaders have a pivotal role in driving this transformation by making informed decisions that align with their organization's decarbonization ambitions.

Calling on businesses to seize the decarbonization opportunities offered by adopting low-carbon hydrogen offtake, Baker McKenzie worked with the WBCSD to develop the **Strategic Investment in Low-Carbon Hydrogen-Offtake: A Toolkit for Senior Leaders**, launched in October 2024.

The toolkit was developed to give C-suite leadership and boards guidance to manage complex decision-making and investment decisions around the adoption of low-carbon hydrogen, to help convert strategic decision-making into profitable projects. Built on two years of collaboration with hydrogen suppliers and offtakers, the toolkit provides industry case studies and actionable guidance for adopting low-carbon hydrogen, with examples from the steel, transport, and chemical sectors.

## Continuing to interpret and explore UN Climate Change Conference of the Parties (COP) outcomes and opportunities

Baker McKenzie has a long-standing history of participation and involvement at COP, advising governments, companies and other entities on implementing the Paris Agreement and leading on the development of both international and domestic carbon markets. Our team was on the ground in Baku for COP29, engaging in discussions with key stakeholders, sharing insights and continuing to offer strategic advice to our clients. Building on our legacy of enhancing climate change education and awareness, we shared our insights on key COP29 outcomes and future pathways through our dedicated **COP Hub**.



SDG 13: CLIMATE ACTION

Facilitating climate law capacity building

Recognizing the legal profession’s role in advancing climate action, we continued to leverage our climate law expertise in 2024 to support capacity building through knowledge-sharing and peer engagement on climate risks and opportunities.

In partnership with the **WBCSD**, we launched a **discussion series to foster peer-to-peer dialogue among general counsel** dealing with the legal risks of embedding sustainability throughout an organization as part of the transition to a more sustainable business.



The first discussion, “**Looking back to the future: positioning General Counsels as enablers of the sustainability transition**” held in London with the **General Counsel Sustainability Forum**, explored how general counsel can lead on corporate accountability and sustainability strategy.

The second discussion, “**Corporate Performance & Accountability**”, held in New York during New York Climate Week, was a cross functional discussion exploring how companies can drive the transformative action urgently required to manage near-term physical risks.



Founding member of the Net Zero Lawyers Alliance

During **New York Climate Week 2024**, we cohosted “Advising on Transition in an Evolving Environment” with the **Net Zero Lawyers Alliance**. Open to the legal profession, the session explored how climate change and the net zero transition are reshaping legal practice, highlighting the role of commercial lawyers and featuring practice insights, including from Baker McKenzie climate law experts.



Our global environmental practice hosted its **33rd annual environmental conference**, bringing together our environmental law experts across the globe to engage with our multinational clients on ESG and environmental health and safety issues critical to their global business operations, including climate commitments and related legal and business risks and opportunities.



We continued our popular **Demystifying ESG** webinar series, a series of thought leadership webinars sharing insights and practical guidance for businesses on what ESG means for them — which was particularly relevant in 2024 as multinationals grappled with differing standards being developed across multiple regions.





# Governance



SDG 16:  
Peace, Justice and  
Strong Institutions



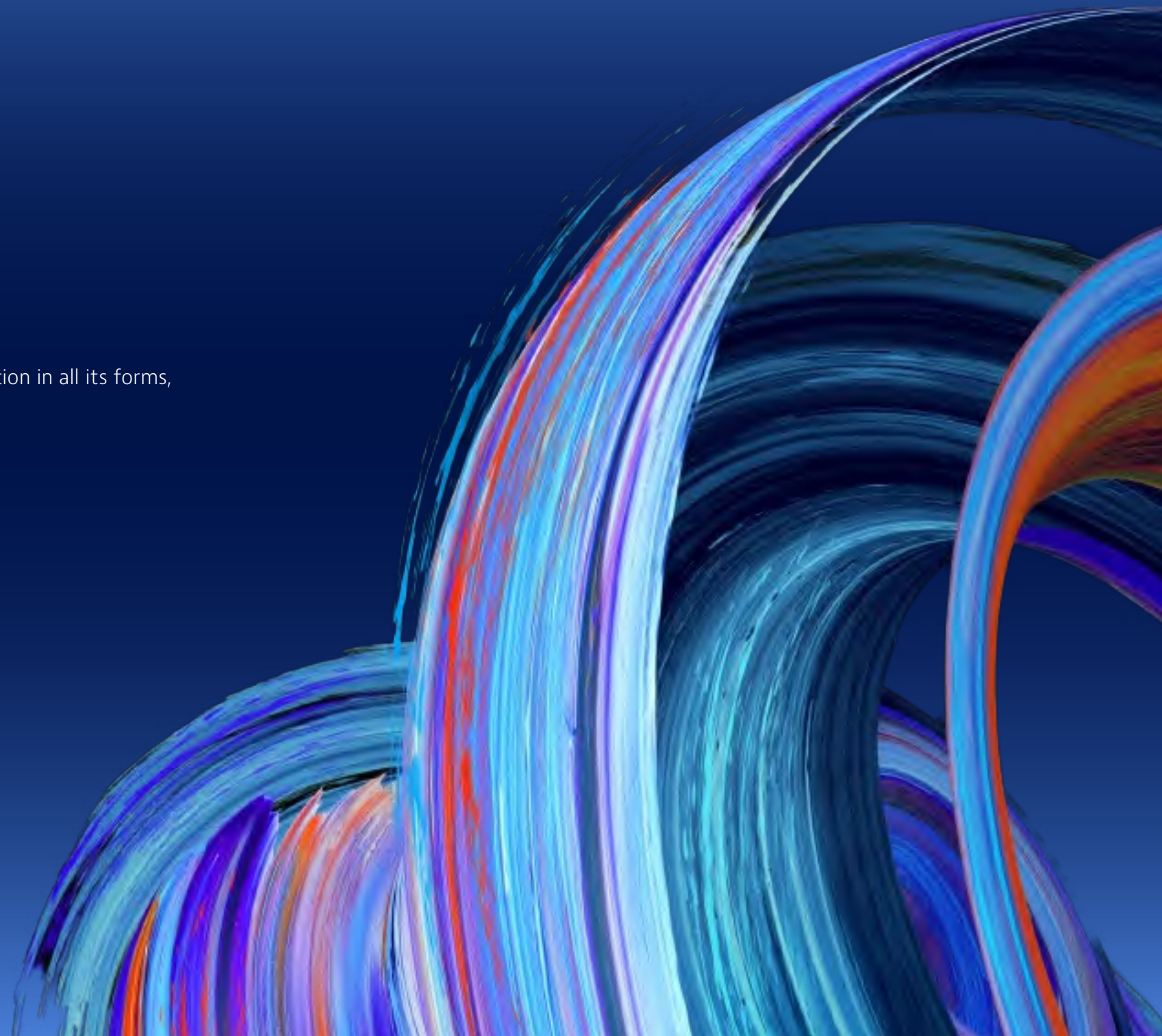
SDG 17:  
Partnerships for  
the Goals

## The Ten Principles:

### ANTI-CORRUPTION

#### Principle 10:

Businesses should work against corruption in all its forms, including extortion and bribery.







GOVERNANCE

# Acting with integrity

As trusted legal advisers, our reputation depends not only on the collective insights of our people but also on our commitment to acting with integrity and our professional obligation to uphold the rule of law. Through our global reach, we strive to model ethical conduct and champion the development of safe, inclusive and resilient communities in a way that resonates locally and is in compliance with local law and practice.

In this section we highlight examples of actions that we have taken to contribute to our **governance-related SDGs** and to uphold the Ten Principles related to anti-corruption.

## Making the right choices

At Baker McKenzie, our dedication to ethics, professionalism and client service in the practice of law has been unwavering since our founding in 1949. We ensure all our lawyers and business professionals are familiar with, understand and comply with our policies, and legal and ethical obligations in a number of areas which are set out in our **Code of Business Conduct** (COBC).

The COBC, mandatory reading for all lawyers and business professionals worldwide, outlines the legal, ethical and behavioral standards we expect from our people and suppliers, covering key areas such as anti-corruption, sanctions, money laundering, and conflicts of interest. More than a rule book, the COBC is a practical guide for ethical decision-making when navigating complex or ambiguous situations.

The COBC also reflects our commitment as a participant of the UN Global Compact to align our policies and operations with its Ten Principles in the areas of human rights, fair labor, the environment and anti-corruption.

All our people are required to complete annual COBC training and certify compliance with law and key Firm policies. We provide multiple confidential reporting channels for anyone in our Firm to report potential violations of the COBC, raise concerns, ask questions or seek guidance – including our COBC Hotline and EthicsPoint, managed by NAVEX Global (an external provider of ethics and compliance services to more than 10,000 organizations worldwide). Our Office of General Counsel also provides regular firmwide updates on emerging ethics issues.



## Our Code of Business Conduct Guiding Principles

- ✓ We **honor** and **obey** the law.
- ✓ We are **one firm**.
- ✓ We are **responsible** for what we do.
- ✓ We take our professional responsibilities **seriously**.
- ✓ We treat **everyone** fairly and with dignity.
- ✓ We are **competitive**, but compete fairly.
- ✓ We **protect** the information entrusted to us.
- ✓ We **don't** do business with disreputable characters.
- ✓ We are **truthful** and **transparent**.
- ✓ We owe **thanks and service** to our communities.





## GOVERNANCE

# Our approach to sustainability at Baker McKenzie

Operating sustainability is embedded in our Firm's purpose and strategy, reflecting our commitment to our people, clients and communities in which we operate. Our chief sustainability officer leads our unified approach to sustainability that integrates our internal sustainability initiatives, our Sustainability Client Solution (that helps clients address sustainability- and climate-related issues on a broader scale) and our engagement with global policy-shaping forums. Working closely with the Firm's highest management body and our regional leadership teams, our chief sustainability officer advances our global sustainability agenda, including driving our emissions reductions, decarbonization efforts and renewable energy adoption.

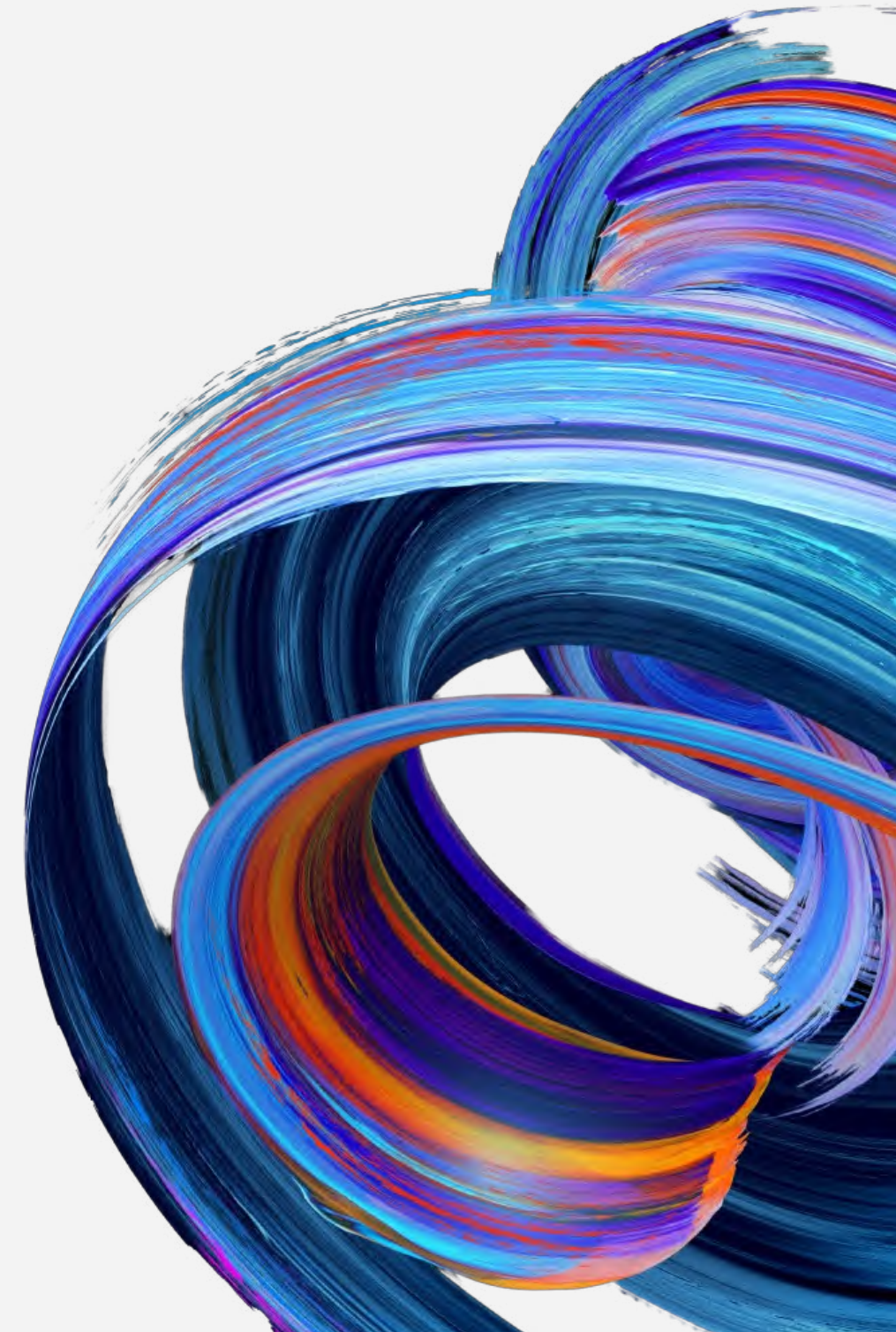
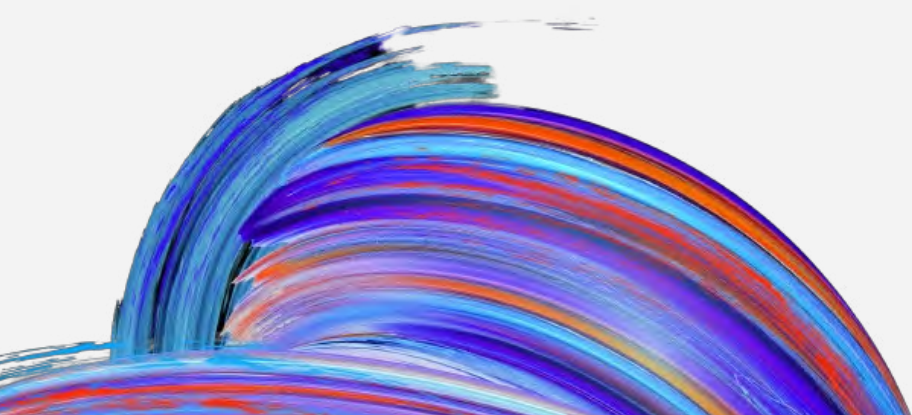
Our Firm's highest management body, comprising the global chair, regional partner representatives, and senior business professionals, oversees our global business strategy, including sustainability and climate-related initiatives. The Policy Committee, made up of country managing partners, approves firmwide strategies, policies, and budgets. The chief sustainability officer engages with all levels of management and the Policy Committee, on the Firm's sustainability performance, including our progress on emissions reductions, transitioning to renewable energy and improving our environmental performance across all our locations, as well as strategic assessments of sustainability and climate-related impacts on our business.

## Sustainability-related risks and opportunities

As a global law firm operating in over 40 jurisdictions, we are uniquely positioned to monitor and interpret evolving regulatory trends, including those related to sustainability and climate change. This insight enables us to anticipate risks for both our clients and our Firm, and to identify opportunities for new services and practice areas in response to evolving regulatory trends.

Our Global Risk Committee, comprising senior leadership and members of the Office of General Counsel, oversees our enterprise risk management program. It regularly evaluates firmwide risks — including sustainability- and climate-related risks — with input from our chief sustainability officer. The committee advises Firm management, implements risk policies and monitors mitigation strategies across our operations and value chain (upstream and downstream).

To ensure that we continue to build resilience into our Firm strategy, we launched a double materiality assessment process in 2024, engaging across all Firm functions to identify the impacts, risks and opportunities most material to our organization.







## SDG 16: Peace, Justice and Strong Institutions

In 2024, our pro bono efforts brought together legal teams from across our Firm to contribute to a variety of pro bono initiatives — from advocacy and litigation to legal analysis and the development of legal resources. Below, we provide selected examples of our pro bono legal services to organizations dedicated to promoting justice and compassion in our global community. For more information about Baker McKenzie's pro bono work and impact, please visit [Pro Bono | Baker McKenzie](#).

### BakerEarth — supporting environment- focused nonprofits with their pro bono needs

Launched in 2024, BakerEarth is our climate and Earth-focused pro bono program, providing specialist legal support to organizations trying to change the planet's future. Examples of BakerEarth pro bono projects include the following:

#### World Wide Fund for Nature (WWF)

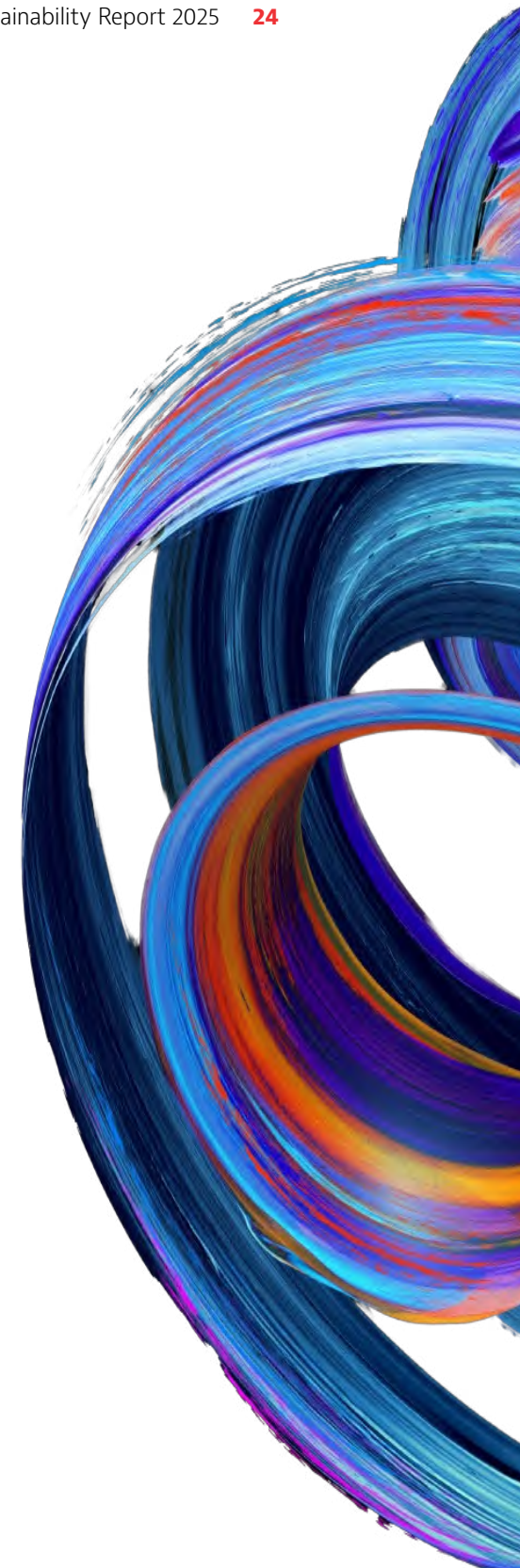
To mark Earth Day 2024, over 30 volunteers from nine of our clients worked alongside Baker McKenzie volunteers to take part in a "Justice in Action Sprint" — a day of action bringing together volunteers to work on pro bono projects. The Earth Day sprint involved professionals across EMEA connecting virtually to **research the impact of climate change on nature**, which informed a WWF submission to the International Court of Justice.

Baker McKenzie volunteers advised WWF on the legal basis, form and potential responses to a request for information under the Escazú Agreement, an international treaty in Latin America and the Caribbean that guarantees **rights of access to environmental information** held by public authorities. The requested information was to inform WWF research on agricultural and environmental conditions in Bolivia, amid a backdrop of severe wildfires in the region.

#### Legal Response International (LRI): Lawyers responding to climate change

Also to mark Earth Day 2024, Baker McKenzie volunteers and clients from across EMEA collaborated on the LRI Justice in Action Sprint, **analyzing how countries are addressing climate goals** through their existing nationally determined contributions (NDCs). This exercise was to inform the legal support that LRI provides, and to monitor the NDCs on issues related to equity, adaptation and transparency, common features, and how countries are adopting NDCs into domestic legislation and future plans.

Baker McKenzie volunteers also took part in LRI's "Situation Room" to provide important **research supporting negotiations during COP29** held in Baku. The volunteers researched issues such as whether COP can legally mandate bodies outside of the UN Framework Convention on Climate Change regime to report on adaptation action and progress under the UAE Framework for Global Climate Resilience which was adopted at COP28 in Dubai.





SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS



Contributing to thought leadership on EU security guarantees for Ukraine

We assisted long-time pro bono client, Public International Law & Policy Group (PILPG), with its thought leadership on Ukraine. PILPG is a nonprofit global law firm that provides pro bono legal assistance to parties on peace negotiations, drafting post-conflict constitutions, creating and operating transitional justice mechanisms, and strengthening the rule of law of effective institutions.

A team of Baker McKenzie lawyers from the US, Ukraine, and Poland researched the EU legal framework that could be used to underpin EU security guarantees for Ukraine. While EU security guarantees have become a key topic in post-war Ukraine discussions, the debate has focused more on the EU’s military or other capacity to support them than on their legal basis. As part of these efforts, the Baker McKenzie team contributed to a piece of thought leadership that was published on PILPG’s **Lawyering Justice** blog. The article examined the EU’s existing legal framework and assessed which EU legal mechanisms could potentially serve as a basis for security guarantees for Ukraine.

Baker McKenzie supports the World Bank’s B-Ready global pro bono project



As part of our Firm’s commitment to sustainability, resilience, and global collaboration, Baker McKenzie proudly contributed to the B-Ready Global Pro Bono Project, an initiative led by the World Bank. The B-Ready initiative is an international benchmarking project developed by the World Bank Group that provides a quantitative assessment of the business environment for private sector development, published annually and covering most economies worldwide. B-Ready directly contributes to building more sustainable and inclusive economies.

Starting in 2024, a cross-functional and cross-border team from Baker McKenzie, consisting of more than 30 attorneys, worked together to complete a comprehensive set of legal research questionnaires to support the World Bank’s development of the B-Ready project. In total, the Baker McKenzie team prepared 34 questionnaires across multiple jurisdictions, providing actionable legal insights related to various global legal frameworks. This impressive effort showcases the strength of our global platform and our Firm’s values in advancing sustainability and access to justice.



London Pride Beats Prejudice legal clinic: breaking new ground LGBTQ+ advocacy

Launched in 2024, the **London Pride Beats Prejudice legal clinic** is a pioneering collaboration supported by Baker McKenzie, King’s College London Students’ Union, Tower Hamlets Law Centre and other law firms, dedicated to supporting the LGBTQ+ community facing workplace discrimination. Initiated by King’s College student Joe Hays and developed over a year in collaboration with the Baker McKenzie pro bono team, the clinic is the first of its kind to be staffed by supervised trainees and solicitors. In addition to providing legal support, the team trains King’s College students to triage clients, equipping them with skills in client interviewing, confidentiality, and case preparation.

Pro bono recognition

- |  |  |   |
|--|--|---|
| <b>2024 Pro Bono Initiative of the Year Award</b><br>The Lawyer Awards | <b>2024 Beacon of Justice Award</b><br>National Legal Aid & Defender Association | <b>2024 Pro Bono Recognition Roster</b><br>Public Interest Law Initiative |
|--|--|---|



## SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS



### The climate crisis and children

We participated in the Child Friendly Justice European Network (CFJ-EN) 2024 Annual Seminar plenary, **"Embracing Children's Diverse Profiles and Situations in Addressing Climate Justice"**, to explore how structural inequalities and systemic exclusion make children disproportionately vulnerable to climate change.

The seminar served as a platform for discussions on strategic climate litigation and children's rights to freedom of assembly, and on actionable strategies to strengthen child justice in the context of climate change. These discussions drew on recommendations from Terre des Hommes 2023 report **Climate in-justice for children: how climate crisis affects access to justice and children's rights**, to which we contributed through our collaboration with the Global Initiative on Justice With Children.

### Real Rights project

Through our continued collaboration with the Global Initiative on Justice with Children, we support the **Real Rights** resource — a tool created to empower young people by informing them of their rights in encounters with law enforcement. With easy-to-understand, city-specific guides, the platform helps youth navigate interactions with police, recognize discriminatory practices and take action when their rights are violated.

### Street Children Legal Atlas

Together with the Consortium for Street Children, we have created the **Street Children Legal Atlas**, a tool that maps laws and policies affecting street children around the world. The Legal Atlas supports legal reform, advocacy and peer learning to advance protection for some of the world's most vulnerable youth.

### I am Here: ID and Vital Documents

We continue to collaborate with the National Network for Youth and the Global Initiative on Justice With Children on **I Am Here: ID and Vital Documents**, a global project tackling the challenges faced by youth lacking ID and vital documents. We are working to analyze crucial identification questions to help break down the barriers to obtaining essential documents.





## SDG 17: Partnerships for the Goals

We believe that addressing global sustainability challenges requires wide collaboration — with clients, peer law firms, professional services industry associations, policy-shaping forums and others to share knowledge and drive progress toward the SDGs. Through our long-standing partnerships with global forums such as the UNGC, WBCSD, and WEF we contribute to meaningful discussions that inform policy.

### UNGC

We have proudly been an active participant of the UNGC, the leading global initiative for corporate sustainability, since 2015. Participation in this platform enables us to engage with a community of business voices and to explore how to meaningfully engage on addressing sustainability priorities and challenges. We contribute our legal expertise and share best practices on advancing the SDGs, and in turn gain valuable insights into sustainability trends and regulatory shifts that inform our broader efforts.

Examples of our contributions to UNGC initiatives in 2024 included participating in the **Think Lab on Business Integrity**, a series of private sector consultations on the notions of business integrity, ethics and anti-corruption compliance, with the objective of updating the UNGC's Anti-Corruption Ethics and Compliance Programme for Business: A Practical Guide.

In 2024, we once again participated in the **UNGC Private Sector Forum**, which is held annually during the UN General Assembly to convene global leaders for high-level dialogue and collaboration to advance the SDGs. The 2024 forum emphasized the role of private sector investment in unlocking scalable solutions for sustainable development. Key themes included SDG acceleration, sustainable finance, and digital transformation.

In 2024 we became a founding member of the **UNGC Legal Council**, a platform formed for legal leaders to engage in policy advocacy and to analyze global regulatory environments, offer strategic guidance and to help remove barriers to sustainability, ensuring that businesses can effectively contribute to achieving the SDGs.

### WBCSD

We joined the WBCSD in 2017 as the first law firm member, contributing legal insight, regulatory analysis and thought leadership to support its mission of driving sustainable business transformation. In addition, since 2021, we've also been part of the WBCSD's Business Commission to Tackle Inequality, a coalition mobilizing the private sector to address inequality. In 2024, our collaboration with the WBCSD included the following initiatives:

In partnership with the WBCSD, we launched a roundtable **discussion series to foster peer-to-peer dialogue among general counsel** dealing with the legal risks of embedding sustainability throughout an organization as part of the transition to a more sustainable business. We hosted the inaugural roundtable in London in March 2024, bringing together general counsel in a Chatham House forum to discuss real-life sustainability issues companies need to anticipate, and followed by a second roundtable in New York during New York Climate Week. The series is aimed at equipping the general counsel to be part of sustainability business discussions as a central function in an organization, liaising with operational teams including the sustainability function, the C-suite and the board. [Read more.](#)

We worked with the WBCSD to develop the **Strategic Investment in Low-Carbon Hydrogen-Offtake: A Toolkit for Senior Leaders**, launched in October 2024. The toolkit offers C-suite and board leadership practical guidance to manage complex decision-making and investment decisions around the adoption of low-carbon hydrogen, to help convert strategic decision-making into profitable projects. [Read more here.](#)

We are a founding member of the **Senior Advisory Board of the WBCSD Preparer Forum for Sustainability Disclosure**, a forum to support a global cross-sector corporate community with the rapid adoption of mandatory sustainability-related disclosure requirements. Launched in 2024, the advisory board brings together leaders from standard-setting organizations, accountancy bodies, service providers and expert organizations to guide the development and activity of the forum, including its scope, topics to cover and future direction as the reporting landscape evolves.





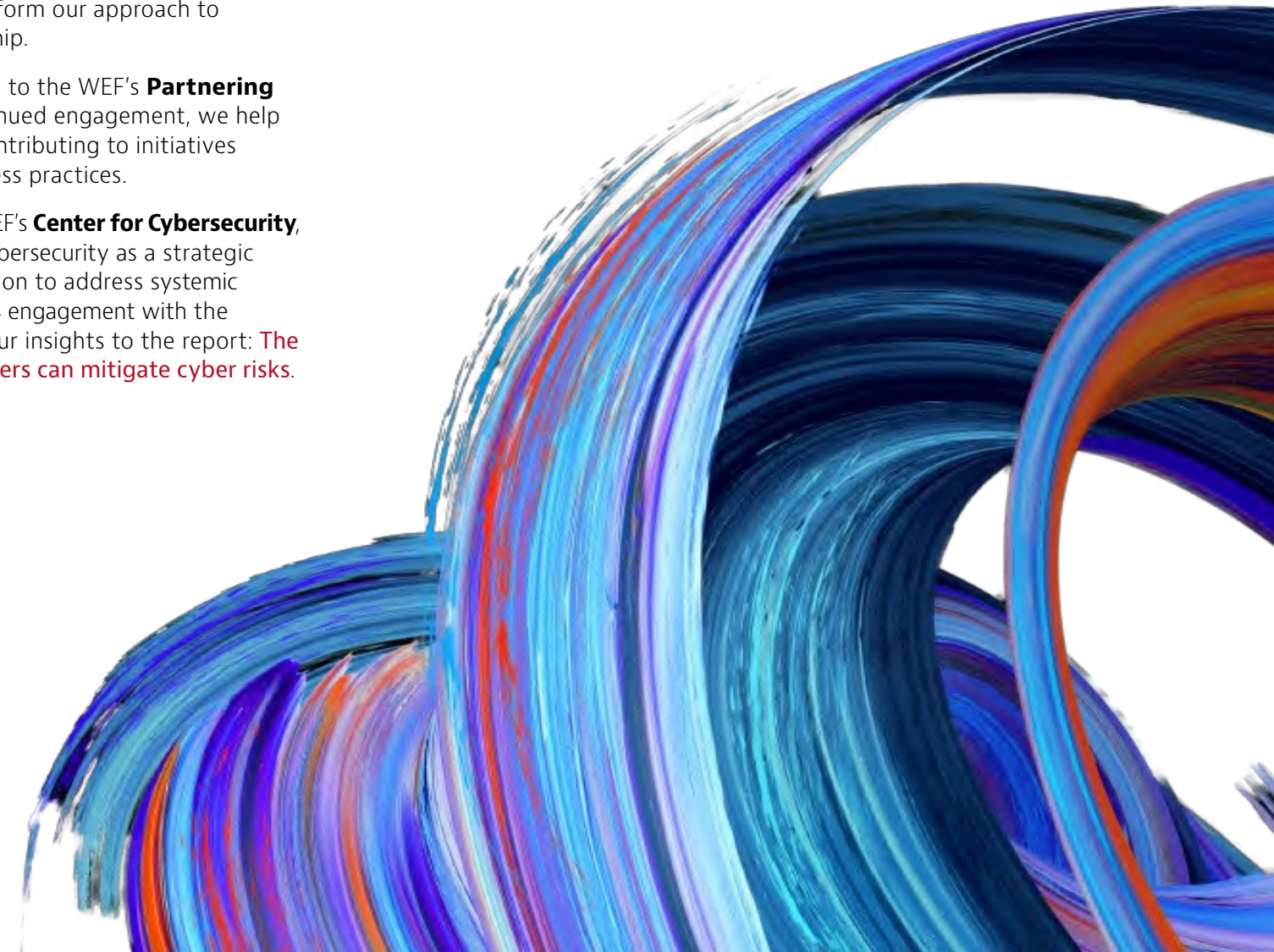
## SDG 17: PARTNERSHIPS FOR THE GOALS



Since 2010, we have been a partner of the WEF to support its mission of fostering public-private cooperation and to provide a platform for dialogue to address global challenges and drive positive change.

- In 2024, a Baker McKenzie delegation attended the **WEF Annual Meeting in Davos**. Our team contributed to and gained insights from key conversations on global economic trends, geopolitical shifts and sustainability practices, helping us to anticipate the legal implications and deliver forward-thinking solutions to our clients. Our global chair led a Trade and Investment Leadership roundtable discussion on trade and investment priorities for public-private collaboration, and our chief sustainability officer participated in a Business Commission to Tackle Inequality discussion on the need for metrics around inequality and the "S" in ESG.
- Since 2024, we have been participating in the WEF's **Green Buildings Consortium**, an initiative aimed at supporting the decarbonization of the built environment, and which brings together stakeholders including from the real estate, construction, finance and policy sectors. As the sole law firm member, we share our legal perspectives and expertise in the legal issues associated with sustainable buildings. We contributed to the 2024 **G20 Global Smart Cities Alliance / WEF Model Policy on Adaptive Reuse of Assets** as an expert reviewer of the draft policy, and one of our sustainable real estate experts was invited to speak at WEF's Urban Transformation Summit 2024 on the topic of **social value in real estate**. After the summit we published **Social value in real estate**, exploring how we can build a pathway to sustainable communities. Read more [here](#).

- Our participation in two WEF peer communities keeps us connected to emerging global trends and their impacts on business. Our chief sustainability officer participates in the **Chief Sustainability Leaders Community**, and our chief inclusion, diversity & equity officer contributes to the **Chief Diversity and Inclusion Officers Community**. Through these platforms we engage in high-level dialogue and collaboration that helps to inform our approach to resilience and responsible business leadership.
- Through our participation and contribution to the WEF's **Partnering Against Corruption Initiative** and continued engagement, we help to shape the anti-corruption agenda by contributing to initiatives aimed at mainstreaming integrity in business practices.
- We also participate in and contribute to the WEF's **Center for Cybersecurity**, a platform to reinforce the importance of cybersecurity as a strategic priority and drive global public-private action to address systemic cybersecurity challenges. As part of our 2024 engagement with the Center for Cybersecurity, we contributed our insights to the report: **The CISO: how chief information security officers can mitigate cyber risks**.





## Investing in change: the Baker McKenzie Scholarship Endowment Fund at Columbia Law School

Every year since 2015, the Baker McKenzie Scholarship Endowment Fund at Columbia Law School has awarded USD 50,000 to LLM students from an emerging economy, with priority given to students from Africa, Asia, Eastern Europe and Latin America who demonstrate academic success, and advocate for social justice and human rights. The scholarship aims to broaden recipients' legal horizons and deepen their understanding of the rule of law, so they are better equipped to contribute to and inspire the legal profession in their home countries upon their return.

The 2023-2024 Baker McKenzie scholarship was awarded to Abdulkadis Abdella, an Ethiopian diplomat with experience in multilateral policymaking with both government and NGOs. A first-generation college student, he has a passion for international law, having worked in a range of political and humanitarian roles at an international level.

## Partnering with clients to sponsor Equal Justice Works fellows

In 2024, we sponsored two Equal Justice Works fellowships, in partnership with clients. Equal Justice Works is a nonprofit organization that connects law students, law school professionals, lawyers and advocates with fellowships at legal services organizations and other opportunities in public interest law. Fellow-led initiatives help address critical gaps in legal services and access to justice for underserved communities across the US.

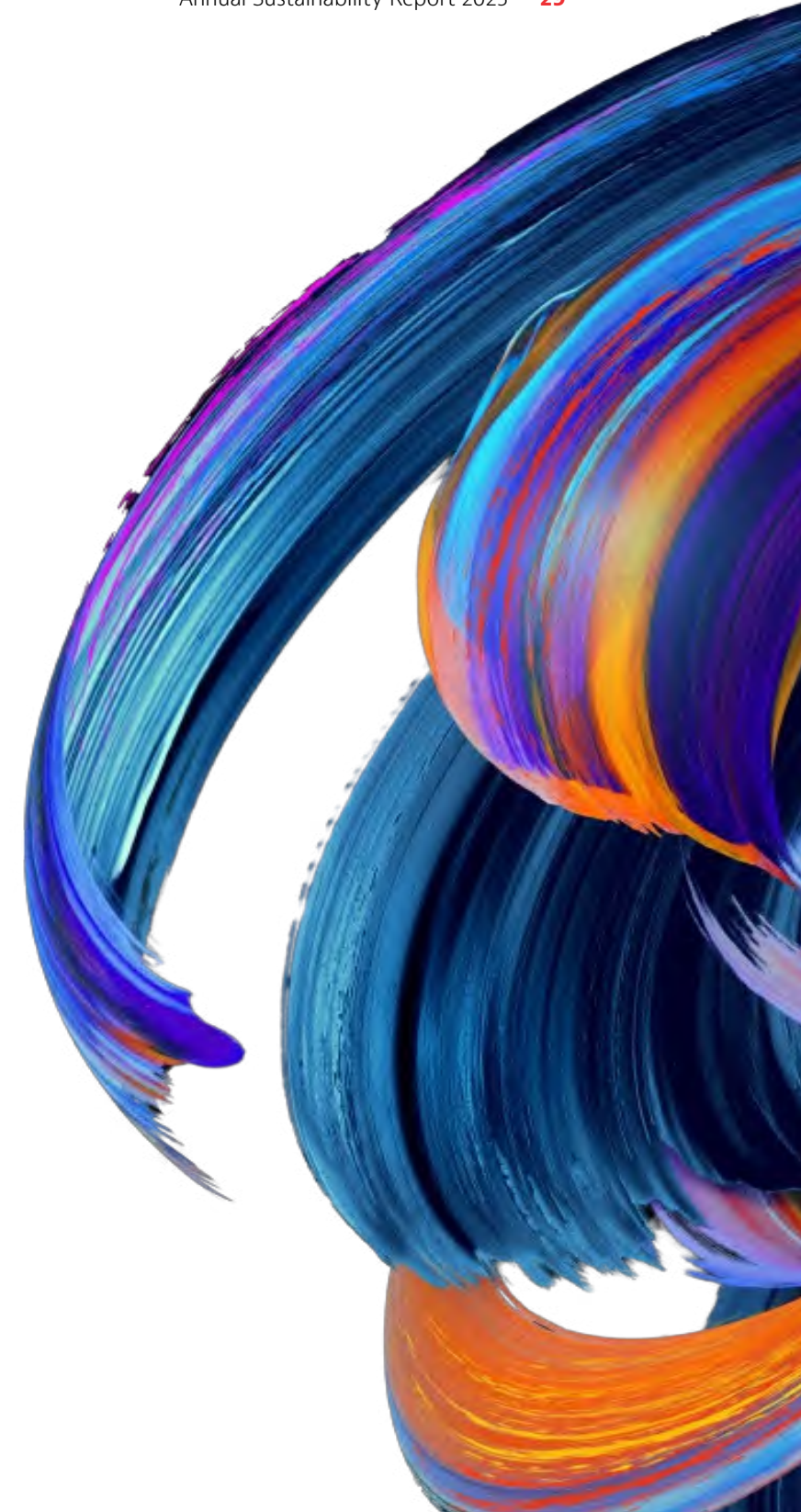
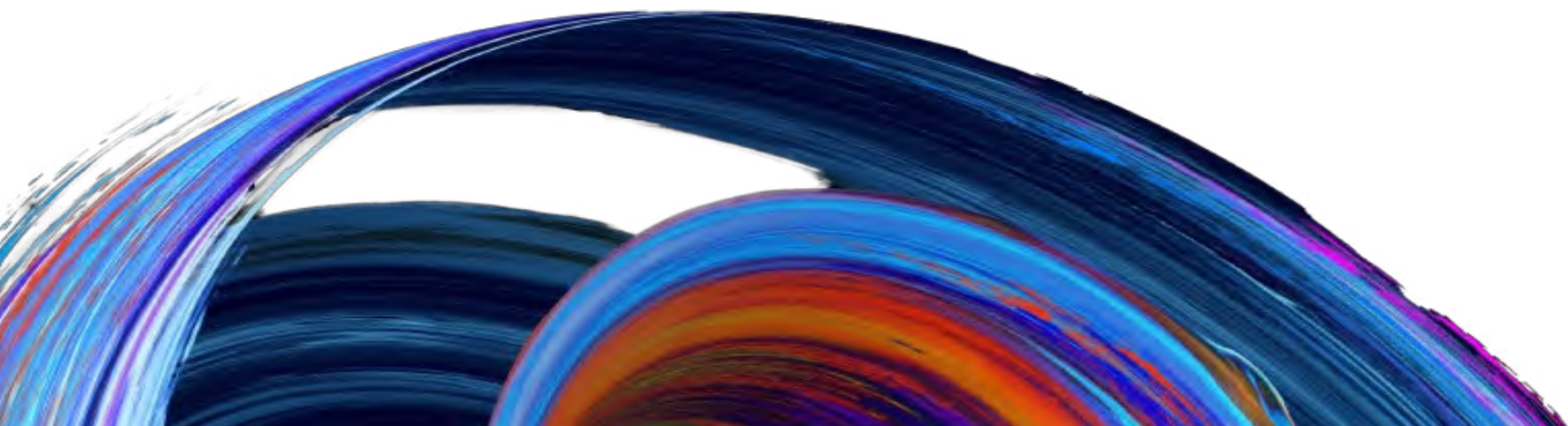
We cosponsored the following fellows in fellowship class year 2024:

### Ben Clark

Hosted by Community Legal Services of Philadelphia, Ben's project will expand access to safe, affordable, climate-resilient housing for Philadelphians burdened by energy poverty. Baker McKenzie and MSD cosponsor Ben's fellowship.

### Ella Helmuth

Ella's project focuses on supporting low-income Central Appalachian communities in gaining access to clean, affordable water. Baker McKenzie and EcoLab Inc. cosponsor Ella's fellowship.





SDG 17: PARTNERSHIPS FOR THE GOALS

## Partnering for progress: our Sustainability Client Solution

Working closely with our clients, we deliver integrated legal solutions that support their sustainability goals and the broader sustainability agenda. Our global Sustainability Client Solution brings together practitioners from all practices across all regions to provide tailored, multidisciplinary legal advice to navigate complex sustainability challenges. Whether aligning with evolving ESG regulations, strengthening governance, supporting energy transition priorities, accessing sustainable finance, building resilient supply chains, or anticipating and managing ESG disputes, we help clients integrate sustainability across their operations and reach their sustainability goals.



**Band 1 for Climate Change**  
Chambers Global since 2008

**Band 3 ESG Risk**  
Chambers Global Crisis and Risk Management 2024

**Band 1 Corporate Governance**  
The Legal 500 UK 2024

**Net Zero Transition Award**  
2024 IFLR Asia Pacific Awards

**ESG Bond Award — Oceans Finance Company, Galapagos Marine Bond**  
IJGlobal ESG Awards 2024

For more information, please visit  
[Sustainability and ESG | Expertise | Baker McKenzie](#).



**S**

**SCOPE**

Establish sustainable governance structures, values and strategy in pursuit of long-term value.

**T**

**TARGET**

Set meaningful and measurable sustainability goals that drive performance.

**E**

**EXECUTE**

Integrate sustainability into business models, operations, finance and controls to make sustainability a reality.

**P**

**PROGRESS**

Benchmark performance & report on sustainability targets to demonstrate accountability and transparency.

**S**

**STRENGTHEN**

Anticipate change and evolve sustainability strategy to meet new regulations, standards, expectations and needs.

**Our capabilities**

C-Suite and Board-level advisory, including ESG audits and risk mapping, sustainability strategy, tax and entity structuring.

Regulatory and compliance advice, including product, competition, employment and supply chain.

Multidisciplinary legal services, including ESG due diligence and transaction considerations, green finance and sustainable investment, clean energy and energy transition, sustainable supply chains, litigation management.

Risk assessments and regulatory reviews, compliance audits and litigation prevention and preparedness.

Advisory support, including compliance with voluntary and mandatory benchmarking, data management.





# Community

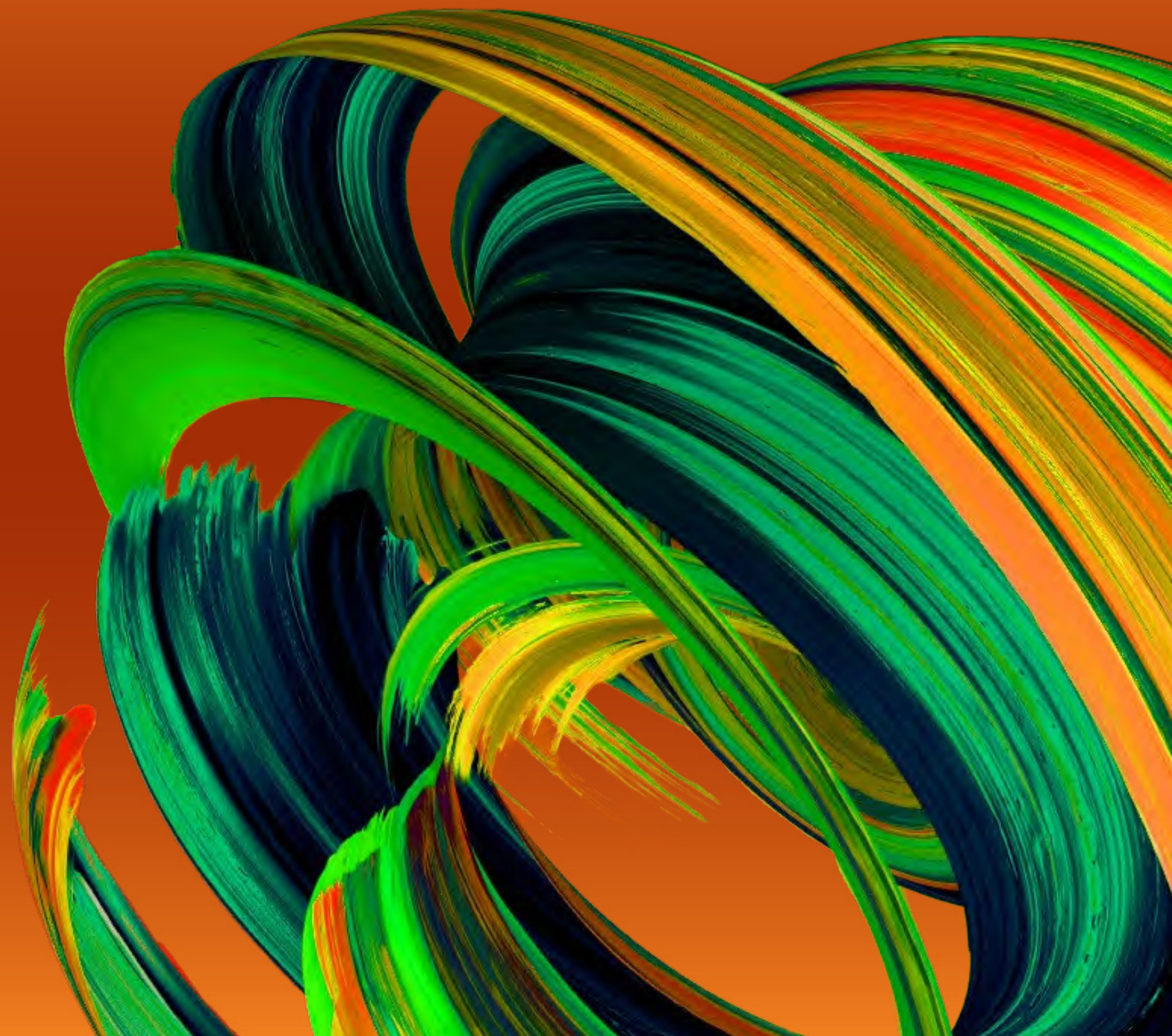
**Baker McKenzie is made up of over 12,000 global citizens, grounded and active in our local communities.**

Since opening our first office in 1949, our deep local connections have been a part of our DNA — and our story — giving us insight into the needs of the communities in which we live and work. This connection to local communities within a global context fuels our people's passion and purpose.

**To celebrate 75 years of Baker McKenzie, July 2024 became Make a Difference Month.**

Across our offices and centers worldwide, our people came together to celebrate our culture of community engagement with one simple call to action: make a difference. Our people in over 53 locations participated in local efforts, including volunteering, fundraising and pro bono activities.

True to our Firm's culture, this global initiative came to life and was empowered by local action — demonstrating that our strength lies in our unity, our diversity and our commitment to making a positive impact both globally and locally.





# Asia Pacific

Australian offices

**Brisbane:** sponsored a practical experience and independence skills program during the World Down Syndrome Congress

**Melbourne:** partnered with nongovernmental organization (NGO) Eat Up to provide free lunches for students across Australia

**Sydney:** hosted the 2024 graduation ceremony for Hotel Etico, a hotel and restaurant providing opportunities for employment, training and independent living to people with a disability

**Bangkok:** Partnered with UN Women and Khon Kaen University on a “Training the Trainers” program aimed at developing women’s business planning skills

**Hong Kong:** Hosted a youth engagement program with WELL DUNK!, a nonprofit program aimed at empowering underprivileged youth through sports by providing equal training opportunities and promoting gender equality, social inclusion and healthy lifestyles

**Jakarta:** Committed to a two-year project in partnership with local NGO Bumiterra, working to restore 2.5 acres of rainforest (To date, the project has planted 488 trees and reintroduced 28 native flora species in the area.)



**Kuala Lumpur:** Hosted a “Make a Difference Day” carnival to raise funds for multiple NGOs, with booths selling food and raising awareness of various causes, including underprivileged children, sustainable food consumption, disability awareness, and refugees and asylum seekers

**Manila:** Collaborated with Waves for Water Philippines to provide water filters, handwashing stations, reusable sanitary towels and a rainwater catchment system in Zambales

**Shanghai:** Organized a “walking challenge” to raise funds for a school in Tibet, reaching its goal to sponsor over 100 dictionaries

**Singapore:** Cohosted a family day event with NeuGen, an organization supporting incarcerated or ex-incarcerated individuals and their children, to prevent intergenerational cycles of offending

**Taipei:** Held a tree-planting initiative in collaboration with Leli Elementary School and the New Taipei City Government to enhance the city’s ecological environment

**Tokyo:** Participated in citywide cleanup activities, including at Family House in Kachidoki, a facility supporting children with serious illnesses and their families





# Europe, Middle East & Africa

**Amsterdam:** Partnered with NGO Plastic Whale to remove plastic waste from the city’s canals, supporting a “plastic-free land and sea”

**Belfast:** Participated in conservation activities, including community gardening and volunteering at a tree nursery

Belgian offices:

**Antwerp and Brussels:** Supported two local nonprofits through initiatives such as a donation drive, a fundraising event and the “Baker Moves for Good Challenge,” promoting wellness and raising funds through sports

German offices:

**Berlin, Dusseldorf, Frankfurt and Munich:** Donated surplus food daily to Die Tafel, a nonprofit organization that collects around 265,000 tons of high-quality surplus food that would otherwise be discarded and distributes it to up to 2 million people in need annually

**Budapest:** Collaborated with the “Budapest Bike Mafia,” a social outreach project that delivers food and necessities to the homeless community by bicycle

Italian offices:

**Milan:** collaborated with in-Formazione, a talent incubator supporting second-generation Italians entering the legal market

**Rome:** partnered with NGO RomAmoR to help prepare and distribute some of the over 500 meals delivered weekly to the homeless community

**Johannesburg:** Hosted an end-of-year celebration for students at St Vincent School for the Deaf, including face painting, balloon art, gift hampers and a magic show



**Kyiv:** Partnered with Tabletochki CF to launch a fundraising campaign for children with cancer through “Bravery Boxes,” but redirected the funds to support the children and medical staff at Okhmatdyt Children’s Hospital following a missile strike in July

Created a virtual Christmas gift shop to raise additional funds for Tabletochki CF

**London:** Conducted community cleanups, refurbished a children’s hospice and raised funds for charity partner London Air Ambulance through a bake sale

**Luxembourg:** Participated in a city cleanup initiative

**Paris:** Participated in charity runs and donation drives, and engaged with support animals aiding individuals with reduced mobility

**Prague:** Hosted a blood donation drive

Spanish offices:

**Barcelona:** partnered with NGO Barcelon Actua to prepare meals for the homeless community

**Madrid:** donated 800 kilograms of food to support people in poverty and at risk of social exclusion

United Arab Emirates offices:

**Abu Dhabi and Dubai:** Continued to support the Period Empowerment Project in partnership with Jumeirah English Speaking School by donating to support the construction of a water tower in Cambodia, providing clean water and sanitary facilities

**Vienna:** Volunteered for the “Cooking for the Crypt” program at Gruft, a Caritas Austria facility supporting homeless individuals

**Warsaw:** Organized several initiatives, including a blood donation drive, a pro bono workshop supporting single mothers and participation in a charity volleyball tournament



# North America



Californian offices:

**San Francisco, Palo Alto and Los Angeles:** Raised awareness for Daraja Academy, a Kenya-based organization providing access to education and a safe learning environment for girls who would otherwise not attend high school

**Chicago:** Hosted a packing party for Holiday Heroes, where over 60 volunteers packed activity boxes, hero packs and sensory bags to be distributed to pediatric patients in 18 local hospitals

**Dallas:** Volunteered at Community Partners of Dallas' "Rainbow Room," a drop-in resource center for local Child Protective Services, providing essential items for abused and neglected children

**Houston:** Volunteered at the local Ronald McDonald House, providing meals to families who are residents there while their children receive treatment in hospital

**Miami:** Partnered with Amigos for Kids to support the Blue Backpack Project, distributing school supplies to children

**Tampa:** Volunteered with Metropolitan Ministries to support the homeless community in Tampa Bay

**Toronto:** Volunteered with the charity Good Shepherd to assist with meal preparation and sorting food and clothing donations for the homeless community





# Latin America

Brazilian offices:\*

**Brasília, Rio de Janeiro, Sao Paulo and Porto Alegre:** Organized fundraising and a donation drive for those affected by the devastating May 2024 flood

**Buenos Aires:** Organized a school supply donation drive for the third consecutive year, donating over 1,000 school supplies to help children start the 2024 school year with their basic educational needs met

**Caracas:** Donated various items to support Autismo Dejando Huella, a nonprofit foundation assisting individuals with moderate to severe autism

**Santiago:** Donated 20 desktop computers and 11 monitors to Fundación Fre, a humanitarian organization supporting Haitian migrants through legal, psychological and social services, as well as language and educational workshops

\*Trench Rossi Watanabe and Baker McKenzie have executed a strategic cooperation agreement for consulting on foreign law.



# Contact



**Thank you for reading  
our Annual Sustainability  
Report 2025.**

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