

Making an Impact as a Law Firm

Content

GREETINGS FROM THE MANAGING PARTNER	2
ABOUT US	3
UN Global Compact	
CLIENT WORK	4
Key Developments	
Green Ambassadors	
Highlights of Our ESG Mandates	
WORK ENVIRONMENT AND EMPLOYEES	6
Our People	
Active Dialogue	
Continuous Development	
Future Talents	
Wellbeing, Diversity, and Work-Life Balance	
CORPORATE CITIZENSHIP	10
Community Engagement	
UNICEF	
Commu's #1000tekoa	
Ukrainian Association in Finland	
Pro Bono Work	
Academia and Legal Profession	
Annual Donations	
ENVIRONMENTAL IMPACT	14
GOVERNANCE	15
Our Values	
Bar Association	
Business Ethics	
Client Onboarding, Anti-Money Laundering (AML), and Sanctions	
Supplier Selection	
Data Protection and Security	
Information Security	
Data Protection	
APPENDICES	18

Greetings from the Managing Partner

Amidst regulatory changes, ESG developments, and novel AI applications, 2025 for Hannes Snellman was a year of focusing on who we are at the core while also creating something new. We redefined our value proposition and mission, and I am proud to be leading a Hannes Snellman that lives by its values on all fronts. This includes our sustainability efforts, which cut across three main areas: client work, our own working environment, and the society at large.

In the spirit of our mission — providing our clients with world-class advice — we have continued to work with our clients in their efforts to meet their sustainability goals as well as the criteria set by stakeholders and regulators. We have been involved in a variety of sustainability-related matters, including ESG compliance, green financing, environmental permitting, and clean energy projects.

When it comes to our working environment, we continuously work to improve diversity, equity, and inclusion and to minimise the potential negative impact our operations have on the environment. Leadership was at the core of our efforts this past year, and we continued the work towards our jointly defined leadership principles of engaging, communicating, developing, and encouraging.

In addition to client work and our environment, we find it equally important to give back to society by engaging in pro bono work in areas where we can make the biggest impact. This year, we continued to work with many long-term partners in this area.

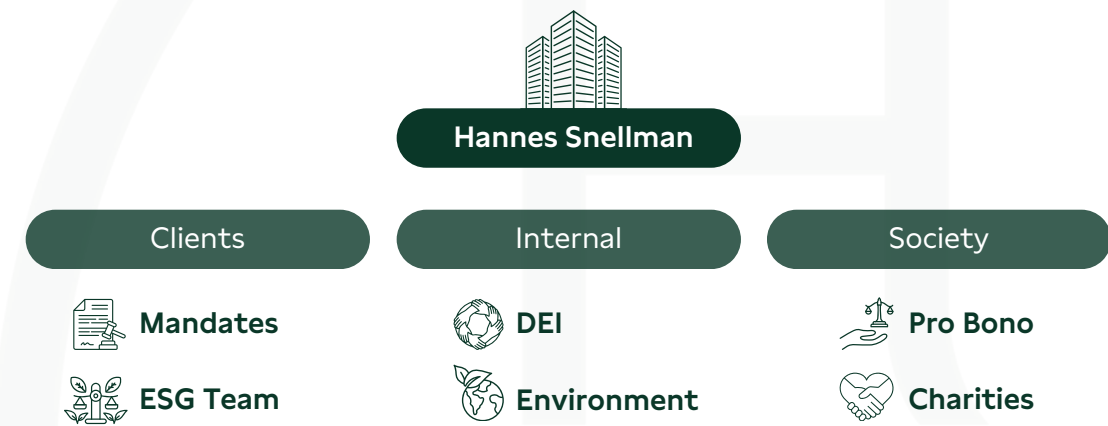
This sustainability report provides an overview of our most significant sustainability efforts for the year. For the first time, we are including a VSME report and have calculated our GHG emissions in accordance with the Greenhouse Gas Protocol. Building on this foundation, we look forward to another year of developing our sustainability efforts and supporting our clients in theirs.

Anna-Maria Tamminen
Managing Partner



About Us

Hannes Snellman is a leading Finnish business law firm entrusted by its clients in matters of critical importance. We believe that as a law firm, we have a unique opportunity to drive change — through our work, our partnerships, and our voice. We support sustainable development both in our internal operations and through our client work.



In early 2025, we finalised our first double-materiality assessment and identified the following topics as most relevant in our operations: climate change, our own workforce, and business conduct. The results did not come as a surprise, considering the fact that our people and acting ethically in accordance with the rules of the Finnish Bar Association form the core of our actions. During the year, we also developed our sustainability reporting and prepared our first VSME report (the Voluntary Reporting Standard for SMEs), appended here as Appendix I. We also calculated all our scope 3 emissions for the first time, based on which we can better plan our future actions regarding emissions. As part of our double-materiality assessment work, we also established a value chain for the firm, appended here as Appendix 2. This provides us with a structure to evaluate the input, output, and impact of our operations.

UN Global Compact

Since 2020, we have been a proud member of the UN Global Compact, the world's largest corporate sustainability initiative. We are fully committed to the ten principles of the UN Global Compact related to human rights, labour, environment, and anti-corruption. Guided by the UN Sustainable Development Goals, we have identified key focus areas that form the foundation of our concrete actions: Reduced Inequalities and Rule of Law. In 2025, we cooperated with UN Global Compact Network Finland by providing competition law support in its roundtable discussions series on business and human rights.

Client Work

Key Developments

For companies' legal sustainability operating environment, 2025 was marked by new requirements, significant efforts, and considerable uncertainty. Many of our large clients reported on their sustainability impacts, risks, and opportunities under the CSRD and ESRS frameworks for the first time, while others were already preparing for the second wave of CSRD reporting.

At the same time, the regulatory environment was characterised by disruption and unpredictability. The EU introduced a series of omnibus initiatives, the first of which included extensive revisions to both CSRD and CSDDD, Taxonomy, and CBAM. Additional complexity arose from, for instance, unexpected developments in the implementation of the Deforestation Regulation and ongoing ambiguity regarding the proposal for the Green Claims Directive. These rapid and sometimes unpredictable changes have underscored the need for companies to sharpen their strategic approach to corporate responsibility, particularly as common standards risk becoming diluted.

In our client work, we have seen that those committed to sustainability have responded proactively — continuing their comprehensive efforts and refining materiality assessments. We have had the privilege of walking alongside our clients, helping them navigate regulatory surprises and uncertainty, and supporting their day-to-day work — whether in green transition projects, ESG aspects of corporate transactions, legal questions in sustainability reporting, or ensuring that their sustainability claims are substantiated, clear, and transparent.

Our client events and trainings have addressed a wide range of corporate sustainability topics, including the ESG aspects of AI, emerging litigation trends, lessons and challenges from the first round of sustainability reporting, EU sustainability omnibus initiatives, geopolitical impacts on corporate sustainability, and the systematisation of sustainability law and its normative frameworks.

Highlights of Our ESG Mandates

Here are a few highlights of mandates where we have supported our clients in their sustainability efforts.



Counsel to YIT Oyj in its issue of EUR 100 million green capital securities and tender offer for its outstanding green capital securities



Counsel to OX2 in the construction, development, and Finnish law aspects of the project financing of two onshore wind farms with a total capacity of 472 MW



Counsel to SSAB in key contracts with Danieli, SMS, NCC and Peab for Luleå transformation project



Counsel to Fazer in its 400 million green financing for chocolate factory investment in Lahti



Counsel to Exilion on EUR 17 million energy storage investment and in the negotiation of a long-term Power Purchase Agreement

Green Ambassadors

Our Partners Maria Landtman and Klaus Metsä-Simola were recognised as Green Ambassadors by Legal 500. Green Ambassadors are private practice lawyers who lead client work supporting the green transition. They are recognised for their sustainability expertise and thought leadership both in and beyond their practice.



Work Environment and Employees

Our People

'Our people' is one of our values, reflecting the importance of our professionals in everything we do. We are committed to creating an empowering environment where people can grow as leading professionals. We support this growth through continuous coaching, feedback, and collaboration across teams because we believe we are stronger as a collective than as individual practitioners. Diverse backgrounds and expertise enable us to solve complex legal challenges for our clients.

Active Dialogue

At the end of 2024, we introduced a new employee survey platform to strengthen our feedback culture and employee engagement. In the 2025 employee surveys, employees particularly highlighted strong relationships with colleagues, as well as a sense of meaningful work and inclusion.

Together with our employees, we defined new leadership principles at the end of 2024: engage, communicate, develop, and encourage. These principles guide our daily work and leadership practices. Their fulfilment is assessed annually through reviews from the perspectives of employees, managers, and peers. In addition, three leadership surveys are conducted each year to support continuous improvement.

We actively promote openness and encourage employees to raise concerns. Anonymous feedback can be submitted through the employee survey platform and via our whistleblowing channel.

OUR LEADERSHIP PRINCIPLES



Engage |
I am present and listen



Communicate |
I facilitate everyone's daily life with smooth communication



Develop |
I take responsibility for my own development



Encourage |
I promote growth and development

Continuous Development

We enable equal development opportunities for all employees. Career paths and performance expectations are defined in our performance grids. Managers and employees hold more extensive discussions three times a year, focusing on goals and performance as well as workload, wellbeing, development needs, and career plans.

Alongside external recruitment, we prioritise internal mobility to support learning and long-term careers within the organisation. In addition to internal rotation, employees take part in secondments with our client organisations. In 2025, 17 lawyers completed client secondments.

We actively involve employees in open dialogue and sharing ideas. In 2025, we organised a Shark

Tank style event where lawyers presented new business ideas. A similar event was organised for assistants to discuss the future of assistant roles. As part of our operational excellence project, we are centralising certain tasks across the organisation, which also creates new internal career opportunities.

Our internal learning platform HS Academy provides training in both legal expertise and essential professional skills, such as giving and receiving feedback. We aim to be at the forefront of AI and offer learning opportunities to strengthen AI readiness and literacy across the organisation. Everyone involved in recruitment is offered unconscious bias training to help recognise and reduce bias in the process.

 **96**
Internal trainings

 **84**
Different speakers

Future Talents

Supporting young professionals is important to us. Each year, we recruit students as trainees in a variety of roles across the organisation. In 2025, we employed 87 trainees working in office administration, knowledge management, assistant roles, legal tech, corporate sustainability and ESG, and legal support tasks. Our trainee programmes are an important recruitment channel for newly qualified lawyers and for other professional roles within the organisation. We support a smooth start through a structured onboarding process.

We also engage with young professionals through events and mentoring. In 2025, we organised 46 events for those interested in a legal career. In addition, we participate in a mentoring programme where our lawyers mentor upper secondary school students who aspire to study law. Through mentoring, we aim to ensure that no one has reduced opportunities to pursue legal studies due to a lack of information, family background, or socio-economic circumstances.

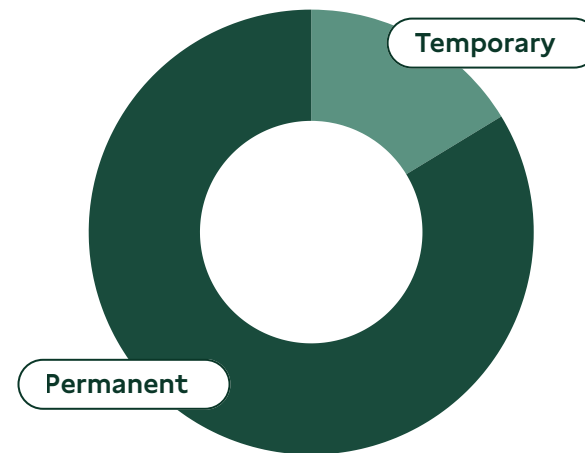
Wellbeing, Diversity, and Work-Life Balance

Supporting employee wellbeing and work-life balance is a priority for us. Flexible arrangements, including working time banks, flexible working hours, and hybrid work, help employees balance their professional and personal life. We offer comprehensive benefits, including six months of fully paid parental leave for all parents, regardless of gender.

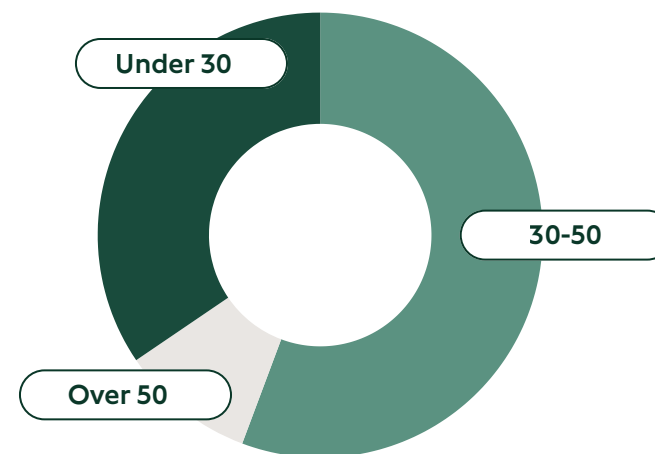
Most of our employees are in permanent employment, with most fixed-term contracts relating to trainees. Our average employee age is 34.9 years, and 56% of our workforce is between 30 and 50 years old. Women represent 33% of our partners and 67% of our total workforce.

By promoting a gender, work-life, and socio-economic balance, we are building a stronger organisation for our employees, offering more sustainable services to our clients, and contributing to a more equal society.

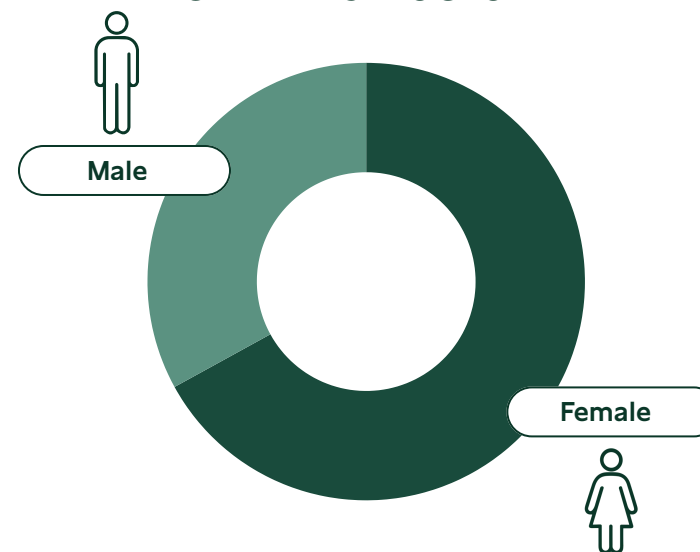
EMPLOYMENT TYPE



AGE STRUCTURE



GENDER STRUCTURE



GENDER STRUCTURE BY EMPLOYEE GROUP

Business Support & Assistants



Lawyers



Partners





Corporate Citizenship

Community Engagement

Corporate citizenship and sustainability embody the core professional values of our firm and attorneys. We engage in a diverse array of initiatives, leveraging our expertise and resources to support values and causes that benefit our community. Our firm also contributes to society by participating in legislative development, inspiring young people through lectures, and continuously improving our working environment.

Our goal is to strengthen a just society and uphold the rule of law, and we carefully select our pro bono projects to align with these objectives, ensuring that our efforts contribute meaningfully to these goals.

Hannes Snellman has been active in pro bono work since the establishment of the firm in 1909. Currently, our standing pro bono activity includes, among many others, the following partnerships which have lasted for decades: The Finnish Red Cross, UNICEF (Finland), Suomen Partiolaiset ry – Finlands Scouter rf (Guides and Scouts of Finland), and the Mannerheim Foundation. Additionally, we have served many private foundations for a long time, supporting arts, governance, medical research, healthcare, and environmental protection, among other things. We also have many smaller organisations on our pro bono list, chosen by our own employees.

UNICEF

We continued to support our long-term cooperation partner UNICEF. Our cooperation with UNICEF includes, among other things, pro bono legal advice, working with UNICEF's testament donation programme enabling individuals to leave a legacy for children in need through their wills, and monetary donations to support humanitarian work and development programmes around the world.



Commu's #1000tekoa

In our continued commitment to social responsibility, we proudly participated in Commu's #1000tekoa food aid event in Tampere as one of the main national cooperation partners. Together with Commu and the other partners, we distributed 1,000 bags of food and 500 warm lunches to individuals and families. This hands-on involvement not only provided immediate relief to those in need but also highlighted the power of collective action in addressing social challenges.



By partnering with organisations like Commu, we aim to promote inclusivity and equality and to make a positive impact to society.

Ukrainian Association in Finland

Throughout the year, our employees assisted the Ukrainian Association in Finland in different projects supporting Ukraine. Our people volunteered their time for charity work and donated supplies to be sent to Ukraine.



The association's mission is to unite and represent the Ukrainian community residing in Finland, and it is actively engaged in humanitarian work and supporting the victims of Russia's aggression against Ukraine.

Pro Bono Work

We encourage all of our employees to dedicate at least six hours for pro bono or charity work per year, regardless of role. We also frequently discuss and present our activities to share ideas and experiences within the firm. During 2025, we reached 1,763 pro bono hours.

1,763
pro bono hours

Academia and Legal Profession

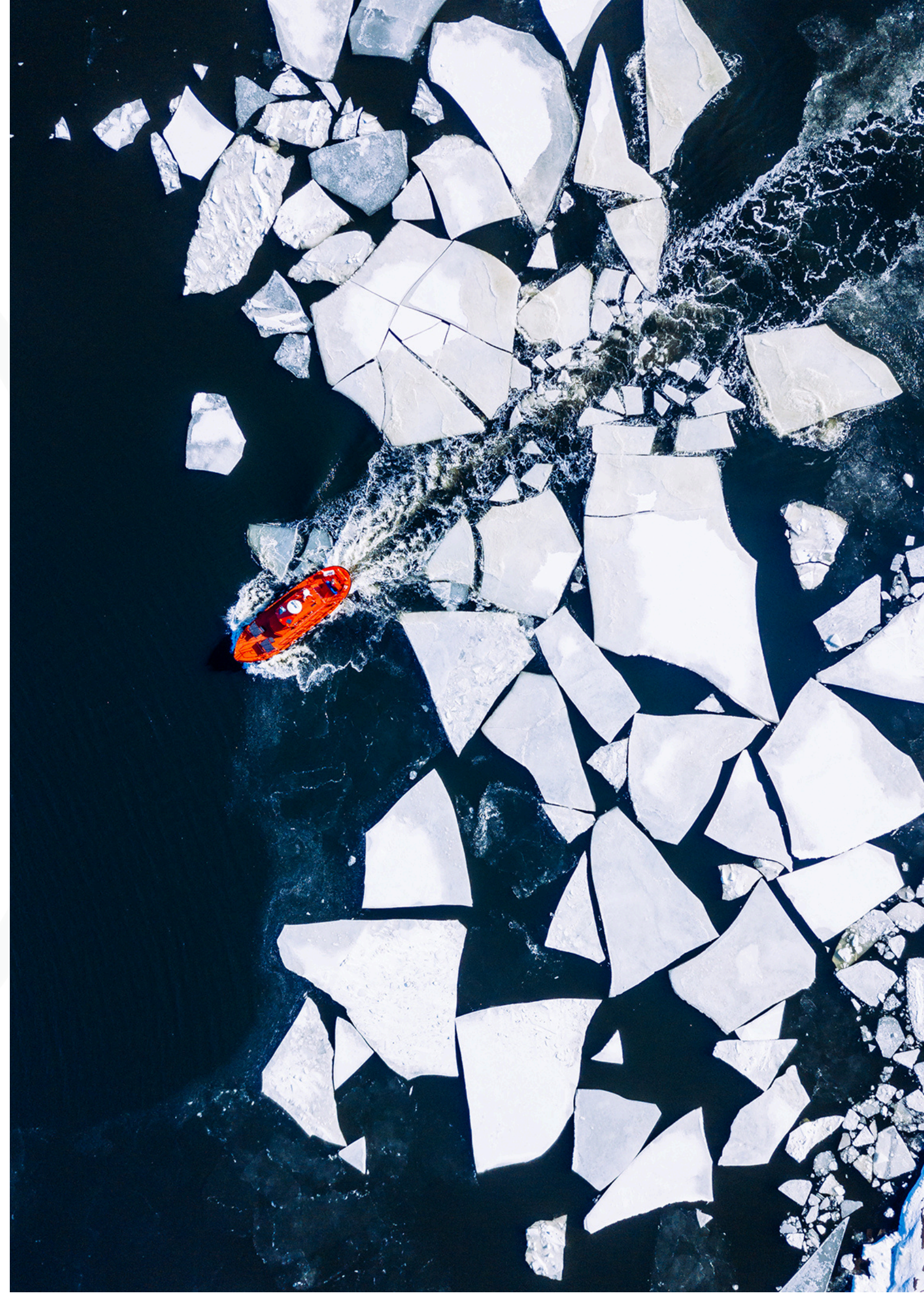
We contribute to academia and the legal profession by participating in legislative development, lecturing at universities, and contributing to various academic endeavours such as mentoring the next generation of lawyers as part of Oikismentorointi. Many of our lawyers are also active in different committees and working groups of bar associations and other professional organisations.

9
university courses

Annual Donations

We make annual donations to charities that share our values. In 2025, our staff voted and we made donations to Unicef, The Federation of Mother and Child Homes and Shelters (Ensi- ja turvakotien liitto), Cancer Foundation Finland (Syöpäsäätiö), and Terho Foundation (Terhokoti hospice in Helsinki).

4
charities



Environmental Impact

We recognise our corporate responsibility in environmental matters and the importance of environmental management for achieving a more sustainable business within the legal sector. Based on the double-materiality analysis finalised in early 2025, we have identified climate change as one of the key areas to consider in our operations.

To better understand the effects of our operations, we have calculated our carbon footprint for several years now. Our scope 1 and 2 emissions have already been zero for a few years. When it comes to scope 3 emissions, we have developed our calculation base throughout the years and have now, with the help of an external consultant, calculated our scope 3 emissions for the first time. Scope 3 covered purchased goods and services, capital goods, fuel and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, and employee commuting. These scope 3 emissions in 2025 totalled 1,556 tCO₂. Majority of this (over 80%) arose from category 1 purchased goods and services. Our business travel (which we also have calculated in previous years) was 155 tCO₂ and clearly less than year 2024 (approx. 200 tCO₂). This overall calculation gives us a good understanding of the impact of our operations and enables us to plan a future roadmap for our carbon footprint.

We offset our business travel emissions through Gold Standard projects. For the 2025 emission offset we chose the Gold Standard project Expanding Access to LPG in Haiti Through Microfinance Services.

Our environmental policy covers the immediate impacts of the buildings, products, and services used by Hannes Snellman. In addition to complying with statutory regulations, we are committed to operating in accordance with the principles described in our policy. As a professional services firm, our waste mainly consists of waste produced at our office (e.g. food, paper, lamps, etc.). Our target is to produce as little waste as possible, and we aim to sort and recycle the waste that is produced.

We have a variety of suppliers that provide equipment and services needed for our operations. Our supplier code of conduct outlines the minimum standards our suppliers must meet when conducting business with us, along with observing all laws and regulations applicable to their operations.

We cooperate with EcoVadis, the world's largest provider of business sustainability ratings with a global network of more than 100,000 rated companies. In the 2025 auditing, we were rated in the bronze category. This means that we are among 35% of the best EcoVadis performers. Compared to the previous auditing, we improved our overall score, reflecting our commitment to continuous development.



Governance

Professional and ethical standards of the legal profession are at the core of our operations. These include independence, confidentiality, and integrity.

Our values are the basis for how we conduct our relationships with each other and with our stakeholders. Our values are embedded in our policies, guidelines, and ways of working, which also reflect our regulatory obligations.

Our Values

One Firm |



We work together across service areas to bring the best of our firm to each client. We are stronger as a collective than as individual practitioners. We jointly take responsibility for building and contributing to our lasting institution.

Our People |



We create an empowering environment for our people to grow as leading professionals. We support the development of our people through apprenticeship, continuous coaching, and feedback. We reward our people based on professional merits and firm contributions.

Ownership |



We take ownership for what we do, supporting the success of our clients and our firm with leading legal expertise, pragmatism, entrepreneurship, and integrity.



Bar Association

The rules of the Bar Association represent an important framework for attorneys' professional ethics. Pursuant to the rules, an attorney's primary obligation is a duty of loyalty to their client, meaning that attorneys must work with their clients' best interest in mind and safeguard those interests. Furthermore, there are rules on confidentiality and avoiding conflicts of interest. Confidentiality and attorney-client privilege are at the heart of our activities.

Business Ethics

We maintain a transparent business climate and high business ethics. We value the safety and respectful treatment of everyone affected by our business. Our people have a vital role in our success. We have a whistleblowing channel for reporting suspicions of misconduct, i.e. anything that is not in line with our values and policies. The whistleblowing channel is an early warning system to reduce risks, and it is provided by an external partner to ensure anonymity, mutual communication, and uncompromised confidentiality.

We take a zero-tolerance approach to bribery and corruption. Wherever we operate, we are committed to acting professionally, fairly, and with integrity and to implementing and enforcing effective systems to counter bribery.

The purpose of our anti-bribery policy is to:

- 1 set out our responsibilities in observing and upholding our position on bribery and corruption
- 2 provide information and guidance to all employees on how to recognise and deal with bribery and corruption-related risks
- 3 ensure compliance with best practices

As part of our annual mandatory training programme, we conduct an online anti-bribery training.

Data Protection

We are committed to protecting the privacy of our employees, job applicants, shareholders, and suppliers in accordance with applicable data protection laws.

Internal guidelines are in place for processing personal data reliably, securely, and in a transparent manner. Our privacy notice, which is published on our website, describes how we collect and process personal data of our clients, potential clients, and other business contacts.

Client Onboarding, Anti-Money Laundering (AML), and Sanctions

Hannes Snellman has a centralised client onboarding process that applies to all new clients and mandates. In the process, we consider potential conflicts, AML and sanction rules, and risk and reputational aspects. We continually monitor changes to laws and regulations and the evolution of our business activities and risk appetite to ensure our onboarding process is up-to-date and in line with requirements.

Information Security

Hannes Snellman received an ISO 27001 certificate in 2021. The certificate was renewed for another three-year period in 2024. ISO27001:2022 is an international standard on managing information security. It details requirements for establishing, implementing, maintaining, and continually improving an information security management system, which at Hannes Snellman covers the protection of client data, including digital information, assets, and personnel.

A mandatory training for all staff on information security is arranged annually.

Supplier Selection

Our goal is to create strong and ethical partnerships with our suppliers and to ensure they abide by the principles set out in the UN Global Compact's Human Rights Principles and the UN Guiding Principles on Business and Human Rights. Our supplier code of conduct outlines the minimum standards our suppliers must meet when conducting business with us.

Appendix I

VSME Report

Topic	Sustainability issue: Sub-topic	Data reported		
BI - Basis for preparation				
	24. (a) General disclosures	Hannes Snellman Attorneys Ltd has chosen the Basic module and Comprehensive module of the VSME reporting. The reporting covers Hannes Snellman Attorneys Ltd's operations in Finland (single location). The report is based on option B: Basic module and Comprehensive Module of the VSME standard.		
	24. (b) Omission of classified or sensitive information	N/A		
	24. (c) Individual/consolidated basis	The report includes information on Hannes Snellman Advokatbyrå Ab, based in Helsinki, Finland.		
	24. (d) Financial statement information	The reporting period is calendar year 2025. Hannes Snellman is a limited liability company based in Helsinki, Finland that provides legal services (NACE 69.I). The firm's balance sheet is 31,8 MEUR and turnover 59 MEUR. The firm has 264 employees. The geolocation of the firm is 60°10'0.8"N, 24°56'43.3"E.		
	25. Sustainability-related certification/label	The firm has EcoVadis bronze medal, December 2025.		
B2 - Practices, policies and future initiatives for transitioning towards a more sustainable economy				
	26. (a), (b), (c), (d)		Does the organisation have practices, policies, or future initiatives on the following topics:	Are they publicly available
		Climate Change	Yes: emissions calculation and off-setting	Yes
		Pollution	No, not considered material	No
		Water and Marine Resources	No, not considered material	No

		Biodiversity and Ecosystems	No, not considered material	No
		Circular Economy	Yes: policies/practices on IT equipment, reducing waste, and office furniture.	No
		Own Workforce	Yes: several practices and policies related to working time arrangements, leadership principles, equal pay, and career opportunities, as well as employee well-being. Social dialogue through occupational health committee, co-determination committee, and various internal forums.	No
		Workers in the Value Chain	Yes: part of Hannes Snellman Supplier Code of Conduct and related policies.	Yes
		Affected Communities	Yes: pro bono work with a yearly target.	Yes
		Consumers and End-Users	Yes: part of client work.	No
		Business Conduct	Yes: internal practices and policies ensuring robust governance and fulfilment of the Finnish Bar Association requirements. Policies and mandatory training on prevention of corruption and bribery, anti-money laundering, insider rules, and information security. Whistleblowing channel for employees.	No
B3 - Environment metrics				
	29. Total energy consumption in MWh	B3 - Energy and greenhouse gas emissions	Renewable	Non-renewable
		Electricity (MWh)	8,438	0
	30. Gross greenhouse gas (GHG) emissions	B3 - Gross greenhouse gas (GHG) emissions (tCO2eq.)	Location-based	Market-based
		Scope 1	-	0
		Scope 2	100,58	0
		Scope 3	-	1 556.11
	31. GHG intensity (tCO2e/M€)	26.4		
B4 - Pollution of air, water and soil		N/A		

B5 - Biodiversity		N/A		
B6 - Water		Use of water included in the GHG emissions calculation.		
B7 - Resource use, circular economy and waste management	37. Circular economy principles	Laptops and phones are recycled.		
	38. Waste	All waste is household waste and recycled.		
B8 - Workforce - Social metrics	39. (a) Number of employees, type of contract, and gender	Permanent employment: 221 employees, fixed-term employment: 43 employees		
	39.(b)	Female: 176, male: 88		
	40. Employee turnover rate	10.2		
B9 - Workforce - Health and safety	41. (a) Recordable work-related accidents and (b) fatalities.	(a) 6 (b) 0		
B10 - Workforce- Remuneration, collective bargaining and training	42. (a) do employees receive pay that is equal or above applicable minimum wage for Finland.	Yes		
	42. (b) percentage gap in pay between female and male employees	We apply consistent and transparent pay principles across the firm to ensure pay equality. We monitor internal pay levels through an annual independent salary survey conducted by an external expert, which also enables benchmarking against other law firms. Our remuneration practices were updated at the beginning of 2026 to support these principles going forward.		
	42. (c) percentage of employees covered by collective bargaining agreements	0%		
	42. (d) average of annual training hours per employee, broken down by gender	Women: 36, Men: 45		
B11 - Convictions and fines for corruption and bribery		0		
CI - Strategy: Busines Model and Sustainability - Related Initiatives	47. (a) Services offered, (b) relevant markets, (c) main business relationships, (d) key sustainability issues in strategy.	Hannes Snellman is a Finnish business law firm. We provide advice on Finnish law to our clients. Our values are Ownership, One Firm, and Our People. Our employees are the key asset in our service delivery process, and we aim to provide our people with world-class careers. Our key suppliers are those related to our premises and office infrastructure (incl. IT). We source mainly from Finland and other European countries.		

<p>C2 - Description of practices, policies and future initiatives for transitioning towards a more sustainable economy</p>	<p>48. Practices, policies and future initiatives for transitioning towards a more sustainable economy</p>	<p>Climate Change</p>	<p>We offer our employees a commuter benefit and continuously increase the share of vegetarian food in our catering. We consider our business travel, especially flying, carefully.</p>	<p>We will continue calculating all emissions and review possibilities to decrease the same.</p>
		<p>Circular Economy</p>	<p>Sorting and recycling waste at the office. Recycling IT equipment and office furniture.</p>	
		<p>Own Workforce</p>	<p>Various working time arrangements to improve work-life balance. Extensive employee benefits. Occupational health care services. Annual workplace development plan (incl. equality and non-discrimination plan). Leadership principles implemented in operations and targeted training packages for various employee groups.</p>	<p>We aim to continuously improve our leadership assessment score.</p>
		<p>Workers in the Value Chain</p>	<p>Our supplier code of conduct sets our expectations on our suppliers. We pay special attention to selecting service providers in our value chain.</p>	<p>We aim to identify our key suppliers from a sustainability point of view to ensure that they are committed to our supplier code of conduct.</p>
		<p>Affected Communities</p>	<p>We give back to society by engaging in pro bono work in areas where our expertise and time can make the biggest impact. We participate in the work of several foundations promoting culture, education, and social causes, and our professionals lecture at various universities. We also regularly contribute to charitable causes by volunteering our time and resources, organising fundraisers, and donating money to causes that align with our values. All employees are encouraged to use at least 6 hours of working time annually on pro bono work.</p>	<p>We have a yearly target of pro bono hours. Year 2025 the target was 2000 hours.</p>
		<p>Consumers and end-users</p>	<p>We provide various sustainability-related services to our clients in the area of, e.g. compliance and governance, data protection, green transition, and wind power.</p>	<p>Continuous high-quality service provided to our clients.</p>
		<p>Business conduct</p>	<p>Since 2020, we have been a member of the UN Global Compact Network and have committed to respecting the Ten Principles of the UN Global Compact in the areas of human rights, labour, environment, and anti-corruption. We have various internal policies and guidelines that cover all these areas. Information security is of essence for us and we are ISO 27001 certified.</p>	<p>Our target is that all our employees complete our mandatory annual trainings.</p>

C3 - GHG Reduction Targets and Climate Transition	54.-56. GHG reduction targets and climate transition	Our target is to keep our scope 1 and 2 emissions zero and monitor the emissions of our purchases affecting scope 3.		
C4 - Climate Risks	57.-58. Climate-related hazards and climate-related transition events	The risks to our operations are not considered material.		
C5 - Additional (general) workforce characteristics	59. Female-to-male ratio at management level	Management team: 5:2		
C6 - Additional own workforce information - Human rights policies and processes	60. (a) - (b) Employee Code of Conduct	The firm has various policies related to employees' conduct described in the firm's code of conduct.		
	60. (c) Complaints-handling mechanism for own workforce	Yes		
C7 - Severe negative human rights incidents	62. (a) Incidents in its own workforce related to child labour, forced labour, human trafficking, or discrimination	No		
	62. (c) Incidents involving value chain, affected communities, consumers and end-users	No		
C8 - Revenues from certain sectors and exclusion from EU reference benchmarks	63. Controversial weapons, tobacco, fossil fuel, chemicals production	N/A		
C9 - Gender diversity ratio in the governance body	65. Gender diversity ratio	Board: 1:4		

Appendix 2

Hannes Snellman's Value Chain

