



Making an Impact as a Law Firm

Greetings from the Managing Partner

The themes of clean transition, ESG, and sustainability have continued to increase their importance over the past years. Efforts to transform business and operations to meet the ESG and sustainability criteria set by regulators, investors, customers, employees, lenders, and other stakeholders, as well as compliance with the increasing amount of EU-wide regulation and reporting requirements, have continued to be in focus for many companies.

This trend is also evident in the volume and balance of our assignment work, with a continuing increase in mandates relating to the clean transition, various forms of renewable energy, environmental permitting, green financing, reporting requirements, compliance, preparations for upcoming changes in legislation, board roles and liability, and other governance mandates. The financial interests and risks involved are often significant, and the effects extend widely and evolve over a long period of time. Human rights, labour, environment, and anti-corruption considerations are increasingly present in our work, and many requirements originating from sustainability regulation are being implemented and tested for the first time. However, while the amount of new regulation in the EU and the companies' need to adapt thereto keeps increasing, differences in the political approach in the EU, on the one hand, and in the US and China, on the other hand, have become more evident during the past year, even leading to calls for de-regulation.

During 2024, we promoted our first ESG counsel, introduced a new ESG trainee programme, and carried out a number of initiatives to keep our clients updated on the relevant regulation and its impacts on business and to create opportunities for them to engage in dialogue and discuss the sustainability and ESG themes they are all facing in their respective organisations.

In addition to our client mandates, we have also continued to be involved in a wide range of initiatives related to corporate citizenship and sustainability by promoting, with our expertise and resources, values and causes that benefit our community. Our firm also contributes to society by participating in the development of legislation, giving external lectures in collaboration with universities to educate and inspire the next generations, and developing our own working environment.

We continue our work to improve and measure diversity, equality, work-life balance, and socio-economic equality by several different policies, initiatives, continuous follow-up, and working groups both inside and outside our firm.

Since 2020, we have been a proud member of the UN Global Compact Network, the world's largest corporate sustainability initiative. This membership supports companies in conducting business responsibly by aligning their strategies and operations with the Ten Principles of the UN Global Compact in the areas of human rights, labour, environment, and anti-corruption. We are committed to taking strategic action to advance broader societal goals with an emphasis on collaboration and innovation.

In this 2024 sustainability report, we describe our actions to integrate the Global Compact and its principles into our business strategy, culture, and daily operations. We are also preparing for the new reporting requirements under the EU's Corporate Sustainability Reporting Directive (CSRD), which will apply from 2025 onwards. This preparation includes conducting a double materiality assessment to identify the areas to be reported and ensuring compliance with the European Sustainability Reporting Standards (ESRS) developed by EFRAG.



Riikka Rannikko |
Managing Partner

UN Global Compact Principles — Our Focus and Framework

At Hannes Snellman, our commitment to serving the community is deeply embedded in our heritage. For us, corporate citizenship and sustainability embody the core professional values of our firm and attorneys. Today, 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. Together, we strive to make a meaningful impact on society and uphold the values that define our firm.

Global Compact Membership and Our Focus Areas

Since 2020, Hannes Snellman has proudly been a member of the UN Global Compact, the world's largest corporate sustainability initiative.

Guided by the UN Sustainable Development Goals, we have identified key focus areas that form the foundation of our concrete actions: Equal Opportunities and Rule of Law.

As a professional services firm, we believe the most effective way to make an impact is through indirect action. This involves advising and supporting our clients, as well as actively participating in societal discussions and initiatives.



*"If you could do
anything to change
the world, what would
you do?"*

Corporate Citizenship Team

We have a corporate citizenship team guiding our initiatives in a wide range of matters — our pro bono work, our work to raise funds for charitable causes, and our participation in a number of foundations that promote culture, education, and social matters. Our firm also contributes to the society by participating in the development of legislation, by lecturing and mentoring to inspire young people, and by developing our own working environment. The UN Sustainable Development Goals form a basis of our corporate citizenship work. In 2024, to bring more focus on our efforts, we have continued to work on two SDGs: 'Reduced Inequalities' and 'Peace, Justice and Strong Institutions'.

Insights on Environmental, Social and Governance Issues

Our team of experienced cross-practice lawyers guides companies through the legal challenges and opportunities of ESG initiatives, ensuring compliance with regulations and meeting stakeholder demands. In 2024, our experts have contributed to various themes.



Blogs

- The Offshore Wind Power Act to Enter into Force on 1 January 2025 (12/2024)
- State Aid Programme for Green Transition Investments Is Moving Forward, and the Government Proposal on New Investment Tax Credit Was Issued in Finland (12/2024)
- New Voluntary EU Green Bond Standard to Apply Soon — Clarity, Transparency, and Supervision Expected for Green Bond Issuances Even Though the Strict Requirements May Deter Certain Issuers (12/2024)
- U Forced Labour Regulation Enters into Force — Key Points That Every Company Needs to Know (12/2024)
- Understanding the New Legislation on Gender-Balanced Boards: Implications for Finnish Listed Companies (12/2024)
- From Policy to Practice: The EU's Industrial Carbon Management (11/2024)
- Government Proposal on the Offshore Wind Power Act for the Exclusive Economic Zone (10/2024)
- New Information Available on Incentives for Green Transition Investments — Effective Use Requires Planning (09/2024)
- Boost for Green Transition Investments with New Tax Subsidy: Up to 150 Million Euros per Company (09/2024)
- The Finnish Offshore Wind Power Legislation Regarding Exclusive Economic Zone ("EEZ") Is Making Progress (08/2024)
- Corporate Sustainability Due Diligence Directive enters into force (07/2024)
- European Parliament Approves Compromise on Corporate Sustainability Due Diligence Directive (04/2024)
- Political Agreement Reached on the Corporate Sustainability Due Diligence Directive — What Was Agreed? (01/2024)
- Stricter EU Rules on Greenwashing: The Directive on Empowering Consumers for the Green Transition Has Been Officially Approved (Sainio, Liemola, 3/2024)
- Key Features of Land Use Planning Requirements in Finnish Hydrogen Projects (Metsä-Simola, Panula, Ranta, 4/2024)
- European Parliament Approves Compromise on Corporate Sustainability Due Diligence Directive (Available in Finnish) (Järvinen, Kuha, 4/2024)
- Use of Territorial Water Areas as Collateral — Finland's Next Steps in Promoting Offshore Wind (Heikkinen, Panula, Veneranta, 5/2024)
- Legislative Initiative Promoting Offshore Wind Power in Finnish Exclusive Economic Zone is Progressing (Heikkinen, Juhola, Karlsson, 5/2024)

Events

- External Seminar: Renewable Energy Day (1/2024)
- External Seminar: Meri-Katriina Pyhäranta Speaking at Evolving Energy Regulation Seminar (1/2024)
- Hannes Seminar: Hydrogen in Focus: Hydrogen Infrastructure as Part of the Hydrogen Economy — Pipelines and Regulation (2/2024)
- Hannes Seminar: What Will Happen to the Corporate Sustainability Due Diligence Directive? (3/2024)
- External Seminar: Vaasa Energy Week (3/2024)
- Hannes Seminar: Hydrogen in Focus — Smooth Land Use Planning and Permitting in Hydrogen Projects (3/2024)
- Hannes Seminar: Hydrogen in Focus — Facilitating Hydrogen Projects: Project Agreements and Project Financing (5/2024)
- Future Energy Leaders Event (Autumn 2024)
- Sustainability & ESG Legal Roundtable kick-off (8/2024)
- Energy Update & Mingle (9/2024)
- Julia Ranta Speaking at Vetypäivä on 24 September 2024 (9/2024)
- Anna-Maria Tamminen Speaking on Risks and Opportunities in the Renewable Sector in Mexico City on 17 September 2024 (9/2024)
- Wind Finland Cocktail Event (10/2024)

Articles

- Article: Back in Kyiv (Ilmonen, 1/2024)
- Article: Thomson Reuters Regulatory Intelligence, Country Update - Finland: ESG Reporting (Järvinen, Tamminen, Kuha, Kinnaslampi, 3/2024)
- Newsletter: Real Assets Highlights H1/2024 | Green Transition Edition (5/2024)
- Newsletter: Nordic Highlights Q1 | 2024 - Stricter EU Rules on Greenwashing (4/2024)

Videos & Podcasts

- Video Series: Legal Trends by Hannes — Navigating the Clean Transition (10/2024)



Our Focus — Equal Opportunities

By actively cultivating a diverse and inclusive work environment, we live by our values and achieve our vision. Across the firm, we collaborate to create a workplace where everyone can reach their potential. Emphasising diversity and inclusion helps us attract and retain top talent while meeting our clients' needs.

Our inclusion, equity, and diversity efforts are integrated into our daily activities. To enhance diverse perspectives and foster an inclusive culture where diversity is valued and leveraged for the benefit of our people and clients, we implement a range of initiatives across the firm.

Global Compact Principle: Labour

- 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 labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

Hannes Snellman's Diversity, Equity, and Inclusion Principles



We focus on recruiting individuals who bring their own backgrounds and experiences to work. This contributes to a work environment that is rich with collaborative thoughts, insight, and talent.



Our talents have individual expectations, preferences and life situations, which evolve over time. We work to cater for tailored careerpaths and solutions that enable worklife integration.



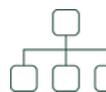
Our clients expect to collaborate with resilient, innovative, empathetic and advanced teams. We bring them people who think differently together and have the joint insights that we are proud to impart to our clients.



Leadership capabilities play a decisive role in creating a diverse culture in which everyone can achieve their potential. Our leadership model emphasises team building, speaking up, understanding, feedback, approachability and talent development.



Our journey towards increased diversity and inclusion takes time, consistency, and tenacity, and it concerns all of us. Focus on awareness and education enables us to move forward.



It is a prerequisite of success that our own organisational bodies are diverse and committed to catalysing inclusivity.

MANAGEMENT

Managing Partner: **FEMALE**

Management team

100%

female



Board

25% female
75%



AGE

35

average age

40-year age gap between oldest and youngest employee

EMPLOYEES

female **67%** male **33%**

LAWYERS

female **57%** male **43%**

ASSOCIATES

female **60%** male **40%**

SENIOR ASSOCIATES

female **74%** male **26%**

SUPER SENIORS

female **54%** male **46%**

PARTNERS

female **31%** male **69%**

Diversity & Inclusion Initiatives

By promoting a gender balance, work-life balance, 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.

The Leader in Me | Leadership Principles

Hannes Snellman's 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

These principles are used to develop both self-leadership and managerial work. During 2024, the entire staff was involved in The Leader in Me project, and everyone has had the opportunity to influence the direction in which our leadership is developed. The Leader in Me project is led by a steering group that includes Partners Anna-Maria Tamminen, Antti Kuha, Antti Nyberg, Erik Stenman, Katja Perätalo, Mikko Huimala, and Riikka Rannikko, Head of HR Sini Asikainen, and Head of Compliance & KM Taina Tenhunen.

Discussion Event at SuomiAreena 2024

In June 2024, Hannes Snellman organised a discussion event at SuomiAreena to address Finland's need for international expertise and diversity to tackle labour shortages, maintain competitiveness, and drive economic growth. The Finnish Government has set a goal to attract more international students and professionals to the country. However, the challenge remains: how can Finland and its companies attract and retain this international talent and returning expatriates? Addressing these challenges and providing opportunities in Finland's labour market and society is crucial. Promoting an open and inclusive work environment where everyone, regardless of their nationality, can utilise their skills and creativity is essential. The discussion aimed to find solutions to retain one of Finland's key future resources: international expertise.

The event featured a panel of experts including Markku Ignatius, General Counsel & Public Affairs at Supercell; Riikka Loisamo, CEO of The Shortcut; Katri Viippola, CEO of the Association for Finnish Work; and Ricardo Gomes, Senior Associate at Hannes Snellman. The discussion was moderated by News Anchor and Producer Jussi-Pekka Rantanen.

This event was part of SuomiAreena, Finland's largest societal discussion event, held annually in Pori during the summer.

'Celebrating Diversity' Events

At Hannes Snellman, we work together to create a workplace where everyone can be themselves and achieve their potential. A part of this work is understanding and becoming better at diversity, equity, and inclusion.

In connection with Pride Week in June 2024, we raised awareness of the main DEI themes throughout the week and invited all Hannes Snellman staff to have a cake and coffee break to celebrate diversity and discuss themes related to diversity, equity, and inclusion. At the event, our ESG Counsel Riikka Kuha and our Communications & Sustainability Manager Heidi Heinänen talked about the UN Global Compact's Business and Human Rights programme, in which Hannes Snellman participated in the spring of 2024.

At the event, the staff had the opportunity to leave their ideas in an idea box about how we could develop diversity, equity, and inclusion at Hannes Snellman in the future. Our DEI working group received many new ideas from these initiatives to develop our DEI efforts further.

UN Global Compact Business & Human Rights Accelerator Programme

In the spring of 2024, Hannes Snellman's representatives participated in the UN Global Compact's Business and Human Rights Accelerator Programme. This six-month initiative is designed to help companies transition from commitment to action on human and labour rights by establishing an ongoing human rights due diligence process. Through this programme, we enhanced our understanding of human rights impacts, prioritised actions, and learnt to engage stakeholders effectively. By integrating these insights, we are better equipped to advise and support our clients in their own sustainability and human rights efforts, thereby reinforcing our commitment to corporate citizenship and sustainability.



Environment

We recognise our corporate responsibility in environmental matters and the importance of environmental management for achieving a more sustainable business within the legal sector.

EcoVadis Cooperation

We are cooperating with EcoVadis, the world's largest and most trusted provider of business sustainability ratings with a global network of more than 100,000 rated companies.

In the 2024 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 and our score in the area of Human Rights.

Hannes Snellman has been a member of EcoVadis since September 2022.

Waste Management Plan

Hannes Snellman's waste management plan describes how we manage the waste generated by our activities in an environmentally responsible and cost-effective manner. It covers the waste we produce, the methods and procedures we use to collect, store, transport, treat, and dispose of it, and the facilities and service providers we partner with. Our waste management plan helps us to comply with the relevant environmental regulations and standards and to contribute to our sustainability goals of reducing our environmental impact and enhancing our social responsibility.

Hannes Snellman's waste management plan is included here as Appendix 3.

Supplier Policy

Hannes Snellman's supplier policy outlines the minimum standards its suppliers must meet when conducting business with Hannes Snellman, along with observing all laws and regulations applicable to their operations.

Hannes Snellman's supplier policy is included here as Appendix 2.

Environmental Policy

Hannes Snellman's environmental policy covers the immediate impacts of the buildings, products, and services used by Hannes Snellman, as well as the services that we provide and that we are able to control. In addition to complying with statutory regulations, we are committed to operating in accordance with the principles described in our policy.

Hannes Snellman's environmental policy is included here as Appendix 1.

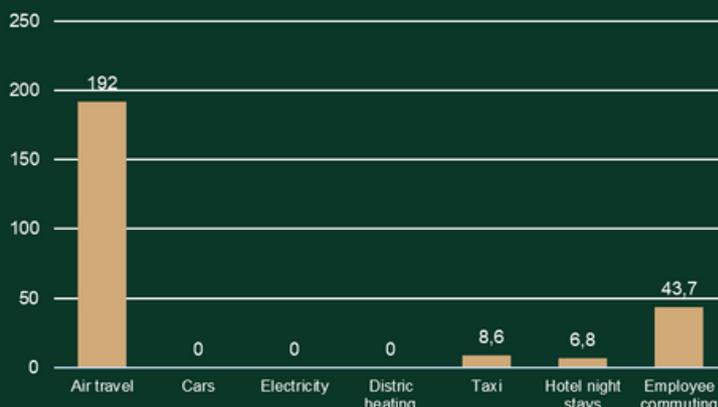
Carbon Footprint

We calculate our carbon footprint on an annual basis and offset our emissions through Gold Standard projects. For the 2024 emission offset, 251 tonnes in total, we chose the Ceará Renewable Energy Project in Brazil. Our emissions consist of Scope 3 emission (Scope 1 and 2 emissions are zero).

Global Compact Principle: 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.

Emissions / CO2 tons



Sustainability in Client Mandates

We regularly advise our clients in mandates that support their efforts in sustainable business. Some of our reference projects in 2024:

Counsel to Keliber Oy in the EUR 500 Million Green Loan Financing

Hannes Snellman acted as counsel to Sibanye-Stillwater's subsidiary Keliber Oy in respect of matters of Finnish law in the EUR 500 million green loan financing for the Keliber lithium project in Finland through its subsidiary Keliber Technology Oy. The green loan secures the final capital expenditure funding required for the construction and development of the Keliber lithium project's mining, processing, and refining facilities in Kaustinen, Kronoby, and Kokkola, Finland.

The green loan is a distinctive credit facility comprising a bank-financed EUR 250 million Export Credit Agency (ECA) guaranteed tranche, a EUR 150 million tranche provided by the European Investment Bank (EIB), and a EUR 100 million syndicated commercial bank tranche. The deal value is EUR 500 million.

Counsel to Aneo in Its Acquisition of 43.2 MW Kokkoneva Wind Farm from Greencoat Renewables PLC

Hannes Snellman acted as legal counsel to Aneo, Norway's second-largest wind power operator, in its acquisition of the 43.2 MW Kokkoneva wind farm from Greencoat Renewables PLC.

Counsel to SSAB in Its Transformation Project

Hannes Snellman advises SSAB in its transformation project initiated with the decision to build a fossil-free mini-mill in Luleå, Sweden. Once completed, the new mini-mill will replace the current blast furnace-based steel production system, resulting in an estimated 7% reduction of the total CO2 emissions of Sweden. Startup of the new mini-mill is planned at the end of 2028. The total mini-mill investment is estimated to amount to EUR 4.5 billion. Our team has advised SSAB in, for instance, the contracting structure of the project and negotiation of process equipment contracts for the project as lead counsel.

Counsel to YIT Oyj in Its Issue of EUR 100 Million Secured Green Notes and Consent Solicitation in Relation to Its EUR 100 Million Green Notes

Hannes Snellman acted as counsel to YIT Oyj in its issue of EUR 100 million secured green notes due 2027 and in the consent solicitation in relation to its EUR 100 million green notes due 2026.

Hannes Snellman Counsel to Valorem in Its Entry to Sweden

Hannes Snellman acted as legal counsel to VALOREM in its entry to the Swedish market upon the establishment of a co-operation framework with Tribid Renewables AB in relation to the development of 1 GW of wind and solar projects in Sweden.

Our Focus SDG – Rule of Law

Pro Bono Work

Commitment to promoting the common good is an integral part of the Hannes Snellman culture. Providing pro bono legal advice is a natural extension of our dedication to giving back to society. We combine legal advice and other forms of help in a manner encouraging and enabling everyone in the firm to participate.

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. Pro bono work is also important to our entire personnel. In addition to providing an opportunity to learn, it provides a sense of meaning.

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, health care, and environmental protection, among other things. We are extremely proud to also have many smaller organisations on our pro bono list, as they typically have been proposed by our own employees.

Firm-Level Pro Bono Target for the Year 2024

Hannes Snellman encourages its whole staff to do at least six hours of pro bono or charity work per year, regardless of their role. Lawyers are encouraged to do pro bono work, while all employees are encouraged to participate in different charity activities. We also frequently discuss and present our activities to share ideas and experiences within the firm.

Our goal for 2024 was to achieve 2,000 pro bono hours, and the final outcome was 1,752 hours.

goal of
2000
pro bono hours



Global Compact Principle: Anti-Corruption

- *Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.*

ISO/IEC 27001:2022 Standard

Hannes Snellman received an ISO 27001 certificate in 2021. A renewal audit was conducted by KPMG in August 2024, and the certificate was renewed for another three-year period. The scope of the audit is the protection of customer data including digital information, assets, and personnel.

ISO/IEC 27001 is an international standard on managing information security. It details requirements for establishing, implementing, maintaining, and continually improving an information security management system. Organisations that meet the standard's requirements can choose to be certified by an accredited certification body following the successful completion of an audit.

The certificate is included here as Appendix 4.

WhistleB Service

Hannes Snellman strives to 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. Whistleblowing provides an opportunity to report suspicions of misconduct, i.e. anything that is not in line with our values and policies. Our whistleblowing service is an early warning system to reduce risks. It is an important tool to foster high ethical standards and maintain client and public confidence in us.

Whistleblowing can be used to report a concern about something that is not in line with our values and ethical code and that may seriously affect our organisation or a person's life or health.

Hannes Snellman's whistleblowing service is provided by an external partner WhistleB, Whistleblowing Centre, to ensure anonymity, mutual communication, and uncompromised confidentiality.

Annual Donations

One of our traditions is to make annual donations to charities that share our values and are proposed by our people. Each selected cause reflects the UN Sustainable Development Goals that we have identified as top priorities at Hannes Snellman: 'Reduced Inequalities' and 'Peace, Justice and Strong Institutions.'

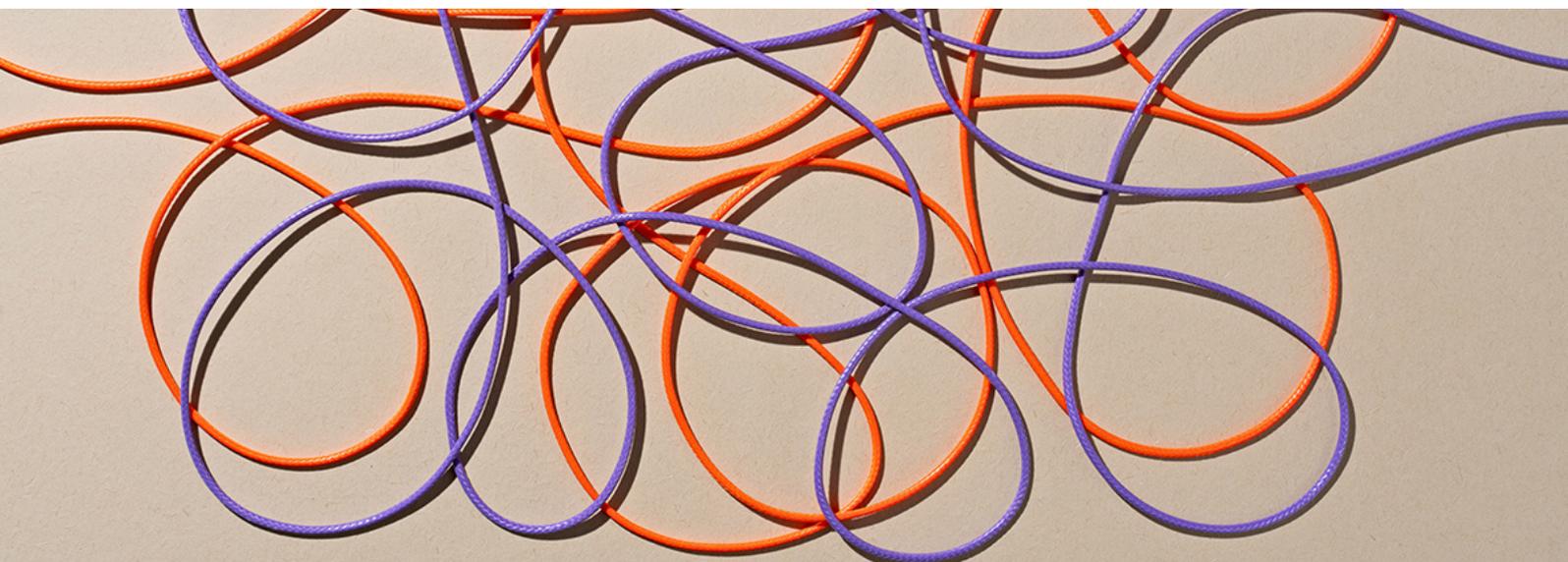
Unicef

We continued to support our long-term cooperation partner UNICEF. Our cooperation with UNICEF involves various forms, such as offering 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.

Our cooperation with UNICEF reflects our commitment to corporate social responsibility and our vision and values. We believe that every child has the right to a safe, healthy, and happy life and that supporting UNICEF is one of the most effective ways to make a positive impact on children's lives.

Mieli ry

As chosen by our staff, we made a donation to Mieli ry, an organisation dedicated to enhancing the mental well-being of and providing support to those in vulnerable situations. Mieli ry promotes mental health across all life stages and actively works to prevent mental health issues and suicides. The organisation fosters inclusion and community, advocates for equality, strengthens a culture of care, and offers support during life crises.



Other Charity Actions

Commitment to Social Responsibility — Hannes Snellman's Employees Support Commu's #1000tekoa Tour

In our continued commitment to social responsibility, Hannes Snellman proudly participated as one of the main national cooperation partners in Commu's #1000tekoa food aid tour in Turku, Tampere, and Helsinki during 2024. This initiative, part of Finland's largest volunteer event, underscores our dedication to supporting those in need and fostering a culture of care and community.

Our employees teamed up with other cooperation partners and with Commu, an award-winning platform recognised by the United Nations and founded by Ms. Karoliina Kauhanen, who was recently featured on Forbes 30 Under 30 in the social impact category. Together, we distributed 1,000 bags of food and 500 warm lunches to individuals and families facing food insecurity in each of these cities. 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.

"Participating in the #1000tekoa event aligns with my values, as I believe it is very important to give back to society the good that one has received whenever the opportunity arises", says Rebecca Osola, Legal Assistant at Hannes Snellman. "It is truly amazing that at Hannes Snellman, we get to do good deeds during work hours", Associate Saga Rekonen continues. "Helping feels wonderful and very important", summarises Emily Rikkilä, Knowledge Management Trainee.

At Hannes Snellman, we believe that our role extends beyond providing legal services; it includes making a positive impact on society. Our participation in the #1000tekoa event is a clear demonstration of our ongoing efforts to integrate social responsibility into our business practices. By partnering with organisations like Commu, we aim to promote inclusivity and equality.

Our involvement in the #1000tekoa event is part of a broader strategy to foster a culture of care within our firm and the communities we serve. We encourage our employees to engage in at least six hours of volunteer activities annually and support initiatives that align with our values. This not only strengthens our team but also reinforces our commitment to making a meaningful difference in society.

Ukrainian Association in Finland

Throughout the year, Hannes Snellman's employees have been assisting the Ukrainian Association in Finland in its projects supporting Ukraine. Our volunteers have not only participated in charity work but have also donated goods to aid those in need.

Founded in Helsinki in 1997, the association's mission is to unite and represent the vibrant Ukrainian community residing in Finland. Since 2014, the association has been actively engaged in humanitarian work and supporting the victims of Russia's aggression against Ukraine.

Steps Forward

In 2024, we continued our strong efforts on sustainability. The firm's participation in the UN Global Compact's Business and Human Rights programme, annual donations to organisations like UNICEF and Mieli ry, and Commu #1000tekoa food aid event all demonstrate our commitment to social responsibility. Additionally, the celebration of diversity and inclusion, adherence to high environmental standards, and proactive preparation for CSRD reporting highlight the firm's dedication to sustainability. Moving forward, Hannes Snellman can build on these initiatives by focusing on several key areas:

Client Mandates

Client work is at the core of our operations, and working on ESG and sustainability with our clients is a concrete demonstration of these themes in our everyday work.

Engagement

It is crucial to continue involving staff in decision-making processes related to corporate citizenship. By ensuring that initiatives reflect the values and priorities of the entire organisation, the firm can foster a sense of ownership and commitment among employees.

Partnerships

Strengthening existing partnerships with organisations like UNICEF and Commu, as well as exploring new collaborations, will be essential. These partnerships can help the firm achieve its sustainability goals and make a more significant impact on society.

Transparency

Maintaining transparency in reporting on sustainability efforts is vital. Providing updates on progress and impact will help build trust with stakeholders and demonstrate accountability. This includes adhering to the upcoming CSRD requirements and ensuring comprehensive and transparent reporting.

Culture of Sustainability

Embedding sustainability into the firm's culture is essential for long-term success. This will be achieved through continuous education and awareness programmes, encouraging sustainable practices in daily operations, and recognising and rewarding efforts that contribute to the firm's sustainability goals.

Social Responsibility Efforts

Hannes Snellman has been actively involved in social responsibility initiatives, such as participating in the UN Global Compact's Business and Human Rights programme, making annual donations to organisations like UNICEF, and cooperating with Commu. Moving forward, the firm can further enhance its social responsibility efforts by engaging in community outreach programmes, supporting local initiatives, and promoting volunteer work among employees. These actions will not only benefit the community but also strengthen the firm's reputation as a socially responsible organisation.

By continuing to prioritise corporate citizenship and sustainability, Hannes Snellman can make a positive impact on society and the environment while enhancing its reputation as a responsible and forward-thinking organisation. This commitment contributes to a more sustainable and equitable future for all.

Appendix 1

Hannes Snellman Environmental Policy

Hannes Snellman recognises its corporate responsibility in environmental matters and the importance of environmental management for achieving a more sustainable business within the legal sector.

This policy covers the immediate impacts of the buildings, products, and services used by Hannes Snellman, as well as the services that we provide and that we have the possibility to control. In addition to complying with statutory regulations, we are committed to operate in accordance with the following principles.

1 Premises and Purchases

- (a) In our offices, we use renewable energy. We commit to save energy, water, paper, and other such resources.
- (b) As set out in our Waste Management Plan, our objective is to reduce and collect waste, recycle and improve our disposal practices to avoid deterioration of the environment and negative impacts on the health and safety of the employees.
- (c) Through our own actions and by negotiating with the landlord, we ensure that our premises are designed, constructed, furnished, and operated to optimise their environmental performance and to promote the obtaining and maintaining of an environmental certification for our office premises.
- (d) We consider environmental issues when making decisions regarding our purchases and choose environmentally friendly goods and services for our internal and external events, for instance by favouring sustainable options.
- (e) Hannes Snellman's Supplier Policy outlines criteria its Suppliers must meet when doing business with Hannes Snellman, along with observing all laws and regulations applicable to their operations.
- (f) We give non-material and/or sustainably produced gifts.

2 Travelling

- (a) Whenever possible and relevant, we encourage our employees to attend meetings virtually instead of flying to a meeting.
- (b) We travel by train instead of flying whenever travelling shorter distances.
- (c) We choose hotels that have obtained environmental performance certificates.
- (d) We support walking, cycling, and the use of public transport instead of taxis or private cars. We offer our employees the commuter ticket benefit.

3 Communication

We encourage our employees to implement our environmental policy and provide related training to our employees. This policy will be communicated to all employees.

4 Monitoring and Management

- (a) We are a member of the UN Global Compact initiative, and our sustainability work is based on the UN Sustainable Development Goals (SDGs). We follow UN Global Compact's reporting guidelines.
- (b) We monitor our progress and our carbon footprint by using the EcoVadis platform.
- (c) This policy will be reviewed and updated regularly with the assistance of our Corporate Citizenship team. In case of material changes, our Board shall approve it.

5 Compensating Our Emissions

We compensate our carbon footprint on an annual basis by investing in projects that reduce or sequester carbon. We compensate through Gold Standard projects.

6 Other

We collaborate with and provide pro bono services to selected environmental organisations.

Appendix 2

Hannes Snellman Supplier Policy

Introduction

Hannes Snellman's supplier policy outlines the minimum standards its suppliers must meet when conducting business with Hannes Snellman, along with observing all laws and regulations applicable to their operations.

In this policy, "Supplier" means an individual or a legal person who provides Hannes Snellman with products or services. The definition also includes the Supplier's own contractors and business partners who participate in the delivery of products and/or services to Hannes Snellman. The Supplier is responsible for communicating the requirements of this policy to such contractors and business partners.

Business Conduct

Compliance with Laws and Regulations

The Supplier must comply with all laws and regulations applicable to its operations. In addition, the Supplier must be committed to the highest standards of integrity, honesty, and ethical conduct in all its activities.

Prohibition of Corruption, Bribery and Money Laundering

Any form of extortion, bribery, or corruption, including improper offers of payments to or from employees or organisations, is prohibited. The Supplier shall establish and maintain policies and procedures to prevent extortion, bribery, corruption and other unethical conduct, and proactively train its employees in the matter. The Supplier shall implement protective measures and refrain from any activities which may be considered part of a money laundering process.

Fair Competition

The Supplier shall compete fairly in compliance with all applicable competition laws and regulations. The Supplier shall have policies and procedures in place to ensure that its directors and employees do not engage in any anti-competitive practices.

Confidentiality and Information Security

To protect confidential information and data, the Supplier must implement appropriate information and data security processes. It is the responsibility of the Supplier to adopt and maintain processes that adequately protect personal, proprietary, and confidential information, including information that is accessed, received or processed on behalf of Hannes Snellman. In addition, the Supplier must comply with the EU General Data Protection Regulation and other applicable privacy, data protection, and information security laws and regulations.

Trade Sanctions

The Supplier shall comply with all applicable financial, trade, and economic sanctions imposed from time to time by the European Union, the United States of America the United Kingdom, or the United Nations and/or other relevant countries or organisations, as applicable.

<p>Human Rights</p>	<p>Hannes Snellman supports the principles of the United Nations Global Compact, the United Nations Universal Declaration of Human Rights, and the European Convention on Human Rights. The Supplier is expected to respect and protect the same fundamental and internationally recognised human rights in all areas of its operations and ensure that it does not contribute to adverse human rights impacts through its activities.</p> <p>The Supplier must identify its human rights impacts, implement mitigating actions when required, and provide effective remediation in the event of adverse human rights impacts.</p>
<p>Occupational health, Safety and Security</p>	<p>The Supplier shall provide its employees with a healthy, safe and secure workplace, comply with applicable laws and regulations, and</p> <ul style="list-style-type: none"> • treat all its employees equally, fairly, and respectfully • not accept any kind of forced, bonded or involuntary labour or use of child labour • recognise and respect employees' rights to freedom of association and collective bargaining in accordance with applicable laws • remunerate its employees in accordance with applicable laws and collective agreements • prioritise its employees' safety and health and comply with all applicable statutory occupational safety and health regulations.
<p>Environmental Impact</p>	<p>The Supplier shall comply with environmental laws, regulations and standards that apply to its operations and practice environmentally conscious practices in all locations where it operates.</p>
<p>Non-Compliance</p>	<p>Any non-compliance with this policy shall be reported to the compliance officer (mervi.barth@hannessnellman.com).</p>

Appendix 3

Hannes Snellman Waste Management Plan

1 The objectives of the waste management plan

The goal of the waste management plan is to

- a) provide guidelines on waste reduction, recycling, collection and disposal practices, to avoid deterioration of the environment and negative impacts on the health and safety of the employees,
- b) increase employees' awareness of waste sorting; and
- c) increase the recycling ratio in the office premises.

2 Waste Types Produced in the Hannes Snellman Premises

Type of Waste	Amount of Waste	Action	Emptying Frequency	Executor
Mixed waste	N/A*	Collected separately	Daily	Contractual supplier
Bio waste	N/A*	Collected separately	Daily	Contractual supplier
Energy waste	N/A*	Collected separately	Daily	Contractual supplier
Cardboard	N/A*	Collected separately	Daily	Contractual supplier
Glass	N/A*	Collected separately	Every 4 weeks	Contractual supplier
Metal	N/A*	Collected separately	Every 4 weeks	Contractual supplier
Paper	N/A*	Collected separately	Every 4 weeks	Contractual supplier
Hazardous waste (batteries, bulbs, ect.)	N/A	Collected separately	On a need basis	Designated responsible person from Hannes Snellman
Old kitchen equipment, furniture	N/A	Collected separately	On a need basis	Designated responsible person from Hannes Snellman

*) Based on the landlord's waste management process, it is not possible to separate Hannes Snellman's portion from the amount of the entire property and all tenants. (Appendix I)

3 Collecting the Waste in the Office Premises

Waste collection covering mixed waste, bio waste, energy waste, paper, and cardboard is arranged in every office floor in Helsinki according to a waste collection plan in Appendix 2.

In addition, collection point for glass and metal is available in the office cafeteria on the 5th floor.

Collection point for the hazardous waste is organised on the 7th floor.

4 Contractual Supplier for Waste Management in Hannes Snellman's Premises

Contractual partner for cleaning and waste management in Helsinki is LTQ-Partners Oy.

5 Concrete measures to improve waste management

- Clear instructions with pictures for sorting waste at recycling points
- Minimizing food waste with catering instructions
- Guidance to avoid plastic products, or overpackaged products
- Leasing electronical equipment, such as computers, mobile phones, printers
- Guidance to avoid printing, printing instructions to reduce the amount of paper