

HANNES SNELLMAN

***Making an
Impact as a
Law Firm***

Hannes Snellman's Sustainability Report 2022

Greetings from the Managing Partner

Hannes Snellman has a heritage of serving the community; we started our corporate citizenship journey over a hundred years ago. For us, corporate citizenship and sustainability means the practical realisation of our firm's and any attorney's and law firm professional's fundamental professional values. We believe that we can make the largest impact on sustainability related matters not only by taking care of our own operations but also by helping our clients succeed in their business and by influencing the society through various other means.

To this day, the principle of giving back to society thrives at Hannes Snellman. We are 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 the society by participating in the development of legislation, by giving external lectures in collaboration with universities to educate and inspire the next generations, and by developing our own working environment. We work to improve diversity, equality, work-life balance, and socio-economic equality in several different projects and working groups both inside and outside our firm.

Since 2020, Hannes Snellman has been a member of the UN Global Compact Network, the world's largest corporate sustainability initiative that supports companies in doing 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 and by taking strategic actions to advance broader societal goals with an emphasis on collaboration and innovation. These endeavours increasingly need to be carried out together with our clients and partners.

Political and economic uncertainty and rapid changes in our operating environment have increased the strategic nature of the lawyer's role, the size and challenge of assignments and emphasize the importance of ethical practices in a global environment. Mandates are carried out more and more often in unprecedented situations, under rapidly changing and multi-faceted conditions, involving new stakeholders, such as governmental or hostile parties, and with very fast schedules. The financial interests and risks involved are often great, and the effects extend widely and evolve over a long period of time.

Human rights, labour, environment, and anti-corruption considerations are increasingly at the centre of our work.

Hannes Snellman is committed to the Ten Principles of the United Nations Global Compact. In this 2022 sustainability report we describe our actions to integrate the Global Compact and its principles into our business strategy, culture, and daily operations.

Riikka Rannikko

Managing Partner, Helsinki

Implementation of the UNGC Principles

Hannes Snellman has a heritage of serving the community. For us, corporate citizenship and sustainability means the practical realisation of our firm's and any attorney's fundamental professional values. Today, we are involved in a wide range of initiatives related to corporate citizenship by contributing with our expertise and resources to promote values and causes that benefit our community. Our firm also contributes to the society by participating in the development of legislation, outside lecturing to inspire young people and by developing our own working environment.

Global Compact Membership in 2020 and Our Focus Areas

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

During our sustainability journey, it has become quite clear that if we want to make a true impact with our sustainability efforts, we needed to make choices. Using the UN Sustainable Development Goals as a framework, we had identified our focus areas, Reduced Inequalities, Climate Action, and Peace, Justice and Strong Institutions, which form a basis for our concrete actions.

As a professional services firm, the biggest impact we can make is actually by way of indirect action: on the one hand, advising and supporting our clients, and on the other hand, engaging in discussions and initiatives in the society.



“If you could do anything to change the world, what would you do?”

Our Focus SDG

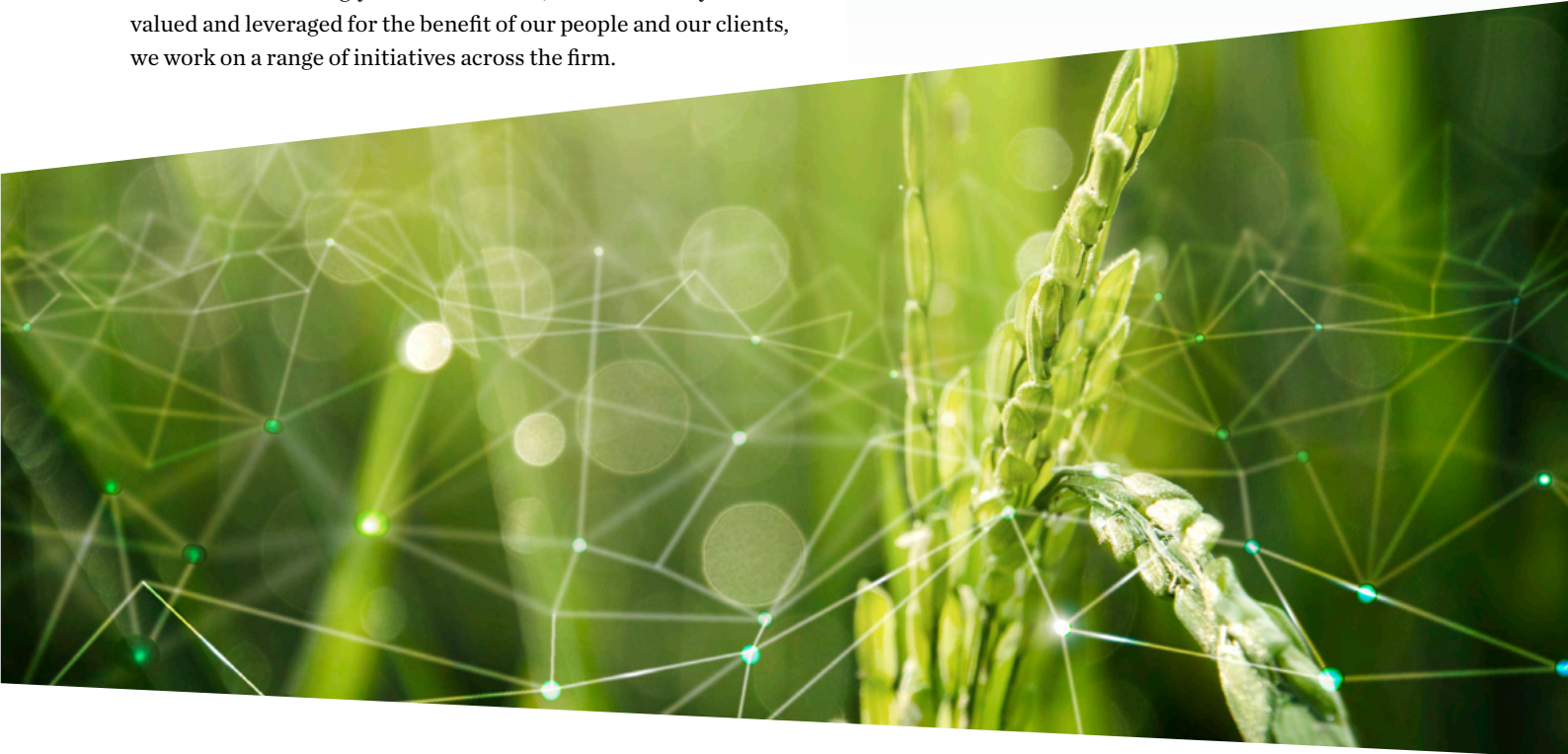
– Reduce Inequalities

It is only through active initiatives to cultivate a diverse and inclusive work environment that we live by our values and reach our vision. Across the firm, we work together to create a workplace where everyone can achieve their potential. Focusing on diversity and inclusion helps us attract and retain the top talent and meet our clients' needs.

Our inclusion and diversity efforts are embedded into everyday activities. To increase the diversity of the perspectives and to nurture an increasingly inclusive culture, where diversity is valued and leveraged for the benefit of our people and our clients, we work on 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 and Inclusion Principles



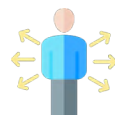
We focus on **recruiting** individuals who bring their own backgrounds and experiences to work. This contributes to a **work environment** that is rich with collaborative thoughts, insight, and talent.



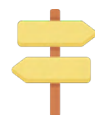
Our clients expect to collaborate with resilient, innovative, empathetic, and advanced teams. We bring them people who think differently together and have the joint insights that we are proud to impart to our clients.



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.



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



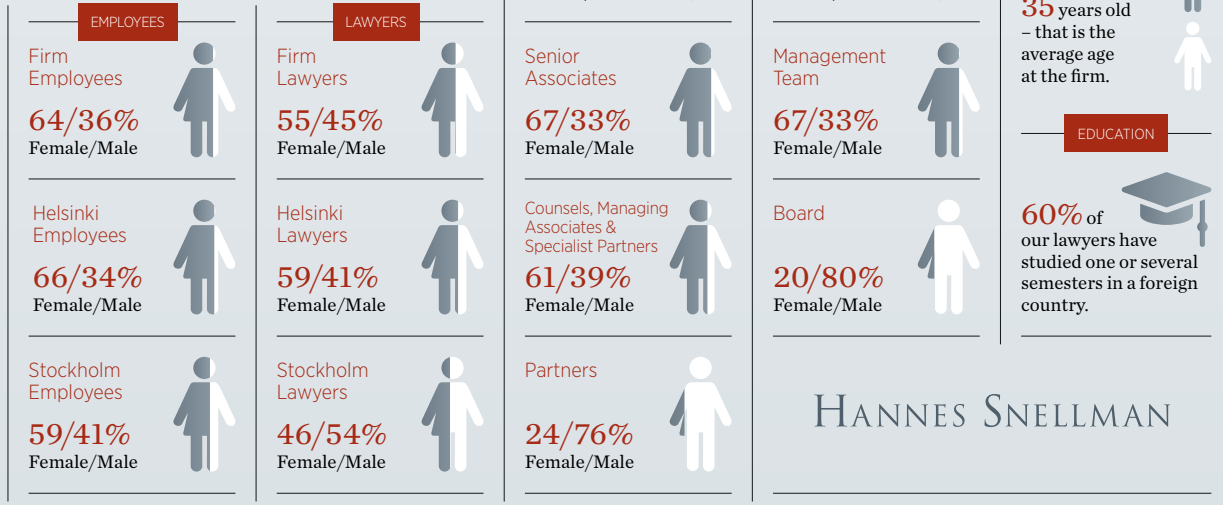
Leadership capabilities play a decisive role in creating a diverse culture in which everyone can achieve their potential. Our leadership model emphasises team building, speaking up, understanding, feedback, approachability, and talent development.



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



Some key figures on the different manifestations of diversity.



Diversity & Inclusion Initiatives

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

Cooperation with Inklusiiv

Hannes Snellman has cooperated with Inklusiiv since 2020. Inklusiiv is a non-profit organisation with a mission to advance diversity and inclusion in working life.

Inclusivity and diversity are important for us and joining Inklusiiv provides a great platform to share best practices and learn from others. Cooperation with Inklusiiv also supports the ongoing initiatives we are already working on. We strongly believe that inclusivity and diversity foster employee well-being and make any culture and organisation stronger. They are, however, also topics that require constant attention and actions not only on organisational but also on societal level. The cooperation with Inklusiiv helps us to implement our strategic aspirations.

Law Mentoring Programme

Hannes Snellman cooperates with Project Access and Oikismentorinti in a law mentoring programme that helps students from less privileged backgrounds to apply to law schools in Finland.

In the spring 2022, 14 Hannes Snellman lawyers acted as mentors in 1-1 mentorships, giving concrete advice and help to the students regarding their goal of attending law school in Finland. Participation in the programme is free of charge for the students. The mentor-mentee pairs met virtually several times during spring and discussed various topics such as applying to law school, studying law, working as a lawyer, and the different career opportunities that the legal field offers.

Project Access is a non-profit organisation believing in fair access to top universities. Currently, disadvantaged students are vastly under-represented at top universities. The unequal access hampers pathways to social mobility and deepens societal inequalities, evident from unequal lifetime earnings post-university.

Discussion Event at SuomiAreena 2022

Hannes Snellman organised a discussion event in July 2022 as part of SuomiAreena. The discussion focused on the question of how youths from different social backgrounds could be helped and encouraged to apply to universities and higher education, particularly in professions that are often passed on from one generation to the next.

SuomiAreena is the largest social discussion event in Finland during the summer. SuomiAreena is part of the International Democracy Festivals Association, established by several democracy festivals from Europe and the Nordic and Baltic regions.

Corporate Culture Task Force

Our Corporate Culture Task Force leads Hannes Snellman's work in the field of culture. The particular focus of the task force is to keep our culture on the daily agenda - especially in the areas that we want to strengthen.

We have identified specific cultural dimensions that we want to strengthen. The areas that we want to re-enforce relate to speaking up, collaboration, combining private and work life, and a fun and relaxed atmosphere.



Our Focus SDG – Climate Action

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, creating a global network of more than 100,000+ rated companies. In the first evaluation, we received a sustainability rating silver as a result from a screening in 2022 (valid until 14.9.2023).

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 have the possibility to control. In addition to complying with statutory regulations, we are committed to operate in accordance with principles described in our policy.

Environmental Policy is included as Appendix 1.

Supplier Policy

During 2022, we have worked on a supplier policy, which will allow us to improve the transparency of our supply chains. Supplier policy will be launched during 2023.

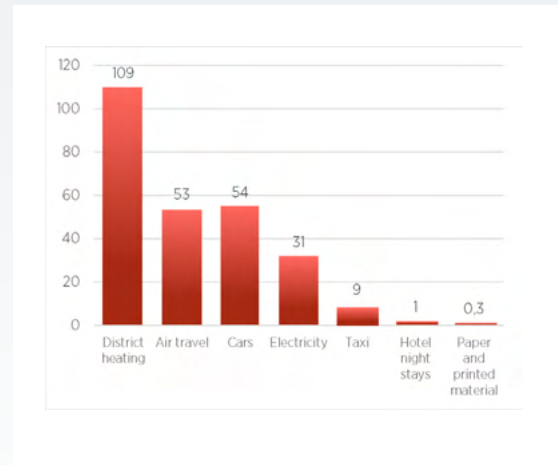
Carbon Footprint

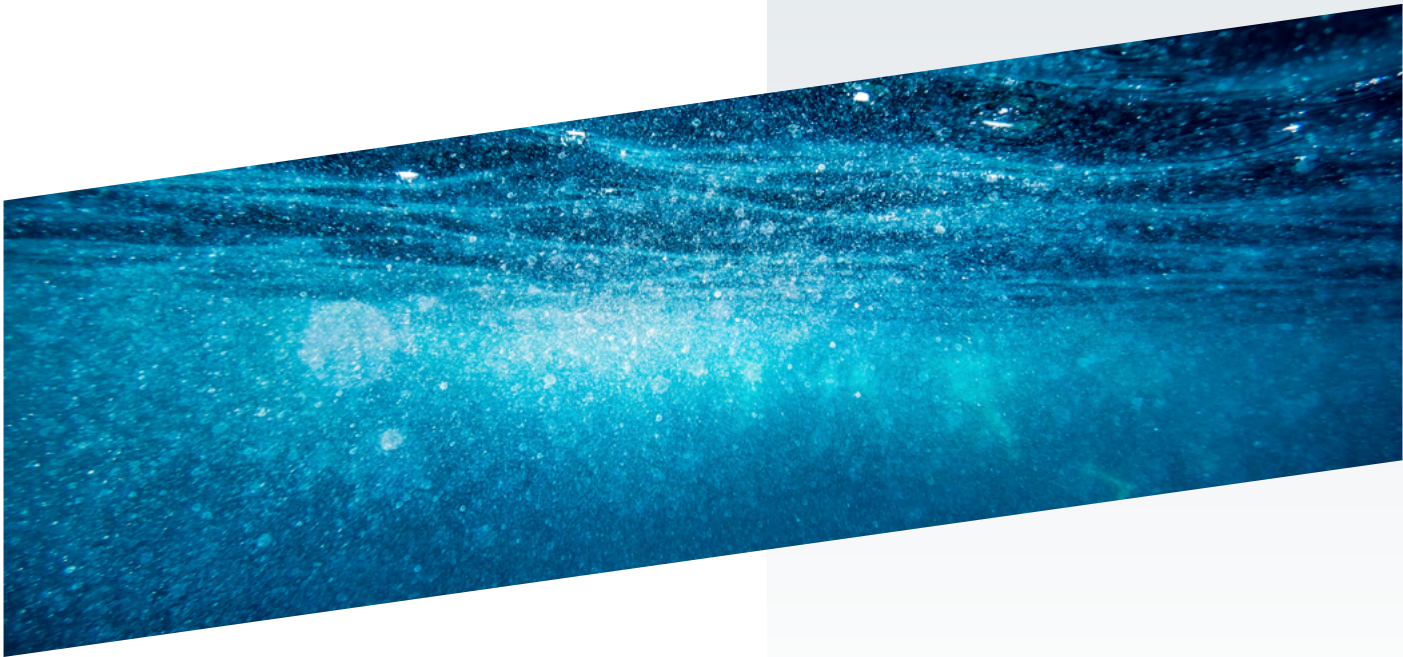
We calculate our carbon footprint on a yearly basis and offset our emissions through Gold Standard projects. For the 2021 emission offset, 229 tonnes in total, we have chosen Sidrap Wind Farm Project in South Sulawesi, Indonesia. In 2021 we reduced our emissions by 18% compared to 2020.

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





Sustainable Projects

We regularly advise our clients in the projects that support their efforts in sustainable business. Some of our reference projects in 2022:

Counsel to Exilion Wind in the Formation of a Wind Power Joint Venture

Hannes Snellman acted as counsel to Exilion Wind in the formation of a wind power joint venture with BayWa r.e. Nordic. Through the joint venture, the co-investors will invest and develop the Karhakkamaa wind farm project, which is envisaged to consist of 48 wind turbines with an installed capacity of approximately 350MW.

Counsel to Gasgrid Finland Oy in Charter of LNG Floating Storage and Regasification Unit

Hannes Snellman acted as advisor to Gasgrid Finland Oy in the chartering of an LNG Floating Storage and Regasification Unit from Excelerate Energy. The overall value of the charter is EUR 460 million, and it covers a term of 10 years. The project has a significant improving impact for the energy security of supply for Finland and Estonia.

Counsel to Exilion in the Construction and Financing of Isokangas and Palokangas Wind Farms

The projects will be constructed in Ii in northern Ostrobothnia, Finland, and will have an aggregate capacity of 100MW. The estimated yearly production of the two wind farms will be around 320,000 MWh, which is equivalent to the annual consumption of 130,000 two-bedroom flats. The Hannes Snellman team advised Exilion in respect of negotiating turbine supply and services, balance of plant and financing agreements.

Counsel to Schaeffler in Its Investment in the Green Impact Company H2 Green Steel

Hannes Snellman acted as counsel to Schaeffler, a leading global supplier to the automotive and industrial sectors and one of the

world's largest family companies, in its investment in the Swedish green impact company H2 Green Steel. H2 Green Steel is securing a total amount of EUR 190 million, in the first close of the series B equity financing from a selected group of investors. H2 Green Steel was founded in 2020 with the ambition to accelerate the decarbonisation of the steel industry using green hydrogen.

Counsel to Stora Enso Oyj, UPM-Kymmene Group, Metsä Group, Sonoco-Alcore, and Other Sellers in the Sale of Encore Ympäristöpalvelut Oy to Stena Recycling Oy

Hannes Snellman acted as counsel to Stora Enso Oyj, UPM-Kymmene Group, Metsä Group, Sonoco-Alcore, and other sellers in the sale of Encore Ympäristöpalvelut Oy to Stena Recycling Oy. Encore Ympäristöpalvelut Oy is a Finnish environmental services company and one of the circular economy pioneers in Finland.

Counsel to Soltech Energy Sweden in the Acquisition of Sud Energies Renovables S.L

Hannes Snellman acted as counsel to Soltech Energy Sweden AB (publ) in the acquisition of Sud Energies Renovables S.L., a Spanish solar energy company that specialises in industrial, energetic, and environmental areas. With the acquisition of Sud Energies Renovables S.L., Soltech Energy Sweden AB (publ)'s further strengthens its international expansion with its first acquisition in Spain.

Our Focus SDG – Rule of Law

Pro Bono Work

Pro bono work is a crucial way of implementing Hannes Snellman's corporate citizenship associated with the practice of law. Hannes Snellman has a particularly strong tradition of handling pro bono assignments. Pro bono refers to an attorney's work promoting a matter that is considered good for society, performed free of charge or at a clearly reduced fee. We focus on areas where our skills are best used and where we are most able to make an impact.

Staff suggestions form the basis of our pro bono work. The fundamental starting point is the provision of legal advice in accordance with the firm's strategy and our areas of expertise. Also, in pro bono work we represent the firm and observe the same criteria associated with quality and the organisation of work applicable to other assignments and duties. We are proud of what our people achieve and the difference they make. Most of our staff is engaged in pro bono work. The initiatives range from individual questions to broader long-term cooperation involving larger teams.

Our pro bono assignments include, among many others, the following long-term partnerships: The International Federation of Red Cross, UNICEF, and Suomen Partiolaiset ry – Finlands Scouter rf. Most of our pro bono assignments are anonymous.

During 2022, we have recorded all in all 806 pro bono hours

ISO/IEC 27001:2013 Standard

As a result of the successful information security ISO 27001 audit process during 2021, we have received an ISO/IEC 27001 certificate. The certificate is valid for three years. The scope of the registration is the protection of customer data including digital information, assets and personnel. Locations in scope are Helsinki and Stockholm.

ISO/IEC 27001 is an international standard on how to manage 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 successful completion of an audit.

The certificate is included as Appendix 2.

WhistleB Service

Hannes Snellman strives to maintain a transparent business climate and high business ethics. We value the safety and respect of everyone affected by our business. Our people have a vital role in our success. Whistleblowing provides an opportunity to report suspicions of misconduct; 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 maintaining customer and public confidence in us.

Global Compact Principle: Anti-Corruption

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

Whistleblowing can be used to inform about 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 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. All chosen causes reflect the UN Sustainable Development Goals we have identified as top priorities at Hannes Snellman: Reduce Inequalities; Climate Action; and Peace, Justice, and Strong Institutions.

War in Ukraine

Hannes Snellman and its partners donated EUR 130 000 to humanitarian support in Ukraine. The sum was divided between Unicef and the Red Cross, organisations which are offering invaluable, humanitarian support to Ukrainians in the disastrous situation caused by the Russian regime's shocking acts of war and violations of international law, human rights, and national sovereignty of Ukraine.

UNICEF

We continued to support our long-term cooperation partner UNICEF in Finland and in Sweden.

Girls' House (Tyttöjen Talo)

Girls' House offers easy access services for girls and women between the ages of 10-28, taking gender diversity into account. Girls' House services include open and community activities, themed groups, hobby opportunities, individual support for different life situations, activities in different schools in the Helsinki area, sexual counseling and education, and individual and peer group support for those who have experienced sexual violence.

WWF

WWF's mission is to build a future in which people live in harmony with nature and strive to safeguard the natural world, helping people live more sustainably and take action against climate change.

The 2022 charity targets have not yet been decided at the time of publishing the report, but we have increased the amount of donations by 50% compared to previous years. The information about the donation targets is available on our website after they are launched.

Other Charity Actions

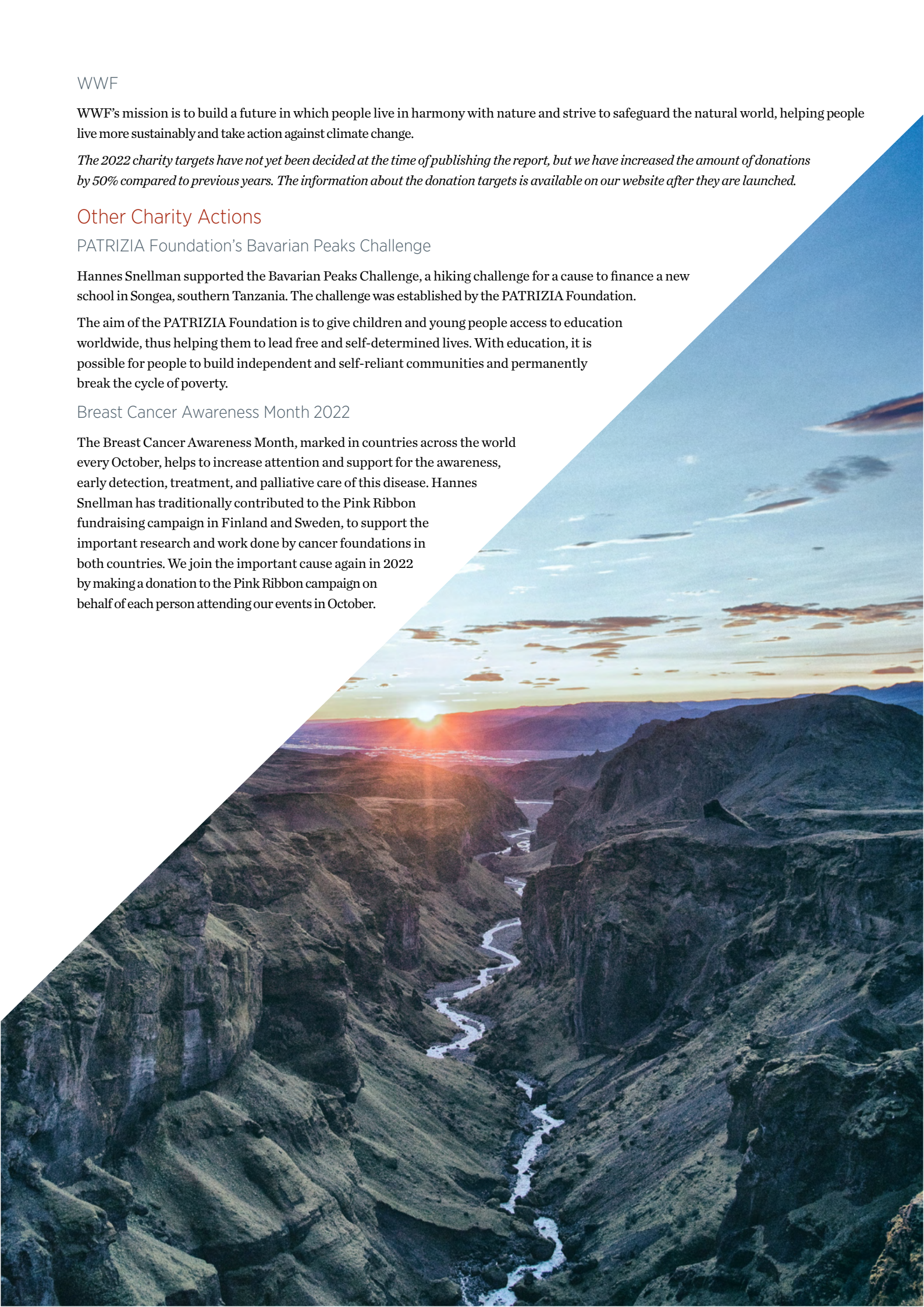
PATRIZIA Foundation's Bavarian Peaks Challenge

Hannes Snellman supported the Bavarian Peaks Challenge, a hiking challenge for a cause to finance a new school in Songea, southern Tanzania. The challenge was established by the PATRIZIA Foundation.

The aim of the PATRIZIA Foundation is to give children and young people access to education worldwide, thus helping them to lead free and self-determined lives. With education, it is possible for people to build independent and self-reliant communities and permanently break the cycle of poverty.

Breast Cancer Awareness Month 2022

The Breast Cancer Awareness Month, marked in countries across the world every October, helps to increase attention and support for the awareness, early detection, treatment, and palliative care of this disease. Hannes Snellman has traditionally contributed to the Pink Ribbon fundraising campaign in Finland and Sweden, to support the important research and work done by cancer foundations in both countries. We join the important cause again in 2022 by making a donation to the Pink Ribbon campaign on behalf of each person attending our events in October.





Our Goals and Steps Forward

During 2022, we have reviewed Hannes Snellman's strategy and strategic goals. As a result, sustainability will have a bigger role in our strategy and will be reflected more clearly in our strategic goals. As an organisation providing professional services the biggest impact we can make is through our clients. Therefore, ESG will be an increasingly important aspect in the service offering to our clients.

In 2023, work continues within the three chosen focus areas: Reduced Inequalities, Climate Action, and Peace, Justice and Strong Institutions. The outcome of the strategy review will help us define actions and allocate our resources to projects that align with the firm's targets.

There are many regulatory changes within ESG that will impact our clients and we will help them translate the regulatory requirements into their business. The ability to adapt and make decisions in an unpredictable environment as well as collaboration have proven critical in the past few years. Sustainable conduct will take many forms in the future and will become more integrated in companies' operations. Hannes Snellman will continue integrating sustainability and corporate citizenship work into the firm's daily work as well as focus on providing the best legal solutions to our clients also in the area of sustainability.





Appendices

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) We recycle and commit to reduce the amount of waste and plastic, for instance by avoiding single-use items.
- (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) We use sustainably produced office supplies and promote the thrifty use of these supplies.
- (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. In Helsinki, Hannes offers 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 and the obligations and responsibilities required by any environmental management system implemented by us 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 set annual environmental improvement targets and regularly monitor our progress and our consumption and carbon footprint by using the ZeroMission platform "Our Impacts".

- (c) This policy will be reviewed regularly and, if needed, updated by our Board, assisted by our Corporate Citizenship Team.

5 Compensating Our Emissions

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

6 Other

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



Certificate of Registration

KPMG IT Certification Ltd certifies that the following organization

Hannes Snellman Attorneys Ltd.

complies with the requirements of standard

ISO/IEC 27001:2013

for the following scope of registration

Nordic Law Firm Hannes Snellman Attorneys Ltd. protection of customer data including digital information, assets and personnel. Locations in scope: Helsinki and Stockholm office

Statement of Applicability version 1.0 (1.9.2021)

Certification number

Mika Laaksonen, CEO
KPMG IT Certification Ltd.

Issue Date
October 21, 2021

Original Issuing Date
October 21, 2021

Expiration Date
October 21, 2024



To verify that this certificate is current, please refer to the KPMG IT Certification Ltd:

www.kpmg.com/fi/it-sertifiointi

HANNES SNELLMAN