



Sustainability Report

1 June 2021—31 May 2022

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Introduction by our Managing Partner

Another Roschier Year has come to an end. The continued pandemic combined with the outbreak of a war in Europe have cemented the need for constant adaptability. We have been forced to make more insightful decisions regarding our actions and choices, and carefully consider the impact and consequences of each of them. At the same time, the past year has again shown us that we can achieve more by joining forces and working together towards a common goal—whether as a firm, a business community, a nation or a group of nations. Together we can make an impact and achieve change.

Client orientation, professionalism, teamwork, pioneering and ethics are our core values that guide our actions and steer our choices. Being a leading business law firm, an employer of roughly 500 professionals and a member of the local Bar Associations, acting in a sustainable way and being accountable for the choices we make, in relation to our people, the society, the environment, and in our advice to clients, is key.

The past year has offered us various opportunities to support our clients in developing their business operations in a more sustainable direction. For example, our Corporate

Compliance & Investigations practice has been busy helping clients prepare for the upcoming EU Whistleblowing Directive and other ESG-related legislation, while our Energy & Infrastructure and M&A teams have been advising on a series of investments in renewable energy sources. Through the continuous collaboration with our pro bono partners, we have contributed to the areas of equality, diversity and inclusion, and environmental protection, to name a few. A recent commitment, that I am personally very proud of, is the firm's EUR 500,000 contribution to humanitarian aid for Ukraine with related pro bono work for the benefit of the people fleeing their country.

During the year, we have rediscovered the joy of meeting and collaborating in person, sharing knowledge and supporting each other. "The new normal" has underlined the importance of support and development as well as the impact of face-to-face meetings and teamwork on the firm's culture. We have experienced a smooth firm-wide transition into hybrid work with increased flexibility and digitalization, yet with a particular focus on honing processes for monitoring wellbeing and finding suitable hybrid work models for all teams. To this end, our employee survey, the Roschier Pulse, gives us valuable information on how our people are doing.

In addition to our internal efforts to advance sustainability, we are also working together with our clients on important themes. A concrete example is our close collaboration with a major client to advance equality, diversity and inclusion in our respective organizations as well as in the legal field. We have recently agreed to participate in a new recurring global survey on ED&I in continuation of past surveys on the same topic.

To ensure that we continue to develop and look ahead, we have introduced the theme "Best Decade Ever" as an umbrella for discussions about the direction that we as a firm want to take towards 2030. An important aspect of the internal conversation is to identify ways to make a positive and sustainable impact—again, in relation to our people, the society, the environment, and in our advice to clients.

I look forward to further integrating short- and long-term targets into our operations to ensure that we continue developing sustainability at Roschier and keep making a significant impact on the society.



Mikko Manner
Managing Partner



Our firm



Roschier is one of the leading law firms in the Nordics. We provide a full range of legal services to blue-chip Nordic and international clients across the region. Our offices are located in Helsinki, Finland and in Stockholm, Sweden. Our vision is “To be by far the leading law firm in the Nordics”. We aim for this vision by focusing on the four dimensions of our operations: client, people, firm and market.

Founding year

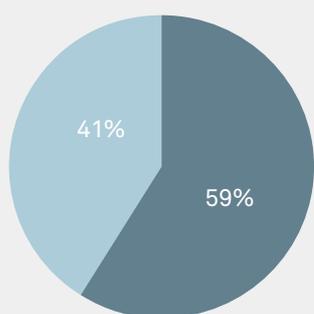
1936

Number of pro bono hours 2021–2022

1,859

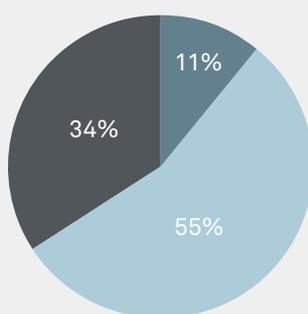
OUR PEOPLE IN NUMBERS 31 MAY 2022

Total number of employees (450)*



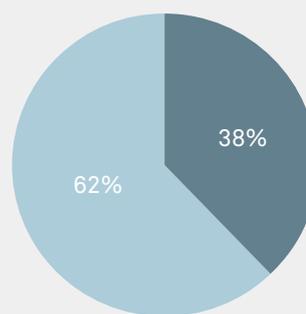
Finland
Sweden

Employees by employee category



Partners
Practitioners
Business Operations

Gender balance



Male
Female

* Roschier also offers multiple possibilities and interesting trainee programs for students in all stages of their studies. Throughout the year Roschier employs an average of 50 students who work in various trainee positions at the firm. Trainees are excluded from our people in numbers section.

Recent awards:

- ▶ Chambers Europe Awards 2022: Law Firm of the Year for Finland
- ▶ LMG Life Sciences Awards 2022: Scandinavian Firm of the Year
- ▶ Regi 2021: Law Firm of the Year for Sweden
- ▶ Managing IP Awards 2021: Trade Mark Contentious Firm of the Year for Finland
- ▶ International Tax Review—European Awards 2021: Tax Firm of the Year for Finland
- ▶ Benchmark Litigation Europe Awards 2021: Firm of the Year for Sweden

Our core values are the fundamental guiding principles defining how we operate and govern the firm. Together with the four dimensions or strategic cornerstones—client, people, firm and market—they guide us in how we address sustainability.



Client orientation and ethical considerations are essential aspects of our values in advocacy, which means that we serve the clients' interests before our own. We constantly nurture our client relationships with the aim of being our clients' long-term strategic advisor.



We work as one firm, across countries, teams and areas of expertise. This one-firm mindset and our inclusive culture are our greatest strengths, together with teamwork and close collaboration. Interacting with each other face-to-face contributes to a higher degree of knowledge-sharing and provides more spontaneous opportunities to support each other beyond roles, teams and offices.



We have a long-standing and deep-rooted tradition of acting ethically and applying the attorney's code of conduct. This reinforces our role as an independent legal advisor, part of the judicial system and an active member of society, for example by providing legal advice pro bono.



We are committed to minimizing the impact of our activities on the environment and thereby meeting the expectations of our clients and people on environmental sustainability. This means both complying with all relevant environmental legislation and regulations, creating an impact through our advice to clients, and taking continuous, pre-emptive environmental measures.

Serving our clients

Supporting our people

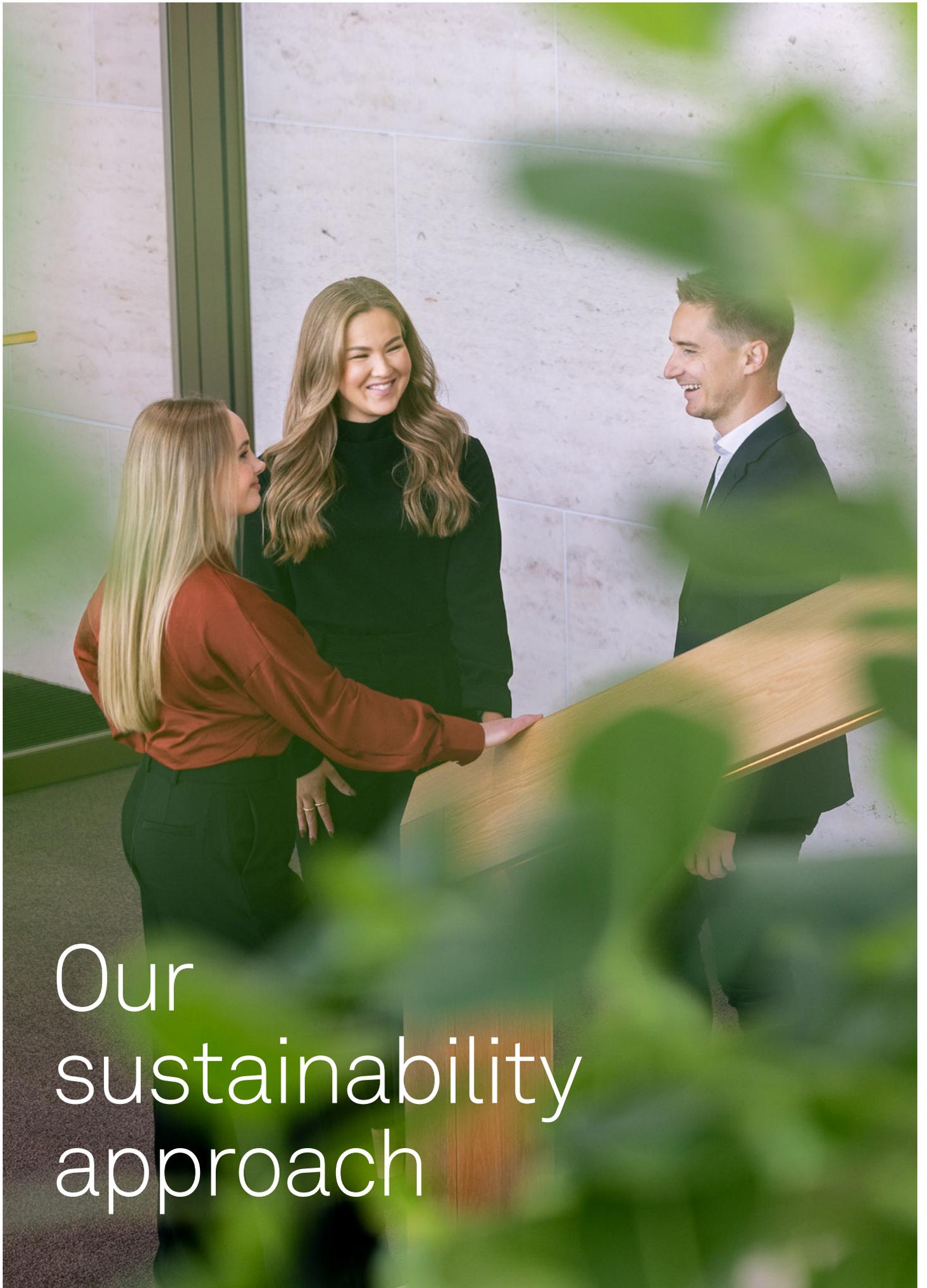


Contributing to society

Improving our environmental performance

Our focus is to inspire our people to develop and grow as professionals, and we promote meritocracy, where everyone, regardless of gender or background, has the same opportunities.





Our sustainability approach

Our aim is to foster a sustainable, cohesive, continuously developing one-firm organization, which we do through our overall guiding principles, with the four key themes being clients, our people, the society and the environment. The key themes represent material disclosure topics. Our approach to sustainability is value creation by giving back to society.

Roschier is a law firm and, as members of the Bar Associations, we are bound to comply with the Bar rules and regulations, which set the platform for our operations and sustainability approach. Our core values—which are largely derived from the core of being a member of the Bar—are the fundamental guiding principles for how we operate and govern the firm.

Stakeholder engagement

Our stakeholders: clients, employees and potential new employees, and policy makers, want to know that we operate sustainably and ethically. Not complying with relevant standards and stakeholders' expectations would result in us not being able to attract and retain talent and clients.





Key sustainability themes

Roschier is one of the leading law firms in the Nordics, and our advice has a profound impact on the business landscape in our region. We contribute to the success of our clients by providing independent advice with perspectives that help our clients develop their operations in a more sustainable direction.

We focus on our clients by listening closely and offering cutting-edge, innovative solutions to their legal and business challenges, while never compromising on our core values. Our priority is to create trust and be a long-term strategic speaking partner, sharing information and working together with our clients to identify opportunities and helping them navigate the complex business landscape they operate in.

Our Corporate Compliance & Investigations practice, comprising experts from a number of practice areas, is closely involved in finding sustainable and compliant solutions to our clients' questions regarding, for example, anti-corruption, whistleblowing and human rights.

Our people are our greatest asset and we are highly dependent on retaining our talent and attracting new talent. Roschier's main objective is to maintain the firm as a safe, healthy and inclusive workplace and the profession of advocacy as an attractive career path. We inspire our people to develop and grow as professionals, and we promote meritocracy, where everyone, regardless of gender or background, has the same opportunities.

We contribute to the legal community and society at large by offering our expertise and knowledge. We engage in discussions and activate dialogue for example regarding the development of the legal profession. Our societal engagement also includes charity and pro bono work, in which our main focus is on organizations or initiatives that support children and young people, sustainable development of the environment, entrepreneurship and innovation.

We are committed to minimizing the impact of our own activities on the environment and supporting our stakeholders, such as clients and pro bono partners, in their work for the environment.

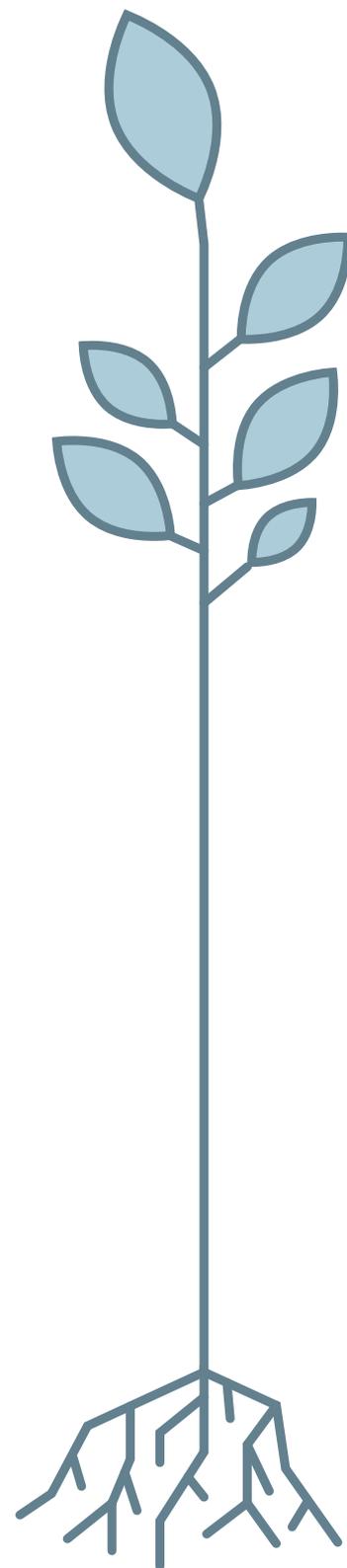
—Our people are our greatest asset and we are highly dependent on retaining our talent and attracting new talent.

Sustainability governance

Our sustainability governance is a co-operation between individuals, teams and task forces on all levels of our organization. Matters relating to safety and sustainability are a regular discussion point in the Firm Management meetings.



- ▶ The sustainability taskforce discusses and coordinates actions with the PO, BO and Firm Management.
- ▶ Greener Roschier steers our environmental work through the ISO 14001 management system, through which we have been certified since 2011.
- ▶ The client onboarding and client due diligence team focuses on KYC -related (Know Your Client) matters, such as money laundering, terrorist financing and inside information, and establishes strict internal guidelines and trainings for the entire personnel.
- ▶ Talent development monitors workload and wellbeing and develops wellness and health initiatives as well as professional development opportunities and co-operates with the OSH Committees.
- ▶ ICT monitors and ensures a safe digital working environment, cybersecurity, tools and programs and proactively educates our people about cybersecurity and safety in the digital environment.
- ▶ Conference & Office handles all matters related to our offices and premises: safety, security, sourcing and sustainable solutions.
- ▶ Every team sets yearly targets and KPIs for their respective areas.



Clients



One of our core values is client orientation. We want to be a trusted, long-term speaking partner to our clients by delivering value through insightful advice on high-impact projects and issues. We provide sustainable and innovative advice, while never compromising on our core values.

Client due diligence

Credibility and integrity are of the utmost importance to a firm that offers legal advice and represents clients who are facing important and even critical situations.

Due to our standing as a leading Nordic law firm, we must be extra vigilant in order to avoid harmful attempts to take advantage of our brand. If any attempts to use our brand for money laundering, corruption or other unlawful activities were to be successful, the negative impact on our reputation and on the trust shown to us by our clients and by society as a whole would be considerable.

We have detailed risk assessment documents and processes, which are regularly reviewed and updated by the Firm Management and the Board, as required by law.

During the reporting period, we have continued the project to centralize operations and follow up on all risk management-related matters. We have updated our risk management policy and process and clarified responsibilities in risk management. We have also put together a Risk Management Team that meets up on a quarterly basis to review and assess risks and continues to develop our risk management. We will continue to investigate risk management tools and systems, mapping training needs and making risk management roadmaps for the future, including developing a reporting model. The number of corruption cases reported during the fiscal year was zero.

Under Finnish and Swedish law and the guidelines issued by the Finnish and Swedish Bar Associations regarding prevention of money laundering and terrorist financing as well as inside information, we are obliged to collect information used for preventing, uncovering and investigating money laundering and terrorist financing and for investigating underlying crimes. For this purpose, we have established strict internal guidelines, e-learning and trainings for the entire personnel.

Our preventing money laundering guidelines and risk assessment documentation as well as Know Your Client (KYC) processes are reviewed on a regular basis by our Preventing Money Laundering (PML) team.

We invest in long-standing relationships with our clients, which makes it easier for us to know and understand our clients' ownership structure, business, and origin of funds. However, all matters are opened in the client onboarding tool and the completion of the electronic client input form, focusing mainly on KYC information, is required in connection with the opening of any new matter—irrespective of whether the client is an existing or new client.

—We invest in long-standing relationships with our clients.

The Risk Management Team:

- ▶ Each team member is responsible for their risk area, as delegated by the Risk Manager. The team members are responsible for managing their designated risk register. Further, team members assist the Risk Manager in developing, implementing, and administering the risk management process. The Risk Management Team facilitates risk management communication at all levels, gathers data and develops risk reports as required and facilitates the identification, measurement, monitoring, and reporting of risks.

The Preventing Money Laundering Team:

- ▶ The PML team consists of four nominated officers, two in each country. They are assisted by a dedicated team of lawyers and the Client Onboarding team, which focuses solely on KYC matters and client onboarding cross-border.

The Client Onboarding Team:

- ▶ The team coordinates the collection, recording and updating of KYC information together with the associates, partners and assistants working on each assignment. The team works closely with members of the PML team, consulting with the nominated officers when needed, and are there to assist the organization with questions related to the general client onboarding process, as well as technical and practical day-to-day issues regarding PML and KYC.

As a member of the Finnish and Swedish Bar Associations, we are required to comply with the Bar Association rules and conduct conflict checks before initiating new client assignments.

At the end of 2021, we started a small pilot with the Client Onboarding team handling certain operational teams conflict

checks in a centralized way. The success of the pilot and the potential of the centralized process will be reviewed during 2022.

We have a broad set of internal manuals, Q&As, e-learning and training material available.



LOCAL BAR GUIDELINES

- ▶ Advokatsamfundet – Vägledning penningtvättslagstiftning (2019)
- ▶ Suomen Asianajajaliitto – Ohje rahanpesun ja terrorismin rahoittamisen estämisestä (2017)



ROSCHIER GUIDELINES

- ▶ Preventing money laundering guidelines
- ▶ Roschier Risk Assessment
- ▶ Conflict check guidelines



Advancing sustainability with clients

We are working with our clients to advance sustainability, both through our legal advisory as well as through other initiatives. During the year, we have also continued working with our pro bono clients in areas prioritized in our CSR strategy.

Roschier is a law firm and, as members of the Bar Associations, we are bound to comply with the Bar rules and regulations, which set the platform for our operations and sustainability

approach. Our core values—which are largely derived from the core of being a member of the Bar—are the fundamental guiding principles for how we operate and govern the firm.

SUSTAINABILITY SUCCESS STORIES



Together with a major client, we are participating in the Minority Corporate Counsel Association's (MCCA) recently announced Global Law Firm Diversity Survey, intended for law firms to measure, track and promote their progress towards advancing equity, inclusion and diversity in the legal and compliance field.

We represented Renewable Power Capital in the acquisition of a 528MW onshore wind farm portfolio in Sweden. The wind farm will provide electricity to sustainably power the equivalent of 182,000 homes and is expected to generate power ready for export to grid in late 2025.



We represented a Finnish energy consortium in the acquisition of a wind farm in Lestijärvi, Finland. The wind farm will, once operational, be the largest ever in Finland and among the largest onshore wind farms in Europe. It comprises 69 turbines totalling 455.4 MW and will have an estimated yearly output of about 1.3 TWh, which corresponds to about two per cent of the total annual electricity production in Finland. The wind farm is scheduled to be completed in early 2025.

We advised Neste in the establishment of a joint venture for the production of renewable fuels in the United States. The venture will produce renewable diesel following the conversion of a refinery in Martinez, California. The production of renewable diesel is expected to begin in the second half of 2022, with the facility planned to reach its full annual nameplate capacity of 2.1 million tons by the end of 2023.



Cybersecurity

As attorneys-at-law and due to the nature of the business, we deal with confidential matters and cannot compromise trust. We take information and data security, data privacy, and cybersecurity very seriously and have an external co-operation partner with expertise in this area.



ROSCHIER POLICIES AND GUIDELINES

- ▶ IT policy and guidelines
- ▶ Risk management policy
- ▶ ICT risk management policy
- ▶ Information and security principles

We develop our cybersecurity activities in line with the international ISO 27001 certification controls. Even if we are not certified, we are incorporating even more of the standardized processes required for certification.

The threats in the field of cybersecurity are changing and evolving at an increasing pace. Increased online presence, as a consequence of the pandemic, has further intensified the focus on cybersecurity awareness. The Russian attack on Ukraine has highlighted the importance of cybersecurity even more than before and has, among other things, led to increased monitoring of security incidents among service providers.

Our ICT department anticipates risks by mapping, analyzing and evaluating possible scenarios well in advance, in order to keep our systems, data and client information safe. During the fiscal year, we have completed the implementation of a new, outsourced 24/7 Security Operations Center (SOC). The service is designed to detect possible security breaches and abnormal activity. In the unlikely event of a security breach, our risk management plan is launched. We are also planning the implementation of Microsoft E5 Security features.

In addition to secure systems, it is key that our personnel are aware of cyber-related risks and threats and are able to identify phishing attempts etc. Our aim is that our personnel complete certain key security trainings annually. We will be able to track and follow up on the target more systematically once our new Learning Management System (LMS) is launched.

Cybersecurity awareness actions:

- ▶ Regular security information updates and practical tips and tricks on Microsoft Teams.
- ▶ Trainings and online seminars on cybersecurity awareness.
- ▶ Automated phishing detection training via e-mail.
- ▶ Onboarding for new employees includes training on security issues, including but not limited to KYC, anti-money laundering prevention and information security breach prevention.
- ▶ Information about available security trainings is regularly shared in multiple internal channels.

Regular security assessments of some crucial vendors are carried out in order to ensure that the vendors and suppliers we use have systems that are current and safe. We ensure adequate information security within our vendor landscape through regular security governance meetings with certain service providers that have a significant impact from an information security and data privacy perspective.

We work to further improve our cybersecurity procedures and also extend our work to include our clients. We guide them on how to control the information flow, for example by requiring them to always send encrypted and secure e-mails instead of regular e-mails and use our secure file-sharing service.

—The threats in the field of cybersecurity change and evolve at an increasing pace.

Our people



It's all about the people. The absolute starting point for a professional services organization like ours is to build on its people and their wellbeing. As a firm, we are and have always been an active participant in this conversation.

The main goal of all our actions and people-related policies and processes is to maintain our firm as an inspirational and sustainable place to work and provide our people with an attractive career path in the profession of advocacy. The performance of our firm correlates with our investment in our people and their wellbeing.

A law firm work environment is highly influenced by the requirements set for the profession by the Bar Association. Together with the Bar requirements on continuous professional development, which we apply as a guiding principle for all tenures of practitioners, our core values are the cornerstones of our working culture and what we rely on to ensure that Roschier as a firm takes a sustainable approach to our people.



In 2020, the firm started reviewing the operating model for Business Operations with the objective to address future business requirements, client expectations and organizational needs. During 2021 we have managed to implement the new operating model in each Business Operation function to ensure a sustainable and effective service model.



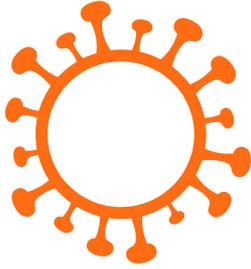
Our people in numbers, 31 May 2022

302 | legal practitioners

80 | support professionals

70 | assistants

9 | cross-border operational teams



The impact of COVID-19

During the past fiscal year, the COVID-19 pandemic has continued to impact our working conditions and we have continued to adapt accordingly.

Our focus has been on defining key learnings and best practices in our ways of working post-pandemic—in the old but new context. Actions have included ensuring a successful and safe transition from remote working and adapting again to leading and cooperating in hybrid teams when needed and further developing our inclusive company culture post-pandemic.

Due to the special circumstances during the reporting period, we have also felt it to be of key importance to maintain consistency in following through on all people-related development initiatives that are crucial for supporting the wellbeing of our people.

Targeted COVID-19 actions:

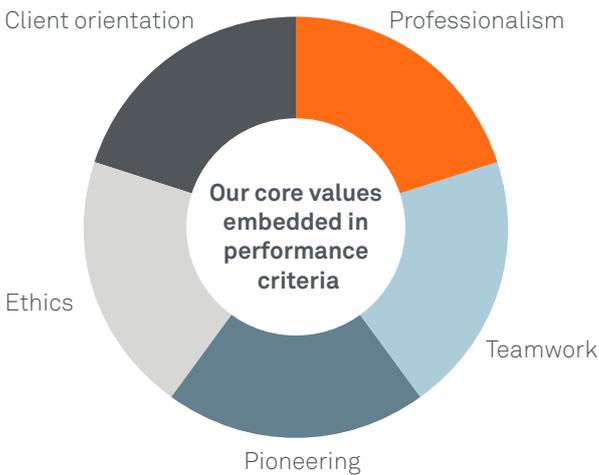
- ▶ A gradual return to the office, to ensure the health & safety of our employees and time to adapt to new ways of working post-pandemic.
- ▶ The guidance to our employees, in case of exposure, has been stricter than authority recommendations to ensure a safe gradual return.
- ▶ Guidance to team leads and employees regarding post-pandemic working arrangements with a focus on finding flexible working practices in the operational teams.
- ▶ Adapting the recruitment process to COVID-19 and post-pandemic flexible standards.
- ▶ Tailored the online learning offering with guidance on remote working in general and virtual meetings in particular.
- ▶ Renewed the onboarding offering delivered in a hybrid form, providing all newcomers with continued networking opportunities and the best possible support during the time of hybrid working: self-paced and flexible learning.
- ▶ A high variety of social activities to maintain the firm's strong culture of social networking and team collaboration (team events, breakfast gatherings, Associate discussion fora and dinners, running club).



Roschier values and ethical compliance—Code of conduct

Opportunities and challenges

In order to create the foundation for a safe and healthy work environment, we must make sure that our people have the ability to embed the firm's values into their day-to-day work and meet the expectations of ethical behavior. Having grown as a firm in terms of number of employees in recent years, it is essential that we continue to focus on ensuring a robust onboarding for all newcomers and a well-functioning model for value carrying.



There are several risk factors connected to a lack of understanding of our core values or internal code of conduct, the Roschier Way; such as unethical behavior leading to an unhealthy or unsafe work environment. Reputational damage due to unethical behavior would make it difficult to attract new employees and clients and retain existing ones. In addition, we are highly dependent on every employee complying with internal guidance and processes, ensuring that no breaches of regulations occur.

As a firm, we take active measures to promote equal rights and opportunities and to prevent discrimination throughout the firm on all grounds covered by the Equality and Discrimination Acts.



ROSCHIER POLICIES AND GUIDELINES

- ▶ Confidentiality and professional code of conduct
- ▶ Roschier Way guidelines, including diversity plan

Supporting policies and how we work

We integrate the respect for human rights into our sustainability agenda, and strive to ensure that our work environment enables us to attract, retain and fully engage diverse talent regardless of race, gender, transgender identity or expression, ethnic or national origin, sexual orientation, marital status, pregnancy, parenthood, disability, religion or belief, age or any other factor.

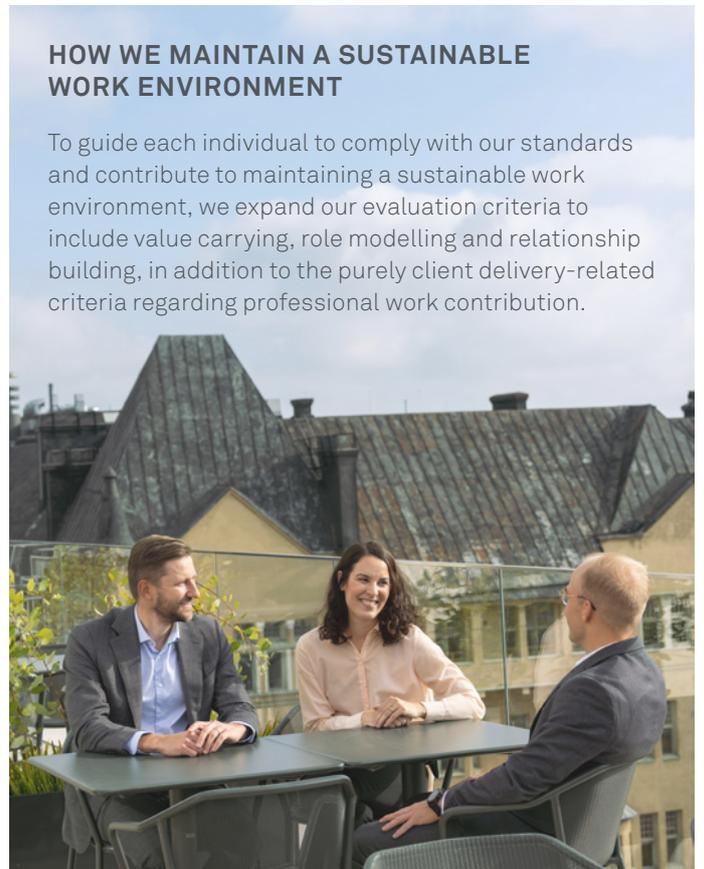
Compliance with our internal code of conduct is a requirement for all Roschier employees, and we actively promote such behavior by leading by example and having an ongoing dialogue with our people regarding the topic. The Roschier Way covers overall guiding principles for being a member of the Roschier team, including more detailed plans concerning various work and environment-related aspects, ensuring a thriving, supportive, diverse, inspiring, and safe workplace for all. We have clear processes describing how to ensure that breaches of the code of conduct are reported and properly investigated.

How we mitigate risks

Our way of ensuring and measuring ethical behavior on the individual level is to include selected criteria in our performance evaluation.

HOW WE MAINTAIN A SUSTAINABLE WORK ENVIRONMENT

To guide each individual to comply with our standards and contribute to maintaining a sustainable work environment, we expand our evaluation criteria to include value carrying, role modelling and relationship building, in addition to the purely client delivery-related criteria regarding professional work contribution.



People & engagement

We follow our diversity plan in order to mitigate the risk of any kind of discrimination. We have zero tolerance for any kind of sexual or other harassment as well as reprisals.

Our Roschier Way guidelines provide clear instructions on how to act. Anyone who believes they have been subject to discrimination, sexual harassment or any other kind of harassment should notify their mentor, Head of HR & Compliance or an OSH Committee designated representative immediately. We continuously and actively work towards an open culture to ensure that all cases are reported.

We are committed to undertaking quick and confidential actions to ensure that the discrimination and/or harassment ceases and, to the best of our ability, prevent similar situations in the future. Our Occupational Safety and Health (OSH) Committee, with members in both offices, discusses, signs off and follows up on our Annual Action Plans. In the plans, we describe our concrete annual efforts, measure our current situation, and set up goals for the upcoming fiscal year on current diversity, equality and non-discrimination matters.

During the reporting period, we have had one reported harassment case, which was handled in accordance with our Roschier Way guidelines.



HOW WE ENSURE COMPLIANCE WITH ROSCHIER'S VALUES AND CODE OF CONDUCT

- ▶ Roschier's values are an essential part of the preboarding and onboarding of new employees (blended learning), and they are followed up by the Talent Development team in a reflection discussion after 3 months of employment.
- ▶ We include value carrying and role modelling in our performance criteria to guide our people in everyday work and incentivize certain behavior.

Opportunities and challenges

Maintaining a high level of employee engagement as well as a sustainable work environment are key success factors in retaining and recruiting employees. As a professional services organization, we are highly dependent on retaining our talented people and attracting young talent.

As a firm, we want to give all our people the best possible platform for continuous growth and individual success. We want everyone to be able to pursue their individual professional goals and, as a means to reach these goals, perform at their highest potential both within the firm as a role model to others and outside the firm as a Roschier advocate.

To succeed in that effort, we must ensure that our employees are continuously engaged and that they have the competencies and skills needed to meet the expectations. Failure to meet expectations could result in our firm not being regarded as an attractive employer or advisor.



Our Roschier Pulse employee survey is a very important aid for us in the continued development of our work environment and in shaping the future of Roschier as a workplace. The Pulse is sent out three times a year. Focus is put on incorporating our results with other evaluation metrics to keep track, improve and evaluate the effect of our development initiatives and targeted actions.

The Pulse results are analyzed and presented by the Talent Development team. The team results are presented and discussed in each team with targeted actions based on results.

Employee engagement:

- ▶ Employees are invited to respond to the Roschier Pulse survey anonymously.
- ▶ Employees are invited to Roschier Talks and various discussion fora to discuss and reflect on our values and corporate culture.

Supporting policies and how we work

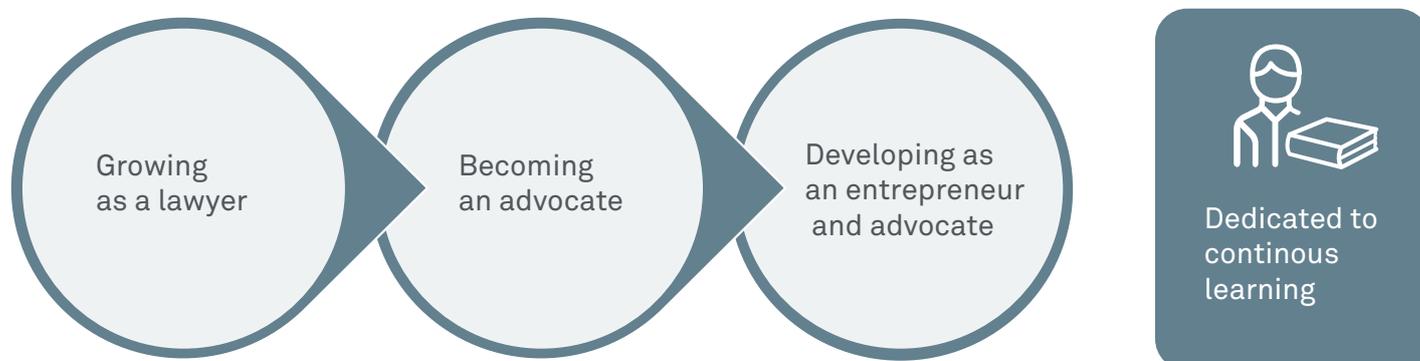
Our key focus is to help our people to achieve their full potential and to enable their success in a sustainable way. The aim is to offer a safe and healthy work environment that is conducive to high engagement and effective collaboration within and across teams.

To succeed in this, we recognize that it is essential to implement equal and transparent talent practices, policies and processes, which are constantly evaluated and further developed by our Talent Development team.

There is also an ongoing dialogue between Talent Development and our team leaders to ensure that bespoke solutions are delivered on both team and individual level whenever needed. All supervisors and team leaders with operational responsibilities are expected to ensure that risks associated with their operations are appropriately identified, evaluated and managed.

We expect all our leaders and employees to build and contribute to a work environment that is conducive to high performance, continuous learning and wellbeing within the context of everyday collaboration.

A blended learning approach: The learning journey for Roschier lawyers



LEARNING & DEVELOPMENT OPPORTUNITIES—THE ROSCHIER WAY

- ▶ Onboarding programs for new employees based on role
- ▶ Bar rules & compliance
- ▶ Substantive legal training
- ▶ Case study presentations
- ▶ Project management training
- ▶ Role induction programs (with senior lawyers, partners and external trainers)
- ▶ Self-leadership training
- ▶ Collaboration and communication
- ▶ Business financials trainings

- ▶ Lex Mundi and other external training and mentoring programs
- ▶ Mentoring and co-mentoring from partners of the firm
- ▶ Tutoring from senior colleague
- ▶ Group and individual coaching based on role (external trainers)
- ▶ Culture discussion forums

ACTIONS AND PROCESSES FOR PEOPLE ENGAGEMENT

- ▼ Effective reward models that support the firm strategy, are aligned with our values, and reward our people fairly are essential to us and one of the key drivers for employee engagement:
 - ▶ Salary market comparisons carried out and corrective actions taken accordingly to ensure a competitive total rewards package.
 - ▶ Ongoing monitoring and development of our reward policies to ensure a fair and consistent approach in rewarding.
- ▶ Clearly defined expectations and objectives for each role to support professional growth.
- ▶ A learning ecosystem being built to offer even better self-paced learning possibilities.
- ▶ An updated offering for self-paced learning on different themes, to support professional development and learning during the period of hybrid working.
- ▶ Project management skills training for all employees throughout the year to better understand the common and effective ways of managing projects.

Sustainable way of working

Opportunities and challenges

Due to the nature of our profession, the demand for our expertise is not always predictable or evenly spread over time. We work to ensure that Roschier offers a supportive and sustainable work environment, which is a key element in our ability to thrive as a firm in a highly competitive market.

It is of vital importance to ensure a healthy balance of workload and distribution of work over time. To navigate the varying demands on our time and resources, we must ensure that each individual, in addition to the employer's actions and support, is well equipped to carry the personal responsibility it takes to craft a sustainable way of working.

Working hours are followed up on organizational, team and individual levels on a weekly basis, and also annually in connection with the performance and development discussion process. Each team leader is responsible for monitoring workload and time recorded within their respective team on an ongoing basis and taking actions needed to strive for optimal workload and distribution of work.

Supporting policies and how we work

We work to ensure that Roschier offers a safe work environment. In order to mitigate risks, we plan and take long- and short-term actions within a five-area framework (physical, mental, social, emotional and individual).

We believe that a close cooperation with our employees is essential. One forum for that is our OSH committees. The committees have a key role in providing us with input and insights from an employee perspective, in order to facilitate the planning and definition of our annual action plan and to follow up on our targets to ensure that they are met. The committees, one for each office, consist of elected employee representatives as well as representatives from the employer.

—We believe that close cooperation with our employees is essential.

SUPPORTING SUSTAINABLE WAYS OF WORKING

- ▶ Comprehensive employee benefits offering including various benefits that support our employees' health and wellbeing (e.g. extensive occupational healthcare, additional compensation during parental leave & a flexible vacation policy).
- ▶ Allowance to ensure ergonomic work conditions for remote work (First allowance paid out in January 2021).
- ▶ Wellbeing promotive concept "Strong Together" available, including webinar series addressing nutrition, recovery and mental wellbeing.
- ▶ Induction and co-mentorship programs designed to support employees when moving into a new role.

Diversity & Inclusion

Opportunities and challenges

Fair treatment and a feeling of psychological safety increase motivation and engagement. We are committed to promoting awareness about diversity and inclusion in our firm and in the legal community, and are highly engaged in influencing the future of the legal profession through the Bar Associations.

We are happy to note that promoting diversity and inclusion is high also on our clients' agendas, and reflected in their choice of law firm. In order to remain competitive and attract and retain employees from diverse backgrounds, it is essential for us to focus on being diverse and inclusive. With a broader spectrum of diversity in our advisory teams, we are better equipped to work with our clients. We believe that the best results are achieved in teams with diverse talent.

Our policy is to promote meritocracy, where everyone, regardless of gender, background or any other irrelevant factor, have the same opportunities, and to ensure that we have role models who signal that it is possible to combine law firm partnership with being a parent and having a family.

Supporting policies and how we work

In order to mitigate the risk of breaches in equality and diversity-related issues, we work towards raising awareness and ensuring an inclusive and diverse culture in three dimensions—organizational level, team level and individual level:

- ▶ Our Firm Management, Talent Development team and OSH Committees track the inclusion of women in our organizational structure on a firm-wide level.
- ▶ The Partner Committee tracks and ensures the inclusion of women in the partnership and governance bodies such as Board, Management Team and Operational Team lead role.
- ▶ Compliance is followed up through firm-wide surveys and reviews, such as our employee survey the Roschier Pulse, formalized employee discussions and performance reviews.

HIGHLIGHTS—DIVERSITY & INCLUSION

- ▶ New D&I category added in the Pulse survey with questions to identify the gap and set the baseline for continued work.
- ▶ Close cooperation with clients in D&I development projects with quarterly follow-up on progress.
- ▶ Support to team leads in how to lead teams in an inclusive way in a virtual environment with hybrid teams.
- ▶ Co-mentoring concept offered to senior practitioners to promote diversity among this group and ultimately within the partnership.
- ▶ Continued review and focus on ensuring bias-free recruitment.





The society

Being a responsible business, our joint aspiration is to ensure Roschier's continuous contribution to society, be it by engaging in topical discussions and promoting the rule of law in our role as an independent advisor and part of the judicial system, or creating an impact by providing legal advice pro bono and financial support to non-profits or similar organizations working in areas prioritized in our CSR strategy.

Contributing to society and the legal community

An important part of Roschier's societal engagement is our participation in the work of the Finnish and Swedish Bar Associations. As a law firm and a member of the Bar Associations, it is our duty to engage in and contribute to—not only the future development of our profession—but the development of society as a whole.

Past and present Roschier lawyers have had a variety of roles and positions both in the organization of the Bar Associations as well as in various working groups and fora. Currently, Roschier is represented in the Council of the Swedish Bar Association as well as in a number of committees and legal expert teams of the Finnish Bar Association, including the Ethical Committee. We actively encourage our attorneys to get involved in the work of the Bar Associations.

As active speakers, lecturers and authors, as well as chairpersons and members of both national and Nordic associations and working groups, our lawyers are in an excellent position to engage in discussion and drive development on important topics in a variety of fields. During the reporting period, our lawyers held board positions e.g. in the Arbitration Institute of the Stockholm Chamber of Commerce (SCC), the Finnish AIPPI Group, the Finnish IT Law Association, as well as the Swedish Law and Informatics Research Institute.

Our societal engagement also includes charity and pro bono work, in which our main focus is on organizations or initiatives that support children and young people, sustainable development of the environment, entrepreneurship and innovation.

Prioritized CSR areas



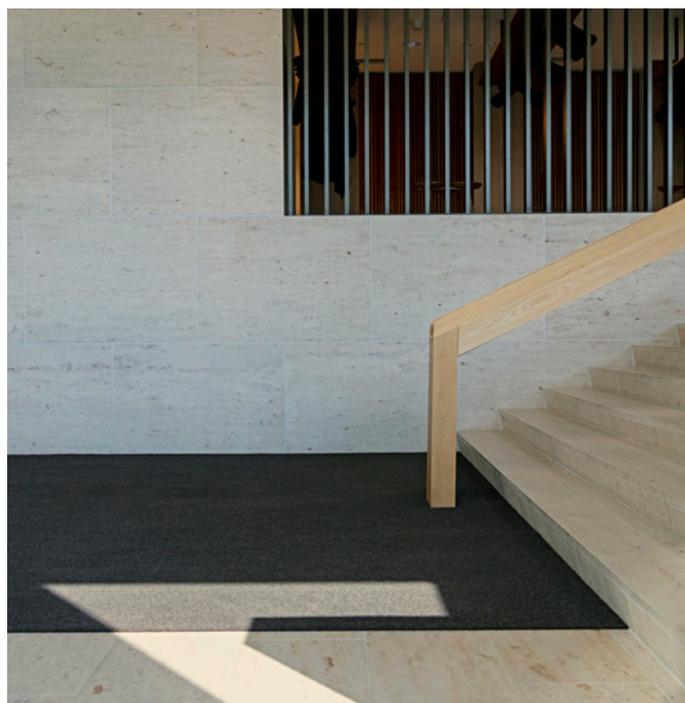
Children and young people



Entrepreneurship and innovation



The environment



ROSCHIER GUIDELINES

- ▶ CSR guidelines
- ▶ Confidentiality and professional code of conduct
- ▶ Conflict check guidelines



Making an impact through pro bono work

Supporting non-profit organizations with legal advice pro bono goes to the heart of our values and helps us increase our impact on important sustainability topics. We are proud to work with many organizations and entities that would otherwise have fewer opportunities to obtain the legal advice they need in order to focus on their work, e.g., for diversity, inclusion and equality, the environment, young entrepreneurship, as well as research and medical treatment.

During the year we have deepened existing partnerships with longtime collaboration partners, such as the John Nurminen Foundation, whose mission is to protect the Baltic Sea, and Reach for Change, which helps social entrepreneurs to develop innovative solutions that improve the lives of children and young people all over the world.

Since the outbreak of the war in Ukraine, we have put in extra efforts on finding ways to support Ukrainians fleeing their home country, both by means of engaging in pro bono work and by channeling financial support to organizations

that provide immediate humanitarian aid. We have been actively engaged in the initiatives of two organizations in particular: Skill Shift Initiative in Sweden and Save the Children in Finland.

For the third consecutive year, the amount of pro bono work has exceeded our annual target of 1,800 hours, totalling 1,859 hours for the current reporting period.

New pro bono clients and assignments are assessed by an assigned cross-border pro bono panel, consisting of members from the Firm Management, the Chair of the Board, and the partners responsible for pro bono activities in each country. The partners responsible for pro bono activities coordinate the legal work together with local pro bono teams consisting of lawyers and business operations staff.

Pro bono assignments are handled in the same professional way as client assignments, including conflict checks and other KYC procedures, as well as recording of time spent.

A MILLION MINDS

During fall and winter 2021, employees acted as coaches and jury members for **Dream Challenge** at Grönkullaskolan in Sundbyberg. Dream Challenge is a program run by **A Million Minds** with the aim to help young people aged 13–16 in urban areas in Sweden develop their dreams and reach their full potential and capacity. During the challenge, our coaches supported the participants in developing their plans for their future, and the jury members selected the winning contributions in the final phase of the challenge.



We have provided legal advice to our long-time pro bono partner **John Nurminen Foundation** on various aspects relating to new maritime and forest projects, as well as their

[Digimuseo.fi](https://digimuseo.fi) digital museum service which aims at digital preservation and accessibility of our cultural heritage. The Foundation's mission is to save the Baltic Sea and its heritage for future generations.



Oikismentorointi (Eng. The Law Mentorship Scheme) is a mentoring program that offers high school students in Finland inspiration and an equal opportunity to apply to law school, regardless of personal background. Each student who has been accepted to the scheme has been assigned a mentor with whom to meet virtually to discuss e.g. the law school application procedure, how the studies run in practice, and what the legal profession is like. Altogether 12 lawyers from

Roschier have been acting as mentors in the scheme during March–May. The program ends in July 2022.



During the reporting period we have supported the organization's network of social entrepreneurs with legal advice in a variety of aspects related to their daily operations, development projects and expansion plans. We have worked with, for example, Mobile Stories, Locker Room Talk, Peppy Pals and Mermaid Simskola. **Reach for Change** works with a network of social entrepreneurs aiming to improve the lives of children and young people all over the world by developing and supporting their solutions to combat inequality, marginalization, sexual abuse and other issues.

Supporting charity organizations

In addition to pro bono work, we have a deep-rooted tradition of supporting well-established charitable and other organizations working for a good cause within the areas prioritized in our CSR strategy.

In spring 2022, our CSR actions have focused heavily on supporting Ukrainian civilians who have been forced to leave their home country due to the war. Shortly after the outbreak of the war, Roschier's Board of Directors agreed on a pledge to direct EUR 500,000 to humanitarian aid for Ukraine. During March—May, funds have been channeled to UNHCR (the UN Refugee Agency), Save the Children Finland, Save the Children Sweden and a number of projects in collaboration with the Skill Shift Initiative in Sweden supporting Ukrainians fleeing their country.

Another recent commitment of considerable impact is the UNICEF Justice for Children project, which we have been funding in 2020 and 2021. The program, carried out in Rwanda in Central Africa, enables the government of Rwanda to develop national child protection laws and policies to help child victims and offenders receive fair treatment. By the end of December 2021,

the program had trained 288 justice and child protection professionals.

Funds are also reserved for recurring donations, such as firm-wide annual seasonal donations to long-time charity partners who work for the benefit of children and young people. Another recurring charity concept around Christmastime is the Christmas charity poll, where each employee is invited to vote for a cause of their choice from a range of pre-selected options focusing on children and young people, the elderly, and the environment, among which funds are distributed. The poll was arranged for the fourth time in December 2021.

An additional charitable concept involving our personnel is the Roschier Personnel Charity Fund. Since 2006, it has been possible for our personnel to direct fees from external lecturing and article writing to a specific bookkeeping account, from which charitable donations in the name of the fund can be made in the fiscal year during which the contributions have accumulated.

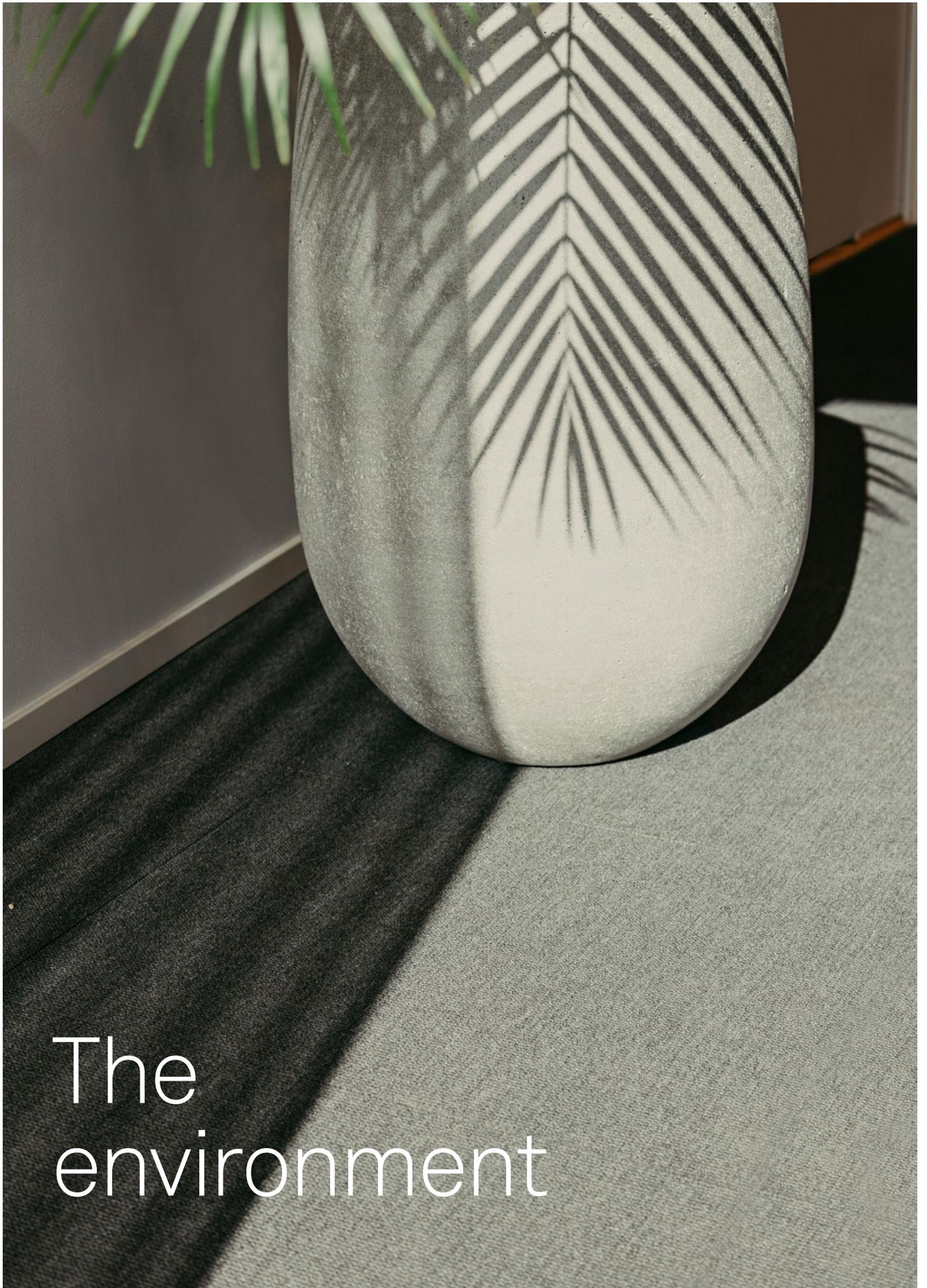
Charity highlights

ROSCHIER INITIATIVE	ORGANIZATION SUPPORTED	IMPACT
Humanitarian aid for Ukraine	UNHCR	Providing emergency shelters and relief items
	The Skill Shift Initiative: A safe start in Sweden (Save the Children, Airbnb.org etc.)	Enabling accommodation and support to families arriving in Sweden
	The Skill Shift Initiative: Ukrainian Children Activity Center	Co-funding summer camps for Ukrainian children in Sweden
	Save the Children Finland	Providing families arriving in Finland with essentials, such as gift cards for grocery stores and toys for children
Charity race / Personnel walking and pedaling challenge	SOS Children's Village project: Unelmista totta (Eng. Make dreams come true)	Providing equal leisure opportunities for children and teenagers from families with scarce resources
Christmas charity poll	Gubbe Finland & Sweden	Preventing loneliness and isolation among elderly people
	Stadsmissionen Unga Station and Hope ry	Support to families with scarce resources
	Race for the Baltic and Baltic Sea Action Group	Restoring the Baltic Sea
Annual seasonal charity	Lastenklunikoiden Kummit ry: Mielen Tila (Eng. State of Mind)	Prevention, detection and care for children and young people suffering from anxiety and anxiety disorders
	Barncancerfonden Stockholm Gotland: Supersnöret	Supporting the recovery process of children undergoing treatment for pediatric cancer

Engaging with our suppliers

We assess our suppliers from an environmental perspective by mapping the environmental certificates and standards they hold. We favor suppliers whose products or services are certified or have received an ecolabel. We also apply sustainability requirements for our suppliers in the area of cybersecurity

in order to ensure that the systems and software we use are current and safe. In the fiscal year 2021-22, we started developing broader sustainability requirements for our suppliers which will be applied in a systematic manner in our sourcing process as of next fiscal year.



The environment

Our sustainability mindset originates from the firm’s corporate culture and is present in our values, daily lives and performance. We want to be acknowledged as a firm, whose environmental work is pre-emptive and continuous, and we are committed to our long-term environmental program and targets, which are integrated throughout the organization. Besides our own efforts to reduce our environmental footprint, we contribute indirectly through our pro bono clients. One example is the John Nurminen Foundation that works to protect the Baltic Sea.

Being a professional services organization, our operations have a relatively low environmental impact overall, but we work continuously to improve our environmental performance by monitoring our policies and measures taken and implementing new measures when needed. Possible environmental risks and impacts are identified and systematically managed through the ISO 14001 environmental management system. We are also in the process of developing procedures to ensure a sustainable supply chain.



We have identified the use of energy and resources (mainly paper use), business travel, sustainable procurement and waste generation/disposal as areas that have a significant impact on the environment. A SWOT analysis conducted on environmental aspects identifies travel, the procurement of goods, and a potential lack of commitment of our staff as the most central issues and focus areas that could have negative environmental consequences and at the same time impact negatively on our reputation.

The focus in our preemptive work is on engaging our people and raising their environmental awareness. A lack of commitment would lead to an increase in the firm’s environmental footprint with implications for attracting and retaining clients and talent, as well as on brand reputation in the long term.

It is important for us that all our employees are aware of our environmental work and its related requirements and opportunities. Roschier is committed to ensuring that all our new employees participate in an online class where they get an introduction to the ISO 14001 certification, our policies and guidelines as well as our targets. During the fiscal year, 84% of our newcomers completed the online class. The aim is to have 100% of our new employees complete the class.

Sustainable office buildings

The buildings in which our Helsinki and Stockholm offices are located are LEED certified (Leadership in Energy and Environmental Design); LEED Platinum in Helsinki and LEED Gold in Stockholm. The electricity we use in our operations is entirely from renewable sources, which means that our use of electricity is not generating any CO₂ emissions. Since 2019, the Stockholm office has been powered by solar energy and the Helsinki office is powered by wind energy.



ROSCHIER POLICIES AND GUIDELINES

- ▶ Environmental policy
- ▶ ISO 14001 Environmental Management System

The objectives of our environmental policy are to:

- ▶ increase environmental awareness among employees.
- ▶ reduce our use of natural resources and improve our environmental performance overall.
- ▶ be acknowledged as a firm that takes responsibility to protect the environment and whose environmental work is pre-emptive and continuous.
- ▶ comply with all relevant environmental legislation and regulations.

The office building in Stockholm uses 100% renewable energy for district cooling, with energy mainly from cold seawater. 83% of the district heating at the Stockholm office is from renewable sources, mostly from sewage water. During the next fiscal year, we are looking into the possibilities to obtain renewable district heating and cooling also in the Helsinki office. The discussion with the landlord is ongoing.

During the reporting period, firm-wide electricity consumption increased by 6.5% compared to 2020–21, which is explained by increased presence in the offices. However, in comparison with the fiscal year 2019–20, this year's firm-wide electricity consumption has decreased by 4.8%.

Sorting and disposing of all waste generated in the office is made easy; there are several recycling points available in the offices. During the year we have added carton recycling to all kitchens in the Helsinki office.

—In 2011, as the first law firm in the Nordics, Roschier received the ISO 14001 environmental certificate for all of its offices.

Examples of continuous actions:

- ▶ All emissions arising from travel compensated through our carbon offset partner.
- ▶ Two computer displays for all personnel reduce the need to print documents.
- ▶ Water carbonators in meeting rooms and in every kitchen replace refreshments in glass or plastic bottles.
- ▶ A book crossing point in both offices.

In the Helsinki office, the firm rents a special parking area for bicycles, promoting a non-polluting way to travel to work. There are 22 electric vehicle charging stations in the Helsinki office garage. In January 2022, the possibility to use the e-passi benefit for public transportation was added for employees at the Helsinki office.

Coffee consumption in both offices is significant and we recognize the problematic nature of the coffee industry, both for the environment and for farmers. We have been using only ecologically certified coffee for a long time in both offices. In Helsinki we have switched to a coffee brand that uses agroforestry at their coffee farms, which means that the coffee is farmed in the shade of trees, thus providing a more diverse environment for different species and preventing erosion and eutrophication. They also support small farms in many different ways.

Reduction of paper use

Our target is to decrease the paper consumption per employee by 3% per year. During the reporting period, the number of print-outs was higher in comparison to the previous fiscal year, but lower compared to the fiscal year 2019–20, thus the trend is positive.

Increased remote working has impacted our consumption of paper in a positive way.

Measures to decrease the amount of printouts include replacing traditional printed closing binders with material in digital format, on a USB flash drive. When renewing the lease on the multifunctional printers and copying machines we aim to reduce the amount. During the fiscal year, CO₂-neutral office paper was introduced in both offices.

Monitoring of business travel and emissions

In order to provide sustainable alternatives to air travel between our offices, we are constantly developing digital tools and platforms and recommend the use of our state-of-the-art audiovisual equipment and other digital communication and meeting tools to the extent possible. The almost complete transformation of videoconferencing, from older “point-to-point” devices to Microsoft Teams, has been accommodated by adding the possibility to join Teams meetings from all of the old devices. We are also planning to add to all conference rooms the possibility to participate in a Teams meeting.

Roschier's CO₂ emissions during the reporting period originate from business travel (Scope 3), totaling 77.7 metric tons of CO₂e. Due to the Covid-19 restrictions affecting business travel, comparison of emissions between different fiscal years is difficult. The 2021–22 CO₂ emissions caused by business travel decreased by 66% compared to 2019–20, and by 82% compared to 2018–19. On the other hand, in comparison to 2020–21, the firm-wide flight emissions increased by 4757% in 2021–22.



In addition to our own activities to reduce air travel, we are compensating our emissions. We are continuing our collaboration with NGS Finland Oy, taking part in

a project involving a combination of an afforestation project: (15%) and a prolonged rotation period of forest project (85%). NGS's projects are implemented in Finland and are monitored and reported annually.

NGS's calculation model relies on data generated by Finnish universities on carbon sequestration in the forests. The 93.22 t CO₂e emissions accumulated during the fiscal year 2020–21 were compensated during FY 21–22. We will compensate the emissions for the fiscal year 2021–22 in the fall of 2022.

ISO 14001 Environmental Management System

ISO 14001 is an environmental management system intended for use by an organization seeking to manage its environmental responsibilities in a systematic manner that contributes to the environmental pillar of sustainability. It is granted by the International Organization for Standardization (ISO).

There are more than 300,000 certifications to ISO 14001 in 171 countries around the world. In 2011, Roschier was the first law firm in the Nordics to receive the ISO 14001 environmental certificate for all its offices.

The Environmental Management System is audited externally and internally every year, while a more comprehensive re-certification audit is held every three years. Our Greener Roschier team is responsible for all activities related to the ISO 14001 environmental certificate and the Environmental management system, analyzing the findings from the audit and monitoring the results of accordingly planned actions. The Greener Roschier team reports to the Firm Management.

In the latest audit in December 2021, only two minor non-conformities were noted and remedied. No major conformities or dangers to life and health were found, and thus we are complying well with the requirements. We look forward to continuing to integrate additional activities into our operations, in order to raise awareness about environmental matters, and to finalize improved guidelines on sustainable procurement.

The previous environmental targets set for 2021 and the upcoming years were to reduce emissions related to air travel by 3% yearly and add a target to reduce the amount of printouts by 3% per employee yearly. The energy consumption will still be monitored but no new target is set for now, as our offices use only green energy.

To align the ISO 14001 certification reporting with the overall annual sustainability reporting schedule, all the objectives and targets under the ISO 14001 certification will be placed under the sustainability umbrella during 2022, and the reporting period will be changed to correspond with the fiscal year.

During the next fiscal year, we will also keep as a priority to increase environmental awareness among our employees by emphasizing the environmental aspect in the decisions on new projects and concepts, and increasing internal communication about environmental topics as well as on how our firm-wide environmental work is evolving. All information related to our environmental work is also available on the Intranet.

As a part of the ISO 14001 certificate, Roschier has a register of environmental laws. It is regularly updated, and a group of lawyers specialized in environmental law evaluates possible changes, makes recommendations if needed and ensures that the firm abides by the relevant laws. The ISO 14001 manual is available to all personnel.





Targets and KPIs

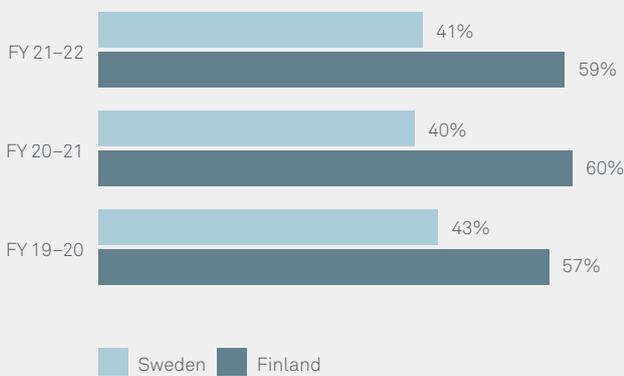
Clients

Our target for the fiscal year 2022-23 is that 100% of our people have completed key trainings on preventing money laundering and cybersecurity. Progress on the target will be reported in the next fiscal year.

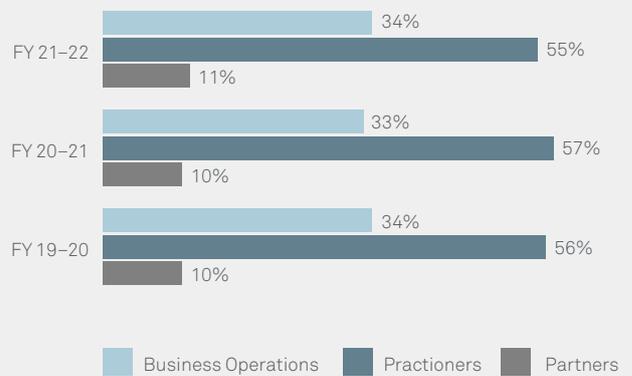
Our people

Diversity & inclusion

Total number of employees*



Employees by employee category



* The total number of employees in the fiscal year 2021-22 was 450. Roschier also offers multiple possibilities and interesting trainee programs for students in all stages of their studies. Throughout the year Roschier employs an average of 50 students who work in various trainee positions at the firm. Trainees are excluded from our people in numbers section.

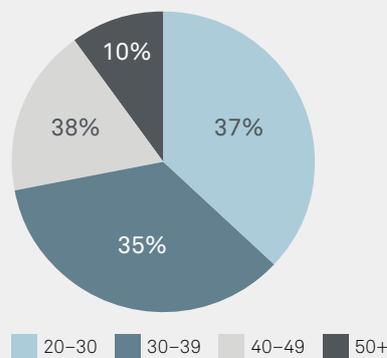
Age distribution

Average age



During FY20-21, the employee average age was 35.6. The age distribution has continued on approximately the same level as the previous year.

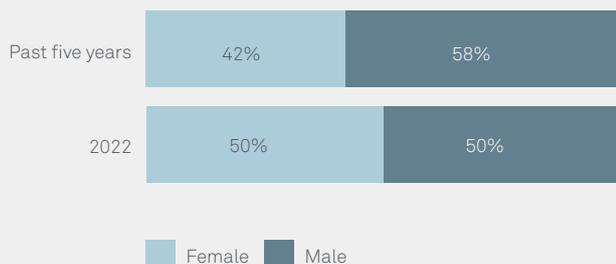
Employees by age group



Gender balance

EMPLOYEE CATEGORY	FY21-22		FY20-21		FY19-20	
	Female	Male	Female	Male	Female	Male
Total employees	62%	38%	64%	36%	63%	37%
Partners	23%	77%	20%	80%	16%	84%
Practitioners	54%	46%	56%	44%	54%	46%
BO	86%	14%	91%	9%	90%	10%
Management positions (incl. OT Heads, BO Officers & Heads)	45%	55%	46%	54%	74%	26%
Board members	25%	75%	25%	75%	14%	86%

Partner promotions



Roschier values and ethical compliance

KPI	TARGET	PROGRESS 2021-2022	TARGET STATUS
Reported harassment cases	0 cases yearly	1	Not achieved

During the reporting period, we have had one reported harassment case among our people, which was handled in accordance with our Roschier Way guidelines.

Our target of zero cases yearly remains for the next fiscal year and supports our aim to be a frontrunner in diversity and inclusion.

People & engagement

Employee Net Promoter Score (eNPS), March 2022



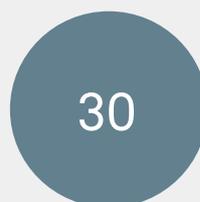
Our employee survey the Roschier Pulse measures the eNPS score, which is an indicator of the extent to which our employees would recommend us as a firm. The score has stayed on a solid level and varied between scores 10 and 14 throughout the fiscal year. During the previous fiscal year (FY20-21), eNPS scores have varied between 7 and 12. eNPS scores can range from -100 to 100. Anything above 0 is considered an acceptable score, which would mean an even split of Promoters and Detractors.

Overall Pulse result*, March 2022



* On a scale from 1 to 10.

Average training hours per person

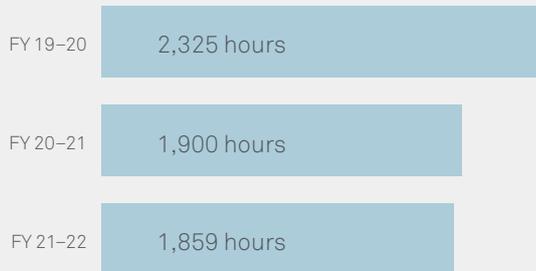


In line with the strong tradition of continuous development within the legal profession and the Bar rules, we monitor the training hours of our legal practitioners. During the reporting period, the training hours totaled almost 10,000 hours, which corresponds to on average 30 hours per person.

The society

Pro bono work

KPI	TARGET	PROGRESS 2021–2022	TARGET STATUS
Number of hours spent on pro bono work annually	1,800 hours/year	1,859 hours	Achieved



The environment

Environmental awareness

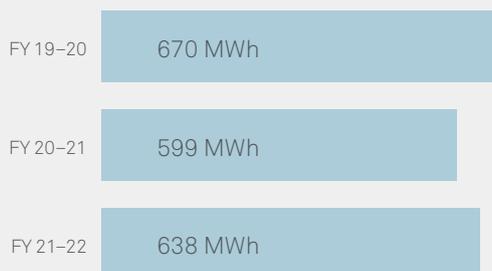
KPI	TARGET	PROGRESS 2021–2022	TARGET STATUS
Percentage of newcomers who have completed e-learning on environmental aspects	100%	84%	Not achieved

The figure for the fiscal year 2021–22 is not exact, as our current reporting system does not allow for detailed follow-up on completed trainings. During the fiscal year 2022–23, new, more sophisticated software

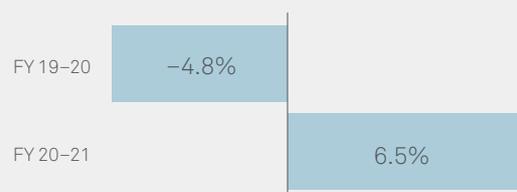
will be implemented to support our target of 100% of newcomers completing the e-learning, allowing more efficient follow-up and reporting on completed trainings.

Electricity consumption

Electricity consumption, firm-wide



Fiscal year 2021–2022 electricity consumption, firm-wide in relation to previous years

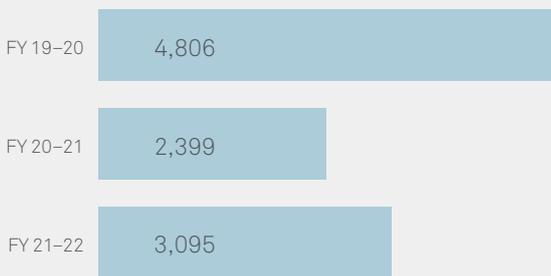


Paper use

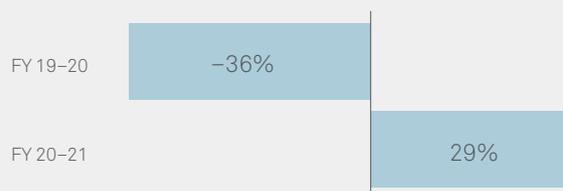
KPI	TARGET	PROGRESS 2021–2022	TARGET STATUS
Number of printouts/fiscal year/employee	To reduce number of printouts by 3% per employee yearly	29% increase from FY 2020–21	Not achieved

The number of printouts increased in comparison with 2020–21 but was less than in the fiscal year 2019–20. Overall, however, the trend seems to be decreasing due to more flexible working arrangements following the Covid-19 pandemic.

Number of printouts per employee



Number of printouts per employee in relation to previous years

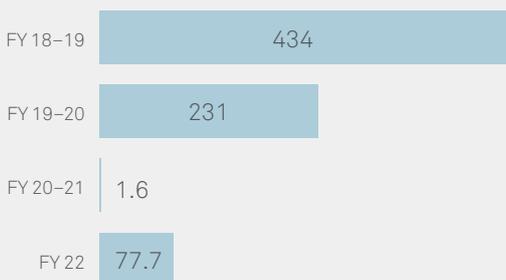


Business travel emissions

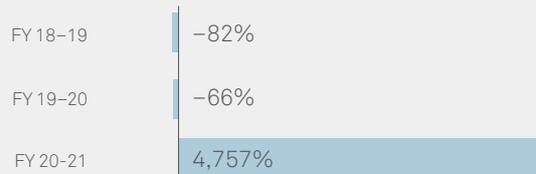
KPI	TARGET	PROGRESS 2021–2022	TARGET STATUS
Flight emissions tCO ₂ e/fiscal year	Reduction of emissions related to air travel by 3% compared to fiscal years 2019–20 and 2020–21	Target partly achieved	On track

The 2021–22 CO₂ emissions caused by business travel decreased by 66% compared to 2019–20. However, due to the almost total collapse of air travel in the fiscal year 2020–21, there is a disproportionately big increase in emissions this year that we expect to even out during the next reporting period.

Flight emissions, tCO₂e



Flight emissions in relation to previous years



About this report

This non-financial information report of Roschier, Attorneys Ltd. refers to the fiscal year 1 June 2021—31 May 2022. The report has been prepared in accordance with the regulations of Chapter 6 of the Swedish Annual Accounts Act and Chapter 3(a) of the Finnish Accounting Act (implementing EU Directive 2014/95 regarding disclosure of non-financial information). The information presented in this report covers Roschier's offices in Helsinki, Finland (corporate ID no. 9209362-9), and Stockholm, Sweden (corporate ID no. 556686-5670). The numbers represented in this report cover both Finland and Sweden unless otherwise indicated. In signing the annual financial statements, the Board has also approved the non-financial information report.