

# Sustainability Report

1 June 2023—31 May 2024

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# Introduction by our Managing Partner

Today's unpredictable environment often makes us reflect on the topics of value generation and progress. To remain relevant and forward-looking in a fast-changing world, we have adopted the theme 'Best decade ever' to guide our actions and conversations. This theme sets the framework for our journey to 2030, guiding discussions on our role and impact in areas such as people, clients, the environment, and society at large. We strive to be recognized as a firm that makes sustainable choices and creates long-term value, from small daily actions to more complex contexts.

As part of our commitment to these values, we have chosen to address polarization by fostering meaningful conversations and engagement. Throughout the year, we've initiated many discussions, both internally and externally, to share ideas and

diverse perspectives. This effort began with our internal podcast, the R Pod, where each episode features a new topic with various team members. We also launched the 'House of Many Voices', a platform for insightful dialogue with invited speakers and guests. So far, we've hosted events on key issues like diversity, AI, cybersecurity, education, and leadership, aiming to work towards a brighter future.

Another recent initiative for knowledge sharing is the renewed client feedback program, 'Voice of client.' Understanding our clients' needs and expectations of their legal and business advisors provides us with valuable insights, particularly on which sustainability matters are most crucial to them. This information will be essential as we prepare for the Corporate Sustainability Reporting Directive (CSRD), with our first sustainability report based on ESRS standards due in 2026.

Building on our commitment to progress and sustainability, we have also prioritized cyber resilience. Managing information securely is crucial, so we've actively worked to raise our team's awareness of risks and threats, teaching them how to recognize these in their daily work. I'm pleased to announce that we introduced mandatory cybersecurity e-learning for all newcomers this fall, with systematic tracking of training completion. Furthermore, we are close to achieving the ISO 27001:2022 certification, the premier standard for information security management. This robust framework will enhance our risk management and keep us vigilant. It complements our existing ISO 14001 environmental certification, which we have maintained since 2011.

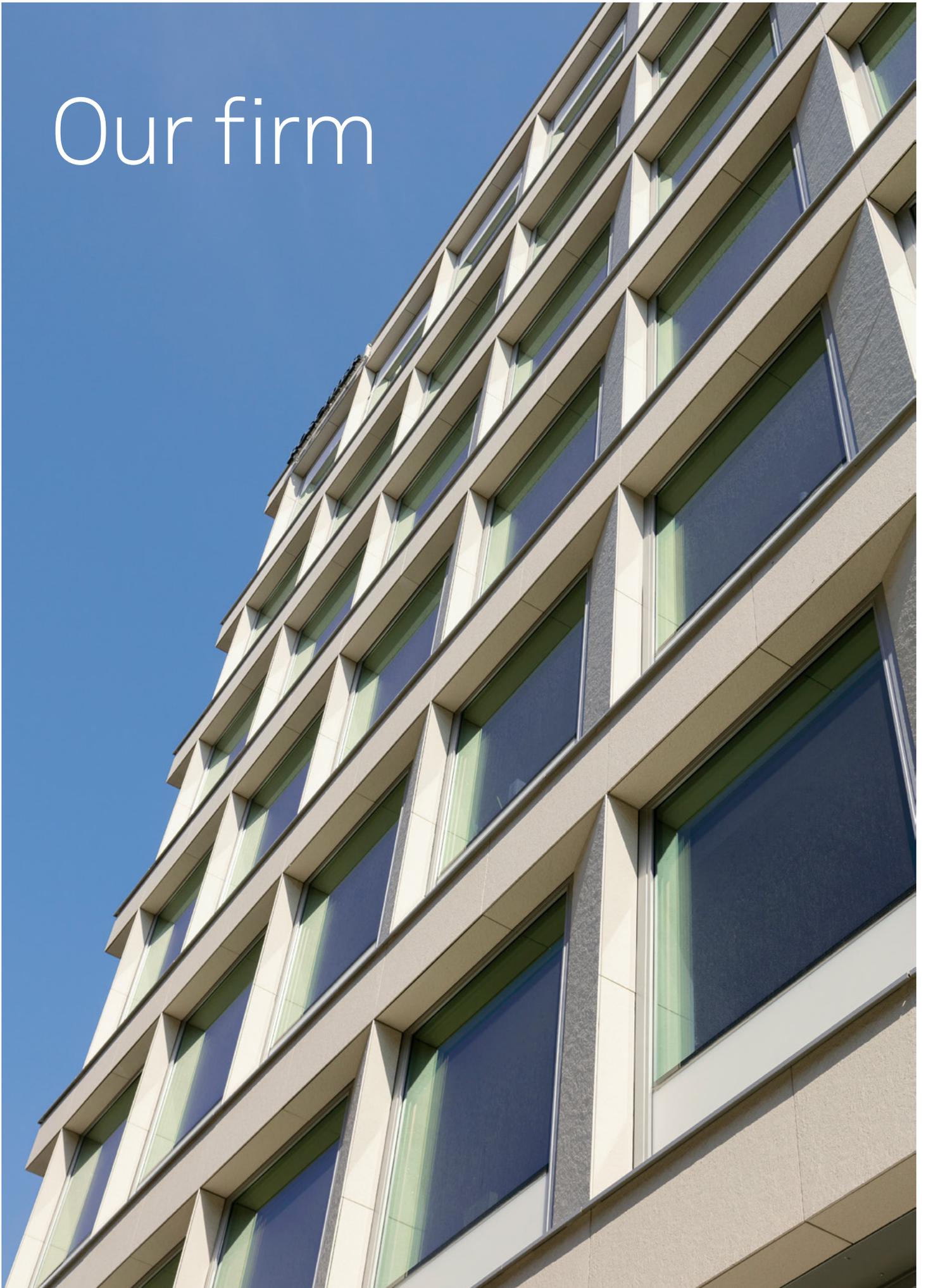
I am grateful for our achievements this year in collaboration with our team, clients, and pro bono partners. Examples of progress and value generation, as well as new priorities, can be found on the following pages.



**Mikko Manner**

Managing Partner

# Our firm



Roschier is a leading law firm in the Nordics. We provide a full range of legal services to blue chip Nordic and international clients across the region. Our offices are 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: clients, people, firm, and market.

Roschier is constituted as a limited company and operates as a partnership. Our business model is strongly based on a 'one-firm' approach with a joint strategy and leadership, as well as deeply integrated practice and business operations between our offices in Finland and Sweden.

Our membership in the Finnish and Swedish Bar Associations steers our operations and sustainability approach. Our core

values – client orientation, professionalism, teamwork, pioneering, and ethics, 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. Together with the four dimensions or strategic cornerstones – client, people, firm, and market – they guide us in how we address sustainability.

Founding year

1936

Offices

2

Practice areas

27

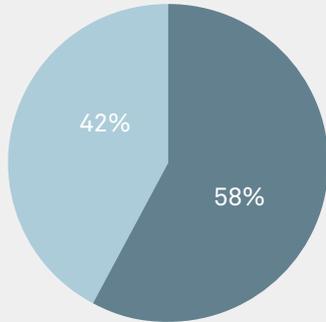
Pro bono hours 2023–2024

2,250



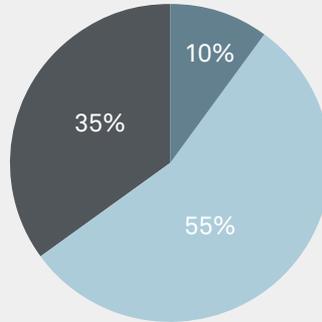
## OUR PEOPLE IN NUMBERS 31 MAY 2024

Total number of employees\*: 497



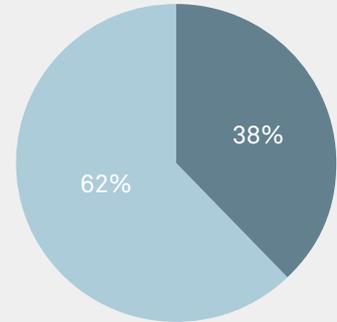
Finland  
Sweden

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:

- ▶ Managing IP EMEA Awards: Regional Nordic Firm of the Year 2024
- ▶ Managing IP EMEA Awards: Finland Patent Disputes Firm of the Year 2024 and 2023
- ▶ Managing IP EMEA Awards: Europe Impact Case of the Year 2024
- ▶ Managing IP EMEA Awards: European Cross-Border Patent Litigation Team of the Year 2024
- ▶ LMG Life Sciences Awards EMEA: Nordic Firm of the Year 2024
- ▶ The Lawyer European Awards: European Law Firm of the Year 2023
- ▶ The Lawyer European Awards: Law Firm of the Year 2023: Northern Europe
- ▶ Managing IP EMEA Awards: Finnish Patent Disputes Firm of the Year 2023
- ▶ ITR EMEA Awards: Finland Tax Firm of the Year 2023
- ▶ ITR EMEA Awards: Impact Deal of the Year 2023



# Our sustainability approach

Roschier’s objective is to build and nurture a firm that prioritizes long-term sustainability and growth. This we do through our overall guiding principles that highlight four fundamental pillars: our clients, our employees, society, and the environment. These key pillars represent material disclosure topics. We view our commitment to sustainability as a means of generating value.

Our main stakeholders - clients, current and prospective employees, and the Bar associations, who supervise attorneys-at-law and law firms - value our commitment to sustainable and ethical operations. We are seeing a growing

interest from our stakeholders in understanding how we work in all areas related to ESG. Failure to meet relevant standards and stakeholder expectations could jeopardize our ability to attract and maintain a skilled workforce and loyal client base.



## Key sustainability themes

### Our clients:

Being a leading law firm in the Nordics, our advice has a profound impact on the business landscape in our region. Our priority is to create trust and be a long-term strategic speaking partner to our clients, sharing information and working together to identify opportunities and navigate the complex business landscape.

### Our people:

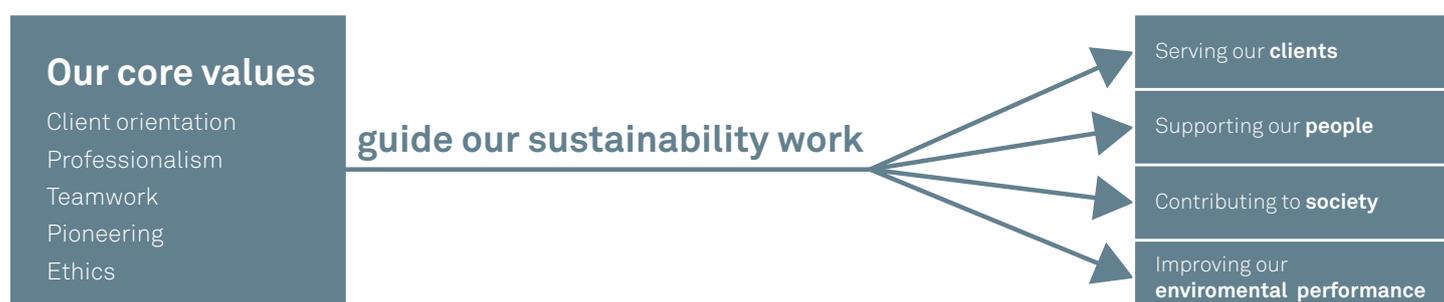
The starting point for a professional services organization like ours is to ensure the development and wellbeing of its people. Our main objective is to maintain the firm as a safe, healthy, inspiring, and inclusive workplace and the profession of advocacy as an attractive career path.

### The society:

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 focus is to support children and young people, sustainable development of the environment, entrepreneurship and innovation.

### The environment:

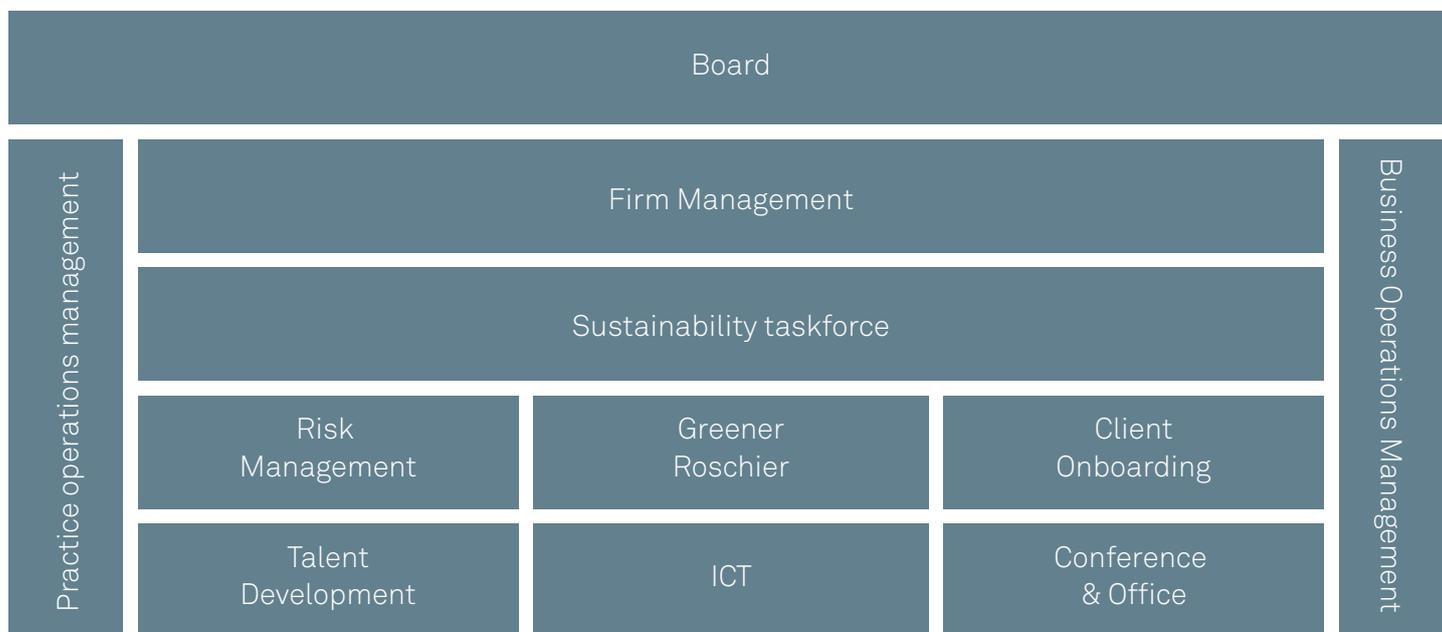
We are committed to our long-term environmental program and targets, which are integrated throughout our firm. In addition to minimizing the impact of our own activities on the environment, we support clients and NGOs/pro bono partners in their work for the environment.



# Sustainability governance

We manage sustainability as a co-operation between individuals, teams, and task forces on all levels of our organization. Every team sets annual targets and KPIs for their respective

areas. Matters relating to safety and sustainability are regular agenda items in firm management meetings.



- ▶ The Board reviews and approves the annual sustainability report
- ▶ The sustainability taskforce coordinates actions in collaboration with the firm’s practices, business operations and management.
- ▶ The Greener Roschier team leads our environmental work through the ISO 14001 management system.
- ▶ The Client Onboarding team focuses on KYC (Know Your Client) matters, such as preventing money laundering and terrorist financing. It also manages insider information and related internal guidelines and follows up on PML training for the personnel.
- ▶ Talent Development monitors workload and wellbeing and develops wellness and health initiatives as well as professional development opportunities. It also co-operates closely with the Collaboration and Sustainability Committees (formerly OSH).
- ▶ ICT monitors and ensures a safe digital working environment by vetting people, policies, and technology
- ▶ Conference & Office handles matters related to our offices and premises, including safety, security, sourcing, and sustainable solutions.

# Engaging with our suppliers

Acting responsibly is a key focus for us, and we want to make sure that our commitment to sustainable and responsible business practices is shared by those who we do business with. In addition to our Supplier Code of Conduct policy that

we expect our suppliers, including their subcontractors and sub-suppliers, to comply with, we apply close scrutiny to, e.g., information security, data protection and environmental aspects of the goods and services we purchase.

# Clients



We prioritize client orientation and client centricity as fundamental principles. Our aim is to be a reliable and long-term strategic partner for our clients, supporting them with innovative legal and business advice while remaining steadfast in 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. As a law firm and as members of the Finnish and Swedish Bar Associations, we commit to the high ethical and professional standards of the profession. This means, for example, that we are required to comply with the Bar Association rules and related legislation to prevent money laundering and terrorist financing and conduct comprehensive conflict check procedures before every client assignment. Due to our standing as a leading Nordic law firm, we must be extra vigilant to avoid harmful attempts to take advantage of our brand.

We have detailed risk assessment documents and client due diligence processes in place, which are regularly reviewed and updated by the Anti-Money Laundering (AML) team and approved by nominated AML officers, the firm management, and the Board, as required. We have established strict internal guidelines as well as mandatory annual e-learning and in-class training for the entire personnel on the topics of client onboarding, insider matters and anti-money laundering.



During the reporting period, in-class Preventing Money Laundering training was organized in both offices. The training was mandatory for lawyers, assistants and people working in the finance department who had not previously attended similar training. A mandatory e-learning on Preventing Money Laundering is included in the onboarding program for all new employees (see chapter Targets and KPIs).

The local anti-money laundering legislation in Finland and Sweden, implementing the EU AML directives, as well as the local Bar Association guidelines require us to continuously monitor our client relationships. We are obliged to collect information used for preventing, uncovering, and investigating money laundering and terrorist financing and to investigate underlying crimes. In accordance with our statutory obligations, Roschier also monitors applicable sanctions lists and sectoral sanctions to ensure that our services are not provided to customers subject to sanctions.

Having long-standing client relationships makes it easier for us to know and understand our clients' ownership structure, business, and origin of funds. Still, the same robust Know Your Client (KYC) process is conducted for both new and existing clients in connection with the opening of new assignments. The rules of the Finnish and Swedish Bar Associations as well as the international codes of conduct also determine certain conflict situations which can prevent the firm from accepting an assignment. To date, a large part of the conflict checks is handled in a centralized way by the Client Onboarding team. The centralized conflict check process has been piloted since late 2021, and today almost half of the partners in our firm are part of the process, which is found to streamline and considerably improve the quality of conflict checks.

Our Risk Management Panel meets on a quarterly basis to review and assess risks and to develop our risk management procedures and guidelines. During the reporting period, we have identified cybersecurity, client due diligence and people related risks as the most essential from a sustainability point of view. We have continued to pilot a risk management tool in the ICT team and will test it further before implementing it to the firm-level risk management. Going forward, we will continue mapping the training needs and making risk management roadmaps for the future, including developing a reporting model. For the fiscal year 2024–25, our focus will be on planning and preparing for the CSRD reporting.

### 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 Anti-Money Laundering Team:

- ▶ The AML team consists of four nominated officers, two partners 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 AML team, consulting with the nominated officers when needed and is 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 AML and KYC. During FY 2023-24, there have also been some changes in the Client Onboarding team, with a slight increase in the total number of team members working with KYC and AML matters.



#### 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
- ▶ Insider guidelines

## ESG and corporate responsibility – at the heart of our advisory

We work with our clients to advance sustainability, both through our legal advisory as well as through other initiatives. Our multi-disciplinary teams approach ESG and corporate responsibility comprehensively, leveraging skills from diverse competence areas.

The importance of adopting sustainable and responsible business practices is widely recognized in today's global market. Our multi-disciplinary teams assist clients in navigating the complex landscape of environmental, social, and governance (ESG) and corporate responsibility (CR) considerations as an integral part of every assignment. In our advisory, we tailor our processes and guidance by considering the varied needs and expectations companies have in relation to their ESG and CR priorities.

Our team advises both public and private companies on complex corporate issues, including governance, risk management, board liability, sustainable finance, and reporting. We also aid our clients in complying with legislation, promoting diversity, equity, and inclusion in the workplace, supporting occupational health and safety, and enforcing appropriate whistleblowing policies and procedures. In addition, we advise clients on green transition strategies, as well as identification of acquisition targets from a sustainable point of view to enhance competitiveness and long-term success.

# Cybersecurity

Given our role as attorneys-at-law and the confidential nature of our work, we cannot afford to jeopardize trust. We treat information and data security, privacy, and cybersecurity with utmost seriousness, enlisting external partners with specific expertise in these areas.

Cybersecurity being recognized as a critical area for our operations, we have been working towards our long-term target to obtain an ISO 27001 standard, the premier standard for information security, by incorporating an increasing number of standardized processes required for certification. Having information security management in place supports risk management, cyber-resilience and operational excellence. The certification also works as an assurance to clients and other stakeholders that we are committed and able to manage information securely and safely. At the end of the reporting period, a first audit of our information security systems and processes was conducted, with a second audit scheduled in June 2024. The certification process is expected to be finalized in the first half of 2024.

With cybercrime on the rise and new threats constantly emerging, it is key that our people are aware of cyber-related risks and threats and can identify phishing attempts. To that end, we have identified the completion of cybersecurity e-learning as a key performance indicator of cybersecurity awareness among our people, and we expect all our personnel to take part in annual training. As of fall 2023, newcomers have been required to carry out a mandatory e-learning on cybersecurity as part of their onboarding program. Completion of the e-learning is tracked and followed up systematically. We will report on the full-year progress in the next report.

During the reporting period, the number of handled security incidents has remained relatively stable. However, we have identified AI-related risks as a new area to monitor closely going forward.

## CONTINUOUS RISK MANAGEMENT ACTIVITIES

We maintain ISO 27001 based maintenance and security processes, such as:

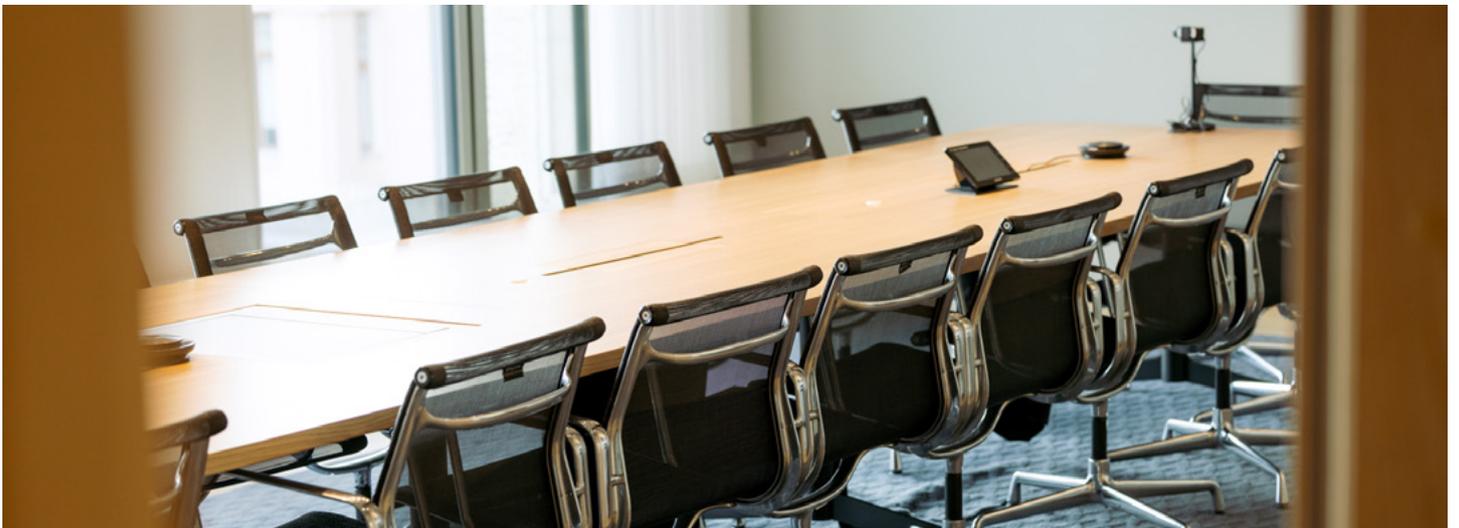
- ▶ Continuous incident management processes
- ▶ Continuous patch management processes
- ▶ Continuous risk management processes
- ▶ Security governance sessions

In addition, we have an outsourced 24/7/365 Security Operations Center (SOC), designed to detect possible security breaches and abnormal activity



## ROSCHIER POLICIES AND GUIDELINES

- ▶ Acceptable use (AUC) guidelines
- ▶ Risk management policy
- ▶ ICT risk management policy
- ▶ Information security policy



# Our people



Our people are at the heart of our organization. As a professional services firm, we strongly believe that our success is grounded in fostering the growth and wellbeing of our individuals. We have always been, and continue to be, enthusiastically engaged in this dialogue.

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.

We are shaped by the Bar Association rules, including continuous professional development, which guides all practitioners. Our core values and these standards form the foundation of our work culture at Roschier.



#### Our people in numbers 31 May 2024

322 | legal practitioners

121 | support professionals

54 | assistants

10 | cross-border operational teams

# Roschier values and ethical compliance—Code of conduct

## Opportunities and challenges

To ensure a secure and healthy work environment, it is important that our people understand and can integrate the firm's values into their daily work. As the firm continues to grow, maintaining a solid onboarding process for new members and a reliable model to instill our values is even more important. It's all about creating an environment where everyone feels connected to our mission and acts in alignment with our code of conduct.

There are risks connected to a lack of understanding of our core values or non-compliance with our 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. We are highly dependent on every employee complying with internal guidelines and processes, ensuring that no breaches of regulations occur.

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.

## 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, to ensure a thriving, supportive, diverse, inspiring, and safe workplace for all. We have clear processes on how to report and properly investigate potential breaches of the code of conduct.



### ROSCHIER POLICIES AND GUIDELINES

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

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

- ▶ Our values are described in the pre- and onboarding program for new employees, with a follow-up by the Talent team after three months of employment.
- ▶ Value carrying and role modelling are included in our performance criteria to guide our people in their everyday work and incentivize certain behavior.
- ▶ Information about our zero-tolerance standpoint is highlighted in our onboarding and easily accessible on the intranet, together with instructions on where to report and how possible violations are handled.



## People & engagement

### How we mitigate risks

We follow our diversity plan to mitigate the risk of any kind of discrimination. We have zero tolerance for any kind of harassment, sexual or other, as well as reprisals. We consistently work towards an open culture where all employees are comfortable with raising any concerns as early as possible.

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 report any breaches and/or suspicions relating to misconduct through our reporting channels. We act promptly to ensure that the discrimination and/or harassment ceases and, to the best of our ability, prevent similar situations in the future. The actions we take are dependent on the severity of the violation.

During the reporting period, we have had one confirmed harassment case, which was handled in accordance with our Roschier Way guidelines and processes. Actions taken have had the wanted effect to stop the unwanted behavior.



Our **Sustainability and Collaboration Committee** has members in both offices and discusses, signs off and follows up on our annual action plans. In the plans, we:

- ▶ describe our concrete annual efforts,
- ▶ measure the current situation,
- ▶ set up goals on health and wellbeing, people engagement, learning & development and current diversity, equality, and non-discrimination matters for the upcoming fiscal year.
- ▶ track the inclusion of women in our organizational structure on a firm-wide level.

### Opportunities and challenges

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

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

To succeed, we must ensure that our employees are continuously engaged and that they have the competencies and skills needed to meet the expectations. We invite our people to various discussion fora, such as Roschier Talks, to discuss and reflect on our values and corporate culture. In addition, everyone is invited to respond to the Roschier Pulse survey anonymously. Failure to meet expectations could result in our firm not being regarded as an attractive employer or advisor.



**The Roschier Pulse employee survey** is a very important aid in the continued development of Roschier as a workplace.

The survey is conducted two times a year. We combine the results with other evaluation metrics to keep track, improve and evaluate the impact of our development initiatives and targeted actions. The results are analyzed and presented by the Talent team. Team-specific results are presented and discussed in each team and followed up with targeted actions.

### Supporting policies and how we work

Our key focus is to help our people achieve their full potential and to enable their professional success in a sustainable way. To succeed in this, we implement equal and transparent talent practices, policies, and processes, which are evaluated and further developed by the Talent team.

There is also an ongoing dialogue between the Talent team and leaders of operational and business teams to ensure that bespoke solutions are delivered on both team and individual

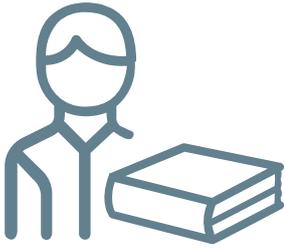
level whenever needed. All supervisors and team leaders with operational responsibilities are expected to ensure that risks associated with their operations are appropriately identified, evaluated, and managed. We encourage all our leaders and employees to build and contribute to a work environment that is inductive to high performance, continuous learning, and wellbeing within the context of everyday collaboration. Leaders and employees are assessed and rewarded not only on their work performance, but also on how well they collaborate and carry the firm's values.

### The learning journey for Roschier lawyers - a blended learning approach

The business landscape is constantly evolving. To stay relevant, we need to be on top of those changes. Our lawyers, regardless of role and seniority, are offered a tailor-made continuous learning path throughout their career.

Through our learning platform, the Roschier University, all employees are offered a combination of in-class trainings and e-learning courses to support a collaborative learning journey.

### A comprehensive take on personal and professional development



Enhancing general education and productivity



Fostering a collaborative culture



Building motivation and engagement loyalty



Providing moments for reflection and recovery



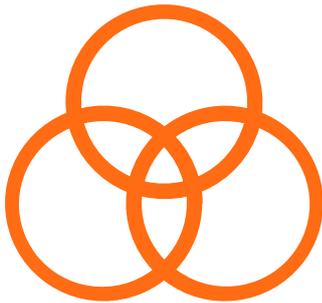
Increasing self-confidence and providing safe environment for learning



## THE LEARNING & DEVELOPMENT OFFERING

- ▶ Preboarding and onboarding programs
- ▶ Role-specific associate academies for all seniorities
- ▶ Bar rules & compliance
- ▶ Substantive legal knowledge
- ▶ Case study presentations
- ▶ Project management
- ▶ Client centricity and business development
- ▶ Collaboration and communication
- ▶ Leadership

- ▶ Wellbeing
- ▶ Roschier knowledge
- ▶ 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)
- ▶ Firm culture discussion fora



**Worklife skills** that support the contextual learning needs:  
To navigate in the current work role and context

**Professional skills** that support long-term learning needs:  
Skills needed to handle the lawyer role in client-centric collaboration

**Soft skills** that support the holistic learning needs:  
To know yourself, your strengths and what drives you as an individual.  
To collaborate, lead, and build successful relationships.

### ACTIONS TO INCREASE PEOPLE ENGAGEMENT FY 2023-24

- ▶ We have continued to review our reward policies by further developing incentive schemes for both lawyers and business operations professionals with the aim to recognize and reward strong performance even more effectively.
- ▶ We have continued to develop the performance management process by introducing a new, more intuitive performance platform for mentors and mentees and reviewing our promotion and compensation design as well as internal communication
- ▶ We have implemented increasingly centralized learning content and training events to the Roschier University platform for all employee groups
- ▶ We have introduced a rejuvenated leadership program for senior associates and business operations leaders
- ▶ We have provided both individual and group leadership coaching programs for partners.

# Sustainable way of working

## Opportunities and challenges

Having a supportive and sustainable work environment is a key element in our ability to thrive as a firm in a highly competitive market. However, due to the nature of our profession, the demand for our expertise is not always predictable or evenly spread over time. To navigate the varying demands on our time and resources, we make sure that everyone, 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 annually in connection with the performance and development discussion process. Each team leader is responsible for monitoring workload and time recorded in their respective team on an ongoing basis and taking actions, when needed, to strive for optimal workload and distribution of work.

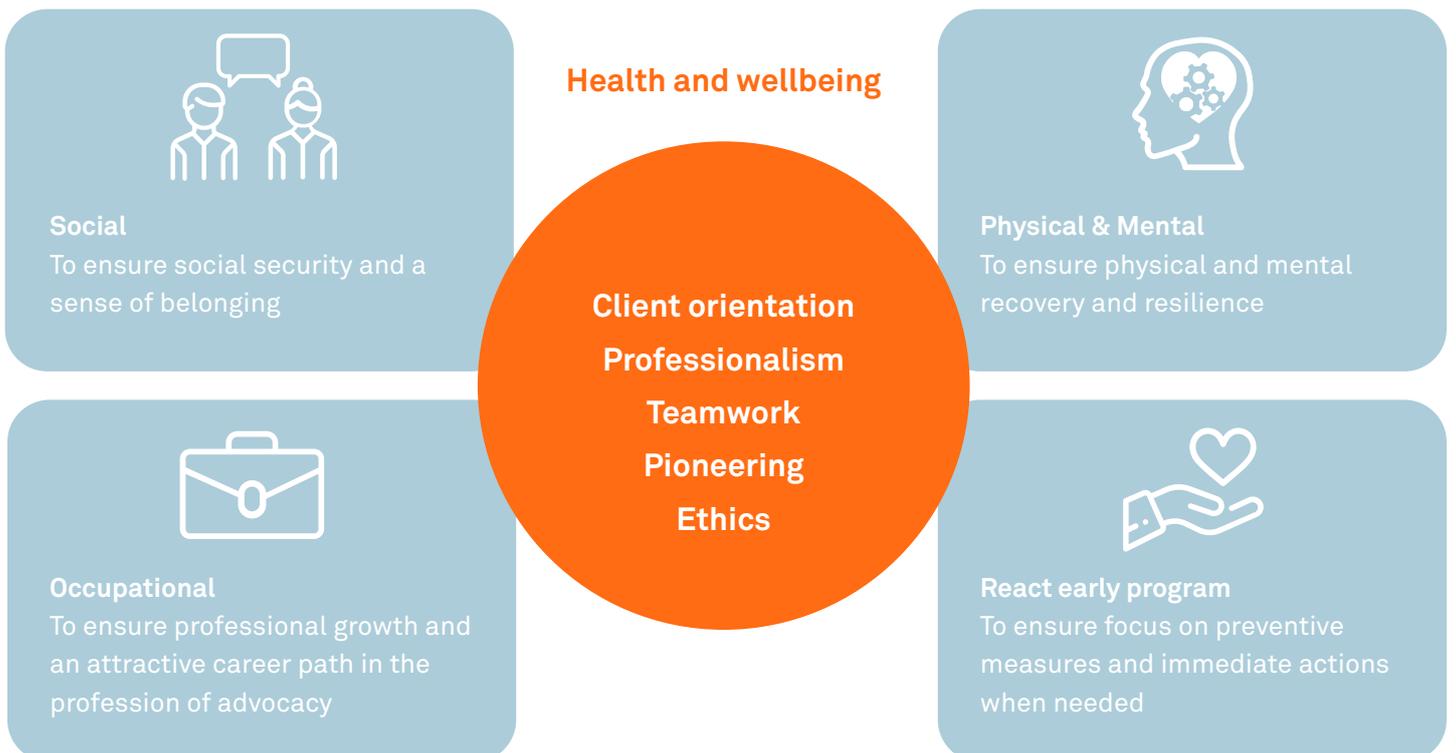
## Supporting policies and how we work

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

## SUPPORTING A SUSTAINABLE WAY OF WORKING

- ▶ Comprehensive employee benefits offering, e.g., extensive occupational healthcare and wellness benefits, bicycle benefit, as well as additional compensation and benefits during family leave
- ▶ React-early program in cooperation with health-care providers
- ▶ The Strong Together Program - a wellbeing program in cooperation with external service providers with three focus areas: mental & emotional, social, and physical
- ▶ Wellbeing-themed learning content included in associate academies
- ▶ One-on-one reflection discussions with employees to follow-up on wellbeing and integration
- ▶ Induction and co-mentorship programs designed to support employees when moving into a new role

## Our platform for a sustainable way of working



# ED&I

## Opportunities and challenges

Fair treatment and a feeling of psychological safety increase motivation and engagement. We are committed to raising awareness about diversity and inclusion in our firm and in the legal community and are engaged in discussions about 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. To remain competitive and attract and retain employees from diverse backgrounds, it is essential 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 strive for meritocracy, where everyone, regardless of gender, background, or any other irrelevant factor, has the same opportunities, and ensure that we have role models who signal that it is possible, for example, to combine law firm partnership with being a parent and having a family.

### ED&I FOCUS AREAS

#### Firm:

- ▶ Being an employer that attracts, retains, and engages employees of diverse backgrounds, and who provides equal career progression opportunities.
- ▶ Providing clients with the best possible value through diverse project teams.

#### Industry and profession:

- ▶ Ensuring that the profession stays attractive to a diverse group of people.
- ▶ Working with clients to measure, track and promote progress and advance ED&I in the legal field.

#### Society:

- ▶ Working pro bono with several organizations and entities focusing on inclusion and diversity.

## Supporting policies and how we work

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, team, and individual level:

- ▶ Our Firm Management, Talent team and Sustainability and Collaboration 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, performance reviews and pay equality surveys.

### ED&I HIGHLIGHTS FY 2023-24

- ▶ Development initiatives, based on output from firm-wide ideation workshops facilitated by our managing partner, furthered on the themes feedback giving, project management, communication, and knowledge sharing within the firm
- ▶ Cooperation with the Skill Shift Initiative (Beredskapslyftet) to support the new Ukrainian community and help them find work
- ▶ Close cooperation with clients in ED&I development projects with quarterly follow-up on progress
- ▶ Continuation of the reverse mentoring program
- ▶ Career support program for parents including re-launch of practitioner support network
- ▶ Process and reporting developed to ensure equal opportunities for male and female lawyers in client assignments
- ▶ 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 processes.
- ▶ Preparations to launch the Agnes Lundell Society Mentorship Program in fall 2024, with the aim to level the playing field



# ROSCHIER

The society

Being a responsible business, our focus is to ensure a continuous contribution to society. We do this by actively participating in relevant discussions, advocating for the rule of law in our capacity as an independent advisor, or as part of the legal system. Moreover, we have a long tradition of providing pro bono legal advice and financial support to nonprofits or similar groups that align with our Corporate Responsibility (CR) strategy.

## Driving development and facilitating dialogue

As members of the Swedish and Finnish Bar Associations, we take an active part in society by driving development in various fields and by facilitating dialogue over polarization. An important part of our societal engagement is our participation in the work of the Bar Associations. We are also committed supporters of educational initiatives. Several of our lawyers regularly collaborate with universities, holding lectures or engaging in research projects. A recent example is Roschier's contribution to the fund-raising campaign to establish a professorship in sustainability law at the Faculty of Law at the University of Helsinki.

In fall 2023, we introduced the House of Many Voices, a platform that brings together people from different sectors of society to discuss and share perspectives on topical issues. The inaugural event was held in our Helsinki office in August 2023, followed by a sister event in our Stockholm office in February 2024. The aim is to facilitate conversations and many voices over polarization by inviting speakers and guests from business, academia, politics, creative arts, media, and the third sector. For us this is also a way to help promote diversity and inclusivity. The next House of Many Voices event will be held in August 2024.



### ROSCHIER GUIDELINES

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

### PRIORITIZED AREAS IN OUR CR STRATEGY

- ▶ Children and young people
- ▶ Entrepreneurship and innovation
- ▶ The environment



## Creating impact with our pro bono partners

Supporting non-profit organizations with legal advice pro bono has long been an important part of Roschier's culture. We are proud to work with many organizations and entities that would otherwise have fewer opportunities to obtain the legal advice they need, to make an impact on, e.g., diversity, inclusion and equality, the environment, young entrepreneurship, as well as research and medical treatment.

During the past fiscal year, we have continued to work closely with many of our longtime collaboration partners, such as the John Nurminen Foundation, whose mission is to protect the Baltic Sea, Reach for Change, which helps social entrepreneurs to develop innovative solutions that improve the lives of children and young people all over the world, and A Million Minds, whose Dream Challenge program aims to break down barriers of exclusion by motivating students aged 13–16 who live in urban areas in Sweden to apply to high school and prioritize their education.

Another partnership close to our heart is our collaboration with the Skill Shift Initiative (Beredskapslyftet). Ever since the war in Ukraine started, we have focused on finding ways to support Ukrainians who have fled their home country. The Skill Shift Initiative actively supports the new Ukrainian communities in Sweden and Finland in various ways. During the fiscal year, we have worked closely with the Ukrainian Professional Support Center, established by the Skill Shift Initiative in spring 2022, whose aim is to assist Ukrainians in finding employment in Sweden. Our support has comprised

a broad scope of actions – from financial, administrative and legal support to providing facilities, jobs and raising awareness for UPSC'S work.

We have established processes and protocols for taking on new pro bono clients and assignments. New pro bono partnerships 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 office. The daily pro bono work is coordinated by the pro bono responsible partners 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. For the fifth consecutive year, the number of hours recorded for pro bono work exceeded our annual target of 1,800 hours, totaling 2,250 hours for the reporting period 2023–24.

### MOST ACTIVE PRO BONO COLLABORATIONS 2023–2024

- ▶ The Skill Shift Initiative (Beredskapslyftet)
- ▶ Reach for Change
- ▶ A Million Minds: Dream Challenge

## Supporting charity organizations

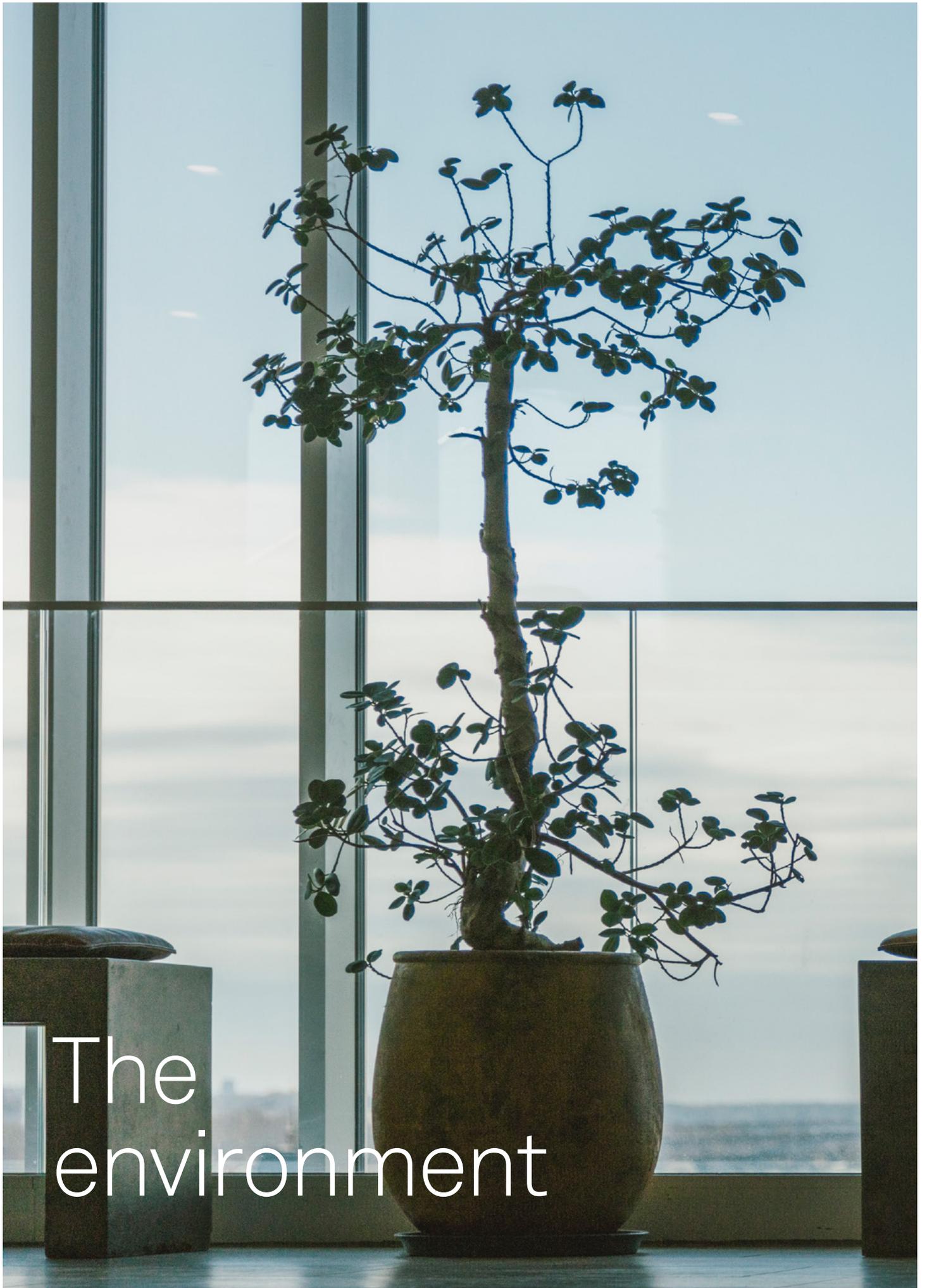
In addition to pro bono work, we have a deep-rooted tradition of supporting well-established charitable and other organizations working for a good cause within the areas prioritized in our CR strategy.

In our annual charity budget, funds are 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. In addition, we support ad hoc initiatives that fall within our CR strategy. Organizations who we have supported during FY 2023-24 include the children's charities Kummit ry and Barncancerfonden Stockholm Gotland, John Nurminen Foundation and World Wildlife Fund, Save the Children and The Red Cross, to name a few. In the second half of the reporting period, we made two considerable donations to the initiative Caravan to Ukraine, continuing our focus to support Ukraine and the Ukrainian people.

Since a number of years back, we have a practice of donating our guest speakers' fees and compensations, as well as contributions to corporate anniversaries and other congratulatory events, to charitable causes. Based on feedback from the recipients, this is highly appreciated.



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# The environment

Our aim is to be acknowledged as a firm, whose environmental work is pre-emptive and continuous, and to that end we have a long-term vision and goals for minimizing our environmental impact. Through the ISO 14001 environmental management system, we methodically manage identified environmental risks and impacts.

As a professional services firm, our environmental footprint is comparatively small. Yet, we continually strive to improve our green performance by reviewing our strategies and implementing sustainable options, no matter how small, in our everyday life at the office.

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. Regarding business travel, we recognize that our business model with a joint leadership and highly integrated teams working across our offices in Helsinki and Stockholm presents a challenge, and that air travel between the offices cannot be entirely avoided. To make up for this, we are continuously improving our digital tools and platforms for online meetings.

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. All new Roschier employees are requested to complete mandatory e-learning on environmental aspects as part of their onboarding program, where they get an introduction to the ISO 14001 certification, our policies and guidelines as well as our targets.



### CONTINUOUS ACTIONS TO MINIMIZE OUR ENVIRONMENTAL IMPACT

- ▶ Greenhouse gas emissions compensated through our carbon offset partner NGS Finland
- ▶ Electricity from renewable sources
- ▶ LEED certified office buildings
- ▶ Energy-efficient workstations, laptops and multifunctional devices
- ▶ A broad range of videoconferencing solutions for cross-border meetings
- ▶ Commuting benefit as part of employee benefits program
- ▶ Charging stations for electrical vehicles and parking spaces for bicycles available



### ROSCHIER POLICIES AND GUIDELINES

- ▶ Environmental policy
- ▶ ISO 14001 Environmental Management System

## ENVIRONMENTAL HIGHLIGHTS 2023–24



ISO 14001 environmental certification renewed for the next three years following an external audit in late 2023



Employee bicycle benefit introduced to support an environmental-friendly commuting option

## COMPENSATING EMISSIONS

We are continuing our collaboration with NGS Finland Oy, taking part in a carbon offset project to increase the carbon sink in Finland. The project comprises a combination of afforestation and extended rotation of forests. NGS's projects are implemented in Finland and are monitored and reported annually.

In preparation for the Corporate Sustainability Reporting Directive, Roschier's emissions reporting conducted by NGS now also includes energy and emission intensity figures according to the ESRS reporting standards (standard E1) not previously included in the calculation. As employee commuting and emissions originating from remote work are relevant sources of emissions to follow, data collection regarding these aspects is planned for FY 2024-25.

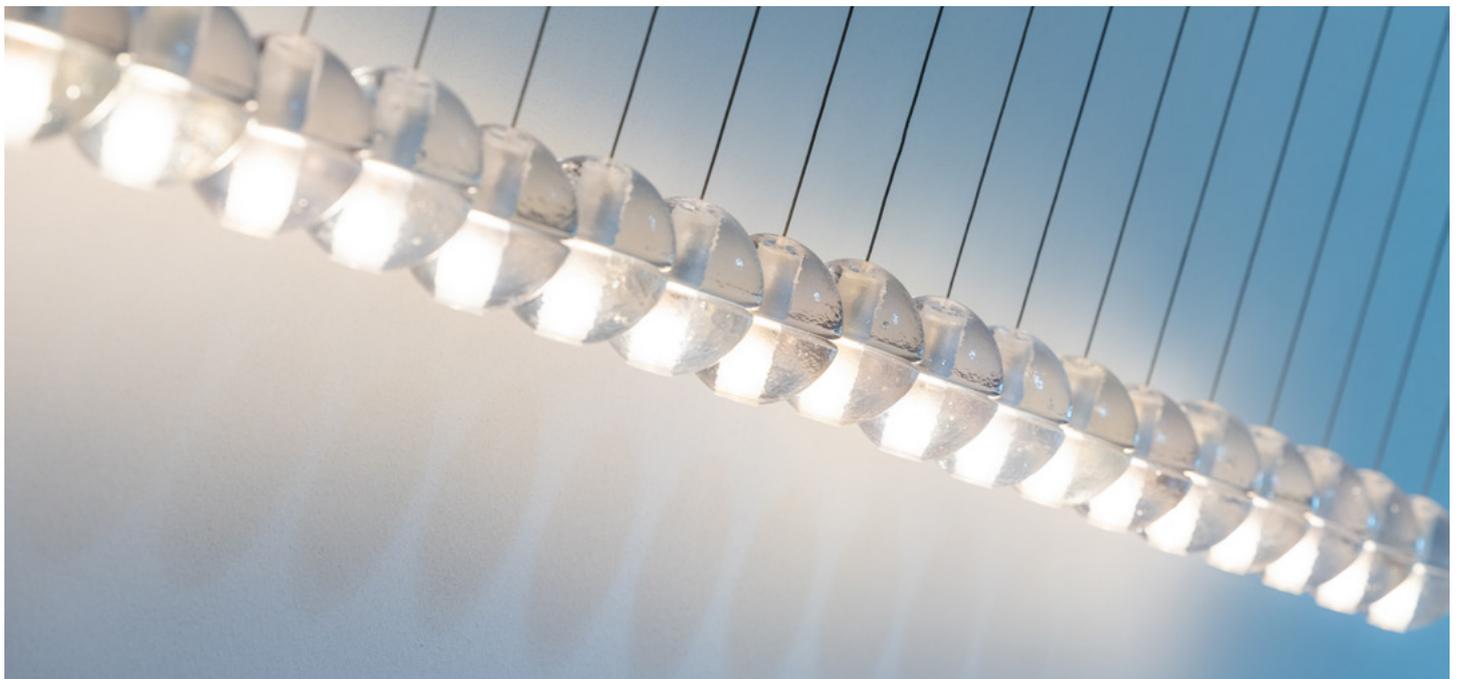
During FY 2022-23, our carbon emissions were 873.1 t CO<sub>2</sub>e, all of which were compensated for through NGS.



## ISO 14001 Environmental Management System

Our environmental targets have been set in line with the requirements specified by ISO 14001:2015. The targets are to reduce emissions related to air travel by 3% annually and to reduce the number of printouts by 3% per employee annually. In addition, to increase the awareness on environmental matters amongst our employees, we share information about environmental topics and regularly communicate on how our firmwide environmental work is evolving.

We received the ISO 14001 certification in 2011. The certification is subject to a renewal audit every third year. The latest audit was conducted in late 2023. The current certification is valid for the three-year period 2023-2025.



# Targets and KPIs



# Clients

## Client due diligence

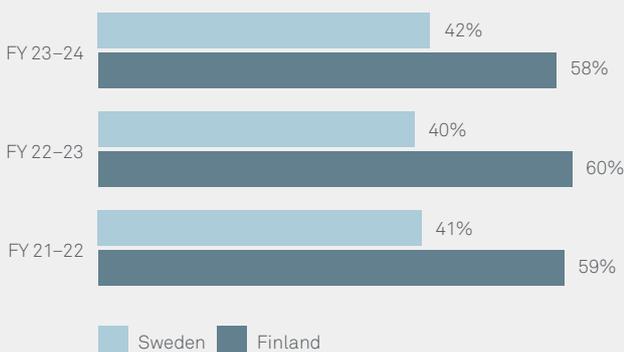
KPI	TARGET	PROGRESS 2023-24
Percentage of new employees who have completed e-learning on preventing money laundering	100%	96%

Another important KPI for us is cybersecurity awareness. Mandatory cybersecurity e-learning was implemented in the onboarding program for new employees in fall 2023. Full-year progress on the target will be reported in the next report.

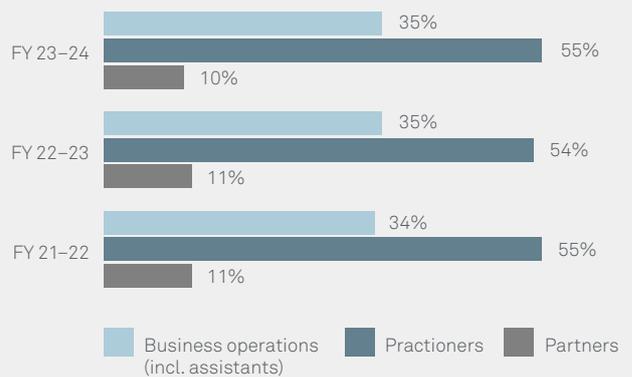
# Our people

## Diversity & Inclusion

### Total number of employees\*



### Employees by employee category



\* The total number of employees employed by Roschier on 31 May 2024 was 497.

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 this section.

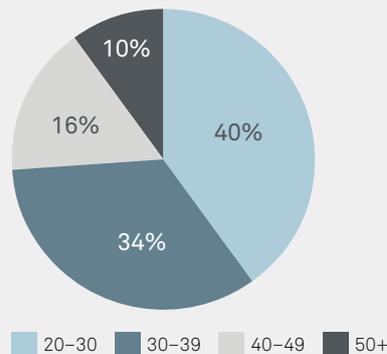
### Age distribution

Average age



During FY 2022-23, the average age of all employees was 34.5. The age distribution has continued approximately on the same level for the past three years.

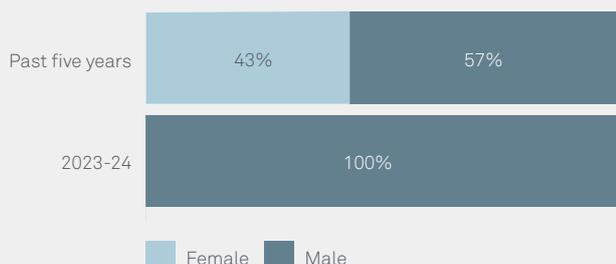
Employees by age group



## Gender balance

EMPLOYEE CATEGORY	FY23-24		FY22-23		FY21-22	
	Female	Male	Female	Male	Female	Male
All employees	62%	38%	60%	40%	62%	38%
Partners	22%	78%	22%	78%	23%	77%
Practitioners	54%	46%	52%	48%	54%	46%
Business operations	83%	17%	81%	19%	86%	14%
Management positions	39%	61%	43%	57%	45%	55%
Board members	25%	75%	25%	75%	25%	75%

### Partner promotions



The share of female partners continues to be low, while the 5-year trajectory in partner promotions show a more even division. Our long-term action plan supports the desired change to a more even gender balance in senior positions. The change will require consistency and focus over time on promoting meritocracy while retaining and promoting female lawyers and parents.

## Roschier values and ethical compliance

KPI	TARGET	ACTUAL 2023-24
Number of corruption cases	0 cases yearly	0

### Confirmed harassment cases



During FY 2023-24, we had one confirmed harassment case, which was handled in accordance with our guidelines and internal processes. Ensuring a safe and healthy work environment for our people, and an open and transparent culture in the firm, is key. We have zero tolerance for any kind of harassment, and proactively communicate the importance of a low threshold to bring any unacceptable behavior to the surface. We have internal reporting channels, processes, and an explicit action plan in place to handle notifications, reports or other concerns.

## People & engagement

Employee Net Promoter Score (eNPS), Spring 2024



Our employee survey the Roschier Pulse measures the eNPS score, which is an indicator of the extent to which our employees act as ambassadors. The score in the spring 2024 survey has gone down from 16 to 7 compared to March 2022. 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. The spring 2024 score was affected by an increasingly larger number of neutral/passive responses. We have noted the change and identified the reasons affecting it.

Overall Pulse result\*, Spring 2024



The overall result continues to be very stable with high commitment among our employees.

\*On a scale from 1 to 10.

Average number of training hours per practitioner

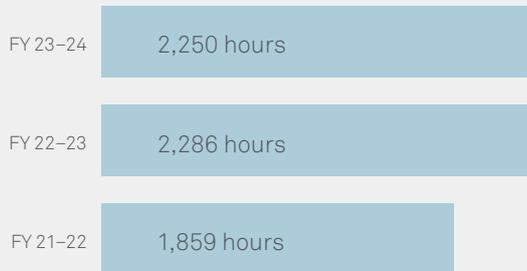


In line with the strong tradition of continuous development within the legal profession and the Bar rules, we monitor the training hours of our legal practitioners. During the reporting period, the training hours totaled some 8,000 hours, which corresponds to an average of 25 hours per practitioner.

# The society

## Pro bono work

KPI	TARGET	ACTUAL 2023-24
Number of hours spent on pro bono work annually	1,800 hours	2,250 h



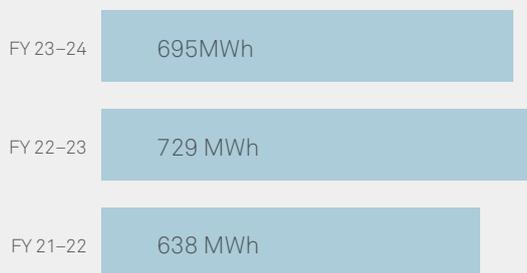
# The environment

## Environmental awareness

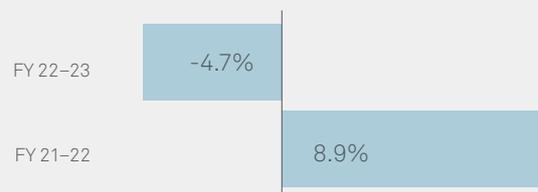
KPI	TARGET	ACTUAL 2023-24
Percentage of new employees who have completed e-learning on environmental aspects	100%	96%

## Electricity consumption

### Electricity consumption, firm-wide



### Fiscal year 2023-24 electricity consumption, firm-wide in relation to previous years



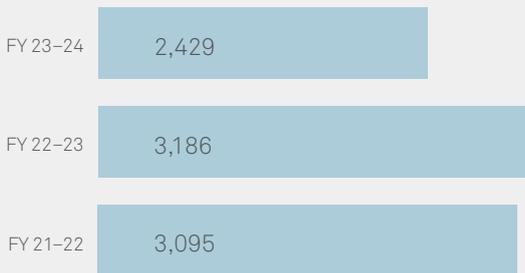
Electricity consumption is slightly lower than in FY 2022-23. We have revised the basis for calculating the electricity consumption by adding electricity provided by the Stockholm property manager to the full-year figures. This change applies to the 2022-23 and following years and affects the comparison to the reporting year 2021-22.

# Paper consumption

KPI	TARGET	ACTUAL 2023-24
Number of printouts/fiscal year/employee	To reduce number of printouts by 3% per employee yearly	23% decrease from FY 2022-23

In the reporting period 2023-24, the number of printouts per employee went down by 23% in comparison to the previous two reporting periods, thus we achieved our target. The positive result indicates to us that our efforts to reduce the need for printing have had an effect this year.

## Number of printouts per employee



## Number of printouts per employee in relation to previous years

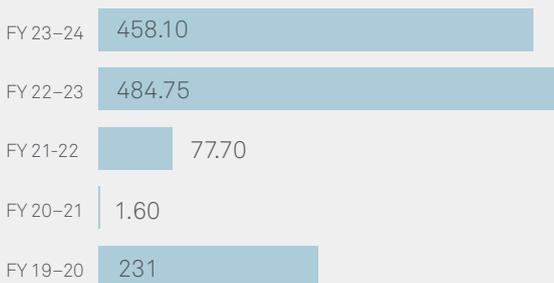


# Business travel emissions

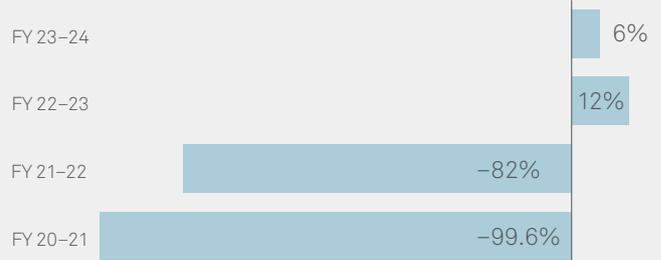
KPI	TARGET	ACTUAL 2023-24
Flight emissions tCO <sub>2</sub> e/fiscal year	Reduction of emissions related to air travel by 3% compared to baseline fiscal year 2018-19	6% increase from FY 2018-19

In FY 2023-24, emissions caused by business travel decreased compared to the previous reporting period. However, compared to the pre-covid baseline year 2018-19, the target was not met. All CO<sub>2</sub> emissions caused by air travel have been compensated.

## Flight emissions, tCO<sub>2</sub>e



## Flight emissions in relation to baseline year 2018-19



# About this report

This non-financial information report of Roschier, Attorneys Ltd. refers to the fiscal year 1 June 2023 – 31 May 2024. 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.