

ESG Initiatives





A good deal of ESG reporting centers on **ENVIRONMENTAL** impact. In addition to climate-change initiatives, this category includes energy efficiency, pollution outputs, waste management and other environmental impacts.



The **SOCIAL** element of ESG focuses on the way the company manages its relationships with people. This extends not only to its own workforce, but to the societies within which it operates. Common issues include diversity, health and safety, inclusion and well-being and community relations.



The **GOVERNANCE** portion of ESG refers to organisational practices, controls and procedures used to make effective decisions and remain compliant. Common issues include anti-bribery and corruption, transparency, business ethics, internal audit, and adherence to laws and regulations.



Environmental Responsibility



Environmental responsibility

– Initiatives for a better climate

- Electricity used in our office space is produced 100% fossil-free and we have automated lights in all toilets to save energy.
- We encourage our employees to recycle and separate waste at work (paper, cardboard, organic, glass, metal).
- We continuously aim to reduce paper consumption and consumption levels were significantly reduced during the Covid-19 pandemic. We strive to maintain such working habits that support the achievement of this goal.
- Our landlord (ELO) is committed to adopting TCFD recommendations (Task Force on Climate-related Financial Disclosures, which is a framework that organisations can use to publicly disclose the climate-related risks and opportunities to their businesses) and one of ELO's key strategic focuses is sustainability.
- We encourage our employees to choose an environmental friendly way of travelling by offering complimentary City Bike passes during the summer months. The city bikes are designed for short-distance commutes and inner-city riding.
- We support the John Nurminen foundation. The John Nurminen foundation's mission is to save the Baltic Sea and its heritage for future generations.



Responsible Society





Responsible Society

– Initiatives for a better community

We are and have been involved in a number of initiatives that contribute to the welfare of society and the environment. Below are examples of some of our work and organisations that we support.

Pro Bono work

Working pro bono is a part of our values. Pro bono means that we provide legal advice for free. Our pro bono work include advising foreign diplomatic embassies and various non-profit organisations.

John Nurminen foundation

The John Nurminen foundation's mission is to save the Baltic Sea and its heritage for future generations. We support the foundation by providing legal services pro bono.

Hanken

We are one of the official partners of Hanken School of Economics. We have been involved in the "Hanken Business Lab", helping startups and young entrepreneurs (students) with legal issues when setting up their businesses. We also regularly organise

seminars and other events for both students as well as Hanken Alumnis.

The Finnish Red cross

We have donated funds to the Red Cross Disaster Relief Fund to help the Ukrainian people in need.

MIELI Mental Health Finland

The main mission of MIELI is to promote mental health and prevent mental health issues. We have donated funds to support MIELI's operations.

Startmore Social Impact Fund

We provide pro bono legal advice to a social impact fund the objective of which is to generate equality and well-being in society. The fund addresses the growing need for financing to support innovative social enterprises.



Savonlinna Opera Festival

We also want to support Finnish culture and have thus partnered up with the Savonlinna Opera Festival which is one of Finland's premiere cultural events.

The Refugee Advice Centre

We have donated funds to The Finnish Refugee Advice Centre. The Refugee Advice Centre provides legal aid and advice to asylum seekers, refugees and other foreigners in Finland.

Supplier Sustainability

We take into account the environmental credentials of suppliers when awarding contracts and consider environmentally responsible alternatives to services and products which we procure (for example environmentally-friendly logo tote bags).

We have donated funds to Project Liv. Project Liv supports and brings joy to children battling cancer, striving to restore their smiles and happiness.

Cooperation with law students

We have close cooperation with all law student organisations in Finland, supporting them in their activities and organising student seminars and other events. We continuously employ some 3-4 students, who work with us as trainees.

Project Liv





Responsible Society

– Diversity, inclusion and well-being, initiatives for a better workplace

Equality and inclusion at work

- We do not tolerate any kind of discrimination or harassment, whether based on ethnicity, nationality, gender, age, sexual orientation or any other factor.
- We find it important to hire and maintain a gender diverse workforce and to provide equal opportunities to all employees. Women comprise more than half of the people in the firm and are represented in all levels from junior to partnership positions.
- We always look for the best talent regardless of the job applicant's ethnic background or life situation. We treat every employee as an individual and strive to give personal guidance to all our employees. Our staff turnover is low, and the work community is close-knit.
- More than 20% of our partners are women.
- We value both young and old employees, and the age range between our youngest and oldest employee is some 55 years.
- Both our male and female employees regularly take parental leave. In order to facilitate work-life balance when returning to work after parental leave, many new parents choose to work reduced hours.
- The firm offers emergency childcare.
- All our lawyers have paid-for Internet connections and technical equipment at home, making remote work easy. Especially parents with small children appreciate the opportunity to work flexible hours and to be able to work from home.



Employee Wellness



- From time to time, we organise wellness seminars for our employees. The topics vary from the importance of good sleep to healthy eating and exercise habits.
- Our work requires constant focus and often long hours by the computer thus making exercising after work important. We offer a complimentary sport benefit as an incentive for team members to exercise.
- Together as a team, we participate in various jocular running competitions for companies, such as and “Yritysmaratonviesti”. The profit from the company marathon “Yritysmaratonviesti” is channeled to support “Lasten Liike” – a project enabling children to attend after school exercise clubs.
- We offer complimentary Citybike passes to our employees during summer. Many of our employees use this benefit also for travelling to and from work.
- We understand that also lawyers have the right to a work-life balance and since some work days may stretch beyond regular work hours, we have implemented a working time account to compensate our lawyers for their overtime work.

We also offer:

- Occupational health services and Private health insurance
- Regular Health screening
- Complimentary physiotherapy (/massage)
- Paid absence when moving
- Working-time account
- Various happenings outside office hours



Lifelong Learning

- We hire many newly graduated law students directly from the University and our goal is to support them on their way to becoming excellent business attorneys.
- We strive to continuously educate our employees both by offering internal as well as external seminars.
- Waselius University is an internal training program aimed at increasing our employees' basic knowledge of all our practice areas.
- Mentoring. Our partners are dedicated to

continuously supporting and training younger associates. Our associate lawyers act as mentors to our trainees, supporting them at work as well as in their studies.

- On-site language lessons. From time to time we offer complimentary language lessons to our employees by hiring native speaking language teachers.
- We support and encourage the continuous professional development of our lawyers in the form of e.g. secondments or being trained at the bench.



Waselius was ranked by Universum as the 16th most attractive employer and the 7th most attractive law firm employer amongst law students in 2024.

Universum is a company specialising in Employer Branding.



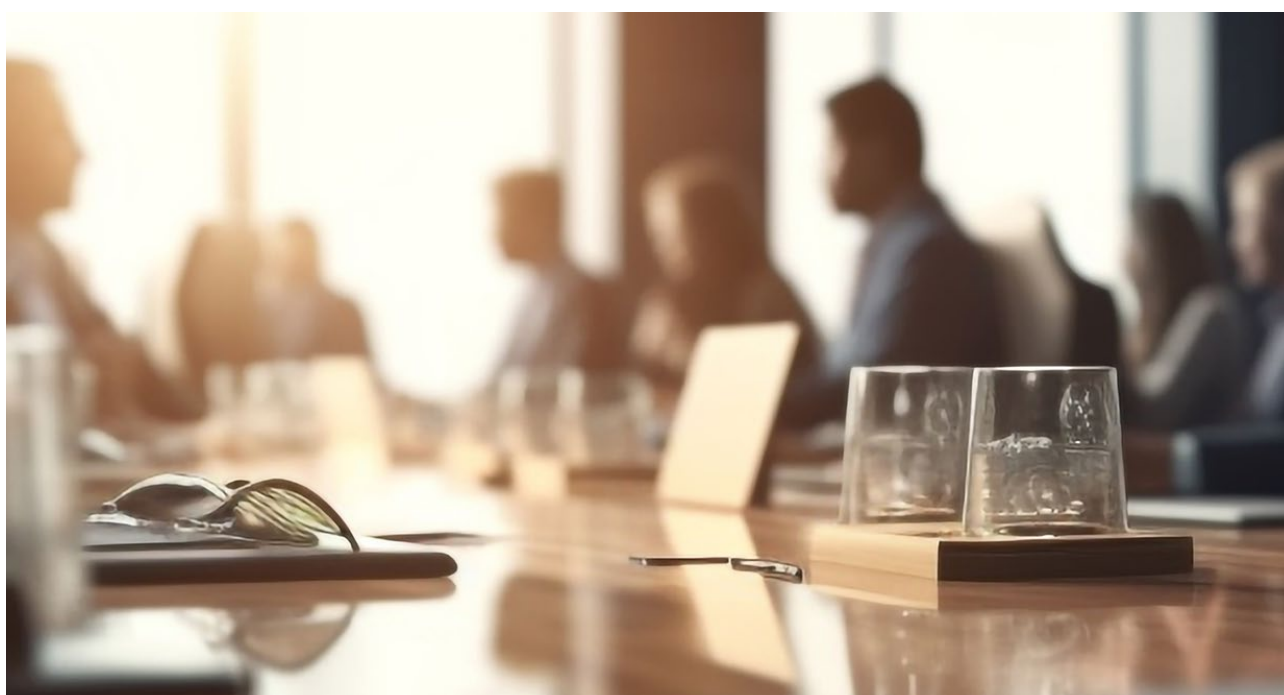
Governance



Governance

– Initiatives for better business ethics

- **Health and safety commission**, consisting of both employee and employer representatives, meets on a regular basis to improve the wellbeing and safety in the work environment.
- **Quarterly firm meetings** where employees can address concerns and/or raise questions. The firm meetings are open for all employees and serve as a platform where information can be shared.
- **Whistleblowing channel**. We offer a whistleblowing channel which is open to all employees to anonymously report any malpractice, unlawful or unethical behavior within the workplace. We find it very important to become informed of any potential misconduct within our firm.
- **Transparency** as one of our key values. We believe that both openness as well as good communication throughout the organisation are keys to a successful work environment and we strive to keep an open dialogue between management and employees.
- **IT audit's**. Adherence to strict confidentiality requirements is at the core of our operations and hence we put a lot of effort in keeping our data security on a high level. Our IT infrastructure, applications, policies, procedures and operational processes are audited regularly by a certified auditor to ensure data integrity.





ESG in Client Work

ESG in Client Work

– creating sustainable success stories

- Our team is here to help our clients manage ESG related risks and opportunities and achieve their ESG and green transition goals.
- We see ESG aspects as an integral and value creating part of our client work.
- Our clients operate in demanding business environments with increased ESG expectations by stakeholders and highly complex regulatory requirements.
- We advise clients on ESG related issues across all relevant practice areas and offer legal support with issues such as strategic policy, compliance and whistleblowing programmes, due diligence, sustainability reporting, internal investigations and management of irregularities.





- Our **Energy and Natural Resources** team helps our clients achieve their green transition targets and offer advice on renewable energy projects as well as a wide spectrum of regulatory and compliance matters.
- Our **Employment and Incentives** team offers advice on and audits on compliance and occupational safety matters as well as data protection and whistleblowing requirements in the work space.
- Our **Competition and Compliance** team offers advice on and audits on compliance matters, whistleblowing and investigations as well as sustainability arguments in competition law, public procurement and state aid.
- Our **IP & Technology** team advises our clients in the use of marketing statements relating to compensation to carbon offset projects and other aspects of the use of other environmentally oriented claims in marketing.
- Our **Banking and Finance** team offers advice on ESG matters for both lenders and borrowers in relation to sustainable finance.
- Our **Financial Regulatory** team advises clients on the full spectrum of regulatory issues and compliance matters, including the EU Taxonomy, and acts as a regulator-approved outsourced compliance function for many of our clients.
- Our **Merger and Acquisitions** team assists our clients in ESG due diligence reviews and corporate transactions where ESG elements are in focus.
- Our **Corporate Governance and Investigations** team advises our clients on corporate governance best frameworks, anti-bribery, money-laundering and other investigations.

Examples of ESG related client work

Armada

Armada Credit Partners Oy (“Armada”) is an alternative investment fund manager authorised by the Finnish Financial Supervisory Authority (the “FIN-FSA”). Besides acting as an outsourced compliance officer for Armada, we have conducted a separate ESG project with Armada in order to ensure compliance with the Regulation on sustainability-related disclosures in the financial services sector ((EU) 2019/2088, the “SFDR”).

During the ESG project, we assisted Armada in drafting website disclosures, product disclosures, principles in relation to the integration of sustainability risks as well as amending the existing corporate-level documentation to correspond with the SFDR and the updated legislative framework for alternative investment fund managers.

Further, we have in our compliance work kept Armada updated on the legal amendments in the field of ESG and instructed when there is reason to take action. Additionally, we have together with Armada considered the possible applicability of the Taxonomy Regulation ((EU) 2020/852) to SFDR Article 8 products.

PYN

PYN Fund Management Oy (“PYN” or the “AIFM”) is an alternative investment fund manager authorised by the Finnish Financial Supervisory Authority (the “FIN-FSA”). PYN Elite, a non-UCITS fund managed by the AIFM, is an AIF investing in the Vietnamese market. We act as an outsourced compliance officer for PYN and have advised the client in a great variety of regulatory matters, including ESG.

We have assisted PYN in updating its Prospectus in order to correspond with level 1 requirements of the Regulation on sustainability-related disclosures in the financial services sector ((EU) 2019/2088, the “SFDR”), before the entry into force of the delegated regulation (RTS). Furthermore, we have advised PYN in several in depth questions concerning the integration of sustainability risks and the applicability of the Taxonomy Regulation ((EU) 2020/852). Finally, we have held trainings in relation to ESG matters and we continuously keep PYN updated on the legal amendments in the field of ESG.



LocalTapiola Finance Ltd

LocalTapiola Finance Ltd, fully owned by LocalTapiola Group, specialises in motor vehicle and machinery financing. In addition to vehicle financing, LocalTapiola Finance works in strong cooperation with the LocalTapiola Group companies, also offering LocalTapiola's customers and partners expertise in and financing solutions for machinery and equipment financing.

We have advised LocalTapiola Finance in ESG reporting related matters in connection with its third public ABS securitisation of automobile hire-purchase contracts.

Neova Oy

Neova is an international company, with a strategy of satisfying people's essential needs for clean food, air and water.

We have advised Neova Oy in entering into a joint venture with Lassila & Tikanoja Plc, the two parties thereby consolidating their international wood fuel business into L&T Biowatti Oy.

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