

SUSTAINABILITY REPORT 2024

DITTMAR & INDRENIUS



1	Business, Strategy & Sustainability	P4
	1.1 Managing Partner's Editorial	P4
	1.2 Our business and strategy	P6
	1.3 Our sustainability approach	P10
2	Internal Sustainability	P12
	2.1 Wellbeing of our people	P13
	2.2 Diversity, equity, and inclusion	P20
	2.3 Our climate impact	P24
3	Advising Our Clients	P26
	3.1 Insightful advisory	P27
	3.2 Thinking ahead - Case references	P29
	3.3 Advising our clients responsibly	P32
4	Our Role In Society	P34
	4.1 Our social impact	P35
	4.2 Safeguarding the rule of law	P35
	4.3 Our pro bono work	P36
5	Reporting Principles	P38

1

Business, Strategy & Sustainability

1.1 Managing Partner’s Editorial

In 2024, we continued to build on the Sustainability Programme first introduced in our inaugural report. This programme has guided us toward tangible progress and a path that keeps evolving. Our three pillars of the programme—advising our clients, internal sustainability, and our broader role in society—remain solid, while our most meaningful impact on society stems from our advisory work, grounded in an understanding of our clients’ businesses and the evolving landscape in which they operate.

In many ways, 2024 was a year defined by paradox. While some macroeconomic indicators pointed to stability, geopolitical tensions and shifting regulatory priorities created an environment characterized by uncertainty. Although the full extent of today’s political and legislative uncertainty had not yet materialized, many of the underlying tensions were starting to surface, including early signals around potential recalibrations of the sustainability regulatory agenda in several jurisdictions.

During this period, these complexities were reflected in our advisory work. In a business climate where clarity was elusive, operational agility remained

essential, as did the ability to anticipate and adapt to change at pace. For us, it meant going beyond being available and responsive by providing deeply insightful yet pragmatic advice, helping our clients anticipate what lies ahead and offering solutions that stand the test of turbulent times. Feedback from the latest REGI “Law Firm of the Year” Finland survey reinforced the importance of this approach, as we received the “Excellence in Client Relations” award for the fourth consecutive year.

We strongly believe that our culture shines through in our advisory work, making it a driving force behind our ability to deliver exceptional value and foster trusting, collaborative relationships. Over the years, we have worked diligently to cultivate a people-first culture. Last year, we invested in developing our leaders’ skills, all in pursuit of our vision: to be the obvious choice for demanding corporate clients and a progressive, inspiring working community for star individuals. We believe that such a working community offers genuine opportunities for professional growth in a collaborative, psychologically safe environment. To achieve that standard, we need to be dedicated and

proficient in recognizing each individual and supporting their well-being in a holistic manner, which naturally connects to how we view diversity, equality, and inclusion across the firm.

The broader world can, however, present a contrasting reality. Today’s environment is marked by growing global polarisation around the relevance of DEI. From a purely legal standpoint, equality is a constitutionally protected fundamental right, not a matter of opinion. Yet legislation can only go so far—concrete measures such as annual audits and inclusive recruitment policies are needed to ensure that goals and initiatives go beyond words. I am pleased to note that our 2024 Great Place to Work® survey and State of Inclusion survey results were

strong, yet we must remain humble and continue to listen, measure, and improve.

Looking ahead to the rest of 2025 and beyond, I anticipate our next chapter with confidence. We will press forward, anchored by our people, our culture, and our commitment to serving our clients with integrity and a future-focused mindset of Thinking Ahead.

GABRIELLE DANNBERG
Managing Partner



In a business climate where clarity was elusive, operational agility remained essential, as did the ability to anticipate and adapt to change at pace.

Gabrielle Dannberg,
Managing Partner



1.2 Our business and strategy

Dittmar & Indrenius is a leading Finnish law firm, offering comprehensive legal services to demanding corporate clients. Our Powerhouse method seamlessly brings together specialists from various practices to collaborate with clients, supporting their objectives and growth.

For 125 years, we have coordinated landmark transactions, managed major disputes, and guided clients with their innovations and through their transformative changes by providing them strategic legal advisory. Our reputation for top-tier expertise and experience is built on handling some of the most significant deals and disputes over decades, earning us an impressive list of clients, including major Finnish companies and institutions, large investors, and renowned international law firms.

Our vision is to be the obvious choice for demanding corporate clients and a progressive, inspiring working community for star individuals. Our current strategy is designed to steer us toward this vision. The Powerhouse method, which promotes collaboration and a holistic perspective, embodies our mission to create exceptional and sustainable

thriving, diverse team that works together, aligned with our culture, to create an inspiring community.

Excellence in Client Relations

We are consistently ranked as a leading firm by Chambers, IFLR1000, and Legal500 for our expertise across all service areas, reflecting our commitment to delivering an exceptional client experience. In 2024, we received accolades highlighting our business-driven approach and the collaborative attitude of our lawyers.

In addition to these prestigious legal directories, we gather annual client feedback via REGI and Prospera surveys. In 2024, we received the “Excellence in Client Relations” award, ranking us among the TOP3 law firms in REGI’s “Law Firm of the Year” Finland study for the fourth consecutive year. Our clients were particularly satisfied with our business understanding, availability, and high-quality advice. Their assessments placed us #1 in 9 out of 13 categories, underlining our commitment to excellence.

These client surveys serve as vital metrics in our ongoing, continuous development, helping us meet our clients’ evolving demands.

Thinking Ahead as a Powerhouse

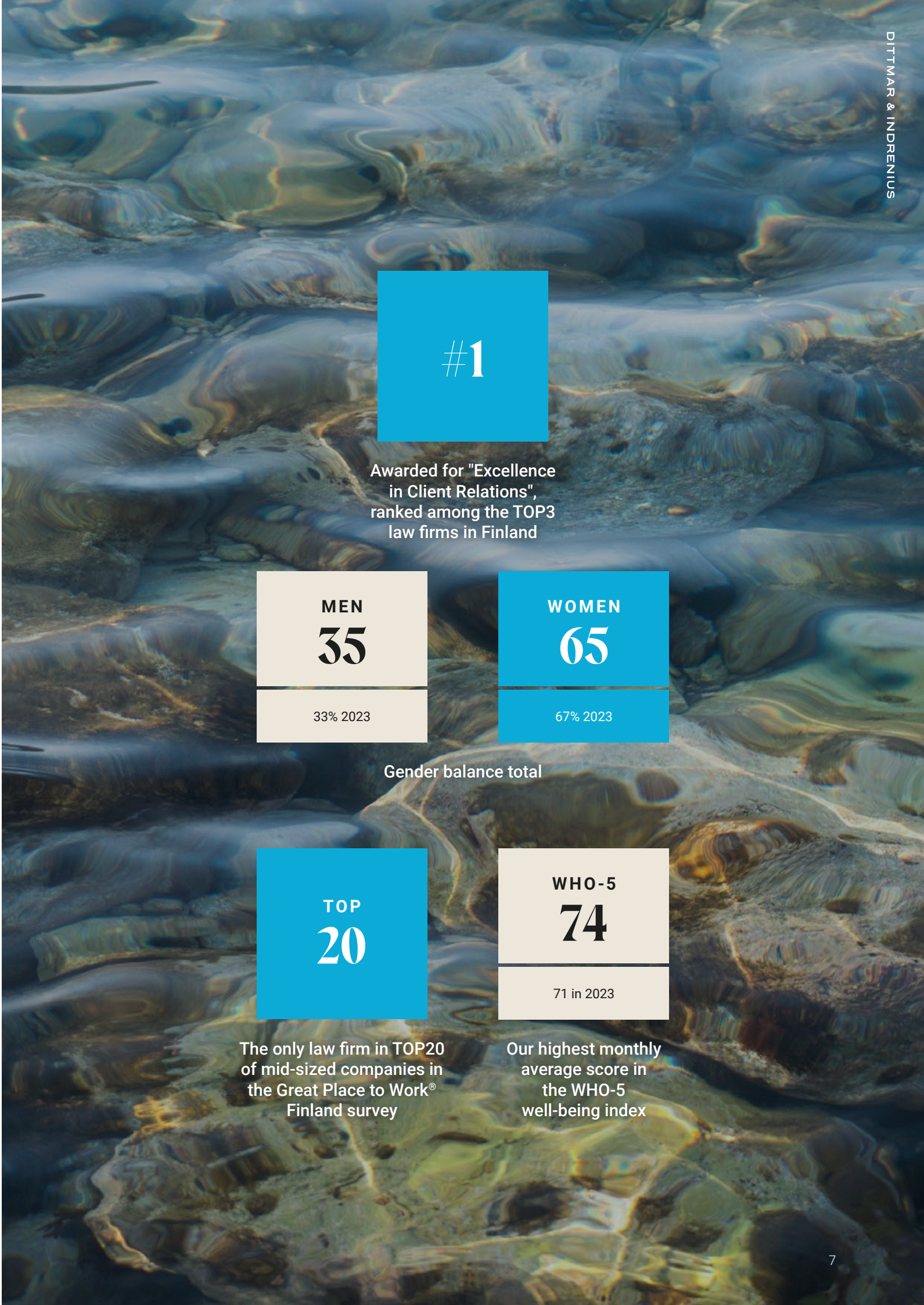
Our Powerhouse method is more than just a philosophy—it defines how we operate to maximise collaboration both internally and with our clients. It underpins our ability to provide forward-thinking legal advisory of consistent, cutting-edge quality, ensuring our clients achieve their business objectives and growth. This method is key to our success in serving demanding corporate clients across all legal areas and industries.

In every project, we bring together experts from various practices and industry groups—along with key people from the client side—to work as one

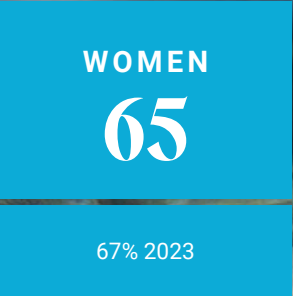
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Our reputation for high-end expertise and experience is built on handling defining deals over decades, earning us an impressive list of clients.

value with our clients. We offer insightful legal advisory services across all areas and industries. Our four main service areas are: Transactions, Disputes, Innovations, and Strategic Advisory. We continuously develop our specialised services and sector expertise to meet our clients’ evolving needs.

Our distinctive culture is built on four cornerstones: Team Before Individual, Respect, Goal-Driven, and Passion. We believe our success stems from a



Awarded for "Excellence in Client Relations", ranked among the TOP3 law firms in Finland



Gender balance total



The only law firm in TOP20 of mid-sized companies in the Great Place to Work® Finland survey



Our highest monthly average score in the WHO-5 well-being index

cohesive team. This cross-practice approach ensures a streamlined yet collaborative process, fostering constant interaction with our client. Focused on our clients’ business needs and best interests, the team explores the most effective legal solutions, industry practices, and winning strategies.

The Powerhouse method embodies our commitment to excellence and our slogan, “Thinking Ahead,” through proactive problem-solving and innovative solutions that stand the test of time.

Transactions

We take a holistic approach on transactions, combining our various areas of expertise into an integrated transaction service. We are proud to be known for our one-stop-shop transaction service, consistently delivering cutting-edge quality. We are proud to serve a diverse range of clients, both locally and globally, and we often serve as a gateway into and out of the Nordic region. We believe our strong position is due to our extensive experience in some of the defining deals of the decade.

Disputes

We are known for our success in challenging international arbitration proceedings, as well as in complex commercial litigation related to green transition, taxation, intellectual property rights, employment, competition, as well as data protection and cyber security. These cases often involve complex cross-border elements that require expertise and experience from different jurisdictions. We also advise our corporate clients in preventing disputes and resolving commercial conflicts in a way that is mutually agreeable.

Innovations

We offer one-stop-shop strategic legal advice for companies in any industry dealing with new innovations that are transforming their business. With the leading team of experts in digital disruption, we have a strong track record in helping our clients navigate the challenges of new digital business models, data, cybersecurity, Fintech, AI and other

disruptive technologies. As the unprecedented wave of new regulation affects all aspects of digitalising business, we strive to act as pioneers and enablers. Our clients’ sustainable success depends on our ability to harness the possibilities of technological development while handling the ever-growing volume of regulation.

Strategic Advisory

We offer services designed to meet the needs of global businesses navigating complex legal and regulatory landscapes. In addition to broad corporate advisory services, we offer forward-thinking strategic legal advisory services for companies and their boards in any industry that are dealing with new business challenges intertwined with increasing regulations and requirements from stakeholders. With deep expertise in strategic-level legal issues, we are dedicated to providing our clients with comprehensive, tailored solutions that support their goals and strategic decision-making.

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The Powerhouse method embodies our commitment to excellence and our slogan, “Thinking Ahead,” through proactive problem-solving and innovative solutions that stand the test of time.

POWERHOUSE ACROSS ALL LEGAL AREAS AND INDUSTRY SECTORS IN 2024

TRANSACTIONS	DISPUTES	INNOVATIONS	STRATEGIC ADVISORY
<ul style="list-style-type: none">• Capital Markets• Competition & Public Procurement• Compliance & Internal Investigation• Corporate Advisory• Data Protection & Cybersecurity• Dispute Resolution• Energy & Infrastructure	<ul style="list-style-type: none">• Environment• Employment, Benefits & Pensions• ESG & Sustainability• Finance• Financial Services & Regulation• IP, Media & AI• Marketing & Consumers	<ul style="list-style-type: none">• Patents & Life Sciences• Private Equity & Venture Capital• Private M&A• Public M&A• Real Estate• Tax & Structuring• Technology, Licensing & Data	

1.3 Our sustainability approach

Sustainability sits at the core of our corporate culture, shaping our legal advisory services and defining our societal role. We consider sustainability an ongoing process co-created with our clients. This principle is reflected in our mission: "We create exceptional and sustainable value together with our clients." Our focus on contributing to the common good is firmly grounded in our cultural cornerstones.

Sustainability is a fundamental pillar of our business, underpinning all professional activities and guiding the work of each of our employees. At the strategic level, our Board of Directors oversees sustainability, while our Managing Partner bears responsibility for operational implementation.

Since 2022, we have been committed to the UN Global Compact corporate responsibility initiative and its principles, which address human rights, labour, environmental protection, and anti-corruption. In practice, we operate in accordance with these universal principles, implement measures to support society, and report annually on our progress. This commitment to the UN Global Compact aligns with our dedication to responsible client advisory services.

We seek to create value for society through our legal knowledge and expertise. We collaborate with our pro bono partners—WWF Finland, Finnish Hospital Clowns, Ronald McDonald House, and the Crisis Management Initiative (CMI)—by providing them legal services to support their vital missions, from safeguarding biodiversity to helping children

in need and promoting world peace (see 4.3 "Our Pro Bono Work").

Our Sustainability Programme

In 2023, we initiated a process to systematise our sustainability practices and enhance our overall approach. As a result, we adopted our first sustainability programme, providing a clear framework to guide our related initiatives. Our sustainability efforts focus on three key areas: internal sustainability, advising our clients, and our role in society.

Engaging Our Stakeholders

While we advise clients on sustainability across all service areas, we recognise the significance of our clients as one of our most important stakeholder groups, alongside our own employees.

With our clients, we primarily address sustainability in the context of their legal assignments. These discussions are complemented

by our client feedback surveys, which serve as core metrics (see 1.2. "Our business and strategy"). The latest REGI's "Law Firm of the Year Finland" survey found that clients continue to navigate a wave of new EU regulations—from the emerging AI Act to evolving ESG requirements—amid ongoing economic uncertainty. A significant portion of respondents emphasised the importance of proactive legal advice and transparent cost structures, with many focusing on AI-related compliance and digital transformations.

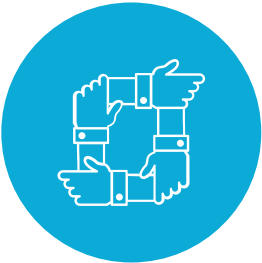
"While clients praised our high business-value rating (9.09, above the Tier 1 Finland average of 8.75) and our 'pragmatic, solution-oriented approach,' REGI's findings underscore the complex realities our clients face - balancing innovation against regulatory demands while managing cost pressures," says Katja Hollmén, Director of Client Experience and Communications. "As their trusted advisor, we believe that proactive engagement and a comprehensive understanding of our clients' businesses enable us to collaborate in ways that deliver both clarity and confidence, even amid ongoing economic and geopolitical uncertainty."

A key aspect of our stakeholder engagement involves sharing knowledge and creating opportunities for dialogue—through networking

events, seminars, webinars, and roundtable discussions. We also publish expert-written content on a range of topics, including sustainability, to keep stakeholders informed about relevant issues and regulatory developments.

Given the rising complexity of client needs—and the fact that sustainability transcends purely legal matters—we regularly engage with experts in related fields. Since 2023, we have collaborated with creative consultancy Milton to assist clients in managing strategic sustainability, understanding new regulations, and integrating sustainability into operational practices and business objectives. We also participate in various networks, including FIBS, the largest corporate responsibility network in the Nordic countries, which promotes sustainable business practices.

Internally, we remain committed to the development and well-being of our professionals—the foundation for delivering insightful legal advice on complex client issues. Looking ahead, as we seek to attract and empower the next generation of lawyers, we recognise their strong commitment to social justice, diversity, and environmental stewardship. We believe that integrating these priorities will ultimately make law firms more agile, inclusive, and better equipped to address the evolving legal landscape.



Internal sustainability

Wellbeing of our people

Diversity, equity, and inclusion

Our climate impact



Advising our clients

Insightful advisory

Advising our clients responsibly

Sustainability-related advisory



Our role in society

Our social impact

Safeguarding the rule of law

Our pro bono work

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Internal Sustainability



Members of our Disputes team collaborating during a working session.

2.1 Wellbeing of our people

Our culture is the bedrock of everything we do, shaping our collaborative client service, supporting teamwork, and fostering individual growth. We believe it is vital to the wellbeing of our people and is key to finding the best solutions to our clients' challenges. It stands as our defining differentiator, truly setting us apart from other law firms. At its heart, our culture is a dynamic blend of being deeply goal-oriented while remaining wholly humane.

Our commitment to our culture is far from new—it has long been a top priority. Our culture is designed to support the personal and professional growth of our people, ensuring they are well-prepared to meet the ever-evolving demands of the legal industry. We have systematically managed and strengthened our culture by building it around four key cornerstones which are an integral part of our systems, processes, traditions and even how we

communicate and treat each other. "What stands out to me is how these cornerstones drive us to pursue ambitious goals without losing the warmth and humanity that truly bind us together. It's this balance that keeps our people motivated and our relationships genuine," says Mikael Ahtokari, Director, People & Culture.

Our cultural cornerstones



Team before individual

We know that the greatest insight for our clients is created when star individuals collaborate. We always work together and put the team first. We do not compete internally. We take care of each other.



Respect

We help each other and our clients be at their best. We are accountable towards each other and take ownership of our work. We value our differences and everyone's input. Inclusion, equity and diversity are key to us.



Goal Driven

We set ambitious goals, work systematically towards them and always strive higher - all in order to make our clients succeed and thrive. We celebrate when we reach our goals.



Passion

We are passionate about our clients and what we do, and we are proud to let it show. We succeed when our enthusiasm spreads to those around us. We demand a lot from ourselves and each other. Highest quality work is our standard.



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In 2024, we were the only law firm in the Great Place to Work TOP 20 list of mid-sized companies in Finland.

Our cornerstones for good leadership

In addition to nurturing our unique culture, we aim to build a progressive and inspiring working community through good and effective leadership. To that end, we introduced a development programme in partnership with Aalto EE in the latter half of 2024, enhancing our leadership skills in line with our cornerstones of good leadership.

These cornerstones are Trust (Luottamus), Dedication (Omistautuminen), Direction (Suunta) and Enthusiasm (Innostus). Trust develops through support, presence, listening and proactive communication, and is therefore earned in everyday leadership situations. Dedication is all about delivering on promises, leading by example, taking responsibility and continually developing leadership skills. Direction in leadership focuses on setting clear goals, offering feedback, clarifying expectations, having courageous discussions and moving decisively—without compromising quality—towards set objectives. Finally, Enthusiasm is the driving force for exploring and understanding things

responses and real data about how our people feel about working at us. We aim for an overall score of above 85% positive responses, and in 2024 our overall score was 80%. Insights from the survey are critical as we strive to be a workplace where people look forward to coming to work every day.

Physical and mental well-being: foundations for a thriving workplace

We offer our employees flexible working arrangements, interesting assignments, challenging projects, and a supportive team atmosphere. We strive to foster a workplace culture that is open, respectful, and supportive. We believe that good leadership is key to a thriving workplace, which is why we emphasised and invested in developing our leadership skills in 2024.

In 2024, we welcomed 39 new employees—13 on permanent contracts and 26 on temporary (mostly trainee positions)—bringing our total headcount to 124 by year-end.

Our employees are our most important asset, and therefore their wellbeing is paramount. We ensure our employees’ wellbeing by providing high-quality, comprehensive occupational health services for all, including those on temporary contracts. Our health insurance complements the mandatory statutory occupational health insurance and covers leisure activities. Occupational health services include access to specialist care, psychologist visits, and physiotherapy. Alongside these services, we prioritise preventive measures and use an early intervention model to minimise long-term sickness absence.

Our occupational health services are designed to provide comprehensive support for a variety of life situations. Also, we offer a range of benefits that promote the wellbeing of both part-time and full-time employees. Some of the key benefits include:

- Access to preventive support for motivational challenges, time management, or other short-term support boosting mental health
- Guided breaks by an external provider to encourage healthy workday habits
- Neuroscience-based training programme to enhance focus and productivity
- Specialist assistance for employees caring for elderly parents or grandparents
- Childcare for sick children while parents are at work
- Annual sports, cultural, and massage vouchers
- A bicycle benefit

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Our employees are our most important asset, and therefore their wellbeing is paramount.

together, pushing each other forward, enabling colleagues to build on their strengths and being all in.

To help our leaders develop their leadership skills, we collect annual feedback on these cornerstones and use the results to guide decisions on what is needed, both collectively and individually.

Great Place to Work® results

In 2024, we secured 20th place in the Great Place to Work® Survey, making us the only law firm in the top 20 list of mid-sized companies in Finland. The result underscores the strength of our culture and reflects our ongoing commitment to fostering an inspiring workplace.

The Great Place to Work® survey serves as an annual measurement tool, providing authentic

We assess our employees' wellbeing using the World Health Organisation's Five Well-Being Index (WHO-5), a brief self-reported assessment of current mental wellbeing. In practice, the index shows overall wellbeing trends in all areas of our employees' lives. This is reflected in, but not limited to, work performance and perceived levels of workload and stress. We carry out the assessment no more than once a month, allowing us to analyse the overall trend, the monthly results and take appropriate action, if necessary. The assessment survey is anonymous. In 2024, it was carried out eleven times. Our goal is to maintain a score above 65 (on a scale of 0 to 100), which we achieved ten times in 2024.

Continuous development

Continuous development is at the heart of our business and our culture. Effective skills development is essential for providing insightful advice to our clients, and knowledge-sharing is an integral part of staying abreast of new regulations and phenomena. We make every effort to ensure that relevant information is easily accessible to all our professionals, and we strive to facilitate ample opportunities for internal discussion.

In addition, we encourage our employees to participate in professional training aligned with their interests, helping them develop their skills to the next level. To support competency growth, we have established a career path model for lawyers that includes basic guidelines, timeframes and criteria for career progression. This structured approach ensures transparency, outlining the next career opportunities and the criteria for achieving them.

We also offer job rotation, promoting curiosity and encouraging our young lawyers to explore different areas of law to broaden their expertise. In addition, our Powerhouse method supports skills development through diverse learning experiences. We do not believe in strict boundaries; individuals are encouraged to explore new possibilities and find inspiration in their work.

Being well-prepared for emerging technologies, including AI, is a key priority. In 2024 our "Working Smart with Legal Tech" team was dedicated to piloting new tools, sharing best practices, and supporting colleagues eager to explore the latest tech.

Overall, our strategy and operational measures to enable continuous development are designed to be agile and responsive to our people's evolving needs, ensuring they continue to grow and progress in their careers.



We encourage our young lawyers to explore different areas of law to broaden their expertise. Our Powerhouse method supports skills development through diverse learning experiences.



Members of our 'Working Smart with Legal Tech' team, championing new solutions and best practices for a tech-savvy future.

Future-Proofing Our Culture Through Leadership

An Interview with Mikael Ahtokari, Director, People & Culture

Q: Mikael, how do you see the concept of a “future-proof” culture in today’s law firm environment?

"A future-proof culture means adapting to change without losing the values that make us who we are. At D&I, we’ve always taken pride in balancing ambitious goals with genuine human connections. Our cultural cornerstones—Passion, Respect, Goal Driven, and Team Before Individual—are at the heart of who we are. Now, as we move forward, we’re placing even more focus on good leadership as a key driver of our culture. That’s why, in the latter half of 2024, we introduced a leadership development programme centred on four new leadership cornerstones—Trust, Dedication, Direction, and Enthusiasm—that define and guide the kind of leadership and culture we value.

Elevating leadership skills is a powerful and necessary step for both current and future leaders, because the strengths that got them here may not get them to the next level. In this industry, practically every leader is a specialist first and a business leader second, so investing in and developing stronger leadership skills is crucial for harnessing everyone’s potential. We recognise that our success depends on our people, so attracting, retaining, and developing top legal talent is a material sustainability issue for us - even small improvements in this area can create significant business value. Yet our focus isn’t just on maximising anyone’s capacity or our results; we really want our people to feel motivated and inspired along the way! As our vision states, we aim to be the obvious choice for demanding corporate clients and a progressive, inspiring

Members of our People & Culture team in our new office living room.



working community for star individuals, which means creating an environment where people can perform at their best and truly enjoy the journey.

Yes, every law firm invests in new strategies, in AI, and in client relationships. We do the same, but we firmly believe our competitive edge begins with our people feeling respected, developed, and inspired at work. It’s the core of our people-first culture."

Q: How do these leadership cornerstones influence the way your people work at the office?

"In many respects, these cornerstones aren’t entirely new to us; we began by codifying what good leadership looks like at D&I to keep leadership standards aligned across the firm. We also wanted these cornerstones to reflect our idea of inspiring leadership in today’s evolving working life, where new technologies, changing client expectations, and shifting workforce dynamics are the norm.

- **Trust** grows through support, presence, and proactive communication. By earning trust in everyday leadership moments, like one-on-one check-ins and team discussions, it forms the bedrock for stronger collaboration.
- **Dedication** is about leading by example, taking responsibility, and continuously sharpening our leadership skills. If we promise growth opportunities, we follow through.
- **Direction** means setting clear goals, clarifying expectations, and offering timely feedback. It’s also about having the courage to make tough decisions without compromising quality.
- **Enthusiasm** drives us to explore challenges together. There’s an element of being “all in” when we talk about leadership here: we celebrate each other’s strengths, push one another forward, and embrace new tools or working methods as massive opportunities to learn.

We gather annual feedback on these cornerstones for all our partners, and that data guides our collective focus and individual growth plans. Measuring our leaders’ performance keeps everyone accountable and, as we believe, consistently elevates our client experience."

Q: Different generations collaborate in your firm. How do you ensure that collaboration stays vibrant, and why is it so important?

"We see collaboration as a learning loop: seasoned professionals share deep client knowledge, legal reasoning, and critical-questioning skills, while newer recruits bring fresh ideas and an innate comfort with emerging technologies. Though we

have formal mentorship programmes and regular team check-ins, it’s often the informal, everyday interactions that build the psychological cement for trust and mutual respect—which, in turn, are crucial for the kind of collaboration we want to foster.

The complex legal matters we handle demand collective expertise. When the stakes are high, pressure naturally follows. Today, genuine teamwork, effective communication, and robust leadership are non-negotiables. Our clients are savvy; they work with everyone in this industry and recognise when strong leadership leads to better collaboration, which in turn improves both the quality of our advice and the client experience."

Q: Why is measuring culture important, and how do you go about it?

"Measurement gives us a “reality check” on our aspirations. We use surveys like Great Place to Work® to gain an honest view of how people feel about our culture, leadership, and opportunities for growth. When we see areas that aren’t as strong, we dig deeper—perhaps we need additional leadership training or clearer communication around new initiatives!

We also rely on qualitative feedback to interpret survey data. It’s less about chasing a “perfect score” and more about identifying where we can learn and evolve. Personally, I believe culture must be lived and constantly led; without measuring, we cannot make informed decisions."

Q: Looking ahead, what are your main priorities for strengthening the firm’s culture through 2025 and beyond?

"First, we want to embed these leadership cornerstones more deeply at every level. That means more feedback loops, more real-time coaching, and greater accountability for leaders to mentor others. Second, we’ll continue refining our measurement tools so we can translate data into action. Finally, we’ll keep fostering a psychologically safe environment where people at every stage of their career feel encouraged to try new things and share ideas. Ultimately, being future-proof involves ensuring that our firm can adapt and thrive amid constant change without losing sight of our core values and people-first perspective. Strong leadership starts with valuing the individuals who drive our success every day. When our people feel confident and motivated, results improve, and deeper client relationships naturally follow."

2.2 Diversity, equity, and inclusion

Our goal is to cultivate a diverse team of individuals with different backgrounds and strengths who can bring unique perspectives and complement one another for the benefit of our clients. While we strive to give each individual the opportunity to make a meaningful contribution, we recognise that opportunity alone is never enough. Hence, we are committed to fostering a safe and inclusive work environment where every person feels a sense of belonging and can flourish as their authentic selves.

We recognise that creating a diverse and inclusive work environment demands more than just words; it requires concrete actions. In 2024, we continued to advance our Equality and Non-Discrimination Plan, which is updated every two years. Each year, we assess the current state of equality and fairness by reviewing concrete DEI activities carried out; factors such as gender balance, pay ratios and representation across gender and age groups; as well as the representation of women in various employee categories.

The concrete ways in which we aim to promote diversity, equality and inclusion include offering

equitable parental leave opportunities to all parents and ensuring that all employees are included in salary increases regardless of their parental leave status. In line with our ongoing efforts in 2024, a total of 15 employees took parental leave—14 women and 1 man. We always ensure diversity among keynote speakers and prioritise the use of inclusive language, reinforcing our broader commitment to fostering a workplace where everyone feels they belong.

In the summer of 2024, we participated in a State of Inclusion survey, which indicated that our workplace is perceived as inclusive. The majority of

respondents, including those belonging to one or more minority groups, reported feeling that they belong and can truly be themselves at work. After reviewing the results, we organised a training and discussion event in collaboration with an external partner. During this session, each participant reflected on their personal contributions to promoting inclusion.

To monitor and eliminate discrimination and harassment in the workplace, we have an anonymous reporting channel called Supernova, allowing employees to raise concerns or share feedback confidentially and under anonymity.

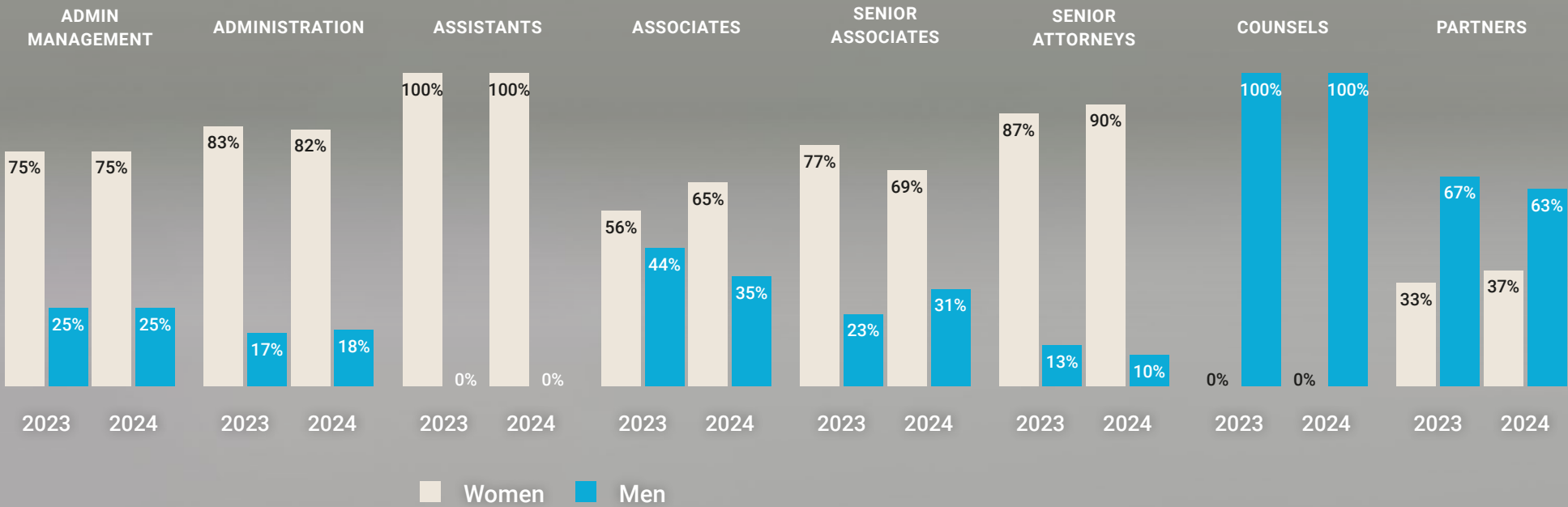
In 2024, we received feedback and suggestions for improvement regarding our vacation practices, internal procedures, office spaces, communications, internal guidelines, and client work recommendations. As part of our ongoing commitment to excellence, we proactively updated our processes and practices to address inappropriate behaviour and ensure strict adherence to our procedures. We also revised the methods and channels for reporting various issues, providing targeted training to facilitate more effective communication. Our aim was to ensure

that employees are familiar with our procedures and fully aware of all relevant processes.

We offer our employees individualised working hours to promote flexibility and a healthy work–life balance. This flexibility is further supported by remote working opportunities, flexible hours, and the option of a shorter working week. We also support employees with family responsibilities by providing 20 days of leave per year to care for a sick child. Additionally, we host a peer support group for employees in their balancing years to facilitate discussions about managing the demands of work and home life. These discussions aim to be open and inclusive, taking into account each individual's unique life situation.

To ensure equal treatment and promote a truly diverse working environment, we closely monitor the responses we receive in our annual Great Place to Work® survey, which includes several questions related to diversity, equity, and inclusion. Reflecting on the 2024 results, our employees perceive an even stronger commitment to treating individuals equally, irrespective of sexual orientation, gender, age, or background.

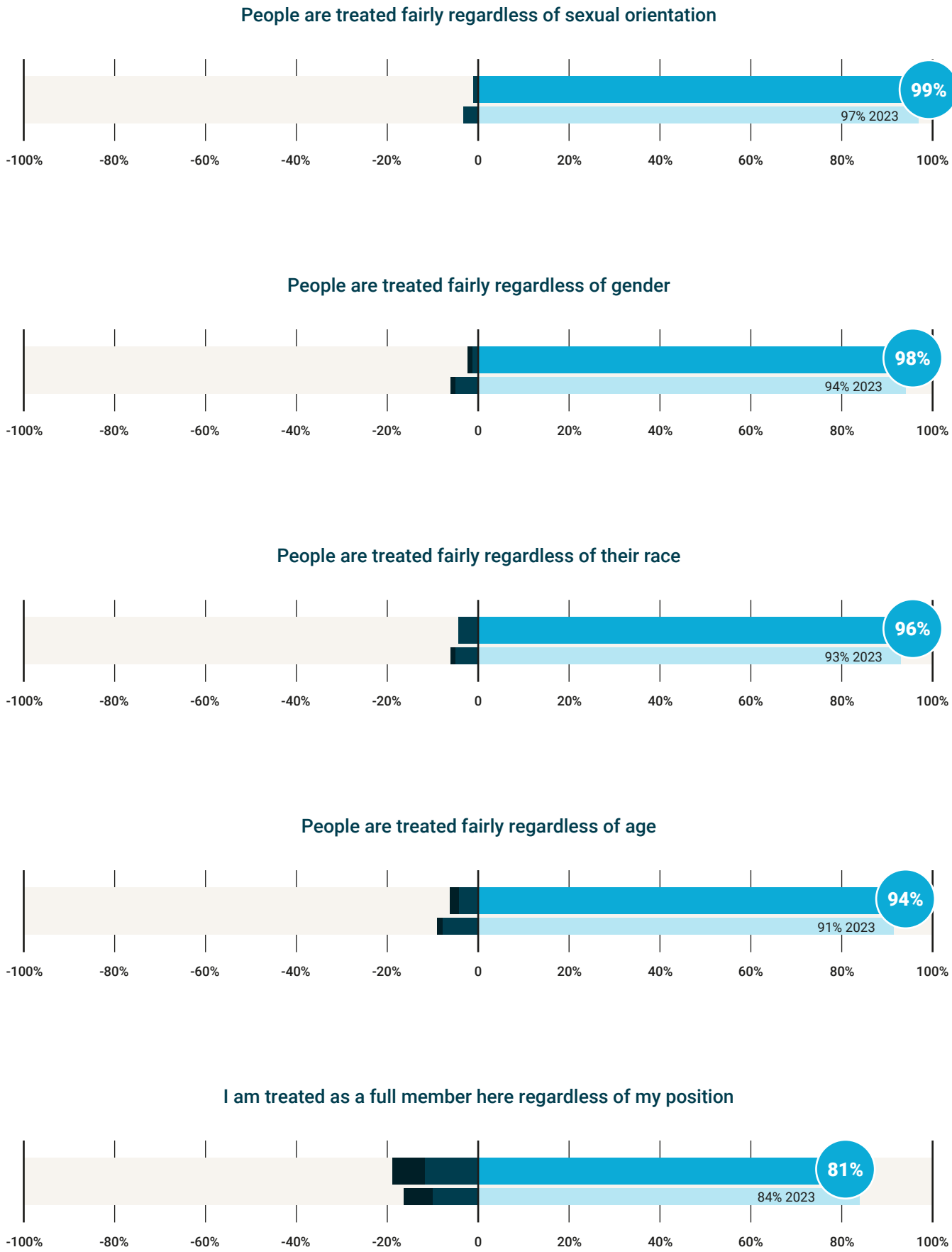
Gender balance of our employees by category in December 2024*



*Permanent employees



Findings on diversity, equity, and inclusion from the Great Place to Work® survey



Our own 'Liekkiräpylät' baseball team celebrating at the annual Attorneys' Baseball Tournament.

2.3 Our climate impact

By reducing our carbon footprint and fostering a culture of environmental awareness we demonstrate our commitment to environmental responsibility. Our partnership with WWF underscores our dedication to making a difference and shows that even small changes within a law firm can contribute to wider environmental progress.

Since 2014 we have been actively working to reduce our environmental footprint as part of the WWF Green Office program. The program helps us reduce our environmental impact by setting targets, measuring results and improving our performance. It also demonstrates that our operations meet the criteria set by WWF, underlining our commitment to continuous improvement in our environmental efforts.

As part of the program, we track and report our consumption habits every year. With the Consumer Behaviour Meter survey we gather information on individual practices during working hours and asses their impact on our emissions. The survey covers topics such as recycling and sorting, commuting, eating habits and environmental awareness. The results help our Green Office team develop our program, bringing us one step closer to

becoming an environmentally friendly workplace. Based on the 2024 findings, we excelled particularly in environmentally friendly procurement and adopting sustainable commuting practices.

An active WWF Green Office team is crucial to achieving our goals for a greener office. Our team consists of eight members who meet regularly to discuss events, communications and strategies to reduce our environmental impact. Our future plans include organising nature trips, competitions to reduce employees' carbon footprints and providing better recycling instructions for the office.

Every year, we calculate our carbon footprint with WWF Green Office program. In 2024, the majority of our emissions came from business travel (79%, 248.68 tCO₂) and energy consumption (17%, 54.89 tCO₂). Other sources of emissions included procurement and waste. Compared to the



previous year, our carbon footprint increased due to our bi-annual off-site trip. As the way to offset our emissions in 2024, we chose South Pole's Vichada Climate Reforestation project in Colombia, as we wanted to support biodiversity conservation and community development.

As part of the program, we set annual targets to turn our ambitions for a greener office into reality. Our annual goals for 2024 focused on reducing energy consumption, minimizing office waste (especially printing), and knowledge about environmental issues in the legal sector. In 2024 we were able to meet our targets. Going forward, we will continue to prioritise reducing energy consumption, minimising office waste and raising environmental awareness among our staff.

Since 2012, WWF Finland has been one of our pro bono partners (Read more: Section 4. Our role in society). Their mission to stop the degradation of the planet's natural environment and to build a

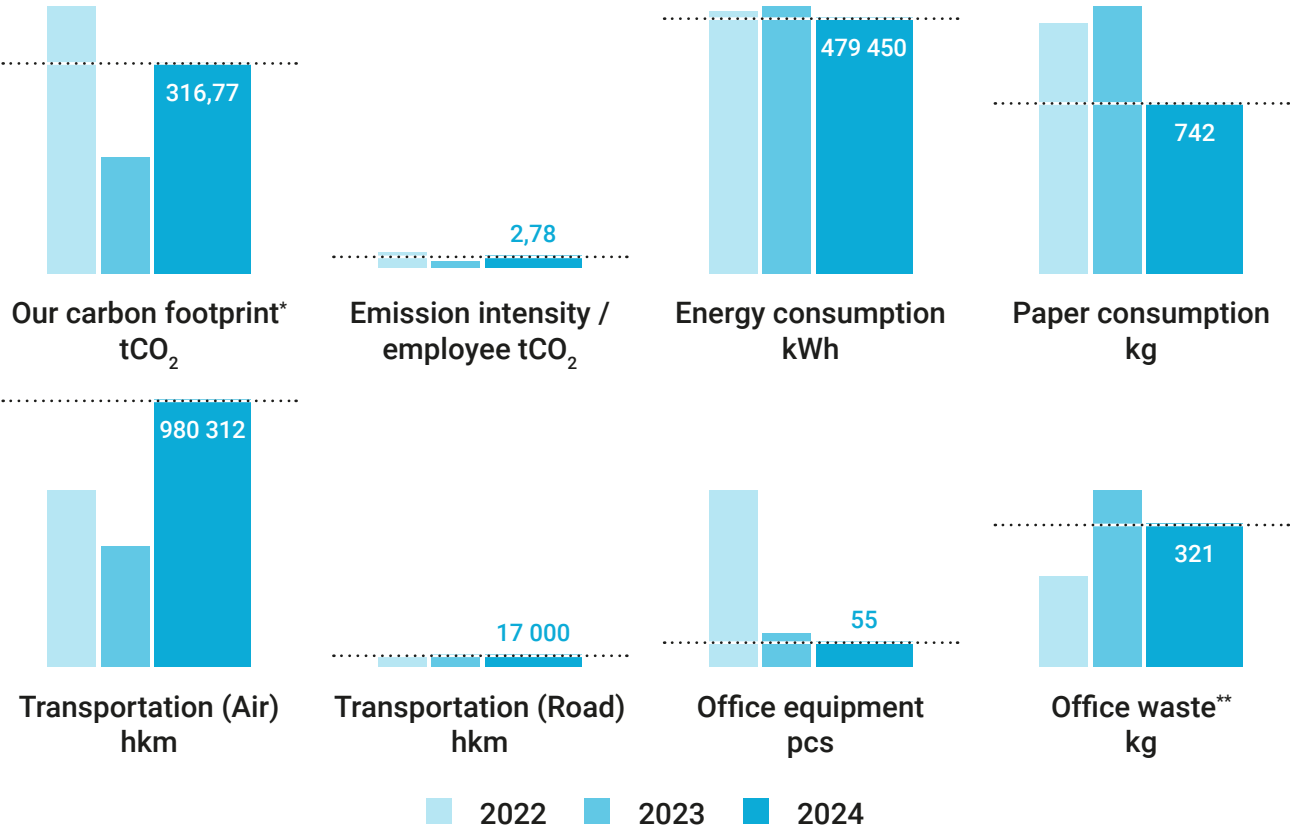
future in which people live in harmony with nature gives our pro bono work a significant meaning, both as a law firm and on an individual level. Working with WWF Finland allows us to actively support important environmental causes by providing them with pro bono legal work, using our expertise to give back to society.

While it is true that the net environmental impact of a law firm pales in comparison to that of an industrial company, we believe that our sustainable practices and the promotion of a culture of environmental awareness, as well as our pro bono work for WWF Finland in particular, enhance our own environmental impact in the long term.

As part of our long-term sustainability work, we joined the UN Global Compact in 2022. The UN Global Compact is a corporate responsibility initiative launched by the UN. Through the initiative, the UN challenges companies worldwide to promote good working conditions, respect human rights, protect the environment and prevent corruption in their business operations.



Members of our WWF Green Office team, working side by side to reduce our environmental impact.



*Some of the coefficients are carbon dioxide equivalent coefficients.
**Office waste only includes electricity waste (SER).

3

Advising our clients

3.1 Insightful advisory

Of the three pillars in our Sustainability Program, advising our clients stands out as the core, as it directly shapes how businesses respond to the emerging challenges of our time. Western economies today face extraordinary issues including intense geopolitical risks, global competition, the overwhelming volume of data, and climate and environmental threats. These forces continually redefine our reality, making foresight and future-oriented solutions essential to long-term success.

In this rapidly changing environment, new regulations inevitably arise to address emerging concerns. For example, laws and rules on AI and digitalisation will increasingly affect the way businesses operate, driving a dynamic where efficiency and individual rights may collide. In such a context, standard legal advice simply isn't enough. Clients need advisory that is insightful and adaptive.

We define insightful advisory as a comprehensive blend of current regulatory knowledge, practical experience, and sharp business acumen. Rather than focusing solely on legal soundness, we take a holistic approach, aligning our advice with each client's operational and strategic objectives, helping them prepare for what lies ahead. By drawing on deep experience across a wide range of industries, we offer guidance that is not only compliant with evolving regulations but also equips our clients to seize opportunities arising from those changes.

At the heart of our approach lies our Powerhouse method, which we believe is the key to providing legal advice that truly stands the test of time. By assembling seamlessly integrated, cross-practice teams tailored to each client's

unique needs, we bring together diverse skill sets and comprehensive perspectives to tackle complex issues. This collaboration offers the focus our clients need in complicated times, empowering us to propose solutions that reflect what matters most to them. Through this cross-practice model, we work to understand the industry, context, and goals, seeing how the law intersects with their ever-evolving circumstances. Our aim is to deliver relevant, actionable legal advice that impacts our clients' day-to-day activities, while integrating ethical considerations and aligning with sustainability requirements.

Providing insightful legal advice has been a cornerstone of our firm since its founding, and this principle is more vital than ever. As we onboard new colleagues, we make it a priority to impart the essence of insightful advisory, so that collaboration and innovative thinking continue to thrive. In doing so, we believe we are better equipped to create meaningful solutions that truly support our clients' objectives and their growth.



At the heart of our approach lies our Powerhouse method, which we believe is the key to providing legal advice that truly stands the test of time.

<p>TRANSACTIONS</p> <p>"In 2024, we continued serving demanding transaction clients both locally and globally, with sustainability considerations playing an increasingly pivotal role in every deal. We focused on enhancing our due diligence processes, reflecting a growing market awareness of ESG concerns. Thanks to our leading experience in renewable energy and energy-efficient technologies, we remain well-positioned to support clients in transitioning toward more sustainable solutions."</p> <p>MIKKO EEROLA Head of Transactions</p>	<p>DISPUTES</p> <p>"In 2024, we continued assisting demanding corporate clients in preventing disputes and resolving conflicts in ways that benefit all parties. At the heart of our approach is our belief that early identification of common ground can minimize the negative impacts of disputes on both clients and wider society. We draw on our advocacy, mediation, and negotiation expertise to help our clients achieve amicable resolutions. Our Dispute Academy ("Riitelykoulu") remained a key initiative for sharing practical insights, equipping legal and business teams with the tools they need to avoid future disputes."</p> <p>JUSSI LEHTINEN Head of Disputes</p>
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<p>INNOVATIONS</p> <p>"In 2024, we continued guiding clients as they navigate emerging technologies and innovations transforming their businesses. From fast-evolving EU regulations to data-driven business models, we integrate relevant sustainability perspectives into our advice—even when the assignments are not explicitly linked to ESG issues.</p> <p>Our ongoing priority is to support large industrial manufacturers, consumer businesses, and governmental institutions in building compliant, sustainably minded, and business-oriented strategies across all matters relating to data and other intangible assets, cybersecurity, artificial intelligence, intellectual property as well as IT and technology matters. As privacy and data protection are fundamental rights, we continue to believe that only those business models and solutions that incorporate sustainability requirements will ultimately thrive—particularly in an environment marked by escalating cyber threats and growing public awareness."</p> <p>JUKKA LÄNG Head of Innovations</p>	<p>STRATEGIC ADVISORY</p> <p>"In 2024, sustainability gained even greater prominence in our clients' corporate strategies, with swiftly evolving regulation and green transition serving as major drivers. Board members and senior management recognized the importance of incorporating sustainability considerations and climate transition plans into their strategy and operational plans. Our leadership-level advisory and training helped clients respond effectively to new and up-coming legislative requirements—CSRD, CSDDD, and anti-greenwashing rules among them—to promote sustainable business practices. Building on our collaboration with creative consultancy Miltton that began in 2023, we continued to assist clients in managing strategic sustainability, interpreting expanding regulations, and translating new demands into workable business objectives. In addition to our sustainability focused advisory, we continued to offer a broad range of strategic legal services, encompassing especially corporate, employment, pensions & benefits as well as competition & public procurement law, to help clients navigate the increasing pressures and complexities of today's regulatory environment."</p> <p>HANNA-MARI MANNINEN Head of Strategic Advisory</p>
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3.2 Thinking ahead - Case references

We have set an ambitious, forward-looking goal within our sustainability program: to lead the way in driving sustainable development together with our clients, guiding them through the evolving landscape of the green transition, transformative technologies, and beyond. As corporate responsibility regulation continues to develop, we remain committed to helping our clients anticipate and meet their obligations.

Through future-oriented, insightful legal advisory, we help our clients leverage new opportunities and implement sustainable practices smoothly and effectively. By working together, we promote a business environment where sustainable development is not just an obligation but also a strategic advantage.

Below, we present six case references from 2024 that span various legal areas and industry sectors, demonstrating our commitment to sustainable development through our client work.

<p>caruna</p> <p>Caruna appeal against new regulatory methods</p> <p>We are representing Caruna, the largest electricity distribution system operator in Finland, in an appeal to the Market Court against new regulatory methods imposed by the Finnish Energy Authority. These methods have a serious impact on Caruna's finances and its ability to develop its distribution network further to meet its customer needs in a rapidly electrifying society, forcing a significant reduction in investment. Most of the Finnish distribution system operators and the national grid have also appealed against this decision.</p>	<p>KIVRA</p> <p>Digitalisation of Kivra's postal services</p> <p>We have supported Kivra in its mission to save nature and help achieve climate goals by digitising postal services. Kivra is regarded as a pioneer in creating the paperless postal service market in Finland by providing a digital mailbox service that promotes sustainable and efficient interaction and document delivery between businesses and customers - a modern postal service for the digital age. The service also allows consumers to store important documents and pay received bills directly from their bank accounts.</p>
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Acquisition of a significant minority stake in Pori Energia by Polhem Infra

We advised Polhem Infra in its acquisition of a minority stake of 49% in Pori Energia, an energy utility that operates multiple businesses including electricity distribution system operation (DSO), district heating and industrial energy solutions, electricity generation (combined heat and power (CHP) and renewables), and wind power services, both directly and indirectly through its subsidiaries and a number of joint ventures in the Satakunta area.

The collaboration between Polhem Infra and the City of Pori aims to enhance Pori Energia's financial stability and investment capabilities, enabling it to further strengthen its efforts in the energy transition and continue delivering high-quality energy services to residents and businesses alike.

Polhem Infra, which is owned by Swedish state pension funds, invests in critical infrastructure with a focus on renewable electricity generation, energy storage, energy distribution, digital infrastructure, and transport infrastructure. This minority acquisition of Pori Energia represents Polhem Infra's first investment outside Sweden.



DigiFinland

We were commissioned by DigiFinland, a state-owned specialist company, to conduct a comprehensive legal study on the application of artificial intelligence (AI) in healthcare and social welfare services in Finland. Our analysis focused on seven significant AI use cases, pre-selected by DigiFinland in collaboration with key stakeholders in the Finnish healthcare and social welfare sector. The use cases included AI-assisted drafting of patient records and communications as well as tools for automated interpreting and patient assistance. Our review examined all relevant legal conditions affecting these use cases, namely data protection issues, implications of the EU's new AI Act, administrative law considerations, and regulatory requirements on healthcare and social welfare services and medical devices. Our resulting study report is the first published legal review of its kind and is set to guide relevant actors in the compliant and responsible adoption of AI in the Finnish healthcare and social welfare sector.



CapMan Infra's acquisition of Haminan Kaukolämpö and Haminan Sähköverkko

We advised CapMan Infra in connection with its investment in renewable district heating and electricity network infrastructure in Hamina, as well as related financing.

CapMan Nordic Infrastructure II fund acquired 100 per cent of Haminan Kaukolämpö Oy and Haminan Sähköverkko Oy from Haminan Energia. Haminan Kaukolämpö produces and distributes heat to households, businesses, and public-sector clients, while Haminan Sähköverkko operates the electricity distribution grid within Hamina, altogether serving approximately 8,000 customers. The acquisition will enable a significant investment in the use of waste heat from Google's data centre in the district heating network, thereby significantly reducing Hamina's carbon footprint and expanding district heating availability.

The acquisition supports the development of Hamina's energy infrastructure, aiming to cover 70–80% of the city's district heating needs with emission-free energy.

CapMan Nordic Infrastructure II fund is an Article 8 fund with a sustainability strategy and aims to accelerate the green transition in its portfolio companies. The fund has made previous investments in, among other things, a data centre platform, a solar energy company, and a transportation infrastructure provider for the aquaculture industry.



Acquisition by CBRE Investment Management of a majority stake in Geonova

We advised CBRE Investment Management on its acquisition of a majority stake in Geonova Oy, a fast-growing Finnish geothermal energy business that provides decentralised heating and cooling services using ground source heat pump technology. After this transaction, we advised Geonova on its acquisition of One1's EaaS business, which included sites implemented with geothermal, pellet, wood chip, or solar panel systems under 10–20 year EaaS contracts.

On behalf of a fund managed by its Private Infrastructure division, CBRE Investment Management has acquired an 80% stake in Geonova from the current shareholders, Helen and LämpöYkkönen, with LämpöYkkönen retaining the remaining 20%. In addition, CBRE Investment Management has committed further capital to fund Geonova's future expansion strategy in line with its Private Infrastructure division's goal of investing in infrastructure assets and technologies that support the decarbonisation of the built environment.

By leveraging the full capabilities of the CBRE platform—combining its infrastructure and real estate expertise—CBRE Investment Management intends to drive Geonova's growth. CBRE Investment Management is a leading global real assets investment management firm with USD 142.5 billion in assets under management* as of 30 June 2024, operating from more than 30 offices in 20 countries around the world.

3.3 Advising our clients responsibly

The fundamental principles upheld by attorneys-at-law include loyalty, independence, avoidance of conflicts of interest, confidentiality, and integrity. These values are not merely aspirational but serve as a daily operational framework for every attorney. At Dittmar & Indrenius, we are fully committed to these standards.

As a law firm, we adhere to the Finnish Advocates Act and the Professional Code of Conduct set by the Finnish Bar Association. We also comply with all pertinent anti-corruption laws and other relevant national and international regulations. Corruption and bribery are unequivocally rejected in our advisory, as reflected in our internal policies.

Since 2022, we have been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labour, the environment and anti-corruption. In practice, we are committed to operating in accordance with universal sustainability principles, to taking action to support society and to reporting annually on our ongoing efforts. Our commitment to the UN Global Compact is part of our commitment to advising our clients responsibly.

Ensuring ethical client partnerships

Prior to accepting a new client or matter, we conduct a conflict checks and 'know your customer' (KYC) procedures in accordance with our legal obligations as a law firm.

A dedicated team assesses proposed engagements that may present unusual risks, such as corruption, money laundering or terrorist financing, or other reputational or compliance concerns. We also conduct regular sanctions checks on both new and existing clients. Since 2014, we have not accepted any new Russian clients.

Our risk management tools include dedicated risk management and internal audit resources, IT solutions and databases, management oversight of standard procedures and regular staff training. All new employees receive training on insider information and the prevention of money laundering and terrorist financing as part of their induction.

We are subject to insider trading laws and regulations, and we have internal policies for dealing with such information. Our employees must obtain approval before trading in listed securities.

We have a risk assessment and operational policy on money laundering and terrorist financing, which we update regularly and whenever there are material changes.

Data protection and information security

As a law firm, we prioritize high levels of information security and compliance with the Finnish Advocates Act and the Finnish Bar Association's regulations and guidelines. Maintaining our client's trust is paramount, and we are committed to ensuring the confidentiality of their information. We adhere to all relevant legislation and regulations governing legal practice, enhancing our information security expertise and awareness.

All employees are required to complete regular information security training, including phishing detection and other cybersecurity practices. We continuously develop and test our data protection and information security measures through external audits and regular security assessments to keep our systems secure and up to date. We have a process in place for investigating any data protection and information security incidents, and in 2024, no such incidents were reported.

Members of our IT team and partners with specific expertise in this area form a dedicated information security committee. The management team at Dittmar & Indrenius is responsible for reviewing and improving our data protection and information security management practices.

Members of our Innovations team having a hallway chat about the next big idea.



“
Maintaining our client’s trust is paramount, and we are committed to ensuring the confidentiality of their information.”

4

Our role in society



Our Employment team delivering insights at their annual afternoon seminar in Kansallissali, Helsinki, drawing a full audience.

4.1 Our social impact

We see our social impact as an integral part of our sustainability. From our inception, we've strived to make a meaningful contribution to society. Sustainability in our own operations is critical, but on its own it's not enough. As lawyers, we see ourselves as stewards of society, with a mission to use our legal expertise to help build a better society. We believe that as professionals, we have both a duty and a privilege to give back.

We are committed to fostering important conversations and driving positive change. Sustainability related topics, such as diversity, equity and inclusion, ESG related litigation, green transition, and new and upcoming sustainability regulations, were a central theme in approximately 60% of our events in 2024. Additionally, our recurring webinar series "Pinnalla juridiikassa," jointly organised with FIBS, and our Compliance Network seminars consistently addressed increasing sustainability and governance regulations.

Lecturing at various universities and other institutions to educate future lawyer generations—as well as more seasoned professionals—has long been an important aspect of our social impact. We continuously participate and work with specialised institutions, such as the Rule of Law Centre and the

IPR University Center at the University of Helsinki. In 2024, we also participated in funding the professorship of sustainability law at the University of Helsinki.

We have selected partners and networks through which we believe we can best contribute, influence, and support others with our expertise. In addition to our partnerships with Milton and FIBS in 2024, we are also proud members of the Business and Human Rights Lawyers Association, the ESG Lawyers Network as well as the Finnish Corporate Sustainability Law Association. Safeguarding the rule of law through our work with the Finnish Bar Association and our pro bono collaboration with various institutions are also integral aspects of our social advocacy.

4.2 Safeguarding the rule of law

Our commitment to safeguarding the rule of law is deeply embedded in our active participation in the various activities and committees of the Finnish Bar Association. In addition to admitting all new attorneys-at-law and overseeing the activities of admitted attorneys, the Bar Association engages in developing legislation and legal conditions, as well as defending fundamental and human rights and the rule of law.

In 2024, 40% of our partners served as volunteer members in the Bar Association's Delegation, the Board, and its permanent specialist committees. Through these roles, we can offer our expertise—for example, by influencing new legislation at the drafting stage, one of the Bar Association's most important tasks.

In addition to safeguarding the rule of law, our involvement with the Finnish Bar Association underscores our dedication to upholding professional ethics and quality in legal services, reflecting our own values and standards.

4.3 Our pro bono work

We are committed to supporting important causes in our society by giving back what we have most: our expertise.

We aim to use our professional expertise to advance socially important causes, collaborating closely with civil society. Our pro bono partners work across sectors, amplifying our collective impact and strengthening their ability to manage their activities effectively.

Principles of our pro bono work:

- **We provide pro bono legal services to our selected pro bono partners**
 - In 2024, we provided 730 hours (880 hours in 2024) of legal services to our designated pro bono partners.
 - In addition to regular pro bono work for our pro bono partners, we occasionally handle pro bono assignments for institutions with a good cause based on proposals from our lawyers, each of which is assessed on a case-by-case basis.
- **We manage the allocation and distribution of pro bono hours among our lawyers**
 - We strive to ensure that every lawyer can contribute. For the purposes of our lawyers' bonus plans, pro bono hours are calculated in the same way as regular hours.
- **We monitor our lawyers' perceptions of pro bono work**
 - According to the Great Place to Work® survey conducted in 2024, 83% of our employees perceived the ways in which we contribute to the common good positively. We did not separately monitor our lawyers' perceptions of pro bono work in 2024.

Our pro bono partners

Our pro bono partners are World Wildlife Fund (WWF), the Crisis Management Initiative (CMI), Finnish Hospital Clowns Association and Ronald McDonald House Charity Foundation. This partnership means providing all the legal assistance they require pro bono.

WWF Finland

WWF Finland's mission is to stop biodiversity loss and build a future in which people live in harmony with nature. Since its establishment, WWF Finland has achieved significant conservation wins both in Finland and internationally. We are inspired by WWF Finland for their vital mission and achievements, and we are proud to support them to work effectively and innovatively for sustainable development.

CMI – Martti Ahtisaari Peace Foundation

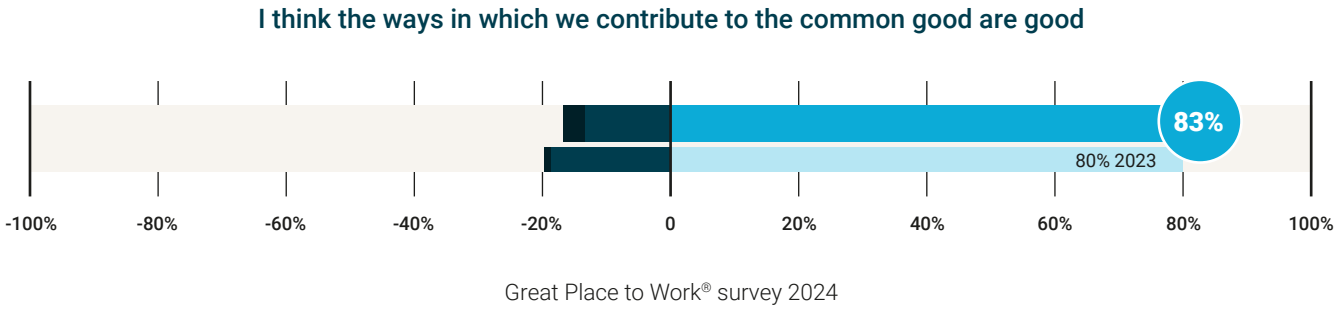
CMI – Martti Ahtisaari Peace Foundation is an independent Finnish organisation that works to prevent and resolve violent conflicts through informal dialogue and mediation. Nobel Peace laureate and former President of Finland Martti Ahtisaari founded CMI in 2000. Since then, the organisation has grown to become one of the leaders in its field. We are deeply inspired by CMI's increased global impact and impressed by their hard work in complex dispute resolution.

The Finnish Hospital Clowns Association

The Finnish Hospital Clowns Association (Sairaala-klovnit) is an organisation that has trained clown doctors to go around children's departments entertaining and cheering up the little patients and their families. We are proud to support The Finnish Hospital Clowns in their efforts to plant seeds of hope and strength for sick children and their families in their time of need.

Ronald McDonald House

Ronald McDonald House offers homelike housing for families from far away when their child needs treatment in the children's hospital in Helsinki. Their service is of crucial importance for the wellbeing of both the patient and her family. We are very proud of our continued support to the Ronald McDonald House and of their relentless support to the unity of Finnish families in challenging times.



5

Reporting principles



This is Dittmar & Indrenius's second sustainability report. This report covers the operations of Dittmar & Indrenius during the period from 1 January 2024 to 31 December 2024. The report showcases Dittmar & Indrenius's sustainability efforts and work in progress in accordance with the sustainability program approved by the Board of Directors in May 2023. To prepare this report we gathered data from various internal sources and interviewed our key personnel.

We would be happy to receive your feedback on our ESG report at thinkingahead@dittmar.fi. If you have any questions concerning sustainability at Dittmar & Indrenius or about this report, please contact

Contact
Katja Hollmén
Director of Client Experience and Communications

Photos

Cover photo: Tero Sivula
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