

Sustainability Report 2022

Content

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Letter from our Managing Partner	3
Highlights 2022	4
This is Wikborg Rein: Delivering industry-leading legal expertise	5
Our firm at a glance	6
Membership associations	7
Corporate governance	8
Partnerships	9
Our values	11
2023: 100 years young	12
Our purpose and vision	14
Sustainability at Wikborg Rein	15
The UN Sustainability Development Goals	16
UN Global Compact	17
Our material topics – materiality assessment 2022	18
Material topics	22
Worker’s rights and working environment	23
Diversity, equality and inclusion	27
ESG client advice	34
Ethical business conduct	37
Carbon emissions	42
Summary of goals and targets 2023	45
Appendix	46

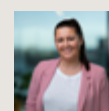
About this report

This is Wikborg Rein Advokatfirma AS (Wikborg Rein’s) first sustainability report and it applies to the reporting period 1 January to 31 December 2022. Entities included in the sustainability report are Wikborg Rein and all of the Company’s offices (Oslo, Bergen, London, Singapore and Shanghai). All numbers in this report are provided on an aggregated level to the extent data is available.

The Company published a Communication on Progress (COP) in 2021. No restatements of information have been made from previous reporting periods.

The report has been read and approved by Wikborg Rein’s Board of Directors. This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. It has not been externally assured by a third party. The publication of this report is June 2023, for the reporting period 2022. Wikborg Rein will deliver annual sustainability reports from hereon.

For questions about this report and its contents, please contact:



May Gjerde,
responsible for our
sustainability reporting
may@wr.no

A message from our Managing Partner

Embracing a Sustainable Future

Law firms have a crucial role to play in promoting sustainability and facilitating the transition towards a sustainable future. The regulatory landscape surrounding ESG issues is growing increasingly intricate, presenting both challenges and opportunities for businesses worldwide.

As Wikborg Rein, we are dedicated to sustainability and strive to take a leading role in positively impacting society, both in Norway and beyond. By prioritising ESG matters, we can assist our clients in aligning their business practices with sustainability goals and ensuring compliance with relevant regulations. Our ESG advice not only adds value to client's business development by ensuring compliance and enhancing reputation, but also mitigates risks, unlocks new opportunities, and improves financial performance.

Today, Wikborg Rein is a diverse and dedicated team of over 350 professionals. We take immense pride in the profound diversity within our firm, with employees representing 23 nationalities, contributing a multitude of backgrounds and perspectives. Fostering our internal culture is of utmost importance to us, and we make significant investments in defining, communicating, and honoring our values. Creating an engaging and motivating work environment remains a priority as we attract and retain top talent. We firmly believe that the success and ambition of our company lie within the dedication, determination, and curiosity of our people.

In recent years, we have taken proactive measures to address ESG matters, not only on behalf of our clients but also within our own industry and firm. In 2022, we achieved significant milestones on our sustainability journey, which you can read more about in this document – Wikborg Rein's first sustainability report. The report has been prepared by dedicated resources within our firm, building on a materiality analysis conducted in late 2022. Through the contents of this report, we aim to provide readers with a comprehensive overview of our current and potential impact on people, the planet, and the economy, while setting clear goals for our sustainability efforts going forward.

As Managing Partner, I am exceedingly proud to present this sustainability report to you, and I eagerly anticipate sharing our progress with you on an annual basis going forward.



Sincerely
Finn Bjørnstad
Managing Partner, Wikborg Rein



We firmly believe that the success and ambition of our Company lie within the dedication, determination, and curiosity of our people.

Highlights 2022

In 2022, Wikborg Rein achieved significant milestones on our journey towards a more sustainable company:

- We engaged in rigorous stakeholder consultation and conducted a materiality assessment, which served as the basis for our inaugural sustainability report.
- We initiated the process of updating our ethical guidelines and our Supplier Code of Conduct.
- We updated our whistleblowing policy and established a new reporting channel for addressing irregularities.
- We continued to champion equality and inclusion throughout the organisation. This included our active participation in the CEO Commitment initiative, initiatives spearheaded by our LGBTQ+ network and the development of our first Equality Statement, aligned with the Norwegian Activity Duty for Employers.
- We increased internal communication concerning workplace discrimination and harassment, actively promoting our anti-discrimination policy and equality policy among our employees.
- We were honoured to be recognised once again a top employer in the national preferred employer surveys in Norway, Universum and Prospera.
- We achieved a Silver level rating from EcoVadis, an independent rating agency that evaluates environment governance, working conditions, labour and human rights, ethics, and sustainable procurement practices.
- We continued to provide valuable advice and share knowledge on sustainability and ESG topics, including human rights, from a legal perspective. This was accomplished through seminars, webinars and conferences in collaboration with relevant partners, benefitting both our clients and the wider public.
- We commenced the preparation of our first statement on human rights in accordance with the Norwegian Transparency Act.
- We initiated the renewal process for the Eco-Lighthouse certification on environmental performance, aiming to obtain new certification by October 2023.
- We launched an internal ESG project focused on developing a comprehensive sustainability report that meets reporting requirements and prepares for future obligations, including fulfilling regular materiality assessments.
- We successfully reduced our carbon emissions by 8%, compared to our 2019 base year. Additionally, we have improved our climate accounting practices related to waste management.

This is Wikborg Rein: Delivering industry- leading legal expertise

Wikborg Rein is a renowned international law firm headquartered in Oslo, with additional offices in Bergen, London, Singapore and Shanghai. With a rich history spanning a century, we have accumulated invaluable international experience, enabling us to serve clients across the globe.

Our utmost Priority is providing clients with first-class legal assistance, and our commitment to excellence is reflected in our high rankings in prestigious international legal ratings, such as Chambers and

Partners and Legal 500. We develop the best team to provide the best advice – today and in the future.

Wikborg Rein is a privately owned limited liability company.

Expertise

Our core specialisation lies in business law, with our accomplished lawyers possessing extensive expertise and knowledge in most disciplines and industries, including:

- Anti-Money Laundering
- Asset Management
- Capital Markets
- China
- Commercial Real Estate
- Company Law
- Competition Law
- Contract Law and Construction
- Corporate Criminal Liability
- Data Protection and GDPR
- Dispute Resolution
- Employment Law
- ESG, compliance and risk management
- Financial Regulations
- Financing
- Fisheries and Aquaculture
- Industry
- Information Technology
- Insurance law
- Intellectual Property and Marketing Law
- International Trade
- Investigation and Crisis Management
- Life sciences and Healthcare
- M&A
- Maritime and Offshore Emergency Response
- Offshore
- Oil and Gas
- Private Equity and Venture Capital
- Procurement
- Renewable energy and Green Investments
- Responsible business and human rights
- Restructuring, bankruptcy and insolvency
- Ship and rig recycling
- Shipping
- State Aid and EU/EEA
- Sustainability, climate and environment
- Tax Law
- Trade Compliance and Sanctions

Our firm at glance*

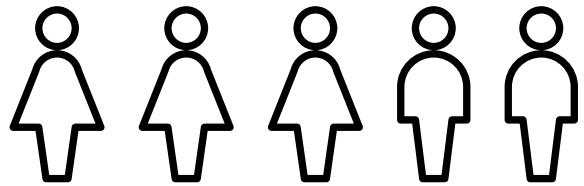
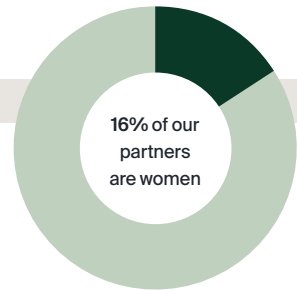
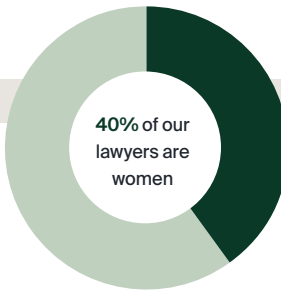
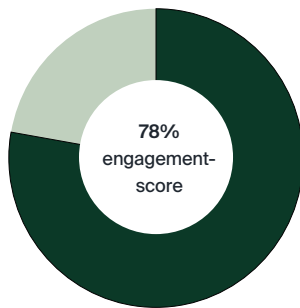
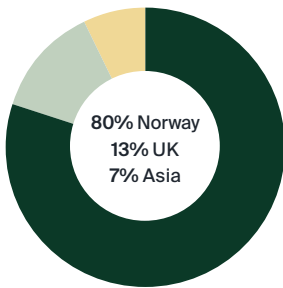
Our people

371

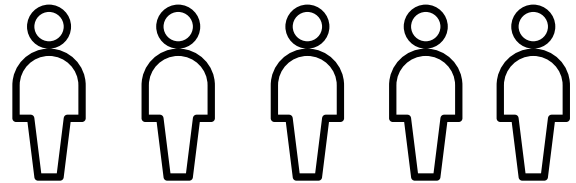
lawyers and
business services
professionals

29%

senior management
roles held by women



25% board positions held by women



Our clients

2,500

clients in 2021/22

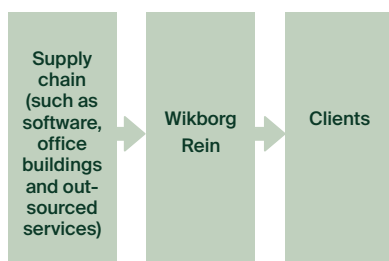


5 offices in
4 countries



A full service
law firm

Our supply chain



Our society



2,000

A majority of our lawyers have
given their time to
pro bono projects in 2022

pro bono hours in 2022

Our environment



8%

carbon emission
reduction since 2019



In 2022 we expanded
the range of Scope 3
emission categories

* Per 31 December 2022

Membership associations

Our lawyers proudly hold memberships in professional associations, including the Norwegian Bar Association and the Norwegian Association of Lawyers:



The Norwegian Bar Association

Serves as the representative and advocacy organisation for lawyers (advokater) and associates (advokatfullmektiger) in Norway. Collaborating with its members and elected officers, the Bar Association is dedicated to upholding high professional and ethical standards while ensuring favourable working conditions for Norwegian lawyers.



The Norwegian Association of Lawyers

Functions as a professional network and a trade union for lawyers, attorneys, and law students. They provide members with comprehensive guidance and support throughout their academic journey and professional careers, regardless of their specific roles and geographic locations.



The Solicitors Regulation Authority (SRA)

Is the regulatory body governing solicitors and law firms in England and Wales. Our lawyers in the UK and Singapore are registered with this esteemed authority, and maintain their practicing status by meeting the SRA's requirements and obligations.

Corporate governance*

+ Governance structure and composition

Wikborg Rein is a private limited company which is headed by a Managing Partner (MP). The management group consists of the MP, Chief Operating Officer (COO), Chief Financial Officer (CFO), and business group leaders. [The Board consist of eight individuals](#), six men and two women, all of whom are employed by Wikborg Rein. Board members are elected for a two-year term, with the Chairman of the Board (the Chair) being a Partner at the firm.

The Nomination Committee, consisting of three members, is responsible for the nomination and selection processes for the Board and its committees. Committee members are elected by the General Meeting for three-year terms. When selecting Board members, key criteria include their knowledge and understanding of the firm and its business, as well as diversity in terms of background and perspectives on strategic issues, along with strong personal leadership skills.

+ Roles and responsibilities

The Board holds the responsibility for decision-making and oversight regarding Wikborg Rein's impacts on the economy, environment, and people. This encompasses activities such as due diligence processes, reviewing and approving the sustainability report, and identifying the material topics for Wikborg Rein. Sustainability is an integral part of Wikborg Reins' overall strategy, which is developed by the management in collaboration with relevant departments within the organisation and subsequently approved by the Board. The Board conducts an annual review of the strategy as part of its planned activities and maintains regular contact with the management to provide support throughout these processes.

The MP bears the responsibility for managing Wikborg Rein's day-to-day impacts on the economy, environment, and people. In addition, Wikborg Rein has a designated Risk and Quality partner who oversees internal risk-related matters and processes, reporting directly to the Board. Although there are no formalised procedures for the Board to review the effectiveness of the aforementioned processes, it is an ongoing part of their continuous work.

+ Conflict of interest

Wikborg Rein has established comprehensive internal ethical rules that provide guidelines for avoiding conflicts of interest. These regulations include measures against corruption and anti-money laundering procedures concerning the acceptance of new clients. Additionally, the firm imposes restrictions on its employees' board positions and trading of financial securities to mitigate potential conflicts.

Due to our open and relatively small organisational structure, anyone within the firm can communicate critical concerns directly to Board members, including the Chair, at any time. Concerns can also be raised to the Board through individuals holding positions within the firm's management, such as the Managing Partner or administration leaders. Moreover, Wikborg Rein has a whistle-blowing policy in place, offering an external channel for reporting concerns. It is worth noting that no incidents involving critical concerns were communicated to the Board in 2022.

+ Evaluation and remuneration

Recognising the significance of ESG matters within Wikborg Rein's strategy, the Board has assumed responsibility for this topic and ensures regular discussion. In the pursuit of enhancing collective knowledge, the Board convened a meeting in fall 2022, where sustainability issues were thoroughly addressed as part of establishing an internal ESG project, which includes the creation of a sustainability report.

The evaluation of the Board's performance in overseeing Wikborg Rein's impacts on the economy, environment, and people is conducted as part of the overall regular assessment of the Board through a self-assessment process.

Board members do not receive any remuneration, including fixed or variable pay, sign-on bonuses or recruitment incentive payments, termination payments, clawbacks or retirement benefits. For senior executives, remuneration is determined by a combination of financial and non-financial key performance indicators (KPIs). The non-financial KPIs encompass various aspects, such as serving as a positive ambassador, demonstrating exceptional leadership qualities, contributing to the development of a strong organisational culture, and more.

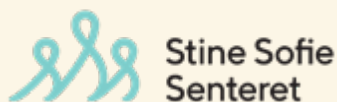
Partnerships

Over the years, Wikborg Rein has established meaningful partnerships and provided financial support to various organisations. In 2022, we proudly contributed to inter alia the following organisations:



Stine Sofie's Foundation (Stine Sofies Stiftelse):

Stine Sofies Stiftelse is an NGO dedicated to creating a childhood free from violence and abuse. Together with Stine Sofies Stiftelse, Wikborg Rein has established Barnas Havarikommisjon, an initiative that aims to provide legal protection for children and young people who are victims of violence and abuse. Barnas Havarikommisjon will serve as the legal voice of children in addressing politicians.



The Norwegian Helsinki Committee:

The Norwegian Helsinki Committee is a non-governmental organisation committed to promoting and protecting human rights in practice. Since 2017 Wikborg Rein has collaborated with the Norwegian Helsinki Committee, providing pro bono legal assistance in investigating sanction laws. This collaboration aims to provide Norwegian politicians, the public, and relevant international communities with a clearer understanding of the opportunities provided by law. Wikborg Rein's legal analysis was included in a report published by the Norwegian Helsinki Committee in October 2022.





One Ocean Expedition

Wikborg Rein is honoured to partner with the One Ocean Expedition. The One Ocean Expedition involves the circumnavigation of the globe by the Norwegian tall ship Statsraad Lehmkuhl. The project aims to raise awareness and share knowledge about the crucial role our oceans play in global, sustainable development. Wikborg Rein has contributed by financial donations and by sharing legal expertise and insight on the international framework governing the use of our oceans.



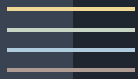
The Big Issue

The Big Issue is one of the UK's leading social businesses and exists to offer homeless people, or individuals at risk of homelessness, the opportunity to earn a legitimate income, thereby helping them to reintegrate into mainstream society. Wikborg Rein proudly supports and sponsors the Big Issue through a monthly subscription.



London Legal Walk

For 19 years the London Legal Walk has been bringing together the legal community to support free legal advice services on the frontline. Wikborg Rein actively participates in this initiative by donating and taking part in the Walk.



Our values

Integrity

- We show **respect** and **tolerance**, and act responsibly towards each other, our customers, counterparties and the community around us.
- We always comply with the applicable rules of the game, act **reliably**, **ethically** and **professionally** in everything we do.
- We are **open** and **honest**, and keep our promises.

Skills

- We **recognise each other's** expertise, share **knowledge** and experience across teams and offices, and develop together.
- We all take responsibility in **developing our own expertise** to keep ourselves at the forefront.
- We are **solution-oriented** and maintain high quality in everything we do.

Dedication

- We are **innovative**, see opportunities rather than limitations, and act quickly.
- We are **ambitious** and **determined**, and work hard.
- We're **forward-leaning** and take **initiative**, dare to ask questions and challenge the status quo.

Team Spirit

- We are **inclusive** and **collaborative**, showing **enthusiasm** and **generosity** with all customers and colleagues.
- We **sincerely** care and go to great lengths to help customers and colleagues.
- We listen actively, are **curious about** others' ideas, and are inspired by **diversity** in thinking, **expertise**, **experience** and **background**.

2023: 100 years young

All stories have a beginning and ours begun in 1923 with one of the leading maritime lawyers of the time, Erling Wikborg. Today, one hundred years on, we still have one of the industry's leading maritime law practices, with our experts travelling the globe dealing with collisions, groundings and cargo claims. However, in addition to inheriting this legacy from our forefathers, we now have professional spearheads in most business law areas.

Over the last 100 years, Wikborg Rein has gone from being a firm characterised by the prominent individuals Erling Wikborg and, from 1947, Alex Rein to becoming a dedicated, diverse and rich "WE" of more than 350 employees in offices in Norway, London, Singapore and Shanghai. We are a firm rich in diversity, encompassing various backgrounds and perspectives including age, gender, sexual orientation and ethnicity with 23 nationalities represented.

The firm is now at a new defining moment.

In 2023, Wikborg Rein is an ambitious firm with great performance and power, and a team spirit that moves the Company forward. Where it was previously about individuals, it is now about collective power, diversity and breadth. We work as a team, we succeed as a team, and it is in this community that competence, professional creativity, curiosity and dedication are the prerequisites that enable us to succeed. It is this big WE that takes us into the future.

Every day we assist local businesses that create value and drive Norway forward, across all industries and sectors. Around the world, we partner with international companies within our core areas such as shipping, offshore, energy and seafood. In the public sector, we work closely with the authorities that manage the values of the community and those that make Norway a respected international player. We are grateful for the trust that our customers show us. This trust means that our employees work on interesting and challenging matters that have significance far beyond the original timespan.



Every day we assist local businesses that create value and drive Norway forward, across all industries and sectors



We are in an industry with great competition and with significant expectations from both clients and the society around us. We are aware of this. Expectations sharpen us and make us better. Expectations will always be a driving force behind our strategic priorities.

We have a carefully cultivated internal culture. The firm has made significant investments in defining, communicating and honouring our values. We have a good basis for new ambitious goals in the years to come. Not only commercial, but also professional. We will maintain a motivating and engaging working environment for everyone who works with us. For the years to come, we will continue to work hard to attract and retain top talent because the ambitious power behind the Company starts and stops with the people who work here; it springs from the curiosity, determination and dedication we all take into the work we do.

Wikborg Rein embarks on the 2023 centenary year with great faith in the future and enthusiasm for the next hundred years. A firm such as Wikborg Rein is not growing older

with the years. On the contrary, we are growing younger. We have never been more innovative, progressive and diverse than we are right now. We are growing into the future. In 2023, we gather around a common slogan – “100 years young”. Further developing Wikborg Rein, and administrating the basis we have created together, is a commitment we have to each other and to our clients and stakeholders. We must look ahead. In the future, we will use our story as a platform to become an even better company for the next 100 years.

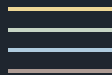
The 100th anniversary is not only an occasion worth celebrating, but also a celebration of everything that is to come. After all, Wikborg Rein is “100 years young”. And real dedication is a timeless resource.



Expectations will always be a driving force behind our strategic priorities.

Our purpose

**We develop the best team to
provide the best advice
– today and in the future.**



Our vision

**We aim to be the best
law firm to work with and to
collaborate with.**

Sustainability at Wikborg Rein

Law firms have an important role to play in promoting sustainability. They are uniquely positioned to help businesses, organisations, and individuals navigate the complex legal and regulatory landscape related to sustainability and environmental, social, and governance (ESG) issues.

OUR SUSTAINABILITY APPROACH

The regulatory landscape related to ESG issues is becoming increasingly complex and multifaceted, with new laws and regulations being introduced at national, regional, and international levels. This complexity presents both challenges and opportunities for the private industry, and law firms, such as Wikborg Rein, are uniquely positioned to help businesses and organisations navigate the regulatory landscape and contribute to the global SDG targets. By providing legal advice and guidance, law firms can help their clients to understand and comply with relevant laws and regulations, as well as to implement sustainable business practices.

Wikborg Rein is committed to sustainability and taking a leading role in positively affecting society. The firm recognises the importance of sustainability in all aspects of its operations and is dedicated to promoting sustainability in our own operations as well as in our counselling, by helping our clients to navigate the complex web of laws and regulations related to sustainability and ESG issues.



The regulatory landscape related to ESG issues is becoming increasingly complex and multifaceted.



The UN’s Sustainable Development Goals (SDGs) provides a blueprint for a more sustainable future. While all 17 goals are important, we have identified four of the SDGs as most relevant for our business, and where we can have the greatest impact:

GOAL	RELEVANT TARGETS	HOW WE CONTRIBUTE
	<p>Target 16.5 Substantially reduce corruption and bribery in all their forms.</p> <p>Target 16.6 Develop effective, accountable and transparent institutions at all levels.</p>	<p>With unwavering commitment we maintain zero tolerance for corruption in all its manifestations. To ensure comprehension and adherence to our ethical guidelines, regular ethical training is provided to our employees and partners. Each year, new associates partake in ethics courses, reinforcing our steadfast principles.</p>
	<p>Target 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>	<p>We conduct carbon accounting reports with support from SEMAsys, enhancing our environmental accountability. In the 2022 report, we expanded the inclusion of additional indirect scope 3 emission categories.</p>
	<p>Target 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p> <p>Target 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.</p>	<p>We are committed to fostering equality and diversity throughout our organisation. Our Equal Opportunities and Diversity Policy outlines the action we take to promote the inclusion of all employees, including those with disabilities. To ensure up-to-date awareness we conducted a thorough risk assessment on equality and discrimination in autumn 2022.</p>
	<p>Target 5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p>	<p>We strive for gender balance across all levels, recognising the need for progress at partner level. Our objective is to achieve 40% representation of both genders at partner appointments over five-years. Encouragingly, in 2022, our new partner appointments achieved a 50/50 gender distribution.</p>



To exemplify our commitment to sustainable development and the green transition, Wikborg Rein’s environmental management adheres to globally recognised standards and initiatives:

Since 2021, Wikborg Rein has proudly been a signatory of the **UN Global Compact (UNGC)**. This voluntary initiative encourages businesses to embrace sustainable and socially responsible policies and practices. By aligning our operations and strategies with ten universally accepted principles in human rights, labour, environment, and anti-corruption, we demonstrate our dedication to promoting sustainability and social responsibility.

Achieving certification as an **Environmental Lighthouse** is yet another significant milestone showcasing our commitment to sustainable development. This esteemed certification is bestowed upon organisations that have imple-

mented measures to diminish their environmental impact and promote sustainable practices. By achieving this certification, Wikborg Rein underscores its resolve to reduce our environmental footprint and foster sustainable practices within the organisation.

Additionally, obtaining a rating from **EcoVadis** further underscores Wikborg Rein’s commitment to sustainable development. As a leading provider of sustainability ratings for business, EcoVadis recognises companies that take significant strides in addressing environmental, social, and governance issues. In 2022, Wikborg Rein proudly achieved a Silver level rating, placing us among the top 25% in overall score, reaffirming our ongoing efforts in sustainability.



Wikborg Rein achieved a Silver level rating in 2022, which means that the overall score is among the top 25%.

EcoVadis

Our material topics – materiality assessment 2022

A materiality assessment is an important process that helps organisations to identify and prioritise the most significant environmental, social, and governance (ESG) issues that are relevant to their business and stakeholders.

The assessment involves engaging with internal and external stakeholders to understand their views and perspectives on the organisation’s ESG risks and opportunities. This information is then used to identify the ESG issues that are most material, or significant, to the organisation

and its stakeholders. In 2022, we conducted for the first time a materiality assessment, based on the double materiality principle, in order to identify our material topics.

OUR STAKEHOLDERS

Conducting a materiality assessment provides an opportunity for

organisations to engage with their stakeholders and understand their perspectives on ESG issues. This engagement helps to build trust and credibility with stakeholders, and it can also lead to new insights and opportunities for collaboration.

WIKBORG REIN'S PRIMARY STAKEHOLDERS ARE

Stakeholder	Definition	Impact
Employees	By employees we mean people working in Wikborg Rein, whether they are lawyers or administrative personnel.	Employees have a direct impact on Wikborg Rein through their knowledge and expertise.
Partners (owners)	By partners we mean people working in Wikborg Rein who own a stake in the Company.	Partners have a direct impact on Wikborg Rein's strategic priorities and through their knowledge and expertise.
Clients	By clients we mean persons or organisations that buy legal services from Wikborg Rein.	Clients have a direct impact on Wikborg Rein's strategic priorities and services offered by choosing to buy/not buy our services.
Suppliers / business partners	By suppliers and business partners we mean people or organisations that Wikborg Rein either buys or lends a service from, or a person or company that Wikborg Rein cooperates with, such as NGOs.	Suppliers and business partners have both a direct and indirect impact on Wikborg Rein through the service they provide.

Other relevant stakeholders include authorities, industry organisations, science and education, media, intergovernmental organisations (such as the EU/EEA), local governments and civil society.

Effective stakeholder engagement is essential for understanding our clients' needs and expectations. At Wikborg Rein, we prioritise stakeholder engagement through our regular materiality assessment and regular dialogue with our clients. This engagement allows us to identify material ESG topics, establish ambitious sustainability

targets, monitor and report on our ESG performance, identify areas for improvement, and evaluate the effectiveness of our ESG actions. By actively involving stakeholders, we ensure that our ESG initiatives are relevant, significant, and align with the needs and priorities of our clients, while also generating positive social and environmental impacts.

In late 2022, Wikborg Rein conducted a comprehensive stakeholder dialogue involving selected internal stakeholders (employees, partners, administrative functions) as well as external stakeholder groups. This dialogue took place through interviews and focus groups. A summary from the 2022 stakeholder dialogue is provided in the table below:

SUMMARY FROM THE 2022 STAKEHOLDER DIALOGUE		
Stakeholder group	Expected of Wikborg Rein	Arena for dialogue
Employees	<ul style="list-style-type: none"> ■ Ensure a workplace that promotes diversity, equality, and inclusion as top priorities. ■ Maintain a positive working environment with a low absence rate and low turnover. ■ Address every-day environmental concerns, including sustainable travel practices and effective recycling management. 	<ul style="list-style-type: none"> ■ Internal communication channels (e-mail, intranet, Teams) ■ Webinars and seminars ■ Townhall meetings
Partners (owners)	<ul style="list-style-type: none"> ■ Play a proactive role in fostering a transition to a low-carbon and sustainable future. ■ Prioritise diversity, equality, and inclusion in the workplace. ■ Being on top of ethical aspects and regulation in all operating countries, including in the supply chain. 	<ul style="list-style-type: none"> ■ Internal communication channels (e-mail, intranet, Teams) ■ Webinars and seminars ■ Townhall meetings ■ Partner meetings/lunches
Clients	<ul style="list-style-type: none"> ■ Prioritise diversity, equality, and inclusion in the workplace. ■ Promote a healthy work-life-balance for employees. ■ Enhance transparency, including salary disclosure. ■ Maintain ethical practices and comply with regulations in all operating countries, including the supply chain. 	<ul style="list-style-type: none"> ■ Website ■ Newsletters ■ Direct dialogue (e-mail/ phone) ■ Meetings ■ Webinars and seminars

To foster meaningful engagement with stakeholders, the Company is committed to establishing regular and close dialogue throughout future reporting processes.

OUR MATERIAL TOPICS

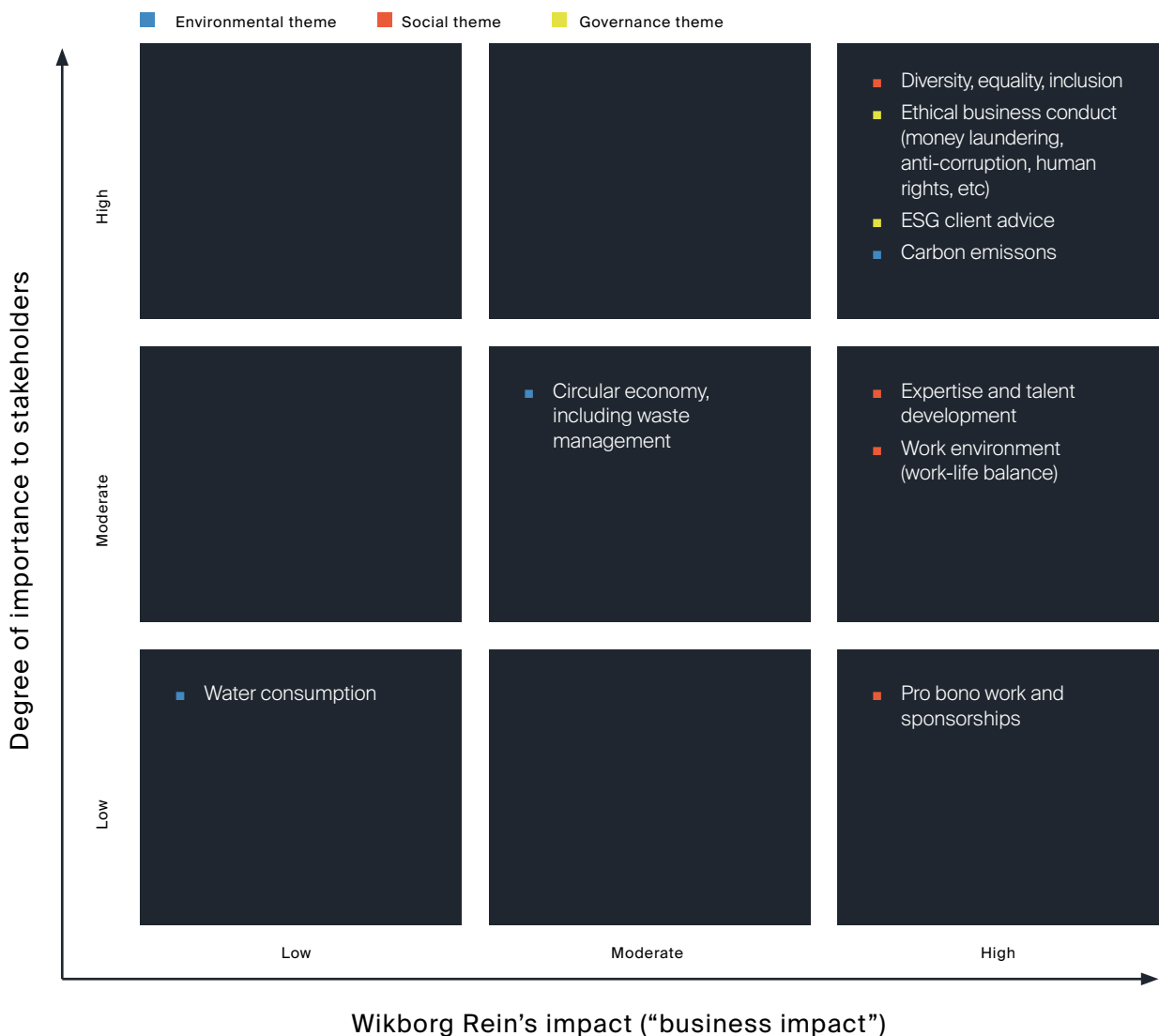
In recent years, sustainability has gained increased attention across industries and from various stakeholder groups. Law firms, including Wikborg Rein, have faced growing scrutiny from stakeholders such as clients, media, and governmental authorities, particularly on social

and governance topics like diversity and inclusion, as well as work-life-balance. However, our industry also has the potential to positively impact people and the planet in a multitude of ways.

In 2022, we conducted a materiality assessment to identify the envi-

ronmental, social and governance topics in which Wikborg Rein can have a significant actual or potential impact. To prioritise these topics, an internal working group convened in a workshop held in late 2022. The outcome of our discussion is presented in the materiality matrix below:

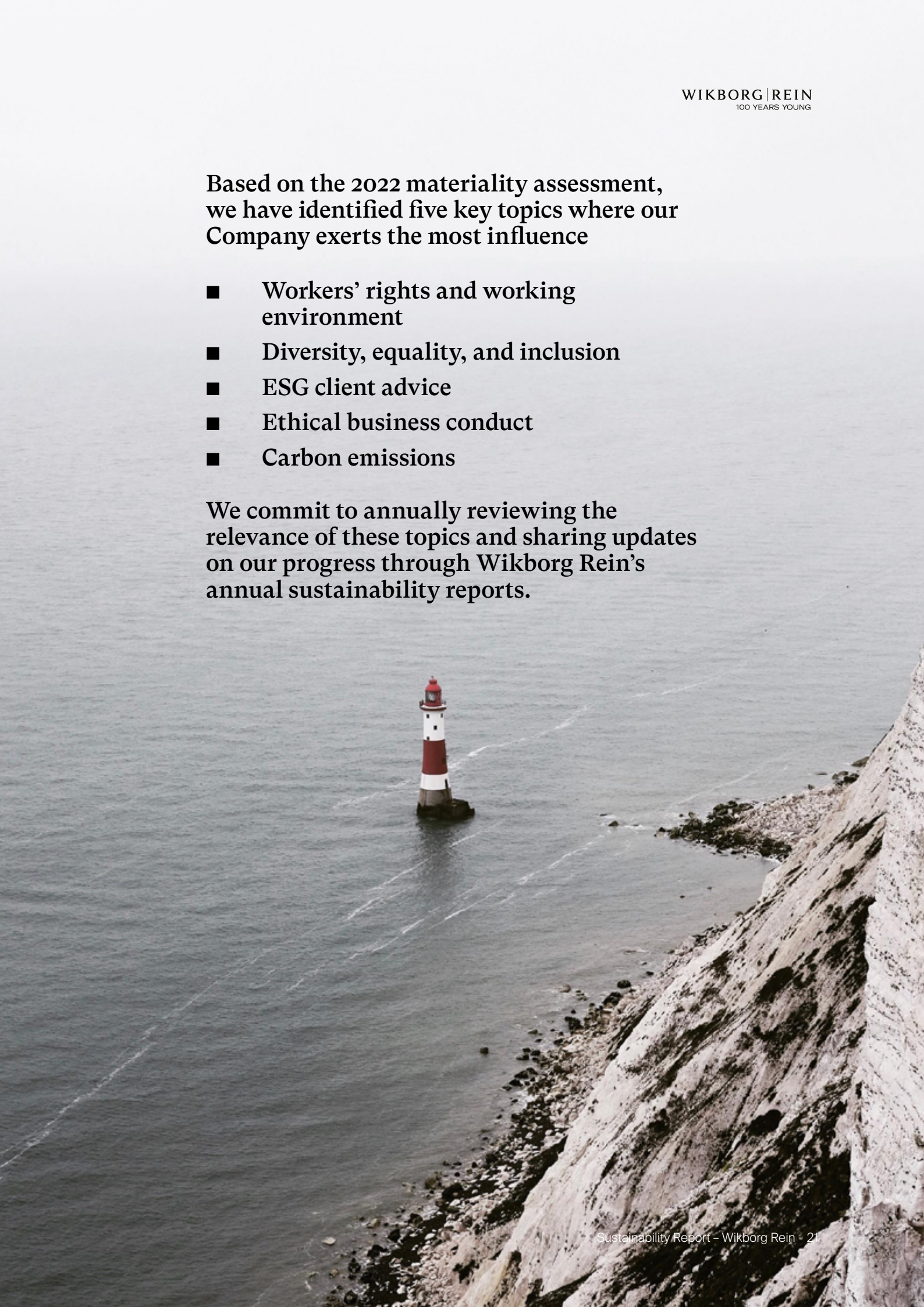
Materiality analysis



Based on the 2022 materiality assessment, we have identified five key topics where our Company exerts the most influence

- **Workers' rights and working environment**
- **Diversity, equality, and inclusion**
- **ESG client advice**
- **Ethical business conduct**
- **Carbon emissions**

We commit to annually reviewing the relevance of these topics and sharing updates on our progress through Wikborg Rein's annual sustainability reports.



Material topics

...som han finner det tjenlig. Til å sitte i statsrådet kan kongen ved overordentlige leiligheter foruten statsrådets sedvanlige medlemmer tilkalle andre
...nar rett til å innkalle tropper, begynne krig, til forsvar av landet og slutte fred, inngå og oppheve forbund, sende og motta sendemenn. Traktater om saker
...velges av Stortinget. I mellomtiden forholles med den utøvende makt etter § 40. C. OM BORGERRET OG DEN LOVGIVENDE MAKT. § 49. Folket utøve
...velges til representant, er pliktig til å motta valget, med mindre han eller hun a) er valgt utenfor det valgdistrikt der vedkommende er stemmeberettiget

...tre dager. § 77. Når en lovbeslutning to på hinanden følgende ganger er bifalt av Stortinget, sendes det til kongen med anmodning om hans sanksjon. V
...stert noen eller ulovlig holdt noen fengslet, står til ansvar for vedkommende. § 95. Enhver har rett til å få sin sak avgjort av en uavhengig og upartis
...ens myndigheter skal iverksette tiltak som gjennomfører disse grunnsetningene. § 113. Myndighetenes inngrep overfor den enkelte må ha grunnlag i
...følgende ed for Stortinget: «Jeg lover og svenger å ville regjere kongeriket Norge i lovmessigstemmelse med dets konstitusjon og lover, så sant hjelpe

Workers' rights and working environment

At Wikborg Rein, we recognise that the success of our law firm heavily relies on the knowledge, skills, and expertise of our workforce. Our employees are our most valuable asset, and their impact on our operations and business success is substantial.





Ensuring a positive working environment is essential for us to thrive as a company. We achieve this by maintaining active dialogue with our employees and employee representatives, as well as establishing policies and clear guidelines to foster an inclusive and supportive workplace. Failing to secure a good working environment can result in actual or potential negative impacts, such as a bad reputation, high turnover, and difficulties in attracting and retaining talent who are crucial to our success.

GUIDELINES

At Wikborg Rein, we operate in accordance with the Norwegian Working Environment Act, and our guidelines for working at our firm are outlined in our comprehensive Employee Handbook. All our employees have signed employment contracts and related documents that clearly state their responsibilities and rights. Our Employee Handbook provides information on working hours, remuneration policies, and other important aspects of employment.

To ensure effective management of our working environment, we have established a Working Environment Committee (WEC) in compliance with the Norwegian Working Environment Act. The WEC comprises representatives from business support, lawyers, and management. Regular meetings are held where a wide range of working environment issues are discussed. Additionally, our lawyers have their own interest body, known as Fullmektigstyre, which addresses lawyer-specific matters such as promotion and remuneration.

Our business support employees also have their own employee representatives who focus on issues related to their working conditions.

FREEDOM OF ASSOCIATION, COLLECTIVE BARGAINING AGREEMENTS, AND EMPLOYEE BENEFITS

In alignment with the Norwegian Working Environment Act, we uphold the principles of freedom of association and the right to engage in collective bargaining agreements. Our Norwegian lawyers are members of the Norwegian Bar Association, which serves as the professional body and interest group for lawyers (advokater) and associates (advokatfullmektiger) in Norway. Additionally, our lawyers in the UK and Singapore are registered with the Solicitors Regulation Authority (SRA) and maintain their practicing status by meeting the SRA's requirements and obligations.

While our employees are not covered by collective bargaining agreements, we strive to offer competitive salaries based on position and responsibilities. We are also in the process of reviewing whether collective bargaining agreements should be applied to our associates.

For our part-time employees working over 20% and employees with contracts of 6 months or more in Oslo, Bergen, and London, we provide a range of employee benefits including life insurance, healthcare, disability and invalidity coverage, parental leave, and retirement provision. Temporary and non-guaranteed hours employees are offered business travel insurance if their contracts do not stipulate more than 6 months.

Wikborg Rein places great importance on providing our workforce with a comprehensive range of training and development initiatives tailored to their specific needs. We understand that investing in growth and development of our employees is crucial for their professional success and contributes to the overall success of our organisation.

Our training and development programmes encompass various areas, including onboarding programmes, ethical training, technology training, mentoring and coaching, internal workshops and knowledge sharing as well as external seminars and conferences. In addition, we conduct annual talks with our employees to discuss topics such as individual performance, career plans, development, and wellbeing. We have established policies and measures for our lawyers specifically, encompassing career management, development opportunities, and initiatives to promote career mobility. Our career plans outline specific goals and areas for improvement, along with corresponding training and development actions to support our employees' professional growth.

By offering comprehensive training and development opportunities, Wikborg Rein aims to nurture the skills and expertise of our employees, attract and retain top talent, and ensure their continuous professional growth and success.

WORKING ENVIRONMENT

We strive to foster a working environment where everyone can thrive and succeed. Our Company culture can be described as 'down-to-earth', emphasising openness, collaboration, and mutual respect. To ensure the well-being and satisfaction of our employees, we regularly conduct employee surveys that cover all employees within our organisation. These surveys include a separate module addressing equality and discrimination. The insights gathered from these surveys enable us to understand the experience and perspectives of our employees, identify areas for improvement, and develop concrete action plans and initiatives.

Based on the latest survey results, we are pleased to see a high degree of engagement and pride among our employees, indicating a positive work environment. Our Employee Net Promoter Score (ENPS) was: 28 (in a scale from -100 to +100), which reflects the likelihood of our employees recommending our organisation as a place to work. Nevertheless, we recognise the importance of continuous improvement and will focus on enhancing feedback mechanisms, stress management, and work-life balance to further enhance the well-being and satisfaction of our employees.

TABLE 1 – EMPLOYEE SURVEY*

KPI	2021	2022
Participation rate (%) working environment survey	78%	Survey every other year
Satisfaction score working environment survey	Engagement: 4,7/6	Survey every other year

HEALTH AND SAFETY

Ensuring the well-being and safety of our employees is a paramount concern for Wikborg Rein. We have implemented robust measures to ensure a healthy and safe working environment for everyone within our organisation.

To proactively address potential health risks, we conducted a comprehensive health and safety risk assessment. This assessment allowed us to identify key areas of concern and implement preventive measures accordingly. Specifically, we have taken steps to address risks related to Repetitive Strain Injury (RSI), stress, and noise exposure. Our employees receive comprehensive training on health and safety risks and best practices, complemented by mandatory health check-ups for all staff members. Remarkably, our absence rate due to illness in 2022 stood at a commendable 3.8 %, significantly below the national average. Moving forward, our objective is to maintain an absence rate below 4%, reinforcing our commitment to employee well-being and safety.

TABLE 2 – HEALTH AND SAFETY*

KPI	2021	2022
Employees that have received health and safety training	12%	15%
Absence due to illness	3.5%	3.8%



We have established a Working Environment Committee (WEC) in compliance with the Norwegian Working Environment Act. The WEC comprises representatives from business support, lawyers, and management.

* Headcount per 31 December 2022

WORKFORCE AND RECRUITMENT

As of 31 December 2022, Wikborg Rein boasts a diverse workforce of 372 individuals, comprising 182 women and 190 men, representing 23 different nationalities across our five international offices.

While the majority of our employees hold permanent positions, there is a limited number of part-time and temporary employees. Temporary employees are typically brought in to cover for permanent employees on leave for reasons such as long-term illness and parental leave, or to handle project-based tasks within specific time-

frames. In 2022, the Company onboarded three workers who were non-employees. There has not been any significant fluctuations in the number of workers who are not employees during the reporting period.

To ensure a continuous flow of talent, we have established a trainee scheme aimed at attracting and nurturing promising students. We are dedicated to achieving gender balance among our trainees and strive to mirror the diversity that exists among the law students. The trainee scheme serves as a crucial recruitment channel for the Company, offering valuable opportunities for professional growth and development.

TABLE 3 – EMPLOYEE CATEGORIES (PARTNERS EXCLUDED)*

Type	Oslo/Bergen	London	Shanghai	Singapore
Permanent employees	Men: 93 (31.7%) Women: 127 (43.3%)	Men: 24 (8.2%) Women: 24 (8.2%)	Men: 6 (2%) Women: 10 (3.4%)	Men: 3 (1%) Women: 6 (2%)
Temporary employees	Men: 8 (72.1%) Women: 1 (9.1%)	Men: 0 Women: 2 (18.2%)	Men: 0 Women: 0	Men: 0 Women: 0
Non-guaranteed hours employees	Men: 2 (40%) Women: 3 (60%)	Men: 0 Women: 0	Men: 0 Women: 0	Men: 0 Women: 0
Part-time employees	Men: 6 (46.2%) Women: 6 (46.2%)	Men: 0 Women: 1 (7.7%)	Men: 0 Women: 0	Men: 0 Women: 0
Full-time employees	Men: 95 (32.7%) Women: 122 (41.9%)	Men: 24 (8.2%) Women: 25 (8.6%)	Men: 6 (2%) Women: 10 (3.4%)	Men: 3 (1%) Women: 6 (2%)
New hires	Men: 31 (47.7%) Women: 18 (27.7%)	Men: 2 (3.1%) Women: 11 (16.9%)	Men: 1 (1.5%) Women: 0	Men: 0 Women: 2 (3.1%)
Turnover	Men: 16% Women: 14%	Men: 1% Women: 9.1%	Men: 4.5% Women: 0%	Men: 7.1% Women: 4.5%
Parental leave	Men: 14 (35.9%) Women: 22 (56.4%)	Men: 2 (5.1%) Women: 0	Men: 0 Women: 0	Men: 1 (2.6%) Women: 0



Goals and targets

- Enhance and solidify our inclusion and supportive “down-to-earth” working environment to promote the success and well-being of all employees.
- Sustain the practice of providing annual health check-ups for all our employees.
- Enforce our proactive measures to prevent stress and repetitive strain injury, ensuring the health and safety of our workforce.
- Strive to maintain an absence rate due to illness below 4%.

* Headcount per 31 December 2022

Diversity, equality, and inclusion

At Wikborg Rein, diversity, inclusion and equality are core values that shape the culture of the firm. We believe that different backgrounds and viewpoints can lead to more innovative and effective problem-solving, better decision-making, and a more comprehensive understanding of clients and their needs.





In recent years, there has been a growing recognition within the legal profession of the importance of diversity and inclusion. Corporate law firms have for a long time been criticised for having a conservative culture when it comes to gender balance in partnerships, salary, and career opportunities for employees with small children. At the same time, clients and legal industry organisations seem to increasingly prioritise diversity when selecting law firms to work with.

Achieving gender balance is important for promoting fairness, diversity, and equal opportunities. Historically, litigation has been predominantly male-dominated. In Wikborg Rein we have launched initiatives to address

this. In partnership with Bahr we have conducted a survey related to arbitration, and established a network for female litigators, in order to further promote inclusivity.

In Wikborg Rein we believe that diversity strengthens us, and inclusivity enables everyone to thrive. We are committed to creating an inclusive environment where everyone feels respected, valued and equal, and can be themselves at work. In order to get a broader understanding of our possible actual or potential negative impacts, an extensive risk assessment of equality and discrimination was carried out in autumn 2022. The assessment revealed no critical risks that require immediate action. Overall, the assessment

showed that Wikborg Rein has good routines and policies in place. However, we acknowledge that there is always more to do. So we are listening, learning and taking meaningful action to continue to make a positive difference in our business and communities.

POLICY COMMITMENT

Our Equal Opportunities and Diversity Policy will be revised in 2023. Important elements in this policy are to ensure equality and diversity in all parts of our business, and actions to promote inclusion of all employees, including employees with disabilities.

The Norwegian Equality and Anti-Discrimination Act sets forth requirements for businesses to uphold with regard to equality and non-discrimination, which of course must be complied with by everyone working for Wikborg Rein and by all of our offices. Our Equality Statement for 2022 covers the Company's offices in Norway (Oslo and Bergen).

Wikborg Rein do not tolerate any form of discrimination with respect to employment and occupation and has a zero-tolerance policy for harassment. Policies and commitments regarding diversity, equality and inclusion is mentioned in our Anti-Discrimination Policy which includes information about discrimination, equality, bullying, harassment, and sexual harassment specifically; our Equality Policy describing the overall objectives for our work to promote equality and prevent discrimination; our ethical guidelines, and our Employee Handbook.

ACTIONS TAKEN

Wikborg Rein's work to promote equality and prevent discrimination is defined as strategically important and an integral and natural part of the management of our business. Human Resources (HR) has the overall responsibility for managing this topic, and works closely with union representatives, the board of trustees and the working environment committee (WEC).

The Company's work on equality is rooted in the Company's strategy and values and includes all grounds for discrimination and all personnel areas such as recruitment, pay and working conditions, promotion, career opportunities, work-life balance, as well as work against harassment, sexual harassment, and gender-based violence.

Our actions to ensure equality and anti-discrimination also includes a strong focus on avoiding discrimination and promote equality and diversity at all stages of the recruitment process, including in job advertisements. During 2022, both our recruitment policy and interview guide have been updated.

Equality and anti-discrimination are also important considerations in the promotion process. To avoid any kind of discrimination, promotions are assessed by a separate committee consisting of a representative

selection of partners, Managing Partner, COO and Head of HR. Similarly, team leaders, HR, business group leaders, the legal committee and the Managing Partner are involved when determining bonuses and salary adjustments.

Based on a survey among our competitors showing that female lawyers take a larger share of internal tasks, Wikborg Rein surveyed the use of internal time throughout 2021 in our own firm. The survey revealed that men and women in Wikborg Rein spent the same amount of time on internal tasks. A new survey will be conducted in 2023.

We regard third-party accreditations and certifications as an important measure to track the effectiveness of our actions. The Company is Eco-Lighthouse certified, thus fulfilling a set of requirements for good routines for follow-up of employees and the working environment. Wikborg Rein has also been granted with the Silver recognition level from EcoVadis. We are also proud to be ranked as the most attractive employer in Universum and Prospera.

Wikborg Rein participates in external initiatives to promote gender equality, such as Equality Check, the Oda Network and the CEO Commitment.



The Company's work on equality is rooted in the Company's strategy and values and includes all grounds for discrimination and all personnel areas [...]

PERFORMANCE

Gender distribution

Wikborg Rein has a good gender balance at most levels, but with room for improvements at partner level. Our

goal is that at least 40% of both genders are represented in partner appointments over a rolling five-year period. In 2022 we had a 50/50 distribution between men and women in the appointment of partners.

TABLE 4 – GENDER DISTRIBUTION IN WIKBORG REIN ACROSS DIFFERENT EMPLOYEE FUNCTIONS AND LOCATIONS*

Gender	Oslo/Bergen	London	Shanghai	Singapore
Organisation total with Partners	Men: 141 Women: 138	Men: 24 Women: 25	Men: 6 Women: 10	Men: 3 Women: 6
Partners	Men: 47 Women: 9	Men: 8 Women: 1	Men: 2 Women: 1	Men: 1 Women: 1
Senior Lawyers / Specialist Counsel / Senior Counsel / Associated Lawyers	Men: 31 Women: 22	Men: 6 Women: 3	Men: 1 Women: 2	Men: 0 Women: 1
Lawyers	Men: 11 Women: 17	Men: 2 Women: 2	Men: 2 Women: 2	Men: 0 Women: 1
Associates	Men: 35 Women: 31	Men: 6 Women: 6	Men: 1 Women: 0	Men: 0 Women: 1
Business Support & Paralegals	Men: 17 Women: 59	Men: 2 Women: 13	Men: 0 Women: 5	Men: 2 Women: 2
Board of Directors	Men: 6 Women: 2	0	0	0

AGE DISTRIBUTION

TABLE 5 – AGE DISTRIBUTION IN WIKBORG REIN ACROSS DIFFERENT EMPLOYEE FUNCTIONS (ALL LOCATIONS)*

Age	Under 30	30-50	Over 50
Organisation total with Partners	Men: 35 Women: 41	Men: 109 Women: 102	Men: 30 Women: 36
Partners	Men: 0 Women: 0	Men: 37 Women: 10	Men: 21 Women: 2
Senior Lawyers / Specialist Counsel / Senior Counsel / Associated Lawyers	Men: 0 Women: 0	Men: 31 Women: 26	Men: 7 Women: 2
Lawyers	Men: 0 Women: 2	Men: 15 Women: 20	Men: 0 Women: 0
Associates	Men: 28 Women: 29	Men: 14 Women: 8	Men: 0 Women: 1
Business Support & Paralegals	Men: 7 Women: 10	Men: 12 Women: 38	Men: 2 Women: 31
Board of Directors	Men: 0 Women: 0	Men: 6 Women: 2	Men: 1 Women: 0

* Headcount per 31 December 2022

PARENTAL LEAVE

Wikborg Rein believes that a more equal distribution of parental leave between the parents is an important contribution to ensuring equal opportunities for development

in general, and career development, regardless of gender. Wikborg Rein encourages all employees to take at least their part of the parental leave and facilitate for the distribution of leave as the individual family wishes for.

TABLE 6 – PARENTAL LEAVE (ALL LOCATIONS)*

KPI	Men	Women
Number of weeks on parental leave in the reporting period	14.5	23.1
Return rate in the reporting period	90%	77%
Retention rate in the reporting period	75%	84%



* Headcount per 31 December 2022

REMUNERATION

Partners in Wikborg Rein share the ownership and profit of the firm and are not employees. Hence, partner compensation is structured differently from salary for employees. Partner compensation in Wikborg Rein is regulated by

a partner agreement. In general, the individual partner compensation will increase year by year from the time a person becomes a partner. Several women are taken up as partners during the last few years, and their share of the total dividend is expected to rise in the years ahead.

TABLE 7 – REMUNERATION NORWAY (Oslo & Bergen)*					
Positions groups	Gender balance		Wage differentials (womens share of mens salary in %)		
	Women	Men	Salary	Bonus	Overtime
Associates	47%	53%	106%	N/A	98%
Senior Associates	62%	38%	102%	102%	N/A
Senior Lawyers / Specialist Counsel	43%	57%	97.5%	50%	N/A
Business Support (no leadership responsibility)	84%	16%	96%	N/A	228%

TABLE 8 – REMUNERATION UK (women's share of men's salary in %)*	
LONDON	
Senior Lawyers / Specialist Counsel	118%
Lawyers	99%
Associates ¹	65%
Business Support	98%

¹ Most women under the Associate category are trainee solicitors or paralegals, which is a lower level than associates in the same category. Most men in the same category are associates. That is why the percentage is low.

TABLE 9 – REMUNERATION ASIA ¹ (women's share of men's salary in %)*	
SHANGHAI	
Organisation total (partners excluded)	120%
SINGAPORE	
Organisation total (partners excluded)	109%

¹ Due to the low numbers of employees working at the Shanghai and Singapore office, we are only providing an organisation total.

NON-DISCRIMINATION AND HARASSMENT

In order to further mitigate and prevent potential negative impacts, Wikborg Rein carries out regular safety rounds and meetings with WEC. The Company has also established a digital whistleblowing channel using MittVarsel, in which employees can report on security concerns, misconduct or such as bullying, sexual harassment and discrimination. Reporting routines have also been updated to ensure safe channels and reporting options for all employees.

Any cases of harassment should be reported to HR or the relevant team leader and handled according to our internal guidelines. In 2023, Wikborg Rein established a whistleblowing channel and have made procedures to

make sure that the reporting routines are well known among all employees.

A remediation procedure is in place for identified cases of discrimination or harassment and is covered in our Equal Opportunities and Diversity Policy. There were no incidents of discrimination reported in 2022.

TABLE 10 – NON-DISCRIMINATION

KPI	2021	2022
Total number of incidents of discrimination during the reporting period	0	0



Goals and targets

- To create a diverse and inclusive environment, we strive to actively recruit from diverse talent pools, and we revise our inclusive policies and practices regularly.
- Our goal is that at least 40% of both genders are represented in partner appointments over a rolling five-year period, and in addition we continue to work with gender balance in leading positions and in the Board.
- Ensure that all employees have read and understood our policies and guidelines on equality and anti-discrimination that have been revised throughout 2022.

ESG client advice

Law firms play a pivotal role in facilitating the transition to a sustainable future for companies and communities. By prioritising ESG matters, law firms can assist clients in aligning their business practices with sustainability goals and ensuring compliance with relevant regulations.



Through their expertise, law firms can actively support and promote sustainable practices, playing a vital role in driving the global transition towards a greener and more sustainable world. This involves providing legal advice on areas such as environmental regulations, sustainable investments, corporate governance, social responsibility, and stakeholder engagement.

In the evolving landscape, legal professionals are assuming a more proactive role in advising on corporate responsibility and sustainability matters. Rather than simply responding to issues as they arise, legal teams are actively involved in integrating ESG risks and opportunities into companies' policies and strategies. By offering comprehensive ESG advice, Wikborg Rein meets the evolving needs of its clients, helping them manage ESG-related risks, comply with regulations, enhance their reputation, and create long-term value. This positions Wikborg Rein as a trusted partner in fostering sustainable and responsible business practices among its clients.

As one of Norway's largest and most international business law firms, Wikborg Rein is well-suited to provide ESG client advice. With teams that have access to a wide range of resources, including industry networks and global insights, Wikborg Rein enhances the quality of its advice. Additionally, ESG matters often transcend national borders, and the firm's relationships with regulatory bodies, industry associations, and stakeholder groups from various countries provides a broader perspective on ESG issues. This global outlook is beneficial in assessing clients' potential liabilities, developing compliance strategies and providing advice on ESG policies and procedures.

ESG client advice was identified as a material topic in Wikborg Rein's materiality assessment due to its potential positive impact on the environment and people. Wikborg Rein recognises that ESG matters are strategic business drivers and aims to create a professional environment offering the most competent advice in this area. By helping clients adopt sustainable practices, comply with ESG regulations, identify risks and opportunities, and promote transparency and accountability, Wikborg Rein contributes to a more sustainable and equitable future. While monitoring the impact of legal ESG advice is challenging, the firm plans to utilise indicators such as national and international rankings, revenue generated by the core ESG team, and media visibility to assess the quality of its ESG advice over the long term.

To address ESG matters effectively, Wikborg Rein has established an ESG compliance team comprising attorneys with expertise in environmental law, social responsibility, corporate governance, and sustainable finance. This team is dedicated to developing expertise in ESG-related legal matters and providing comprehensive guidance to clients. The firm has invested in training and development programmes to ensure its attorneys stay updated on ESG regulations, industry standards, and emerging sustainability trends. This enables

Wikborg Rein to offer clients up-to-date and strategic advice navigating ESG risks and seizing opportunities.

The efforts of Wikborg Rein's ESG compliance team have garnered recognition in international rankings, with the team being ranked as Tier 1 in both Chambers Global and Legal 500. This acknowledgment underscores the firm's commitment to delivering high-quality legal services in the ESG arena.

To provide value to clients, Wikborg Rein follows several principles for delivering high-quality ESG advice:

- **Tailored advice:** The firm ensures that advice provided to clients is tailored to their industry, business model, and sustainability goals.
- **Comprehensive services:** Wikborg Rein offers a range of ESG-related services, including sustainability reporting, ESG due diligence, risk assessments, stakeholder engagement, and more, allowing clients to access the specific services aligned with their sustainability objectives.
- **Sharing best practices:** Leveraging their experience and knowledge of the latest ESG trends, standards, and regulations, the firm shares best practices and insights with clients, helping them stay up-to-date and develop effective and sustainable ESG strategies.
- **Collaborative approach:** Wikborg Rein builds partnerships with other internal disciplines and external ESG service providers, offering clients a comprehensive and seamless 'one-stop-shop' when seeking ESG advice and consultancy.



By offering comprehensive ESG advice, Wikborg Rein meets the evolving needs of its clients, helping them manage ESG-related risks, comply with regulations, enhance their reputation, and create long-term value.



Goals and targets

- Wikborg Rein is committed to actively assisting clients in the transition to a more sustainable future, providing advice that adds value and supports them as they shift to new strategies and business models.
- The firm aims to establish efficient sustainability due diligence procedures across its operations, including in client intake, procurement and our entire value chain.
- Wikborg Rein strives to maintain high scores and rankings that recognises the expertise and commitment of its legal teams in providing first-class ESG advice.

Ethical business conduct

It is the duty of lawyers to uphold justice and prevent injustice. Therefore, ensuring good corporate governance and ethical behaviour throughout our value chain is not only a moral obligation but is also mandated by the ethical rules and legal regulations governing our work. Ethical business conduct is essential for Wikborg Rein to maintain professionalism, foster trust, and mitigate legal and reputational risks.



With global business operations spanning Norway, the UK, Singapore, and China, Wikborg Rein is both directly and indirectly exposed to ethical risks.

As lawyers, we have the ability and responsibility to mitigate such risks and uphold ethical standards. While providing legal advice to clients in various industries, we are committed to not working with clients involved in pornography, drug, or tobacco industries. Moreover, we strongly distance ourselves from any form of forced and compulsory labour, including child labour.

POLICY COMMITMENT

Our principal objective at Wikborg Rein, is that our lawyers and colleagues comply with applicable laws and regulations, and conduct themselves in an ethical, sustainable, and socially responsible manner. This commitment extends to their professional performance as well as their conduct in other aspects of their work. We maintain a zero-tolerance policy towards corruption and strive to promote transparency and integrity in all our endeavours.

Our firm operates in accordance with national and international laws and regulations concerning ethics and anti-corruption, which are reflected in the various regulations governing our activities. Our policy commitment to responsible business conduct is outlined in our Ethical Guidelines. This document articulates our values, work principles, and expectations for personal and business behaviour. Our Ethical Guidelines have been approved by the Board of Directors of Wikborg Rein.

Our Ethical Guidelines establish a regulatory and legal framework within which our employees operate and further outline the expectations the firm has for employees, extending beyond general compliance. All employees of Wikborg Rein, across all of our offices in Norway (Oslo and Bergen), London, Singapore and Shanghai, have been onboarded to the Ethical Guidelines.

Our Ethical Guidelines are based on the Norwegian Bar Association's Code of Conduct for Lawyers, which is part of Norwegian legislation and aligns with international standards, in particular the Council of Bars & Law Societies of Europe's (CCBE) Code of Conduct for European lawyers. In certain areas, we have implemented even stricter rules than those stipulated by the Norwegian Bar Association's Code or applicable legislation.

Wikborg Rein has developed a Supplier Code of Conduct that outlines the ethical, social, and environmental expectations for our suppliers. By adhering to this code, suppliers demonstrate their commitment to responsible

business practices, sustainability, and ethical behaviour. Compliance with the code strengthens the partnership between Wikborg Rein and its suppliers, mitigates risks, and contributes to a more sustainable and ethical supply chain.

Wikborg Rein maintains a zero-tolerance policy against all forms of corruption and money laundering. As lawyers, we have strict obligations under the Norwegian Money Laundering Act. It is crucial for all employees to be familiar with and adhere to the established rules and procedures for anti-corruption, which includes:

- All employees must be aware of the risk of bribery and corruption in any business activity they are involved in, as well as their interactions with third parties.
- If there is any doubt or uncertainty regarding a business relationship, employees should discuss it with their manager or the R&Q partner.
- If a breach of the rules and procedures for anti-corruption is suspected, all employees are encouraged to report this promptly in accordance with our notification procedures.



Our principal objective, at Wikborg Rein is that our lawyers and colleagues comply with applicable laws and regulations, and conduct themselves in an ethical, sustainable, and socially responsible manner.

OUR POLICIES:

- [Ethical Guidelines](#) (Norwegian)
- [Supplier Code of Conduct](#)
- [Anti-bribery Policy](#)
- [Declaration of Anti-discrimination](#)
- [Whistleblowing Policy](#)
- [Equality Statement 2022](#) (Norwegian)

ACTIONS TAKEN

We continuously assess our operations for risks and ensure ethical practices throughout our client engagements. Before entering into contracts, new clients undergo evaluation through our Client Intake programme. The approval process involves multiple levels, taking into consideration not only business factors, but also ethical and reputational considerations relating to the client and the services anticipated.

As part of our Client Intake process, we conduct evaluations and risk assessments before entering assignments with clients and contracts with suppliers. This involves gathering information directly from the client, conducting web-based searches, and utilising databases and similar resources. In certain cases, additional information may be gathered, especially when entering into contracts with clients or in countries where the risk of corruption is perceived to be higher, as indicated by the Transparency International Index.

MONEY-LAUNDERING, ANTI-CORRUPTION AND ANTI-COMPETITIVE PRACTICES

To prevent money laundering, we have implemented comprehensive regulations. Our digital Client Intake system ensures the collection and secure storage of all necessary information. Additionally, we have established a dedicated team of highly trained staff who focus solely on addressing money laundering issues.

Moreover, we have developed our own anti-corruption programme to further strengthen our commitment to ethical business conducts. Our Ethical Guidelines explicitly address our policy regarding fraud and anti-competitive practices, providing clear guidelines for our employees to follow.

TABLE 11 – ANTI-CORRUPTION

KPI	2021	2022
Total number and percentage of operations assessed for risks related to corruption	N/A	N/A
Total number and nature of confirmed incidents of corruption	0	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violation related to corruption	0	0
Public legal cases regarding corruption brought against the organisation or its employees during the reporting period	0	0

A core value for lawyers is maintaining independence and ensuring that our advice remains unaffected by any conflicting interests. Therefore, we have implemented extensive systems to avoid any occurrence of conflict of interest in our client relationships. We have a dedicated partner responsible for handling potential conflict situations, emphasising our commitment to impartiality.

To further safeguard the integrity of our work, we have taken additional measures to ensure that our employees are not influenced by other interests in their work while serving our clients. Our internal rules go beyond the general requirements of the Bar Association, prohibiting employees from trading in securities. Specifically in relation to our M&A activities, we have established internal systems to prevent any risk of insider trading. Additionally, we have implemented a specific approval procedure for sensitive transactions such as gifts and travel, to ensure compliance.

The ultimate responsibility for the firm's compliance with ethical rules and anti-corruption efforts lie with our Board of Directors. We have appointed a Risk & Quality Partner who oversees ethical issues and reviews internal regulations, ensuring ongoing compliance. It is expected that all employees are familiar with the Bar Association's Code of Conduct for Lawyers as well as Wikborg Rein's own Ethical Guidelines, and they are expected to conduct their profession accordingly. The partner assigned to each matter holds the ultimate responsibility for complying with ethical rules prescribed by law. Furthermore, our Company and all the lawyers are subject to monitoring and potential oversight by the Norwegian Supervisory Council for Legal Practice.

COMMUNICATION AND TRAINING

Compliance with laws and regulations is paramount for Wikborg Rein’s employees and upon joining us, they are informed about our Ethical Guidelines and Anti-corruption Policy. There has been no instances of non-compliance with laws and regulations during the reporting period. To promote understanding and

adherence to these principles, regular ethical training is provided to our employees and partners. Additionally, a two-hour introductory ethics course is conducted annually for new associates. In 2022, this training was attended by 44 employees, reinforcing our commitment to upholding ethical standards throughout our organisation.

TABLE 12 – COMMUNICATION AND TRAINING ON ETHICS AND ANTI-CORRUPTION

KPI	Norway	UK	Asia
Total number and percentage of Board members that Wikborg Rein’s anti-corruption policies and procedures have been communicated to	100%	100%	100%
Total number and percentage of employees that Wikborg Rein’s anti-corruption policies and procedures have been communicated to	100%	100%	100%
Total number and percentage of business partners that Wikborg Rein’s anti-corruption policies and procedures have been communicated to	0	0	0
Total number and percentage of Board members that have received training on anti-corruption	100%	100%	100%
Total number and percentage of employees that have received training on anti-corruption	100%	100%	100%



HUMAN RIGHTS

Wikborg Rein firmly supports and upholds internationally proclaimed human rights, ensuring that we are not complicit in any human rights abuses. Our commitment to human rights is reflected in our adherence to laws and regulations governing human rights in all countries where we operate. As a member of the UN Global Compact, we actively integrate human right principles into our operation.

To ensure compliance, we adhere to national and international laws and regulations pertaining to human rights, such as the Human Rights Act, the Modern Slavery Act, ILO conventions, OECD guidelines for multinational enterprises, and the Norwegian Transparency Act. The Act shall promote enterprises' respect for fundamental human rights and decent working conditions in connection with the production of goods and the provision of services and ensure the general public access to information regarding how enterprises address adverse impacts on fundamental human rights and decent working conditions. Our commitment to provide for remediation of negative impacts, and our approach to identify and address grievances, are described in the Statement. For detailed information on our work with the Norwegian Transparency Act, please refer to the [Human Rights and Transparency Act statement available here](#).

Our employees in Norway and Shanghai follow the guidelines of the Norwegian Bar Association and the Norwegian Code of Conduct for lawyers, where lawyers' responsibilities towards human rights is explicitly addressed. In the UK and Singapore, our lawyers operate in accordance with the principles set by the Solicitors Regulation Authority (SRA), which includes the support for the 1998 Human Rights Act.

In addition to our internal practices, we actively contribute to the promotion and respect of human rights through the legal advice and counselling we provide to our clients on a day-to-day basis. Furthermore, we engage in public debates, host seminars, webinars, and provide free or discounted legal advice to individuals in need and companies, including start-ups. In 2022, our lawyers dedicated over 2000 hours to such projects.

To ensure compliance and ethical practices, our Managing Partner, along with the Finance Department (Case Controllers) and our Risk and Quality Partner, bear the ultimate responsibility for preventing human rights violations and unethical business practices within our Company. Before entering into contracts, partners evaluate potential clients, considering human rights aspects. We conduct assessments to evaluate both suppliers and clients specifically regarding forced and compulsory labour, and regularly review existing client relationships to assess associated risks.

INFORMATION SECURITY

The importance of information security cannot be emphasised enough and we prioritise the protection of client confidentiality, compliance with legal and ethical obligations, risk mitigation of data breaches, and safeguarding of our reputation. To achieve these objectives, we have robust policies and measures in place to prevent information security breaches. This includes conducting risk assessments, providing employee awareness training, and implementing a due diligence programme for third parties. We take various measures to protect third-party data and ensure stakeholder consent for the processing, sharing, and retention of confidential information.

In addition, our control procedures audits play a vital role in preventing information security breaches. In the event of a breach, our Incident Response Procedure (IRP) is promptly activated to ensure a swift and effective response. This enables us to mitigate potential damages and take necessary remedial actions.

TABLE 13 – INFORMATION SECURITY

KPI	Norway	UK	Asia
Total number of substantiated complaints received concerning breaches of customer privacy	0	0	0
Total number of identified leaks, thefts, or losses of customer data	0	0	0

Goals and targets

- Exemplify unwavering commitment to integrity by meticulously adhering to legal and ethical requirements across all aspects of the firm's operations, encompassing client representation, internal policies and stakeholder interactions.
- Consistently engage in pro bono work and community service initiatives to bolster access to justice, make positive contributions to society, and uphold the principles of the rule of law.
- Uphold the highest standards of client information security and confidentiality, nurturing trust and instilling confidence in the firm's capacity to foster trust and confidence in the firm's ability to handle sensitive legal matters.

Carbon emissions

The involvement of law firms in shaping the legal and regulatory landscape to foster a transition to a low-carbon and sustainable future is of utmost importance. While our primary focus is to provide legal services, Wikborg Rein acknowledges the need to address our own environmental footprint. Over the years, we have implemented various measures to reduce our emissions.



As an international law firm with offices and clients worldwide, our office spaces require electricity for heating, lighting, cooling, and other operational needs. However, our most significant impact on the environment stems from indirect emissions resulting from business travel, primarily by car or plane. Additionally, our legal work involves paper usage, which can contribute to carbon emissions associated with paper production and waste management.

POLICY COMMITMENT

At Wikborg Rein, we are committed to taking a precautionary approach to environmental challenges and to promote greater environmental responsibility. Our overarching objective is to integrate sustainability into all aspects of our operations while continually raising awareness to enhance environmental performance. We have implemented several green measures into our daily operations, such as waste separation and sourcing from suppliers that offer environmentally friendly options.

To further reduce our environmental footprint, Wikborg Rein has obtained the Eco-Lighthouse certification, which is Norway's most widely recognised environmental management system. Certified by the ISO-9001:2015 standard, the Eco-Lighthouse Foundation certification covers areas, including waste management and recycling, sustainable consumption, and reduction of energy consumption of lighting systems.

ACTIONS TAKEN

Carbon accounting

In 2019, we commenced carbon accounting as a fundamental tool to better understand and describe our actual environmental impact, mitigate climate risks, and improve our environmental efforts. Wikborg Rein's Annual Carbon Accounting Report, compiled with assistance from CEMAsys, follows the internationally recognised standard developed by the Greenhouse Gas Protocol Initiative (GHG Protocol). This standard, also the basis for the ISO standard 14064-I, enables us to measure greenhouse gas emissions comprehensively. The report includes CO₂ equivalents (CO₂e) for gases such as CO₂, CH₄, N₂O, SF₆, NF₃, HFC and PFC gases.

Our Carbon Accounting Report provides an overview of the Company's GHG emissions on a group level, incorporating data from both external and internal sources. It covers emissions from Scope 1, 2, and 3 categories. Scope 1 encompasses direct greenhouse gas emissions from sources under our control, while Scope 2 represents indirect greenhouse from purchased electricity, heat, or steam consumption. Scope 3 covers all other indirect greenhouse gas emissions occurring in our value chain, including purchased goods and services, business travel, employee commuting, and waste disposal. For Wikborg Rein, Scope 3 emissions are the most significant focus.

In our 2022 report, we expanded the range of Scope 3 emission categories from Wikborg Rein's value chain.

Data has been obtained from our offices in Oslo, Bergen, London, Shanghai and Singapore, with 2019 serving as our base year. All emissions data are based on all known emissions, using the operational control method.

PERFORMANCE

In 2022, Wikborg Rein's total CO₂ emissions amounted to 716.2 tons, representing a significant increase of 228% compared to the previous year. The primary reason for this substantial increase is largely attributed to the impact of the Covid-19 pandemic, which resulted in minimal travel in both 2020 and 2021. Additionally, the expansion of our Scope 3 reporting categories has allowed for more accurate emission reporting. New reporting categories introduced in 2022 include "purchased goods and services", "upstream transport" and "energy production". Furthermore, the growth in our employee base has also contributed, to some extent, to the rise in emissions.

Scope 1 emissions for Wikborg Rein are associated with the use of fossil fuels for transportation, specifically owned and leased cars. In 2022, this accounted for 20.8 tons of CO₂e. It is important to note that only the Shanghai office utilises such cars.

Scope 2 emissions for Wikborg Rein pertain to the consumption of electricity and heating/cooling in locations where the Company has operational control, including owned and rented buildings/premises. In 2022, the total electricity consumption across all offices amounted to 1051.3 MWh. Additionally, district heating was utilised for heating the offices in Oslo and Bergen. The total emissions associated with electricity and district heating consumption was 69.8 tons of CO₂e using the location-based method (230.0 tons of CO₂e using the market-based approach). The emission factors utilised in CEMAsys for electricity are based on national gross electricity produc-



At Wikborg Rein, we are committed to taking a precautionary approach to environmental challenges and to promote greater environmental responsibility.

tion mixes from International Energy Agency’s statistics (IEA Stat). The Nordic mix factor covers production from Sweden, Finland, Norway and Denmark, reflecting the common Nordic market area (Nord Pool Spot). Factors for district heating are based on actual (local) production mixes or average IEA statistics.

Scope 3 emissions for Wikborg Rein encompass business travel, waste generation, employee commuting, purchased goods and services, as well as upstream transport and energy production. In total, Scope 3 emissions reached 625.6 tons of CO₂e.

TABLE 14 – MARKET-BASED EMISSIONS 2022

Category	Unit	2022
Electricity sum (Scope 2) with market based calculations	tCO ₂ e	227.3
Scope 2 sum with market based electricity calculations	tCO ₂ e	230.0
Scope 1+2+3 Total with market based electricity calculations	tCO ₂ e	876.5

TABLE 15 – EMISSIONS (LOCATION-BASED)

	2020	2021	2022
Scope 1	29.5 tCO ₂ e	18.1 tCO ₂ e	20.8 tCO ₂ e
Scope 2	87.9 tCO ₂ e	66.0 tCO ₂ e	69.8 tCO ₂ e
Scope 3	139.4 tCO ₂ e	134.2 tCO ₂ e	625.6 tCO ₂ e

CASE: USING TECHNICAL SOLUTIONS TO PROMOTE SUSTAINABILITY

In addition to employee awareness and engagement, the adoption of various technical solutions can make a significant contribution to reducing emissions and promoting sustainability. Wikborg Rein has made substantial progress in implementing innovative technologies in recent years, with the aim of minimising business travel for employees. We have leveraged tools such as Skype for Business and Teams to facilitate remote communication and collaboration, thereby reducing the need for physical travel whenever possible.

Moreover, we have developed a range of digital solutions that we now offer our clients, such as:

- Client Portal
- Digital onboarding solutions for clients (together with PSA Consulting)
- WR Collab
- Digital templates and document automation
- AI tool (to review contracts with clients and structure large amounts of documentation)
- eDiscovery tools (typically used for major investigations and in competition cases)
- Digital proofreading
- Digital project management (digital project plan, timeline and project reporting)

By adopting these tools, we enable better communication, flexible processes, and streamlined project implementation. These advancements benefit both our firm and clients, resulting in increased efficiency, improved quality and reduced environmental impact.

Goals and targets

- We are committed to reducing our carbon emissions and will make every effort to achieve significant reductions. To achieve this, we will continue our collaboration with CEMAsys to enhance our carbon accounting capabilities, enabling us to accurately measure emissions from all our activities, track progress, and establish realistic targets.
- We strongly encourage our employees to opt for sustainable transportation options such as public transport, carpooling, cycling, or walking when commuting to work or attending meetings.
- We aim to expand the number of Scope 3 categories in our carbon reporting to provide for a more comprehensive and detailed picture of our carbon emissions.
- We prioritise green procurement practices by giving preference to environmentally friendly products and services, such as energy-efficient office equipment, recycled paper, and sustainable office supplies.
- We are committed to monitoring and enhancing our waste management practices, with a particular focus on reducing waste, including food waste.

Summary of goals and targets 2023

WORKERS' RIGHTS AND WORKING ENVIRONMENT

- Enhance and solidify our inclusion and supportive “down-to-earth” working environment to promote the success and well-being of all employees.
- Enforce our proactive measures to prevent stress and repetitive strain injury, ensuring the health and safety of our workforce.
- Sustain the practice of providing annual health check-ups for all our employees.
- Strive to maintain an absence rate due to illness below 4%.

DIVERSITY, EQUALITY, AND INCLUSION

- To create a diverse and inclusive environment, we strive to actively recruit from diverse talent pools, and we revise our inclusive policies and practices regularly.
- Our goal is that at least 40% of both genders are represented in partner appointments over a rolling five-year period, and in addition we continue to work with gender balance in leading positions and in the Board.
- Ensure that all employees have read and understood our policies and guidelines on equality and anti-discrimination that have been revised throughout 2022.

ESG CLIENT ADVICE

- Wikborg Rein is committed to actively assisting clients in the transition to a more sustainable future, providing advice that adds value and supports them as they shift to new strategies and business models.
- The firm aims to establish efficient sustainability due diligence procedures across its operations, including in client intake, procurement and our entire value chain.
- Wikborg Rein strives to maintain high scores and rankings that recognise the expertise and commitment of its legal teams in providing first-class ESG advice.

ETHICAL BUSINESS CONDUCT

- Exemplify unwavering commitment to integrity by meticulously adhering to legal and ethical requirements across all aspects of the firm’s operations, encompassing client representation, internal policies and stakeholder interactions.
- Consistently engage in pro bono work and community service initiatives to bolster access to justice, make positive contributions to society, and uphold the principles of the rule of law.
- Uphold the highest standards of client information security and confidentiality, nurturing trust and instilling confidence in the firm’s capacity to foster trust and confidence in the firm’s ability to handle sensitive legal matters.

CARBON EMISSIONS

- We are committed to reducing our carbon emissions and will make every effort to achieve significant reductions. To achieve this, we will continue our collaboration with CEMAsys to enhance our carbon accounting capabilities, enabling us to accurately measure emissions from all our activities, track progress, and establish realistic targets.
- We strongly encourage our employees to opt for sustainable transportation options such as public transport, carpooling, cycling, or walking when commuting to work or attending meetings.
- We aim to expand the number of Scope 3 categories in our carbon reporting to provide a more comprehensive and detailed picture of our carbon emissions
- We prioritise green procurement practices by giving preference to environmentally friendly products and services, such as energy-efficient office equipment, recycled paper, and sustainable office supplies.
- We are committed to monitoring and enhancing our waste management practices, with a particular focus on reducing waste, including food waste.

GRI Content Index

Wikborg Rein has reported in accordance with the GRI Standards for the reporting period 1 January to 31 December 2022.

Disclosure	Disclosure description	Reference	Omission
GRI 2 – General Disclosures 2021			
1. The organisation and its reporting practices			
2-1	Organisational details	This is Wikborg Rein	
2-2	Entities included in the organisation's sustainability reporting	About this report	
2-3	Reporting period, frequency and contact point	About this report	
2-4	Restatements of information	About this report	
2-5	External assurance	About this report	
2. Activity and workers			
2-6	Activities, value chain and other business relationships	This is Wikborg Rein, Partnerships	
2-8	Workers who are not employees	Workforce and recruitment	
3. Governance			
2-9	Governance structure and composition	Governance structure and composition	
2-10	Nomination and selection of the highest governance body	Governance structure and composition, Conflicts of interest	
2-11	Chair of the highest governance body	Governance structure and composition	
2-12	Role of the highest governance body in overseeing the management of impacts	Roles and responsibilities	
2-13	Delegation of responsibility for managing impacts	Roles and responsibilities	
2-14	Role of the highest governance body in sustainability reporting	Roles and responsibilities	
2-15	Conflict of interest	Conflicts of interest	

Disclosure	Disclosure description	Reference	Omission
2-16	Communication of critical concerns	Conflicts of interest	
2-17	Collective knowledge of the highest governance body	Evaluation and remuneration	
2-18	Evaluation of the performance of the highest governance body	Evaluation and remuneration	The Company does not describe actions taken in response to the evaluations of the highest governance body in overseeing the management of the organisation's impacts on the economy, environment and people.
2-19	Remuneration policies	Evaluation and remuneration	
2-20	Process to determine remuneration		N/A: The Board does not receive any remuneration.
2-21	Annual total compensation ratio		The Company does not report the ratio or percentage increase of the annual total compensation for the organisation's highest paid individual to the median annual total compensation for all employees.

4. Strategy, policies and practices

2-22	Statement on sustainable development strategy	Letter from our managing partner	
2-23	Policy commitments	Ethical business conduct (several chapters)	
2-24	Embedding policy commitments	Policy commitment, Actions taken	
2-25	Processes to remediate negative impacts		The Company does not explain whether and how stakeholders are involved in the design, review, operation and improvement of the grievance mechanism, or how the Company tracks the effectiveness of the grievance mechanism.
2-26	Mechanisms for seeking advice and raising concerns	Conflicts of interest, Communication and training	
2-27	Compliance with laws and regulations	Ethical business conduct, communication and training	
2-28	Membership associations	Partnerships, Membership associations, Diversity, equality, and inclusion (Actions taken), Sustainability at Wikborg Rein	

5. Stakeholder engagement

2-29	Approach to stakeholder engagement	Our stakeholders	
2-30	Collective bargaining agreements	Worker's rights and working environment (Guidelines)	

Disclosure	Disclosure description	Reference	Omission
Material topics			
3-1	Process to determine material topics	Our material topics, Our stakeholders	
3-2	List of material topics	Our material topics	
GRI 3: Material topics 2021			
Worker's rights and working environment & diversity and inclusion			
3-3	Management of material topics	Worker's rights and working environment, Our stakeholders	
GRI 401: Employment			
401-1	New employee hires and employee turnover	Workforce and recruitment	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Worker's rights and working environment (Guidelines)	
Own KPI			
KPI	Employee survey participation rate	Table 1: Employee survey	
KPI	Health and safety training	Table 2: Health and safety	
KPI	Parental leave	Table 6: Parental leave (all locations)	
GRI 405: Equality and diversity			
405-1	Diversity of governance bodies and employees	Table 4: Gender distribution in Wikborg Rein, across different employee functions and locations, Table 5: Age distribution in Wikborg Rein, across different employee functions (all locations).	
405-2	Ratio of basic salary and remuneration of women to men	Table 7-9: Remuneration	
GRI 406: Non-discrimination			
406-1	Incidents of discrimination and corrective actions taken	Table 10: Non-discrimination	
Ethical business conduct			
3-3	Management of material topics	Ethical business conduct, Our stakeholders	

Disclosure	Disclosure description	Reference	Omission
GRI 205: Anti-corruption			
205-2	Communication and training on anti-corruption policies and procedures	Table 12: Communication and training on ethics and anti-corruption	The Company does not report in figures in addition to percentage, and some categories are missing.
205-3	Confirmed incidents of corruption and actions taken	Table 11: Anti-corruption	
Own KPI			
KPI	Information security	Table 13: Information security	
Carbon emissions			
3-3	Management of material topics	Carbon emissions, Our stakeholders	
GRI 305: Emissions			
305-1	Direct (scope 1) GHG emissions	Carbon emissions	
305-2	Energy indirect (scope 2) GHG emissions	Carbon emissions	
305-3	Other indirect (scope 3) GHG emissions	Carbon emissions	
ESG advising clients			
3-3	Management of material topics	ESG client advice, Our stakeholders	
Own KPI			
KPI-3	Comprehensive ESG-related services	ESG client advice	

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