



VINGE

Sustainability Report

2025

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Highlights of 2025

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HIGHLIGHTS OF 2025

Vinge was named Swedish M&A Firm of the Year for the third year running, AI and Information Security in Focus where Vinge has played a central role in the AI Regulation Inquiry, The Diversity Programme and our goals for greater gender equality. Read more about this year's highlights on page 11.

50% – FOR GENDER EQUALITY
 Ambitious goals drive us forward. Therefore, we have set ourselves the goal: 50% of all elected partners and counsels shall be women so that we achieve equality over the long term.
 Read more on page 13, 17, 23, 27.



23

50%

Clauses for reduced climate impact

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CLAUSES FOR REDUCED CLIMATE IMPACT

Our clients have the opportunity to include contractual clauses that add a firmer commitment to combating global warming. Read more on page 15.

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THE SEAT

A custom-made chair symbolises our dedication to new employees via a seat in Vinge's management team. See "The Seat" at vinge.se/theseat.

Integrating
responsible
business
throughout the
value chain

The world around us is changing fast. Geopolitical tensions, new regulations and rising expectations around sustainable business are placing higher demands on the business community than ever before. In this complex reality, qualified advice becomes a crucial factor in navigating correctly – and this is where we, as a business law firm, have a central role to play.

Vinge's mission extends beyond ensuring regulatory compliance. We are a partner in the transformation, helping our clients identify opportunities, manage risks and make sustainable business decisions. Through our expertise and industry knowledge, we contribute to creating long-term value for both companies and society.

”We are a partner in the transformation, helping our clients identify opportunities, manage risks and make sustainable business decisions.”

Sustainability is an integral part of our business. Through our legal expertise, we help our clients navigate complex challenges and achieve their goals. At the same time, we also place our focus internally on the areas where we have the greatest impact. We also engage in community-building initiatives and collaborations where our expertise can contribute to the development and growth of companies, organisations and individuals.

For us, responsible business means acting ethically, nurturing our relationships, being a responsible employer and actively contributing to a well-functioning society.

This report is part of our work towards greater transparency and responsibility. Here we present our progress, our challenges and our view on the future of sustainable business law.

A Word from Our Managing Partner

For us, sustainability is not just an ambition, but a natural part of our everyday life. We take a conscious and long-term approach to our responsibility. At Vinge we want to contribute to a better present and future through responsible decisions and sustainable solutions. These are two crucial conditions for continuing to build a prosperous and relevant business.

“My goal as Managing Partner is to strengthen our position as a leading business law firm in the Nordics and, at the same time, to generate success for our clients through long-term sustainable advice.”



The year has been marked by geopolitical tensions and economic uncertainty in the world around us. It is more important than ever before for us to act as a stable force for our clients as they navigate complex regulatory frameworks and new legislation. We are proud that, over the past year, we have strengthened our position as one of the leading law firms in the Nordic region and climbed the rankings of leading international ranking agencies, which are based on extensive research and interviews with clients, industry peers and industry experts. Our clients have also given us higher ratings in surveys in our home market. We are proud that our teamwork and our commitment to continuous improvement have been driving us forward and strengthening the trust our clients place in us. For us, this is confirmation that we are on the right track and that we are providing the support and partnership our clients are looking for.

Our strategic direction is clear – we aim to provide responsible advice, be a leading employer and, in general, act as a positive force in society. By promoting sustainable business, we are helping to build a prosperous Swedish business community – as well as society at large. As industry leaders, we are aware of the responsibility that comes with our position. We thus strive to serve as role models and to be conscious in our actions, for example, by promoting diversity and an equal business community.

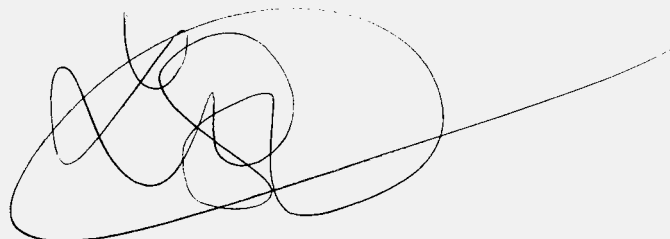
At the same time, we realise that there is always more to do. Navigating a changing world requires both innovation and strategic flexibility. We see these challenges as opportunities to grow, learn and develop our processes – so that we can stay one step ahead.

We will continue to challenge ourselves, collaborate with our stakeholders and take responsibility for our impact. My goal as Managing Partner is to strengthen our position as a leading business law firm in the Nordics and, at the same time, to generate success for our clients through long-term sustainable advice.

As a member of the UN Global Compact, we stand by our commitment to following the ten principles in human rights, labour law, the environment and anti-corruption. We look forward with confidence and commitment to our sustainability work, in line with Agenda 2030 and the UN's global goals for sustainable development.

This sustainability report constitutes our Communication on Progress and reflects the progress we are making towards a sustainable future.

Louise Brorsson Salomon
Managing Partner, CEO Vinge

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

About Vinge

Vinge is one of the leading full-service business law firms in the Nordics, with approximately 550 employees. We are located in Stockholm, Gothenburg, Malmö and Brussels. Responsiveness, the ability to handle urgent needs and deep industry knowledge are all things our clients value about what we deliver.

With reason

As a full-service law firm, we are trusted by many of our clients with all their legal matters. Operating as a full-service firm allows us to quickly assemble a team of experts tailored to a specific matter or further reinforce the existing team by bringing in key individuals when needed.

Our vision: leading the way in business for the better

Vinge's vision is to lead the way in business for the better. In our strategy, our clients and employees are our top priorities and our initiatives at both the group and individual levels are underpinned by proactive business development, with the aim of driving Swedish business forward in line with our clients' expectations.

*Our vision is to lead the way
in business for the better.*

Sustainability at Vinge

Our sustainability work is based on internationally accepted standards for responsible business operations. Since 2018, Vinge has been a member of the UN Global Compact and complies with the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, and with other relevant regulatory frameworks.

Our sustainability work focuses on the issues that are most relevant to our business and where we can have the greatest impact. Vinge's sustainability work is divided into three focus areas:



In 2024, our aim was to adapt our reporting format in line with the Corporate Sustainability Reporting Directive (CSRD). At the start of the year, we were still preparing for sustainability reporting under the CSRD, but we decided to pause this work and await clearer guidelines when the EU amended the scope of the directive. We have decided to hold off on changing our reporting format until the EU has updated the directive for companies of Vinge's size. Regardless of the format of our reporting, we look forward to continuing dialogues with our stakeholders and ensuring that our strategic work remains relevant. It is important to us to drive our development in line with our clients' expectations, whilst focusing on our greatest negative impact and on how we can enhance our positive impact.

Vinge and the Sustainable Development Goals

We take account of Agenda 2030 and the UN's 17 Global Goals for Sustainable Development in both our strategic sustainability work and in our consulting. On the basis of our own operations, we have identified the following goals as areas where we can make the most impact:

Goal 3 Good Health and Well-being: We aim to provide a good working environment and for our employees to enjoy good health and well-being. Together with health and safety representatives from each of our offices, we focus on health issues in systematic health and safety groups, and we work continuously to promote activities and initiatives which encourage a healthy lifestyle.

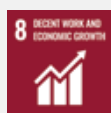
Goal 5 Gender Equality: For us, it is self-evident that every employee be given the same conditions in which to thrive and succeed at work. We have been actively working on equality issues for many years. We strive towards equal gender distribution in all practice areas, project groups and other collaboration forums, and we have a concrete target in place to increase the number of female partners and counsels at Vinge. We also work in a variety of ways to highlight gender equality issues in business more generally.

Goal 8 Decent Work and Economic Growth: We strive to ensure that our employees have good employment terms and conditions and to create the preconditions for a good working environment – one in which each employee can develop according to their individual circumstances.

Goal 13 Climate Action: We strive to reduce our adverse climate impact and to focus our environmental and climate initiatives on the supply chain and the transportation of the goods and services we purchase, as well as on our employees' business travel and the running of our business premises. We consider these to be our main impact areas. We also support our clients in their work to reduce their negative climate impact.

Goal 16 Peace, Justice and Strong Institutions: Through our operations, we work to promote a positive climate for companies and individuals. We believe that the advice we give plays a significant role in promoting responsible entrepreneurship and contributing to upholding the rule of law, thereby allowing us to create lasting business and social benefits. At the same time, we have an extensive and proud history of social engagement.

Goal 17 Partnerships for the Goals: We cooperate with a number of other partners in relation to the exchange of knowledge and other areas, and this facilitates the implementation of the UN Global Sustainable Development Goals. Our social engagement is based on collaboration and we believe that we can use our skills and expertise to contribute to the growth and development of society, organisations and individuals.



The UN Global Compact's 10 Principles

As a member of the UN Global Compact, we take account of the ten defined principles and report annually on our sustainability work in what is called our Communication on Progress.

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery



Highlights of 2025

Swedish M&A Firm of the Year 2025 – for the third year running

In December 2025, Vinge was named Swedish Law Firm of the Year at the Mergermarket European M&A Awards in London. This was the third consecutive year that the firm was awarded the prize, marking the longest consecutive winning streak across all 23 of Mergermarket's award categories. In total, Vinge has received the award nine times over the past eleven years.

In 2025, for the third year running, Vinge topped Mergermarket's annual rankings of Swedish corporate law firms specialising in M&A, in terms of both the number of transactions completed and total transaction value. During the year, Vinge was engaged in 176 transactions with a total value of just over SEK 355 billion, which is 45 per cent more than the previous year.

This demonstrates the strength of our full-service offering and our ability to combine cutting-edge legal expertise with an understanding of our clients' commercial circumstances.

AI and Information Security in Focus

Innovation is an important part of our work, and a strategic priority for us. Being at the *balanced forefront* of innovation and legal tech, while maintaining a strong level of information security and quality in everything we do, creates value for our clients. We have continued these efforts in 2025 by making investments within this area throughout the year, both for our employees and for our clients. We see it as our obligation to familiarise ourselves with the latest technology and new societally disruptive phenomena, while at the same time being a balancing voice and protecting ethics, morality and the rule of law.

A central role in the AI Regulation Inquiry

The *AI Regulation Inquiry* submitted its report, *Adjustments to the AI Regulation – Safe Use, Effective Oversight and Support for Innovation* (SOU 2025:101), to the Minister for Public Administration and the Ministry of Finance in early October 2025. Vinge has played a key role in this work – Helena Rosén Andersson, Senior Counsel, served as special investigator while Michael Spira, Senior Associate, was one of the secretaries.

The aim of the proposals is to create a legally secure and effective system that also promotes innovation. It is proposed that the new Swedish rules come into force at the same time as most of the provisions of the AI Regulation.

The Diversity Programme

One of our major initiatives as part of our social engagement work is our Diversity Programme, which we have been running in partnership with selected upper secondary schools since 2002.

We are particularly proud of our scholarship recipients who have come a long way in their law studies. They have achieved excellent academic results and are already serving as great role models for other young people. In 2025, we awarded over 10 scholarships, and since the scheme began, more than 230 scholarships have been awarded in total, comprising 140 law scholarships and around 100 scholarships for academic improvement and civic courage. Among other things, receiving our law scholarship means priority access to Vinge's highly prestigious summer notary programmes. In recent years, we have had the privilege of seeing several of our scholarship recipients excel in their studies and grow on our summer notary programmes.

The goal of the Vinge Diversity Programme is to broaden the legal profession and take advantage of the expertise and opportunities that diversity brings. We believe it is only natural that the legal profession should reflect the composition of the population in society. To attain an integrated legal profession, it is necessary for more people with a foreign background to apply to law programmes around the country. In order to motivate young people to study at university in general, and to study law in particular, we have chosen to invest in a collaboration with upper secondary schools which have a high proportion of students with a foreign background. Showing the breadth of the legal profession and engaging and motivating upper secondary school students is the motto.

Specific goals for greater gender equality

We were the first in our industry to set specific goals for gender equality. For more than 10 years, we have been committed to a long-term effort to promote gender equality and one of our key priorities is to increase the proportion of female partners and senior lawyers. Fifty per cent of new partners and counsels at the firm should be women, with the aim of achieving a more balanced gender distribution among our partners in the long term.

We can see that a sustained focus yields results and drives change over time:

Newly elected partners 2014–2025: 48% women and 52% men

Newly appointed counsels 2023–2025: 42% women and 58% men

We still need our goal in order to balance the gender distribution at partner level.

We expanded our due diligence efforts with Dude Diligence 2022, with the aim of increasing gender equality in business. As the country's leading M&A advisor, we hope to assist our clients with Dude Diligence by offering specific tools that can contribute to gender equality in business. Dude Diligence is a supplement we offer to the due diligence process that aims to provide a better picture of gender equality in companies prior to acquisitions, sales and mergers.

Dude Diligence^{VINGE}

We analyse gender equality in our
due diligence process.



*Scan for more
information about
Dude Diligence*

Advising Clients

Sustainability requirements for our clients continue to increase and more and more of them are now subject to strict legal requirements for their sustainability management and reporting. As a full-service firm, we see how most of our areas of operation are affected by regulatory compliance within sustainability and as advisors, we play an important role for our clients and their businesses. Sustainability aspects become a natural part of the legal and commercial analysis and they are an integral part of the advice we give. We often highlight issues related to working conditions, human rights, the environment and climate, corporate governance and anti-corruption.

We develop our advice to support clients in sustainability issues and broaden their perspective through business law – with the goal of finding sustainable solutions and growth opportunities.

Ambition and Goals

Our goals for 2026 remain focused on further developing our advisory services to offer greater depth and breadth in the field of sustainability, so that we can meet the growing demand identified in recent years, particularly in light of the new and increasingly complex regulations that have been introduced and will continue to be introduced within the EU. We will also continue to strengthen our expertise within sustainability and to promote the exchange of knowledge both within Vinge and externally in wider society. Our ambition is to deliver the highest level of advice to our clients on increasingly complex legal and strategic sustainability-related issues.

”Sustainability aspects become a natural part of the legal and commercial analysis and they are an integral part of the advice we give.”

Measures during the year

Over the course of the year, Vinge has been involved in a large number of transactions, provided legal and strategic advice in the area of sustainability and actively contributed to the Swedish and European development of relevant legislation in the area.

We will await the update to the Corporate Sustainability Reporting Directive (CSRD) before taking further steps to change the format of our sustainability reporting, although we continued to make some preparations in 2025.

Clauses for Reduced Climate Impact

Last year, Vinge developed a set of standard clauses to make it easier to incorporate sustainability commitments into our clients' most common agreements. These addenda are offered as part of our commitment to contributing to a more sustainable business sector and they aim to help reduce the environmental impact of supplier, loan and employment contracts. We launched this initiative under the name *Vinge Tomorrow*. We continue to offer our clients the option of including contractual clauses that set out a stronger commitment to combating global warming.

“We offer our clients the option of including contractual clauses that set out a stronger commitment to combating global warming.”

“One of our key strategic priorities remains to support our clients in navigating complex challenges and achieving their sustainability goals.”

AI and Information Security in Focus

Innovation is an important part of our work, and a strategic priority for us. Our ambition is to be at the *balanced forefront* of innovation and legal tech, while maintaining a strong level of information security in everything we do. We believe this creates added value for our clients.

As part of this work, we have invested in a number of AI tools in recent years. In 2025, we expanded our licences and granted all of our employees access to Harvey AI. We believe that well-functioning AI tools make our advisory work more efficient, and we expect this will be of significant benefit to our clients. We also actively participate, among other things, in the Swedish Bar Association's work on AI guidance because we want to set a good example and share our knowledge with clients, competitors and other stakeholders in society.

A central role in the AI Regulation Inquiry

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The aim of the proposals is to create a legally secure and effective system that also promotes innovation. It is proposed that the new Swedish rules come into force at the same time as most of the provisions of the AI Regulation.

Next Steps

One of our key strategic priorities remains to support our clients in navigating complex challenges and achieving their sustainability goals.

In 2026, we will continue to work closely within our cross-office ESG team to ensure we are giving high-quality advice to our clients within this area, and to meet growing demand for legal and strategic advice relating to both existing and forthcoming regulatory frameworks.

We will continue to place focus on how we can best have a positive impact on society and the environment through our advisory services.

Internal Sustainability Work

Internally, we focus our sustainability work on working conditions, the environment and climate, and on business ethics. In order to remain a leading business law firm and a long-term partner to our clients, we create the conditions for a good working environment where our employees can develop based on their abilities. We do this while also working to maintain the highest business ethics standards, including in our supply chains, and to advance our own environmental and climate work. Our employees are our most important resource and they play a central role in our strategy. You can read more about our sustainability organisation at the end of this report.

Working Conditions

Ambition and Goals

It goes without saying that we are committed to being a workplace that offers equal opportunities regardless of gender, gender identity or expression, ethnicity, religion or other beliefs, disability, sexual orientation or age. Similarly, all our employees should have the right conditions for personal development, good health, collaboration and effective leadership – factors which, taken together, drive engagement. For this reason, engagement is at the heart of our internal sustainability work. This is monitored on an ongoing basis through Vinge Pulse, a brief employee survey conducted quarterly that provides us with continuous snapshots of the current situation. We have set a high target for our engagement index (85) and we continue to work systematically to gradually move closer to this target through targeted initiatives based on insights from our surveys. In 2025, our engagement index stood at 78, which is a good result but still somewhat short of our overall target.

In addition to our focus on engagement, we are committed to long-term efforts to promote greater gender equality, diversity and inclusion across all areas of our operations. A key priority is to increase the proportion of female partners and senior lawyers, and we have a clear target for 50 per cent of new partners and counsels at the firm to be women, with a view to achieving a more balanced gender distribution among our partners in the long term.

*Newly elected partners
2014 – 2025
48 % women and 52 % men*

*Newly elected counsels
2023 – 2025
42 % women and 58 % men*

Measures Implemented during the Year and Results

Our Employees

In order to clarify what employees can expect from us as an employer, and what we expect from our employees in return, we have defined our Employer Value Proposition (EVP) based on three key messages. These messages, or promises, have been developed in collaboration with our employees through interviews, workshops and surveys to understand what sets us apart as an employer and how our employees perceive working for us. These messages serve as a guide to the aspects of our culture that we are actively working to strengthen, and they help us describe what it is like to work at Vinge.

”All in all, our EVP represents a clear commitment to an inclusive culture where you can be yourself, and where you are given both the opportunity to grow and the freedom to make a difference. This is how we build engagement and long-term sustainability – for our employees, our clients and our business.”

All in all, our EVP represents a clear commitment to an inclusive culture where you can be yourself, and where you are given both the opportunity to grow and the freedom to make a difference. This is how we build engagement and long-term sustainability – for our employees, our clients and our business. To ensure that we are living up to our promises as an employer, we measure the employee experience on an annual basis through a targeted pulse survey featuring questions linked to our three core messages. The index score of 81 from the 2025 survey once again demonstrates that our EVP remains strong and that it represents a distinct part of our culture.

Our Employer Value Proposition (EVP):

- 1. Be yourself** – We want everyone’s voice to be heard and all ideas to be welcomed. We place focus on the individual and the unique contribution they make to both the team and the organisation. We look beyond preconceived notions and encourage different perspectives. Our strong team spirit is evident both in the way we tackle complex tasks together and in the way we enjoy ourselves in our day-to-day work. We work hard, but in a supportive environment where we help each other out when needed.
- 2. Grow with us** – With us, you’ll grow every day. You will work alongside some of the industry’s leading experts in their fields, and we are constantly investing in your development. Through varied assignments and complex challenges, we develop continuously – and we do so together. Some spend the majority of their careers with us, whilst others will spend some of their most interesting and rewarding years at Vinge before moving on to new challenges. Whichever path you choose, Vinge is a place to start, to develop and to excel.
- 3. Make a difference in your work** – As a member of the Vinge team, you will soon realise the opportunities you have to make a difference – in your assignments, within your teams and in the firm’s development. We work on some of the most complex and exciting projects, both in Sweden and internationally, and you will be able to see the impact of your work on both the business sector and on society as a whole. We also place great emphasis on dialogue and employee involvement, and we encourage our employees to have their say through regular staff surveys and established consultation forums such as the work environment committee and the employee advisory board. ‘The Seat’ is another important channel between management and employees. It is a scheme through which a newly hired colleague is offered a place at management team meetings, contributing perspectives that provide valuable input into our strategic priorities.

“Another valuable form of collaboration between management and employees is through an initiative we call ‘The Seat’, where we offer a newly employed colleague a seat at our management team meetings.”

A custom-made chair symbolises our dedication to new employees via a seat in Vinge's management team. See “The Seat” and read more about our employees' experiences at vinge.se/theseat.



The Route to Vinge

Attracting and retaining the best talent is a strategic priority. We actively seek to establish contact with law students at universities across the country at an early stage and to build long-term relationships through initiatives such as our Vinge Talent network, our summer notary programme and via many other channels that give us the opportunity to meet law students. Our Vinge Talent network offers lectures and seminars that provide an insight into the practice of business law and helps develop skills that complement theoretical studies.

To encourage an interest in business law at an even earlier stage, we also collaborate with various upper secondary schools across the country. The initiative involves visiting schools or inviting pupils to visit us to talk about subjects such as commercial law, what it is like to study on a law programme and what a future career in our sector might look like.

Skills and Development

Our ability to provide high-quality advice depends on the expertise of our staff. Throughout 2025, all staff have continued to have access to ongoing professional development, not least through the Vinge Academy.

This year's work has focused on facilitating both short-term and long-term development across the entire organisation through a combination of tailored programmes and broader training initiatives. The AI transformation has been a central theme, with inspiration and risk awareness interwoven with training in specific tools and practical exercises that put this knowledge into practice in day-to-day work.

Among other things, the programme for Vinge Academy this year has included:

- The digital lecture series *What Every Vinge Should Know about ...* on basic legal principles from a Vinge perspective.
- The *Anti-Money Laundering and Anti-Terrorist Financing* e-training course, which is taken by all new employees.
- The *Diversity and Inclusion at Vinge* e-training course, which is also part of the induction programme for new employees.
- The programme for new Senior Associates at Vinge on *Business and Clients*.
- *Introduction to Leadership* for associates with two years' experience.
- Local training initiatives, such as regular lunch-and-learn sessions with a legal focus.
- Introductory courses on artificial intelligence, focusing on technology, risks and applications.
- The *Leadership Programme* for new partners and counsels was not held in 2025 as all new appointees in both roles had already completed the programme. A new round of the programme is planned for 2026.

We will continue to prioritise leadership, business development and AI, with learning activities planned throughout the year.

We have strengthened the collaboration between Learning & Development (Vinge Academy) and Knowledge, Process and Innovation (KPI), and this supports our client delivery in the areas of digital capabilities, knowledge management and ways of working. Our work with AI task forces has continued in many legal working groups with a view to providing close and relevant support in the development of working methods.

In addition to formal training programmes, in 2025 we continued to offer internal rotation schemes between teams and offices, as well as programmes for international work placements and secondments with clients. These experiences have broadened our perspectives and strengthened the organisation's collective expertise. We have also prioritised structured knowledge-sharing through mentoring, internal seminars, workshops and cross-departmental groups. Individual skills requirements have been identified and documented in half-yearly development and review meetings for all staff members.

At Vinge:

- operations should be free from discrimination
- all employees should have equal rights and opportunities in terms of their work and opportunities to develop
- the share of women among newly appointed partners and counsels in the next five years should be 50 per cent
- no one should feel discriminated against on the basis of any of the protected characteristics
- no one should feel harassed or bullied at the workplace in any form whatsoever
- no one should feel discriminated against during the recruitment process or in connection with the appointment of positions, irrespective of whether the position is appointed internally or externally
- there should be no differences between salaries or terms of employment based on any of the protected characteristics

Equality, Diversity and Inclusion

Creating a workplace where everyone has an equal opportunity to feel a sense of belonging, perform to the best of their ability and develop is always a priority for us. By embracing and bringing together different perspectives, we drive innovation and fresh thinking that strengthen our business. When recruiting, we therefore take the composition of the team into account and actively seek to hire candidates who can help increase diversity where there are imbalances in relation to age, background, experience, personality or gender. We strive to ensure an unbiased recruitment process using objective selection methods.

These objectives are monitored on an ongoing basis through Vinge Pulse, our annual salary survey, our OSA assessment (organisational and social work environment), and in our consultation forums comprising employees from different parts of the organisation. Together with the work environment committee, we identify risks and agree on proactive measures to reduce the risk of discrimination and promote equal treatment. These measures are summarised annually in our *Action Plan for Equality*, which is communicated via the intranet and followed up on in consultation with the committee.

Our inclusive culture is a key strength and something we monitor annually through our Vinge Pulse survey. The results of the 2025 Inclusion Pulse (index 82) show that employees feel a high level of inclusion in their day-to-day work. To further clarify our policies at Vinge and raise awareness of inclusion and diversity in general, we have introduced an annual online training course on the subject, which all employees are expected to complete.

We aim to achieve a balanced gender distribution across all groups within the organisation. The Board of Directors consists of four women and five men. The management team is comprised of eight women and two men. Our three local Managing Partners are all women, and one of them is also the CEO of Vinge. Overall, during the period 2015–2025, 48 per cent of the new partners appointed were women and 52 per cent were men. Since 2023, when we decided to extend our gender equality target to include the counsel role, 42 per cent of those appointed as counsels have been women and 58 per cent have been men. By the end of 2025, 57 per cent of our counsels were women and 43 per cent were men, which we view positively given that counsels often form the recruitment pool for partnership. At that time, 32 per cent of partners were women and 68 per cent were men; we are currently engaged in a long-term, systematic effort to achieve a more balanced gender distribution.

”By embracing and bringing together different perspectives, we drive innovation and fresh thinking that strengthen our business.”

In 2025, we also continued to place focus on employees who are, or are about to become, parents of young children. A mentoring scheme has been set up through which experienced colleagues are able to share their insights and offer support in balancing career and parenthood. We also organise regular get-togethers for our staff on parental leave to provide opportunities to share experiences and build relationships with colleagues at the same stage of life.

Good Health and Work-life Balance

The role of a consultant can involve periods of high pressure and tight deadlines, which can be rewarding but also pose our greatest health risk if they lead to prolonged stress or insufficient recovery. We therefore monitor workload on a weekly basis and aim to ensure an even distribution of work among staff members, teams and offices. Designated members of each group monitor capacity utilisation and staff the project teams. Through proactive planning, we can reduce imbalances, schedule time for recovery after busy periods and ensure that staff have the right support, time and skills for their tasks.

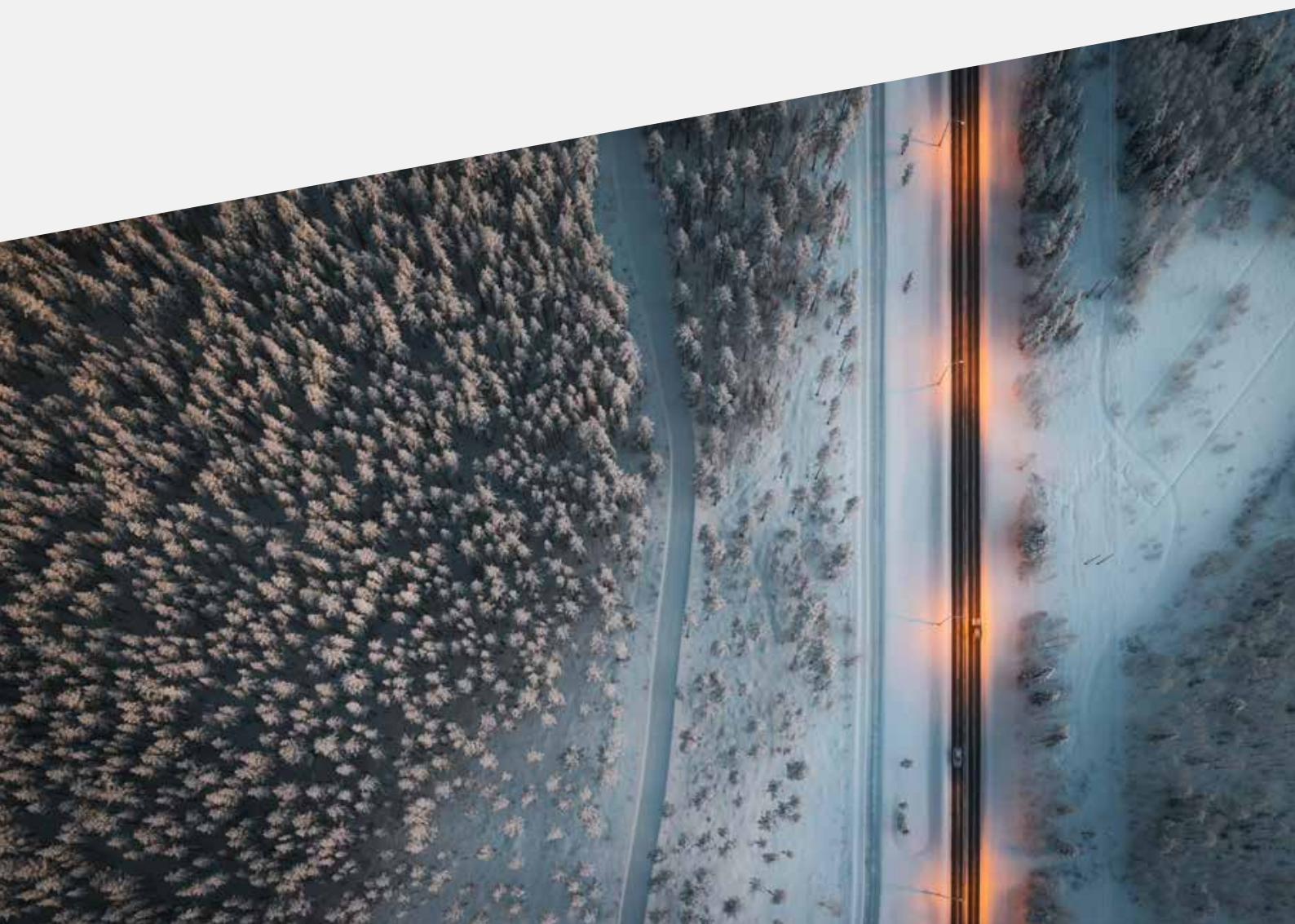
We have had high staff attendance rates for several years, although the option to work remotely means that some people sometimes work even when they are ill. This is both an opportunity and a risk. To gain a comprehensive picture of the health, stress and workload situation, we therefore monitor these aspects regularly through Vinge Pulse and as part of our systematic health and safety work. Ongoing health-promoting initiatives are implemented in close consultation with our health and safety representatives.

Specific health benefits include a wellness allowance, flu vaccinations and health insurance with preventive measures such as counselling, ergonomic support, stress reduction and support for healthy sleep. In addition to this, we offer health insurance providing access to medical care, further counselling support and rehabilitation. We also work in partnership with an occupational health service and a specialist organisation that deals with addiction, which our managers and staff can turn to for support – whether for themselves, a colleague or someone close to them.

Vinge Strong is our comprehensive wellness concept that encourages exercise and promotes health, well-being and a sense of community. It places focus on both physical and mental health and includes activities such as group training, floorball, football and tennis.

Other initiatives carried out in 2025 relating to health, safety and well-being include:

- addiction training (alcohol, drug and gambling addiction) for both managers and staff
- CPR training (cardiopulmonary resuscitation) and active firefighting
- health and safety training for new partners, counsels and managers



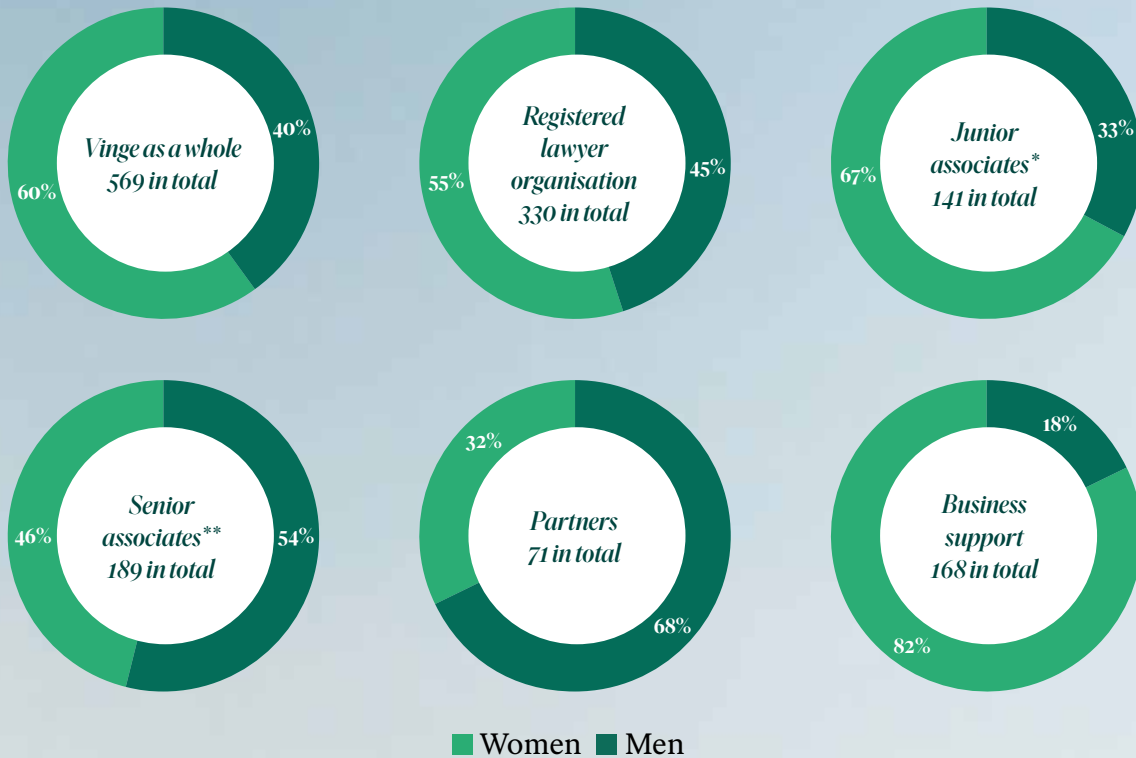
Next Steps

In 2026, we plan to:

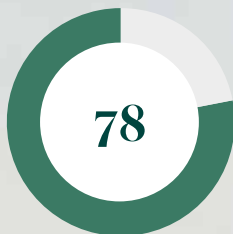
- continue to promote gender equality in order to achieve a more balanced gender distribution at partner level
- monitor engagement and aspects relating to culture and the working environment through Vinge Pulse
- conduct a work environment audit with our work environment representatives in order to identify, remedy and follow up on risks
- carry out regular activities that promote inclusion, including assessments, updating the action plan and digital training courses
- make further investments in training in business development, leadership and artificial intelligence
- offer health and safety training for new partners, counsels and managers
- continue to focus on preventive measures against work-related mental health issues, including via the real-time monitoring of workload and OSA assessments
- conduct additional training sessions in CPR and active firefighting.



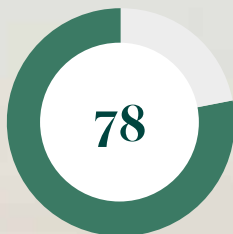
Gender distribution women and men:



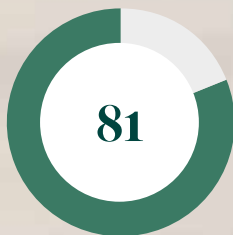
Vinge Pulse results



Commitment



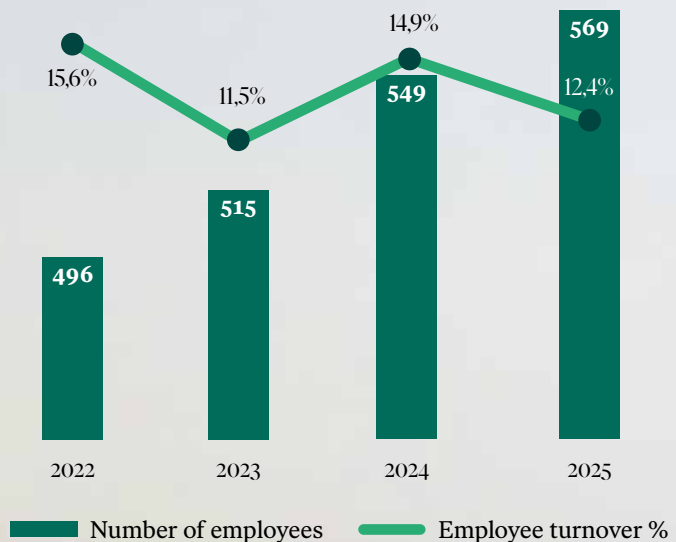
Leadership



EVP

(Employee Value Proposition)

Employee turnover



Attendance rates:



* new employees, junior associate, associate

** senior associate, manager, senior manager

Environment and Climate

Climate change and environmental issues constitute some of the most pressing global challenges the world faces today. As a central player in the business community, we see our responsibility not only as an opportunity, but as an obligation to contribute to sustainable development that benefits both people and our planet. We are aware that the transition to a climate-neutral and resource-efficient world poses major challenges – for us, for our clients and for society at large.

Ambition and Goals

We try to reduce our environmental impact by conducting active environmental work throughout our operations. In this work, we place focus on environmental and climate work in our main areas of influence: supply chains for the procurement of goods and services, the transportation of those goods and services, employee business trips and also how we utilise our premises. We also support our clients in their work to combat climate change.

By continuously improving our energy efficiency and use of renewable energy, we can contribute to a lessening of our environmental impact. We annually monitor the proportion of renewable energy in our climate calculation. We carried out our first climate calculation in 2020, and we have used that as our baseline year for comparison. As 2020 was a pandemic year, it does not reflect a typical year for us in several respects, and especially not in terms of our greatest impact – the business travel we need to undertake as part of our client assignments. We have chosen to change the baseline year and compare figures from 2024 onwards, as that was a more representative year for our business.

Our operations do not involve any activities requiring a permit or notification under the Environmental Code.

Identified Risks

As a law firm, we estimate our own environmental impact to be relatively low as we are a service provider. Nevertheless, we wish to contribute to a more sustainable society through our internal environmental and climate work. We take responsibility for our climate footprint and actively work to reduce our impact. Transport and courier services, as well as the purchase of goods and services, have a negative impact on the climate and environment and we therefore strive to choose suppliers with a stated and reported focus on environmental issues. Our business travel also has a negative impact on the environment and we encourage our employees to choose environmentally better alternatives for business travel.

In the design and management of our premises, there may be risks related to procurement and our choice of energy suppliers, as well as the management and operation of the premises. It is also central for us to plan for and to manage the waste and recyclable materials that our business produces, and to reduce our production of waste.

Measures during the Year and Results

Over the course of the year, we have continued to place focus on climate-neutral travel when we use taxis. We have an ongoing dialogue with our suppliers to encourage them to drive the move towards fossil-free travel within their organisations.

In our collaboration with the courier companies we use, we have previously set a goal for at least 90 per cent of our deliveries to be made using electric or fuel-free courier services (100 per cent are climate neutral), and for 90 per cent of national and international courier deliveries to become climate neutral via Go Green.

We have had a goal of only using electricity from renewable energy sources by 2025. We achieved that goal as early as 2022 and we have since continued to meet our goal of only using electricity from renewable energy sources.

With regard to our business travel, we have encouraged and achieved a higher share of domestic rail travel and overall reduced our travel in favour of digital meetings. We are committed to our flexible meeting structure for internal meetings and continue to work actively to have the technical conditions for good digital and hybrid meetings to reduce our travel and meet our clients' expectations.

The firm is also focused on increasing our recycling and we have kept our staff continuously updated about the sorting options available. In our staff restaurants, we have continued to offer and encourage the uptake of a daily vegetarian option and purchase ingredients and material that have the lowest possible environmental impact as a natural part of our purchasing procedures.

In terms of our technology, we have continued a partnership with our suppliers of computers and mobile phones on efficient and sustainable lifecycle management, which means a complete solution for hardware devices with a return and replacement service whereby the old equipment is recycled in a responsible way.

Last year, we launched an initiative to make it easier for our clients to include sustainability commitments in their most common agreements. We continue to offer a set of standard clauses that help to reduce climate impact in supplier, loan and employment agreements. These are available to our clients and bring a strengthened commitment to combating global warming.

During 2025, we carried out a review to improve our own data, with the aim of reducing the need to supplement the data with environmental spend analyses and instead being able to assess the climate impact of our procurement more directly using activity data.

Next Steps

We will continue to place focus on our environmental impact and take action wherever we see opportunities to reduce it. For example, when choosing transportation options and couriers to and from our offices, we should choose the most environmentally-friendly option insofar as possible. We have an ongoing dialogue with our suppliers so that we can work closely together to ensure we are helping each other to make conscious choices from an environmental and climate perspective. Our goal is to maintain the high level of climate-friendly options that we have now achieved, and to coordinate transport to and from our offices to an even greater extent where possible.

We are continuing our efforts to improve our own data in 2026, with the aim of reducing the need to supplement the data with environmental spend analyses and instead being able to assess the climate impact of our procurement more directly using activity data. Placing focus on the areas where we believe we can make the greatest impact.

Vinge's Greenhouse Gas Emissions in the Financial Year 2025

Since the beginning of the financial year 2020, we have been calculating our greenhouse gas emissions and climate impact in accordance with the GHG Protocol (Greenhouse Gas Protocol, Corporate Standard). The firm's climate footprint amounts to a total of 488 tonnes of CO₂e for 2025, including Scopes 1 and 2 and parts of Scope 3. The emissions total 0.9 tonnes of CO₂e in Scope 1 (fuel consumption of privately owned and financially leased cars), 70 tonnes of CO₂e in Scope 2 (procured electricity and district heating), and 417 tonnes of CO₂e in Scope 3 (business trips, purchased and leased technology and fuel – as well as energy-related activities not included in Scopes 1 and 2). The emissions in Scope 2 have been estimated according to a market-based allocation method. Total emissions decreased by 61% between 2024 and 2025. This is mainly due to a sharp decline in air travel (-57%), measured in terms of flown kilometres booked through travel agencies. Business travel accounts for 70% of Vinge's emissions, so changes in travel patterns have a significant impact. For trips booked through a travel agency, we have been able to calculate emissions based on detailed travel data. These journeys account for around 30% of total travel costs. Trips not booked through a travel agency have been assumed to generate the same emissions per krona spent as trips booked through a travel agency. Emissions from IT equipment fell by 59% between 2024 and 2025, and as these emissions account for 13% of Vinge's total emissions, this also has a certain impact on the overall result. The amount of IT equipment purchased varies significantly from year to year, as larger quantities are purchased roughly every two years and certain components are replaced every three years. 2025 was a year in which significantly fewer purchases were made than in the previous year.

Business Ethics

Business ethics is about compliance with the rules, guidelines and policies – both external and internal – that apply to and within our business. In order to achieve the objective of preventing and deterring breaches of business ethics, clear and informative guidance and support documents are required, as well as their implementation.

Ambition and Goals

Vinge's ambition and goals in this area are to prevent and deter breaches of business ethics regulations and to deal with such breaches effectively.

For the last few years, the firm has worked systematically to ensure the implementation of, and adherence to, the complex regulatory framework to which we are subject. For many years, we have also had a number of established internal bodies that deal with various issues relating to business ethics, including our LRC (Legal, Risk & Compliance) unit, which is led by Vinge's General Counsel, and our Ethics Committee.

To make it easy for our employees to act correctly and in accordance with the law, Vinge strives to produce clear, practical and informative guidance and support documents that are easy to grasp and understand. In addition to preparing documentation, Vinge works to implement policy and guidance documents through various types of training and by offering support in day-to-day operations. Any ongoing compliance queries can be directed to Vinge's LRC unit. The aim is to provide ongoing training for staff and to create natural points of contact to support the organisation's day-to-day operations.



Measures during the Year and Next Steps

In 2025, a new IT system was launched to support the procedures required when we take on clients and assignments. This system will ensure that we make even more informed decisions and streamline the acceptance process.

In 2025, a trial was conducted to centralise the management of risk, sanctions and AML controls with a view to promoting consistency and efficiency. We will evaluate the initiative in order to ensure that, going forward, we have an effective and business-oriented function for our key controls in connection with client assignments.

In 2025, we recruited an additional lawyer to join our LRC team with a view to expanding our work within the areas of compliance and risk management. The aim is to establish an effective and robust function that is capable of addressing compliance as a whole. The function will be expanded to include one additional lawyer in 2026.

In 2026, we will further strengthen our efforts to produce clear and effective guidance and support documents, and to provide training for staff. We will also be implementing further AI support to simplify the exchange of information and knowledge sharing.

In 2026, we will continue our efforts to centralise and support our staff in compliance-related matters, with the aim of streamlining our work and strengthening the advisory aspect of our operations. This will pave the way for a shared knowledge base and a more consistent and professional approach towards both internal and external stakeholders. We are also part of a compliance network with external stakeholders, with the aim of promoting greater knowledge-sharing within the industry

In 2026, we will continue to focus, among other things, on further developing and implementing our new system support for client onboarding. We will also monitor developments within relevant areas of law, including the new anti-money laundering and counter-terrorist financing framework, and we will adapt our internal procedures and processes accordingly.



Social Engagement

Ambition and Goals

As Vinge steers its business towards increased levels of sustainability, we are in a position to assist our clients in doing the same. Our commitment to society enables us to implement our purpose in practice – creating long-term effects for our clients, employees and society as a whole. As part of our sustainability work, we engage in community-building projects, initiatives and partnerships where we can contribute our skills and expertise to the growth and development of communities, organisations and individuals. This focus area is not considered to contain significant sustainability risks but rather it provides opportunities to clarify how our operations have a positive effect on our society.

We are proud of our collaborations and partnerships through which, among other things, we help non-profit organisations achieve their goals. Our desire to contribute to a better society is the reason we contribute to a range of different initiatives, using our knowledge and expertise to support and develop organisations that have a positive impact on society. We cooperate with selected providers in order to make a positive difference to individuals, the economy and society. We do this by sharing knowledge, supporting social entrepreneurship and endeavouring to ensure the development of organisations and people.

Commitment

We have chosen to divide our social engagement into three main areas where we believe we can make the biggest difference through our activities:

- **Society as a Whole.** To benefit society as a whole, we invest in long-term projects to disseminate knowledge, work for greater diversity within the Swedish legal system, and elevate inclusion within the Swedish labour market.
- **Entrepreneurship.** Our commitment to business aims to support entrepreneurship, innovation and growth, both on a national level as well as in a global context.
- **The Individual.** Our perception is that people grow through commitment, education and training, knowledge exchange and relationships. We want to create and share new knowledge for individuals and thereby enhance the conditions in which people can grow in academic life, business, sports and other areas, both in Sweden and globally.

”Our commitment to society enables us to implement our purpose in practice – creating long-term effects for our clients, employees and society as a whole.”

Some examples of Vinge’s social engagement

- **The Diversity Programme**
- **The Vinge Scholarship**
- **The GoodCause Foundation**
- **The Swedish Olympic Games Committee (SOK)**
- **The Swedish Paralympic Games Committee (SPK)**
- **Rädda Barnen – Save the Children Sweden**

The Diversity Programme

The goal of the Vinge Diversity Programme is to broaden the legal profession and take advantage of the expertise and opportunities that diversity brings. We believe it is only natural that the legal profession should reflect the composition of the population in society. To attain an integrated legal profession, it is necessary for more people with a foreign background to apply to law programmes around the country. In order to motivate young people to study at university in general, and to study law in particular, we have chosen to invest in a collaboration with upper secondary schools which have a high proportion of students with a foreign background. Showing the breadth of the legal profession and engaging and motivating upper secondary school students is the motto of the Vinge Diversity Programme, which we have run since 2002.

The schools we work with are St Botvids Gymnasium, Kungsholmens Västra Gymnasium and Järva Gymnasium in Stockholm, as well as Angeredsgymnasiet in Gothenburg and Malmö Borgarskola in Malmö.



”Since the start, a total of just over 230 scholarships have been awarded, comprising 140 law scholarships and around 100 scholarships for academic improvement and civic courage. Receiving our law scholarship includes priority entry to Vinge’s prestigious summer notary programmes.”

All students at the schools receive a package of learning materials and presentations, as well as the opportunity to apply for Vinge’s diversity scholarships. Students are also offered the opportunity to participate in Vinge’s theme days where, together with our lawyers, they make study visits to courts, to the prosecutor’s office, to other major companies and to Vinge’s various offices. The theme days are a valued opportunity and an excellent way to give students some insight into the everyday life of legal professionals, while simultaneously showing them the breadth of professions that a lawyer can pursue.

The results of the Diversity Programme have exceeded our expectations. We are particularly proud of our scholarship recipients who have come a long way in their law studies. They have achieved excellent academic results and are already serving as great role models for other young people. The programme has also had other positive effects. For example, Angeredsgymnasiet in Gothenburg has, as a direct result of its collaboration with Vinge, launched a new legal study programme. Lawyers from Vinge participate in the teaching and assist the school with advice and support on curriculum development, among other things. Encouraged by the warm reception from the students and the efforts of our scholarship recipients around the country, we continue our work in the upper secondary schools with undiminished strength. By meeting upper secondary school students on their home turf, we hope that more students will feel inspired to choose an area that they might not otherwise have chosen.

Since the start, a total of just over 230 scholarships have been awarded, comprising 140 law scholarships and around 100 scholarships for academic improvement and civic courage. Receiving our law scholarship includes priority entry to Vinge’s prestigious summer notary programmes.

The Vinge Scholarship

For more than 20 years, Vinge has annually rewarded outstanding degree projects at the country’s law schools through the Vinge Scholarship. The scholarship is awarded to the students who have written the best business law degree theses during the year. The scholarship committees that appoint the scholarship holders consist of representatives of the universities, assisted by lawyers from Vinge. It is the supervisors at the universities who nominate academic papers. The winning theses are published in the publication *Affärsjuridiska Uppsatser*, which is published by Iustus Förlag, and the winners also receive a scholarship. In 2025, seven students received scholarships for their theses.

The GoodCause Foundation

As a long-standing partner of the GoodCause Foundation, we have contributed with what we do best – legal advice. The GoodCause Foundation was started for one purpose – to contribute to a better world. GoodCause does this by starting and operating companies that offer competitive services and products and then donating all profits to charity. To date, the GoodCause companies GodEl, GodDryck, GodFond and GoodCause Ideas have generated SEK 142 million for their charity partners (goodcause.se).

The Swedish Olympic Games Committee (SOK) and the Swedish Paralympic Games Committee (SPK)

We have had a long-term collaboration with the Swedish Olympic Games Committee (SOK) since 2016, and since 2020, we have also had a long-term collaboration with the Swedish Paralympic Games Committee (SPK) as their official business law adviser.

The values of the SOK and SPK committees are well aligned with Vinge's business: to be at the forefront of our disciplines and together reach the top of the results list.

Organisations that each build their activities on talented individuals who form strong teams in different disciplines, who support and help each other succeed.

The legal playing field has become increasingly important in sport. There must be a clear strategy for how important and sensitive topics should be handled. Vinge's team is there to provide guidance on various legal issues. Rights and trademark issues, contract law and corporate issues are all areas where Vinge's strong expertise and experience will benefit the growing Swedish Olympic activities. The Olympic rings are one of the world's most recognisable symbols and also the most protected non-commercial trademark. Being a business law adviser to the SOK means being part of that work.

Rädda Barnen – Save the Children Sweden

Rädda Barnen works to protect the rights of children to survive, develop and grow up in safety. Vinge has been a legal adviser to Rädda Barnen on a pro-bono basis for many years, continuously contributing with what we do best – law.

”The values of the SOK and SPK committees are well aligned with Vinge's business: to be at the forefront of our disciplines and together reach the top of the results list.”

Governance and Organisation for Sustainability

Our sustainability organisation comprises our cross-functional sustainability team, a sustainability steering group and our ESG team, who work together to drive progress. Vinge's board has the ultimate responsibility for our sustainability work.

The sustainability team consists of representatives from management, our business areas and support functions. The sustainability team is responsible for coordinating sustainability work, and it is also responsible for internal coordination and follow-up. On an annual basis, the team identifies and evaluates goals and the achievement of targets, and it establishes new goals and focus areas, all to ensure that we achieve the greatest positive impact.

The ESG team consists of experts in sustainability-promoting consultancy, to support the long-term work of our clients towards increased sustainability. Their focus is to further coordinate our expertise in the area, refine our advice and drive developments in the industry regarding ESG-related issues from a broad perspective.

The sustainability steering group consists of members of the management team and plays a central role in our strategic work.

Governing documents, policies and codes

Vinge's board and senior management team have the ultimate responsibility for ensuring regulatory compliance. The day-to-day work is led by different functions and working groups which are responsible for the implementation of the *Code of Conduct*.

Vinge's *Code of Conduct* summarises the ethical principles which apply to all our employees. In order to clarify certain aspects of the *Code of Conduct*, we have adopted specific policies and procedures.

Our key governance policy documents for our internal work are Vinge's *Work Environment Policy*, *Vinge's Equal Treatment Policy*, *Vinge's Plan for Active Measures for Equality*, *Vinge's Policy and Action Plan against Harassment, Sexual Harassment and Victimisation* and *Vinge's Code of Conduct*.

In order to ensure high ethical standards, we also use Vinge's *Anti-Corruption Policy* in addition to several other policies and procedures to counter conflicts of interest, money laundering and financing of terrorism, as well as insider trading. We also have policies and procedures in place that, among other things, govern our internal handling of client assignments that may be subject to international sanctions. In addition, there are also policies in place related to information security.

We also have a *Supplier Code*, *Ethical Guidelines* and *Privacy Policy*.

Since 2018, Vinge has been a member of the UN Global Compact and complies with the *OECD Guidelines for Multinational Enterprises*, the *UN Guiding Principles on Business and Human Rights* and other relevant regulatory frameworks.

We also consider the 2030 Agenda and the UN's 17 Sustainable Development Goals in both our strategic sustainability work and the advice we provide to clients.

Our advice to clients is governed – in part indirectly – by different internal codes and policies, including our *Code of Conduct* and by, for example, the *IBA Practical Guide on Business and Human Rights for Business Lawyers* and the Swedish Bar Association's Recommendations concerning the implementation of the UN Guiding Principles on Business and Human Rights, which are based on the guidelines issued by the IBA (International Bar Association).

Vinge's business ethics corporate governance policies consist of both external regulations, such as the *Code of Professional Conduct of the Swedish Bar Association* and the *Swedish Anti-Corruption Institute's Code to Prevent Corruption in Business*, and a number of internal policies and guidelines.

Our internal environmental work is based on our *Environment Policy*. In this work, we place focus on environmental and climate work in our main areas of influence: supply chains for the procurement of goods and services, the transportation of those goods and services, employee business trips and also how we utilise our premises. Our *Supplier Code* also supports us in this work.

Whistleblower Function

In order to uphold the ethical standards that we strive for, and to maintain the trust of our clients and the public in Vinge as a business, and the trust of our employees in Vinge as an employer, any conduct that may be damaging to trust, or which may otherwise harm individuals or our business, must be managed and counteracted.

Vinge therefore encourages all employees to report any concerns about such misconduct. First and foremost, we encourage our employees to report openly by telling their work group or unit manager or someone in our HR unit about any misconduct.

We also have an external whistleblowing system which allows the person making the allegations to remain anonymous. The whistleblower function can be used to raise concerns about serious risks of irregularities that could affect people, our organisation, society or the environment.



Looking Ahead

In 2026, we will continue our sustainability efforts as a natural part of our everyday work. Our strategic direction is clear – we will contribute positively via responsible advice, take responsibility for our own activities and engage in important and rewarding social engagement.

We will continue to challenge ourselves, collaborate with our stakeholders and take responsibility for our impact. Sustainability is a core issue for us and our business, for our clients' businesses and for our environment.

We welcome dialogue in this area – with our clients, partners and industry colleagues who share our ambition. Together we can challenge, inspire and find new ways forward.



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