

# Annual Report 2021

MANNHEIMER  
SWARTLING

# Annual Report 2021

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# A message from our Managing Partner

Mannheimer Swartling's goal has always been to be the very best law firm in our market – delivering services of the highest possible quality while being proactive and responsible to our clients, colleagues and the community around us. We aim to be an advisor that contributes something more – one that not only meets expectations, but constantly exceeds them.

**WITH ANOTHER PANDEMIC** year behind us, it is safe to say that the demand for our services has been greater than ever. When the pandemic first struck Sweden in March 2020, the markets descended into chaos, deals were cancelled, negotiations postponed and workplaces shut down. As we all know, the economic situation soon stabilised and business picked up again. But global uncertainty remained high throughout 2021, further fuelled by concerns over inflation and geopolitical issues.

While the events of spring 2020 turned our focus to acute crisis management, 2021 was more about ensuring the long-term health of our staff. As many companies have come to understand over the past two years, long periods of working from home can take its toll on employee wellbeing. →



During Mannheimer Swartling's history, we have never made a single employee redundant for lack of work – whether during a recession or any other crisis. Running a law firm, a knowledge business, requires long-term thinking. If we had reacted to previous recessions with short-termism and reductions in workforce, we would not have had such an incredibly strong team in 2021 and delivered on such an enormously intensive year. Nor would we have been voted the most popular law firm and employer among Swedish law students, for nineteen years in a row.

#### Modern leadership

Over recent years, we have invested heavily in further developing our leadership, culture and values. Leadership should be present, coaching and empathetic – enabling all of us to perform together even better. And the work environment should be sympathetic and balanced – with time for rest and recovery – and sustainable in all respects.

For us to continue to deliver the best advice on the market, we must of course retain the best lawyers. And that requires being responsive, willing to adapt and working with issues that secure our long-term position as the most attractive workplace for Sweden's lawyers.

Embracing digitalisation and handling the sudden change to our working environment brought by the pandemic is an example of this. We have carefully followed and examined our staff wellbeing over the past two years with the help of one of Sweden's leading corporate psychologists. This enabled us to open a dialogue and adapt our working methods – and we now have lots of positive new lessons, but also challenges, to work on in 2022.

The business community has traditionally drawn a clear distinction between “hard” factors such as quality, results and profitability, and “soft” factors such as wellbeing, stress and a sense of belonging. Of course, that division is long outdated and this became even more apparent during the pandemic. If an employee feels lonely, stressed or vulnerable, they cannot reach their full potential, and that is a business-critical issue. Our firm relies on all our people being able to perform to the best of their ability and it is therefore our responsibility to support them with the right tools and conditions they need.

#### Social responsibility

Mannheimer Swartling is a company with large resources and a contact network encompassing a great deal of the Swedish business community. With this comes responsibility for contributing to a better society around us. In the context of the environment,

“Over recent years,  
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and values.”



this means that we not only help Swedish industry to implement the green transition, but that we set an example with our own initiatives. This has included being one of the first law firms in the world to commit to reducing greenhouse gas emissions by joining the Science Based Targets initiative (SBTi) and the first Swedish law firm to implement “The Green Pledge” – an international movement for more environmentally friendly arbitration procedures.

Also new for 2021 is our study and mentoring programme, “Study for Life”, aimed at students who have just finished their first year of high school and who come from families where neither parent has a Swedish academic education. The programme will mentor participants through high school and inspire them to continue further education. We hope that Study for Life will contribute to increased diversity, both at universities and ultimately in the wider business community.

As for *pro bono* work, we were delighted to continue to provide free legal advice to our community partners throughout the year – Centre for Justice, Gapminder, Global Compact, Race for the Baltic, The City Mission and Open House.

#### Looking into 2022

We are truly proud of the way all our employees adapted to the

difficult and demanding circumstances created by the pandemic. Our corporate culture – based on team spirit, cooperation and a supportive environment – has once again proved to be a successful foundation for running a knowledge company where we constantly step outside our comfort zones to deliver innovative solutions to our clients' most complex matters. Ideas, solutions and strategies are not created in a vacuum or developed by just one employee. They are the result of a multitude of meetings, spontaneous conversations, discoveries and shared insights. Business law develops in the same way that people develop – through collaboration between those with different skills, experiences and perspectives.

In the international context, Russia's invasion of Ukraine has created enormous geopolitical challenges, and we are closing our operations in Moscow as a direct consequence. These recent times have shaken the world but, even in this demanding environment, our people work hard to maintain the highest standards and help our clients with the challenges we are all now facing. With these words, I want to thank all employees and clients for the past year.

#### JAN DERNEFTAM

Managing Partner

# About Mannheimer Swartling

At Mannheimer Swartling, we have a clear goal of delivering the absolute best legal advice in our market. For us, this means understanding and analysing our surroundings and being proactive and responsible to our clients, employees and society.

The firm operates from offices in Stockholm, Gothenburg, Malmö, Brussels, Singapore and New York (closure of the Moscow office was commenced in early March 2022). As a true full-service law firm, we advise on virtually all areas of business law across a wide variety of industries.

Our entire business model is founded on teamwork: with a unique pure lockstep structure, profits are shared equally between partners, while associates with the same level of experience receive the same salary. Without individual financial incentives, we have only the common goal of ensuring that every client receives the best possible service – and we share knowledge and experience to make that happen. We meet each client as a single advisor – but with the collective expertise of our 600 people.

## 2021 TURNOVER

Billion SEK

# 1.7

## EXPERTISE

- Automotive
- Banking and Finance
- Construction
- Contentious Regulatory
- Corporate Commercial
- Corporate Investigations and Corporate Crime
- Corporate Sustainability and Risk Management
- Corporate Taxation
- Data Privacy
- Dispute Resolution
- Employment and Pensions
- Energy
- Environment
- EU and Competition
- Financial Institutions
- Financial Regulation
- Fintech
- Funds and Investments
- Healthcare and Life Sciences
- Infrastructure and Construction
- Insurance
- Intellectual Property, Marketing and Media
- IT/Tech
- Media and Entertainment
- Mergers and Acquisitions
- Private Equity
- Public M&A and Equity Capital Markets
- Public Procurement
- Real Estate
- Restructuring and Insolvency
- Shipping and Transportation
- Technology
- Trade

## OFFICES

- Brussels
- Gothenburg
- Malmö
- New York
- Singapore
- Stockholm

\* Closure of the Moscow office was commenced in early March 2022.



# Quality

We strive for the highest quality in everything we do.

# Business focus

We take into account the business challenges and opportunities  
our clients face and tailor our advice accordingly.

# Team spirit

We help each other and share knowledge and  
experience for the benefit of our clients.



# Volvo Cars: A landmark IPO

In autumn 2021, Volvo Cars became one of the largest companies ever to list on Nasdaq Stockholm – a milestone for the exchange and a historic event for the market as the iconic brand returned after twenty years in private ownership.



**ON THE MORNING OF FRIDAY 28 OCTOBER**, Håkan Samuelsson, President and CEO of Volvo Cars, rang the brass NASDAQ bell, marking the commencement of trading of the company's shares.

The listing was of course the result of intense preparation by Volvo Cars and its advisors.

Mannheimer Swartling was engaged early, in the first quarter of 2021, to begin the legal work for a possible listing and capital raising. In May 2021, the company announced it was evaluating a listing and finally, on 4 October 2021, announced its intention to float – a momentous occasion after many months of planning.

- A mandate of this size involves extensive project management and coordination of the different advisors, as well as a strong relationship of trust with the team at Volvo Cars. The transaction also involved several pre-IPO restructurings and

“The size and complexity of the mandate engaged the entire firm.”

was further complicated by the parallel process of Polestar, Volvo Cars' strategic affiliate, preparing to be listed on Nasdaq New York through a so-called “de-SPAC” – a process which had to be carefully aligned with the Volvo Cars listing, says Hans Petersson at Mannheimer Swartling.

Volvo Cars is not only a large Swedish company but also a global player with operations in many different jurisdictions. The size and complexity of the mandate engaged the entire firm. Six lawyers made up the core team, but a total of 30-40 lawyers from different specialities were involved in various parts of the project. The wider advisory team also included banks, auditing firms, financial consultants and other law firms.

- It was of course exciting to be part of such a historical listing. Not only is Volvo Cars an iconic brand, but the market valuation and offering size made this the largest IPO since Telia listed in 2001 - and Volvo Cars one of the largest companies ever to list on Nasdaq Stockholm. This type of project also showcases the strength of the firm's full-service capabilities, where we can quickly assemble a large team and work seamlessly across different offices and practice groups, Hans continues.

For Volvo Cars itself, the new shares issued as part of the listing provided capital of approximately SEK 20 billion. The proceeds will be used to accelerate the transformation to full electrification as well as to drive a new business model with a focus on direct online sales. Volvo Cars leads this transformation process in close dialogue with its global dealer network, who will have a new role in the business going forward.

Founded and headquartered in Gothenburg in 1927, Volvo Cars separated from the Volvo conglomerate in 1999 and was acquired by Ford, who subsequently sold to Geely in 2010. This landmark event meant that the car manufacturer became a listed company again after more than 20 years in private ownership, and millions of Swedes, either directly or via their pension funds and other institutions, now get to be a part of its future. ●

For Volvo Cars itself, the new shares issued as part of the listing provided capital of approximately SEK 20 billion. The proceeds will be used to accelerate the transformation to full electrification as well as to drive a new business model with a focus on direct online sales.

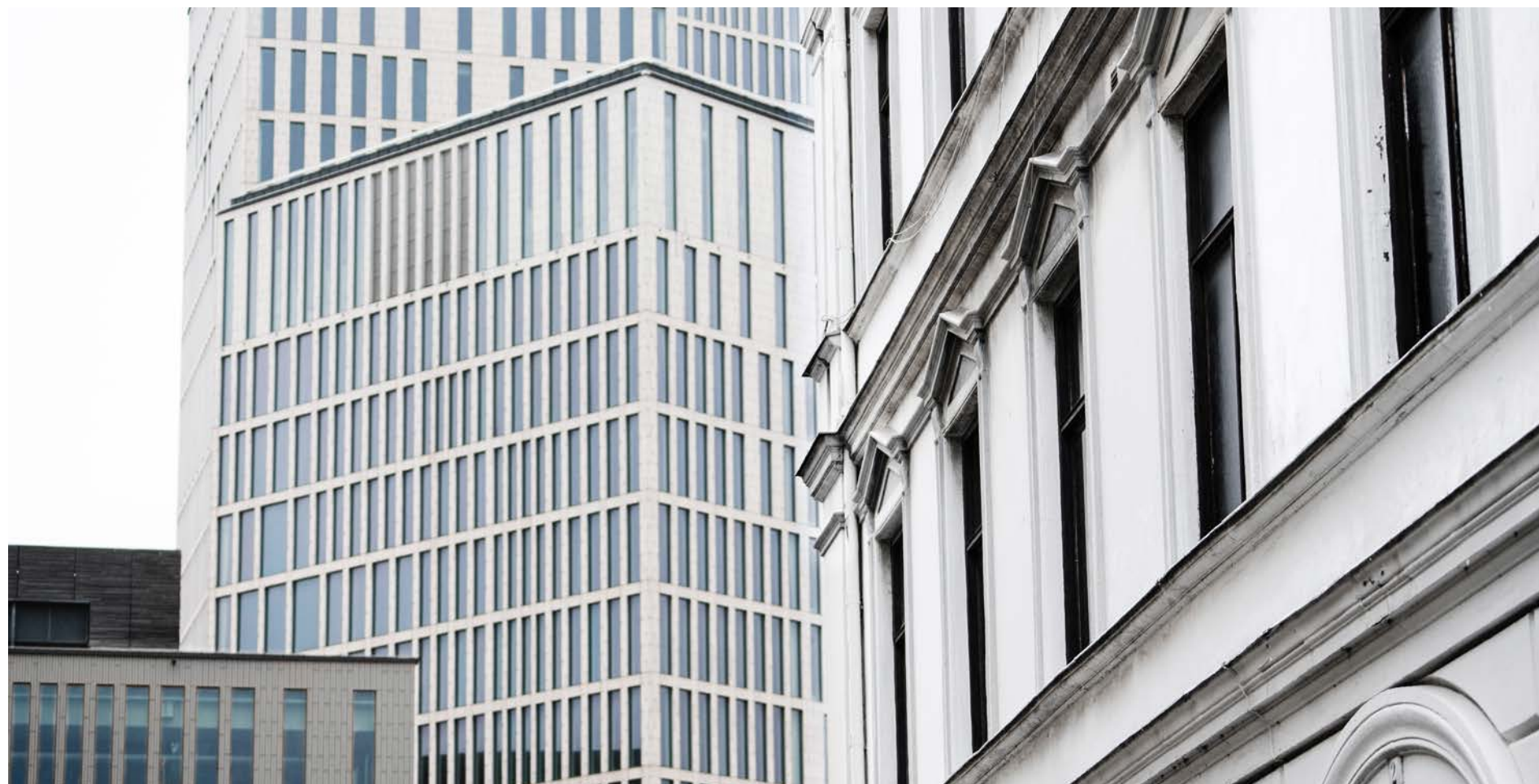




# Stricter sustainability requirements for the financial sector and business world

With a series of new regulations, the EU hopes to tackle climate change and set the global standard for sustainable investment. The measures have already impacted banks, insurance companies, private equity firms and other investors but, ultimately, the entire business community will be affected.





The measure which is expected to have the greatest impact is the EU Taxonomy on climate.

**IN APRIL 2021, THE EU COMMISSION ADOPTED** a comprehensive package of measures to simplify and increase investment in sustainable activities. The measures are part of a long-term goal to facilitate and accelerate the fight against climate change and make the EU a global leader in setting standards for sustainable finance. Here, the Commission is targeting investors, creditors and other actors who channel capital into business.

- Based on the Paris Agreement and Agenda 2030, the measures reinforce the financial sector's key role in the global transition. This is an ambitious package, with new and clearer demands on financial market players, but which also places obligations on lawyers, says Erica Wiking Häger at Mannheimer Swartling.

The measure which is expected to have the greatest impact is the EU Taxonomy on climate – a tool for investors to identify which economic activities will support the transition to fossil-free and renewable energy systems.

The first step is introducing technical screening criteria to enable investors to identify the activities which contribute to the Commission's environmental objectives. These are mainly investments, credits and other transactions that contribute to climate adaptation and limit or reduce carbon dioxide and other greenhouse gas emissions. The requirements for long-termism, impact

assessment, transparency and traceability have therefore been significantly increased for financial market actors.

- The EU Taxonomy is the EU's first real method of defining environmentally sustainable business, says Carl Johan Zimdahl at Mannheimer Swartling. A large part of Carl Johan's practice involves assisting financial market actors with their regulatory matters, such as in relation to funds establishment, financial authorisations and large transactions – all matters which will now be significantly affected by the EU's stricter sustainability requirements. Previously, the demands of legislators and public opinion have largely been directed at operating companies that manufacture goods, extract natural resources, produce energy or sell services. Now, the EU is instead targeting the companies and institutions that provide capital – pension funds, banks, asset managers, insurance companies and private equity players.

- In practice, this will act as a market force for more sustainable investment. Operating companies in need of capital will have to elevate their sustainability work before they can attract investors who have raised the bar to meet their own new sustainability requirements, Carl Johan continues.

“This is very much the new reality for many of our clients.”

But the EU's stricter requirements are not only focussed on the business community's responsibility for the environment and climate. They also encompass sustainability in a broader sense, including anti-corruption, democracy, working conditions and social responsibility. Erica is confident that the new measures will drive increased responsibility in many different parts of a company's operations. And while not all companies will directly fall under the new requirements, all established financial players – whether that be listed companies, lenders or private equity companies – will in principle be affected.

- This is very much the new reality for many of our clients. In the past, sustainability has been a “hygiene factor” – now, it is becoming a legal, political and monetary issue, Erica emphasises.

Social responsibility in a company's daily operations will clearly be impacted by the new rules, with increased transparency, anti-corruption and whistle-blowing routines, as well as much broader screening in connection with company transfers and other transactions. Legal due diligence will most likely be significantly broader and more extensive going forward as a direct consequence of the new measures. ●



# Arbitration

## and digitalisation

The digital transition has reshaped the way lawyers work and opened up new opportunities for the arbitration world. Parties that would traditionally have had their disputes heard in physical arbitration hearings are increasingly meeting in the digital arena - a development that looks like it is here to stay.



**DIGITAL HEARINGS** have proven to be an efficient, cost effective and environmentally friendly solution for parties in dispute who cannot or do not need to meet in person. In 2021, Mannheimer Swartling became the first Swedish law firm to sign “The Green Pledge” – an international campaign with eight guiding principles for more environmentally friendly arbitration procedures. Part of the initiative involves using digital alternatives to avoid unnecessary travel related to arbitration.

- “The Green Pledge” was a natural step for the firm. We have invested heavily in digitalisation in recent years – by implementing AI solutions and virtual tools, and bolstering the internal support for lawyers using these – and we aim to halve the firm’s climate footprint by 2030, says Sara Johnsson at Mannheimer Swartling.

Sara recalls when the pandemic struck and further accelerated the digital transition. Sara specialises in construction law disputes and was about to begin an arbitral proceeding when everything was suddenly put on hold.

“*The Green Pledge* was a natural step for the firm.”



- We went from sitting together in close dialogue with colleagues and clients, and taking part in extended hearings – to stopping everything and switching to remote communication only. It was a radical change and one that essentially happened overnight, Sara states.

- When that happened, we were truly grateful for all the efforts the firm had already made when it comes to digitalisation. It made everything so much easier. We were able to quickly set up a recording studio to present documents, film witness testimonies and hold opening statements. Sara was supported by her colleague Kristin Eickhoff, who also had to quickly get accustomed to this new method of handling digital proceedings.

- The firm set a novel and high standard for how final hearings could be held virtually using digital tools, says Kristin.

The Arbitration Institute of the Stockholm Chamber of Commerce (SCC) is internationally recognised as a pioneer in this field thanks to its investment in digitalisation. The SCC has worked with digital case management for over a decade and has had its own digital platform for handling and conducting commercial disputes since 2019. The SCC was the first global arbitration institute to launch a secure communication and document management platform, which now replaces much of the previous email communication.

- As far as digital hearings go, they are time and cost effective – and are here to stay – and we will see an increased use of digital case management and communication globally. However, I do not think that we will completely shift to virtual-only hearings – but rather, a hybrid of virtual and physical meetings as the future standard, says Kristin Campbell-Wilson, Secretary General of SCC.

SCC Chairman, Robin Oldenstam from Mannheimer Swartling, predicts the same trend. I believe that international arbitration will become increasingly digital. Although there is still some reluctance within parts of the profession to fully embrace this development – especially in the context of virtual witness testimony – I believe this will change over time. The technical solutions continue to improve and consistently provide better quality and user experience. More and more practitioners are also using these technical solutions, says Robin.

- On the whole, I welcome virtual final hearings, provided the right technical capabilities are there for those involved, Sara concludes. ●



# FDI screening: A new era for the Swedish transaction market

Over the past few years, many countries have introduced or broadened existing regimes to allow their governments and public authorities to control certain foreign investments on national security or public order grounds. Now Sweden is awaiting a new Foreign Direct Investment regime with significant impact on the national transaction market.

**AN INCREASING PART OF OUR WORK** at Mannheimer Swartling involves advising clients on the fast developing framework for foreign direct investment (“FDI”) screening. The trend of increasing FDI rules accelerated in 2020 due to the pandemic, with the European Commission urging Member States to be vigilant and avoid a sell-off of European business and industrial actors under the economic strains of the health crisis. 2020 also saw the EU FDI Regulation come into effect – creating a framework for information sharing and cooperation between the Commission and EU Member States.

Sweden is one of the few EU Member States that does not yet have an FDI screening regime in place. Although Sweden fast tracked certain mandatory consultation rules into effect at the start of 2021, this was limited to businesses and assets of importance for national security. Other existing regulations are limited to specific areas such as defence. The arena is now set to change, with Sweden on 1 November 2021 proposing an all-embracing new FDI regime. The proposal is under consultation and is expected to enter into force on 1 January 2023.

At the firm, we have closely followed the development of FDI rules for many years. Carolina Dackö, Anders Bergsten, Johan Carle and Lucas Leger Jonsson are specialised in this area.

- The scope of the new regime is very broad and the screening process will have a significant impact on the Swedish transaction market. And this is against a backdrop of other rules which already apply outside of Sweden, with businesses also having to consider their reporting obligations in other countries in relation to foreign subsidiaries as well as potential notifications to the EU Commission, says Carolina Dackö. →





The ISP will have 25 business days to decide whether to clear an investment or proceed to a second-stage review, which may take up to three months.

## “The new rules are intended to apply alongside other existing frameworks.”

The proposal envisages a two-step procedure whereby all direct investments above ten per cent in certain sectors will need to be notified to the Inspectorate of Strategic Products (“ISP”) – regardless of the investor’s nationality. This notification is also triggered for every investment, however small, after ten per cent and for actions seeking to give influence to an investor. The ISP will have 25 business days to decide whether to clear an investment or proceed to a second-stage review, which may take up to three months. The proposal is also stated to cover indirect investments, though it is currently unclear what type of indirect investments would be caught. The stated rationale behind this enormously broad scope is to prevent circumvention. I.e., rather than having a more limited notification threshold, all cases are to be notified and the ISP itself will clear unproblematic cases in the first step, such as may be the case for exclusively Swedish or EU investors.

The sectors to be covered are also broad, including overarching industries such as energy, transport and healthcare as well as security sensitive activities, critical raw materials and emerging technologies. The ISP is being given powers to prohibit, or impose conditions on, an investment if it poses a risk to Sweden’s security or public order. There is also a possibility of sanctions for failure to notify or comply with either a prohibition or a condition for approval.

The new rules are intended to apply alongside other existing frameworks, including those covering sensitive security, defence and competition, meaning that an investor may well be subject to parallel regulatory regimes and therefore required to file to several different authorities, and in several different countries, in respect of the same investment.

- It is therefore essential that investors keep abreast of the new rules and ensure that they comply with them. It will also be important to coordinate different notifications to different authorities, to streamline the approvals process and avoid delays, says Johan Carle.

The ongoing legislative process and stakeholder consultation may still lead to changes but, as currently formulated, the proposal is expected to result in an enormous number of notifications for investors (via their lawyers) to file, and of course for the ISP to review.

It is therefore likely that 2023 will mark the beginning of a new era of regulation for the Swedish transaction market. ●





# EU climate package shakes up the Emissions Trading Scheme

“The Commission proposed that the free allowance be replaced by carbon tariffs on imports...”

The EU Emissions Trading Scheme is one of the cornerstones of the Union’s climate work. But it now faces a major overhaul following a proposal for carbon emission tariffs published by the Commission in July 2021. This is expected to impact the European and global market for goods produced under the system.

**A LARGE NUMBER** of industries are covered by the EU Emissions Trading Scheme – a system whereby an emitter must “pay” with an “emission allowance” for each tonne of greenhouse gas emitted in its activities”, says Anna Bryngelsson at Mannheimer Swartling.

The total number of emission allowances (and therefore the overall volume of greenhouse gases that can be emitted) is reduced every year and the price of the allowances has recently risen sharply. Having never previously exceeded 30 euros, the price per allowance has steadily increased since the beginning of 2021 to close to 100 euros, at the time of writing.

Emissions trading is important for the growth of European industry. Climate change is global and the environmental efforts of other countries are important for the EU. As long as other countries continue to set lower carbon prices, there is a risk of so-called “carbon leakage”, where emission-intensive activities in the EU are at a competitive disadvantage, leading to these activities being moved to (or outcompeted by companies in) countries outside of the EU. The EU has so far addressed this risk by granting a certain number of emission allowances free of charge to energy-intensive industries, where the risk of carbon leakage is high, Anna continues.

In the climate package presented last summer – Fit for 55 – the Commission proposed that the free allowances be replaced by carbon tariffs on imports of electricity, cement, iron and steel, aluminium and fertilisers. This will be known as CBAM (Carbon Border Adjustment Mechanism). Instead of EU producers

of these products receiving free allowances to partly cover their emission costs, competitors in non-EU countries where it is cheaper to pollute should instead be required to pay equal costs. Critics, however, maintain that the abolition of free emission allowances will lead to increased production costs for EU-based industries, while companies outside the EU will only pay to the extent that their production is exported to the EU. There are fears that this will weaken, rather than strengthen, the competitiveness of European industry.

The Commission has also been criticised for going too far in its actions to combat climate change, which is feared may obstruct global cooperation on environmental issues. For instance, there are concerns that non-EU countries are introducing countermeasures in the form of import duties which could affect EU exports. EU officials, companies and trade associations have all emphasised the importance of ensuring that carbon tariffs are aligned with WTO (World Trade Organisation) rules. Tariffs must not unduly promote the EU economy, but must primarily be a climate objective where revenues are used to reduce global carbon emissions.

It is not yet clear what consequences and incentives carbon tariffs will have in the international markets. According to the proposal, the CBAM will enter into force in a transitional form as early as 2023 for current goods, and will be fully implemented by 2026.

– Before it becomes a reality, however, tough negotiations await – both within and outside of the EU, Anna concludes. ●



Reflections from Klas Eklund, Senior Economist

# The global context

The years 2020 and 2021 will go down in history as turbulent and shocking. The global pandemic brought disease, death, a volatile economy and forced many companies to reconsider their way of working – disrupting lives across all countries and communities.



# “It is clear that the collateral damage from the pandemic will be felt for years to come.”

**THE INITIAL OUTBREAK** of the pandemic triggered an abrupt decline in economic activity, followed by an almost equally sharp upturn. That rebound, however, was gradually slowed down by supply chain disruptions. In the depths of the crisis, container vessels around the world were mothballed, leading to a container shortage in major export countries when global trade picked up again. Several hardware manufacturers shut down during the downturn, resulting in a shortage of semiconductors followed by bottlenecks and production stoppages across several sectors. Many restaurants and hotels were forced to close as a result of lockdowns and other restrictions, meaning they lost staff and competences, and later struggled to meet the demand that returned when restrictions eased. These shortages were particularly noticeable in the US, where the government distributed generous cash subsidies to all citizens. This is thought to have resulted in an unexpected number of workers leaving the labour market, which caused staff

shortages when consumption demand returned.

These are just a few examples and it is clear that the collateral damage from the pandemic will be felt for years to come – especially if new mutations bring new virus waves and regional shutdowns. Trade is particularly vulnerable to factory and port closures in China. *The Economist* has warned of a “90 percent economy” – where economic output suffers for a significant period of time as we grapple with financial hardship and other residual shortcomings.

The business world must therefore change, in several ways. Global production chains – based on “just in time” logistics and different stages of production being carried out in different locations – must become more robust and regional, with buffers against disruptions, “just in case”.

Energy crises, shortages and bottlenecks have pushed inflation to the highest level in decades, which is hurting real wages.

It remains to be seen whether the period of extremely low inflation and falling interest rates has finally come to an end. Several central banks are preparing to raise interest rates, and some have already done so. It is also possible that the long period of rapidly increasing asset values and financial risk-taking will come to an end – something that would require a substantial reconsideration of business models.

Another effect of the pandemic was of course a surge in working from home and digital meetings, and that travel came to a standstill. When circumstances return to normal, business travel will resume somewhat, but digital meetings are still likely to be more common than in-person meetings. Employers are facing a difficult trade-off – on the one hand, recreating an office environment that fosters creativity and collaboration and, on the other, meeting the growing demands of many employees for more flexibility. Digitalisation thus becomes a strategic mandate, not just for business competitiveness but for employee wellbeing too.

But while business models and strategies continue to face major challenges, the business world’s community involvement has come into focus in new and unexpected ways. The Glasgow climate conference in autumn 2021 led to several countries setting stricter climate targets. The large stimulus packages provided during the crisis also demonstrated that resources can be mobilised when required. A consequence will be major environmental policy initiatives in the future, at both the political and business level.

The pandemic struck unevenly. Those with less education were affected when their jobs disappeared and long-term unemployment rose. Property prices climbed and it became even tougher for low-income earners to buy their own home. Many students had lessons cancelled and were made to study from home. Such disruption to education can cause long-term damage to students and society. All this means that economic policy in many countries shifts, becoming more focussed on counteracting social divisions and segregation – something that follows the pattern of previous pandemics.

All in all, the pandemic clearly demonstrated how companies – and the firm – are closely intertwined with the surrounding community. When Sweden suffers – financially or physically – law firms must do even more. We do this primarily through professionalism and legal expertise, helping our clients to better manage the crisis. This contributes to increased stability and better income for the Swedish economy as a whole.

But we also do this through broader community involvement, including our environmental work and our *pro bono* partnerships, such as with The City Mission and Centre for Justice. We hope that our efforts have contributed somewhat in mitigating the destructive impact of the pandemic. The firm will intensify its work in a number of these areas in the hope that several of the defensive measures developed during the pandemic will contribute to progress for business and the environment going forward, both for the firm and for Sweden. ●

# How we work with sustainability

We describe our work with sustainability with reference to three integrated areas – our legal advice, internally within the firm and in society.

## SUSTAINABILITY IN OUR LEGAL ADVICE

Our legal services are a way for us to support our clients in the transition to a sustainable future. The firm has several practice groups specialised in sustainability-related law.

## SUSTAINABILITY WITHIN THE FIRM

Our internal sustainability work focusses on areas such as health and wellbeing, diversity and inclusion, ethics and compliance, as well as climate and the environment.

## MANNHEIMER SWARTLING IN SOCIETY

We have a number of *pro bono* partnerships and initiatives with important organisations in the local community, which we support with free legal advice, board representation and volunteering.

Sustainability is part of Mannheimer Swartling's business strategy and is based on international standards such as The Ten Principles of the UN Global Compact, The 2030 Agenda and the UN Sustainable Development Goals, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the Eight Fundamental Conventions of the ILO.

**OUR WORK** as a business law firm spans a number of different industries and markets, which all face their own opportunities, challenges and risks. Our internal sustainability work and involvement in the community also reflect the firm's own values.

## Sustainability advice highlights in 2021

- In December 2021, the EU Whistleblowing Directive was implemented into Swedish law. This means that all companies with 50 or more employees must have whistleblowing reporting channels in place to enable employees to report wrongdoings.
- Throughout 2021, we continued to follow and update our clients on the protracted EU legislative process on human rights due diligence, which will affect many companies once in force.
- The Sustainable Finance Disclosure and Taxonomy Regulations are important steps in the green transition and were an area of focus for many of the firm's practice groups in 2021, particularly Banking and Finance and Financial Regulation.
- We saw high transaction activity throughout the year. Sustainability issues remained central and have become an integral part of our due diligence work.
- We worked on many projects that contribute to the sustainable transition. The firm's energy and environmental specialists advised on a large number of renewable energy mandates such as solar and wind power, carbon capture and storage and the development of electric roads.
- We recruited a Specialist Counsel who focusses on Business and Human Rights.



We aim to halve our greenhouse gas emissions by at least 50 percent by 2030 in line with the goals of the Paris Agreement.



#### MANNHEIMER SWARTLING IN SOCIETY

Our involvement in community matters falls under the firm's integrated area of *Mannheimer Swartling in society*. Given our size and market standing, we have the responsibility and opportunity to exert influence and pursue important and challenging issues, not only for our clients and ourselves, but also for society in general.




#### SELECTED PARTNERSHIPS

- Centre for Justice
- Gapminder
- Global Compact
- Race for the Baltic
- The City Mission






If you would like to read more about Mannheimer Swartling's sustainability work, you are welcome to read the firm's sustainability report, available in Swedish at [mannheimerswartling.se/hallbarhet](https://mannheimerswartling.se/hallbarhet).

# Mannheimer Swartling and the UN Global Goals

Goal	Goal description	Our work at Mannheimer Swartling
	Achieve gender equality and empower all women and girls.	Gender equality is a priority for the firm – and for the entire legal profession. We work to foster an inclusive culture and sustainable working conditions which encourage all employees to stay at the firm. Our Diversity Group, formed of representatives from across the firm, works with these matters in both a strategic and operational context.
<b>TARGET 5.5</b>	Ensure women's full participation in leadership and decision-making.	
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	We consider long-term sustainable working conditions as one of several prerequisites for a healthy corporate culture and a workplace where our employees can thrive and develop. We also place explicit working condition requirements on our suppliers.
<b>TARGET 8.7</b>	Eradicate forced labour, human trafficking and child labour.	
<b>TARGET 8.8</b>	Protect labour rights and promote safe working environments.	
	Ensure sustainable consumption and production patterns.	We work to minimise our negative environmental impact. Our code of conduct for suppliers and our purchasing procedures place clear demands on our suppliers in their environmental efforts and take into account a life cycle perspective.
<b>TARGET 12.6</b>	Encourage companies to adopt sustainable practices and sustainability reporting.	

The 2030 Agenda comprises the UN Sustainable Development Goals – a universal call to action based on 17 goals with a combined mission to end poverty, combat inequalities and protect the planet. Although all goals can factor into our advice and our organisation, we have identified six areas where we believe we can make the biggest difference.

Goal	Goal description	Our work at Mannheimer Swartling
	Take urgent action to combat climate change and its impacts.	We aim to reduce our greenhouse gas emissions by at least 50 percent by 2030. We have identified travel and transport as the main sources of our emissions and our travel policy sets clear guidelines to promote environmentally friendly methods of transport. We carry out a climate analysis of our entire business each year with the help of external expert consultants.
<b>TARGET 13.1</b>	Strengthen resilience and adaptive capacity to climate related disasters.	
<b>TARGET 13.3</b>	Build knowledge and capacity to meet climate change.	
	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	In our role as a law firm, we work every day to promote the rule of law in Sweden and internationally. We work very closely with the Swedish Bar Association, whose purpose is to maintain the highest ethics and professionalism of the legal profession, monitor and influence legal developments, safeguard the professional interests of lawyers and promote cohesion between lawyers.
<b>TARGET 16.3</b>	Promote the rule of law and ensure access to justice.	
<b>TARGET 16.5</b>	Substantially fight corruption and bribery.	
<b>TARGET 16C</b>	Promote and enforce non-discriminatory laws and policies.	
	Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development.	By engaging in areas where we can have the greatest positive influence, we maximise the involvement of our employees and clients, and work towards sustainable societal development. We also provide a platform for dialogue and invite clients, community partners and other stakeholders to discuss current issues and challenges in sustainability.
<b>TARGET 17.10</b>	Promote a universal trading system under the WTO.	
<b>TARGET 17.G</b>	Enhance the Global Partnership for Sustainable Development.	



# Study for Life

Many consider attending university to be key to a successful career and future – but getting there can feel like a long road. In 2021, Mannheimer Swartling established Study for Life – a study and mentoring programme to inspire and support motivated young people to continue their studies after high school.

**STUDY FOR LIFE** is aimed at students who have just finished their first year of high school and who come from families where neither parent has a Swedish academic education. Each participant will have two mentors – both lawyers from Mannheimer Swartling and representatives from several well-known companies – who will follow their development and encourage them into further education. We hope that Study for Life will contribute to increased diversity at universities and ultimately in the wider business community.

We received many impressive applica-

with undoubtedly high ambitions, and we were also impressed with how well she had learnt Swedish in such a short time.

– My dream is to continue learning and to start studying law straight after high school. My parents are a great source of inspiration for me. They studied in Syria rather than at a Swedish university and I see how far they have come since arriving in Sweden. After studying Swedish and retraining, they have now both been working here for two years, says Diala.

Sixto Rios is a Senior Associate at Mannheimer Swartling and is one of the

“It is thanks to hard work – and a little bit of luck – that I have been able to pursue a career in financial law at Sweden’s biggest law firm.”

tions to the programme in autumn 2021. One of the twelve people we selected was 18 year old Diala Hussein.

Diala is currently in the second year of her studies in the economics programme at Per Anders Fogelström High School in Stockholm, focussing on law. Diala came to Sweden as a refugee from Syria, four and a half years ago.

Diala’s high school mentor encouraged her to apply for Study for Life after noticing her efforts at school. We saw a student

mentors for Study for Life. Sixto came to Sweden at the age of 18 and did not speak a word of Swedish at the time.

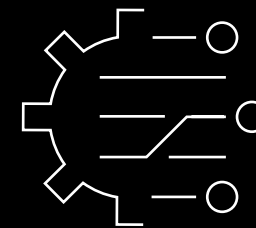
– It is thanks to hard work – and a little bit of luck – that I have been able to pursue a career in financial law at Sweden’s biggest law firm. Good academic grades opened a lot of doors for me and I hope that Study for Life will contribute in the same way for our twelve candidates. We look forward to following their development, says Sixto. ●



# MSA Innovation Lab

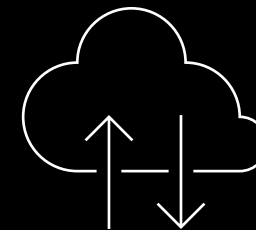
MSA Innovation Lab is a business unit established to drive innovation, accelerate digital development and help our clients to excel. We identify and invest in new technology to improve our working methods. We collaborate with clients, technology providers and academia to advance our work. To support entrepreneurs and innovators, MSA Innovation Lab operates a legal tech incubator, and we currently house five incubator companies. Throughout 2021, and continuing into 2022, our mandate increased, partly as a result of remote working conditions.

01



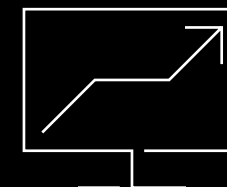
Innovation and accelerated digitalisation are key parameters for achieving the firm's vision – to deliver the very highest quality of legal advice.

02



By collaborating with clients, technology providers, entrepreneurs and academia, MSA Innovation Lab identifies and develops new technology and improved processes.

03



We are reshaping our way of working and improving the services we provide to our clients.



# Awards

Mannheimer Swartling regularly tops both Swedish and international rankings. In addition, Sweden's law students have time and time again voted us the most attractive employer – among law firms as well as amongst the entire legal profession. We are incredibly proud of this and work hard to live up to this honour, year after year. A selection of awards received by the firm are listed here.

## Sweden Law Firm of the Year

Chambers Europe Awards for Excellence  
2009, 2011, 2012, 2015, 2016, 2018 and 2020

## Swedish Law Firm of the Year

International Financial Law Review (IFLR)  
2005, 2006, 2007, 2008, 2010, 2012, 2015, 2016, 2018, 2019 and 2021

## Law Firm of the Year, Sweden

Who's Who Legal Awards  
2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2017, 2018, 2019, 2020 and 2021

## Top ranked in "Overall Performance" in Sweden

TNS Sifo Prospera Tier 1 Law Firm Review Sweden  
2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020 and 2021

## Most popular law firm among Swedish law students

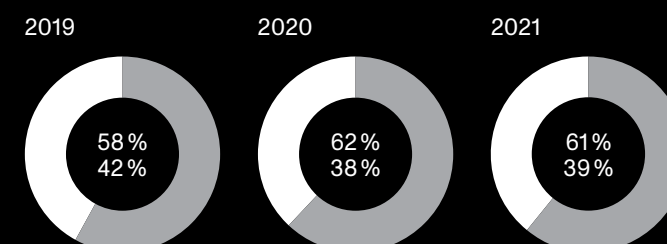
Universum (FöretagsBarometern)  
2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020 and 2021

## Most popular employer among Swedish law students

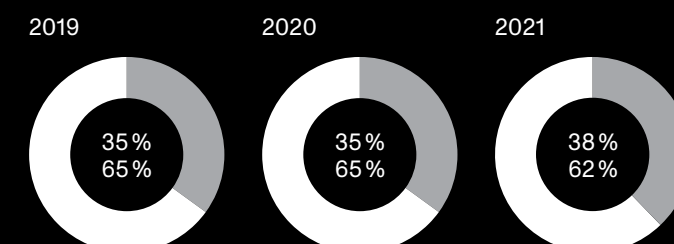
Universum (FöretagsBarometern)  
2018, 2019, 2020 and 2021

# Our people

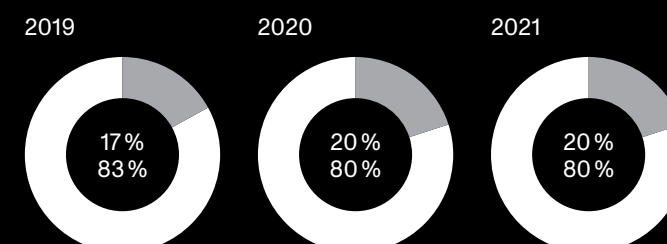
## Associates



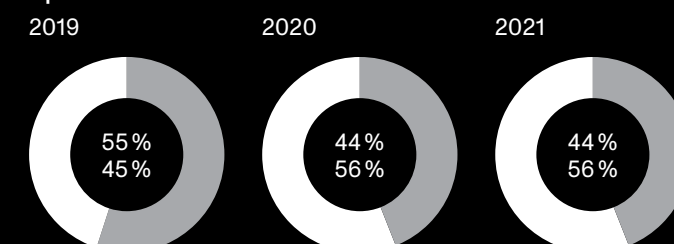
## Senior Associates



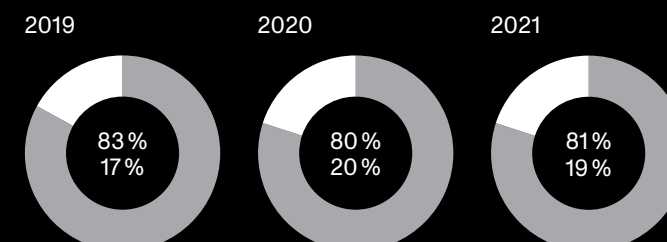
## Partners



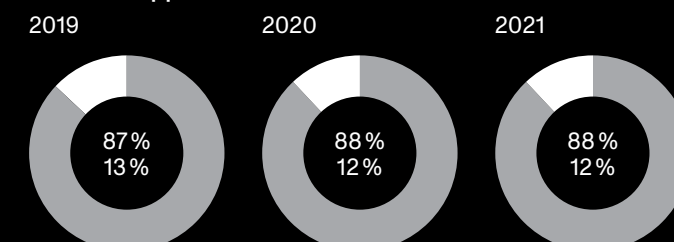
## Specialist Counsel



## Other staff



## Head of Support Functions



## Gender distribution

■ Male ■ Female

Total 610 employees



# The Board

The Board of Mannheimer Swartling works to achieve the firm's goal – to be the very best law firm in our market, delivering services of the highest possible quality while being proactive and responsible to our clients, colleagues and the community around us.



**Jan Derneſtam**

Born 1969, Managing Partner  
Board member ſince 2009.  
Managing Partner ſince 2011.



**Erica Wiking Häger**

Born 1970, Partner  
Board member 2011-2016  
and ſince 2020. Chairman of  
the Board ſince 2021.



**Jesper Prytz**

Born 1970, Partner  
Board member ſince 2016.



**Daniel Karlsson**

Born 1977, Partner  
Board member ſince 2021.



**Therese Strömshed**

Born 1982, Partner  
Board member ſince 2021.

