



KROMANN REUMERT'S CSR REPORT

Published May 2013

FOREWORD BY OUR MANAGING PARTNER

DEAR READER

Welcome to Kromann Reumert's fourth CSR Report and fourth report to the UN Global Compact. We joined the Global Compact in 2008 and I want to take this opportunity now to emphasise that our commitment to this most important UN initiative remains undiminished.

The business climate in Denmark is still marked by financial crisis and Kromann Reumert wishes to support growth in the business sector. In January this year we performed an analysis of 70 large and medium-sized Danish exporting enterprises, asking them about their experience in exporting to non-EU countries. We also interviewed eight of Denmark's most competent export companies who shared their knowledge about how to avoid pitfalls in future export campaigns. We are convinced that "export" is a key to strengthening the Danish business sector.

Often, however, exports will be to foreign markets outside the EU where customs and traditions challenge the Global Compact principles in a way we do not see in our domestic market. When we in Kromann Reumert help our customers go out into the world we take with us our knowledge of the Global Compact principles and our advice on Corporate Governance. You can read more about this under "Anti-Corruption and Corporate Governance". Danish enterprises value our advice and knowledge. Every time we and our customers have a chance to enlighten foreign-market players on corporate social responsibility and growth, it is a step in the right direction towards extending the embrace of the UN Global Compact.

But we can make a difference domestically too. That is why we supported the campaign "The World's Best News" again this year, working in cooperation with the UN, DANIDA and Danish aid organisations to promote the UN's 2015 Millennium Development Goals.

And I am, of course, immensely proud that Kromann Reumert has managed for the second year in a row to attain a CO₂ target ahead of schedule. Last year, we set a goal to reduce our CO₂ consumption by 10% by 2015, but we have reached that goal already. A new, ambitious goal is now to reduce our CO₂ consumption by a total of 15% from 2011 to the end of 2015. These goals have been reached only because we have employees with creative minds and a desire to think up new ways to bring down our CO₂ consumption.

We also thank our employees for their continued commitment to our pro bono work. Among the features in this Report, I especially recommend the article on how eight of our lawyers arranged a full day of activities here at our Copenhagen offices for 60 9th-grade pupils from the Sortedam School, a local school. The purpose was to instil a motivation for education – and according to pupils and teachers alike, it was mission accomplished. The Education Day was part of the City of Copenhagen's attempt to get older school pupils to be more focused on post-secondary education.

Enjoy.




Claus Juel Hansen,
Managing Partner

ALL COMMENTS ARE WELCOME
We would be happy to receive your comments on this CSR Report and on our CSR efforts generally. Write to Kirsten Hejlskov Jensen, Communications Manager, on kje@kromannreumert.com.

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ABOUT THE REPORT

This is Kromann Reumert’s fourth CSR Report – and our fourth annual COP (Communication on Progress) to be reported to the UN Global Compact.

The Report is modelled around the 10 Global Compact principles, divided into four themes: Human Rights, Labour, Environment, and Anti-Corruption. The Report also focuses on our pro-bono partnerships as a considerable amount of our CSR efforts stems from our employees’ wish to do pro-bono work by doing what a law firm does best – providing legal advice.

The reporting year is spring 2012 to spring 2013. The exact reporting periods within each theme are described in the individual sections on the following pages.

With this Report we hope to give our customers, employees and other stakeholders an understanding of Kromann Reumert and the way we work with CSR.

KROMANN REUMERT IN BRIEF

Kromann Reumert is Denmark’s leading law firm with offices in Copenhagen, Aarhus, London and Brussels. We employ approximately 550 people, working attentively and enthusiastically with our customers and with each other. Our approximately 300 lawyers cover a host of specialist areas and we are constantly looking to develop new areas to meet our customers’ needs.

WE SET THE STANDARD

Our vision is that we set the standard among law firms. Good is not good enough - we want to be the best. That is why we demand of ourselves that we stay up to date on the latest news – domestically and internationally. We want to stay a step ahead.

OUR INTERNATIONAL POSITION

Kromann Reumert is a business with a distinct international outlook, serving Danish and foreign customers alike. We are the only Danish law firm to be a member of the international Lex Mundi organisation, consisting of more than 21,000 lawyers in 160 of the world’s leading law firms. We are also active in most of the international lawyers’ organisations – including IBA, ABA

and AIJA, and several of our partners currently hold or have previously held executive-level positions in the international legal community. For our clients, the benefits of our unique international position include high-quality multi-jurisdictional advice and unique access to a range of specialists in almost every part of the world. At the same time, we are well placed to help our clients stay abreast of the latest international trends and developments, including those that may extend to Denmark. Our services include assisting Danish enterprises with the overcoming the legal challenges they face as they venture out into the international markets.

RATINGS

Kromann Reumert was awarded several international awards in 2012. For example, we were given the “Chambers Europe Awards for Excellence 2012 Denmark”, and Who’s Who named us “Danish law firm of the year”. We were also named “M&A awards 2012 overall law firm of the year” by Acquisition International. In 2012 Økonomisk Ugebrev again awarded Kromann Reumert the title of best Danish law firm.

VISION

We set the standard

MISSION

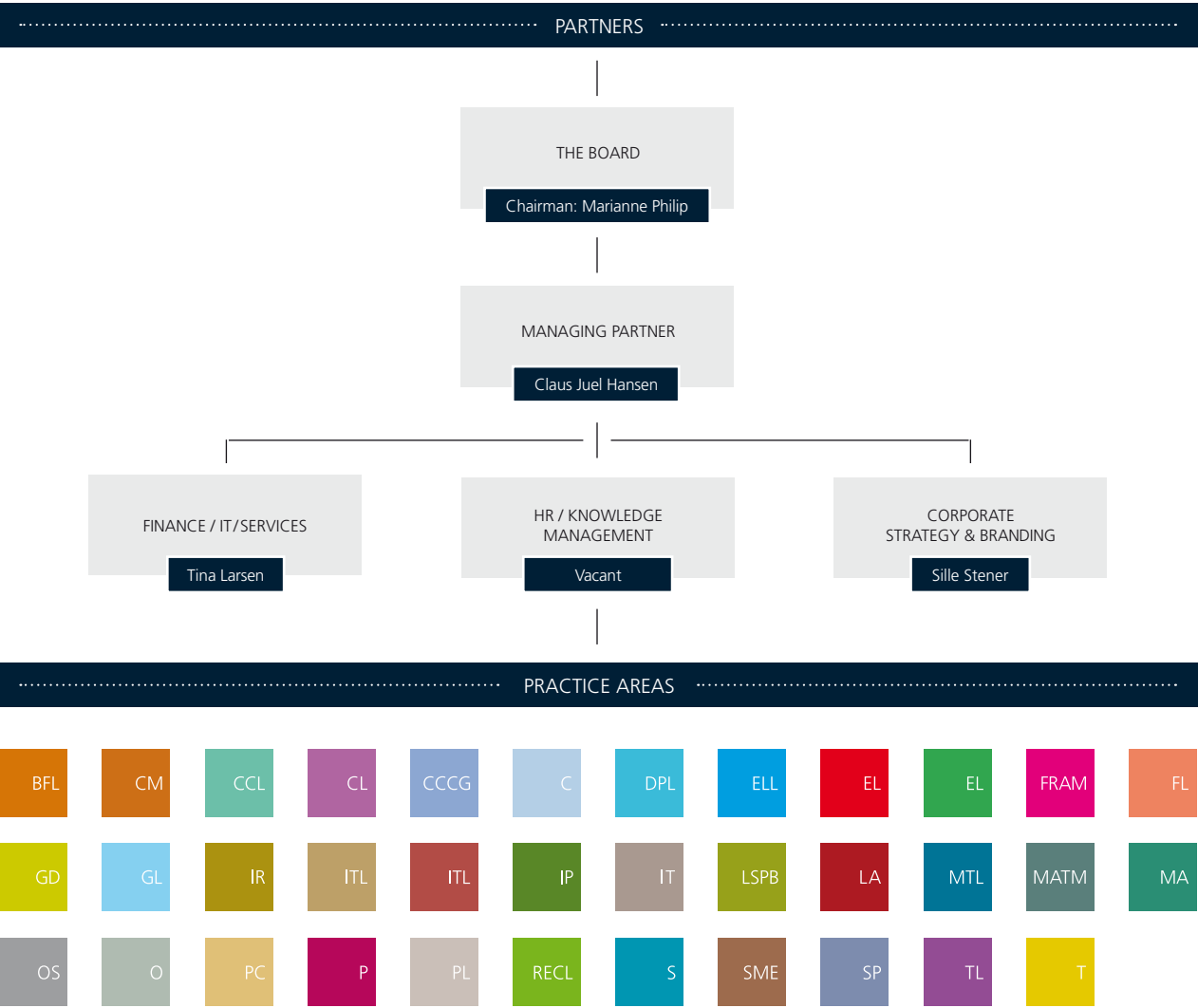
Value-adding solutions and advice with dedication and focus

VALUES

Spirited teamwork – Quality – Business knowledge – Credibility

OUR ORGANISATION

Kromann Reumert is a partner-owned firm comprised of 67 partners. Our partnership is built on a principle of equal sharing, meaning that all partners have an interest in working together to achieve the optimum solution. The chart below reflects our organisational structure. Read more about Kromann Reumert at www.kromannreumert.com.



Banking and finance / Capital markets / China / Commercial and company law / Competition law / Compliance, CSR and corporate governance / Corporate criminal law / Data protection law / Employment and labour law / Energy law / Environmental law and public law / Financial regulation and asset management / German desk / Greenlandic law / Insolvency and restructuring / Insurance and tort law / International trade / IP / IT and outsourcing / Life Science, Pharmaceuticals and Biotech / Litigation and arbitration / Maritime and transportation law / Mergers and acquisitions / Mergers and Acquisitions - technology and media / Outbound services / Private clients / Procurement / Purchase and sale of SME / Real estate and construction law / Shipping / Sports, media and entertainment / Succession planning / Tax law / Telecommunications

STAKEHOLDER DIALOGUE

EMPLOYEE INVOLVEMENT IN CUSTOMER VALUE PROPOSITIONS

Kromann Reumert adopts an active dialogue with different groups of stakeholders. In various customer surveys, we have regularly asked our customers what they think about working with us, and of course we do employee satisfaction surveys as well.

We bring our employees actively into our strategic planning. We did this most recently in connection with defining our Customer Value Propositions or CVPs. On our annual Company Day, the Management took the stage to introduce the de-centralised work and our employees then went to work on defining what it is we do that will create value for our customers.

KROMANN REUMERT IDENTIFIED THE FOLLOWING CUSTOMER VALUE PROPOSITIONS:

- We are an active partner in the customer's business.
- We are a step ahead of the challenges facing our customer.
- We ensure efficient processes.
- We help our customers go out in the world.
- We create innovative solutions.

COMMUNITY – PRO BONO

Through our pro bono partnerships we reach a variety of different groups in our surrounding community and we appreciate and enjoy the experience. You can read more about this in the Partnerships and Pro Bono section.

COMMERCIAL ENTERPRISES – SHARING THEIR KNOWLEDGE

Many businesses and commercial organisations frequently invite our specialists to speak on different topics as diverse as Corporate Governance, Whistleblowing and other areas they would like to learn more about.

We want to help enterprises grow. That is why – as mentioned also in the foreword to this report – we performed, in January this year, an analysis of 70 large and medium-sized Danish exporting enterprises, asking them about their experience in exporting to non-EU countries. We also interviewed eight of Denmark's most competent export companies who shared their knowledge about how to avoid pitfalls in future export campaigns. The interviews spawned a treasure trove of good advice all available now on www.kromannreumert.com/overblik.

DIALOGUE WITH FUTURE EMPLOYEES: TALENT NETWORK

Kromann Reumert's most important resource is our employees – that is the way it is and that is the way it will stay. That is why in September of 2012 we launched a brand-new network for 15 talented law students from the University of Copenhagen, Aarhus University, Aalborg University, and the University of Southern Denmark. This gives us a unique window through which to communicate with some of our future employees and allows us to get to know changed needs and requirements early and to act on them in time to make a difference.

The network is structured around six network meetings and offers students a chance to work on their communication and personal power skills. They are also invited to spar individually with an attorney and an assistant attorney and are given access to our library and a study seat in Aarhus or Copenhagen for the 8-month duration of the Talent Network.

The objective of the network is to provide law students with a practical angle on the field of law so that they will get a chance to see what it takes to become a good corporate lawyer – and not least to strengthen the competencies required in order to master the craft of practising law.



OUR AMBITIONS

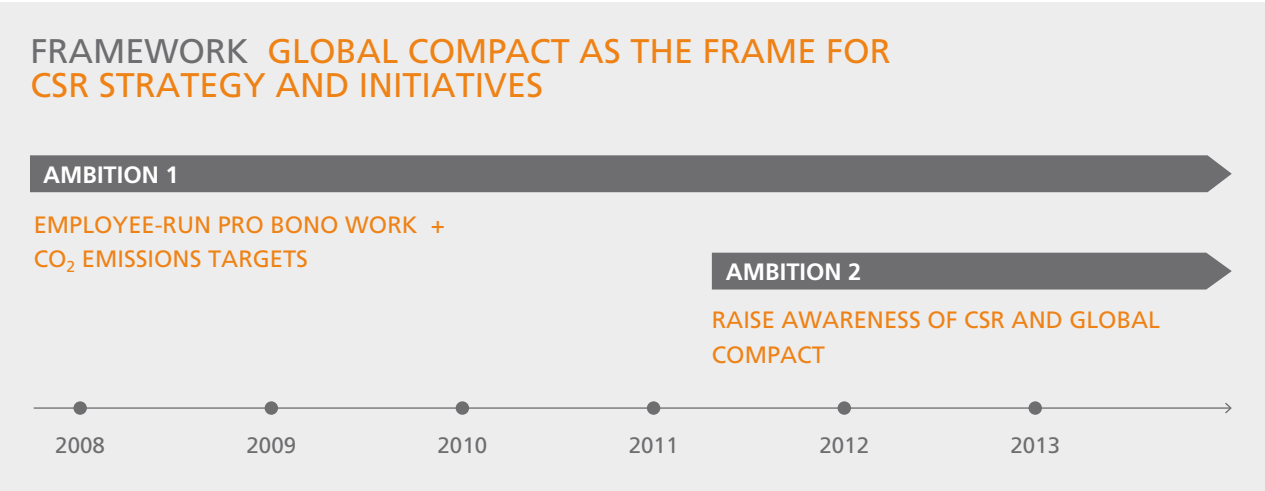
Our CSR report for 2011 outlined two overarching goals or ambitions for our CSR work leading up to year-end 2013:

AMBITION 1

We will strive to integrate CSR into our own business and organisational processes so that it becomes a completely natural part of good business.

AMBITION 2

We will strive to be part of the driving force behind the evolution of CSR within business.



These ambitions also form the basis for the CSR activities described in this report and will remain the basis until the end of 2013. Even though our overall ambitions remain the same, we continually strive to expand our goals and objectives within the four themes of human rights, labour, the environment and anti-corruption.

AMBITION 1
With respect to Ambition 1 and as described in the section on Environment and Climate, we have already reached one CO₂ target and have set a new and more ambitious goal. The section on Partnerships and Pro Bono describes how our pro bono work has been further integrated into our legal business. For example, as part of the City of Copenhagen's lower-secondary-education initiative, we held an education day for sixty 9th grade pupils from the Sortedam School in Østerbro. The objective was to increase

focus on the transition into post-secondary education and to motivate pupils to choose a higher education.

AMBITION 2
With respect to Ambition 2, our goal is to increase awareness of the Global Compact and CSR in business. We have achieved this through several initiatives. Among other things, we have incorporated information about our involvement in Global Compact and CSR into our corporate presentation - last year, Kromann Reumert's lawyers spent well over 1,500 hours speaking at business conferences and seminars.

We also provide meeting facilities to and conduct various brunch meetings for SOS Børnebyerne (SOS Children's Villages), all to increase awareness of CSR.



We also actively promote diversity on boards of directors. The Chairman of our Board and Partner, Marianne Philip, and our Director of Corporate Strategy & Branding, Silje Stener, have collaborated with Heidrick & Struggles' Copenhagen office to introduce the Women Corporate Directors (WCD) network into Denmark. The first network event, held on 29 August 2012, featured professional matchmaking where female board candidates were able to meet personally with highly experienced chairmen of various boards of directors. Kromann Reumert's Copenhagen office hosted this WCD event. The event was hugely successful, potential directors and current chairmen alike having expressed their desire to repeat it. Since the event, a board consisting of 10 executive-level women in major Danish businesses has been created. Four board meetings hosted by Kromann Reumert have already been held and another is

scheduled for April all with the aim of presenting the plans for WCD in Denmark.

In 2012, we continued our participation in the Danish campaign Verdens Bedste Nyhed ("The World's Best News"), the object of which is to raise awareness of the UN 2015 goals. We expect that we will continue in 2013 to support the UN 2015 goals to fight poverty throughout the world.

Our other initiatives to fulfil Ambition 2 are described in more detail under each theme of this report, particularly the "Anti-Corruption and Corporate Governance" section.

You can also read about the other initiatives in our previous reports available for download at www.kromannreumert.com.

The World's Best News is a call to take the last decisive steps towards fulfilling the 2015 goals. We helped spread that call in 2012 through a number of different channels.

KROMANN REUMERT AND THE WORLD'S BEST NEWS

Kromann Reumert continued its work as a partner in the Danish campaign Verdens Bedste Nyheder ("The World's Best News"). We did so primarily as a result of our involvement in UN Global Compact. The campaign resonates very specifically with the UN 2015 goals, often applied as a benchmark of the world's development. The purpose of the campaign is to provide Danes with better information on the concrete results achieved through development aid and the work to end global poverty. The World's Best News is a call to take the last decisive steps towards fulfilling the 2015 goals. We helped spread that call in 2012 through a number of different channels, for example:

- Homepage banner and homepage news
- News on our intranet and in the personal column of our Managing Partner
- Facebook
- Twitter
- LinkedIn
- Label on our water bottles offered to guests in our meeting rooms
- Internal roll-ups
- African, South American and Eastern food served in our canteen

THE WORLD'S BEST NEWS
2015 goals:

- | | |
|---|--|
| Goal 1: Eradicate extreme poverty and hunger | Goal 5: Improve maternal health |
| Goal 2: Achieve universal primary education | Goal 6: Combat HIV/AIDS, malaria and other diseases |
| Goal 3: Promote gender equity and empower women | Goal 7: Ensure environmental sustainability |
| Goal 4: Reduce child mortality | Goal 8: Develop a Global Partnership for development |



CSR ORGANISATION

The CSR Steering Committee meets four to five times a year to discuss strategic goals and practical initiatives. Our HR Director and our Partner responsible for pro bono work together to oversee pro bono projects and maintain contact with the employee-run pro bono groups. The pro bono groups themselves are responsible for the work they undertake through their selected pro bono partnerships.

Our Facilities Manager is responsible for Kromann Reumert's work with climate and the environment and for supplier management. Our Director of Corporate Strategy & Branding, together with our Communications Manager, have overall responsibility for our Global Compact and other SCR-related initiatives. Overall responsibility for Global Compact is placed with our Corporate Strategy & Branding department so as to exploit its full potential in relation to our strategy and business.



THE 10 PRINCIPLES

1-2 HUMAN RIGHTS

- 1. Businesses should support and respect the protection of internationally proclaimed human rights.
- 2. Business should make sure that they are not complicit in human rights abuses.

7-9 ENVIRONMENT AND CLIMATE

- 7. Businesses should support a precautionary approach to environmental challenges.
- 8. Business should undertake initiatives to promote greater environmental responsibility.
- 9. Business should encourage the development and diffusion of environmentally friendly technologies.

3-6 LABOUR

- 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- 4. Business should uphold the elimination of all forms of forced and compulsory labour.
- 5. Business should uphold the effective abolition of child labour.
- 6. Business should uphold the elimination of discrimination in respect of employment and occupation.

10 ANTI-CORRUPTION

- 10. Businesses should work against corruption in all its forms, including extortion and bribery.

GLOBAL COMPACT'S
10 principles

Global Compact's 10 Principles are divided into four themes: human rights, labour, environment and anti-corruption.

PRINCIPLES 1-2

Human rights

RESULTS: MARCH 2012 – MARCH 2013

GOAL: MARCH 2013 - MARCH 2014

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PRINCIPLES 3-6

Labour

LABOUR

COMMITMENT

Kromann Reumert's most important resource is our employees. They are fundamental to our business and they are the source of the results achieved every day and the key to helping us maintain Kromann Reumert's position as the leading law firm in Denmark. It is therefore absolutely essential that we do our very best to ensure that our employees can continue to deliver high-level results. That means they must be nurtured and carefully managed within an environment that is both inspiring and conducive to spirited teamwork.

RESULTS: MARCH 2012 – MARCH 2013

In our last CSR report we listed a series of goals and activities, i.a. in relation to employee satisfaction surveys, secondment, and more leadership responsibilities for lawyers. The following sets out the status on those goals.

EMPLOYEE SATISFACTION SURVEY 2012

We work continually to create the best possible workplace within the framework of our values of quality, credibility, commercial insight, and spirited teamwork. The employee satisfaction survey is an important tool in our efforts to collect information about how we feel about our work and each other. Its results offer a systematic insight into what we are doing right as a workplace and point to potential focus areas and action plans. 2012 saw our fourth employee satisfaction survey boasting a 90% response rate.

On the basis of the 2012 survey we have identified four focus areas to be given special attention until the next employee satisfaction survey in 2014. These are increased knowledge sharing, greater flow of information to our departments, more involvement of lawyers in commercial sales and customer work, and an even better use of resources.

FOCUS ON SECONDMENT

We have continued to focus on the secondment of employees. During the period reported on we have had more than 20 employees on secondment for longer or shorter periods of time. These employees have been sent to Danish businesses and, to a smaller degree, foreign law firms. We believe it to be an important part of our employee's career development that they are able to obtain insight and experience from other areas. We

want to encourage an international perspective because much of our advice is cross-border.

Also, many of our employees regularly take legal and commercial courses abroad. We have also launched a Summer School programme where each year three employees go to reputable universities abroad for studying over the summer. During the period reported on we have had employees in Hong Kong, Paris and Geneva.

FOCUS ON HEALTH INITIATIVES

Our canteens focus continuously on offering healthy food to our employees. Last year there was a special initiative to promote the Danish Heart Foundation's (Hjerteforeningen) campaign by advertising healthy food, distributing flyers with recipes, and offering our employees healthy and tasty food.

In addition, all employees have been offered the help of an occupational therapist to check their individual work station. The therapist helped employees to arrange their workstations in the best possible way and, in some cases, recommended specific aids. We are also members of BST, an advisory firm helping businesses achieve a better working environment. BST has offered regular advice to employees who have experienced specific problems brought about by circumstances such as less-than-appropriate working positions.

Kromann Reumert’s most important resource is our employees. They are fundamental to our business and they are the source of the results achieved every day.

Alongside these initiatives, we encourage all our employees to take the stairs rather than the elevator, to have walk-and-talk meetings, to go by bicycle to and from work, and to generally look after themselves at work and at home.

MORE LEADERSHIP RESPONSIBILITIES FOR LAWYERS

We remain focused on increasing leadership responsibilities for our lawyers. One way we will achieve this is offering by leadership training designed to equip our lawyers for the leadership role. Also, in our employee satisfaction survey, we focus specifically on the role of managers so that our managers can obtain insight into their performance as leaders. Lawyers may express their interest in leadership responsibilities through our annual personal development reviews and as part of our career development system. In 2012 our lawyers began to handle, through systematic feedback, the personal and professional training of the law students we employ (typically for 1-year periods) to do assistant attorney-type tasks.

FOCUS ON INCREASED DIVERSITY AND THE APPOINTMENT OF MORE WOMEN TO BOARD POSITIONS

Last year we set a goal that we would use the Women Corporate Directors (WCD) network to highlight the need for more women in board positions. Our Chairman of the Board and Partner, Marianne Philip, and our Director of Corporate Strategy & Branding, Sille Stener, have collaborated with Heidrick & Struggles’ Copenhagen office to introduce the WCD network into Denmark. The first event was held on 29 August 2012. The theme of the event was board diversity and a number of female board candidates were given the opportunity to meet personally with influential chairmen of various boards of directors. The event attracted many participants, both board candidates and current directors, and was hugely successful with many participants approaching us afterwards to express their interest in follow up events.

EMPLOYEE DATA

The table below shows employee data for the annual periods 1 January – 31 December.

| Employees in numbers | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
|--|-------|-------|-------|------|------|------|
| Number of employees | 483 | 547 | 596 | 585 | 588 | 557 |
| Number of partners | 57 | 54 | 59 | 67 | 70 | 65 |
| Total percentage of women | 54.9 | 53.2 | 53.2 | 53.2 | 54.9 | 54.2 |
| Total percentage of female partners | 12.25 | 12.96 | 13.56 | 22 | 20 | 19.7 |
| Average age | 35.9 | 36.2 | 36.1 | 35.3 | 34.6 | 35 |
| Health | | | | | | |
| Percentage of absence due to illness, per employee | 5 | 5 | 5 | 5 | 3.4 | 3.5 |



| Work life balance | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
|--|------|------|------|------|------|------|
| Women working reduced hours | 37 | 42 | 34 | 32 | 39 | 27 |
| Men working reduced hours | 0 | 1 | 1 | 1 | 2 | 0 |
| Number of employees with mobile workplace | 250 | 320 | 380 | 410 | 400 | 380 |
| Employee satisfaction survey – work life balance (rated on a scale of 1-100, where 100 is the highest) | 60 | 67 | -* | 67 | -* | 68 |

Education

| | | | | | | |
|---|---|------|------|------|------|------|
| Total number of days that employees spent attending courses | - | 2400 | 2600 | 2600 | 2700 | 2500 |
| Number of course days per employee | - | 4.3 | 4.4 | 4.5 | 4.5 | 4.4 |
| Number of internal courses | - | 70 | 80 | 82 | 80 | 70 |

Employee satisfaction

| | | | | | | |
|---|----|----|----|----|----|----|
| Combined result – employee satisfaction (rated on a scale of 1-100, where 100 is the highest) | 73 | 81 | -* | 80 | -* | 80 |
| Management (rated on a scale of 1-100, where 100 is the highest) | 70 | 74 | -* | 77 | -* | 76 |

*Employee satisfaction surveys are carried out every 18 months and there were no surveys in 2009 and 2011.

GOALS: MARCH 2013 – MARCH 2014

In the coming period we will work towards the following goals and activities:

| Goals | Activities |
|--|---|
| We will introduce new and improved leadership training. | We will develop a new leadership training programme for our lawyers in line with our continued focus on increasing leadership responsibilities among our lawyers. The goal is to achieve a constant focus on leadership throughout the lawyer’s career. |
| We will develop our dialogue with talented law students further. | We will continue our work with talented law students that we initiated in 2012. We will do this by continuing and developing our network for especially gifted law students at universities across Denmark. And we will invite a group of top law students to attend a custom-made process focusing on law, career, and development. |
| We will develop our personal development review further. | We will focus on creating increased outcomes and greater effectiveness of our personal development reviews by re-developing our existing review format. Working together with our managers, we will build in to our personal review process additional foundations to encourage strategic thinking in the development of competencies and to ensure optimum use of resources. |
| We will achieve increased learning through IT. | We have invested heavily in our IT, performing a series of standard upgrades and developing custom-made IT systems of our own. We want to make sure our employees reap the benefits of those investments through an increased focus on IT training and education. The goal is to facilitate the work of our employees by allowing them to work smarter, using the new IT possibilities. |

Kromann Reumert's work within the areas of environment and climate originates from our vision on climate: We will set the standard within our industry for environmental and climate issues.

needed changing and that the return water temperature was too high. Working with the owner of the building, we upgraded our heating system so that it now functions more appropriately.

We remain dedicated to reducing Kromann Reumert's travel activities and are planning to install video conference equipment in more meeting rooms in 2013.

Last year we set the following goals and completed the following activities:

PRINCIPLES 7-9

Environment and climate



ENVIRONMENT AND CLIMATE DATA

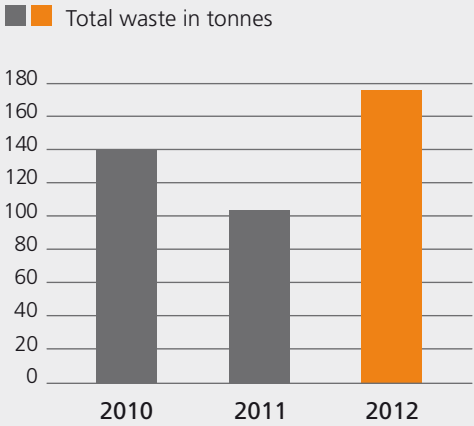
The activities we have undertaken result in the following data:

| | 2010 | 2011 | 2012 | Bemærkning |
|------------------------------------|-----------|-----------|-----------|--|
| Waste (tonnes) | 142 | 105 | 172 | The reason for the increase is that we have shredded more archived files than in previous years. |
| Waste sent to be recycled (tonnes) | 67 | 43 | 62 | |
| Electricity consumption (kWh) | 1,776,946 | 1,746,576 | 1,516,163 | |
| Electricity consumption per m² | 68 | 66 | 57 | |
| District heating (mWh) | 2,777 | 2,304 | 2,241 | |
| District heating/mWh per m² | 0,11 | 0,09 | 0,08 | |
| Water usage (m³) | 5,485 | 6,164 | 5,733 | Water usage figures are corrected here because data for the Aarhus office included in our CSR report for 2011 was incorrect. This means the total water usage on the two locations decreased from 6,757 m³ to 6,164 m³ in 2011. It also means the water usage increase from 2010 to 2011 was lower than originally calculated. |
| | | | | |
| | | | | |
| Water usage (m³ per m²) | 0.21 | 0.23 | 0.22 | |

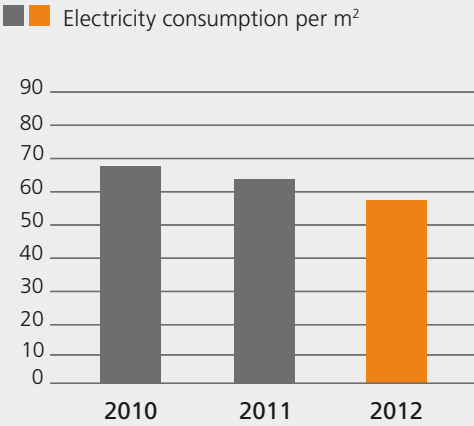
MEASURING CO₂

Our goal to reduce our CO₂ emissions does not include district heating. Our CO₂ targets are based on CO₂ reduction per square metre and the following parameters are relevant to the calculations:

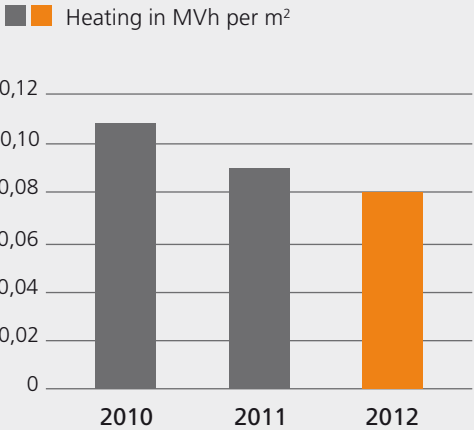
| | 2010 | 2011 | 2012 |
|---|---------|---------|---------|
| M² | 25,999 | 26,561 | 26,430 |
| CO ₂ emissions – electricity consumption | | | |
| | 2010 | 2011 | 2012 |
| CO ₂ emissions in total (kg) | 810,352 | 795,470 | 690,860 |
| CO ₂ emissions (mwh per m²) | 31 | 30 | 26 |



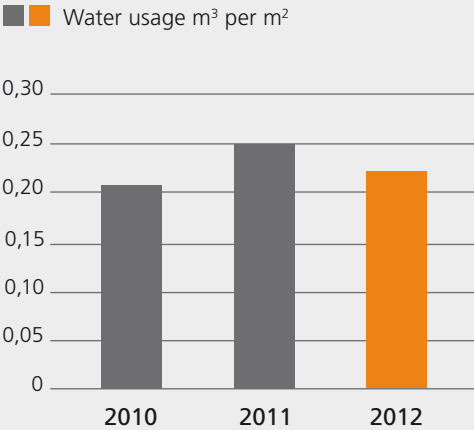
The reason for the increase is that we have shredded more archived files in 2011 than in the previous years and have sent a substantial amount of letter files to be recycled.



Our reduced electricity consumption for 2012 compared to 2011 is a result of our Facilities Services department's continued efforts to save on electricity and thereby CO₂.



We owe the reduced district heating consumption to the intensive efforts to identify errors and to replace defective water pumps, primarily in our Aarhus office.



Our reduced water usage is attributable to i.a. the replacement of defective valves and pumps and considerable awareness of consumption habits.

When in 2011 we attained our original goal to reduce our CO₂ consumption by 20% from 2008 to 2012, we set a new goal to reduce our CO₂ consumption by another 10% leading up to 2015. We are proud that we had already achieved a 13% additional savings in 2012 thus surpassing our original goal for the period leading up to 2015.

The challenges will be greater going forward as it becomes increasingly difficult to find ways of realising new savings. However, we are still ambitious and have set the goal of reducing our CO₂ consumption by an additional 2% within the next three years. In other words, our goal is to achieve CO₂ reductions of a total of 15% from 2011 to the end of 2015.



GOALS MARCH 2013 – MARCH 2014

We have identified the following goals to work towards achieving before our next Global Compact report:

| Goals | Activities |
|---|--|
| We will further reduce our electricity consumption. | <p>We will continue to install more sensors so that automatic on/off activation will take place from shorter distances in our hallways.</p> <p>We will continue to replace lighting fixtures by LED fixtures.</p> <p>We will stay updated on new products and energy-saving methods and will implement them regularly.</p> <p>We will reduce our CO₂ consumption by a total of 15% between 2011 and the end of 2015.</p> |
| We will make our heating more efficient. | <p>Our heating usage must not exceed 129 kWh per m², which is the average usage for 75% of all office buildings.</p> <p>In our Aarhus office we will replace old windows with new energy-saving ones.</p> <p>We still plan a finetuning of the cooling system in Copenhagen in the summer of 2013, especially if the weather is warm.</p> <p>We will work to optimise operations of our ventilation system in Copenhagen.</p> |
| We will increase our efforts in sorting waste. | We will continue our efforts to ensure a high recycling percentage by maintaining focus on i.a. waste sorting. This will remain a focus area for 2013. |
| We will minimise our water usage. | We will continue the efforts to minimise water usage and have already initiated work to install water-saving aerators for our taps. |

CLIMATE PARTNERSHIP

Kromann Reumert’s climate partnership with DONG energy



Our partnership with DONG Energy and their professional advice has helped us realise energy consumption savings in excess of our original goals. We intend to continue this partnership in 2013.

In 2011 we set a new target to reduce our CO₂ emissions by a further 10% by 2015. We are proud to have surpassed this goal by the end of 2012, where we have saved more than 13%.



EQUALITY

Anti-corruption and Corporate Governance

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Goals

We will help raise awareness of CSR and corporate governance at the highest levels of management within businesses (*continued*).

Results

In collaboration with Heidrick & Struggles, we have set up the Women Corporate Directors (WCD) network thereby raising awareness of the issue of board diversity. We hosted a matchmaking event offering talented female potential candidates for directorships a chance to introduce themselves to the chairmen of the boards of top-tier Danish businesses. You can read more about this under “Our ambitions”.

Kromann Reumert has established the HR Network Forum which joins together a number of HR directors and managers of large Danish enterprises. The latest meeting, themed “The new rules on women in management”, saw Danish Minister for Equal Treatment, Manu Sareen, elaborating on the background, ideas and objectives of the new legislation.

Kromann Reumert hosts the SOS Børnebyerne (SOS Children’s Villages) CSR network meetings between businesses and SOS Børnebyerne. Mads Øvlisen spoke at the latest meeting, focusing on “Responsible growth through partnerships”.

We commissioned an analysis among 70 large and medium-sized exporting businesses, asking them about their experience in trading outside of the EU area. The input was collected to form a report which has been distributed to Danish top executives and others. Among the information contained in it is input on how to steer clear of corruption in countries where this may pose a special challenge. The report is available free of charge at www.kromannreumert.com.

NEW PRACTICE AREA

Corporate criminal law

Danish businesses are facing stricter rules on money laundering, insider trading and market manipulation. And even businesses with a spotless record feel the pressure. Kromann Reumert notices this trend in terms of a higher demand for corporate criminal law expertise. We have therefore set up corporate criminal law as a new practice area. Kromann Reumert has introduced corporate criminal law as a new practice area and is the first Danish law firm to do so. With the biggest legal team in Denmark and boasting a number of the foremost experts in the country, we advise on all areas of corporate criminal law. We advise i.a. on:

- Competition law (cartels, etc.)
- Environmental law
- Corruption cases
- Money laundering cases
- International trade (export bans, etc.)
- Tax and VAT law
- Corporate-law prohibitions (self-financing etc.)
- Insolvency law matters (fraud, etc.)
- Capital market law (the rules in the Danish Securities Trading Act on market abuse, insider trading, market manipulation, etc.)

In 2012, we introduced KR Global Forum which seeks to help Danish businesses go international and to contribute to a heightening of standards when businesses are faced with foreign-market challenges.





GOALS: MARCH 2013 – MARCH 2014

In the coming period we will work towards the following goal and activities:

| Goal | Activities |
|---|---|
| We will help raise awareness of CSR and corporate governance. | <p>In 2012, we introduced KR Global Forum which seeks to help Danish businesses go international and to contribute to a heightening of standards when businesses are faced with foreign-market challenges such as corruption, violations of human rights and labour rights, etc. We will commence roll-out of this strategy in the coming period.</p> <p>We will perform activities and organise events to help us achieve this goal.</p> |

NEW CORPORATE GOVERNANCE RECOMMENDATIONS

The Committee on Corporate Governance in Denmark

Kromann Reumert’s Chairman of the Board and Partner, Marianne Philip, is Vice-Chairman of the Committee on Corporate Governance in Denmark. In January of 2013, the Committee published its proposed recommendations for corporate governance. Marianne and the eight other members of the Committee are currently reviewing the comments received in the consultation period from 7 January 2013 to 8 March 2013.

- “Corporate governance is an ever-developing field, both nationally and internationally, and it is in this light that the revised recommendations should be viewed,” says Marianne, continuing: “We have found it appropriate to simplify the recommendations, wishing to draw on the experience gained on the current recommendations from 2010. Also, with the new recommendations we wish to be up to speed on international “best practice” developments.

The new corporate governance recommendations are expected to be final and published some time in May 2013.

Read more about the Committee and the new recommendations at www.corporategovernance.dk.

A WORLD OF OPPORTUNITIES

Analysis of 70 large and medium-sized Danish exporting enterprises

Kromann Reumert wants to help enterprises grow. And the Danish business sector is focusing now more than ever on export markets outside the EU. In January this year we conducted an analysis of 70 large and medium-sized Danish exporting enterprises, asking them about their experience in trading with non-EU countries. We also interviewed eight of Denmark’s most expert businesses who shared their knowledge about how to avoid pitfalls in future export campaigns. Corruption was also mentioned – here is a short excerpt from the report:

FACILITATION PAYMENTS

A number of companies in the analysis mention that trade with countries where corruption is widespread constitutes a special challenge, ethically and legally. Bribery is illegal, but in some instances it will be lawful to pay so-called “facilitation payments” to local players.

The distinction between lawful “facilitation payments” and unlawful bribery may be subtle, and it is important to know the rules in both the country of destination and Denmark thoroughly because the enterprise may, at worst, be guilty of an offence in both jurisdictions.

If the enterprise uses “facilitation payments”, it is important to remember that if the money is transferred through a bank located in a third country, the rules of that third country will also apply to the transaction. In practice, this means that the enterprise may, at worst, violate the law in three countries at the same time.

You can download the full report at www.kromannreumert.com/overview, where we have also presented sound advice for export businesses.



Claus Juel Hansen, Managing Partner, fortæller om analysens resultater på en konference i Kromann Reumert

PARTNERSHIPS AND PRO BONO

Kromann Reumert has created partnerships with a range of organisations that our employees assist by providing legal services for free or at a significantly reduced price. The work is done pro bono, which means for the public good.

The work is done pro bono, which means for the public good.

COMMITMENT

Kromann Reumert's pro bono work is carried out in accordance with our pro bono policy comprised of the following principles:

Principle 1

Kromann Reumert's pro bono projects include work that the firm's employees perform for free or at a significantly reduced price, without such work being predominantly for Kromann Reumert's own benefit.

Principle 2

Kromann Reumert carries out relevant pro bono work that is not religious or political in character (although there are some grey areas).

Principle 3

The scope of our pro bono work is proportionate to our firm's size and character.

Principle 4

The individual departments within the firm have the autonomy to take on pro bono projects in the same way that they can take on other cases but, in order to coordinate the firm's collective pro bono efforts, we have put in place a Pro Bono Committee that assumes responsibility for Kromann Reumert's pro bono work.

Principle 5

We apply the same rules in handling pro bono cases as for all of our other work. However, when we consider whether or not to engage in pro bono projects, we undertake a more extensive assessment to ascertain whether a case might involve a conflict of interest or otherwise adversely affect Kromann Reumert.

OUR PRO BONO PARTNERSHIPS

We are proud of our partnerships with these organisations:



BØRNEHJÆLPSDAGEN

Børnehjælpsdagen (or 'Children's Help Day') works for the 15,000 foster children and young people in Denmark, partnering with volunteer child and youth associations and sports clubs. Read more at www.bhd.dk (in Danish).



ASHOKA

Ashoka is a global organization for the world's leading social entrepreneurs and seeks to find innovative solutions to some of the most urgent social problems on the planet. Read more at www.ashoka.org.



COPENHAGEN PRIDE

Copenhagen Pride's mission is to help promote equality for homosexuals, bisexuals and transsexuals in Denmark. Read more at www.copenhagenpride.dk.



REDEN INTERNATIONAL

Reden International (The Nest International) is an organization dedicated to women. It provides practical support for foreign women involved in prostitution in Denmark. Read more at www.redeninternational.dk.



OMBOLD

OMBOLD is the driving force behind an initiative aimed to put sport for the homeless and socially marginalised on the social-political agenda. Read more at www.ombold.dk (in Danish).



REDEN

Reden (or 'The Nest') provides female prostitutes with an escape from the harsh reality of working on the street; they can get a hot shower, a meal, a bed for the night, and assistance and advice to help them create a life outside of prostitution and drug abuse. Read more (in Danish) at www.reden.dk.



HJERNESKADEFORENINGEN

Hjerneskadeforeningen (or 'The Brain Injury Association') in Denmark is a nationwide, independent organisation that works with families affected by brain injury. Read more about the association (in Danish) at www.hjerneskadeforeningen.dk.



HOVEDHUSET

HovedHuset ('The Head House') opened in 2006 as a project initiated by the Danish Brain Injury Association. As at 1 November 2011, HovedHuset was a private institution. They offer specialized services for people of working age who have sustained a brain injury. Read more at www.hovedhuset.dk.



INSTITUT FOR MENNESKERETTIGHEDER

Work undertaken by Institut for Menneskerettigheder (The Danish Institute for Human Rights) includes research, information, education and documentation on human rights in Denmark and abroad in cooperation with authorities in Denmark, the Nordic Council, the Council of Europe, OSCE, the EU and the UN. Read more at www.menneskeret.dk.



ØNSKEFONDEN

Make A Wish Ønskefonden aims to fulfill the wishes of children (3-18 years) who live in Denmark and suffer from a life-threatening illness. They strive to meet each child's ultimate and innermost desire – to make each sick child the centre of attention and foster hope, strength and joy during a period when illness threatens that child's life. Read more at www.onskefonden.dk.



SOS-BØRNEBYERNE

SOS-Børnbyerne (or 'SOS Children's Villages') is part of SOS Children's Villages (International), the world's largest private humanitarian organisation that seeks to provide help to children in need. Read more about the Danish branch at www.sos-borneby.dk (in Danish), or see www.sos-childrensvillages.org for the umbrella association.

RESULTS: MARCH 2012 – MARCH 2013

In the period from March 2012 to March 2013 we provided 1,018 hours of pro bono legal advice to our pro bono partner organisations. In addition, our administrative employees spent an unknown number of unrecorded hours on pro bono work.

Our administrative employees typically assist our pro bono partner organisations by printing material for them and by providing service at events held at Kromann Reumert. Furthermore, our administrative employees organise the collecting of clothes for e.g. Reden (drop-in centre for prostitutes), and SOS Børnebyerne (SOS Children's Villages) received feedbags and mineral water for their annual Family Day held in connection with the UN International Family Day.

RESULTS FOR EACH INDIVIDUAL PRO BONO BUSINESS PARTNER IN THE PERIOD FROM 1 MARCH 2012 TO 1 MARCH 2013.

The objective for the period was to provide regular legal advice and to continue the existing cooperation with all our pro bono partner organisations. The results are described below.

| Organisation/initiative | Activities in the period from 1 March 2012 to 1 March 2013 |
|---|---|
| OMBOLD (football for homeless and socially vulnerable individuals) | In connection with OMBOLD's wish to be an established organisation, we assisted them in their conversion from a self-governing institution to an association. |
| | We provided advice on various employment law issues. |
| | Our printing services staff performed various copying/printing assignments for OMBOLD. |
| | Our conference room staff assisted OMBOLD in their annual workshops. |
| | We provided ad hoc assistance as required and have generally been in charge of handling OMBOLD's legal issues. |
| SOS BØRNEBYERNE (SOS Children's Villages) | We provided advice on issues relating to estates leaving an inheritance to SOS Børnebyerne. |
| | We provided advice to members of SOS Børnebyerne and other individuals wishing to amend existing wills or create new wills leaving money to SOS Børnebyerne. |
| | We assisted SOS Børnebyerne in connection with inquiries from individuals wishing to make donations, including of real estate, to SOS Børnebyerne. |
| | We provided regular advice on various legal issues, including in relation to supplier contracts, articles of association, fundraising campaigns, etc. |
| | We made our premises available in connection with their "Breakfast with Meaning" seminar and we generally maintained a close dialogue with SOS Børnebyerne. |

Kromann Reumert has created partnerships with a range of organisations that our employees assist by providing legal services.



| Organisation/initiative | Activities in the period from 1 March 2012 to 1 March 2013 |
|---|---|
| BØRNEHJÆLPSDAGEN (Child Welfare Day) | We assisted Børnehjælpsdagen in reviewing and commenting on their business lease agreement. |
| | We provided advice on the drafting of a declaration of consent. |
| | We answered questions concerning reimbursement of maternity benefits. |
| | We provided advice in connection with transfers of rights. |
| | We drafted a contract for volunteers. |
| | We reviewed the terms of webshop trade and the use of cookies on the website. |
| HJERNESKADEFØRENINGEN (Brain Injury Association) | We drafted terms and conditions of trade and prepared a list of foundations and trusts where Børnehjælpsdagen may apply. |
| | We assisted the Association in reviewing certain contracts and provided advice in connection with various employment contracts. |
| | We provided advice on issues relating to estates leaving an inheritance to the Brain Injury Association. |
| | We provided advice on specific tax-law issues, including deduction rules in relation to donations, etc. |
| HOVEDHUSET (The Head House) | We provided advice on connection with the finalisation of previous projects. |
| | We provided advice on specific issues relating to their startup as a self-governing institution. |
| | We assisted the organisation in reviewing and drafting certain contracts and provided advice in connection with the employment of staff. |
| REDEN (drop-in centre for prostitutes) | We assisted the organisation in amending their articles of association. |
| | We assisted Reden in drawing up standard employment contracts for the main part of their employee groups. |
| | We assisted Reden in reviewing certain contracts and provided advice in connection with the employment of staff. |
| REDEN INTERNATIONAL (an organisation fighting against women trafficking) | We assisted Reden in interpreting the terms of the collective agreements applicable to part-time employees. |
| | We assisted Reden International in drawing up standard employment contracts for the main part of their employee groups. |
| | We assisted Reden International in reviewing certain contracts and provided advice in connection with the employment of staff within particular areas or for particular projects. |
| | We assisted Reden International in interpreting the terms of the collective agreements applicable to part-time employees. |
| | |

| Organisation/initiative | Activities in the period from 1 March 2012 to 1 March 2013 |
|---|--|
| REDEN INTERNATIONAL (continued) | We assisted Reden International in defending employee claims in connection with resignations. |
| | We attended a board meeting at Reden International to identify the risks related to court proceedings initiated by a trade union on behalf of former employees. |
| COPENHAGEN PRIDE | No activities in 2012. |
| THE DANISH INSTITUTE FOR HUMAN RIGHTS | We provided advice to a minor extent according to requirements. |
| ASHOKA | We assisted Specialisterne (the Specialist People Foundation), which is an Ashoka Fellow, in the drafting of a contract on their cooperation with Polish business partners wishing to carry on the concept of the Foundation in Poland. The object of the Specialist People Foundation is to change the world's views on persons with autism and to use the special qualifications of such persons, e.g. by creating more jobs for autistic persons for their own benefit and for the benefit of society as a whole. |
| | We provided advice to the Specialist People Foundation on corporate restructuring and in this connection assisted them with drafting various documents. |
| EDUCATION WORK | As part of the City of Copenhagen's lower-secondary-education dynamo we held an education day for 60 9th grade pupils at the Sortedam School. The objective was to increase focus on the transition into post-secondary education and to motivate pupils to choose a continuing education. Before the visit, the pupils had been given social science lessons in democracy and the Danish Constitutional Act and on the education day they were given a chance to put this knowledge into practice in a fictive role-play trial. Furthermore, they were given an insight into which other job functions are required in a law firm like Kromann Reumert. |
| | We hosted several secondary school pupil trainees. |
| | We made an arrangement with the Sortedam School that allows pupils in special need of practical experience to work as trainees at Kromann Reumert as a supplement to the school's work experience scheme. |
| ØNSKEFONDEN DANMARK (Make a Wish Foundation) | We assisted the Foundation in drafting a hosting and development agreement concerning a new website for the Foundation. |
| | We assisted the Foundation in drafting and translating a data policy. |
| | We provided employment law advice. |
| | We assisted the Foundation in the regulation of public fundraising. |
| | We provided advice in connection with the annual general meeting and drafted the notice convening the meeting. |
| | We provided regular advice on various legal issues. |

CASE

Lower-secondary-education dynamos –
an education day that proved to be a success

The teachers were thrilled. The pupils had been enthusiastic as rarely before when sixty 9th-graders from the Sortedam School in Copenhagen visited Kromann Reumert on 6 December 2012 – and it was not because it was December and Christmas was drawing near. No, the reason was that one of Kromann Reumert's pro bono groups had arranged an education day that proved to be a success.

AN EDUCATIONAL AND TRUE-TO-REALITY DAY

A JOINT EFFORT

Assistant attorney Martha Horten von Scholten is responsible for the pro bono group working with education. She was one of the forces behind an education day for sixty 9th-graders but refuses to take all the credit. Instead, she points to the outstanding teamwork in the pro bono group as the reason why the event was such a success.

Together with selected teachers from the Sortedam School, the group had worked out what the day should offer.

- *"The teachers believed there were some among the sixty pupils who could use some inspiration in thinking about what continuing education they could take - and help realising that they ought to take one. Obviously, we introduced them to the lawyer's profession but we also wanted to show them that we are not all lawyers here and that there is much more to Kromann Reumert than just lawyers. They therefore also visited our IT, HR, Corporate Finance and Service departments."*

ROLE PLAY FOR DEDICATION

Rather than Martha and the other attorneys just explaining about a lawyer's job, they opted for a game of role play to give the pupils a more realistic view of what lawyers do. The pupils were divided into groups comprised of three defendants, counsel for the prosecution, counsel for the defence, witnesses, and judges. Those playing counsel were given capes to wear when they took the floor. The role play was about two boys beating up another boy while a girl filmed the assault, a case of "happy slapping". The groups could shape the roles themselves. For example, in Martha's group, the defendants decided that one of the assailants had a diagnosis of ADHD and that this was the cause of his actions. This gave rise to discussion and reflection when the judges chose not to attach importance to this diagnosis in their judgment.

- *"They thought it was great and they really gave it their all. There was a journalist from the Berlingske newspaper following the group I was in. I overheard her asking the pupils how they had liked the day and they said they now had a much better understanding of what it was to be a lawyer and thought it had been exciting to learn from someone with real experience rather than from their teachers who could just tell them about it,"* says Martha, who also explains that she was approached afterwards by pupils asking her how one became a lawyer.

The social studies teacher was excited too and said they brought a lot home with them to work on. And the last thing another teacher said was that *"Kromann Reumert has quite simply made a difference for the youth of Denmark"*.

Berlingske subsequently ran a two-page feature on the education day.

Sortedamsskolen visited Kromann Reumert in connection with its appointment as a so-called lower-secondary-education dynamo school.



The team behind the success. From left to right: Rebecca Overgaard Andersen, Martha Horten von Scholten, Andreas Bjørn Jensen, Marie Borgnakke Randow, Kristine Sachmann, Kristine Laursen, Christoffer Kjærgaard Danielsen and Lars Møller Salling.

LEARNING IS A TWO-WAY STREET

Martha says it was fantastic to be able to use the knowledge we have as a business in this way. Asked if she had learned anything that she can use in her own work, she says:

“It strengthens our presentation skills in front of a big audience. With the pupils, the teachers and our pro bono group, there were a total of 70 people in the audience to address. And of course, we had to know our audience and speak a language they would understand, cutting away all the fancy words, and I guess that will be useful also when drafting documents targeting customers who do not know legal jargon,” Martha reflects, and she continues:

- “And it was an audience that we had to do our best to keep listening. We really had to make the subject digestable and interesting, and that, too, is something I can use going forward. I found it very fun to teach what I know”.

GREETINGS FROM THE SCHOOL

The next day Martha received an e-mail from the Sortedam School saying, among other things:

- “Here at the Sortedam School we wish to thank you very much for the event, which was well-organized, interesting and absolutely inspiring, instructive and realistic. As you may have noticed, the pupils were extremely involved in the discussions after the role play. It is not very often you see that in 9th grade! Everyone was very thrilled. We know the extent of the preparatory work required for such event, and we sincerely hope that in connection with the evaluation in January we can agree on a form in which our cooperation can continue for the 9th grade in the next school year.”

The pro bono group has subsequently made an arrangement with the Sortedam School to the effect that pupils in special need of practical experience are given an opportunity to work as trainees at Kromann Reumert as a supplement to the school’s work experience scheme. The education day will be repeated in 2013.

The team would like to extend a special thankyou to Christian Lundgren, Kicki Bosselmann, Charlotte Bagge, Kristian Dan and all the other participants in the project – without whom the day would not have been such a success.

THE CAREER GUIDANCE COUNSELLOR: FUTURE AND COMMUNITY

Moe Jensen is a career guidance counsellor who, as part of the dynamo project rooted in the Children and Youth Administration of the City of Copenhagen, works at the Sortedam School one day per week.

- “Pupils and teachers were absolutely thrilled about the Education Day at Kromann Reumert. They had a different and inspiring school day and received ideas for their future career opportunities. My experience was that the pupils learned two essential things. One was that they talked to employees in different job functions thereby discovering a variety of jobs in a law firm – and not “just” lawyers. The pupils talked to employees from Finance, IT, Canteen, etc. ranging from young students to experienced professionals. The employees had various job functions but they were all part of the community and performed a joint task in the company, which is an efficient eye-opener to many young people who are about to choose their future career”, Moe explains, continuing:

- “The other thing was that they had a chance to put into practice both democracy and the constitutional act. Prior to Education Day, they had been studying democracy and the constitutional act as part of their Social Science studies, but it was a quite different thing to put it into practice in a realistic role play about “happy slapping” where they had to play judge, witness, counsel for the defence and counsel for the prosecution, and

defendant. The Education Day made them discuss, among other things, the extent of your responsibility as judge, witness and counsel – you have to be very well prepared. The fact that you will be responsible – and will be convicted – if you are a “hanger-on” and just watch without doing anything also gave the pupils food for thought: You will be jointly responsible, for example in the case of “happy slapping”.

Actually we have just been discussing it in connection with the use of social media like Facebook, where it is possible to draw many parallels to this joint responsibility for the community”, Moe concludes.

“Pupils and teachers were absolutely thrilled about the Education Day at Kromann Reumert. They had a different and inspiring school day and received ideas for their future career opportunities” .

GOALS: MARCH 2013 – MARCH 2014

In the coming period we will work towards the following goals and activities:

| Goals | Activities |
|--|---|
| We will evaluate the pro bono concept among our employees. | Doing pro bono work was a wish expressed by our employees back in 2008 when our CSR strategy was defined. The success of our pro bono partnerships is due to our employees. To ensure the continued success of our pro bono work, one of our goals is to evaluate the pro bono concept among Kromann Reumert’s employees. |
| We will continue our co-operation with our pro bono business partners. | In the coming period we will continue our regular legal advice to our pro bono business partners. |

THANK YOU, DEAR EMPLOYEES

Thank you for your eagerness and interest in helping to make a difference. Even though CSR has gradually become part of our everyday life, we keep being impressed by the way you continue to bring suggestions and practical actions to new heights, both in terms of pro bono work and your commitment to assist our pro bono partners, and in terms of the fact that we have once again succeeded in reaching a new CO₂ target.

Furthermore, we wish to thank you for your active efforts to make Kromann Reumert an even better place of work than it is today – and your commitment to assist our clients in and outside Denmark.

Sincerely
Kromann Reumert management