
CHAMBERS EUROPE 2024

The Leading Lawyers and Law Firms in Europe

Finland





How lawyers are ranked

Every year we carry out thousands of in-depth interviews with clients in order to assess the reputations and expertise of business lawyers worldwide. The qualities we look for (and which determine rankings) include technical legal ability, professional conduct, client service, commercial awareness/astuteness, diligence, commitment, and other qualities most valued by the client.

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FINLAND: An Introduction to Banking & Finance

Contributed by HPP Attorneys Ltd

Economic Outlook and Market Activity

The Finnish economy entered into a recession in 2023, and the Bank of Finland predicts that this recession will persist throughout 2024. The economic downturn is partially attributable to the escalation in inflation rates within Finland and other EU member states between 2021 and 2023, and the subsequent implementation of restorative monetary policy measures. The recent monetary policy measures aiming to curb inflation reduced, to some extent, market activity in the Finnish banking and finance sector in 2023. The European Central Bank Governing Council's commitment to decreasing inflation to its annual target rate of 2% resulted in consecutive increases in interest rates throughout 2023. These elevated interest rates increased the cost of capital, which generally diminished demand for debt financing.

The economic downturn, in conjunction with rising geopolitical tension, depleted M&A activity in 2022 and 2023, which impaired demand for acquisition financing. At the same time, the decline in household consumption, attributable to higher interest rates, has rendered the revenue streams of corporate borrowers increasingly uncertain and, consequently, corporate borrowers have responded by postponing their investment activities. Therefore, the main factors driving demand for corporate debt in 2023 were mainly confined to fulfilling working capital needs and refinancing existing debt.

On the supply side, the economic downturn exacerbated lenders' perception of risk, and corporate lenders active in the Finnish market generally tightened their internal loan approval criteria throughout 2022 and 2023. This probably constrained access to bank financing for some companies but, on the other hand, created opportunities for certain alternative lenders to step in. The increased caution exhibited by corporate lenders became notably pronounced in the Finnish commercial real estate sector, in which construction developers filed for bankruptcy at an escalated rate throughout 2023, causing lenders to adopt a more conservative approach towards financing sectors susceptible to cyclical variations. In addition to the tightened loan approval criteria, the shift towards risk-averse corporate lending manifested as higher collateral requirements and more rigorous lending conditions.

Sustainable Finance

Finland is committed to implementing the UN's 2030 Agenda for Sustainable Development and the Finnish government has outlined a plan to be carbon-neutral by 2035, becoming the world's first fossil-free welfare society.

Sustainable finance laws and regulations applicable in Finland mainly derive from EU laws, comprising, *inter alia*, the Taxonomy Regulation, the Sustainable Finance Disclosure Regulation (SFDR), the Corporate Sustainability Reporting Directive (CSRD) and the Green Bond Regulation. While the aforementioned regulations are directly applicable in Finland, the CSRD was implemented into national legislation by amendments, in particular, to the Finnish Accounting Act and the Finnish Auditing Act, imposing reporting obligations in phases, starting with larger corporations.

Generally, the demand for climate and environmentally friendly solutions and innovations is high. The Finnish financing sector is engaged and closely following the sustainability indicators and ESG policies being developed and introduced. Major Finnish banks have committed to the UN's Principles for Responsible Banking, and their strategy and practice will have to align with sustainability goals and, among others, the Paris Climate Agreement. In practice, these sustainability-related principles are currently applied in the due diligence process as well as to new financial products. For example, green bonds, loans and margin

grids are already based on sustainability indicators such as carbon dioxide emission levels. This progress and development will continue, and expertise in the field is increasingly needed. Some guidelines, principles and models already exist, but it still remains to be seen how EU regulation and the Loan Market Association guidelines further develop and shape the finance sector and practices around sustainability-related requirements and recommendations.

Legal Issues Related to the Finnish Banking and Finance Market

Financial assistance/corporate benefit

The Finnish Companies Act contains provisions on financial assistance, unlawful distribution of assets and corporate benefit. The Companies Act prohibits limited liability companies from providing loans, assets or security for the purpose of a third par-

ty acquiring shares in the company or its parent company. Furthermore, transactions which reduce the assets of a company or increase its liabilities without any corporate benefit or a sound business reason for the company, could constitute an unlawful distribution of assets.

As Finnish company law does not recognise any group benefit, corporate benefit is always evaluated on a case-by-case basis from the perspective of the company granting loans or security.

Pursuant to the Companies Act, the management is obliged to assess whether any corporate benefit or business rationale exists in a particular transaction. However, ultimately, the determination is made by an insolvency administrator and/or the court. In the context of Finnish market practice, in situations where there is ambiguity regarding the applicability of the financial assistance prohibition or the determination of corporate benefit to the company, it is customary to incorporate generic limitation provisions in the finance documents, encompassing both guarantees and security arrangements. Generally, these clauses state that the provision of a guarantee and/or security is conditional upon not violating the financial assistance or distribution of assets provisions of the Companies Act. However, as there is no Finnish case law on such provisions, the significance a Finnish court assigns to such provisions is uncertain.

Floating charges

In Finland, floating charges are commonly used as security in financing transactions. A floating charge covers all movable assets of a company, including all fixed assets (eg, machinery, equipment and trade marks), current assets (eg, raw materials, consumables and finished products and goods) and liquid assets (eg, cash at hand and receivables), save for items that can be separately mortgaged (such as vessels and aircraft) and movable assets already pledged separately. Shares, other negotiable instruments, book-entries and receivables are covered by floating charges but can be pledged separately, irrespective of an existing floating charge.

A new floating charge is created by entering into a pledge agreement and delivering an application to the relevant authority for the registration of a new mortgage note, with instructions to deliver the new mortgage note directly to the pledgee. Alternatively, if mortgage notes over the assets of a company already exist, a pledge is created by entering into a pledge agreement and delivering the mortgage notes to the pledgee. Mortgage notes evidencing a floating charge are bearer notes, hence the transfer of a floating charge is executed by delivering the mortgage note to the secured party. Although not mandatory, it is recommended to register the pledgee as the holder of the mortgage note in the Finnish Floating Charge Register, as registration ensures that the pledgee will be contacted by an administrator or a bailiff in the event of an insolvency or enforcement proceeding.

An original copy of the mortgage note needs to be presented in connection with the enforcement of a floating charge. In an insolvency event, a floating charge entitles the pledgee to 50% of the enforcement proceeds. The priority is limited to the nominal amount of the mortgage note together with the interest and enforcement costs specified in the mortgage note.

Pledge of receivables and bank accounts

Pledged receivables and bank accounts are essential securities in Finland, particularly in project finance. In Finland, both may be created by entering into a pledge agreement between the pledgor as the creditor of the relevant receivable or the holder of the bank account and the pledgee as the creditor against the pledgor. In order to obtain protection against third parties, the bank/the debtor should be notified of the pledge and instructed to withhold payments to the pledgor.

Sometimes, parties agree on a soft pledge, enabling the pledgor to collect the receivables and/or use the pledged bank account until default. In soft pledges, perfection is only completed upon delivery of instructions to the debtor/the bank to withhold payments to the pledgor, thus subjecting the pledge to a claw-back risk due to delayed perfection. Although soft pledges are relatively common, this is something parties should consider when entering into financing arrangements that are, at least partially, secured by a pledge over receivables and bank accounts.

Guarantee for one's own debt

In Finland, guarantees are often required, and given, for a person's own debt. This form of guarantee is covered by the Finnish Act on Guarantees and Third-Party Pledges. A guarantee for one's own debt renders the guarantor liable for the principal debt in the same manner as if it were the principal debtor. Thus, the creditor becomes entitled to demand payment from the guarantor immediately upon the principal debt falling (in whole or in part) due and payable. Contrary to a demand guarantee, a guarantee for one's own debt is related to the underlying debt obligation and subject to the same defences.

In order to validly enter into a guarantee for one's own debt, an explicit statement to that effect is required in the guarantee documentation. Guarantees not explicitly identified as for one's own debt are deemed as secondary guarantees, entitling such creditors to weaker rights. Additionally, guarantee documentation generally includes references to the applicable (and excluded) sections of the Act on Guarantees and Third-Party Pledges.

Banking & Finance

| Banking & Finance | |
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| Leading Firms | |
| Band 1 | <i>a good grasp of precedents and understanding of commercial points."</i> |
| Castrén & Snellman | <i>"The department possesses a very high level of knowledge in commercial terms and practical application of complex issues in contracts. Its response times and problem-solving attitude are second to none in the Finnish market."</i> |
| Hannes Snellman | <i>"The lawyers are good at finding ways to proceed in situations where it seems that no way out will be found. They always have time to discuss and give guidance on matters."</i> |
| Krogerus | <i>"The team is responsive and accurate."</i> |
| Roschier | <i>"Castrén & Snellman has a good team of senior associates."</i> |
| Band 2 | Work highlights Castrén & Snellman advised Neste on entering a EUR500 million green financing arrangement, with Danske Bank and OP Corporate Bank acting as lead arrangers and bookrunners of the loan. |
| Borenus | Notable practitioners Managing partner Sakari Lukinmaa (see p.431) frequently acts for banking consortiums and syndicates on acquisition and real estate finance mandates. Strengths: <i>"Sakari Lukinmaa is able to deliver on complex transactions."</i> <i>"He is a managing partner that the law firm can be proud of. He is efficient, always provides high-quality service and is commercially exceptional in terms of finding solutions from a business perspective while helping with the legal aspects."</i> <i>"Sakari is good at speaking in layman's terms."</i> <i>"He has been around for decades and is one of the strongest in the market."</i> |
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| Band 3 | Band 4 |
| Avance Attorneys | Järvi Jonne Roschier* |
| Dittmar & Indrenius | Näse Selinda Avance Attorneys* |
| Band 4 | Både-Landell Mariella Dottir Attorneys (ORL)◊ |
| DLA Piper Finland | Kivenjuuri Heidi Krogerus |
| HPP Attorneys Ltd | Lehtimäki Timo Waselius & Wist |
| Waselius & Wist | Mutanen Juha-Pekka Dittmar & Indrenius* |
| Senior Statespeople & Eminent Practitioners | |
| Senior Statespeople: distinguished older partners | |
| Mattson Henrik Hannes Snellman | |
| Eminent Practitioners | |
| Lukinmaa Sakari Castrén & Snellman* | |
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and drive tends to surpass expectations." "Jenna is helpful, exact and proactive." "She is always very service-minded."

Roschier

What the team is known for Roschier boasts a renowned department that advises domestic and international banks, investors and corporates on complex banking and finance mandates. The team is knowledgeable in bilateral and syndicated loans in addition to debt capital markets transactions. The lawyers are particularly experienced in project finance deals in the energy sector, as well as acquisition finance, real estate finance and refinancing deals.

Strengths

"The law firm has a very service-minded and well-staffed team that has the flexibility to take on additional deals when needed."

"Roschier is an excellent choice for complex financing and other transactions, and it handles both standard and complex assignments very efficiently."

"The lawyers have a problem-solving attitude, with good knowledge."

"The team provides a top-class level of service and responsiveness."

"The lawyers are very efficient and straightforward."

Work highlights Roschier advised IK Partners on the financing of its acquisition of Renta Group from Intera Partners, including a secured high-yield bond issue.

Notable practitioners

Advancing in the rankings, **Johannes Ahti** (see p.426) frequently represents lenders, including syndicates and consortiums, in acquisition finance mandates. He is also experienced in sustainability-linked financing arrangements.

Strengths: "Johannes' availability and general level of client service is excellent. He also understands and focuses on the material and commercial aspects." "Johannes Ahti is the go-to partner for complex advice." "He is a very valued, hands-on lawyer who makes clients feel more relaxed in the process and negotiations." "He is very available and always understands the client."

Helena Viita (see p.436) is experienced in a variety of finance and refinance transactions, particularly those connected to acquisitions and real estate portfolios. **Jonne Järvi** (see p.428) predominantly acts for lenders and is renowned for his expertise in project finance transactions, particularly in the renewable energy sector.

Strengths: "He provides a good cooperation in a friendly atmosphere."

Band 2

Borenus

What the team is known for Borenus' banking and finance department advises borrowers and lenders on the full gamut of transactions and loan facilities, including syndicated lending and bond issuances. The lawyers are particularly active in acquisition finance, real estate finance and refinancing mandates. The law firm often handles matters with cross-border elements.

Strengths

"The law firm has strong and capable partners and associates."

"The lawyers demonstrate very strong abilities, coupled with a solution-oriented attitude. They show good teamwork, with a meaningful division of tasks between partners and more junior lawyers. They provide a consistently strong level of service and also have a good understanding of the commercial issues."

Work highlights Borenus acted for the Republic of Finland on the EUR2.35 billion bridge financing of Fortum through holding company Solidium.

Notable practitioners

Niina Nuottimäki (see p.432) enters the top tier following continued acclaim for her impressive banking and finance practice. She co-heads the department, advising lenders and borrowers on a variety of complex finance and refinance mandates, including syndicated facilities. **Strengths:** "She has a high volume of lender-side work that she executes effectively and she has a pragmatic approach." "She is a very strong professional with a practical and solution-oriented attitude." "Niina is really good—very intelligent and switched on. She is the kind of partner who will not hesitate to speak up and remind the client that some things are a waste of time or not achievable, and makes sure we focus on the essentials." "Niina Nuottimäki has a good level of responsiveness."

White & Case

What the team is known for White & Case has a talented team with notable prowess in complex multi-jurisdictional banking and finance matters. The group advises on bilateral and syndicated loans, and works closely with the law firm's capital markets department on bond issuances. The lawyers act for both lenders and borrowers on the full range of corporate, acquisition, project and real estate finance transactions.

Work highlights White & Case assisted Euroports Finland with the financing arrangements for its investment in BB Logistics.

Notable practitioners

Market leader **Tanja Törnkvist** possesses unrivalled expertise in the full gamut of complex and cross-border finance and refinance mandates, including DCM transactions and syndicated lending. **Strengths:** "Tanja Törnkvist is a brilliant lawyer."

Band 3

Avance Attorneys

What the team is known for Avance Attorneys has a skilled banking and finance team with notable presence in acquisition, real estate and project finance transactions. The department also advises on refinancing arrangements. The lawyers are experienced in both syndicated and bilateral financing mandates, as well as note issuances.

Strengths

"The team has a very high level of expertise. The lawyers demonstrate short response times and a proactive approach."

"The law firm has experienced and reliable profes-

sionals with a good commercial instinct."

Work highlights Avance Attorneys advised Triton Equity Partners on debt financing arrangements related to Crayfish BidCo's proposed public tender offer for all issued and outstanding shares in Caverion.

Notable practitioners

Sari Wallgren is an experienced practitioner who advises on bilateral and syndicated finance arrangements, assisting lenders and borrowers with a wide range of transactions. **Strengths:** "Things always go smoothly and on time with Sari Wallgren." "She provides support whenever it is needed." **Selinda Näse** (see p.432) frequently advises on acquisition and real estate finance transactions. She often acts on behalf of investment companies and funds. **Strengths:** "Selinda Näse is hard-working and committed to timelines. She also has a solid understanding and know-how in finance law."

Dittmar & Indrenius

What the team is known for Dittmar & Indrenius' team advises prominent banks, private equity houses and investors on a variety of domestic and cross-border finance matters. The law firm is particularly active in acquisition finance and refinance deals. The lawyers are well versed in transactions involving the technology and renewable energy sectors.

Strengths

"The team is swift and efficient with a strong commercial and legal understanding."

"The lawyers are quick to respond to any question."

"The law firm is strong in its ability to handle various projects and tasks simultaneously."

"It has a broad and available team that has a good understanding of deals."

Work highlights Dittmar & Indrenius acted for Brookfield on the Finnish law aspects of the financing to acquire 49% of Telia's tower business in Finland and Norway.

Notable practitioners

Juha-Pekka Mutanen (see p.432) advises on corporate and acquisition finance transactions as well as refinancing mandates. **Strengths:** "Juha-Pekka Mutanen is easy to work with."

Band 4

DLA Piper Finland

What the team is known for DLA Piper advises both lenders and borrowers on domestic and multi-jurisdictional banking and finance mandates, utilising its expansive international network. The law firm acts on a wide range of acquisition, real estate, project and ship finance transactions. The lawyers also assist with regulatory topics.

Strengths

"The team has the ability to handle complex situations and always responds on time."

"The lawyers know their practice areas very well and are aware of the market conditions and practice in Finland."

"The team is always service-minded and easy to reach."

"They always find pragmatic solutions."

Work highlights DLA Piper advised KfW on the

financing arrangements for Tallink's acquisition of a ro-ro/passenger ship from Rauma Marine Constructions.

Notable practitioners

Kristiina Hirva and Mikko Luukkonen co-lead the department and are key contacts for clients.

HPP Attorneys Ltd

What the team is known for HPP Attorneys is noted for its presence on real estate and project finance transactions. The law firm is also experienced in acquisition and corporate finance matters, in addition to refinancing mandates. The lawyers frequently act for domestic and international banks on cross-border deals.

Strengths

"The law firm demonstrates rapid delivery times and good communication."

"The HPP team has a solution-focused way of working, even in complex situations."

"HPP is extremely responsive and always available."

Work highlights HPP Attorneys acted for Sagax on its EUR99 million financing arrangement to

refinance its existing real estate investments.

Notable practitioners

Antti Rintakoski has noteworthy experience in a whole host of debt finance mandates, including bond issues and EMTN programmes. He is particularly active in real estate finance transactions, including refinancing arrangements. **Strengths:** "Antti Rintakoski is responsive and has the right attitude to transactions." "He is easy to cooperate with and always tries to find a solution and move the matter forward." "Antti is able to handle and solve complex issues in a practical way."

Waselius & Wist

What the team is known for Waselius & Wist's team acts for lenders and borrowers on domestic and cross-border banking and finance transactions. The department has experience in acquisition finance and refinance deals. The lawyers offer expertise in securitisation mandates as well as regulatory topics.

Strengths

"The lawyers are always available and very mindful

of client issues."

"They're commercial and pragmatic but at the same time they provide really first-class technical legal advice."

Work highlights Waselius & Wist assisted Ageras with the Finnish law aspects of its financing arrangement with CIBC Innovation Banking for growth capital and its strategic acquisition pipeline.

Notable practitioners

Timo Lehtimäki has experience advising lenders and sponsors on acquisition finance and refinance mandates. He is adept at handling both domestic and cross-border matters.

Other Ranked Lawyers

Mariella Både-Landell has a notable reputation in the Finnish banking and finance sphere. She acts on a variety of mandates, including acquisition and project finance.

Capital Markets

Capital Markets

Leading Firms

Band 1

Roschier

White & Case

Band 2

Borenus

Castrén & Snellman

Hannes Snellman

Krogerus

Leading Individuals

Band 1

Avikainen Petri Roschier *

Hulkko Mikko White & Case

Ihamuotila Antti Roschier *

Band 2

Fagernäs Tom Krogerus

Ilmonen Klaus Hannes Snellman

Knuts Mårten Krogerus

Koponen Juha Borenus *

Band 3

Huomo Laura Bird & Bird (ORL) ◇

Kivelä Merja Castrén & Snellman

Lauha Janne Castrén & Snellman

Nordblad Robin Avance Attorneys (ORL) ◇ *

Raade Paul Krogerus

* Indicates individual with profile.

◇ (ORL) = Other Ranked Lawyer.

Alphabetical order within each band. Band 1 is highest.

Band 1

Roschier

What the team is known for Roschier is a well-known full-service law firm with a strong reputation in the capital markets area. The team's expertise covers both ECM and DCM mandates, particularly IPOs and public tenders, as well as note offerings and bond issuances. Lawyers in the firm also handle the establishment of EMTN and securitisation programmes, in addition to advising on regulatory matters. Furthermore, clients benefit from Roschier's international capabilities, aided by its own foreign offices and partnerships with other law firms, especially across the Nordic markets. The law firm offers experience advising on all sides of capital markets transactions, including assisting the issuer, underwriters and coordinators.

Strengths

"Roschier has strong legal expertise in the relevant legal matters, and the ability to deliver the big picture and effectively manage details across different teams and topics in complex deals."

"Roschier is the best law firm in Finland in terms of understanding things, bringing good solutions and being relatively pragmatic."

"In both Finland and Sweden, the law firm offers high-quality advice, is hands-on and provides no-nonsense transactional support."

Work highlights Roschier advised Enersense International on its offering of EUR26 million senior unsecured conditionally convertible notes.

Notable practitioners

Petri Avikainen (see p.426) offers significant strength in bond and note issuances, as well as

rights offerings. He has further experience handling public tender offers, and is particularly adept at advising on cross-border transactions.

Strengths: "Petri Avikainen is highly knowledgeable and clearly leading in his area. He can simplify the big picture, has great communication skills and can combine practical needs and theory to provide high-quality deliverables." **Antti Ihamuotila** (see p.428) heads the equity capital markets and public M&A practices at Roschier. He is widely esteemed for his strength in handling a broad range of DCM and ECM mandates, including rights offerings and IPOs. Dual-qualified in Finland and the USA, he is well placed to advise on cross-border transactions. **Strengths:** "Antti Ihamuotila has an international background and an excellent understanding of international transactions, and he is also great in dealing with international banks." "He provides outstanding work and has strong experience."

White & Case

What the team is known for White & Case houses a prominent capital markets team which utilises the law firm's global platform to focus on complex cross-border and pan-European transactions. The team regularly advises on both ECM and DCM mandates, such as IPOs, the sale of shares and the issuance of bonds and notes. The lawyers have additional expertise in rights offerings, hybrid capital transactions and the establishment of large GMTN programmes. Major international banks as well as corporations are part of the law firm's prestigious client roster.

Strengths

"White & Case always delivers a top-quality service."

"They're very organised at White & Case in terms of keeping timetables and keeping a good handle on project management from the legal side."

Work highlights White & Case represented Koskisen Corporation on its approximately EUR141.5 million IPO and listing on Nasdaq Helsinki.

Notable practitioners

Mikko Hulkko boasts a market-leading practice, and is frequently seen to advise on a broad array of complex capital markets mandates, ranging from green bonds and rights offerings to IPOs. Clients can benefit from his prowess in establishing large GMTN programmes and his dual qualification in both Finland and the USA. **Strengths:** "He has a fantastic understanding of the Nordic market. It is quite rare to have the combination of a local understanding and also being able to advise from a US legal perspective." "He's really good. He's very pleasant to work with, and knows the legal framework and what's required." "He is always available and knowledgeable."

Band 2

Borenius

What the team is known for Borenius enjoys an excellent standing in the capital markets arena, with expertise across DCM and ECM mandates. The practice's lawyers act for prominent banks, investors and corporates on IPOs and share issuances, and are well positioned to handle green and high-yield bond issuances, as well as note issuances. As a prominent domestic law firm, Borenius often assists with the Finnish legal aspects of international transactions.

Strengths

"The team's support is outstanding and to the point. There is always someone from the team to help with matters."

"Borenius is wonderful. The team is very efficient and very adept at explaining obscure Finnish law regulatory requirements, making it digestible. The lawyers are always responsive regardless of the different time zones."

Work highlights Borenius advised Endomines on its intra-group downstream merger and its EUR13 million share offering and listing of Finnish shares on Nasdaq Helsinki.

Notable practitioners

Juha Koponen (see p.429) is noted for his active capital markets practice, and is frequently seen to handle large IPOs and high-yield debt offerings. Qualified in Finland as well as in the USA, he has experience dealing in various cross-border transactions. **Strengths:** "He demonstrates great commercial awareness and responsiveness, and is a pleasure to work with." "Juha is able to provide detail on obscure regulatory requirements in a digestible way." "Mr Koponen is superb. His knowledge and experience combined with his one-of-a-

kind customer-centricity makes him an outstanding partner." "Juha Koponen is a great and versatile capital markets lawyer." "Juha is a respected and experienced attorney with sound knowledge of capital markets transactions as well as a well-rounded commercial awareness."

Castrén & Snellman

What the team is known for Castrén & Snellman offers longstanding experience in the capital markets arena and is well placed to advise on a broad array of mandates. The team regularly advises on corporate and hybrid bond and note issuances, as well as rights offerings. The law firm also assists with IPOs, delistings and the updating of EMTN programmes, in addition to regulatory mandates. Banks, funds and corporates are among the entities which seek the law firm's advice, especially in regard to the Finnish law aspects of cross-border deals.

Strengths

"The team has excellent knowledge. The lawyers always put the client's interests first and are fully aware of the current market situation."

"The lawyers have fantastic skills and deliver on time. Castrén & Snellman has a seamless team that interacts quickly with control and involvement of the senior partner. The lawyers understand the commercial aspects of our business."

Work highlights Castrén & Snellman assisted WithSecure Corporation with its EUR77 million directed share issue as part of an accelerated tender procedure.

Notable practitioners

Merja Kivelä offers considerable experience advising on capital markets mandates, including rights issuances, IPOs and accelerated book-building. She is also well placed to advise on EMTN mandates. **Janne Lauha** assists with a broad variety of capital markets mandates, ranging from EMTN and note programmes to listing changes and share issuances. He has further experience advising on an array of regulatory topics. **Strengths:** "Janne Lauha is a fantastic and reliable lawyer."

Hannes Snellman

Klaus Ilmonen is head of Hannes Snellman's capital markets practice in Helsinki. He boasts expertise covering rights offerings and listings, in which he advises both corporate and state entities. Ilmonen is also noted for his handling of cross-border mandates.

Krogerus

What the team is known for Krogerus remains noted for its considerable capital markets capabilities. The team regularly handles equity transactions such as IPOs, share issuances and private placements. Its lawyers also assist with DCM mandates, including convertible and high-yield bonds, and act for an array of private equity funds,

global coordinators and corporates. The department complements its strong offering with additional expertise in EMTN programmes.

Strengths

"It is a hard-working team which is not afraid of tight deadlines. In combination with its know-how and experience, this is the perfect basis for an excellent service provider."

"The lawyers are service-minded, business-oriented and capable of providing practical advice and solutions for complex matters."

"The whole team is on top of things and understands the big picture."

"It is an experienced and solid team with the ability to be creative. The lawyers cover both transactional expertise and general corporate advisory expertise, which makes their offering very broad. They always see the commercial reality and are able to adapt their advice accordingly."

"Krogerus is solution-driven and displays out-of-the-box thinking in complex situations. The lawyers are flexible and hard-working."

Work highlights Krogerus advised Fellow Finance on its merger with Evli to become Fellow Bank.

Notable practitioners

Tom Fagernäs is head of Krogerus' capital markets and public M&A practice. Specialising in capital markets transactions, he frequently handles listings, IPOs and bond issuances, as well as structured finance mandates. **Strengths:** "Tom Fagernäs has the excellent capability to communicate with his clients and explain complex matters."

"He's calm and pretty well available whenever we need him." "He is an experienced professional."

Mårten Knuts is esteemed for his considerable experience in the Finnish capital markets area. Boasting expertise in cross-border mandates, he regularly advises on listings and share issuances as well as regulatory and compliance matters.

Strengths: "Mårten Knuts is outstanding." "He is an excellent lawyer." **Paul Raade** maintains a broad capital markets practice. He has experience advising on a host of mandates which include IPOs, convertible bonds and EMTN programmes.

Strengths: "Paul Raade is very strong."

Other Ranked Lawyers

Laura Huomo of Bird & Bird remains noted for her capital markets activity. She is sought after for her advice on IPOs and note issuances, as well as on debt-related transactions.

Robin Nordblad (see p.432) of Avance Attorneys regularly assists with equity and debt capital markets transactions, including public cash offerings.

Strengths:

"He is extremely detailed, has good knowledge and has the strength to turn to proper solutions in a practical way."

Competition/European Law

| Competition/European Law | Competition/European Law | |
|---|--|--|
| Leading Firms | Public Procurement | |
| Band 1 | Leading Individuals | |
| Borenius | Kuusniemi-Laine Anna <i>Castrén & Snellman</i> * | Union regulations. Strengths: "Niko is the one to turn to when you need to have high-level assistance in tricky situations. He is a leading individual in Finland." Mika Pohjonen has a strong focus on public procurement matters, frequently representing public sector clients in contentious matters involving the healthcare, technology and transportation sectors. Strengths: "He has an incredibly good knowledge of public procurement." |
| Frontia Attorneys | Pohjonen Mika <i>Frontia Attorneys</i> | |
| Krogerus | | |
| Roschier | | |
| Band 2 | | |
| Avance Attorneys | | |
| Castrén & Snellman | | |
| Dittmar & Indrenius | | |
| Hannes Snellman | | |
| Band 3 | | |
| HPP Attorneys Ltd | | |
| Merilampi Attorneys Ltd | | |
| Senior Statespeople | | |
| Senior Statespeople: distinguished older partners | | |
| Wik Christian <i>Lukander Ruohola HTO (ORL)</i> ◊ | | |
| Leading Individuals | | |
| Band 1 | | |
| Aalto-Setälä Ilkka <i>Borenius</i> * | | |
| Alkio Mikko <i>Roschier</i> * | | |
| Leppihalme Ilkka <i>Dittmar & Indrenius</i> * | | |
| Lindberg Leena <i>Krogerus</i> | | |
| Paanajärvi Ami <i>Roschier</i> * | | |
| Wahlbeck Mikael <i>Frontia Attorneys</i> | | |
| Band 2 | | |
| Huimala Mikko <i>Hannes Snellman</i> | | |
| Hukkinen Niko <i>Frontia Attorneys</i> | | |
| Joenpolvi Katri <i>Krogerus</i> | | |
| Lindqvist Asko <i>Avance Attorneys</i> * | | |
| Band 3 | | |
| Mentula Arttu <i>Mentula Attorneys Ltd (ORL)</i> ◊ | | |
| Nieminen Jussi <i>Castrén & Snellman</i> | | |
| Pohjanpalo Lotta <i>Waselius & Wist (ORL)</i> ◊ | | |
| Saraste Tuomas <i>HPP Attorneys Ltd</i> * | | |
| Band 4 | | |
| Duncker Katia <i>Bird & Bird (ORL)</i> ◊ | | |
| Kauranen Satu-Anneli <i>DLA Piper Finland (ORL)</i> ◊ * | | |
| Ruohoniemi Erkko <i>Merilampi Attorneys Ltd</i> | | |
| Usitalo Lotta <i>Procopé & Hornborg Attorneys (ORL)</i> ◊ * | | |
| Up-and-coming individuals | | |
| Jaakkola Katja <i>Avance Attorneys</i> * | | |
| * Indicates individual with profile. | | |
| ◊ (ORL) = Other Ranked Lawyer. | | |
| Alphabetical order within each band. Band 1 is highest. | | |
| Band 1 | | |
| Borenius | | |
| What the team is known for Borenius is one of the top law firms in the Finnish competition market, with impressive activity in state aid cases, representing both corporate clients and municipalities before the European Commission. The law firm is notably active on merger clearance mandates. It also acts for clients on cartel and price maintenance investigations before competition authorities across the Nordic region. Team members offer additional experience in public procurement mandates. The team is particularly popular with clients from the transport and media sectors. | | |
| Strengths | | |
| "The team brings very good technical understanding and strategic thinking to the table." | | |
| Work highlights Borenius represented Suomen Viljava before both the Finnish competition authorities and the European Commission in state aid investigations. | | |
| Notable practitioners | | |
| Ilkka Aalto-Setälä (see p.426) stands out for his work on contentious and non-contentious state aid matters. He also has experience representing clients in cartel investigations and merger control notifications. Strengths: "He has strong experience, so he can come up with innovative and creative solutions, and is an excellent and pragmatic lawyer." | | |
| Frontia Attorneys | | |
| What the team is known for Frontia stands out for its work on contentious competition law matters, representing clients in high-profile investigations into allegations of abuse of dominance or cartel involvement, as well as acting on challenges to authority decisions and follow-on damages actions. The law firm is also notably active in merger clearance filings. Team members have further expertise in public procurement mandates and matters involving compliance with European Union regulations. | | |
| Strengths | | |
| "Frontia is our trusted adviser for tricky questions; it is easy to pick up the phone and get some added value." | | |
| "The lawyers are pragmatic, solution-oriented and deliver high-quality work." | | |
| "Frontia has incredibly strong knowledge concerning public procurement matters." | | |
| "They are the sort of people you can easily call and get a quick response; they are willing to give bold opinions which way they are leaning." | | |
| "It is the best in the field." | | |
| Work highlights Frontia represented Onninen in an investigation into alleged anti-competitive behaviour in the building trade. | | |
| Notable practitioners | | |
| Mikael Wahlbeck has a market-leading behavioural competition law practice, representing clients in investigations, appeals against fines and damages actions. He is also highly regarded for his work on merger control notifications. Strengths: "Mikael is highly skilled with extensive knowledge of competition law combined with a good business understanding." "He is easy to work with and provides clear and concise advice." "His understanding of competition law is very good." Niko Hukkinen advises clients on merger clearance filings and investigations into possible abuses of dominance. He also has experience assisting clients with compliance with European | | |
| Krogerus | | |
| What the team is known for Krogerus stands out for its ability to represent clients in FCCA investigations into allegations of anti-competitive collusion and in appeals against decisions. The law firm also offers notable expertise in merger clearance filings, including acting on phase II investigations. In addition, the team has experience in state aid matters, public procurement disputes and competition law compliance mandates. The team acts for industry federations, public sector bodies and companies from the transport industry. | | |
| Strengths | | |
| "Krogerus is a high-level, service-oriented law firm, whose staff is highly committed and deeply involved in the work." | | |
| "The team is highly capable to handle the most complex and sophisticated competition law matters." | | |
| "It has a deep and broad understanding of Finnish competition law." | | |
| "The project was smoothly handled." | | |
| "The lawyers have deep knowledge in the field and are also very pragmatic and easy to work with. They know what they are doing and are easily available when we need them." | | |
| Work highlights Krogerus advised Dahl Finland on a challenge to a fine imposed by the Finnish Competition and Consumer Authority. | | |
| Notable practitioners | | |
| Leena Lindberg offers notable strength in the area of behavioural investigations and challenges to fines. She has further expertise in state aid matters. Strengths: "Her service-oriented approach is unmatched, and she is friendly, humorous and calming." "Leena Lindberg is exceptionally intelligent and able to handle complex competition matters. She also has a rare ability to turn difficult problems into clear solutions. On top of that, she is a most pleasant person to co-operate with." "Leena Lindberg is very easy to work with. She is highly competent and has very extensive knowledge in competition law." "She is very analytical and genuinely interested in our business and our best interests." "She is a high performer and is customer-oriented." Katri Joenpolvi represents clients in investigations of cartel involvement and advises on merger clearance proceedings. She offers further experience in the competition law compliance aspects of commercial agreements. Strengths: "She has the ability to simplify and explain complex topics to business people." "Katri's legal knowledge and business understanding really stands out." "I admire her competence and enthusiasm. She has excellent abilities to comprehend our needs and relevant issues." "She is a very | | |

knowledgeable and pleasant person to work with."

Roschier

What the team is known for Roschier particularly stands out for its strength in merger clearance and foreign direct investment mandates, often acting for private equity investors. The law firm additionally represents clients in antitrust investigations and follow-on damages claims. Team members have further experience in state aid and public procurement matters. The firm further acts for clients from the TMT sector.

Strengths

"The team provides high-class expertise and versatile know-how."

"The Roschier team is always very quick to respond to requests."

"The team we are working with is very good. Its expertise has been very valuable."

"The team has provided outstanding support in a very complicated and sensitive matter."

"The team is extremely smart and client-focused, extremely responsive and interested in the topic with some creative solutions."

Work highlights Roschier assisted InfraVia Capital Partners with the competition law aspects of its proposed divestment of Aurora Infrastructure.

Notable practitioners

Mikko Alkio (see p.426) is particularly strong in state aid mandates, often acting for public sector clients, state-owned organisations and industry associations. **Strengths:** *"He is very committed and knowledgeable. He knows both jurisprudence, politics, economics and how to communicate."* **Ami Paanajärvi** (see p.433) is highly esteemed for her work on merger clearance filings and foreign direct investment notifications. She also offers notable experience in behavioural investigations and follow-on damages actions. **Strengths:** *"We could not be happier with the quality Ami provides."* *"She has a deep commercial understanding, which is extremely valuable for us, is pragmatic and solutions-oriented."* *"Ami Paanajärvi is always easy to work with and is a very pleasant person."*

Band 2

Avance Attorneys

What the team is known for Avance Attorneys is noted for its strength in merger clearance notifications, with a particular focus on transactions that involve filings in several of the Nordic jurisdictions. The law firm is a popular choice with private equity houses and investment funds. In addition, the team handles compliance matters, dawn raids and public procurement disputes.

Strengths

"The team got a grasp of a somewhat complex matter really quickly and was able to provide very clear advice."

"Avance gives us concise advice at quick pace."

"The team is very client-oriented, flexible, solution-oriented and wants to find the best solution for us."

Work highlights Avance advised Triton Equity Partners on the competition law aspects of its proposed acquisition of Caverion.

Notable practitioners

Asko Lindqvist (see p.431) joined the firm in the summer of 2023. He has particular experience in merger control proceedings. **Strengths:** *"He knows our business and style. I trust him to speak with the business people, we can treat him like an internal person. He is all-in and jumps in to assist things."* *"He has a very good reputation in the market, is very experienced, has good ideas and knows how to approach things."* **Katja Jaakkola** (see p.428) has a strong focus on assisting clients with obtaining competition law clearance for proposed mergers and foreign direct investments. She also acts for clients on competition law investigations and compliance matters. **Strengths:** *"She is very pleasant to work with, and provides an efficient service."*

Castrén & Snellman

What the team is known for Castrén & Snellman often assists clients with merger clearance mandates. The team acts for clients from the energy, pharmaceutical and automotive sectors. The law firm additionally advises on behavioural investigations and appeals against Finnish Competition and Consumer Authority decisions. Team members act on state aid and procurement disputes.

Strengths

"It is always so easy to work with the team."

"The team has a deep knowledge of competition law."

"The service level is excellent, the lawyers deliver what and when they promised."

"The team provides pragmatic legal advice without taking any shortcuts, and is extremely knowledgeable within the legal fields."

"The lawyers have strong ability to analyse which points should be taken care of and how we should prioritise them."

Work highlights Castrén & Snellman advised BEWI on the merger clearance aspects of its proposed acquisition of shares in Jackson Holding.

Notable practitioners

Jussi Nieminen has a broad competition law practice, assisting clients with both merger clearance proceedings and challenges to authority decisions. **Strengths:** *"Jussi Nieminen is responsive, easy to work with and understands the client's needs and commercial dimension very well."* *"He works to find practical solutions and efficient ways forwards. He is able to explain complex matters in a straightforward and good way, including to non-lawyers."* *"Jussi Nieminen has a lot of experience and has a good understanding of our business, and is quickly on top of what is relevant to us. It is easy to call and discuss things initially and get quick initial advice; he always finds time to talk."* *"He is an excellent lawyer, who delivers according to expectation."*

Anna Kuusniemi-Laine (see p.430) frequently assists clients with non-contentious public procurement mandates, often acting on behalf of bidders. **Strengths:** *"She is a public procurement expert."* *"Anna Kuusniemi-Laine is very good at the procurement side."*

Dittmar & Indrenius

What the team is known for Dittmar & Indrenius assists clients with a range of antitrust issues, advising on merger clearance mandates and state aid litigation. The law firm further acts on behav-

ioral investigations and competition compliance queries. Team members assist clients with public procurement topics. Several of the firm's clients are in the private equity and technology sectors.

Strengths

"It is a good team, with a good grasp of what's going on and good knowledge."

"We appreciate the firm's willingness to explore questions open-mindedly and creatively."

"The team's expertise and proficiency in navigating intricate legal issues have been instrumental in our success, and we greatly value the support."

"The lawyers have excellent and detailed knowledge in competition law and its practices."

"It is a high-calibre law firm, that is fast and easy to contact, and gives a good service."

Work highlights Dittmar & Indrenius advised MB Funds on the competition law aspects of its acquisition of Welaldo.

Notable practitioners

Ilkka Leppihalme (see p.430) has a strong focus on merger clearance mandates. He also offers notable experience in behavioural investigations and frequently assists potentially dominant companies with competition law issues. **Strengths:** *"He is highly service-minded, easy to approach and reach. He is willing to go 'the extra mile."* *"He consistently delivered a very strong performance across the board. His client service was exceptional, always going the extra mile to meet our needs."*

"His commercial awareness and forward-looking vision was outstanding, providing us with strategic insights that went beyond legal matters and contributed significantly to our collaboration's success." *"He masters competition law extremely well, so we regard him very highly."* *"Ilkka is also service-minded outside of assignments, and I greatly appreciate his opinions and comments when I ask for them."*

Hannes Snellman

Mikko Huimala has a broad competition law practice that encompasses merger control filings, state aid mandates, behavioural investigations and high-profile damages actions. He has further experience in competition compliance matters and public procurement disputes.

Strengths

"Mikko Huimala is very pleasant and it is easy to find a common understanding with him."

"It is always pleasant when he is involved."

Band 3

HPP Attorneys Ltd

What the team is known for HPP Attorneys offers a broad competition law practice, advising clients on both behavioural investigations and merger clearance mandates. The law firm further assists with foreign direct investment filings and competition compliance queries. The team has a number of clients from the energy and transportation sectors.

Strengths

"The company's representatives have profound knowledge about present and coming legislation."

"We have been very happy with the quick responses to our questions."

Work highlights HPP advised the Beretta Group on the FDI notification for a transaction involving Finland.

Notable practitioners

Tuomas Saraste (see p.434) assists clients with merger control filings and gun-jumping issues, as well as representing them in cartel investigations and subsequent appeals. He has further experience in competition law compliance matters.

Strengths: *"I appreciate the understanding of the nature of our business."*

Merilampi Attorneys Ltd

What the team is known for Merilampi Attorneys assists clients with competition and public procurement matters. The law firm often acts on merger clearance mandates, including phase II investigations. In addition, it has represented clients in antitrust damages claims.

Strengths

"The service level and responsiveness is very good."
"The team has been sufficiently broad and deep to handle our topic."

Work highlights Merilampi represented the Finncont Group in merger control proceedings as part of its divestment to Sponsor Capital.

Notable practitioners

Erkko Ruohoniemi often assists clients with merger control proceedings and public procurement mandates. **Strengths:** *"Erkko Ruohoniemi is a very valued expert."* *"Erkko Ruohoniemi is very good. He has a very practical attitude."*

Other Ranked Lawyers

Katia Duncker of Bird & Bird often assists clients with competition law compliance matters. In addition, her broad practice covers merger control filings, state aid matters and investigations into possible abuses of dominance.

Strengths:

"She has a very humane approach to the client's problems, combined with excellent ability and deep legal expertise."

"Katia Duncker was extremely good at listening and understanding our needs."

"She very rapidly studied new material and was able to apply her skills in a new area, exactly what you would expect from an experienced lawyer."

"Katia Duncker added value; she was able to find practical solutions and find a way forward, and can bring brilliant keys to solve problems."

Satu-Anneli Kauranen (see p.429) of DLA Piper LLP assists clients with merger clearance notifications and competition law compliance mandates.

Strengths:

"It is always a pleasure to work with her."

Arttu Mentula of Mentula Attorneys Ltd assists clients with investigations and merger control matters. He has further experience in competition compliance matters.

Strengths:

"Arttu Mentula is very reliable, thorough and experienced and has a wide knowledge of competition

issues."

Lotta Pohjanpaloo of Waselius & Wist often acts on merger clearance mandates, including assisting clients to be compliant with existing commitments. She offers further experience in state aid matters and contentious and non-contentious procurement mandates.

Strengths:

"It's always a pleasure to work with her, and her willingness to help and high competence level are exceptional."

Lotta Uusitalo (see p.436) of Procopé & Hornborg Attorneys Ltd has a broad competition law practice that encompasses compliance advice, merger control filings and investigations into allegations of cartel involvement and abuses of dominance.

Strengths:

"Lotta Uusitalo is very business-minded and good to work with."

"She is a pleasure to work with."

Christian Wik of Lukander Ruohola HTO has long-standing experience in the competition law market, particularly advising clients on merger clearance mandates. He also assists with behavioural investigations.

Corporate/M&A

| Corporate/M&A |
|-------------------------------|
| Leading Firms |
| Band 1 |
| Avance Attorneys |
| Hannes Snellman |
| Roschier |
| Band 2 |
| Borenus |
| Castrén & Snellman |
| Dittmar & Indrenius |
| Krogerus |
| White & Case |
| Band 3 |
| Bird & Bird |
| DLA Piper Finland |
| Band 4 |
| Eversheds Asianajotoimisto Oy |
| HPP Attorneys Ltd |
| Merilampi Attorneys Ltd |
| Waselius & Wist |

* Indicates individual with profile.

◊ (ORL) = Other Ranked Lawyer.

Alphabetical order within each band. Band 1 is highest.

| Corporate/M&A | |
|--|---|
| Senior Statespeople and Eminent Practitioners | |
| Senior Statespeople: distinguished older partners | |
| Aalto Johan Hannes Snellman | Tähtinen Jyrki Borenus * |
| Ollila Jan Dittmar & Indrenius * | Eminent Practitioners |
| | Rannikko Riikka Hannes Snellman |
| Leading Individuals | |
| Band 1 | |
| Heinonen Mikko Hannes Snellman | Martola Sami Krogerus |
| Kull Ulf-Henrik Avance Attorneys * | Möller Marcus Krogerus |
| Salmi Jouni Roschier * | Roman Johan Borenus * |
| Ståhlberg Mika Krogerus | Ylä-Mononen Matti DLA Piper Finland * |
| Band 2 | |
| Carlberg Anders Dittmar & Indrenius * | Eklund Wilhelm Dittmar & Indrenius * |
| Eerola Mikko Dittmar & Indrenius * | Engberg Markus Salingre Attorneys (ORL) ◊ |
| Olsson Sten White & Case * | Lindholm Carola Castrén & Snellman * |
| Perheentupa Ilkka Avance Attorneys * | Örndahl Jan Castrén & Snellman |
| Piha Johannes Borenus * | Sadinmaa Erkki-Antti Avance Attorneys * |
| Band 3 | |
| Airisto Timo White & Case | Siimes Toni Roschier * |
| Jormanainen Tero Roschier * | Simonsen Lennart Krogerus |
| Liljeroos Ilkka DLA Piper Finland * | Up-and-coming individuals |
| Lindros Janko Borenus | Carlsson Maria Bird & Bird |
| | Floman Anders Avance Attorneys * |
| | Veranen Olli-Pekka EY Advisory Oy (ORL) ◊ |

Band 1**Avance Attorneys**

What the team is known for Avance Attorneys is a corporate law powerhouse which regularly acts for private equity houses, venture capital investors and listed companies on high-value and complex M&A deals. The law firm represents domestic and international clients and is frequently seen handling transactions with cross-border elements.

Strengths

"Avance Attorneys is able to take a very commercial approach on key matters. Its lawyers look for solutions rather than just pointing out challenges."

"The team is so self-directing. It's the best in this area in the whole of Helsinki. The practice is independent so we don't need to meet and advise the lawyers all the time."

"Avance is involved in some very high-level transactions. It has really good lawyers there."

"Avance stands out from the rest of the market."

"The lawyers are very client-oriented, super flexible and solution-oriented. They want to find the best solution for the client."

Work highlights Avance Attorneys advised Adelis Equity Partners Fund III in relation to its public cash tender offer for all shares of Avidly.

Notable practitioners

Ulf-Henrik Kull (see p.430) maintains a leading position in the Finnish corporate/M&A market. He regularly advises on high-value transactions in both the public and private spheres, and is further noted for his cross-border expertise. **Strengths:**

"Ulf-Henrik Kull has been in the business a long time and is very active." **Ilkka Perheentupa** (see p.433) is managing partner of Avance Attorneys. He regularly represents private equity houses and technology companies in a range of transactional and corporate matters. He often acts on mandates with cross-border elements and is admitted to the

New York State Bar. **Strengths:** *"Ilkka Perheentupa is good to deal with. He's also New York-qualified, which gives him an international touch."* *"He is very client-and solution-oriented."* *"Ilkka has strong commercial awareness combined with extensive legal experience."* Advancing in the rankings, **Erkki-Antti Sadinmaa** (see p.434) is head of Avance's M&A practice. He is reputed for his assistance to private equity houses with acquisitions and investments, and is particularly active across the transportation and energy sectors. **Strengths:**

"Erkki-Antti Sadinmaa has excellent knowledge and commercial awareness. He is always very responsive." *"He has good availability and is very strong commercially – one of the most commercial lawyers. He is someone you can trust to always look out for the client's best interests."* **Anders Floman** (see p.427) continues to build on his solid reputation in the Finnish M&A market. He is well placed to advise corporate clients and private equity funds on acquisition and divestment matters.

Strengths: *"Anders Floman is very responsive and offers a great level of service."*

Hannes Snellman

Johan Aalto is a highly experienced practitioner with expertise representing industrial companies as well as private equity firms in acquisitions, mergers and public tender offers. He is also well

placed to advise on corporate governance and capital markets matters.

Riikka Rannikko is the managing partner of Hannes Snellman's Helsinki office. She has experience acting for listed companies on corporate and M&A mandates, including investment and acquisition matters in the technology and energy sectors.

Strengths:

"Riikka Rannikko is extremely experienced and knows the M&A side of things extremely well. She also knows most of the other things that in-house lawyers need help with."

Mikko Heinonen is noted for his market-leading expertise in public M&A mandates, and has handled numerous mergers and public cash tender offers.

Strengths:

"Mikko Heinonen is a very experienced partner with the ability to make decisions on tough questions and guide customers."

Roschier

What the team is known for Roschier has a market-leading team that is widely revered for its broad corporate offering and international capabilities. It regularly advises on mergers, public cash tender offers and private equity transactions, and is particularly strong in cross-border mandates involving the Nordic countries, with offices in Helsinki and Stockholm.

Strengths

"Roschier is simply top notch in Finland and Sweden. It is a true full-service law firm with highly skilled lawyers in each area of expertise. It provides an outstanding service with swift responses to all matters."

"Roschier can be fully trusted when handling very complex cross-border M&A. The lawyers are very responsive and always provide quality advice."

"Roschier has the best lawyers in Finland."

"Roschier does a great job of supporting clients in all activities from start to finish in global M&A transactions and all related support thereafter."

"The team has the capability to handle different topics and is always available."

Work highlights Roschier represented Vipps in its merger with MobilePay.

Notable practitioners

Jouni Salmi (see p.434) is widely acknowledged as a leading figure in the Finnish M&A market and has particular experience in public cash tender offers. He regularly acts on cross-border transactions and is dual-qualified to practise in Finland and Sweden. **Strengths:** *"Jouni Salmi is knowledgeable and skilled."* *"He is the only go-to lawyer in Finland."* *"Jouni is always solution-oriented."* Progressing in the rankings, **Tero Jormanainen** (see p.428) focuses his practice on M&A and venture capital matters. He frequently acts for private equity firms and technology companies on domestic and cross-border transactions.

Strengths: *"Tero Jormanainen is an amazing lawyer for M&A processes. His role in the negotiation process is very important and very much solution-driven."* *"Mr Jormanainen delivers sophisticated, tailor-made solutions."* *"He is a go-to person for complex transactions."* *"Tero is a very constructive lawyer to work with."* *"He is very efficient, to*

the point and commercial." **Toni Siimes** (see p.435) is seen to advise on a range of transactions and investments. Also acting on joint ventures, he has a particular focus on deals in the energy sector. **Strengths:** *"Toni Siimes is an excellent lawyer."* *"He is a corporate law expert."*

Band 2**Borenius**

What the team is known for Borenius has a respected practice that advises on a broad range of complex corporate matters, with particular expertise in private equity transactions. Its lawyers are also experienced in structured auction processes, tender offers and corporate restructurings, and are well versed in cross-border mandates.

Strengths

"Borenius's services are delivered at a very high level."

"The team provides a practical and solution-oriented approach combined with a high level of legal expertise."

"Its team can handle in-depth questions including all legal, tax and structural needs for complicated M&A."

"The lawyers always respond very fast."

"The law firm is sufficiently business-minded without sacrificing its primary role as legal counsel."

Work highlights Borenius advised Netflix on its voluntary recommended public cash tender offer for Next Games Corporation.

Notable practitioners

Jyrki Tähtinen (see p.435) is highlighted for his expertise in corporate governance and restructuring matters. He has experience advising on complex transactions and often acts for private equity houses. **Strengths:** *"Jyrki Tähtinen has a can-do attitude, even after more than 30 years in the business."* **Johannes Piha** (see p.433) focuses his practice on M&A and private equity transactions. He regularly handles complex deals, including structured auction processes, and is further noted for his cross-border capabilities.

Strengths: *"Johannes Piha is a very responsive, service-minded and goal-oriented person. He is able to handle and solve complicated matters."*

Janko Lindros has extensive experience advising clients on M&A and financing transactions. He is well placed to represent technology companies and private equity houses in a range of issues, including acquisitions, investments and funding rounds. **Strengths:** *"Janko Lindros offers great responsiveness, attention to detail, negotiation skills, commercial understanding and efficiency in delivery. He is also solution-oriented."*

Johan Roman (see p.434) co-heads Borenius's M&A and private equity group. He is particularly active on private equity transactions and regularly assists clients hailing from the retail and technology sectors. **Strengths:** *"Johan is an exceptional professional who is very aware of his client's goals and expectations."* *"Johan Roman is able to distil the bigger picture."* *"He is very responsive, produces high-quality work and is very well aware of the trends and market practices in private M&A and private equity."* *"He is solution-oriented and antic-*

ipates what will happen as we move forward with the deal, and that helps to be proactive."

Castrén & Snellman

What the team is known for Castrén & Snellman retains a reputable corporate and M&A team advising on a variety of transactional matters. The department acts for a broad range of clients, including listed companies, investment funds and financial institutions.

Strengths

"Castrén & Snellman's lawyers are friendly and easy to work with. They are very responsive and can deliver new drafts and input with very short notice." "As one of the biggest law firms in Finland, there is plenty of talent to choose from. The team protects the interests of buyers well in complex transactions, including due diligence processes. The lawyers are very quick to respond and proactive."

"The department has a solid grasp of alternative ways to move forward most efficiently. It has the necessary resources and connections available to cater for various kinds of needs and transactions."

"Castrén & Snellman provides pragmatic legal advice without taking any shortcuts. The lawyers are extremely knowledgeable within their legal fields, about the different practice areas and about the Finnish and Nordic market."

Work highlights Castrén & Snellman advised Ahlström Capital and its portfolio company Enics on its merger with GPV International.

Notable practitioners

Carola Lindholm (see p.431) is chair of Castrén & Snellman's board. She has experience handling transactions for high-profile clients in the banking and energy sectors. **Jan Örndahl** is head of Castrén & Snellman's M&A practice. He frequently advises listed companies on mergers and acquisitions, including those with cross-border aspects.

Dittmar & Indrenius

What the team is known for Dittmar & Indrenius has a robust M&A practice with particular strength in private equity transactions. The law firm advises clients on mergers, acquisitions and divestments, including public tender offers, and is adept at handling cross-border mandates.

Strengths

"Dittmar & Indrenius has a very well-functioning team."

"The team is solution-oriented, even on more difficult matters. There are lots of strong lawyers at all levels who are very responsive and service-minded. They show good commercial understanding in various situations."

"The lawyers are pragmatic, solution-minded and focused on getting the deal done."

"The law firm has a wide and capable team that is strong at M&A problem solving."

"The lawyers are very proactive and provide us with different options and solutions as to how to move a transaction forward."

Work highlights Dittmar & Indrenius advised MB Funds and management sellers on the divestment of Raksystems to Trill Impact in a structured auction process.

Notable practitioners

Jan Ollila (see p.433) boasts long-standing experience advising private equity houses and

investment firms on M&A transactions. He is well placed to advise clients in the infrastructure and technology sectors. **Anders Carlberg** (see p.426) regularly advises private equity firms and investment companies. He is active on a range of transactions, including high-profile mergers and sales.

Strengths: "Anders Carlberg is solution-oriented and has good commercial understanding." **Mikko Eerola** (see p.427) continues to gain recognition for his M&A practice in Finland. He frequently advises on cross-border transactions and is particularly active on deals across the energy and automotive sectors.

Strengths: "Mikko Eerola is an experienced professional who understands our business. He adds value to challenging projects with his experience." "Mikko is one of the leading energy and infrastructure M&A lawyers in Helsinki." **Wilhelm Eklund** (see p.427) is head of Dittmar & Indrenius's M&A and private equity group. He is reputed for his assistance to investment and private equity firms with a variety of cross-border transactions.

Strengths: "Wilhelm Eklund is a talented lawyer and deal maker."

Krogerus

What the team is known for Krogerus has a notable team advising on domestic and cross-border M&A. Its lawyers are also seen acting on corporate law matters, and frequently support both private equity houses and investment companies on transactions.

Strengths

"The partner and team members are available all the time when necessary to fulfil all requirements. Their service level and responsiveness is outstanding and many times exceeds expectations." "Krogerus's lawyers work really well as a team. They're very hands-on when discussing difficult matters."

"It's a highly skilled and experienced M&A team."

"Across the board, Krogerus's advice is of very high quality and always timely."

"The lawyers are highly skilled and motivated people who are always available."

Work highlights Krogerus advised VR Group on its acquisition of Arriva Sverige from the Arriva Group.

Notable practitioners

Mika Ståhlberg remains a leading name in the Finnish market. Highly regarded for his corporate practice, he advises private equity firms and investment companies on cross-border transactions.

Strengths: "Mika Ståhlberg is very commercial and experienced. He has done lots of private equity transactions over the years. He is very client-focused, pragmatic, solution-oriented and responsive." "Mika has been working on all-round M&A transactions over two decades. He understands people in tough negotiation situations." "He is a solid pure-play M&A adviser." "He is active and really good." **Sami Martola** advises a broad range of clients on M&A mandates. He offers particular experience representing private equity houses.

Strengths: "Sami Martola is a very skilled and seasoned partner who always tries to exceed expectations." **Marcus Möller** represents private equity houses and investment companies in domestic and cross-border transactions. He is well placed to advise clients on acquisitions, disposals and

joint ventures. **Strengths:** "Marcus Möller is a great lawyer." **Lennart Simonsen** has considerable experience in the Finnish M&A market. He is regularly seen assisting blue-chip companies and private equity firms with mergers and acquisitions.

Strengths: "Lennart Simonsen is really quick in understanding the key issues and drivers of a deal, and is a pleasure to work with. He is a tough and fair negotiator who does not waste time on silly points. He is always calm and collected."

White & Case

What the team is known for White & Case's corporate department handles a wide variety of transactions, including mergers. The team is also experienced in public M&A and tender offers. Advising both domestic and foreign private equity houses and investment companies, its lawyers are much admired for their cross-border offering and international capabilities.

Strengths

"The law firm is very structured, fast and business-oriented. It provides a very responsive and solution-driven approach."

"White & Case is very helpful due to its international network."

"The lawyers cover all areas of M&A transactions in an excellent way. They offer strong expertise in combination with broad coverage of relevant areas."

"The team is always able to solve the problems it is tasked with, providing near-instant and high-quality responses."

"White & Case demonstrates very agile handling of complex transactions, in perfect coordination with its foreign colleagues. The team has very strong depth and breadth, with specialists who are available to assist with specialist topics during transactions."

Work highlights White & Case represented Euroports Finland in its majority acquisition of BB Logistics.

Notable practitioners

Sten Olsson (see p.433) frequently assists private equity houses and technology companies with corporate matters, including acquisitions and divestments. He joined White & Case from Hannes Snellman in March 2024. **Timo Airosto** regularly acts for investment firms on transactions, often involving the real estate sector. He is also noted for his public M&A expertise and has experience advising on tender offers. His mandates frequently feature cross-border elements and he is dual-qualified to practise in the USA and Finland.

Strengths: "Timo Airosto tries to find pragmatic solutions and to execute deals in the best possible way for the client." "Mr Airosto demonstrates a high level of regulatory knowledge and an impressive service level."

Band 3

Bird & Bird

What the team is known for Bird & Bird advises on domestic and cross-border transactions and investments. The international law firm enjoys a broad client roster of state bodies, listed entities and private equity houses. Its lawyers have particular expertise in venture capital deals and

frequently handle transactions in the TMT and infrastructure sectors.

Strengths

"The team are highly responsive and always able to deliver on-time, high-class legal counsel on sensitive transactions involving a large number of parties."

"The team have excellent problem-solving skills and commercial understanding. The relevant subject matter expertise is available when needed, and the customer's needs drive the work."

"The lawyers are committed, customer-oriented, pragmatic and solution-oriented. Their business knowledge and ability to master complicated situations are at a very good level."

"The law firm has a good international network."

Work highlights Bird & Bird advised Cyient on its acquisition of Sentiec and its subsidiaries forming the Citec Group from Sentica.

Notable practitioners

Maria Carlsson heads Bird & Bird's Finnish corporate and M&A group. She routinely assists clients with acquisitions and divestments, especially across the Nordic region. **Strengths:** *"Maria Carlsson is always direct and hands-on." "Maria is very easy to talk to and very personable." "Maria Carlsson is our trusted adviser in M&A, with a high level of knowledge and experience, and excellent negotiation skills." "She provides good cooperation." "She stands out with her practical legal skills in combination with a commercial mindset. She is always highly solution-oriented and not just raising problems. She has a great flexibility to serve customers whenever there is any kind of legal need."*

DLA Piper Finland

What the team is known for DLA Piper's corporate and M&A department acts on a wide array of transactions. Its lawyers have experience advising private equity houses and investment funds, and often handle mandates pertaining to the TMT sector. Clients benefit from the law firm's cross-border capabilities.

Strengths

"The benefit of DLA Piper's operating model is that it has local teams in different countries that can support on local issues."

"Each partner is very hands-on and shows a good level of commitment."

Work highlights DLA Piper advised HKScan on the divestment of its Baltic business to AS Maag Grupp.

Notable practitioners

Ilkka Liljeroos (see p.431) is the country managing partner of DLA Piper in Finland. He assists private equity clients with a range of transac-

tions, including investments and management buyouts. **Strengths:** *"He is very hands-on in his engagements." "Ilkka's willingness to serve the customer and find solutions is excellent." Matti*

Ylä-Mononen (see p.437) assists private equity funds and technology companies with acquisitions and investments. He handles both domestic and cross-border transactions. **Strengths:** *"Matti Ylä-Mononen is experienced and quite calm. He's also pragmatic and solution-oriented."*

Band 4

Eversheds Asianajotoimisto Oy (a member of Eversheds Sutherland)

What the team is known for Eversheds Sutherland's lawyers handle a range of private and public M&A mandates, acting for a diverse client base that includes private equity firms and investment companies. The international law firm is noted for its global coverage and full-service capabilities.

Strengths

"The team is active and quick."

Work highlights Eversheds Sutherland advised Stena Recycling on matters connected to its acquisition of all shares in Encore Environmental Services.

Notable practitioners

Harri Tolppanen, Vesa Turkki, Mika Taberman and Johan Wesander are key contacts for the department.

HPP Attorneys Ltd

What the team is known for HPP Attorneys has a notable practice advising corporates, investment companies, private equity houses and industrial clients. The department acts on a variety of mandates, including tender offers and auction processes. Its lawyers also assist with corporate governance topics, and have a particular focus on transactions in the energy sector.

Strengths

"HPP Attorneys has a very strong team for corporate matters."

"The team deal with all matters quickly and with great skill. Their problem solving is very strong and their advice is commercially feasible and easy to implement."

"The team have strong skills in M&A."

"The lawyers have strong experience and co-create ideas with the customer."

Work highlights HPP Attorneys acted as local counsel to Beretta on its acquisition of RUAG Ammotec.

Notable practitioners

Antti Säiläkivi and Andrew Cotton are key contacts in the department.

Merilampi Attorneys Ltd

What the team is known for Merilampi Attorneys is noted for its corporate practice in the Finnish market. The department represents a whole host of clientele, including international private equity firms, publicly listed entities and industrial companies. In addition to mergers, acquisitions and divestments, the lawyers also assist with corporate governance topics and AGMs.

Strengths

"The team do a great job and find a solution. They have excellent knowledge of our business."

Work highlights Merilampi Attorneys acted for Great Hill Partners on the merger of Leadfeeder and Echobot, including a EUR180 million investment.

Notable practitioners

Antti Kahri is a key contact in the department.

Waselius & Wist

What the team is known for Waselius & Wist acts on a variety of domestic and cross-border acquisitions and divestments. The team is also experienced in establishing joint ventures. The law firm represents companies from a host of sectors, as well as private equity firms.

Strengths

"Waselius & Wist's responsiveness and ability to meet deadlines are excellent."

Work highlights Waselius & Wist represented Equitix in its acquisition of Aurora Infrastructure.

Notable practitioners

Christoffer Waselius is a key contact at the firm.

Other Ranked Lawyers

Markus Engberg of Salingre Attorneys advises on a range of domestic and cross-border transactions. He represents a variety of clients, including corporates and investment funds.

Strengths:

"Markus Engberg is an experienced lawyer who is deeply focused on his assignments. He is proactive in matters and keeps us well updated in terms of the deal and our options."

Olli-Pekka Veranen of EY Advisory continues to assist private and public companies with a range of transactional and corporate matters. He has experience advising on cross-border mandates.

Dispute Resolution

| Dispute Resolution | Dispute Resolution Most in Demand Arbitrators | |
|--|--|--|
| Leading Firms | Leading Individuals | |
| Band 1 | Hentunen Marko <i>Castrén & Snellman</i> | |
| Castrén & Snellman | Kiurunen Petra <i>Lindfors & Co Attorneys at Law Ltd</i> | |
| Band 2 | Laitasalo Jukka <i>Merilampi Attorneys Ltd</i> | |
| Borenius | Lindfors Patrik <i>Lindfors & Co Attorneys at Law Ltd</i> | |
| Hannes Snellman | Taivalkoski Petri <i>Taivalkoski Attorneys (ORL)</i> * | |
| Krogerus | Wallgren-Lindholm Carita <i>Lindholm Wallgren (ORL)</i> | |
| Lindfors & Co Attorneys at Law Ltd | Waselius Jan <i>Waselius & Wist (ORL)</i> * | |
| Roschier | | |
| Band 3 | | |
| Dittmar & Indrenius | | |
| HPP Attorneys Ltd | | |
| Merilampi Attorneys Ltd | | |
| Band 4 | | |
| DLA Piper Finland | | |
| Eversheds Asianajotoimisto Oy | | |
| Frontia Attorneys | | |
| Leading Individuals | | |
| Band 1 | | |
| Hentunen Marko <i>Castrén & Snellman</i> | | |
| Järvinen Antti <i>Frontia Attorneys</i> | | |
| Kiurunen Petra <i>Lindfors & Co Attorneys at Law Ltd</i> | | |
| Lindfors Patrik <i>Lindfors & Co Attorneys at Law Ltd</i> | | |
| Band 2 | | |
| Forss Anders <i>Castrén & Snellman</i> | | |
| Band 3 | | |
| Elonheimo Mikko <i>Krogerus</i> | | |
| Ikonen Jussi <i>Merilampi Attorneys Ltd</i> | | |
| Kannaste Kirsi <i>Krogerus</i> | | |
| Kokko Markus <i>Borenius</i> * | | |
| Kolster Thomas <i>Krogerus</i> | | |
| Kotiranta Kai <i>Kotiranta & Co Attorney at Law Ltd (ORL)</i> * | | |
| Lehtinen Jussi <i>Dittmar & Indrenius</i> * | | |
| Lehtinen Tuomas <i>Castrén & Snellman</i> | | |
| Saarikivi Aapo <i>Roschier</i> * | | |
| Vuokila Ulla <i>Avance Attorneys (ORL)</i> * | | |
| Band 4 | | |
| Bygglin Anders <i>Hannes Snellman</i> | | |
| Heikkilä Kimmo <i>Frontia Attorneys</i> | | |
| Kovanen Tero <i>Borenius</i> * | | |
| Leppä Mikko <i>HPP Attorneys Ltd</i> * | | |
| Liljedahl Kristiina <i>Borenius</i> * | | |
| Manninen Markus <i>Hannes Snellman</i> | | |
| Rosenlund Niina <i>Eversheds Asianajotoimisto Oy</i> | | |
| Savonen Jussi <i>DLA Piper Finland</i> * | | |
| Sotamaa Petteri <i>Sotamaa & Co (ORL)</i> * | | |
| Spåre John-Henrik <i>DLA Piper Finland</i> * | | |
| Tammisen Anna-Maria <i>Hannes Snellman</i> | | |
| Väätäinen Tapio <i>Eversheds Asianajotoimisto Oy</i> | | |
| Vapaavuori Tom <i>Bird & Bird (ORL)</i> * | | |
| Welin Mats <i>Salingre Attorneys (ORL)</i> * | | |
| Up-and-coming individuals | | |
| Pitkänen Jerker <i>Castrén & Snellman</i> * | | |
| * Indicates individual with profile. | | |
| ◊ (ORL) = Other Ranked Lawyer. | | |
| Alphabetical order within each band. Band 1 is highest. | | |
| Band 1 | | |
| Castrén & Snellman | | |
| What the team is known for Castrén & Snellman has a market-leading team advising on a range of complex and high-value disputes. The law firm has strong expertise in both litigation and arbitra- | | |
| | | p.434) joins the rankings this year as an up-and-coming practitioner. He is particularly well versed in domestic and international arbitration involving construction disputes. Strengths: "Jerker Pitkänen is very experienced and has excellent commercial acumen." "He is an exceptional disputes lawyer." "He is a rising star and a fast thinker." |
| | | Band 2 |
| | | Borenius |
| | | What the team is known for Borenius has a well-reputed practice recognised for defending clients in corporate crime, environmental liability and civil litigation. The team is active in disputes in a variety of industries, including construction, mining, energy, healthcare and financial services. The law firm's expertise also extends to arbitration proceedings. |
| | | Strengths |
| | | "Borenius provides truly excellent argumentation for disputes and has a good collaboration with the in-house team." |
| | | "The lawyers are always reachable and quick to answer any questions. They are also proactive in looking after the case." |
| | | "Borenius really delve deep into the matter." |
| | | "The team understand our needs and react immediately." |
| | | "It is a strong team with a lot of in-house expertise. Borenius covers all different disciplines of legislation, and the lawyers provide very quick responses." |
| | | Work highlights Borenius defended Stockmann in a damages claim brought by LähiTapiola Keskkustakiinteistöt for premature termination after the retailer terminated its rental agreement with the landlord following its corporate restructuring. |
| | | Notable practitioners |
| | | Markus Kokko (see p.429) deals with a broad range of litigation matters, including breach of commercial agreements and white-collar crime proceedings. He is also involved in domestic and international arbitration mandates. Strengths: "Markus Kokko is very capable and responsive." Progressing in the rankings, Tero Kovanen (see p.430) assists with a variety of commercial disputes, including construction cases. He is also active in arbitration. Strengths: "Tero Kovanen has an excellent theoretical background and, with his experience and general commercial awareness, he always tries to consider the commercial impact and not simply the legal implications." "He has very deep knowledge in dispute resolution, especially in construction cases. Tero is very easy to work with and he always makes himself available." "Tero is always holding the reins and doesn't drop the ball. He is also very business-minded." "He has broad knowledge and experience." "Tero is very responsive and goal-oriented. He is able to handle and solve complicated matters." |
| | | Kristiina Liljedahl (see p.431) is a skilled lawyer who handles work safety offences, construction disputes and trade secret disputes, among other cases. Strengths: "Her performance is outstanding. She listens carefully, and is extremely service-oriented and well |

organised. She understands our business very well and keeps us up to date throughout the dispute process." "Kristiina Liljedahl is great in disputes and highly recommended."

Hannes Snellman

Anders Bygglin is an adept lawyer who assists with a variety of commercial disputes, including public procurement cases and shareholder disputes.

Markus Manninen is a highly regarded lawyer who most frequently acts in shareholder disputes. He is also knowledgeable in construction cases.

Strengths:

"Markus Manninen demonstrates remarkable skills in integrating profound legal knowledge with strategic thinking and a composed demeanour."

"He is highly skilled and pleasant to work with."

Anna-Maria Tamminen assists with shareholder and contractual disputes. She is reputed for her expertise in arbitration, frequently acting in international cases.

Strengths:

"Anna-Maria's exceptional ability to effectively manage complex and sophisticated arbitration and litigation by skilfully identifying and prioritising key issues is highly commendable. Her dedication, strategic thinking and attention to detail have consistently led to favourable outcomes."

"She is a great team player who always listens to the client."

Krogerus

What the team is known for Krogerus has a well-reputed team advising on a variety of litigation and arbitration proceedings, including enforcement cases. The law firm frequently handles contentious construction matters, with further experience assisting with post-M&A and shareholder disputes. It has additional expertise in multi-jurisdictional mandates.

Strengths

"Krogerus has excellent focus and dedication combined with an extensive knowledge base."

"The team have a proactive approach, which is highly appreciated, and their response times are short."

"The lawyers provide clear and understandable answers and explanations to each question. They are able to put themselves in the client's position, and present and explain alternative courses of action that take into account commercial, economic and entrepreneurial aspects."

"The practitioners are very analytical, responsive and active, with a solution-oriented approach."

"The team have very good technical and strategic skills. The lawyers keep us updated on developments and also have good commercial awareness."

Work highlights Krogerus defended Kiinteistö Oy Espoon sairaala against claims brought by a construction company regarding the delayed construction of a new hospital in Espoo.

Notable practitioners

Mikko Elonheimo is an esteemed lawyer who acts on a variety of contentious topics, including civil and criminal liability cases. **Strengths:** "Mikko Elonheimo is one step ahead all the time." "He is a brilliant litigator." "It is a very clear and easy collaboration with Mikko." Head of practice **Kirsi Kan-**

naste rises in the rankings this year. She assists with a variety of commercial disputes, including post-M&A conflicts and damages claims. She is also increasingly visible in arbitration. **Strengths:**

"She is a high-level, effective and sophisticated professional." "Kirsi has a profound knowledge of litigation and consumer matters. In addition to her know-how, she is a wise and nice person to work with." "Kirsi has excellent client-interface skills and her level of sophistication is superb." "Kirsi Kannaste is fantastic to work with." "She is a good litigator who is able to offer valuable support in evaluating potential disputes." Advancing in the rankings, **Thomas Kolster** is a skilled lawyer who

regularly assists financial institutions with litigation and arbitration. He has particular experience in insurance and liability disputes, including cases involving W&I and D&O policies. **Strengths:** "Thomas is very experienced. He has a proactive approach but still listens to the customer and understands what they want and need. In addition, communicating with him is easy." "He shows incredibly quick comprehension with direct suggestions and alternative courses of action. He also has experience in the field of arbitration." "Thomas Kolster is not only an experienced litigation lawyer but he also has lots of knowledge with regard to substantial matters, so he is a valuable sparring partner in relation to procedural issues and also substantial law matters."

Lindfors & Co Attorneys at Law Ltd

What the team is known for Lindfors & Co is a disputes boutique handling a range of contentious matters, including disputes arising from commercial agreements and construction projects. The law firm represents corporate clients in both litigation and arbitration proceedings, and advises both domestic and international clients from a range of sectors, including insurance, technology and pharmaceuticals. The team is also experienced in handling white-collar crime matters.

Strengths

"The law firm shares its vast experience in arbitration and prepares for a number of scenarios. The lawyers provide the highest service level and super fast responses. They have a no-nonsense, down-to-earth and roll-up-the-sleeves approach."

Notable practitioners

The market-leading **Petra Kiurunen** regularly acts in high-value construction disputes, often acting for employers. She is also a highly regarded arbitrator. **Patrik Lindfors** has outstanding experience in domestic and cross-border arbitration, in addition to his market-leading litigation expertise. He is particularly well versed in insurance-related disputes. **Strengths** "Patrik Lindfors shows the way and navigates the whole team through the case. It is a masterclass."

Roschier

What the team is known for Roschier has a strong practice recognised for its capabilities in cases with cross-border aspects, including international arbitration. The law firm's expertise covers a broad range of commercial disputes, with additional know-how in white-collar crime matters. Its lawyers are particularly recommended for Nordic-wide disputes because of their strong ties

with the law firm's Stockholm office.

Strengths

"Roschier's experts ask the right questions and focus on the essentials. They are available and proactive."

"The lawyers are very responsive and dedicated."

"Roschier's offices in Finland and Sweden work truly as one law firm."

"The team is able to handle multiple and simultaneously intertwined disputes with complex procedural issues. The lawyers are very responsive and willing to work with clients to find optimal outcomes."

"The Roschier team provides highly actionable, clear and pragmatic advice."

Work highlights Roschier represented Fennovoima in several ICC arbitrations against Rosatom regarding the termination of the EPC contract for the turnkey delivery of the Hanhikivi-1 nuclear power plant.

Notable practitioners

Aapo Saarikivi (see p.434) acts in a variety of commercial litigation cases and is also involved in domestic and international arbitration matters, including ICC proceedings. He also advises clients on white-collar crime investigations. **Strengths:** "Aapo is exceptionally analytical in dealing with complex multi-jurisdictional matters and is very easy to work with. He's a real team player." "He is very organised, into the details, calm and on top of things. He is just excellent." "He is an excellent lawyer, including in the class action space. He has a comprehensive understanding of Finnish law as well as a familiarity with European law too." "Aapo Saarikivi is a very solid professional who listens to the customer and provides concrete solutions for the matter at hand." "Aapo is very clear and sees the big picture."

Band 3

Dittmar & Indrenius

What the team is known for Dittmar & Indrenius acts in a broad range of commercial disputes relating to contract interpretation, distribution agreements and post-M&A issues. The law firm also represents corporate clients in criminal cases and regulatory disputes. The department is visible in domestic and international arbitration proceedings, and also advises clients on alternative dispute resolution processes such as mediation. The team routinely represents subsidiaries of large multinational corporations as well as publicly listed Finnish companies.

Strengths

"The team is led effectively and the tasks are distributed wisely. We always receive prompt answers in a timely manner and with good care."

"The team is very responsive."

Notable practitioners

Jussi Lehtinen (see p.430) assists with contentious civil and administrative law. He represents clients in post-M&A issues and breach of distribution agreement cases, as well as regulatory disputes. He is also experienced in arbitration proceedings. **Strengths:** "Jussi Lehtinen has a very good approach."

HPP Attorneys Ltd

What the team is known for HPP Attorneys is an established outfit assisting with a range of commercial disputes. The law firm advises on both litigation and arbitration proceedings, and boasts notable expertise in construction and shipping-related disputes. The lawyers also handle criminal law mandates.

Strengths

"The team cooperates well with other departments of the law firm to seek consultancy if needed. The lawyers are easy to reach and always willing to have a dialogue."

"The practice has a good understanding of the underlying business and related contractual principles, as well as extensive experience in litigation in Finland. It has a great team of lawyers from associates to partners, allowing them to handle complex matters with tight schedules and be relatively cost-efficient."

"The law firm provides in-depth views as well as pragmatic, solution-oriented and protective advice."

Notable practitioners

Mikko Leppä (see p.430) is a well-regarded lawyer who is adept in acting for both domestic and international clients in commercial litigation, with particular experience in construction disputes. He also handles criminal law proceedings.

Strengths: *"He is excellent at showing initiative in seeking solutions and is able to take care of the matters independently."* *"Mikko is always available and can give quick comments and more complete evaluations as needed. He has the ability to understand the underlying business and also takes the more pragmatic commercial view into consideration. He has good experience and an ability to perform in court even in difficult situations."* *"He has the ability to communicate even the most complex legal details."*

Merilampi Attorneys Ltd

What the team is known for Merilampi Attorneys has a notable team representing clients in corporate litigation, construction disputes and liability-related cases. The team handles follow-on damages claims and offers expertise in a broad range of sectors, including insurance, manufacturing and real estate. The law firm is also active in arbitration matters.

Strengths

"The law firm has a great variety of substantial expertise. The Merilampi lawyers are easy to work with and they summarise and simplify complex matters. Their legal skills are very strong."

"All the lawyers are very intelligent and handle cases very well."

"Merilampi provides high-quality results in the area of disputes. The team works seamlessly together in large litigation. The lawyers are always very responsive and provide to-the-point answers."

"The lawyers are able to handle cross-border issues very efficiently."

Work highlights Merilampi Attorneys represented Finansiel Stabilitet in a dispute brought by the bankruptcy estate of Alpha Invest Holding regarding the validity of pledge arrangements and the defendant's liability to refund the funds.

Notable practitioners

Jussi Ikonen is an adept lawyer experienced in

civil, administrative and criminal law cases. He regularly handles breach of contract issues and shareholder disputes, in addition to liability-related matters. He is also active in arbitration proceedings. **Strengths:** *"He has an exceptional talent to understand the client's situation. He not only takes care of the case but also the client. He is always available when the situation is critical."* *"He offers senior-level expertise in complex arbitration matters. He always provides insightful advice."* *"Jussi Ikonen provides high-quality advice and services in the field of litigation."* **Jukka Laitasalo** boasts long-standing expertise in handling international and domestic conflicts. He is a highly regarded arbitrator.

Band 4**DLA Piper Finland**

What the team is known for DLA Piper has an acclaimed dispute resolution practice advising on complex multi-jurisdictional disputes, with clients benefiting from the law firm's international network. The department handles commercial disputes and criminal proceedings, and is visible in the international arbitration field. The law firm's wide-ranging sector coverage includes real estate, banking, financial services and transport.

Strengths

"The team are solution-oriented and strive to resolve cases in a manner that is best for the client. They have the ability to provide wide-ranging expertise in several fields of law."

Work highlights DLA Piper advised the National Emergency Supply Agency in litigation and criminal proceedings against two suppliers of face masks, claiming that the products were unfit for purpose during the COVID-19 pandemic.

Notable practitioners

Jussi Savonen (see p.434) assists with commercial litigation, including debt collection mandates, as well as criminal proceedings. He is experienced in cross-border mandates. **Strengths** *"Jussi Savonen is service-minded and strives for the best outcome for the client. He has new ideas that help the client to reach a favourable solution."*

John-Henrik Spåre (see p.435) is a well-regarded lawyer who handles fraud cases and contractual disputes. He is active in arbitration proceedings.

Strengths *"He's very thorough, precise and works in a timely and structured manner."*

Eversheds Asianajotoimisto Oy (a member of Eversheds Sutherland)

What the team is known for Eversheds Sutherland is a notable international law firm whose dispute resolution team in Finland acts in a whole host of civil, criminal and administrative law cases. The department also offers expertise in arbitration proceedings. The lawyers are knowledgeable in mandates pertaining to management liability, insurance, fraud, trade secrets and bankruptcy.

Strengths

"Eversheds are able to bring a very high level of legal understanding of the different cases and communicate it clearly."

"The department has skilled lawyers with a wide variety of expertise."

Work highlights Eversheds represented Nuorisosäätiö in several disputes resulting from alleged disadvantageous and suspicious business by the former management of the foundation.

Notable practitioners

Niina Rosenlund advises on a variety of contentious mandates, with experience in litigation and arbitration, as well as cases at the administrative courts. She handles commercial disputes and criminal proceedings, and has experience in matters related to management liability, trade secrets and bankruptcy. **Tapio Väätäinen** represents clients in a broad range of disputes relating to insurance, fraud and bankruptcy issues. He acts in arbitration proceedings in addition to handling litigation at the Supreme Court. **Strengths:** *"He helps to find excellent solutions."* *"He is a no-nonsense person who knows his specialist area well."*

Frontia Attorneys

What the team is known for Frontia Attorneys is a well-regarded law firm that represents clients in litigation and arbitration proceedings. The team is particularly well versed in construction cases, and also advises on shareholder disputes and real estate issues.

Strengths

"The lawyers are effective and easily find the core questions of the matter. The team has several years of experience in dispute resolution."

Notable practitioners

Antti Järvinen is a distinguished lawyer who offers experience in a plethora of disputes, including arbitration proceedings. He has notable expertise in construction cases and shareholder disputes. **Kimmo Heikkinen** is an adept lawyer who focuses on handling construction disputes. He assists clients with litigation and arbitration proceedings. **Strengths** *"Kimmo Heikkinen from Frontia Attorneys is a highly skilled attorney specialised in dispute resolution. His legal knowledge and skills, commercial awareness and superior tactical and strategic abilities make him the first choice in Finland for dispute resolution."*

Other Ranked Lawyers

Kai Kotiranta of Kotiranta & Co Attorney at Law is particularly knowledgeable in white-collar crime cases pertaining to fraud, misuse of insider information, tax evasion and money laundering. He also acts in freedom of speech and shareholder disputes, and represents clients in litigation and arbitration proceedings.

Strengths

"Kai Kotiranta has significant expertise and an erudite approach to representing clients."
"It is a pleasure to work with Kai."
"He's excellent: always available and always responsive."

Petteri Sotamaa of Sotamaa & Co is well regarded for his work on white-collar crime cases for domestic clients.

Strengths:

"Petteri Sotamaa is efficient and capable."
Petri Taivalkoski (see p.435) of Taivalkoski Attorneys is a highly regarded arbitrator and is also active in mediation.

Tom Vapaavuori heads Bird & Bird's dispute resolution group in Finland and assists with litigation and arbitration proceedings. He has notable experience in trade secrets cases, as well as advising on business interruption insurance claims and construction disputes.

Ulla Vuokila (see p.436) of Avance Attorneys is a skilled lawyer who acts in construction disputes. She has additional experience in insurance, compliance and post-M&A cases, and assists clients with arbitration proceedings.

Strengths:

"Ulla is a determined and solution-oriented expert

in dispute resolution who always tries to find the best way to solve the current problems in a discreet way, taking into account the commercial aspects too."

"Ulla Vuokila is a strongly dedicated litigation lawyer who is able to provide highly qualified assistance in complex, fact-heavy international arbitration."

"She provides very good customer service."

Carita Wallgren-Lindholm of Lindholm Wallgren Attorneys is a highly regarded arbitrator in Finland.

Jan Waselius of Waselius & Wist is a highly experi-

enced arbitrator overseeing contractual disputes relating to shareholder and sale-and-purchase agreements.

Mats Welin of Salingre Attorneys regularly advises companies on white-collar crime mandates, with particular experience in mismanagement issues, embezzlement and environmental damage. He also handles commercial disputes relating to contractual breaches and assists with arbitration including enforcement proceedings.

Strengths

"Mats Welin is a solid litigator."

Employment

| Employment |
|--------------------------------|
| Leading Firms |
| Band 1 |
| Dittmar & Indrenius |
| Roschier |
| Band 2 |
| Castrén & Snellman |
| Hannes Snellman |
| Band 3 |
| Bird & Bird |
| Borenius |
| Krogerus |
| Merilampi Attorneys Ltd |
| Band 4 |
| Dottir Attorneys |
| HPP Attorneys Ltd |
| Roihu Attorneys-at-Law |

* Indicates individual with profile.

◊ (ORL) = Other Ranked Lawyer.

Alphabetical order within each band. Band 1 is highest.

Band 1

Dittmar & Indrenius

What the team is known for Dittmar & Indrenius is a leading firm with a highly recognised and dedicated focus on employment. Its expertise covers the full spectrum of employment, pensions and benefits matters and includes the employment aspects of reorganisations and drafting employment documentation, as well as advising on matters relating to collective bargaining agreements. The law firm acts for major domestic and international corporations, as well as local government authorities and demonstrates expertise in employment litigation, including disputes around dismissals, employment status and allegations of workplace harassment.

Strengths

"In the field of employment law, the team has deep knowledge and experience, as well as good skills and the ability to evaluate complicated cases."

"The team's experience in employment law is top notch and it always provides efficient solutions for

| Employment |
|---|
| Leading Individuals |
| Star individuals |
| Uoti Petteri Dittmar & Indrenius * |
| Waaralinna Anu Roschier * |
| Band 1 |
| Havia Seppo Dittmar & Indrenius * |
| Tähtinen Outi Castrén & Snellman |
| Band 2 |
| Haltia-Tapio Johanna Hannes Snellman |
| Kemppainen Tomi Castrén & Snellman |
| Knaapila Suvi Dittmar & Indrenius * |
| Paloheimo Jukka Roschier * |
| Savolainen Heidi Merilampi Attorneys Ltd |
| Band 3 |
| Möller Carola Krogerus |
| Nikkola Maisa Bird & Bird |
| Syrjänen Jani Borenius * |
| Wiklund Henna HPP Attorneys Ltd * |
| Band 4 |
| Bygglin Anders Hannes Snellman |
| Honkinen Sanna Castrén & Snellman |
| Kääriäinen Samuel Dottir Attorneys |
| Kemppinen Teea Bird & Bird |
| Korpiola Tomi Lexia (ORL) ◊ |
| Mohsen Mari Roschier * |
| Nurminen Janne Roschier * |
| Penttilä Maria Roihu Attorneys-at-Law * |
| Up-and-coming individuals |
| Karkkainen Mika Dittmar & Indrenius * |
| Kontturi Mikko AURORALAW Attorneys Ltd (ORL) ◊ |
| Rajamäki Antti Dottir Attorneys |

complex employment legal issues."

Notable practitioners

Petteri Uoti (see p.436) maintains his position as one of the most highly esteemed employment lawyers in Finland on the back of his work in numerous high-profile disputes. He represents prestigious clients in disputes around working hours, strikes and employee dismissals. He is also active in advisory matters, often around employee benefits. **Strengths:** "Petteri is very reliable, innovative and easy to work with." "He has excellent

knowledge in labour law, including in practical terms." **Seppo Havia** (see p.427) stands out for his work on disputes involving collective bargaining agreements, social security issues, employee transfers and employment status. He has further notable experience in non-contentious matters relating to working hours and employee benefits. **Strengths:** "Seppo Havia has expertise spanning decades. He is easy-going, approachable and positive." "Seppo has substantial knowledge and experience in the field of employment law. He always provides efficient solutions for our complex employment issues." **Suvi Knaapila** (see p.429) advises clients on the employment aspects of restructurings and on internal policies, including around whistleblowing. She also has experience in contentious matters around allegations of bullying and the interpretation of statutory obligations. **Strengths:** "Suvi Knaapila adds real value."

Mika Karkkainen (see p.428) defends clients in disputes around allegations of discrimination and harassment, as well as unfair dismissal claims. He also has experience in the employment law aspects of corporate restructurings. **Strengths:** "He is calm, prudent and analytical, plus super nice to work with."

Roschier

What the team is known for Roschier remains a top-tier employment practice in Finland on the back of strong activity in contentious matters. The law firm is well versed in representing clients in investigations into allegations of workplace harassment, as well as defending them in claims of unfair termination, discrimination and the unequal treatment of employees. The team also offers notable expertise in matters concerning collective bargaining agreements, transfers of undertakings and redundancies. It is a popular choice with clients from the TMT industry and the public sector.

Strengths

"The team offers excellent customer service, great quality, an understanding of our needs and sense of urgency."

"The advice is very quick and the service level is of a high quality."

Notable practitioners

Anu Waaralinnan (see p.436) is highly regarded for her work representing clients in internal investigations into allegations of workplace harassment. She is also particularly active in advisory matters and compliance issues. **Strengths:** *"Anu is the best legal adviser within her expertise area in Finland."* *"She is probably the best person for the most complex and sophisticated cases."* **Jukka Paloheimo** (see p.433) frequently represents clients in employment law disputes concerning transfers of undertakings and terminations. He also advises clients on redundancy exercises. **Strengths:** *"He is hands-on and has an excellent eye for detail and timing."* *"Jukka Paloheimo has a strategic vision on issues."* **Mari Mohsen** (see p.432) rises in the rankings on the back of her notable activity in contentious employment law matters, representing employers in disputes around sick leave, harassment, discrimination and collective bargaining agreements. She also acts on matters concerning the transfer of undertakings and the equal treatment of employees. **Strengths:** *"She is an extremely sophisticated employment lawyer with a great understanding of the business and a very hands-on approach."* *"Mari Mohsen has a very good problem-solving approach and a capability to compile complex data and analysis."* **Janne Nurminen** (see p.432) represents clients in damages claims brought by former employees. **Strengths:** *"Janne Nurminen delivers solid and trusted work."*

Band 2

Castrén & Snellman

What the team is known for Castrén & Snellman maintains a broad and respected practice acting on all aspects of employment law, including restructurings, outsourcing and M&A. The firm frequently acts for clients on employment litigation spanning areas such as terminations of employment and occupational health and safety. Its sector specialism covers aviation and healthcare.

Strengths

"The practice is extremely responsive, providing very direct and business-like advice."
"The department has a good understanding of the big picture without losing the attention to detail."

Notable practitioners

Outi Tähtinen is highly regarded for handling contentious employment law matters around collective bargaining agreements and workplace health and safety. She also acts on matters involving insourcing, redundancy and strikes. **Strengths:** *"She is really smart and responsive."* *"Outi is the best litigating employment law attorney in Finland."*

Tomi Kemppainen advises clients on the employment law aspects of M&A transactions and on outsourcing agreements. He also represents clients in disputes around health and safety and redundancies. **Strengths:** *"He provides sophisticated and sound advice, and is always focused on meeting the client's objectives."* *"Tomi Kemppainen has a strong commercial understanding and gives valuable advice."* **Sanna Honkinen** assists clients

with the employment law aspects of corporate transactions. She also assists with contentious matters around redundancies and collective bargaining agreements. **Strengths:** *"She is very alert and responsive."* *"She is a very impressive lawyer who gives great advice and is very responsive."*

Hannes Snellman

Johanna Haltia-Tapio assists clients with the employment law aspects of corporate transactions and reorganisations. In addition she advises on working hours arrangements, employee benefits and terminations.

Strengths:

"She has a strong practical approach combined with a strong knowledge base."

"Johanna Haltia-Tapio has solid legal expertise and is an important adviser, especially in relation to change negotiations."

Anders Bygglin frequently acts on employment law disputes concerning pensions, terminations, discrimination and allegations of harassment.

Strengths:

"Anders is very knowledgeable and convincing in his work."

Band 3

Bird & Bird

What the team is known for Bird & Bird is experienced in a range of domestic and cross-border employment matters. The team advises on terminations of employment, reorganisations and contractual disputes and also assists with the employment aspects of M&A transactions. It acts for clients from the technology, manufacturing and financial sectors.

Strengths

"You can always rely on the team and its advice, even in the most complicated cases or situations."

"The lawyers are always very responsive and the service levels are impeccable."

Notable practitioners

Maisa Nikkola assists clients with employment law agreements and terminations. She has further experience in lay-offs, working hour agreements and strikes. **Strengths:** *"Maisa Nikkola is very client-oriented and possesses good commercial awareness of her client's business needs. She tackles the most sophisticated matters with ease and provides strategic, down-to-earth advice."* **Teea Kemppinen** assists clients with terminations, as well as with employment agreements relating to bonuses, non-competition and flexible work.

Borenus

What the team is known for Borenus offers a reputable team with recognised expertise in both contentious and non-contentious employment matters. The firm's areas of focus include redundancies, restructurings and M&A transactions. It assists with investigations and compliance matters, as well as preparing employment documentation. The team also specialises in business immigration advice and employment disputes.

Strengths

"The team is very knowledgeable."

"The law firm offers fast responses."

Notable practitioners

Jani Syrjänen (see p.435) advises clients on the termination and appointment of C-level employees. He also assists with reorganisations and redundancies.

Krogerus

What the team is known for Krogerus is reputed for its expertise in employment disputes, particularly terminations of employment and possible discrimination. The team assists with M&A transactions, redundancies, outsourcing and corporate reorganisations. It represents an array of clients in the technology and financial services industries.

Strengths

"The responses and advice are always very prompt, to the point and easy to understand."

"The team is always quick in its responses and meets the agreed deadlines and time frames."

Notable practitioners

Carola Möller represents clients in disputes around terminations and alleged discrimination. She also advises on outsourcing and the employment aspects of corporate transactions.

Strengths: *"Carola is very efficient and great to work with."* *"Her knowledge, level of sophistication and level of service is hard to find and is very well appreciated."*

Merilampi Attorneys Ltd

What the team is known for Merilampi Attorneys is recognised for its strength in contentious employment matters. The firm advises companies on consultation processes and the related reorganisation of company operations, as well as transfer of business issues. The team represents clients in employment litigation regarding termination of employment and safety breaches. The group provides assistance with drafting employment documentation and employee benefits issues.

Strengths

"The team has a wide knowledge of employment matters in Finland."

"The service is knowledgeable, fast and respectful to all parties involved."

Notable practitioners

Heidi Savolainen has a broad employment law practice that covers advising on employment agreements, transfers of undertakings and reorganisations. She has further experience in contentious matters, including around employee terminations. **Strengths:** *"She is very business-oriented; she never restricts herself to just the law and will always look at the bigger picture. She is solution-oriented."*

Band 4

Dottir Attorneys

What the team is known for Dottir Attorneys houses a solid employment law team. The team is particularly active on all employment law issues pertaining to restructurings, corporate transactions and employee terminations. Additionally, the team assists with disputes. Its clientele comprises players from the media sector.

Strengths

"I have received very skilled service from Dottir, even in the most difficult questions."

"The team is very service-minded."

"For us it is critical to have a response within 24 hours, and Dottir always hit this marker."

"Dottir has the ability to be very practical, even with complicated employment matters."

Notable practitioners

Samuel Kääriäinen has a broad employment law practice that covers the labour law aspects of corporate transactions, as well as disputes around the employment status of self-employed individuals and terminations. **Strengths:** *"He is extremely skilled and gives great customer service. We appreciate his ability to think outside the box and take into account relevant matters outside of legislation."* *"He has a very strategic mindset and is a great sounding board for all challenges that the client faces."* *"Samuel's advice is practical and takes into account all the relevant circumstances of the matter. He is also extremely easy to discuss things with."* **Antti Rajamäki** represents clients in disputes concerning employee terminations, as well as advising on the employment law aspects of reorganisations. **Strengths:** *"Antti Rajamäki clearly cares about the client's cause and works super diligently in order to achieve the needs of the client. He has a can-do attitude and a commercial mindset."* *"The service is delivered on time and with a great level of expertise."*

HPP Attorneys Ltd

What the team is known for The employment law department of HPP Attorneys works alongside the firm's M&A department to advise on the employment law elements of proposed corporate transactions. The team also assists with employ-

ment contracts, including non-solicit agreements. It is additionally active in employee terminations and health and safety mandates.

Strengths

"The team offers an excellent responsiveness and service level."

Notable practitioners

Henna Wiklund (see p.437) has a broad employment law practice that covers employee terminations, health and safety matters and drafting contracts. She also assists with the employment law aspects of corporate transactions and transfers of business. **Strengths:** *"Henna Wiklund always provides great service and responsiveness."*

Roihu Attorneys-at-Law

What the team is known for Roihu Attorneys-at-Law boasts a well-respected employment practice often advising both public sector and private sector clients. The team is particularly active in employee terminations, and advises on employee incentives, collective bargaining agreements, occupational safety and non-compete clauses. Furthermore, the law firm represents clients in employment disputes relating to dismissals.

Strengths

"The firm has extremely good know-how for this kind of case."

"It's been a pleasure to work with the team. We have had difficult and complex matters that it has taken care of in a tactful way."

"Roihu always responds quickly and the guidance we get is clear, with clear recommendations."

"Roihu is a extremely lean and fast partner to operate with."

"The team is efficient, has good knowledge and is reliable."

Notable practitioners

Maria Penttilä (see p.433) moves up in the rankings on the back of impressive feedback and a broad employment law practice that covers advising clients on terminations, incentives, collective bargaining agreements and non-compete clauses, as well as representing them in disputes.

Strengths: *"It's been a pleasure to work with Maria. She is always quick, responsive and very easy to understand, and she can always give us different options and then help us with choosing the right one for us."* *"Maria is one of a kind – a strong lawyer with a warm heart."* *"She knows our company background and the challenging context we have. She can communicate with our stakeholders on a very practical level, which helps us in our implementation processes."* *"She can give the most accurate practical advice on complex matters."* *"We always receive thought-through, quality advice with good response times."*

Other Ranked Lawyers

Mikko Kontturi of AURORALAW Attorneys Ltd enters the rankings this year on the back of his strong reputation acting for directors and managers on employment law matters.

Strengths:

"He is a very good example of a good lawyer in the field."

Tomi Korpila of Lexia offers expertise in reorganisation mandates, as well as discrimination and harassment cases.

FINLAND: An Introduction to Energy & Natural Resources

Contributed by HPP Attorneys Ltd

Energy Sector

One of the goals set in the government programme issued in June 2023 by the new Finnish government appointed in the spring of 2023 is that Finland will become a leader in clean energy and climate footprint.

As it currently stands, the vast majority of Finnish renewables projects are still hydropower and onshore wind projects. According to statistics provided by Finnish Wind Power Association, wind power production increased by 25% in 2023 compared to the previous year and covered 18.2% of the electricity consumed in Finland, making it the third biggest technology after nuclear (which saw an increase in 2023 when the Olkiluoto 3 reactor was taken into commercial use) and hydropower.

The share of renewable energy in energy production will, according to the government programme, be further increased and actions will be taken towards phasing out the use of fossil fuels in heat and electricity production by the 2030s at the latest. Finland will take actions to further develop the conditions for wind power – for example, by streamlining permitting procedures and ensuring that the wind power potential will be utilised in various parts of Finland. Based on investment decisions made to date for new projects, onshore wind power is expected to become the leading technology in terms of production volume before 2030.

According to the Government Programme 2023, the hydrogen economy will be a key tool for bringing about the energy transition in industry and utilising the opportunities offered by the green transition. Finland aims to account for 10% of the EU's clean hydrogen production and for at least the same percentage of hydrogen use. Promoting hydrogen economy will be an important part of the new Climate and Energy Strategy, which will focus on the transformation of industry. The government will improve Finland's competitiveness in hydrogen economy investments through comprehensive measures in co-operation with business and industry.

Whereas the second Q&A on the EU Delegated Acts on Renewable Hydrogen shedding light on the details of the regulation is expected in the near future and the national work to implement the Delegated Act is pending, the first industrial-scale renewable hydrogen project is under construction and several significant hydrogen projects are planned to be commissioned within the next few years, which will require funding. Based on the current regulation, the common view seems to be that a significant amount of offshore wind projects will need to be constructed in order to be able to reach the targets for Finnish renewable hydrogen projects and the government has stated that it will set an ambitious target for offshore wind capacity in 2035 and create a competitive advantage for Finland in relation to other Baltic Sea countries.

In 2023, the Finnish government adopted a resolution to launch the tendering procedure for five offshore wind projects on territorial water areas. Subsequently, a competitive tendering procedure for the first two projects – located off Närpiö and off Pyhäjoki and Raahes respectively – were launched. The total planned capacity of said projects is 3,000 MW. Once completed, the projects are estimated to produce up to 14 TWh of electricity annually, which is more than 17% of Finland's electricity consumption. The details regarding the remaining three projects, located off Siikajoki, Hai-

luoto and Kristiinankaupunki respectively, are expected to be announced in 2024.

The year 2023 saw an increased interest in the Finnish Exclusive Economic Zone (EEZ); several new applications for permits relating to offshore wind projects in the EEZ were submitted and are currently pending. The relevant ministry has recently appointed a working group to prepare new legislation relating to the development, construction and operation of offshore wind farms within the EEZ area. The ministry's plan is to amend regulation so that it will better reflect the special characteristics of offshore wind power. The new Act is expected to regulate, *inter alia*, issues relating to allocation of areas to developers and the permitting requirements and process relating to offshore projects in the EEZ area. The consultation round relating to the legislation is expected to start in the second quarter of 2024 and the aim of the working group is to submit the legislative proposal to Parliament in the autumn. The new act is expected to come into force in January 2025 at the earliest.

The development of the solar photovoltaic (PV) sector continued to accelerate in 2023 and this trend is expected to continue in 2024; an increasing number of larger projects are currently being planned on former industrial sites and forest-based areas, where projects are often developed as hybrid projects in connection with wind projects. With regard to solar energy, the new government programme provides that Finland will promote solar energy investments on suitable sites as one way of balancing the temporal fluctuations in renewable electricity production. Solar power stations will be built in the built environment, areas released from peat production, and wastelands, with the aim of avoiding significant use of fields and forest land for solar power production.

The increase in electricity production from onshore wind projects has also raised questions regarding the need to develop reserve and balancing power projects, and the number of BESS projects is increasing steadily. It is also clear from the new government programme that the government's intention is to promote opportunities to build small modular reactors (nuclear). The government will also promote pumped-storage hydropower projects. The intention of the government is to conduct a study to create a cost-effective capacity mechanism (eg, an auction) that will ensure a sufficient amount of available electricity at all times. Incentives will be created for weather-dependent electricity production to participate in the capacity mechanism; otherwise, other measures will be taken to secure the necessary regulating power.

Mining Sector

According to the reports on the Finnish mining industry published by the Ministry of Employment and the Economy and the Finnish Mining Authority (Tukes) in 2023, in 2022 the metal ore, carbonate rock, industrial rock and industrial mineral mining (in total 49.6 million tonnes) reported from 43 mines increased by 3.5% from 2021. A total of 33.2 million tonnes of metal ore (eg, gold, chrome, copper, nickel, zinc, cobalt and silver) was extracted from nine metallic mineral mines. The total extraction of mines (119.4 million tonnes) increased by 3.4% from 2021. The total investments into Finnish mines (EUR304 million) decreased by 2%

from 2021. Interest towards battery minerals (cobalt, nickel, lithium and graphite) and gold continued, which is demonstrated by activity and investments in exploration. Companies' investments in ore exploration in Finland (EUR80.4 million) increased by 17.4% from 2021.

The Finnish government elected in April 2023 has recorded in its Government Programme 2023 that a new mineral strategy will be drawn up during the government's term of office (intended to be completed after the summer of 2024). The mineral strategy will examine the current state and national goals of the Finnish mineral sector and the safeguarding of industrial raw material supply.

The EU's Critical Raw Materials Act (CRMA), which is still subject to final endorsement by the Council, aims to strengthen the EU's capacities along the different stages of the value chain (extraction, processing and recycling) of the identified critical raw materials and improving the EU's self-sufficiency in them. The CRMA is expected to have a positive impact on mining and processing projects—given that projects concerning, for example, the production and processing of critical raw materials identified as "strategic projects" would be eligible for streamlined permitting processes and easier access to financing. Some provisions also aim to speed up the permit-granting process for critical raw material projects.

Reform of the Finnish Mining Act – with the aim of improving the level of environmental protection and ensuring the operating conditions of mines while also improving local opportunities for local input (eg, from municipalities and landowners) – took effect on 1 June 2023. Changes to the Mining Act include changes to the validity period of reservation and reservation fees, changes to prerequisites to extend the validity of an exploration permit and changes to the prerequisites for the award of a mining permit, as well as stricter regulations on mining collaterals and changes to regulations regarding the closing of a mine.

The new Mined Mineral Tax Act, which took effect on 1 January 2024, is applied to mining of the minerals referred to in the Mining Act, except minerals found in gold panning. The holder of the mining permit is liable to pay the mining tax. Obligation to pay the mining tax arises for metallic minerals (Ag, Co, Cr, Au, Cu, Li, Ni, Pd, Pt, Zn, Pb, U) at the time when the mining mineral is delivered for enrichment and for other mining minerals at the time of extraction. Tax for metal ore is 0.6% of the taxable value of the ore. The Tax Administration will confirm the taxable values annually based on arithmetic mean of the previous year's international prices using sources such as LME Monthly Overview and S&P Capital IQ. Tax for other mining minerals would be EUR0.20 per tonne.

Energy & Natural Resources

| Energy & Natural Resources | |
|----------------------------|--|
| Leading Firms | |
| Band 1 | |
| Borenius | |
| Castrén & Snellman | |
| HPP Attorneys Ltd | |
| Band 2 | |
| Hannes Snellman | |
| Krogerus | |
| Roschier | |
| Band 3 | |
| Avance Attorneys | |
| Dittmar & Indrenius | |
| Lieke Attorneys Ltd | |

* Indicates individual with profile.

Alphabetical order within each band. Band 1 is highest.

Band 1

Borenius

What the team is known for The energy and natural resources team at Borenius offers market-leading advice across the sector, with particular expertise in exploration and mining regulation, advising a roster of domestic and international mining companies. The Helsinki-based law firm offers diverse experience in the wider energy space, including with regard to power purchase agreements and environmental law. Increasingly

| Energy & Natural Resources | |
|---|--|
| Leading Individuals | |
| Band 1 | |
| Hailikari Ville Krogerus | |
| Herler Casper Borenius * | |
| Marttinen Kari HPP Attorneys Ltd * | |
| Wallgren Matias Roschier * | |
| Band 2 | |
| Laine Sami Krogerus | |
| Metsä-Simola Klaus Hannes Snellman | |
| Nykqvist Björn HPP Attorneys Ltd * | |
| Pinomaa Miika Castrén & Snellman | |
| Pirinen Tarja HPP Attorneys Ltd * | |
| Band 3 | |
| af Schulten Marius HPP Attorneys Ltd * | |
| Eerola Mikko Dittmar & Indrenius * | |
| Fogelholm Christian * | |
| Halonen Aimo Lieke Attorneys Ltd * | |
| Konttinen Miikka Roschier * | |
| Landtman Maria Hannes Snellman | |
| Siimes Toni Roschier * | |
| Sittnikow Rabbe Hannes Snellman | |
| Vyyryläinen Ville Lieke Attorneys Ltd * | |
| Up-and-coming individuals | |
| Tarkiainen Samuli Castrén & Snellman * | |

active in sustainability and ESG-related matters, the team also acts on a range of issues including project financing and permitting files relating

to solar and wind park projects. It is additionally active on M&A transactions and nuclear energy mandates. Borenius's noteworthy client list features investment companies and blue-chip mining houses.

Strengths

"Borenius is definitely one of the best teams in the country. It has extensive width and depth of expertise."

"The advice is always given promptly as agreed."

"Borenius has systematically built their energy team and the result is impressive."

"The lawyers are super responsive, they never drop the ball."

Notable practitioners

Casper Herler (see p.428) is well reputed for his expertise in the mining sector. He advises clients on M&A, regulatory and development issues, including with regard to the licensing and project planning of mines. **Strengths:** "Casper Herler is the best specialist for mining and environmental topics in Finland." "Casper is very sophisticated and seems to have a very solid grasp of the client's needs." "Casper has always shown the highest level of service and is one of the best professionals in our field of industry." **Christian Fogelholm** (see p.427) assists clients with the licensing of natural resources projects as well as advising on planning and M&A transactions relating to renewable

energy ventures. **Strengths:** "Christian Fogelholm continues to exceed expectations and brings unique solutions to complex matters."

Castrén & Snellman

What the team is known for Castrén & Snellman's energy and natural resources practice has a considerable reputation in the renewable energy sector, regularly assisting with cross-border wind farm development projects. The team advises a range of financiers, developers and project owners on mandates relating to natural resources, oil and gas, and renewable energy projects, as well as M&A transactions. The law firm has additional expertise in acting for mining and wind power companies and possesses significant experience in energy-related disputes involving multiple jurisdictions.

Strengths

"The law firm has a good understanding of different energy operations."

"Castrén & Snellman has a strong team with versatile competence which enables them to handle complex cases. The needed expertise is always there."

Notable practitioners

Miika Pinomaa has extensive experience in construction projects and is particularly experienced in matters relating to wind power projects. His work includes advising on permitting issues and power purchase agreements. **Strengths:** "Miika Pinomaa is a very experienced lawyer with strong competence in matters related to renewable energy and M&A." **Samuli Tarkiainen** (see p.435) regularly assists clients with transactions relating to renewable energy projects. **Strengths:** "Samuli Tarkiainen is an experienced all-around player in energy and infrastructure."

HPP Attorneys Ltd

What the team is known for HPP Attorneys is renowned for its strength in environmental and permitting matters, particularly in relation to the natural resources sector, with notable experience in mining projects. The firm offers further expertise across renewables, notably advising on several wind farm projects. It is particularly active in M&A and financing matters within the sector, with an impressive roster of clients including international investors and corporations, as well as domestic energy producers and infrastructure operators.

Strengths

"HPP have a strong background on market standards and commercial considerations by different types of companies. They are very thorough in pointing out potential findings but also provide options how these could be handled commercially."

"HPP's energy team seems to have wide expertise beyond sector limits and the support of experts in other HPP teams when needed. No question has ever been left unanswered."

"We get immediate responses to any questions we might have and the team seems very committed to helping us."

"The team's particular strength is its depth of knowledge and how they bring various scenarios as well as alternatives for different situations to support the project."

Notable practitioners

Kari Marttinen (see p.432) is active in environmental law and advises on permitting and project development across a range of areas, including in relation to energy storage facilities, oil refineries and wind farms. **Björn Nykvist** (see p.432) is a highly experienced partner who advises clients on power purchase agreements and wind farm transactions. He is particularly noted for his experience assisting with financings. **Strengths:** "Björn is a very strong partner with outstanding expertise and a great way to make his clients feel well taken care of." "Björn's extensive expertise from various fields of law coupled with impeccable attention to detail has been invaluable help to us."

"Björn is very engaged and hard-working. He is very knowledgeable about the market and legal concerns specific to energy." **Tarja Pirinen** (see p.434) is experienced in mining, in which regard she assists clients with permitting, project development and exploration matters. **Strengths:** "Tarja gives constructive feedback to the client concerning the legal constraints and that helps the client to target realistic goals." Newly ranked partner **Marius af Schulten** (see p.426) is active in the energy arena, with expertise relating to environmental law and renewables. He has been particularly active in wind power projects and related financing.

Strengths: "His ability to see the legal wood for the trees has been priceless to us in many occasions." "Marius provides great support and legal advice relevant for the specific issues of the energy deal and related regulatory topics."

Band 2

Hannes Snellman

Klaus Metsä-Simola is often highlighted for his environmental law expertise. He advises on permits and development project agreements, with substantial experience in the renewable energy industry.

Maria Landtman advises Finnish state entities, as well as private clients, on a wide variety of renewable energy and natural resources projects.

Strengths:

"Maria is an experienced, focused and committed adviser, and has a pragmatic way of seeing things. It is always a pleasure to work with her."

"Maria has demonstrated a valuable understanding of business logic and an ability to adjust approach if needed. She is highly skilled and pleasant to work with."

Rabbe Sittnikow is experienced in energy projects, often advising on transactions and investments. He handles matters in both the conventional and renewable energy spheres.

Krogerus

What the team is known for Krogerus has a respected practice with strength in transactional, environmental and regulatory matters throughout the energy and natural resources sphere. It is highlighted for its international network, and its client base includes a wide array of international investors and financial institutions. The firm is particularly strong advising on energy-related M&A and the financing of renewable energy projects,

with experience relating to wind farms. It offers complementary expertise in electricity regulation, permitting issues and contractual matters.

Strengths

"The team is very knowledgeable in highly regulated matters and the renewable energy sector. They understand the interconnectivities between different project agreements and are very detail-oriented without losing sight of the big picture."

"We get quick responses and we do always feel prioritised."

Notable practitioners

Ville Hailikari has an impressive reputation in the market and is noted for his extensive experience handling transactions in the wind sector, where he often advises investors. **Strengths:** "Ville Hailikari is client-minded and proactive, has deep commercial understanding and sees the big picture. A pleasure to work with." "He is always extremely solution-oriented and calm." **Sami Laine** advises clients on large-scale energy projects and transactional work, with further expertise in the associated regulatory matters.

Roschier

What the team is known for Roschier has an established transactional energy practice maintaining a significant presence in the market. It advises on M&A and project financing in relation to both domestic and international energy and natural resources matters. The firm represents clients from the renewable energy, oil and gas, and metals sectors in transactions, including the establishment of joint ventures. It further assists public and private sector clients alike with cross-border regulatory matters and contract management. Roschier is highly active in matters relating to wind and heating.

Strengths

"Roschier has an excellent grasp of subject matter and ability to focus on key issues."

"Roschier provides a solution-oriented approach where all details are considered."

"Roschier is very good at analysing complex legal issues."

Notable practitioners

Matias Wallgren (see p.437) is well noted for his expertise in environmental law, assisting with service agreements and regulatory issues. He often acts on matters concerning renewable energy. He joined Roschier from Castrén & Snellman in January 2024. **Strengths:** "Matias is a customer-oriented person with in-depth expertise." Joining the rankings this year, **Miikka Konttinen** (see p.429) is active in the energy sector and industrial projects. His expertise includes advice on joint ventures and contracts as well as sourcing.

Strengths: "Miikka is a very knowledgeable lawyer who understands the level of detail needed for the case and is able to also keep comments that are relevant without getting stuck to the not-so-relevant topics. His understanding of the commercial realities within the industry and ability to give practical, real-life solutions is a great asset." "Miikka is very commercially minded and able to think outside the box." **Toni Siimes** (see p.435) assists clients with renewable energy project financing and refinancing, as well as providing counsel with regard to the acquisition of energy and natural

resources assets. **Strengths:** "Toni has an excellent demeanour and is clear and straightforward."

Band 3

Avance Attorneys

What the team is known for Avance Attorneys is a boutique law firm focusing on M&A transactions, and it maintains an active presence handling corporate and financing deals within the energy sector. The firm acts for a diverse clientele of energy companies and investors with interests in the energy business. It is particularly experienced advising on matters relating to distribution networks.

Strengths

"They were able to handle the work very well, easy to reach and very proactive in terms of commercial implications."

Notable practitioners

Key contacts are Christoffer Charpentier and Anders Floman.

Dittmar & Indrenius

What the team is known for Dittmar & Indrenius represents developers, investors and energy companies in a range of M&A transactions, financings and energy projects. The firm advises on all regulatory issues arising during negotiations and is

active in the renewable energy and natural gas spaces.

Strengths

"The Dittmar team knows the energy and infrastructure sector very well. Their advice is well calibrated. We know we are in very good hands when we have them on the team."

"The Dittmar team has excellent lead partners and is well supported by specialists in all the areas needed."

Notable practitioners

Mikko Eerola (see p.427) frequently acts on transactional matters in the natural resources and energy space, advising clients on investments and acquisition financing. **Strengths:** "Mikko knows the sector very well and is great to work with. He is my lawyer of choice in the jurisdiction."

Lieke Attorneys Ltd

What the team is known for Lieke Attorneys is a boutique law firm with noteworthy experience in energy transactions and regulatory work. The firm's particular areas of expertise include nuclear, biomass and wind energy. It also advises on waste-to-energy plants and is well versed in public procurement and construction agreements, as well as contractual matters.

Strengths

"Lieke handles complex matters with a practical touch."

"The Lieke team is committed and enthusiastic. Their response times are outstanding and the thoughtful input that is provided at each stage of the matter is both timely and valuable."

Notable practitioners

Aimo Halonen (see p.427) is experienced in energy and infrastructure projects, public procurement and contractual matters. He is particularly active in matters relating to wind power and waste-to-energy plants. **Strengths:** "Aimo is an extremely pragmatic and commercial lawyer. He is extremely approachable and a pleasure to deal with." "Aimo's industry knowledge and understanding of the business is very valuable." Firm managing partner **Ville Vyryläinen** (see p.436) is active in transactional work in the energy sector. He assists with M&A, development projects and procurement relating to wind farms and natural gas companies. **Strengths:** "Ville is a very versatile and astute operator; he stands out as a commercial lawyer with great awareness and insight. His attentiveness and calm and focused manner are a real asset in any tense situation." "Ville has exceptional good understanding of energy business in Finland, which together with his legal expertise makes him an excellent lawyer at energy business. In addition, communication with him is very fluent and he's got a pragmatic way of working."

Intellectual Property

Intellectual Property

Leading Firms

Band 1

Borenius

Roschier

Band 2

Castrén & Snellman

Eversheds Asianajotoimisto Oy

Properta Attorneys Ltd

Band 3

Hannes Snellman

Krogerus

Waselius & Wist

Alphabetical order within each band. Band 1 is highest.

Band 1

Borenius

What the team is known for Borenius has a formidable practice that offers strong capabilities across a huge range of IP law topics. The team advises on trade mark litigation and enforcement, patent litigation and licensing agreements. Lawyers in the firm are recognised for their focus on blue-chip companies within life sciences, with an impressive client list that includes several

major global generic pharmaceutical companies. Borenius also acts on copyright matters, and represents clients at all levels of the Finnish court system including the Court of Helsinki, the Court of Appeals and the Supreme Court.

Strengths

"The lawyers are very quick and helpful."

"The team are very knowledgeable and experienced."

"The lawyers have an eye for the commercial issues."

Work highlights Borenius represented OPPO and its subsidiary, OnePlus Technology, in a patent litigation case against Nokia.

Notable practitioners

Ben Rapinoja (see p.434) remains highly regarded for his extensive expertise in patent litigation. He also has a strong reputation in the area of copyright and trade mark infringement, as well as in disputes around preliminary injunctions and supplementary protection certificates. **Strengths:** "Ben Rapinoja is most likely the best lawyer in his field." **Lasse Laaksonen** (see p.430) regularly assists clients with matters relating to trade mark and patent infringement. He is also seen advising on the IP aspects of commercial agreements, as

well as on issues pertaining to domain names.

Strengths: "Lasse Laaksonen is an experienced litigator with a strong commercial understanding. He shows attention to detail but never loses sight of the big picture. His advice is sound and coherent."

Roschier

What the team is known for Roschier retains a market-leading status, advising on all key areas of IP rights management and protection. The law firm handles patent litigation on behalf of international telecommunications companies, as well as acting for pharmaceutical clients. Lawyers in the practice also advise major international brands on trade mark registration and on opposition and infringement proceedings brought before the Finnish courts. Roschier's scope of expertise further extends to advising on IP strategies and anti-counterfeiting measures, and it regularly advises clients on global trade mark and patent portfolio management.

Strengths

"The Roschier team are very creative and clearly care about delivering value to clients, even in challenging timetables and a complex environment."

"The lawyers are very experienced and have no

| Intellectual Property | |
|---|--|
| Leading Individuals | |
| Star individuals | |
| Hilli Rainer Roschier * | |
| Band 1 | |
| Elo Hanna-Maija Properta Attorneys Ltd | |
| Rapinoja Ben Borenius * | |
| Band 2 | |
| Häkkänen Petteri Eversheds Asianajotoimisto Oy (a | |
| Salonen Sakari Castrén & Snellman | |
| Segercrantz Mikael Roschier * | |
| Band 3 | |
| af Ursin Henrik HPP Attorneys Ltd (ORL) ◊ * | |
| Eskola Petri Backström & Co (ORL) ◊ | |
| Hynönen Kalle Krogerus | |
| Juthström Bernt Waselius & Wist | |
| Krook Åsa Waselius & Wist | |
| Laaksonen Lasse Borenius * | |
| Lilja Johanna Roschier * | |
| Manner Mikko Roschier * | |
| Siiton Panu Hannes Snellman | |
| Tommila Kukka Properta Attorneys Ltd | |
| Tuominen Markku Roschier * | |
| Band 4 | |
| Flythström Johanna Roschier * | |
| Kaikkonen Henri Bird & Bird (ORL) ◊ | |
| Korpua Kaisu Roschier * | |
| Paloheimo Hanna Castrén & Snellman | |
| Up-and-coming individuals | |
| Parviainen Kim Castrén & Snellman * | |
| Associates to watch | |
| Schröder Sarita Hannes Snellman | |
| * Indicates individual with profile. | |
| ◊ (ORL) = Other Ranked Lawyer. | |
| Alphabetical order within each band. Band 1 is highest. | |

need to mystify IP matters. They will guide you and provide to-the-point advice."

"Roschier's style is very detailed and comprehensive. The law firm really has resources and it uses them; they can be used for the largest cases."

"The lawyers are good at seeing the big picture. They are very talented and versatile, and provide quick response times."

"The department has many experts and experienced IP attorneys who can handle the most complex matters. They are very responsive and the service is client-oriented."

Work highlights Roschier defended Telia in litigation proceedings concerning copyright infringement claims brought by KOPIOSTO.

Notable practitioners

Rainer Hilli (see p.428) maintains a market-leading IP practice and remains highly esteemed for his extensive experience in the area. He frequently advises on patent and trade mark invalidation and infringement proceedings, and also assists with copyright enforcement matters and the creation of global IPR strategies. He is particularly well placed to act for clients in the pharmaceutical and media sectors. **Mikael Segercrantz** (see p.434) regularly represents pharmaceutical companies in patent infringement and trade mark invalidation proceedings. He has further experience handling anti-counterfeiting strategies for a number of sizeable global brands.

Strengths: "Mikael Segercrantz is brilliant. He is strategic and very responsible, while also being excellent with clients. He is able to explain compli-

cated legal scenarios." "He is a brilliant, client-focused lawyer who is solid and safe. He is a great, trusted adviser in all situations." **Johanna Lilja** (see p.431) advises clients from a range of industries, including the telecommunications and healthcare sectors. While her practice is especially focused on patent litigation, she is also active on transactional IP issues and anti-counterfeiting strategies. **Strengths:** "Johanna Lilja is fantastic. She is extremely approachable and always on top of things. She offers short reaction times." "Johanna has an excellent knowledge base on all IP-related topics. She knows everybody and is generally appreciated by the industry, courts and colleagues."

Mikko Manner (see p.431) is Roschier's managing partner. He regularly advises on patent and copyright litigation as well as licensing matters, and is also noted for his work on disputes relating to employee inventions. **Strengths:** "He is extremely hands-on and always jumps on calls." "Mikko Manner is very talented." **Markku Tuominen** (see p.436) is noted for his active IP and trade mark practice, with a focus on both prosecution and enforcement work. He also advises on copyright infringement cases, anti-counterfeiting strategies and global portfolio management matters.

Strengths: "Markku Tuominen is very service-oriented and responsive in all matters." "For anything relating to brands, trade marks and insignia, Markku is your trusted adviser." **Johanna Flythström** (see p.427) assists clients with a broad range of issues, including patent litigation and licensing matters. She is qualified in both Finland and the USA.

Strengths: "She is a great lawyer: quick, smart and has a solid business understanding." "She is a world-leading IP strategist." "Johanna Flythström is very skilful." "She is very interested in the business and its demands for legal support." **Kaisu Korpua** (see p.429) assists with matters related to trade mark portfolio management and global IPR strategies. She has experience representing clients in the life sciences and diagnostics areas. **Strengths:** "It is always nice and a pleasure to work with Kaisu Korpua. She is a real expert and an experienced IP attorney in her field."

Band 2

Castrén & Snellman

What the team is known for Castrén & Snellman enjoys a much-admired practice which handles a broad range of IP matters, including trade mark infringement cases, patent disputes and brand protection issues. The team also advises on marketing and advertising matters, and is retained by a sizeable client roster which includes technology, manufacturing and pharmaceutical companies.

Strengths

"Castrén & Snellman are amazing. Their advice is very pragmatic and adapted to our business needs. It comes with additional information and is detailed."

Work highlights Castrén & Snellman represented BMW before the Finnish Market Court in a trade mark infringement case.

Notable practitioners

Sakari Salonen regularly advises clients from the manufacturing and technology industries

on issues related to portfolio management and brand protection issues, including representing them in patent and trade mark infringement and invalidity proceedings and anti-counterfeiting matters. **Hanna Paloheimo** is head of Castrén & Snellman's life sciences practice. She advises pharmaceutical companies on a broad range of issues, including patent disputes, marketing law and the intellectual property aspects of commercial agreements. **Kim Parviainen** (see p.433) continues to display a robust IP practice. He assists clients with a broad range of relevant mandates, including trade mark prosecution and enforcement matters, patent infringement proceedings and trade secrets litigation. **Strengths:** "His particular skill is that he writes the most excellent briefs. He is a skilled lawyer, knowing laws by heart and every case that has ever happened in Finland, but he also gets how things work in practice and gives super practical advice, and that's how he writes his briefs, which makes them understandable." "Kim Parviainen has very broad knowledge of IP, and of copyright in particular. When it comes to case law from the EU, the underlying directives and subject matter knowledge, he is at a very high level."

Eversheds Asianajotoimisto Oy (a member of Eversheds Sutherland)

What the team is known for Eversheds Sutherland houses a well-regarded team advising on a wide scope of matters related to intellectual property law. The practice consistently acts on trade mark and copyright infringement cases, and offers additional support in brand protection matters. Members of the team represent both private and state-owned organisations in cross-border patent prosecution mandates.

Strengths

"Eversheds Sutherland have the experience to handle complex issues."

Work highlights Eversheds Sutherland represented Kimi Räikkönen in three copyright infringement cases in the Market Court of Finland.

Notable practitioners

Petteri Häkkänen continues to maintain a respected IP practice in Finland. He advises on matters relating to patent infringement, trade mark disputes, brand protection and copyright issues.

Properta Attorneys Ltd

What the team is known for Properta Attorneys enjoys a strong reputation for its assistance with a variety of IP matters. The team remains well known for its contentious work, with particular expertise in trade mark enforcement matters. The department's lawyers regularly represent clients from the fashion, food and beverage sectors, and are also noted for their activity in copyright matters and licensing issues.

Strengths

"The team have always found solutions. Their service has always been correct and helpful."

"Properta Attorneys are great to work with."

Work highlights Properta Attorneys represented Suomen Apteeekkiyhtiöt in a domain and trade mark dispute against Kesko.

Notable practitioners

Hanna-Maija Elo is a well-recognised practitioner who regularly advises clients on trade mark enforcement and prosecution mandates. She also impresses through her involvement in copyright and domain name disputes, as well as the intellectual property aspects of licensing agreements. **Strengths:** “*Hanna-Maija Elo is fast and very reliable. She always has an opinion and she is very effective. She is well regarded in the industry.*” **Kukka Tommila** advises on matters relating to trade mark infringement and opposition proceedings. She is also noted for her activity in portfolio management and design rights mandates. **Strengths:** “*Kukka Tommila is great to work with.*”

Band 3

Hannes Snellman

Panu Siitonens is experienced in handling a range of intellectual property mandates, including patent and trade mark infringements, as well as copyright and design rights disputes. In addition, he assists with the management of trade mark portfolios and the intellectual property aspects of commercial agreements.

Strengths:

“*Panu Siitonens is an excellent patent litigator.*” Managing associate **Sarita Schröder** continues to assist clients with an array of portfolio management matters. With a particular focus on IP litigation, she represents various corporates in disputes surrounding patents, copyright and design rights.

Krogerus

What the team is known for Krogerus frequently advises on portfolio management and brand protection matters. The law firm represents clients in contentious patent and trade mark mandates, as well as advising on copyright legislation. Lawyers in the team are a popular choice for clients from the technology and media industries. They offer further expertise in rebranding matters and in the IP aspects of commercial agreements.

Strengths

“*The team provided excellent, thorough analysis and answers to our questions. All of our questions were answered quickly.*”

“*Krogerus are very analytical and easy to work*

with. The team are very knowledgeable and always respond very quickly.”

“*The lawyers demonstrate excellent subject expertise, understanding of the client's situation and structured responses.*”

“*Krogerus has a really good reputation in Finland.*”

Notable practitioners

Kalle Hynönen offers clients particular expertise in trade mark portfolio management. In addition, he represents clients in infringement proceedings, as well as advising on copyright mandates and the intellectual property aspects of R&D agreements. **Strengths:** “*He is very customer-oriented, profound, efficient and knowledgeable.*” “*Mr Hynönen handles the customer's questions and matters promptly and with the highest professionalism. He offers very solution-oriented and practical suggestions. He is very talented and has a deep understanding of the subject.*” “*In Finland, Kalle is one of the best experts in copyright law.*” “*Kalle Hynönen provides excellent work.*” “*He is a strong expert who is solution-oriented and has good collaboration skills.*”

Waselius & Wist

What the team is known for Waselius & Wist is experienced in advising clients on the protection and enforcement of IP rights, including copyrights, trade marks and patents. The team is also adept at handling matters related to trade secrets, and advises organisations from a range of sectors including pharmaceuticals, technology, and food and beverages.

Strengths

“*The team has good expertise, is very available and provides fast deliverables. The lawyers have very good commercial awareness and seem to be very interested in the client's business.*”

Work highlights Waselius & Wist represented NaturaMed Pharma in a case initiated by the Consumer Ombudsman for alleged violation of the Finnish Consumer Protection Act.

Notable practitioners

Bernt Juthström regularly advises on patent infringement proceedings, trade secrets litigation and copyright disputes. He also acts on issues around marketing law and licence agreements.

Strengths: “*Bernt Juthström's availability is top notch. He very quickly picks up on the very tech-*

nical issues.” “*He provides a high-quality service. He is extremely responsive and a pleasure to deal with.*” “*He is reliable and practical.*” **Åsa Krook** advises on both contentious and non-contentious IP mandates, including the handling of trade mark portfolios. She also assists clients with the intellectual property aspects of commercial agreements and marketing law matters. **Strengths:** “*Åsa Krook has very good expertise. She is very interested and engaged in the matter at hand and is very available, providing fast deliverables.*” “*She has an academic understanding of the areas of law in which she operates, and her service level is very good.*” “*She provides very agile responses.*” “*Åsa is available, easy to contact, responds quickly and has good legal knowledge.*”

Other Ranked Lawyers

Henrik af Ursin (see p.426) advises clients on anti-counterfeiting litigation, unfair competition and IP portfolio management matters. He joined HPP Attorneys from Merilampi in November 2023.

Strengths:

“*Henrik af Ursin has a good understanding of our issues.*”

“*Henrik has excellent knowledge of IP legislation and a good understanding of how the courts work and handle these things in Finland.*”

Petri Eskola of Backström & Co advises on a range of intellectual property mandates and is particularly recognised for his defence of companies in patent infringement and preliminary injunctions. He also acts on trade mark infringement matters.

Strengths:

“*He provides brief and accurate advice at a cost-effective price.*”

Henri Kaikkonen of Bird & Bird continues to showcase solid activity in the Finnish IP market. He advises on portfolio management and protection matters, often assisting clients with trade mark opposition and patent infringement proceedings. He also handles matters involving IP licensing and protected designations of origin.

Strengths:

“*Henri Kaikkonen is an excellent lawyer.*”

“*He is responsive, knowledgeable and to the point in a way that is helpful. He is a really smart IP lawyer.*”

FINLAND: An Introduction to Real Estate

Contributed by HPP Attorneys Ltd

Record Low Transaction Volumes in the Finnish Market Following High Interest Rates

Following the trend of a slowing Finnish real estate market amid rising interest rates in the latter half of 2022, 2023 saw record lows in property transaction volumes. According to KTI statistics, the Finnish property transaction volume dropped to EUR2.6 billion in 2023, the lowest figure since 2013. In comparison, the property transaction volume exceeded EUR7 billion in 2021 and 2022 consecutively. Foreign investors remained active in all property sectors, accounting for more than half the total property transaction volume. Anticipated decreases in interest rates as well as reduced transfer tax (discussed in further detail below) are, however, predicted to stimulate the Finnish real estate market in 2024.

Changes regarding transfer tax

Since 1 January 2024, transfer tax in Finland has decreased to 1.5% (from 2%) on shares in mutual real estate companies, and to 3% (from 4%) on direct real estate transfers. Transfer tax is paid by the purchaser. The change represents a 25% reduction in the amount of tax levied, with the aim of stimulating the real estate market.

In addition to the agreed sales price, the tax base of transfer tax continues to include any payment of debt for the benefit of the seller in connection to the sale of shares in a mutual real estate company. In the case of the transfer of shares in non-mutual real estate companies and certain real estate holding companies, it was previously possible (as approved in case law) to minimise the tax by purchasing receivables from the seller in connection with a share transaction. Such sale of receivables was not deemed subject to transfer tax. As of 1 January 2024, this possibility came to an end, however, as the sale of receivables in connection with a share transaction is now subject to transfer tax.

New Finnish Building Act to Combat Climate Change and Smooth Building Processes

The Finnish parliament adopted a new Building Act on 1 March 2023 to come into force as of 1 January 2025. The reforms include climate change mitigating measures, as well as measures aimed at smoothing building processes, boosting a circular economy along with digitalisation, and improving the quality of building.

As part of promoting the aforementioned objectives, the reforms streamline the process of deviating from the purpose-of-use appointed in the city plan. The purpose-of-use of a building is ultimately stipulated by the building permit which is governed by the city plan. The municipality may, due to a special cause and within a certain framework, grant a permit to deviate from the city plan provided that such deviation, for instance altering the purpose-of-use, does not disrupt the city plan or the implementation thereof.

The new Building Act establishes support of the circular economy and low-carbon impact as a “special cause” enabling a municipality to grant a deviation permit to alter the purpose-of-use of a building to housing purposes, or other such purposes that do not cause environmental disturbance. Furthermore, according to the new Building Act, the aforementioned alteration in the purpose-

of-use will not be deemed to disturb the city plan or the implementation thereof.

Accordingly, by this reform, the permitting authority's alteration of the purpose-of-use of a building has, to a certain extent, been delegated from a relatively extensive city plan alteration process to a more flexible deviation permit granting process. In practice this simplifies, for instance, the process of developing under-utilised office space into housing.

New Requirements for Automation and Control Systems in Existing Buildings

The Finnish Act on the Provision of Electric Vehicle Charging Stations and Charging Readiness as well as the Automation and Control Systems in Buildings came into force in late 2020. Section 3 of the Act concerns automation and control systems in buildings.

According to the Act, the owner of an existing building must ensure that any building other than a residential building, whose heating system, air-conditioning system or combined heating and ventilation system has a capacity exceeding 290 kW, is equipped with a building automation and control system no later than 31 December 2024. According to the government proposal for the Act, when calculating the nominal cooling capacity of the combined air-conditioning and ventilation system, the nominal cooling capacities of the devices within the system are added together. Industrial processes' heating systems, where waste heat is utilised to heat a building, would not be considered as heating systems.

Requirements for the building automation and control system are that it must be capable of:

- continuously monitoring, recording and analysing energy usage, and enabling adaptive usage adjustments;
- conducting comparative analyses of the building's energy efficiency, detecting decreases in the efficiency of technical systems, and notifying the person responsible for the building's technical management of opportunities to enhance energy efficiency; and
- facilitating communication between interconnected technical systems within the building and other internal devices, as well as ensuring inter-operability between the building's technical systems, regardless of different technologies, devices and manufacturers.

The provisions concerning such parties do not apply if:

- the installation of the building's automation and control system is not technically or economically feasible;
- the building's heating or ventilation system is not one that can be controlled by automation; or
- the aforementioned requirements for a building automation and control system can be fulfilled by a combination of multiple systems, which may also be related to several buildings.

New EU Legislation Emphasises the Importance of Energy Performance Indicators

As of 2024, the EU's national implementation of corporate sustainability reporting directive comes into force. The regulation aims to develop the EU into a modern, resource-efficient and competitive economy that will eliminate greenhouse gas emissions by 2050.

Thus, the regulation promotes the allocation of capital flows into sustainable targets by requiring large companies and listed small and medium-sized companies to include a sustainability report in their financial statements. Such report will include information on the environmental impact of the business, the standards for which are set out in detail by the European Commission. It should be noted that the EU regulation only sets out the minimum standards for reporting and Finland has extended the reporting obligation to large and listed co-operatives and other large pension institutions, in addition to which, all financial statements are to be delivered in digital form to the Finnish Patent and Registration Office.

Furthermore, a proposal on the revision of the energy performance of buildings directive was made in 2023. The proposal aims to reduce greenhouse gas emissions in the EU by 55% by 2030, compared to the 1990 level, and achieve a zero-emission building stock by 2050. Thus, all new buildings should be zero-emission buildings by 2030, new buildings of public authorities should be zero-emission buildings as of 2028, and existing building stock

should be transformed into zero-emission buildings by 2050. The member states need to ensure that in 2030 all non-residential buildings will be above the 16% worst-performing and by 2033, above the 26% worst-performing, and that residential buildings will reduce average energy consumption by 16% in 2030 and by a range of between 20–22% in 2035. Monitoring will only take place on the national level and certain building categories may be exempted from the obligations.

The importance of the energy performance indicators will thus increase. The information provided in Energy Performance Certificates is widely used to indicate the environmentally sustainable level of a property, which impacts the available financing and price of a real estate transaction. Given the level of detail of the reporting requirements and the plethora of certificates, companies will need to focus on the quantity and quality of certificates to be acquired. As the environmental impacts of a property are reviewed from a life-cycle perspective, certificates in which the development potential of the property is covered will be needed to secure a successful transaction.

Real Estate

| Real Estate | Real Estate | Real Estate: Construction |
|---|--|---|
| Leading Firms | Leading Individuals | Leading Firms |
| Band 1 | Band 1 | Leading Firms |
| Avance Attorneys | Charpentier Christoffer <i>Avance Attorneys</i> * | Lieke Attorneys Ltd |
| Band 2 | Lindqvist Mathias <i>Avance Attorneys</i> * | Properta Attorneys Ltd |
| Borenius | Möller Marcus <i>Krogerus</i> | Leading Individuals |
| Castrén & Snellman | Palin Samuli <i>Aleksandra Attorneys</i> | Lönnblad Juhu <i>Lieke Attorneys Ltd</i> |
| DLA Piper Finland | Ylä-Autio Jani <i>Valu Partners Attorneys at Law (ORL)</i> ◇ | Niemistö Emma <i>Borenius</i> * |
| Hannes Snellman | Band 2 | Paronen Saara <i>Valu Partners Attorneys at Law (ORL)</i> ◇ |
| Krogerus | Kaakkola Antti <i>Castrén & Snellman</i> * | acquisitions and investments, handling high-value and complex matters. He is also active in development projects. Strengths: "Matthias is number one in Finland." Henrikki Tahkoka Ilio (see p.435) is a well-known real estate lawyer with a practice that ranges from establishing joint ventures for development projects to build-to-suit investments. Strengths: "Henrikki Tahkokallio is a highly talented individual and the lawyer of choice when it truly matters." Eeva Riivari (see p.434) assists with the acquisition of real estate portfolios and has experience in a variety of property types, including healthcare and residential. She also acts on development mandates and lease agreements. |
| Merilampi Attorneys Ltd | Teräkivi Tapio <i>Hannes Snellman</i> | |
| Roschier | Band 3 | |
| Band 3 | Elo Tommi <i>Merilampi Attorneys Ltd</i> | |
| Aleksandra Attorneys | Kaarakanen Ari <i>Borenius</i> * | |
| HPP Attorneys Ltd | Laatsalo Rami <i>Aleksandra Attorneys</i> | |
| * Indicates individual with profile. | Laitinen Leif <i>HPP Attorneys Ltd</i> * | |
| ◇ (ORL) = Other Ranked Lawyer. | Lajunen Matti <i>Hannes Snellman</i> | |
| Alphabetical order within each band. Band 1 is highest. | Larvala Mikko <i>DLA Piper Finland</i> * | |
| Band 1 Real Estate | Paronen Saara <i>Valu Partners Attorneys at Law (ORL)</i> ◇ | |
| Avance Attorneys | Partanen Antti-Jussi <i>Roschier</i> * | |
| What the team is known for Avance has a market-leading department with unrivalled transactional expertise. The law firm is experienced in the acquisition and divestment of both individual properties and portfolios. It frequently handles transactions involving retail, residential and office real estate. The lawyers also assist with establishing joint ventures for development projects. | Somervuori Pyry <i>Krogerus</i> | |
| Strengths | Tuomala Jari <i>HPP Attorneys Ltd</i> * | |
| "The team had an excellent service level, and were very quick and good quality in all responses." | Up-and-coming individuals | |
| "Avance is a high-quality law firm with talented individuals." | Tahkokallio Henrikki <i>Avance Attorneys</i> * | |
| | Associates to watch | |
| | Montonen Alisa <i>Lieke Attorneys Ltd</i> * | |
| | Riivari Eeva <i>Avance Attorneys</i> * | |
| | Notable practitioners | |
| | Christoffer Charpentier (see p.426) has an outstanding track record handling the divestment and acquisition of commercial real estate portfolios. Mathias Lindqvist (see p.431) co-heads the department and is highly renowned for his advice on real estate transactions. He is active in | |

Notable practitioners

Christoffer Charpentier (see p.426) has an outstanding track record handling the divestment and acquisition of commercial real estate portfolios. Mathias Lindqvist (see p.431) co-heads the department and is highly renowned for his advice on real estate transactions. He is active in

Borenius

What the team is known for Borenius has a strong real estate department, providing clients with advice on a broad range of transactions. The law firm acts on property and portfolio deals, with experience in office, retail and logistics assets. The lawyers regularly act for funds and asset

managers on their sales and divestments. It is increasingly active in green transition investments.

Strengths

"I have nothing but positive things to say about Borenius. They allocate appropriate resources, the partner is highly involved and they deliver on time." "Borenius is very good at handling complicated real estate transactions with demanding parties."

Notable practitioners

Ari Kaarakainen (see p.428) regularly acts for institutional investors and real estate managers on significant property transactions, including portfolio deals. **Strengths:** *"Ari is very skilled and always calm."* **Emma Niemistö** (see p.432) is revered for her impressive expertise in construction law. Her extensive experience encompasses procurement issues as well as contentious proceedings emanating from development projects. **Strengths:** *"Emma is a very skilled professional."*

Castrén & Snellman

What the team is known for Castrén & Snellman maintains a renowned department providing a full-service offering to clients in the real estate sector. The team advises on a broad variety of property and portfolio transactions. The lawyers also assist with the forward sale of construction projects as well as the development and leasing of buildings. The team acts for a variety of clients including asset managers, investors and funds.

Strengths

"The firm has broad expertise and the ability to serve clients on basically any legal topic, including complex situations."

"They have had good commercial insight in negotiations."

Notable practitioners

Antti Kaakkola (see p.428) advises on a range of real estate transactions relating to commercial and residential buildings, as well as construction projects. His client roster includes asset managers, investment funds and insurance companies. **Strengths:** *"Antti has strong negotiation skills and a comprehensive understanding of both client needs and the intricacies of the business and market."* *"Antti is always up to date and has an excellent ability to work with the clients."*

DLA Piper Finland

What the team is known for DLA Piper's Finnish real estate team advises on single-asset and portfolio transactions involving a variety of asset types, including office, industrial and residential properties. The international law firm acts for domestic and foreign asset managers, investors and banks.

Strengths

"They recognise the essential and create additional value by their business-oriented approach."

"They have a wide range of specialists in the team."

Notable practitioners

Department head **Mikko Larvala** (see p.430) acts for both domestic and international clients on a broad range of real estate projects. He frequently represents investors and developers in deals involving commercial and residential properties, including development and conversion projects. **Strengths:** *"Mikko is very accommodating and*

gives great advice." *"Mikko is an extremely capable and efficient real estate professional with deep knowledge and understanding of the market."*

Hannes Snellman

Department head **Tapio Teräkivi** regularly acts for investment funds and managers on property and portfolio transactions. He has experience in development projects as well as real estate deals involving residential, office, retail and mixed-use properties.

Matti Lajunen frequently advises real estate funds on property and portfolio transactions. He is knowledgeable in both residential and commercial assets, including hospitals, offices and industrial buildings.

Strengths:

"Matti has a good balance of commercial-mindedness and attention to detail. He is proactive and service-minded, one of our preferred partners for complex transactions."

"I was really impressed by Matti's performance."

Krogerus

What the team is known for Krogerus has a noteworthy real estate practice regularly acting on high-profile transactions, including the purchase of buildings under construction. The team handles matters concerning a variety of property types, including retail, office, logistics and residential real estate.

Strengths

"I have high trust in the team and they are always quick to respond and offer good advice. They understand the issue quickly."

"They are up-to-date and are able to come up with excellent recommendations."

"Their ability to make complex matters sound simple is crucial."

"Krogerus is very capable of handling complex and sophisticated real estate transactions and structures and has a background that enables them to give accurate and versatile advice."

Notable practitioners

Marcus Möller is a highly regarded lawyer who advises domestic and international clients on significant real estate transactions. **Strengths:** *"He is the strongest negotiator in the Finnish real estate universe and very available when needed."*

"Marcus is a highly competent and solution-oriented lawyer." *"Marcus is a top-notch professional."*

Pyry Somervuori represents real estate investment firms in property acquisitions, including forward funding transactions. **Strengths:** *"Pyry provides excellent service and is able to provide out-of-the-box ideas."* *"Pyry is a highly skilled and motivated professional, who possesses a great knowledge of the real estate market. It is easy to talk with Pyry and his service-mindedness has always impressed me. It has always been a pleasure to work with Pyry."* *"He has a great commercial sense and knows very well 'where the market is going'.* *"He is also easy and pleasant to work with."*

Merilampi Attorneys Ltd

What the team is known for Merilampi Attorneys is a notable law firm frequently handling major real estate transactions. The lawyers are also knowledgeable in sale and leaseback transac-

tions, and experienced in a broad range of asset types. The law firm is also recognised for its construction law prowess, assisting contractors and developers with a range of disputes as well as procurement matters.

Strengths

"The firm has a solution-oriented but at the same time sophisticated way of handling matters."

"Merilampi has a hands-on, pragmatic approach with the ability to find solutions to any task."

Notable practitioners

Tommi Elo handles the full gamut of real estate transactions, including sale and leaseback mandates, and portfolio deals. **Strengths:** *"He is an extremely capable dealmaker with a pragmatic approach."*

Roschier

What the team is known for Roschier advises numerous high-profile real estate investors on the acquisition and divestment of properties and portfolios, including forward funding transactions. The team is familiar with the full gamut of asset types, including office, retail, residential, logistics and mixed-use buildings. The lawyers also advise blue-chip companies on lease renewals and amendments.

Strengths

"They are always available and engaging, no ask is too much and it is always done with a partnering approach."

"Roschier has very strong expertise and extensive professional competence to support us in the transaction."

"The team has the ability to handle complex transactions in a timely and solutions-oriented manner. All team members have broad competence which enables multiple simultaneous work-streams."

Notable practitioners

Antti-Jussi Partanen (see p.433) advises clients on a range of real estate transactions, including portfolio deals. He is also experienced in sale and leaseback mandates. His client roster includes a number of notable real estate investors.

Strengths: *"An excellent and engaging leader with immense intellect and wide-ranging industry knowledge."* *"He is solutions-oriented with strong commercial focus."*

Band 3 Real Estate

Aleksandra Attorneys

What the team is known for Aleksandra Attorneys has a strong real estate department advising domestic and international clients on a wide variety of property and portfolio transactions across Finland. The lawyers are knowledgeable in the full range of asset types, including offices and retail properties. The team has additional expertise in lease agreements and acts for several noteworthy investors and asset managers.

Strengths

"They have great technical knowledge."

"The lawyers are able to solve all the problems related to transactions."

Notable practitioners

Samuli P alin is a highly prominent lawyer with an impressive track record advising on large-scale

acquisitions and divestments of real estate properties and portfolios. He regularly acts for funds on cross-border mandates, and has experience in office, retail, logistics and healthcare asset types. **Strengths:** "Samuli Palin is one of the most experienced real estate transactional lawyers in Finnish market." "Mr Palin is one of the most experienced real estate and M&A lawyers in Finland and you can always count on his negotiation skills and commercial understanding. He will fight for you when needed, but is always able to solve the problems to get the deal done." **Rami Laatsalo** advises a range of international clients on real estate transactions involving retail assets, residential properties and office buildings. He also assists with the acquisition of development projects. **Strengths:** "He is a very experienced and prudent lawyer who is always willing to take the extra steps to provide value for clients." "Rami is very responsive, has good technical knowledge and is good at explaining complex legal points."

HPP Attorneys Ltd

What the team is known for HPP Attorneys assists clients with a variety of real estate deals, including portfolio transactions and M&A involving property-owning companies. The law firm has additional experience in long-term lease agreements and negotiations. The department is knowledgeable in mandates relating to a range of office, retail and residential assets.

Strengths

"They are highly solution-oriented and business-minded, and are able to provide relatively simple solutions to difficult problems, avoiding unnecessary legal clutter."

"On the real estate side, they are able to do complicated deals, but their highest value for us is their ability to manage complex clients who are not familiar with certain types of transactions."

Notable practitioners

Leif Laitinen (see p.430) advises funds, asset managers and investors on real estate transactions, including the acquisition of shares in office properties and divestment of properties under construction. **Strengths:** "Leif is a calm, smart and experienced lawyer who is pleasant to work with. His focus is on essential matters and he is efficient and focus-oriented in negotiations." **Jari Tuomala** (see p.436) is a respected lawyer who frequently advises on transactions involving commercial

properties, including the acquisition of property-owning companies. He also has experience in the buying and selling of leaseholds. **Strengths:** "He has great ability to explain complex matters in language that non-professionals will understand. He also has the ability to work efficiently, concentrating on the really relevant matters." "Jari is reliable, and he operates quickly but with attention to detail. As an experienced law practitioner, he has a much appreciated skill of presenting key factors of complex matters to clients in an understandable and trustworthy manner."

Band I Real Estate: Construction

Lieke Attorneys Ltd

What the team is known for Lieke Attorneys advises clients on a broad range of construction matters. The law firm offers significant experience in energy project development. It also advises on public procurement issues in the construction sector and has further experience in zoning and environmental topics. In addition, it often represents clients in construction litigation and arbitration.

Strengths

"The law firm has an outstanding business-oriented approach to solving ongoing issues."

"They have a wide range of skills and services and their responsiveness has been very good and fast."

Notable practitioners

Alisa Montonen (see p.432) assists with a range of real estate transactions and development projects, including sale and leaseback deals and lease agreements. **Strengths:** "Alisa is always very service-minded and searches for solutions." "Alisa Montonen is a highly skilled legal professional with exceptional knowledge in energy and infrastructure projects and land use. She has good presentation skills and prepares her insights carefully." **Juho Lönblad** has a wide-ranging construction practice, with considerable experience in energy projects and construction-related disputes. He also advises on building renovations. **Strengths:** "Juho has very strong and deep knowledge with construction law and cases related to construction." "Juho pays exceptional attention to detail and familiarises himself with even the matters delegated to someone else in his team."

Properta Attorneys Ltd

What the team is known for Properta Attorneys is a boutique law firm with noteworthy expertise in construction matters. It acts for developers, engineers and construction companies on a variety of mandates, with particular activity in contentious proceedings.

Strengths

"Properta can proficiently handle even the most complex cases."

"Properta boasts a broad spectrum of expertise within its team concerning real estate and construction law."

Notable practitioners

Ilkka Koivisto and Ilmo Korpelainen are key contacts within the law firm.

Other Ranked Lawyers

Saara Paronen is highlighted for her activity in the construction space, where she advises on significant multi-purpose development projects. She also assists with real estate transactions, handling both commercial and residential property types.

Strengths:

"Saara is a very pragmatic and experienced lawyer who not only understands real estate deals, but also provides high-level service in relation to construction law issues."

Jani Ylä-Autio of Valu Partners Attorney at Law advises on high-value property and portfolio transactions. He is knowledgeable in a broad range of asset types, with particular experience in residential and retail buildings.

Strengths:

"Jani is one of the most pragmatic and talented real estate lawyers I have worked with. In addition to his deep expertise in property deals, Jani is capable of providing high-quality advice on various areas of law."

"He delivers on the highest possible level all the time."

"He is a highly experienced adviser with a holistic approach and attention to details."

Restructuring/Insolvency

| Restructuring/Insolvency | |
|--|--|
| Leading Firms | |
| Band 1 | |
| Borenius | |
| Castrén & Snellman | |
| Krogerus | |
| Band 2 | |
| Eversheds Asianajotoimisto Oy | |
| Hannes Snellman | |
| HPP Attorneys Ltd | |
| Band 3 | |
| DLA Piper Finland | |
| Feno Attorneys at Law | |
| Senior Statespeople | |
| Senior Statespeople: distinguished older partners | |
| Jaatinen Pekka Castrén & Snellman | |
| Tähtinen Jyrki Borenius * | |
| Ylönen Hannu Krogerus | |
| Leading Individuals | |
| Band 1 | |
| Peldán Robert Borenius * | |
| Salminen Jari Eversheds Asianajotoimisto Oy | |
| Tenhunen Pauliina Castrén & Snellman | |
| Tiilikka Mikko Krogerus | |
| Vesa Heikki Krogerus | |
| Band 2 | |
| Aganimov Nina DLA Piper Finland * | |
| Lilius Jan Hannes Snellman | |
| Makkonen Jarmo Krogerus | |
| Band 3 | |
| Nyyssönen Lassi Feno Attorneys at Law | |
| Penttilä Tuomas Eversheds Asianajotoimisto Oy (a | |
| Suominen Salla Avance Attorneys (ORL) ◊ * | |
| Uoti Sami HPP Attorneys Ltd * | |
| Band 4 | |
| Kaarte Kristiina Ylikraka Attorneys-at-law (ORL) ◊ | |
| Kokko Pekka Eversheds Asianajotoimisto Oy | |
| Laakkonen Jussi Feno Attorneys at Law | |
| Majamäki Klaus HPP Attorneys Ltd * | |
| Pesonen Elina Castrén & Snellman | |
| Up-and-coming individuals | |
| Svärtström Christer Castrén & Snellman * | |
| Tavast Mikko Hannes Snellman | |
| Associates to watch | |
| Onkamo Tiina DLA Piper Finland * | |
| * Indicates individual with profile. | |
| ◊ (ORL) = Other Ranked Lawyer. | |
| Alphabetical order within each band. Band 1 is highest. | |

Band 1

Borenius

What the team is known for Borenius's market-leading practice is frequently instructed as bankruptcy and restructuring administrator. The law firm represents distressed companies, including shareholders and management, as well as major banks and creditors. It assists with a range of proceedings, including the sale and recovery of assets, with mandates often involving cross-border elements.

Strengths

"Borenius has a strong team of experts." "Borenius reacts quickly to enquiries and has good know-how."

Notable practitioners

Jyrki Tähtinen (see p.435) remains one of the leading practitioners in the area, handling high-profile restructuring mandates and financing proceedings. He acts for distressed companies and creditors alike. **Strengths:** "Jyrki Tähtinen is known across the industry for his strong delivery and leadership in insolvency situations." **Robert Peldán** (see p.433) assists with various restructuring and insolvency mandates, with further activity acting as an administrator in bankruptcy proceedings. **Strengths:** "Robert Peldán is one of the brightest stars in Finnish insolvency matters." "Robert is one of the best insolvency lawyers in Helsinki."

Castrén & Snellman

What the team is known for The distinguished team at Castrén & Snellman has notable experience acting as administrator on restructuring and bankruptcy proceedings. The law firm is well versed in voluntary debt restructuring and liquidation mandates, representing debtors and their subsidiaries, as well as creditors. It is knowledgeable in the enforcement of security and the recovery of receivables and assets, working on both domestic and cross-border matters.

Strengths

"Castrén & Snellman has versatile experts so the client does not rely on just one skilled person within the team."

"Castrén & Snellman is one of the highest quality law firms in Finland."

Notable practitioners

Pekka Jaatinen is renowned among sources for his long-standing presence in the insolvency area, with experience acting as restructuring and bankruptcy administrator. **Pauliina Tenhunen** regularly acts as administrator in bankruptcy proceedings, with further activity advising distressed companies on restructuring mandates. **Strengths:**

"Pauliina Tenhunen is able to find and highlight the key issues." **Elina Pesonen** has experience acting as administrator for bankruptcy estates. She also advises creditors on restructuring issues and insolvency-related topics. **Strengths:** "Elina Pesonen is always very pleasant and effective, and has good knowledge." **Christer Svärtström** (see p.435) enters the rankings as an up-and-coming practitioner following impressive market recognition. He advises debtors on the recovery of assets, restructurings and insolvency proceedings. **Strengths:** "Christer Svärtström is very good at applying the various aspects of law to a specific problem."

Krogerus

What the team is known for The outstanding restructuring and insolvency team at Krogerus has vast experience acting as bankruptcy administrators, as well as assisting with complex corporate restructurings. The team is knowledgeable in realisation processes involving the sale of assets and shares, and is recognised for its experience representing creditors.

Strengths

"The lawyers really want to understand the busi-

ness drivers and put together restructuring plans that support the business demands."

"Krogerus is capable of quickly finding a consensus between creditors."

Notable practitioners

Hannu Ylönen is highly knowledgeable in acting as administrator on bankruptcy and restructuring proceedings. **Strengths:** "Hannu Ylönen's great strength lies in his commercial perspective and strong negotiation skills." **Mikko Tiilikka** has extensive experience acting as administrator on bankruptcy proceedings. He is also well placed to assist with restructuring mandates. **Strengths:** "Mikko Tiilikka is Finland's best bankruptcy estate administrator. He is always calm, even when under pressure." Advancing to the top tier, **Heikki Vesa** regularly advises on high-value bankruptcy and restructuring proceedings in the Finnish market. **Strengths:** "Heikki Vesa is a real star in the field of restructuring. His strengths are his great communication, networking and commercial thinking." **Jarmo Makkonen** possesses extensive experience acting as a bankruptcy administrator, as well as assisting clients with restructuring mandates. **Strengths:** "Jarmo Makkonen has strong business acumen and is known for his robust legal advice in critical situations."

Band 2

Eversheds Asianajotoimisto Oy (a member of Eversheds Sutherland)

What the team is known for Eversheds Sutherland's established team has strong experience acting as administrator on both bankruptcy and corporate restructurings, at both a domestic and an international level. The international law firm assists debtors and their subsidiaries with a mix of applications and proceedings.

Strengths

"Eversheds Sutherland's restructuring and insolvency team is very experienced in handling complex matters. The lawyers have a strong can-do attitude and are commercially oriented."

Notable practitioners

Jari Salminen frequently assists with restructuring and bankruptcy proceedings, and has further notable experience acting as a public receiver. Progressing in the rankings, **Tuomas Penttilä** heads Eversheds Sutherland's insolvency department in Finland. He is well versed in advising clients on insolvency matters as well as acting as bankruptcy administrator. **Strengths:** "Tuomas Penttilä is skilled at focusing on the essentials and carrying projects through efficiently." **Pekka Kokko** often acts as a bankruptcy and restructuring administrator for distressed companies. He also represents creditors in their negotiations with bankruptcy estates.

Hannes Snellman

Jan Lilius has extensive expertise assisting creditors with bankruptcy and restructuring proceedings, and also assists companies with the handling of assets.

Strengths:

"Jan Lilius is a very experienced restructuring and insolvency lawyer in both complex and international assignments."

Mikko Tavast joins the rankings as an up-and-coming practitioner, receiving noteworthy acclaim for his growing practice. He assists clients with restructuring-related disputes.

Strengths:

"He has extensive experience and know-how."

HPP Attorneys Ltd

What the team is known for HPP Attorneys' respected insolvency practice often acts as administrator in bankruptcy proceedings. The law firm's lawyers also have experience as supervisor and administrator in restructuring programmes. The law firm offers additional expertise representing creditors in proceedings relating to security arrangements and the realisation of assets, and is also well versed in wider contentious work.

Notable practitioners

Sami Uoti (see p.436) is often instructed as an administrator in restructuring and bankruptcy proceedings and is well regarded in this field. **Klaus Majamäki** (see p.431) has considerable experience acting for creditors on bankruptcy and restructuring proceedings, as well as acting as an administrator. **Strengths:** *"Klaus Majamäki has strong communication skills and an ability to negotiate on the essentials."*

Band 3**DLA Piper Finland**

What the team is known for The international law firm DLA Piper enters the rankings following growing recognition of its restructuring and insolvency practice in Helsinki. Its practitioners regularly act as administrators in restructuring and bankruptcy proceedings. The department also advises creditors and assists with out-of-court restructurings.

Strengths

"DLA Piper has a strong capacity for all kinds of restructuring and insolvency assignments. The team is experienced."

Notable practitioners

Advancing in the rankings, **Nina Aganimov** (see p.426) is head of restructuring in the Helsinki office of DLA Piper. She is often appointed as administrator in restructuring and bankruptcy proceedings, as well as advising creditors.

Strengths: *"Nina Aganimov is an experienced and commercially talented lawyer."* **Tiina Onkamo** (see p.433) joins the rankings as an associate to watch. She regularly acts as administrator for bankruptcy estates. **Strengths:** *"She is very clear in her communication and has a very good understanding of our practical business challenges."*

Feno Attorneys at Law

What the team is known for Feno Attorneys is noted for its expertise in handling domestic insolvency and restructuring proceedings. The law firm is also experienced in acting as bankruptcy administrator.

Notable practitioners

Lassi Nyssönen is a respected practitioner who often advises clients on insolvency mandates. He is well noted in the market for his expertise in handling debt restructuring and bankruptcy proceedings. **Jussi Laakkonen** is a respected figure who is noted for his experience handling bankruptcy and restructuring mandates.

Other Ranked Lawyers

Kristiina Kaarte of Ylikraka Attorneys-at-law has experience advising on bankruptcy and restructuring proceedings as receiver.

Salla Suominen (see p.435) of Avance Attorneys represents clients in insolvency-related disputes, including recovery claims.

Strengths:

"Salla Suominen is very experienced and responsive, providing answers swiftly."

Tax

| Tax | Tax |
|---|--|
| Leading Firms | Leading Individuals |
| Band 1 | |
| Borenius | Band 1 |
| Roschier | Haapaniemi Ossi Roschier* |
| Band 2 | Juusela Janne Castrén & Snellman* |
| Hannes Snellman | Ohtonen Mika Roschier* |
| Krogerus | |
| Band 3 | Holkeri Kai Dittmar & Indrenius* |
| Avance Attorneys | Karhu Einari Borenius* |
| Castrén & Snellman | Kellas Sebastian Avance Attorneys* |
| Dittmar & Indrenius | Lehtimaja Antti Krogerus |
| Waselius & Wist | Thibblin Niklas Waselius & Wist |
| * Indicates individual with profile. | Vesikansa Heikki Hannes Snellman |
| ◊ (ORL) = Other Ranked Lawyer. | Wahlroos Heikki Borenius* |
| Alphabetical order within each band. Band 1 is highest. | |
| Band 1 | Band 3 |
| Borenius | Alakare Mikko Castrén & Snellman |
| What the team is known for Borenius' market-leading tax practice covers all areas of domestic and international taxation. In addition to advising on the structuring of M&A transactions, the team is also experienced in tax disputes and tax audits, assisting with withholding tax, transfer pricing and indirect tax issues. The department is | Klemettilä Jaakko HPP Attorneys Ltd (ORL) ◊ * |
| | Lassila Samu Krogerus |
| | Tuominen Sami Merilampi Attorneys Ltd (ORL) ◊ |
| | Weckström Jouni Weckström Attorneys (ORL) ◊ |
| | Associates to watch |
| | Bussman Andreas Roschier* |
| | Parviaainen Jenni Hannes Snellman |

Roschier

What the team is known for Roschier's leading tax practice offers a fully integrated approach to tax issues, coordinating with additional practice groups such as corporate and finance. Its areas of expertise include tax issues arising from private equity deals and M&A transactions, as well as high-profile tax disputes. The team also provides further advice in relation to transfer pricing matters, VAT issues and dividend taxation. Roschier is popular with investment funds for advice on the taxation of transactions and wider tax structuring concerns.

Strengths

"Roschier has an excellent knowledge of Finnish taxation and a good business understanding."

"Roschier has a strong team that actively takes part in ground-breaking litigation and regulatory work."

Notable practitioners

Ossi Haapaniemi (see p.427) has considerable experience in contentious tax matters, representing clients in litigation. He also advises on capital markets and share-related tax matters.

Strengths: *"Ossi Haapaniemi is a very experienced tax adviser."* **Mika Ohtonen** (see p.432) frequently advises on the tax structuring of domestic and cross-border corporate transactions, including refinancings. In addition, he acts on real estate tax mandates, transfer pricing audits and VAT disputes. **Strengths:** *"Mika Ohtonen always delivers within agreed timelines and has a very good knowledge of tax legislation."* New to the rankings,

Andreas Bussman (see p.426) is recognised for his growing practice in tax and structuring mandates. He regularly assists with the tax aspects of transactions, including wind farm deals. He is also knowledgeable in contentious mandates, such as VAT disputes. **Strengths:** *"Andreas Bussman is a solution-oriented individual."*

"Krogerus is knowledgeable and prompt in its work."

"The team is always timely and nice to work with."

Notable practitioners

Antti Lehtimaja handles a broad range of tax matters, assisting clients with the tax structuring of real estate transactions and tax due diligence. He also assists clients with obtaining tax rulings over the tax treatment of various assets. **Strengths:** *"Antti Lehtimaja has a broad and deep understanding of taxation."* *"Antti is highly knowledgeable and informed on cross-border issues."* Advancing in the rankings, **Samu Lassila** has accumulated considerable experience and visibility for his work in tax issues. He regularly advises on the tax aspects of M&A transactions and private equity investments, as well as disputes. **Strengths:** *"Samu Lassila provides very good, proactive communication with solid expertise in tax matters."*

Dittmar & Indrenius

What the team is known for Dittmar & Indrenius's well-established tax practice focuses on transactional mandates, including assisting buyers and sellers with cross-border M&A matters. It also acts on the tax aspects of real estate deals and represents clients in tax disputes, including cases involving transfer pricing and withholding tax issues.

Strengths

"Dittmar & Indrenius has an extremely knowledgeable and diligent team that excels at handling complex and sophisticated tax matters."

Notable practitioners

Kai Holkeri (see p.428) has experience advising clients on VAT, withholding tax and transfer pricing mandates. He also assists with the tax structuring of corporate transactions and restructurings. **Strengths:** *"Kai Holkeri is extremely easy to work with and provides excellent service."*

Band 3**Avance Attorneys**

What the team is known for New to the rankings, Avance Attorneys' tax department is best known for its expertise in mandates connected to M&A and private equity deals. The team also advises on the tax aspects of demergers and corporate restructurings, as well as real estate transactions. The lawyers also represent clients in transfer tax disputes and reclaim procedures.

Strengths

"Avance's team has a great ability to explain complex issues in layman's terms and the implications of different scenarios."

Notable practitioners

Progressing in the rankings, **Sebastian Kellas** (see p.429) of Avance Attorneys is an experienced tax lawyer who handles both transactional and contentious tax matters. **Strengths:** *"Sebastian Kellas is a talented structuring and tax lawyer with out-of-the-box solutions."*

Waselius & Wist

What the team is known for Waselius & Wist provides advice across numerous domestic and cross-border tax issues including the structuring of M&A deals, financing and cross-border restructuring mandates. The law firm additionally represents clients in disputes concerning beneficial ownership assessments, withholding tax, VAT and employee benefits.

Strengths

"Waselius & Wist is very responsive, provides sophisticated services and is always willing to assist in an attentive manner."

Notable practitioners

Niklas Thibblin assists clients with tax audits and withholding tax disputes. He often acts for financial sector clients on the tax elements of capital markets transactions. **Strengths:** *"Niklas Thibblin is a true professional who always delivers high-quality services."*

Band 2**Hannes Snellman**

Heikki Vesikansa has a broad tax practice, covering both contentious and non-contentious mandates including M&A tax advice, audit programmes and investment structuring.

Managing associate **Jenni Parviainen** enters the rankings following noteworthy market recognition. She assists with the tax aspects of M&A and capital markets transactions.

Strengths:

"She's able to grasp the task at hand very quickly and easily."

Krogerus

What the team is known for The reputable tax team at Krogerus is known for handling the tax aspects of M&A and real estate transactions, as well as company restructurings. Its expertise also extends to advising clients on energy-related tax issues. Krogerus's client roster includes investors, private equity firms and financial institutions.

Strengths**Castrén & Snellman**

What the team is known for Castrén & Snellman has wide-ranging expertise in cross-border tax planning and transactions. The law firm offers a full-service approach to clients through integration with other practice groups, including its well-reputed finance and corporate teams. Its transactional advice covers public M&A, real estate mandates and capital markets transactions. The team is also noted for its capabilities in tax disputes and is often engaged to advise on tax issues relating to investment funds.

Notable practitioners

Janne Juusela (see p.428) is particularly strong on contentious matters, advising clients on anti-avoidance legislation, shareholder disputes and tax rate determinations. He also has notable experience in the tax structuring of corporate matters. **Mikko Alakare** often advises clients on the tax elements of transactions, including those occurring in the energy and real estate sectors.

Other Ranked Lawyers

Jaakko Klemettilä (see p.429) of HPP Attorneys regularly assists clients with tax insurance, transactional tax structuring and tax exemption assessments.

Strengths:

"Jaakko Klemettilä is very technically able and also commercially aware. He provides good guidance and has an understanding of wider market contexts."

Sami Tuominen of Merilampi Attorneys advises domestic and international clients on tax questions about wealth management and the tax structuring of corporate transactions.

Jouni Weckström handles both contentious and non-contentious matters, including the taxation of real estate transactions, tax exemption assessments and litigation.

TMT

| TMT | | TMT: Data Protection | |
|---|--|--|---|
| Leading Firms | | Leading Individuals | |
| Band 1 | Band 1 | Lång Jukka <i>Dittmar & Indrenius</i> * | “Commercial awareness is closely and inherently tied to their legal guidance and expertise. They understand the importance of the commercial aspects of the cases and take them into account in their work.” |
| Roschier | | Warma-Lehtinen Eija <i>Castrén & Snellman</i> * | |
| Band 2 | Band 2 | Bräutigam Tobias <i>Bird & Bird</i> | “The lawyers are very good at prioritising on the essential based on clients’ needs.” |
| Bird & Bird | | Kivikari Iiris <i>Dittmar & Indrenius</i> * | “We got the whole package from Bird & Bird.” |
| Borenius | | Lilja Johanna <i>Roschier</i> * | “They have excellent experience in listening and adapting to customer needs.” |
| Castrén & Snellman | | Hynönen Kalle <i>Krogerus</i> | Notable practitioners |
| Dittmar & Indrenius | | | Pekka Takki has longstanding experience in the IT market, advising clients on software transformation programmes and commercial contracts. |
| Hannes Snellman | | | Tobias Bräutigam is highly regarded for his data protection expertise, including assisting with e-privacy legislation, data transfer matters and compliance. He has further experience in matters involving Binding Corporate Rules and appeals against Finnish Data Protection Authority decisions. |
| HPP Attorneys Ltd | | | Strengths: “Tobias is a great visionary thinking about the big picture and able to navigate complex challenges.” “Tobias provides a reliable service tailored based on clients’ needs.” “He is an excellent partner with in-depth knowledge, experience, availability and a very strong business mindset.” |
| Krogerus | | | Sakari Halonen regularly assists with IT outsourcing transactions, procurement processes, and service and software licensing agreements. He also advises on technology transformation projects. |
| Band 3 | | | Strengths: “Sakari has strong commercial awareness and industry understanding/experience.” “Sakari’s knowledge and ability to solve complex situations in that area are exceptionally good. We use Sakari in all material cases to ensure the quality.” “Sakari is an excellent lawyer delivering great results for the customer.” |
| Attorneys-at-Law Trust | | | |
| Dottir Attorneys | | | |
| Inventio Attorneys Ltd. | | | |
| Senior Statespeople | | | |
| Senior Statespeople: distinguished older partners | | | |
| Takki Pekka <i>Bird & Bird</i> | | | |
| Leading Individuals | | | |
| Band 1 | | | |
| Lehti Kari-Matti <i>HPP Attorneys Ltd</i> * | | | |
| Linnervuo Arto <i>Roschier</i> * | | | |
| Manner Mikko <i>Roschier</i> * | | | |
| Band 2 | | | |
| Halonen Sakari <i>Bird & Bird</i> | | | |
| Lusenius Topi <i>Inventio Attorneys Ltd.</i> | | | |
| Nevalainen Jesper <i>Hannes Snellman</i> | | | |
| Puittinen Mika <i>Krogerus</i> | | | |
| Band 3 | | | |
| Ashorn Tiina <i>Eversheds Asianajotoimisto Oy (ORL)</i> ◊ | | | |
| Ek Pia <i>Castrén & Snellman</i> * | | | |
| Katainen Juha Pekka <i>Krogerus</i> | | | |
| Konttinen Miikka <i>Roschier</i> * | | | |
| Korhonen Erkko <i>Borenius</i> * | | | |
| Lindberg Jan <i>Attorneys-at-Law Trust</i> | | | |
| Lindgren Jaakko <i>Dottir Attorneys</i> | | | |
| Raatikainen Pekka <i>HPP Attorneys Ltd</i> * | | | |
| Rintala Sami <i>DLA Piper Finland (ORL)</i> ◊ * | | | |
| Simojoki Samuli <i>Borenius</i> * | | | |
| Up-and-coming individuals | | | |
| Haapanen Anna <i>Dittmar & Indrenius</i> * | | | |
| * Indicates individual with profile. | | | |
| ◊ (ORL) – Other Ranked Lawyer. | | | |
| Alphabetical order within each band. Band 1 is highest. | | | |
| Band 1 | | | |
| Roschier | | | |
| What the team is known for | Roschier boasts an exceptional full-service department advising both local and international clients on a wide range of contentious and non-contentious work. The team frequently assists with business and digital transformation programmes. The lawyers are knowledgeable in IT outsourcing mandates, software licensing and procurement matters, and also handle data protection issues. Roschier’s clientele includes prominent international telecoms companies, streaming services and network operators. | | |
| Strengths | “Roschier has a high focus on delivering the advice in time to the customer.” | | |
| | “The firm has great industry knowledge and an | | |
| Band 2 | | | |
| Bird & Bird | | | |
| What the team is known for | Bird & Bird advises a variety of domestic and global clients on IT contracts and outsourcing transactions. The department is also knowledgeable in procurement processes, as well as transformation projects. The lawyers are additionally instructed on data protection mandates, including contentious proceedings. Bird & Bird acts for a number of prominent international software vendors, as well as IT service companies, with clients benefiting from its expansive global network. | | |
| Strengths | | | |

a broad practice, advising on procurement, outsourcing agreements and technology development agreements. **Strengths:** "Samuli has excellent expertise."

Castrén & Snellman

What the team is known for Castrén & Snellman has a respected practice with noteworthy expertise in data privacy and protection issues. The department is additionally active in procurement and outsourcing mandates. The lawyers are knowledgeable in licensing matters, including SaaS agreements.

Strengths

"High-level content knowledge is evident from their answers."

Notable practitioners

Eija Warma-Lehtinen (see p.437) is widely revered as a market-leading practitioner in the field of data protection, including representing clients around right to be forgotten disputes and data transfers. She regularly represents clients in investigations by the Finnish Data Protection Authority. **Strengths:** "Eija is a real privacy expert with capability to focus on the bigger picture. She's very active in academia and giving presentations, which I highly appreciate as well. She's also very easy to approach and her team really provides on-time guidance and support." **Pia Ek** (see p.427) often acts on ICT procurement mandates. She also represents domestic multinational technology sector clients in service agreements and the launch of new platforms. **Strengths:** "Pia is a true professional, with extensive legal expertise."

Dittmar & Indrenius

What the team is known for The team at Dittmar & Indrenius stands out for its expertise in data protection matters, including cross-border data transfer matters, cybersecurity mandates and contentious privacy matters. The department also assists with technology licensing and ICT outsourcing. Its clients include companies in the financial services and healthcare industries, in addition to notable international media companies.

Strengths

"I'm very happy with the responsiveness of the team at D&I."

"They have a very strong performance in complex matters."

Notable practitioners

Jukka Lång (see p.430) offers expert advice on a range of data protection issues, including both advisory and contentious matters. He represents public sector clients in high-profile appeals against decisions by the Finnish Data Protection Ombudsman. He also acts on cybersecurity matters and data breach investigations. **Strengths:** "Jukka is the person to contact in complex data protection matters, with very good professional knowledge and a strategical mindset." **Iiris Kivistö** (see p.429) has notable expertise in data privacy matters, including cross-border data transfers. **Strengths:** "Iiris excels in providing value and adding guidance in a very practical and concise way. She is very business-minded and very nice to work with." **Anna Haapanen** (see p.427) has impressive activity in the field of IT outsourcing

and software licensing agreements. She also assists technology sector clients with the launch of new products as well as contentious matters.

Strengths: "Anna was able to provide legal advice but also strategic solutions." "She has a fast mind and she is curious to learn more from her clients. She is very involved in educating others and sharing her experience and knowledge. I would happily recommend Anna to any of my own contacts."

Hannes Snellman

Jesper Nevalainen has experience in IT contracts and procurement mandates, advising clients on topics connected to systems delivery and cloud services.

Strengths:

"Jesper is our main partner who we rely on especially for any commercial awareness and overall coordination."

HPP Attorneys Ltd

What the team is known for HPP Attorneys possesses a strong TMT, with noteworthy expertise in contract negotiations. The team also advises on IT outsourcing and procurement matters.

Strengths

"They always come back to you very soon and they keep their promises."

"HPP has strong capability and knowledge to handle complex and sophisticated matters."

"I appreciate their in-depth views and capability for pragmatic solution-oriented and protective advice in both commercial items and litigation items."

Notable practitioners

Kari-Matti Lehti (see p.430) assists technology sector clients with procurement and outsourcing matters, as well as advising on contract negotiations. **Strengths:** "He is an exceptionally good negotiator if you need a solid counsel in ICT and technology-related agreements and questions."

Pekka Raatikainen (see p.434) is known for his expertise in IT procurement, licensing and outsourcing matters. He also represents clients in contractual negotiations in the technology sector.

Krogerus

What the team is known for Krogerus has experience in major IT contracts and service agreements, as well as outsourcing projects. The team additionally advises on the procurement of ICT systems. The lawyers also handle technology-related disputes, as well as data protection matters.

Strengths

"Krogerus provides expert service quickly and promptly."

"Their analysis is deep but suggestions are practical."

Notable practitioners

Mika Puitinen assists clients with cloud solutions, software licensing and service agreements. He has further experience in procurement and outsourcing issues. **Strengths:** "Mika is very easy to work with." Newly ranked department head

Kalle Hynönen is reputed for his experience on data protection matters. He frequently acts for leading media companies, assisting with regulatory matters and licensing. **Strengths:** "Kalle advice's on data privacy and marketing are diamonds!" "Kalle is a competent and pleasant person

to work with. He is very service-minded." "He is very sophisticated and easy to work with." **Juha Pekka Katainen** advises on outsourcing contracts, as well as contentious IT issues around service interruption issues.

Band 3

Attorneys-at-Law Trust

What the team is known for Attorneys-at-Law Trust is active in technology and software licensing arrangements. The team also advises on technology supply and cloud service agreements and technology transfer mandates.

Notable practitioners

Jan Lindberg is known for his experience in technology supply and transfer matters, as well as technology licensing issues. **Strengths:** "Jan has strong knowledge to support complex supply and development agreement negotiations and contracting."

Dottir Attorneys

What the team is known for Dottir Attorneys advises on a range of technology matters. The department has experience in procurement and outsourcing arrangements, as well as disputes. The team also handles IT service agreements and transaction-related topics.

Strengths

"They have been able to support us in all necessary matters and there has always been someone available even when required at extremely short notice."

"Dottir's diverse skill sets, combined with extensive expertise across various legal domains, create a robust and comprehensive ensemble."

Notable practitioners

Jaakko Lindgren is noted for his knowledge in technology contracts. He also handles IT outsourcing and procurement mandates. **Strengths:** "Jaakko is a highly knowledgeable person in a wide range of matters that we need assistance for. He brings views to us proactively and that helps us to guide our work in the correct direction. He is also always willing to open his network to us if he sees it as valuable for us."

Inventio Attorneys Ltd.

What the team is known for Inventio Attorneys offers comprehensive ICT advice on transformation mandates, procurement processes and outsourcing arrangements. The law firm is also knowledgeable in licensing matters and often handles SaaS topics.

Strengths

"The office is very committed to perform and support in a manner which enables effective conduct of business."

"We haven't yet faced a matter so complex that it could not be solved. I have always received more than one alternative or way to proceed, even in the most difficult topics."

"They respond very quickly and provide a high level of service."

Notable practitioners

Topi Lusenius acts on the full range of ICT contract, outsourcing and procurement mandates, including the negotiation of licensing agree-

ments. **Strengths:** "It is very easy to discuss the big picture with him and he has a strong business acumen. His brilliant understanding about technology law and practice gives a solid background for legal counselling." "Topi provides a high level of service and sophistication, and he has commercial awareness."

Other Ranked Lawyers

Tiina Ashorn of Eversheds Sutherland offers expertise in contractual matters in the technology sector.

Strengths:

"I love her down-to-earth and solution-oriented

approach while deeply understanding the legal aspect. She is able to tell the customer in everyday language or non-legal terms the impact of an agreement."

Sami Rintala (see p.434) of DLA Piper regularly advises on IT procurement and outsourcing mandates.

Leaders' Profiles in Finland

AALTO-SETÄLÄ, Ilkka

Borenius, Helsinki
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ilkka.aalto-setala@borenius.com

Featured in Competition/European Law (Finland)

Practice Areas: Ilkka has over 20 years of experience with antitrust, state aid and merger control matters. He heads the firm's Competition & Public Procurement team with the background at the Finnish Competition Authority and the Merger Task Force of the European Commission's. Ilkka regularly litigates before the Finnish Market Court and European Commission. Ilkka has advised numerous domestic and foreign clients on M&A transactions and cooperation arrangements.

Professional Memberships:

International Bar Association; Chairman of the Competition Law Expert Group, Finnish Bar Association; member of the working group preparing changes to the Competition Act.

AF SCHULTEN, Marius

HPP Attorneys Ltd, Helsinki
Featured in Energy & Natural Resources (Finland)

Practice Areas: Marius af Schultén is HPP's Energy & Infrastructure team Partner. He specialises in energy law and environmental law, with a particular focus on the development and financing of renewable energy projects as well as transactions in the energy & infrastructure sector. Marius af Schultén has extensive experience in advising both domestic and international project developers, investors, specialist funds, utilities and financial institutions in their investments into Finnish renewable energy projects. His expertise also includes providing strategic advice regarding the development of renewable energy projects, notably with regard to land use planning, permitting and land use agreements. Marius also has a broad experience in assisting a wide range of industrial clients in environmental administrative court procedures.

AF URGIN, Henrik

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Featured in Intellectual Property (Finland)

Practice Areas: Henrik af Ursin is HPP's Intellectual Property Partner.

He specialises in the identification, acquisition, enforcement and commercialisation of intellectual property. He has extensive experience with a wide variety of questions related to IP, such as litigation, portfolio management, strategic planning and risk analysis, enforcement, brand protection, dispute resolution, trade secrets and know-how and domain names. Henrik af Ursin also frequently advises his global and local clients regarding IP matters in transactions and in employment contexts as well as in regulatory and marketing law matters.

AGANIMOV, Nina

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Featured in Restructuring/Insolvency (Finland)

Career: Please see <https://finland.dlapiper.com/en/people/nina-aganimov> for further information.

AHTI, Johannes

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Featured in Banking & Finance (Finland)

Practice Areas: Johannes Ahti is Head of the Helsinki office and a Partner in the firm's Finance & Restructuring practice. He has extensive experience in finance and debt capital markets transactions from acquisitions and other event-driven financing to refinancing and financial restructuring, with a focus on leveraged finance (including leveraged loans, direct lending, private debt and high-yield bonds), real assets debt (including real estate finance and infrastructure finance), corporate financing, and venture debt. Please view Johannes's CV: <https://www.roschier.com/people/johannes-hti/>

ALKIO, Mikko

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Featured in Competition/European Law (Finland)

Practice Areas: Mikko Alkio is a Helsinki-based Partner focusing on complex competition law and regulatory issues. He has extensive experience of advising clients on, e.g., foreign direct investment screenings, state aid, and

industry-specific regulatory matters in areas such as healthcare, media, energy and infrastructure, telecoms, and gaming. In addition, Mikko focuses on research and innovation-related projects and processes. He is recognized as one of the leading experts in the field of regulated industries in Finland. Prior Mikko has held advisory positions in the Ministry of Economy, the Prime Minister's Office, and the Finnish EU Commissioner's cabinet. Please view Mikko's CV: <https://www.roschier.com/people/mikko-alkio/>

AVIKAINEN, Petri

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Featured in Capital Markets (Finland)

Practice Areas: Partner Petri Avikainen is specialized in Equity Capital Markets and Public M&A. He has more than 20 years of experience of capital markets transactions, including equity, equity-linked and debt capital markets as well as public tender offers and listed company mergers. Petri also regularly advises Finnish listed companies and other corporate and investment banking clients on issues related to Finnish corporate and securities laws. During his career, he has advised on numerous market-leading and complex first-of-a-kind Finnish capital markets and corporate transactions. Please view Petri's CV: <https://www.roschier.com/people/petri-avikainen/>

BUSSMAN, Andreas

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Featured in Tax (Finland)

Practice Areas: Andreas Bussman is a tax specialist with broad experience in high-end tax planning and structuring of complex domestic and cross-border M&A and private equity transactions, including management incentive programs, financing and other reorganizations for both public and private clients. In addition to his expertise in tax law, Andreas also has a broad understanding and practical experience of general corporate law, financing and general M&A. He is also regularly involved in tax litigation, tax audit, advance ruling and pre-discussion proceedings and

regularly advises clients on tax aspects related to financial instruments. Please view Andreas's CV: <https://www.roschier.com/people/andreas-bussman/>

CARLBERG, Anders

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Featured in Corporate/M&A (Finland)

Practice Areas: Senior Partner Anders Carlberg focuses on demanding high-profile and cross-border transactions in the fields of public and private M&A, private equity and capital markets. He regularly represents private equity houses and financial institutions.

Career: Joined Dittmar & Indrenius 1999, Partner 2007, Head of M&A & Private Equity 2008-2014, Managing Partner 2015-2022, Senior Partner 2023-

Professional Memberships: Finnish Bar Association, International Bar Association

Publications: Author and co-author of publications and articles on M&A, finance, capital markets and corporate law.

Personal: LL.M. 1999 (University of Helsinki); LL.M. 2003 (New York School of Law).

CHARPENTIER, Christoffer

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Featured in Real Estate (Finland)

Practice Areas: Mergers and Acquisitions, Environment, Real Estate and Construction, Energy and Infrastructure Christoffer advises clients on domestic and cross-border mergers and acquisitions and joint ventures, with a special focus on real estate transactions and projects. He has several years of experience with large-scale energy, infrastructure and natural resource projects and related regulatory matters, as well as a broad range of environmental matters. Christoffer is recognized as a leading real estate and construction lawyer in Finland.

Career: Avance Attorneys Ltd, Partner 2011-Hannes Snellman Attorneys Ltd, Head of Real Estate Finland (2011) Hannes Snellman Attorneys Ltd, Partner (2009-2011) Hannes Snellman

Attorneys Ltd, Associate and Senior Associate (2001-2006, 2006-2009)
Professional Memberships: Finnish Bar Association

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Featured in Energy & Natural Resources (Finland), Corporate/M&A (Finland)

Practice Areas: Partner Mikko Eerola focuses on M&A and private equity, especially in the field of energy and infrastructure. During the last ten years he has been engaged in most of the major energy related cross-border transactions on the Finnish market. Mr Eerola has broad experience in combining regulatory, competition law and M&A-expertise in advising leading industrials and financial sponsors in a wide range of industries including accommodation, automotive, consumer goods, paper, pharmaceuticals and retail.

Career: Joined Dittmar & Indrenius 2015, Partner, Head of D&I's Transaction Powerhouse and Energy & Infrastructure. Prior to joining Dittmar & Indrenius he worked as a Partner in another Finnish law firm -2015 and European Commission, Brussels, 1997-98.

Professional Memberships: Finnish Bar Association, International Bar Association

Publications: Author of articles on M&A, Corporate and Commercial and Energy.

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Featured in TMT (Finland)

Practice Areas: I

EKLUND, Wilhelm
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Featured in Corporate/M&A (Finland)

Practice Areas: Partner Wilhelm Eklund focuses on complex cross-border transactions with all aspects of M&A, private equity and capital markets. He combines excellent process management with strong analytical skills. Mr Eklund regularly advises private equity firms and large corporates on transactions, including public takeovers, buy-outs, minority investments, exits, joint ventures, corporate reorganisations as well as general M&A and corporate matters.

Career: Joined Dittmar & Indrenius 2008, Visiting lawyer with Hengeler Mueller in Düsseldorf 2013-2014. Partner 2015, Head of M&A & Private Equity 2022-.

Professional Memberships: Finnish Bar Association, International Association of Young Lawyers AIJA

Publications: Author, co-author of publications and articles on M&A.

FLOMAN, Anders
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Featured in Corporate/M&A (Finland)

Practice Areas: Mergers and Acquisitions, Capital Markets and Financial Regulatory, Energy and Infrastructure, Technology and Innovations, Games and Entertainment. Anders focuses his practice on mergers and acquisitions, investment and capital market transactions and general corporate advisory. Anders has extensive experience from private equity and venture capital transactions, with a particular focus on the energy, infrastructure and technology sectors. Anders also regularly advises clients in general commercial and contractual matters.

Career: Avance Attorneys Ltd, Partner 2020- Avance Attorneys Ltd, Senior Associate (2014-2019) Avance Attorneys Ltd, Associate (2011-2014) Slaughter and May (London), Visiting Lawyer, Corporate (2016-2017) Hannes Snellman Attorneys Ltd, Associate, Mergers and Acquisitions (2010-2011)

Professional Memberships: Finnish Bar Association

FLYTHSTRÖM, Johanna
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Featured in Intellectual Property (Finland)

Practice Areas: Partner Johanna Flythström is specialized in both contentious and non-contentious IP and technology work with an emphasis on commercial and transactional IP and technology work as well as IP and technology disputes. She has extensive experience in advising clients on a broad range of strategic and commercial IP and technology issues, such as advisory work on all stages of IP and technology lifecycle including IP and technology acquisition (whether stand-alone, in employee contexts, or in collaborations), IP and technology commercialization, and enforcement. Her broad experience includes, among others, advising in complex licensing, development, and collaboration arrangements, as well as IP and technology transfers. In addition to IP and technology advisory work, Johanna also regularly advises IP and technology driven businesses in various contractual, regulatory, and marketing law matters in particular in the fields of life sciences, TMT, ClimateTech, and digitalization. Johanna has also considerable experience from acting as a counsel in IP and technology disputes, including in multi-jurisdictional IP litigations, in various fields of industry such as telecommunications, life sciences, process technology and chemistry, paper&pulp, engineering, and various high technologies.. Apart from her Finnish LL.M. degree, Johanna holds an LL.M. degree (U. of California, Berkeley) and a M.Sc. (Tech) degree. She is an authorized patent attorney, a member of the Finnish Bar Association and the State Bar of California. Please view Johanna's CV: <https://www.roschier.com/people/johanna-flythstrom/>

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Featured in Energy & Natural Resources (Finland)

Practice Areas: Christian advises on real estate, energy and infrastructure transactions and general M&A transactions, as well as general corporate and contract law related questions. His real estate transactions experience includes single asset and portfolio transactions, sale and lease-back transactions and forward purchases, regarding office, retail and logistics assets. His energy transactions experience includes advising sellers/purchasers of wind power assets, electricity and gas transmission system operators, electricity distribution system operators, and district heating operators.

Professional Memberships: International Bar Association

HAAPANEN, Anna
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Featured in TMT (Finland)

Practice Areas: Partner Anna Haapanen leads the Technology & Data service area at Dittmar & Indrenius. She is recognized as one of the leading international technology lawyers with international education and work experience both cross border and overseas and has practiced law in Finland, Sweden and the United States. She has a unique mix of in-house counsel and law firm experience and advises clients on technology transactions, complex IP and IT intensive contracts and negotiations, including FinTech projects, as well as related disputes. Anna Haapanen is experienced in intellectual property licensing with a special expertise in free and open source software.

Career: Prior to joining Dittmar & Indrenius, Anna Haapanen worked at Roschier Attorneys in Helsinki and Stockholm, at Software Freedom Law Center in New York and as in-house counsel at Nokia and Hanetro as well as held visiting lawyer positions at Supercell, Accenture, Nokia and Comptel.

Professional Memberships: Anna Haapanen is Vice-President of the International Federation of Computer Law Associations (IFCLA), representative of Finland at International Technology Law Association (ITechLaw) and former Chairman of the Finnish IT Law Association. She is a member of the Delegation of the Finnish Bar Association, the highest decision-making body of the Finnish Bar Association.

HAAPANIEMI, Ossi
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Featured in Tax (Finland)

Practice Areas: Partner Ossi Haapaniemi is specialized in tax law. He is a highly regarded advisor in tax disputes, ruling processes and high-end corporate tax matters, including complex cross-border transactions, and he has in-depth knowledge of

corporate taxation, especially relating to financial instruments, corporate finance and capital market transactions and incentive schemes. Ossi has successfully represented clients in court proceedings concerning, for example, several landmark cases before the Supreme Administrative Court. Ossi is a frequent speaker at seminars, and he has authored numerous articles and books on taxation. Please view Ossi's CV: <https://www.roschier.com/people/ossi-haapaniemi/>

HALONEN, Aimo
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Featured in Energy & Natural Resources (Finland)

Practice Areas: Aimo Halonen has more than 15 years' experience in the Energy and Natural Resources Sector. Aimo has special expertise in assisting on renewable energy projects and he advises some of the largest national energy companies and utilities in wind power (onshore/offshore), bio-and eco-power plants, waste-to-energy, geothermal energy, and energy storage. Aimo has extensive experience in negotiating and drafting contracts for various project deliveries with international technology and equipment suppliers. In addition to procurement processes and contract negotiations, he assists clients with issues related to regulatory matters, permitting, project law, complaint and claims management, and transactions. At Lieke, Aimo co-heads a dynamic Energy and Infrastructure team focusing in offering clients the best expertise in the field. The team knows the regulation, procedures, and practices of the industry and has experience in the largest projects in Finland.

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Featured in Employment (Finland)

Practice Areas: Seppo Havia focuses on complex precedent-setting employment law matters and employment law related dispute resolution. He has an extensive experience and insight of Finnish and international employment and pensions law and employee benefits related matters, including reorganizations, M&A, outsourcing arrangements and dispute resolution. Mr Havia represents clients in complex employment litigations. He has been the Lead Partner in representing the largest Finnish listed forest industry companies as well as technology industry companies in precedent-setting and high-profile court cases regarding criminal and damage claims against labour unions based on illegal strikes. He is also the lead advisor for several well established Finnish and multinational companies in their employment related matters.

Career: Joined Dittmar & Indrenius 2004, Partner 2010-, Head of Employment, Benefits & Pensions 2010-2022; Prior to joining Dittmar & Indrenius he worked as a Head of Department and

Lawyer of the Association of Support Service Industries 1999-2004 and an another law firm 1992-1999.

Professional Memberships: Finnish Bar Association, International Bar Association, Industrial Lawyers Association, European Employment Lawyers Association

Publications: Author of articles and lecturer on employment law.

HERLER, Casper

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Featured in *Energy & Natural Resources (Finland)*

Practice Areas: Casper is a strategic adviser to large natural resources, industrial and infrastructure projects. His expertise covers a wide range of issues related to environmental law, natural resources and infrastructure projects. Casper is a specialist on environmental liabilities and constantly advises on the environmental aspects in M&A, financing and capital markets transactions. Clients also recognise him as the leading Finnish mining lawyer. Governmental relations, CSR and social licensing are also part of his field of practice. Casper is the Managing Partner at Borenius.

Professional Memberships: Senior Vice-Chair International Bar Association Mining Law Committee

HILLI, Rainer

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Featured in *Intellectual Property (Finland)*

Practice Areas: Rainer Hilli is Head of Roschier's award-winning Intellectual Property practice. He has more than 20 years of experience in intellectual property disputes, including civil and administrative court proceedings as well as arbitration. He has also represented clients in various fields of industry including pharmaceuticals, telecommunications, media, paper & pulp, engineering and brand intensive industries. He is frequently involved in multi-jurisdictional IP litigation. Rainer has experience from working in cross-border litigations both as lead coordinator and as lead of the national team. He has also been advising on product liability and product safety, as well as regulatory compliance. Rainer's practice also includes IP & technology driven transactions, licensing, franchising and technology transfers. Please view Rainer's CV: <https://www.roschier.com/people/rainer-hilli/>

HOLKERI, Kai

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Featured in Tax (Finland)

Practice Areas: Kai Holkeri focuses on structuring and tax optimisation of M&A transactions, financial transactions, and tax disputes. He has a unique expertise in international tax structuring and is actively engaged in general corporate tax work and tax disputes, especially related to transfer pricing.

He advises large Finnish companies as well as multinational groups, investors, banks and financial institutions in their Finnish tax matters and complex transactions.

Career: Joined Dittmar & Indrenius 2010, Partner 2013, Partner, Head of Tax & Structuring. Prior to joining Dittmar & Indrenius he worked with PricewaterhouseCoopers 2004-2010 (Finland and Luxembourg), and another Finnish law firm 2002-2004.

Professional Memberships: Finnish Bar Association, International Fiscal Association, Finnish Tax Advisor's Association

Publications: Author of articles on tax and structuring.

IHAMUOTILA, Antti

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Featured in Capital Markets (Finland)

Practice Areas: Partner Antti Ihamuotila is Head of Roschier's Equity Capital Markets and Public M&A practices. He has more than 20 years' experience of international capital markets transactions, including in-depth expertise in equity and debt capital markets, leveraged finance, public M&A and corporate advisory. Antti has advised clients on numerous public and private offerings of equity and high yield and investment grade debt securities and public and private mergers and acquisitions. He has also acted for clients in venture capital investments. In addition to his Finnish LL.M. degree Antti holds a post-graduate LL.M. degree from Harvard Law School. He is also a member of the New York State Bar. Please view Antti's CV: <https://www.roschier.com/people/antti-ihamuotila/>

JAAKKOLA, Katja

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Featured in Competition/European Law (Finland)

Practice Areas: Competition and State Aid, Intellectual Property, Mergers and Acquisitions Katja Jaakkola is a partner in Avance's Competition and State Aid practice. She advises clients on all aspects of Finnish and EU competition law and has extensive experience in merger control proceedings as well as cartel and abuse of dominance investigations before the national and EU authorities. She has been involved in many leading competition cases in Finland including in major transactions involving complex merger filings. In addition, she regularly advises companies in securing foreign direct investment approvals.

Career: Avance Attorneys Ltd, Partner 2022- Avance Attorneys Ltd, Senior Associate (2016-2021) Hannes Snellman Attorneys Ltd, Senior Associate, Competition & Procurement (2013-2016) Hannes Snellman Attorneys Ltd, Associate, Competition & Procurement (2010-2013) Cleary Gottlieb Steen & Hamilton, stagiaire, Brussels (2008-2010)

Professional Memberships: Finnish Bar Association, Finnish Competition Law Association

JÄRVI, Jonne

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Featured in Banking & Finance (Finland)

Practice Areas: Jonne Järvi is a Partner and head of Roschier's Finance & Restructuring practice in Helsinki. He advises financial institutions, sponsors, and borrowers in a wide range of financing transactions, including project finance and real estate finance as well as corporate lending and financial restructuring. He has extensive experience from energy and infrastructure related financing and other large scale investment transactions. Please view Jonne's CV: <https://www.roschier.com/people/jonne-jarvi/>

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Featured in Corporate/M&A (Finland)

Practice Areas: Partner Tero Jormanainen is specialized in M&A, venture capital and private equity with a strong focus on technology related cross-border transactions. He has extensive experience in advising clients in M&A, venture capital and private equity transactions with depth of industry expertise within the healthcare, ICT and life science industries. He also heads Roschier's Private Funds practice in Finland. Tero originally joined Roschier in 2004 and has since also worked with in industry as legal counsel for KONE Corporation, before rejoining Roschier in 2008. He has also worked as a visiting lawyer with Freshfields Bruckhaus Deringer LLP in London 2011-2012. In addition to his LL.M. degree, Tero holds a Master's degree in political science from the University of Turku. Please view Tero's CV: <https://www.roschier.com/people/tero-jormanainen/>

JUUSELA, Janne

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Featured in Tax (Finland)

Practice Areas: Janne advises our clients on both domestic and international tax matters in corporate and personal income taxation. He specialises in tax matters related to mergers and acquisitions, corporate restructuring, international tax law, and tax litigation. Janne has provided comprehensive advice to both Finnish and international companies from all fields of business. In addition to publicly listed companies, he has assisted several family-owned companies and their owners.

Career: Prior to joining Castrén & Snellman, Janne worked at a law firm, a Big4 firm and the Finnish Ministry of Finance.

Professional Memberships: Adjunct professor of tax law at the University of Helsinki

Publications: Authored books on tax law and articles in Finnish and

international publications. Co-author of the "Corporate taxation I-II."

Personal: Doctor of Laws

KAAKKOLA, Antti

Castrén & Snellman, Helsinki

Featured in Real Estate (Finland)

Practice Areas: I specialise in mergers and acquisitions and real estate transactions. I have advised clients in several domestic and cross-border real estate transactions, including extensive real estate portfolio and real estate fund projects as well as sale and leaseback arrangements. Besides handling real estate transactions, I regularly assist our clients in various types of M&A transactions. Additionally, I have experience in capital market transactions. In addition to my studies at the University of Helsinki, I have studied law in Germany at the University of Freiburg.

KAARAKAINEN, Ari

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Featured in Real Estate (Finland)

Practice Areas: Ari advises on M&A, real estate and financing transactions with particular emphasis on cross-border real estate and energy and infrastructure transactions.

Career: Prior to joining Borenius, Ari worked until year 2000 in various corporate finance functions at Sampo Bank, including the functions of a Lawyer and a Credit Analyst. He has also worked as a Legal Counsel at the New York branch of the bank.

Professional Memberships: International Bar Association

Personal: In addition to his law degree from the University of Helsinki, Ari holds an MBA from Columbia University in New York.

KARHU, Einari

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Featured in Tax (Finland)

Practice Areas: Einari advises clients on corporate tax issues. He has extensive experience in international and EU tax matters and M&A structuring as well as in complex domestic and cross-border tax litigation. Einari has been involved in several major tax disputes with regard to transfer pricing and international tax planning as well as IPOs and other public financing transactions. He also regularly advises issuers and underwriters on tax matters related to capital markets transactions.

KÄRKÄINEN, Mika

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Featured in Employment (Finland)

Practice Areas: Mika Kärkkäinen focuses on complex employment law, company restructuring and related dispute resolution. In addition to his advisory work, Mika Kärkkäinen has substantial experience representing employers in dispute resolution. He has acted as counsel to employers in a number of cases before the Supreme Court

of Finland, and has argued three cases before the European Court of Justice.

Career: Prior joining D&I Mika Kärkkäinen worked for years with the Confederation of Finnish Industries EK where he advised member companies and organizations on a wide range of employment related issues. Having served on various legislative drafting committees, he has gained a deep insight into Finnish employment law.

Professional Memberships: Finnish Bar Association

Publications: Mika Kärkkäinen has co-authored several books on employment law, including a leading treatise on the Act on Co-operation within Undertakings. He also frequently lectures on topics related to employment law.

KAURANEN, Satu-Anneli

DLA Piper Finland, Helsinki

Featured in Competition/European Law (Finland)

Career: Please see <https://finland.dlapiper.com/en/people/satu-anne-li-kauranen> for further information.

KELLAS, Sebastian

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Featured in Tax (Finland)

Practice Areas: Tax and Structuring, Mergers and Acquisitions, Dispute Resolution, Real Estate and Construction Sebastian is specialized in tax law, tax disputes and tax structuring. He has extensive experience in tax matters related to M&A and real estate transactions as well as complex domestic and cross-border corporate structure planning. He regularly represents clients in court proceedings before administrative courts in tax dispute matters. Sebastian also advises his clients in the field of company law and cooperative law. He has experience in drafting laws as he has acted as the secretary when the legislation regarding cross-border mergers was drafted.

Career: Avance Attorneys Ltd, Partner 2019–Taxpoint Attorneys Ltd, Partner (2014–2019) KPMG Finland, Partner (2007–2014) KPMG Finland, Tax Advisor, Manager, Senior Manager and Director (1998–2006) Helsinki Tax Office, Tax Official (1997–1998)

Professional Memberships: Finnish Bar Association

KIVIKARI, Iiris

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Featured in TMT (Finland)

Practice Areas: Partner Iiris Kivikari leads the IP, Media & AI service area at Dittmar & Indrenius. She works closely with leading global and Finnish companies in the development, acquisition, protection and commercialisation of their innovative products, services and businesses, and is a leading expert in Finland on the legal aspects of transformational technologies such as artificial intelligence. She advises clients in the full scope of intellectual property matters, including investing in, protection of, structurization of, and transactions

and contracting related to IP portfolios and IP heavy businesses. To add to this, she works closely with clients in the sectors of communications, broadcasting, entertainment, advertising, digital consumer services, social media, gaming, fintech and platform services. Iiris regularly represents clients in intellectual property, data protection and consumer related disputes and regulatory authority proceedings, and is an experienced negotiator.

Professional Memberships: Finnish Bar Association

KLEMETTILÄ, Jaakko

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Featured in Tax (Finland)

Practice Areas: Jaakko Klemettila specialises on transactional tax matters, with a strong focus on cross-border M&A and investment cases. Jaakko's client base comprises private equity and strategic investors, specialist funds and transaction insurance underwriters to whom he offers the full range of advice on tax issues arising from the planning, structuring and execution of transactions involving Finnish targets, both on sell-side and buy-side mandates. He has significant experience of advising on the tax issues across a wide range of sectors, with a focus on real estate transactions.

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Featured in Employment (Finland)

Practice Areas: Sushi Knaapila focuses on complex employment law, restructurings and related dispute resolution. She has an extensive expertise in the field of employment, benefits and pensions. She advises clients in their human resources matters, specializing also in immigration and foreign employees.

Career: Joined Dittmar & Indrenius 2008, Partner 2017, Head of Employment, Benefits & Pensions 2022-. Prior to joining Dittmar & Indrenius Sushi worked in a well-known Finnish law firm & in a private equity fund in the Netherlands 2007–2008. Sushi has also gained experience from Kesko Plc, the largest retail and consumer goods corporation in Finland, where her responsibility was group level employee relations.

Professional Memberships: Finnish Bar Association, International Bar Association. Currently she holds responsible positions in the Finnish Bar Association and the Helsinki Bar Association.

Publications: Author of employment law articles in international legal publications. Frequently lectures on topics related to employment law.

KOKKO, Markus

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Featured in Dispute Resolution (Finland)

Practice Areas: Markus regularly advises major domestic and international clients on dispute resolution and

corporate crime cases. Markus has in-depth experience of domestic and international corporate and commercial disputes and he has acted as lead counsel in numerous extensive cases. His field of experience encompasses cases related to a wide variety of business sectors, such as the chemicals industry, financial markets, international trade, retail and wholesale, mining, services and consultancy. Markus also has an exceptional track record in handling a broad range of litigation and arbitration cases, including ad hoc proceedings as well as proceedings governed by ICC Rules, SCC Rules and the Arbitration Rules of the Finland Chamber of Commerce. In addition Markus frequently advises companies and executives in relation to complex corporate crime cases and criminal investigations regarding, inter alia, insider trading, environmental violations, corruption, imports and exports and tax. Markus' efficient and client oriented approach has earned him an excellent reputation which has been recognised by rankings in Chambers Global, Chambers Europe, Legal 500 and Best Lawyers. Furthermore, Markus also serves as an arbitrator and he has written many articles on litigation and arbitration. Markus heads the firm's Litigation & Arbitration and Corporate Crime teams.

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Featured in Energy & Natural Resources (Finland), TMT (Finland)

Practice Areas: Miikka Konttinen is Head of Roschier's Industrial Investments practice. He has approximately fifteen years of experience in the energy sector and specializes in large-scale industrial projects (green and brownfield, joint ventures, over the fence delivery models, process licensing, feedstock and product sales, etc.) and in sourcing contracts. Miikka has hands-on experience of projects throughout their life cycle, as well as contract management and sourcing processes. In addition to his focus on energy & infrastructure and industrial investments, Miikka has extensive experience from advising on various technology-related matters such as ICT outsourcing, business transformation projects, cloud services, software licensing and all things digital. Please view Miikka's CV: <https://www.roschier.com/people/miikka-konttinen/>

KOPONEN, Juha

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Featured in Capital Markets (Finland)

Practice Areas: Juha is a dual-qualified (Finland and New York) transactional lawyer who focuses his practice on capital markets and public M&A transactions. He has advised issuers and underwriters on public and private offerings of equity and debt securities, including IPOs, high-yield debt offerings, convertible debt issuances and

rights offerings. He also regularly advises bidders, target boards, financiers and large shareholders on tender offers. Juha is also an international fellow of the American Bar Foundation. Juha has significant experience in public and private mergers and acquisitions, especially in the cross-border context. Throughout his career, which spans over 20 years, Juha has also gained significant experience in private M&A, venture capital and financing transactions. Juha heads the firm's Capital Markets team in addition to the firm's London and New York offices.

Career: Prior to joining Borenus, Juha was a Partner with another major Finnish law firm. His prior experience includes working as an Associate at Fried, Frank, Harris, Shriver & Jacobson LLP for three years (New York and London) and as a Corporate Legal Counsel at Nokia Corporation focusing on securities regulation.

Professional Memberships: American Bar Association, International Bar Association, American Bar Foundation (International Fellow)

KORHONEN, Erkko

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Featured in TMT (Finland)

Practice Areas: As a member of our Intellectual Property & Technology practice Erkko advises clients in various technology and ICT projects, ICT system deliveries as well as in intellectual property (IP) and technology arrangements. He also advises clients on issues relating to data protection & privacy (especially relating to GDPR compliance and e-privacy matters), e-commerce, telecommunications, media, and marketing & consumer laws and practices. In addition, Erkko has been involved in several IP/ICT-driven M&A transactions, including advising clients in complex carve-out and separation arrangements and transitional services. In 2015 and 2016, Erkko worked a five-month period as a Visiting Foreign Lawyer at Pillsbury Winthrop Shaw Pittman LLP in Washington D.C. and Los Angeles.

Professional Memberships: Finnish Bar Association, Finnish IT Law Association (Member of the Board 2012-), Finnish Sports Law Association, Finnish Association for Industrial Property Rights (STY), Association of Finnish Lawyers

KORPUA, Kaisu

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Featured in Intellectual Property (Finland)

Practice Areas: Kaisu Korpu is a Helsinki-based Managing Counsel specialized in brand protection. She has worked in the intellectual property rights field since 2000, as a trademark agent and as an in-house trademark attorney. For the last six years prior to joining Roschier's Brands team, Kaisu had primary responsibility for a Finnish mobile phone manufacturer's global trademark portfolio, which has

given her an extensive experience in managing, drafting and implementing extensive and international protection strategies. Kaisu is in charge of protecting the world-wide trademark portfolios of some of the biggest brand owners of Finland, and she has extensive experience in clearing, protecting and enforcing new brands for global use. She is a trusted strategic advisor for several Finnish and foreign listed companies from various industries. Kaisu is an attorney at law and an authorized trademark attorney in Finland. Please view Kaisu's CV: <https://www.roschier.com/people/kaisu-korpua/>

KOVANEN, Tero

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Featured in Dispute Resolution (Finland)

Practice Areas: Tero advises on questions related to commercial dispute resolution. Tero splits his time between Helsinki and New York, where he has completed studies in the past, and he also serves as the President of AIJA's (International Association of Young Lawyers) International Arbitration Commission. As such, Tero's assignments often have an international focus. In addition to all aspects of commercial arbitration and litigation, including regulatory appeals, Tero regularly advises the upper management of especially overseas companies on preventive conflict management, directors' liability, and white-collar crimes. Tero has also gained further experience on secondment with a leading distributor of pharmaceuticals and health products. Tero is one of the co-authors of the newest in-depth commentary on the Finnish Arbitration Act.

Professional Memberships: Association Internationale des Jeunes Avocats - AIJA - President of the International Arbitration Commission

KULL, Ulf-Henrik

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Featured in Corporate/M&A (Finland)

Practice Areas: Mergers and Acquisitions, Capital Markets and Financial Regulatory, Employment and Incentives, Governance, Healthcare and Life Sciences, Energy and Infrastructure, Private Equity Ulf-Henrik is one of the leading professionals in corporate, mergers and acquisitions and private equity transactions in Finland. He is regularly involved in the most complex domestic and cross-border transactions in the Nordic region, including both public and private mergers and acquisitions.

Career: Avance Attorneys Ltd, Senior Partner 2011-Roschier, Attorneys Ltd., Managing Partner (2009-2011) Roschier, Attorneys Ltd., Head of Mergers and Acquisitions (2006-2011) Roschier, Attorneys Ltd., Partner (1998-2011) Clifford Chance /London, Visiting Lawyer (1993) Roschier, Attorneys Ltd., Associate (1991-1998) Åbo Akademi

University, Commercial Law Assistant (1989-1990)

Professional Memberships: Finnish Bar Association

KUUSNIEMI-LAINE, Anna

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Featured in Competition/European Law (Finland)

Practice Areas: I am one of the most experienced ESG attorneys in Finland. I am also a recognised expert in public procurement and competition law with a strong track record dating back to the 1990s. I help clients align their operations with ESG regulations and recommendations and identify the issues they still need to focus on. In addition to corporate sustainability regulation, the whole regulatory landscape must be taken into account in sustainability work, from management liability and compliance issues to procurement practices, competition law assessment of sustainability agreements, and the specific issues of regulated industries. As an ESG attorney, I want to inspire companies and lawyers to get involved in business-friendly sustainability initiatives to ensure that companies will continue to thrive. I give lectures and provide training on ESG issues at various events and seminars on a continuous basis. I am involved in international projects that have an impact on ESG issues, such as the Net Zero Lawyers Alliance. Clients appreciate my systematic, practical, and business-oriented approach.

Professional Memberships: Finnish Association of EC Law, Board Member Public Procurement Association Finnish Competition Law Association The Association of Finnish Lawyers The Finnish Corporate Responsibility Law Association, Board Member

LAAKSONEN, Lasse

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Featured in Intellectual Property (Finland)

Practice Areas: Lasse specialises in both contentious and non-contentious intellectual property and technology law. He has wide-ranging experience in strategic contractual issues, litigation and transaction arrangements, such as outsourcing, procurement and licensing. He also advises on issues related to the law of associations. In 2004 Lasse worked as a visiting attorney in London for a major international law firm and has also complemented his graduate studies in the UK. Lasse has contributed to many major publications, particularly in the field of intellectual property and acts as a country correspondent for both the European Intellectual Property Review and Entertainment Law Review. He has also contributed to books on litigation and the law of associations. Lasse heads the firm's IP & Commercial team.

LAITINEN, Leif

HPP Attorneys Ltd, Helsinki

Featured in Real Estate (Finland)

Practice Areas: Leif has significant experience in domestic and, in particular, complex cross-border real estate transactions, including real estate portfolio and real estate fund investments and sale and leaseback arrangements. His other areas of expertise include mergers and acquisitions and private equity transactions. He also provides general corporate, contract and real estate advice. He represents international, Nordic and Finnish real estate funds, major investors and private and public companies.

LÅNG, Jukka

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Featured in TMT (Finland)

Practice Areas: Partner Jukka Lång leads Data Protection & Cyber Security service area as well as Innovation Powerhouse at Dittmar & Indrenius. He is known for his solution-oriented approach and extensive experience in data protection matters and his capability to understand client's business needs relating to the use of data in today's evolving business landscape. Jukka Lång advises clients in their international data protection and cybersecurity compliance matters as well as strategic technology and digitalization projects.

Career: Jukka Lång started his career in data protection law as an inspector of the Finnish Data Protection Authority in 2003.

Professional Memberships: Finnish Bar Association

Publications: Jukka Lång is the leading Finnish lawyer in the field of data protection and privacy and a trusted strategic speaking partner and advisor for many innovative Finnish listed companies in all their business matters relating to data protection and cyber security. Since 2012 he has been teaching a course of data protection law and contracts at the Faculty of Law, University of Helsinki.

LARVALA, Mikko

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Featured in Real Estate (Finland)

Career: Please see <https://finland.dlapiper.com/en/people/mikko-larvala> for further information.

LEHTI, Kari-Matti

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Featured in TMT (Finland)

Practice Areas: Kari-Matti is one of the leading Finnish attorneys at law specialised in information technology and outsourcing. Kari-Matti has decades of experience in providing legal services in the areas of contracts, outsourcing, intellectual property law and data protection, both on a national and international level. He has a wealth of experience in arrangements related to commercial agreements, related strategies and their implementation. Leading business newspaper for the ICT industry *Tietoviikko* has included

Kari-Matti in their list of the most influential people in the ICT industry since the list was first published.

LEHTINEN, Jussi

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Featured in Dispute Resolution (Finland)

Practice Areas: Partner Jussi Lehtinen focuses on demanding commercial arbitration and litigation proceedings. He has extensive experience in international arbitration proceedings under the rules of the major arbitration institutes as well as complex litigation proceedings including interim measures and cartel damages cases in general and specialised courts. His wide-ranging caseload includes advising clients successfully in many high-profile cases. Mr Lehtinen also continuously acts as arbitrator in international and domestic arbitration proceedings.

Career: Joined Dittmar & Indrenius 2003, Partner 2010, Head of D&I's Dispute Powerhouse. Prior to joining Dittmar & Indrenius he worked with Nokia and the Helsinki Stock Exchange.

Professional Memberships: A Finnish representative in the ICC Commission on Arbitration and ADR, Finnish Bar Association, International Bar Association, Finnish Arbitration Association

Publications: Author of articles on dispute resolution including competition litigation.

LEPPÄ, Mikko

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Featured in Dispute Resolution (Finland)

Practice Areas: Mikko has a long experience in representing domestic and foreign clients in court and arbitration proceedings as well as alternative dispute resolution proceedings relating to commercial disputes. Mikko also regularly provides clients with strategic advisory particularly in different crisis situations. Mikko further regularly serves as an arbitrator in commercial arbitration proceedings and acts as a special representative and counsel in squeeze out proceedings.

LEPPIHALME, Ilkka

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Featured in Competition/European Law (Finland)

Practice Areas: Partner Ilkka Leppihalme leads the Competition & Public Procurement service area at Dittmar & Indrenius. Ilkka Leppihalme focuses on high-profile EU and Finnish competition law matters (e.g. cartels, damages, mergers, abuses of dominance, compliance), as well as litigation and arbitration. He is known for having been involved in various landmark competition cases, including the largest competition cases in Finland. He regularly assesses potential competition law issues in a transactional context and possesses significant experience in both domestic and multijurisdictional merger control procedures across a

wide range of industries. Mr Leppihalme has represented clients in numerous significant competition law related damages cases.

Career: Partner, Head of Competition & Public Procurement, Dittmar & Indrenius (2016-); Partner, Head of Competition, Peltonen LMR Attorneys Ltd. (2011-2015); LMR Attorneys Ltd. (2004-2011); Freshfields Bruckhaus Deringer, Brussels (2001-2004); Vantaa District Court (1999-2000); Timo Esko & Sami Uoti Attorneys (1998-1999).

Professional Memberships: Finnish Bar Association; Competition Law Expert Group of the Finnish Bar Association; International Bar Association; Antitrust Committee of the International Bar Association; American Bar Association; Finnish Competition Law Association.

Publications: The Finland chapter in Merger Control 2014-2024 and in Competition Litigation 2017-2024 (Global Legal Group). Ilkka Leppihalme is a regular chairman and speaker at competition law conferences and seminars.

LILJA, Johanna
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Featured in Intellectual Property (Finland), TMT (Finland)

Practice Areas: Johanna Lilja is Head of Roschier's Data Protection practice. She regularly advises clients on all aspects of data protection and privacy from operational matters to implementation of EU General Data Protection Compliance programs. She is also specialized in intellectual property, with a special focus on patent litigation. Johanna has first and second chair trial experience of IP litigation before the Market Court, Helsinki District Court, Helsinki Court of Appeals and the Finnish Supreme Court. The matters have involved questions on infringement through equivalence, burden of proof, infringing acts, availability of preliminary injunctions and calculation of damages and reasonable compensation for use. She also has extensive experience of acting in anti-counterfeiting enforcement cases. In addition to IP and data protection work, Johanna specializes in various industry-specific regulatory issues, with a focus on the pharmaceutical, medtech and healthcare sectors. Her experience also covers compliance cases and internal investigations relating to anti-bribery, marketing and data privacy issues. Please view Johanna's CV: <https://www.roschier.com/people/johanna-lilja/>

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Featured in Dispute Resolution (Finland)

Practice Areas: Kristiina represents clients in relation to a variety of claims in domestic and international commercial litigation and arbitration, including ad hoc arbitration proceedings and institutional arbitration proceedings.

Her practice ranges in several business sectors and covers e.g. IT and telecommunications, international trade, mining, services and consultancy services. She has over 15 years of experience in advising clients in complex corporate crime matters and managing internal, regulatory and police investigations. Her wide-ranging expertise also includes compliance, conflict management and strategic planning, employment litigation and work safety matters as well as enforcement and cross-border actions. Kristiina has been accredited as a mediator by the Finnish Bar Association.

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Featured in Corporate/M&A (Finland)
Career: Please see <https://finland.dlapiper.com/en/people/ilkka-liljeroos> for further information.

LINDHOLM, Carola
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Featured in Corporate/M&A (Finland)

Practice Areas: I am a partner in Castrén & Snellman's M&A team and a member of our board and management team. I have worked within M&A for almost 20 years and been involved in some 300 transactions, most with a cross-border element. I am often consulted for strategic M&A advice, and take a particular interest in the possibilities and risks climate change and constantly changing regulation bring for future businesses and investors. I regularly work on deals for both domestic and international clients in a variety of industries – the financial, insurance and health care industries, to name a few – and have also been involved in several major energy, renewables and infrastructure transactions on the Nordic market. I strive to be a solution-orientated negotiator who brings value to the table when the deal hinges on building a relationship and trust between the parties. I have advised clients on the establishment of some unique joint ventures on both the Nordic and Russian markets. With a trimmed project management and a firm hands-on and pragmatic approach, I like to deliver on time and on budget.

Professional Memberships: Juridiska Föreningen i Finland r.f. – The Law Society of Finland The Association of Finnish Lawyers

LINDQVIST, Asko
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Featured in Competition/European Law (Finland)

Practice Areas: Asko has over 25 years of experience in competition law and regulatory advisory, including complex transactions work and merger control, cartel and dominance cases, related litigations and investigations. He is also experienced in public procurement/government contracts, foreign

investment control (FDI), and state aid matters.

Career: Avance Attorneys Ltd, Partner 2023-Borenius Attorneys Ltd, Senior Counsel (2023) Borenius Attorneys Ltd, Partner (2012-2023) Borenius Attorneys Ltd, Specialist Partner (2008-2012) Borenius Attorneys Ltd, Senior Associate (2001-2007) Borenius Attorneys Ltd, Associate (1999-2001) Elcoteq Network Corporation/Elcoteq Asia Ltd, Adviser, Singapore and Hong Kong (1998-1999) WRQ Consultants Ltd, Telecommunications Consultant, Brussels (1997) European Commission, DG Competition, stagiaire, Brussels (1996-1997)

Professional Memberships: International Bar Association, American Bar Association (Section of Antitrust Law), Finnish Competition Law Association
Personal: LL.M in Comparative and European Law, Maastricht University 1996

LINDQVIST, Mathias
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Featured in Real Estate (Finland)

Practice Areas: Mergers and Acquisitions, Real Estate and Construction Mathias represents industrial clients and investors in mergers and acquisitions as well as real estate transactions and projects. His experience covers both domestic and especially complex cross-border transactions, but also general corporate, contract and real estate law advice.

Career: Avance Attorneys Ltd, Partner 2011-Hannes Snellman Attorneys Ltd, Head of Private M&A Finland (2011) Hannes Snellman Attorneys Ltd, Senior Associate and Partner (2006-2009, 2009-2011) (St. Petersburg office 2008 and Copenhagen office 2010-2011) Skadden, Arps, Slate, Meagher & Flom LLP (New York), Foreign Associate (2005-2006) Hannes Snellman Attorneys Ltd, Associate Lawyer (2002-2005)

Professional Memberships: Finnish Bar Association

LINNERVERUO, Arto
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Featured in TMT (Finland)

Practice Areas: Partner Arto Linnervuo is Head of Roschier's Digitalization & TMT and Outsourcing practices. He has extensive experience in advising clients on various technology-related matters in both private and public sectors. Arto has been involved in the most significant projects in the Finnish market in the past few years representing large international corporations in cross-border digital transformation and business process development projects as well as IT outsourcing, business process outsourcing (BPO) and industrial outsourcing arrangements. Arto also provides legal advice on cloud computing, software licensing and audits, data protection & privacy, Internet of Things (IoT), E-Commerce & Internet as well as telecommunications regulation. In addition to non-contentious matters, he frequently handles IT disputes in courts

of arbitration and public courts. Arto is the former president of the International Federation of Computer Law Associations (IFCLA) and former chairman of the Finnish IT Law Association. Please view Arto's CV: <https://www.roschier.com/people/arto-linnervuo/>

LUKINMAA, Sakari
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Featured in Banking & Finance (Finland)

Practice Areas: I am Castrén & Snellman's managing partner. I specialise in finance, private equity and venture capital and truly enjoy working with clients and helping them to resolve their challenges. I pride myself on being a client guy who makes things happen. During my career, I have advised our clients in a number of complex cross-border and domestic projects, including syndicated corporate lending, acquisition finance deals, real estate finance and restructurings as well as venture capital. I have worked for Castrén & Snellman for over 18 years, first as a legal trainee and then in various associate lawyer positions. More recently, I have been a partner as well as a member of the board and the management group. I have also coordinated our firm's transaction services. During my time at Castrén & Snellman, the firm has developed from a mere collection of attorneys working under same roof and practicing in different fields of law into a united firm of first-tier legal professionals seamlessly helping our clients in their most challenging legal matters. Chambers Europe, Chambers Global, Best Lawyers and IFLR1000 rank me among Finland's leading legal experts.

Professional Memberships: Deutsch-Nordische Juristenvereinigung Young Lawyers Association The Association of Finnish Lawyers

MAJAMÄKI, Klaus
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Featured in Restructuring/Insolvency (Finland)

Practice Areas: Klaus Majamäki specialises in insolvency law. He has wide-ranging experience in acting as an administrator and receiver as well as representing creditors in numerous bankruptcy and restructuring proceedings. His special expertise includes litigation relating to insolvency proceedings. Klaus also has extensive experience in public procurements. He has provided assistance in various procurement disputes and advised both procurement units and tenderers in procurement procedures.

MANNER, Mikko
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Featured in Intellectual Property (Finland), TMT (Finland)

Practice Areas: Mikko Manner is the Managing Partner of Roschier. He has extensive experience in both contentious and non-contentious IP and ICT

work, with an emphasis on patent, copyright and trade secrets licensing, both on a standalone basis and in connection with products and services. He also has considerable experience in IP disputes, as well as in advising clients on IP and technology issues in transactional and strategic contexts. Please view Mikko's CV: <https://www.roschier.com/people/mikko-manner/>

MARTTINEN, Kari
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Featured in Energy & Natural Resources (Finland)

Practice Areas: Kari Marttinen is one of the leading experts in environmental law in Finland. Kari Marttinen is widely recognised as one of the leading experts in environmental law in Finland. Kari's areas of expertise include complex permit and appeal processes relating to major industrial and infrastructure projects as well as land use planning processes. Kari's expertise also includes pollution liabilities in old industrial areas and related disputes. In addition, Kari has extensive experience in conflict resolution related to nature protection and infrastructure. He has held the principal responsibility as an environmental attorney in several major projects, like harbours, nuclear power plants, conversion of power plants to biofuels and oil refineries.

MOHSEN, Mari
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Featured in Employment (Finland)

Practice Areas: Principal Associate Mari Mohsen is specialized in employment law with a particular focus on employment and labor law-related disputes. She also has experience in advising on a wide variety of matters relating to complex corporate restructuring, co-operation procedures, termination of employment, collective bargaining agreements and terms of employment. Mari specializes in complex investigations relating to suspected harassment and other workplace-related non-compliance as well as occupational safety and health matters. She also regularly advises clients on whistleblowing-related matters. Mari's previous experience includes working in the Labour Court and the Helsinki Court of Appeal, serving as a member of the Labour Council, as well as acting as Secretary of the Finnish Labour Law Association. Please view Mari's CV: <https://www.roschier.com/people/mari-mohsen/>

MONTONEN, Alisa
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Featured in Real Estate (Finland)

Practice Areas: Alisa Montonen specializes in projects and contracts related to the energy and infrastructure sectors as well as real property arrangements and construction. She handles project development assistance, such as advising on permitting and administrative processes, as well

as drafting and negotiation of related agreements and risk management of projects. Montonen's experience includes the planning, permitting and construction of large energy and other construction projects, related merger & acquisition processes, real estate, environmental and company law advice. Montonen has specifically extensive experience from the development of wind power projects, as well as real estate investments.

MUTANEN, Juha-Pekka
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Featured in Banking & Finance (Finland)

Practice Areas: Partner Juha-Pekka Mutanen advises lenders and borrowers in financing arrangements, market participants in securities law issues and public and private companies in M&A transactions. He advises clients in a number of industries including banking and insurance, energy and infrastructure, mining, healthcare and transportation.

Career: Joined Dittmar & Indrenius 1996, Cleary, Gottlieb, Steen & Hamilton 1999-2000, 2002-03, Partner, Head of Finance & Capital Markets 2006-

Professional Memberships: Finnish Bar Association, International Bar Association

Publications: Author of publications on F&CM and M&A

NÄSE, Selinda
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Featured in Banking & Finance (Finland)

Practice Areas: Finance, Mergers and Acquisitions, Restructuring and Insolvency, Real Estate and Construction Selinda is specialized in banking and finance and has been recognized as a leading practitioner within her field. She has extensive experience of advising both lenders and borrowers/sponsors in domestic and cross-border financing arrangements, including acquisition, real estate and project finance, as well as in debt restructurings and a large variety of other finance related matters. In addition to her Finnish law degree, Selinda has an LLM in International Business Law from Católica University Law School in Lisbon, and has also gained further international experience from working at law firms in Stockholm and London.

Career: Avance Attorneys Ltd, Partner 2013-Roschier Attorneys Ltd., Helsinki and Stockholm, Senior Associate, Finance (2003-2013) Sampo Bank plc, Helsinki, Visiting Lawyer, Acquisition and Leveraged Finance (2008) Kirkland & Ellis; International LLP, London, Visiting Lawyer, Finance (2007)

Professional Memberships: Finnish Bar Association, Legal Society of Finland (Treasurer 2004-06)

Publications: Näse Selinda - Tepora Jarno, Article on validity of security in relation to release undertakings. Defensor Legis 06/2020 and JFT (Tid-

skrift utgiven av Juridiska Föreningen i Finland) 06/2020.

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Featured in Real Estate (Finland)

Practice Areas: Emma advise our clients on construction and project law assignments. She focuses on major industrial and infrastructure investments, construction and engineering mandates, as well as real estate development and dispute resolution. A large part of her work also includes advisory services relating to EPC(M) projects, under the FIDIC suites or similar international forms of contracts. Emma has long-standing experience in negotiating and drafting complex project agreements and providing risk and claims management advice relating to our clients' critical projects and strategic investments. She benefits from her unique technical background in her advisory role; with a Master of Science degree in Construction Economics and Management from the Helsinki University of Technology, she draws from her understanding of project management and industrial/technical processes to get a strong handle on contract risks in demanding projects.

NORDBLAD, Robin
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Featured in Capital Markets (Finland)

Practice Areas: Mergers and Acquisitions; Capital Markets; Finance; Private Equity; Investment Funds Robin focuses on transactional work, with a particular emphasis and capital markets transactions, public M&A, private investment funds as well as regulatory work. He has spent a significant part of his career in a corporate and capital markets practice in London and New York. He has gained a particularly deep understanding of public M&A and investment funds and is recognized as a leading practitioner within capital markets. Recently, he has represented clients in connection with equity capital markets and public M&A transactions, mergers and acquisitions and investments in private investment funds (e.g., private equity and venture capital funds).

Career: Avance Attorneys Ltd, Partner 2014-Dittmar & Indrenius, Partner, 2012-2014 Dittmar & Indrenius, Associate and Senior Attorney, 2002-2003, 2010-2011 Fried Frank Harris Shriver & Jacobson, London and New York, Associate, 2004-2007, 2008-2010 Goldman Sachs International, London, Legal Counsel, 2007-2008

Professional Memberships: Finnish Bar Association, New York State Bar Association

NUOTTIMÄKI, Niina
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Featured in Banking & Finance (Finland)

Practice Areas: Niina advises on banking and finance, debt capital mar-

kets and debt restructuring. Niina has extensive experience in both domestic and cross border leveraged buyout deals, project financing, corporate lending, real estate finance and debt issuance. She also advises clients on trade finance and derivatives. Niina heads the firm's Banking & Finance team.

Career: Prior to joining Borenus, Niina has worked as legal counsel at Nordea Bank.

NURMINEN, Janne
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Featured in Employment (Finland)

Practice Areas: Janne Nurminen is a Counsel specializing in transactional employment law, reorganization of workforce, as well as collective and individual termination of employment. His previous experience includes training at the bench at the District Court of Tampere. He was awarded the Attorney of the Year award by the Helsinki Bar Association in 2012 for his work related to the coordination of a pro bono legal advice service offered by members of the Bar. He joined Roschier in 2007. Please view Janne's CV: <https://www.roschier.com/people/janne-nurminen/>

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Featured in Energy & Natural Resources (Finland)

Practice Areas: Björn Nyqvist is a partner in HPP's Transactions team, specialising in cross-border M&A and corporate and commercial law advising clients in a diverse range of sectors but with a particular focus on energy, mining and infrastructure transactions and projects. He has over 25 years' experience of advising industrial clients, specialist funds and sponsors on the acquisition, financing and execution of renewable energy projects and portfolios. He also advises several developers in the wind sector on all aspects of project development, such as the drafting and negotiation of PPA, TSAs, BoPs, TCAs and agreements relating to shared infrastructure arrangements. Björn advises his clients in Finnish, Swedish, English and German.

OHTONEN, Mika
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Featured in Tax (Finland)

Practice Areas: Mika Ohtonen is Head of Roschier's Tax & Structuring practice. He is widely acknowledged for his in-depth expertise and broad experience in M&A, private equity and real estate tax structuring and planning. He has extensive experience in working with matters related to cross-border transactions (both in-and outbound) and international taxation. Mika is constantly involved in high-end tax planning, including preliminary tax ruling procedures, related to acquisition structures, investment funds, financing and financial instruments,

restructurings of distressed assets and management and employment incentive plans. Over the last few years Mika has been increasingly engaged by a number of clients to assist them in their tax audit procedures and to represent them in tax litigations involving e.g. complex transfer pricing issues and anti-avoidance claims – such work occasionally taking most of his time. Please view Mika's CV: <https://www.roschier.com/people/mika-ohtonen/>

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Featured in Corporate/M&A (Finland)

Practice Areas: Jan Ollila advises corporate clients, private equity houses and financial institutions on public and private M&A and capital markets transactions and on transaction related disputes. He renders strategic advice to Finnish private and listed companies as well as to several international companies with operations in Finland. He also acts as arbitrator and mediator in domestic and cross-border commercial disputes. Jan Ollila is an experienced chair of boards and general meetings, and he is a board member and chair of a number of companies and organisations..

Career: Joined Dittmar & Indrenius in 1992, partner 2000-, managing partner 2007-2014, senior Partner 2015-2022, head of M&A and Private Equity 2015-2021, head of Public M&A 2022-; member of a number of boards; chair of Working Group Preparing a Reform of the Helsinki Takeover Code 2021-2022.

Professional Memberships: Finnish Bar Association, International Bar Association, International Fiscal Association

Publications: Author, co-author of publications on M&A, corporate law and dispute resolution

OLSSON, Sten
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Featured in Corporate/M&A (Finland)

Practice Areas: Sten Olsson is a partner in White & Case's Global M&A Practice and based in Helsinki. He is recognised as one of the leaders in mergers and acquisitions in Finland and has been involved in some of the most significant transactions in Finland and Sweden. Dual-qualified as a Finnish and New York attorney, Sten practiced for several years at international law firm Debevoise & Plimpton's LLP's New York and London offices and was admitted to the New York State Bar in 2001. Prior to that, he worked at Mannheimer Swartling's private equity department in Stockholm. Sten has also worked with financial and legal matters at the European Investment Fund's venture capital and buyout division in Luxembourg. Sten serves on boards of various companies and non-profit organizations.

ONKAMO, Tiina
DLA Piper Finland, Helsinki
Featured in Restructuring/Insolvency (Finland)

Career: Please see <https://www.dlapiper.com/en/people/o/onkamo-tiina> for further information.

PAANAJÄRVI, Ami
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Featured in Competition/European Law (Finland)

Practice Areas: Partner Ami Paanajarvi is Head of Roschier's EU & Competition and Public Procurement practices in Helsinki. She has extensive experience of acting in merger control and antitrust proceedings before the European Commission and Finnish competition authority. Ami regularly advises clients on multi-jurisdictional merger control matters and various regulatory issues. Her experience also covers public procurement, foreign direct investment and state aid matters. Before joining Roschier, Ami spent six years as an Attorney in Amsterdam and Brussels working for the law firm Stibbe and she is a member of the New York Bar. Please view Ami's CV: <https://www.roschier.com/people/ami-paanajarvi/>

PALOHEIMO, Jukka
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Featured in Employment (Finland)

Practice Areas: Jukka Paloheimo has extensive experience from assignments relating to employment and labor law with special emphasis on employment related disputes and criminal matters, including matters related to labor offences as well as occupational health and safety matters. He is a trusted advisor to major companies in these types of complex matters and his previous experience also includes assisting client companies in matters relating to reorganization and redundancy. Jukka is an accredited mediator of the Finnish Bar Association. Please view Jukka's CV: <https://www.roschier.com/people/jukka-paloheimo/>

PARTANEN, Antti-Jussi
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Featured in Real Estate (Finland)

Practice Areas: Partner Antti-Jussi Partanen is Head of Roschier's Real Estate practice in Finland. He is specialized in real estate, energy and private M&A matters. Antti-Jussi is regularly involved in complex transactional work, including large-scale real estate transactions as well as infrastructure and energy related acquisitions and divestments. He has also in-depth experience in assignments related to real estate financing as well as company and contract law.. Please view Antti-Jussi's CV: <https://www.roschier.com/people/antti-jussi-partanen/>

PARVIAINEN, Kim
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Featured in Intellectual Property (Finland)

Practice Areas: I work with all things intellectual property and digital. In particular, my work focuses on regulatory issues and litigation in the digital space. I routinely act for clients in, e.g. complicated intellectual property, data protection and technology-related projects and disputes. I have represented clients in litigation before both national and European courts, before arbitral tribunals, as well as in a range of regulatory proceedings and appeals. Clients also often appreciate my technical expertise and understanding of the technological and business details of the projects and disputes I advise on. Frequently, I am also asked by clients help draft and negotiate complex commercial contracts on everything from multi-jurisdictional licensing deals for both tech and content, to selective distributorship, R&D, consortia, standardisation and so on. **Career:** Castrén & Snellman 2011-, Partner 2022-

PELDÁN, Robert
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Featured in Restructuring/Insolvency (Finland)

Practice Areas: Robert advises on insolvency and dispute resolution. Robert has substantial experience in advising companies, creditors, lenders, investors, and other stakeholders on a variety of liquidations, distressed situations, and complex restructuring matters. During his career, Robert has engaged in more than 400 insolvency and corporate related tasks and has acted as administrator in bankruptcies and restructurings. In addition to legal insolvency proceedings, Robert has also participated in several voluntary restructurings advising both the creditors and the distressed companies. Robert also advises on company law and corporate governance issues.

PENTTILÄ, Maria
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Featured in Employment (Finland)

Practice Areas: Maria Penttilä has extensive experience in employment law related matters. During her over 17 years' experience, Maria has gained a wide range of experience in the field of employment law, and in handling various types of civil litigation as well as criminal and administrative proceeding. Maria has strong experience e.g. civil and criminal proceedings, recruitment procedures, employment and executive contracts, non-competition contracts, termination of employment, cooperation procedures, workplace harassment and other occupational health and safety procedures, administrative processes in both municipal and governmental public service relations. Maria advises regularly also executives in matters related to their employment relationship, such as in termination agreement negotiations. In addition to representing parties in arbitration, Maria acts as an arbitrator in employment law disputes.

Career: Roihi Attorneys-at-Law Ltd, Attorney-at-Law, Partner, 2016–Ever-sheds Attorneys Ltd (and predecessors), Attorney-at-law, Specialist Counsel, 2005–2016 Tuusula District Court, Notary, 2004–2005 Bützow Attorneys Ltd, Lawyer, 2004

Professional Memberships: Finnish Bar Association Legal expert team on labour law of the Finnish Bar Association (9/2016 onwards, chairman 2/2020) Labour Law Association European Employment Lawyer Association (EELA)

PERHEENTUPA, Ilkka
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Featured in Corporate/M&A (Finland)

Practice Areas: Mergers and Acquisitions, Intellectual Property, Capital Markets and Financial Regulatory, Energy and Infrastructure, Games and Entertainment, Media and Communications, Private Equity, Venture Capital and Growth Equity, Investment Funds, Healthcare and Life Sciences Ilkka is the Managing Partner of Avance. He represents fund and industrial clients in mergers and acquisitions, investment and capital markets transactions, as well as shareholder, contractual and corporate matters. He has spent a significant part of his career in a corporate, capital markets and private equity practice in New York and London. Industries that Ilkka has recently served include private equity and venture capital, energy and infrastructure, gaming, media and entertainment, and technology. In addition to a Finnish law degree, Ilkka is also admitted to the New York State Bar.

Career: Avance Attorneys Ltd, Managing Partner 2022–Avance Attorneys Ltd, Partner (2011–2021) Goldman, Sachs & Co., Merchant Banking –Principal Investment Area, New York (2010–2011) Weil, Gotshal & Manges LLP, New York, Senior Associate, Transactions –Private Equity (2006–2010) Hannes Snellman, Helsinki, Associate (1998–1999), Senior Associate, Mergers and Acquisitions, Capital Markets (2002–2006) Latham & Watkins LLP, London, Capital Markets Associate (2000–2002)

Professional Memberships: Finnish Bar Association, New York State Bar Association

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Featured in Corporate/M&A (Finland)

Practice Areas: Johannes is a transaction lawyer focusing on M&A and private equity transactions and has been involved in numerous domestic and cross-border transactions acting for both private equity sponsors and industrial clients. In addition, he has advised clients, for example, in ownership and equity structuring related to various infrastructure projects. Clients appreciate his ability to seek hands-on solutions to complicated problems. "He understands the deal-making dynamics and has the ability to find solutions

instead of problems", as was quoted by one of our clients.

Career: He regularly lectures on topics relating to mergers and acquisitions and private equity. Prior to joining Borenius, Johannes was a partner with another major Finnish law firm.

Professional Memberships: International Bar Association

PIRINEN, Tarja
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Featured in Energy & Natural Resources (Finland)

Practice Areas: Tarja Pirinen is a well-recognized mining law expert also with strong expertise on environmental law. She assists clients in legal questions related to mining and infrastructure projects, such as permit processes, commercial agreements and agreements related to the acquisition of rights. Tarja has assisted a number of domestic and foreign mining companies in legal questions in all phases of the lifecycle of a mining project. Tarja Pirinen has years of experience in the corporate and financing arrangements in the mining sector as well as the wide-ranging legal questions relating to exploration, project development and mining operations. She also advises clients in environmental and other permit processes, administrative proceedings and matters pertaining to nature conservation and environmental liabilities.

PITKÄNEN, Jerker
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Featured in Dispute Resolution (Finland)

Practice Areas: I have worked in the fields of risk management and dispute resolution for more than a decade. My main areas of expertise include arbitration, litigation, mediation and pre-dispute consultation. I also frequently advise clients in non-contentious matters, with a focus on construction, insurance and corporate law matters. A considerable part of my work consists of international and domestic arbitration. In recent years, I have worked closely with clients in the energy sector, acting as counsel in numerous large-scale contractual disputes for both contractors and employers. I have gained vast experience from various EPCM and EPC (both FIDIC based and customised) contracts governed by laws of different countries, including Finnish, Swedish, Estonian and English law. Furthermore, I often advise clients in post-M&A disputes and disputes related to shareholders' agreements, sale of goods, product liability and IT. I have also been appointed as arbitrator and acted as secretary for arbitral tribunals in large-scale disputes. In addition to arbitration, I frequently litigate in courts of all instances.

Career: Castrén & Snellman 2010-, Partner 2024-

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Featured in TMT (Finland)

Practice Areas: Pekka Raatikainen specialises in contract law, dispute resolution, real estate and construction law. Pekka has years of experience in business law and in advising domestic and international clients on contracts, dispute resolution and intellectual property law. His areas of expertise also include ICT procurements, outsourcing, regulation and licensing.

RAPINOJA, Ben
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Featured in Intellectual Property (Finland)

Practice Areas: Ben is a renowned litigator in patent, trademark and intellectual property matters in Finland and an expert in the field of intellectual property, technology law and Market Court proceedings. Ben advises on contractual and licensing arrangements, brands and marketing law related matters, commercial disputes, and corporate transactions in electronics and high-tech industries. His expertise also covers legal issues related to the pharmaceutical industry, health technology and life science sectors. Ben has extensive experience in patent and intellectual property litigation as well as in contractual disputes and arbitration proceedings concerning ICT and high-tech companies. Various international publications (Chambers, The Legal 500, IAM 250, WTR 1000) regard him as one of the leading legal experts in Finland in the field of intellectual property and litigation. Ben heads the firm's Intellectual Property team.

Career: Before joining Borenius, Ben worked as a legal advisor in the Ministry of Trade and Industry. He has represented Finnish government in the IP expert groups of EU, WIPO, WTO and EPO. **Professional Memberships:** IBA, AIPPI, ECTA, INTA

RIIVARI, Eeva
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Featured in Real Estate (Finland)

Practice Areas: Mergers and Acquisitions, Dispute Resolution, Real Estate and Construction Eeva specializes in mergers and acquisitions with a focus on real estate transactions. She is also an experienced lawyer in general contract and corporate law matters and assists with dispute resolution matters. **Career:** Avance Attorneys Ltd, Senior Associate 2020- Avance Attorneys Ltd, Associate (2016-2020) Avance Attorneys Ltd, Trainee (2013, 2015) Fennia Mutual Insurance Company, Subrogation Claims Handler (2014) Roschier, Attorneys, Associate Trainee, Technology (2012) **Professional Memberships:** Finnish Bar Association

Personal: Willem C. Vis International Commercial Arbitration Moot 2015-2016

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Featured in TMT (Finland)

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ROMAN, Johan
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Featured in Corporate/M&A (Finland)

Practice Areas: Johan co-heads the firm's M&A and Private Equity practice with 15 years of experience in the field. His clients include leading private equity sponsors, industrial companies and financial institutions, especially when facing international work or cross-border transactions. Johan also advises our clients on questions related to private equity funds and various ownership structures as well as on the transactional side of larger wind power projects. Johan frequently shares his expertise with the Finnish business community and lectures at the University of Helsinki. Johan holds a Master of Science (Economics) degree in addition to his law degree.

SAARIKIVI, Aapo
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Featured in Dispute Resolution (Finland)

Practice Areas: Partner Aapo Saarikivi is Head of Roschier's Dispute Resolution practice in Finland. He has extensive experience of arbitration, litigation, mediation and dispute board proceedings, as well as other forms of alternative dispute resolution in Finland and internationally. Aapo's arbitration track record includes cases seated in all four Nordic jurisdictions, and major international hubs such as Paris, Geneva and Singapore. Please view Aapo's CV: <https://www.roschier.com/people/aapo-saarikivi/>

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Featured in Corporate/M&A (Finland)

Practice Areas: Mergers and Acquisitions, Dispute Resolution, Real Estate and Construction Erkki-Antti specializes in mergers and acquisitions with a focus on real estate transactions. She is also an experienced lawyer in general contract and corporate law matters and assists with dispute resolution matters. **Career:** Avance Attorneys Ltd, Senior Associate 2020- Avance Attorneys Ltd, Associate (2016-2020) Avance Attorneys Ltd, Trainee (2013, 2015) Fennia Mutual Insurance Company, Subrogation Claims Handler (2014) Roschier, Attorneys, Associate Trainee, Technology (2012) **Professional Memberships:** Finnish Bar Association **Personal:** Willem C. Vis International Commercial Arbitration Moot 2015-2016

Career: Avance Attorneys Ltd, Partner 2012- Roschier, Attorneys Ltd., Helsinki, Senior Associate, Mergers and Acquisitions and Private Equity (2005-2011)

Professional Memberships: Finnish Bar Association

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Featured in Corporate/M&A (Finland)

Practice Areas: Jouni Salmi is Head of Roschier's Private M&A practice and co-Head of the Public M&A practice in Finland. He has extensive experience in complex multi-jurisdictional transactions, including industrial carve-outs and divestments, involving both industrial clients and private equity sponsors. Jouni has acted for numerous listed companies, private equity sponsors and multi-national corporations, and he has in-depth knowledge in a wide variety of industry sectors such as forest, telecommunications and payment industries. His previous work experience includes working as in-house counsel for a major telecommunications operator in Sweden and Finland. He is a member of the Bar Association in both Finland and Sweden, and holds an LL.M degree from the University of Brussels. Please view Jouni's CV: <https://www.roschier.com/people/jouni-salmi/>

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Featured in Competition/European Law (Finland)

Practice Areas: Tuomas Saraste specialises in competition law. Tuomas acts as counsel in processes concerning merger control, abuse of dominant market position, cartels and claims for damages on the basis of infringement of competition rules. He has acted as a counsel in several complex merger control, abuse of dominant position and cartel procedures both before national competition authorities as well as the European Commission and the European Court of Justice (ECJ). Tuomas also provides assistance in issues related to state aid.

SAVONEN, Jussi
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Featured in Dispute Resolution (Finland)

Career: Please see <https://finland.dlapiper.com/en/people/jussi-savonen> for further information.

SEGERCRANTZ, Mikael
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Featured in Intellectual Property (Finland)

Practice Areas: Mikael Segercrantz is Head of Roschier's Marketing & Consumer law practice. His practice focuses on intellectual property, regulatory matters and marketing & consumer law, including litigation. He has extensive experience in IP litigation in Finland and before the Court of

Justice of the European Union, both as first and second chair. The proceedings have related to patent, trademark, copyright, design as well as other IP rights and involved questions such as preliminary injunctions, infringing acts and invalidity claims. Mikael has represented national and foreign companies in unfair competition lawsuits before the Market Court and self-regulatory boards of the industry as well as in administrative proceedings. Mikael is President of the Finnish Association for Industrial Property Rights (STY). He is also the main contact for Finland in the Global Advertising Lawyers Alliance (GALA), an international network of independent law firms specialized in advertising and marketing law. Please view Mikael's CV: <https://www.roschier.com/people/mikael-segercrantz/>

SIIMES, Toni
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Featured in Energy & Natural Resources (Finland), Corporate/M&A (Finland)

Practice Areas: Toni Siimes is Head of Roschier's Energy & Infrastructure practice. He has extensive experience from advising clients in industrial and infrastructure projects with a focus on the energy sector, green transition projects as well as retail and forestry industries. Toni is also specialized in M&A and corporate advisory, with a strong emphasis on cross-border transactions and private equity transactions. He has acted for various private equity clients in acquisitions and disposals, working also with the target companies during the holding period. Toni has extensive experience in complex shareholders' agreements and joint venture structures, as well as project finance transactions with challenging project company structures. Please view Toni's CV: <https://www.roschier.com/people/toni-siimes/>

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Featured in TMT (Finland)

Practice Areas: Samuli advises companies in different fields of media and technology, including a variety of technology and media related transactions. He has wide experience on intellectual property rights and technology law. Samuli also handles a variety of assignments related to privacy and telecoms, as well as ICT outsourcing transactions. Samuli heads the firm's Technology, Media & Telecommunications team.

Professional Memberships: International Bar Association

SPÄRE, John-Henrik
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Featured in Dispute Resolution (Finland)

Career: Please see <https://finland.dlapiper.com/en/people/john-henrik-spare> for further information.

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Featured in Restructuring/Insolvency (Finland)

Practice Areas: Dispute Resolution, Finance, Restructuring and Insolvency, Compliance and Investigations, Mergers and Acquisitions, Governance, Data Protection and Cybersecurity. Salla advises clients in various conflict management matters from the negotiations to avoid the dispute to complex arbitration and litigation proceedings. She is often handling large and demanding insolvency related cases, such as recovery or damage claims, or advising clients facing economic distress as she has highly regarded practical understanding of Finnish insolvency proceedings. Salla is also involved with distressed transactions. Salla's expertise on dispute resolution covers also, among others, commercial, corporate, M&A, IT and construction related matters. Salla works frequently as an arbitrator. She also acts as an administrator in corporate restructuring proceedings and as a liquidator in voluntary company law proceedings. Salla has also unique expertise within the field of pension insurance legislation and practicalities as she has worked as a fund manager in a pension fund.

Career: Avance Attorneys Ltd, Partner 2017-Counsel, Castrén & Snellman Attorneys Ltd (2014-2017) Senior Associate, Hannes Snellman Attorneys Ltd (2010-2014) Associate Lawyer, Hannes Snellman Attorneys Ltd (2007-2009) Associate Lawyer, Lahti & Co Attorneys Ltd, Turku (2003-2007) Lawyer, Turku District Cooperative Bank (2002) Trained on the Bench, District Court of Vakka-Suomi (2001)

Professional Memberships: Finnish Bar Association

SVARTSTRÖM, Christer
Castrén & Snellman, Helsinki
Featured in Restructuring/Insolvency (Finland)

Practice Areas: I have worked at Castrén & Snellman since 2013, which is nearly my entire career as a lawyer. As an attorney, I primarily work with matters concerning insolvency and risk management. I have broad experience of corporate insolvency proceedings as a representative of both bankruptcy and restructuring administrations and that of creditors, as well as of advising companies in financial distress. I am also specialised in insolvency-related risk management through various contractual or security arrangements, among other things. I have advised our clients in managing and mitigating insolvency-related risks in everything from small ventures to major projects. I also routinely advise clients on various serious disturbances in financing and other arrangements, starting from preparing for such disturbances to mitigating their effects and, e.g. enforcement proceedings. My experience also covers handling insolvency-related

and other disputes both in court and in arbitration proceedings. My experience in disputes covers, for example, various monetary claims, matters concerning clawback or precautionary measures, disputes concerning formal insolvency proceedings as well as various contractual disputes. I also have a lengthy experience in corporate law, in which I have advised our clients in matters ranging from routine limited liability company questions to broad cross-border corporate transactions. I strive to provide result-oriented and practical advice with our clients' best interest at the forefront. I want to be a trusted advisor to our clients in both preventing as well as solving challenges. I regularly lecture on insolvency law both inside our office as well as outside of it.

SYRJÄNEN, Jani
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Featured in Employment (Finland)

Practice Areas: Jani has worked over 15 years with employment law matters. Jani advises clients in all employment, pension and benefits related issues including also OHS, discrimination and business immigration matters. Jani has extensive experience in litigating and arbitrating various employment disputes, negotiating and drafting top management agreements, company policies and procedures as well as advising employers in reorganizations, redundancies and outsourcing. Jani heads the firm's Employment team.

Professional Memberships: International Bar Association; European Employment Lawyers Association (EELA)

TAHKOKALLIO, Henrikki
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Featured in Real Estate (Finland)

Practice Areas: Mergers and Acquisitions, Real Estate and Construction, Private Equity. Henrikki has broad expertise in real estate transactions, joint ventures and development projects as well as mergers and acquisitions and private equity investments. He also regularly advises on general corporate, contract and real estate law matters. He has gained international experience working as an M&A lawyer in a major US law firm in New York.

Career: Avance Attorneys Ltd, Partner 2022- Avance Attorneys Ltd, Senior Associate (2016-2021) Winston & Strawn LLP, Foreign Legal Advisor (2020) Avance Attorneys Ltd, Associate (2013-2016) KONE Corporation, Assistant Legal Counsel (2009-2012)

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Featured in Restructuring/Insolvency (Finland), Corporate/M&A (Finland)

Practice Areas: Jyrki advises on public and private M&A and corporate governance matters. He is a leading authority on private equity and fund formation in Finland. Jyrki has served as an

administrator and trustee in a number of major corporate restructuring procedures and bankruptcy estates. Jyrki has served as a board member in a number of public and private companies. He has in the past served some 15 years as chairman of the Finnish Venture Capital Association's Legal Committee and as a member of the Invest Europe's Tax, Legal and Regulatory Committee. He also writes articles and lectures on subjects related to his areas of specialisation.

Professional Memberships: International Bar Association

TAIVALKOSKI, Petri
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Featured in Dispute Resolution (Finland)

Practice Areas: Petri Taivalkoski serves as an independent arbitrator in international and domestic disputes, both as sole or presiding arbitrator and as a party-nominated arbitrator. His arbitration expertise covers proceedings under a number of different laws and rules, including the ICC, the Stockholm Chamber of Commerce, the Swiss Rules, the German Arbitration Rules (DIS), the UNCITRAL Rules and the Rules of the Finland Arbitration Institute (FAI). He has also served as an arbitrator in expedited proceedings and as a mediator. Petri Taivalkoski has in-depth experience of disputes involving inter alia energy, construction, telecommunications, M&A, private equity, shareholders' agreements, joint ventures, distribution and insurance. For additional information see www.taivalkoskiattorneys.fi

Career: Taivalkoski Attorneys Ltd, Founding Partner 2020-Roschier Attorneys Ltd 1991-2000, Partner 2000-2020

Professional Memberships:

Member of the ICC International Court of Arbitration 2018-Arbitration Institute of the Finland Chamber of Commerce, Member of the Board 2013-2018 Club Español e Iberoamericano del Arbitraje, NordicBaltic Section, Member of the Board 2017-Member of the Finnish Bar 1995-

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Featured in Energy & Natural Resources (Finland)

Practice Areas: I believe that the best results in any project - be it a re-domiciliation of a corporation, the construction of a power plant or an investment into infrastructure assets - can be achieved through business understanding, focusing on the solutions and being pragmatic. In fact, this is true in all situations where we are on board as counsel. And of course, the fundamental core we provide is market-leading legal expertise. During my practice as an attorney and in-house lawyer, I have gained extensive experience of industrial projects and contracts as well as corporate transactions and restructurings, especially in the energy industry and the financial sector. It has been very in-

spiring to provide strategic legal advice on certain key energy and infrastructure projects – green and brownfield, joint ventures, public private partnerships, and consortiums – and on various purchasing, delivery, outsourcing and other contracts. From the field of energy, my experience includes many types of renewable energy technology, such as solar, wind, biomass, biofuels, energy from waste, wave power, geothermal and hydro, as well as conventional power and CHP. I find it rewarding to be part of facilitating change and sustainability in our energy system. I regularly represent major companies and international investors in public, private, venture capital and private equity transactions and restructurings, with a specific focus on industry, energy, utilities and regulated businesses. I have also been involved in compliance matters and practice in a broad range of business law.

Career: Castrén & Snellman 2018–, Partner 2020–Roschier, Attorneys Ltd. 2016–2018 Fortum Corporation 2012–2016 Roschier, Attorneys Ltd. 2007–2012

TUOMALA, Jari
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Featured in Real Estate (Finland)

Practice Areas: Jari Tuomala is specialised in real estate transactions and development projects. He has 20 years versatile and practical experience covering the entire life cycle of a real estate (land use – development – use – transaction – run down). In addition to investment transactions he participates on a regular basis in development and construction projects, such as supplementary construction and change of use purpose projects. Jari also has extensive experience in industrial properties and infrastructure projects and corporate environmental liabilities.

TUOMINEN, Markku
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Featured in Intellectual Property (Finland)

Practice Areas: Markku Tuominen is Head of Roschier's Brand Protection practice. He has extensive experience in developing strategies to protect and defend clients' intellectual property. He also has extensive experience in matters relating to trademarks, trade and domain names, design rights, copyrights and marketing law from IP prosecution to IP enforcement. Markku's practice also focuses on IP litigation, disputes, valuation and portfolio management. He is an authorized trademark attorney in Finland. Please view Markku's CV: <https://www.roschier.com/people/markku-tuominen/>

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Featured in Employment (Finland)

Practice Areas: Employment dispute resolution, including litigation and arbitration. Petteri Uoti focuses on

employment law matters relating to mergers and acquisitions and company restructuring and employment dispute resolution. He has extensive experience on broad range of Finnish national and international employment law matters, including establishing human resource policies in Finland, drafting of employment-related contracts and individual and collective dismissals. Mr Uoti has advised employers in several high-profile landmark cases in general and specialised courts, including the Labour Court, the European Court of Justice and the Finnish Supreme Court.

Career: Joined Dittmar & Indrenius 1992, Partner 2002. Prior to joining Dittmar & Indrenius he worked at Employers' Federation of the Finnish Metal Industry, qualified as a judge in 1990.

Professional Memberships: Finnish Bar Association (First chair of the Employment law expert group), International Bar Association, European Employment Lawyers Association EELA (Finnish Board Member)

Publications: Author of publications on dispute resolution and employment law.

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Featured in Restructuring/Insolvency (Finland)

Practice Areas: Sami Uoti specialises in insolvency law and dispute resolution. He has long and diverse experience in restructuring and bankruptcy proceedings. He has litigated before state courts and other tribunals throughout his career and has represented clients in several complex criminal and civil proceedings. Sami is also an experienced arbitrator. Sami has acted as the Chair of the Advisory Board for Bankruptcy Affairs since 2013.

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Featured in Competition/European Law (Finland)

Practice Areas: Lotta is the head of Procopé & Hornborg's Competition & Procurement practice. Lotta routinely advises clients in all aspects of competition law: merger control, cartel investigations, behavioral antitrust matters, abuse of dominance, vertical restrictions and damages actions. Lotta has significant experience in advising clients in co-operation with competitors and exchange of information, particularly for trade associations and on the energy & infra sector. Lotta gives advise also in state aid and public procurement matters. In addition, Lotta has significant general commercial experience particularly from automotive sector. She is also the head of Procopé & Hornborg's Corporate Responsibility & Sustainable Law practice and the team leader of internal sustainability and green transition team. Lotta delivers timely, practical and commercial legal advice and has the understanding of

the client's business as a priority. Lotta is interested in legal design and has developed legal tech for compliance purposes.

Career: Procopé & Hornborg, Partner 2007–Procopé & Hornborg, Associate 1999–2003 District Court of Porvoo, Trainee Judge 1998–1997 Ministry of Labour, Chief Inspector 1996–1997

Professional Memberships: Finnish Competition Law Association, Finnish Bar Association, International Bar Association, Finnish Corporate Responsibility Law Association, deputy member of the Board, Finnish Bar Association, Competition Law Specialist Group EU12 Group by the Finnish Ministry of Economic Affairs and Employment of Finland (procurement, competition and state aid)

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Featured in Banking & Finance (Finland)

Practice Areas: Helena Viita is a Senior Advisor in the firm's Finance & Restructuring and Emerging Companies practices. She has extensive experience of a wide variety of finance and debt capital markets work, including real estate and acquisition finance, securitization transactions and financial restructuring. Helena also advises on financial regulatory, netting and derivatives. She has also gained experience through secondments to Freshfields Bruckhaus Deringer in London and Sampo Bank plc in Helsinki. Please view Helena's CV: <https://www.roschier.com/people/helena-viita/>

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Featured in Dispute Resolution (Finland)

Practice Areas: Dispute Resolution, Compliance and Investigations, Tax and Structuring, Governance. Ulla is an experienced practitioner within corporate and commercial litigation and arbitration, including disputes relating to mergers and acquisitions, shareholders' agreements, tax, construction and various kinds of liability and damages claims. She has also extensive experience in advising clients in compliance matters and internal investigations, e.g. securities markets, business secrets and anti-corruption related issues, and in general corporate advisory. Ulla advises clients in a number of complex business disputes also before special courts and handles major criminal court proceedings and matters relating to corporate criminal liability and white-collar crime. Ulla serves regularly as arbitrator in various kinds of business disputes and also in redemption and as a mediator in commercial disputes.

She also is a mediator accredited by the Finnish Bar Association.

Career: Avance Attorneys Ltd, Partner 2015–Hannes Snellman, Specialist Partner, 2009–2014 Hannes Snellman, Senior Associate, 2003–2009 Hannes Snellman, Associate Lawyer, 2002–2003

Professional Memberships: Ulla is a member of the Finnish Bar and a mediator accredited by the Finnish Bar Association.

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Featured in Energy & Natural Resources (Finland)

Practice Areas: LIEKE's Managing Partner Ville Vyyryläinen has over 15 years' experience in advising clients in the Energy and Natural Resources Sector. Ville focuses on advising the firm's clients in energy and infrastructure transactions as well as in demanding corporate matters. Ville has extensive experience in providing legal advice to public sector where he focuses in particular on corporate law matters, commercial negotiations and strategic advice. Ville co-heads LIEKE's dynamic Energy and Infrastructure practice focusing on offering clients the best expertise in the field. The team knows the regulation, procedures, and practices of the industry and has experience in the largest and most demanding projects in Finland.

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Featured in Employment (Finland)

Practice Areas: Partner Anu Waaralonna is Head of Roschier's Employment and Corporate Investigations & Compliance practices. She is a highly recognized expert in employment law. Anu has extensive experience in demanding employment-related assignments, and she regularly advises domestic and international companies and employers on a broad range of employment issues of strategic importance. Her practice covers, in particular, boardroom advice, company restructuring and co-operation procedures as well as service and executive employment contract issues. A significant portion of her work is dedicated to the resolution of employment disputes. Please view Anu's CV: <https://www.roschier.com/people/anu-waaralonna/>

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Featured in Tax (Finland)

Practice Areas: Heikki advises on domestic and international tax matters in corporate and personal income taxation. Heikki has extensive experience in M&A tax and structuring, as well as in taxation in the private equity and venture capital sector. He advises clients regularly in tax disputes ranging from domestic tax audits to international transfer pricing litigations. In addition to transactions and tax controversy work, Heikki has wide experience in taxation of management incentive structures, cross-border taxation of executives and personal income taxation in general. Heikki was appointed as Partner as of 1 January 2018.

WALLGREN, Matias

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Featured in Energy & Natural Resources (Finland)

Practice Areas: Partner Matias

Wallgren is Head of Roschier's Environment and Natural Resources practice. He specializes in environmental and energy law, and he has almost 30 years of experience in numerous landmark industry and infrastructure projects within several industry sectors, including the energy, infrastructure, mining, forestry, waste, and chemicals sectors. A substantial part of his work is related to advocacy both in Finland and in Brussels. Please view Matias's CV: <https://www.roschier.com/people/matias-wallgren/>

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Featured in TMT (Finland)

Practice Areas: I co-head Castrén & Snellman's Data & Technology

practice. Data has become one of the keys to a successful business with digitalisation and new technologies, such as robotics and AI, becoming part of our day-to-day lives. I'm inspired by providing strategic advice to my clients' upper management in projects aimed at leveraging data and technology in business development. I have also assisted numerous clients faced with data breaches and assisted clients in demanding domestic and international internal investigations. I also represent clients in disputes and criminal matters before both general and administrative courts. I regularly advise clients in contractual matters relating to personal data and in cross-border data transfer arrangements. I have carried out numerous data protection audits and drafted privacy programmes. I also regularly advise our clients in issues related to marketing, employment-related privacy

and the processing of patient data. Working with people is often the best part of my day. I am a popular lecturer and am praised for being able to explain complex and difficult subjects in an understandable way. Chambers Europe, Legal 500, Who's Who Internet & e-Commerce, Information Technology and Women in Business Law rank me among Finland's leading legal experts. Finnish technology magazine Tivi listed me as one of the top 100 technology influencers in Finland.

Professional Memberships:

International Association of Privacy
Professionals International Technology
Law Association Finnish IT Law Association
The Association of Finnish Lawyers
Finnish Data Protection Association,
Vice-chairperson

WIKLUND, Henna

HPP Attorneys Ltd, Helsinki

Featured in Employment (Finland)

Practice Areas: Henna Wiklund

(nee Kinnunen) is a well-experienced employment law specialist. She has worked with employment law assignments for almost 14 years as an attorney. She has also led the employment law team in one of Finland's biggest employer companies. Henna's expertise covers the full spectrum of employment law matters from drafting employment contracts to terminating employments. She regularly advises clients on how to manage change from an employment law perspective in changing business environment and in connection with the reorganization of employer's operations. Henna has solid experience in negotiations relating to employments, including for example co-operation negotiations and negotiations on local collective bargaining agreements. She has particular interest towards occupational health and safety matters. Henna assists clients in employment related disputes and in labour offence proceedings. She lectures regularly on different areas of employment law.

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Featured in Corporate/M&A (Finland)

Career: Please see <https://finland.dlapiper.com/en/people/matti-yla-mononen> for further information.