Season's Greetings from Moalem Weitemeyer

As 2023 comes to a close, we reflect on a year marked by both triumphs and global challenges. The world continues to navigate uncertainties. Severe floodings have washed over Europe, and Morocco and Turkey were struck by devastating earthquakes. The war in Ukraine is ongoing, and on 7 October, terrorist organization Hamas launched the worst pogroms against Israel and its Jewish citizens since the Holocaust. <u>Moalem Weitemeyer</u> has taken a clear stand in support of Israel's right to defend itself against the Hamas pogroms. Equally, we remain strong supporters of the creation of a free and democratic Palestine state in Gaza and on the West Bank. A state that can partake in the many positive developments that are also shaping the Middle East.

In 2023, we welcomed six new members of the Firm. <u>Tobias Steinø</u>, <u>Jakob Skafte-Pedersen</u>, <u>Morten Krogsgaard</u>, <u>Andreas Clement</u>, and, rejoining us, <u>Lennart Meyer Østenfjeld</u>, strengthen our Corporate practice within Tax, M&A, and Finance & Banking, while the promotion of <u>Thomas Mygind</u> to member of our Fim has reinforced our Disputes & Investigations team.

This year, we also celebrated our Firm's 15-year anniversary! More than 250 guests from law firms all over the world joined us in Copenhagen for a symposium on free speech, the green energy transition, and a law firm governance debate with managing partners of several Nordic law firms as panelists. The celebrations culminated in a black-tie gala event at the beautiful estate of Sølyst – the Royal Danish Shooting Range. This festive day stands as a testament to the strong relationships we have built together over the years.

Over the course of 2023, we have continued to take responsibility and engage in ESG efforts by making charitable donations and working pro bono for causes close to our hearts. We have continued and reinforced our financial and legal aid support of <u>5 Schools</u>' work for Syrian refugees. We have donated more than ever to <u>Junkfood</u>. From the bottom of our hearts, we thank everyone who contributed. Our support of <u>THE WHY</u> and the <u>AJC</u> is ongoing, and we have made donations to the <u>Red Cross</u>' efforts following the earthquake in Morocco and to <u>Sabaah</u> in support of their work with minorities, among other projects. We have supported <u>Carolineskolen</u>, Denmark's only Jewish school, and we have supported sports teams and individual young athletes in their endeavors.

While we remain aware of the many challenges facing the world, good things, too, lie ahead. Among these, we look forward to intensifying our #NextLevel strategy work by implementing the bottom-up feedback received from all corners of our Firm on a three-day offsite in Sweden in November. We are ready to propel our Firm to new heights

in 2024.

With the hope of a more peaceful, kind and generous 2024, we wish you and your loved ones:

Happy Holidays!