

# Johanna Haltia-Tapio



**Title:** Specialist Partner

**Mobile:** +358 40 552 3478

**E-mail:** johanna.haltia-tapio@hannessnellman.com

**Languages:** English, Finnish, Swedish

**Assistant:** Karoliina Kivelä

**Assistant's e-mail:** karoliina.kivela@hannessnellman.com

Johanna co-heads our firm's employment law practice in Helsinki. She has more than 20 years of experience in advising both domestic and international clients across a broad range of industries. Johanna is the trusted advisor of companies whenever they need support in demanding questions relating to employment law. She is also active in Hannes Snellman's ESG Group.

Johanna provides frequent boardroom advice to listed companies on terms of assignment or terminations of executive management, including incentive and retention arrangements, pensions, and benefits. Johanna's vast experience covers advisory on matters such as large restructurings, co-operation proceedings, and transactional employment law, including outsourcings. She has in-depth knowledge of negotiating collective bargaining agreements and arrangements of employee participation and provides general advice for employers in the Finnish market. Johanna also provides advice in employment law issues related to insolvency and bankruptcy.

In her practice, Johanna emphasises the need for understanding the business, specific circumstances, and objectives of the client. Staying focused on real-life, practical solutions ensures that clients receive high-quality advice that allow them to reach their goals.

Johanna's clients value her pragmatic, responsive, and business-minded advice, and she is an appreciated discussion partner in complex employment law matters.

## REFERENCES

- Counsel to a client in the medical services industry in change negotiations, 2024–2025
- Counsel to Plantagen Finland's bankruptcy estate, supporting the estate administrator in taking over the bankruptcy estate, realization of assets, managing the estate's premises, and general matters related to the bankruptcy process, 2024
- Counsel to NYAB AB in Its Acquisition of Dovre Group Plc's Norwegian Consulting Business and Global Project Personnel Business, 2024
- Counsel to a Nordic client in the banking sector in employment matters related to a reorganisation of their operations, 2024
- Counsel to a client in the wholesale sector in an employment matter concerning termination of an employment agreement and the entering into of a mutual termination agreement, 2024
- Counsel to Sampo plc in the recommended public exchange offer for the shares in Topdanmark A/S, 2024
- Counsel to Cargotec in the partial demerger of Cargotec and separation of Kalmar into a new listed company, 2024

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- Counsel to a global client in the telecoms industry in a global reorganisation of workforce as well as in varying day-to-day employment law matters, 2024
- Counsel to a client in the engineering and construction sector in arrangement of group internal foreign postings, 2024
- Counsel to Accel-KKR in the Investment in Aico Group, 2024
- Counsel to a company in the forest industry in questions regarding political strikes and potential layoffs, 2024
- Counsel to a client in the medical sector in the implementation of a restructuring and temporary layoffs, 2024
- Counsel to a client in the automobile industry in a restructuring and related cooperation proceedings, 2024
- Counsel to a client in the media sector before the Insurance Court and the Pension Appeal Board in precedent-setting matters concerning application of the Finnish pension legislation, 2022 - 2024
- Counsel to a client in the pharmaceutical sector in a Nordic reorganisation of workforce, 2024
- Counsel to a publicly traded company in clothing industry in multiple employment law matters, 2022-2024
- Counsel to a client in biopharmaceutical industry in various employment law related matters, 2022-2024
- Counsel to a tech company in a global reorganisation of workforce, 2024
- Counsel to several publicly traded companies in questions related to arrangement of employee participation both within Finland and cross borders, 2023-2024
- Counsel to several publicly traded companies in the preparation and implementation of the exit of the former CEO, as well as in the drafting of the terms of assignment of the new CEO, 2023
- Counsel to a client in the textile industry in questions related to employee cooperation and strikes, 2023
- Counsel to a learning business company in the planning and implementing of a restructuring of the operations of its multi-jurisdictional subsidiary, including coordination of the statutory processes in several jurisdictions, 2023
- Counsel to Uponor Corporation in the recommended public cash tender offer for all shares in Uponor by Georg Fischer Ltd, 2023
- Counsel to Sega Europe Limited and SEGA Corporation in the public tender offer for Rovio Entertainment Corporation, 2023
- Counsel to a client in advertising industry in the terms of termination of several members of management as well as in the recruitment process of a new managing director, including drafting of related agreements, 2022-2023
- Counsel to a client in the media sector in the multitude of different type of employment law assignments related to various group companies, 2022-2023
- Counsel to a tech company in a global reorganisation of workforce, 2022-2023
- Counsel to a company in the food industry in matters related to subcontracting, hiring foreign workforce and seasonal workforce, 2022
- Counsel to a leading Northern European company in the food industry in the process for the departure of the retiring managing director and appointment of the new managing director, 2022
- Counsel to Konecranes in the announced, but subsequently abandoned, merger of Cargotec and Konecranes, 2022
- Finnish counsel to Fortum in the arrangements related to stabilisation of its German subsidiary Uniper SE, 2022
- Advised Hotelplan Ltd in setting up operations in the Finnish Lapland
- Finnish counsel to Applied Materials Inc. in the acquisition of Picosun Oy, 2022
- Counsel to Gasgrid Finland Oy in chartering of an LNG floating storage and regasification unit, 2022

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- Counsel to a publicly traded infra and energy company in relation to their obligations in connection with reduction of workforce and related negotiations, 2022
- Counsel to the offeror consortium in the recommended tender offer for Basware Corporation, 2022
- Counsel to a multinational company in a merger, including harmonisation of employment policies and practices, 2022
- Counsel to Pankaboard in collective bargaining negotiations with Paper Workers' Union and Trade Union Pro, 2022
- Counsel to Tencent in its further investment in Enfuze Financial Services, 2021
- Counsel to several listed companies in the assignment and termination of new members to their top management, 2021
- Counsel to Altia Plc in the merger of Altia Plc and Arcus ASA to form Anora Group, 2021
- Counsel to Green Horizon Renewables a.s. and other minority investors in the sale of the Mikana wind power portfolio, 2021
- Counsel to Assemblin in its acquisition of Tom Allen Senera, 2021
- Counsel to Virala Acquisition Company Plc on its IPO and listing on the SPAC segment of Nasdaq Helsinki, 2021
- Counsel to Altia Plc in arranging employee participation in connection with a cross-border merger, 2021
- Counsel to Umbra in its sale to Amazon, 2021
- Counsel to Oy Linde Gas Ab in its acquisition of Neste's cylinder gas business and Neste's stake in Oy Innogas Ab, 2021
- Counsel to Tikkurila Oyj in the recommended public cash tender offer for all shares in Tikkurila by PPG Industries, Inc., 2020-2021
- Finnish counsel to Telia Company in the sale of Telia Carrier to Polhem Infra, 2020
- Counsel to Castellum in the acquisition of Lindström Invest, 2020
- Counsel to ABB in the divestment of ABB's power grids business to Hitachi, 2020
- Counsel to ABB in the divestment of ABB's solar inverter business to FIMER, 2020
- Counsel to Blueprint Genetics in its sale to Quest Diagnostics, 2020
- Counsel to a Finnish subsidiary of a global public listed company in the automobile industry. We advised the company in the co-operation proceedings relating to reduction of workforce as well as the restructuring of its operations
- Counsel to a major investment company, in a delicate and strategically challenging matter regarding a prominent manager whose inappropriate behaviour had become intolerable
- Counsel to a Finnish subsidiary of a global public listed company in the pharma sector, in the integration process following an acquisition of another global public listed company in the same sector
- Counsel to a government owned company with regard to the termination of the former CEO, the recruitment process of the new CEO as well as other amendments related to the management of the company
- Counsel to the Finnish subsidiaries of a multinational professional services company in a restructuring process and relating co-operation proceedings
- Counsel to Pankaboard Oyj in the outsourcing of steam production to Adven Oy, 2019
- Counsel to Outotec in the combination of Outotec and Metso Minerals through a demerger, 2019
- Finnish counsel to Marrone Bio Innovations, Inc. in its acquisition of Pro Farm Technologies Oy, 2019
- Counsel to YIT in the sale of its Nordic paving and mineral aggregates businesses to Peab for EUR 280 million, 2019
- Counsel to CEMEX in its sale of assets in the Baltics and Nordics to the German building materials group SCHWENK, 2019
- Counsel to Fazer Group in its Divestment of Fazer Food Services, 2019

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- Counsel to Finavia Oyj in its strategic public procurement, 2019
- Counsel to Vaaka Partners in its acquisition of NHG, 2018
- Finnish counsel to Nexit Ventures and Ekahau, Inc. in the sale of shares of Ekahau to Ookla, a subsidiary of Ziff Davis, 2018
- Counsel to IVG Polar Oy in the divestment of an office portfolio to Goldman Sachs and Cromwell Property Group, 2018
- Counsel to Orion Corporation in the divestment of Orion Diagnostica, 2018
- Counsel to OP Financial Group in its sale of Seesam Insurance AS, including its Latvian and Lithuanian branches, to Vienna Insurance Group, 2018
- Counsel to Vaaka Partners in its acquisition of Jungle Juice Bar, 2017
- Counsel to Wise Group in its combination with Sito, 2017
- Counsel to Lemminkäinen in the combination of Lemminkäinen and YIT, 2017
- Counsel to Terveystalo in its acquisition of Diacor, 2017
- Counsel to Trust Kapital in its acquisition of Enfo Zender, 2017
- Counsel to Intera in its acquisition of Wise Group, 2016
- Counsel to Hartwall Capital Oy Ab in its acquisition of SUEZ Suomi Oy, 2016
- Counsel to Ahlstrom in the combination of Ahlstrom and Munksjö through a merger, 2016
- Counsel to Humana AB in its acquisition of Arjessa Oy from Sentica Partners, 2016
- Counsel to EQT in its Acquisition of Touhula, 2016
- Counsel to Patria and its shareholders in the sale of 49.9% of the shares in Patria Oyj to Kongsberg Defence & Aerospace AS, 2016
- Counsel to Veolia in a JV with Neste Corporation and Borealis, 2016
- Counsel to Mondi Group in its acquisition of Walki Group's extrusion coating plants located in Finland and Poland, 2015
- Counsel to Vossloh Rail Services International GmbH in the establishment of a joint venture structure for rail welding business operations in Finland, 2015
- Counsel to Vossloh Nordic Switch Systems AB in Vossloh Nordic Switch Systems AB's and VR Track Oy's turn-out and installation of service businesses in Finland into a joint venture structure, 2015
- Counsel to Alder in its acquisition of the business of Gasmet Technologies Oy from Gasmet Technologies Oy, 2015
- Counsel to Valmet Oyj in its acquisition of the process automation systems business from Metso Oyj, 2015

## RANKINGS

- Leading Individual, Employment, Legal 500, 2024
- "Johanna Haltia-Tapio are both very knowledgeable and focus on the clients' challenges precisely.", Employment, Legal 500, 2024
- "Johanna Haltia-Tapio offers very precise and practical advice. Easy to reach, always available.", Employment, Legal 500, 2024
- "Johanna Haltia-Tapio has solid legal expertise and is an important adviser, especially in relation to change negotiations", "She has a strong practical approach combined with a strong knowledge base", Chambers Europe, 2024
- Ranked as Top Lawyer in Labour, Employment & Benefits, Who's Who Legal, 2023
- "Johanna Haltia-Tapio is excellent.", Employment, Legal 500, 2023
- "A client declares: 'Johanna is an experienced labour law specialist and has advised us on many employee contract issues and resolution processes.' A second client reports: 'Johanna is a trusted employment law adviser to whom I turn if I need to discuss my own thinking around a matter, or

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need in-depth knowledge of a specific aspect of Finnish employment law.', Employment, Chambers Europe, 2022

- "Johanna Haltia-Tapio is very pragmatic, responsive and provides business-minded advice.", "Johanna Haltia-Tapio is our go-to partner in any HR / employment law related questions. She is fast, has vast knowledge and is able to balance both the legal aspects of any case and the human aspect." Employment, Legal 500, 2021
- 'Clients praise her commerciality, with one saying: "She is easy to get hold of and quick in her responses," and adding: "She is calm and ready to explain until I understand the situation."', Employment, Chambers Europe, 2021
- 'One client emphasises that she has "good confidence and lots of experience," while another interviewee highlights that she is "very impressive and knowledgeable and good to co-operate with."', Employment, Chambers Europe 2020
- 'Johanna Haltia-Tapio is noted for her "pragmatic approach"', Employment, Legal 500, 2019
- 'Sources note that she is "very creative in finding resolutions on a conflict" and clients particularly praise her "solution-mindedness and ability to think commercially."', Employment, Chambers Europe 2019
- 'Clients remark that she is "very easy to approach and gives clear answers." ', Employment, Chambers Europe 2018
- Ranked as notable practitioner in Employment, Chambers Europe 2014-2018
- Ranked as recommended lawyer in Employment in the 2017 edition of Legal 500
- 'Clients commend her for her "high level of client services and technical knowledge." ', Employment, Chambers Europe 2017
- 'A client says: "She's easy to work with. She bears the corporate interest in mind when she advises." ', Employment, Chambers Europe 2016
- 'Johanna Haltia-Tapio "is very business-minded and provides practical solutions. She is responsive and gives fast, accurate advice." ', Employment, Chambers Europe 2015
- Ranked among the best lawyers in the 2014, 2015, 2016 and 2017 editions (Helsinki: Labor and Employment) of Best Lawyers®
- Ranked as key individual in Employment, Chambers Europe 2013
- 'Clients value her ability to "give down-to-earth, helpful advice at very short notice."', Chambers Europe 2012
- 'Johanna Haltia-Tapio earns plaudits for her proactive and straightforward manner. "She is excellent at explaining legal matters well to non-legal people; she provides clear advice." ...', Chambers Europe 2011

## MEMBERSHIPS AND POSITIONS OF TRUST

- Member of the Finnish Bar Association
- Member of the European Employment Lawyers Association (EELA)
- Member of the Finnish Labour Law Association

## PUBLICATIONS

- Co-author of the Finnish Chapter in Lexology In-Depth: Executive Remuneration, 13th Edition, 2024
- Co-author of the Finnish Chapter in Lexology In-Depth: Executive Remuneration (formerly The Executive Remuneration Review), 12th Edition, 2023
- Co-author of the Finnish Chapter in The Executive Remuneration Review, 11th Edition, 2022
- Co-author of the Finnish Chapter in The Executive Remuneration Review, 10th Edition, 2021

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- Co-author of the Finnish Chapter in The Executive Remuneration Review, 9th Edition, 2020
- Co-author of the Finnish Chapter in The Executive Remuneration Review, 8th Edition, 2019
- Co-author of the Finland Chapter in The Executive Remuneration Review, 7th Edition, 2018

## EDUCATION AND PROFESSIONAL BACKGROUND

- Specialist Partner, Hannes Snellman, 2018–
- Senior Counsel, Hannes Snellman, 2011–2018
- Senior Associate, Hannes Snellman, 2007–2011
- Associate, Hannes Snellman, 2005–2007
- Roschier Holmberg Attorneys Ltd, 1999–2005
- Master of Laws, University of Helsinki, 1999

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