

Espatent Oy

Sustainability Report 2024

31.3.2025





Corporate Responsibility Path: From Mapping to Practise

Our journey into the world of responsibility began with a realization: responsibility and its transparent reporting are not just obligations, but keys to sustainable growth and building trust in business. We have always operated responsibly in our business, but we had not previously systematically documented our sustainability actions or efforts.

In 2024, we took a significant step towards comprehensive responsibility. We conducted a responsibility assessment with the help of third-party experts, where we reviewed the measures already implemented and identified new areas for development. The assessment provided us with valuable insights on corporate responsibility, sustainable business practices, and points for future improvements. The assessment revealed that our responsibility work is on the right track, and we aim to make it even more visible in the future.

On our corporate responsibility journey our first goal was to publish our first responsibility report as part of our responsibility communication. To prepare the report, we collaborated with a student from Laurea University of Applied Sciences, who was supported with comprehensive material primarily from the initial responsibility assessment and had the opportunity to interview both management and employees. This ensured that our first responsibility report is based on a genuine and diverse perspective of our sustainability initiatives.

We are proud to present our practical responsibility work, and this is just the beginning.

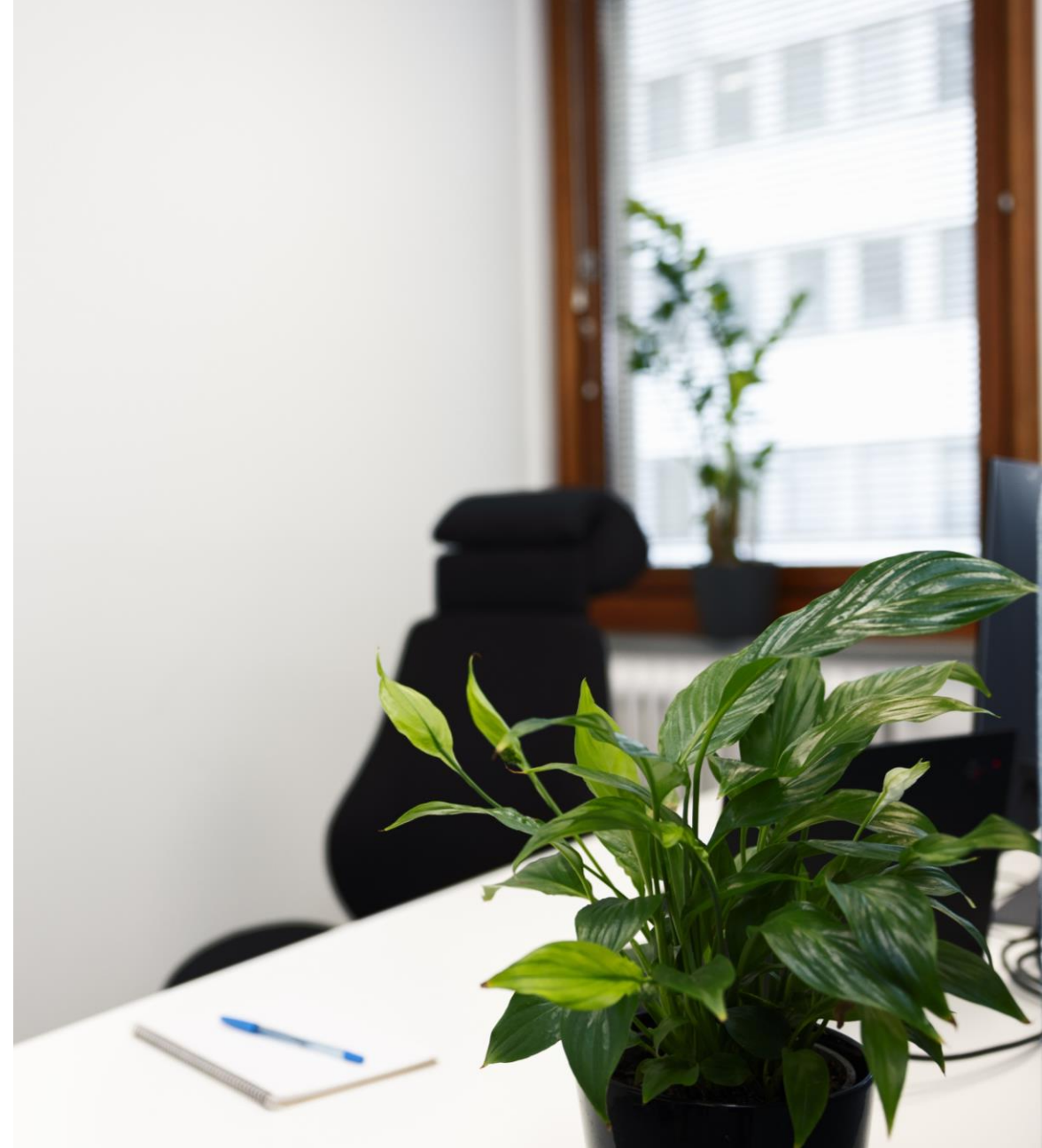
Environmental Responsibility: The Environmental Impact and Our Sustainability Efforts

In our business there are no significant direct sources of emissions as we do not own any real estate or vehicles, nor do we produce or transport physical products. However, this does not mean that environmental sustainability is not of high importance to us.

Our largest indirect emissions come from employee commuting, data centres and data transfer services, as well as purchased electronics.

Measuring the total environmental impact of our business is challenging, as traditional metrics do not fit the assessment of this kind of business involving only indirect environmental impacts, making the analysis particularly difficult.

Our office spaces are leased, and our lessor ([Ylva Palvelut Oy](#)) has been using completely emission-free energy for electricity, heating, and cooling since January 1, 2022, which supports our efforts to reduce our carbon footprint.





Environmental Responsibility: Responsible Practices in Our Daily Operations

We continuously strive to reduce our emissions and make more sustainable choices in our daily operations. Hybrid work and the use of public transportation are central to our company culture, and business related travel is minimized through video conferencing.

Our office space is designed efficiently, with staff sharing workstations as needed. This optimizes space usage and supports flexibility in our work environments.

We primarily utilize digital materials and communication channels. Also, we aim to minimize paper consumption.

Sustainability is also reflected in our efforts in recycling, reusing and circular economy. We offer old or unnecessary electronics for reuse, sort materials for recycling, and make the most of the sorting opportunities provided by our lessor.

Social Responsibility: Employee Wellbeing, Safety and Engagement

Our company's staff consist of 20 patent professionals who have a true opportunity to influence decisions. For instance, our employees are given the chance to choose the charity of our annual Christmas donation.

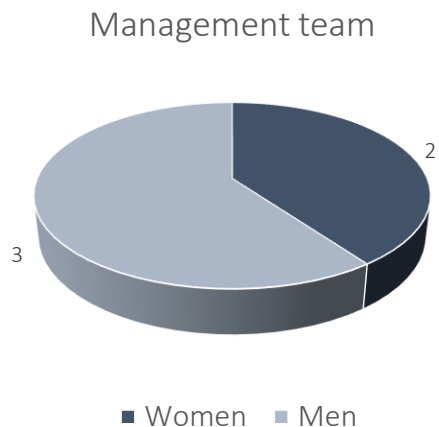
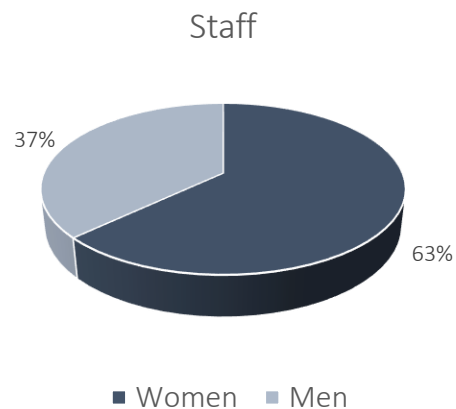
Employee wellbeing is important to us, and we offer various opportunities for activation and relaxation during the workday. We regularly organize cultural and sports events, as well as wellness days and moments to take care of both physical and mental wellbeing.

Occupational health and safety risks have been assessed in collaboration with our employees and occupational health professionals. In our 18 years of operation, we have not experienced any workplace accidents, and sick leave due to illness has been low, at only 1.6% over the past 12 months.

The physical strain of our work is minimal, thanks to our ergonomic workstations and availability of ergonomic guidance. Additionally, psychosocial stress factors have been evaluated, and we have established practices to manage and balance workload in demanding work environment.



Social Responsibility: Employee Recruitment, Compensation and Diversity

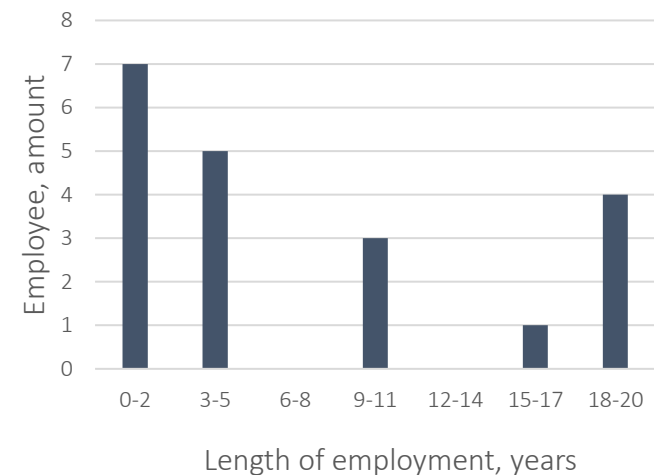
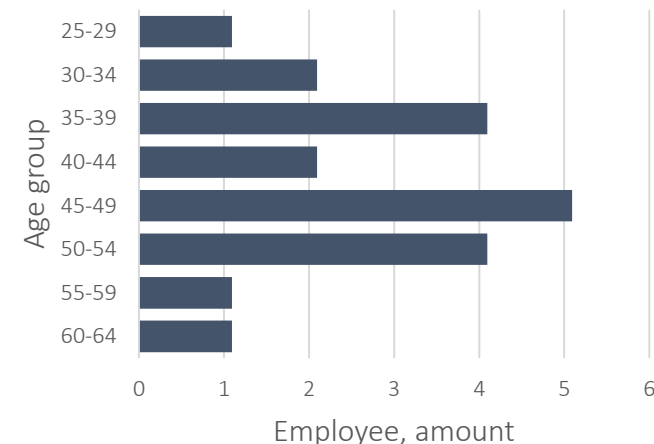


In terms of recruitment, our goal is to find the right individual for each role. Our decision-making is always based on the individual's skills, not on their background.

Compensation is equitable and based on an individual's expertise, work experience, and the responsibilities of the position.

Our workforce has a diverse age distribution, consisting of various age groups, which brings broad expertise and different perspectives to our community.

Our employees tend to stay with us for a long time. The shorter employment durations shown in the graph on the right are the results of purposeful recruitment efforts made in recent years as the company has grown.



Social Responsibility: Ethics, Training and Data Security

Our staff is committed to the ethical rules of the industry, and our operations are built on strong trust, both internally and externally. We value honesty and transparency in all our activities.

Supporting the professional development of our staff is important to us, and we offer opportunities for regular training and additional education. We have developed a comprehensive training & education plan for both patent attorneys and patent specialists, and we actively monitor its implementation.

Workplace practices, data security, and safety guidelines are easily accessible to staff electronically. Data security is a priority for us, which is why we invest in staff training and technical solutions to enhance our data protection. Additionally, we collaborate with stakeholders to minimize potential data security threats.

Any suspicions of misconduct may be reported with a low threshold, and they are always handled confidentially, carefully, and in cooperation with the relevant parties. Our company has statutory occupational health and safety functions in place.

Values

EXPERTISE

As every member of our team is a patent specialist, we provide top quality professional services. We continue to develop our competence both as individuals and as an organisation.

RELIABILITY

We take excellent care of our clients' confidential data and always strive for optimal results for our clients. We deliver what we promise, on time!

FLEXIBILITY

We are quick to adapt to new conditions and different types of customer needs. We respect our employees as individuals, and understand and adapt to their needs.

JOY

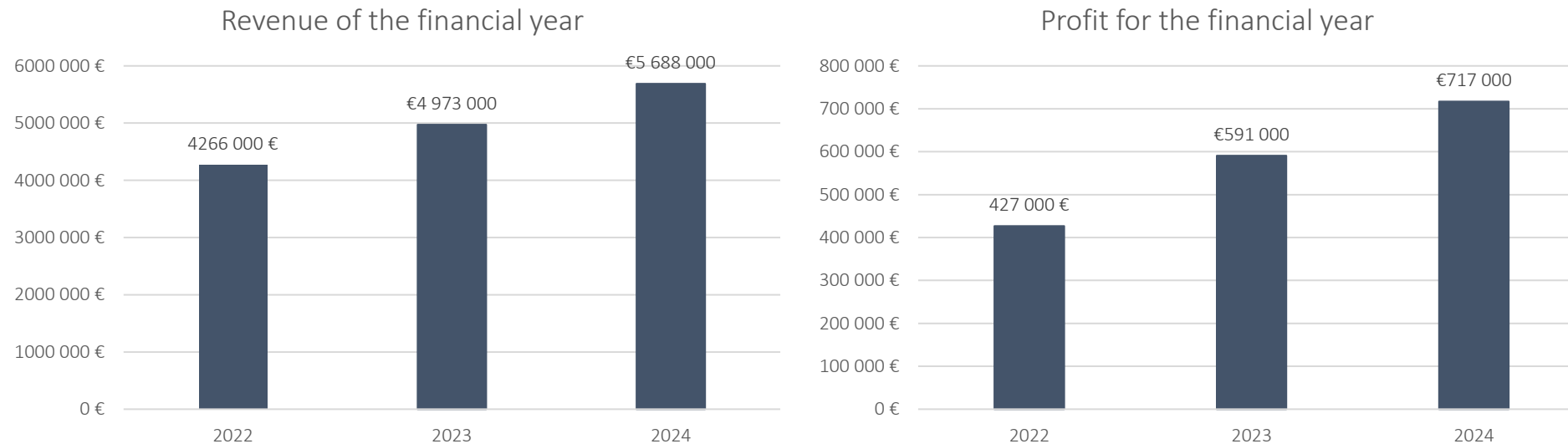
We take good care of our personnel and our clients. We provide a rewarding, positive work environment. A happy customer is always a top priority!

Financial Responsibility and Procurement: Profitability, Liquidity, and Responsible Procurement Policy

Our business has been consistently profitable from the beginning and has grown steadily, maintaining an operating profit margin of 12-15% over the past five years.

Our liquidity is excellent, and we have no tax liabilities, payment issues, or legal disputes. We also do not engage in aggressive tax planning; instead we operate transparently and responsibly.

We avoid unnecessary purchases and make necessary purchases carefully. We ensure that the electronics are used for their entire lifespan before making new investments.





Sustainability Goals: Towards More Responsible Business

Our goal is to continue and develop our responsible and sustainable business practices. Additionally, we aim to continue sustainability reporting and implement the sustainability-enhancing measures identified during the assessments. In the future, we strive to align our sustainability reporting with an international reporting standard.

In terms of environmental sustainability, we aim to assess and evaluate the emissions caused by the data center and data transfer services, as well as purchased electronics.

The social responsibility focus areas for improvement include conducting an equality survey for the staff, evaluating the necessity of an anonymous whistleblower reporting channel, and reviewing social responsibility practices in the value chain.

A key part of our sustainability actions is sustainability communication, the planning and continuous development of which will be among our future objectives.