



Sustainability
and responsible
business



Berggren today



1. Berggren today



2. Material issues and stakeholders



3. Sustainability management



4. Strategic sustainability targets and commitments



5. KPIs, impact and action plan

- Engaged employees
- Engaged clients
- Integrity
- Environmental impact

- Giving back to society



Berggren
today

Berggren today

FOUNDED

1936



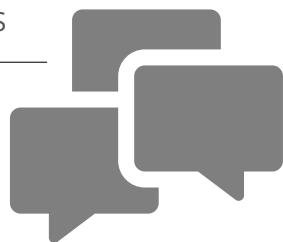
EXPERTS

150



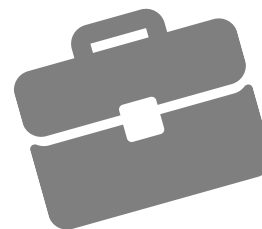
SPOKEN LANGUAGES

11

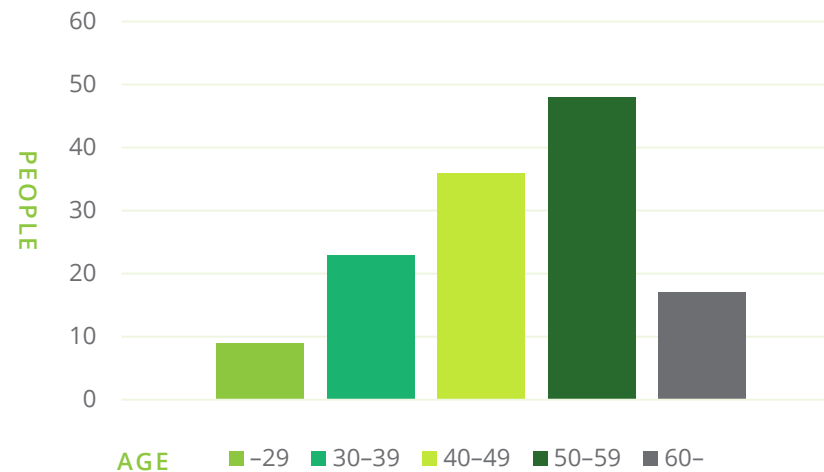


AVERAGE LENGTH OF EMPLOYMENT

14 years



AGE STRUCTURE OF EMPLOYEES



CLIENTS



4000+

TURNOVER / YEAR

30m€

IP ASSIGNMENTS

70000+

VISION AND PASSION

Our mission is to create competitive advantage and value for our clients' business. Our vision is to be a strong international and modern full-service IP house.

From sustainability perspective we aim to provide comprehensive solutions and consultancy in the field of IP, sustainability aspects included. The value and attractiveness of a company's IP position is linked to the requirements and demands of our society on a longer perspective. Our aim is to be a strategic advisor for the companies.

OUR PEOPLE

Our employees represent Berggren's life force and are a key part of our sustainability approach. By investing in our people and elevating the opportunities for them to succeed, we foster a culture of inclusion for them and their communities.

For more than 80 years, Berggren's employees have shared an enthusiasm for our clients' ideas. This attitude is reflected in the way we work in accordance with the values we have formulated together, with a positive energy, sharing the pleasure we get from our achievements for our clients.

OUR SERVICES

Berggren offers top expertise, comprehensive services and digital solutions for all fields of IP. We combine our extensive know-how of IP to ensure our clients have the best possible advantage of their intellectual property. We are our clients' strategic partner in the growth and development of their business.

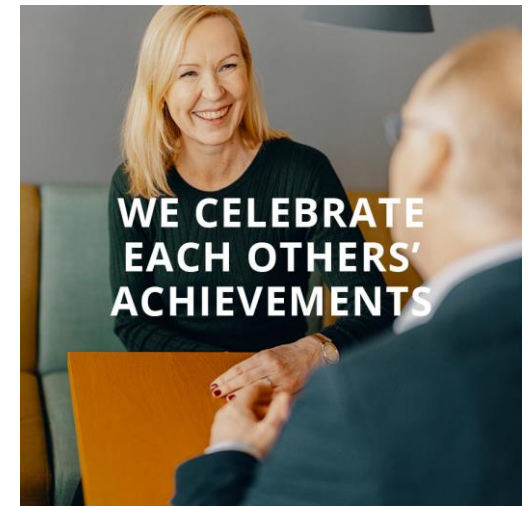
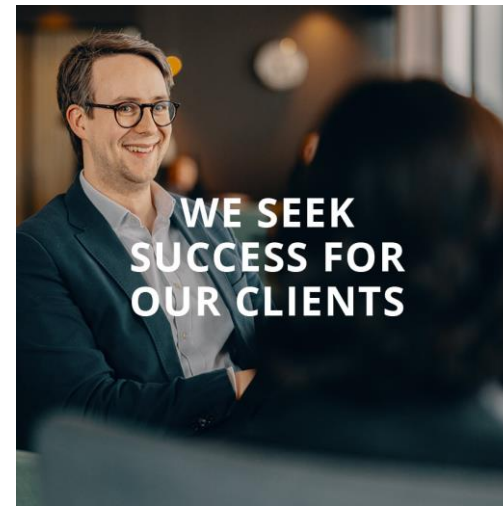
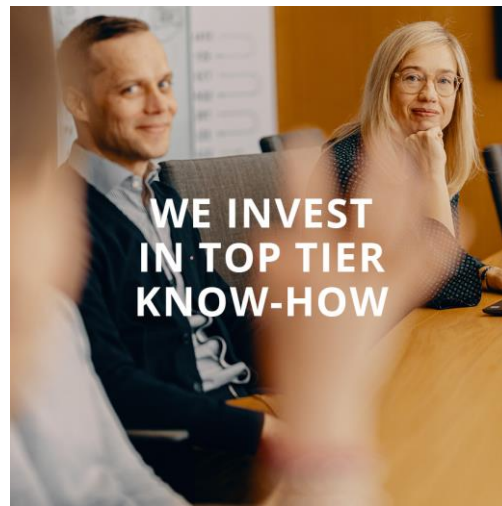
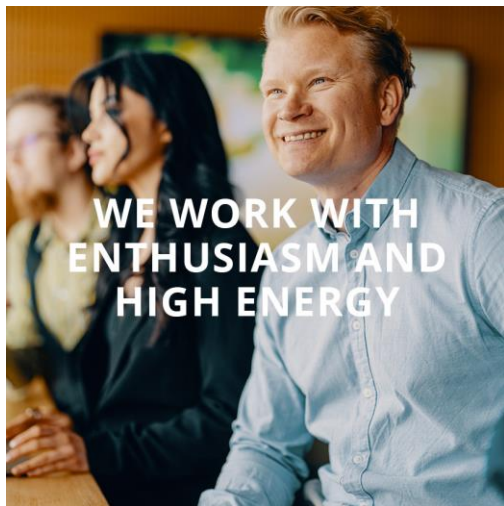
To learn more about Berggren, visit www.berggren.eu

1. Berggren today



Our values form the core of our culture; we work, make decisions and implement our strategy according to our values

From sustainability perspective this means for us that we aim to integrate sustainability and responsibility into our thinking and approach with the clients and with the colleagues. We develop our knowledge and experience in sustainability themes for the benefit of our clients.





Material issues and stakeholders

2. Material issues and stakeholders

Defining material topics for our sustainability is a core part of our sustainability management. This materiality assessment ensures that focus is given to sustainability issues that are most important to both our business and to our stakeholders. We aim to update the assessment every second year.

All topics listed in the **assessment diagram** in the following page are material to our sustainability work. Our priority issues are the ones in the grey focus area – those that impact our company and our people most from an economic, social and environmental perspective. In addition to these, we will disclose sustainability information on all areas listed in the diagram, as this is frequently asked by our stakeholders and they supplement our approach to sustainability as a whole.

CORE TOPICS

- Engaged and wellbeing employees; investing in our people
- Engaged and successful clients; supporting our clients in creating a better future
- Integrity; ethical business practices and information security
- Environment; reducing our environmental footprint

2. Material issues and stakeholders



CORE TOPICS

- Engaged employees
- Engaged clients
- Integrity
- Environment



2. Material issues and stakeholders



Berggren's aim is to create long-term value for our stakeholders. Good economic performance and social and environmental responsibility create together the basis for the development of sustainability.

We seek to increase understanding of our economic, social and environmental impacts. We believe in transparency in the dialogue with our stakeholders, which is key when creating a more sustainable, inclusive and fair future.

STAKEHOLDERS

OUR APPROACH

CLIENTS

We work closely with our customers in supporting and helping them to develop sustainable and environmentally sound solutions for the future. Our collaboration and continuous interaction with the clients establishes the platform for us to serve them in the best possible way. Our yearly client survey gives us valuable feedback and ideas on how to develop our client relations and service offering. Our NPS (Net Promoter Score) in 2022 was 64 (2021: 62)

EMPLOYEES

Our aim is to build a culture of trust, respect, inclusiveness and opportunities for all. Our culture towards collaboration, continuous learning, high ethical standards and engaged and well-being employees forms the basis for a high performing company. Our regular employee surveys give us valuable feedback and ideas on how to shape our culture. Our eNPS (Net Promoter Score) in 2022 was 7 (2021:34)

SUPPLIERS

We call for transparency, sustainability and good ethical and business practice from our suppliers and business partners.

SOCIETY

Our impact to society comes from being a top tier firm in IP and legal business for over 80 years. We are an active and accountable player with a long term perspective and committed to develop the IP field based on sustainability and societal responsibility.

SHAREHOLDERS

We aim to meet shareholder's expectations. We have regular, transparent information sharing and discussions on our strategy, targets and performance.



Sustainability management

3. Sustainability management



Sustainability is a mindset that concerns everybody at Berggren, and each of us has a role in contributing to our performance towards set targets. We provide training and insight information in various aspects of sustainability topics. Our Code of Conduct, supplemented by internal policies and practices, applies to all employees and every employee is held accountable for performing based on these high business standards.

Berggren Board of Directors approves our sustainability strategy and objectives. Berggren Management Team has the overall responsibility for sustainability performance. Sustainability status and performance are overseen regularly on a yearly basis.

Berggren's sustainability at the operational level is owned by the Sustainability Committee consisting of the CEO, VP of Strategy and Development, VP of Client Success and VP of People and Culture.

Effective sustainability means embedding sustainability within our business objectives, decision-making and operational processes. Integrating all dimensions of sustainability – economic, social and environmental – to our operations and culture is the responsibility of our Management team, supported by business teamleaders.





4.
Strategic
sustainability
targets and
commitments

4. Strategic sustainability targets and commitments

Our goal is to make a positive sustainability impact by encouraging and helping companies in solving the challenges of tomorrow.

Engaged and wellbeing employees

- We aim to be the #1 responsible workplace in the IP field.
- We are committed to invest in our people by offering learning opportunities and meaningful work assignments. We are committed to support a culture of well-being, diversity and inclusiveness.

Engaged and successful clients

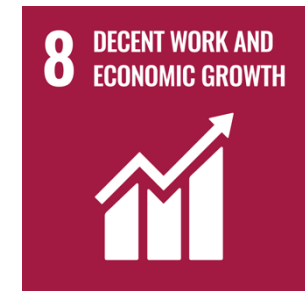
- We aim to serve our clients in supporting their innovation for sustainable solutions.
- We work on innovative clients issues in a rapid changing market and ever increasing challenges to create sustainable innovations for the future. We are committed to help our clients to respond to these issues in the best possible way, from our comprehensive technical, legal and financial perspective, as well as considering the needs of sustainability development.

Integrity

- We aim to demonstrate high ethical standards and responsible and transparent business practices.
- We are committed to integrate ethical business practices and information security to our culture and daily work. We are committed to train our people regularly to meet the changing requirements.

Environment

- We aim to reduce our environmental footprint and take environmental aspects into our decision making in purchasing processes.
- We are committed to continue digitalizing our processes and to enable hybrid working mode to all employees to reduce need for travelling.

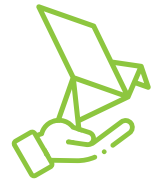


<https://www.un.org/sustainabledevelopment/sustainable-development-goals/>



5.

KPIs,
impact and
action plan



Engaged employees

IMPACT

At Berggren, we think that our impact in creating a more sustainable future comes from being a trusted partner for long-term relationships with our stakeholders. Therefore, investing in our people by building and fostering and engaging, participatory and learning centric culture is the key. Our workplace community is a combination of diverse technological, legal and business expertise. We invest in excellence and in those creating the future, and believe that by doing this we can stand out as a trustworthy and innovative partner.

COMMITMENT

We commit to being an employer that helps its people succeed at their work. We are committed to provide good leadership for each individual, provide continuous learning opportunities and enable each expert to create a motivating and meaningful career path.

We do not tolerate any kind of discrimination on the basis of, for example, physical condition, race, sex, social status, origin, or religion. Neither do we tolerate any kind of harassment or bullying at work. We respect different cultures as well as human and fundamental rights. We respect and support each other in all our actions and treat our people equally and fairly. Each individual at Berggren has the freedom of expression, opinion and association.

5. KPIs, impact and action plan



Engaged employees

ACTIONS

We always strive to

- Maintain an open and trustworthy working culture where it is allowed to question old truths and build new approaches to our way of working
- Foster a culture where everyone is equal and can feel safe and appreciated.
- Continue to gather feedback and seek ideas for improvements from employees, and develop the pinpointed topics that have the biggest impact on employee experience.
- Provide training for the employees to develop their knowledge and experience in sustainable development and responsible business.
- Provide diverse development opportunities and jobs to suit various career stages.
- Evaluate our teamleaders and managers to make sure that they have the desire and capabilities to take responsibility for the success, development and well-being fo themselves and their team members.
- Foster a culture and practicalities that thrive and create basis for continuous learning
- Continue to invest in excellence and in those creating the future.
- Take active part in different sponsorships, charity work and campaings for supporting own ´s personnels wellbeing and beyond. Examples: Kilometrikisa, Yritysmaraton, Blood donation, Summer Job campaign with SOS Lapsikylät.



Engaged clients

IMPACT

At Berggren, we always want to look at our work as broadly as possible and understand the long-term societal implications of our business. We think that this is an inseparable part of our quality promise and commitment towards our clients and the society.

We want to continue to be an active and responsible player in the IP and legal industry – to build a resilient, wise and trustworthy environment for innovation for a better future.

COMMITMENT

Our client work is where we can have most impact on a better future and work for sustainable growth. Therefore, we commit to integrating sustainable development and responsibility into our thinking, approach and processes.

5. KPIs, impact and action plan



Engaged clients

ACTIONS

We always strive to

- Consider sustainability as an element of the overall and long-term competitiveness and value of IP
- Encourage our clients to pay attention to the societal and environmental handprint and footprint in their field of business
- Foresee future changes in society's attitudes to build a long-term foundation into our advice
- Learn about our clients' approaches to sustainability and responsible business
- Be a responsible sparring partner for our clients in matters related to the the long-term sustainability of their IP strategy and portfolio
- Develop our knowledge and experience in sustainable development and responsible business
- Maintain an open and trustworthy working environment where it is allowed to question old truths and build new approaches to IP work
- Take active part in the discussion about the sustainability of the IP industry and share our knowledge and thoughts openly
- Consider the needs of society and sustainable development in client prospecting
- Assess the partner's responsibility when choosing foreign IP agents and other key partners



Integrity – Responsible business conduct

IMPACT

At Berggren, we always want to act in an ethical, transparent and mutually respectful manner with our employees, customers and other external parties. We assume responsibility for being worth of our employees', clients' and society's trust, and we keep our promises.

COMMITMENT

We commit to comply with all the laws and other regulations applicable to our activities. We commit to our Code of Conduct, being our ethical guideline describing the good business practices and high ethical standards we follow. We commit to our internal policies and practices supplementing the CoC, which guide us in our daily work and help us to retain our trustworthy reputation.

5. KPIs, impact and action plan



Integrity – Responsible business conduct

ACTIONS

It is particularly important that everybody at Berggren recognizes and knows the laws and regulations which apply to our activities and, where necessary, the activities of our clients. Compliance training is provided on a regular basis and all employees are obliged to participate.

CoC applies to all employees and every employee is held accountable and responsible for upholding our high ethical standards.

We offer multiple channels to report ethical concerns, including Compliance Officer, HR and industrial safety delegate. Any suspected malpractice will be investigated confidentially and according to a specific procedure.

We have a Compliance Officer, reporting to the CEO. The role focuses on developing, implementing and supporting our compliance culture. Compliance officer may be consulted in matters relating to compliance with and interpretation of these procedural rules. The Management Team approves and controls compliance with these policies and Business Unit leaders and Team leaders are responsible for ensuring that these policies are applied in a good manner in the daily operations.



Integrity - Information security

IMPACT

At Berggren, data is everything. As we see it, smart and secure handling of information is essential for the success of our customers. We assume responsibility for being worth of our clients' trust by making sure in every way that their information is safe with us.

COMMITMENT

We commit to take the risk of data theft and security breaches seriously. We commit to build and keep our network updated with latest technology and industry best standards. Cybersecurity is one of the key elements in our security planning.

5. KPIs, impact and action plan



Integrity: Information security

ACTIONS

We always strive to

- Train and inform our people on ongoing security risks and how to prepare for and respond to them.
- Handle all customer cases inside secured content management system, where automatic privileges are based on the metadata.
- Use the most advanced technology both to detect anomalies and to prevent attacks in our environment.
- Take advantage of using security partners as a service for sparring us at different security topics and tuning up our environment to meet the latest needs.
- Continue auditing our cyber security level with a separate audit partner and ensure that we always remain at the level A.
- Maintain, review and update a written Information Security policy that defines responsibilities and acceptable use of information system resources.
- Maintain a top tier level in GDPR practices.



Environmental Impact

IMPACT

At Berggren, we consider our environmental footprint to be already low at present. However, we take environmental issues seriously and understand our role as a responsible player in all aspects of sustainability and responsible business.

COMMITMENT

We commit to continuously looking for ways to further mitigate the impact of our activities to environment. We commit to support and partner with NPO's which are reliable players in the mission for building sustainable future.

5. KPIs, impact and action plan



ACTIONS

We always strive to

- Include environmental aspects into our decision making in purchasing processes.
- Promote environmental practices in our offices and keep information available for our people. We recycle waste in all our offices.
- Prefer flexible and durable solutions for equipping our offices and prefer local producers and service providers.
- Encourage our people through monetary benefit to commute to the offices by public transport. At the same time, we promote hybrid working mode, which supports the wellbeing of our people and reduces the environmental impact of travelling.
- Utilize the remote learning and training opportunities, which reduces the travel needs abroad.
- Compensate CO2 emissions of our people's flights.
- Continue the automation and digitalization of our processes.
- Prefer environmental friendly energy in our offices.

Giving back to society

TRAINING OUR EMPLOYEES

At Berggren we want to offer appropriate assistance to clients that are tackling climate and environmental concerns. We also want everyone at Berggren to become as knowledgeable as possible about these issues. Know-how provided by BSAG to Berggren opens up new means for development and success not only for Berggren directly but also for clients of Berggren, in terms of and also for the benefit of the environment.

FIBS is the leading corporate responsibility event organizer in Finland: they produce dozens of events every year on current responsibility topics, from webinars to workshops. As FIBS member, we at Berggren encourage our employees to participate in their events to learn about the latest sustainability tools and practices, hear inspiring case examples from different industries, and share information and experiences.

DONATIONS



BSAG: We are committed to yearly donations to BSAG as part of our cooperation.

BSAG is an independent foundation which was established in 2008 with the aim of restoring a good ecological balance of the Baltic Sea under changing climate conditions.



SOS LAPSIKYLÄT: We are committed to yearly donations to SOS Lapsikylät and we also have yearly summer job campaign where we offer summer jobs to young people under 18 through SOS Lapsikylät.

SOS Children's Villages, founded in 1949 by Hermann Gmeiner, is the world's largest non-governmental organization focused on supporting children and young people without parental care, or at risk of losing it.

ENCOURAGING AND SUPPORTING OUR EMPLOYEES

We commit to continuously looking for ways to further mitigate the impact of our activities to environment. We commit to support and partner with NPO's which are reliable players in the mission for building sustainable future.