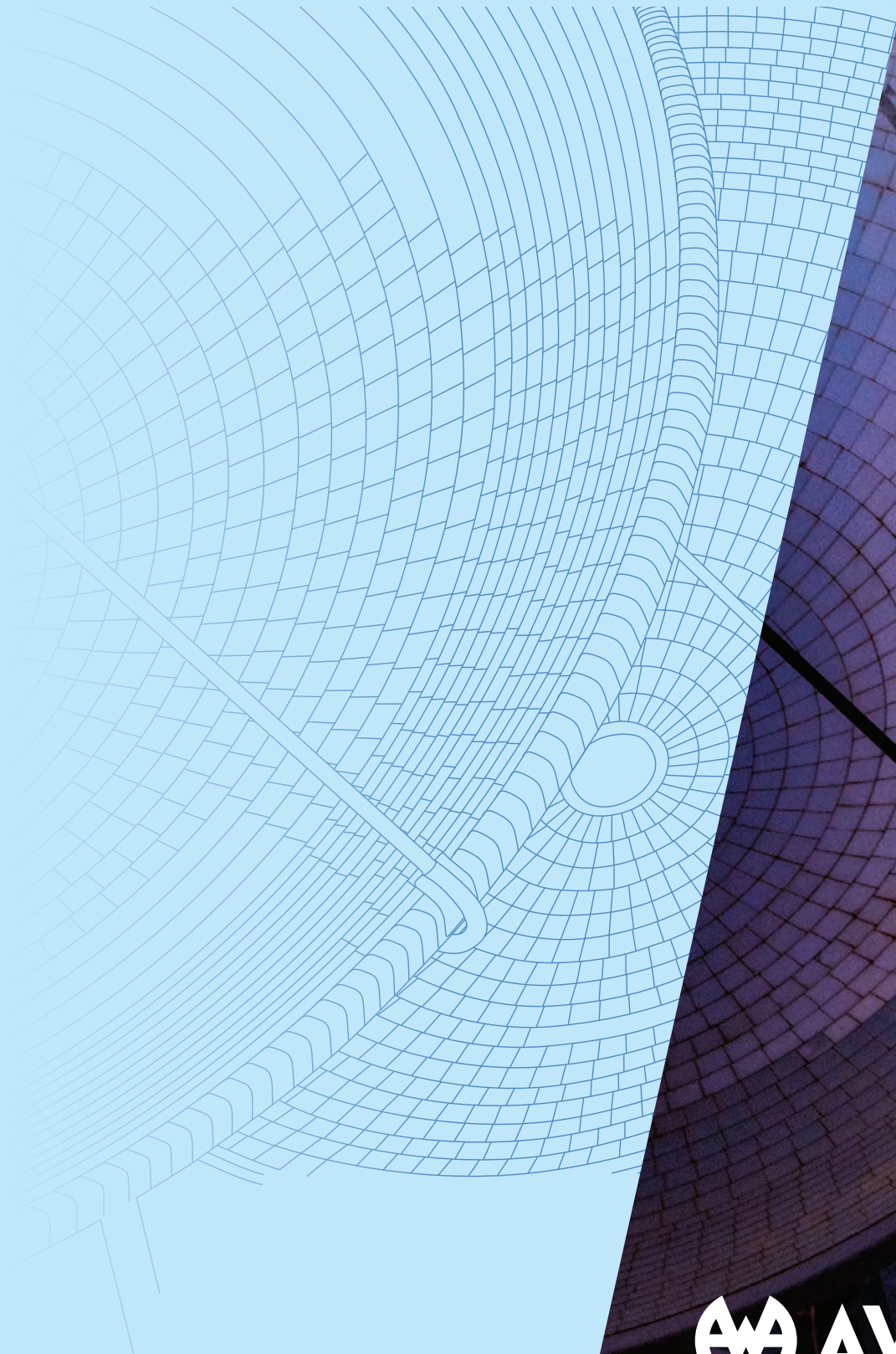


Sustainability Report

2025




About AWA



AWA is a leading intellectual property (IP) firm working with clients worldwide, ranging from early stage startups to international, well-known brands with vast portfolios. Our clients view IP as a key strategic asset helping them to thrive in competitive markets. Combining our legal, technical and business expertise, AWA helps clients to make strong and successful businesses out of their brands, ideas and innovations. Utilising our attorneys across Europe and Asia, as well as our extensive global partner network, enables us to offer clients the right quality and best solutions in all markets. Sustainability for AWA means that our business is conducted responsibly with sustainable practices that consider social, environmental, and economic perspectives. We want to increase the share of client projects leading to a sustainable future with sustainable solutions.

100%
OWNED BY THE EMPLOYEES

>380
EMPLOYEES

 **4,700**
CLIENTS IN ALMOST 70 COUNTRIES


190
IP CONSULTANTS

145
PATENT ATTORNEYS

45
ATTORNEYS AT LAW

35
EUROPEAN TRADEMARK OR DESIGN ATTORNEYS


85
EUROPEAN PATENT ATTORNEYS

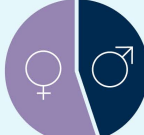



100
PARALEGALS

15
DIGITAL ASSET SPECIALISTS

7
CHINA PATENT AND TRADEMARK ATTORNEYS


30 REGISTERED REPRESENTATIVES BEFORE THE UNIFIED PATENT COURT


OUR MANAGERS ARE 56:44 WOMEN AND MEN

 **20+**
OFFICES ACROSS BELGIUM, CHINA, DENMARK, HONG KONG, NORWAY, SWEDEN AND SWITZERLAND




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CEO Preface



Sustainability for AWA means conducting our business responsibly with sustainable practices.

Planet

In 2025, we commissioned our first study into carbon accounting to provide accurate data on our emissions by location and activity.

AWA continues to document our carbon accounting to monitor our emissions and develop action plans and follow-up measures.

We joined the member-based community IP4ET, which aims to share practical solutions to reduce greenhouse gas emissions across the IP supply chain and to support the transition toward innovation that enables decarbonisation.

People

We are transitioning to a new system to monitor employee engagement more frequently using pulse surveys. This will provide a more actionable and timelier overview of our employees' experience.

We continue to work with our career model framework to ensure clear expectations and minimum goals that allow for long-term delivery. In a highly specialised area, it is better business practice to look to the long term for our employees, including their entire working lives with AWA.

Artificial intelligence is rapidly transforming how companies operate, and at AWA, we are harnessing it to automate work, unlock insights, and deliver greater value to our clients while always keeping a human in the loop to monitor, review and check the quality.

Profit

We continue to ask all suppliers to sign the AWA Supplier Code of Conduct, an essential guide outlining principles, values, and expected behaviours from our suppliers.

Our commitment to sustainability is not just a business strategy; it is a fundamental value that we uphold as a firm, alongside the rest of the global intellectual property community.

We remain dedicated to continuously improving our long-term practices to the benefit of people, planet and profit.

Sidsel Hauge
AWA Group CEO

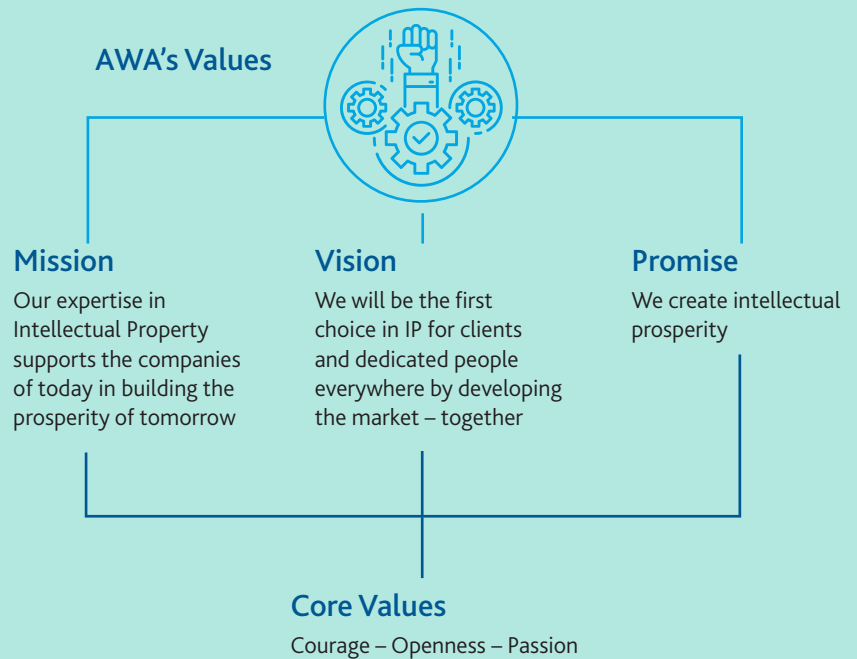
April 2026

This is AWA

AWA is a leading intellectual property firm with across 20+ offices in Belgium, China, Denmark, Hong Kong, Norway, Sweden and Switzerland. Our clients are innovative companies, ranging from local start-ups to global giants.

We supply a full-service offering in prosecution, dispute litigation, aftermarket services, legal advice, strategy and commercialisation. Our IP professionals are experts in patents, trademark, design, copyright and domain names – all as passionate about your innovations and brands as you are.

AWA was founded in 1897 by the Swedish engineer Anders Wilhelm Anderson. His initials form our company name and remind us of our proud history and the experience we bring to all our clients.



What sustainability means for AWA

Sustainability for AWA means that our business is conducted in a responsible way with sustainable practices in all dimensions.

We have continued to increase our sustainability work by analysing our current impact and refining our future direction based on the materiality analysis. With this focus we are confident that our sustainability work will be effective and have greater impact.

Materiality analysis and sustainability targets

AWA conducted an expansive materiality analysis to understand our most important sustainability areas. We evaluated how we impact the sustainability areas around us and how we as a firm will be impacted from sustainability changes around us. The analysis was based on several inputs:

- **Benchmarking** – consisting of firms in the same sector.

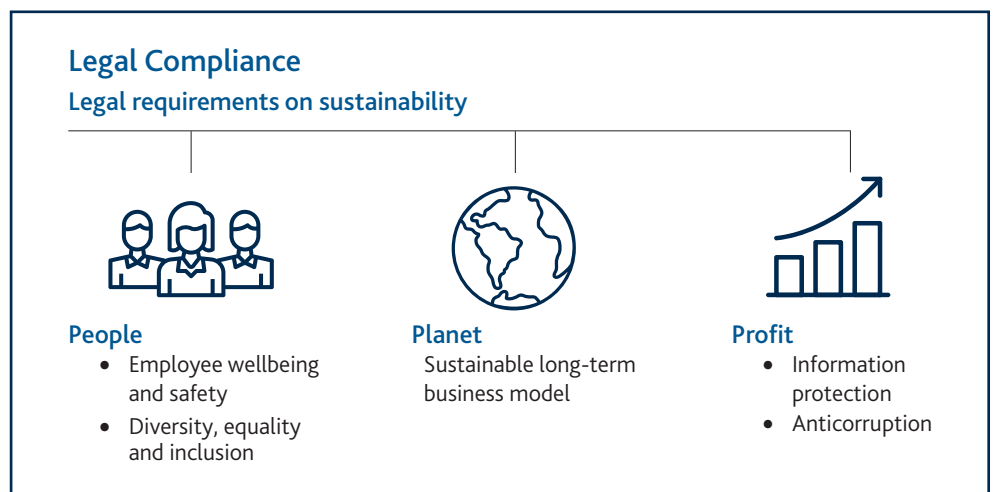
The analysis focused on the firms' essential sustainability areas, goals, environmental policies and so on.

- **Stakeholder dialogues** – in-depth interviews with stakeholders, including clients, employees and board members.
- **Stakeholder survey** – web-based survey sent to our employees, board

members and selected clients. Over 200 responses were received (excluding incomplete responses).

- **Management workshop** – workshop with AWA's Management Team considering financial materiality.

The analysis resulted in prioritised sustainability areas within all dimensions of sustainability: People, Planet, Profit and Legal Compliance. Through the material areas, we prioritised our sustainability work and targets on areas where we can have the largest impact. The updated policies and sustainability targets derive from these areas:



Please see Appendix A for additional information on the risks considered.

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Risk and opportunity analysis

As a part of the materiality analysis, we conducted an initial risk and opportunity analysis focused on sustainability. The analysis considered the potential financial impact for AWA based on the consequence and the probability of a risk or opportunity. The risks and opportunities were evaluated in terms of probability of occurrence and consequence. The outputs from this analysis informed our sustainability areas.

Risks

The results of the analysis show that the risk with the highest probability is more strict legal requirements on sustainability and the risk with the greatest consequence is loss of trust from clients. As AWA's core business is built on trust, this risk can have a great financial impact. We can mitigate this risk with transparency and clarity towards our clients. AWA is not subject to the Corporate Sustainability Reporting Directive (CSRD) in the EU as it does not fall within the employee size or net turnover parameters. The risk in case of bribes and/or corruption and poor work environment was also medium ranked. AWA's work with the risk in case of bribes and/or corruption is described in the anti-bribery and corruption policy presented in the chapter **Profit**. Work to reduce the risk of poor work environment is further described in the chapter **People**.

The risks discrimination and significant negative impact on work environment and human rights in the value chain were evaluated as low risks in terms of both probability and consequence and are therefore not prioritised areas for AWA's risk work.

None of the opportunities were valued with high consequence or high probability. Therefore, AWA's focus is on the medium consequence and medium probability opportunities.

Please see Appendix A for additional information on the risks considered.

Opportunities

In terms of opportunities, both increased expectations from clients and recruitment were ranked with medium consequence and medium probability – both being important focus areas for AWA. Increased expectations from clients are seen as an opportunity for AWA as we work proactively with sustainability. As our employees are the greatest asset at AWA, we must work actively with recruitment and to ensure that our employees want to stay at AWA. This is further described in chapter **People**.

Please see Appendix B for additional information on the opportunities considered.

Governance of our sustainability work

Our sustainability policies are the main steering instrument for sustainability. With them in mind we set our targets and guide the organisation in the right direction.

Our sustainability policy will be reviewed annually by Executive Management to ensure it steers us in the right direction within sustainability and stays up to date. The policies related to each sustainability topic are presented in each area (people, planet and profit).

We have included a section entitled Updates for each area to showcase our work and commitment over the past 12 months.

Topic: People

Definition of topic and focus area

Within the topic of **People**, we include all our relevant stakeholders, both within the firm and externally. AWA prioritises employee wellbeing and aims to be an attractive employer with fair conditions. In addition, we work with various charitable organisations to include people outside of our organisation.

In the materiality analysis, the areas associated with People stood out to us as the most important areas for AWA. **Employee wellbeing and safety together with diversity, equity, and inclusion** were ranked as the most important sustainability topics.

Current work

In 2025, we started transitioning from Great Place to Work® to Talently Pulse Surveys to provide more frequent feedback and detailed insights into our employees' workplace experience and help form our overall strategy. Surveys will be sent out every two to four weeks that are shorter in content and provide more frequent insights. This will still provide an actionable and comprehensive overview of our employees experience and will be fully operational in 2026.

Learning culture

AWA is a learning organisation with a strong development culture. The work is team-focused, with tailor-made client teams consisting of patent attorneys, paralegals, attorneys-at-law and other specialists. The teams are adjusted for each client. Collaboration is encouraged and integrated in our processes and reward systems. We work with several initiatives such as trainee programmes, specialist training (EQE-basic), leadership training, company career model, lunch and learns, knowledge sharing days and annual performance development plans. Our managers lead with a situational approach and a growth mindset. This leads to a sense of pride in the company and of the quality we deliver to our clients. Sharing knowledge, developing our business and a sense of pride are significant building blocks of AWA's culture.

Wellbeing

AWA's most important asset is our employees and we strive to be the best employer we can possibly be. From an employer's point of view, offering a healthy working environment is crucial when seeking to attract and grow talent. Perhaps the most appreciated benefit we offer in order to help maintain a healthy work-life balance is flexible working conditions. We give our employees a large degree of freedom and trust that they are able to plan and execute their tasks. Technology and digital support systems make it possible for us to work outside the physical office, and we have implemented a hybrid working model that enables the employee to choose between different working locations, including working from home, in a way that allows individuals to successfully deliver work.

Equity

One of AWA's most important aspects of sustainability work involves maximising and developing the skills of its workforce. We care about our people and believe it is essential that we continually strive to create an inclusive company culture that utilises the full range of talents to meet our business priorities. Promoting equity is a natural and integral part of all our activities, and we continuously review our employee lifecycle processes through an equality lens to minimise the risk of bias or discrimination at any stage. This includes recruitment, onboarding, performance management, learning and development opportunities, recognition and reward, and succession planning. Conditions, rights, and development opportunities at the company shall be the same for all employees. This is evidenced by the AWA Career Models, which clearly outline roles at AWA, along with expectations, responsibilities and tasks for each role. They also aim to motivate and engage employees by providing clearly defined career paths that support professional development. Every stage represents a vital phase in the professional growth and development of our staff. Promoting equity is a natural and integral part of all our activities with some of these initiatives including:

Making it easier for all employees to balance life

By this we mean making things easier for all employees, e.g., parental leave compensation for individuals, through flexible working hours and by arranging meetings as far as possible between 9 am and 4 pm. The latter is particularly important for employees with children, in regard to leaving and picking up from daycare. We realise that one model of working doesn't fit everyone, and we want to ensure that AWA as an employer adapts to all employees' varying needs through different life events. This is important for us to ensure that we are the long-term ultimate choice of employer.

Promote a culture of zero tolerance

One natural way of approaching this is to promote zero tolerance to any employees to being exposed to any offensive, malicious or insulting behavior, images or written material that can be regarded as an invasion of their personal integrity. An abuse or misuse of power that undermines, humiliates, or causes physical or emotional harm to anyone shall be addressed through prompt action and we encourage notifying the organisation as soon as possible.

AWA is committed to a culture of openness, integrity, accountability and to conduct safe, fair, environmentally responsible and ethical operations. We have a whistle blowing system and encourage anyone to speak up and report any suspected violations, wrongful activities or misconduct at AWA.

No discrimination when it comes to recruitment

By this, we mean recruiting a diverse staff group when it comes to gender, age, nationality, ethnicity, religion, other beliefs or disability,

etc. in various kinds of work and within different categories of employees, as well as ensuring at all times that vacant positions are offered without any grounds of discrimination. We continue to promote increased gender equality in the company's leading positions. In 2025, for partners the proportion was 36% women and 64% men. An improvement from 2024 numbers, as a more diverse employee pipeline advances in the career model we work towards having a more balanced distribution of between 40% and 60%. When looking at all managers across the firm we have a distribution of 56% women and 44% men.

Provide all employees with equal pay and conditions for equal performance when the work done is identical or of equal value and is of comparable difficulty

By this, we mean ensuring that no employee faces salary discrimination through our salary matrix which is tied to the career model and unrelated to personal details.

Ambition

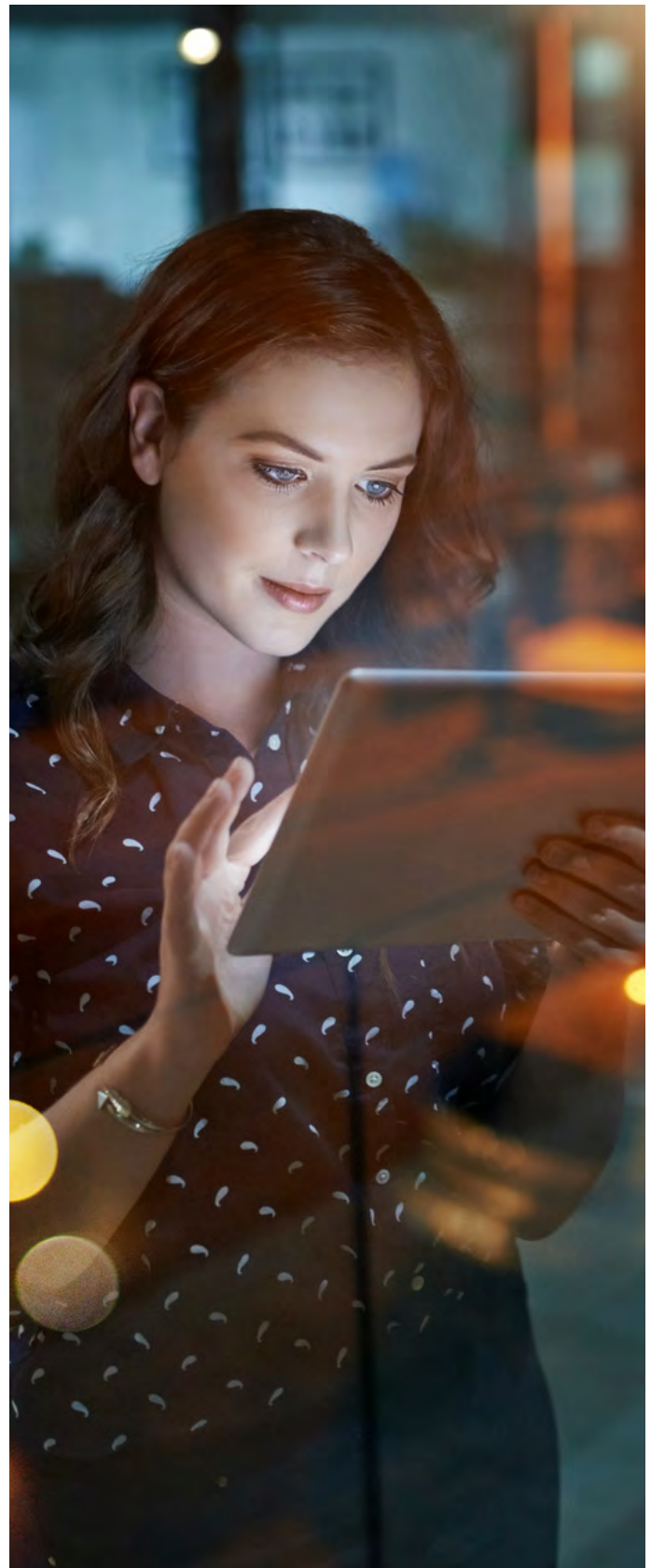
One of our most important success factors involves making the most of, and developing the skills of, our workforce.

- We offer our employees fair and equal conditions and encourage an open dialogue.
- We work proactively to prevent and reduce negative impact from loss of employee's health and well-being.
- All employees of the firm are entitled to be treated with the same level of respect regardless of their sex, gender identity, expression, ethnicity, religion or other beliefs, disability, or age.
- We promote a gender balance regarding leading positions and recruitment in general.



Updates

- We continue to promote increased gender equality in the firm's leading positions, and in 2025, we had a distribution of 56% women and 44% men across all Managers. For Partners, the distribution is 36% women and 64% men, and this is an area that requires further development.
- Transitioning to Pulse Surveys to better understand the employee experience.
- Continually expand our learning and development to cover further specialist areas like AI and Software.
- We have developed the AWA Supplier Code of Conduct, an essential guide outlining principles, values, and expected behaviours from our suppliers.



Target areas

- Working with insights from Pulse Surveys
- Diversity and inclusion
- Analyse our associate partner gender equality as the next generation of the firm

Topic: Planet

Definition of topic and focus area

Within the topic planet we include the impact we have on our planet. We focus on environmental sustainability including efforts to continuously decrease our negative environmental impact.

Current work

AWA has a responsibility for the resources we use and for the impact we have on the environment, both of which we always strive to minimise. Our direct environmental impact is minor, as we are a knowledge organisation. However, we have a responsibility to reduce the impact from our purchases, offices and our travels.

Ambition

The basis for AWA's environmental work is that our business should be managed and operated in an efficient, responsible and sustainable manner.

- We will create a framework to define if and how a client project is sustainable, and we will follow up and set targets on our share of sustainable projects.
- We choose modern, efficient, and environmentally friendly materials, facilities and technologies in our purchases and investments, balancing both environmental and financial aspects.
- We choose energy efficient equipment and source renewable energy in offices when possible.
- We minimise our travel and use video conferencing as much as possible when we communicate with clients and other stakeholders, and when we have internal meetings. We choose sustainable transport as often as possible.

AWA has a hybrid workplace policy, which should lead to reduced travel to and from offices, and the possibility to decrease office space per employee. We also engage in carbon accounting to monitor our emissions per office, employee and also conduct a commuting survey.

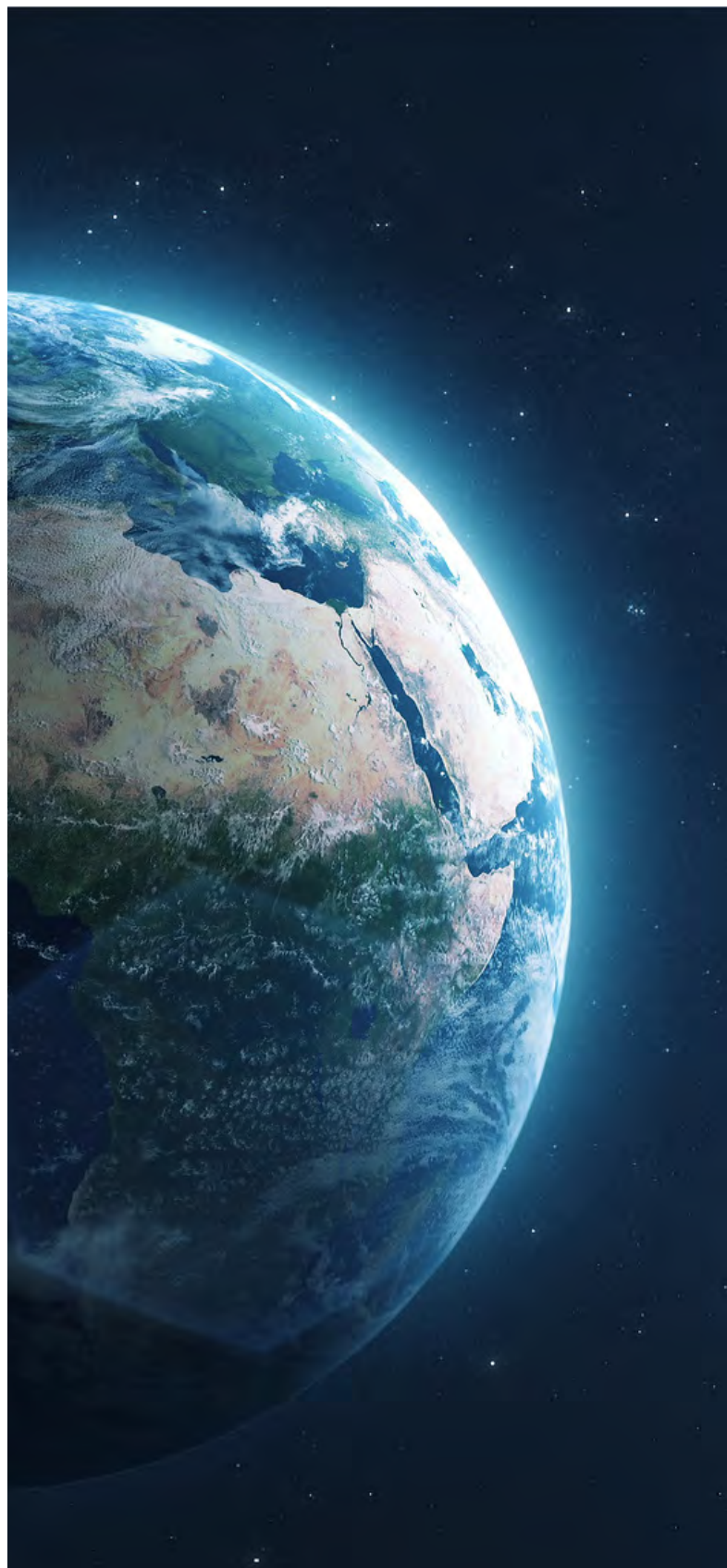
AWA's indirect environmental impact can be of great importance as intellectual property rights are part of which products are produced and put on the market.

AWA has joined the IP Charter for Energy Transition (IP4ET), a first-of-its-kind cross-industry initiative that brings together actors from across the intellectual property value chain to address greenhouse gas (GHG) emissions. The member-based community focuses on developing and sharing practical solutions to reduce emissions associated with the protection, management, exploitation, and enforcement of IP rights. Membership in IP4ET supports the broader alignment of IP practice with the United Nations Sustainable Development Goals, starting with SDG 13: Climate Action.



Updates

- We continue to follow our ambition to choose modern, efficient, and environmentally friendly materials, facilities and technologies in our purchases and investments, balancing both environmental and financial aspects.
- Assess Annual Carbon Accounting result and setting goals on how to contribute to our own and thereby our contribution to our clients carbon footprint value chain.



Target areas

- Analysis of carbon accounting
- Climate impact

Topic: Profit



Definition of topic and focus area

We do business every day and in all cases it is essential that our clients, suppliers, partners, owners, and other stakeholders can rely on AWA doing business in a professional, honest, ethical and confidential way. We should always be able to account for our actions.

Anti-bribery and corruption policy

We condemn bribes, corruption, fraud, and misappropriation. We require transparency, integrity, and honesty in all aspects of our business. All employees at AWA must comply with existing laws and agreements, internal policies, and regulations. Our anti-bribery and corruption policy is used on a daily basis.

AWA and its employees are forbidden to give or receive gifts to secure assignments, influence authorities or otherwise provide benefits for AWA or the individuals concerned. By gifts we mean presents, payments, personal benefits, or remuneration. Gifts may only be accepted if they are of limited value and follow normal industry practice on each market. The relevant team manager should be informed about gifts received from suppliers or partners.

AWA's employees must make a clear distinction between corporate and private interests and avoid possible conflicts. We never accept gifts that may give rise to conflicts of this kind. No gifts may be offered or accepted if they are contrary to existing laws. Bribery is prohibited by law, which means that all forms of compensation outside of contracted services to agents, suppliers, authorities, and partners are prohibited. If any irregularities should come to our knowledge, policies and practices are in place in the company, and we will immediately take the necessary measures.

Whistleblowing Policy

AWA is committed to a culture of openness which has been one of our core values for several years, integrity, accountability and to conduct safe, fair, environmentally responsible, and ethical operations. We encourage anyone such as employees, suppliers, customers, shareholders, or other business partners to speak up and report any suspected or observed violations of law, security concerns, wrongful activity, or misconduct at AWA. Whistleblowing is one of the most effective ways to detect and prevent corruption and other malpractice. Our whistleblowing system is found at awa.whistlelink.com. We encourage our suppliers and other partners to conduct their business according to the same ethical principles as AWA has.

Professional Ethics and Standards

A large percentage of our workforce is governed by respective professional ethics, standards and codes of conduct as European Patent Attorneys (epi) and Attorneys at Law (in jurisdictions where they are authorised). These standards prohibit taking an interest when it comes to payment. For example, from the epi Code of Conduct: A member must not acquire a financial interest in any industrial right in such circumstances as to give rise to a conflict between professional duty and interest. He must not charge a fee directly related to the outcome of the services he provides.

Information protection

To ensure stakeholder trust, we have a detailed privacy policy covering how we collect data and what we do with such information. The policy is easily accessible on our website and is part of our firm-wide e-mail signatures. We have taken suitable legal, technical, and organisational precautions to prevent unauthorised access, use, change and deletion of personal information.

We have adopted an IT policy which applies to all our employees that set up the provisions for how we use our information systems. All our processing of personal data is in accordance with current applicable data protection legislation.

Artificial Intelligence

AI is rapidly changing how companies work and operate in the modern world. AI can help companies automate tasks, optimise processes, generate insights, and create new value propositions. For AWA, AI can also change how we work and deliver their services.

We are actively integrating AI into our practices, developing new ways to utilise it both internally and for our clients with a human in the loop at all times to review and ensure quality. Any final product will have always been reviewed by a human. Our focus remains on responsible and ethical use of technology, adhering to industry standards while maintaining quality and confidentiality.

Ambition

AWA shall be a trustworthy choice for IP clients. To be that we must ensure that we have a sustainable business, and that sensible information is protected and handled with care.

- All information shared with AWA is protected to minimise the risk of information leakage and being hurt in the event of a cyberattack. AWA ensures that they are working proactively to keep all information shared with them safe.
- AWA works systematically and proactively against bribery, facilitation payments, fraud, extortion, collusion and money laundering.



Updates

- All new employees must complete anti-corruption education programmes.



Target areas

- Continue with robust IT protection policies
- Continue developing comprehensive AI policy

Unlock the full potential of your intellectual assets with AWA.



mail@awa.com



[AWA](#)



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awapoint.com



Appendix A. Evaluated risks from the materiality analysis



Poor work environment

Cause: Insufficient systematic work with HR/work environment.

Effect: The main risks are stress and a high workload. Legal fees and costs due to increased need for recruitment. Increased cost for sick leave.



Discrimination

Cause: Poor work environment, insufficient routines and low knowledge.

Effect: Legal fees, bad publicity and risk for lower income if clients screen the company as a result of discrimination cases.



Case of bribes and/or corruption

Cause: Unclear guidelines and an insufficient control system.

Effect: Costs for legal processes and risk for reduced income should clients disqualify AWA as a supplier. Limitations in controlling its supplier's and partners' operations.



Loss of trust

Cause: Questionable strategic choices or individual cases leading to AWA acquiring a bad reputation.

Effect: Clients choose not to work with AWA resulting in financial loss. Potential competent personnel disregard AWA as a potential employer leading to a decrease in income due to satisfied clients, business opportunities, etc.



Significant negative impact on work environment and human rights in the value chain

Cause: Insufficient control system of suppliers and partners.

Effect: Costs connected to change of suppliers and partners. Delays in projects and connected cost increase. Clients may choose not to work with AWA resulting in financial loss.



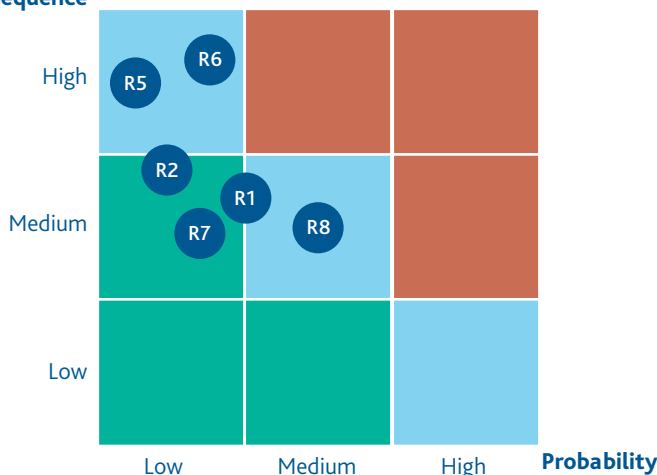
More strict legal requirements on sustainability

Cause: International acceleration towards a more sustainable society. Such as design to recycling, reporting and more.

Effect: Increased costs to keep up to date, increased costs for reporting, and potential sanctions.

Risks

Consequence



Description of risk/opportunity

- R1 Poor work environment
- R2 Discrimination
- R5 Case of bribes and/or corruption
- R6 Loss of trust
- R7 Significant negative impact on work environment and human rights in the value chain
- R8 More strict legal requirements on sustainability

Appendix B. Evaluated opportunities from the materiality analysis



Recruitment

Cause: By complying with and/or surpassing potential employees' expectations on their employer's sustainability performance.

Effect: Reduced cost due to decreased staff turnover. Easier to attract competent staff, leading to a decrease in recruitment costs as well as possibilities connected to competent staff (increased income due to satisfied clients, business opportunities, etc.).

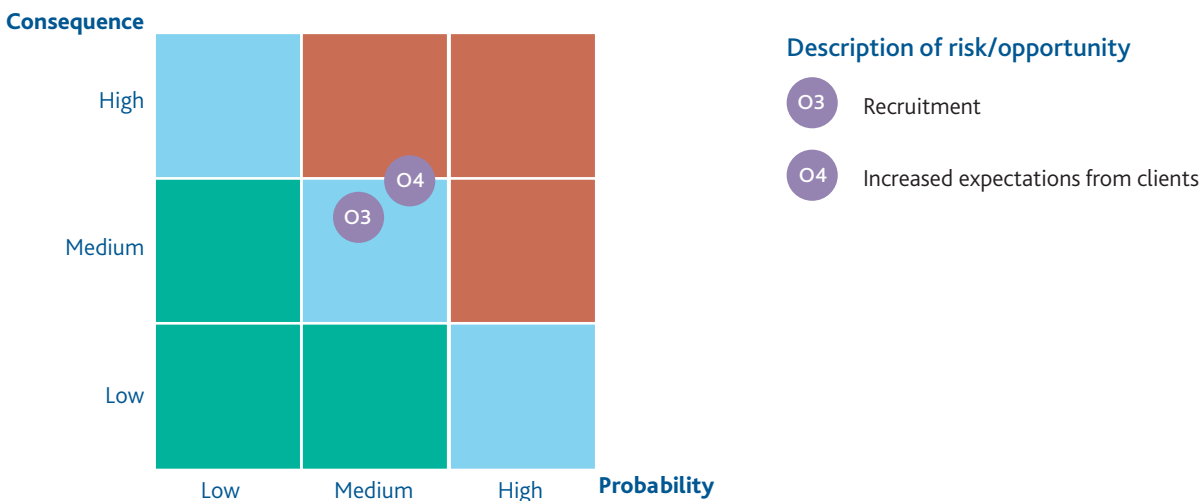


Increased expectations from clients

Cause: Increased requirements from their value chain and/or stakeholders.

Effect: Competitive advantage due to clients preferring companies with better sustainability perform

Opportunities



Appendix C. About this report

Contact

AWA Holding AB
Box 5117
Matrosгатen 1
200 71 Malmö

Fulfilment of demands in the Swedish Annual Reports Act (ÅRL)

This index indicates where the information to fulfil the demands in Swedish Annual Reports Act (ÅRL) can be found.

	Demand	Page
1	The company's business model	2

Environment

	Demand	Page
2	The policy that the company applies in the questions, including the review procedure. If the company do not apply a policy, this should be clearly stated.	2,6
3	The result of the policy.	10
4	The material risks.	3
5	How the company handle the risks.	4
6	Central result indicators that are relevant to the company.	10

Social conditions

	Demand	Page
2	The policy that the company applies in the questions, including the review procedure. If the company do not apply a policy, this should be clearly stated.	2,6
3	The result of the policy.	7
4	The material risks.	3
5	How the company handle the risks.	7
6	Central result indicators that are relevant to the company.	7

Employees

	Demand	Page
2	The policy that the company applies in the questions, including the review procedure. If the company do not apply a policy, this should be clearly stated.	2,6
3	The result of the policy.	7
4	The material risks.	3
5	How the company handle the risks.	7
6	Central result indicators that are relevant to the company.	7

Respect for human rights

	Demand	Page
2	The policy that the company applies in the questions, including the review procedure. If the company do not apply a policy, this should be clearly stated.	5
3	The result of the policy.	5
4	The material risks.	5
5	How the company handle the risks.	5
6	Central result indicators that are relevant to the company.	5

Counteract corruption

	Demand	Page
2	The policy that the company applies in the questions, including the review procedure. If the company do not apply a policy, this should be clearly stated.	6,11
3	The result of the policy.	11
4	The material risks.	3
5	How the company handle the risks.	11
6	Central result indicators that are relevant to the company.	11



 **AWA**