



Environmental, Social, and Governance Report

2024-2025

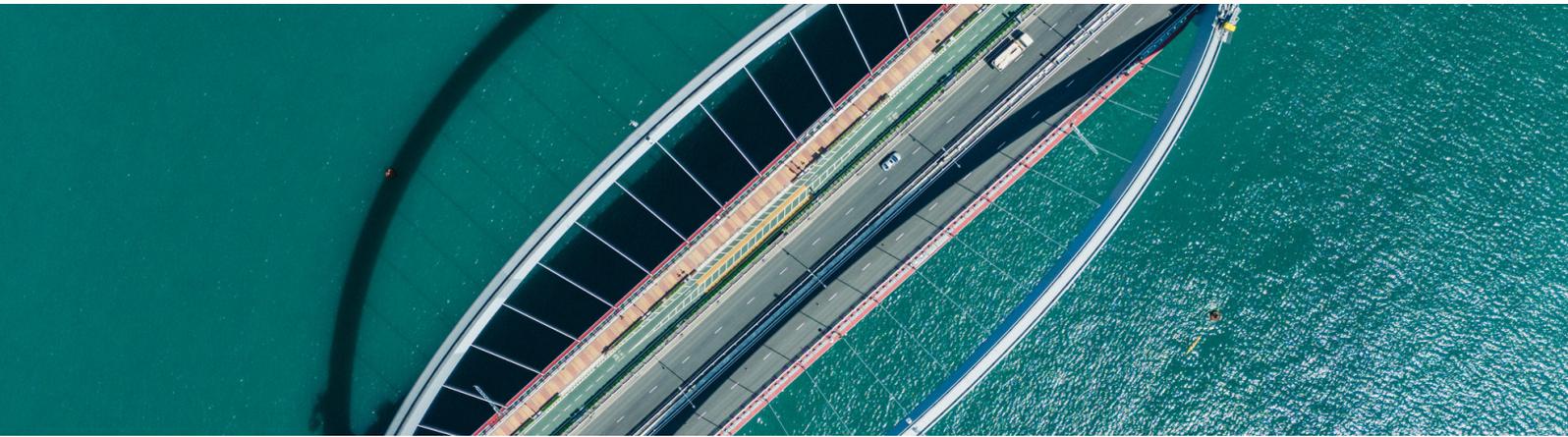


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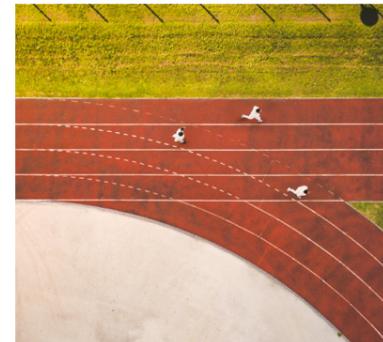
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A MESSAGE FROM OUR CHIEF OPERATING OFFICER

Rouse's third ESG Annual Report reflects our continued commitment to environmental responsibility, social impact, and strong governance. Over the past year, we have made tangible progress across all three pillars, from strengthening our people practices and governance frameworks, to improving the accuracy and transparency of our environmental data.

While ESG reporting is a regulatory necessity, it also provides an opportunity to recognise the meaningful progress being made across

the firm and to set a clear direction for the years ahead. Many of the initiatives highlighted in the report have been shaped and led by our employees, demonstrating depth of engagement across the business and shared ownership of our ESG priorities.

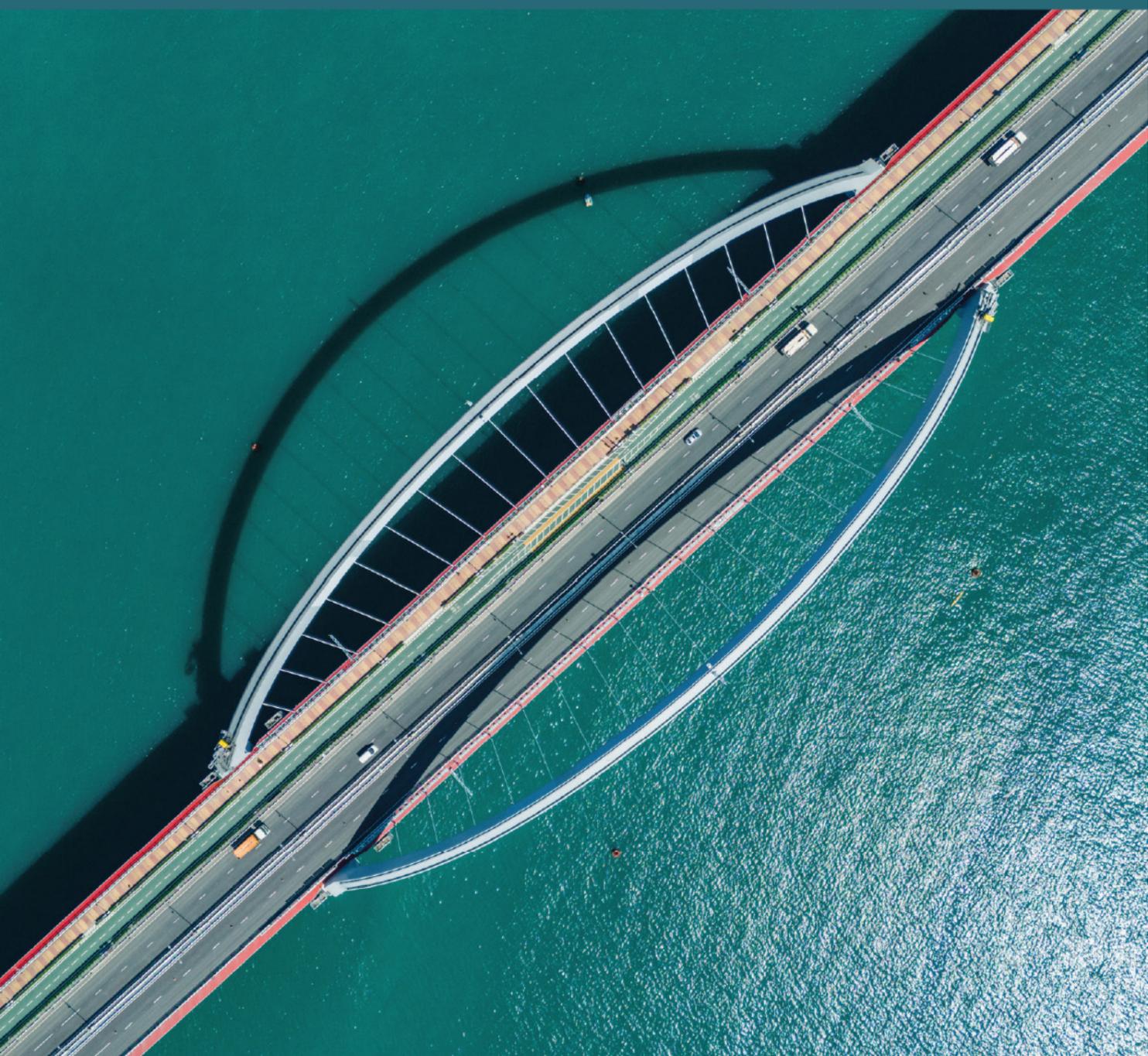
Paolo Tavolato
Chief Operating Officer

EXECUTIVE SUMMARY

Rouse's 2024-2025 ESG report outlines our comprehensive approach to diversity, environmental responsibility, employee engagement, and governance. We are a diverse business of many cultures and high female representation in our leadership, while our carbon-footprint management is on a clear path towards Net Zero emissions by 2050. With an enhanced corporate governance model, Rouse upholds the highest standards of ethical practice and risk management.



01 SOCIAL



Social

Employee Engagement and Feedback

Employee engagement remained a key priority for Rouse in 2024-2025. We continued to gather meaningful internal feedback through our annual employee opinion survey and quarterly vibe surveys. This enabled us to build on initiatives introduced during the year and to identify opportunities for further improvement.

Employee Opinion Survey

We recorded a significant increase in employee participation during 2024-2025, with over 20% more employees completing the survey compared to the previous year. This increase reflects growing employee engagement and increased confidence in our feedback processes.

Overall, survey results were consistent with the previous

year. Scores exceeded 90% across several key engagement measures, including role engagement, feeling part of a team, collaboration, and effective teamwork.

These results are reviewed by senior management and inform the ongoing development of our People priorities.

We continued to report strong results against our core employee engagement key performance indicators

Employee satisfaction

79%

Sense of belonging

86%

Notable improvements were observed in the following areas



Employees feeling appropriately involved in and informed about decisions that affect their work



Perceptions that the organisation invests sufficiently in employee training and development



Effectiveness of communication from local leaders and managers

Vibe Surveys

In addition to the annual employee opinion survey, Rouse continued to deploy ad hoc 'Vibe' surveys to provide more frequent insight into employee sentiment. The focus areas for these surveys were drawn from the results of the employee opinion survey. Vibe surveys give us the flexibility to take a deeper dive into topics that emerge during the year.

In 2024-2025, we undertook focused reviews of:

- Blended working arrangements
- Feedback on our appraisal process
- Feedback on the newly introduced mid-year review process

Blended Working Guidelines

In response to employee feedback, Rouse has developed and introduced Blended Working Guidelines that are designed to balance flexibility with structure. The aim is to ensure that both business needs and employee wellbeing are supported.

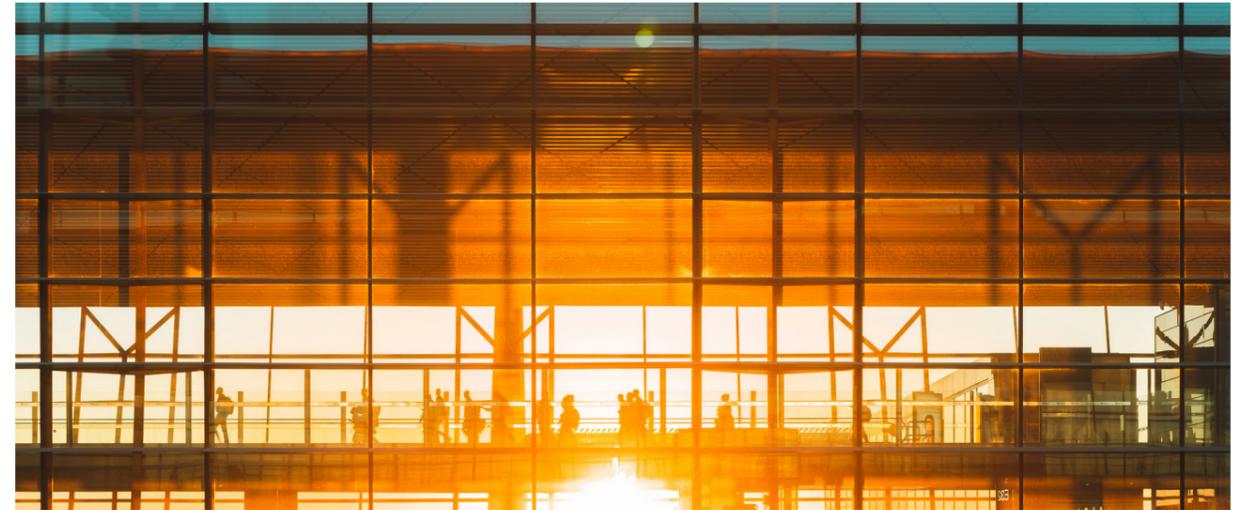
The guidelines promote a more consistent approach to hybrid work across our offices, providing employees with greater flexibility in order to reduce commuting time and associated costs.

Rouse introduced its first set of blended working guiding principles in September 2024, establishing a clear and consistent framework for hybrid working across the organisation.

Work from anywhere policy

To further support our flexible working approach, Rouse introduced a policy allowing employees to work from a location outside their primary employment base for up to 10 working days per year. This also enables employees to benefit from being part of a large global organisation.

The policy was developed in direct response to feedback received through the blended working survey. It supports greater flexibility, mobility and work-life balance, while maintaining operational effectiveness and collaboration across the business.



Mid-Year Review Introduction

In response to employee feedback highlighting the importance of regular, structured performance conversations, Rouse introduced a formal mid-year review process during 2024-2025.

Our mid-year reviews have been designed to complement the annual appraisal cycle, by providing employees and managers with an opportunity to reflect on progress against objectives, discuss development needs, and realign priorities where required. This approach supports clearer

expectations, timely feedback, and ongoing performance development.

The introduction of mid-year reviews also strengthens manager-employee dialogue, enhances transparency in performance management, and supports employee engagement by ensuring individuals receive consistent guidance and support throughout the year.

Role Profiling exercise

In order to continue our integration plans across our Nordic offices, we undertook a Role Mapping exercise with our fee-earning teams at those locations.

This purpose of this exercise was to align our fee-earning roles in the Nordics with those across the Rouse Group.

Having clear alignment across roles strengthens our intentions around integration and enables our employees to understand how they fit into the Rouse Career Development Framework. Clear alignment also supports access to career development opportunities beyond an employee's immediate role or location.

02

ENVIRONMENT



Environment

Rouse understands that it is crucial to acknowledge the environmental impact associated with our operations. From office energy consumption to business travel, our activities contribute both directly and indirectly to carbon emissions.

We recognise our responsibility to reduce our environmental impact and work towards Net Zero emissions. Although this presents practical challenges, Rouse has stated its commitments to:



Reduce our carbon footprint through setting clear emissions reduction targets, supporting the use of energy-efficient technologies and renewable energy sources, and promoting sustainable transportation options for our employees.



Conserve resources and reduce our impact on the environment by actively managing our consumption of water, paper, and energy.



Reduce waste and minimize the environmental impact of our operations by implementing waste reduction strategies, including recycling and waste diversion programs.



Promote a sustainable supply chain by encouraging suppliers to adhere to sustainable and environmentally responsible practices, including following ethical labour standards.

Our approach is to always focus on our own reduction efforts. While a significant share of our carbon emissions arise from indirect sources that are challenging to reduce in the short term, Rouse continues to work with relevant parties to drive long-term reductions.

Environment

Carbon Footprint

The 2024-2025 financial year marks the third year in our ongoing effort to reduce carbon emissions. Following the previous year's improvements, we continued to achieve better accuracy and granularity in our data collection, enabling even more comprehensive analysis than in earlier reporting.

This year's report is the first to include the European businesses aera and Konsert. Rouse and our affiliates now operate across 28 offices in 15 jurisdictions. Business growth also mean growth in carbon footprint, with our overall emissions reaching 7,693 tCO2e in 2024-2025, an increase of 19% compared to the previous financial year. While a number of categories increased, the most significant contributions come from stationary combustion (Scope 1), capital goods (Scope 3 Category 2), and business travel (Scope 3 Category 6), together accounting for 33.6% of our total emissions.

Positive trends are evident in Scope 1, with emissions from transportation and

refrigerants reduced by 5% and 2% respectively. Scope 2 emissions remained broadly stable, despite growth in our total office area and the number of Full Time Equivalents (FTE). This stability was partly due to the consumption of green energy wherever opportunities allowed. Purchased goods and services (Scope 3, Category 1) remained the largest emissions category at 47.29% of the total, although emissions decreased by 7% year on year due to improved reporting and analysis. Reductions were also recorded in waste (Scope 3, Category 5), with emissions down 16% compared to the previous financial year.

Concern for the environment and the world at large has always inspired Rouse. During 2024-2025, we once again made our contributions to carbon reduction projects certified by the United Nations Framework Convention on Climate Change (UNFCCC). We prioritized projects in locations where Rouse has an office and where any adverse impact on local residents was minimal.

Scope 1

▼ **5%** Transportation

▼ **2%** Refrigerants

Scope 2

Stable

Scope 3, Category 1

▼ **7%**

Scope 3, Category 5

▼ **16%**

Environment

Market-based Emissions

Carbon emissions data are collected and calculated across our operations worldwide in three different scopes – Direct (Scope 1), Indirect (Scope 2), and Indirect upstream and downstream (Scope 3), in line with the Greenhouse Gas Protocol developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). Emissions are calculated and reported in tCO2e, or tonnes (t) of carbon dioxide (CO2) equivalent (e), the standard unit for measuring greenhouse gas (GHG) emissions whether carbon dioxide or other gases (e.g. N2O, CH4, PFCs, SF6, HFCs).

Scope 1	
Stationary combustion (gas consumed)	1.61%
Transportation (owned and leased ICE vehicles)	0.16%
Refrigerants (HVAC)	0.30%
Scope 2	
Electricity (market based)	4.20%
Electricity (electric vehicles)	0.00%
Scope 3	
Purchased goods and services	47.29%
Capital goods	2.20%
Fuel and energy related activities	1.59%
Waste generated in operations	0.39%
Business travel	29.82%
Employee commuting and homeworking	12.45%
Total Gross Emissions = 7,693 tCO2e* (market-based)	100%

(*) tCO2e: tonnes (t) of carbon dioxide (CO2) equivalent (e)

Environment

Intensity Metrics

We also track the intensity of GHG emissions across several key metrics, including emissions per employee, annual turnover, and office floor area. These intensity metrics provide clearer insight into our decarbonisation progress alongside company growth.

Total market-based emissions vs intensity metrics (FY2024-2025)

tCO2e per employee (year average)	tCO2e per square meter	tCO2e per million turnover (USD)
9.11	0.73	83.35

Scope 1 & Scope 2 emissions vs intensity metrics (FY2024-2025)

tCO2e per employee (year average)	tCO2e per square meter	tCO2e per million turnover (USD)
0.57	0.05	5.22

Environment

Targets and Outlook

Rouse is committed to reducing its GHG emissions year on year, with absolute reduction targets in place and a goal of achieving Net Zero emissions across the business by 2050. This reflects our commitment to sustainable business practices within the IP industry. We are also committed to playing our part in limiting global warming to 1.5°C above pre-industrial levels, in line with guidance from the Intergovernmental Panel on Climate Change (IPCC).

Rouse is committed to reporting our emissions transparently and as

accurately as possible. We continue to work with consultancy Sustainable Advantage to advise the Rouse Board on global best practices in carbon reduction. As the 2023-2024 financial year better reflects Rouse’s normal course of business, following the COVID period, it has been selected as the baseline year for our carbon emissions. However, continued business growth presents challenges for year-on-year comparison. We are therefore reviewing our approach to defining an appropriate baseline and setting Net Zero targets. The aim is to ensure our long-

term emissions reduction pathway remains credible, representative, and aligned with the most robust information available. Our emissions reduction plans – including increasing organisational awareness, improving data collection and analysis, reducing waste, and sourcing greener energy – remain valid and will continue to be implemented as we continue our journey towards Net Zero emissions.



03 GOVERNANCE



Governance

We continued our efforts to maintain and improve our governance structures across the group. This work is led by the management team and overseen by the Board and the Audit & Risk Committee.

Our regular Board and Audit & Risk Committee meetings include reviews of our ESG and Compliance practices, as well as reviews of our risks.

We review our policies annually to ensure they remain accurate and relevant. In addition to being published on our website, the policies are included in induction programmes for new employees and refresher training for existing staff.

During the year, we also notified all professional services agents instructed on behalf of clients of our policies and expectations, particularly in relation to anti-bribery requirements. We also introduced Guidelines on Email Security.

Our ESG Committee continues to oversee our work across all ESG issues.

We continued to extend the scope of our externally audited ISO 27001 and 27701 certifications, delivered through multi-year programmes aimed at ensuring the highest levels of information security and personal information management Systems.

In mid-2025, we notified all clients of our policies and provided the most up-to-date version of our Terms of Business. We also took the opportunity to share updates on developments across the Rouse business.

Careful management of conflicts of interest is fundamental to how we work with clients and is overseen by our dedicated Compliance Services Team. During the year, we introduced AI-enabled tools to support the team's work, strengthening oversight and enhancing the effectiveness of existing compliance processes.

Our key policies include

[Code of Conduct](#)

[Equality and Diversity Policy](#)

[Modern Slavery Policy](#)

[Whistleblowing Policy](#)

[Anti-Bribery and Anti-Corruption Policy](#)

[Gifts and Hospitality Policy](#)

[Relations with Public Officials Policy](#)

[Third-Party Due Diligence Policy](#)

04

ROUSE IN THE COMMUNITY



Rouse in Community

Alongside delivering exceptional intellectual property (IP) services to our clients, Rouse is dedicated to making a positive impact on the communities we serve. As a responsible corporate citizen, we recognise the importance of giving back and contributing to the improvement of society. Our Community Engagement Plan sets out our commitment to active engagement, our support for charitable causes, and how we empower our employees to be agents of positive change.

Community engagement is more than a corporate obligation; it's a reflection of our core values. By actively participating in community initiatives, we aim to foster goodwill, build trust, and strengthen our reputation as a socially responsible organisation. We believe our expertise in IP law can be a force for good, and we are committed to using our skills to address legal challenges faced by underserved individuals and organisations.

Rouse seeks to make a difference in the countries

and the wider regions in which we operate. The community-engagement activities we started in 2008 are now run under the umbrella of Rouse Cares. These activities range from providing pro bono legal services to supporting charitable institutions and working directly with community organisations. Rouse Cares brings a strong local focus to our global efforts, providing opportunities for employees to develop personally and professionally by getting involved in our community and charity-based initiatives.



Our Four Community Objectives

1. Enhance our community impact by

- Increasing the amount of work we undertake on a pro bono basis.
- Contributing to a community impact fund that provides support to community projects and initiatives aligned with our expertise.

3. Foster employee engagement by

- Building on the activities already carried out as part of the Rouse Cares initiative to encourage offices to contribute their time to volunteering activities.
- Recognising and celebrating contributions through regular business wide communication.

2. Strengthen Rouse's reputation as a socially responsible IP services business by

- Taking part in surveys and gaining industry recognition.
- Developing a comprehensive communication strategy to share our community engagement strategy with clients, partners, and other stakeholders.

4. Measure and report impact by

- Establishing key performance indicators (KPIs) to measure the social, economic, and environmental impact of our community-engagement efforts.
- Publishing an annual report on our community engagement activities with achievements, lessons learned, and future goals.

Community Work

The Mitrataa Foundation

We have been a proud supporter of The Mitrataa Foundation in Nepal since 2018. The founder of Mitrataa is a Rouse alum. The Foundation's vision is to create a network of inspired people who are trained and engaged to continue with the sustainable projects we create. It aims to inspire and empower people in Nepal to take responsibility for their own futures by providing education, skills, training, networks, and the confidence needed to achieve their goals.

Through an annual donation, Rouse supports two Mitrataa initiatives:



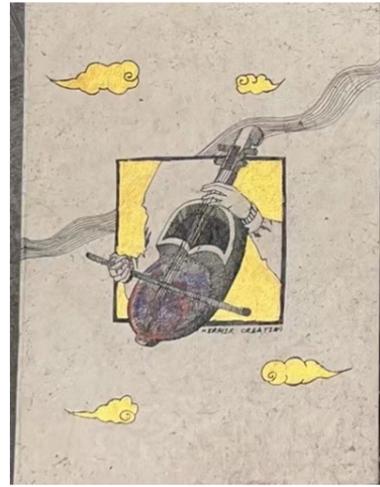
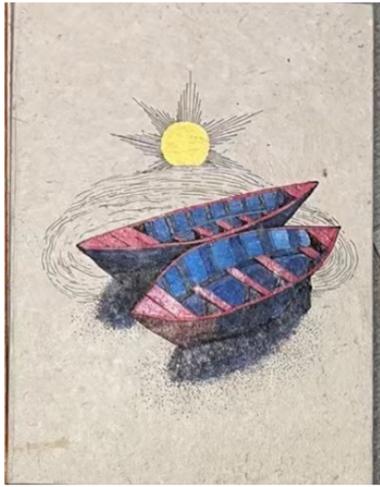
Roshani's Award, which supports young women who have faced discrimination due to a disability. The current recipient is now working as an assistant teacher



The Mitrataa hostel, a safe space where families supported by the Foundation can come together. The hostel also hosts tuition sessions and monthly community meetings



Rouse in Community



INTA 2024

The INTA Annual Meeting is a major event for the IP industry and for Rouse. It's an opportunity to meet our clients in person each year and – where permitted under our anti-bribery and anti-corruption policies – to give a small gift as sign of our appreciation.

For the 2024 annual meeting held in Atlanta, USA, we chose to take a different approach to client gifts, moving away from mass-produced items. We instead selected gifts linked to projects supported by the Mitrataa Foundation, reflecting our belief that social entrepreneurship

offers a more sustainable alternative to aid dependency.

One of the gifts was a pair of hand-knitted socks created by a micro-entrepreneur supported through the Foundation. We complemented these with handmade, hand-painted notebooks produced by a former Mitrataa student now pursuing a career in the arts, and a selection of handmade felt elephant gifts from the Mitrataa Foundation. We also brought items from the Al Noor community clinic, which the Rouse office in Dubai has supported for almost 20 years. The

charity provides learning and training for UAE residents with disabilities, and the gifts were handcrafted by participants in the clinic's programs.

Finally, from Vietnam we took small boxes of coffee made by Vietnamese social enterprise Oriberry, which creates direct-trade and fairtrade coffee and tea products.

Rouse in Community



Vietnam Charity Day

In October 2024, our teams in Vietnam took part in a number of charitable activities to help those affected by floods and landslides in the mountainous north of the country.

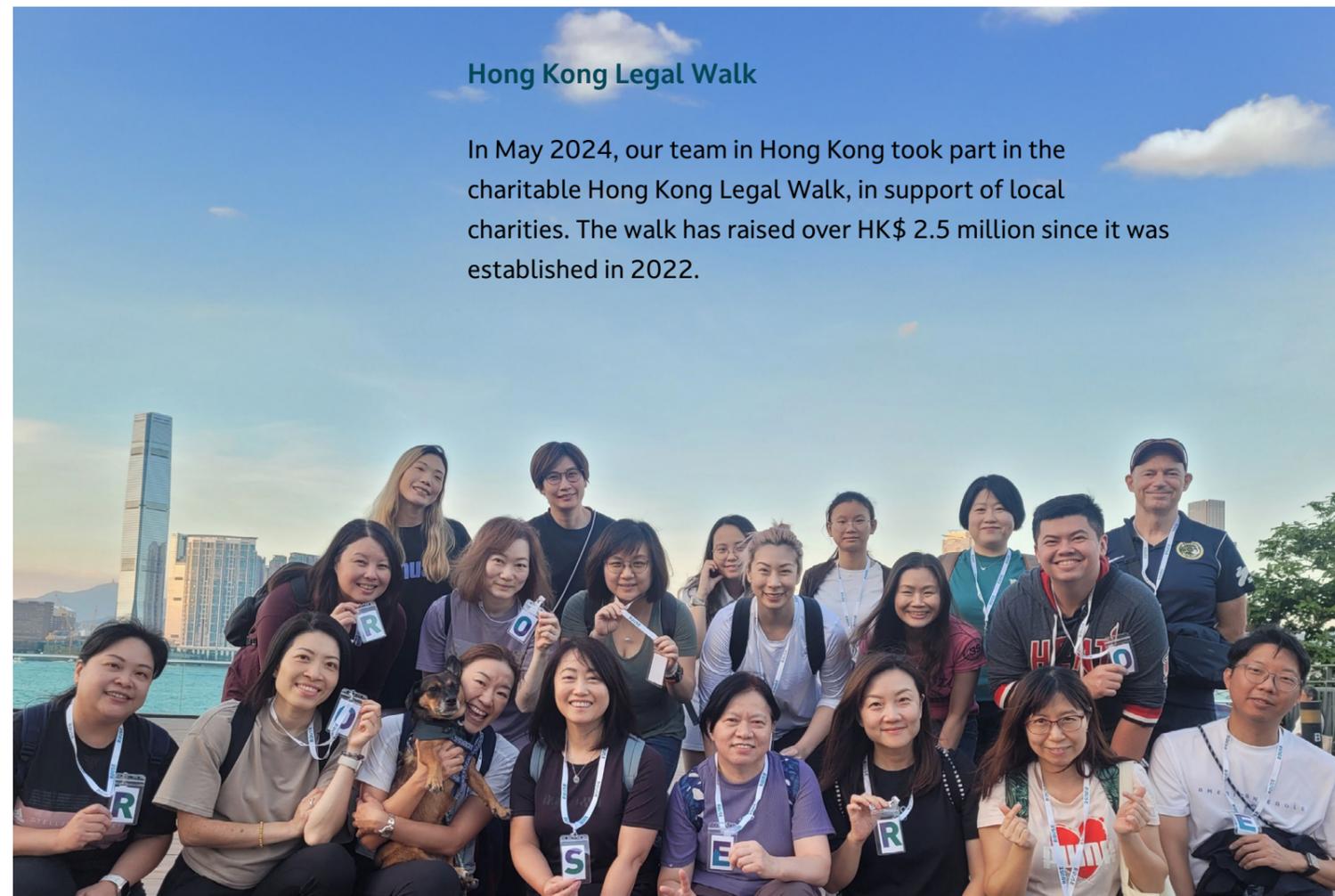
Part of the funds raised were allocated to support two schools: a kindergarten in Pa Cheo Commune, and a boarding school in Kim Sang Ho Village, Pa Cheo Commune, Bat Xat, Lao Cai.

The fundswill be used to buy school supplies for the two schools, and necessities for disadvantaged people in Pa Cheo commune. All clothes and necessities donated by the Rouse teams will also be given to the people of Pa Cheo commune.

Evidence Specialist, Phuc Ngo from our Hanoi office represented Rouse on a trip to Lao Cai with the CHUNG DONG MAU DO volunteer group (established in 1997).

Hong Kong Legal Walk

In May 2024, our team in Hong Kong took part in the charitable Hong Kong Legal Walk, in support of local charities. The walk has raised over HK\$ 2.5 million since it was established in 2022.



05

FIVE-YEAR ACTION PLAN



Five-year Action Plan

Our objectives for 2024-2025 were set by taking into consideration the already high level of activity across the Group. Despite the progress we have made, there is a strong appetite to achieve even more.

Our guiding goals are as follows:

01

Continue to be an employer where employees can build their careers in a supportive, diverse, and inclusive environment. We aim to recognise and reward the contribution of every employee.

02

Continue our financial support of the Mitrataa Foundation and ensure that any charitable support takes a long-term view that maximises the value of the relationship and remains consistent for the charities.

03

When it comes to carbon footprint reduction, there are some things we can control and others that we cannot. We will focus our efforts primarily on those that we can control.

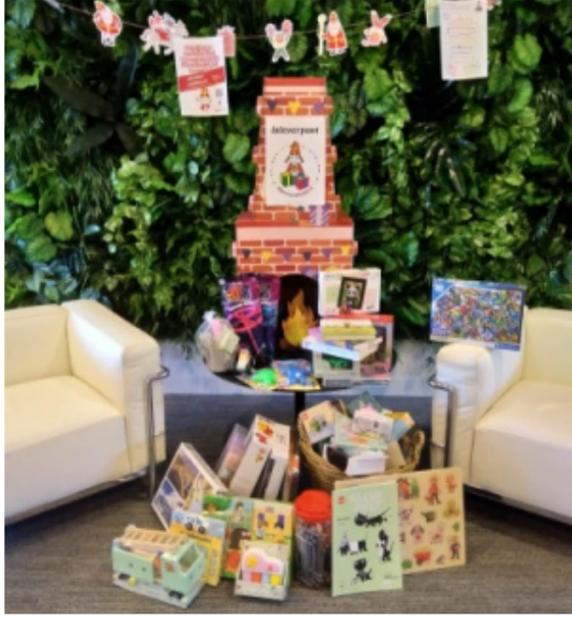
04

We introduced a raft of new policies in 2023, including the board approved Code of Conduct. We will commit to ensure that the policies remain compliant and reflect the growth ambitions of the business.

05

We will integrate our compliance responsibilities throughout the business, with regular training and refresher sessions for both new and existing employees.

We commit to communicate our ESG activities towards Rouse stakeholders and to act on their feedback where appropriate.



ROUSE



rouse.com



linkedin.com/company/rouse