

Integrated CSR Report **ELZABURU 2022**

#ExcitingRevolution





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REPORT
PRESENTATION



02



PROTECTING OUR
CLIENTS' INNOVATIONS

Contents



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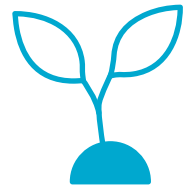
HUMAN AND
INTELLECTUAL CAPITAL



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SOCIAL
COMMITMENT



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RESPECT FOR
THE ENVIRONMENT



01

Report presentation
Who we are
Our commitments

Presentation



Report presentation

We are proud to present the ELZABURU Firm's **CSR Report** for 2022.

The last few years have seen profound changes in our structure and organization, sometimes driven by the social and economic challenges that we face in these times and sometimes due to the desire to seek more efficient, more transparent systems that are better adapted to the needs of our clients, our partners and our employees.

Since 2016, when ELZABURU signed up to the **United Nations Global Compact**, the principles set out in that declaration have been one of our guides on the road to change. This commitment is evident in some of the projects we have undertaken this year, as we incorporated all of those principles in our new Code of Ethics and Conduct, developed systems to protect against workplace and sexual harassment and made progress in the development of our first Equality Plan.

In addition to our established activities of pro bono work, informative events and cultural and sports events, there are two new social initiatives of which we are really proud (**Mary's Meals** and **Cáritas Diocesana de Madrid**) and through which we hope to further strengthen our commitment to supporting the most disadvantaged.

We would like to thank all those who have contributed to making it possible for ELZABURU to continue to be a benchmark in the world of industrial and intellectual property and who help us to improve day by day and enable us to continue striving to improve our society.

Alfonso Diez de Rivera Elzaburu · [President](#)
Mabel Klimt · [Managing Partner](#)

Who we are

The ELZABURU law firm specializes in industrial and intellectual property and information technology, with the mission of safeguarding, defending and maximizing the value of our clients' innovative and creative assets.

Cognizant of the great strategic value that these intangible assets bring to companies' balance sheets, ELZABURU offers a service providing comprehensive advice from the very inception of the right (registration or deposit with the corresponding register for the option chosen by the client), and afterwards going on to take in commercial exploitation

(the right business agreements) and, where necessary, defence in the courts.

The firm, with a history going back over 150 years, offers a highly qualified team of lawyers, engineers and technical experts in different fields, as well as a large pool of auxiliary staff such as paralegals, translators and administrative staff.

ELZABURU assists and provides its services to clients of all kinds, from big corporations to SMEs and startups, accompanying them on their journey of national and international expansion.

+20,000 TRADEMARKS OUTSIDE SPAIN MANAGED ON BEHALF OF SPANISH COMPANIES

34% OF IBEX 35-LISTED COMPANIES ARE CLIENTS OF OUR FIRM

+3,300 ACTIVE CLIENTS

1st SPANISH LAW FIRM TO FILE AN APPLICATION FOR EU-WIDE CUSTOMS PROTECTION

+55,000 ACTIVE TRADEMARKS

35% OF THE TOP 50 FORTUNE 500 COMPANIES ARE CLIENTS OF OUR FIRM

+1,600 COURT CASES HANDLED

Our commitments



MISSION



We assist our clients throughout the development, protection and defence of their innovation and creations, by offering a comprehensive legal/registration, technical, contractual and litigation advisory service for industrial and intellectual property and information technology.



VISION



We aim to be the leading external support that companies need to design and carry out their legal-registration, technical, financial, contractual and litigation strategies in relation to their intangible assets.



VALUES



Our singular values can be summed up as follows:

- Rigorous, bold and considered approach to furnishing advice.
- Loyalty, humility and good faith in our actions.
- Commitment, transparency and enthusiasm in our dealings with clients and with our own team.



02

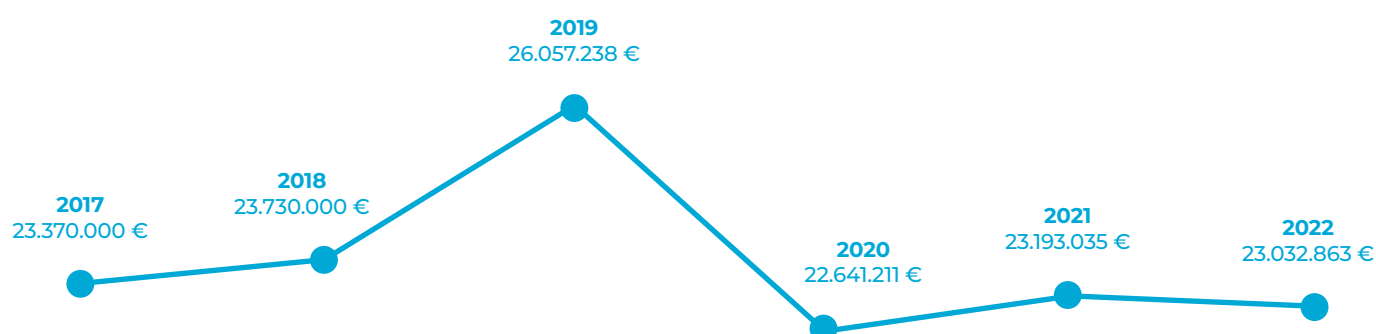
2022 Highlights
Compliance and integrity
Innovation: notable case

Protecting our clients' innovations

2022 Highlights

	2021	2022
Ongoing legal proceedings	151	116
Legal proceedings initiated during the year	52	35
New claims undertaken	99	79
New enquiries handled	889	870
New business and licensing matters	80	83
Applications filed for Customs action (Spain and EU)	89	85
Number of police and Customs notifications handled in relation to counterfeiting and piracy	2.987	2.168
Number of trademarks registered (Spain, EU, other countries)	1.491	1.612
Number of trademark oppositions currently in prosecution	1.255	1.493
European patents filed and in prosecution at the EPO	2.753	2.966
Foreign patent filings (EP+PCT+PE) in prosecution	896	918

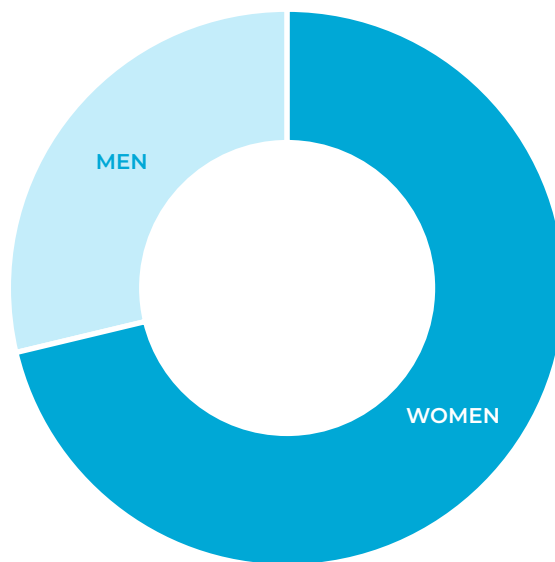
Turnover



2022 Highlights

Team¹

ELZABURU has a highly specialized team of lawyers, engineers, chemists and biotechnologists, as well as a large pool of support staff specializing in information systems, communication and human resources.



49 LAWYERS

13 CHEMISTS AND ENGINEERS

6 PROFESSIONALS HOLDING DOCTORATES

8 EUROPEAN PATENT ATTORNEYS

13 EUROPEAN TRADEMARK ATTORNEYS

14 CHARTERED SPANISH IP ATTORNEYS

21 PROFESSIONALS PARTICIPATING AS LECTURERS IN UNIVERSITY COURSES

4 WIPO PANELLISTS

¹ INFORMATION AS AT 31 DECEMBER 2022

2022 Highlights

National and international presence

ELZABURU aims to accompany its clients at all stages in the development of their business, whether in the Spanish market or in international expansion processes.

ELZABURU has offices in Madrid, Alicante, Valencia and Beijing. Since November 2021, its main office has been located in the Torre de Cristal, one of the landmark buildings

that make up the Four Towers complex on Madrid's Paseo de la Castellana.

The Firm also has cooperation agreements in place with firms across the world, providing for optimal management of intangible assets anywhere in the world.

Business excellence

ELZABURU, S.L.P. holds certification No. FS 581604 and has in place an ongoing Quality Management System that is compliant with ISO 9001:2015 in respect of:

Services performed by a law / industrial property law firm, including full-service legal

advice in the fields of industrial property (trademarks, tradenames, patents, utility models, designs), copyright, domain names, and matters relating to intangible rights and protection of innovation.

Information security

ELZABURU, S.L.P. holds certification No. IS 697138 and has in place an ongoing Information Security Management System that is compliant with ISO 27001:2013 in respect of:

The management of information security, technical infrastructure, data, and design and development of applications supporting all business procedures carried out by our Firm.

2022 Highlights

Rankings and awards

ELZABURU is one of the most recognized Spanish firms in legal rankings and directories, in Bands 1 and 2 and with distinctions for a large number of our professionals. Our firm has an established presence in rankings such as Chambers Global, Chambers Europe,

Legal 500 or Managing IP Stars, among many others. ELZABURU also regularly receives awards for excellence from these publishers. In 2022 Elzaburu won the award for Best IP Firm for the third consecutive year at the Expansión Jurídico Awards.

IP Stars 2022

"Elzaburu remains a leading name for IP work in Spain. The firm is recommended for disputes and protection work. It has IP practitioners and technical specialists working together effectively to solve IP issues for its clients."

The Legal 500. Trademarks 2022

"The powerhouse team at Elzaburu remains a market leader, taking a multidisciplinary approach to safeguarding the trade mark portfolios of major national and international corporations, advising them on a diverse spectrum of matters."

IAM Patent 1000 2022

"Synonymous with quality, Elzaburu is a prominent name in the IP community and has "an exceptional service. Its lawyers are fantastic, well versed in the law and have a thorough understanding of several scientific fields."

Chambers Global 2022

"Elzaburu is an active litigation practice that complements renowned capabilities in patent and trade mark prosecution and management. The law firm advises on applications to the Spanish or EU IP agencies and handles appeals against adverse decisions. It assists major international clients with trade mark infringement and anti-counterfeiting cases, including those that are accompanied by customs seizures and criminal prosecutions. The team acts on patent disputes in the technology sector, demonstrating additional non-contentious copyright capabilities in the media sector."

2022 Highlights

Sector development

ELZABURU actively participates in the main associations in the sector with the aim of promoting and fostering protection of industrial property, economic development

and support for innovation.

Some of the associations of which it is a member:

- AEDC
- AIPPI
- ALADDA (ALAI)
- ANDEMA
- APAA
- APEP
- APRAM
- ASCOM
- ASEBIO
- ASEDA
- ASIPI
- U.S. Chamber of Commerce
- COAPI
- Mediterranean Marketing Club
- DENAE

- ECTA
- EPI
- FICPI
- FIDE
- Leading Brands of Spain Forum
- Pro Bono Spain Foundation
- GRUR
- INTA
- LES Spain
- MARQUES
- ORIGIN
- PTMG
- SEDIC
- UNION IP
- Woman Forward

“ Contributing to the development of the profession ”

2022 Highlights

Compliance and integrity

ELZABURU has integrated social, environmental and economic concerns into its ethical values, culture, decision-making, strategy and operations in a transparent and responsible manner in order to establish best practices within our organization, working in accordance with ethical principles of transparency and compliance with current legislation and those principles established in the ethical standards of our sector and in our own Code of Ethics.

2022 has seen extensive work in this regard, aimed at developing a compliance programme in line with the demands and requirements set out in current regulations and with our own principles and rules of conduct, pursuing value creation and ensuring social interest. These efforts culminated, in December, in

the approval of a new Code of Ethics and Conduct, a Regulatory Compliance Programme, a Workplace and Sexual Harassment Protocol and a Complaints Channel Guide that can be used by all company employees.

With the appointment of a Compliance Officer and the designation of an internal Compliance Committee, the Compliance Function has been put into operation within the organization and during 2023 work will continue on the Internal Information Channel (internal complaints channel) to adapt it in line with the provisions established in the Whistleblower Protection Act, Act No. 2/2023, and training activities will commence for all employees on the Code of Ethics and Conduct.

Notable case

Fight against piracy and counterfeiting

The ELZABURU Firm is particularly active in police anti-piracy and anti-counterfeiting operations.

In 2022 it participated in a highly significant police operation, both in terms of the volume of items seized and the persons involved in the crimes.



In a joint intervention by Customs, the Inland Revenue Service, the National Police and the Madrid Municipal Police, more than 100,000 fake mobile phones and phone accessories were seized, with a market value of over 4.2 million euros.



03

HR Strategy
Professional Career Plan
Ongoing Training Plan
Work-life balance and integration
IP knowledge dissemination

Human and intellectual capital

HR Strategy

ELZABURU cares about employee retention as a key element in the sustainable development of society.

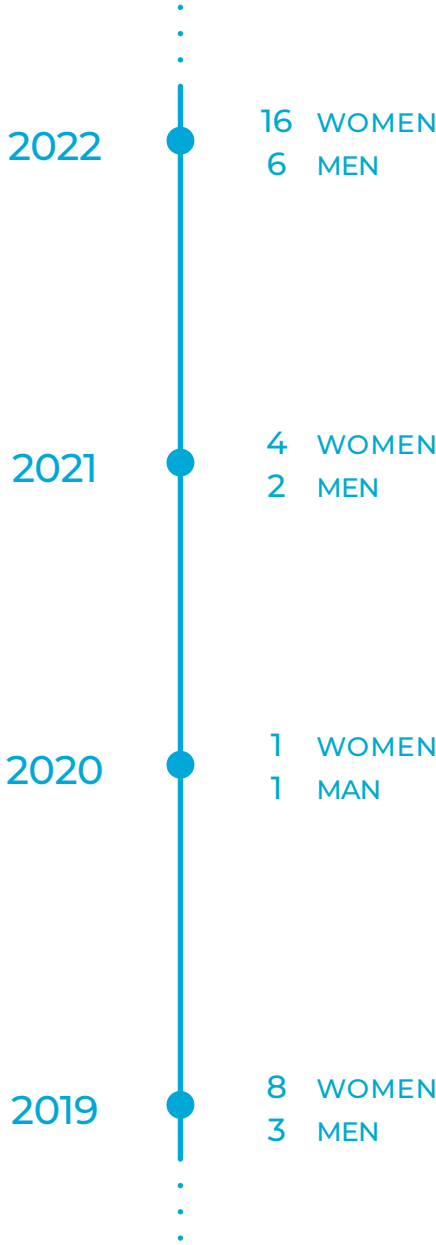
The main objective of the HR Department is to involve and inspire employees, both professionally and personally, in order to continue delivering value for our clients through the knowledge and experience accumulated over the course of our firm’s almost 160-year history. Our aim is to build loyalty among our team by developing strategies that motivate them to want to form part of this project.

Professional Career Plan

ELZABURU is committed to the development of the Firm’s professionals, providing training and fostering their personal development and team spirit through the “Professional Career Plan”.

The management model aims to promote a culture of internal promotion, effort and commitment to the Firm, transparency, and retention of the best talent.

Job promotion



“ Committed to talent, training and professional development ”

Ongoing Training Plan

ELZABURU remains firmly committed to the professional development of its employees with an annual training plan adapted to the needs and specific characteristics of each position.



173
€ PER EMPLOYEE

- Legal training for professionals and paralegals
- Technical training for professionals and paralegals
- Induction and training plans for new employees
- Skills training
- Salesforce Knowledge Project
- Language training
- IT training



4.854
HOURS OF TRAINING



1.852
PARTICIPANTS

“ **Training plan for all employees** ”



431
COURSES

Work-life balance and integration

ELZABURU has implemented the following measures to facilitate work-life balance and promote shared responsibility in this area:

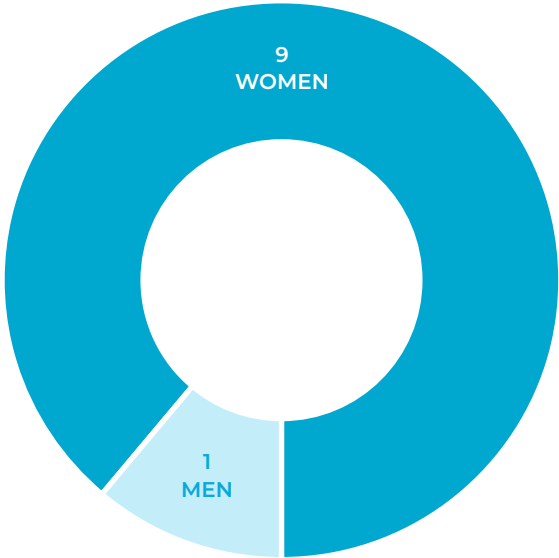
- Flexible hours
- Improvements to some paid leave arrangements
- Reduced working hours for legal guardianship
- Leave of absence to attend to personal matters

Since 2022, a hybrid working system has been officially established, offering employees the possibility to choose between teleworking two days a week throughout the year or teleworking every day in August.

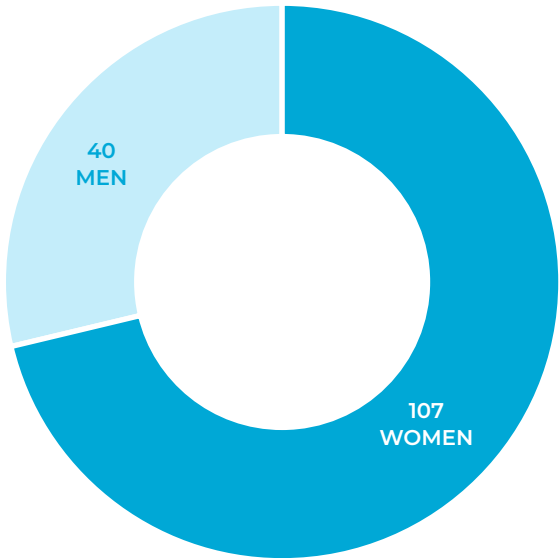
During 2022, extensive work has been carried out on the development of an Equality Plan (particularly on compiling data) and regular meetings have been held with the Works Council, to negotiate the plan and present it in 2023.

ELZABURU also participates in the FIDE Foundation's Working Group on integration and professional development of disabled persons in law firms.

Reduced working hours for legal guardianship



Requests made to the company for leave of absence



IP knowledge dissemination

Collaborations and in-house publications

In 2022, ELZABURU’s professionals have continued to contribute their knowledge and expertise in numerous knowledge dissemination, publishing and teaching activities, both through collaboration agreements and through new projects that have emerged over the course of the year.

The Firm regularly participates in updates of major IP manuals such as Katzarov or Kluwer IP Manual, as well as seven other updated publications in areas such as licensing, copyright or franchising.

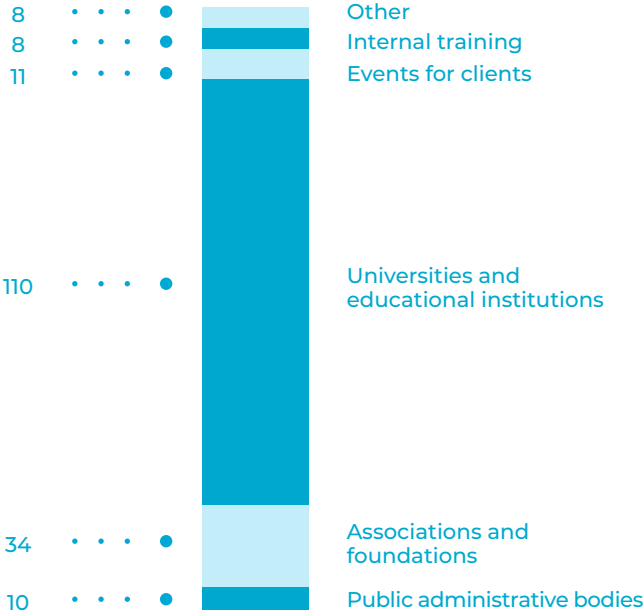
We also have three publishing agreements (Wolters Kluwer Copyright Cases, World Trademark Review and Legal Industry Review) and we have collaborated in eleven other individual publications.

In total there have been 40 contributions to books and reviews and 39 contributions to blogs, in particular Elzaburu’s blog published in three languages (Spanish, English and Chinese).

Our professionals also actively participate in research and analysis activities for industry associations such as AIPPI.

Knowledge dissemination and teaching activities

The Firm has continued to participate in numerous informative and educational events, in both virtual and in-person formats. Teaching contributions remain the main activity in this area, thanks to collaboration agreements with universities and educational institutions, followed by collaborations with industry associations and foundations and, to a lesser degree, participation in events organised by public administrative bodies, events for clients and internal training. In total, the Firm has participated in 177 conferences and courses.



IP knowledge dissemination

Knowledge dissemination and teaching activities

ELZABURU also participates in training programmes for young professionals, welcoming different students each year to carry out their university internships at the firm. The students are thus able to complement their university education, acquiring, in addition to specific knowledge in the areas of industrial and intellectual

property, experience in the world of work.

We also wish to highlight two new outreach projects for students, which have provided us with the opportunity to promote the importance of IP among young people and, in particular, the work carried out by professionals in this area of law.

The Lex Fellowship Programme

After a few years' break due to the pandemic, we resumed our collaboration with the Lex Fellowship programme, which aims to offer American students interested in studying law a real-life experience and insight into the legal world.

In July, we received a visit at our offices from two groups of American students keen to learn more about the work of our professionals in the area of protection of intangible assets.

"4° ESO+Empresa" Programme

We participated for the first time in the Madrid Regional Authority's "4°ESO+ Empresa" programme, in which 15- and 16-year-old students are able to take part in educational placements in companies to gain experience in the workplace and help them decide on their future profession.

This year we welcomed two students from the La Estrella High School and two students from the Las Tablas High School, who were able to learn more about how the Firm's different departments operate, as well as corporate departments such as Marketing, HR or Knowledge Management.

“ Commitment to teaching and knowledge dissemination ”



04

- Partnerships and collaborations
- Cultural activities
- Pro bono
- Social activities
- Sports and health activities

Social commitment

Partnerships and collaborations

United Nations Global Compact

Since 2016 ELZABURU has been a participant in the United Nations Global Compact (UN Global Compact), an international initiative that promotes the implementation in company activities and business strategy of the 10

universally accepted principles for corporate social responsibility (CSR) in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Pro Bono Spain Foundation

ELZABURU was one of the founding firms of the Pro Bono Spain Foundation, and during 2022 it was actively involved in various

different projects providing pro bono advice (explained in the next section).



Cultural activities

In an effort to get back to normality after the pandemic, the Firm organized several fun activities for its employees and their families, including the following:

Family Day

At this warm and fun event, we were able to show our families around our new head office in the Torre de Cristal building.

National Day of Spain

We took advantage of the excellent views available from our offices to enjoy the military parade together with our families and friends.

Pro Bono

Elzaburu participated in 8 pro bono projects over the course of 2022, although some will require additional follow-up the following year. Several of these projects were carried out through the Pro Bono Spain Foundation, while others were the result of the personal initiative of our professionals.

The aim was to offer pro bono advice in relation to intellectual and industrial property to non-profit entities, SMEs, startups and

entrepreneurs.

Our advice work represented a commitment of almost 59 hours of work and the involvement of 8 of our professionals. The estimated cost of that advice would amount to around 17,000 euros of professional fees.

This year we have worked with the following entities and associations:

Startup Community Forum

ELZABURU provided the Forum with guidance and legal advice on the protection of its trademark in Spain and the European Union.

Oceana Foundation

ELZABURU offered legal advice to the Foundation on model agreements for assignment of image rights and intellectual property rights in bilingual (Spanish-English) format.

Acervo Intergeneracional Association

ELZABURU advised the Association on the protection of one of its trademarks.

Alicante for Ukraine Platform

ELZABURU advised the Platform on personal data protection.

EXIT Foundation

ELZABURU advised the Foundation on different industrial property clauses in an agreement.

Apadrina un Olivo Association

ELZABURU advised the Association on the protection of one of its trademarks.

Spanish Scleroderma Association

ELZABURU provided the Association with advice on the drafting of a research commission agreement.

Adolfo Celdrán

ELZABURU advised the singer-songwriter on the copyright in his songs.

Social activities

Donations

With a desire to be involved in development projects with a significant social impact, the ELZABURU Firm has decided to collaborate with these two initiatives:

Mary's Meals

We are participating in this initiative to provide a daily meal to all of the pupils of a school in Malawi, our contribution to ending chronic hunger and supporting education for the most disadvantaged.

Thanks to our contribution, the 732 children of Kapotera Primary School will have a guaranteed daily meal on all school days of the 2022-23 school year.

"Thank you on behalf of the 732 children who will be provided with food from Mary's Meals for an entire school year thanks to you, thanks to the ELZABURU team!"

Cáritas Diocesana de Madrid

We have made a donation to the charity organization Cáritas, to contribute to their urgent care projects in the Madrid region, particularly in support of homeless families and minors.

Collaboration with "Mensajeros de la Paz" charity foundation

ELZABURU was one of the more than one hundred legal sector entities that participated in the Madrid Legal Profession Summer Party, an event organized in conjunction with the "Mensajeros de la Paz" foundation in support of its "La Casita" charity project.

Christmas food collection campaign in collaboration with Cáritas Spain

In what has become a Christmas tradition, ELZABURU again launched its Christmas food collection campaign, which saw generous contributions from employees of the firm.

“ We believe that intellectual and industrial property is a driving force for social justice ”

Sports and health activities

“Corre por el Niño” charity fun run

After a two-year break due to the pandemic, the “Corre por el Niño” fun run returned and filled the Retiro park in Madrid with more than 7,000 participants, including a large number of families and children.

On a very sunny day, the ELZABURU team, together with their families, enjoyed this fun event that aims to promote sports among young children and foster research into childhood diseases.

Healthy eating

We continue to offer our employees healthy food options through our Healthy eating programme, providing fresh fruit (replenished daily), milk (skimmed, semi-skimmed, whole and lactose-free), biscuits and seasonings (salt, vinegar, etc.) and a water fountain with different temperature options.

Physiotherapy service

In addition to the healthy eating programme, a physiotherapy service has been made available, with the aim of safeguarding the health of employees. A physiotherapist visits the Madrid offices one day a week and provides physiotherapy sessions at an affordable price to employees who have requested the service.

Thanks to an agreement signed with the Mapfre Foundation, various initiatives have been launched to promote employee health and well-being.

Health workshops

Three virtual health workshops have been held (eye strain, sleep and rest, and adapting to change) with broad participation by employees.

Health platform

All employees have access to a healthy living platform, which offers sporting challenges, synchronization with fitness bands and health tips.



05

Respect for the environment
Electricity consumption
Paper consumption
Waste management and recycling
Reduction of plastic usage and efficient water use

Respect for the environment

Respect for the environment

ELZABURU has developed proactive efficiency and recycling policies to help reduce the firm's environmental impact.

The new head office is located in the [Torre de Cristal](#), a building that provides the highest guarantees for energy management, since it is ISO 50001 certified and has a Class A energy classification. In addition, all of the electricity consumed is of guaranteed 100% renewable origin.

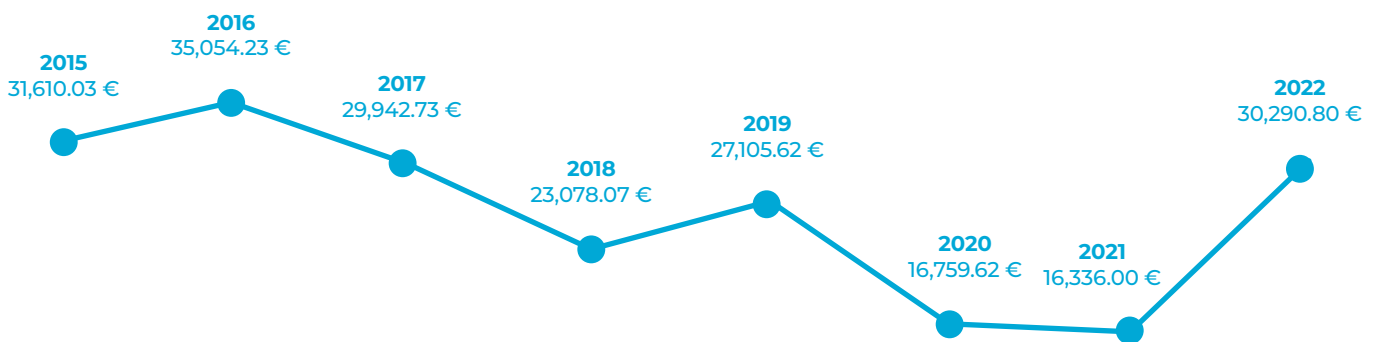
The pandemic and the introduction of teleworking in 2020 and 2021 had a significant

impact on paper and electricity consumption, with drastic reductions in the consumption of both. The return to normality in 2022, notwithstanding the establishment of a hybrid working model, has resulted in a return to pre-pandemic levels of electricity consumption.

The situation is not the same with regard to paper consumption, as increased digitalization has clearly resulted in consumption considerably below pre-pandemic levels.

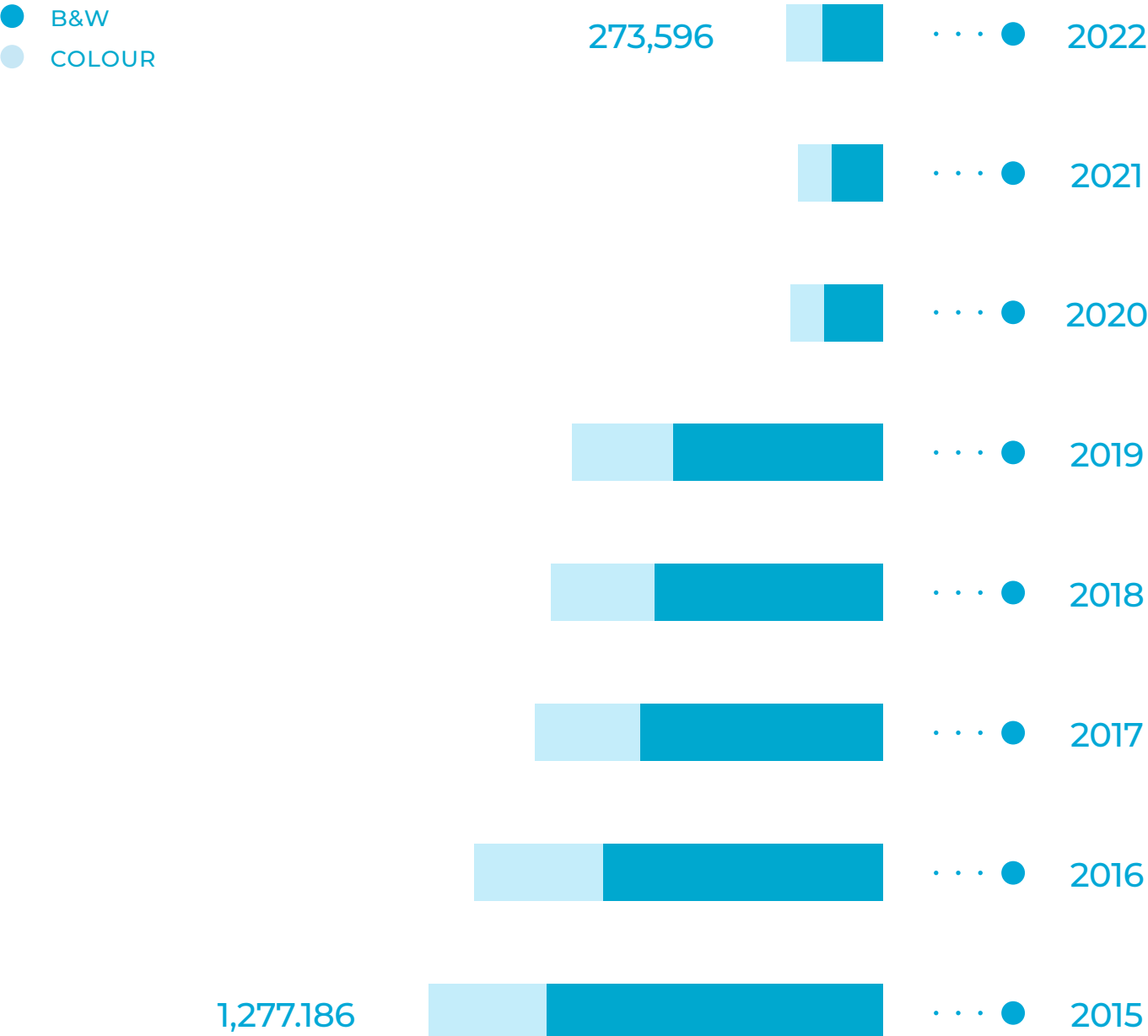
“ The expansion of teleworking and the move to new offices in the Torre de Cristal building have had a significant impact on our climate footprint ”

Electricity consumption



Paper consumption

We have state-of-the-art multifunctional printer equipment which helps to reduce paper consumption (double-sided printing, locked print function, reduced energy consumption systems).



Waste management and recycling

We have recycling systems for the different types of waste normally generated in an office: paper, toners, computer equipment, kitchen waste, etc.

The Torre de Cristal building has a complete system for collection and recycling of waste, both non-hazardous (organic, paper, glass) and hazardous (toners, batteries, fluorescent tubes).

Reduction of plastic usage and efficient water use

Furthermore, upon joining the Firm, all employees are provided with a glass water bottle, in order to reduce the use of plastic bottles as much as possible, and an AWARE

brand eco-friendly backpack for transporting laptop computers and other items.



iThank you!



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