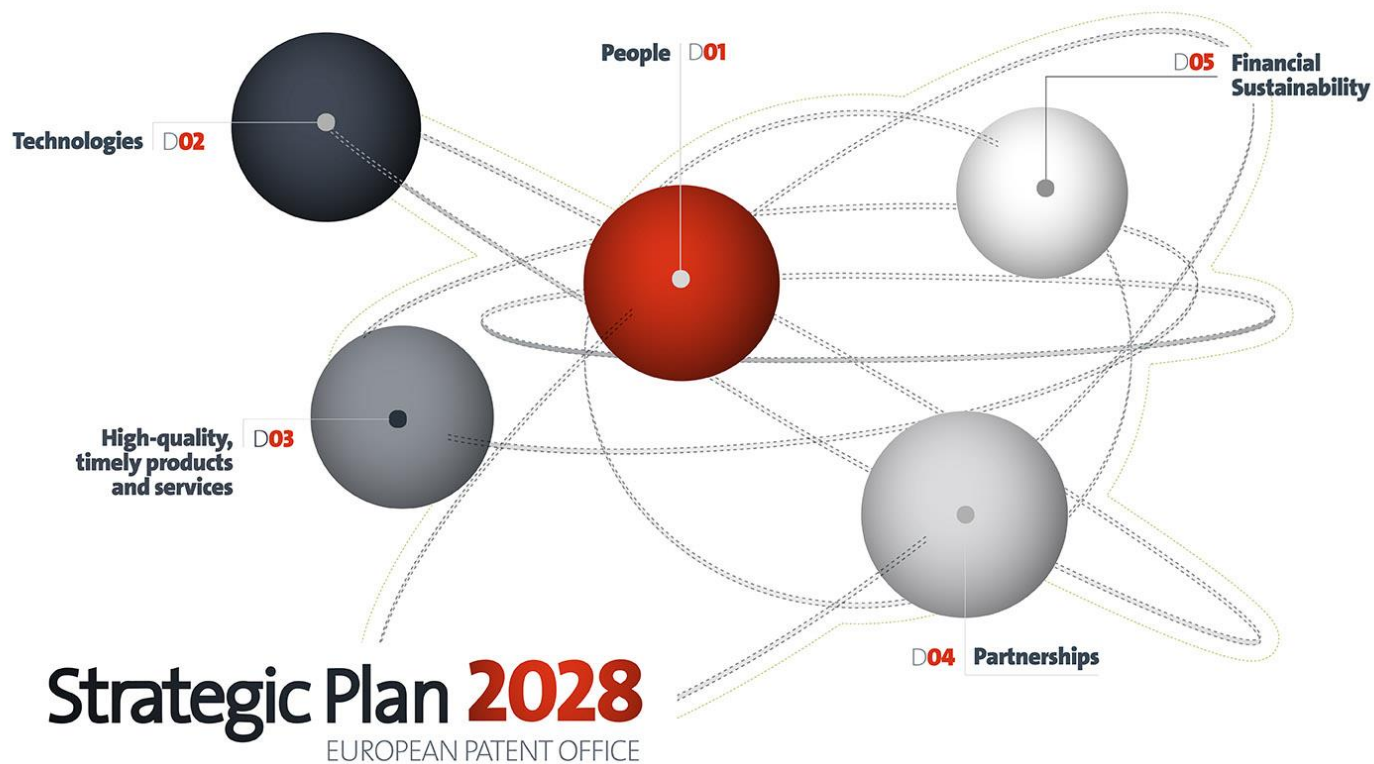


# AC/182 OFFICE'S QUARTERLY ACTIVITIES REPORT

19 MARCH 2025



# D01 People



## ATTRACTING TALENT

### 66 examiners

already accepted job offers for 2025 (target: 95), **32% are women**  
38 out of 66 have already started working at the Office



#### Years of professional experience:

> 12 years: **14%**



< 6 years: **48%**

6-12 years: **38%**

#### Coming from:



Industry:  
**65%**

Academia:  
**31%**

Public sector:  
**4%**



50 out of 71 have/are in the process of obtaining a PhD



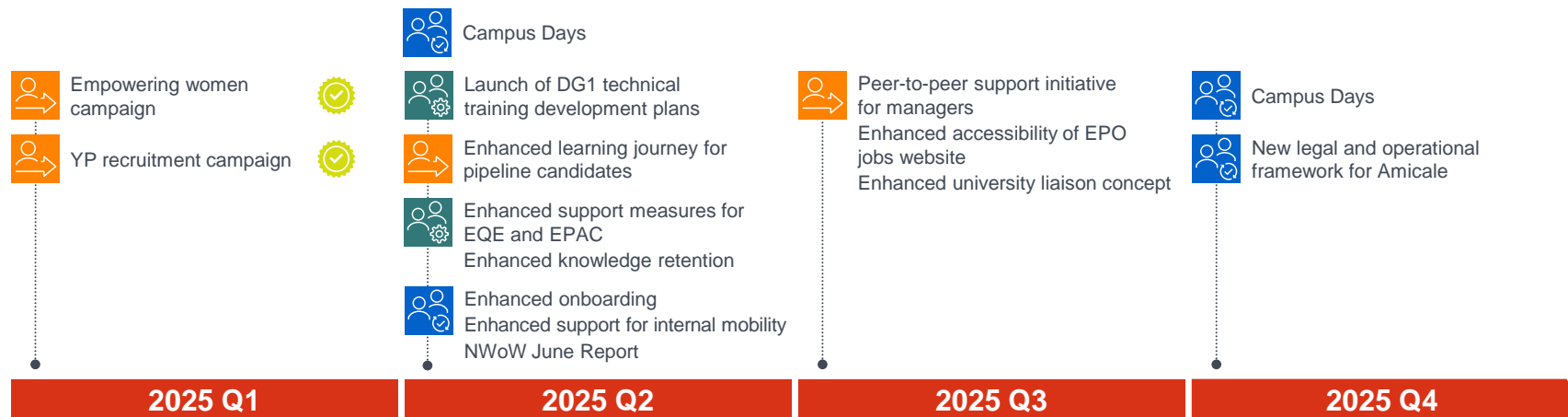
### 6 271 applications for examiners positions

received at the end of our autumn recruitment campaign – **an all-time high**

## Highlights in Q1

- **Newcomer Academy for examiners:** 38 recruits joined the intensive training programme for new examiners in February
- **Launch of "Empowering Women" campaign:** Aim to better position EPO towards women tech talent
- **Young Professionals:** Launch of the recruitment for the next intake of Young Professionals with focus on encouraging **STEM** applicants
- **Campus Days:** Planning started for two editions of Campus Days in 2025 to support engagement and sense of belonging

## Key milestones



## STATUS OF MUNICH AND THE HAGUE BUILDINGS PROJECTS



Actuals

Budget

4.6 M€

250 M€

### Pschorrhöfe

Planning, design and tender phases ongoing .....

Construction tender for the revitalisation of PH 5/6 to be submitted to the BFC in May

### Isar

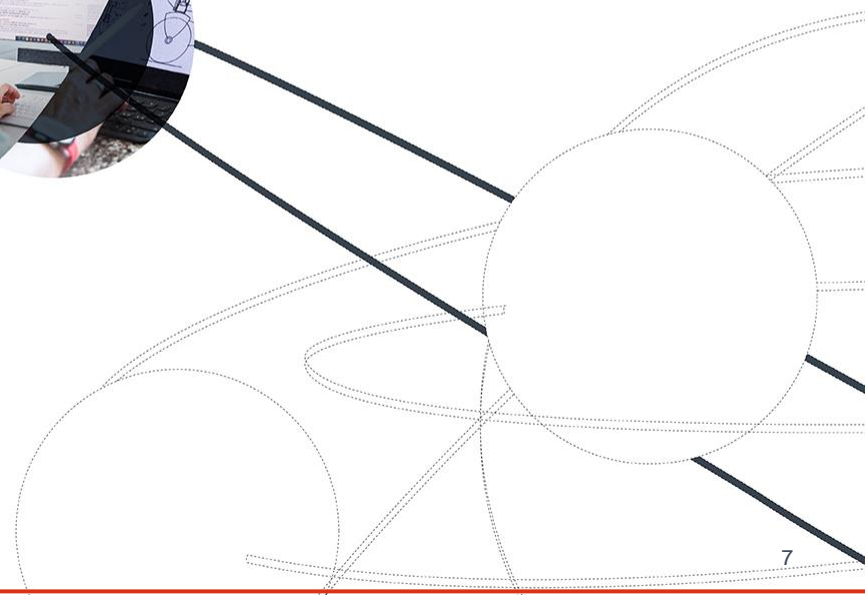
Planning and design phase ongoing for all Isar activities .....

### The Hague

Planning and design work to prepare construction tenders ongoing .....

Shell building emptied and demolition planning started.

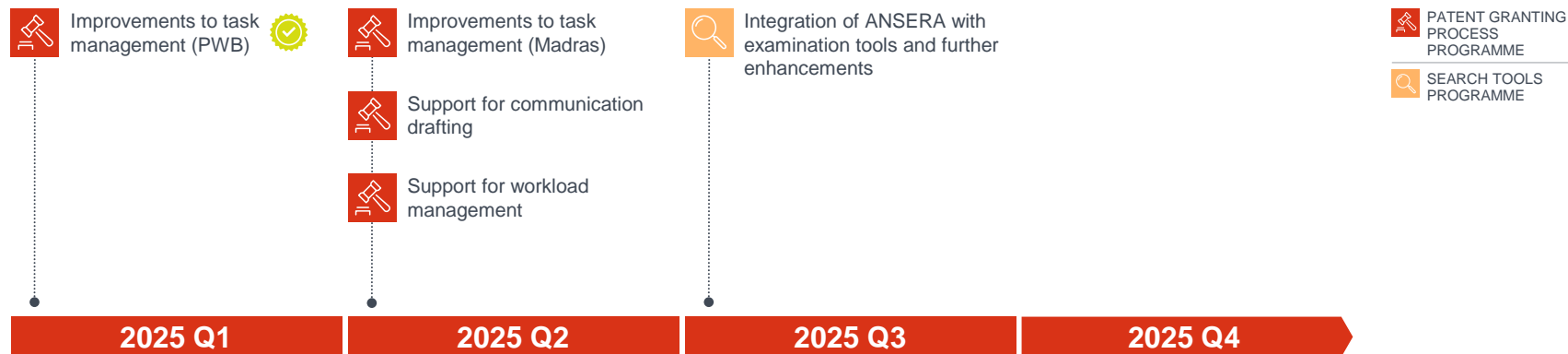
# D02 Technologies



## Highlights in Q1

- **Successful transition from EPOQUE to Ansera:** Reflects our commitment to leverage the latest technological advancements, including machine learning and AI, to further improve and streamline the PGP
  - Transition achieved end of 2024 for internal search activities, bringing enhanced efficiency and quality of our searches and supporting collaborative knowledge sharing
  - Most complete and advanced **AI-enabled pre-search**
- **AI-supported classification:** Increase in "leverage AI" KPI from 15% in Jan 2024 to 47% in Dec 2024
  - Continue to ensure **high-quality, efficient, and accurate** AI supported classification while **optimising human intervention**

## Key milestones

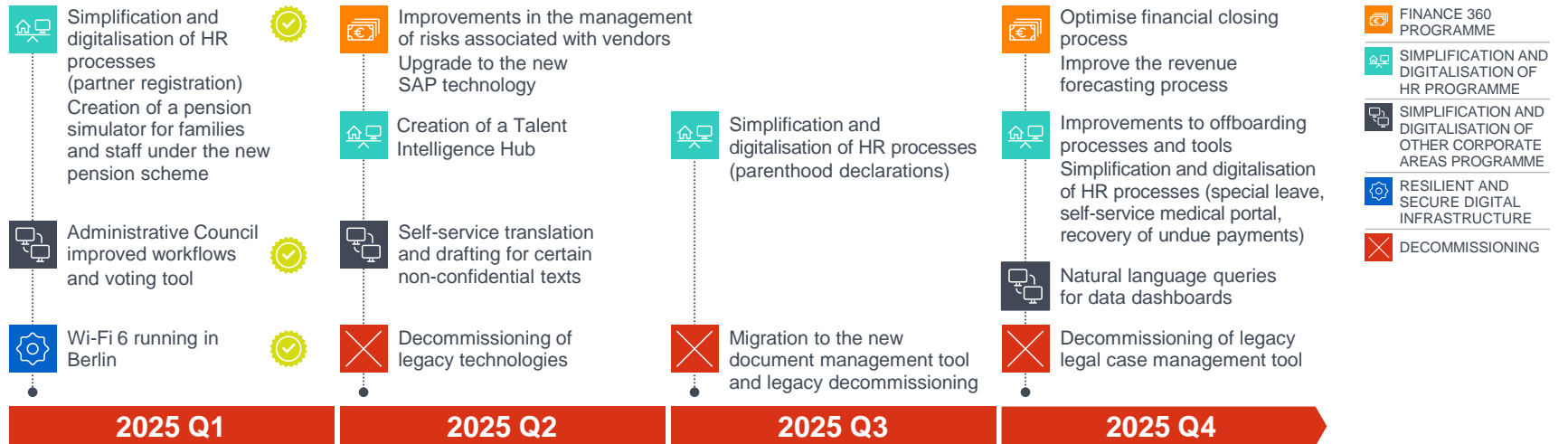




## Highlights in Q1

- **Simplification and digitalisation of corporate services:** Improvements to **HR self-service tools**, including a new simpler and more efficient tool for submitting information on the income of spouse or registered partner. These more efficient tools enable us to maintain the 50% replacement rate in the corporate area
- **Improved Council Secretariat tools:** More efficient preparation of meetings/minutes, more interactive functionalities in Single Access Portal

## Key milestones



## FINANCE DIGITALISATION – PROGRAMME ACHIEVEMENTS

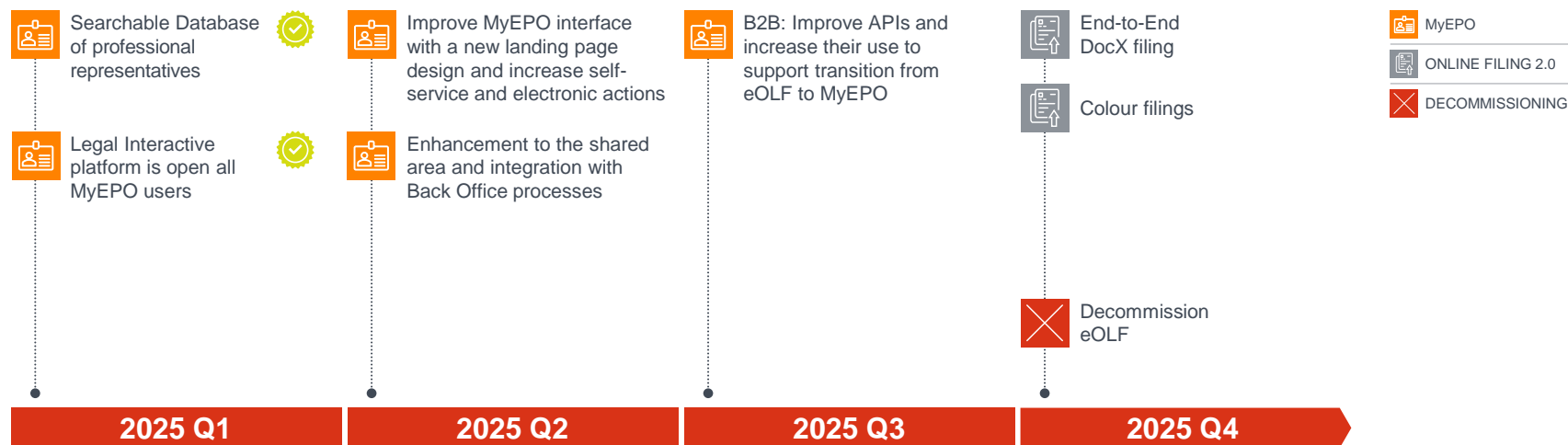
The EPO has been continuously enhancing operational efficiency, collaboration and financial sustainability.

	Improvement of financial processes	Improvement of procurement processes	Improvement of fees management	Implementation of new post-grant process
<b>Strategic drivers</b>	<b>Financial Sustainability</b>	<b>Collaboration and Operational Excellence</b>	<b>Partnership and Technology</b>	<b>Partnership and Technology</b>
<b>Deliverables</b>	<ul style="list-style-type: none"> <li>● New activity-based budgeting process based on latest cloud technology</li> <li>● A Finance Partner network supporting business units</li> <li>● Adoption of a single standard to measure financial performance</li> </ul>	<ul style="list-style-type: none"> <li>● New procurement processes based on latest procurement collaborative cloud technology</li> <li>● Latest e-invoicing technology</li> <li>● Electronic signature and digitalised contract management</li> </ul>	<ul style="list-style-type: none"> <li>● New central fee payment portal</li> <li>● Automation of refunds process</li> </ul>	<ul style="list-style-type: none"> <li>● Fostered interaction with national patent offices by integrating financial system with Single Access Portal</li> <li>● Streamlined post-grant revenue operations</li> </ul>
<b>Realised benefits</b>	<ul style="list-style-type: none"> <li>● Enhance financial <b>transparency</b> and <b>accountability</b></li> <li>● <b>Simplified</b> IT landscape</li> <li>● Improved <b>consistency</b> and <b>comparability</b> in financial reports</li> </ul>	<ul style="list-style-type: none"> <li>● <b>Streamline</b> procurement process and enhance supplier <b>collaboration</b></li> <li>● Strengthen <b>compliance</b> with legal requirements</li> <li>● Increased invoice process <b>digitalisation</b></li> </ul>	<ul style="list-style-type: none"> <li>● Improved <b>user experience</b> for patent applicants</li> <li>● Increased <b>collaboration</b> with applicants</li> <li>● Enhanced <b>fee management digitalisation</b></li> </ul>	<ul style="list-style-type: none"> <li>● <b>Digitalised</b> end to end revenue process for national renewal fees</li> <li>● <b>Simplify</b> and strengthen the <b>collaboration</b> with the national offices</li> </ul>

## Highlights in Q1

- **Transition from smartcards to two-factor authentication (2FA):** All external users of online services transferred to 2FA, providing enhanced convenience and security
- **Smartcards:** Discontinued as of 31.12.2024, saving more than EUR 600k annually
- **Legal Interactive Platform:** Now available to all users within MyEPO services – the first generative AI-based tool in our online services

## Key milestones



# POLICY ON THE USE OF ARTIFICIAL INTELLIGENCE SYSTEMS

## Embrace and responsibly harness AI

- Increased efficiency, quality, accuracy, consistency and accessibility in our processing, decision-making, and administrative functions
- Alignment with international best practice (e.g., EU AI Act)

## Human-centric approach

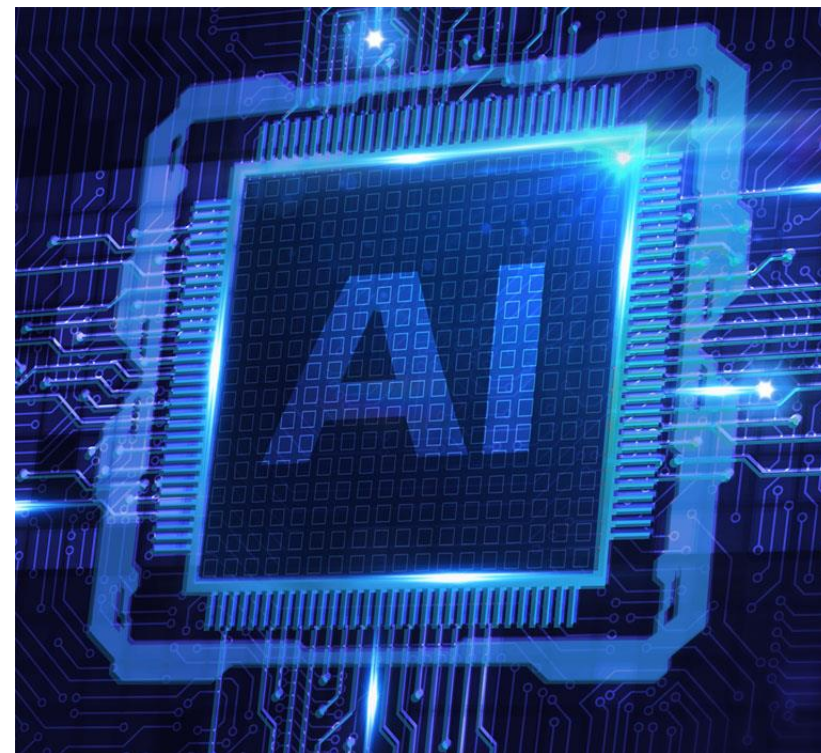
- Combination of human + AI provides best results
- Final decisions at the EPO will be taken by human actors
- Accountability and responsibility for such decisions remains with the EPO

## Risk-based approach

- Differentiation between high-risk, medium-risk and low-risk AI systems
- Iterative risk management process

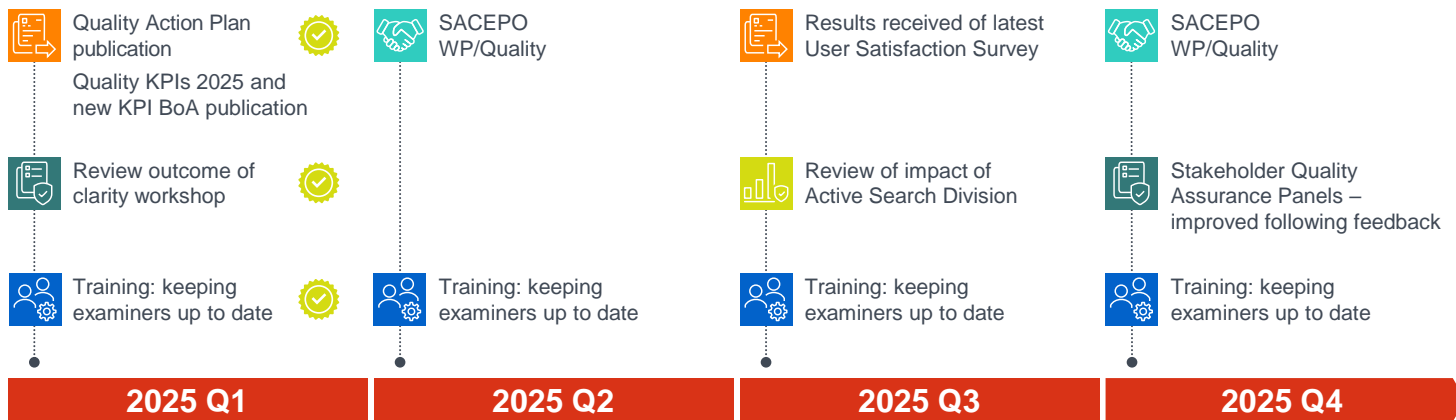
## Principles for AI Use at the EPO

- Comprehensive approach: All areas of EPO covered under policy
- Respect of fundamental rights (e.g., due process rights and data protection)
- Legal compliance and ethical decision making
- Protection from erroneous or inaccurate information (e.g., deepfakes)
- Constant monitoring and improvement



# D03 High-Quality, timely products and services





-  TRANSPARENT REPORTING
-  ASSESSING QUALITY
-  TRAINING AND DEVELOPMENT
-  PARTNERSHIPS
-  SUBSTANTIVE QUALITY IMPROVEMENT
-  PROCESS IMPROVEMENT

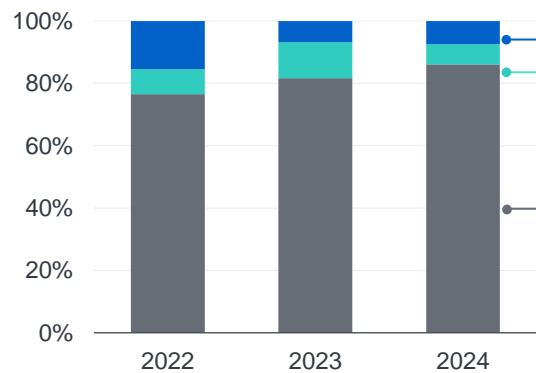


## OBSERVED IMPACT OF QUALITY ACTIONS 2024

- ✓ Active Search Divisions led to increased interaction within divisions, improved DQA results and better addressing of fallback positions
- ✓ More consistent practice visible in practice harmonisation dashboard, especially in emerging technologies
- ✓ SQAPs assessments by EPO experts and European patent attorneys converged



## SEARCH QUALITY AUDIT



	2023	2024
<b>Findings potentially affecting validity<sup>2</sup>:</b>		
■ Novelty, Inv. step <sup>3</sup>	6.0%	<b>6.2%</b>
■ Novelty	3.8%	<b>3.7%</b>
■ Inventive step	2.0%	<b>1.5%</b>
■ Exclusions, exceptions	0.2%	<b>1.0%</b>
■ Added subject-matter <sup>4</sup>	0.7%	<b>1.2%</b>
■ Sufficiency of disclosure <sup>5</sup>	0.1%	<b>0.0%</b>
<b>Findings not related to validity:</b>		
■ Clarity <sup>6</sup>	0.0%	<b>0.5%</b>
■ Quality improvements	11.5%	<b>6.0%</b>
<b>No findings:</b>		
■ No findings	81.7%	<b>86.1%</b> <sup>1</sup>

<b>Number of files audited:</b>	
2023:	802
2024 (12 months):	404

### Findings potentially affecting validity<sup>3</sup>:

- **EPO Quality Dashboard KPI:** Incorrect assessment of Novelty/inventive step<sup>4</sup> (goal <5%); ▶ **Result:** stable at 6.2%
- **EPO Quality Dashboard KPI:** More relevant prior art found (goal <4%); ▶ **Result:** goal met at 3.0%
- **Findings not related to validity: improvement** in findings related to written opinion reduced from 11.5 to 10.0%.

<sup>1</sup> Confidence interval (no findings): +/-3.4%. Note: Files with multiple findings are only counted in the category of the highest-ranked finding

<sup>2</sup> e.g. Art. 138 EPC, Art. 65 UPCA. Confidence interval (validity findings): +/-2.6%.

<sup>3</sup> audit criteria includes e.g. R. 61, 62, Art. 52-57 EPC

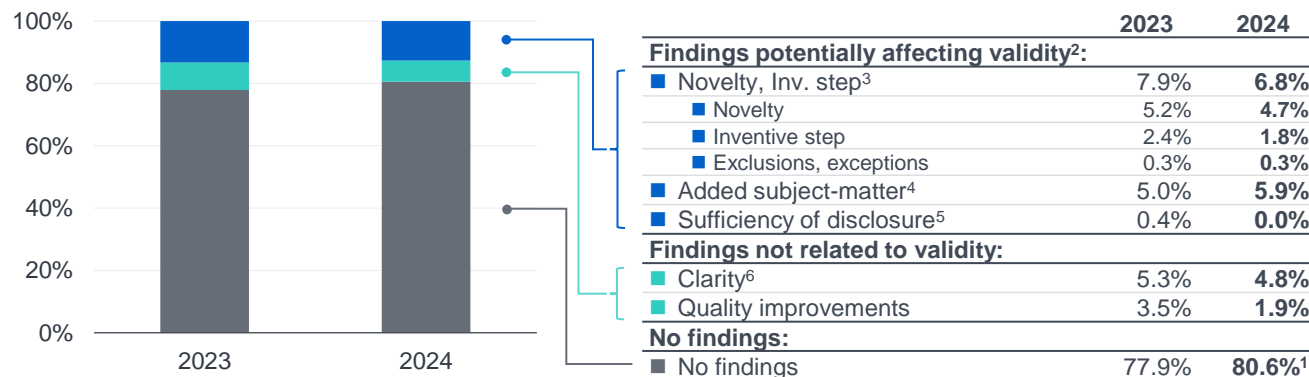
<sup>4</sup> audit criteria: "added subject-matter": new information introduced in the application after filing date which impacts scope of claims, e.g. Art. 76, 123 EPC

<sup>5</sup> audit criteria includes e.g. Art. 83 EPC objection missing

<sup>6</sup> audit criteria includes e.g. Art. 84 EPC objection missing for independent claim



## GRANT QUALITY AUDIT 2024



### Number of files audited:

2023:	1 050
2024 (12 months):	984

### Findings potentially affecting validity<sup>2</sup>:

- **EPO Quality Dashboard KPI:** Incorrect assessment of Novelty/inventive step<sup>3</sup> (goal <5%); ▶ **Result:** improvement at 6.8%
- **EPO Quality Dashboard KPI:** Findings on added subject matter<sup>4</sup> (goal <5%); ▶ **Result:** 5.9% (above goal)
- **Findings not related to validity:** Importance of clarity<sup>6</sup> reflected in **workshop with users** to help define expectations.

<sup>1</sup> Confidence interval (no findings): +/-2.5%. Note: Files with multiple findings are only counted in the category of the highest-ranked finding

<sup>2</sup> e.g. Art. 138 EPC, Art. 65 UPCA

<sup>3</sup> audit criteria: Art. 52-57 EPC; majority of findings in this category relate to Art. 54, 56 EPC

<sup>4</sup> audit criteria: "added subject-matter": new information introduced in the application after filing date which impacts scope of independent claims; Art. 76, 123 EPC

<sup>5</sup> audit criteria: Art. 83 EPC

<sup>6</sup> audit criteria: Art. 84 EPC

## QUALITY ACTION PLAN 2025 – QUARTER ONE ACTIONS



**Prioritised actions to address added subject matter** based on 2024 DQA results:

- New **Job Aids** to assist examiners in their checks
- Mandatory **refresher training** to teams with DQA findings on added subject matter
- **Explore options** to strengthen our approach when looking at added subject matter in divisional applications



**New template for summons in opposition**, to ensure all relevant provisions are addressed



**Clarified instructions on third party observations** to ensure assessment of division is present in public part of file (also for TPOs considered not relevant)



**Legal Interactive Platform** made available to all myEPO users



Current **User Satisfaction Survey** programme concluding end April – results in June

## QUALITY – ACTIVE DIALOGUE WITH ALL OUR USERS

### Meetings with top applicants

- 4 strategic and 7 operational meetings held with large applicants
- 3 interviews published on EPO website

### Meetings with SME/micro-entity applicants

- 8 micro-entities/SME virtual meetings held, many more planned
- Computer Implemented Inventions (CII) SME meeting scheduled in March
- Expansion of outreach to technical universities started

### Meetings with User Associations

- 5 meetings held with User Associations
- 6 further meetings already scheduled

### Direct contact with users

- User satisfaction surveys started in Sep 2024 (overall results expected in June 2025)
- 6 008 user enquiries handled in February 2025; 97.5% of enquiries answered on-time (KPI 95%), 23 complaints and feedbacks received and handled on time in February (within 20 working days).

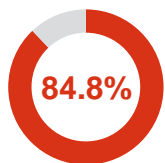


## TIMELINESS SEARCH, EXAMINATION, OPPOSITION

Timeliness achievements February 2025



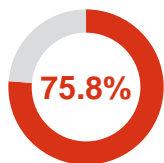
### SEARCH



Standard searches  
sent on time  
(target 90%)



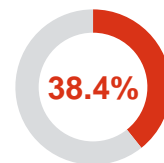
### EXAMINATION



Standard grants sent  
within 36 months  
(target 70%)



### OPPOSITION



Standard decisions  
taken within 18 months  
(target 70%)



**81.6%** of all SEO standard files are produced on time

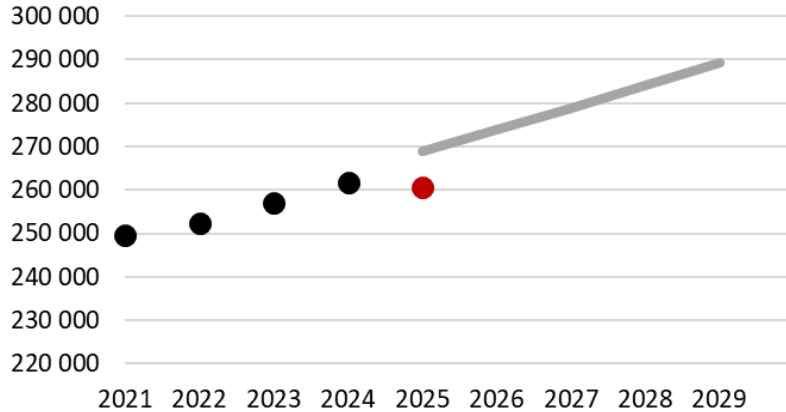


End-to-end time to grant in the European phase at **37.0 months (target 48 months)**



Low opposition stock, at **3 665** pending files (well below 5 000 pre-pandemic)

## DEMAND FOR OUR SERVICES



● Actual — Budget 2025-2029 ● 12 months rolling total Feb-2025

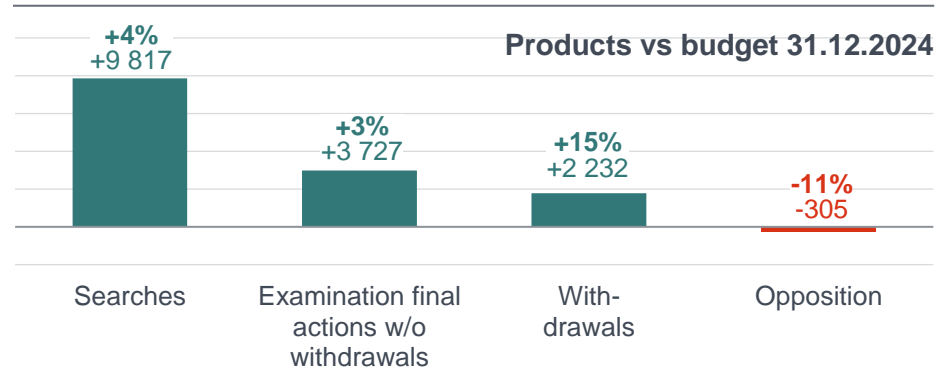
- End of February 2025: 260 563
- vs. February 2024: +0.6% increase (+1 673 searches more)

## 2024 PRODUCTION ABOVE PLAN – PRODUCTIVITY IMPROVED

+15 472 (+4%) products in 2024 vs. budget

+24 339 (+6%) products in 2024 vs. 2023

111.5 products per FTE in 2024 (+5,1 p/FTE and +4,8% vs. end of 2023)



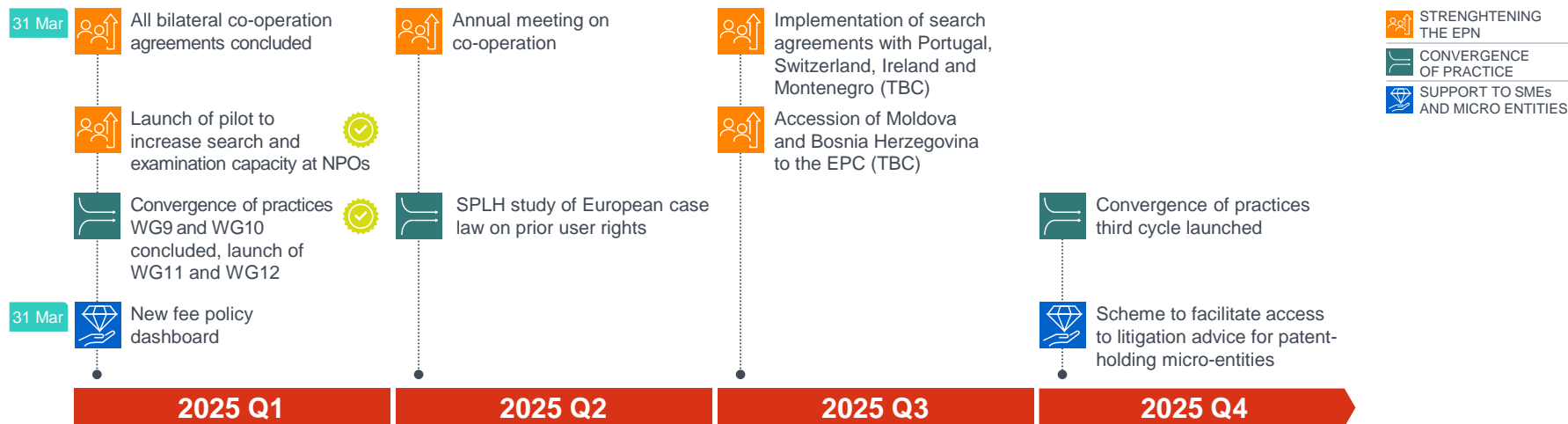
# D04 Partnerships



## Highlights in Q1

- **BCAs:** Bilateral co-operation agreements concluded with 29 member states
- **Pilot project to increase capacity at NPOs:** Launch with 12 interested NPOs; match-making with current pool of 42 EPO pensioners
- **Fee policy:** New dashboard on SME fee reductions ready for publication on EPO.org website

## Key milestones



## Highlights in Q1

- **Validation:** Legal and technical preparations complete for entry into force of agreement with Lao PDR on 1 April 2025
- **Unitary Patent:** Registrations hit the 50 000 mark, with global uptake rate exceeding 27%; first edition of UP Guidelines published in February
- **Legal changes:** Launch of user consultation on a third wave of changes in support of further digitalisation of the PGP, with focus on PCT

## Key milestones

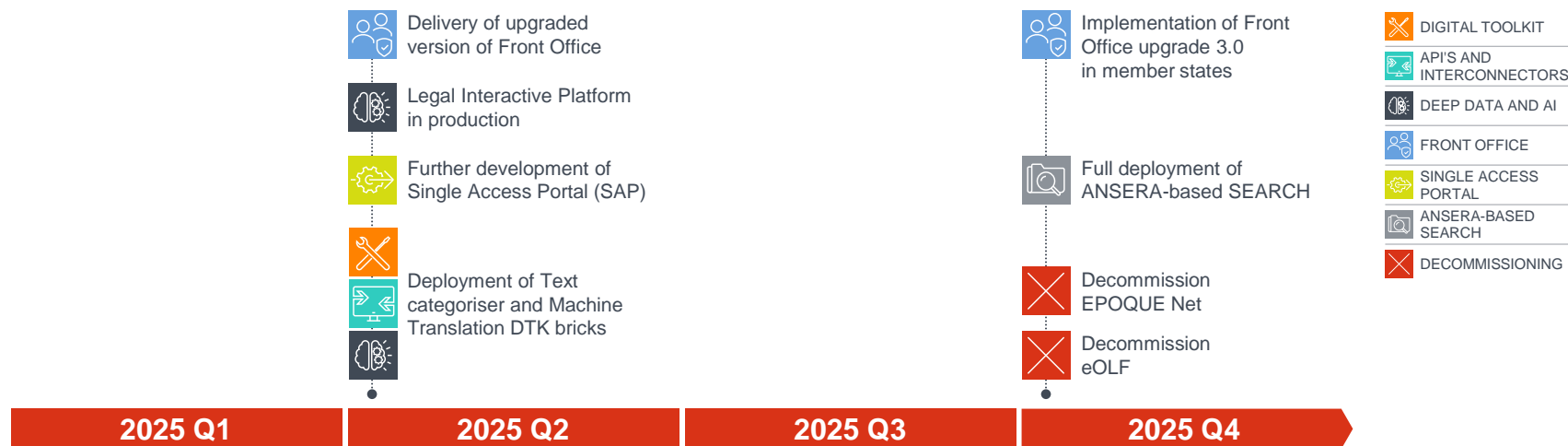




## Highlights in Q1

- **Round Tables and Working Groups:** Took place with representatives from member states, industry and other IP offices in Jan/Feb
- **Digital Toolkit (DTK):** 16 member states have expressed interest in participating in the pilots for the DTK bricks
- **Front Office:** currently used in 7 NPOs with 47 800 filings so far. **ANSERA-based SEARCH:** currently used by 1 926 examiners in 35 NPOs.

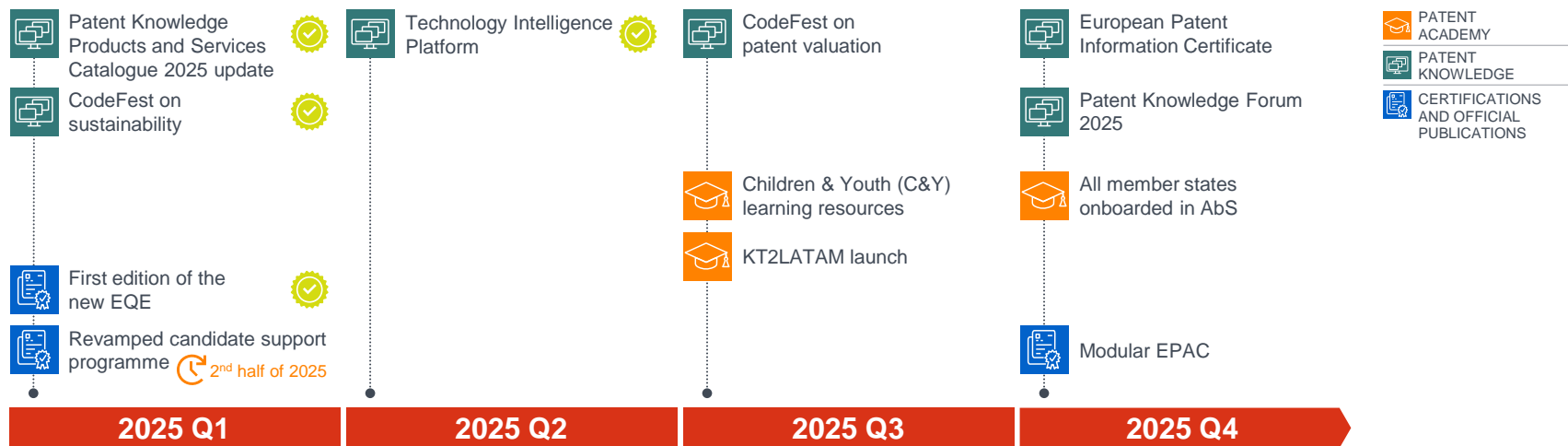
## Key milestones



## Highlights in Q1

- **CodeFest:** Spring hackathon on classifying patent data for sustainable development, leveraging new Technology Intelligence Platform
- **EQE:** 2091 enrolments for the March 2025 examination, which includes the first-ever edition of the new Paper F
- **MIPEF:** 457 students sat exams in January; 62 universities from 26 countries enrolled for Spring courses

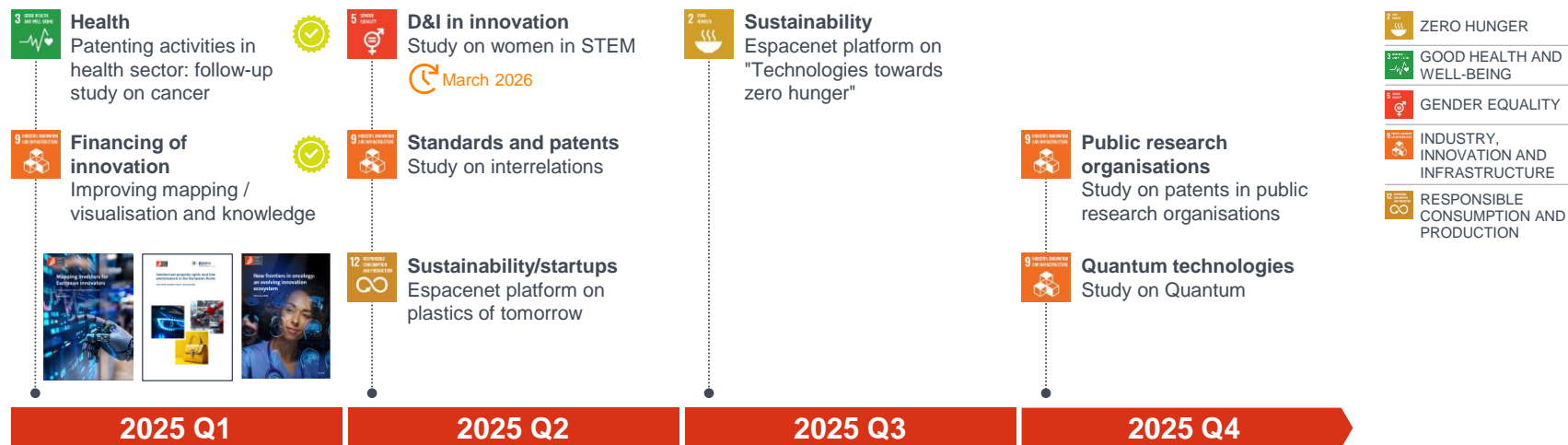
## Key milestones



## Highlights in Q1

- **Financing of Innovation Programme:** New study – New metric "**T**echnology **I**nvestor **S**core" – DTF update on **investors** – in collaboration with **21** NPOs
- **Health:** Study on the **new frontiers in oncology**, in collaboration with **20** NPOs
- **Patents and competitiveness:** EPO-EUIPO study on IPR and firm performance

## Key milestones



# D05 Financial Sustainability



## KEY FIGURES – OFFICE'S FINANCIAL SITUATION (UNAUDITED)

### 31 December 2024 – Provisional figures

<b>Operating result<sup>1</sup></b>	EUR 507m
<b>Performance RFPSS/EPOTIF</b>	RFPSS: <b>EUR 1 254m</b> gain, 10.3% return, net asset value EUR 13.4bn EPOTIF: <b>EUR 282m</b> gain, 7.9% return, net asset value EUR 4.6bn
<b>Productivity</b> (12 months rolling)	111.5 products per FTE
<b>Cash surplus<sup>2</sup></b> at year-end	EUR 573m
<b>Coverage of liabilities</b>	Funding ratio: <b>80.1%</b> (RFPSS market value / DBO standardised at 4.6%)
<b>Progress of the 2 billion SAM buffer</b>	<b>EUR 1 094m</b> as of 31 December 2024 (thereof EUR 780m cash injections and EUR 314m past EPOTIF returns allocated to SAM buffer until 31 December 2024)

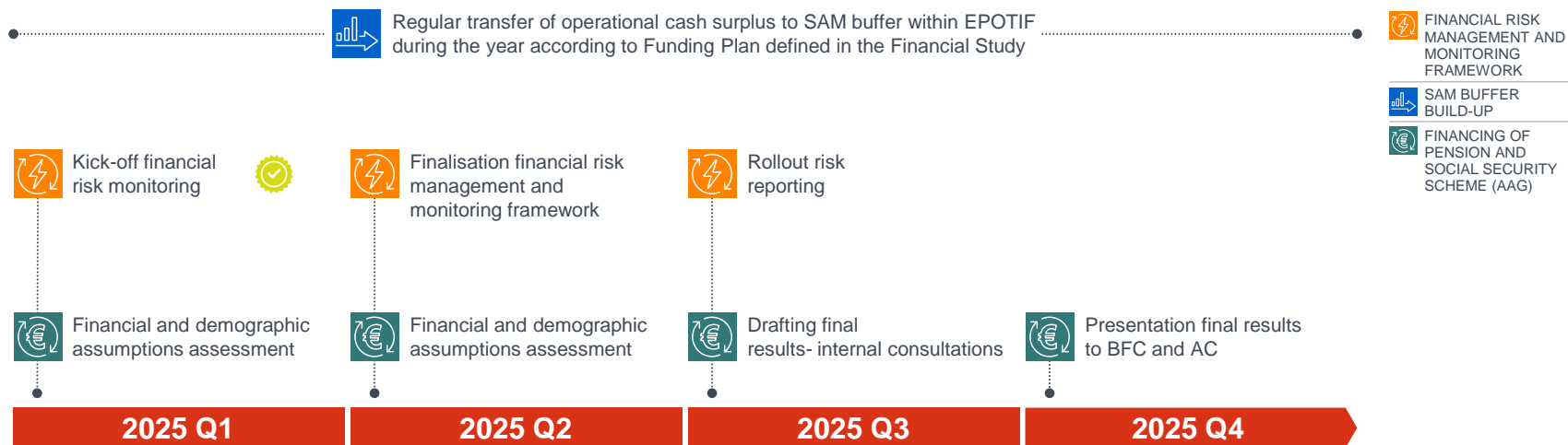
<sup>1</sup> Standardised Operating Result with a discount rate at 4.6%

<sup>2</sup> Cash surplus available after investment and funding of PSSS deficit.

## Highlights in Q1

- **Financial risk management and monitoring dashboard:** Under development in the Single Access Portal, elaboration of KPI values underway in the framework of the year-end closure 2024
- **Actuarial valuation 2025:** Initiated with the Actuarial Advisory Group, discussions on financial assumptions and actuarial methodology
- **Salary Adjustment Method:** Work on review of current Salary Adjustment Method to begin in Q2

## Key milestones



**THANK YOU FOR YOUR ATTENTION**



[epo.org](http://epo.org)

# ANNEX





# SP2028 PROGRESS DASHBOARD / KPIS

## D01 – PEOPLE

### RECRUITMENT CYCLE

**4** months

Jun 2024: **4**  
 Target 2028: ≤ **4** 

### GENDER DIVERSITY

**35.3%** women

Dec 2024: **35.3%**  
 Target 2028: ≥ **40%** 


### WOMEN RECRUITED AS EXAMINERS

**30.2%** women

Baseline - Dec 2024: **27%**  
 Target 2028: ≥ **30%** 

### GEOGRAPHIC DIVERSITY

**35** EPC countries represented

Dec 2024: **35**  
 Target 2028: **39** 

### FEMALE MANAGERS

**28.6%** women

Dec 2024: **28.0%**  
 Target 2028: ≥ **40%** 


### WOMEN IN TOP MANAGEMENT

**40%** women

Baseline - Dec 2024: **33.3%**  
 Target 2028: ≥ **40%** 

### ENVIRONMENTAL SUSTAINABILITY

**3 150** tonnes of CO<sub>2</sub>e

Sep 2024: **1 768**  
 Target 2028: ≤ **1 000** 

# SP2028 PROGRESS DASHBOARD / KPIS

## D02 – TECHNOLOGY

### AVAILABILITY OF IT SYSTEMS (EXTERNAL)

**99.7%** available

Sep 2024: **99.9%**  
Target 2028: **≥ 99.5%** 


### AVAILABILITY OF IT SYSTEMS (INTERNAL)

**99.7%** available

Sep 2024: **99.7%**  
Target 2028: **≥ 99.5%** 


### PGP PROCESSES DIGITALISED

**100%** processes digitalised

Sep 2024: **100%**  
Target 2028: **≥ 99.5%** 

### DIGITALISATION AND MODERNISATION OF PATENT ADMINISTRATION PROCESSES

**22.6%** digitalised formalities officers processes

Baseline - Dec 2024: n/a  
Target 2028: **100%** 


### CORPORATE PROCESSES DIGITALISED

**70.7%** processes digitalised

Sep 2024: **69.7%**  
Target 2028: **≥ 90%** 

### LEVERAGE AI

**46.7%** of non-intellectual visits

Sep 2024: **31.4%**  
Target 2028: **≥ 90%** 

## SP2028 PROGRESS DASHBOARD / KPIS

### D03 – HIGH-QUALITY, TIMELY PRODUCTS AND SERVICES

#### DECOMMISSION SMART CARDS

**100%** decommissioned

Dec 2024: **100%**  
Target 2024: **100%** ✓

#### DECOMMISSION OF INTERNAL LEGACY SEARCH TOOLS

**100%** decommissioned

Dec 2024: **100%**  
Target 2024: **100%** ✓

#### TIMELINESS OF SEARCH

**84.9%** on time

Dec 2024: **85.1%**  
Target 2028: **≥ 90%** ⚙️

#### TIMELINESS OF EXAMINATION

**76.0%** on time

Dec 2024: **76%**  
Target 2028: **≥ 70%** ✓

#### TIMELINESS OF OPPOSITIONS

**38.2%** on time

Dec 2024: **38.1%**  
Target 2028: **≥ 75%** ⚙️

#### END-TO-END TIMELINESS

**75.1%** grants on time

Dec 2024: **75.2%**  
Target 2028: **≥ 75%** ✓

#### TIMELINESS OF DIVISIONAL APPLICATIONS

**79.2%** on time

Dec 2024: **79.3%**  
Target 2028: **≥ 80%** ⚙️

#### TIMELINESS OF PRIOR ART CLASSIFICATION

**85%** published with complete classification

Dec 2024: **85%**  
Target 2028: **≥ 80%** ✓

# SP2028 PROGRESS DASHBOARD / KPIS

## D03 – HIGH-QUALITY, TIMELY PRODUCTS AND SERVICES

### QUALITY OF FORMALITIES (RECEIVING SECTION)

**93.3%** compliant files

Sep 2024: **95%**  
Target 2028: **≥ 90%** 

### QUALITY OF FORMALITIES (OPPOSITION SECTION)

**89.2%** compliant files

Sep 2024: **88.7%**  
Target 2028: **≥ 90%** 


### SEARCH AND WRITTEN OPINION: INCORRECT ASSESSMENT OF NOVELTY OR INVENTIVE STEP

**6.1%** of audited files with findings

Mar 2024: **6.1%**  
Target 2024: **< 5%** 

### SEARCH: MORE RELEVANT PRIOR ART FOUND

**3.2%** of audited files with findings

Mar 2024: **3.7%**  
Target 2024: **< 4%** 

### GRANTS: INCORRECT ASSESSMENT OF NOVELTY OR INVENTIVE STEP

**6.9%** of audited files with findings

Jun 2024: **7.3%**  
Target 2024: **< 5%** 

### GRANTS: FINDINGS ON ADDED SUBJECT-MATTER

**4.9%** of audited files with findings

Jun 2024: **4.1%**  
Target 2024: **< 5%** 


# SP2028 PROGRESS DASHBOARD / KPIS

## D04 – PARTNERSHIPS

### IT CO-OPERATION

**141** IT projects  
implemented

Baseline – Jun. release: **117**

Target 2028: **240** 

### CONVERGENCE OF PRACTICE

**77.9%** of member  
states

Baseline – Jun. release: **77.9%**

Target 2028: **≥ 90%** 

### VALIDATION AGREEMENTS

**16** validation agreements

Baseline – Jun. release: **10**

Target 2028: **≥ 14** 

### MODULAR IP EDUCATION FRAMEWORK IN UNIVERSITY CURRICULA

**40** universities offering  
the MIPEF

Baseline – Jun. release: **22**

Target 2028: **≥ 80** 

### PAN-EUROPEAN SEAL UNIVERSITIES THAT OFFER STEM DEGREES

**82%** of PES universities  
offer STEM degrees

Baseline – Jun. release: **80%**

Target 2028: **≥ 90%** 

### OBSERVATORY ON PATENTS AND TECHNOLOGY

**139 000** views

Baseline – Jun. release: **n/a**

Target 2025: **152 900** 

## SP2028 PROGRESS DASHBOARD / KPIS

### D05 – FINANCIAL SUSTAINABILITY

#### PRODUCTIVITY

**112.1** SEO products  
per FTE

Dec 2024: 111.5

Target 2025:  $\geq 114.4$  

#### PLAN PRODUCTION

**0%** deviation from plan

Baseline – Jun. release: 0%

Target 2024:  $\geq -2%$  