



CSR POLICY

2025

Telelogos, a corporate citizen

Telelogos is a technology company dedicated to the development of its customers, partners and employees. Its success is founded on the excellence and diversity of the men and women who make it up. Its corporate social responsibility (CSR) initiatives are developed according to the priorities of its charter, which was drawn up by all Telelogos employees.

Our vision: "We invent software that simplifies the connected world."

Our mission: "Our expertise in digital signage, information synchronization and connected equipment management helps companies develop their digital interactions worldwide."

Our values: "1/ Innovation makes leaders. 2/ Quality and responsiveness are the conditions for success. 3/ Customer satisfaction and ethics are the keys to sustainability."



More broadly, Telelogos considers that companies have a responsibility that goes beyond their business interest, and as such Telelogos is a member of the **United Nations Global Compact** program, as well as Numeum's **Planet Tech'Care** initiative, which brings together French digital companies committed to the ecological transition. Telelogos' CSR policy has also been awarded a **bronze medal** by the **EcoVadis** rating company, which ranks Telelogos **in the top 35% of companies** assessed over the last 12 months.

Governance and Social

Telelogos' performance comes from the skills and motivation of its employees, and their ability to work as a team. Telelogos ensures that its employees are treated with respect, that the labor code is properly implemented, and that it creates an atmosphere conducive to group cohesion, teamwork and personal development.

In addition, Telelogos has developed a strong corporate culture based on transparency and ethics.

Employee involvement

- The company has set up a profit-sharing agreement open to all employees.
- Employees participate in working groups to update the strategic plan.
- In 2019, 2021 and 2024, Telelogos will open up its capital to all its employees.

Diversity

- Despite the scarcity of female IT applicants, Telelogos has undertaken to increase the proportion of women in its workforce, which has doubled in two years from 10% to 20%, then to 29%.
- Telelogos attaches great importance to the training of young people and their integration into the world of work. To this end, Telelogos welcomes interns and work-study students in most of its departments: R&D, Support, IT, Sales/Marketing.

Well-being at work

- Telelogos has been tracking employee satisfaction for many years through an anonymous annual survey.
- Telelogos has introduced a teleworking charter.
- In 2017, 2020/21 and again in 2024, the company carried out major refurbishment work on its premises to adapt them to new collaborative working methods, with a relaxation area featuring table soccer, chess and a dining room.
- Telelogos encourages its employees to take part in daily sports activities, and provides three showers for sports enthusiasts during their lunch break
- Telelogos has installed a bike park to encourage commuting on two wheels.

Ethics

- All the company's employees - with the exception of work-study students, interns and temporary replacements for employees absent on maternity or sick leave - have permanent contracts.
- Telelogos does not outsource any of its R&D activities: its products are fully developed, supported and maintained by Telelogos employees
- Telelogos prohibits forced labor and child labor. Telelogos' actions respect human rights and promote gender equality.

Economic Activities

Telelogos' business activities are developed in strict compliance with the law and good professional practice.

Corruption

- Telelogos has a zero-tolerance policy for all forms of corruption. In particular, it prohibits its employees from making any promise or giving anything of value to a customer on a personal basis, notably with the aim of influencing a decision in Telelogos' favor.
- Similarly, Telelogos forbids its employees to accept any gift of value from a customer, partner or supplier.

Privacy

- Except where expressly made public, documents and information created, generated and used by Telelogos are strictly confidential and must be treated and protected as such by employees.
- Similarly, documents and information sent to Telelogos by partners and customers are strictly confidential and must be treated and protected as such by employees, except where they are expressly made public.

Customers, partners, suppliers and competitors

- Relations between Telelogos and its customers, partners and suppliers are organized in accordance with good professional practice, and are formalized in contracts discussed in good faith, excluding exclusivity or reciprocity clauses.
- Telelogos' business requires few purchases. Purchases are mainly made from local suppliers, chosen by Telelogos on the basis of economic criteria and Telelogos' assessment of the companies' adherence to Telelogos' principles.
- Telelogos prohibits its employees from infringing competition laws, in particular agreements with competitors and initiatives that could restrict free competition.

Conflicts of interest

- Telelogos ensures that the personal interests of its employees and officers cannot influence or appear to influence the loyal exercise of their responsibilities on behalf of the company, in particular the taking of illegal interest and favoritism.
- This applies to both internal and external activities.
- To this end, Telelogos is committed to maintaining a high level of internal and external transparency about its activities, and to creating a climate conducive to the disclosure of possible conflicts of interest.

Environment

Based in Angers, the city where the French Environment and Energy Management Agency (ADEME) is headquartered, Telelogos has a reduced environmental footprint. Above all, Telelogos solutions enable users to passively and actively reduce their ecological footprint and improve their carbon footprint.

Reducing Telelogos' carbon footprint

- Telelogos invested several years ago in a videoconferencing solution to reduce the number of sales trips, particularly but not only internationally. The company has also integrated Teams into all its processes - sales, support and development.
- 99% of support and incident management operations are carried out remotely, with no need to travel.
- Most staff travel by public transport, in particular by train within France and by plane for international trips. Sales staff have SNCF season tickets for journeys within France.
- Telelogos has set up an internal sorting system for waste and packaging, with removal carried out by an organization employing disabled people.
- Telelogos has invested in a new-generation air conditioning/heating system to reduce its energy consumption.
- Telelogos has an active policy of recycling electronic equipment, workstations and screens that Telelogos no longer uses, which are distributed to employees and students through schools.

Reducing the carbon footprint of Telelogos customers

- Telelogos solutions enable companies optimize the use of their equipment and thus reduce their energy consumption:
 - optimize requests and data exchanges to limit bandwidth
 - management of equipment operating times and standby times ;
 - integration of an advanced MDM, including a preventive maintenance system designed to limit on-site maintenance operations and therefore travel;
 - reports on fleet utilization to optimize management.
- Telelogos solutions are also used by companies for broader environmental and inclusion initiatives:
 - Raising employee awareness of sustainable development and promoting best practices ;
 - Limiting the use of paper/print media ;
 - Real-time communication on energy consumption, enabling everyone to adjust their practices and activities accordingly;
 - Reduce inequalities by giving wider access to information to all employees, including those who do not have their own access to certain information channels (personal workstation, professional email, intranet, etc.).
 - Helps promote inclusion by facilitating communication with customers and visitors regardless of their literacy level and language.

Territory

Telelogos has an active policy of involvement in local cultural and community activities.

- Telelogos is involved in a number of local development initiatives: Telelogos is a founding member of the Angers French Tech cooperative; Telelogos is also behind the creation of a club of Angevine software publishers.
- After three years' support for a top-level marathon runner from Anjou who won the French title, Telelogos has supported a 400m athlete from Anjou from 2021 to 2024, who took part in the Tokyo and Paris Olympics. Telelogos will once again be supporting a local athlete for the next three years.
- Telelogos has supported the Demos initiative for several years, making musical instruments available to children from disadvantaged backgrounds in Angers, enabling them to complete their education through music.
- Telelogos has a policy of providing financial support to sports clubs and charitable initiatives in which its employees participate. Telelogos also supports employee participation in local sporting events and tournaments.