



CASALONGA



CSR strategy

A word from the President:

Casalonga supports its employees, clients and suppliers in accordance with its corporate social and environmental responsibility policy (CSR). This policy constitutes an essential part of our values. We apply it on a daily basis, from respect for diversity, with strict gender equality, to small daily actions, such as turning off the heating and air conditioning during mild seasons and recycling waste. We are committed to providing the necessary resources. Our challenge is to continue this commitment and advance on these goals for our employees, our clients, our suppliers and the planet.

OUR **CSR** STRATEGY IS STRUCTURED AROUND 3 MAIN AXES



AXIS 1: SOCIAL POLICY AND HUMAN RIGHTS



Recruitment and Career Development

A responsible and egalitarian social policy has always been the cornerstone of our company. This policy applies in particular to our rules on recruitment, internal mobility, and remuneration. Our priority in recruitment is above all to match skills to a position, without discrimination on grounds of age, health, gender or origins. All of our job offers are written in an inclusive manner.

We respect the privacy of every individual and apply the principle of equal opportunity to all candidates, and the information we request is of a professional nature, used solely to assess professional skills.

Within the framework of internal mobility, we adapt skills to each position, and enable every employee who so wishes to progress within the company by offering appropriate training. We offer over 200 hours of training per year.

Our remuneration policy is based on objective criteria, both individual and collective. These criteria, which apply to all employees in every category, help build employee loyalty.

This policy can be measured by the annual publication of the Gender Equality Index, for which Casalonga obtained a score of 94/100 in 2025. The company is chaired by a woman.

Well-being at Work

Casalonga pays particular attention to the well being of its employees at work and the respect for personal life. This ambition is illustrated by the following actions:

- Strict compliance with regulatory obligations: occupational health, application of internal regulations, regular updating of the single document, holding of Social and Economic Committee meetings to encourage social dialogue. Advantageous health and provident insurance, salary maintenance in the event of illness. Adaptation of workstations in the event of disability
- Work/life balance: telecommuting charter **CasaWork** and the possibility of telecommuting 4 out of 5 days a week. Financing of private nurseries
- Right to disconnect
- Encouragement of lifelong learning
- Bright premises, access to flower-filled, user friendly relaxation areas, yoga classes, regular festive events





AXIS 2: ETHICAL STANDARDS



Ethical Charter and Commitment of Employees and Suppliers

In 2025, Casalonga's partners adopted a charter setting out our values, our CSR commitments (travel, environmental and social responsibilities) and, above all, our ethical commitments.

- Compliance with professional ethics (Patent and Trademark Attorneys/Attorneys-at-law)
- Prevention of conflicts of interest, agreements and unfair practices
- Secret - Confidentiality - Discretion
- Choice of suppliers and clients

Elements of this charter, notably on secret, confidentiality and discretion, are included in all Casalonga employment or freelance agreements.

Casalonga prioritizes the selection of suppliers who share its CSR commitments and comply with our Supplier Code of Conduct.

Data Protection

As an intellectual property professional, Casalonga pays particular attention to the security of its clients' data. Casalonga has built a network architecture to limit and secure access to its clients' data and has implemented strict measures to secure its information system and data against unauthorized access or disclosure. These measures can be consulted in the PSSI (Information Security Management System) booklet, and are subject to regular review by the COPILSEC (Data Security Steering Committee) and to a continuous improvement program.



AXIS 3: ENVIRONMENTAL AWARENESS



Waste Management

- Ban on capsule coffee makers in favor of bean-to-cup coffee makers whose grounds are recycled for the plantations
- No purchase of plastic water bottles, but provision of individual water bottles for refilling
- Recycling bins on every floor
- Systematic recycling of computer cartridges and hardware. As an example, in 2022, we donated our used computer equipment to «La Transaharienne» association, which has been working for 20 years to help underprivileged children in Morocco
- Paperless for 5 years

- Visits to our clients in Paris and its suburbs are made by public transport, on foot or by bike
- Travels within France are made exclusively by train
- Air travel is strictly limited to destinations not accessible by train

Suppliers Selection

- Building renovated in 2019 to RT2012 standard
- Deliveries by bicycle couriers
- Ecological and sustainable office supplies
- Organic caterer delivering meal trays on foot with minimum waste

Respect for Resources

- Automatic timer: lights off at 10 pm
- Heating and air conditioning must be turned off in autumn and spring - Modest settings in hot/cold seasons
- Encouraging the use of public transport, bicycles and walking for home/office journeys