

# CSR Policy

*Empowering sustainable growth through responsibility.*

2024

# Agenda

**01**

## **INTRODUCTION**

Presenting Neobrain's vision and commitment to CSR.

**02**

## **GOVERNANCE**

Strengthening CSR through structured internal governance.

**03**

## **SOCIAL RESPONSIBILITY**

Driving positive social impact.

**04**

## **ENVIRONMENTAL RESPONSABILITY**

Defining goals and dedicated action plan to 2050 Net Zero.

**05**

## **ECONOMIC & ETHICAL PERFORMANCE**

Balancing growth with ethical values.

# Introduction

## Neobrain - Who are we ?

Neobrain is a leading provider of innovative SaaS solutions that empower organizations and individuals to thrive in a rapidly changing world. Our mission is to bridge the gap between talent and opportunity by leveraging technology to enhance employability, skills development, and workforce agility.

Our platform is designed to help organizations unlock the full potential of their workforce by understanding, developing, and leveraging skills effectively. By focusing on personalized career paths, skill enhancement, and internal mobility, we bridge the gap between individual growth and business performance.

Today, we are proud to positively impact the career trajectories of over 1 million users globally. From employees discovering their next step to HR teams optimizing their talent strategies, Neobrain's solutions empower meaningful change for both individuals and companies.

This CSR report underscores our commitment to creating sustainable and inclusive workplaces, fostering innovation, and supporting the evolving relationship between people and their careers. Together, we are shaping a future where everyone can thrive professionally and personally.

PREPARED BY  
**Vanessa NOVO**  
**Pierre-Louis QUENTIN**  
**Paul COURTAUD**



**Confidential document**

# Introduction

## **Empowering Talent, building a sustainable change.**

*Message from Paul COURTAUD - CEO*

I deeply believe that CSR is not just an obligation but a cornerstone of who we are and how we grow. In today's world, businesses have a unique opportunity and responsibility to tackle the pressing challenges of our time by blending innovation with accountability and sustainability.

At Neobrain, our mission to empower individuals and organizations through talent and skills management is inseparable from our CSR vision. By helping people enhance their employability and adapt their skills to a rapidly evolving world, we aim to build a society that is not only more inclusive but also more resilient.

Our commitment to CSR extends to both social progress and environmental responsibility. We have pledged to achieve Net Zero Carbon emissions by 2050, guided by science-based targets to fight climate change and reduce our ecological footprint. At the same time, we are dedicated to fostering diversity, inclusion, and equitable opportunities, ensuring that our actions create meaningful and lasting impact for individuals, and future generations. These efforts reflect our responsibility to protect the planet while empowering people to thrive.

This report shares the concrete steps we are taking to integrate these values into everything we do. Together, we can build a future where innovation and responsibility go hand in hand, inspiring progress for all.

With commitment,

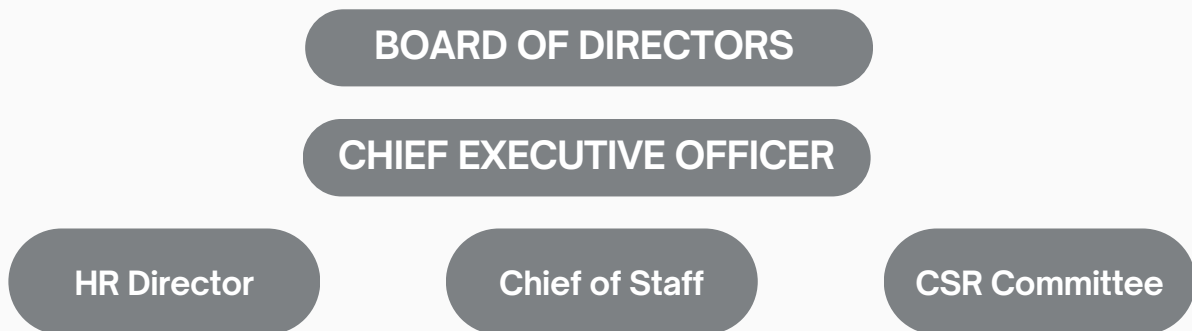
**Paul COURTAUD**



# Governance

## Governance: Leading with responsibility

At Neobrain, our governance framework ensures that CSR principles are embedded into every decision and action. From strategic leadership to hands-on execution, our structure reflects a commitment to accountability and impact.



Role of each stakeholders :

- 1 **Board of Directors:** provides strategic oversight and ensures that CSR aligns with Neobrain’s long-term vision and values.
- 2 **CEO:** drives the overall CSR strategy, integrating it into the company’s core mission and priorities.
- 3 **Chief of Staff and HR Director:** oversee the implementation and monitoring of CSR actions, ensuring cross-team collaboration and effective execution.
- 4 **CSR Committee:** a dedicated team of employees contributing ideas, expertise, and execution power to drive impactful CSR projects and goals. The committee meets quarterly before board meetings to review progress, ensure actions are on track, and identify new initiatives, including organizing CSR Weeks.

Key successes of the CSR Committee include organizing the annual CSR Week, which engaged over 90% of employees in workshops on sustainability practices, and spearheading the transition to green energy providers for our SaaS operations. These initiatives demonstrate our commitment to making a measurable impact.

To maintain accountability, CSR goals are reviewed quarterly during board meetings, with progress transparently shared through annual reports. Input from employees and stakeholders ensures that our approach remains relevant and effective.

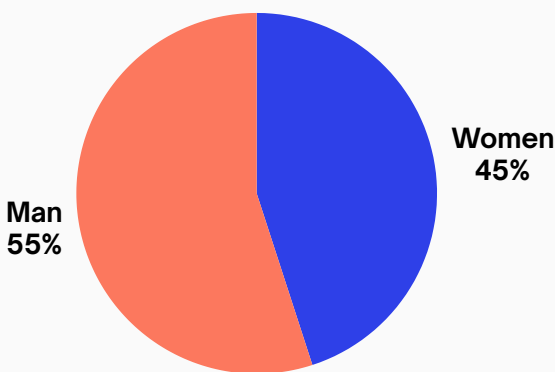
Looking ahead, Neobrain will continue to strengthen its governance practices, embedding sustainability and social responsibility into its core strategy.



# Social Responsibility

At Neobrain, our commitment to social responsibility is deeply rooted in our mission to create meaningful change for individuals, communities, and society as a whole. We aim to foster inclusion, equity, and well-being while empowering people to thrive in their personal and professional lives. Our social initiatives are built on four key pillars: diversity and inclusion, employee well-being, community engagement, and equal opportunities.

## 1 Diversity and inclusion



Neobrain embraces diversity, with employees from over 20 nationalities and a near-equal gender balance (45% women, 55% men). Efforts include:

- Training programs on diversity and inclusion during onboarding.
- A commitment to equal pay and fair treatment, reflected in a gender equality score of 86/100 in 2023.

Our CSR Committee also organizes an annual CSR week that includes workshops and training sessions on diversity and inclusion.

## 2 Employee well-being

We prioritize employee well-being through flexible work arrangements designed to support work-life balance and contribute to sustainability.

- **Flexible teleworking policies:** Employees can work remotely up to 3 days per week, promoting work-life balance and reducing carbon emissions.
- **Full-remote option:** Employees have the flexibility to choose a fully remote work arrangement, aligning with their personal needs and our sustainability goals.





# Social Responsibility

Since January 2022, we have proudly participated in the Parental Act to foster equality and inclusion. This commitment aims to:

- **Promote equal opportunities:** Ensure parenthood is never a barrier to career advancement.
- **Support employees:** Address daily challenges to enable a balanced and fulfilling work life.
- **Advance workplace equality:** Embrace all forms of parenthood and promote gender equity.

Our participation reflects our dedication to building a workplace where every employee can thrive.

## 3 Community contributions

Neobrain's community engagement is driven by our CSR Committee, which invites all employees to propose and vote on the organizations we support. This collaborative approach ensures our contributions reflect shared values. Key initiatives include:

- **La Chorba:** Distributed over 200 hot meals to combat hunger and social exclusion.
- **France Alzheimer:** Employee-selected, this organization received financial donations and hosted awareness sessions during World Alzheimer's Day.
- **The Sea Cleaners:** Supported with donations and awareness sessions on marine pollution and its impacts.

By engaging our teams in the decision-making process, we ensure that Neobrain's community contributions resonate deeply with our employees and create meaningful, collective impact.



# Social Responsibility

## 4 Equal opportunities

At Neobrain, we are dedicated to ensuring fairness and inclusivity in every aspect of our talent management. Key initiatives include:

- **Skill-based recruitment:** Our hiring processes focus on evaluating skills and potential, ensuring that opportunities are accessible to individuals from all backgrounds.
- **Bias-free practices:** We continuously refine our recruitment and evaluation methods to eliminate biases, fostering an inclusive environment for underrepresented groups, including individuals with disabilities.
- **Inclusive development:** Training and career resources are tailored to meet diverse needs, providing equitable access to growth opportunities for all employees.
- **Fair and transparent processes:** Regular audits of hiring, promotions, and internal mobility maintain accountability and foster trust.

Looking ahead, Neobrain remains dedicated to adopting best practices, such as proactive outreach to diverse talent pools, implementing bias-free recruitment processools, and creating an even more inclusive workplace that empowers every employee to thrive.





# Environmental Responsibility

Neobrain is committed to achieving Net Zero carbon emissions by 2050. This journey is rooted in ambitious intermediate targets and a comprehensive action plan, addressing emissions across all scopes and driving sustainable practices across our operations, products, and supply chain.

## 1 Commitment to Net Zero

To limit global warming to +1.5°C in alignment with the Paris Agreement, Neobrain has set clear, science-based targets:

Year	Target	Key actions
2025	Reduce Scope 1 & 2 emissions by 17% and Scope 3 emissions by 20%.	<ul style="list-style-type: none"> <li>• Transition cloud infrastructure to 100% low carbon energy.</li> <li>• Reduce business travel emissions by 20%.</li> <li>• Optimize IT infrastructure to cut digital emissions by 15%.</li> <li>• Implement eco-conditions in supplier contracts to reduce emissions in procurement by 10%.</li> </ul>
2030	Reduce Scope 1 & 2 emissions by 72% and Scope 3 emissions by 50%.	<ul style="list-style-type: none"> <li>• Migrate IT infrastructure to hyper-efficient cloud providers using 100% renewable energy.</li> <li>• Collaborate with suppliers to adopt decarbonization targets.</li> <li>• Mandate carbon-neutral certifications for all core suppliers.</li> </ul>
2050	Achieve Net Zero across all scopes, eliminating residual emissions through certified offsets.	<ul style="list-style-type: none"> <li>• Offset remaining emissions through verified carbon capture and reforestation projects.</li> <li>• Develop and adopt circular economy principles in operations and supply chains.</li> <li>• Publish transparent Net Zero reports and actively engage stakeholders in sustainability advocacy.</li> </ul>



# Environmental Responsibility

## 2 Short-Term Actions (2022–2025): Foundations for change

Objectives :

Scope 1	Scope 2	Scope 3
10% ~ 0,1tCO2e	20% ~ 0,6tCO2e	20% ~ 100tCO2e

Actions :

**Measure and Monitor:**

- ✓ Measure scope 1, 2, and 3 through an annual GHG Emissions Assessment (Greenly)
- ✓ Report quarterly to the board on the follow-up of the action plan.
- ✓ Educate 100% of employees on environmental impact.

**Reduce:**

- 🔄 **Travel emissions: reduce by 20%:**
  - ✓ Promoting videoconferencing to limit business travel.
  - ✓ Exclude flight travel for regional travel (Only autorise > 6 hours train).
  - ✓ Encourage sustainable mobility package to replace the public transport subscription
- 🔄 **Digital emissions: reduce by 15% by:**
  - 🔄 Switch to a low carbon cloud providers
  - 🔄 Optimizing IT infrastructure.
  - ✓ Favoring low-carbon cloud solutions for our supplier.
- ✓ **Service procurement emissions: reduce by 10% by introducing eco-conditions in supplier contracts.**
  - ✓ Implement an electronic waste recycling program for end-of-life equipment like computers, monitors, and smartphones.
  - ✓ Introduce eco-conditions in supplier contracts to prioritize low-carbon services.

**Contribute:**

- 🔄 Initiate contributions to certified carbon sequestration projects (reforestation, capture).

**Communicate:**

- 🔄 Publish an annual transparent report on emissions and progress made.
- 🔄 Establish public commitments to enhance environmental credibility.



# Environmental Responsibility

## 3 2030: Significant reduction across all scopes

Objectives :

Scope 1	Scope 2	Scope 3
50% ~ 0,5tCO2e	80% ~ 2,56tCO2e	50% ~ 252tCO2e

Actions :

### Measure and Monitor:

- Use real-time monitoring tools to track emissions across IT and office operations.
- Conduct annual independent audits to verify progress towards Net Zero Carbon.
- Implement an incentive scheme tied to CSR and decarbonization targets for all top management and the CEO by 2030.

### Reduce:

- **Travel emissions: reduce by 50%:**
  - Partner with eco-friendly travel providers (e.g., green airlines, train operators).
- **Digital emissions: reduce by 50% by:**
  - Migrate all infrastructure to hyper-efficient cloud providers using 100% renewable energy.
  - Audit and optimize SaaS platforms for energy efficiency, focusing on reduced processing times and storage.
- **Service procurement emissions: reduce by 40%**
  - Mandate carbon-neutral certifications for core service suppliers by 2030.
  - Launch a supplier decarbonization program to align with Net Zero goals.

### Contribute:

- Offset remaining emissions by investing in large-scale reforestation or verified carbon capture projects.

### Communicate:

- Publish an annual transparent report on emissions and progress made.
- Host an annual Climate Action Day to engage all stakeholders in Neobrain's sustainability journey.



# Environmental Responsibility

## 4 2050: Achieving Net Zero Carbon

Objectives :

Scope 1	Scope 2	Scope 3
100% ~ 1,1tCO2e	100% ~ 3,2tCO2e	100% ~ 504tCO2e

Actions :

### Measure and Monitor:

- Use AI systems for real-time emissions tracking across all scopes.
- Integrate carbon performance metrics into company dashboards for transparency.

### Reduce:

- **Travel emissions: reduce by 50%:**
  - Minimize business travel with virtual collaboration.
  - Expand partnerships with zero-emission travel providers.
- **Digital emissions: reduce by 50% by:**
  - Use carbon-negative data centers powered by renewable energy and carbon capture.
  - Optimize SaaS platforms to reduce processing demands and energy use.
  - Adopt circular IT practices, ensuring all hardware is fully recycled or reused.
- **Service procurement emissions: reduce by 40%**
  - Require all suppliers to meet Net Zero Carbon certification standards.
  - Collaborate on supplier decarbonization initiatives.
  - Develop a fully circular economy approach for all procured goods and services.

### Contribute:

- Offset emissions through advanced carbon removal technologies.
- Support global biodiversity restoration and large-scale reforestation initiatives.

### Communicate:

- Publish annual Net Zero reports with milestones and challenges.



# Economic & Ethical Performance

Neobrain is committed to aligning economic performance with rigorous ethical standards and sustainable practices. This commitment extends to responsible supply chain management, strong compliance measures, and transparent financial indicators tied to sustainability.

## 1 Responsible Procurement

- **Supplier selection:** Neobrain prioritizes suppliers that adhere to responsible practices, integrating environmental and social criteria into procurement processes.
  - **Sustainability support:** we actively collaborate with partners to encourage and support their decarbonization efforts, aligning with our own sustainability goals.
  - **Monitoring and evaluation:** regular assessments ensure that our supply chain contributes to our broader sustainability objectives, with audits and traceability as key components.
- 

## 2 Ethics & Compliance

- **Code of ethics:** all employees and partners follow Neobrain's strict ethical guidelines, which include anti-corruption measures and the protection of human rights.
  - **Awareness programs:** mandatory training for employees covers topics such as conflict of interest prevention, compliance with international regulations, and upholding ethical standards.
  - **Human rights assurance:** we ensure fair working conditions and enforce non-discrimination policies across all operations and within our supply chain.
- 

## 3 Financial indicators linked to CSR

- **Sustainable growth:** strategic decisions are guided by both economic goals and sustainable impact, ensuring long-term value creation.
- **Integrated reporting:** we maintain transparency by reporting economic and CSR performance metrics in quarterly updates to stakeholders.
- **Key metrics include:** reduction of supply chain emissions (%); percentage of suppliers evaluated on environmental and social criteria; revenue generated from sustainable and responsible solutions.



# Certifications



**Greenly Silver Medal 2023 ~ Top 15%**



**Ecovadis Bronze Medal 2024 ~ Top 35%**

Certified



Corporation

**B CORP Certification ~in progress since 2023**



**Certified Great Place To Work 2024**







**NEOBRAIN**