

CSR Policy

2026

Empowering sustainable growth through responsibility.

Confidential document

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Introduction

Neobrain — Who are we?

Neobrain is an innovative SaaS publisher supporting organisations in skills management, talent development and internal mobility.

Our mission is to bridge the gap between talent and opportunity by enabling companies to identify, develop and mobilise the skills they need to meet the challenges of a constantly evolving world of work.

Through our platform, organisations can better understand the skills of their employees, build personalised development pathways and foster a more agile approach to talent management.

Today, Neobrain supports companies in France, Europe and the United States, and positively contributes to the professional journeys of over one million users worldwide.

Since obtaining B Corp certification in December 2024, Neobrain has reinforced its commitment to sustainable and responsible growth. This certification reflects our determination to create value for all our stakeholders while balancing economic performance, positive social impact and environmental responsibility.

This report sets out the commitments, actions and objectives that guide our approach in 2026. It reflects our ambition to build a sustainable, inclusive and responsible company, capable of contributing positively to the evolution of the world of work.

PREPARED BY

Vanessa NOVO — Head of People Ops & Culture

Pierre-Louis QUENTIN — Chief Operating Officer

Empowering Talent, building sustainable change.

Message from Julien BOISNET — Chief Executive Officer

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

At Neobrain, our mission to support individuals and organisations in talent and skills management is inseparable from our CSR vision. By helping people strengthen their employability and adapt their skills to a constantly evolving world, we aim to build a society that is both more inclusive and more resilient.

Our commitment 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 combat 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.



NEOBRAIN

This report presents the concrete steps we are taking to embed 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,

Julien BOISNET

Governance

Leading with responsibility

At Neobrain, social, environmental and governance responsibilities are integrated at the highest level of the company.

The Board of Directors provides strategic oversight and ensures that our CSR commitments are aligned with Neobrain's long-term vision.

The Chief Executive Officer, Julien Boisnet, drives the company's overall strategy and ensures that sustainability, ethics and impact are fully embedded in strategic decisions.

The operational implementation of CSR commitments is led by the Executive Committee (COMEX). The COMEX regularly monitors CSR objectives, coordinates actions across teams and ensures the continuous improvement of our practices.

Since obtaining B Corp certification in December 2024, Neobrain has strengthened its governance framework to ensure an increasingly structured, transparent and responsible approach.

CSR commitments are monitored on a regular basis and presented annually in a dedicated report to ensure transparency with our employees, clients, partners and other stakeholders.

Board of Directors → CEO → COMEX

Extended COMEX Members

Name	Role	CSR Scope
Julien Boisnet	Chief Executive Officer	Direction and global vision
Vanessa Novo	Head of People Ops & Culture	HR & internal culture
Pierre-Louis Quentin	Chief Operating Officer	Operations management, strategic coordination and cross-functional efficiency
Jérémy Jaillant	Chief Technology Officer	Tech & innovation
Jérémy Camerano	Head of Professional Services	Deployment, support & client expertise
Christine de Thibault	CX Director	Client experience, satisfaction and customer journey coordination

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. Our social initiatives are built on four pillars: diversity and inclusion, employee well-being, community engagement and equal opportunities.

1 Diversity & Inclusion

Neobrain is committed to building an inclusive workplace that values diversity, equal opportunities and fair treatment for all employees.

Women	Men	Employees (June 2026)
39%	61%	38

Gender Equality Index: 86/100 (2023 — kept for reference, as Neobrain has fewer than 50 employees).

- Diversity and inclusion training programmes integrated from onboarding.
- Commitment to equal pay and fair treatment for all employees.
- Annual themed week on inclusion and diversity issues.

2 Employee Well-being

We place employee well-being at the heart of our organisation, through flexible working arrangements designed to support work-life balance.

- **Flexible remote working:** up to 3 days per week, promoting work-life balance and reducing carbon emissions.
- **Full remote option:** employees can choose a fully remote working arrangement.
- **Parental Act:** signatory since January 2022, Neobrain is committed to ensuring that parenthood is never a barrier to career progression.

3 Community Engagement

Neobrain continues to support organisations whose actions align with its values of solidarity, inclusion and support for vulnerable people.

In 2026, Neobrain is continuing its support of France Alzheimer through awareness-raising initiatives and employee participation in solidarity events.

In September 2026, Neobrain employees will take part in the MemoRun, a charity race aimed at supporting research and initiatives for people affected by Alzheimer's disease.

These initiatives reflect our commitment to making a concrete contribution to causes that have a positive impact on society.

4 Equal Opportunities

At Neobrain, we are committed to ensuring fairness and inclusivity in every aspect of our talent management:

- **Skills-based recruitment:** our processes assess skills and potential, making opportunities accessible to all profiles.
- **Bias-free practices:** we continuously refine our methods to eliminate biases, supporting underrepresented groups including people with disabilities.
- **Inclusive development:** training and career resources are tailored to individual needs.
- **Fair and transparent processes:** regular audits of recruitment, promotions and internal mobility ensure accountability and trust.



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 Net Zero Commitment

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
2026	Scope 1 & 2: -17% Scope 3: -20%	- Transition cloud infrastructure to 100% low-carbon energy. - Reduce business travel emissions by 20%. - Optimise IT infrastructure to cut digital emissions by 15%. - Introduce eco-conditions in supplier contracts to reduce procurement emissions by 10%.
2030	Scope 1 & 2: -72% Scope 3: -50%	- Migrate to 100% renewable energy hyper-efficient cloud providers. - Collaborate with suppliers to adopt decarbonisation targets. - Mandate carbon-neutral certifications for all core suppliers.
2050	Net Zero across all scopes — residual emissions offset through certified offsets.	- Offset remaining emissions through verified carbon capture and reforestation projects. - Adopt circular economy principles across operations and supply chains. - Publish transparent Net Zero reports and actively engage stakeholders.

2 Short-Term Actions (2022–2026): Laying the foundations

2026 Targets

Scope 1	Scope 2	Scope 3
-17% (~0.1 tCO ₂ e)	-17% (~0.6 tCO ₂ e)	-20% (~100 tCO ₂ e)

Measure & Monitor

- Annual GHG Emissions Assessment across scopes 1, 2 and 3 (Greenly).
- Quarterly board reporting on action plan progress.

- 100% of employees trained on environmental impact. ✓

Reduce

- Travel emissions: target -20% 🔄
 - Promoting videoconferencing to limit business travel. ✓
 - No flights for regional travel (train journeys under 6 hours only). ✓
 - Sustainable mobility package replacing public transport subscription. ✓
- Digital emissions: target -15% 🔄
 - Migration to low-carbon cloud providers. 🔄
 - IT infrastructure optimisation. 🔄
 - Favouring low-carbon cloud solutions for suppliers. ✓
- Procurement emissions: target -10% 🔄
 - Eco-conditions in supplier contracts to prioritise low-carbon services. 🔄
 - Electronic waste recycling programme for end-of-life equipment. ✓

Contribute

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

Communicate

- Annual transparent report on emissions and progress. ✓
- Public commitments to strengthen environmental credibility. ✓

3 2030: Significant reduction across all scopes

Scope 1	Scope 2	Scope 3
-50% (~0.5 tCO ₂ e)	-80% (~2.56 tCO ₂ e)	-50% (~252 tCO ₂ e)

- Real-time emissions monitoring across IT and office operations + annual independent audits.
- Incentive scheme linked to CSR and decarbonisation targets for all top management by 2030.
- Full IT migration to hyper-efficient 100% renewable cloud providers.
- Audit and optimisation of SaaS platforms for energy efficiency.
- Mandatory carbon-neutral certifications for all core suppliers.
- Annual Climate Action Day to engage all stakeholders.

4 2050: Achieving Net Zero Carbon

Scope 1	Scope 2	Scope 3
-100% (~1.1 tCO ₂ e)	-100% (~3.2 tCO ₂ e)	-100% (~504 tCO ₂ e)

- AI systems for real-time emissions tracking across all scopes.
- Carbon-negative data centres powered by renewable energy and carbon capture.
- Circular IT practices — all hardware fully recycled or reused.
- Net Zero certification required for all suppliers.
- Offsetting via advanced carbon removal technologies + global reforestation.

- Annual Net Zero reports with milestones and challenges.



Economic & Ethical Performance

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

1 Responsible Procurement

- **Supplier selection:** Neobrain prioritises 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 decarbonisation efforts.
- **Monitoring and evaluation:** regular assessments ensure our supply chain contributes to our 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, including anti-corruption measures and the protection of human rights.
- **Awareness programmes:** mandatory training covers 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 objectives and sustainable impact, ensuring long-term value creation.
- **Integrated reporting:** we maintain transparency by reporting economic and CSR performance metrics in quarterly stakeholder updates.

Key metrics include: reduction of supply chain emissions (%); percentage of suppliers assessed against environmental and social criteria; revenue generated from sustainable and responsible solutions.

Certifications

Neobrain is proud to hold several recognised certifications, reflecting its concrete commitment to sustainability, responsibility and quality of life at work.

Certification	Level / Year
Greenly Silver Medal 2025	Top 15%
EcoVadis Bronze Medal 2025	Top 35%
Certified B Corporation	Since December 2024
Great Place To Work Certified	Since 2021