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2024 CSR Report.

Foreword.

Since our beginnings in 2015, we have always placed CSR topics at the heart of our concerns, particularly in the design of our product. In 2022, we took a new step forward by launching a structured CSR program, marking our commitment to society and the environment: The Klaxoon Sustainable Program.

We are convinced that transparency and responsible action are essential to building a sustainable future. As such, our CSR commitments are based on five main pillars.

First, we are deeply committed to diversity, equity, and inclusion. We believe in a society where everyone has the right to speak and be heard. We strive to create an inclusive environment where every voice matters. This commitment is reflected in the development of our products and services.

Second, responsible digital technology is at the core of our actions. As a tech company, we acknowledge our responsibility to minimize our environmental impact, ensure data security, and promote the ethical use of technology.

Third, we are committed to tackling ecological and climate challenges. Every day, we work to reduce our carbon footprint, promote energy efficiency, and support environmentally friendly initiatives.

Fourth, we pay special attention to the health and Quality of Work Life (QWL) of our employees. A fulfilled team drives innovation and success. We are dedicated to creating a healthy, balanced, and inclusive work environment.

Lastly, education plays a central role in our priorities. The power of lifelong learning is at the heart of our product's DNA, and we strive to contribute to quality education for all through our community engagement.

Our dedicated internal committee works diligently to put these commitments into action. We have made significant progress, but our ambition is to improve year after year.

Our CSR approach aims to promote three key actions: raise awareness, take action, and communicate. We are committed to sharing our progress, successes, and challenges with our customers, partners, and the broader community.

Hervé Simonin
CEO, Klaxoon

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1 Governance policy

1.1. CSR policy oversight

To carry out the various initiatives, a CSR Committee was established in October 2023 and is led by three coordinators.

Six cross-functional team members joined the Committee. These six volunteers took part in selecting and organizing CSR events in 2024.

Julie David   **Virginie Lucuron**   **Claire Langlo**

Pauline Jaslet   Sarah Lecuyer   Alban Dauleu   Anaïs Lereec   Camille Pontet   Albane Turpin

1.2. Certifications and commitments

While Klaxoon has not yet pursued national or international certification, our commitment to Corporate Social Responsibility (CSR) is becoming increasingly structured and visible through a range of initiatives and evaluations.

In 2024, we achieved a significant milestone by earning the **EcoVadis Bronze Medal** with a score of 63/100. This recognition underscores the robustness of our management system, particularly in addressing social issues and human rights. At the same time, it highlights areas for improvement, notably the need to further formalize our environmental policies and to establish comprehensive reporting on risks and supplier/partner compliance.

Overall Score	Environment	Social & Human Rights	Ethics	Sustainable Procurement
Percentile 80th	Moderate impact on the score	High impact on the score	Low impact on the score	Low impact on the score
63/100	50/100	70/100	60/100	60/100

Our **EthiFinance score increased this year to 59/100**, reflecting our ongoing progress in social and environmental areas. However, there are still key areas for improvement, including the formalization of a comprehensive CSR strategy and its presentation to senior leadership. Additionally, the implementation of concrete action plans remains a priority, with several initiatives already scheduled for 2025.

Since July 2024, Klaxoon has been a signatory of the Responsible Digital Charter from the INR (Institut du Numérique Responsable), underscoring our commitment to reducing the environmental impact of digital technology. Our key commitments include:

- Extending the lifespan of our equipment beyond its accounting depreciation.
- Designing our digital services responsibly, with a focus on integrating the UN Sustainable Development Goals.
- Ensuring our applications are accessible to everyone, including people with disabilities, by adhering to RGAA and WCAG 2.1 standards.
- Simplifying our applications according to the 3Us principle (Useful, Usable, Used) to promote digital inclusion.
- Collecting and using only limited data, in full compliance with GDPR regulations.

https://charter.isit-europe.org/signataires-charte-nr/fiche-signataire/?lang=en_US&id=1056

Internally, the Klaxoon Sustainable Program continued to drive awareness and educational initiatives throughout the year, including masterclasses, events, and collection campaigns. These efforts were supported by a dedicated communication channel (a Klaxoon Network which brings together all teams to share articles and interactive content).

1.3. **Fair business practices**

Klaxoon is dedicated to upholding fairness and transparency in all business relationships with commercial partners.

To prevent corruption, fraud, and influence peddling, we have implemented several measures, including the publication of an Ethics Charter signed by the Executive Team and shared with all employees, both in France and internationally.

Our commitment to transparency is reflected in concrete actions that apply to all employees in their interactions with clients, partners, and service providers.

Specifically, employees are expected to:

- **Follow a whistleblowing procedure**, immediately reporting to their manager or the appropriate department (HR) if they encounter or suspect a situation that may present a corruption risk. In such cases, we are committed to taking prompt corrective action.
- **Demonstrate exemplary conduct** when awarding and executing contracts, ensuring that all services provided by or for Klaxoon are clearly defined in contractual agreements.
- Ensure that any gifts or invitations received in a business context are of reasonable and limited value, and are never exchanged for favors.
- Adhere to the established partner selection process.
- Participate in the certification process for Klaxoon partners, which includes financial analysis of providers and review of their general terms and conditions.

- Provide full cooperation in complying with any requests from duly authorized authorities related to anti-corruption efforts.

1.4. **Partners**

At Klaxoon, we recognize our societal responsibility and are committed to building lasting, meaningful partnerships. **Our procurement policy prioritizes local suppliers and providers** – such as Melchior, Les Fruits d'Or, and Café Félix – helping to strengthen the economic vitality of our region. By collaborating closely with local businesses, we also reduce transportation distances and minimize our environmental footprint.

We actively engage with associations and foundations that share our values. Whether through funding social, educational, or sports initiatives via our Works Council, or through direct partnerships, we strive to make a positive impact in our community.

In 2024, we proudly participated in and supported a variety of impactful events and associations, including the Blood Donation Drive, the Green Marathon, Pink October, Estim Numérique, Ticket for Change, Wi-Filles, and Adiph 35, demonstrating our ongoing commitment to a wide range of important causes.

1.5. **CSR goals and initiatives for 2025**

Building on insights gained during our first year with the KSP Committee, we have identified several areas for improvement to further strengthen our CSR initiatives in 2025:

- **Ethical Commitments:** We plan to enhance our responsible purchasing policy by introducing a supplier questionnaire and scoring system. Additionally, we will reinforce our anti-corruption measures and organize an annual awareness campaign to ensure all employees remain vigilant and informed.

- **Environmental Commitments:** We are committed to setting targets aligned with the Science Based Targets initiative (SBTi), providing annual progress updates through detailed reports. We will define key performance indicators (KPIs) and numerical objectives for each area of consumption, and conduct a new carbon footprint assessment for fiscal year 2024. This will enable us to consistently compare our results with 2023 and drive ongoing reductions in our environmental impact.

- Responsible Digital Practices: We will formalize the guiding principles of our product design and conduct an annual assessment on FranceNum.gouv.fr, with the goal of improving our current compliance rate of 69%.

- Social Initiatives: We will continue to maintain our existing initiatives and KPIs to support our social commitments.

- Governance: We plan to formalize a shared CSR policy in collaboration with the Board and establish specific CSR objectives for both the CEO and the CSR Manager.

- Cross-Functional Initiatives: To ensure full transparency, we will launch a dedicated CSR page on our website to share our policy and key reports – including our carbon footprint, EcoVadis results, and annual report.

2 **Environmental commitments**

2.1. **Climate goals**

In 2024, Klaxoon partnered with Carbo to **conduct a full carbon footprint assessment** for the 2023 fiscal year, covering scopes 1, 2, and 3. Using concrete consumption data, this study enabled us to accurately measure our greenhouse gas emissions in CO_2 equivalent. The results revealed **a total carbon footprint of 1,722 tons of CO_2**, which equates to 8.6 tons per employee.

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- ● Digital products 68%
- ● Operations 15%
- ● Purchasing and services 7%
- ● Offices/sites 6%
- ● Travel 4%

This figure represents an increase from the 1,274 tons of CO_2 (6 tons per employee) recorded in 2020. Several factors explain this difference:

- **Calculation methodology:** The 2024 carbon footprint assessment, conducted with Carbo, relied primarily on physical data (85%), providing a more accurate reflection of our actual usage and activities. In contrast, the previous assessment by Greenly used monetary-based emission factors, which, while practical for an initial estimate, are less precise as they rely on sector-wide averages and may not account for our specific operations or the sustainability efforts of our partners. Additionally, emission categories were redefined in the latest assessment.

- **Impact of the pandemic:** The year 2020 was marked by the health crisis, resulting in reduced activity (fewer events, less travel, lower energy consumption), and consequently, lower emissions.

- **Integration of Regards:** The administrative and accounting merger with Regards, Klaxoon's parent company, led to the inclusion of all contracts in the 2023 report, such as office space previously attributed to REGARDS and the travel activity of approximately fifteen employees.

- **Inclusion of digital products:** The 2023 assessment also included emissions related to the Klaxoon platform and mobile app, which were not considered in 2020.

To put our commitment to reducing our carbon footprint into action, we have established 32 key performance indicators (KPIs) and set ambitious targets aligned with the major areas of consumption identified in our 2023 carbon report. These KPIs help us monitor and measure progress in the following areas:

- **Energy:** Reducing energy consumption in our offices and data centers.

- **Mobility:** Promoting sustainable transportation for employees and reducing business travel.

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- **Procurement:** Selecting eco-responsible suppliers and minimizing the environmental impact of our purchases.
- **Digital:** Optimizing digital infrastructure and reducing the carbon footprint of our products.
- **Waste:** Reducing, reusing, and recycling waste.

For each KPI, we have defined specific numerical targets and detailed action plans to ensure continuous improvement in our environmental performance. We will regularly monitor these indicators and transparently share the results in our future CSR reports.

To raise awareness and foster employee engagement, we have implemented dedicated training on environmental issues. As of now, 21% of our staff have participated in the "Climate Fresk" workshop, helping them better understand the mechanisms of climate change and actionable solutions. Building on this momentum, we plan to introduce the "Digital Fresk" workshop in 2025, in partnership with an external provider, to raise awareness of the environmental impact of digital technologies.

An internal energy-saving plan has been shared with all employees, outlining simple, concrete actions to reduce energy use in areas such as heating, air conditioning, hot water, lighting, and transportation.

Additionally, the co-owners of our headquarters voted to apply the "Tertiary Decree," which requires commercial buildings over 1,000 m² to reduce energy consumption by:

- 40% by 2030
- 50% by 2040
- 60% by 2050

We have also created a **practical eco-behavior guide for employees**, detailing best practices for transportation and digital tool usage—both in the office and while working remotely.

The Klaxoon platform itself contributes to sustainability by reducing travel, minimizing email volume, and lowering file download sizes. Our video conferencing tool is also designed to be bandwidth-efficient.

Finally, in June 2023, we launched a climate awareness program with "The Climate Fresk" training, further informing and educating employees on environmental protection.

2.2. Renewable energy

Klaxoon is deepening its commitment to renewable energy. Our current electricity contract now ensures that **100% of the energy supplied comes from renewable sources** – a significant increase from the previous 12%. This is verified through guarantees of origin, which are digital certificates confirming that each megawatt-hour consumed is matched by an equivalent amount of renewable electricity added to the grid.

We have also launched a comprehensive relamping initiative across all Klaxoon sites, replacing traditional lighting with energy-efficient LED fixtures equipped with motion detectors and timers. This project has led to a substantial reduction in our overall energy consumption.

Our headquarters is located in a High Environmental Quality (HQE) certified building, **rated B on the Energy Performance Diagnostic scale**, underscoring our commitment to energy efficiency. Additionally, the infrastructure supporting the Klaxoon platform is part of a sustainable IT program, targeting 100% renewable energy use, water conservation, and equipment recycling. These facilities are also certified under standards such as ISO 14000.

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2.3. **Waste management**

Klaxoon has put in place comprehensive measures for sorting, recycling, reusing, and disposing of waste. Our operations primarily generate household waste and cardboard or plastic packaging materials. To promote best practices, every new employee receives training on waste sorting during their onboarding, and we have updated the signage on our waste bins to enhance clarity.

Over the years, we have reinforced waste sorting awareness through various initiatives: The launch of a Klaxoon Adventure activity in February 2021, an internal Memo published in May 2022, a summary Board shared in March 2023, most recently, in 2024, the installation of explanatory posters at waste collection points in the cafeteria and on office floors.

2.4. **Employee travel**

Klaxoon has long been committed to supporting ecological transition through more sustainable travel methods.

Employee travel policy
Our travel policy is designed to be responsible and focused on minimizing our carbon footprint. This is why we prioritize domestic business travel by train. Air travel within mainland France is not permitted for inter-site travel.

Company vehicle fleet
For service and company vehicles, Klaxoon exclusively selects low-emission hybrid and electric vehicles that fall within category A0 (zero emissions) to B1 (111–130 g/km CO_2 emissions).

Sustainable mobility package
Since 2016, Klaxoon has supported sustainable mobility by offering an allowance to employees who commute by bike or scooter. Since October 2022, we have also covered 75% of public transportation subscription costs. To further encourage eco-friendly commuting, our underground parking spaces are reserved for carpoolers.

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In 2022, we installed electric vehicle charging stations at our headquarters in Cesson-Sévigné.

Additionally, remote work is available to all employees across our sites, supported by a telework allowance.

❸ Eco-Design: responsible digital strategy

Klaxoon is dedicated to an eco-design approach for its platform, prioritizing essential features and ensuring that all communications are relevant and effective. The platform is fully compliant with RGAA 4.1 and WCAG 2.1 Level AA standards, contains no discriminatory features, and is designed to avoid creating user dependency.
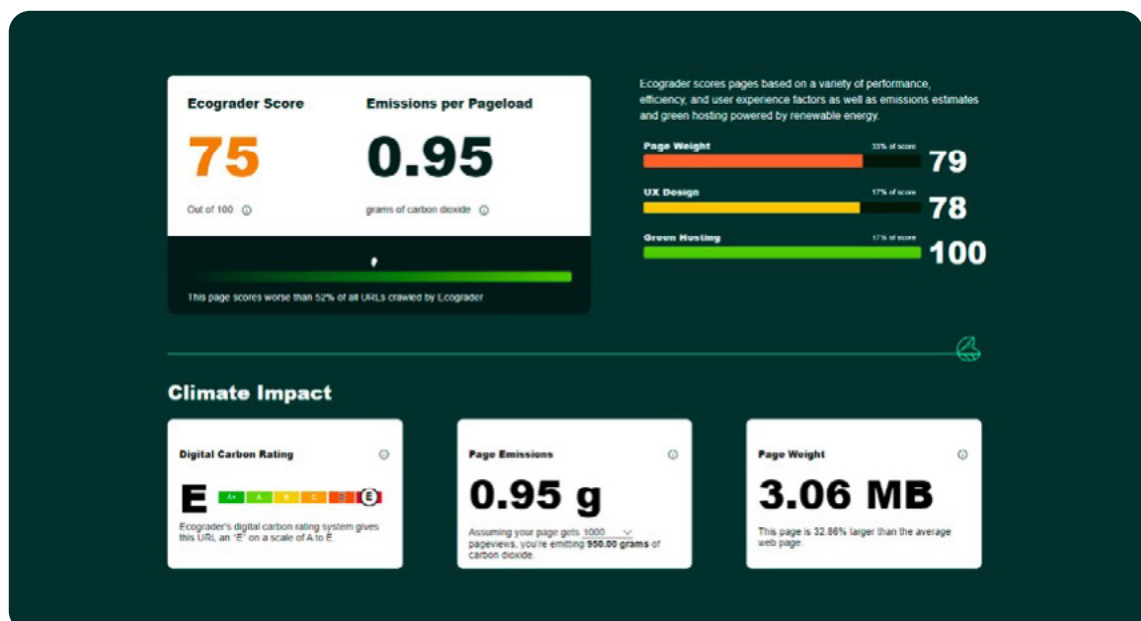
3.1. Website

We evaluated our website's environmental impact using the Ecograder tool. In 2022, our homepage received a score of 53 out of 100, with estimated emissions of 1.714g of CO_2 per view.

To improve these results, we implemented several measures:

- Caching static resources (images and files) to accelerate page load times
- Reducing server requests to enhance performance and lower emissions
- Optimizing media formats and cleaning up the image library
- Reducing the size of files loaded on the site
- Regularly cleaning the code and removing unused content
- Standardizing display elements
- Adopting a green hosting policy with our provider, using AWS infrastructure, which is five times more energy-efficient than traditional European data centers

As a result, **in 2023 our homepage score improved to 75 out of 100**, and emissions were reduced to 0.95g of CO_2 per view. For comparison, eco-responsible websites typically emit less than 0.30g of CO_2 per page.

In 2024, Klaxoon continued to successfully improve the website's carbon footprint. Planned actions, such as sorting and removing unnecessary tags, optimizing scripts, and maintaining clean code, were all completed. We also exceeded our target by reducing the number of third-party providers by 20%.

3.2. Infrastructure approach

We are continuing our collaboration with Greenspector and Fruggr to more accurately evaluate the carbon footprint of our platform.

Klaxoon actively tracks and measures the CO_2 equivalent emissions of its infrastructure, **currently generating about 25 tons of CO_2 per year** – approximately 6.5g of CO_2 per user annually.

To minimize our environmental impact, we have implemented several green IT initiatives across all our hosting systems, including:

- Detailed monitoring of infrastructure and services to track real-time performance

- Optimization of service performance to reduce CPU, memory, storage, and network usage

- Automatic autoscaling of services based on server workload

- Use of a content delivery network (CDN) to serve static content from servers closer to users, reducing latency, bandwidth, and core server load

- Automatic shutdown of services outside usage hours (for development, demos, CI/CD, etc.)

- Continuous upgrades to our tech stack to benefit from performance improvements and fixes

- Ongoing simplification and optimization of the product to ensure maximum performance with minimal resource use (e.g., Airgap, on-off datalake management)

- Server pooling in SaaS mode, allowing multiple clients to share the same infrastructure and further reduce environmental impact

- Appointment of a dedicated Green IT lead within the technical teams, responsible for enhancing developers' knowledge of green IT practices and collaborating with the KSP Committee to implement, monitor, and uphold CSR commitments related to product design

3.3. Technology choices

All of these features contribute to reducing our carbon footprint by limiting bandwidth usage and decreasing the processing power required from both servers and users' devices.

Klaxoon adopts a responsible web design approach, utilizing development, testing, and deployment tools that support remote work and help minimize employee travel. We also monitor CPU and RAM usage trends on users' workstations to further optimize performance.

We continually optimize image and animation file sizes to reduce bandwidth demands and server load for our users. These best practices inform our technology choices from the earliest design stages. For example, the Live feature within Board was intentionally designed with a minimal display, optimizing bandwidth usage and consuming up to three times less than a standard video conferencing system.

3.4. Platform accessibility

Accessibility is a key priority at Klaxoon, and we are committed to ensuring our platform is inclusive for all users, including those with disabilities. Our product roadmap features a dedicated track for the continuous enhancement of accessibility features.

From the design stage, we consider the specific needs of people with disabilities by developing dedicated user personas, ensuring their unique requirements are thoughtfully addressed.

To improve usability, we have implemented several concrete measures on our platform, including:

- High-contrast and night modes for visual comfort
- Optimized keyboard navigation
- Compatibility with screen readers
- Easy content access via the TAB key
- Consistent HTML heading structures
- Use of ARIA attributes for enhanced screen reader support

In November 2024, we organized a dedicated accessibility conference to raise awareness among our teams and share best practices. We have also established a dedicated email address (accessibility@klaxoon.com) to collect feedback and report accessibility issues, enabling us to make ongoing improvements to our platform.

3.5. Supplier and partner selection

We have chosen to work with infrastructure providers such as Microsoft, Amazon, and Equinix, all of whom are actively committed to reducing CO_2 emissions. These partners have set ambitious targets, including achieving 100% renewable energy by 2025 and becoming water positive by 2030.

3.6. Team awareness and training

As part of our commitment to continuous improvement, we are also undertaking the following initiatives:
- Launching an awareness program for our teams
- Organizing workshops focused on reducing our environmental impact
- Establishing a governance framework to monitor and track our progress

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4 Ethics and responsible purchasing

4.1. Business ethics

At Klaxoon, business ethics are central to our operations. We are committed **to data protection and transparency in all our interactions with partners and employees**. To support this, we have appointed a Data Protection Officer (DPO), maintain a comprehensive data processing register, and implement robust security measures.

Our internal teams receive ongoing GDPR training from our legal department to ensure a thorough understanding and correct application of data protection regulations. We also establish Data Processing Agreements (DPAs) with our service providers and conduct regular security audits to ensure system compliance.

Since March 2024, our **Supplier Ethics Charter** has been integrated into the e-attestation platform. All recurring suppliers are now required to sign this document when onboarding or renewing a contract, reinforcing our commitment to ethical practices throughout the supply chain.

To ensure widespread understanding and adoption of these principles, our Ethics Charter, Internal Rules, and IT Charter (including the Remote Work Policy) are distributed via DocuSign and must be signed by all employees, confirming their commitment to our values.

4.2. Responsible purchasing

We are increasingly committed to responsible purchasing, ensuring that our procurement processes for goods and services reflect **high environmental, ethical, and social standards**. We require our suppliers to comply with criteria such as product energy efficiency, waste recycling, transportation optimization, waste reduction, product longevity, transparency, integrity, respect for human rights, and fair working conditions.

For example, when updating our IT fleet, we chose long-term leasing over bulk purchasing. Our leasing partner is committed to recycling returned and non-resellable equipment in accordance with all applicable regulations.

4.3. Data security policy

We implement a comprehensive set of technical and organizational measures to **ensure the security of our technical infrastructure and our clients' data**. These measures include, but are not limited to:

- Data encryption both in transit and at rest
- Physical access controls for offices and data centers
- Traceability of user connections and activities
- Implementation of a global information system security policy
- Contractual confidentiality obligations for all employees
- Promotion of eco-friendly digital practices among staff
- An IT charter
- Appointment of a Data Protection Officer (DPO) responsible for maintaining the data

processing register Klaxoon complies with the SOC 2 standard. After previously achieving Type 1 certification, Klaxoon obtained Type 2 certification in both 2023 and 2024.

| SOC2 Type II | Cloud Operations and Hosting | CSA STAR Level 1 | GDPR and CCPA compliant |

Raising awareness and training our employees is a fundamental part of our security strategy. **100% of our staff members receive information system security training as part of the VANTA onboarding process**, with this training repeated annually.

To further promote cybersecurity awareness, we have introduced interactive workshops inspired by "Dungeons & Dragons." These voluntary workshops achieved a 59% participation rate.

Klaxoon also offers a dedicated information system security awareness program tailored to each employee's role, responsibilities, and job function. Specialized training and workshops are provided for developers and system administrators. Additionally, mandatory phishing awareness training will be implemented for all employees between September and December 2024.

⑤ Social commitments

5.1. **Health and safety measures at work**

At Klaxoon, we are deeply committed to protecting and enhancing our employees' working conditions.

The Health, Safety, and Working Conditions Commission (CSSCT), a part of the Works Council, is responsible for overseeing employee health protection, risk prevention, and the continuous improvement of working conditions.

The CSSCT meets twice a year to monitor actions related to the PAPRIPACT, based on established priorities. For example, we conduct annual water quality analyses with filter replacements, and we have created an internal memo on ergonomics and posture best practices, which is shared via our internal network to help prevent musculoskeletal disorders (MSDs). In 2024, we expanded our initiatives by organizing a Health and Safety at Work awareness workshop on April 11, as well as launching a "Step Challenge" team event to promote physical activity, which attracted over 100 participants.

We are committed to **providing our teams with high-quality equipment, including ergonomic chairs, appropriate supplies, adaptive mice, and dual monitors**. This equipment is available for both on-site and home use, ensuring optimal working conditions in both office and remote environments. In late 2022, we also installed automated external defibrillators (AEDs) at our locations—one at the Campus and one at the Store.

Additionally, a **harassment officer** has been appointed within the Works Council, and a formal reporting procedure was established in 2023.

Diversity, equity, and inclusion

To raise awareness of inclusion-related topics – such as LGBT+ issues, sexism prevention, second-parent leave, and disability – the Remixt program launched four awareness campaigns in 2022 and 2023. As part of our commitment to continuous improvement, we plan to incorporate internal awareness surveys into the program starting in 2025.

Disability mission

Aligned with our company's social values, Klaxoon partners with Adiph35, an organization that supports us in recruiting and promoting the inclusion of people with disabilities.

We also collaborate with the ESAT of Cesson-Sévigné (a Work Assistance Establishment), where 80% of the workforce is made up of individuals with disabilities[1].

[1] *For more details regarding the accessibility of our platform, please refer to section 3.4 "Platform Accessibility" (page 12). (page 12).*

Inclusion

We are also a **partner of Kodiko**, an organization whose program pairs refugees with company employees in a high-impact social initiative. The goal is to support refugees in their job search over a six-month period through regular co-training sessions with Klaxoon team members.

Gender equality

The Klaxoon Executive Committee is majority female, with women representing 57% of its members.

Klaxoon's 2024 gender equality index, which was shared internally, reached 87 out of 100—an 11-point decrease from the previous year. This change is directly linked to a shift in salary gaps: for the first time since 2021, we observed a weighted average pay gap of 2.9% in favor of women. This, combined with a workforce that is 41.5% female, is the primary reason for the lower index score.

In 2024, we established a partnership with Estim Numérique, an organization that connects and mobilizes stakeholders working toward gender equity in tech. Additionally, in May 2023, we hosted the Digital Job Xperience event—a hands-on training workshop designed to help women discover digital careers through real-world examples.

5.2. Quality of Work Life (QWL) Improvements

Remote work

We have a remote work policy that allows everyone to organize their work time between home and the office.

Parenthood

We also offer employees access to childcare placements (subject to availability) and provide 100% coverage of paternity leave, with no seniority requirement. Additionally, we ensure that part-time parental leave does not reduce the number of paid vacation days, supporting our employees in achieving a healthy work-life balance.

On-site experience

- We provide employees with accessible, efficient, adaptable, and inspiring workspaces. These include collaboratively designed areas, a variety of spaces, open agoras to encourage interaction, and open-plan environments that welcome dynamic teams. Our smart, hybrid workspaces offer an enhanced vision of work.

- With a focus on environmental impact, we also promote biodiversity by planting greenery on our rooftop terrace.

- Fruits, coffee, and tea are available to all teams, along with access to a smart fridge stocked with meals from carefully selected local partners.

- A dedicated internal committee, the Interactive Fund, oversees onboarding for new hires and organizes collective events throughout the year to foster engagement and team spirit.

- In 2024, we further strengthened our commitment to workplace well-being by launching three major initiatives during QWL (Quality of Work Life) Week.
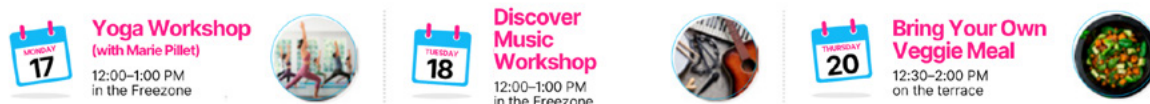
In addition, 77% of our employees benefited from training or awareness workshops, demonstrating our commitment to skill development and personal growth.
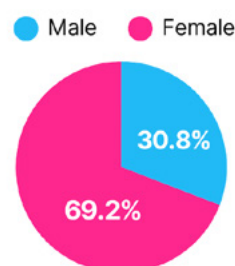
5.3. **Education initiatives**

Klaxoon has been dedicated for several years to supporting young people as they begin their professional journeys. In 2024, the company continued its commitment to youth employment by welcoming one intern (the same as in 2023) and 13 apprentices (compared to 15 in 2023). However, unlike in 2023 – when 20% of apprentices were offered permanent contracts – there were no transitions from apprenticeship to permanent contracts this year.

Apprentices in 2024

Department	Number
Sales	3
Marketing	3
Customer	4
HR	1
Finance	1
R&D	1
Total	13

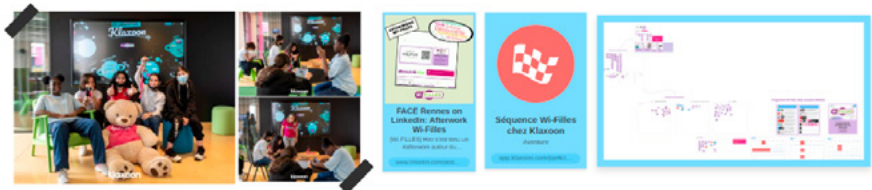### Apprentice Gender Breakdown 2024

We welcome school groups throughout the year to introduce younger students to our professions and organization, helping them gain exposure to the tech industry and the world of work. This includes participation in initiatives such as the "Company in the Classroom" program and middle school internships. Additionally, the Klaxoon product is offered at a discounted rate to schools and educational associations.

We are also a partner of FACE Rennes (Foundation for Action Against Exclusion), which leads local initiatives in employment, training, and education to promote social cohesion, equal opportunity, and equal treatment. Klaxoon actively participates in the Wi-Filles project by hosting groups of young girls aged 14 to 17 at our Campus, inspiring them in their career paths through workspace

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tours, career testimonials, and workshops. The Wi-Filles program aims to break down gender ste-reotypes in the tech industry.

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