Bonitasoft

CORPORATE SOCIAL RESPONSIBILITY REPORT

2025 REPORT

France · Spain · Canada
58 employees · 10 nationalities
ISO 27001 Certified

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A MESSAGE FROM OUR CEO

At Bonitasoft, corporate social responsibility isn't a messaging exercise. It's a core belief that has shaped how we've built the company since day one.

As a fully remote software company, our environmental footprint is naturally different from that of an industrial business. That doesn't reduce our responsibility. If anything, it raises the bar for us in the areas where we can make a real impact: responsible digital practices, healthy and sustainable remote work, and fairness and integrity in how we operate every day.

Christophe Bouron, CEO

INTRODUCTION

ABOUT

Bonitasoft's Corporate Social and Environmental Responsibility (CSR) approach reflects a clear commitment: to assume our responsibility as a software publisher, digital player, and employer in the face of current environmental, social, and societal challenges.

Digital technology now represents a growing share of the global environmental footprint. As a technology company, Bonitasoft considers it its responsibility to control its impacts, promote more responsible uses, and contribute, at its scale, to a more sustainable development model.

Beyond environmental challenges, Bonitasoft's CSR approach also aims to ensure a respectful, inclusive, and balanced work environment for its employees, while guaranteeing ethical, transparent, and responsible practices across all activities. This report presents Bonitasoft's commitments, actions, and results for 2025. It reflects a pragmatic and evolving approach aligned with the company's size, activity, and organizational model.

Bonitasoft is a publisher of business process automation (BPM) solutions and an open-source software company. Its activity focuses on supporting innovative companies through process automation and the development of applications that drive digital transformation.
Bonitasoft has offices in Paris and Grenoble (France) and operates with remote teams based in France, Spain, and Canada.

SCOPE OF THE REPORT

This report covers all Bonitasoft activities for the 2025 calendar year. The data presented is based on information available at the date of publication and internal HR, IT, and financial tracking tools.

Indicators	2025
Entities covered	Bonitasoft and its operational entities
Countries covered	France · Spain · Canada
Total workforce as 12/31/2025	58 employees
Geographic distribution	France 94 % · Spain 5,5 % · Canada 3,5 %
Gender distribution	82,5 % men · 17,5 % women
Nationalities	10
Average age	41 years old
Average tenure	5 years
Contrats CDI	98 %

FRAMEWORKS AND REPORTING STANDARDS

Although Bonitasoft is not currently subject to mandatory non-financial reporting requirements, its CSR approach aligns with several recognized frameworks:

- ISO 26000 (Guidance on Social Responsibility) for structuring covered topics
- United Nations Sustainable Development Goals (SDGs), notably:
  - SDG 8: Decent Work and Economic Growth
  - SDG 12: Responsible Consumption and Production
  - SDG 13: Climate Action
- EU Directive 2019/1937 (Whistleblower Protection) for the whistleblowing mechanism

VISION AND PRINCIPLES

Bonitasoft's CSR strategy aligns with its software publishing activity and its fully remote organizational model. It aims to concretely integrate environmental, social, and ethical issues into all company practices.

It is built on three core principles:

- **Responsibility**: integrating social and environmental issues into daily decisions and practices.
- **Proportionality**: deploying actions adapted to the company's size, resources, and organizational model.
- **Continuous improvement**: evolving the approach year after year, taking into account internal feedback and emerging challenges.

The CSR strategy is structured around three pillars:

1 **Environment** : controlling environmental footprint, particularly digital impact.

2 **Social** : working conditions, skills development, equity, and inclusion.

3 **Ethics and governance** : responsible practices, security, and compliance.

ENVIRONMENT

Bonitasoft's activity as a software publisher primarily generates environmental impacts related to digital usage, IT resource consumption, and business travel.

407 kg waste collected and recycled	**120 kg** CO_2 avoided (waste)	**8,990 kWh** office energy consumption	**2,416 kWh** energy saved through recycling

IT EQUIPMENT

Bonitasoft prioritizes reuse and recycling of IT equipment. No equipment is discarded. A partnership with Groupe AFB enables refurbishment, redistribution to nonprofit organizations, or recycling when reuse is not possible.

Indicators	2025
Refurbished / reused equipment	17 devices
New equipment purchased in 2025	76 devices and accessories
Devices processed by AFB Group	17 devices

DEMATERIALIZATION AND DIGITAL STORAGE
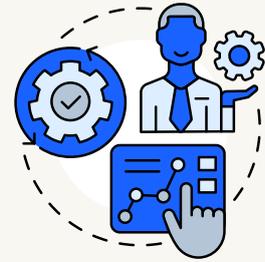
Internal processes are largely paperless to limit printing and unnecessary exchanges. Storage rationalization initiatives are implemented to remove obsolete content, structure collaborative spaces, and raise awareness of good data management practices.

Indicators	2025
Main cloud provider	Amazon Web Services (AWS)
Total storage consumption	22 TB (10 TB client use + 12 TB internal use)

WASTE MANAGEMENT

Selective sorting systems are in place in company offices. Waste is collected and recycled by Elise, which also supports the professional integration of individuals with disabilities or facing employment challenges.

Waste collected and recycled: 407 kg

Les bénéfices environnementaux et sociaux de votre action

120.01 kg de CO2	2.44 litres de pétrole	2 416.43 kWh d'énergie	10 883.07 litres d'eau	21.03 heures de travail
=	=	=	=	=
69 365.78 km en train	37.53 km en voiture essence	28 997.16 h d'utilisation d'un PC	155.63 douches de 5 min	0.14 ETP mensuel

ENERGY AND CARBON FOOTPRINT

Energy consumption related to on-site usage amounts to 8,990 kWh. This reflects non-permanent office occupancy and predominant remote work.
Bonitasoft's carbon footprint is three times lower than that of a traditional office employee (~1.5 t/year) and 1.3 times lower than the average French tech SME (~700 kg/year according to The Shift Project).

Indicators	2025
Scope 1 - Direct emissions	**0 tCO_2e (0 %)**
→ Vehicle fleet	None
→ Fossil fuel heating	None
→ combustion equipment	None
Scope 2 - Purchased electricity	**0,47 tCO_2e (2 %)**
→ Purchased electricity at the office	8 990 kWh
→ Emission factor France ([ADEME 2025](#))	0,052 kg CO_2e / kWh
→ Calcul 8 990 x 0,052	467 kg CO_2e
Scope 3 - Indirect emissions	**29,36 tCO_2e (98 %)**
→ New IT purchases	19,25 tCO_2e (60 %)
→ Refurbished IT	1,53 tCO_2e (5 %)
→ AWS cloud (22 TB storage)	5,10 tCO_2e (16 %)
→ Remote work (58 employees)	3,32 tCO_2e (10 %)
→ Business travel	0,16 tCO_2e (<1 %)
Total emissions (Scopes 1 + 2 + 3)	**29,83 tCO_2e (100 %)**
Carbon intensity per employee per year	**514 kg CO_2e**

Methodological note – Scope 1 & 2: The emission factor used (0.052 kg CO_2e/kWh) corresponds to the average French electricity grid emission factor published by [ADEME and RTE for 2025 (market-based method)](#). Electricity consumption for the Paris office (shared coworking space) is excluded from the Scope 2 perimeter due to the absence of directly attributable data. Its impact is considered marginal given the occasional occupancy. Methodological note – Scope 3: This estimate is based on ADEME emission factors (Base Carbone® 2025) and documented assumptions for categories where precise data was not available (business travel, remote work). IT purchases are accounted for based on internal reporting. AWS consumption is extrapolated into kWh according to cloud sector standards.

OFFICES, COWORKING, AND REMOTE WORK

Bonitasoft has operated under a 100% remote model since 2019. Remote work is based on trust, autonomy, and responsibility.
Actions to prevent isolation include:
- Regular 1:1 meetings (weekly, monthly, biannual, career discussions)
- Two in-person offsite seminars in 2025
- Remote team rituals (stand-ups, monthly all-hands, team calls, Slack, synchronous and asynchronous feedback loops)
- Access to coworking spaces
- Right-to-disconnect charter
- Reporting system for workload or isolation concerns

TRAVEL POLICY

When business travel is necessary, Bonitasoft applies a policy to limit frequency and environmental impact:
- Prioritizing remote meetings and events
- Favoring low-emission transportation, especially train for national or cross-border travel
- Limiting travel to situations with clear added value

Bonitasoft Corporate Events Carbon Footprint 2025 :

Events Carbon Footprint	Location + duration	Emissions (tCO$_2$e)
Get together #1	**Paris, 1 night**	**5,73 tCO$_2$e**
→ Air travel	Canada & Spain → France	3,92 tCO$_2$e
→ Train	France	0,15 tCO$_2$e
→ Accommodation	Paris	1,67 tCO$_2$e
Get together #2	**Ardèche, 3 nights**	**11,90 tCO$_2$e**
→ Air travel	Canada & Spain → France	5,01 tCO$_2$e
→ Train	France	0,11 tCO$_2$e
→ Bus	France	0,83 tCO$_2$e
→ Accommodation	Ardèche	0,89 tCO$_2$e

Overall Breakdown	Emissions (tCO$_2$e)	Share (%)
Air travel	8,93 tCO$_2$e	50,7%
Train	0,26 tCO$_2$e	1,5%
Bus	0,83 tCO$_2$e	4,7%
Accommodation	7,61 tCO$_2$e	43,2%

SOCIAL

WORK ORGANIZATION AND QUALITY OF WORK LIFE

Bonitasoft has operated under a 100% remote work model since 2019. Remote work is a core organizational structure based on trust, autonomy, and accountability.

Specific measures are implemented to prevent isolation and maintain social connection, including regular managerial check-ins, access to coworking spaces, and the organization of in-person gatherings.

- Regular managerial check-ins (weekly and monthly 1:1 meetings, biannual reviews, career development discussions).
- In-person gatherings: two offsite seminars organized in 2025.
- Remote team rituals: stand-ups, monthly all-hands meetings, monthly "It's Happening Today," team video calls, Slack, synchronous and asynchronous feedback loops.
- Access to coworking spaces to reduce home-based isolation.
- Right-to-disconnect policy: guidelines governing the use of digital tools and ensuring respect for rest periods and paid leave.
- Reporting mechanism for any difficulties related to isolation or workload.

HEALTH, SAFETY, AND HUMAN RIGHTS

Bonitasoft maintains a Single Risk Assessment Document (SRAD) updated in September 2025. Risk categories include:

Risk Category	Main Identified Risks
Psychosocial risks	Stress, isolation, harassment, emotional overload
Office equipment–related risks	Ergonomic issues, electrical hazards, burns, cuts
Travel and mobility	Accidents related to business travel
Climate conditions	Risks related to heat, cold, and ventilation
Falls and accidents	Slips, trips, and falls on the same level or from height
Fire and explosion	Access to safety equipment and evacuation procedures
Air quality and ventilation	Respiratory issues and infectious risks

Health & Safety Indicators	2025
Absenteeism rate by workplace accidents 2025	0
Absenteeism rate by workplace accidents 2024 (previous year)	0
Workplace accidents	0

The company also relies on a Human Rights Charter and a workplace harassment and violence prevention policy. Any form of discrimination, harassment, or inappropriate behavior is prohibited.

TALENT DEVELOPMENT

Skills development and career path support are key pillars of Bonitasoft's social strategy. As a software publisher, the company operates in a constantly evolving technological environment that requires continuous adaptation of skills and practices.

The talent development policy aims to:
- support employee upskilling,
- support the evolution of roles and professions,
- promote autonomy and accountability,
- ensure long-term employability.

Training types

Strategic training

Mandatory training

Role-specific training

Employability and skills development

Indicators	2025
Employees trained	22 out of 58 (37%)
Total training hours	519 hours
Average hours per trained employee (2025)	23.5 hours
Average hours per trained employee (2024, previous year)	30.25 hours
Training budget 2025	€47,259 (94.52% of allocated budget)
Training budget 2024 (previous year)	€48,189 (96.38% of allocated budget)

DIVERSITY, EQUITY, INCLUSION

Bonitasoft garantit l'égalité de traitement tout au long du parcours professionnel, notamment en matière de recrutement, d'intégration, de formation, d'évolution professionnelle et de rémunération.

Women   Men

17.5%

82.5%
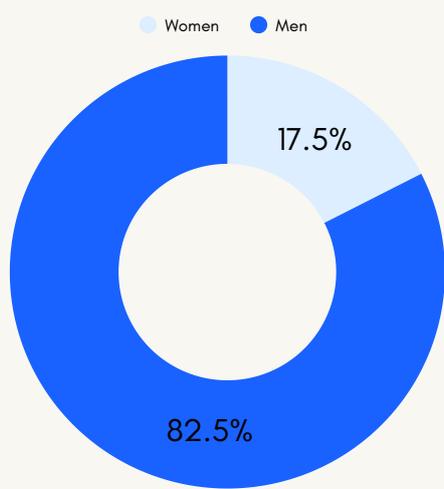
Nationalities 10

Internal promotion rate 2025 8.5%

Gender Equality Index
Not calculable.
Score obtained: < 75.

Pay Gap
Not calculable.
Comparable group: < 40 %

Countries of activity
France, Spain, Canada

PROFIT SHARING

Bonitasoft has had a profit-sharing agreement in place since 2019, renewed in 2025 for a three-year period. The program is designed to involve all employees in the company's financial performance and to align teams around operational objectives and customer performance.

Agreement in place since 2019
Renewed in 2025

Duration
3 ans

Amount distributed
€52,146.23

Beneficiaries
100 %

Company savings plan
Available

Participation rate to saving plan
52,7 %

RETENTION AND TALENT LOYALTY

Team stability is a key indicator of the quality of Bonitasoft's organizational model and working conditions.

Indicators	2025
Global Turnover 2025	25 %
Global Turnover 2024 (N-1)	13.38 %
Average tenure	5 years
New hires in 2025	11 new hires

GOVERNANCE & ETHICS

INTERNAL FRAMEWORK AND CODE OF CONDUCT

Bonitasoft has internal rules of procedure applicable to all employees, setting out provisions related to:

- work organization and discipline,
- health and safety,
- prevention of inappropriate behavior,
- disciplinary measures and rights of defense.

These rules also reiterate obligations regarding professional conduct, respect for individuals, confidentiality, and security, as well as the procedures applicable in the event of misconduct.

They include provisions relating to the prevention of moral and sexual harassment, in accordance with the French Labor Code.

CSR CRITERIA IN PROCUREMENT

☑ Bonitasoft integrates sustainability criteria into the selection of its suppliers and subcontractors.

Particular attention is paid to partners' ethical practices, both toward their employees, clients, and business partners, and with respect to the environment.

This approach is also supported by the existence of an internal ethical framework embedded within the "social" and "ethics" pillars of the CSR policy.

In the context of European due diligence requirements, Bonitasoft is progressively formalizing a structured approach that includes the implementation of a Responsible Supplier Charter and the integration of sustainability criteria into its procurement processes.

☑ In addition to CSR criteria, a formal Supplier Review process is integrated into the ISMS:
- Managed by the ISMS Manager and reviewed annually by the Security Committee
- Annual review of suppliers directly involved within the ISMS scope
- Biennial review of suppliers indirectly supporting the ISMS

☑ Each review includes, in particular:
- Updates to the Privacy Policy
- GDPR compliance
- Loss or attainment of certifications (ISO, SOC, etc.)
- Security incidents and related management
- Changes to SLAs
- Supplier financial health and market position

A formal classification is assigned following the assessment (maintained under monitoring, enhanced oversight, or re-evaluation with escalation to the CISO if necessary).

BUSINESS ETHICS AND RISK PREVENTION

Bonitasoft places particular importance on upholding ethical principles in the conduct of its activities and in its relationships with stakeholders (employees, clients, partners, and suppliers).

- Integrity and transparency in professional relationships
- Compliance with applicable rules on fair competition
- Prevention of conflicts of interest
- Protection of confidential and sensitive information

These principles apply to all employees.

WHISTLEBLOWING SYSTEM

Bonitasoft has implemented a whistleblowing mechanism allowing any employee or stakeholder to report, in good faith, serious facts or behavior that violates applicable rules, particularly regarding:

- ethics,
- human rights,
- discrimination or harassment,
- health and safety,
- information security or compliance.

Indicators	2025
Whistleblowing system	Compliant with EU Directive 2019/1937
Number of reports received in 2025	0
Number of reports processed and closed	0
Confidentiality of reports	Guaranteed and compliant with legal whistleblower protection requirements.

INFORMATION SECURITY

⌄ Information security is a critical priority for Bonitasoft as a software publisher handling both professional and personal data.

⌄ The company relies on a formal Information Security Policy integrated into an **Information Security Management System (ISMS) compliant with ISO 27001**, for which Bonitasoft is certified.

This framework aims to:
- ensure the confidentiality, integrity, and availability of information;
- protect the data of clients, partners, employees, and suppliers;
- prevent cyber threats;
- ensure compliance with legal, regulatory, and contractual obligations.

⌄ To strengthen information security governance, Bonitasoft recruited an **Information Security Officer** in 2025, responsible for overseeing the ISMS, supporting teams, and contributing to the continuous improvement of security practices.

Bonitasoft maintains a cybersecurity vulnerability management program (scheduled assessments and penetration tests).

In 2025, two level-3 incidents were reported.

PERSONAL DATA PROTECTION AND INFORMATION SYSTEMS SECURITY

Bonitasoft governs the use of its information system through an **IT Charter** validated by the Works Council and appended to the internal rules of procedure. It applies to all users (employees, executives, interns, contractors) and to all equipment and digital tools used for professional purposes, including in remote work settings.

In accordance with the GDPR and the French Data Protection Act, personal data processing carried out through the information system is regulated. Bonitasoft has appointed a **Data Protection Officer (DPO)** responsible for ensuring compliance with processing activities and regulatory obligations. Any new processing activity must be recorded in the processing register required under Article 30 of the GDPR.

Logging systems ("logs") are implemented to ensure system security, detect anomalies, and monitor access and activity. Data generated through these controls is retained for a limited period, proportionate to security purposes and applicable legal requirements. Accounts and access rights are deactivated upon an employee's departure, and any email forwarding is time-limited.

The company implements technical and organizational measures to ensure the security, confidentiality, and integrity of information, including individualized access management, strict password policies, controls over software installation, connection monitoring, and activity logging. Automated and manual controls may be carried out in compliance with applicable legal requirements.

Failure to comply with security and data protection rules may result in proportionate disciplinary measures.

2026 COMMITMENTS

ENVIRONMENT

In 2026, Bonitasoft will continue its efforts to control and reduce its environmental impact, particularly focusing on the most relevant levers for its software publishing activity.

- Structure and professionalize IT equipment lifecycle management by entrusting full fleet oversight (orders, allocation, returns, traceability, and reuse) to Rzilient. This marks the transition from historically in-house management to a centralized model integrating circular economy requirements and reuse performance tracking.
- Optimize AWS storage and instances (archiving legacy data, rightsizing instances).

SOCIAL

- On the social front, Bonitasoft intends to strengthen existing measures aimed at ensuring favorable, inclusive, and sustainable working conditions:
- Maintain a 100% remote work framework;
- Prevent psychosocial risks by updating the DUERP;
- Continue developing employee skills, with at least 50% of employees trained;
- Publish the Equality and Inclusion Index.

GOVERNANCE

- In terms of governance, Bonitasoft will continue structuring and deploying its internal frameworks to ensure responsible and secure practices.
- Priorities for 2026 include:
- Strengthening information security governance, particularly around the role of the Information Security Officer;
- Continuing the ongoing improvement of the Information Security Management System (ISMS) and maintaining ISO 27001 certification;
- Ensuring 100% of employees receive ongoing awareness training on ethics, security, and data protection;
- Maintaining the whistleblowing mechanism in alignment with EU Directive 2019/1937.

Bonitasoft

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