

# CSR Policy

*Toward more inclusive and sustainable everyday technology.*

## Foreword

Baracoda is a pioneer in preventive health augmented by technology. We develop software and design smart objects that seamlessly fit into people's daily routines to sustainably improve their health. As an innovation-driven company, we firmly believe our responsibility goes beyond our products to encompass our social, environmental, and societal impact.

We recognize the fundamental role we play in building a more sustainable future. This policy is our formal commitment to corporate social responsibility (CSR), in line with ISO 26000 standards, the United Nations Sustainable Development Goals (SDGs), and French regulations (Climate and Resilience Law, PACTE Law, GDPR).

*This policy is publicly available and shared with all stakeholders.*

## Responsible Governance

### CSR Structure

We believe any ethical company must integrate impact and sustainability considerations from the design phase of its activities and decision-making processes. This is why we have established a transparent and participative CSR governance structure, led by a cross-functional working group that involves all departments and ensures that eco-design and product sustainability are built into the earliest development phases. These elements are reviewed by stakeholders and leadership during each CSR oversight committee. We also encourage all employees to get involved through idea boxes, CSR awareness meetings, and collective feedback sessions.

## Collaborative Culture

More broadly, our company culture is grounded in co-creation and continuous improvement. We foster open and transparent dialogue with our employees to better understand their expectations, needs, and professional aspirations.

We offer everyone the opportunity to contribute to the company's evolution and value individual ideas and proposals. This participative management approach also promotes collaboration and mutual trust among teams.

## Our Commitments

Our CSR policy is structured around three strategic pillars:

- Social responsibility
- Environmental responsibility
- Societal responsibility

### 1. Social Responsibility

At Baracoda, we are convinced that our people are our greatest asset. Our model is built on individual and collective fulfillment, talent diversity, skills recognition, and the utmost respect for every person.

#### 1.1 Working Conditions

We are committed to maintaining decent, fair, and respectful working conditions in line with fundamental rights. Paid leave, sick leave, and parental leave are granted in accordance with French labor law and, where applicable, local regulations. Daily breaks are built into the workday to ensure a healthy rhythm.

We promote flexible working conditions: remote work up to three days per week, adaptable schedules, and additional leave depending on individual circumstances.

We have also implemented an inclusive parenthood policy. A dedicated guide informs each employee of their rights and supports managers in accompanying life transitions. Baracoda grants second-parent leave with no seniority requirement.

## 1.2 Onboarding and Training

We have designed a structured onboarding process to facilitate the integration of new hires. They are welcomed by our Office Manager, followed by their manager and an HR representative. This journey allows new employees to become familiar with our values, our operations, and our tools from day one. A peer mentor is also assigned to support cultural and operational integration within the team.

Professional development is supported through Baracademy, our internal training program, as well as regular career development meetings as part of our HR policy. Every employee can pursue a personalized development path tailored to their aspirations and the company's needs.

## 1.3 Health and Safety

We are committed to providing a safe and healthy work environment for all employees. We comply with occupational health and safety regulations and proactively implement preventive measures to avoid accidents, injuries, and professional risks.

Through awareness workshops and HR-led working groups, we take concrete actions to improve quality of work life, prevent psychosocial risks, and ensure physical safety.

## 1.4 Diversity and Inclusion

We firmly oppose all forms of discrimination based on gender, origin, religion, age, disability, or any other legally protected characteristic. We proudly represent 17 different nationalities within our team and actively promote diversity across the company, ensuring everyone has equal opportunities to succeed.

We have created a management guide to strengthen understanding and application of principles such as equality, fairness, merit, diversity, and non-discrimination. This is a practical tool designed to foster a truly inclusive workplace.

A dedicated disability representative is in place, and awareness initiatives (workshops, internal communications) are regularly organized to promote inclusion and challenge stereotypes.

## 2. Environmental Responsibility

### 2.1 Eco-Design and Sustainable Innovation

Eco-design is part of our DNA. From the design phase, we consider environmental impact through a structured approach: reducing waste, optimizing energy efficiency, and selecting durable, recyclable materials.

Our goal is to design products that combine cutting-edge technology with low environmental impact — for example, BHeart, the first energy-autonomous health tracker.

### 2.2 Optimized Offices

In France, our Neuilly offices are equipped with energy-efficient systems such as LED lighting. We also reduce paper usage through digital tools, including Yooz, which helps dematerialize financial processes.

In the Philippines, our Kaertech industrial site is powered by solar energy, implements strict wastewater management, and undergoes regular environmental audits. ISO 14001 certification is currently underway.

### 2.3 Everyday Eco-Actions

We promote daily eco-friendly practices such as waste sorting, reducing business travel, adopting digital sobriety, minimizing printing, using electronic signatures, and prioritizing video conferencing.

Aware of the environmental impact of digital usage, we also take steps toward digital sustainability: server cleanups, limiting large attachments, and encouraging mindful use of collaborative tools.

Employees are encouraged to use public transportation, carpooling, or bicycles for commuting.

For business travel, our policy includes a comparative framework of GHG emissions by transport mode to help employees make informed decisions.

Finally, our remote work policy directly contributes to reducing carbon emissions associated with daily commuting.

### 3. Societal Responsibility

We believe that companies have a key role to play in supporting local communities. That's why Baracoda is committed to solidarity initiatives and fostering strong ties with its surrounding ecosystem.

#### 3.1 A Trusted Partner

We are committed to conducting our business ethically, transparently, and responsibly. Our commercial relationships are built on fairness, transparency, and confidentiality. We enforce responsible payment terms and strive to maintain lasting, balanced relationships with suppliers.

All our contracts include clauses covering international economic sanctions, anti-corruption, anti-money laundering, and anti-terrorist financing.

Innovation and research are core to our business model. We actively protect our intellectual property while respecting that of our partners and competitors. Our teams receive training on these matters, and contracts clearly define intellectual property rights for both commercial partnerships and employee agreements.

Data protection is also a top priority. All our products are developed with privacy by design principles. We ensure full compliance with the GDPR and international standards like HIPAA, supported by regular audits and internal cybersecurity training.

Our industrial site Kaertech Philippines is certified ISO 9001:2015 (quality management), ISO 13485:2016 (medical device quality), and ISO 14001 (environmental management). It also holds SMETA 4-Pillar certification, ensuring compliance with human rights, health and safety, ethics, and anti-discrimination standards.

Beyond that, we place particular care in the selection of our suppliers. They are frequently audited and required to uphold the same responsible principles we follow.

We also prioritize short supply chains, long-term partnerships, and integrate rigorous CSR criteria into all our RFPs.

## 3.2 Innovation Ecosystem

Baracoda actively invests in R&D, a key driver of both our growth and societal impact. We contribute to the innovation ecosystem in health and wellness by participating in idea exchanges, professional events, and conferences such as VivaTech, France Digitale Day, and Bpifrance Big.

Our CEO, Thomas Serval, regularly speaks at industry events to share our vision of inclusive, ethical, and sustainable technology.

## 3.3 Education

Baracoda maintains strong ties with academia. Each year, we welcome interns and apprentices across R&D, software development, and design, playing an active role in knowledge transfer.

We have partnerships with institutions such as EPITA and Corps des Mines, and our employees regularly speak at schools and conferences to raise awareness of connected health and responsible innovation.

## 3.4 Solidarity Initiatives

We organize annual solidarity actions involving our teams — including food and clothing drives in partnership with the Red Cross, and internal awareness campaigns on inclusion and disability.

These initiatives strengthen our social commitment and reinforce our role as a responsible business, aligned with our core values.