



neat.

Our Responsible Journey

How Neat designs, builds, and operates more responsibly.

2025

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About This Report

What this ebook is

This is Neat’s annual Responsible Journey update—a transparent look at how we design, build, and operate more responsibly. It covers the period from January to December 2025.

Why we’re sharing it

We’re building our sustainability reporting practice step by step. This ebook reflects where we are today: open about our progress, aware of where we can improve, and committed to continuous improvement.

Where we’re heading

In 2026, we’ll take the next step toward more structured sustainability reporting. This ebook lays the foundation for that journey.



A Note from Our CEO

At Neat, we believe that how we build our products matters just as much as what they do.

Since Neat's inception in Oslo in 2019, Scandinavian design philosophy has shaped everything we create.

Simplicity, durability, and minimized impact are core to our foundation, not just an aspiration. We design devices that help organizations work smarter, connect freely, communicate without boundaries, and travel less. This reflects our commitment to sustainability in everyday operations.

But responsible business goes beyond the products we ship. It extends to how we source, manufacture, package, power our offices, and support the people who make all of this possible. This report is an honest account of where we are on our sustainability journey—work I'm proud of and committed to continuing.

In 2025, we laid the groundwork with our first Materiality Assessment and established a cross-functional sustainability team

to help shape our culture and practices from the ground up.

We established the governance foundation needed to support our business: a Human Rights Policy, a Supplier Code of Conduct, an Anti-Bribery and Anti-Corruption Policy, and a whistleblower channel open to every employee and supplier. We screened over 200 suppliers against OECD due diligence guidelines and published our first Transparency Act report.

And we achieved ISO/IEC 27001 certification, which independently verifies that we handle data with the care our customers deserve.

In 2026, we are building on that foundation. We will establish our CO₂ baseline, conduct on-site ESG evaluations with our main manufacturing partners, and complete ESG and policy training across the entire organization. We will deepen our supply chain accountability and expand our sustainability measurement capabilities.

Software plays an important role in our approach to sustainability.

Intelligent auto-wake, room occupancy detection, and AI-powered space optimization help organizations reduce unnecessary energy use and make better use of their workspaces.

We believe small, consistent efforts across every team and every decision add up to something meaningful.

Our devices are designed for repair, refurbishment, and recycling. Our packaging is designed to reduce material use and waste.

This is not a destination, but a way of working and we are committed to making progress every year.



Javed Khan
Chief Executive Officer

2025 Highlights

We built a Sustainability Forum

Employees across the company now actively contribute to Neat's sustainability culture through a bottom-up approach.

We established our policy foundation

We published a Human Rights Policy, Supplier Code of Conduct, Anti-Bribery & Anti-Corruption Policy, and Whistleblower Channel. All main manufacturing partners have signed the Supplier Code of Conduct.

We ran a Materiality Assessment

Together with our Sustainability Forum, we mapped Neat's full value chain, engaged stakeholders, and identified the areas where we have the greatest impact and responsibility.

We started collecting data

Through our first Transparency Act report, we screened 200 suppliers using OECD due diligence guidelines, with no Tier 1 suppliers identified as high risk.

Our Sustainability Priorities

Material topic	Why it matters for Neat
Circular product design	We design simple, intelligent devices. Longevity, repairability and recyclability are core to how we operate and minimize our environmental impact.
Climate change	From materials and energy use to logistics, measuring and reducing our carbon footprint is essential to our business and our customers' sustainability goals.
Employee well-being and inclusion	Our people drive our global culture. Their health, belonging, and growth are foundational to everything we do.
Responsible supply chain and risks	We operate globally. Human rights and ethical sourcing across our supply chain are fundamental responsibilities.
Business ethics and governance	Transparency, anti-corruption, and accountability build the long-term trust our customers and partners expect from us.
Cybersecurity and privacy	Our devices are in meeting rooms worldwide. Protecting user data and privacy is part of our core responsibility

2026 Goals

1. Planet

Establish 2025 as our Scope 1 and 2 CO₂ baseline year and begin monitoring Scope 3 emissions.

2. People

Conduct on-site ESG evaluations with all main manufacturing partners by the end of 2026, ensuring alignment of a Supplier Code of Conduct and human rights commitments.

3. Governance

Complete the rollout of ESG policies and training for all internal employees, covering Human Rights, Anti-Bribery and Anti-Corruption, and Responsible Sourcing.



Sustainability at Neat is not a destination—it's a way of working. My goal is to make responsible choices the default, not the exception, across everything we design, source, and deploy.



Erwin Hasselbrinck
Senior Sustainability Manager

Product Design

At Neat, sustainability is built into our design process. It influences the materials we choose, how products are assembled, and how long they remain useful.

We continuously look for ways to simplify our portfolio, reduce waste, and extend product lifespan. This mindset shapes every stage of product development.

Built to last

Durability and reliability are essential to sustainable product design. By designing products with low breakage and return rates, we help reduce electronic waste and support longer product life cycles.

Designing for longevity also helps customers get more value from their devices while supporting their own sustainability goals.

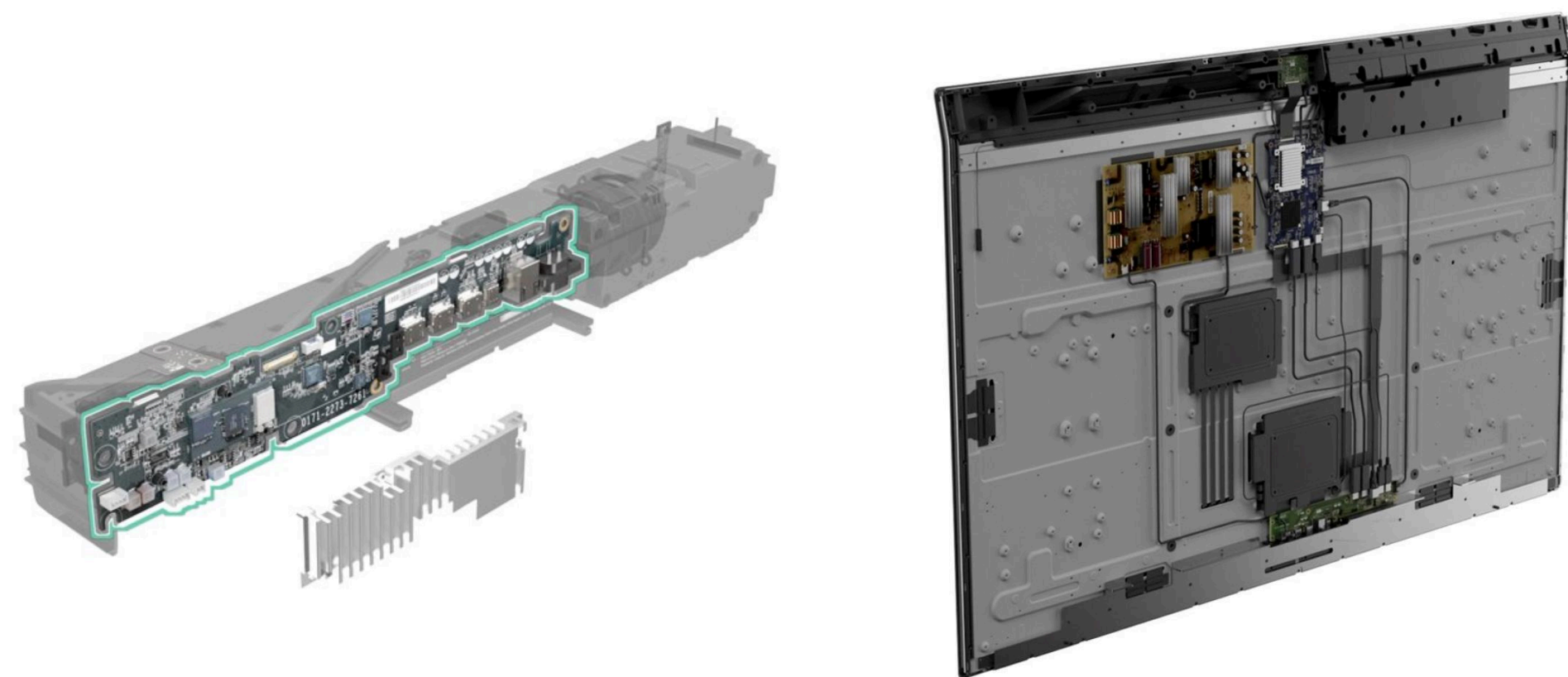


Simplicity by design

Neat designs simple, intuitive experiences with fewer cables and fewer components.

By integrating essential hardware directly into our devices, we reduce the need for peripherals, simplify setup, and minimize potential points of failure.

A more streamlined product experience also helps reduce material use and unnecessary waste.



Sustainability shapes nearly every part of product development, from repairability to material choices. It's an ongoing process of improving and refining over time.



Simen Andresen
Industrial Designer

Made to Last

Sustainability continues to shape how we design new Neat products. For example, the packaging design for Neat Board 50 allows 37% more units to be shipped in a single container, helping reduce transport emissions per device shipped.

Recycled materials

The felt room dividers used in Neat Board Pro and Neat Board 50 adaptive stands are made with 50%* recycled plastic.

Repairability

Easier repair helps extend product lifespan and reduce waste over time. Neat Board 50 is designed with simplified access to key internal components, supporting easier servicing and maintenance.



*These percentages are based on internal calculations. We are working toward independent certification.

More Capability. Less Impact

Each new product is an opportunity to reduce complexity, material use, and environmental impact.

neat.pad pro



More Screen. Less of Everything Else.

Neat Pad Pro is built around a simple idea: to give you more without adding more. Despite a larger screen, its packaging is 69.5% smaller in volume and 55% lighter than its predecessor, made entirely from single-source, cellulose-based materials with no plastic.

The device itself is made from 100%* recycled aluminum. And one multifunctional bracket handles both table and wall mounting, helping reduce components, waste, and installation complexity.

neat.board 32



70% Recycled. 95% Plastic-Free Packaging.











Neat Board 32 continues our commitment to circular design. Its housing is made from an average of 70%* post-consumer recycled plastic, and its packaging is approximately 95%* plastic-free, single-source, cellulose-based, and designed for straightforward recycling.

*These percentages are based on internal calculations. We are working toward independent certification.

*These percentages are based on internal calculations. We are working toward independent certification.

Energy Use and Emissions

Reducing energy consumption is an important part of how we design Neat devices. Improving efficiency helps lower emissions while supporting reliable daily performance. The figures below show the estimated power consumption of some of our most commonly used devices.*

										
	Neat Bar	Neat Bar 2	Neat Bar Pro	Neat Pad	Neat Pad Pro	Neat Board Pro	Neat Board 50	Neat Board 32	Neat Frame	Neat Center
Standby	3.5 W	6 W	4.8 W	5.6 W	4.8 W	128 W	92 W	50.4 W	10 W	2 W
Standby (screen off)	N/A	N/A	N/A	3.8 W	2.8 W	13.2 W	10.6 W	15.6 W	3 W	N/A
During a call	10-11 W	11-13 W	12-17 W	5.6 W	4.8 W	135-140 W	97-104 W	55.2 W	14-19 W	6-9 W
Yearly average	~20 kWh	~25kWh	~26 kWh	~49 kWh	~42 kWh	~419 kWh	~310 kWh	~231 kWh	~51 kWh	~14 kWh

*The range of power consumption values may vary in some instances due to system volume, number of screens connected, and other user variables. Readings were measured on 230V 50Hz AC using a Christ Electronix CLM 1000 Professional + based on representative usage patterns.

**Yearly average is calculated based on 3 hours in a video call, 4 hours active in room (standby), and 17 hours in screen-off or sleep mode per day, over 365 days. Neat Pad and Neat Pad Pro are calculated based on 3 hours in a call and 21 hours in standby, as these devices are typically always-on room displays. Figures for Neat Pad Pro and Neat Board 32 are based on internal calculations and subject to independent verification.



Saving Energy

Neat devices are designed to reduce energy use when rooms are unoccupied. Automatic wake and sleep modes help reduce power consumption by putting connected screens and devices into standby when not in use.

When someone enters the room, devices can wake automatically and are ready to use. Neat devices also support Consumer Electronics Control (CEC) standards, allowing connected screens to power down automatically when idle.

Manufacturing

Who makes our products matters as much as what we make. We work with manufacturing partners who share our commitment to ethical business practices, human rights, and environmental responsibility.

All major manufacturing partners have signed the Neat Supplier Code of Conduct. They follow Responsible Business Alliance (RBA) standards and hold ISO 50001 and ISO 14001 certifications for energy and environmental management.

Our primary manufacturing and development partners are classified as low risk based on ESG assessments, with established standards, reporting practices, and improvement processes in place.

Assessing our supply chain

In 2025, we published our first Transparency Act report based on OECD due diligence guidelines. We screened 200 suppliers across our value chain and identified no high-risk suppliers among our Tier 1 manufacturing partners.

Suppliers identified as higher risk within our Tier 2 network must complete third-party audits before new agreements can move forward. We continue to monitor suppliers and support corrective actions where needed.

Addressing higher-risk suppliers

Most suppliers in this category are Tier 2 suppliers. Engaging these suppliers and establishing corrective action plans can be challenging, and we rely on our development partners to support this work.

- Initiate contact with all 20 high-risk and medium high risk suppliers.
- Send follow-up emails requesting: human rights, environmental, and data privacy policies.
- Require submission of a Corrective Action Plan (CAP).
- Neat shall send questionnaires and ask for documentation to these sub-suppliers.

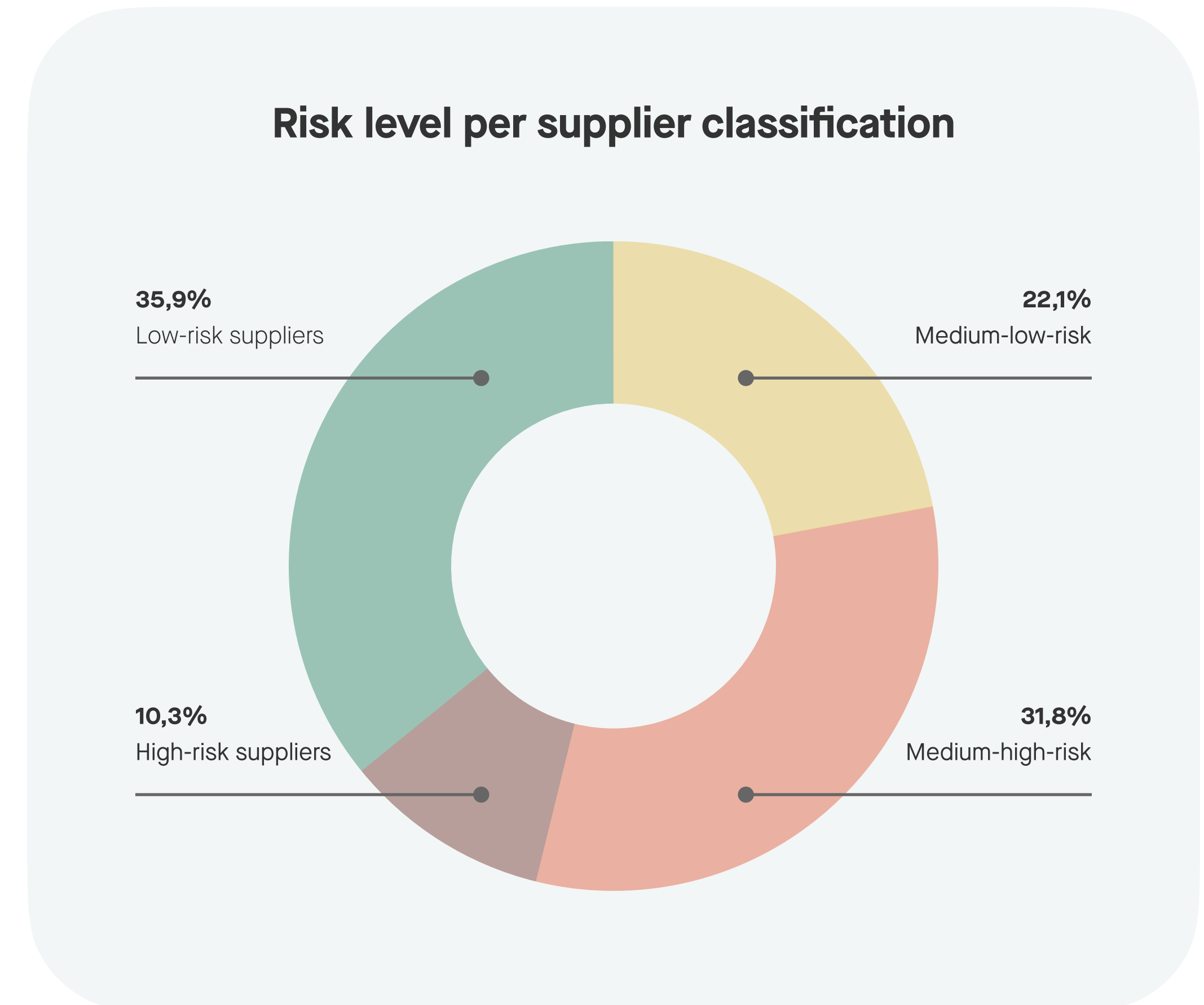
- Recommend documentation reviews and annual follow-up.
- Encourage suppliers to improve their ESG documentation.
- Encourage third-party audits or Neat visits for key suppliers.

Actions for low- and medium-low-risk suppliers

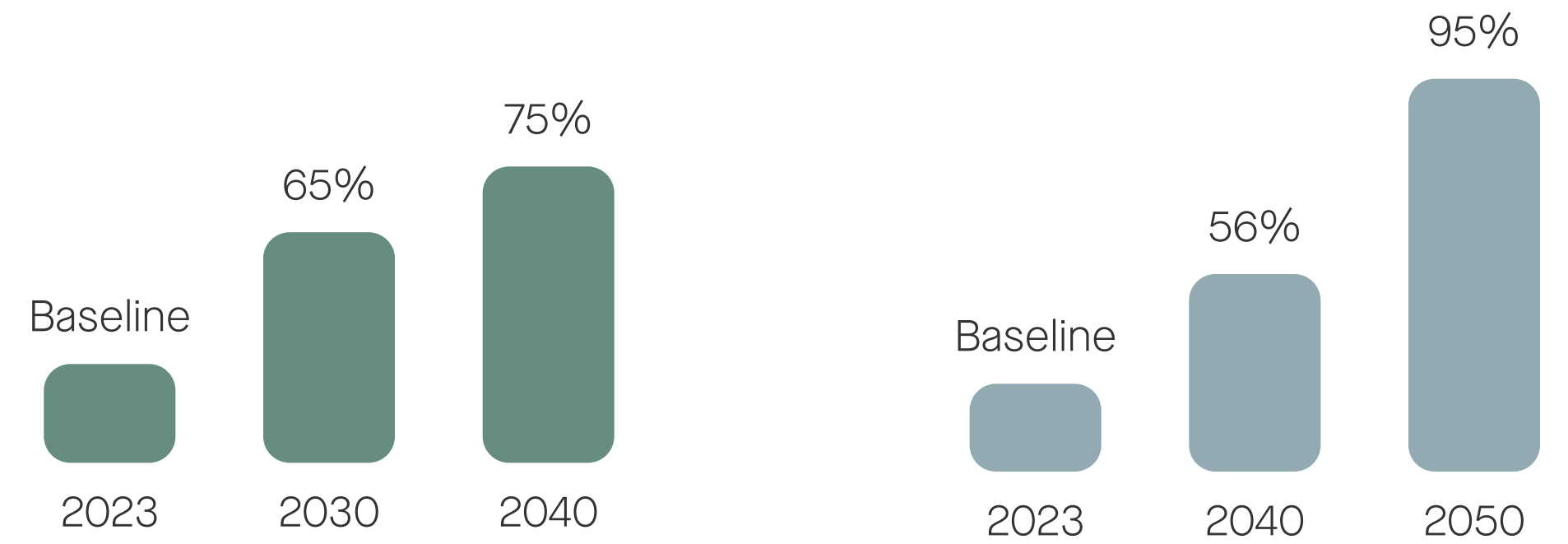
This category includes the largest and most diverse group of suppliers, with representation across all four supplier types.

- Suppliers in this category generally demonstrate acceptable ESG practices with minimal immediate compliance concerns.
- No immediate action required.
- Main manufacturing partners require either a Neat ESG visit or a third-party audit.

The medium-low-risk category consists primarily of Important Business Partners.



Manufacturers' climate goals



Renewable energy goals

Carbon reduction goals



At Neat, sustainability is part of every decision we make. The way we work with manufacturing and supply chain partners reflects our long-term commitment to responsible business practices.

Additional sustainability initiatives

- 💧 20% water reduction target by 2030
- 🌐 100% ISO 50001-certified energy management systems
- ✓ Our manufacturing partners follow the RBA Code of Conduct, with plans for third-party site audits in the coming years.



Helle Bekkeli

Head of Supply Chain and Operations

Responsible Materials

We work with suppliers who follow international standards for material sourcing, chemical management, and product compliance. This includes regulations covering restricted and hazardous substances used in electronics manufacturing.

100%

Conflict-free mineral sourcing¹

100%

RoHS compliance²

100%

REACH compliance³

¹ OECD guidelines support responsible mineral sourcing and supply chain due diligence.

² The Restriction of Hazardous Substances (RoHS) directive restricts the use of hazardous substances in electronic products.

³ REACH is the European Union regulation covering the registration, evaluation, authorization, and restriction of chemicals.

Packaging

We design packaging with recyclability in mind, reducing the number of materials used wherever possible without compromising product protection, quality, or performance.



We aim to use packaging materials that are easier to recycle by reducing material complexity wherever possible. When a single material cannot be used due to product requirements or regulations, the packaging is designed so materials can be easily separated for recycling.



Markus Høy-Petersen
Industrial Designer

Packaging Materials

- Recyclable packaging components
- FSC-certified kraft paper
- Water-based inks
- EPE foam inserts designed for recycling
- Molded paper pulp inserts instead of plastic
- Prioritizing paper tape over plastic tape
- Reducing the use of metal staples
- Smaller, consolidated boxes to improve shipping efficiency

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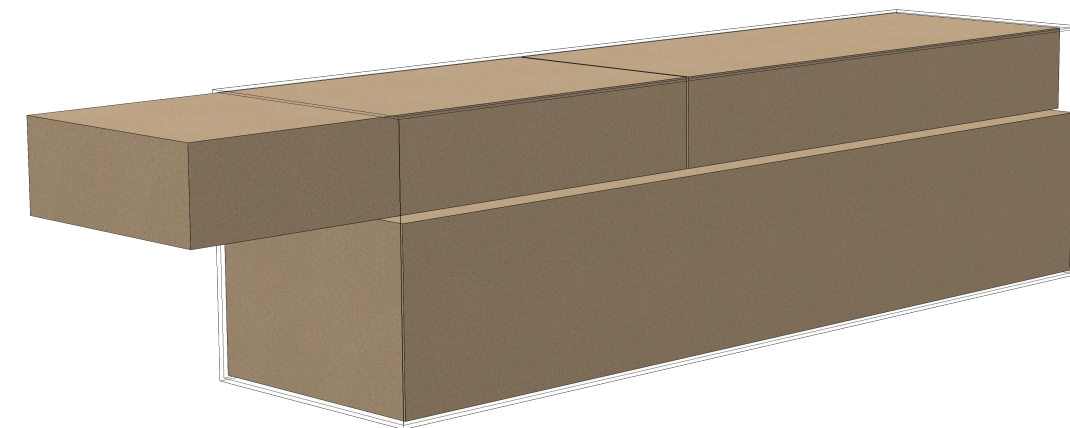
Raccolta Carta



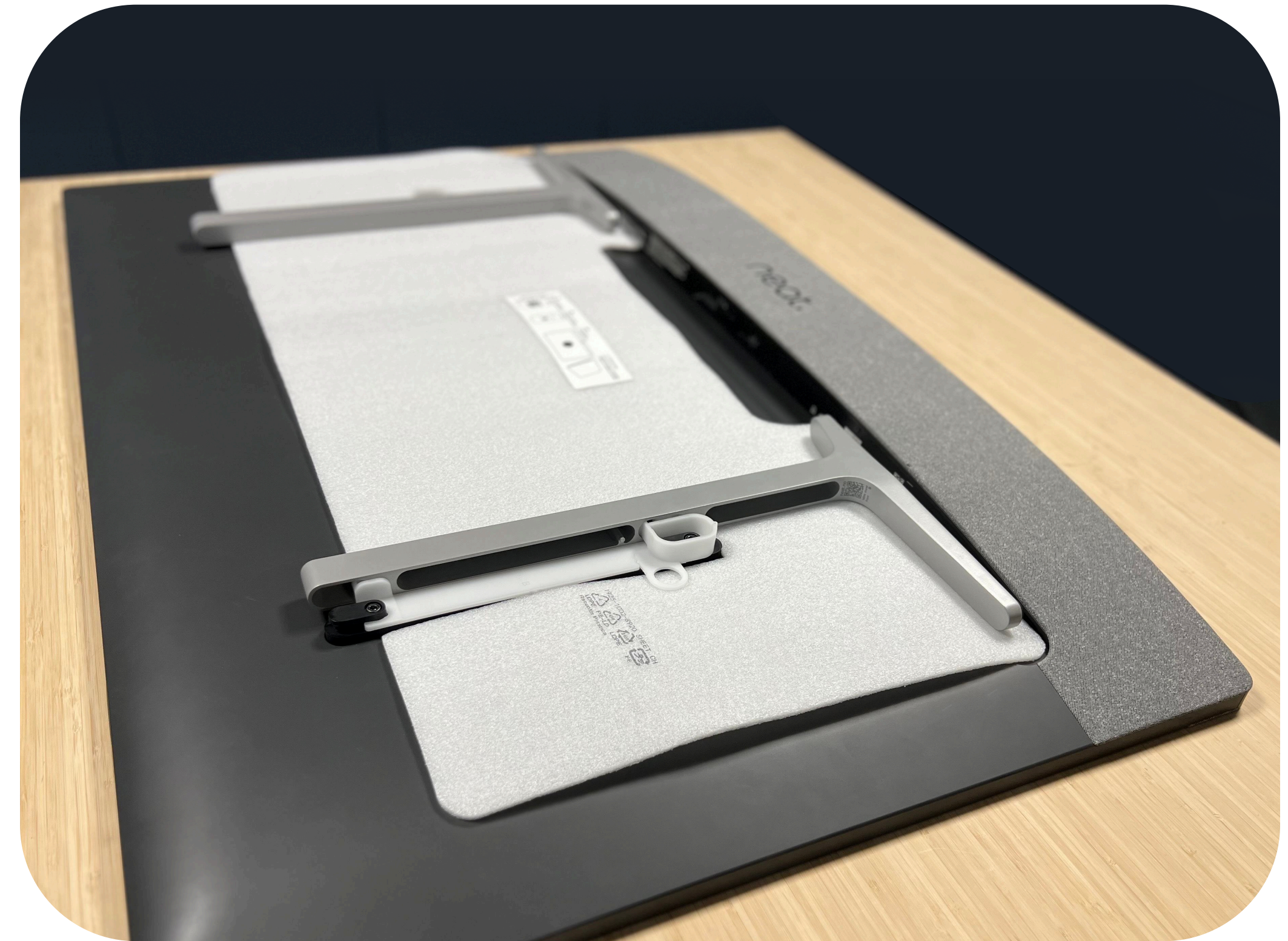
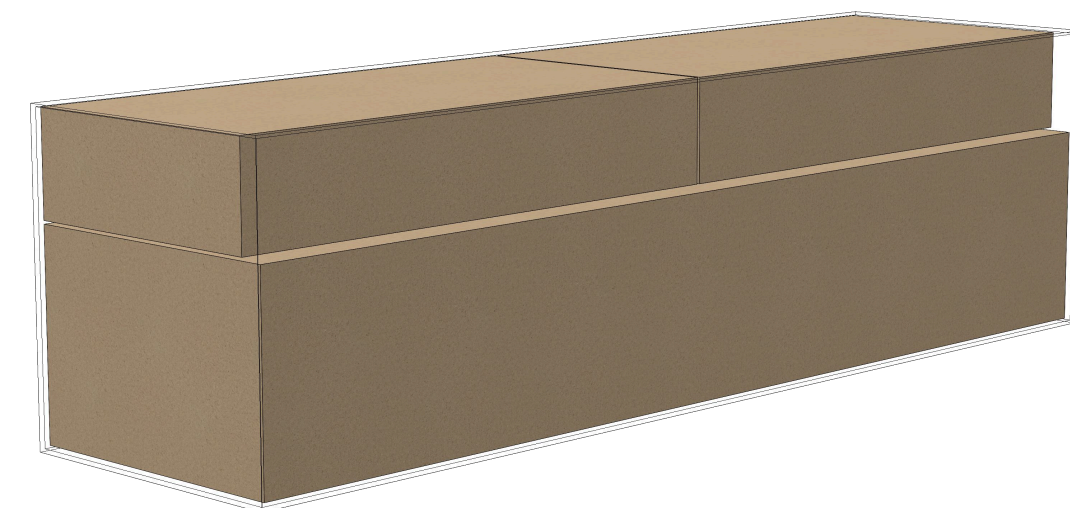
Rethinking Inside the Box

After launching Neat Bar Pro, we redesigned Neat Pad packaging to reduce overall packaging volume by 20%.

Original



Redesigned packaging—20% smaller



A redesigned bracket for the Neat Board 50 table stand improved shipping efficiency, allowing 37% more units to fit in the same container space.

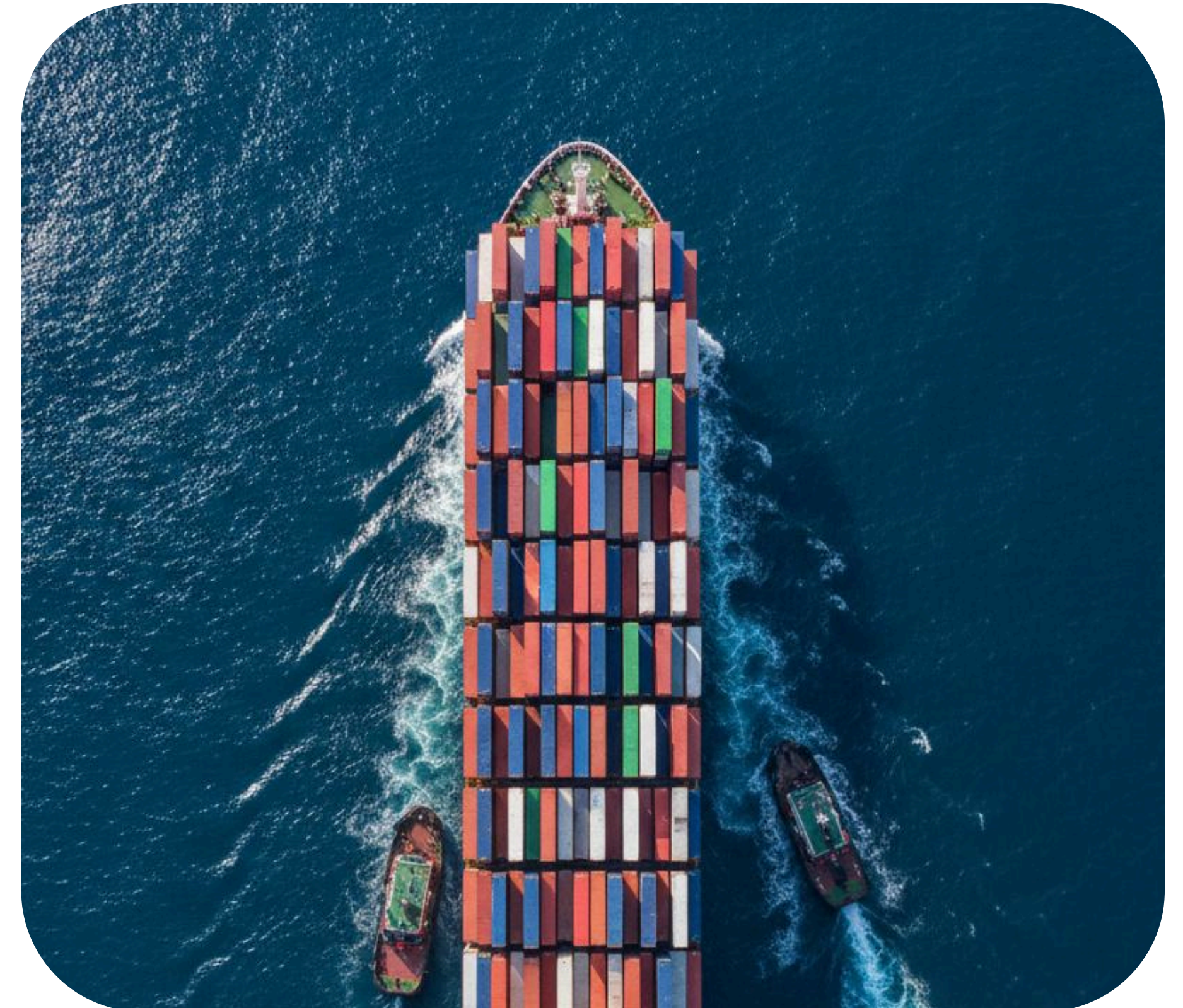
Logistics

Delivering our devices to customers around the world has an environmental impact. We recognize that responsibility and take it seriously.

We ship primarily by sea and road, limiting air freight to exceptional cases. Our main global logistics partners have signed the Climate Pledge, committing to net-zero emissions by 2040.

We are working with our partners to collect carbon accounting data across our global logistics operations so we can better measure, report, and reduce emissions over time.

We are not there yet, but we are moving in the right direction alongside partners committed to the same journey.



Giving Products New Life

When a Neat device reaches the end of its life, we work to keep it out of landfill.

Our devices are designed for disassembly from the start, making it easier to recover materials and recycle components responsibly. We work with logistics and manufacturing partners to support responsible recycling and end-of-life handling wherever our devices are used.

What does WEEE mean?

WEEE stands for the EU Waste Electrical and Electronic Equipment Directive, which sets requirements for how electronics are collected, treated, and recycled. Our devices are fully WEEE-compliant, with a 98%* material recovery rate and an 88.8%* recycling rate across our product range.

*Based on internal calculations and product assessments.



Refurbishment

Not every returned device needs to be recycled. Some simply need a second life.

Our Asset Recovery Center (ARC) in Iowa receives returned and demo devices for testing and refurbishment. Eligible devices are factory-recertified and resold with original accessories and a standard one-year warranty.

This helps extend product lifespan, reduce electronic waste, and give customers a more affordable and sustainable option.

We are also piloting ARC facilities in the Netherlands and the United Kingdom as we expand the program internationally.



ISO/IEC 27001

ISO/IEC 27001 is the global benchmark for information security. Our certification confirms that Neat's security practices meet rigorous, independently audited standards. It assures customers and partners that we handle data responsibly and maintain a security-first culture across our organization.

Process

We established a formal Information Security Management System (ISMS) and passed a two-stage external audit conducted by DNV at our Oslo headquarters.

Security

Security is an ongoing commitment. Neat is currently undergoing a SOC 2 Type 2 examination covering all five Trust Services Criteria. We continue to expand our compliance efforts while embedding privacy-by-design principles into our product roadmap.



Trust is earned in the details no customer will ever see. ISO/IEC 27001 is how we hold ourselves accountable for getting those details right.



Steve Odegaard

Chief Information and Security Officer

A Neat Workplace

Neat's Oslo headquarters was designed with sustainability in mind, supporting flexible ways of working while aiming to reduce environmental impact. The building is targeting zero-carbon operations by 2030.

Key figures from our Oslo headquarters in 2024:

86%

environmentally certified floor area*

*Calculated as a percentage of gross building area and excludes parking structures.



Electricity backed by certified renewable energy guarantees of origin

97%

waste recovery rate, including energy recovery through incineration



Workplace certifications

Neat's Oslo headquarters has received certifications recognizing its environmental performance, energy efficiency, and sustainable building practices.



Recycled office furniture

Reducing workplace impact means considering the details of everyday use. We selected Flokk office chairs made with 70–75% recycled materials, including seats containing 94% post-consumer plastic and back shells made from 97% recycled aluminium.

Our People

How we work

At Neat, we believe people do their best when they have the flexibility to choose where they work. Our Work From Anywhere program supports employees working from home, the office, or anywhere in between.

This approach helps us build a more diverse and inclusive company while supporting a healthier work-life balance across global teams. It also reflects the products we build every day—tools designed to support flexible hybrid work.

Environment, Health and Safety (EHS)

We take the well-being of our employees seriously. In 2025, we established a dedicated Environment, Health & Safety (EHS) function for our Oslo headquarters and appointed an employee representative.

During the year, we completed a full workplace risk assessment, delivered first aid training, and updated fire safety equipment and evacuation procedures throughout the office. In 2026, we plan to expand these practices across our offices in London, Cambridge, and San Jose.



Speaking up and whistleblowing

We believe employees, partners, and suppliers should feel safe raising concerns.

In 2025, we launched a confidential whistleblower channel through [FaceUp](#), enabling anonymous reporting of misconduct, unethical behavior, and potential human rights violations across our operations and supply chain.

The platform is publicly available through our website and supported by clear internal procedures for reviewing and handling cases. No cases were reported during 2025.

Transparency Act report

As a Norwegian company, Neat reports under the Norwegian Transparency Act (Åpenhetsloven).

Our 2025 Transparency Act Report outlines our human rights due diligence processes, supplier risk assessments, and actions to strengthen responsible sourcing across our supply chain.

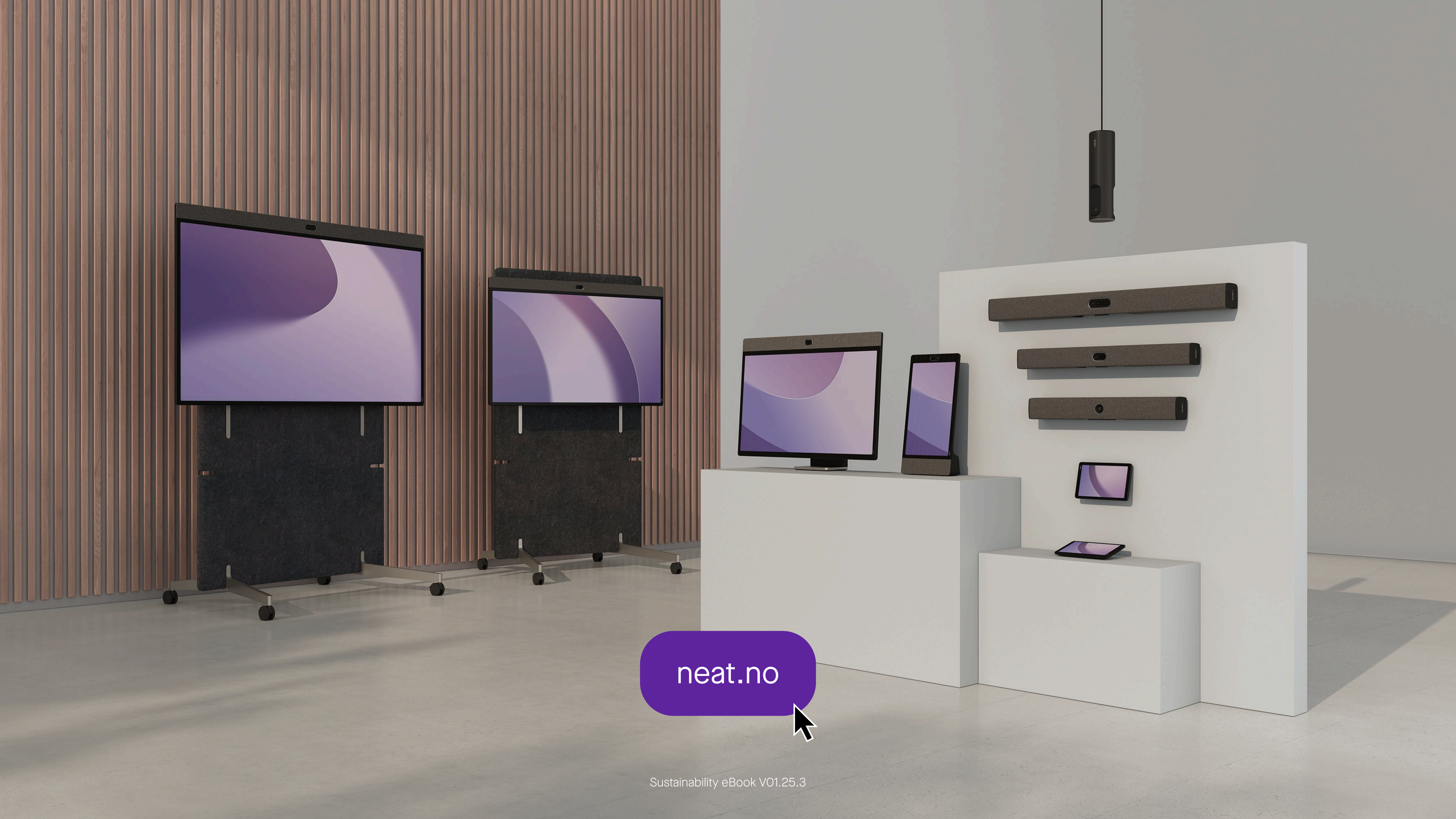
Read the full report:

neat.no/resources/policies-and-reports.

Policies and governance

Our policy framework is publicly available at neat.no/resources/policies-and-reports and includes:

- Human Rights Policy
- Supplier Code of Conduct
- Anti-Bribery & Anti-Corruption Policy
- Code of Business Conduct
- Modern Slavery Statement
- Privacy Policy
- Whistleblower Reporting Channel
- Transparency Act Report



neat.no