ank=20250627-20250630011450

ÅRSREDOVISNING

och

KONCERNREDOVISNING

2024-01-01-2024-12-31

för

Neo4j Sweden AB
556713-1106

FASTSTÄLLELSEINTYG

Undertecknad styrelseledamot intygar härmed, dels att denna kopia av årsredovisningen och revisionsberättelsen stämmer överrens med originalet, dels att resultaträkningen och balansräkningen för moderföretaget samt koncernresultaträkningen och koncernbalansräkningen har fastställts på årsstämma den 25/6-2025
Årsstämman beslutade att godkänna styrelsens förslag till resultatdisposition.

Malmö den 25/6-2025

Emil Eifrem

ank=20250627-20250630011451

ÅRSREDOVISNING
och
KONCERNREDOVISNING

2024-01-01-2024-12-31

för

Neo4j Sweden AB
556713-1106

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ÅRSREDOVISNING OCH KONCERNREDOVISNING FÖR NEO4J SWEDEN AB

Styrelsen för Neo4j Sweden AB avger härmed årsredovisning och koncernredovisning för räkenskapsåret 2024-01-01-2024-12-31.

FÖRVALTNINGSBERÄTTELSE

Verksamhetens art och inriktning
Neo4j Sweden AB utvecklar, underhåller och säljer licenser för företagets kommersiella grafdatabasprodukter under varumärket Neo4j. Under 2020 började företaget även sälja en cloud baserad grafdatabas produkt, Aura. Företaget säljer även tjänster relaterade till företagets produkter.

Den svenska styrelsen har sitt säte i Malmö, Sverige.

Ägarförhållanden
Neo4j Sweden AB ägs till 100% av det amerikanska koncernmoderbolaget Neo4j Inc.

Väsentliga händelser under räkenskapsåret
Bolaget har av koncernmoderbolag Neo4j Inc erhållit villkorat aktieägartillskott på 425 753 676 SEK.

2024 var ett avgörande år för utvecklingen av företagsteknologi. Medan den makroekonomiska miljön förblev osäker, med många organisationer och kunder som flyttade sitt fokus från tillväxt till effektivitet, bekräftades ett grundläggande plattformsskifte med AI:s uppgång. Generativ AI (GenAI) fortsatte att utvecklas i anmärkningsvärd hastighet, och Retrieval-Augmented Generation (RAG) etablerades som ett kritiskt arkitektur för att bygga AI-applikationer. Inom detta område framstår GraphRAG som en överlägsen metod tack vare dess förmåga att integrera strukturerad kunskap och förbättra noggrannhet, transparens och förklarbarhet. I takt med att efterfrågan på intelligenta och förklarbara AI-system växer är Neo4j väl positionerade med vår företagsteknologi för att driva nästa generations applikationer.

På Neo4j tror vi att vi har en nyckelroll att spela i denna övergång och ser en tydlig väg mot att bli en viktig del av GenAI-stacken. Vår grafteknik gör det möjligt för organisationer att förankra sina LLMs (Large Language Model) i högkvalitativ, sammankopplad data, och åtgärda viktiga begränsningar som hallucinationer och bristande spårbarhet.

Neo4j fortsätter att fokusera på vårt uppdrag: att hjälpa världen att förstå data. För att uppnå detta kommer vi att fortsätta leverera viktiga produktinnovationer som stärker vår cloud-first-bolagsstrategi och främjar vår vision att göra uppkopplad data tillgänglig, pålitlig och effektiv.

2024 publicerar vi vår tredje hållbarhetsrapport som är bifogad årsredovisningen.

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Utveckling av verksamhet, ställning och resultat koncernen

Kronor	2024	2023	2022	2021
Nettoomsättning	851,176,460	765,731,790	652,646,846	469,775,678
Rörelseresultat	-662,973,545	-462,912,981	-477,172,486	-264,021,226
Resultat e. finansiella poster	-614,519,585	-454,087,612	-471,395,777	-247,085,049
Balansomslutning	562,684,891	584,213,852	337,877,606	276,516,489
Soliditet [1]	15.2%	42.8%	13.3%	8.1%
Medelantal anställda	432	389	243	243

[1] Justerat eget kapital / Balansomslutning. Med justerat eget kapital avses eget kapital + obeskattade reserver med avdrag för uppskjuten skatteskuld.

Moderföretaget

Kronor	2024	2023	2022	2021
Nettoomsättning	939,332,475	835,213,848	714,588,336	516,941,153
Rörelseresultat	-687,307,494	-474,009,184	-490,283,986	-273,559,572
Resultat e. finansiella poster	-634,441,136	-465,497,416	-484,849,284	-253,122,191
Balansomslutning	518,454,307	572,343,461	310,369,988	264,562,214
Soliditet [1]	0.9%	37.3%	5.3%	4.9%
Medelantal anställda	179	172	153	114

[1] Justerat eget kapital / Balansomslutning. Med justerat eget kapital avses eget kapital + obeskattade reserver med avdrag för uppskjuten skatteskuld.

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Väsentliga risker och osäkerhetsfaktorer
Företaget riktar sig mot en global marknad och konkurrerar i en sektor som är i ständig förändring, vilket gör det svårt att förutse framtida resultat. För att upprätthålla en positiv tillväxt är det därför viktigt att företaget kan anpassa sig till kundernas behov och den teknologiska utvecklingen.

Förväntad framtida utveckling
Förväntningarna på framtiden är optimistiska och koncernen fortsätter att stadigt öka sin kundbas.
En fortsatt expansion och penetrering av befintliga marknader kommer att ske.

Forskning och utveckling
För att vara konkurenskraftiga måste bolaget fortsätta att utveckla nya produkter och förbättra befintliga produkter. För att lyckas möta marknadens krav är det väsentligt att bolaget kan behålla rätt personal, talang och teknik.

Hållbarhetsupplysningar
Koncernen har som övergripande mål att skapa god arbetsmiljö för alla anställda. Risker för ohälsa i såväl fysiskt som psykiskt avseende skall förebyggas. En strävan är att alla, oavsett arbetsuppgifter, skall ges möjlighet till både inflytande och utveckling samt till samarbete och sociala kontakter.

Bolaget bedriver ett systematiskt arbetsmiljöarbete utifrån Arbetsmiljöverkets föreskrifter, framför allt gällande systematiskt arbetsmiljöarbete och gällande den organisatoriska och sociala arbetsmiljön och strävar efter att integrera arbetsmiljöarbetet i den dagliga verksamheten i så stor utsträckning som möjligt.

Bolaget främjar mångfald och jämställdhet. Mångfald innebär att erkänna, respektera och värdesätta människors olika möjlighet att bidra och se den fulla potentialen genom att aktivt arbeta för en inkluderande miljö för alla anställda. Jämställhet är att säkra att individer eller grupper bemöts rätvist och på lika villkor oavsett etnisk tillhörighet, kön, religon, sexuell läggning eller fysidka begränsningar.

Väsentliga händelser efter balansdagen
Bolaget har under årets fyra första månader erhållit ett aktieägartillskott på 219 885 622 SEK.

Bolagets styrelse har gjort en bedömning av bolagets förmåga att fortsätta sin verksamhet under de kommande 12 månaderna från rapportdatumet. Bedömningen baseras på bolagets och koncernens aktuella finansiella ställning, likviditet, framtida prognoser av intäkter och kostnader samt tillgång till finansiering vid behov.
Efter att ha beaktat nuvarande marknadsförhållanden, likviditetsprognoser och eventuella kända riskfaktorer, har styrelsen kommit fram till att det inte finns några väsentliga osäkerhetsfaktorer som skulle kunna leda till betydande tvivel om bolagets förmåga att fortsätta sin verksamhet under den kommande 12-månadersperioden.
Bolagets styrelsen bedömer därmed att antagandet om fortsatt drift är välgrundat, och att årsredovisningen är upprättad i enlighet med detta antagande.

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ank=20250627-20250630011455

Förslag till vinstdisposition (kronor)

Till årsstämmans förfogande står följande vinstmedel	
Fri överkursfond	16,616,699
Balanserat resultat	622,532,045
Årets resultat	-634,441,136
	4,707,608
Styrelsen föreslår att	
i ny räkning balanseras	4,707,608
	4,707,608

Beträffande moderföretagets och koncernens resultat och ställning i övrigt hänvisas till efterföljande resultat- och balansräkningar, rapporter över förändringar i eget kapital, kassaflödesanalyser samt noter. Alla belopp uttrycks i svenska kronor där ej annat anges.

TV

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ank=20250627-20250630#1456

KONCERNENS RESULTATRÄKNING

	Not	1/1/2024 12/31/2024	1/1/2023 12/31/2023
Rörelsens intäkter			
Nettoomsättning	4, 5	851,176,460	765,731,790
Övriga rörelseintäkter		848,553	0
		852,025,013	**765,731,790**
Rörelsens kostnader			
Köpta tjänster		-442,497,256	-356,523,744
Övriga externa kostnader	6, 7	-222,374,022	-163,009,188
Personalkostnader	8	-811,601,686	-706,107,966
Avskrivningar och nedskrivningar av materiella och immateriella anläggningstillgångar	13	-617,105	-805,140
Övriga rörelsekostnader	9	-37,908,489	-2,198,733
Rörelseresultat		**-662,973,545**	**-462,912,981**
Resultat från finansiella poster			
Övriga ränteintäkter och liknande intäkter	10	48,629,443	10,727,224
Räntekostnader och liknande kostnader	11	-175,483	-1,901,855
Resultat efter finansiella poster		**-614,519,585**	**-454,087,612**
Skatt på årets resultat	12	20,098,230	-3,905,111
ÅRETS RESULTAT		**-594,421,355**	**-457,992,723**

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ank=20250627-20250630011457

KONCERNENS BALANSRÄKNING

	Not	12/31/2024	12/31/2023
TILLGÅNGAR			
Anläggningstillgångar			
Materiella anläggningstillgångar			
Inventarier, verktyg och installationer	13	547,446	1,161,561
		547,446	**1,161,561**
Finansiella anläggningstillgångar			
Andra långfristiga fordringar	14	5,184,581	4,337,314
		5,184,581	**4,337,314**
Summa anläggningstillgångar		**5,732,027**	**5,498,875**
Omsättningstillgångar			
Kortfristiga fordringar			
Kundfordringar		167,251,282	164,296,607
Fordringar hos koncernföretag		230,374,321	38,334,090
Övriga fordringar		34,167,861	12,999,752
Förutbetalda kostnader och upplupna intäkter	15	9,079,518	15,182,331
		440,872,982	**230,812,780**
Kassa och bank	18	**116,079,882**	**347,902,197**
Summa omsättningstillgångar		**556,952,864**	**578,714,977**
SUMMA TILLGÅNGAR		**562,684,891**	**584,213,852**

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ank=20250627-20250630011458

KONCERNBALANSRÄKNING

	Not	12/31/2024	12/31/2023
EGET KAPITAL OCH SKULDER			
Eget kapital			
Aktiekapital	16	211,001	211,001
Övrigt tillskjutet kapital		2,364,327,363	1,938,573,686
Annat eget kapital inklusive årets resultat		-2,278,774,698	-1,688,471,760
Eget kapital hänförligt till moderföretagets aktieägare		**85,763,666**	**250,312,927**
Summa eget kapital		**85,763,666**	**250,312,927**
Kortfristiga skulder			
Leverantörsskulder		42,637,228	17,505,907
Övriga kortfristiga skulder		23,227,199	12,779,676
Upplupna kostnader och förutbetalda intäkter	17	411,056,798	303,615,342
		476,921,225	**333,900,925**
SUMMA EGET KAPITAL OCH SKULDER		**562,684,891**	**584,213,852**

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KONCERNENS RAPPORT ÖVER FÖRÄNDRINGAR I EGET KAPITAL

	Aktiekapital	Övrigt tillskjutet kapital	Annat eget kapital inklusive årets resultat	Summa eget kapital
Ingående balans per 1 januari 2023	**211,001**	**1,275,824,993**	**-1,230,973,038**	**45,062,956**
Förändringar i redovisade värden på tillgångar och skulder:				
Omräkningsdifferenser			494,001	494,001
Summa värdeförändringar			**494,001**	494,001
Aktieägartillskott		662,748,693		662,748,693
Summa transaktioner med aktieägare		**662,748,693**		**662,748,693**
Utgående balans per 31 december 2023	**211,001**	**1,938,573,686**	**-1,688,471,760**	**250,312,927**

	Aktiekapital	Övrigt tillskjutet kapital	Annat eget kapital inklusive årets resultat	Summa eget kapital
Ingående balans per 1 januari 2024	**211,001**	**1,938,573,687**	**-1,688,471,760**	**250,312,928**
Årets resultat			-594,421,355	-594,421,355
Förändringar i redovisade värden på tillgångar och skulder:				
Omräkningsdifferenser			4,118,417	4,118,417
Summa värdeförändringar			**4,118,417**	**4,118,417**
Transaktioner med ägare:				
Aktieägartillskott		425,753,676		425,753,676
Summa transaktioner med aktieägare		**425,753,676**		**425,753,676**
Utgående balans per 31 december 2024	**211,001**	**2,364,327,363**	**-2,278,774,698**	**85,763,666**

21 100 100 antal aktier till ett värde av 211 001 SEK.
Totalt erhållet aktieägartillskott sedan bolaget bildats är 2 347 710 664 SEK, varav 110 626 070 SEK är klassificerat som ovillkorat aktieägartillskott och 2 237 084 594 SEK klassificerat som villkorat aktieägartillskott.
Årets aktieägartillskott är 425 753 676 SEK varav 0 SEK är klassificerat som ovillkorat aktieägartillskott, och 425 753 676 SEK klassificerat som villkorat aktieägartillskott.

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KONCERNENS KASSAFLÖDESANALYS

	Not	1/1/2024 12/31/2024	1/1/2023 12/31/2023
Den löpande verksamheten			
Rörelseresultat		-662,973,545	-462,912,981
Justeringar för poster som inte ingår i kassaflödet:			
Avskrivningar		617,105	805,140
Valutaresultat vid omräkning av valuta		3,886,250	464,254
Erhållen ränta		4,257,589	5,948,473
Erlagd ränta		-175,483	-1,901,855
Betald inkomstskatt		20,098,230	-3,905,111
Kassaflöde från den löpande verksamheten före förändringar av rörelsekapital		**-634,289,854**	**-461,502,080**
Kassaflöde från förändringar i rörelsekapital			
Minskning(+)/ökning(-) av kundfordringar		-2,954,675	-3,682,493
Minskning(+)/ökning(-) av övriga kortfristiga fordringar		-207,105,527	85,359,070
Minskning(-)/ökning(+) leverantörsskulder		25,131,321	4,804,708
Minskning(-)/ökning(+) av övriga kortfristiga skulder		117,888,979	36,281,567
Kassaflöde från den löpande verksamheten		**-701,329,756**	**-338,739,228**
Investeringsverksamheten			
Förvärv av materiella anläggningstillgångar		-2,990	-153,602
Investeringar i finansiella anläggningstillgångar		-615,099	-262,491
Kassaflöde från investeringsverksamheten		**-618,089**	**-416,093**
Finansieringsverksamheten			
Inbetalt aktieägartillskott		425,753,676	662,748,693
Kassaflöde från finansieringsverksamheten		**425,753,676**	**662,748,693**
Årets kassaflöde		**-276,194,169**	**323,593,372**
Likvida medel vid årets början		**347,902,197**	**19,530,074**
Kursdifferenser i likvida medel		**44,371,854**	**4,778,751**
Likvida medel vid årets slut	18	**116,079,882**	**347,902,197**

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MODERFÖRETAGETS RESULTATRÄKNING

	Not	1/1/2024 12/31/2024	1/1/2023 12/31/2023
Rörelsens intäkter			
Nettoomsättning	4, 5	939,332,475	835,213,848
Övriga rörelseintäkter		0	0
		939,332,475	**835,213,848**
Rörelsens kostnader			
Köpta tjänster		-1,143,581,041	-944,404,806
Övriga externa kostnader	6, 7	-151,888,287	-108,320,937
Personalkostnader	8	-292,704,909	-253,744,640
Avskrivningar och nedskrivningar av materiella och immateriella anläggningstillgångar	13	-557,243	-571,871
Övriga rörelsekostnader	9	-37,908,489	-2,180,778
Rörelseresultat		**-687,307,494**	**-474,009,184**
Resultat från finansiella poster			
Övriga ränteintäkter och liknande intäkter	10	52,882,250	8,541,174
Räntekostnader och liknande kostnader	11	-15,892	-29,406
Resultat efter finansiella poster		**-634,441,136**	**-465,497,416**
Resultat före skatt		**-634,441,136**	**-465,497,416**
ÅRETS RESULTAT		**-634,441,136**	**-465,497,416**

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ank=20250630011462

MODERFÖRETAGETS BALANSRÄKNING

	Not	12/31/2024	12/31/2023
TILLGÅNGAR			
Anläggningstillgångar			
Materiella anläggningstillgångar			
Inventarier, verktyg och installationer	13	547,415	1,104,659
		547,415	**1,104,659**
Finansiella anläggningstillgångar			
Andelar i koncernföretag	19	782,607	782,607
Andra långfristiga fordringar	14	1,632,825	1,380,500
		2,415,432	**2,163,107**
Summa anläggningstillgångar		**2,962,847**	**3,267,766**
Omsättningstillgångar			
Kortfristiga fordringar			
Kundfordringar		167,251,282	164,296,607
Fordringar hos koncernföretag		230,192,917	39,724,167
Övriga fordringar		3,797,013	9,444,588
Förutbetalda kostnader och upplupna intäkter	15	5,230,287	9,605,691
		406,471,499	**223,071,053**
Kassa och bank	18	**109,019,961**	**346,004,642**
Summa omsättningstillgångar		**515,491,460**	**569,075,695**
SUMMA TILLGÅNGAR		**518,454,307**	**572,343,461**

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MODERFÖRETAGETS BALANSRÄKNING

	Not	45,657	12/31/2023
EGET KAPITAL OCH SKULDER			
Eget kapital			
Bundet eget kapital			
Aktiekapital	16	211,001	211,001
		211,001	**211,001**
Fritt eget kapital			
Fri överkursfond		16,616,699	16,616,699
Balanserad vinst eller förlust		622,532,045	662,275,785
Årets resultat		-634,441,136	-465,497,416
		4,707,608	**213,395,068**
Summa eget kapital		**4,918,609**	**213,606,069**
Kortfristiga skulder			
Leverantörsskulder		35,990,700	16,136,174
Skulder till koncernföretag		90,612,321	73,532,846
Övriga kortfristiga skulder		10,504,784	5,833,390
Upplupna kostnader och förutbetalda intäkter	17	376,427,893	263,234,982
		513,535,698	**358,737,392**
SUMMA EGET KAPITAL OCH SKULDER		**518,454,307**	**572,343,461**

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ank=20250630:14647-20250630114647

MODERFÖRETAGETS RAPPORT ÖVER FÖRÄNDRINGAR I EGET KAPITAL

	Bundet eget kapital	*Fritt eget kapital*		
	Aktie-kapital	Fri överkurs-fond	Balanserad vinst eller förlust	Årets resultat	**Summa eget kapital**
Ingående balans per 1 januari 2023	**211,001**	**16,616,699**	**484,376,376**	**-484,849,284**	**16,354,792**
Disposition av föregående års resultat			-484,849,284	484,849,284	0
Årets resultat				-465,497,416	-465,497,416
Transaktioner med ägare:					
Aktieägartillskott			662,748,693		662,748,693
Summa transaktioner med aktieägare			**662,748,693**		**662,748,693**
Utgående balans per 31 december 2023	**211,001**	**16,616,699**	**662,275,785**	**-465,497,416**	**213,606,069**

	Bundet eget kapital	*Fritt eget kapital*		
	Aktie-kapital	Fri överkurs-fond	Balanserad vinst eller förlust	Årets resultat	**Summa eget kapital**
Ingående balans per 1 januari 2024	**211,001**	**16,616,699**	**662,275,785**	**-465,497,416**	**213,606,069**
Disposition av föregående års resultat			-465,497,416	465,497,416	0
Årets resultat				-634,441,136	-634,441,136
Transaktioner med ägare:					
Aktieägartillskott			425,753,676		425,753,676
Summa transaktioner med aktieägare			**425,753,676**		**425,753,676**
Utgående balans per 31 december 2024	**211,001**	**16,616,699**	**622,532,045**	**-634,441,136**	**4,918,609**

21 100 100 antal aktier till ett värde av 211 001 SEK.
Totalt erhållet aktieägartillskott sedan bolaget bildats är 2 347 710 664 SEK, varav 110 626 070 SEK är klassificerat som ovillkorat aktieägartillskott och 2 237 084 594 SEK klassificerat som villkorat aktieägartillskott.
Årets aktieägartillskott är 425 753 676 SEK varav 0 SEK är klassificerat som ovillkorat aktieägartillskott,
och 425 753 676 SEK klassificerat som villkorat aktieägartillskott.

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Neo4j Sweden AB
556713-1106

MODERFÖRETAGETS KASSAFLÖDESANALYS

	Not	1/1/2024 12/31/2024	1/1/2023 12/31/2023
Den löpande verksamheten			
Rörelseresultat		-687,307,494	-474,009,184
Justeringar för poster som inte ingår i kassaflödet:			
Avskrivningar		557,243	571,871
Erhållen ränta		3,822,792	5,592,881
Erlagd ränta		-15,892	-29,406
Kassaflöde från den löpande verksamheten före förändringar av rörelsekapital		**-682,943,351**	**-467,873,838**
Kassaflöde från förändringar i rörelsekapital			
Minskning(+)/ökning(-) av kundfordringar		-2,954,675	-3,682,493
Minskning(+)/ökning(-) av övriga kortfristiga fordringar		-180,445,771	80,579,506
Minskning(-)/ökning(+) leverantörsskulder		19,854,526	4,792,889
Minskning(-)/ökning(+) av övriga kortfristiga skulder		134,943,780	59,929,307
Kassaflöde från den löpande verksamheten		**-711,545,491**	**-326,254,629**
Investeringsverksamheten			
Förvärv av materiella anläggningstillgångar		0	-141,571
Investeringar i finansiella anläggningstillgångar		-252,325	1,351
Förvärv av koncernbolag		0	0
Kassaflöde från investeringsverksamheten		**-252,325**	**-140,220**
Finansieringsverksamheten			
Inbetalt aktieägartillskott		425,753,676	662,748,693
Kassaflöde från finansieringsverksamheten		**425,753,676**	**662,748,693**
Årets kassaflöde		**-286,044,140**	**336,353,844**
Likvida medel vid årets början		**346,004,642**	**6,702,505**
Kursdifferens i likvida medel		**49,059,459**	**2,948,293**
Likvida medel vid årets slut	18	**109,019,961**	**346,004,642**

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556713-1106

NOTER

Not 1 Allmän information

Neo4j Sweden AB med organisationsnummer 556713-1106 är ett helägt dotterbolag till det amerikanska bolaget Neo4j Inc., reg. nr. 99-0368091, med säte i San Mateo, Kalifornien, USA.
Den svenska styrelsen har sitt säte i Malmö, Sverige.

Not 2 Redovisningsprinciper och värderingsprinciper

Företaget tillämpar Årsredovisningslagen (1995:1554) och Bokföringsnämndens allmänna råd BFNAR 2012:1 *Årsredovisning och koncernredovisning* ("K3").

Koncernredovisning

Koncernredovisningen omfattar moderföretaget Neo4j Sweden AB och de företag över vilka moderföretaget direkt eller indirekt har bestämmande inflytande (dotterföretag). Bestämmande inflytande innebär en rätt att utforma ett annat företags finansiella och operativa strategier i syfte att erhålla ekonomiska fördelar. Vid bedömningen av om ett bestämmande inflytande föreligger, ska hänsyn tas till innehav av finansiella instrument som är potentiellt röstberättigade och som utan dröjsmål kan utnyttjas eller konverteras till röstberättigade eget kapitalinstrument. Hänsyn ska också tas till om företaget genom agent har möjlighet att styra verksamheten. Bestämmande inflytande föreligger i normalfallet då moderföretaget direkt eller indirekt innehar aktier som representerar mer än 50 % av rösterna.

Ett dotterföretags intäkter och kostnader tas in i koncernredovisningen från och med tidpunkten för att företaget bildats till och med den tidpunkt då moderföretaget inte längre har ett bestämmande inflytande över dotterföretaget.

Redovisningsprinciperna för dotterföretag överensstämmer med koncernens redovisningsprinciper. Alla koncerninterna transaktioner, mellanhavanden samt orealiserade vinster och förluster hänförliga till koncerninterna transaktioner har eliminerats vid upprättandet av koncernredovisningen.

Intäkter

Intäkter har upptagits till verkligt värde av vad som erhållits eller kommer att erhållas och redovisas i den omfattning det är sannolikt att de ekonomiska fördelarna kommer att tillgodogöras företaget och intäkterna kan beräknas på ett tillförlitligt sätt. Följande kriterier måste uppfyllas innan intäkter redovisas:

Försäljning av programvara
Intäkter redovisas när de väsentliga riskerna och fördelarna som förknippas med äganderätten till programvaran har övergått på köparen och när intäktsbeloppet kan beräknas på ett tillförlitligt sätt.
Licensintäkten av försäljningen redovisas i perioden då äganderätten övergått till köparen, supporten relaterat till försäljningen redovisas över kontraktstiden.

Försäljning av tjänster

Intäkter avseende utförda tjänster redovisas med utgångspunkt från färdigställandegraden. Den beräknas som antalet utförda arbetstimmar i relation till det totala antalet arbetstimmar som uppskattas i varje enskilt avtal.
Om avtalets färdigställandegrad inte kan beräknas på ett tillförlitligt sätt redovisas intäkter till ett verkligt värde som motsvarar återvinningsbara kostnader.

Utdelning och ränteintäkter
Utdelnings- och ränteintäkter redovisas när ägarens rätt att erhålla betalning har fastställts.

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Köpta tjänster
Köpta tjänster avser kostnader som är direkt hänförliga till externa intäkter samt koncerninterna och externa tjänster.

Leasingavtal
Leasingavgifter vid operationella leasingavtal kostnadsförs linjärt över leasingperioden, såvida inte ett annat systematiskt sätt bättre återspeglar användarens ekonomiska nytta över tiden.

Utländsk valuta
Moderföretagets redovisningsvaluta är svenska kronor (SEK).

Omräkning av poster i utländsk valuta
Vid varje balansdag räknas monetära poster i utländsk valuta om till balansdagens kurs. Icke-monetära poster, som värderas till historiskt anskaffningsvärde i en utländsk valuta, räknas inte om. Valutakursdifferenser redovisas i rörelseresultatet eller som finansiell post utifrån den underliggande affärshändelsen, i den period de uppstår, med undantag för transaktioner som utgör säkring och som uppfyller villkoren för säkringsredovisning av kassaflöden eller av nettoinvesteringar.

Nettoinvesteringar i utlandsverksamhet
En monetär post som är en fordran eller skuld på en utlandsverksamhet, där en reglering inte är planerad eller trolig inom en överskådlig framtid, anses vara en del av koncernens nettoinvestering i utlandsverksamheten. Valutakursdifferenser avseende monetära poster som utgör del av företagets nettoinvesteringar i utlandsverksamhet och som värderas utifrån anskaffningsvärdet redovisas koncernens omräkningsreserv i eget kapital. Vid avyttring av en nettoinvestering i utlandsverksamhet redovisas valutakursdifferensen i resultaträkningen.

Omräkning av dotterföretag och utlandsverksamhet
Vid upprättande av koncernredovisning omräknas utländska dotterföretags tillgångar och skulder till svenska kronor enligt balansdagens kurs. Intäkts- och kostnadsposter omräknas till periodens genomsnittskurs, om inte valutakursen fluktuerat väsentligt under perioden då istället transaktionsdagens valutakurs används. Eventuella omräkningsdifferenser som uppstår redovisas direkt mot eget kapital. Vid avyttring av ett utländskt dotterföretag redovisas sådana omräkningsdifferenser i resultaträkningen som en del av realisationsresultatet.

Offentliga bidrag
Inkomster från offentliga bidrag som är förenade med krav på framtida prestation redovisas som intäkt när prestationen utförs och de ekonomiska fördelar som är förknippade med transaktionen sannolikt kommer att tillfalla företaget och inkomsten kan beräknas tillförlitligt. Offentliga bidrag har värderats till det verkliga värdet av den tillgång som företaget fått. Bidrag som mottagits före dess att villkoren för att redovisa det som intäkt har uppfyllts, redovisas som skuld.

Ersättningar till anställda
Ersättningar till anställda i form av löner, bonus, betald semester, betald sjukfrånvaro m m samt pensioner redovisas i takt med intjänandet. Beträffande pensioner och andra ersättningar efter avslutad anställning klassificeras dessa som avgiftsbestämda pensionsplaner. Koncernen har endast avgiftsbestämda pensionsplaner.

Avgiftsbestämda planer
För avgiftsbestämda planer betalar koncernen fastställda avgifter till en separat oberoende juridisk enhet och har ingen förpliktelse att betala ytterligare avgifter. Koncernens resultat belastas för kostnader i takt med att förmånerna intjänas vilket normalt sammanfaller med tidpunkten för när premier erläggs.

Aktierelaterade ersättningar
De aktierelaterade ersättningar i form av optionsprogram som tilldelas anställda regleras och redovisas i Neo4j, Inc. Det finns inga övriga långfristiga ersättningar till anställda.

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Skatt
Total skatt utgörs av skatt och uppskjuten skatt. Skatter redovisas I resultaträkningen, utom då underliggande transaktioner redovisas direkt mot eget kapital varvid tillhörande skatteeffekt redovisas i eget kapital.

Aktuell skatt
Aktuell skatt avser inkomsttkatt för innevarande räkenskapsår samt den del av tidigare räkenskapsårs inkomstskatt som ännu inte redovisats. Aktuell skatt beräknas utifrån per den skattesats dom gäller per balansdagen.

Uppskjuten skatt
Uppskjuten skatt är inkomstskatt som avser framtida räkenskapsår till följd av tidigare händelser. Redovisningen sker enligt balansräkningsmetoden. Enligt denna redovisas uppdskjutna skatteskulder och uppskjutna skattefodringar på temporära skillnader som uppstår mellan bokförda respektive skattemässiga värden för tillgångar och skulder samt för övriga skattemässiga avdrag eller underskott.

Uppskjutna skattefordrigar nettoredovisas mot uppskjutna skatteskulder endast om de kan betalas med nettobelopp. Uppskjuten skatt beräknas utifrån gällande skattesats på balansdagen. Effekter av förändringar I gällande skattesats resultatförs I den period förändringen lagstadgats. Uppskjuten skattefordringar reduceras till den del det inte är sannolikt att den underliggande skattefordran kommer att kunna realisieras inom en överskådlig framtid. Uppskjuten skattefordran redovisas som finasiell anläggningstillgång och uppskjuten skatteskuld som avsättning.

Materiella anläggningstillgångar
Materiella anläggningstillgångar redovisas till anskaffningsvärde efter avdrag för ackumulerade avskrivningar och eventuella nedskrivningar.

Anskaffningsvärdet består av inköpspriset, utgifter som är direkt hänförliga till förvärvet för att bringa den på plats och i skick att användas samt uppskattade utgifter för nedmontering och bortforsling av tillgången och återställande av plats där den finns.

Avskrivningar på materiella anläggningstillgångar kostnadsförs så att tillgångens anskaffningsvärde, eventuellt minskat med beräknat restvärde vid nyttjandeperiodens slut, skrivs av linjärt över dess bedömda nyttjandeperiod. Avskrivning påbörjas när den materiella anläggningstillgången kan tas i bruk. Materiella anläggningstillgångars nyttjandeperioder uppskattas till:

Maskiner och andra tekniska anläggningar:	
Inventarier, verktyg och installationer	3-5 år

Bedömda nyttjandeperioder och avskrivningsmetoder omprövas om det finns indikationer på att förväntad förbrukning har förändrats väsentligt jämfört med uppskattningen vid föregående balansdag. Då företaget ändrar bedömning av nyttjandeperioder, omprövas även tillgångens eventuella restvärde. Effekten av dessa ändringar redovisas framåtriktat.

Borttagande från balansräkningen
Det redovisade värdet för en materiell anläggningstillgång tas bort från balansräkningen vid utrangering eller avyttring, eller när inte några framtida ekonomiska fördelar väntas från användning eller utrangering/avyttring av tillgången eller komponenten. När tillkommande utgifter räknas in i anskaffningsvärdet (se ovan) tas det redovisade värdet på de delar som byts ut bort från balansräkningen.

Den vinst eller förlust som uppkommer när en materiell anläggningstillgång eller en komponent tas bort från balansräkningen är skillnaden mellan vad som eventuellt erhålls, efter avdrag för direkta försäljningskostnader, och tillgångens redovisade värde. Den realisationsvinst eller realisationsförlust som uppkommer när en materiell anläggningstillgång eller en komponent tas bort från balansräkningen redovisas i resultaträkningen som en övrig rörelseintäkt eller övrig rörelsekostnad.

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Likvida medel
Likvida medel inkluderar kassamedel och disponibla tillgodohavanden hos banker och andra kreditinstitut samt andra kortfristiga likvida placeringar som lätt kan omvandlas till kontanter och är föremål för en obetydlig risk för värdefluktuationer. För att klassificeras som likvida medel får löptiden inte överskrida tre månader från tidpunkten för förvärvet.

Kassaflödesanalys
Kassaflödesanalysen visar koncernens och moderbolagets förändringar av företagets likvida medel under räkenskapsåret. Kassaflödesanalysen har upprättats enligt den indirekta metoden. Det redovisade kassaflödet omfattar endast transaktioner som medfört in- och utbetalningar.

Not 3 Viktiga uppskattningar och bedömningar

Viktiga källor till osäkerhet i uppskattningar
Företaget riktar sig mot en Global marknad och konkurrerar i en sektor som är i ständig förändring, vilket gör det svårt att förutse framtida resultat. För att upprätthålla en positiv tillväxt är det därför viktigt att företaget kan anpassa sig till kundernas behov och den teknologiska utvecklingen.
Företaget har inga väsentliga uppskattningar som det råder osäkerhet om.

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Not 4 Nettoomsättningens fördelning

Nettoomsättning per verksamhetsgren	Koncernen 2024	Koncernen 2023	Moderföretaget 2024	Moderföretaget 2023
Licenser	426,297,982	409,225,915	426,297,982	409,225,915
Royalties	383,076,052	319,276,906	471,232,067	388,758,963
Konsulttjänster	41,802,426	37,228,969	41,802,426	37,228,970
Summa	**851,176,460**	**765,731,790**	**939,332,475**	**835,213,848**

Nettoomsättning per geografisk marknad	Koncernen 2024	Koncernen 2023	Moderföretaget 2024	Moderföretaget 2023
Sverige	37,337,376	31,431,062	37,337,376	31,431,062
Övriga Europa	370,098,008	348,643,364	452,903,648	413,545,066
Övriga världen	443,741,076	385,657,364	449,091,451	390,237,720
Summa	**851,176,460**	**765,731,790**	**939,332,475**	**835,213,848**

Not 5 Uppgift om inköp och försäljning inom samma koncern

	Koncernen 2024	Koncernen 2023	Moderföretaget 2024	Moderföretaget 2023
Inköp	-328,178,086	-249,375,403	-1,032,281,355	-837,256,465
Försäljning	374,920,357	319,276,906	471,232,067	388,758,963

Koncernintern försäljning består av royalties och koncerninterna administrativa tjänster och ingår i nettoomsättningen.
Koncerninterna tjänster ingår i köpta tjänster.

Not 6 Upplysning om ersättning till revisorn

	Koncernen 2024	Koncernen 2023	Moderföretaget 2024	Moderföretaget 2023
Grant Thornton				
revisionsuppdrag	496,087	477,553	315,000	317,000
övriga tjänster	565,200	308,370	565,200	308,370
MHA MacIntyre Hudson				
revisionsuppdrag	118,299	118,926	0	0
Övriga				
revisionsuppdrag	8,808	-35,692	0	0
Summa	**1,188,394**	**869,157**	**880,200**	**625,370**

Med revisionsuppdrag avses revisorns ersättning för den lagstadgade revisionen. Arbetet innefattar granskningen av årsredovisningen och koncernredovisningen och bokföringen, styrelsens förvaltning samt arvode för revisionsrådgivning som lämnats i samband med revisionsuppdraget.

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Not 7 Operationella leasingavtal

	Koncernen		Moderföretaget	
	2024	2023	2024	2023
Kostnadsförda leasingsavgifter avseende operationella leasingavtal	12,421,724	11,060,364	5,776,868	5,419,480
Framtida minmileasingavgifter avseende ej uppsägningsbara operationella leasingavtal:				
Ska betalas inom 1 år	9,907,972	10,399,351	5,274,585	5,396,492
Ska betalas inom 1-5 år	3,494,870	5,495,466	2,739,174	2,556,800
Ska betalas senare än 5 år	0	0	0	0

Koncernen har ingått följande väsentliga leasingavtal vilka redovisas som operationella leasing avtal:
Hyresavtal med 46371 Kungsleden Studio AB, Fabege Fastigheter Sverige AB och London Propco 4 Limited.

Not 8 Antal anställda, löner, andra ersättningar och sociala kostnader

	2024		2023	
Medeltalet anställda	Antal anställda	Varav antal män	Antal anställda	Varav antal män
Moderföretaget				
Sverige	179	135	172	131
Totalt i moderföretaget	**179**	**135**	**172**	**131**
Dotterföretag				
Storbritannien	207	163	176	141
Tyskland	29	26	27	25
Singapore	17	14	14	12
China	0	0	0	0
Totalt i dotterföretag	**253**	**203**	**217**	**178**
Totalt i koncernen	**432**	**338**	**389**	**309**

	Koncernen		Moderföretaget	
	12/31/2024	12/31/2023	12/31/2024	12/31/2023
Fördelning ledande befattningshavare per balansdagen				
Män:				
styrelseledamöter	2	2	2	2
Totalt	**2**	**2**	**2**	**2**

	2024		2023	
Löner, andra ersättningar m m	Löner och andra ersättningar	Soc kostn (varav pensions-kostnader)	Löner och andra ersättningar	Soc kostn (varav pensions-kostnader)
Moderföretaget	191,045,978	101,658,931 (16,298,880)	165,049,404	88,695,236 (14,407,208)
Dotterföretag	518,896,777	77,178,396 (20,392,285)	452,363,326	61,313,871 (16,288,257)
Totalt i koncernen	**709,942,755**	**178,837,327** **(36,691,165)**	**617,412,730**	**150,009,107** **(30,695,465)**

	2024		2023	
Löner och andra ersättningar fördelade mellan styrelse-ledamöter och anställda	Styrelse varav tantiem och dylikt)	Övriga anställda	Styrelse (varav tantiem och dylikt)	Övriga anställda
Moderföretaget	3,904,275	187,141,703	3,986,772	161,062,632
Dotterföretag	0	518,896,777	0	452,363,326
Totalt i koncernen	**3,904,275**	**706,038,480**	**3,986,772**	**613,425,958**

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Pensioner
Koncernens och moderföretagets kostnad för avgiftsbestämda pensionsplaner uppgår till 36 691 165 SEK (30 695 465 SEK). Koncernen har inga förmånsbestämda pensionsplaner.

Av koncernens och moderföretagets pensionskostnader avser 199 480 SEK (202 180 SEK) gruppen styrelse. Det finns inga andra utestående pensionsförpliktelser.

Personaloptioner
Bolagets amerikanska koncernmoderbolag Neo4j, Inc har ställt ut optioner till bolagets anställda.

Not 9 Övriga rörelsekostnader

	Koncernen		Moderföretaget	
	2024	2023	2024	2023
Kursdifferenser	-37,908,489	-2,198,733	-37,908,489	-2,180,778
Summa	**-37,908,489**	**-2,198,733**	**-37,908,489**	**-2,180,778**

Not 10 Övriga ränteintäkter och liknande intäkter

	Koncernen		Moderföretaget	
	2024	2023	2024	2023
Ränteintäkter	4,257,589	5,948,473	3,822,791	5,592,881
Kursdifferenser	44,371,854	4,778,751	49,059,459	2,948,293
Summa	**48,629,443**	**10,727,224**	**52,882,250**	**8,541,174**

Not 11 Räntekostnader och liknande kostnader

	Koncernen		Moderföretaget	
	2024	2023	2024	2023
Räntekostnader	-175,483	-1,901,855	-15,892	-29,406
Summa	**-175,483**	**-1,901,855**	**-15,892**	**-29,406**

Not 12 Skatt på årets resultat

Avstämning årets skattekostnad	Koncernen		Moderföretaget	
	2024	2023	2024	2023
Redovisat resultat före skatt	-614,519,585	-454,087,612	-634,441,136	-465,497,416
Skatt beräknad enligt svensk skattesats 20.6 % (20.6%)	126,591,035	93,542,048	130,694,874	95,892,468
Justering av tidigare års skatt	25,461,495	-188,195	0	0
Justering för skillnader i skattesats i utlandet	-1,259,426	-1,366,496	0	0
Skattefria intäkter	1,469,305	260,715	1,469,305	260,715
Ej avdragsgilla kostnader	-3,181,949	-1,909,337	-3,181,949	-1,909,337
Underskottsavdrag som ej redovisas som en tillgång	-128,982,230	-94,243,846	-128,982,230	-94,243,846
Redovisad skatt i resultaträkningen	**20,098,230**	**-3,905,111**	**0**	**0**
Effektiv skattesats	*-3.27%*	*0.86%*	*0.00%*	*0.00%*

Nominell skattesats för svenska aktiebolag utgör år 2024 20.6% (2023 20.6%)
I moderbolaget uppgår underskott av näringsverksamhet till 2 328 900 870 SEK (1 702 773 542 SEK).

Neo4j Sweden AB
556713-1106

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Not 13 Inventarier, verktyg och installationer

	Koncernen		Moderföretaget	
	12/31/2024	12/31/2023	12/31/2024	12/31/2023
Ingående anskaffningsvärde	9,386,681	9,312,068	5,197,902	5,205,006
Inköp	0	141,571	0	141,571
Försäljningar/utrangeringar	-128,216	-148,675	0	-148,675
Omräkningsdifferans	324,459	81,717	0	0
Utgående ackumulerade anskaffningsvärden	**9,582,924**	**9,386,681**	**5,197,902**	**5,197,902**
Ingående avskrivningar	-8,225,120	-7,498,970	-4,093,243	-3,670,047
Försäljningar/utrangeringar	128,216	148,675	0	148,675
Årets avskrivningar	-617,105	-805,139	-557,244	-571,871
Omräkningsdifferans	-321,469	-69,686	0	0
Utgående ackumulerade avskrivningar	**-9,035,478**	**-8,225,120**	**-4,650,487**	**-4,093,243**
Utgående planenligt restvärde	**547,446**	**1,161,561**	**547,415**	**1,104,659**

Not 14 Andra långfristiga fordringar

	Koncernen		Moderföretaget	
	12/31/2024	12/31/2023	12/31/2024	12/31/2023
Ingående anskaffningsvärde	4,337,314	4,045,077	1,380,500	1,381,851
Tillkommande fordringar	615,099	305,157	251,608	0
Reglerade fordringar	0	-42,666	0	-1,351
Valutajusteringar	232,168	29,746	717	0
Utgående ackumulerade anskaffningsvärden	**5,184,581**	**4,337,314**	**1,632,825**	**1,380,500**
Utgående redovisat värde	**5,184,581**	**4,337,314**	**1,632,825**	**1,380,500**

Not 15 Förutbetalda kostnader och upplupna intäkter

	Koncernen		Moderföretaget	
	12/31/2024	12/31/2023	12/31/2024	12/31/2023
Förutbetalda hyror	243,405	3,149,967	0	1,564,614
Förutbetalda marknadsföringskostnader	1,362,774	3,192,009	321,298	1,422,873
Övriga poster	7,473,339	8,840,355	4,908,989	6,618,204
Summa	**9,079,518**	**15,182,331**	**5,230,287**	**9,605,691**

Not 16 Aktiekapital

Aktiekapitalet består av 21 100 100 antal A-aktier med ett kvotvärde om 0,01 SEK.

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Not 17 Upplupna kostnader och förutbetalda intäkter

	Koncernen		Moderföretaget	
	12/31/2024	12/31/2023	12/31/2024	12/31/2023
Upplupna löner	34,499,711	46,151,252	14,847,956	15,669,376
Upplupna semesterlöner	21,727,237	19,651,487	20,384,812	17,222,499
Upplupna sociala avgifter	22,941,959	16,280,305	15,893,558	12,386,678
Förutbetalda intäkter	319,481,390	212,648,707	319,481,390	212,648,707
Övriga upplupna kostnader	12,406,501	8,883,591	5,820,177	5,307,722
Summa	**411,056,798**	**303,615,342**	**376,427,893**	**263,234,982**

Not 18 Likvida medel i kassaflödet

	Koncernen		Moderföretaget	
	12/31/2024	12/31/2023	12/31/2024	12/31/2023
Disponibla tillgodohavanden hos banker och andra kreditinstitut	116,079,882	347,902,197	109,019,961	346,004,642
Summa	**116,079,882**	**347,902,197**	**109,019,961**	**346,004,642**

Not 19 Andelar i koncernföretag

	Moderföretaget	
	12/31/2024	12/31/2023
Ingående anskaffningsvärde	782,607	782,607
Bildning av Neo4j Singapore Pte. Ltd.	0	0
Bildning av Neo4j China	0	0
Utgående ackumulerade anskaffningsvärden	**782,607**	**782,607**
Utgående redovisat värde	**782,607**	**782,607**

				Bokfört värde	
Företagets namn	**Kapital-andel**	**Rösträtts-andel**	**Antal andelar**	**12/31/2024**	**12/31/2023**
Neo4j UK Limited	100%	100%	100	1,125	1,125
Neo4j Germany GmbH	100%	100%	25,000	265,230	265,230
Neo4j Singapore Pte. Ltd.	100%	100%	20	7	7
Neo4j China	100%	100%	1	516,245	516,245
Summa				**782,607**	**782,607**

Företagets namn	Org.nr	Säte	Eget kapital	Årets reultat
Neo4j UK Limited	10,922,328	London	83,020,537	36,824,641
Neo4j Germany GmbH	HRB 252331	Munich	-1,706,030	2,235,768
Neo4j Singapore Pte. Ltd.	202109145Z	Singapore	943,611	154,118
Neo4j China	91310000MABY53QB9C	Shanghai	497,135	-1,535

Not 20 Händelser efter balansdagen

Bolaget har under årets fyra första månader erhållit ett aktieägartillskott på 219 885 622 SEK.

Not 21 Disposition av företagets vinst

Till årsstämmans förfogande står följande vinstmedel

Fri överkursfond	16,616,699
Balanserat resultat	622,532,045
Årets resultat	-634,441,136
	4,707,608

Styrelsen föreslår att

i ny räkning balanseras	4,707,608
	4,707,608

TV

Neo4j Sweden AB
556713-1106

Malmö den 25/6-2025

Emil Eifrém
Styrelsens ordförande

Michael Asher
Styrelseledamot

Vår revisionsberättelse har avgivits den 25/6-2025

Grant Thornton Sweden AB

Tobias Uhrberg
Auktoriserad revisor

ank=20250625;20250630134755

ank=20250627-20250630011476

Revisionsberättelse

Till bolagsstämman i Neo4j Sweden AB

Org.nr. 556713 - 1106

Rapport om årsredovisningen och koncernredovisningen

Uttalanden

Vi har utfört en revision av årsredovisningen och koncernredovisningen för Neo4j Sweden AB för år 2024.

Enligt vår uppfattning har årsredovisningen och koncernredovisningen upprättats i enlighet med årsredovisningslagen och ger en i alla väsentliga avseenden rättvisande bild av moderbolagets och koncernens finansiella ställning per den 31 december 2024 och av dessas finansiella resultat och kassaflöden för året enligt årsredovisningslagen. Förvaltningsberättelsen är förenlig med årsredovisningens och koncernredovisningens övriga delar.

Vi tillstyrker därför att bolagsstämman fastställer resultaträkningen och balansräkningen för moderbolaget och koncernen.

Grund för uttalanden

Vi har utfört revisionen enligt International Standards on Auditing (ISA) och god revisionssed i Sverige. Vårt ansvar enligt dessa standarder beskrivs är närmare i avsnittet *Revisorns ansvar*. Vi är oberoende i förhållande till moderbolaget och koncernen enligt god revisorssed i Sverige och har i övrigt fullgjort vårt yrkesetiska ansvar enligt dessa krav.

Vi anser att de revisionsbevis vi har inhämtat är tillräckliga och ändamålsenliga som grund för våra uttalanden.

Styrelsens ansvar

Det är styrelsen som har ansvaret för att årsredovisningen och koncernredovisningen upprättas och att den ger en rättvisande bild enligt årsredovisningslagen. Styrelsen ansvarar även för den interna kontroll som den bedömer är nödvändig för att upprätta en årsredovisning och koncernredovisning som inte innehåller några väsentliga felaktigheter, vare sig dessa beror på oegentligheter eller misstag.

Vid upprättandet av årsredovisningen och koncernredovisningen ansvarar styrelsen för bedömningen av bolagets och koncernens förmåga att fortsätta verksamheten. Den upplyser, när så är tillämpligt, om förhållanden som kan påverka förmågan att fortsätta verksamheten och att använda antagandet om fortsatt drift. Antagandet om fortsatt drift tillämpas dock inte om styrelsen avser att likvidera bolaget, upphöra med verksamheten eller inte har något realistiskt alternativ till att göra något av detta.

Revisorns ansvar

Våra mål är att uppnå en rimlig grad av säkerhet om huruvida årsredovisningen och koncernredovisningen som helhet inte innehåller några väsentliga felaktigheter, vare sig dessa beror på oegentligheter eller misstag, och att lämna en revisionsberättelse som innehåller våra uttalanden. Rimlig säkerhet är en hög grad av säkerhet, men är ingen garanti för att en revision som utförs enligt ISA och god revisionssed i Sverige alltid kommer att upptäcka en väsentlig felaktighet om en sådan finns. Felaktigheter kan uppstå på grund av oegentligheter eller misstag och anses vara väsentliga om de enskilt eller tillsammans rimligen kan förväntas påverka de ekonomiska beslut som användare fattar med grund i årsredovisningen och koncernredovisningen.

Som del av en revision enligt ISA använder vi professionellt omdöme och har en professionellt skeptisk inställning under hela revisionen. Dessutom:

- identifierar och bedömer vi riskerna för väsentliga felaktigheter i årsredovisningen och koncernredovisningen, vare sig dessa beror på oegentligheter eller misstag, utformar och utför granskningsåtgärder bland annat utifrån dessa risker och inhämtar revisionsbevis som är tillräckliga och ändamålsenliga för att utgöra en grund för våra uttalanden. Risken för att inte upptäcka en väsentlig felaktighet till följd av oegentligheter är högre än för en väsentlig felaktighet som beror på misstag, eftersom oegentligheter kan innefatta agerande i maskopi, förfalskning, avsiktliga utelämnanden, felaktig information eller åsidosättande av intern kontroll.
- skaffar vi oss en förståelse av den del av bolagets interna kontroll som har betydelse för vår revision för att utforma granskningsåtgärder som är lämpliga med hänsyn till omständigheterna, men inte för att uttala oss om effektiviteten i den interna kontrollen.
- utvärderar vi lämpligheten i de redovisningsprinciper som används och rimligheten i styrelsens uppskattningar i redovisningen och tillhörande upplysningar.
- drar vi en slutsats om lämpligheten i att styrelsen använder antagandet om fortsatt drift vid upprättandet av årsredovisningen och koncernredovisningen. Vi drar också en slutsats, med grund i de inhämtade revisionsbevisen, om huruvida det finns någon väsentlig osäkerhetsfaktor som avser sådana händelser eller förhållanden som kan leda till betydande tvivel om bolagets och koncernens förmåga att fortsätta verksamheten. Om vi drar slutsatsen att det finns en väsentlig osäkerhetsfaktor, måste vi i revisionsberättelsen fästa uppmärksamheten på upplysningarna i årsredovisningen och koncernredovisningen om den väsentliga osäkerhetsfaktorn eller, om sådana upplysningar är otillräckliga, modifiera uttalandet om årsredovisningen och koncernredovisningen. Våra slutsatser baseras på de revisionsbevis som inhämtas fram till datumet för revisionsberättelsen. Dock kan framtida händelser eller förhållanden göra att ett bolag och en koncern inte längre kan fortsätta verksamheten.

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- utvärderar vi den övergripande presentationen, strukturen och innehållet i årsredovisningen och koncernredovisningen, däribland upplysningarna, och om årsredovisningen och koncernredovisningen återger de underliggande transaktionerna och händelserna på ett sätt som ger en rättvisande bild.
- planerar och utför vi koncernrevisionen för att inhämta tillräckliga och ändamålsenliga revisionsbevis avseende den finansiella informationen för företag eller affärsenheter inom koncernen som grund för att göra ett uttalande avseende koncernredovisningen. Vi ansvarar för styrning, övervakning och genomgång av det revisionsarbete som utförts för koncernrevisionens syfte. Vi är ensamt ansvariga för våra uttalanden.

Vi måste informera styrelsen om bland annat revisionens planerade omfattning och inriktning samt tidpunkten för den. Vi måste också informera om betydelsefulla iakttagelser under revisionen, däribland de eventuella betydande brister i den interna kontrollen som vi identifierat.

Rapport om andra krav enligt lagar och andra författningar

Uttalanden

Utöver vår revision av årsredovisningen och koncernredovisningen har vi även utfört en revision av styrelsens förvaltning för Neo4j Sweden AB för år 2024 samt av förslaget till dispositioner beträffande bolagets vinst eller förlust.

Vi tillstyrker att bolagsstämman disponerar vinsten enligt förslaget i förvaltningsberättelsen och beviljar styrelsens ledamöter ansvarsfrihet för räkenskapsåret.

Grund för uttalanden

Vi har utfört revisionen enligt god revisionssed i Sverige. Vårt ansvar enligt denna beskrivs närmare i avsnittet *Revisorns ansvar*. Vi är oberoende i förhållande till moderbolaget och koncernen enligt god revisorssed i Sverige och har i övrigt fullgjort vårt yrkesetiska ansvar enligt dessa krav.

Vi anser att de revisionsbevis vi har inhämtat är tillräckliga och ändamålsenliga som grund för våra uttalanden.

Styrelsens ansvar

Det är styrelsen som har ansvaret för förslaget till dispositioner beträffande bolagets vinst eller förlust. Vid förslag till utdelning innefattar detta bland annat en bedömning av om utdelningen är försvarlig med hänsyn till de krav som bolagets och koncernens verksamhetsart, omfattning och risker ställer på storleken av moderbolagets och koncernens egna kapital, konsolideringsbehov, likviditet och ställning i övrigt.

Styrelsen ansvarar för bolagets organisation och förvaltningen av bolagets angelägenheter. Detta innefattar bland annat att fortlöpande bedöma bolagets och koncernens ekonomiska situation och att tillse att bolagets organisation är utformad så att bokföringen, medelsförvaltningen och bolagets ekonomiska angelägenheter i övrigt kontrolleras på ett betryggande sätt.

Revisorns ansvar

Vårt mål beträffande revisionen av förvaltningen, och därmed vårt uttalande om ansvarsfrihet, är att inhämta revisionsbevis för att med en rimlig grad av säkerhet kunna bedöma om någon styrelseledamot i något väsentligt avseende:

- företagit någon åtgärd eller gjort sig skyldig till någon försummelse som kan föranleda ersättningsskyldighet mot bolaget, eller
- på något annat sätt handlat i strid med aktiebolagslagen, årsredovisningslagen eller bolagsordningen.

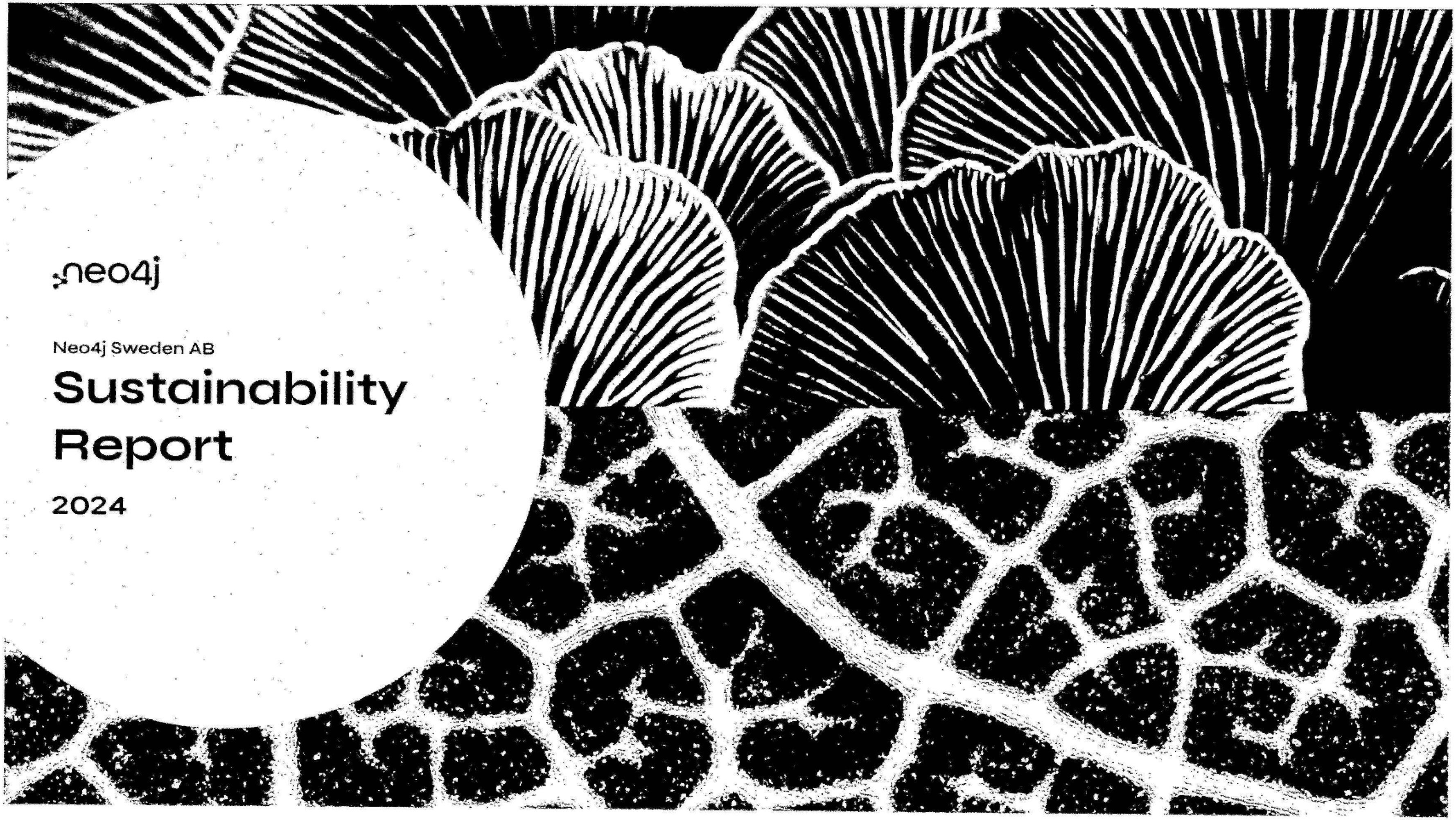
Vårt mål beträffande revisionen av förslaget till dispositioner av bolagets vinst eller förlust, och därmed vårt uttalande om detta, är att med rimlig grad av säkerhet bedöma om förslaget är förenligt med aktiebolagslagen.

Rimlig säkerhet är en hög grad av säkerhet, men ingen garanti för att en revision som utförs enligt god revisionssed i Sverige alltid kommer att upptäcka åtgärder eller försummelser som kan föranleda ersättningsskyldighet mot bolaget, eller att ett förslag till dispositioner av bolagets vinst eller förlust inte är förenligt med aktiebolagslagen.

Som en del av en revision enligt god revisionssed i Sverige använder vi professionellt omdöme och har en professionellt skeptisk inställning under hela revisionen. Granskningen av förvaltningen och förslaget till dispositioner av bolagets vinst eller förlust grundar sig främst på revisionen av räkenskaperna. Vilka tillkommande granskningsåtgärder som utförs baseras på vår professionella bedömning med utgångspunkt i risk och väsentlighet. Det innebär att vi fokuserar granskningen på sådana åtgärder, områden och förhållanden som är väsentliga för verksamheten och där avsteg och överträdelser skulle ha särskild betydelse för bolagets situation. Vi går igenom och prövar fattade beslut, beslutsunderlag, vidtagna åtgärder och andra förhållanden som är relevanta för vårt uttalande om ansvarsfrihet. Som underlag för vårt uttalande om styrelsens förslag till dispositioner beträffande bolagets vinst eller förlust har vi granskat om förslaget är förenligt med aktiebolagslagen.

Malmö 2025-06-25
Grant Thornton Sweden AB

Tobias Uhrberg
Auktoriserad revisor



neo4j

Neo4j Sweden AB

Sustainability Report

2024

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01 Introduction

This report outlines our organization's commitment to sustainability and our progress towards our sustainability goals. We believe that sustainable practices are crucial for the long-term health of our planet and the success of our business.

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CEO's statement

Our mission is to help the world make sense of data. We believe in the value of relationships: from the way our mind connects new things to known things, to the way rivers intersect, beehives work and friend circles grow, relationships are everywhere - and they fuel everything. It's relationships that help us understand the world around us. When you uncover hidden relationships in your data, you uncover new possibilities in your world. This is our Big Idea, we encode that idea in software and with that software, our customers change the world.

2024

2024 marked a pivotal moment in the evolution of enterprise technology. While the macroeconomic environment remained uncertain, with many organizations shifting their focus from growth to efficiency, a fundamental platform shift was confirmed with the rise of AI. Generative AI (GenAI) continued to evolve at remarkable speed, and Retrieval-Augmented Generation (RAG) became firmly established as a critical architectural pattern for building enterprise-grade AI applications. Within this paradigm, GraphRAG is emerging as a superior method thanks to its ability to integrate structured knowledge and improve accuracy, transparency, and explainability. As demand for intelligent and explainable AI systems grows, we are well positioned to power the next generation of enterprise applications.

At Neo4j, we believe we have a key role to play in this transition and see a clear path toward becoming an essential component of the GenAI stack. Our graph technology enables organizations to ground LLMs in high-quality, connected data, addressing key limitations such as hallucination and lack of traceability.

This conviction was echoed in a defining milestone: Neo4j surpassed $200 million in annual recurring revenue (ARR), doubling ARR over the past three years while maintaining a $28+ valuation. Operational efficiency improved meaningfully in 2024, as we balanced disciplined execution with targeted investments to accelerate our leadership in graph and AI, powered by the accelerating adoption of our technology in AI systems that rely on deeply interconnected data. Our cloud business has grown 5x over three years, and our position as the leading graph platform was reinforced through partnerships with major hyperscalers and ecosystem leaders.

In line with our long-standing commitment to protect democracy, as exemplified by our contribution to the Panama Papers investigation, we continued our efforts to support democracy in 2024. We partnered with Syracuse University's Institute for Democracy, Journalism and Citizenship on the ElectionGraph project, providing a research grant and access to our technology to help track misinformation and the influence of online political ads during the U.S. presidential election.
We granted a Graphs4Good license to the European ESG project SustainGraph.
We remain focused on our mission: helping the world make sense of data. To accomplish this, we will continue to deliver critical product innovations that strengthen our cloud-first approach and advance our vision to make connected data accessible, trusted, and impactful.

Integrating Sustainability

We've always had a strong focus on our customers and the technology we provide, but also a deep consideration for the impact we can have on society, the environment, open-source development, and the role we play.

We truly believe that we will help solve some of the world's most complex problems through graphs. Many of the leading advances in science research (Genome, Alpha Fold, GraphCast) and AI (Transfomers, Vector Search, Reasoning) are based on graph data structures and graph computing. We are now formalizing this focus by bringing the same level of attention to the environmental, social and governance (ESG) impacts of our business and increasing engagement with sustainability topics. We are taking the necessary steps to comply with our sustainability statutory requirements in Sweden; and this has also allowed us to be prepared for our Corporate Sustainability Reporting Directive (CSRD) compliance journey in the EU.

We received in 2024 even more requests to disclose our sustainability reporting mainly from potential, current customers and investors. We believe that the main reason is due to CSRD legislation coming into place in Europe, and given that several of our large customers fall into the first round of reporting companies that had to engage with their vendors, in this case Neo4j, to calculate their scope 3 emissions and sustainability; therefore the increasing number of requests to disclose our sustainability impacts and our future sustainability commitments.

Large and listed companies are taking sustainability to the next level, since many have made public commitments in line with the Paris Agreement, Carbon Disclosure Project (CDP), Green House Gas (GHG) Protocol, and the Science Based Target Initiatives (SBTI) to achieve net zero emissions or ambitious emissions reduction targets in the next five, ten and fifteen years. These commitments have made them look closely into their value chain and identify where their highest emissions are coming from, they are engaging with their vendors to ensure that renewable energy is the standard energy source fueling their operations, and they are also requesting us to develop and advance a greenhouse gas (GHG) emission reduction strategies covering Scopes 1, 2 and 3, including engaging with our own suppliers to decarbonize our supply chains and set GHG reduction strategy targets.

While Neo4j has demonstrated significant strengths in the Social and Governance aspects of ESG, further efforts are required to enhance our performance in the Environmental dimension. In the coming years, one of our focus will be to try to prioritize this particularly relevant subject matter. This will guide our planning and overall direction as we move forward.

Besides the regulatory sustainability reporting requirements, Neo4j Sweden AB performs on an annual basis a sustainability evaluation on Ecovadis, where we publish our sustainability scorecard and we share it with our active customers for them to follow the progress we are doing in sustainability topics.

To ensure that we properly handle the different ESG reporting requests, Neo4j has created a global ESG-task force group to address the different sustainability reporting requests. This group is composed of members from the Finance, Legal, HR, Sales Operations, IT and Security departments that collaborate and discuss ESG related topics to ensure compliance. We aim to assure our customers, partners, employees, investors, suppliers, graph users, and other stakeholders that we are committed to working with sustainability and we want this topic and awareness just to grow inside our company as well as in the rest of the world.

Basis for Preparation

This Sustainability Report covers the operations of our Malmö-based entity Neo4j Sweden AB (reg. no. 556713-1106) for the period from 1 January to 31 December 2024, and is compiled in accordance with the Swedish Annual Accounts Act.
This is Neo4j

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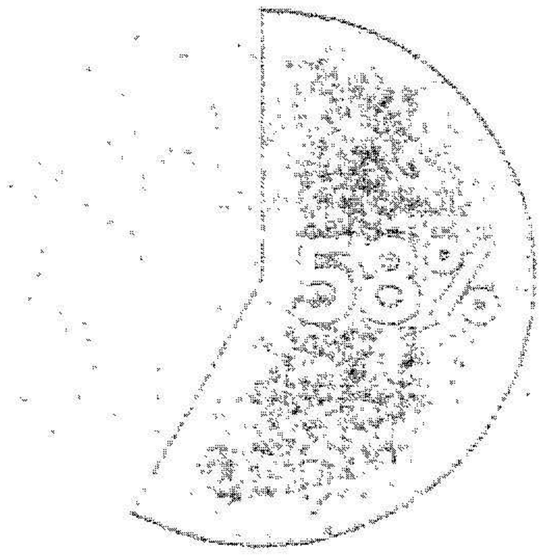
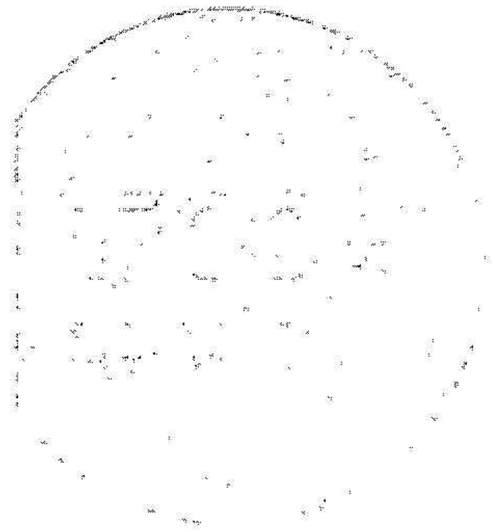
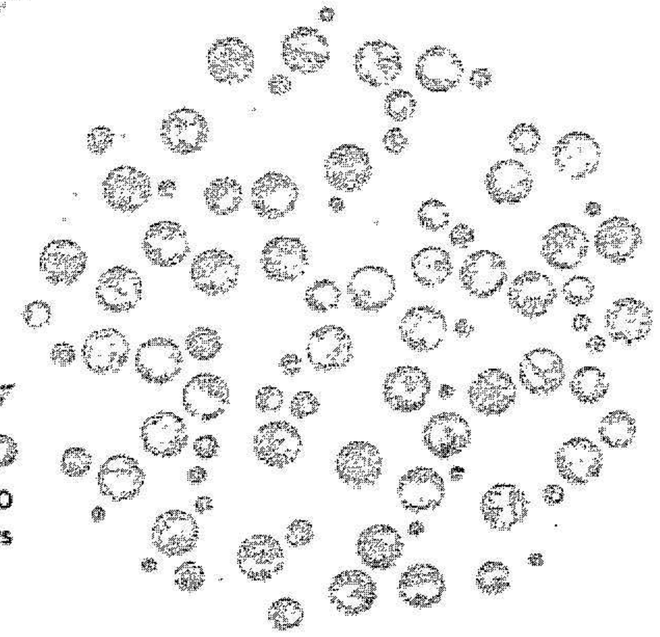


of the Fortune 500
power their business with Neo4j





of the Fortune 100
are Neo4j customers

This is Neo4j

Neo4j's mission has always been focused on helping organizations make sense of data to solve their most complex business problems. Our products enable organizations to unlock the business value of connections, influences, and relationships in data: through new applications that adapt to changing business needs, and by enabling existing applications to scale with the business. Companies are using Neo4j to implement breakthrough solutions across diverse use cases like fraud detection, supply chain optimization, real-time recommendations, and identity & network security.

We, as a company, want the world to benefit from finding relationships in data to tackle the global challenges of today and tomorrow. With more than 1000 enterprise customers, Neo4j is the world's leading provider of scalable graph technology, enabling connected data applications for more than 80% of the Fortune 100.

Business model

Neo4j Sweden AB is a subsidiary of Neo4j Inc. headquartered in the United States. Neo4j is the Graph Database & Analytics leader that helps organizations find hidden patterns and relationships across billions of data connections deeply, easily, and quickly. Neo4j's full graph stack delivers powerful native graph storage with native vector search capability, data science, advanced analytics, and visualization. Neo4j includes a free and open-source community edition offering; commercially licensed run-anywhere enterprise editions; native integrations within Google Cloud, Microsoft Azure, and AWS; OEM partnerships; and revenue through consulting, training, and other cloud-based services.

Core values

We Value Relationships

At Neo4j, relationships are first-class entities. We intentionally nurture and cultivate relationships within our company, within our products, with our customers, with our shareholders, with our partners, and with our open source community. As a company, this is our primary value from which all others derive.

We Thrive In A Culture That Is Open And Inclusive

We believe that seeing the world from different angles makes our company and our products stronger. We work best when we're open to and inclusive of people from different backgrounds, ethnicities, colours, genders, and more. We all work on equal terms, and we're generous with our knowledge, time, and skills.

We Welcome Intellectually Honest Discussions

Rich, diverse relationships will generate discussion and disagreement, but we welcome these opportunities to let the best ideas win. We don't bring hidden agendas to our discussions, but our most authentic selves. We converse with colleagues, customers, partners, and users in a way that's logical, professional, and intellectually honest to the strengths and weaknesses of an idea.

We Focus On User Success

We are successful only when others are successful. Thus, we strive to create a friction-free experience for our users across all Neo4j products and services. Our users include not only data practitioners, but also the businesses they work for, the communities they interact with, and every Neo4j employee supports user success - from customer service and sales to engineering and finance.

We Assume Positive Intent

Our colleagues are at their most creative and productive when they feel safe and trusted. But sometimes even the best intentions are lost in translation across time zones, languages, diverse backgrounds, and out-of-context situations. When we assume positive intent in every communication, we learn to trust our colleagues to do the right thing. That trust binds us together as a team.

We Deliver On Our Commitments

At Neo4j, we value action over talk. When we commit to something - a project, a deliverable, a deadline, a customer, a relationship - we make it happen. And when things come up or circumstances change, we take full ownership and report back with a new plan for delivering on our original commitment.

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Governance & Risk Management

Neo4j's headquarters are in San Mateo, California (US), and our main offices are in Malmö (Sweden), Stockholm (Sweden), London (UK). Beyond our primary locations, we maintain smaller offices or registered addresses internationally for regulatory compliance.

While global policies and investor relations are managed by the group-management and the board of directors, all entities enjoy a certain autonomy when it comes to engaging clients, local R&D initiatives and being a responsible employer. Policies that are adopted by our US entity and the management are binding for all entities and global organisations as well. However, all entities may adopt their own policies and guidelines to ensure that the business is driven in accordance with local regulations and norms.

Some of the more prominent policies and company programs relating to ESG issues are:

Policy Name	Jurisdiction
Employee Handbooks	Global
Diversity, Equity & Inclusion Policy	EMEA
Health & Safety Policy	EMEA
Non-Discrimination and Anti-Harassment Policy	Global
Whistleblowing Policy	Global
Employee Security Policy	Global
Information Security Policy	Global
Business Continuity and Disaster Recovery Policy	Global
Data Loss Prevention Policy	Global
Incident Management Policy	Global
Physical and Environmental Security Policy	Global
Risk Management Policy	Global
Remote Access Policy	Global
IT Policy	Global
Processing of Personal Data Policy	Global
Public Privacy Policy	Global
Modern Slavery and Human Trafficking Policy	Global
Data Protection Policy	Global
Responsible AI Policy	Global
Code of Business Conduct and Ethics	Global
Anti Fraud Policy	Global
Anti-Money Laundering Policy	Global
Anti-Corruption Policy	Global
Nepotism Policy	Global
Background Check Policy	Global

Taking risks, and capturing opportunities, are a natural part of a business. The challenge is to enable a process to work with and manage the risks to an acceptable level. Risk management is an integral part of our business, and it defines our view on the business landscape we operate in.

Neo4j has a risk based approach in everything we do, as defined in Neo4j's Risk Management Policy. A dedicated security team works with the risks, and a cross-departmental committee oversees the status of current risks, and the treatment applied to them. The committee meets on a bi-monthly cadence and discusses the emerging risks, and appropriate mitigation paths. A defined risk management process helps guide the work to identify, classify, and manage the risks. The process is tightly aligned with the standard approach as defined in ISO 31000.

Additionally, there is an AI Ethics Committee meeting monthly that is responsible for identifying AI related compliance risks and developing a policy foundation based on the NIST AI Risk Management Framework.

We see that change happens continuously and we consider effective risk management to be an iterative process of management action, requiring escalation of identified risk dependent on potential impact.

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02 Sustainability Strategy

This is our third publication of the Sustainability Report following the Swedish Annual Accounts Act. Neo4j's first sustainability report in 2022 was a key moment for the organisation. Producing the 2022 report helped us recognize, organize, track, and set measurable goals for these existing initiatives, and identify improvement areas. This first step towards sustainability reporting definitely helped us to be more prepared for the Corporate Sustainability Reporting Directive (CSRD) that was coming into effect.

CSRD was supposed to impact Neo4j's Swedish subsidiary in the reporting year 2025. However, on February 26, 2025, the European Commission introduced the Omnibus proposal with the aim to reduce the scope of companies required to report under CSRD and postpone the deadlines for the implementation of reporting obligations giving medium and smaller companies more time to prepare. At this point, it is still unclear if this proposal will be accepted and what the CSRD reporting requirements will be for Neo4j for our reporting year 2025, but we will follow the evolution of this proposal to ensure we stay compliant with CSRD legislation.

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What is CSRD?

We understand that the audience of this report is perhaps also outside of Europe, therefore we would like to briefly summarize what CSRD is and its implications for our company's future sustainability reporting.

CSRD is a new European Union legislation that significantly strengthens the rules on corporate sustainability reporting, it aims to:

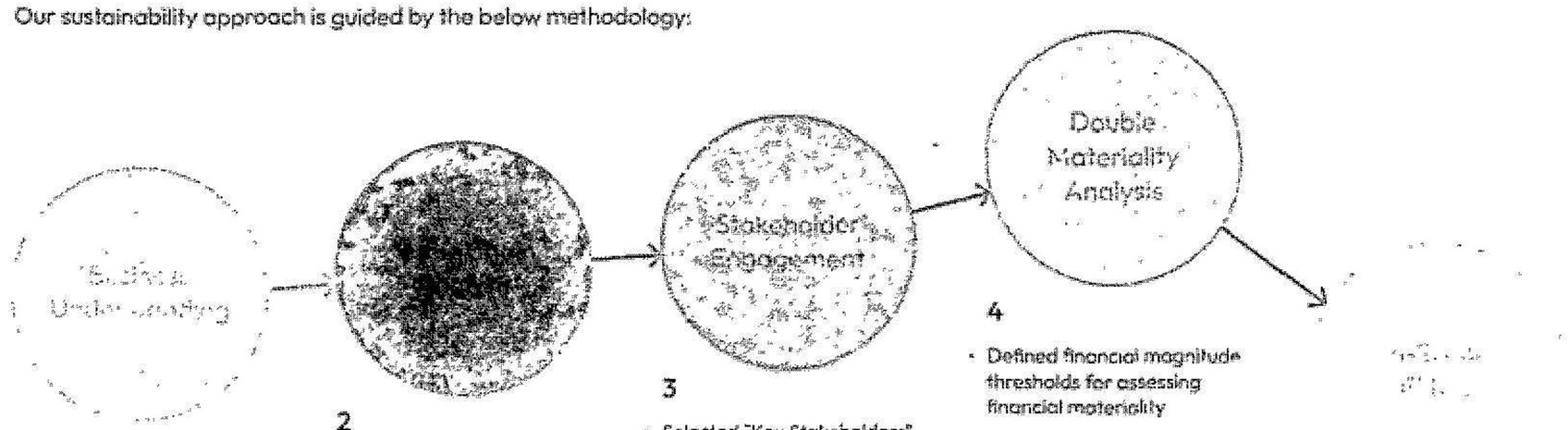
- **Increase Transparency:** Make it easier for investors and other stakeholders to access information about companies' impact on people and the environment.
- **Standardize Reporting:** Standardize sustainability reporting data to make it comparable across companies in Europe, similar to financial reporting.
- **Address Risks and Opportunities:** Provide information about the financial risks and opportunities arising from climate change and other sustainability issues.
- **Expand Reporting Scope:** Require more companies to report on sustainability, going beyond the previous Non-Financial Reporting Directive (NFRD).
- **Introduce Mandatory Standards:** Introduce mandatory European Sustainability Reporting Standards (ESRS) with detailed KPIs and data points.
- **Digitalize Sustainability Reports Format:** Mandate that sustainability reports be published in a digital and machine-readable format, for easier analysis.

In essence, the CSRD represents a major shift towards mandatory, standardized, and comprehensive sustainability reporting for companies operating in Europe, requiring companies to provide detailed information about their environmental, social, and governance performance.

Methodology

This section outlines the methodology Neo4j Sweden AB used in 2024 to conduct the Double Materiality Assessment (DMA) to identify our ESRS in-scope standards. This analysis has been performed to identify and assess the sustainability aspects where Neo4j has a significant impact on people and the environment, as well as financial risks and opportunities related to the sustainability aspects arising from Neo4j's operations.

Our sustainability approach is guided by the below methodology:



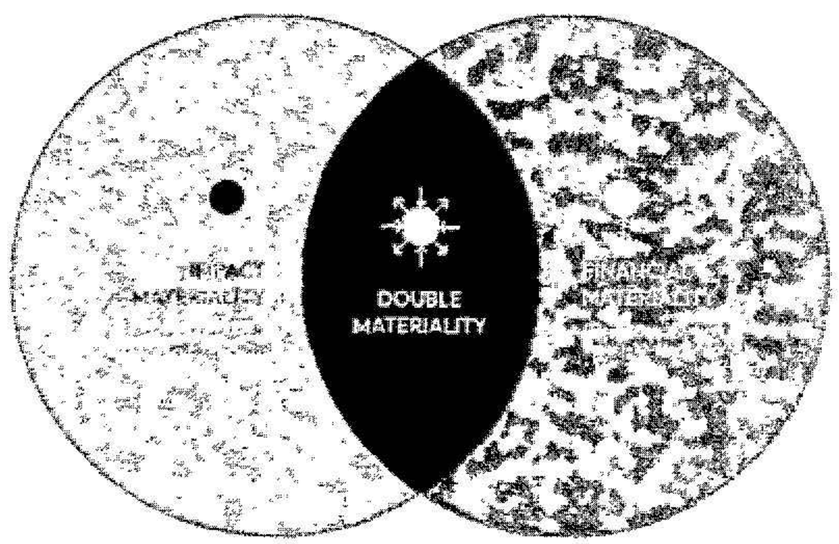
1
- Documented Neo4j's entity structure and identified characteristics of the companies within the group (incl. geographic location and products/services)
- Identified and grouped entities with similar characteristics into 'buckets' to then perform a Value Chain analysis.

2
- Documented Neo4j's value chain including Upstream, Own Operations and Downstream
- Assessed established peers and relevant industry standards
- Identified relevant stakeholders
- Identified relevant IROs

3
- Selected "Key Stakeholders" from a population of all identified stakeholders
- Defined sample size by "Key Stakeholder" category to engage with
- Designed stakeholder engagement approach
- Commenced stakeholder engagement and assessed the initial results

4
- Defined financial magnitude thresholds for assessing financial materiality
- Assessed impact materiality and identified material impacts
- Assessed financial materiality and identified material risks and opportunities
- Incorporated initial stakeholder engagement feedback to validate DMA workshop results

5
- Mapped material impacts and material financial risks and opportunities from DMA workshops to ESRS topics
- Determined in-scope ESRS topics for reporting under the CSRD



Double Materiality Assessment (DMA)

One of the main requisites of CSRD EU legislation is that companies are required to conduct a Double Materiality Assessment (DMA) to identify relevant sustainability topics. This means that companies must report on both their impact on the world (inside-out) and how sustainability issues affect them financially (outside-in).

During Q4 2023 to Q4 2024, Neo4j performed a double materiality analysis with the support of external sustainability consultants, with the purpose to assess both the impact Neo4j's operations have on people and the environment, known as impact materiality, and the potential financial effects of sustainability-related risks and opportunities on the organisation, known as financial materiality. We plan to revise this assessment on an annual basis and validate when there have been any significant changes that could impact our ESRS in-scope reporting standards.

1. Business Understanding: We began by developing a comprehensive understanding of our business operations and context.
2. Value Chain Analysis: We conducted a detailed value chain analysis including Upstream, Own Operations and Downstream to identify all stakeholders impacted by our activities. This resulted in a "Long List" of Impacts: We compiled a comprehensive list of impacts identified in the value chain analysis and reconciled it with the sustainability matters outlined in ESRS 1, paragraph AR 12.
3. Stakeholder Engagement: We identified and defined the key stakeholders who should be engaged in further discussions to gather insights and feedback.
4. Double Materiality Analysis: We defined our financial magnitude thresholds for assessment of financial materiality, assessed impact materiality and identified material impacts, assessed financial materiality and identified material risks and opportunities.
5. In-scope ESRS: Mapped material impacts, financial risks, and opportunities to ESRS topics.

Some stakeholders, whose engagement was not finalized in 2024, will be included and validated in the final outcome of the DMA and in-scope ESRS standards during 2025. It is Neo4j's ambition to include the results of our double materiality assessment (DMA) when we submit our first CSRD report in the beginning of 2026.

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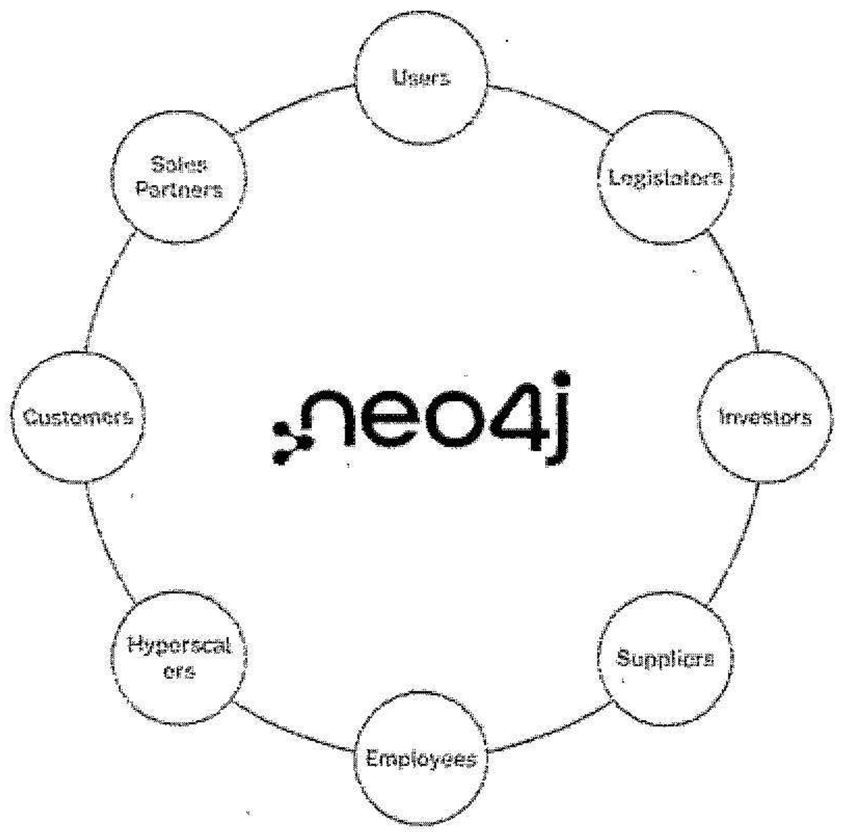
Stakeholder analysis

In the last Sustainability Report we presented a stakeholder analysis that was the outcome of assessing the materiality impact of Neo4j's operations. We believe that our main stakeholders have not changed and therefore this figure remains the same for this report.

As Neo4j experiences growth and evolution, maintaining transparent and open communication with all stakeholders remains a core principle. We firmly believe that a proactive and continuous dialogue with individuals and entities who have an interest in our business operations and outcomes is not merely a matter of good practice, but a fundamental requirement for our sustained progress and mutual benefit. This commitment to active engagement fosters trust, allows for the valuable exchange of ideas and feedback, and ensures that we remain responsive to the needs and expectations of our diverse stakeholder community. By prioritizing these relationships, we aim to build stronger partnerships and create a more collaborative environment for innovation and shared success.



As Neo4j continues to grow and evolve, we remain committed to engaging with our stakeholders in a transparent and open manner. We believe that engaging with those that have stakes in our business is the best way to ensure continued success.

Our main stakeholders

Neo4j's key stakeholders include customers, hyperscalers, employees , suppliers, investors, sales partners, and end-users. Additionally, legislative bodies are increasingly important due to European sustainability regulations and public demand for legal frameworks concerning digital integrity, machine learning, and AI.

Although stakeholder groups possess distinct interests, concerns, and priorities, we are dedicated to actively listening to all feedback and participating in meaningful discussions to deepen our understanding of their desires and requirements.

While we value all our stakeholders, we've identified four (4) critical groups to our long-term success: our employees, customers, hyperscalers, and investors.

- Our employees are the main success factor of our company, and we are committed to fostering a positive work culture that supports their wellbeing and career development. We achieve this through a performance management platform, annual pulse check and survey, and by coaching and leading our teams. To ensure transparency and alignment, we keep employees informed about business priorities, strategies, and performance via bi-monthly Town Halls and Employee All Hands meetings with leadership. To find out more about how we are engaging with our employees look into the Social section on this report.

- Our customers are the reason we exist, we are dedicated to continually offering our customers superior products and services. Our customer engagement occurs through daily interactions with our sales, professional services, customer success, and support teams, as well as at regional and local events like Nodes and Graph Summit. We maintain ongoing engagement with our customers through various touchpoints, starting with onboarding calls and meetings. We hold regular check-ins and share newsletters featuring updates on new product features, releases, and upcoming events. In addition, we conduct periodic business reviews and collaborate closely with customers to support the implementation and value realization of the Neo4j solution. We organized over 100 events in 2024 with 85% of them being in-person. Our customer events offer a platform for users to present their applications of our technology, providing valuable learning opportunities for those interested in our products and services. We also have industry specific events for our customers, webinars, breakfasts and round table sessions and monthly office hours by our customer success architects team where we have an AMA session on technical best practices. We further engage with our community through regular informative webinars and the free educational resources available on our Graph Academy. These initiatives foster connection and growth within our community.

- Our hyperscalers - Our strategy to become a cloud-first company centers on delivering a fully managed graph database with essential enterprise features. Growth in this area will also be fueled by expanding partnerships with Cloud Service Providers. These hyperscalers—including Google Cloud Platform, Amazon Web Services, and Microsoft Azure—are valued partners in various capacities: as suppliers for cloud services, sales channels via their marketplaces, customers, and also competitors. We deeply value these relationships.

- Our investors have placed their trust and capital in us; we are committed to repay that trust with sustainable growth and long-term success. We believe that the best way to achieve that is by attracting and fostering top talent, investing in their development, understanding and responding to our customers' needs through continuous innovation. This approach will enable us to deliver solid returns for our investors and secure our long-term success. We work closely with our investors and Board of Directors who advise us on key decisions and provide strategic guidance to our business.

During 2024 we conducted a stakeholder dialogue with some of the key stakeholders identified in the DMA, in line with CSRD requirements. We expect that during 2025 we can continue to engage with the rest of stakeholders and create a dialogue that can provide us with valuable input to determine the sustainability material topics that Neo4j will focus on in the coming years.

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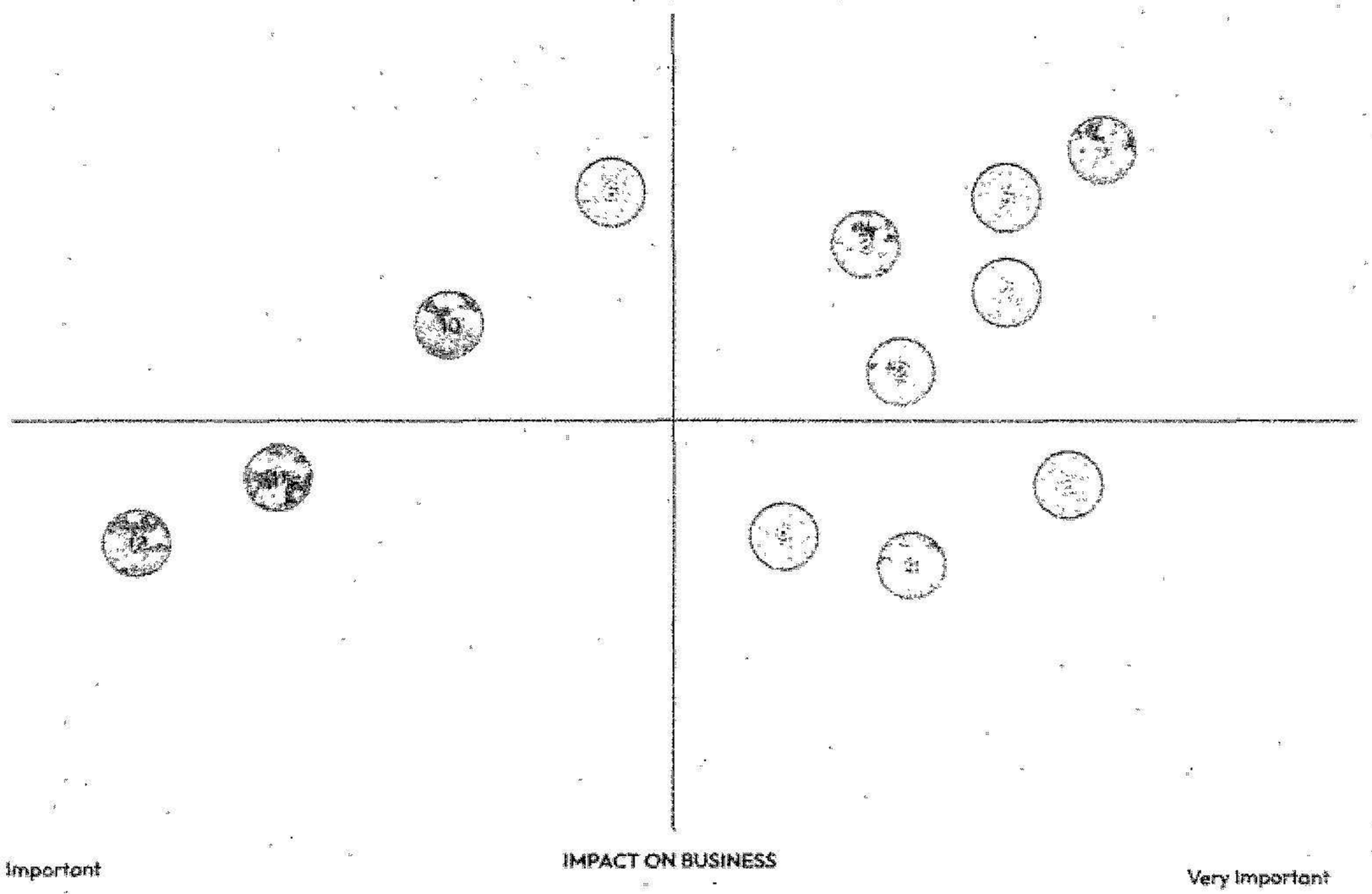
Material topics

The materiality analysis presented in our previous report remains the same for this 2024 Sustainability Report. We wanted to give continuity to the KPIs chosen and focus on them prior to CSRD reporting. As we have previously mentioned we will present our Double Materiality Assessment (DMA) results together with our first 2025 CSRD report.

This Sustainability Report's materiality analysis is based on the international framework SASB (Sustainability Accounting Standards Board) and was initially compiled during 2022 through workshop sessions between Neo4j team, management, and external sustainability consultants. The methodology has been done following these steps:

1. Analysis of our own business model, our impact on the world and potential risks and opportunities.
2. Identification of stakeholder needs based on previous dialogue, customer demands and experience.
3. Clustering the company risks and opportunities and stakeholder needs into material topics.
4. Prioritising the topics after internal discussion within Neo4j team and management.

Our materiality analysis highlights that the most important topics for us center around our product and our people. We aim to deliver a product that contributes positively to the world, and achieving this relies on a dedicated team of developers, analysts, and specialists who are aligned with this mission. Being an attractive employer that fosters growth and development is essential to our long-term success. Additionally, while we are a software company, we acknowledge our environmental footprint and are committed to reducing it to help ensure a sustainable future where our products can continue to thrive. As previously mentioned, we also fundamentally believe that some of the world's most complex problems will benefit from graph technology.



1 Customer Satisfaction/ Product Handprint
2 Business Ethics
3 Data Privacy & Cyber Security
4 Integrity (Product Usage)
5 Work Culture
6 Diversity & Inclusion
7 Human Capital Development
8 Recruitment Metrics/Emp. Turnover
9 Supply Chain Demands
10 CO2-emissions
11 Energy & Water Management
12 Waste Management/ Recycling

Governance Social Environmental

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03 Our focus areas

The materiality analysis is guiding our sustainability focus. Below are our material Sustainability matters presented in the following order: Governance topics, Social topics and Environmental topics. The majority of the KPIs that we chose to measure are based on the conglomerate of Neo4j EU entities, meaning that the data is not only from Neo4j Sweden AB, but we are also including the data from our European subsidiaries. If the metric is not only applicable to Neo4j EU entities, it will be explicitly mentioned.

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Governance

Our main governance goal is to deliver safe, valuable products to our customers. We also believe that ethical and competitive business practices are essential for strong business relationships and for positively impacting the wider world. Our focus is on identifying risks and opportunities proactively while being compliant with existing and upcoming legislation. Ultimately, we believe that providing value to our customers and leaving a positive mark is aligned if our business models and ethical structures are properly managed.

At Neo4j we believe that sound governance structures are key to ensure our competitiveness in the long run. Working with information and data today requires trust. Trust in our product. Trust in our ability to keep our customers' data safe. Trust in our way of conducting business. Our customers trust us to handle sensitive information, and therefore they need to know that all our employees have the integrity and knowledge to act fair and keep their data safe.

In order to capitalize on our opportunities and mitigate our governance risks we have identified 3 material topics related to the governance category that we will focus on specifically over the coming years: Customer satisfaction & handprint, Data privacy & cyber security and Business ethics.

Customer Satisfaction & Product Handprint

Our success is directly tied to the value that we provide to our customers. We are committed to delivering high-quality products that meet the needs and expectations of our customers and that leave a positive mark on the world. This places a high demand on customer knowledge, responsiveness to our customers' wants and needs and a system where irregularities are identified and corrected. Additionally, we want to make sure that our customers have the best opportunities to make the most out of our solution. We are therefore constantly monitoring customer satisfaction.

An important customer satisfaction evaluation for Neo4j is the Gartner® Peer Insights, which is Gartner's peer-driven ratings and reviews platform for enterprise IT solutions and services covering over 330+ categories and 4700+ products. Every anonymous review is verified before publishing to ensure industry professionals are reading completely authentic insights from their peers. In 2024, we received 25 Gartner Peer Insight reviews with an average review score of 4.5 stars. That compares to 25 reviews in 2023 with an average score of 4.4 stars. Our consistently strong customer satisfaction scores indicate the high value our customers place on our product.

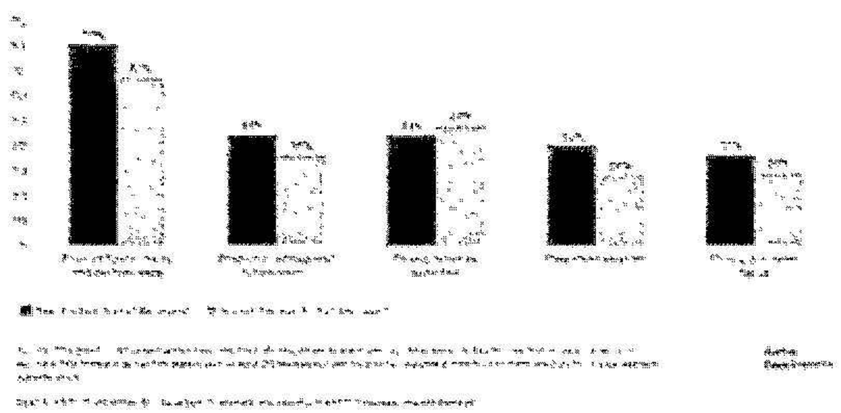
4.5 ☆☆☆☆☆

Source: Neo4j Reviews in Gartner® Peer Insights

According to Gartner® Peer Insight reviews:

- 17 of 25 reviews (68%) of Neo4j's ratings came from enterprise customers with over $1B in revenue.
- 92% of reviewers shared that they would recommend Neo4j to a friend or colleague.
- The top 3 deciding factors for purchase were Neo4j's product functionality and performance, product roadmap and future vision, and Neo4j's strong services expertise.
- Deciding factors for buyers to choose Neo4j Graph Database were:
  - Product functionality and performance
  - Product roadmap and future vision
  - Strong services expertise

Deciding Factors for Buyers' to Choose Neo4j Graph Database



Internally, Neo4j incorporates these ratings and commentary into its product planning cycle to prioritize offerings that our customers value. This score also feeds into Gartner's "customer interest indicator" (CII) that defines the top 20 organizations in a given market, qualifying Neo4j for the Cloud Database Magic Quadrant. This CII figure also includes Gartner customer search, inquiry volume and trend data.

Neo4j's Gartner® Peer Insights show a high peer approval and a diverse global user base, particularly among large enterprises and industries like banking and IT services. Its reach across regions, especially in North America and EMEA, underscores its broad market penetration. Neo4j is perceived very favorably across nearly all strategic dimensions, especially in scalability, analytics, and modern data science use cases. It also maintains balanced performance across operations, integration, and deployment flexibility.

Neo4j remains dedicated to advancing research and development in graph technology. We've already witnessed the positive impact our products can make in the world, and the initiatives we mention below are a proof of our commitment to foster research and innovation:

1. **Graphs4Good** is a Neo4j programme for supporting non-commercial projects, NGOs and initiatives that advance humankind through research, investigations, development of graph based solutions to challenging world problems. The Graphs4Good mission is: Building a better world with connected data.

   - **Life sciences:** Several of our pharma customers are using graph technology to accelerate their findings, Novo Nordisk uses Neo4j as the backbone of an application that streamlines the process of collecting and reporting clinical studies data. Two large Pharmaceuticals are using Neo4j to identify novel drug targets for treating various diseases and KG-based GenAI application on clinical study data, respectively.

   - **Helping Humanity:** Making a positive social impact pushing the boundaries of human knowledge with graph technology. We continue sponsoring Care for Rare Foundation an NGO to help identify new treatments and therapies for rare children's diseases. Their goal is to build a European federated Neo4j instance that connects data from children with rare diseases in a GDPR compliant way. Neo4j granted a Graphs4Good license to the European ESG project SustainGraph, whose aim is to track information related to the progress towards the achievement of targets defined in the United Nations Sustainable Development Goals (SDGs) at national and regional levels, by taking advantage of the power provided by the development of graph databases and the exploitation of Machine Learning (ML) techniques for data population, knowledge production and analysis. Read more: on Neo4j's blog post: SustainGraph – A Knowledge Graph for the UN Sustainability Goals. Also, our customers are using our products for research on topics that can help humanity. InterVenn Biosciences leverages Neo4j to link scientific data with tumor-specific glycosylation patterns from patient samples. This approach enables the development of more accurate diagnostic tools for diseases such as cancer. A large US Veterinary Pharmaceutical, is using Neo4j to learn from human knowledge on clinical trials to repurpose drugs and find novel drug targets for diseases in animals. Gilead is using Neo4j for anti-counterfeiting of drugs also known as drug fraud. These examples provide strong evidence that our technology is enabling companies to effectively analyze their data and generate outcomes that contribute positively to humanity.

   - **Investigative Journalism:** Graph databases have helped journalists recognize patterns, strengthen reporting, and understand large datasets. In 2024, Neo4j awarded a technology grant to Syracuse University's Institute for Democracy, Journalism and Citizenship (IDJC) for mapping misinformation trends in 2024 U.S. elections with knowledge graphs. And this is not the first time we support investigative journalism, one of our most known examples is the Panama Papers in 2015. The International Consortium of Journalists (ICIJ) used Neo4j to uncover one of the biggest ever global corruption scandals. Later investigations, such as the 2017 Paradise Papers and the Pandora Papers, also made use of similar methods.

2. **Research Grants** for projects related to Graph Data, Neo4j provides funding for graph data research. In 2024, two academic grants were awarded to Newcastle University (UK) for research on transactions and fault tolerance, and to LIRIS in Lyon (France) for research on Cypher. Besides, Neo4j works together with Lund University (Sweden) participating in job fairs, providing one lecture a year at their database course, offering summer internships and the possibility for students to write their Master's thesis projects with Neo4j. During 2024 we had in EMEA 10 Master Thesis interns, and 8 summer trainees in Sweden; 1 internship and 3 summer trainees in the UK and 1 summer trainee in Germany. This exemplifies our commitment to academic collaboration and our dedication to advancing graph technology.

3. **Contributions to Knowledge Graph literature:** Neo4j Research undertakes fundamental computer science research and applied systems research in the area of graph databases. We have contributed 9 peer reviewed scientific papers during 2024 which address a range of pertinent database problems, from temporality to advanced query runtime systems. To find out more about Neo4j's support on graph technology research visit Neo4j Research.

4. **Graph Query Language (GQL):** The GQL standard (ISO/IEC 39075:2024), the first new ISO database language since SQL in 1987, was officially published on April 17, 2024. Based on Neo4j Cypher, its publication concludes over five years of work by an ISO committee of vendors, researchers, and professionals, including significant contributions from Neo4j. This marks a major milestone for the database industry with long-term impact.

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Neo4j's success resides in our developers, without them our products wouldn't keep up with today's high-pace changing world. Therefore, a key long-term metric for Neo4j is the adequate allocation of resources to its Research and Development (R&D) department. In Neo4j, the R&D department is constantly developing new solutions in line with our customers' needs and requests. The majority of the R&D work is done within our EU operations, therefore the KPIs that we will present are on an EU entity level.

Developer adoption is where it all starts, engaged developers are key for spreading out graph technology awareness in the market. At Neo4j, we have several platforms to engage with developers:

- Graph Academy is our free, self-paced, hands-on online training. We have a large range of courses from beginner to advanced topics like: Generative AI, Cypher, Development, Processing, and Analytics. We also offer Neo4j Certifications for developers that are interested in proving their Neo4j skills with an accredited certification from Neo4j.
- Neo4j Online Community is a platform where users can share blog posts, presentations, videos, or other content with the Neo4j community or browse through other community-created content.

These innovations have been driven by the needs and insights of our dynamic community, which includes more than 250,000 developers and data professionals. User testing is carried out through voluntary groups that are given unrestricted access to our product, Aura DB. This online community actively experiments with the platform, explores innovative use cases, and shares their findings with us and one another. For that reason, we aim to track the growth of both Aura DB users and our Neo4j Online Community. The percentage of AuraDB users increased 57% compared to previous year.

Goals, Targets and KPIs

KPI: Customer satisfaction metric (global)

Result 2023	Result 2024	Target 2025	Goal
Goal: Develop customer satisfaction metric Actual: 3 KPIs	TDB	TDB	GRR: 87.5% NPS: TBD CSAT: 98%

KPI: Total cost in % for R&D department compared to total costs (EMEA)

Result 2023	Result 2024	Target 2025	Goal
Goal: >49% Actual: 53%	Goal: >50% Actual: 55%	Goal: >50%	2-5 years goal is to have a R&D cost that is >45% of total costs

Finally, to help customers maximize the value of our product, we offer additional support through our Professional Services. This team delivers high-quality assistance to ensure smooth adoption and implementation. While those who use these services find them highly valuable, many customers are initially reluctant to invest in them. We believe that sharing more use cases and success stories will strengthen our ability to demonstrate the long-term benefits and added value of these professional services.

KPI: Percentage of new AuraDB free users (global)

Result 2023	Result 2024	Target 2025	Goal
Goal: >45% YoY Actual: 77% YoY	Actual: 57.6% YoY	Goal 30% YoY	Maintain 30% Yoy growth with AuraDB Free as primary platform for graph education

Business Ethics

Running and doing business the right way is important to Neo4j. We are committed to maintaining the highest standards of business conduct and ethics.

First and foremost, sound structures are key to mitigate risks and maximize opportunities in the business ethics and compliance area. In 2024, our Code of Conduct (CoC) was approved and implemented in our business. The CoC strengthens our human rights, ethics and compliance structures and reflects the values, the business practices and principles of behaviour that support our commitment to business conduct and ethics. The CoC guides our employees' and contractors' interactions with our community of users, customers, partners, vendors, shareholders, and colleagues. Neo4j also expects its resellers, vendors, technology partners, and other suppliers to apply the CoC, or equivalent standards, while conducting business with or on our behalf. The CoC will be rolled out for signing by all employees and contractors in early 2025.

The CoC is further supported by our Anti-corruption Policy. This policy contains detailed anti-bribery prohibitions, states our accounting requirements, guides actions related to conflict of interest and the attitude we expect towards gifts and hospitality invitations, among other topics. We will roll out new training within the business ethics area in early 2025, including training on business conduct and ethics and anti-corruption, as a way to strengthen our compliance framework. A new KPI on training completion will replace the KPIs related to whistleblowing, as we deem this more relevant as a business ethics target and as we are fully compliant with relevant whistleblower legislation.

Goals, Targets and KPIs

KPI: Percentage of employees that have read and signed the Code of Conduct (global)

Result 2023	Result 2024	Target 2025	Goal
Goal: Develop a company Code of Conduct (CoC) Actual: Neo4j CoC to be finalized in early 2024	100% employees must sign Code of Conduct Actual: Signing of the CoC by employees and contractors to be finalized in early 2025	100% employees and contractors must sign Code of Conduct	2-5 years goal is 100%

To mitigate risks within the finance organization, Neo4j has in place different segregation of duties for the tasks that directly impact the financial statements such as posting journal entries. This means that the person that submits a journal cannot be the same person that approves it, adding an additional check to avoid mistakes or any misbehaviour. Also, in terms of expense reimbursement the company has a clear Travel & Expenses (T&E) Policy on the categories that are allowed to be expensed and reimbursed by Neo4j. There is also a clear process on how these expenses are submitted, and all expenses trigger the appropriate level of approvals based on the category and expense amount.

To mitigate the risks connected to the usage of our products we use the OFAC Sanctions List to identify countries and companies that we will not do business with. None of our sales partners and, naturally, neither our own sales department are allowed to do business or redistribute Neo4j-property to these countries or companies. In 2024, we strengthened our compliance processes by connecting a sanction screening application to our customer CRM. This application enables us to scan all customer prospects and ensure OFAC compliance to avoid unlawful business with parties on OFAC watchlists and to mitigate the risks connected to the usage of our products by unauthorized parties.Also, Neo4j does geoblocking on the downloads page and Aura against embargoed countries.

KPI: Percentage of employees that have finished Business ethics and Anti-corruption training (global)

Result 2023	Result 2024	Target 2025	Goal
N/A	N/A	Roll out training to employees and contractors	2-5 years goal is 100%

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Data Privacy and Cyber Security

Data privacy and cyber security are critical issues in today's digital age. The reliance on digital solutions makes individuals, organizations, and even governments vulnerable to cyber-attacks, data breaches, and theft. Breaches can lead to financial losses, reputational damage, and legal and regulatory consequences. Additionally, cyber-attacks may disrupt operations, cause system failures, and compromise the integrity and availability of data. Threats to our customers or our own data, research or personal information must be met and mitigated as much as possible.

A dedicated Information Security team, under the leadership of the Neo4j CISO, ensures that an effective Information Security Program (ISP) is in place to protect systems, data, and users alike from unauthorized access, theft, and misuse. The ISP maintains a number of policies to ensure that everyone is working the same way, towards the same goal of protecting sensitive assets and data. The Risk Management Policy, The Privacy Policy, Processing of Employee Personal Data Policy and the IT-policy all address different aspects of this issue – spanning the management of risks to employees use of data to the company's digital environment.

In 2024 improvements were made across most areas in the information security program. In addition, to further strengthen the customer trust in the services provided by Neo4j, The Aura product offering was successfully assessed against Health Insurance Portability and Accountability Act (HIPAA).

As the digital threats are constantly evolving, so do we. Neo4j considers data protection and cyber security to be a continuous process where we constantly monitor new threats, best practices, and educate ourselves and our employees to minimize risk behaviour and stay vigilant to new threats. Every year, employees are enrolled and must complete online security training according to their department and level of risk exposure.

Goals, Targets and KPIs

KPI: Percentage of employees that have finished cyber security training (global)

Result 2023	Result 2024	Target 2025	Goal
Goal: 95% Actual: 96%	Goal: 95% Actual: 96%	100%	2-5 years goal is 100%

KPI: Percentage of employees that have finished data privacy training (global)

Result 2023	Result 2024	Target 2025	Goal
Goal: 75% Actual: 98%	Goal: 75% Actual: 98%	100%	2-5 years goal is 100%

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Social

Our employees are our most important asset and critical to our success. As Neo4j grows, so does our responsibility to our employees. We know that we have an impact on social ESG issues, such as our work culture, the health and safety of employees, gender equality and equal pay and learning and development. We are actively managing these risks through internal policies and procedures regarding the treatment of employees, engagement surveys to gain knowledge of and address problems, and by ensuring an inclusive and empowering environment for Neo4j employees through various activities and initiatives.

The social dimension for Neo4j is mainly focused on being a good employer and ensuring an environment in which our employees thrive, develop and stay. Our workplace should be a safe place for all individuals to show up as themselves. We thrive on innovation, collaboration, and our passion for technology. We work hard but like to have fun too! Our special events and online interest groups foster a vibrant global community of enthusiastic employees.

Being an attractive employer provides us with the best opportunities to attract and keep talent as well as keeping our workforce happy and healthy. Providing a workplace that fosters a good learning environment will increase our advantage, as our employees will continue to grow with us.

Work Culture

Discrimination, harassment, and worker exploitation has no place in a modern workplace, and we are committed to make sure that it stays that way. We are guided by our core values and have developed policies and guidelines to foster an inclusive and developing work environment.

At Neo4j, relationships are first-class entities: within our company, within our products, with our partners, with our customers and within our open-source community. Relationships always come first. We hire smart, creative, and humble people who possess a lot of heart and drive - and we value and build relationships in everything they do.

Building and maintaining a work culture that fosters teamwork, open communication, and mutual respect is imperative to promote a healthy and productive work environment. Therefore, we are prioritizing activities that create a positive culture and make our employees thrive at work.

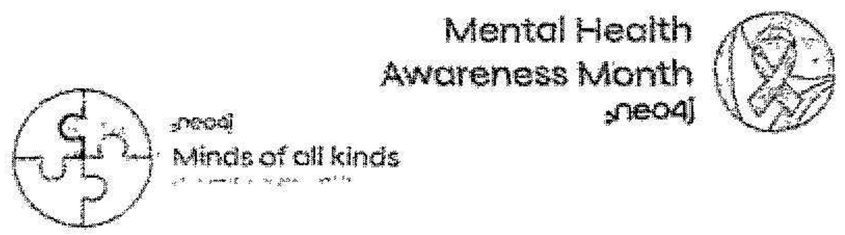
At Neo4j we encourage activities both at and outside of work, and we have created a digital structure within our daily communication environment that supports and encourages our employees to meet. We also have a dedicated culture initiative team with the purpose to nurture culture growth. To further enhance and emphasize the importance of great culture at Neo4j we have a standing collaboration with an external partner. This brings even more awareness about how to work on and improve all things ranging from how to listen and communicate with each other, giving and receiving feedback and how we collaborate to foster the culture we want here.

Work Environment

Our employees' satisfaction, wellbeing, and health are very important for us at Neo4j. Therefore, we conduct annual surveys to measure our employees' satisfaction and how happy they are working at Neo4j (eSat score). We send out one more comprehensive engagement survey at the beginning of the year followed by a shorter check-in survey later in the year, normally in Q3 . The survey results are shared with the employees followed by action points to address these results if needed. In the last survey for 2024 our eSat score was 75, which is one point above benchmark.. During 2024, the employee satisfaction target for 2024 and 2025 was adjusted and the goal is to have an eSat score of two points above the benchmark data.

To increase our focus on employee wellbeing and health, we have a global mental wellness platform that makes it simple for our employees to access personalized care for life's ups and downs, whether at work, at home, or in relationships. We also offer online and onsite guided meditation sessions every week during worktime, to foster mindfulness at work. Neo4j also sponsors employees that want to participate in different running events. During 2024 around 57 employees participated in 3 different runs in the south of Sweden: Lundaloppet, Midnattsloppet, and Löparfesten. This is truly appreciated by our employees who have created a running group to encourage running when people are at the office, bringing together people from different teams and encouraging physical activity.

In 2024, we worked on a framework for voluntary part-time work arrangements across the organisation, which will allow employees to reduce their working hours by up to 20%. The framework aims to support work-life balance amongst employees. The plan is to roll out the framework in early 2025. We see this as an initiative to promote a sustainable workplace.
On the same path, and because we care about our employees' health, we closely monitor our employees sick leave, and therefore we think it's important to measure long-term sick leave as a base for wellbeing and health perspective. We classify long-term sick leave as continuous sick leave longer than 15 days and measure it as a percentage of total worked hours. In 2024 we had a decrease from 1.7% to 0.62%, where 52% of the percentage is not related to work related stress symptoms or wellbeing at work.



Additionally, we are also organizing neurodivergence awareness talks for everyone to join as well as promoting the Global Mental Health Awareness Month. These both promote an inclusive workplace by raising awareness about neurodivergent conditions as well as mental well-being. This fosters a culture of acceptance and understanding and a healthier, more engaged, and more productive workforce. This can lead to improved mental health and well-being, reducing stress and anxiety associated with misunderstandings or lack of accommodations.

Goals, Targets and KPIs

KPI: eSat Score (global)

Result 2023	Result 2024	Target 2025	Goal
Goal: TBD Actual: 74	Goal: 80 (Later changed to two points above benchmark (76)) Actual: 75	Goal: Two points above benchmark	No goal has been set beyond 2025

KPI: Employee Retention rate (global)

Result 2023	Result 2024	Target 2025	Goal
Goal Set up a system to measure this Actual: Year End Attrition rate: 14.26%	Actual: Year End Attrition rate: 15,17%	No Goal has been set	No goal has been set

KPI: Long term sick-leave (Sweden)

Result 2023	Result 2024	Target 2025	Goal
Goal: < 1% Actual: 1.7%	Goal < 1% Actual: 0.62%	<1%	2-5 years goal is <1%

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Gender Equality and Equal Pay

We are committed to supporting gender equality related events. We have the Women in Tech initiative, which is a forum where Neo4j's employees can participate in panels for females in tech related discussions, which we hope will encourage more women to pursue a career in tech. We are a long-time partner with Pink Programming, which is Sweden's biggest community for programmers who are women and non-binary. Neo4j is one of the main contributors to Pink Programming and we regularly promote our job ads for software engineer positions through their network. Just like last year, we hosted two events, a Pink Sunday and one Pink After Work session, giving the attendees the opportunity to see how it is to work as programmers. We plan to continue hosting two events every year. Moreover, on a yearly basis Neo4j sends two employees to a course called "Leading for inclusion in tech", usually managers in the Engineering department, to learn how to recruit and manage employees in a more gender equal way.

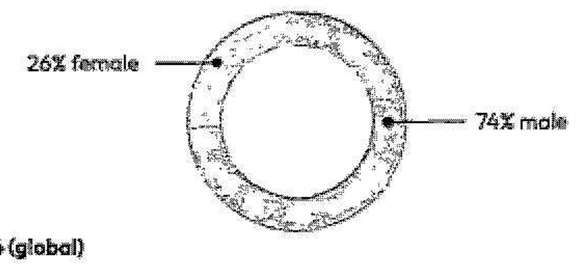
We have a job leveling framework and compensation structure in place, to ensure that employees performing similar roles or who have similar levels of experience and expertise are compensated fairly, regardless of personal characteristics like gender, race, or ethnicity. When everyone knows the criteria for salary levels and promotions, it helps to prevent bias and discrimination and ensures fairness and transparency in how employees are rewarded. Having clear leveling and compensation structures can also improve employee morale and retention. We believe that when employees feel they are being paid fairly for their contributions, they are more likely to feel valued and motivated to stay with the company. By focusing on people analytics, we can aggregate fragmented data across our workforce to ensure that we are paying our workforce equitably.

This topic is very important for us as a company in Sweden because we know that women are underrepresented in the gender distribution within software companies,
and we want to change that. Hence, we want to measure and keep track of our gender diversity KPIs.For 2025 we would like our gender distribution targets to be
focused on Sweden only. Because of the low number of director hires in Sweden, we have decided to remove this target to focus on gender distribution overall.

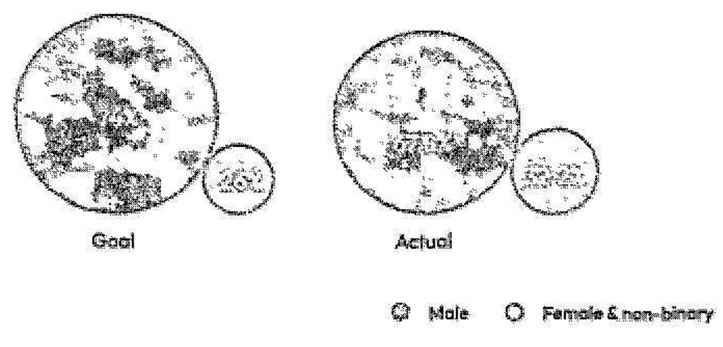
Goals, Targets and KPIs

KPI: Gender Distribution (Sweden)

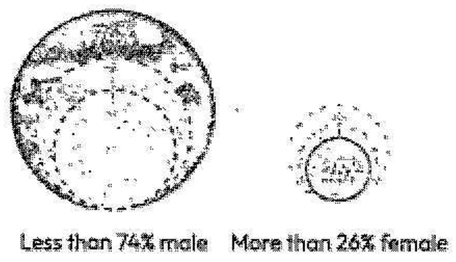
Result 2023 (global)



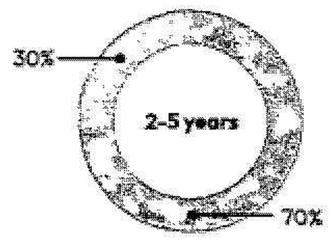
Result 2024 (global)



Target 2025 (Sweden)



Goal (Sweden)



KPI: Diversity initiative events (Sweden)

Result 2023 (global)	Result 2024 (global)	Target 2025 (Sweden)	Goal (Sweden)
2 events	Goal: 2 events Actual: 2 events	2 events every year	2 or more events every year

Human Capital Development

As a company we value our employees very highly and want to be part of their professional growth. Therefore, we have a performance evaluation process twice per year that we follow for each employee at Neo4j. In this process which is a 2-way communication, we follow up on historical growth and set future development goals. There is a strong focus that the individual goals should be SMART goals (Specific, Measurable, Achievable, Relevant, and Time-Bound).

We believe in the power of continuous learning to ignite potential, drive innovation, and foster personal and professional excellence. To further support our employees' professional growth and skill enhancement, we have set up an employee learning and development hub, including resources such as continuous learning sessions and courses, mentorship program, graph academy and more.

In 2024, we worked on the training and competence management policy for the engineering department. The focus of the policy will be to ensure that employees have the necessary skills and competencies to perform their roles effectively, and to provide training where gaps are found. The goal is to foster competency in critical areas such as software development, project management, and related technical fields. The plan is to roll out the policy in early 2025.

Our Learning and Development efforts will progress in 2025, led by a dedicated resource. Our strategy will be focusing on designing and implementing impactful and scalable learning and development content and programs that contribute to our strategic goals, operational excellence, and culture. The resource will focus on four core programs for 2025; our New Employee Orientation (NEO), Manager Training, Compliance Training and Performance Management.

Goals, Targets and KPIs

KPI: Percentage of employees that have had yearly development dialogue with supervisors (global)

Result 2023	Result 2024	Target 2025	Goal
Goal: Set up a system to measure this Actual: 96%	Actual: 97%	95%	95%

KPI: Increase learning and development resources in the company

Result 2023	Result 2024	Target 2025	Goal
Goal: New KPI added in 2023 Actual: Set up a system to measure this	Goal: Expand and develop our learning and development function Actual: Established a learning and development function	Goal: Build out the four core programs; the NEO, Manager Training, Compliance Training and Performance Management and continue to work on our L&D strategy.	2-5 year goal is to have a robust Learning and Development function in place with scalable learning and development content and programs available for all employees

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Environment

Environmental degradation and climate change has emerged as one of the most pressing challenges of our era. Reducing our environmental footprint is a shared responsibility. We believe that every business, no matter the sector, has a part to play in advancing sustainability and protecting the planet for future generations. As a software company, we will work to make our operations as environmentally responsible as possible and aim to support other businesses by enabling them to use graph technology in their own environmental reporting efforts.

In 2024, we experienced a noticeable increase in requests for sustainability-related disclosures, primarily from prospective and existing customers as well as investors. We believe that this is largely driven by the introduction of the Corporate Sustainability Reporting Directive (CSRD) in Europe. Several of our major customers are among the first wave of companies required to report under this legislation, and these large companies now need to engage with their suppliers—such as Neo4j—to account for their Scope 3 emissions. As a result, we've seen growing demand to share our sustainability performance and outline our future commitments. Many large and publicly listed companies are now elevating their sustainability efforts, having made public pledges aligned with frameworks such as the Paris Agreement, the Carbon Disclosure Project (CDP), the Greenhouse Gas (GHG) Protocol, and the Science Based Targets initiative (SBTi) to reach net zero or significantly reduce emissions within the next 5, 10, or 15 years. These commitments have intensified their scrutiny of emissions across their value chains. They are pushing for the use of renewable energy throughout their entire value chain and encouraging partners like us to develop and implement comprehensive GHG reduction strategies—covering Scopes 1, 2, and 3—which also include engaging our own suppliers to drive decarbonization throughout the supply chain.

To date, our company has not yet been able to actively engage in environmental reporting as we would have liked to. While we recognize the growing importance of environmental transparency and accountability, our current focus has been on other strategic priorities. Nevertheless, we remain committed to exploring how we can incorporate environmental practices into our operations as we continue to develop our capabilities and allocate appropriate resources in 2025.

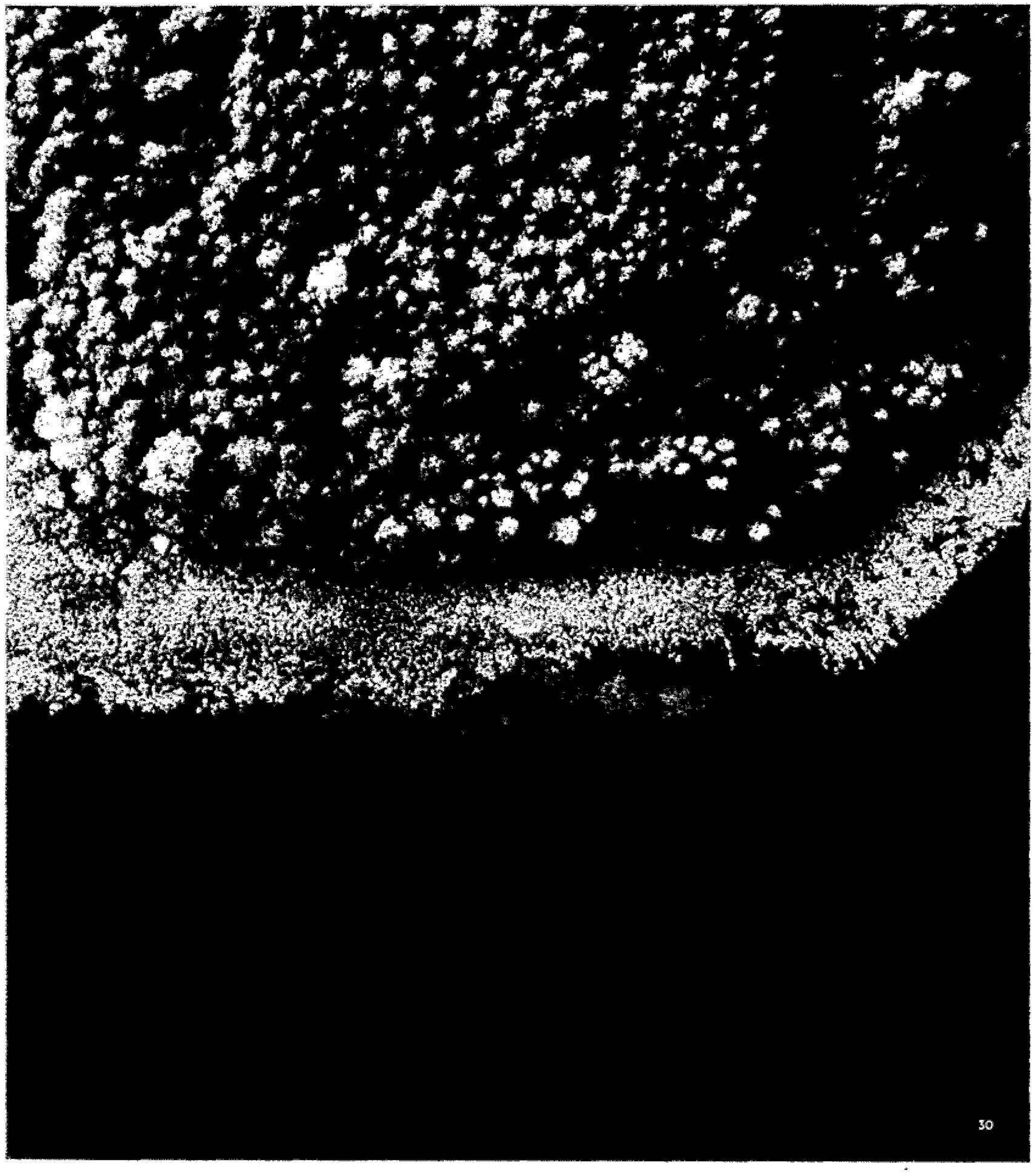
The process of creating a Materiality Matrix was our first step towards mapping environmental risks for our company. Since environmental reporting in accordance with the Swedish Annual Accounts Act mainly focuses on the impact that a company has on people and the environment, the KPIs included in this report are according to this first Materiality Matrix. We identified that our main environmental risks come from server usage, business travel, and everyday office resource consumption, such as waste generation and energy use. Additionally, there may be environmental risks associated with hardware procurement. Our future environmental reporting will be in compliance with CSRD disclosure requirements and once our ESRS standards are validated by all of our main stakeholders, we will begin to work on ESRS Environmental reporting standards.

As environmental data becomes increasingly significant, we also see potential in leveraging our products and services to help interpret and utilize this information to make companies operations more sustainable, as we will describe in the section below.

Neo4j's Environmental Impact: Reducing Carbon Footprints Through Graph Technology

Something we at Neo4j are proud of is that users of our core product—the Neo4j database—regularly report a reduction in their compute and storage infrastructure footprint by anywhere from 50%, to as much as tenfold relative to other technologies. Marriott cites that "With the Neo4j solution, we're using an order of magnitude less CPU compute".[1] Likewise, Adobe reports moving from 48 servers down to three Neo4j servers, and 50 terabytes down to under 50 gigabytes of total data, to solve the same problem with the same data.[2] These savings translate into a correspondingly lower environmental footprint with broadly two components: 1) energy savings, and a corresponding reduction in their carbon footprint; and 2) energy and raw materials required to produce and dispose of waste at the end of the hardware's effective life.

Even though we still haven't calculated the full environmental footprint for Neo4j's own operations, we believe that the emission savings that Neo4j is contributing when customers decide to use our technology instead, could significantly offset a large amount of Neo4j's carbon footprint as a whole. Even if we would disregard #2, if we take the most conservative estimate and say that Neo4j reduces hardware requirements by half relative to other solutions, then the environmental impact of operating Neo4j's Aura service (which comprise the majority Neo4j's total cloud costs and the associated carbon footprint) would be



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more than offset by this workload displacement. If we consider that for every commercial deployment we estimate there are at least ten times as many open source Community Edition deployments, it is quite possible that the entirely of Neo4j's company carbon footprint—compute and otherwise—could be offset by the environmental savings that our technology provides. In the coming years, we will work on calculating Neo4j's environmental footprint and plan to develop a methodology for us to be able to quantify the assumptions described above.

Last but not least, Neo4j's technology is also used in a variety of ways that benefit the environment. Three (3) examples:

- Neo4j is used for logistics routing by some of the world's leading logistics companies. OrbitMI alone has saved 60,000 tons of CO2 through route optimization thanks to the use of Neo4j's technology.[3]
- Neo4j is being used for environmental compliance and traceability through digital twin models.[4][5]
- Looking to space, Neo4j is used to track space junk, helping to address a growing environmental problem in earth's orbit.[6]

While Neo4j is still in the process of formally calculating its own environmental footprint, the evidence from our users strongly suggests that our technology contributes to substantial environmental benefits. By enabling significant reductions in compute and storage infrastructure, Neo4j not only helps organizations lower their operational costs but also minimizes their carbon emissions and hardware waste. As we continue to refine our methodology and measure our impact, we remain committed to advancing sustainability through graph technology.

1 Neo4j, Neo4j Aura: How Adobe Achieved 100x Efficiency (YouTube, 12 October 2022) https://www.youtube.com/watch?v=t1-yLGXeUh8&t=222s

2 Neo4j, Harnessing the Power of Neo4j: Overhauling Legacy Systems at Adobe (Neo4j Blog, 12 October 2022) https://neo4j.com/blog/real-time-recommendations/harnessing-power-of-neo4j-overhauling-legacy-systems-adobe/

3 Neo4j, Scope 3 Is Key Battleground in the War on Carbon Emissions (Neo4j Newsroom, 11 October 2023) https://neo4j.com/news/scope-3-is-key-battleground-in-the-war-on-carbon-emissions/

4 Neo4j, Graph Technology: Environmental Data Compliance Implementation (Neo4j Blog, 15 November 2023) https://neo4j.com/blog/graph-visualization/graph-technology-environmental-data-compliance-implementation/

5 Neo4j, Transport for London: Keeping Millions on the Move with Neo4j (Neo4j Customer Stories, no date) https://neo4j.com/customer-stories/transport-for-london/

6 Jason Rainbow, Tools for Space Sustainability Watchdogs (SpaceNews, 6 October 2023) https://spacenews.com/tools-for-space-sustainability-watchdogs/

Environmental footprint

We acknowledge that environmental impact is an important matter, and that we need to review our procedures and methods for calculating climate data. It was Neo4j's aim to present emissions under the GHG Protocol in our 2024 Sustainability Report, however we were unable to work with the calculations for Scope 3 emissions. We plan to begin addressing these calculations in 2025.

Our environmental work in 2024 was primarily centred on data collection from our main facilities, travel data, and waste management improvement processes as described below.

We started compiling environmental data in 2023 from our facilities to measure the use of electricity, heating, cooling and water consumption. We realized that compiling environmental data can be challenging, since the data does not reside in our hands, but rather in third-parties such as our landlords, air travel agencies, and utility providers. While some were able to share with us actual numbers, some were only able to provide estimates based on our office area. The numbers presented for the emissions in the tables below are from our main facilities in Malmö, Stockholm and London. We are proud to say that 100% of the electricity we use in our main facilities is from renewable energy. We expect that in the future the data that we receive from our third parties will be actual numbers, rather than calculated estimates, that will allow us to better understand our emissions data from the different emission sources and be able to create emission reduction plans to ensure we are using energy

In 2023, we started requesting our travel agencies a travel data report for our EMEA subsidiaries Neo4j Sweden AB and Neo4j UK Ltd. The majority of employee travel is purchased through travel agencies and therefore the data that they can provide us encompasses a large range of our travel data for our EMEA operations. The data we've gathered allows us to pinpoint which departments travel the most, identify our most frequently used airlines, track the total kilometers traveled, and calculate the CO_2 emissions associated with all modes of travel. We mentioned in our previous year's sustainability report that we wanted to create a Travel Policy but unfortunately, during 2024 we were not able to work on this. However, we have been able to gather our travel data for two consecutive years, which provides valuable insights into our travel patterns and helps us identify future opportunities to reduce air travel wherever possible. Moreover, to encourage our employees to commute to work in an environmentally-friendly way, we have launched a cycle to work scheme, through which employees can lease a commuter bike through Neo4j, at a reduced price.

During 2024 we also revised the different alternatives we have for e-waste management in our main offices. Trying to follow the 3R's of recycling: reduce, reuse, and recycle we have looked into our current processes and identified better practices within IT and hardware equipment:

- **Reduce:** We have moved from a time based refresh cycle to a need based refresh cycle, meaning that our developers and employees are no longer required to change their computers after a certain period of time, rather than they should change their laptops when there is an actual need.
- **Reuse:** Returned laptops are saved for interns, loaners and donations. During 2024 we donated 2 laptops to LundsKK that is an NGO whose aim is to promote interest in figure skating as a sport among children and young people in the south of Sweden. This NGO needed a laptop to be used during their competitions, and getting a used but functional computer from Neo4j with high processing speed was very beneficial. Also, during 2024 we decided to initiate a partnership with Nolla Utanförskapet, an NGO whose vision is to eliminate social exclusion among young people in Sweden and help them integrate, create networks, and opportunities to reach their full potential. During 2025 we plan to donate several computers to them to support active students that are members of this NGO in their academic and professional work. We believe that reusing resources and allocating them where they are needed is beneficial for them, for us, and for the environment. We will continue to search for more NGOs that we can partner with for this project, whose values align with our company values.
- **Recycle:** Obsolete or damaged equipment needs to be safely disposed of, and during 2024 we shipped from our Malmö offices a container to ATEA SE to recycle our obsolete equipment. Other equipment that was not taken by ATEA was disposed of in our facilities recycling station.

In 2024, we chose to postpone evaluating options for climate compensation. We believe it's essential to first gain a solid understanding of our emissions data and assess reduction strategies before considering compensation. Our priority is to use resources efficiently and focus on meaningful emissions reductions, rather than relying on offsets to continue business as usual. We view climate compensation as a complementary, not primary, approach.

As a small contribution to the environment we continue supporting The Perfect World Foundation (TPWF), on the Attenborough Forest Project by planting 5 trees per new hire. Since we started with this project we have by the end of 2024 planted in total 2,659 trees and therefore we are now considered one of their Bronze sponsors.

Lastly, this is only the start of our environmental reporting journey, we are aware that this will not be a single race rather a marathon where we will need to work hard on various topics within the next few years to be able to better understand our environmental impact from our own operations and our whole value chain. We have realized that this important topic needs our attention, and we plan to continue working on this in 2025 to be able to align our reporting to the GHG Protocol and disclose our Scope 1, 2, and 3 emissions.

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Goals, Targets and KPIs

We set qualitative goals in order to become better at measuring our environmental footprint. More targets will be developed over the next few years, in line with CSRD's requirements.

KPI: Total GHG-emissions

Result 2023	Result 2024	Target 2025	Goal
Goal: Set up a system to measure this Actual: Work in progress	Goal: Set up a system to measure this Actual: Not reached, missing Scope 3	Goal: Determine a methodology to measure Scope 3 emissions	TBD

KPI: GHG intensity

Result 2023	Result 2024	Target 2025	Goal
Goal: Set up a system to measure this Actual: Work in progress	Goal: Set up a system to measure this Actual: Not reached, missing Scope 3	Goal: Determine a methodology to measure this	TBD

KPI: Total energy consumption in kWh related to our own main offices

Result 2023	Result 2024	Target 2025	Goal
Goal: Set up a system to measure this Actual: 227,928.10 kWh (100% renewable)	Goal: Analyze and benchmark our energy consumption Actual: 224,505 kWh (100% renewable)	Goal: Collect actual numbers for energy consumption and benchmark our numbers	TBD

KPI: Energy intensity (energy consumption from our own main offices in MWh/ net revenue)

Result 2023	Result 2024	Target 2025	Goal
Goal: Set up a system to measure this Actual: Work in progress	TBD	TBD	TBD

KPI: Gross Scope 1 GHG emissions

Result 2023	Result 2024	Target 2025	Goal
Goal: Set up a system to measure heating Actual: Work in progress	Goal: Set up a system to measure heating Actual: We have this data for our Malmö offices	Goal: Collect actual heating data for all our main offices, or determine a methodology to calculate based on data available	TBD

KPI: Gross Scope 2 GHG emissions

Result 2023	Result 2024	Target 2025	Goal
Goal: Set up a system to measure energy usage in offices Actual: Based on % occupancy for Malmo and actual numbers for Stockholm and London offices	Goal: Set up a system to measure energy usage in offices Actual: Total electricity consumed available for Malmö, Stockholm, and London offices	Goal: Align our energy usage to the GHG Protocol	TBD

KPI: Gross Scope 3 GHG emissions

Result 2023	Result 2024	Target 2025	Goal
Goal: Set up a system to measure air travel Actual: Work in progress	Goal: Set up a system to measure air travel Actual: Data collected from our main travel agencies in SWE and UK.	Goal: Analyze the data collected, identify reduction plans, and create a Travel Policy.	TBD

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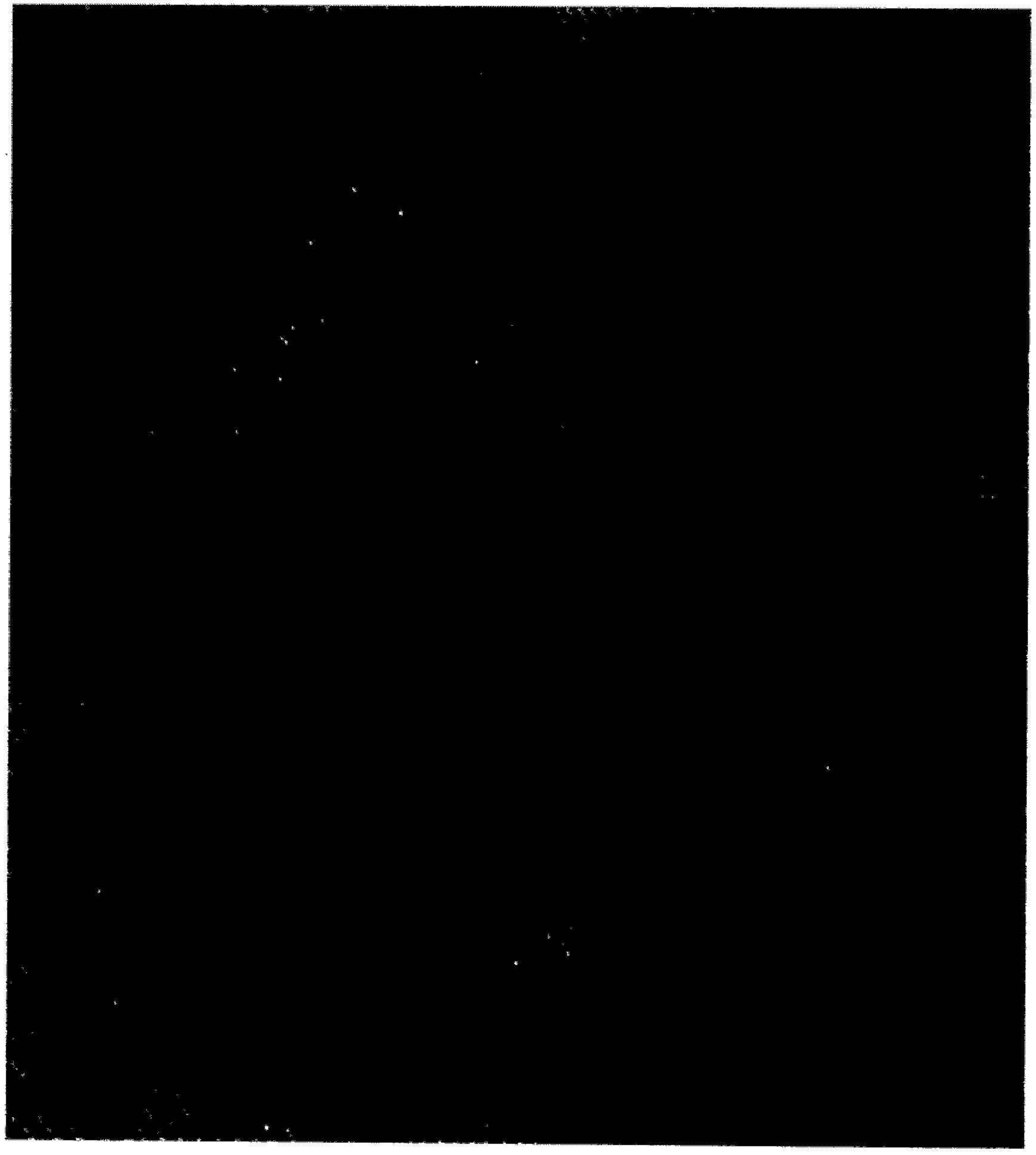
04 Our Future



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We recognize that sustainability must be integrated across all industries and at every level to support the achievement of the various global sustainability goals. While service-based companies like Neo4j generally have a smaller carbon footprint, there is still significant room for impact. Our efforts for next year will focus on the following key areas:

Governance:

1) In 2025, we will continue our work towards CSRD compliance. We have finalized the Double Materiality Assessment (DMA) but are still validating the outcome of the DMA with certain stakeholders as well as the in-scope ESRS standards elected.

Social:

2) We introduced our new Code of Business Conduct and Ethics (CoC) in 2024 and in 2025 the focus will be to have all our employees and contractors sign the CoC. The CoC will be accompanied by a number of mandatory compliance trainings, that will be rolled out.

3) Our plan for 2025 is to continue to focus on improving our Learning and Development program for all our employees, through a dedicated resource which will focus on the following core programs: New Employee Orientation (NEO), Manager Training, Compliance Training and Performance Management.We have gathered our facilities and travel data for our EMEA subsidiaries since 2023. However, no further analysis on this data has been done to identify reduction strategies, and to establish targets and goals. We plan in 2025 to look into the data that we have already collected from previous years, analyze it, identify our hotspots and use this to define future Environmental Policies.

Environmental:

4) One step forward that we want to take in 2025 related to waste management is that we will start measuring waste generation from our main facilities in Malmö and London. This will allow us to understand how much waste we are generating, and define strategies to lower our environmental impact from waste generation.

5) We will request our Cloud Service Providers: Google Cloud Platform (GCP), Amazon Web Services (AWS), and Microsoft Azure our emissions data for FY2024. This with the intention to begin working on a methodology for our emissions calculations from data centers. We want to understand how many emissions come from our own operations and from customer usage. This will be the groundwork to ensure a more structured way to calculate our emissions for the reporting year 2025 that will be our first CSRD reporting year.

6) We will work on our GHG emissions reporting, particularly we will begin our work on the calculation of our Scope 3 emissions.

7) We plan to buy an ESG reporting tool during 2025. We have been evaluating several alternatives and we firmly believe that our ESG reporting will be eased when we use a sustainability reporting platform that can help us keep track of all the ESG initiatives in our company.

This marks another step forward in our ongoing journey toward sustainability reporting. We recognize that sustainability is a long-term commitment that demands consistent effort across various areas over the coming years in order to build a comprehensive understanding of our current impacts. As sustainability reporting becomes a key focus of EU legislation —particularly with the introduction of mandatory disclosures —our work to prepare for the Corporate Sustainability Reporting Directive (CSRD) compliance is well underway. Our 2025 Sustainability Report will be in compliance with CSRD. Consequently, some of the KPIs presented in this report may differ from those disclosed in future CSRD report, which will be shaped by the findings of our Double Materiality Assessment (DMA) and the ESRS in-scope standards that Neo4j deems material.

At Neo4j, we view sustainability not as a one-time initiative, but as a continuous responsibility—one that evolves alongside our business, our stakeholders, and the global landscape. As we prepare for compliance with CSRD, we are strengthening our internal processes, data quality, and governance structures to meet these standards with transparency and integrity. Our commitment to sustainability reporting represents our dedication to understanding environmental, social and governance impacts, improving accountability, and contributing to a more resilient and responsible digital future. We recognize that meaningful progress takes time and collaboration, and we are fully committed to this long-term journey.

We thank our employees, customers, hyperscalers, investors and other stakeholders for their continued support and engagement as we work towards building a more sustainable Neo4j.

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05 Appendix

Definitions

Material matters definition

1. Customer satisfaction/ Product handprint, this refers to how long customers are staying with us, and positive handprint refers to how our products are contributing into society.

2. Business ethics, measures that help the organization to guide our business conduct and keep our culture with high ethical standards.

3. Data Privacy & Cyber security. Protecting data privacy and ensuring cybersecurity within the organisation

4. Integrity (product usage), what is our product used for, and do we have any restricted countries, companies, or sectors where we don't want to sell our products?

5. Work culture: our core values, our working culture, and the work environment such as activities that make our employees thrive at work

6. Diversity & Inclusion: initiatives that support gender equality, non-discrimination, and overall promote an inclusive workplace.

7. Human capital development, initiatives that help us support our employees and be part of their professional growth

8. Recruitment metrics/emp. Turnover, how attractive we are as an employer, and long are our employees staying with us.

9. Supply chain demands: Demands and controls of suppliers, making sure we only work with suppliers that are aligned with our values

10. CO_2 emissions: carbon dioxide emissions from our facilities and air travel.

11. Energy & water management: Energy and water usage within our main offices.

12. Waste management/ recycling, how we manage the waste from our main offices.

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