

We staff Workers instantly,
at scale and with care

Annual social report 2025-2026

— Gojob

Gojob

A pioneering *HR Tech platform* that leverages data and *proprietary artificial intelligence* to make the labor market more fluid and accessible, empowering workers with *dignity*.



2025, a turning point

page 04



Our technology at the service of impact

page 08



Pascal Lorne
Founder & CEO of Gojob

In 2025, Gojob celebrated its 10th anniversary. A full decade dedicated to transforming the labor market—making it simpler, fairer, and more efficient. From day one, our mission has remained unchanged: to use technology to break down hiring barriers and give opportunities back to those who are furthest from employment. Social impact is not a byproduct of what we do; it is our DNA. Our mission. Our reason for being.

In this new era of Artificial Intelligence, we reaffirm a core belief: machines must never erase the human element. The performance of our AI is only a reflection of the care taken by the people who design it. It is “haute couture” technology—crafted by humans to meet the essential needs of other humans: recognition and work.

We will never give in to the temptation of “fully automated” recruitment. Hiring remains an act that requires empathy and discernment. To uphold this vision, we became one of the first European players to obtain ISO 42001 certification, demonstrating that our technology is as ethical as it is effective.

This year also marks a historic milestone with the arrival of our new partner, the Japanese group PERSOL. More than a financial alliance, it is a meeting of shared values around the “Work and Smile” philosophy—the belief that work is the primary driver of human dignity.

Together, we are joining forces to scale this model of responsible AI worldwide.

More than ever, Gojob is ready to prove that technological innovation is the most powerful lever for human fulfillment.



Our 2025 results

page 16



Testimonials

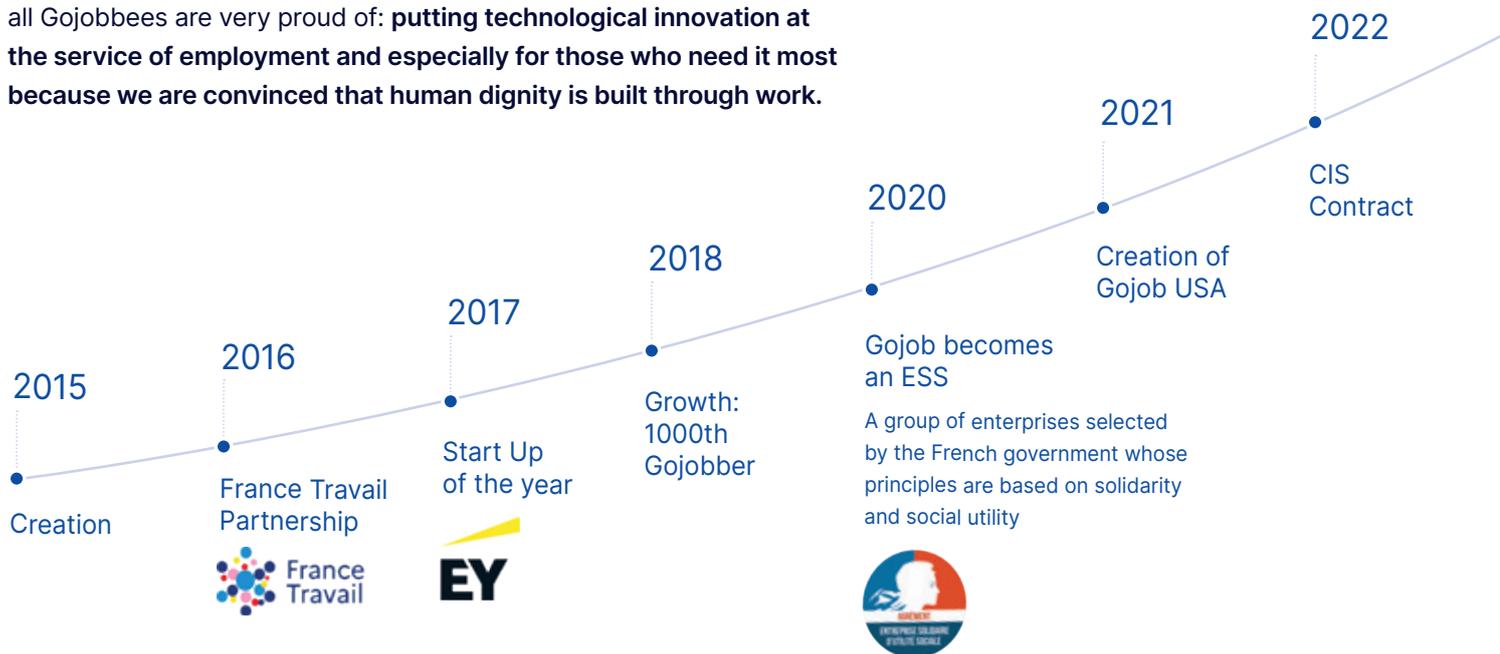
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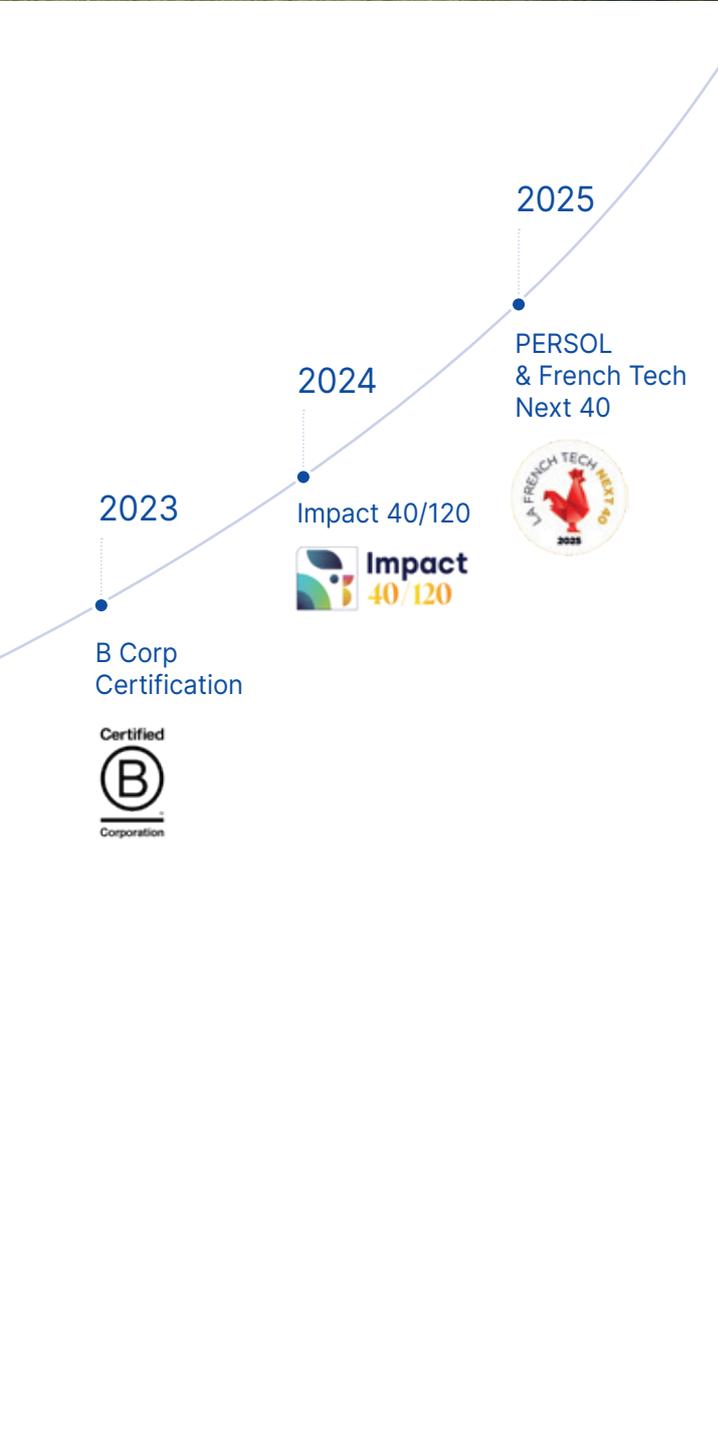


In 2025, the Gojobbees celebrated Gojob's 10th anniversary.

10 years marked by significant events such as the partnership with France Travail in 2016, the opening of the American subsidiary in 2021, B Corp certification in 2023, and the investment from a major Japanese player in 2025.

But above all, 10 years characterized by a constancy in our mission that all Gojobbees are very proud of: **putting technological innovation at the service of employment and especially for those who need it most because we are convinced that human dignity is built through work.**





2025

Gojob joins the prestigious French Tech Next 40 program.

This state support program, created 6 years ago, distinguishes the 40 most successful scale-ups capable of becoming world-class technology leaders.



PERSOL

In October 2025

The PERSOL Group invests in Gojob.

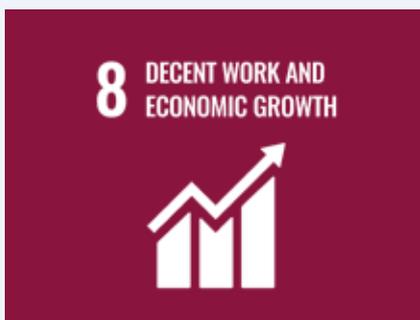
By welcoming PERSOL as a majority shareholder, Gojob achieves more than a financial alliance. It is a meeting of values, the conviction that work is the primary vehicle for human dignity.

Our Ambition: creating impact with tech

Economic growth should benefit everyone while preserving our planet. This means creating fulfilling jobs without exploiting the environment or the workforce. By ensuring access to dignified employment and encouraging training, we enable everyone to enjoy the fruits of growth.



Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.



Gojob is committed to decent work by adhering to the 8th principle of the UN Sustainable Development Goals.

By prioritizing equity, safety, and dignity in our temporary assignments, we fight against unemployment and foster a respectful professional environment.

Our priority populations

Neet

Our priority population: *NEET. Not in Education, Employment or Training (age 15 to 29).*

Our objective: *33% of NEET in our workforce in 2025.*

In Europe, the figures concerning young NEET aged 15 to 29 are worrying. Approximately 14.5% of young Europeans are considered NEET, which is nearly 15 million people.

The situation of young NEET has a significant impact on access to employment and represents a major challenge for European society in terms of economic loss and social cohesion.

Fair chance

Our impact focus for 2 populations with limited access to employment.

Second Chance

In the United States, approximately 70 million people have a criminal record, nearly a quarter of the adult population. According to the Bureau of Justice Statistics, approximately 650,000 people are released from prisons and detention centers each year. Among them, nearly 75% are re-incarcerated within five years of their release, primarily due to difficulties finding stable employment.

ESL (English as a Second Language)

Access to employment in the United States can be a challenge for ESL individuals. With approximately 25 million individuals enrolled in English as a second language programs, this group represents 8% of the population. The language barrier often hinders their access to employment, as English proficiency is essential in many professional sectors.

By offering opportunities for professional integration, it is possible to overcome this obstacle and allow this population to contribute fully to the American economy.



Nicolas Boutin
Chief Technical Officer Gojob

In 2025, Gojob crossed a new milestone in its technological evolution: it obtained ISO 42001 certification.

“This certification guarantees that the AI management system is both ethical and responsible. This certification is the recognition of what has driven Gojob’s technological teams since the beginning: technological development only makes sense if it serves humanity. The artificial intelligence we develop is primarily a lever for designing differentiating experiences: it concretely supports our temporary workers in their daily lives, offers our clients a simpler and higher quality experience, and allows our teams to free up time to focus on what truly matters, the human element. Our conviction is clear: technology only makes sense if it serves people. It is with this vision that we contribute to building a world of work where everyone is recognized, respected, and encouraged to fully express their potential.”

Aglae, the AI that speaks the HR language

Features that transform every resume into a potential candidate.

Our proprietary AI, Aglae, is not just a technological layer: it is the engine of our mission. It was designed to break down employment barriers and ensure fairer recruitment. It automates all recruitment steps except the interview and the human connection.

Our unique expertise

A technology that allows our teams to free up time to dedicate it to our clients and temporary workers.



■ Human ✦ IA & Automation



100% automated, 100% measurable sourcing

Traditional sourcing is a bottleneck that generates exclusion. At Gojob, our proprietary AI Aglae reverses this logic to put the human back at the center and ensure every talent is seen. Where a human recruiter could only process a fraction, our AI processes 100% of applications.



Matching beyond the resume

Unlike traditional approaches, our algorithm does not only rely on the fit between the offer and the resume to prioritize candidates. By analyzing more than 80 criteria, it eliminates cognitive biases to offer unexpected opportunities to profiles often excluded. And we go from a service rate of 50% (market standard) to 95% of temporary assignments filled.



Performance and respect thanks to our conversational AI

It engages candidates in real-time and answers questions about the position to be filled 24/7. This speed protects the candidate's "energy balance": their search effort is immediately valued by a concrete response. On the recruiter's side, only talents who meet the job requirements are seen for an interview, which allows recruiters to spend 57% more time on these interviews.

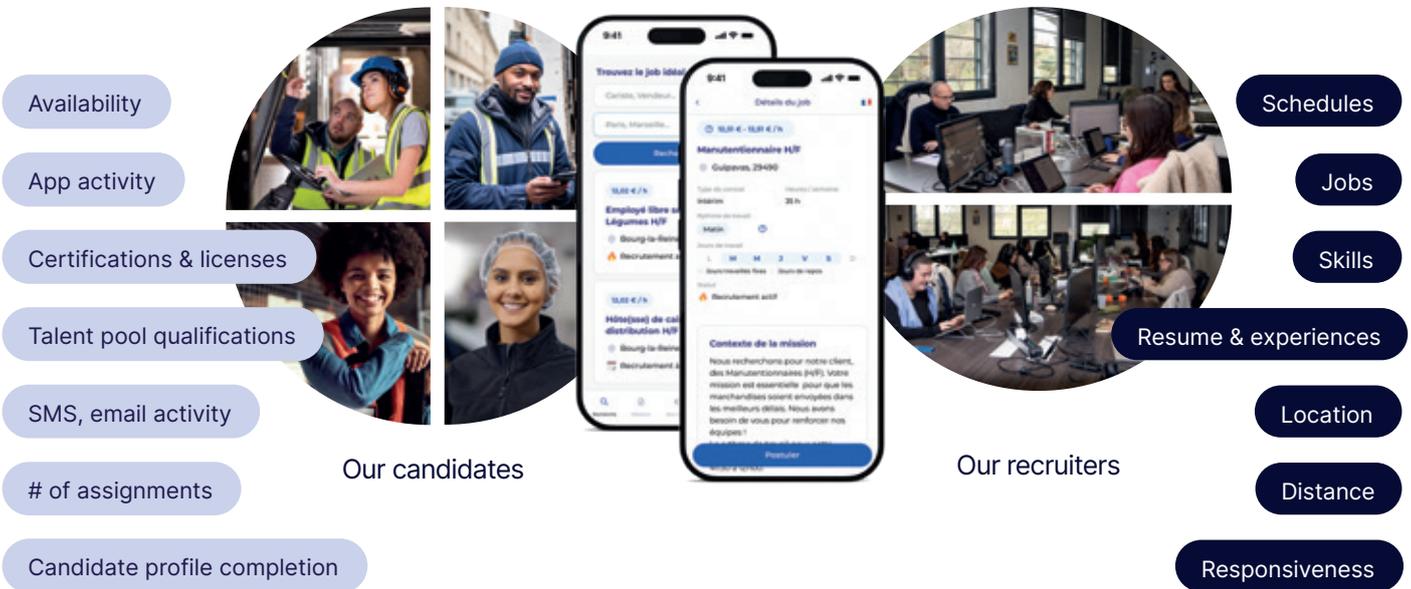
Our AI has facilitated 80,000 recruitments, so its effectiveness is no longer in doubt.

“But I have learned that artificial intelligence is not enough on its own. Used alone, AI fails to process each unique trajectory of our candidates with the humanity they deserve: it only creates artificial hopes. At Gojob, we made a radical choice from the start, confirmed year after year: to restore full responsibility to recruiters with a powerful but deliberately less “decisive” AI. The goal is to leave the responsibility for recruitment to the recruiters. They control the AI, and the AI acts as a virtual assistant at their service. In recruitment, it could be tempting to do the opposite, to limit or even eliminate human intervention in the different stages of the process. But we have always been aware of this danger for the candidate experience and quickly understood that it is this AI/human duo that multiplies our impact. It is what allows thousands of candidates who apply to us to discuss their future every day with the certainty of finally being heard.”

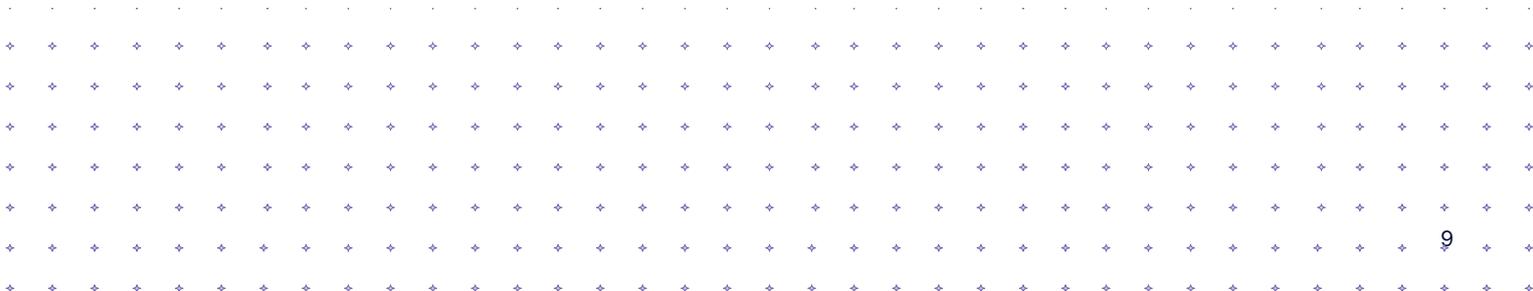


Thibaut Watrigant
Product Director Gojob

A responsible and supervised AI at the service of recruiters and candidates.



80+ variables are compared to determine the right candidate



The 12 commandments of Aglae

Artificial intelligence that is applied to the recruitment process and deals with life trajectories cannot operate without a strict moral framework. And at Gojob, we have chosen responsibility. Our AI, named Aglae, is not an avatar that replaces human judgment; it is a simple tool, powerful nonetheless, that supports it.

To guarantee this direction, we apply 12 fundamental commandments that govern every stage of Aglae's development, ensuring a technology that serves dignity and inclusion.

This ethical framework guides the daily work of our engineers to guarantee a responsible, secure, and transparent AI.

- 01** **Serving a more fraternal humanity**
Promoting an equitable and sustainable society by serving fundamental rights without restricting human autonomy.
- 02** **Respect for privacy**
Guaranteeing individuals total control over their data to prohibit any prejudicial or discriminatory use.
- 03** **Personalization**
Each AI agent is unique, signed, and controlled by an identifiable human reference, excluding any anonymous "black box."
- 04** **Human preservation**
The AI agent ceases its functions and its data is erased as soon as its human reference leaves their position.
- 05** **Human emotional intelligence**
The AI agent steps aside in the face of emotions (empathy, sadness, etc.) and immediately passes the baton to a human.
- 06** **Human accountability**
Ensuring humans have simple and direct access to all content produced by the AI in their name.
- 07** **External data sourcing**
Connecting the AI to human sources to avoid self-generating loops and mixing artificial and real creations.
- 08** **Control and override**
Active monitoring of deviations to alert the human, who retains the power to intervene and take back control.
- 09** **Transparency**
Systematic and unambiguous identification of all content generated by artificial intelligence.
- 10** **Diversity, non-discrimination & equity**
Respecting the plurality of human skills and needs by prohibiting any discriminatory use of algorithms.
- 11** **Robustness and security**
Deploying reliable and resilient algorithms, capable of managing errors throughout their lifecycle.
- 12** **Explicability**
Guaranteeing traceability and public access to the parameters, sources, and calculation methods of the systems.

The Gojob ethics committee

Reason for Being

Much more than a consultative body, it ensures the permanent human supervision of our technological infrastructure. It monitors the application of our 12 founding commandments.

Mission and members

They meet monthly to keep track of the systems and models for proper alignment, evaluate each project against the 12 identified pillars, analyze user feedback, and ensure non-discrimination. The committee is composed of individuals with diverse backgrounds:

Data Scientist

Expert in data equity, audits the mathematical neutrality of algorithms to prevent any recruitment bias.

Lead Product Manager

Guarantor of the user experience, ensures that the AI remains a clear and respectful service tool for talents.

Head of Staffing

Ensures that the technology brings a tangible human benefit and real help to recruiters on the ground.

Care & Impact Manager

Voice of inclusion, coordinates compliance audits and ensures permanent alignment with our B Corp mission.

Gojob among the first certified ISO/IEC 42001 players for its ethical and responsible AI.

In 2025, Gojob obtained the ISO/IEC 42001 certification. This international standard is the first dedicated to AI management systems. It validates our “Ethics by design” approach. By structuring the governance of our proprietary AI according to this framework, we anticipate the strict requirements of the European “AI Act”, which classifies recruitment as a “high-risk” sector.



ISO 42001 certification

This certification, issued by the National Metrology and Testing Laboratory (LNE), is a strong signal of credibility.

It guarantees our clients and partners that our processes are:

- transparent
- non-discriminatory
- independently audited.



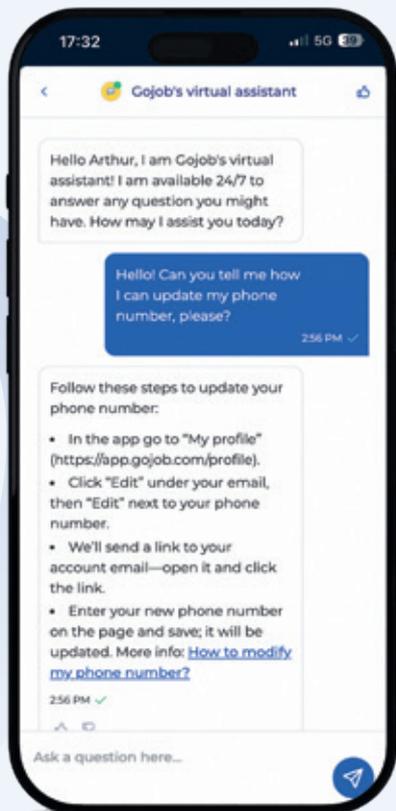
What does it mean for Gojob’s AI in the US:

Because it is built under the EU AI Act and is ISO 42001 certified, Gojob’s AI has a strong trust and compliance advantage, signaling robust governance, transparency, and bias-mitigation. This significantly reduces discrimination risk and regulatory scrutiny compared to typical US AI systems that are not currently governed by any US federal AI laws.

Temporary worker experience

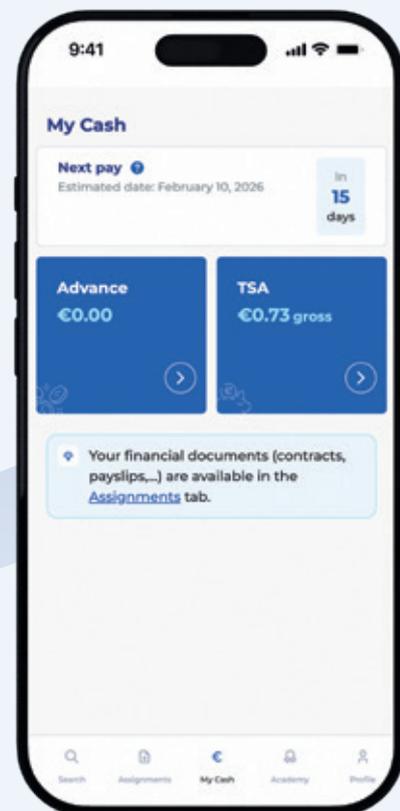
Supporting our temporary workers in their professional journeys.

Gojob offers unique features aimed at simplifying the daily lives of its temporary workers. This initiative thus offers them an even smoother and more enriching user experience.



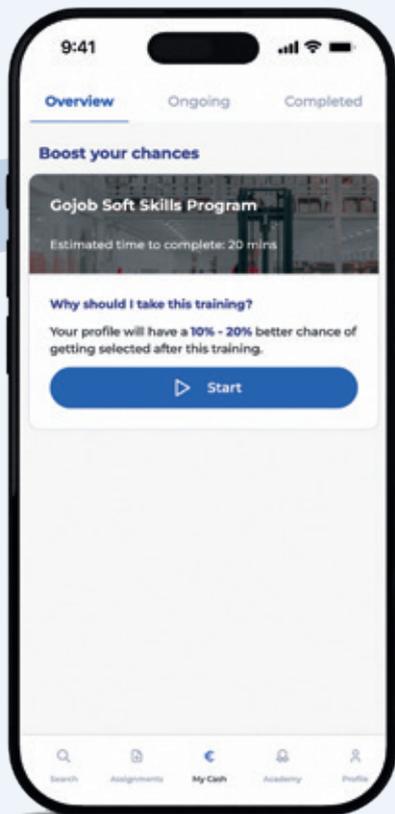
 **Gojob Assistant**

The virtual assistant for temporary workers - currently on assignment with Gojob - who answers all their questions in real-time, 7 days a week.



 **Gojob My Cash**

Our financial services application allows temporary workers to obtain advances instantly, with a single click, from the 1st working day, and to access remunerated CET (Time Savings Account) placements at 10%.



Gojob Academy

Our e-learning, testing, and onboarding platform for 100% of candidates and temporary workers, ensuring a no-show rate consistently below 1% and the upskilling of temporary workers.



Our Gojobbers love

74%

declare being able to easily contact their advisor

84%

are satisfied with the chat function of the Gojob application

92%

appreciate their training with Gojob Academy

91%

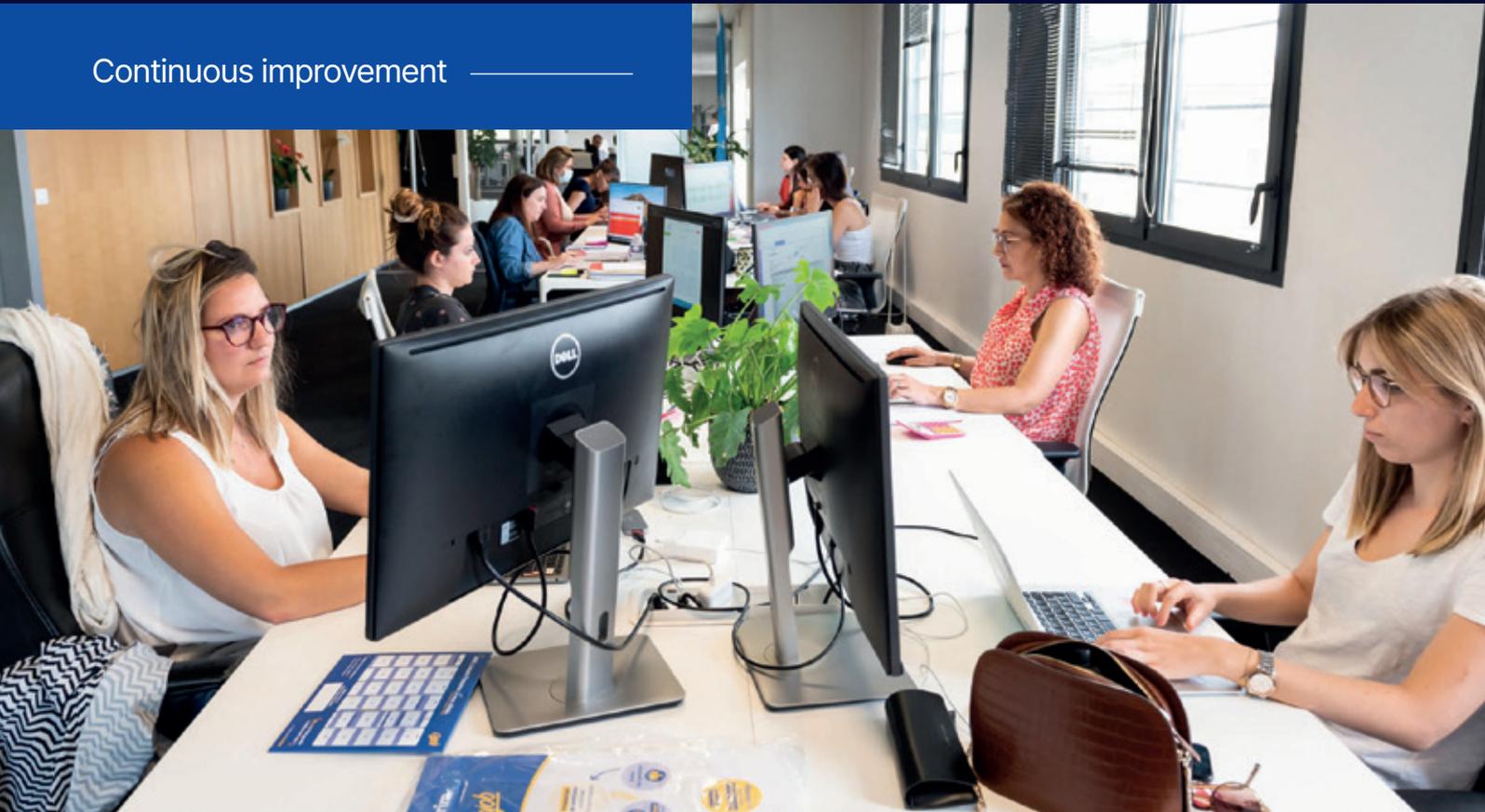
find using the time savings account easy

94%

declare being satisfied with the advance request process

Source: End-of-mission debriefing contract, 7,632 responses - Year 2025

Continuous improvement



Impact, at the heart of Gojob life

At Gojob, impact is at the heart of the company and is manifested throughout the year in various forms.

Gojob recognized for its impact approach:



Gojob is EcoVadis certified. EcoVadis is a platform that evaluates corporate responsibility performance.

It is the leading CSR analysis platform for international supply chains.



Gojob is the winner of the Social Inclusion prize from the Sustainable Impact In Action movement!

Recognizing the professionalism of our impact approach, the SIA rewards impact European figures who are concretely committed.

Real-time monitoring

We continuously measure our impact indicators. This data is used by our teams and helps to continuously put effort into our NEET integrations.

Our impact managers communicate weekly with the recruitment teams to inform them of individuals eligible for assignments at each site.



The Friday Phoning

Every Friday at 2 p.m., the entire Gojob team meets for the NEET phoning. Every Gojob employee calls a list of young NEET to offer them assignments, help them with their onboarding, or ensure that their first assignment is going well.

These exchanges also allow us to better understand the profiles and expectations of these young people and to recommend the profiles internally to help them start more quickly.



Virginie Kandel
Strategic Account Director

Why Gojob after 25 years of experience?

“Because I understood that social impact is not an empty word at Gojob. Since my arrival, I have seen that we are truly moving forward with the conviction that our work takes on its full meaning when performance and social impact mutually reinforce each other.

With our industrial clients, and particularly those in the automotive sector, we have built solid partnerships that allow us to integrate young people who have been unemployed for a long period of time and are without diplomas or training, into long-term assignments that truly get them back on track. These partnerships open concrete doors, allow temporary workers to benefit from highly valued technical training, to develop their skills, sometimes to discover vocations and a real professional path. Seeing these journeys built day after day is a source of pride for the whole team. It is also proof that inclusion and performance can find a concrete and pragmatic balance.”

Gojob staffing

2025: Gojob continues its strong growth in the temporary staffing sector, multiplying its impact on temporary populations in France and the US.



A rapidly growing player:

+120%

revenue in 4 years



The "Category Leader" for high-volume and recurrent recruitment of entry-level workers.



2.1M

applications in 2025, registered on the Gojob platform



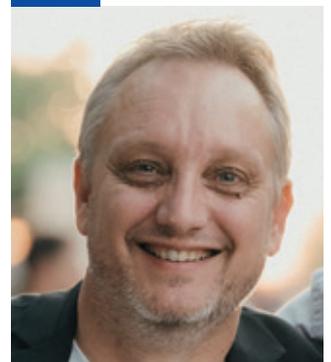
1.5M

qualified and available temporary workers in the database

Year after year, Gojob continues to prove that impact and performance can go hand in hand.

"The new strategic accounts we signed this year, such as La Poste or Renault, did not only choose us for our operational excellence but for our unique ability to reconcile business and social progress. We are breaking the taboo that the search for profitability is incompatible with our social mission.

On the contrary: every new commercial success with our partners is an additional lever to put thousands of people back to work. Our financial performance is not an end in itself; it is the fuel that allows us to democratize technological innovation for all workers. I am proud to see that the biggest leaders in industry, logistics, retail, and catering now validate our model: World-class AI serving fairer and more effective recruitment."



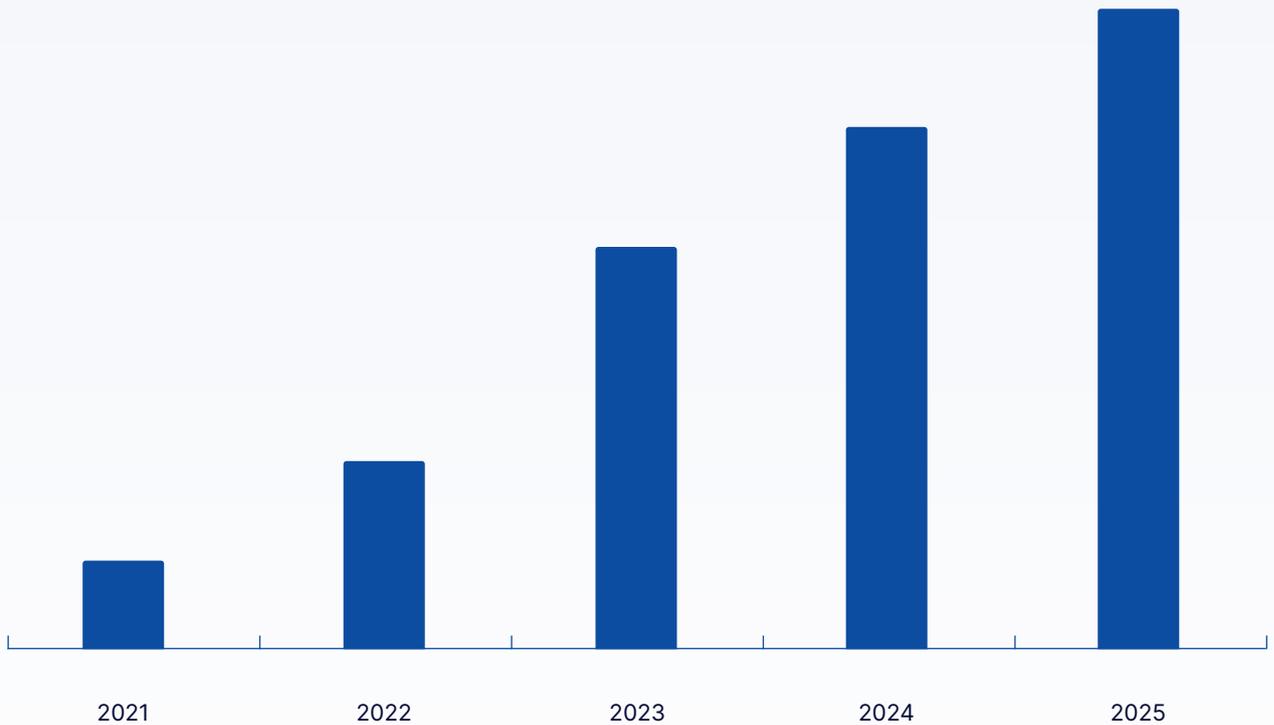
Amaury Maugé
Vice President Sales & Operations

staffina

Number of applications per year



Evolution of net revenue



Gojob talent

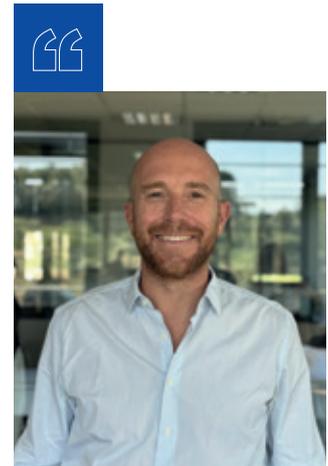
Industrializing impact

“Associating technological performance and human dignity is not an option; it is a necessity to repair a failing labor market. At Gojob, we developed our own technology to remedy this. With €30M in R&D investment, we have proven that AI can be both ultra-performing and deeply inclusive.

But impact is only valuable if it is widely shared. This is the meaning of the launch of Gojob talent. We decided to take our Aglae technology outside our walls to make it a standard accessible to all HR departments. Why? Because we can no longer accept that thousands of candidates are ignored due to a lack of technical means, nor that recruiters are exhausted by soulless administrative tasks.

By transitioning to SaaS, we multiply our social impact by the power of the network. We transform the daily lives of recruiters by freeing them from mechanical sorting to restore their true profession: engaging with candidates. And we guarantee every candidate, whatever their background, that their application will be read, considered, and supported. 2025 is the year when equity in recruitment entered a new dimension.

And this is just the beginning...”



Benjamin Vallat
Chief Operating Officer, Gojob

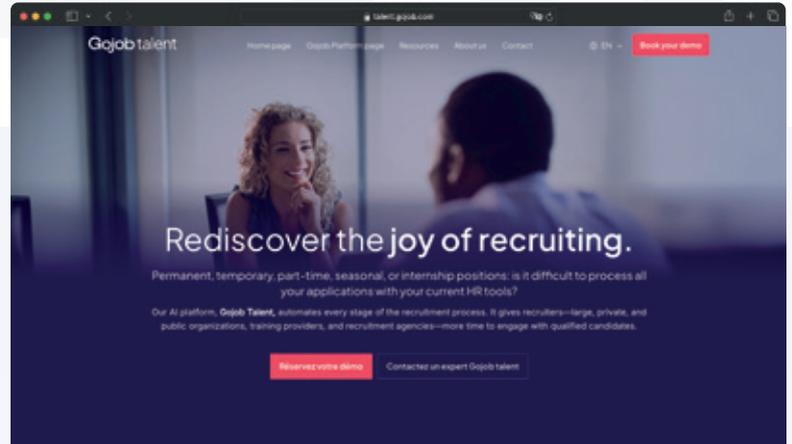
Impact at scale When technology repairs the labor market.

By relying on our Aglae technology, Gojob talent transforms the daily lives of HR professionals by automating low-value-added tasks to put the human back at the center of the exchange. It's a triple impact: for the candidate, the recruiter, and the job market.

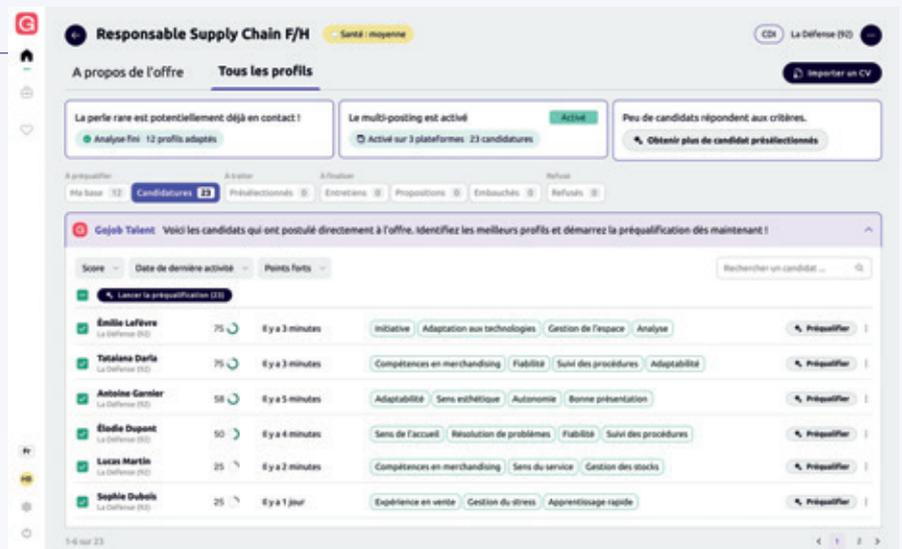
Total Inclusion	100% of applications processed and 170,000 monthly conversations engaged by our AI to validate candidates' skills and desires, without human bias.
Quality of Connection	+57% time for interviews : more insightful conversations with candidates to assess their soft-skills.
Social Effectiveness	80,000 successful recruitments thanks to our ISO 42001 certified AI.
Growth Lever	3 times faster recruitment to respond to employment emergencies without sacrificing the human element.

Talent

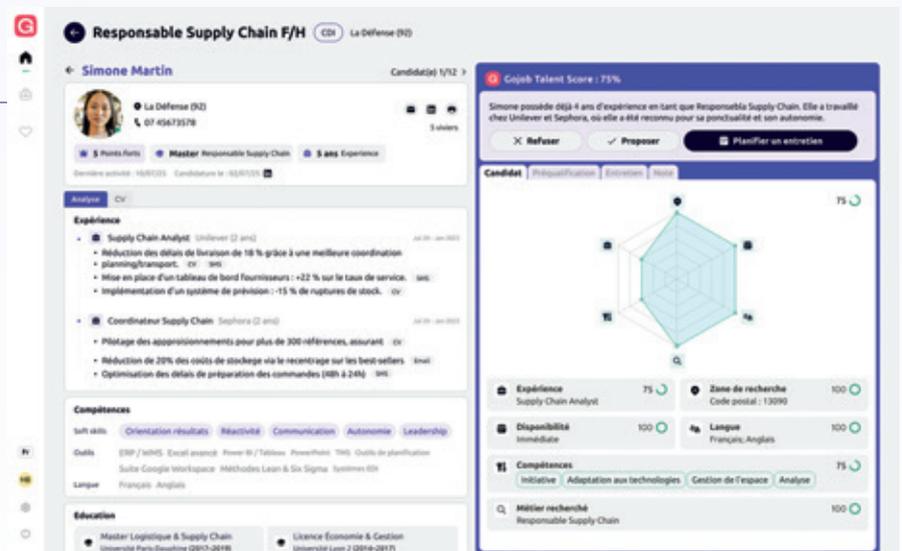
A recruiter-candidate relationship reimagined thanks to AI



Internal/external sourcing



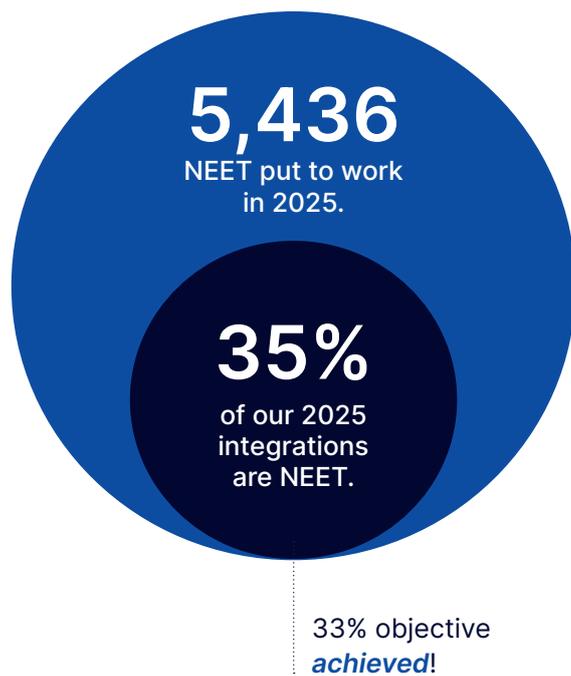
Smart matching and automated pre-selection



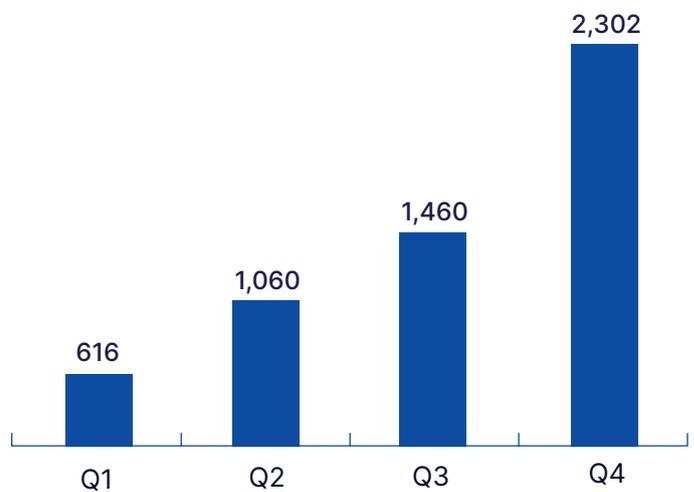
Source: talent.gojob.com

NEET Integration: our results

Throughout the year, our NEET integration performance was monitored, incentivized, and communicated to all stakeholders in order to achieve our goal: **33%** minimum.



Quarterly evolution of NEET integrations in 2025:



Qualitative study

We now have proof that this NEET population is of higher quality for clients: fewer reports of soft skills issues from clients and fewer end-of-mission requests from the employer.

KPI	Definition	Results	Impact
NoShow	Did not show up	2.42% vs 2.44%	👍
Report	Soft skills problem reported	6.43% vs 8.57%	👍
Employer Drop off	Assignment ended before completion	6.91% vs 7.69%	👍
Gojobber Drop off	Assignment ended before completion	5.21% vs 5.02%	X

Study conducted between 05/01/2023 and 10/31/2024 on a population of 15,000 Gojobbers, 30% of whom were NEET. Significance threshold set at 90%.



The CIS Program

In 2025, we are continuing the social impact contract (CIS) program with the Ministry of Labor. In addition to integrations, this program aims to improve the duration of work for NEET by ensuring they complete at least 30 days of assignment over 6 months.

Linda Larbi Care Officer Program CIS Gojob

What is the CIS program and what is its objective?

Since 2024, we have been collaborating with the Ministry of Labor through the CIS program, dedicated to the professional reintegration of young people under 29, particularly NEET (Not in Education, Employment or Training) who have been without employment or training for more than three months, and those from priority urban areas. This program offers assignments of at least 30 days over six months, accompanied by training to strengthen skills and employability.

At Gojob, we believe in employment as a lever for reintegration and we mobilize around social values to offer concrete opportunities and promote inclusion.

What are the results of this program?

In this second year of the program, we supported 1,441 young beneficiaries. To be a beneficiary, a young person

must meet certain conditions. This allows the Ministry of Labor to properly identify and monitor them over time. Nearly 500 beneficiaries have already completed more than 30 days of assignment with Gojob during this second year of the program.

We aim to support an additional 1,820 people by the end of the program, an objective we are confident of achieving given the current trend.

How do you support these young people towards employment?

As part of our CIS program, we recruited two people into the Impact team to exclusively deal with these young people. Once identified in our candidate database, these two people contact them to explain the program and ensure they take the necessary steps to meet the conditions. Then, we ensure they are placed as a priority with recruiters as soon as an assignment matches their profile. To closely monitor the evolution of each journey, weekly team meetings are organized.

“Second Chance” in the United States

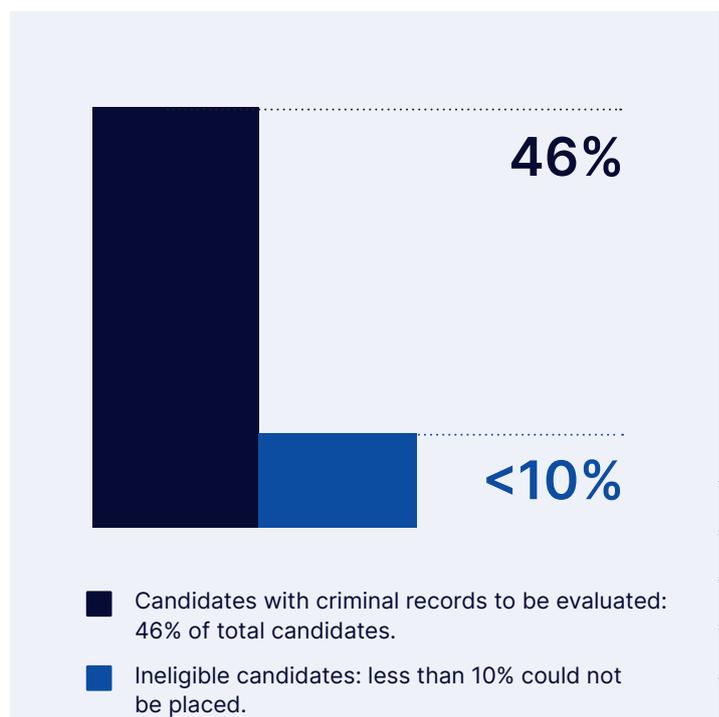


Our “Second Chance” program results

In 2025, the Gojob US teams continued to improve the background check process with clients to give candidates a better chance of getting a job.

Some clients agreed to relax their selection criteria, and we were able to broaden the selection by identifying elements not directly related to the ability to perform in the proposed assignments.

→ This allowed us to expand the pool of candidates for their open positions and improve conversion rates.





English as a Second Language (ESL) A win-win at Resideo Louisville

“Since the beginning of our collaboration in September 2023, Gojob has brought us many workers who speak English as their second language. Most of them have stayed with us and are still working in our teams.”

Josh Robinson
General Manager,
Resideo Louisville

Recruitment at Gojob: prioritizing candidates facing barriers to employment.



At Gojob, recruitment is much more than simply filling open positions. It’s about creating access to employment, stability, and opportunities.

“Each placement represents a person who gets the chance to strengthen their skills, earn a regular salary, provide for their family, and progress in their career. We intentionally work to remove barriers to employment, connect people with jobs, and help them grow. Social impact is not a secondary initiative for us. It is embedded in how we recruit, onboard, support, and advocate for our workforce every day. When people succeed, businesses prosper, and communities are stronger. I am proud to be part of a team that believes work should be a pathway, not an obstacle.”

Brandie Nalley
HR Business Partner

Our Temporary Workers



Fahimou Youssouf
Gojobber

“Before knowing Gojob, I was at Épide. I needed to work to help my sister finance her wedding. Someone told me about Gojob, and I decided to apply. I first completed two training courses, then I signed a six-month contract at Peugeot. At first, it was difficult, especially the rhythm and organization, but over time, I improved. I was well supported, given advice, and learned a lot. It really helped me not to give up. Thanks to this support, I also made personal progress. The Gojob manager helped me find an apartment in Montbéliard-Sochaux. Today, this new life brings me tranquility and peace. This is my very first job. I would like to stay for at least two years, then get my heavy goods vehicle license to continue progressing. Thank you Gojob for that!”



Adama Cheick Diarrassouba
Gojobber

“I would like to thank Gojob for everything they do for me. Before Gojob, I did boiler-making training. In this field, they make us believe there are many opportunities, but when we look for a job, they tell us we need experience. As a young graduate, with a family and 2 children to support, finding a job was complicated. I found out about Gojob through a friend. I had no experience or CACES (forklift license), but I was motivated to work. They offered me an assignment, I took tests, and then Gojob financed my CACES training to validate the prerequisites for the assignment and be hired as a temporary worker. I’ve been in the position for 2 months, and everything is going well. I can say that today, thanks to Gojob, I can provide for my needs and pay for my daughter’s daycare.”



Juan Sobrevilla
Gojobber

“My name is Juan. I am from Veracruz so Spanish is my first language, but I also speak English. A few months back, I came to Kentucky from Mexico and applied to Gojob. My on-site manager Elisha helped make the process fast and easy, and I was able to get a spot as an auditor. My experience here has been great. Team leads and our crew are all really good people. They help support each other, and we’re getting really good pay.”



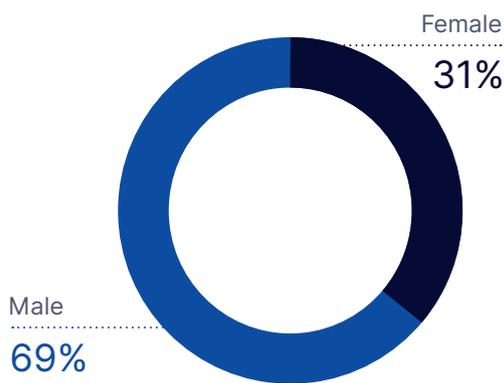
Michael Johnson
Gojobber

"I want to thank Ahnjahla and Gojob for changing the trajectory of my life. When I moved to Tennessee, I had a car accident that left me unable to work. Due to financial difficulties, my fiancée left me, and I struggled to pay bills. I lost everything. I cut ties with my family because I didn't want them to know how far I had fallen. I met Ahnjahla at the Nashville Rescue Mission. She quickly offered me a job at CEVA, where I was earning over \$20 an hour and had the opportunity to work overtime. It was far beyond what other agencies could offer me. Thanks to the money I saved, I was able to return home. I believe the opportunity with Gojob completely changed my situation. When I returned to Ohio, I was able to get a job thanks to my experience at CEVA. With a significant amount of savings, I was able to rent an apartment and buy a reliable car. Working for Gojob was the turning point I was waiting and praying for. I will be eternally grateful to Ahnjahla and Gojob for coming into my life."

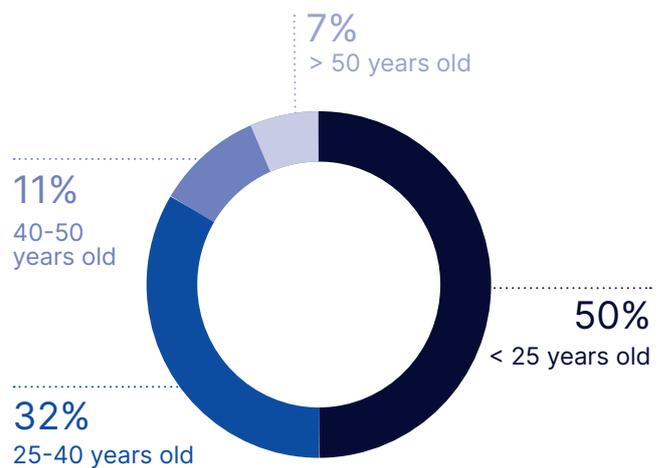
Portrait of our Gojobbers



50 NPS Gojobbers



Gender breakdown



Age breakdown

84% want to find another assignment with Gojob

Our Employees



Kateia Carter
On-site Manager

“Joining Gojob with no prior experience in the recruitment sector, after having worked in human resources and logistics, I was quickly convinced that our approach is resolutely human-centered. Our innovative platform harnesses the power of AI to connect candidates more efficiently than ever. We position ourselves as a second-chance employer, committed to helping individuals with a judicial background find meaningful employment. Moreover, Gojob actively supports individuals facing challenges related to age or disability, ensuring that everyone has the opportunity to showcase their skills and make a positive impact on their lives. What I appreciate most in my role is being part of a community that values authentic relationships and takes the time to understand the unique journey of each candidate. At Gojob, every journey is valued, and every recruitment makes a difference.”



Sébastien Blouin
Head Of Sales

“I joined Gojob in February 2020 as Head of Sales, before moving into operational functions. Since February 2022, I have held the position of Director of Major Accounts Development, with the responsibility of coordinating our national operations with our strategic clients in the logistics sector. In a constantly evolving recruitment market, the integration of our artificial intelligence solutions constitutes a major level for performance. It allows us to optimize the efficiency of our processes, ensure the reliability of matching, and free up more time for high-value-added activities: the relationship with our candidates, our clients, and the support of our temporary workers. My daily commitment consists of guaranteeing a high level of operational excellence while offering every profile the opportunity to fulfill their potential through work. The journeys, ambitions, and successes of our talents remind me every day of the importance of our mission. Building common ambitions founded on strong, shared values with both our clients and our teams is my greatest pride. Together, we create a sustainable impact that reflects what Gojob represents”



Elisha Means
Key Account Manager

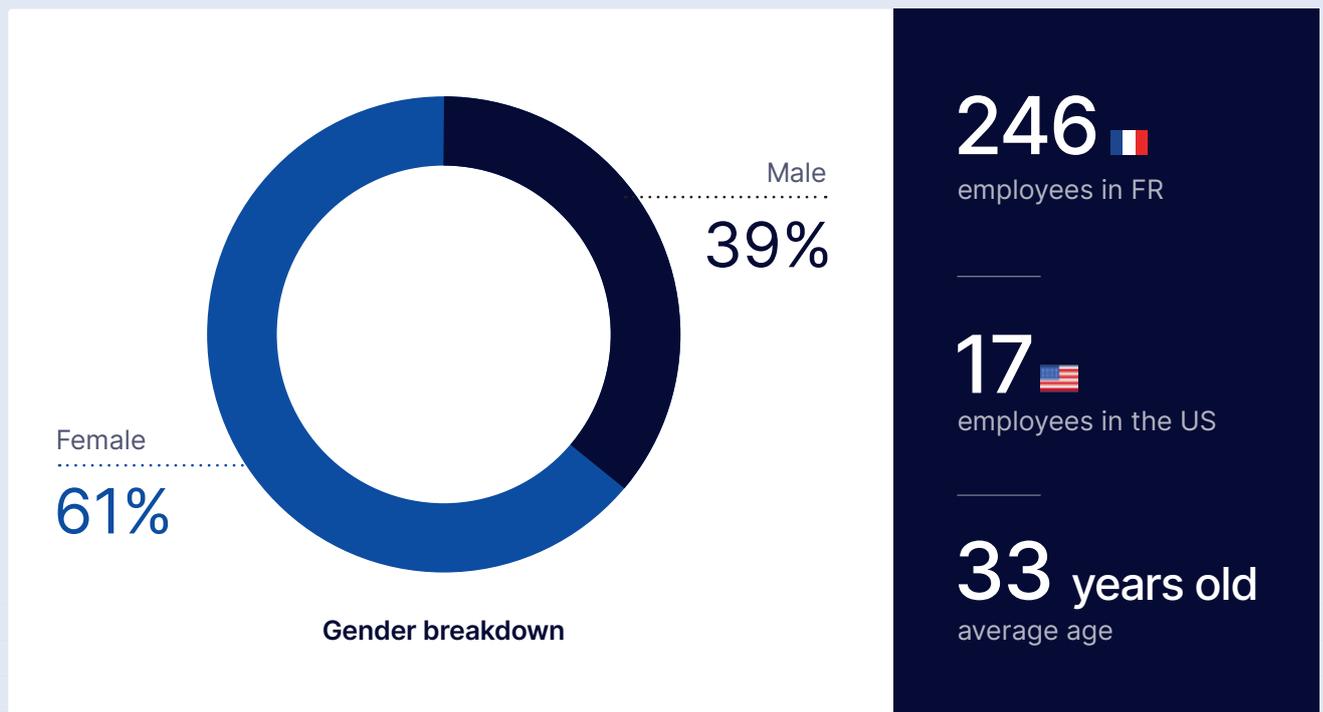
“I have been in the recruiting industry for over 16 years, holding positions as a recruiter, senior recruiter, on-site manager, and strategic program manager. My motto has always been: ‘We must meet people where they are.’ Before joining Gojob, it was difficult to find work for some people for various reasons such as their judicial history, disabilities, etc. Since I’ve been here at Gojob, these challenges have become less restrictive, as we are a second chance/fair chance company, as well as a social B Corp. Thanks to recruitment by artificial intelligence and our ability to validate our candidates before putting them to work, we have helped prepare Gojobbers for success in their assignments. It is rewarding to receive feedback from candidates who say: ‘No one else will give me a chance to work for them.’ Since then, some of these candidates have been on assignment for over 4 months, and the client is considering hiring them permanently.”



Clotilde Sauzade
Head of Care

“After more than 11 years in B2B advertising in customer relations, I joined Gojob, driven by the desire to find work that has meaning and a concrete societal commitment. For me, being part of Gojob is first and foremost adherence to a strong mission: making the labor market more accessible and supporting every individual with dignity. It is this mission that guides my role as Head of Care, a commitment visible through our ESS (Social and Solidarity Economy) and B Corp certifications. In my daily work, my team and I are the guarantors of Impact. Gojob’s Artificial Intelligence allows us to automate first-level support for tens of thousands of monthly requests. This technological efficiency frees us up to focus on the essential: proactive Care for those who need it most. With my team, we manage the integration and monitoring of NEET (Not in Education, Employment or Training), a priority population for Gojob. We ensure that at least 35% of our integrations are for these young people. And it works: since the creation of Gojob, we have enabled more than 50,000 of these young people to access assignments. This is where the impact is maximal: ensuring that the societal commitment materializes through a successful and sustainable return to employment, a real source of pride for the entire team.”

Portrait of our Employees



Our Clients

Our references



Yann Le Grall
HRD France Operations



“At HelloFresh, our mission is clear: revolutionize French meals while limiting food waste. To support our rapid logistics growth, especially since the opening of our site in 2023, we needed an agile and committed HR partner. Gojob was a natural choice from the launch.

What sets Gojob apart is its unique ability to combine innovation and responsibility. Their temporary staffing approach, leveraging powerful digital tools and AI, allows us to quickly identify a large volume of quality profiles, which is crucial for gaining visibility as a local employer. More than just quantity, it is a genuine sourcing approach that identifies our future employees.

Their commitment is tangible: the Gojob teams ensure real, on-site follow-up of temporary workers, from recruitment to compliance with our strict hygiene and safety requirements in our agri-food environment. This fluidity, combined with their proactive stance (“we’ll do it, we’ll take care of it”), allows us to maintain high social consistency.

It is a true win-win partnership: Gojob simplifies our operational life, and the best profiles are destined to join our teams. Their ethical and societal commitment is proof that technological performance and values can be combined.”

Partners



Mathieu Friedberg
CEO



“At CEVA Logistics, diversity and inclusion are much more than moral commitments: they are the engine of our operational performance and the heart of our DNA. With 110,000 employees, we bear a major responsibility through our “Employer of Choice” strategy, which aims to position the group as a reference employer, inclusive and desirable.

To make this ambition a reality, we chose to collaborate with innovative partners like Gojob, who share our vision of a more fraternal economy. Where traditional recruitment sometimes encounters cognitive biases, Gojob’s technology provides a concrete answer. Their non-discriminatory matching algorithm allows us to take a fresh look at candidates, prioritizing motivation and soft skills rather than academic background or past experiences alone.

This paradigm shift produces tangible results: we observe a significant progression in the integration of young NEET—not in employment, education, or training—and greater gender diversity in our logistics professions. This is proof that the alliance between artificial intelligence and social impact can sustainably transform our organizations.”

A strategic alliance serving inclusive recruitment.



The year 2025 marks a historic turning point for Gojob with PERSOL joining as a majority investor through a €120 million strategic investment.

This partnership, built on a shared vision for the future of work, enables Gojob to enter a global scale-up phase while preserving its unique identity. Governance remains unchanged, and our Research and Development—the heartbeat of our innovation—remains anchored in France to continue perfecting Aglae, our proprietary artificial intelligence platform. This operation also allows our long-standing shareholders, such as Banque des Territoires and Amundi Asset Management, to make an exemplary exit, proving that social and technological entrepreneurship can generate sustainable economic value while serving the general interest. We thank them all for their unwavering support over the years.

PERSOL was chosen as a preferred partner due to its strong historical roots and operational power. As the second-largest temporary staffing firm in Japan with a revenue of €9 billion in 2024, the PERSOL Group operates in 13 countries across the Asia-Pacific region and employs over 70,000 people. Founded on the legacy of its creator, who worked to make employment a driver of empower-

ment, the group aims to become a technology-driven HR services company by 2030, capable of providing opportunities to one million people. By joining forces with Gojob, PERSOL is not merely making a financial investment; it is aligning itself with a social mission that reflects its own values, aiming to build a society where everyone can thrive through work.

This alliance is based on a unique synergy between technology and human values.

PERSOL chose Gojob for its expertise in artificial intelligence, recognized for its ability to eliminate recruitment bias and place skills back at the heart of the evaluation process. In turn, Gojob now benefits from increased resources to accelerate its international development, particularly in the United States and Europe, while paving the way for the deployment of its SaaS technology in the Asian market. Together, both entities share a clear ambition: to become the global leader in inclusive recruitment. This partnership reaffirms our daily commitment to those furthest from employment, using technological innovation as a powerful lever to offer everyone a real chance to build their future.



PERSOL Group has set its strategic direction toward evolving into a “Technology-driven HR service company” by 2030.

“We chose Gojob for its unique technology and social mission, which perfectly aligns with our values. Through this partnership, we aim to create synergies by combining the expertise of both companies in the HR business with Gojob’s cutting-edge AI technology and highly scalable platform, as we strive to become an HR services company capable of achieving breakthrough growth.”

Takao Wada
President and CEO,
PERSOL HOLDINGS



I am particularly excited to bring this alliance to life on the ground.

“Beyond the investment, this is a true merging of expertise: Gojob brings us technological agility and world-leading AI mastery, while PERSOL offers premier historical expertise and operational depth. We have a great deal to learn from one another. My goal is to build strong bridges between our R&D teams to deploy Aglae technology at scale, while ensuring that every innovation concretely serves the empowerment of workers worldwide.”

Toshihito Nagai
Executive Officer,
R&D Function Unit Lead,
PERSOL HOLDINGS

Gojob

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Our partners

