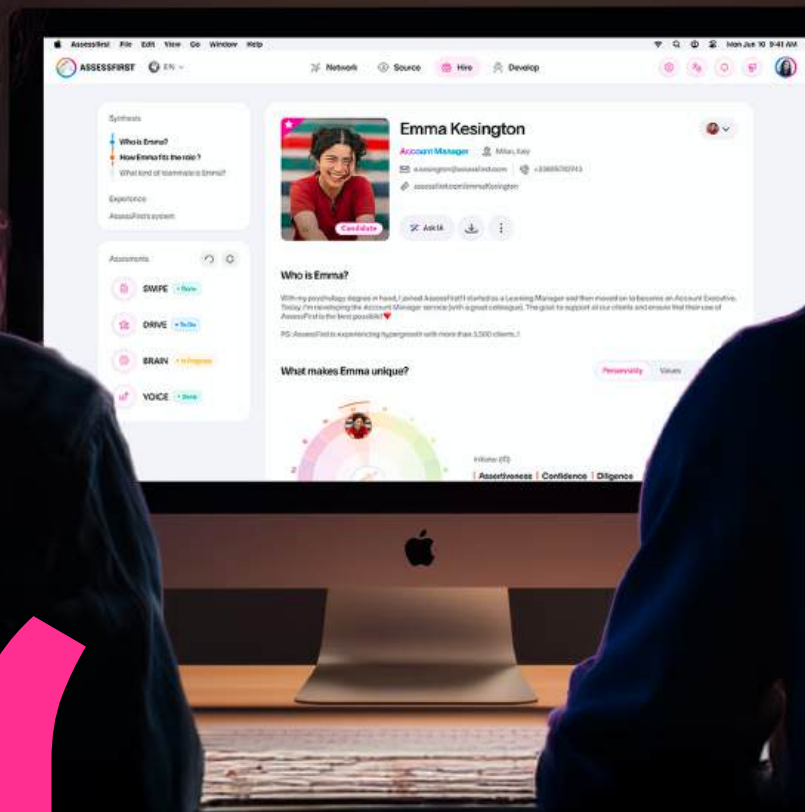


AssessFirst

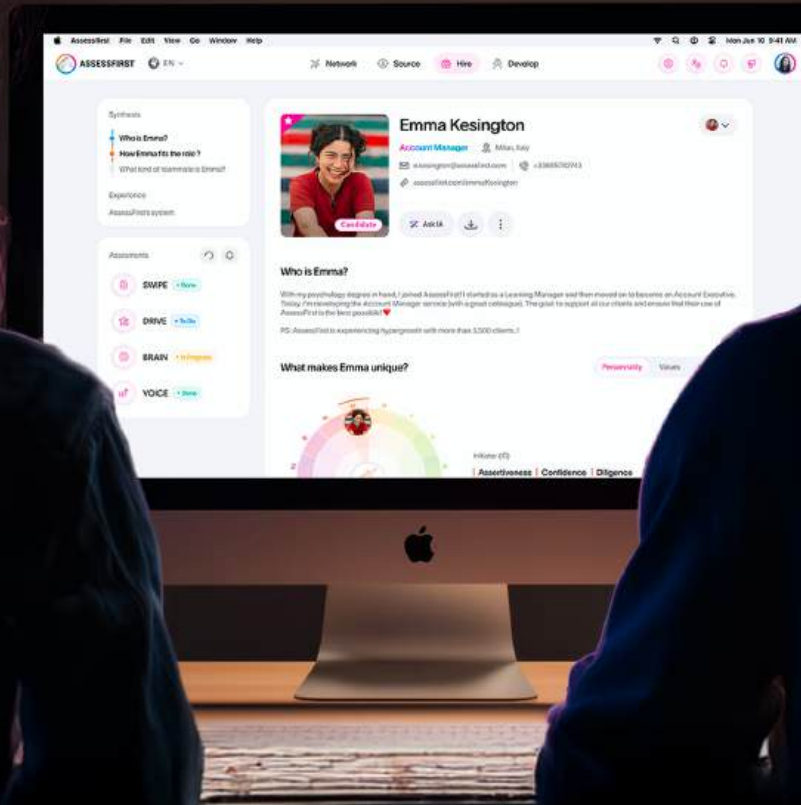


“ WELCOME
TO THE FUTURE
OF ASSESSMENTS. ”

1. Executive Summary	5
2. AssessFirst - Our expertise	8
2.1. Our vision	8
2.2. Our mission	8
2.3. Our history	8
3. The AssessFirst Offer	10
3.1. Questionnaire preparation	10
3.1.1 Details of the questionnaires	10
3.2. Psychometric properties	14
3.2.1 Validity	14
3.2.2 Reliability	14
3.2.3 Sensitivity	14
3.2.4 Fairness	14
3.3. Norm groups	15
3.4. Scientific publications	16
3.5. External audit of our system	16
3.6. Languages available	17
3.7. Other scientific considerations	17
3.8. Presentation of the candidate experience	18
3.8.1 Invitation of candidates and team members	18
3.8.2 Personalisation of the assessment process	18
3.8.3 Quality of the candidate experience	18
3.8.4 Automatic candidate feedback	19
3.9. Presentation of the business experience	20
3.9.1 Personalisation of the questionnaires	20
3.9.2 Personalisation of business access	24
3.10. Conclusion	26
4. Service description	28
4.1. Assessment suites	28
4.1.1 Soft Skills Assessments	28
4.1.2 Technical And Language Assessments	29
4.2. Automating Pre-Selecting	29
4.1.2 SCAN - CV Analysis, interview scheduling, pre-screening call	29
4.1.2 Co-Pilot	30
4.3. Why AssessFirst?	31
5. Value adds	33
5.1. Realistic job previews	33
5.2. Flexibility & adaptability	33
5.3. Application to talent ecosystem	33
5.4. Process efficiency	33

5.5. Response distortion	34
5.6. Candidate prep	34
5.7. Accessibility	34
5.8. Candidate value	35
5.9. Efficient process management	35
5.10. Meaningful data & insights	36
5.11. Quality of service	36
5.12. Diversity of team	36
5.13. Partnership approach	37
6. Taking our assessments a step further	39
6.1. The alignment of teams	39
6.2. Development plan based upon a company's organisational fit	40

AssessFirst



/01

EXECUTIVE SUMMARY

1. EXECUTIVE SUMMARY

At AssessFirst, our assessments are designed to help companies avoid the three most common hiring pitfalls:

Lack of engagement – Candidates may not be truly motivated by the role, leading to low performance and early attrition.

Poor cultural fit – Hires struggle to integrate into the existing culture or team dynamics, affecting collaboration and retention.

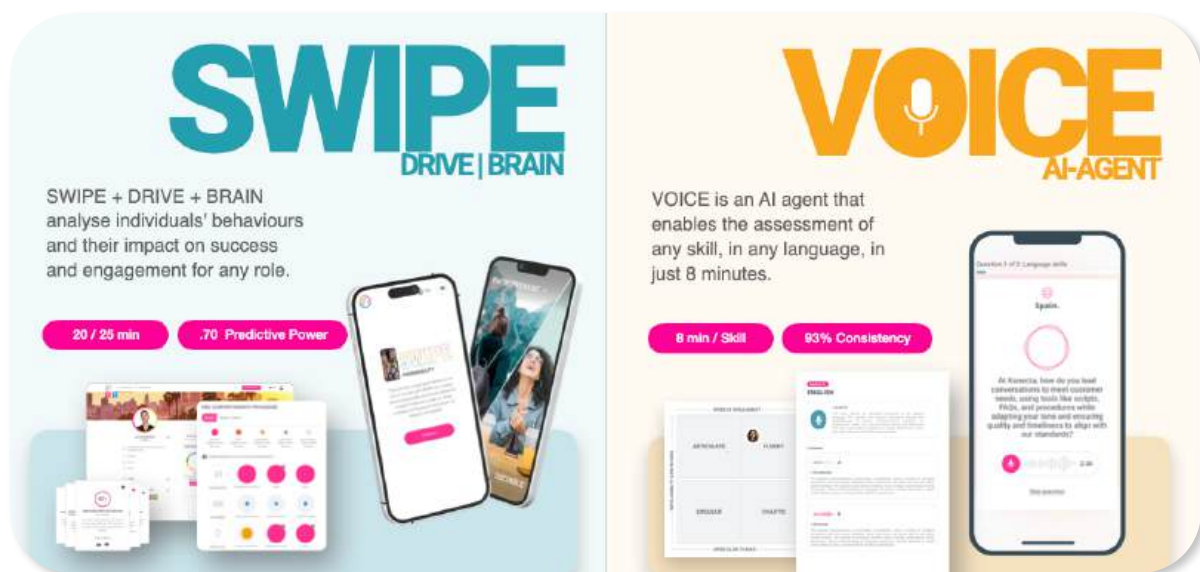
Skills mismatch – Candidates lack the hard or soft skills required to perform at the expected level.

Our assessments go beyond traditional evaluation methods to provide a comprehensive, predictive analysis of each candidate:

Who they are – Personality traits and behavioural tendencies.

What they can do – Cognitive ability, skills, and competencies.

Who they could become – Growth potential, leadership capability, and long-term fit.



To achieve this, we use four scientifically validated assessments that work together to deliver a precise and holistic evaluation:

- **SWIPE** – Measures personality traits, predicting behavioural tendencies and cultural fit.
- **DRIVE** – Assesses motivations, ensuring candidates align with the role and organisational environment.
- **BRAIN** – Evaluates cognitive ability and problem-solving skills, crucial for performance and adaptability.
- **VOICE** – An AI Agent for evaluating technical skills and specialised role requirements.

AssessFirst's solution is designed to:

Ensure Quality of Hire – Predict long-term success, retention, and cultural alignment through validated assessments.

Delight the Candidate – Deliver a seamless, engaging, and inclusive experience that reflects your company's values.

Provide Meaningful Data & Insights – Offer actionable analytics and integration capabilities for real-time decision-making.

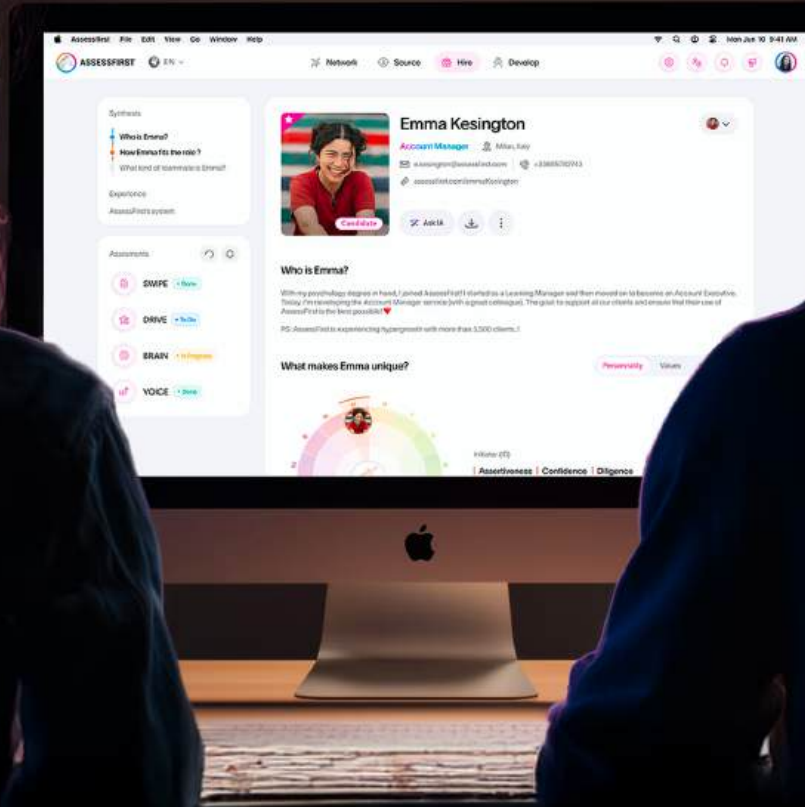
Maintain Compliance & Transparency – Adhere to global hiring standards, ethical AI use, and market regulations.

Optimise Over Time – Continuously enhance assessment content, efficiency, and predictive power through an agile approach.

AssessFirst is uniquely positioned to meet your needs - offering a robust, scalable, and future-ready solution that ensures your business continues to hire, develop, and retain the best talent for today and tomorrow.



AssessFirst



/02

OUR EXPERTISE

2. ASSESSFIRST - OUR EXPERTISE

2.1. OUR VISION

*Enabling individuals and companies to identify what makes them unique: **inspiring** them to reach their full **potential**.*

At AssessFirst, we believe that every person, regardless of their background, gender, age or physical condition can make a significant contribution in their daily lives and participate in the emergence of a better world. A world that is more inclusive and more respectful of everyone's differences.

It is with this conviction in mind that AssessFirst was created almost 20 years ago. Today, we work with over 3,500 clients in more than 40 countries.

2.2. OUR MISSION

AssessFirst highlights the potential of individuals, no matter who they are. We have helped companies **identify top talent** by leveraging cutting-edge psychometric assessments.

AssessFirst's AI-driven assessments go beyond traditional hiring tools by predicting not just job performance, but also cultural fit, engagement, and long-term success.

AssessFirst is a predictive SaaS and technology solution built upon the proven principles of psychometric science and assessments, designed to modern gaming standards for candidates. It has already positively impacted the lives of millions of people. AssessFirst's mission is to enable many millions more to have the opportunity to learn about themselves, to gain or regain their confidence and to access opportunity.

2.3. OUR HISTORY

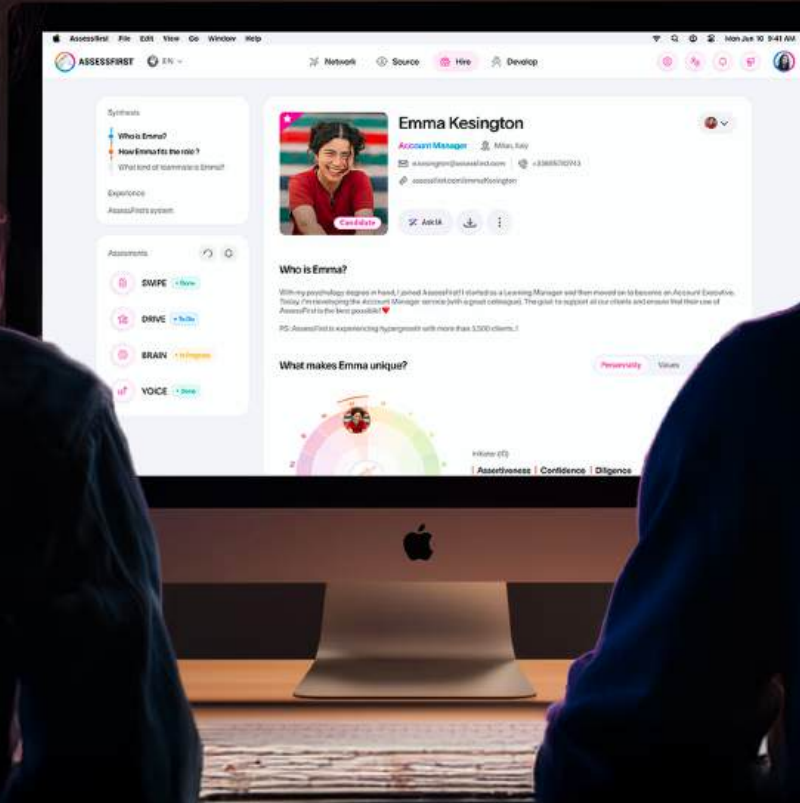
AssessFirst was established in 2002 by David Bernard and Alexis Teplitchi.

AssessFirst has registered offices in London and Paris. Its 120+ workforce is located remotely. AssessFirst uses its own predictive technology to recruit, manage and develop all of its employees.

David Bernard remains an active member of the organisation as founder and CEO. The organisation is privately owned and financed. Innovating within the intersection of Technology and Psychology remains at the heart of AssessFirst, led by Emeric Kubiak, Head of Science & AI.

Emeric is a member of the British Psychological Society and has had 30 scientific publications in international congresses, peer-reviewed journals and book chapters.

AssessFirst



/03

THE ASSESSFIRST OFFER

3. THE ASSESSFIRST OFFER

AssessFirst offers access to a SaaS talent assessment platform. This platform, built on four complementary tools (personality, motivations, cognitive abilities, and professional & language skills), enables recruiters and HR professionals to identify a candidate's or employee's position in relation to key competencies expected in a recruitment context.

3.1. QUESTIONNAIRE PREPARATION

3.1.1 DETAILS OF THE QUESTIONNAIRES

Personality Questionnaire: SWIPE

Measurement:	The SWIPE personality questionnaire makes it possible to understand which behaviours individuals naturally tend to exhibit.
Theoretical model:	Big Five: This is the most widely used personality model. We also add a trait of Humility, as suggested by recent research (Denissen et al., 2022; Lee et al., 2022).
Dimensions	20 personality facets measured: To provide a detailed description of an individual's way of functioning, each of the 5 traits is broken down into 4 facets. - Examples of facets measured: Takes the lead over others, Seeks to persuade others, Approaches others spontaneously, Demonstrates diplomacy, Gets emotionally involved, Is open to others' ideas, Accepts criticism, Consults before making decisions, Is attracted to varied tasks, Is interested in abstract matters, Shows inventiveness, Adapts to change, Organises methodically, Pays attention to detail, Perseveres in the face of obstacles, Goes beyond prescribed tasks, Appears relaxed, Focuses on positive aspects, Controls emotions, Seeks stability.
Scoring	IRT scoring, which is the best scoring method currently available in psychometrics.
Format	75 forced-choice questions. This question format makes it possible to: (1) neutralise social desirability bias, and (2) make the questionnaire easier to complete. - Accessible on all devices (desktop, mobile, tablet). - Audio assistance available.
Quality of Experience	Fast: The duration of SWIPE has been designed to maximise the balance between meeting user expectations, maintaining the perceived seriousness of the test, and ensuring the validity of the assessment. Mobile-first: SWIPE was designed with a mobile-first approach to meet the growing demand from users to complete all assessments via mobile. 70% of our users complete SWIPE on mobile. Engaging: Image-based gamification maximises the quality of information while optimising user engagement and satisfaction (average rating of 4.6/5).
Length	Average 5 minutes
Publications	To date, SWIPE has been the subject of 15 scientific publications.

Motivation Questionnaire: DRIVE

Measurement	The DRIVE motivation questionnaire makes it possible to understand what drives people's satisfaction and engagement.
Theoretical model	Self-determination and person-environment fit theories.

Dimensions	• 20 motivation dimensions are measured. • Examples of dimensions measured: Creating new things, Pushing oneself daily, Caring about aesthetics, Analysing data, Meeting new people, Having clearly defined tasks, Caring about quality, Having influence, Having autonomy, Working in a team, Having a positive impact on the world, Working in a fun atmosphere, Evolving in a secure environment, Maintaining personal balance, Working in a disciplined manner, Receiving rewards, Having attractive remuneration, Achieving regular successes, Helping others, Being recognised by others.
Scoring	• IRT scoring.
Format	• 90 forced-choice questions (two answer options per question). • Accessible on all devices (desktop, mobile, tablet). • Audio assistance available.
Length	• Between 8 and 12 minutes.

Cognitive Reasoning Test: BRAIN

Measurement	• The BRAIN questionnaire measures individuals' general reasoning ability.
Theoretical model	• Hierarchical models of intelligence and theories of the general intelligence factor.
Dimensions	• Overall reasoning potential score, decision speed, preferred task types, learning style, ability to handle complexity, decision accuracy, risk factors (impulsiveness, excessive caution, inaccurate deductions, indecision).
Scoring	• IRT scoring.
Quality of Experience	• Adaptive format: BRAIN's adaptive models allow for a tailor-made test for each user, as the items presented are adjusted to their actual performance on previous items. This makes it possible to: (1) have a faster test, (2) improve the user experience by ensuring the individual does not feel they are failing thanks to items suited to their level, and (3) limit answer leakage and cheating. • Gamified format: While not a game, BRAIN uses the same interaction triggers: real-time feedback, constructive response building, and item difficulty adjusted to the user's level. This format enhances candidate engagement while ensuring validity. • Fairness: The neutral material used in BRAIN (i.e., non-verbal content and colours unrelated to the ability to solve the items) makes it accessible to people with disabilities. • Accessible on all devices (desktop, mobile, tablet).
Length	• Between 8 and 12 minutes.

AssessFirst also offers VOICE. Unlike traditional tests or static questionnaires, VOICE is an autonomous conversational AI agent designed to assess skills through natural, dynamic exchanges in the form of an interview simulation. VOICE engages candidates or employees in genuine dialogues, analyses their spoken responses in depth, and extracts a precise evaluation across a wide range of skills. It relies on advanced artificial intelligence technologies to interpret not only verbal content, but also the structure, logic, clarity, and richness of responses. This enables highly accurate assessment of transversal skills (soft skills), technical skills (hard skills, programming, tools), cognitive abilities, job-specific knowledge, and language skills.

VOICE transforms the evaluation stage into an immersive, engaging experience that realistically, standardly, and contextually places candidates in professional scenarios. Each question selected during configuration is integrated into a narrative scenario faithful to real-life situations. VOICE immerses the candidate in these scenarios using an animated, expressive avatar that plays the role of a professional counterpart and verbally presents the situation, just like an experienced recruiter would. This embodied narrative is not a gimmick: it boosts candidate engagement, triggers the right cognitive processes, and creates a realistic environment in which responses are richer, more spontaneous, and more revealing of real-world behaviour. Unlike a questionnaire or a delayed video interview, VOICE does not test the ability to “give the right answer.” It invites the person to speak, to take a position, and to make decisions. This is the true value of the system. In short, VOICE makes it possible to simulate real job conditions, observe behaviours in a structured framework, and collect concrete evidence. The goal is not to predict in theory, but to reveal candidates’ potential in real situations - where it shows best.

At the end of each scenario, the candidate is invited to respond orally, recording their answer directly through the VOICE interface. Each speaking turn lasts an average of between 1 minute 30 seconds and 2 minutes 30 seconds - an optimal duration that allows candidates to develop their thinking clearly and in a structured manner, without excessive pressure. This voice-based format offers many advantages. From the candidate’s perspective, it feels more natural and less stressful than video: they can focus on substance without worrying about appearance or surroundings. Speaking aloud enables more spontaneous, fluid expression that better reflects real behaviour in context. More importantly, unlike multiple-choice tests or technical MCQs, this format does not simply measure what the candidate “knows” or “checks.” It explores how they think, how they justify their choices, and how they structure their decisions. This ability to argue, take a position, and articulate a coherent rationale is what distinguishes someone with knowledge from a truly competent, operational professional. From an analysis standpoint, it also makes it possible to capture more subtle signals.

Presentation of the AI agent VOICE

Type	VOICE is an autonomous conversational AI dedicated to skills assessment. It engages candidates or employees in dynamic oral dialogues, analyses their responses, and provides an automated, immediate, and multidimensional evaluation.
Indicators measured for each job-related skill	- Coherence: This criterion measures the extent to which the response is directly related to the question asked. It assesses the clarity, logical reasoning, and contextual relevance of the answer. - Quality: This criterion compares the candidate's answer to reference responses of varying levels, developed by experts. It measures the clarity, expertise, and completeness of the response. - Consistency: This criterion checks the internal coherence of the response, ensuring that the different ideas expressed do not contradict each other and follow a continuous logic. - Veracity: This criterion measures the extent to which the candidate's statements are factually correct and aligned with verified knowledge. - Job coverage: This criterion assesses whether the candidate addresses all relevant aspects of the topic or the skill being evaluated. - Argumentation: This criterion measures the candidate's ability to develop strong, nuanced, and logically structured arguments. It evaluates the depth of analysis, the logical flow of ideas, and the ability to justify choices with complex reasoning.
Indicators measured for each language assessed	European level: European scale that measures language proficiency on a scale from A1 to C2. It serves as a framework for assessing comprehension, expression, and interaction in a foreign language. Vocabulary: Refers to the ability to use a varied, precise, and context-appropriate lexicon during speech. Grammar: Reflects the ability to construct correct and varied sentences in terms of syntax and morphology. Fluency: Corresponds to the ability to speak continuously without excessive hesitation or interruptions that hinder understanding. Pronunciation: Evaluates the clarity of sounds produced, the accuracy of accents, and intonation to ensure the message is understandable. Enunciation: Concerns the clear and precise articulation of words, regardless of accent or speed. Speech rate: Measures the speed of oral expression, which should remain natural - neither too fast nor too slow - to ensure effective communication.
Scoring	The scoring is fully automated and is based on a network of specialised machine learning models, each trained to analyse a specific dimension of the oral response. The assessment combines textual and vocal signals (intonation, rhythm, structure) to produce an accurate score, without any human intervention.
Length	- Oral dialogue between the candidate and the VOICE agent. The responses are recorded, transcribed, and analysed automatically. The candidate speaks freely out loud, without any predefined answer choices. - Depending on the number of questions asked. On average, a response lasts between 30 seconds and 2 minutes 30 seconds. Typically, a complete assessment session includes 3 to 5 questions.
Accessibility	- Accessible on all devices (computer, tablet, smartphone). No specific equipment required, apart from an active microphone. Works from any browser. - VOICE is available in over 175 languages.
Validity	Studies show an average accuracy of 90% in assessing the candidate's actual level - a perfect match 9 times out of 10 with the evaluation of a panel of 5 human experts. In 100% of cases, VOICE places the candidate at their actual level or an adjacent level, ensuring a reliable, consistent, and operational assessment for each skill measured.

3.2. PSYCHOMETRIC PROPERTIES

AssessFirst ensures the development of tools derived from behavioural psychology, designed and validated by teams of occupational psychologists and psychometricians in accordance with the most rigorous international standards. Aligning these tools with the guidelines set by the American Psychological Association (APA) and the International Test Commission (ITC) enables AssessFirst to guarantee a high level of quality in questionnaire design and to continually improve the validity of its assessment tools. Below are some key psychometric properties of our SWIPE, DRIVE, and BRAIN questionnaires. Our full psychometric manual is available and attached to this response.

3.2.1 VALIDITY

The purpose of validating a questionnaire is to confirm that it truly measures what it is intended to measure, and to determine how accurate the results obtained from it are.

	SWIPE	DRIVE	BRAIN
Content validity	.91	-	-
RMSEA	.01	.01	.04
Convergent validity	.70	-	.74
Predictive validity	.63	.57	.59

3.2.2 RELIABILITY

Reliability makes it possible to determine whether a measurement is consistent each time the same questionnaire is completed by the same person. It aims to establish whether a questionnaire produces similar results when the same questions are asked to the same person.

	SWIPE	DRIVE	BRAIN
Internal consistency	.76	.73	.90
Test-retest	.80	.74	.81

3.2.3 SENSITIVITY

Sensitivity refers to a questionnaire's ability to distinguish between individuals with a high level on a given dimension and those with a low level. It reflects the questionnaire's capacity to identify each person's uniqueness.

	SWIPE	DRIVE	BRAIN
Sensitivity	.96 (δ)	.97 (δ)	1.4 (α)

3.2.4 FAIRNESS

Fairness, in the context of a questionnaire, refers to the extent to which it is fair and unbiased. A Cohen's d of less than 0.2 is generally considered to demonstrate the absence of adverse impact.

	SWIPE	DRIVE	BRAIN
Gender fairness	.08	.10	.07

Age fairness	.08	.09	.11
--------------	-----	-----	-----

3.3. NORM GROUPS

To ensure an accurate interpretation of questionnaire results, AssessFirst is committed to using the appropriate normative groups. This approach makes comparisons and evaluations between individuals straightforward and reliable. Each questionnaire therefore has country-specific normative groups, which are updated every year.

The groups are both large and inclusive, based on a significant number of respondents who have completed the questionnaire over the past two years (years N-1 and N-2). This ensures the group is large enough for statistical reliability. Inclusion in the normative group is limited to individuals who completed the questionnaire in the official language of the target country and who reside in that country. This demographic data is collected when the respondent logs into the AssessFirst application, ensuring that our benchmarks are relevant and accurate for each country.

We use data from respondents who completed the assessments in a professional context. For example, we exclude data from individuals who may have taken the assessments for testing purposes, or those who completed the assessments in a disjointed manner. This methodology ensures the exclusion of unreliable data, thereby preserving the integrity and validity of our normative groups for precise benchmarking. Unreliable data is systematically excluded.

We also ensure there are no duplicates within our normative groups. It is possible that some respondents may have taken the same assessment several times in a year for different employers. Although it is unlikely that the respondent’s answers would vary significantly over time, we ensure that each respondent is represented only once in the normative group, in order to maintain statistical validity.

To ensure the relevance of our data, we strictly include in our normative groups only responses from the past two years. This prevents biases linked to the use of outdated data that could compromise the integrity of our evaluations. By redefining the normative groups each year, we remain aligned with evolving trends and maintain the highest level of precision in our analyses.

AssessFirst thus provides country-specific norms for each questionnaire to ensure precise and meaningful comparisons. For countries where data is scarce, we use a global sample to maintain robust norms. Our data is recent, collected only over the last two years, and we update our normative groups annually or every two years. We meticulously filter out any duplicate or incomplete entries to preserve the integrity of the data. This rigorous process guarantees reliable results. Below are some examples of the size of our normative groups for certain countries:

	Volume (N)
France	412 911
United States	163 107
United Kingdom	142 829
Global	466 537

3.4. SCIENTIFIC PUBLICATIONS

In addition, our questionnaires are regularly the subject of scientific publications at international psychology conferences or in peer-reviewed scientific journals - 60 publications over the past three years. Below is a brief selection:

- Storme, M., Myszkowski, N., Kubiak, E., & Baron, B. (2024). Personality Traits Leading Respondents to Refuse to Answer a Forced-Choice Personality Item: An Item Response Tree (IRTtree) Model. *Psych.*
- Kubiak, E., and Baron, S. (2024). "Exploring the Psychometric Qualities of a Short Image-Based Assessment Measuring BFI-2 Facets," in Paper presented at the 2024 Annual Convention of the Society for Personality and Social Psychology, (San Diego).
- Kubiak, E., and Baron, S. (2024). "Exploring the Psychometric Qualities of a Short Image-Based Assessment Measuring BFI-2 Facets," in Paper accepted at the 2024 International Congress of Psychology, (Prague).
- Kubiak, E., and Marra, T. (2024). "Enhancing Content Validity in Personality Assessment Through Natural Language Processing," in Paper accepted at the 2024 International Congress of Psychology, (Prague).
- Kubiak, E., and Marra, T. (2024). "Hidden Layers: Machine Learning Models Learn Facet Structure in Text," in Paper accepted at the 2024 International Congress of Psychology, (Prague).
- Kubiak, E., and Baron, S. (2024). "The Efficacy of Image-Based, Machine Learning-Enhanced Tools in Measuring Personality," in Paper accepted at the 2024 Congress of the International Test Commission, (Granada).
- Kubiak, E., and Marra, T. (2024). "Integrating Transformer Models for Culturally Adaptive Trait Classification," in Paper accepted at the 2024 Congress of the International Test Commission, (Granada).
- Kubiak, E., and Baron, S. (2024). "Evaluating and Evolving Cognitive Assessments in the Age of Large Language Models," in Paper accepted at the 2024 Congress of the International Test Commission, (Granada).
- Kubiak, E. (2024). "Comparing Content Validity in Personality Assessment: Machine vs. Human-Authored Items using LLMs," in Paper accepted at the 2024 Congress of the International Test Commission, (Granada).
- Kubiak, E., Niesner, V., and Baron, S. (2023). "Swipe on your personality: measuring facets in 5 minutes through images" in Paper presented at the 18th European Congress of Psychology, (Brighton).
- Kubiak, E., and Baron, S. (2024). "Breaking gender bias: can personality-based algorithms level the hiring field?," in Paper accepted for the 2024 Annual Convention of the American Psychological Association, (Seattle).
- Kubiak, E., Efremova, M. V., Baron, S., & Frasca, K. J. (2023). Gender equity in hiring : examining the effectiveness of a personality-based algorithm. *Frontiers in Psychology*, 14.
- Marra, T., & Kubiak, E. (2024). Addressing diversity in hiring procedures : a generative adversarial network approach. *AI And Ethics*.

3.5. EXTERNAL AUDIT OF OUR SYSTEM

The entire assessment system offered by AssessFirst has undergone an independent audit conducted by Holistic AI, a firm specialising in evaluating the ethics and fairness of AI-based systems. This audit aimed to verify the compliance of the models used with principles of non-discrimination and fairness, particularly in recruitment and mobility processes.

The results highlight an average impact ratio of 0.96, both in terms of gender and ethnic origin, as well as the intersection of these two criteria. This score indicates the absence of significant bias according to international standards of algorithmic fairness (impact ratio > 0.8) and demonstrates our solution's ability to provide fair, neutral, and diversity-respecting evaluations.

As a result, you can rely on a robust, audited system that meets the most stringent requirements regarding diversity, equal opportunity, and ethics in HR practices. The audit is attached to this response.

3.6. LANGUAGES AVAILABLE

Our application is currently available in 38 languages: e.g. Indonesian, German, English (UK), English (US), English (ZA), Spanish, Canadian French, French, Italian, Hungarian, Dutch, Norwegian (Bokmål), Polish, Brazilian Portuguese, European Portuguese, Finnish, Swedish, Russian, Arabic, Hindi, Japanese, and Simplified Chinese.

We are actively expanding our language offering, adding an average of two new languages per quarter (i.e., 8 new languages per year).

3.7. OTHER SCIENTIFIC CONSIDERATIONS

The assessment tools offered by AssessFirst are designed according to the most rigorous scientific standards in the field of psychometrics. Their development, validation, and regular updating are based on the ethical, technical, and methodological principles established by the leading international reference bodies in psychological and behavioural assessment.

Ensuring compliance of our tools with the standards recommended by the American Psychological Association (APA) and the International Test Commission (ITC) guarantees a high level of quality in the design, administration, and interpretation of questionnaires. This compliance also ensures - and continuously improves - the reliability, validity, and fairness of our assessment instruments, supporting responsible and rigorous practice.

We are also official members of the main regulatory and research institutions in psychometrics at the international level, including:

- APA: American Psychological Association
- ITC: International Test Commission
- BPS: British Psychological Society
- HPSCA: Health Professions Council of South Africa

These memberships demonstrate our active commitment to adhering to international best practices, as well as to promoting a culture of transparency and scientific quality among our partners and clients. To this end, we also make a comprehensive technical guide available in open access.

All these elements ensure that assessments carried out via AssessFirst are objective, reliable, valid, and non-discriminatory, meeting the expected quality standards for professional use.

3.8. PRESENTATION OF THE CANDIDATE EXPERIENCE

3.8.1 INVITATION OF CANDIDATES AND TEAM MEMBERS

The AssessFirst system allows recruiters to easily invite a candidate or employee to complete the assessment questionnaires, according to their practices and internal tools. Three invitation methods are available, each designed to adapt to different recruitment scenarios:

- Direct invitation via AssessFirst: The recruiter can send an invitation directly from the AssessFirst platform. The candidate then receives a personalised email with a secure link giving them access to the assessment interface.
- Integration with the ATS: AssessFirst integrates natively with the main Applicant Tracking Systems (ATS) on the market. The invitation can thus be automatically generated and sent from the ATS, without double entry or disruption to the process.
- Link generated by job offer: It is also possible to generate a unique link linked to a job offer or recruitment campaign. This link can be included directly in an advertisement (on a career site or job board). The candidate can then access the assessments independently, without recruiter intervention.

3.8.2 PERSONALISATION OF THE ASSESSMENT PROCESS

The AssessFirst solution allows each entity within a business to fully customise the assessment process according to the position, the recruitment context, or the company's specific requirements. It is therefore possible to precisely select the questionnaires to be offered, adjust the messages sent to candidates, and define the reporting templates to be used.

This flexibility makes it possible to create a tailor-made experience, both more engaging for the candidate and more relevant for the recruiter. By adapting the assessment workflow to the required level of demand and the specific challenges of each recruitment, the company enhances the quality of the evaluation while also strengthening its employer brand.

3.8.3 QUALITY OF THE CANDIDATE EXPERIENCE

At AssessFirst, we believe that assessment should not be perceived as an obstacle, but as a rewarding experience driven by development. This is why we have designed every aspect of our solution to ensure an optimal candidate experience, regardless of profile, education level, age, digital literacy, or disability.

An engaging format adapted to current usage:

- Assessments designed to be quick and impactful: Our questionnaires last between 5 minutes (SWIPE) and 10 minutes (DRIVE and BRAIN), a format calibrated to maintain attention, ensure result validity, and meet candidates' expectations.
- Mobile-first design: The majority of users complete assessments on their smartphones. Our tools are designed to offer a smooth experience regardless of the device used.

- Subtle and effective gamification: SWIPE uses immersive images rather than long texts; BRAIN offers adaptive, interactive items. These mechanisms increase engagement, reduce anxiety, and strengthen perceptions of fairness in the assessment process.

An inclusive solution designed for everyone:

- Enhanced accessibility: Our Text-to-Speech feature allows users to have questions read aloud, making it easier for people with visual impairments or reading difficulties to access the content.
- Customisable contrasts: Our interface allows contrast adjustments to improve readability, particularly for individuals with visual impairments.
- Culturally and socially neutral content: Our questionnaires do not reference any specific socio-cultural codes. The BRAIN reasoning test is based on universal logic (rotation, repetition, transformation), making it fair by design and accessible to all profiles.
- Accessible understanding: Our content is localised in 38 languages, translated and validated by native psychologists to ensure readability, linguistic accuracy, and professional clarity in each version.
- No bias based on age, gender, or education level: Our questions are written and validated to avoid any form of implicit discrimination.

Recognition of the candidate experience:

- Overall Google Reviews rating: 4.9/5, based on more than 3,000 verified reviews.
- Completion rate of 90%: 9 out of 10 people complete their assessment journey, reflecting the trust, ease of use, and interest generated by the experience.

3.8.4 AUTOMATIC CANDIDATE FEEDBACK

Once the candidate or employee has completed the questionnaires, they can access their profile and view all their results. To make reading easier, the candidate has access to a clean and simple interface that allows them to focus on their results. Two different but complementary tabs are provided as the results report. Their purposes and contents are presented below.

Note: The results are also available for download in PDF format.

Tab 1: Summary

Objective	• The summary allows the candidate to discover, in a global, textual, and positive manner, all of their strengths, ways to improve, results for each assessment, and more.
Content	• Preferred behaviours and personal style. • Strengths in relationships with others, working style, and emotional management. • Areas for improvement to progress even further. • What motivates the employee and what motivates them less. • How they manage their energy and the activities they prefer. • The management style that suits them best and their own management style. • The corporate culture in which they would be most fulfilled. • The types of tasks they are most comfortable with. • How they make decisions and how they learn new things.

Comprehension

- The results are presented in text format and require no interpretation.
- The results are always presented in a positive manner.

The detailed results presented in this tab help employees better understand themselves and identify both their strengths and areas for development. Through an in-depth analysis of behaviours, each candidate gains valuable insights to better understand themselves and refine their career direction.

Tab 2 : Orientation

Objective

- The orientation tab allows the employee to identify career paths (job categories or target roles) that best match their profile and where they are most likely to perform well and thrive. These are recommendations based on more than 2,000 professions, helping the individual to better shape their career plan.

Content

- With the help of several recommendation filters (based on a career goal), the employee gains access to personalised career orientation recommendations.

3.9. PRESENTATION OF THE BUSINESS EXPERIENCE

3.9.1 PERSONALISATION OF THE QUESTIONNAIRES

At AssessFirst, we make the deliberate choice not to make the assessment questionnaires themselves customisable. This choice is based on solid scientific foundations, directly linked to the psychometric quality of our tests and the objective of assessing individuals fairly, rigorously, and effectively - regardless of their position, environment, or qualification level.

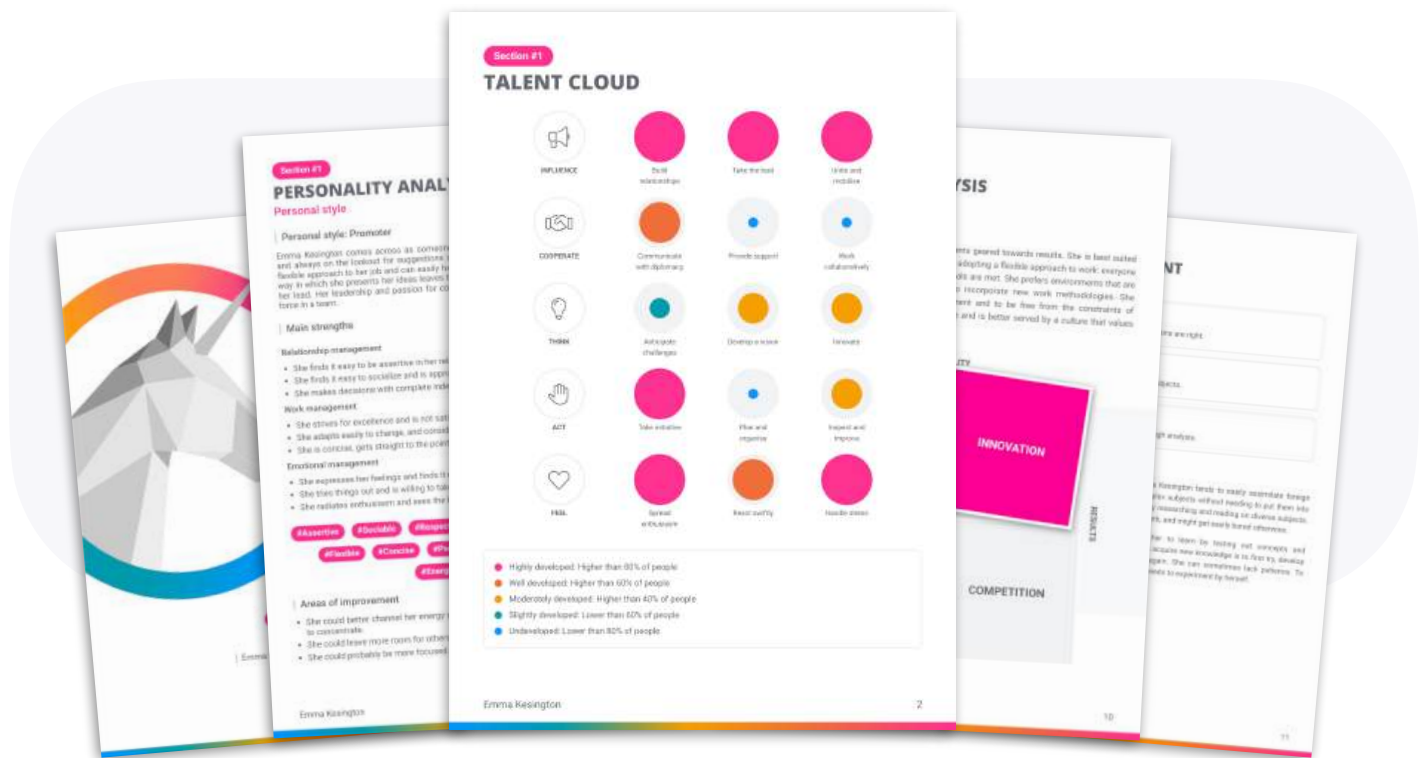
AssessFirst tests are built according to a standardised, universal format, enabling the measurement of a complete set of dimensions in every individual. Each item, each dimension, and each threshold has been designed, calibrated, and validated on hundreds of thousands of profiles, and scientifically validated.

It may seem appealing to adapt the test to the profile sought. In reality, however, this limits the scope of the assessment to an overly narrow vision:

1. Operationally, it reduces the transferability of the profile: you see only what is deemed useful for a role, instead of the person's overall potential.
2. Strategically, it makes smooth internal mobility impossible, since you have only a fragmented view of talent.
3. Scientifically, it weakens the reliability of the test, as variability in formats prevents the establishment of stable norms or reliable comparative evaluations.

Our solution: standardised questionnaires, but customisable expectations. The strength of our approach lies in this essential distinction: questionnaires are not customisable to ensure reliable, comparable, and complete results - however, the associated expectations are entirely customisable.

This is achieved through the creation of custom predictive models, which allow the selection, for each role, of the dimensions that are truly decisive. In the application, we offer four ways to create predictive models, which are presented in the table below.



Creation of predictive models

Benchmark models

Benchmark models are pre-configured predictive models covering more than 2,000 job roles, directly available in the AssessFirst application. Designed from historical performance data collected on millions of assessed profiles, these models provide a solid, scientifically validated reference for all sectors and job levels. Their use allows recruiters to save valuable time by immediately relying on proven configurations, without the need for technical or analytical adjustments. They thus represent a turnkey solution for quickly launching recruitment campaigns with a high level of predictive relevance.

Manual models

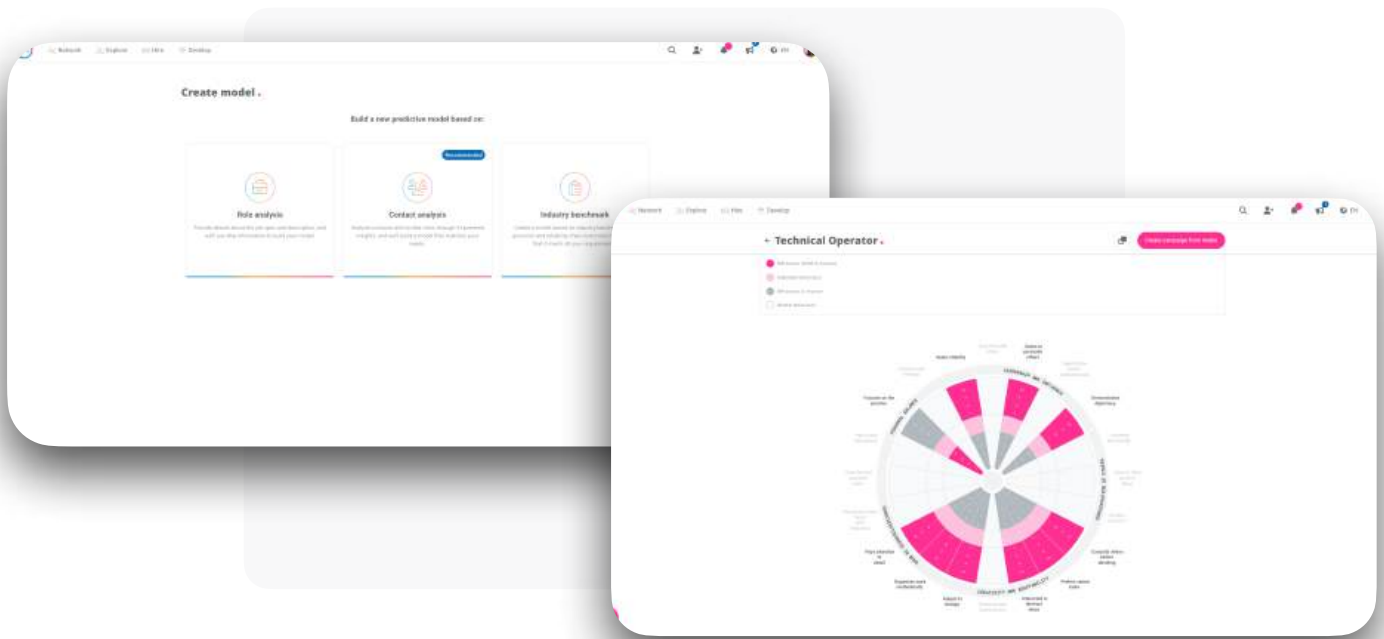
The manual model allows clients to create their own predictive models by selecting the personality facets, motivations, and cognitive abilities they consider most important for success in a given role. This approach gives HR professionals complete autonomy, enabling them to leverage their industry expertise and deep understanding of the organisational context. The model can be built from internal observations, existing competency frameworks, or discussions with operational teams, allowing for full customisation while relying on the robust foundations of AssessFirst tests.

“Job Offer” models

This innovative feature makes it possible to automatically generate a predictive model from the analysis of a job description in just a few seconds. Using advanced natural language processing (NLP) techniques, the solution extracts the key skills, responsibilities, behavioural expectations, and performance requirements described in the job posting, and translates them into measurable criteria from the AssessFirst questionnaires. This model therefore combines automation, speed, and alignment with the actual needs of the role, while eliminating the approximations often associated with human intuition. It is a particularly powerful tool for standardising and securing large-scale recruitment processes.

Model based on “contact analysis”

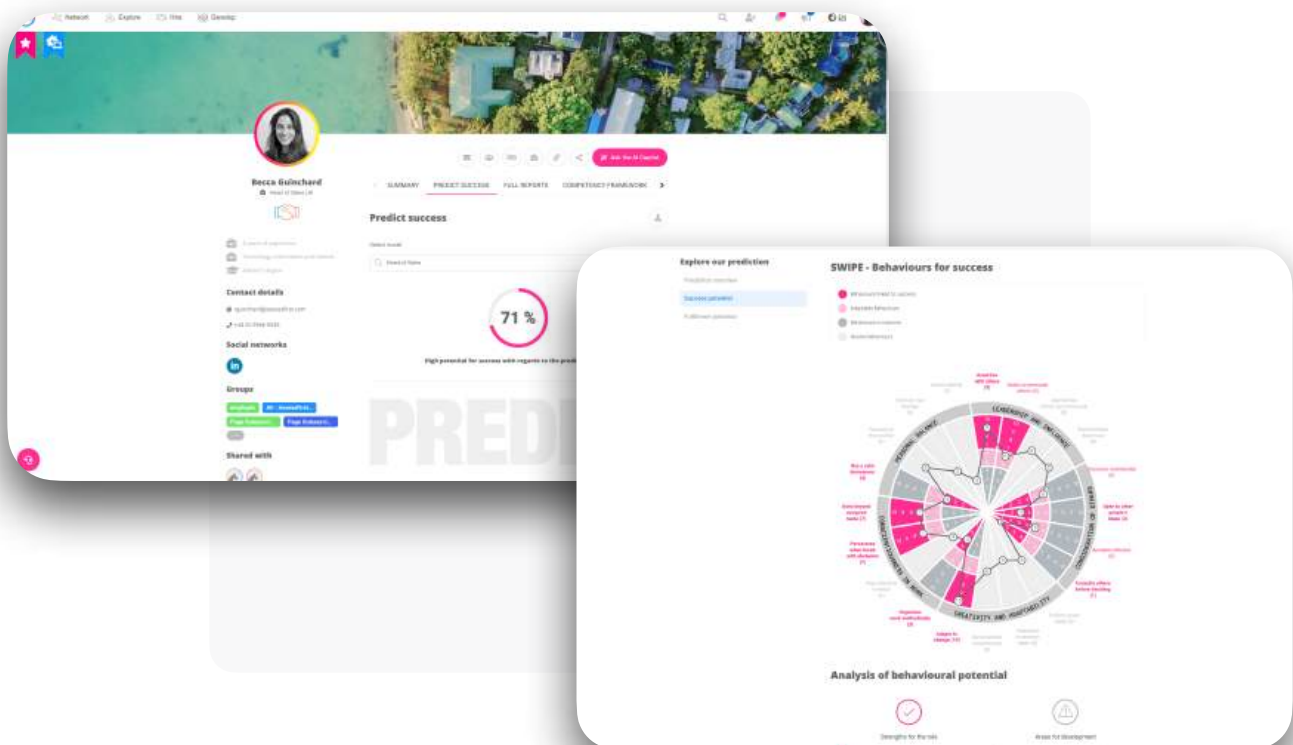
Predictive models based on contact analysis make it possible to identify the success factors specific to a role, directly from the real data of employees currently or previously in the position. This approach relies on advanced statistical analysis, which detects, within a group of contacts (current or former employees), the personality traits, motivations, and cognitive abilities statistically correlated with success or professional fulfilment. By drawing on real-world conditions and machine learning models, this method enables the creation of tailor-made models perfectly adapted to the specific organisational and cultural contexts of each client, ensuring maximum relevance.



The advantages of this approach for recruiting targeted profiles are numerous:

- **Comparability:** Every candidate is assessed on the same basis, enabling reliable comparisons between profiles and facilitating internal mobility, career guidance, and promotions based on consistent criteria.
- **Projection:** By not limiting the assessment to a specific role, a complete view of each individual's potential is obtained. This makes it possible to identify transferable talent, detect untapped abilities, and better anticipate career development.
- **Customisation of expectations:** The tests remain constant, but the customised predictive models make it possible to filter and interpret results according to the specific requirements of a role. For example, the focus can be on empathy for healthcare workers, strategic reasoning for executives, or priority management for chief physicians.
- **Objectivity and fairness:** All candidates take the same assessments, with no bias introduced by modifying the content. It is the interpretation of results that is contextualised, ensuring both fairness in treatment and operational relevance.
- **Operational efficiency:** This approach avoids the need to develop or purchase different test batteries for each role. It saves time, improves efficiency, and above all ensures consistency in recruitment and HR development policies.
- **Scientific validity:** By maintaining standardised questionnaires calibrated on very large samples, we ensure high psychometric validity, both in terms of reliability and predictive power. The models are based on rigorous

empirical studies, including measures of convergent, discriminant, and predictive validity, thus ensuring essential scientific robustness for high-quality HR decisions.



Once the predictive model has been created - whether it is a benchmark model, a manually built model, one based on a job description, or one derived from the analysis of current employees - it becomes possible to directly compare the candidate's profile to the criteria identified as key to success and fulfilment in the target role. This comparison provides access to a structured, visually clear fit analysis, built around several complementary indicators.

- First, an overall fit percentage is calculated. This reflects, in a summarised way, the degree of match between the candidate's profile and the role's requirements, combining personality, motivation, and reasoning dimensions. This indicator provides an initial quick read to identify the most promising profiles. Next, two sub-indicators refine this evaluation:
- Success potential percentage is based on personality dimensions and cognitive abilities. It assesses the extent to which the candidate has the characteristics needed to succeed.
- Fulfilment potential percentage is based on motivational drivers. It measures the likelihood that the employee will find meaning, interest, and engagement in the role.
- Finally, each score is accompanied by a detailed analysis highlighting the points of convergence between the candidate's profile and the model's expectations (i.e., the dimensions on which the candidate fully meets the success criteria), as well as points of divergence (dimensions where the profile deviates from expectations, to varying degrees). This analysis helps to better understand a profile's strengths and potential limitations, foster constructive discussions in interviews, and make informed decisions based on objective, contextualised data.

This methodology has a major strategic advantage: since the questionnaires used are universal and standardised, the same candidate can be compared to as many predictive models as needed, without having to retake any

assessment. This offers a multi-contextual view of potential - allowing, for example, testing fit across multiple roles, exploring internal mobility opportunities, or proposing development paths tailored to the employee's aspirations and profile.

- It is precisely this approach that currently enables AssessFirst's clients to achieve measurable operational results:
- An average +40% performance increase among recruited candidates.
- A turnover reduction by a factor of 2 or even 3, depending on the context.
- A 30% improvement in recruitment diversity, by relying on objective criteria.
- A 50% reduction in time-to-hire.

3.9.2 PERSONALISATION OF BUSINESS ACCESS

As part of this project, there is potential for two types of stakeholders will be identified: (1) administrators and (2) recruiters and HR managers. The features available for each of these accounts are detailed in the table below.

	Candidate invitation	Individual results	License management
Recruiters and HR managers			
Administrators			

Inviting Employees

Recruiters and HR managers can easily invite new candidates or employees by entering their email address in the AssessFirst application or via the ATS. The candidate then receives an invitation by email to create their account on the AssessFirst application (or via SSO) and complete the assessment. The recruiter is notified when the candidate has finished their assessments.

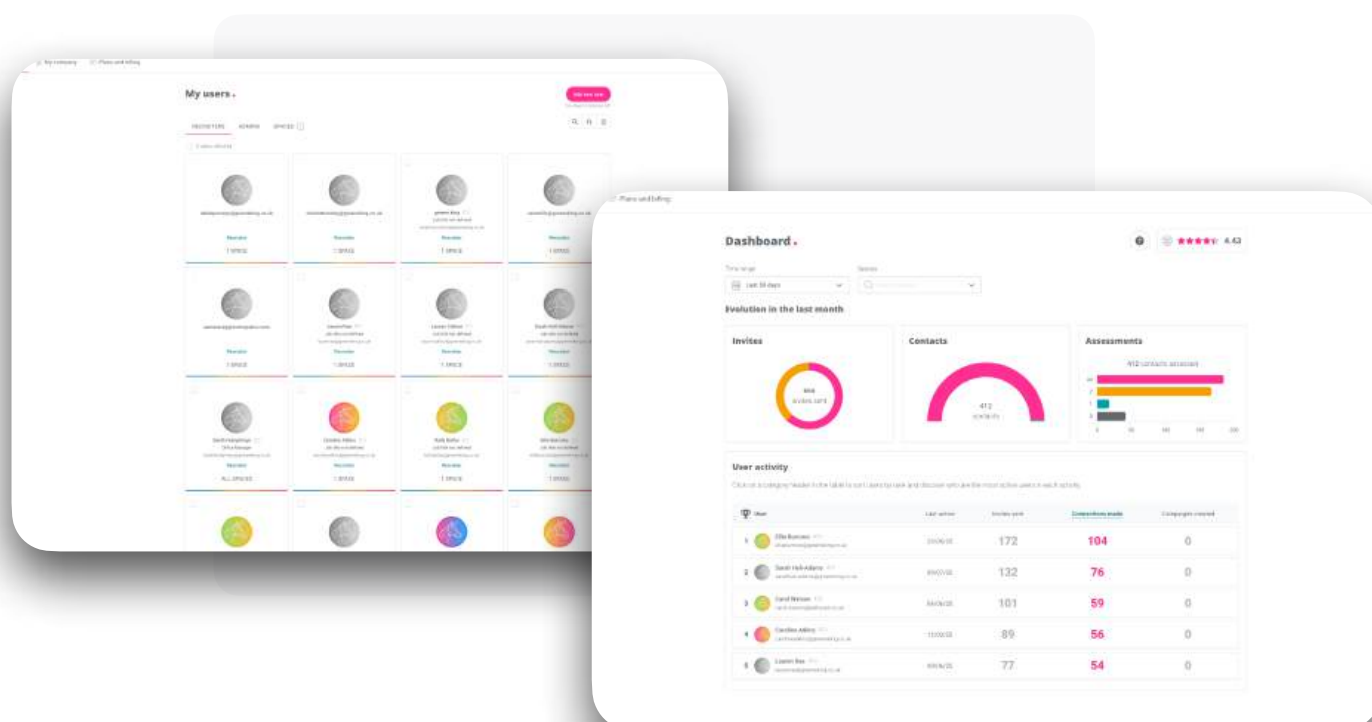
We can also provide you with a link, called a "campaign link," which can be placed anywhere - for example, on an internal careers site. Using this link, the candidate can directly complete the tests.

Individual Results

All account holders can access the individual results of candidates and employees. A contacts page allows them to search for a person and access their profile. For each candidate or employee, license holders have access to the same results presented in the previous sections (summary and guidance). They also have access to other complementary and advanced features, which are briefly described below:

Functionality	Description
---------------	-------------

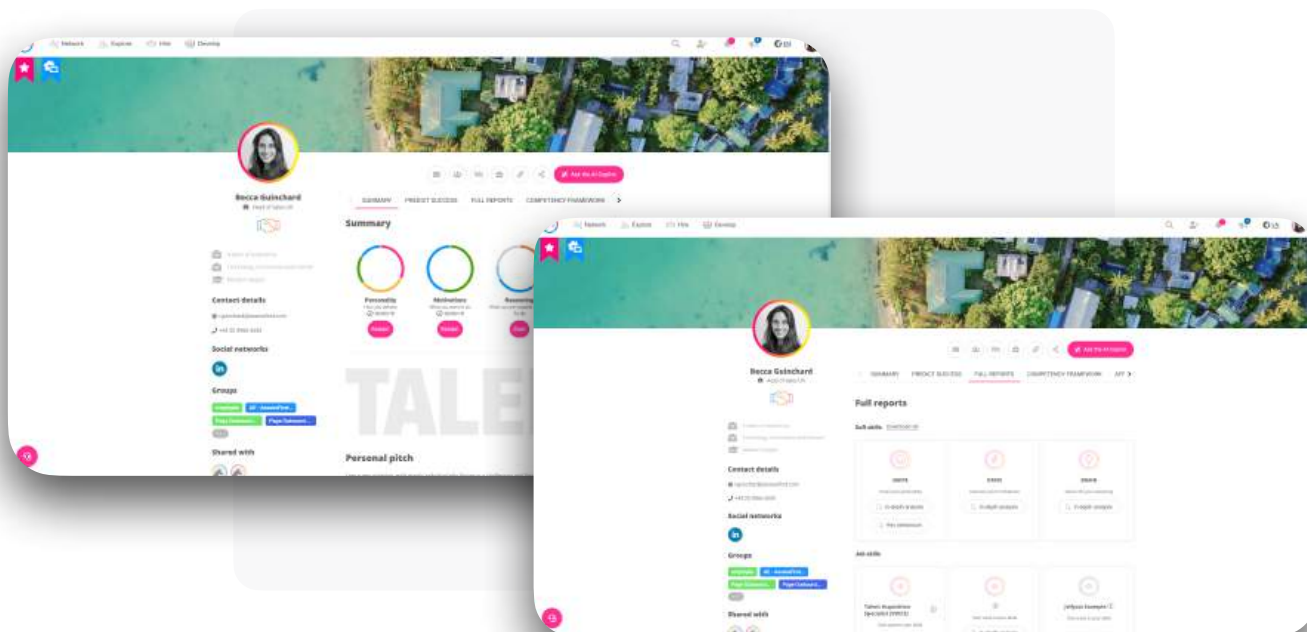
Complete results	This tab allows the recruiter to access and download in PDF format all the detailed results of a candidate's questionnaires. For each questionnaire, an in-depth analysis report is provided. The detailed reports offer a descriptive analysis of the evaluated person's results. In these reports, you will find insights into the person's functioning across the 20 SWIPE personality traits, the 20 DRIVE motivation factors, the overall BRAIN potential, and the results for each skill assessed with VOICE. These reports can be downloaded and printed.
Predictive models	A predictive model is a combination of personality facets, motivations, and reasoning factors that makes it possible to anticipate success in a given role. You have four types of predictive models: (1) Job reference models – covering more than 2,000 jobs, these ready-to-use models provide insight into the expected personality traits and motivational dimensions, enabling objective HR decisions without prior configuration; (2) Custom models – which you can create from scratch to meet the specific needs of your open positions; (3) Job description-based models – where, by simply uploading your job offer, our AI automatically generates a relevant predictive model; (4) Predictive models based on contact analysis .
Predict success	The Predict Success feature allows you to analyse the match between a candidate or employee and the predictive models created. With this feature, you can access a match percentage that indicates the person's potential for success and fulfilment in a specific role. This enables you to quickly identify their strengths and areas for development to optimise their performance in the job.
Management	The Management feature makes it possible to analyse the compatibility between a manager and an employee by assessing how well the manager's natural leadership style aligns with the employee's expectations and needs. This feature goes further by offering practical advice to the manager, such as how to motivate the person, what types of tasks to assign them, and how to recognise their work, in order to maximise effectiveness and engagement within the team.
Affinity	AssessFirst's predictive algorithms identify the natural affinities between people, whether on a social level (spending time together) or a professional level (collaborating on shared projects). You gain instant access to precise information about the ability of two people to work together, based on objective, unbiased data. Affinity is assessed according to three aspects: general affinity (ease of interaction), social affinity (enjoyment of spending time together), and work affinity (ability to collaborate effectively).



License Management

As an administrator, you have full control over managing user licenses within your AssessFirst account. You can easily add new users, view the complete list of your active users at a glance, and remove or reassign licenses according to your needs.

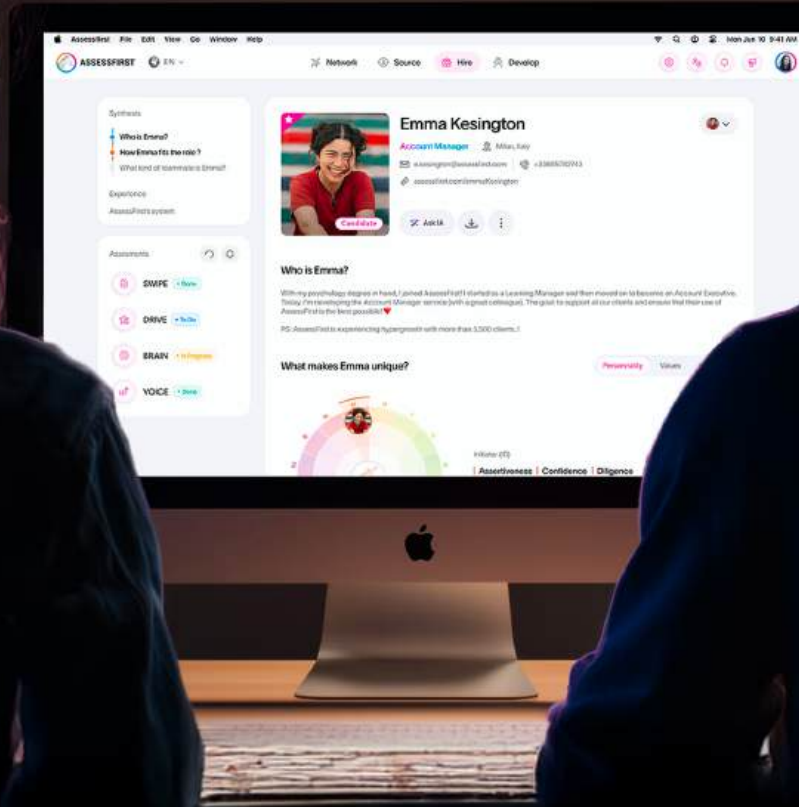
In addition to these management features, you have access to detailed statistics to optimise license usage: the number of tests sent, the completion rate, user satisfaction, and the recruiter NPS. All this data can be exported in Excel or CSV format, allowing you to analyse and share results with precision.



3.10. CONCLUSION

The business experience offered by AssessFirst is built on a strategic alliance between scientific rigour, operational simplicity, and HR efficiency. Thanks to scientifically validated, standardised questionnaires, enhanced by customised predictive models, any business can assess candidates and employees in a reliable, fair, and fully contextualised way. The intuitive interface enables smooth access management, autonomous campaign administration, and direct result review, supported by powerful decision-making tools (fit analyses, automated interview templates, exportable usage statistics).

AssessFirst



/04

SERVICE DESCRIPTION

4. SERVICE DESCRIPTION

4.1. ASSESSMENT SUITES

4.1.1 SOFT SKILLS ASSESSMENTS

AssessFirst provides a scientifically validated assessment solution that seamlessly integrates cognitive ability and organisational fit into a **25 minute process**.

Our platform uses a behavioural science-driven approach to measure personality (SWIPE - 5 minutes), motivation (DRIVE - 10 minutes), and **mental agility** (BRAIN - 10 minutes), ensuring a holistic evaluation of candidates beyond traditional assessment methods.

The combination of these assessment results will provide you with information on the 'potential' of an individual: including an overall suitability score for the candidate benchmarked to a particular role within the organisation and the **organisational fit**.



Personality.

Personality helps to understand how a person tends to behave "naturally"... but also in stressful situations.



Motivation.

Motivations help identify the situations and environments a person seeks as well as those they tend to avoid.



Cognitive capacity.

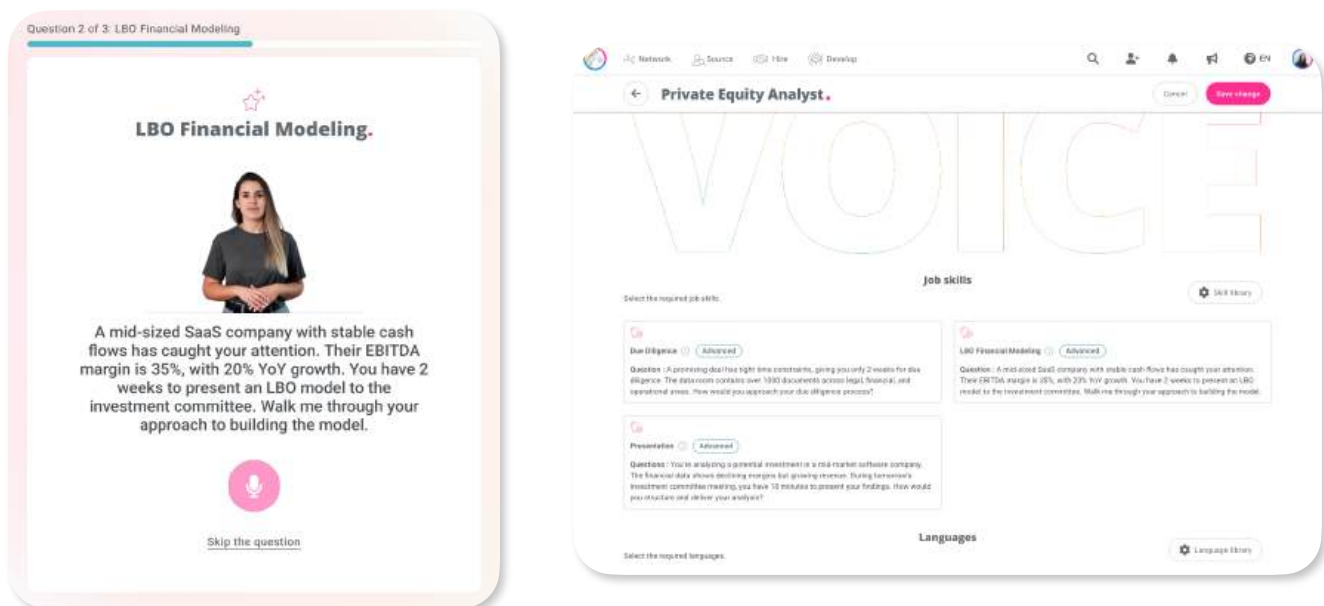
Cognitive abilities provide information on a person's ability to learn quickly and solve more or less complex problems.

These three assessments are designed to:

- Predict long-term success within a business based on cognitive ability, problem-solving skills, and adaptability.
- Assess alignment with a business' values, culture, and leadership expectations, ensuring the right organisational fit through the assessment of personality and motivation and using the creation of a predictive model/internal benchmark that represents 'what good looks like' for your business on a role-by-role and hierarchical basis.
- Combine these dimensions into a unified, user-friendly experience, reducing candidate assessment fatigue while improving predictive validity.

4.1.2 TECHNICAL AND LANGUAGE ASSESSMENTS

In addition to our SWIPE, DRIVE, BRAIN assessments we offer VOICE - an assessment to measure role specific technical aptitude and fit.



VOICE is our autonomous AI Agent for Intelligent Skill Assessment. It is an AI-powered agent that assesses candidates' technical skills and language proficiency. With its adaptive capabilities, VOICE can evaluate any type of skill or language, ensuring a tailored and precise assessment process for every hiring need. E.g. safety, integrity, dependability, teamwork.

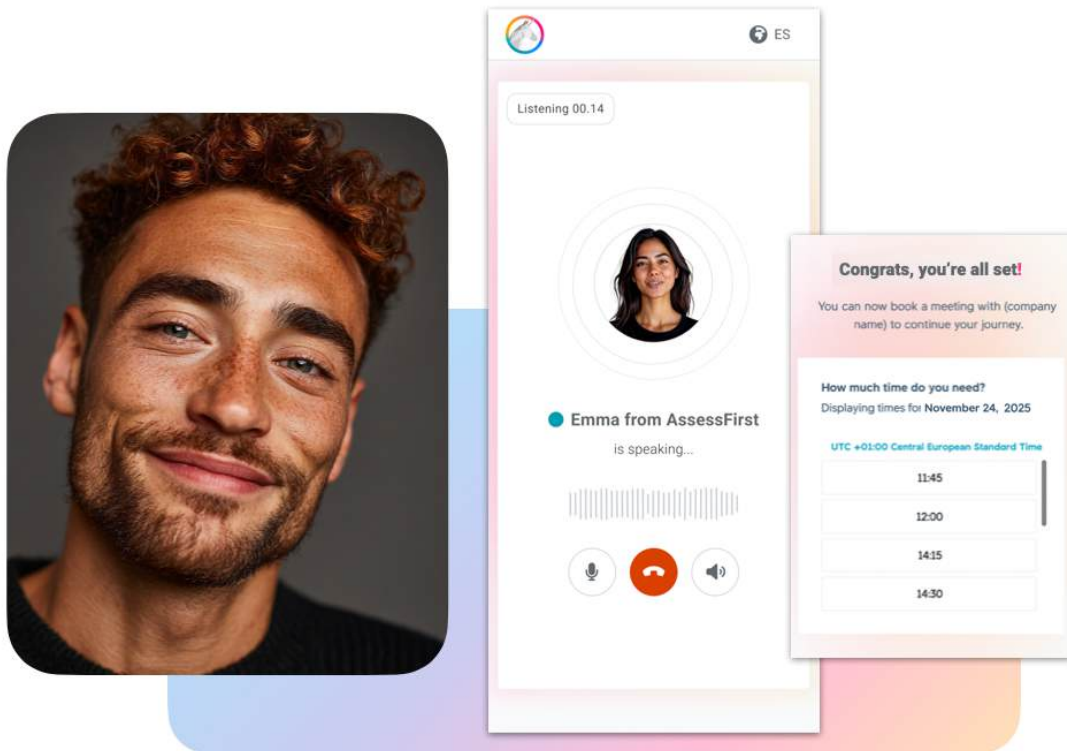
VOICE delivers unmatched accuracy in skill and language assessment. Our state-of-the-art machine learning models can identify a candidate's exact skill level - as defined by expert evaluation - with 90% precision.

4.2. AUTOMATING PRE-SELECTING

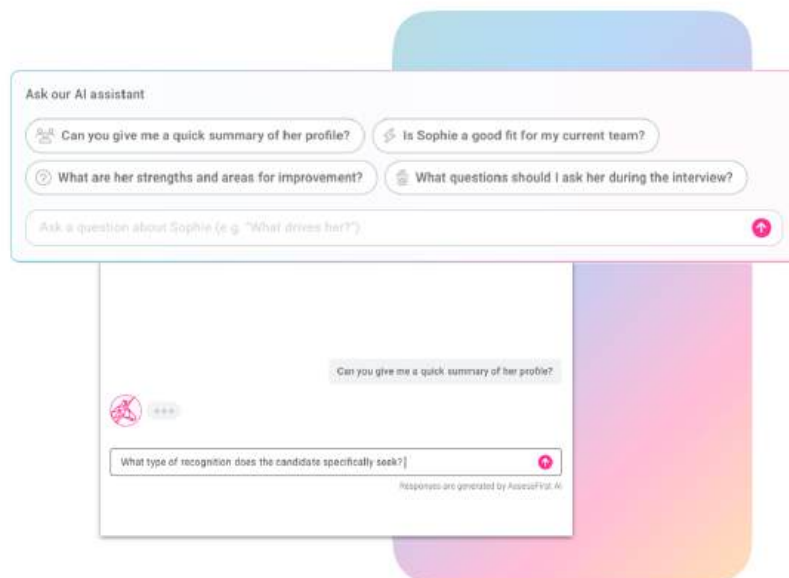
4.1.2 SCAN - CV ANALYSIS, INTERVIEW SCHEDULING, PRE-SCREENING CALL

What SCAN enables you to do:

- Replaces the screening call - Instant qualification via AI-driven conversation.
- Evaluates all key signals - Motivation, salary expectations, availability, communication, risk factors.
- Automatic CV ↔ role fit - Immediate relevance scoring.
- Auto-scheduling for qualified candidates - Calendar and ATS sync - zero friction.
- Structured report in the ATS - Fit score, red flags, next steps.
- Unlimited scalability - 24/7 conversations and bookings, in all languages.



4.1.2 CO-PILOT



- Copilot answers any question about a candidate, a role, a manager, or a hiring situation
- Synthesises all AssessFirst insights (SCAN + SWIPE + DRIVE + BRAIN + VOICE) into clear, actionable guidance
- Delivers instant recommendations on fit, risks, onboarding, interview strategy, and team dynamics

What does it achieve?

- Removes ambiguity and guesswork from hiring decisions
- Helps recruiters and managers make smarter, faster, more confident decisions
- Delivers expert-level talent analysis to anyone - even non-HR specialists

4.3. WHY ASSESSFIRST?

There are 3 clear differentiators of the AssessFirst solution which underpin the functionalities offered:

Differentiator 1 | Accuracy, predictive validity and commitment to remaining current with evolving technology & scientific advancement

The predictive validity and accuracy of the solution including the application of artificial intelligence (AI) has been extensively praised and ratified by the scientific community.

At AssessFirst, we are deeply committed to staying at the forefront of technological innovation and scientific advancements in talent assessment. Our approach ensures that our solutions continuously evolve to meet the changing needs of organisations while maintaining scientific rigour, predictive accuracy, and fairness in hiring.

This is highlighted in our most recent developments which offer:

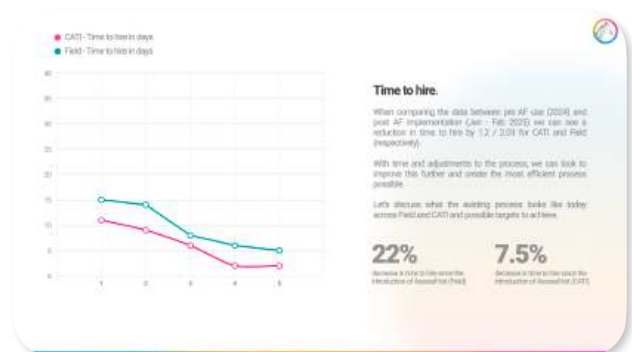
1. A measurement of personality at the facet level in just **5 minutes**.
2. **Images to assess personality** - a first of its kind.
3. An adaptive reasoning assessment that **cannot be cheated by LLMs**.
4. The first assessment to **assess any job skill in 2 minutes**.

Differentiator 2 | Candidate and User Experience

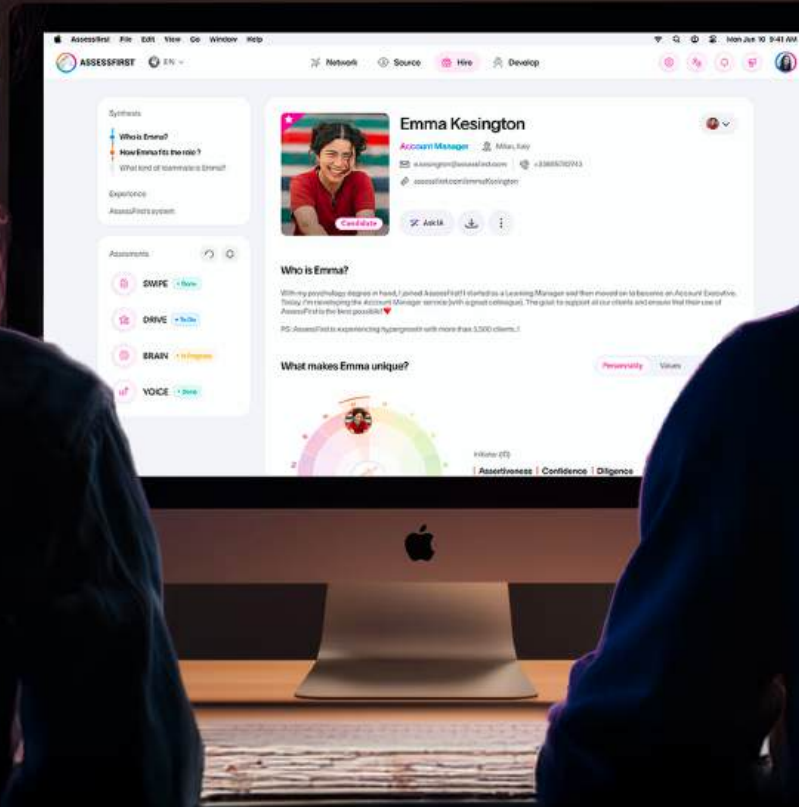
The quality of the user and candidate experience is unrivalled. This is demonstrated with internal studies as well as publicly available reviews (e.g. +2,500 Google reviews rated 4.9/5 stars).

Differentiator 3 | Return on investment

The pricing model of AssessFirst enables unlimited assessment volume for employers in a way that many other assessment providers are unable to deliver. The depth and breadth of AssessFirst features means that the benefits can be applied beyond recruitment use cases: including but not limited to graduate onboarding, team management, internal mobility, personal development and more.



AssessFirst



/05

VALUE ADDS

5. VALUE ADDS

5.1. REALISTIC JOB PREVIEWS

AssessFirst allows companies to deliver a fully branded and immersive candidate experience. The platform can be customised with your colours, logo, and messaging, helping candidates visualise themselves within the specific business environment from the very first interaction. Beyond interface personalisation, the VOICE assessment enables a high degree of realism by allowing you to customise both the questions and the scenarios used in the evaluation. These can reflect actual job contexts, tone of voice, and business challenges, helping candidates better understand what the work is like and how they are expected to think and act within your company.

5.2. FLEXIBILITY & ADAPTABILITY

While SWIPE (personality), DRIVE (motivation), and BRAIN (cognitive ability) are standardised to preserve psychometric validity, the VOICE assessment is fully customisable, allowing you to evaluate job-specific technical or functional skills with tailored questions. The flexibility of our solution lies in the predictive modelling layer: you decide which traits or skills matter most for a given role, and the system filters results accordingly. Also, each of the four assessments can be used independently and embedded at different points in the candidate journey. You can easily customise the evaluation flow based on job requirements (for example, removing certain assessments for a specific role while keeping others). This enables a highly adaptable framework to measure both company-wide competencies and role-specific needs, especially for experienced hires.

5.3. APPLICATION TO TALENT ECOSYSTEM

One of AssessFirst's key strengths lies in its ability to generate reusable data across the entire talent lifecycle. Since candidates are evaluated on a universal framework of personality traits, motivational drivers, and cognitive abilities, you can easily reuse results across roles, without requiring candidates to retake assessments. This enables you to identify alternate roles for applicants, support internal mobility, anticipate onboarding needs, and plan for future career paths based on their full potential. Our predictive models allow for unlimited customisation across job families, locations, or business units, maximising talent insights while minimising candidate fatigue.

5.4. PROCESS EFFICIENCY

The AssessFirst platform is designed to be fast and frictionless for both recruiters and candidates. Creating a predictive model takes only seconds, and sending invitations is immediate, making the platform ideal for high-volume or fast-paced recruitment environments. From the candidate's perspective, the entire journey is efficient and respectful of their time: all four assessments combined can be completed in 20 to 30 minutes. This balance between speed and depth ensures reliable data without overburdening the user, supporting rapid deployment while maintaining scientific rigour.

5.5. RESPONSE DISTORTION

To address candidate misrepresentation and ensure assessment integrity, AssessFirst deploys a multi-layered strategy across all tools. For SWIPE, DRIVE, and BRAIN, we avoid invasive measures such as video monitoring in favour of privacy-respecting, behaviour-based analysis. For example, we track inconsistent answering patterns or abrupt shifts in behaviour that may indicate faking. Our BRAIN test is especially robust, featuring an adaptive design and logic-based items that cannot be solved by AI tools like ChatGPT, as demonstrated in a peer-reviewed study we published. The adaptive format also ensures each candidate receives unique questions, minimising the possibility of sharing answers.

For VOICE, we use a three-layered anti-cheating protocol:

1. Frontend restrictions: The platform disables copy-paste, tracks tab changes, and enforces a short time delay between question display and response, reducing the risk of script-reading or external help.
2. Identity verification: A voiceprint is captured from a neutral audio sample to validate speaker identity. We also detect synthetic or AI-generated speech to prevent impersonation.
3. Content analysis: The system reviews audio and transcript data to detect suspicious patterns, such as excessive background noise, unnatural prosody, or indications that the candidate is reading rather than speaking spontaneously.

5.6. CANDIDATE PREP

AssessFirst ensures that every candidate begins their assessment journey with clarity, confidence, and a sense of purpose. Each assessment is introduced through a dedicated onboarding sequence that includes detailed instructions, illustrative examples, and practice items, helping candidates understand what is expected and how the process works. We also clearly explain why each assessment matters, how results will be used by the company, and how they contribute to identifying strengths and potential, not just making selection decisions. Throughout the process, candidates receive positive reinforcement to keep them engaged and reassured. Should they need assistance, our support team is available in-app. This thoughtful experience is reflected in our 4.9/5 average rating on Google, based on thousands of verified reviews, and a 90% completion rate (90% of the candidates being invited completing the 3 assessments).

5.7. ACCESSIBILITY

AssessFirst assessments are designed to be accessible by default, ensuring that every individual, regardless of disability, neurodiversity, or background, can participate on equal terms without needing alternate versions. Our platform is aligned with the highest international accessibility standards and is continuously improved through expert audits and user feedback. We currently support 38 languages, with translations reviewed by native-speaking psychologists and linguists to ensure clarity and inclusivity. Our fairness-by-design approach ensures that content remains culturally neutral and accessible, notably in the BRAIN reasoning test which uses language-free logic tasks suited for users with dyslexia or colour blindness. A built-in text-to-speech function, adjustable contrast and visual settings, and a skip-and-accommodation mechanism ensure that individuals with visual impairments, cognitive differences, or other needs can access the assessments without barriers.

5.8. CANDIDATE VALUE

AssessFirst is committed to ensuring that every candidate receives concrete, personal value in exchange for the time they invest in the assessment process. Once candidates complete their assessments, they gain access to their personalised profile, which includes a clear, visual, and positive synthesis of their results. This profile is structured in a way that promotes self-awareness, development, and career orientation, even if the candidate is not selected for the role.

The results are presented in “Summary tab”. This section provides a global, narrative overview of the candidate’s profile, written in accessible language and entirely positive in tone. It includes:

- The individual’s preferred behaviours and personal style
- Strengths in interpersonal relationships, work approach, and emotional management
- Areas for development, presented constructively to support personal growth
- What motivates or demotivates them in a professional setting
- Their energy management style and preferred types of activities
- The management style they respond best to and the style they tend to adopt
The type of company culture in which they are likely to thrive
- The task types where they feel most at ease
- Their decision-making style and learning approach

All information is presented in plain language, with no need for interpretation or coaching. Candidates can easily navigate their results thanks to a clean, streamlined interface, designed to emphasise clarity and autonomy. The content is framed to enhance confidence, guide self-reflection, and give each candidate a sense of clarity about their professional identity, whether they’re early in their career or exploring new opportunities. This approach ensures that every individual leaves the process with something valuable: a deep understanding of their strengths, motivations, and potential fit, both for the current role and for future opportunities. In doing so, AssessFirst transforms the assessment experience into a moment of empowerment and personal growth.

5.9. EFFICIENT PROCESS MANAGEMENT

AssessFirst offers a highly agile and streamlined implementation process, allowing recruiters and HR managers to launch assessments within minutes. Invitations can be sent directly from the AssessFirst platform by entering a candidate’s email or via your ATS integration. Candidates receive a personalised link by email or via SSO, granting them immediate access to the assessments. Recruiters are automatically notified upon completion. Additionally, a campaign link can be generated and embedded on career sites or internal portals, enabling candidates to start the assessments without manual intervention. On the backend, predictive models can be generated in under one minute using our AI-powered features, including job offer analysis or employee contact analysis. The entire system is

designed to maximise efficiency, reduce administrative overhead, and accelerate time-to-hire without compromising on assessment quality.

5.10. MEANINGFUL DATA & INSIGHTS

AssessFirst provides comprehensive dashboards and advanced analytics to track candidate performance and optimise recruitment outcomes. Recruiters have full access to individual results, including prediction scores, management compatibility, and team affinity insights, all displayed in a user-friendly, actionable format. For administrators, the platform includes robust license management tools: add or remove users, track active accounts, and reassign licenses in real time. You can also monitor key usage metrics, such as number of tests sent, completion rates, candidate satisfaction scores, and recruiter NPS. All data is exportable in Excel or CSV formats, making it easy to share insights, run internal audits, or conduct deeper analysis. These tools support continuous performance monitoring and strategic decision-making, ensuring your assessment process remains efficient, data-driven, and aligned with business goals.

5.11. QUALITY OF SERVICE

At AssessFirst, we place a strong emphasis on high-quality service delivery, built on responsiveness, expertise, and personalised support. From the very first day of the partnership, you will be supported by a dedicated team with deep knowledge of talent acquisition best practices and your organisational context. This includes:

- An Onboarding Specialist, who will train and empower users, respond to operational questions, and guide your teams through their first recruitment and managerial use cases.
- A Customer Success Manager, who takes over after the initial onboarding phase to ensure long-term success. They will monitor usage, share internal best practices, facilitate ambassador programs, and conduct regular reviews.
- An Account Manager, who ensures strategic alignment and long-term collaboration, providing continuity and strategic guidance across projects.

To support continuous up-skilling, we also provide access to the AssessFirst Academy: a dedicated e-learning platform with modular, always-accessible training programs tailored to user roles (e.g., HR, recruiters, managers). Users can progress at their own pace and gain expertise in areas such as test administration, result interpretation, predictive modelling, and campaign management.

In addition, users benefit from multi-channel technical support (chatbot, email, phone) with an average response time of 22 minutes and a 98% satisfaction rating. A comprehensive self-service support hub is also available for autonomous troubleshooting. We maintain a 99% SLA and ensure high reliability through our RTO of 4 hours and RPO of 6 hours, with dedicated failover and backup systems in place to guarantee service continuity.

5.12. DIVERSITY OF TEAM

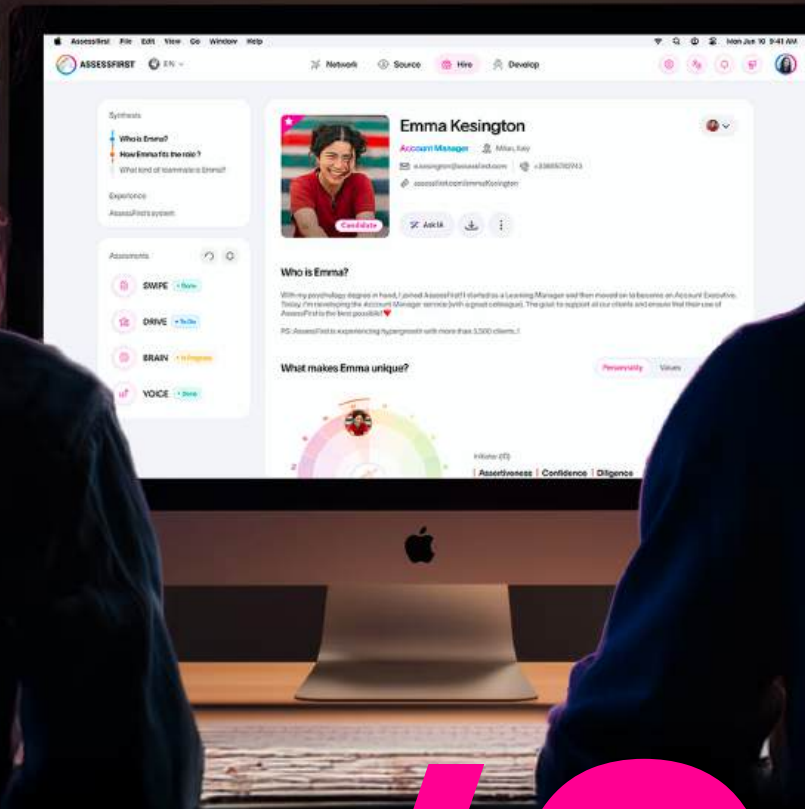
Diversity is deeply embedded in the DNA of AssessFirst, both in our team composition and the way we design our solutions. Our 110-person team includes professionals from a wide range of disciplines (psychology, psychometrics, machine learning, HR, UX, sales, and behavioural science) ensuring a

holistic approach to assessment design and implementation. We are proud to represent 9 nationalities and maintain a perfect gender balance (50% women / 50% men). We actively partner with organisations such as Mozaïk RH and the French National Employment Agency to promote workplace inclusion and expand access to employment for underserved communities. This diversity in perspectives enables us to build tools that are truly inclusive, fair, and globally relevant.

5.13. PARTNERSHIP APPROACH

AssessFirst is not just a software provider. We are a long-term strategic partner. Our approach is deeply collaborative: from onboarding to continuous optimisation, we are committed to working hand-in-hand with you to meet evolving business needs and drive innovation in your talent acquisition processes. We support you in tracking usage, surfacing meaningful insights, refining your communication strategies, and adapting solutions in real time. Our team is agile, proactive, and fully invested in helping a company maintain its competitive edge through smart, ethical, and future-proof talent practices. We're not just offering a product, we're building a relationship based on shared ambition and long-term success.

AssessFirst



/06

TAKING OUR ASSESSMENTS A STEP FURTHER

6. TAKING OUR ASSESSMENTS A STEP FURTHER

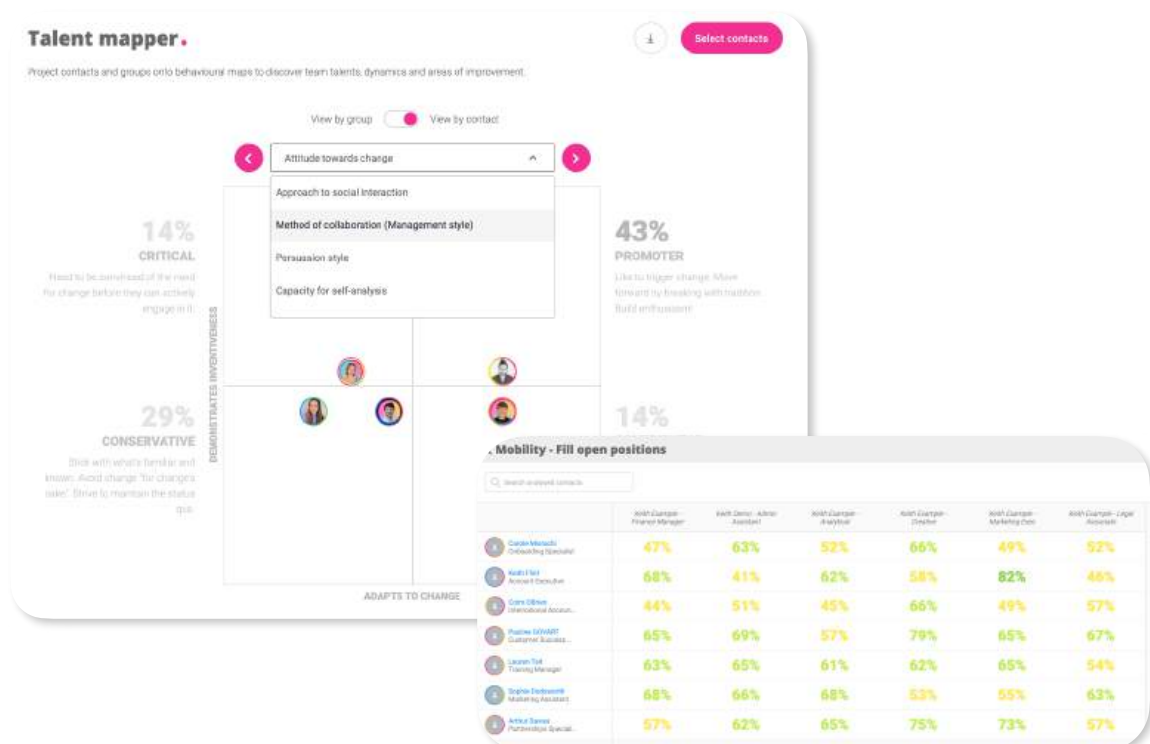
6.1. THE ALIGNMENT OF TEAMS

AssessFirst offers our Talent Mapper functionality to map teams and understand internal relationships. The Talent Mapper functionality allows the simultaneous comparison of a number of individuals to compare against specific personality traits.

This often is used to support team building exercises as when individuals are better able to understand one another they are better able to productivity collaborate and be more successful as a unit.

This analytical tool refers to the 12 key behaviours that are assessed in our SWIPE (Personality assessment) and is a great opportunity to gather data driven information that can help managers, senior leaders and team members themselves understand a team, the opportunities within a team, help to facilitate teams moving away from working in silos and understand steps to be taken to ensure collaboration within and amongst different teams.

This is perfect to ensure understanding of team contribution, strengths contribution and complementary skills within the team.

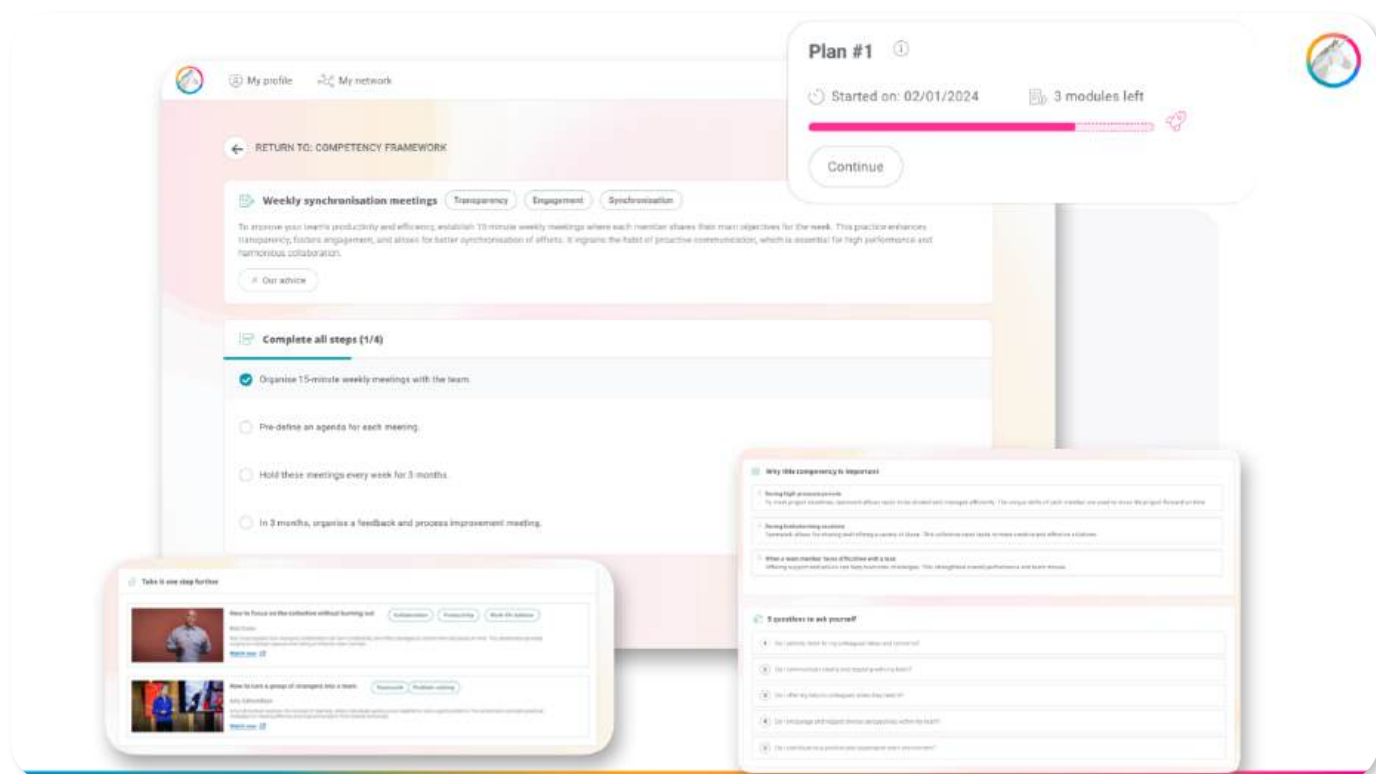


6.2. DEVELOPMENT PLAN BASED UPON A COMPANY'S ORGANISATIONAL FIT

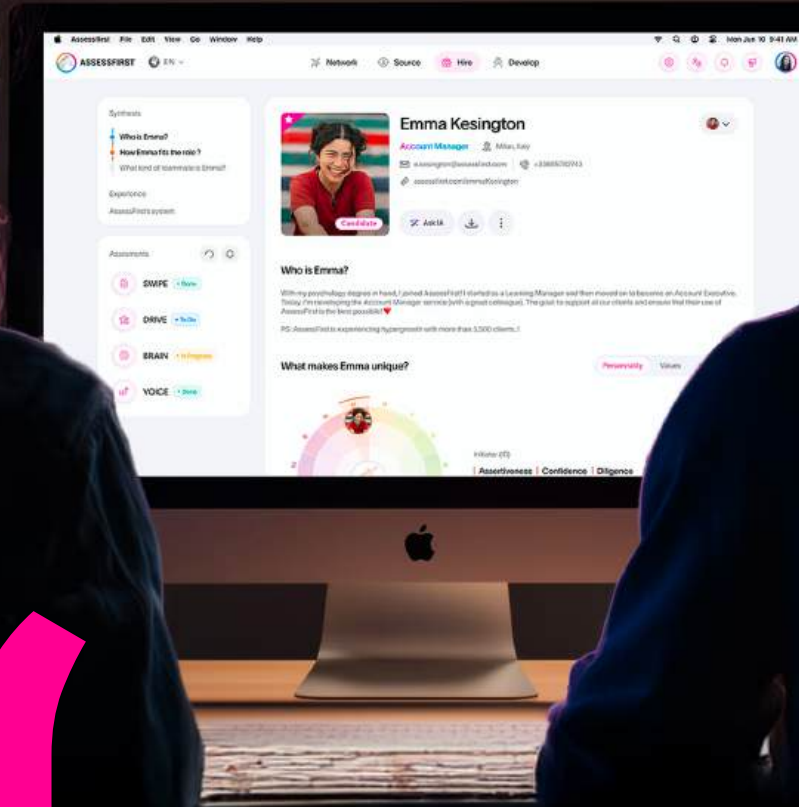
The Development Plan feature in AssessFirst is designed to support organisations in identifying, nurturing, and enhancing employee potential based on behavioural, cognitive, and personality insights. It provides a structured and personalised approach to talent development by leveraging assessment data to offer actionable growth recommendations.

Key Functionalities:

1. Personalised Development Plans
 - Based on individual assessment results, employees receive tailored development plans aligned with their strengths, areas for improvement, and career aspirations.
 - Includes concrete recommendations for skill-building, behavioural adjustments, and leadership development.
2. Competency-Based Growth Paths
3. Actionable Learning Suggestions
4. Manager & Employee Collaboration
5. Integration with Talent Mobility & Succession Planning
6. Progress Tracking & Reporting



AssessFirst



“ WELCOME
TO THE FUTURE
OF ASSESSMENTS. ”