

# COMMUNICATION ON PROGRESS **2024**



**ATALIAN**  
GLOBAL SERVICES

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## MESSAGE FROM THE CEO

At Atalian, Corporate Social Responsibility (CSR) is a committed approach and stays at the heart of our business model, starting with our 63,000 employees.

CSR is part of the Atalian Group DNA and we consider it as a key performance driver. Since 2012 Atalian has been a member of the Global Compact and since 2015 we have been following 9 out of the 17 Sustainable Development Goals, focusing on human rights, environment, and anti-corruption. This commitment was followed with the signature of the Diversity Charter, and later the declaration of Caring for Climate in 2015 and the French Climate Pledge in 2021.

In 2024, the strategy of the Atalian Group is to drive business awareness and action thru a new roadmap: I.M.P.A.C.T.S. Our goal is to answer our social and environmental challenges in a better way, in order to support our stakeholders, and more specifically our customers, in their own challenges, and to comply with ever-increasing regulatory requirements.

Our 63,000 employees are at the middle of our business model. Our actions are focused on their safety, health and well-being at work. We support them day-to-day to ensure they have safe working conditions. We have also implemented training programs to develop their skills and careers within the Group.

Environment is also key for the Group. Since 2023, Atalian has been measuring its carbon footprint for both direct and indirect emissions and has set targets to reduce its scope 1 and 2 emissions by 42% and scope 3 by 25% by 2030, in line with its SBTi trajectory.

Together, every day, we are convinced that we can achieve sustainable growth for the benefit of our employees, our customers, and for our group

Quentin VERCAUTEREN DRUBBEL  
Président Exécutif





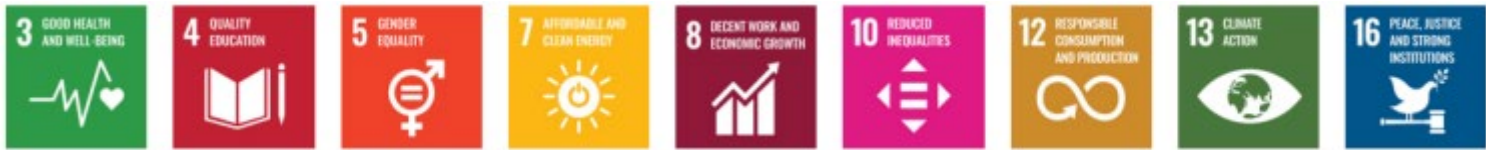
# OUR SOCIAL RESPONSIBILITY APPROACH

CSR is an essential component of Atalian's corporate strategy. The Group has been committed to sustainable development since 2010. It has integrated the principles and structure of the ISO 26000 standard into its operations. Atalian has been a member of the United Nations Global Compact since 2012.

Atalian is a signatory of the Diversity Charter (2014), the Caring for Climate declaration (2015) and joined the French Business Climate Pledge in 2021. Translated with DeepL.com (free version)

## SUSTAINABLE DEVELOPMENT GOALS TO WHICH ATALIAN CONTRIBUTES

Through its decisions and activities, the ATALIAN Group contributes directly or indirectly to achieving 9 of the 17 Sustainable Development Goals (SDGs) defined in 2015 by the United Nations organization.



## A LONG-TERM COMMITMENT TO CSR



# AN AMBITIOUS NEW CSR ROADMAP

After reviewing all of its CSR actions, the Group has established a new multi-year CSR roadmap – IMPACTS – updating its commitments and objectives, backed by clear performance indicators to track progress. The Group’s vision goes far beyond regulatory compliance; it reflects a broader transformation, aiming to position Atalian as a responsible, committed player, recognised as such by its stakeholders.

## A GLOBAL COMMITMENT FOR A SUSTAINABLE IMPACT



- I** **Imagining:** Designing innovative services, processes and offerings to create sustainable value
- M** **Mission:** Committed to a more sustainable world for our clients, suppliers, employees, planet and society
- P** **Progress:** Rolling out digital and sustainable solutions while preserving the agility we value
- A** **Actions:** Deploying ethical and responsible services and practices
- C** **Clients :** Becoming the preferred partner of our clients by supporting them in their own CSR commitments
- T** **Transitioning Energy and Environment:** Committed to more responsible purchasing and the development of environmentally respectful practices, solutions and services
- S** **Social and Societal:** Supporting, training and developing our Talents, while ensuring their well-being. Taking strong action on inclusion and working closely with local communities, schools and associations

# THE CHALLENGES IDENTIFIED IN OUR ROADMAP

As part of its new CSR roadmap, the Atalian Group has thoroughly reviewed, modified and enriched its existing challenges. This process was undertaken to respond more precisely and proactively to evolving environmental and societal issues, while integrating the growing needs of our customers, suppliers, employees and investors. In addition, this overhaul aims to ensure rigorous compliance with current regulatory frameworks.

These updated challenges formed the basis for the Group's double materiality matrix.



THE GROUP’S DOUBLE MATERIALITY ASSESSMENT

The double materiality analysis, summarized in its matrix, is truly the cornerstone of our CSR strategy. Launched in September 2024, it was completed in February 2025. It enabled us to review and identify ESG issues where the Group has a significant socio-environmental impact (positive or negative), and those with a major effect (risks or opportunities) on our financial performance.

This analysis also enabled us to review the double materiality of the 21 issues identified in the initial roadmap for the end of 2023, and to assess the gaps between our current sustainability situation and the expectations of our stakeholders, thus defining the key indicators and objectives of our Group CSR policy.

Given the nature of our business and in line with the double materiality matrix we have developed, the following topics are expected to be disclosed starting in 2025:

Cross-cutting standards	Topical standards		
<ul style="list-style-type: none"><li>– ESRS 1 – General principles*</li><li>– ESRS 2 – General disclosures*</li></ul>	<b>Environment</b> <ul style="list-style-type: none"><li>– ESRS E1 – Climate**</li><li>– ESRS E2 – Pollution**</li><li>– ESRS E3 – Water and marine resources</li><li>– ESRS E4 – Biodiversity and ecosystems</li><li>– ESRS E5 – Resource use and circular economy</li></ul>	<b>Social</b> <ul style="list-style-type: none"><li>– ESRS S1 – Own workforce**</li><li>– ESRS S2 – Workers in the value chain**</li><li>– ESRS S3 – Affected communities</li><li>– ESRS S4 – Consumers and end-user**</li></ul>	<b>Governance</b> <ul style="list-style-type: none"><li>– ESRS G1 – Business conduct**</li></ul>

\* mandatory

\*\* includes at least one material sub-topic

## OUR MAIN PROJECTS IN 2024

2024 was a pivotal year for Atalian. Backed by the Executive Committee, we approved our new CSR roadmap, structured around 10 strategic priorities covering all our social, environmental and governance challenges, addressing the expectations of our stakeholders as well as the increasingly stringent regulatory requirements we face. In 2024, the Group also established strengthened CSR governance, including a dedicated CSR department and a steering committee that meets every two months to monitor progress. A dedicated CSR platform was deployed.

Several major and structuring projects were launched in 2024, including:

- The Group's decarbonisation project was initiated with a carbon footprint assessment covering scopes 1, 2 and 3. The main pillars of the decarbonisation plan were defined, aligning the Group with SBTi (Science Based Targets initiative) objectives: a 42% reduction in CO<sub>2</sub> emissions for scopes 1 & 2, and a 25% reduction for scope 3 by 2030;
- A double materiality matrix was drawn up – a vital tool to ensure compliance with the EU's CSRD (Corporate Sustainability Reporting Directive), to which Atalian will be subject. Le déploiement du nouveau Code de conduite fournisseurs (avec un contenu RSE renforcé) et de la politique Achats responsables instaurant un questionnaire d'auto-évaluation RSE lors des appels d'offres;
- The signature of a 100% green energy contract for all Atalian sites in France;
- Numerous training programs to help our employees progress, such as the continuation of the "*Devenir Directeur.trice d'agence*" (Become a Branch Manager) course as part of the Atalian Academy, or literacy programs;
- Support for initiatives to help people who have been excluded from the labour market to return to sustainable employment, in particular the "*Préparation Opérationnelle à l'Emploi Individuelle*" (POEI - Individual Operational Preparation for Employment).





# VALUING AND CARING FOR OUR EMPLOYEES

Human capital is fundamental to the Group's development. Operational excellence and customer satisfaction rely heavily on the expertise and commitment of Atalian's teams. Our people are therefore at the heart of our priorities. Their wellbeing and professional fulfilment are key objectives within Atalian's CSR roadmap.



## PROMOTING DIVERSITY AND INCLUSION



As a signatory of the Diversity Charter since 2014, Atalian strives to create a working environment where every individual is respected and valued. Atalian is committed to fighting all forms of discrimination (age, gender, ethnic origin, religious belief...) at all stages of human resources management (hiring, training, career advancement or promotion) and for the inclusion of people with disabilities, illiterate people, the working poor and the long-term unemployed.

## PROFESSIONAL INTEGRATION THROUGH TRAINING

In 2024, Atalian made use of the Individual Operational Preparation for Employment scheme (*Préparation Opérationnelle à l'Emploi Individuelle* – POEI - Individual Operational Preparation for Employment), offered by France Travail, to help people distant from the labour market find employment by joining the Group. The POEI scheme enables candidates to acquire the necessary skills before recruitment. It has proven to be an extremely effective tool for supporting professional integration through training. This publicly funded initiative allowed Atalian to implement concrete, largescale actions, leading to the hiring of 90 employees following a 400-hour training programme. Additional training-to-employment campaigns using the POEI scheme are already planned for the Group's Cleaning division.

## RECRUITMENT WITHOUT A CV

Atalian is a founding member of the Aéro Impact Human Resources Association (AIRH). This association enables the Group to play an active role in supporting local employment, training, and professional integration, while also generating positive social impact in communities located near airports.

The association's flagship initiative is the Aerowork recruitment platform, which Atalian uses for its airport-related recruitment. This innovative approach to hiring – based on candidates' interpersonal skills rather than traditional CVs – is designed to eliminate discrimination and help individuals find roles that genuinely match their potential

## ADULT LITERACY PROGRAMME

Atalian has been committed for many years to promoting basic literacy among its workforce. The Group provides training for employees who wish to strengthen or regain essential reading and writing skills that may be incomplete or have faded over time. In 2024, Atalian delivered a total of 3,500 hours of adult literacy training.

## COMBATING JOB INSECURITY

Combating job insecurity is a key concern for the Group and one of its stated priorities. Whenever possible, Atalian offers its employees contracts or amendments designed to reduce job precarity by promoting:

- permanent contracts rather than fixed-term ones;
- full-time rather than part-time positions for new recruits;
- additional hours through contract amendments to increase working time;
- continuous and/or daytime shifts.

# HELPING OUR EMPLOYEES GROW

Human capital is a key issue for Atalian. The Group does its utmost to attract and retain a diverse range of talent, and to ensure their ongoing professional development. This strategy is part of our Job and Career Management (GEPP) approach, which aims to anticipate and prepare for the future by aligning skills needs with the company's strategic objectives.

## TRAINING TAILORED TO THE NEEDS OF OUR EMPLOYEES

- Atalian's training policy is a vector for overall performance. It has three main objectives:
- Enhance employees' skills in Facility Management professions (cleaning, maintenance & energy, security)
  - Contribute to developing the corporate culture;
  - Support the Group's performance and business development.

### ATALEARN

#### Atalian launches its own digital training platform

In 2024, the Group launched its Learning Management System (LMS) project – ATALEARN. This platform will offer a wide catalogue of training modules accessible via computer, tablet, or smartphone.

It will also enable the creation of custom training paths and the issuance of certificates. Training will begin in the first quarter of 2025.



### ATALIAN academy

#### ATALIAN ACADEMY

The Group has launched the **Atalian Academy** programme to identify and nurture future talent. The Academy currently offers two dedicated training paths: *Becoming an Account Manager* and *Becoming a Branch Manager*.

- Comprehensive and innovative 130-hour programmes delivered over several months;
- A blended learning format combining in-person and remote sessions;
- Developed in partnership with the **Institut National de l'Hygiène et du Nettoyage Industriel**, which supports Atalian in designing and delivering these modules;
- Led by internal experts, with a strong focus on field-based challenges.

In 2024, five new classes of *Becoming an Account Manager* and one class of *Becoming a Branch Manager* were launched.





## FORWARD-LOOKING MANAGEMENT OF SKILLS AND CAREERS

Atalian's HR policy is designed to prepare for the future by managing employees' skills and career paths, while anticipating the Group's evolving needs to support long-term growth. The Group follows a rigorous workforce and career planning (GEPP) approach, in which annual performance reviews and talent reviews play a central role in employees' development, fulfilment, and retention.

The annual performance review provides a valuable opportunity for dialogue between manager and employee. The Atalian skills framework enables a factual assessment of the skills that have been acquired, are in progress, or still need development. It may also serve as the basis for proposing an individual development plan. This review applies to all managers and supervisors, across all business divisions.

Talent reviews, carried out as part of our career management cycle, are used to identify employees with strong development potential, assess their performance and career prospects, and define individual or collective training plans to support their growth.

In 2024, Atalian conducted a talent review within the Cleaning division, covering regional directors, regional operations directors, branch managers and account managers. Additional talent reviews were also carried out in the Maintenance & Energy division and at Atalian Facilities.



# PROMOTING INCLUSION AND DIVERSITY

## ATTRACTING TOMORROW'S TALENTS

Atalian operates in a market where jobs are in short supply, and in rapidly evolving professions requiring new, highly diverse and sometimes rare skills. Its development relies to a large extent on the know-how of its employees, at all levels. Recruitment is therefore a crucial issue.

The Group needs technicians and local managers (operations assistants and account managers), particularly for the Waste Management and Maintenance & Energy divisions. It also needs more specific profiles, such as contract managers, FM project managers and energy managers.

The Group therefore does its utmost to attract and recruit a wide variety of talent. Its inclusive employer brand communication highlights its employees on social networks and job boards. The intensification, in 2024, of this communication strategy for all business lines has enabled us to promote the diversity of our professions, the professional integration of young people via work-study programs, and career development opportunities within the Group. Atalian is also forging close relationships with schools related to its businesses and developing work-study contracts.

In 2024, Atalian retained the HelloWork “Super Recruiter” label. This label is an important sign of recognition for Atalian. The attractiveness of the brand and the quality of recruitment are essential to the Group's success. The label rewards companies that stand out for their ability to attract and recruit talent in an effective and innovative way. It testifies to the rigor and excellence of Atalian's recruitment processes.

## PROVIDE A SPRINGBOARD FOR PEOPLE FAR FROM THE JOB MARKET

The Atalian Group plays a major social role in all the countries where it operates. It actively contributes to inclusion in the world of work and promotes equal opportunity and diversity by offering numerous local jobs that do not necessarily require special qualifications or a command of the local language. Atalian is fully committed to combating discrimination and has put in place policies for the integration of people in difficulty and people with disabilities. These initiatives help to enhance individual skills and promote professional integration for all.

155

nationalities

30 %

senior employment rate

4 %

junior employment rate

3,7 %

rate of employees with disabilities

>4,100

employees with disabilities in France



# ESTABLISHING A GENUINE HEALTH AND SAFETY CULTURE

Atalian is committed to providing all employees with a healthy and safe working environment. The Group's occupational health and safety policy has enabled it to achieve very high standards, demonstrated by multiple certifications and the ongoing improvement of performance indicators across all entities

## ENSURING A SAFE AND HEALTHY WORKING ENVIRONMENT - IMPROVING WELL-BEING AT WORK

Health and safety prevention and well-being in the workplace are constant priorities for Atalian, in all its activities. Atalian is committed to guaranteeing a healthy and safe environment:

- deployment of MASE certifications at certain branches in addition to the national ISO 45001 certification; continuation of training initiatives relating to the Musculoskeletal Disorders Prevention Facilitator program;
- training of Psychosocial Risk (RPS) and Harassment referents;
- completion of works to refurbish premises (offices, collaborative spaces, convivial areas, etc.);
- introduction of Compliance referents.

In 2024, Atalian continued its training efforts concerning:

- occupational health and safety management for managers, supervisors and team leaders,
- occupational risk prevention,
- musculoskeletal disorders (prevention of workstation-related risks),
- the role of Musculoskeletal Disorders Prevention Animator for Quality Safety Environment managers,
- programs aimed at preventing and managing harassment behavior and promoting a respectful environment.

## MANAGING THE RISKS INHERENT TO OUR ACTIVITIES

Atalian ensures strict compliance with safety regulations and runs Health, Safety & Environment (HSE) training programmes to raise awareness among all employees of best safety practices and to prevent workplace accidents. Toolbox talks are held on a very regular basis, and information flashes are sent by SMS to all on-site personnel. In 2024, the Group launched several additional initiatives to reinforce its prevention efforts: the ProSafe project to incorporate musculoskeletal disorder (MSD) risk into all key company processes; partnerships with clients to promote the reporting of hazardous or sensitive situations; an MSD-focused conference at the Préventica trade fair; and a QSE seminar including interactive workshops..

## OPTIMISING OUR ORGANISATION AND PROCESSES

As the Group’s business activities grow more complex and regulations become increasingly stringent, Atalian continuously seeks to professionalise its organisation, streamline its methods and processes, and implement simple yet effective QHSE management tools to steer action plans and monitor performance.

In 2024, the Group launched a migration to new tools for digitising QSE forms (iAuditor) and reporting (Salesforce), with the aim of improving both efficiency and data reliability.

For 2025, the QHSE Department has set the following objectives: to complete the tool migration across all French operations, and to renew several MASE certifications (across all business lines), along with ISO 45001 certifications for the Cleaning and Security divisions



31 Health & Safety certifications held by Atalian\*

18 Number of ISO 9001 or equivalent certifications held by Atalian

Workplace accidents

<17 Group frequency rate

<1 Group severity rate

*\*ISO 45001, OHSAS 18001 or equivalent*



# PRIORITISING RESPONSIBLE PURCHASING

The Atalian Group's responsible purchasing strategy is a central element of its CSR policy, contributing to its sustainable development and overall performance. It includes the development of non-harmful product purchasing and the observance of ethical rules in relations with stakeholders - notably suppliers - and in the conduct of business. This approach not only benefits the environment and society but is also seen as a performance driver for the Group.

## ECO-RESPONSIBLE PRODUCTS AND SOCIALLY COMMITTED SUPPLIERS

Atalian's purchasing strategy has been strongly impacted by inflation and the Group's geographic refocusing. This situation has enabled the Group to identify and consolidate strategic partnerships.

In 2024, Atalian's priority in terms of responsible purchasing will be to integrate sustainability criteria into its purchasing decisions, including a preference for eco-responsible products. Atalian has initiated a rationalization process for its product purchases, giving preference to concentrated, eco-labelled cleaning products, which reduce packaging and GHG emissions linked to their transport, as well as ranges of FSC (Forest Stewardship Council) labelled sanitary hygiene consumables.

Atalian also aims to ensure that its suppliers comply with social and ethical standards and laws, by streamlining the supplier panel, strengthening key partnerships and better evaluating suppliers with a view to implementing a continuous improvement approach.

## A POLICY DEPLOYED IN ALL OUR COUNTRIES

For several years now, the Group's Purchasing policy has been deployed in all countries, and the roadmaps, although adapted to the specificities of each country, are based on a common core aimed at simplifying, optimizing and rationalizing purchasing. In terms of purchasing, the level of maturity is evolving favourably in many of the Group's European subsidiaries.

Over the past 3 years, the Group's objective has been to move away from a tactical purchasing policy, essentially focused on procurement, to a strategic purchasing policy with an emphasis on value creation.

# REDUCING OUR ENVIRONMENTAL IMPACT

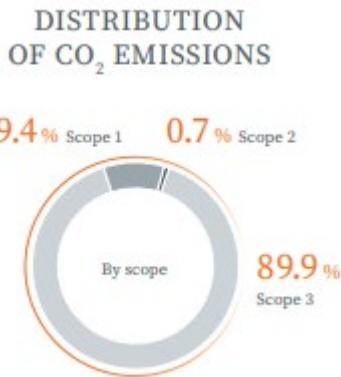


Atalian takes concrete action to limit its carbon footprint, support its clients in their decarbonisation trajectory and contribute to the fight against climate change. A signatory of the United Nations Global Compact since 2012, the Group aligns its actions with the SDGs and the principles of the ISO 26000 standard. In 2024, Atalian initiated its first full Carbon Assessment (Scopes 1, 2 and 3) for the year 2023. The data will be updated annually.

The organisational scope selected includes all Atalian entities worldwide, in accordance with the GHG Protocol methodology and ADEME’s Carbon Assessment method. In 2023, the Group's CO<sub>2</sub> emissions amounted to 199,289 TCO<sub>2</sub>e, with 63% of emissions generated in France and 37% internationally. These emissions break down as follows:

- Scope 1: 18,785 TCO<sub>2</sub>, mainly related to our vehicle fleet
- Scope 2: 1,410 TCO<sub>2</sub> related to the energy consumption of buildings
- Scope 3: 179,094 TCO<sub>2</sub>

In 2024, the Group CO<sub>2</sub> emissions are up to 182,361 TCO<sub>2</sub>, down 8% compared to 2023. Details of these emissions are available on page 32 of this report



# CONTRIBUTING TO DECARBONIZATION

## AMBITIOUS DECARBONATION TARGETS

Based on 2023 Carbon Assessment, the Atalian Group has set a 2030 decarbonisation target in line with an SBTi trajectory, namely:

- Scopes 1 and 2: 42% reduction in CO<sub>2</sub> emissions compared to 2023.
- Scope 3: 25% reduction in CO<sub>2</sub> emissions compared to 2023.

To achieve its decarbonisation objectives, the Group has identified several areas of action:

- Scope 1: Reduction of GHG emissions from the vehicle fleet through its greening, optimisation of the use of combustion engine machines, awareness-raising and training of employees in eco-driving, etc.;
- Scope 2: Reduction of energy consumption through awareness-raising and training of employees in ecofriendly practices, and the use of renewable energy.
- Scope 3: Action on value chain actors: purchasing of low-carbon products as part of the responsible purchasing policy, actions in favour of sustainable mobility (eco-driving, public transport, car-sharing, etc.), logistics optimisation, implementation of a circular economy policy (Repair – Reuse – Reduce) to minimise waste production and maximise equipment lifespan

In 2024, the Group already initiated significant actions for the environment:

- Signature of a 100% green energy contract for all Atalian sites in France;
- Deployment of the new responsible purchasing policy encouraging the purchase of eco-labelled and recycled products;
- Launch of a CSR evaluation questionnaire for suppliers;
- Launch of a life cycle analysis calculator for its services at certain sites to better meet customer needs. Atalian plans to carry out a life cycle analysis of its activities at numerous client sites in 2025.

The Atalian Group holds 18 ISO 9001 and 14 ISO 14001 certifications, demonstrating its commitment and capacity to engage in continuous improvement in quality and environmental management. In 2024, Atalian obtained a score of 78% in the “Environment” component of the EcoVadis certification





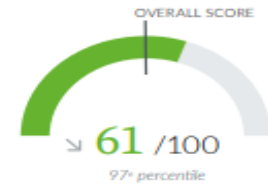
## ECOVADIS CSR ASSESSMENT

- Atalian's corporate responsibility reflects its prominent role within the facility management sector. The Group employs over 63,000 people worldwide and operates in fields with significant economic, social, environmental and societal impacts.
- To measure its progress and impact, Atalian has implemented a reporting system across all its operations, incorporating nearly 70% of the indicators from the G4 Global Reporting Initiative (GRI) guidelines.
- In 2024, the Group achieved a score of 61/100 and was awarded the EcoVadis Bronze Top 35% Medal



### ECOVADIS OVERALL SCORE

Within its sector, Atalian ranks in the **top 35%** of companies assessed by EcoVadis.



# OUR CSR PERFORMANCE (1/3)

## SOCIAL PERFORMANCE INDICATORS 2024

### EMPLOYMENT ACTIONS (GRI 201 & 401 ; ODD #8 ; GC #1)

<b><u>Group headcount</u></b>	
France headcount	43,920
International headcount	19,375
<b>Total headcount</b>	<b>63,295</b>
<b><u>Contractual commitment (Group)</u></b>	
% of permanent contract	86%
% of fixed-term contract	14%
<b><u>Average tenure (in years) (Group)</u></b>	
Women	5.3
Men	5.3
<b>Group</b>	<b>5.2</b>
<b><u>% of employees promoted to a position that represents a progression in their professional career</u></b>	
Women	7.8%
Men	9.1%
<b>Group</b>	<b>8.3%</b>
Employees	8.4%
Supervisory staff	8.0%

### ACTIONS TO PROMOTE SKILLS DEVELOPMENT(GRI404; ODD #4)

<b><u>Training, education and talent retention</u></b>	
<b>Number of hours of training provided</b>	<b>291,526</b>
<i>of which hours devoted to training in good practice to ensure the health and safety of employees</i>	93,635
<i>of which hours devoted to literacy training</i>	3,500
<b>Number of employees trained</b>	<b>25,195</b>

### ACTIONS TO PROMOTE DIVERSITY AND INCLUSION (GRI 405 ; ODD #5 & 10 ; GC #1 & 6)

<b><u>Number of people with disabilities</u></b>	
Employment rate of disabled workers	3.7%
<b><u>Number of trainees/apprentices</u></b>	
Total Group	461
<b><u>Breakdown of headcount by gender (total Group headcount)</u></b>	
% women	57%
% men	43%
<b><u>Breakdown of headcount by gender in France (total headcount France)</u></b>	
% women	58%
% men	42%
<b><u>International breakdown by gender (total headcount)</u></b>	
% women	55%
% men	45%
<b><u>Breakdown of total headcount by age (permanent contract basis)</u></b>	
Under 25	4%
25-55	67%
55 and over	29%
<b><u>Share of women by age (permanent contract basis)</u></b>	
Under 25	2%
25-55	37%
55 and over	18%
<b><u>Share of men by age (permanent contract basis)</u></b>	
Under 25	2%
25-55	30%
55 and over	11%
<b><u>Share of Managers by gender (Group)</u></b>	
Women among managers	35%
Men among managers	65%
<b><u>Share of Non-executives by gender (Group)</u></b>	
Women among non-managers	58%
Men among non-managers	42%

# OUR CSR PERFORMANCE (2/3)

## HEALTH AND SAFETY PERFORMANCE INDICATORS 2024

### ACTIONS ON EMPLOYEE HEALTH AND SAFETY (GRI 403 ; ODD #3, #8 ; GC #1)

<b><u>Quality certifications</u></b>	
Number of ISO 9001 or equivalent certifications	18
<b><u>Health and safety certifications</u></b>	
Number of ISO 45001 or equivalent certifications	31
<b><u>Accidents at work</u></b>	
Group accident frequency rate*	16.8
Group accident severity rate (%)**	0.93
<b><u>Training</u></b>	
Number of hours of training devoted to health and safety	93,635

\* Ratio between the total number of accidents (in the workplace) resulting in death or total disability of at least one day (excluding the day of the accident) and the number of hours exposed to the risk, multiplied by 1,000,000 (in order to obtain usable figures). The number of hours of exposure to risk is calculated using the number of working days on an annual basis. This number of working days, converted into full-time equivalents (FTE), is multiplied by 7.6 (number of working hours per day) and 229 (number of working days per year).

\*\* Ratio between the number of calendar days actually lost as a result of accidents at work (in the workplace) and the number of hours exposed to the risk, multiplied by 1,000.

## ENVIRONMENTAL PERFORMANCE INDICATORS 2024

### ACTIONS TO COMBAT CLIMATE CHANGE, ENERGY EFFICIENCY, THE CIRCULAR ECONOMY AND ENVIRONMENTAL MANAGEMENT (GRI 302 & 305 ; ODD #7, #12 & #13)

Direct CO <sub>2</sub> e emissions as a percentage of total Group CO <sub>2</sub> e emissions	10,7
Number of ISO 14001 or equivalent certifications held by Atalian	14
Number of training hours dedicated to environment	6,281

OUR CSR PERFORMANCE (3/3)

Categories of emissions	Emission items	Emissions 2023*		Emissions 2024**/**	
		Absolute value (tCO <sub>2</sub> e)	Carbon intensity kgCO <sub>2</sub> e/k€ turnover	Absolute value (tCO <sub>2</sub> e)	Carbon intensity kgCO <sub>2</sub> e/k€ turnover
Scope 1 (Direct emissions)	Mobile heat-powered sources	17,708	8.8	18,730	9.3
	Stationary combustion sources	1,077	0.5	810	0.4
Total Scope 1		18,785	9.4	19,540	9.7
Scope 2 (Indirect emissions from electricity)	Indirect emissions from electricity consumption	1,410	0.7	240	0.1
Total Scope 2		1,410	0.7	240	0.1
Scope 3 (Other indirect emissions)	Purchase of Goods and Services	86,208	43.0	76,117	37.9
	Fixed assets	37,361	18.7	33,126	16.5
	Fuel and energy-related emissions (not included in Scope 1 or Scope 2)	NC	NC	NC	NC
	Freight transport /Upstream distribution	NC	NC	NC	NC
	Waste generated	2,823	1.4	2,300	1.1
	Business Travel	659	0.3	384	0.2
	Commuting to and from work	52,042	26.0	49,838	24.8
	Upstream leasing assets	NC	NC	NC	NC
	Freight transport /Downstream distribution	NC	NC	NC	NC
	Use of products sold	NC	NC	NC	NC
	Downstream leasing assets	NC	NC	NC	NC
	End of products sold	NC	NC	NC	NC
	Franchises	NC	NC	NC	NC
	Investments	NC	NC	NC	NC
	Other indirect emissions	1	0.0	756	0.4
Total Scope 3		179,094	89.4	162,581	80.8
Total greenhouse gas emissions		199,289	99.5	182,361	90.7

\* Reference framework: GHG Protocol  
Atalian's carbon assessment was carried out in accordance with the Greenhouse Gas Protocol, the international reference methodology for measuring and managing greenhouse gases.

\*\* In 2024, the differences compared to 2023 concerning stationary combustion sources and indirect emissions linked to electricity consumption are explained by a change in methodology and the use of actual data (vs. estimates).

Sources and calculations:  
Data collected: Energy consumption, expenditure by category, distance travelled, etc.  
Emission factors: DEFRA standards, ADEME.  
Results in tCO<sub>2</sub>e: Converted from activity data.

Scope and limits  
Entities directly controlled by Atalian.



LEGAL INFORMATION

Design – Copywriting  
ATALIAN / FactorySantelli

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# ATALIAN

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