



Environmental Policy - ATALIAN

ATALIAN GLOBAL SERVICES

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Preamble

At Atalian, Corporate Social Responsibility (CSR) is an integral part of our DNA, and we view it as a key driver of performance. The Atalian Group has been a committed player since 2012, when it joined the Global Compact, and since 2015, when it began aligning with 9 of the 17 Sustainable Development Goals related to human and labor rights, the environment, and the fight against corruption.

This commitment is also demonstrated by the signing of the Diversity Charter in 2014 and the Caring for Climate declaration in 2015, followed by joining the French Climate Pledge in 2021. In 2024, the Group decided to go even further by placing its CSR approach at the heart of its customer-centric business model through the definition of a new roadmap: I.M.P.A.C.T.S. Our goal is to best address our social and environmental challenges, support our stakeholders—and particularly our customers—in their own challenges, and comply with increasingly stringent regulatory requirements.

Environmental preservation is central to this roadmap. This ambition is reflected in our environmental strategy, which is strengthened year after year as part of our IMPACTS initiative.

Aware of our impact, we have integrated climate, energy, and biodiversity issues into our operational and strategic decisions.

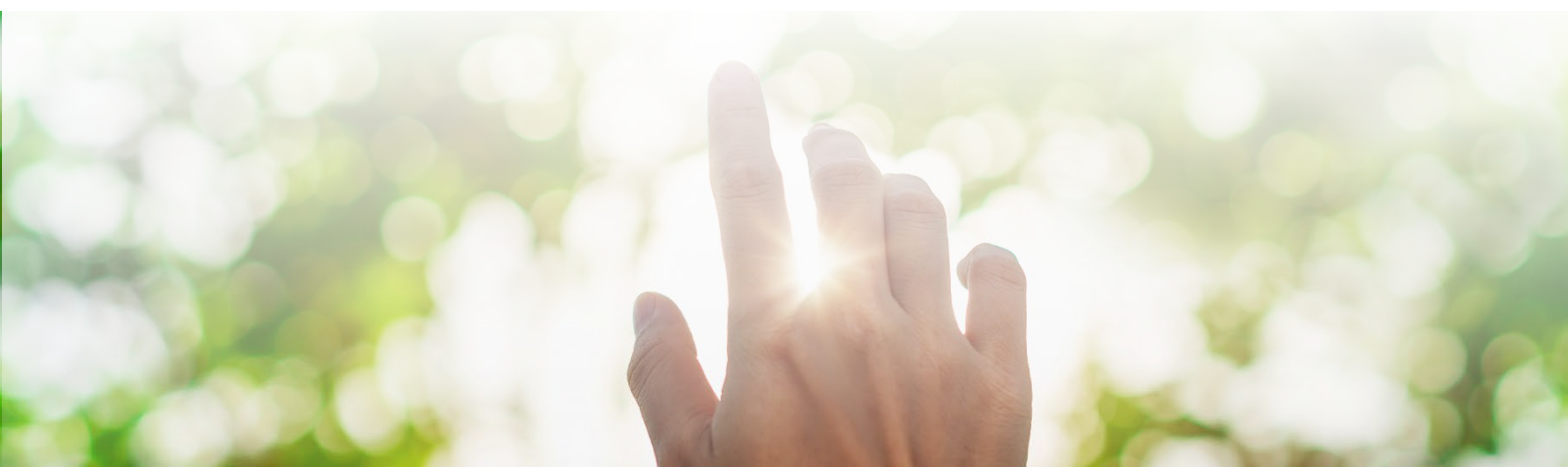
Our environmental policy is therefore aimed at reducing our greenhouse gas emissions across our entire value chain.

In this regard, we have a clear goal aligned with the Paris Agreement: **to reduce our Scope 1 and 2 carbon emissions by 42% and our Scope 3 emissions by 25% by 2030 compared to 2023**, in accordance with SBTi recommendations. To achieve this goal, our environmental strategy is built around four key areas:

1. **Our processes:** the commitments we make internally regarding how we manage our operations
2. **Our employees:** the commitments we make to engage our employees and ensure their health and safety
3. **Our suppliers:** the commitments we make regarding how we manage our procurement and what we require of our suppliers
4. **Our customers:** the commitments we make to support our customers on their own decarbonization journeys.

This involves reducing our own emissions by managing our water and energy consumption, optimizing waste management, and promoting the development of eco-friendly solutions across all our services. But it also extends to our entire value chain, by engaging our suppliers and committing to supporting our customers in their own decarbonization efforts.

Quentin Vercauteren Drubbel
Chief Executive Officer



Scope

Atalian's environmental policy applies to all Group entities, without exception, and applies to all employees, regardless of their status, role, level of responsibility, or work location, in compliance with local environmental laws.

It was designed as a common framework intended to help not only Group employees, but also our clients, suppliers, and partners, better understand our position and commitments regarding environmental issues.

This environmental policy should be read and applied in conjunction with the Responsible Procurement Policy, which incorporates the Group's environmental and decarbonization objectives.

1. Our commitments and overall goals regarding greenhouse gas management

Atalian is taking concrete steps to reduce its carbon footprint, support its clients in their decarbonization efforts, and contribute to the fight against climate change. As a signatory to the United Nations Global Compact since 2012, the Group aligns its actions with the Sustainable Development Goals (SDGs) and the principles of the ISO 26000 standard.

Our goal is to help and support our clients in reducing their carbon footprint and improving their environmental performance.

Our commitments:

In 2024, Atalian conducted its first comprehensive carbon footprint assessment (Scopes 1, 2, and 3) for the year 2023, covering all of the Group's entities worldwide. This assessment, conducted in accordance with the GHG Protocol methodology and ADEME's Carbon Footprint method, revealed that the Group's CO₂ emissions totaled 199,289 metric tons of CO₂ equivalent, with 63% in France and 37% internationally. The year 2023 serves as the baseline year for the progress plan and our decarbonization goals.

In addition, Atalian has already taken several concrete steps to protect the environment, including:

- Signing a 100% green energy contract (gas and electricity) for all sites in France, guaranteeing the use of renewable electricity.
- Implementing a new responsible procurement policy that prioritizes eco-labeled and recycled products.
- The launch of a CSR assessment questionnaire for suppliers, to strengthen sustainable commitment throughout the supply chain.
- The implementation of a life-cycle analysis calculator for cleaning services at certain sites, to better measure and reduce environmental impact, with a planned rollout in 2025 for many clients.

These initiatives are part of a continuous improvement process, supported by the Group's certifications (18 ISO 9001 and 14 ISO 14001), and external recognition through Ecovadis and CDP (Carbon Disclosure Project) ratings.

Indicators and objectives:

Recognizing the critical challenges posed by climate change, we are committed to engaging all stakeholders within the Atalian Group to significantly reduce our carbon footprint and the Group's carbon footprint. These objectives reflect our determination to take concrete action by measuring, reducing, and offsetting our emissions through an ambitious and structured strategy.

Key Performance Indicators	Objectives
Employee awareness of climate issues	Raise awareness of climate issues among 100% of employees every year starting in 2027.
Scope 1 emissions Scope 2 emissions Year-over-year change in Scope 1 & 2 emissions	Reduce our Scope 1 and 2 carbon emissions by 42% and Scope 3 emissions by 25% by 2030 compared to 2023, in accordance with SBTi recommendations. Have these targets validated by SBTi by 2027. The Group will publish its carbon footprint report for all three scopes annually.
Ecovadis score for the Environment category	Maintain an EcoVadis score of over 78 in the Environment category of the EcoVadis certification and remain in the top 5% of the sector.
CDP score	Improve the CDP score with the goal of achieving a B rating by 2030.

2. Our commitments and goals regarding the management of our operations

2.1. Commitments and goals regarding the management of our vehicle fleet and rolling stock (Scope 1)

Scope 1 (vehicle fleet and rolling stock) accounted for 9.4% of the Group's emissions in 2023. The 2030 target is to reduce these emissions by 42% by 2030.

Our commitments:

To meet the Scope 1 and 2 targets, the Group is implementing measures to promote the greenest vehicles by reducing the share of diesel and systematically favoring electric or hybrid vehicles, optimizing the use of internal combustion engine machinery, and finally raising awareness and training our employees in eco-driving (see employee commitment further down in this document).

Indicators and objectives

Performance indicators	Objectives
Percentage of 100% electric vehicles Percentage of hybrid vehicles Percentage of new vehicles with emissions below 50g CO ₂ e/km	Build a fleet of 100% electric, hybrid, or low-emission vehicles by 2030.

2.2. Energy management commitments and objectives at our sites (Scope 1 & 2)

At Atalian, managing our energy consumption is a key component of our emissions reduction strategy.

Our commitments:

In France, all of our sites now operate under 100% green electricity contracts, guaranteeing power from renewable sources.

We are continuing this momentum on an international scale, with the goal of expanding the use of renewable energy to all of our locations worldwide.

Indicators and objectives

Performance indicators	Objectives
Electricity and gas consumption at the Group's sites	Reduce electricity and natural gas consumption in our buildings by 40% by 2030, compared to 2023.
Percentage of Atalian sites that have opted for green energy contracts Percentage of electricity consumption from renewable sources	Ensure that 100% of energy contracts for all sites in France come from renewable sources by 2030.
Percentage of the Group's buildings that have undergone energy audits	Conduct regular energy audits to identify areas for improvement and implement them every 5 years starting in 2027, and establish improvement plans to enhance the results of these audits over time.

2.3. Logistics-related commitments and objectives (Scope 3)

As part of its transformation, the Group is reviewing and optimizing its procurement management, with a strong focus on CSR. Logistics is a key component of our decarbonization strategy, given the number of sites and their geographical spread.

Our commitments:

Our presence in France and Europe, along with our increasingly centralized procurement policy, requires us to streamline and optimize our logistics operations..

Indicators and objectives

- Prioritize local sourcing whenever possible from approved suppliers (<100 km) to optimize logistics-related travel

Performance indicators	Objectives
Number of local suppliers listed in the Group's procurement system	By 2030, 50% of suppliers will be located within 100 km of our branches.

2.4. Commitments and Objectives Regarding Waste Management and Reduction (Scope 3)

At Atalian, we firmly believe that it is our responsibility to minimize waste generation as much as possible, promote waste recovery, and take action at every stage of our business operations.

We are committed to implementing a circular economy policy (Repair – Reuse – Reduce to minimize waste generation and maximize the lifespan of equipment).

Our commitments:

- Combating waste and raising awareness through ongoing training and education of our teams on sorting and eco-friendly practices, reducing unnecessary consumption (paper, plastics, products, etc.), and clear signage in sorting areas and workspaces.
- Extended responsibility at client sites. As part of our services, Atalian is regularly called upon to manage waste generated at our clients' sites, strictly adhering to their sorting guidelines and internal policies.
- Reuse or recycling of 60% of end-of-life equipment through specialized channels.
- Preventive maintenance to extend the lifespan of equipment.

Indicators and objectives

Performance indicators	Objectives
Amount of waste collected by category Amount of hazardous waste collected Waste recovery rate Waste recycling rate	Measure a waste recovery or recycling rate by 2027 and achieve a recovery or recycling rate of more than 50% of waste generated by our own operations by 2030.
Awareness rate regarding responsible waste management	Raise awareness among 100% of our employees about responsible waste management through annual training or internal communications starting in 2026.
% of end-of-life workwear collected and/or recovered	70% of end-of-life work uniforms collected and recovered by 2030
% of end-of-life equipment reused or recycled through specialized channels	Reuse or recycle 60% of end-of-life equipment through specialized channels by 2030.

2.5. Commitments and Objectives for the Management of Office Supplies and Consumables

ATALIAN is actively committed to minimizing the environmental impact of its headquarters operations by adopting responsible practices regarding the use of resources, particularly paper, plastic, and office supplies.

Our commitments:

We are implementing concrete measures to promote the responsible use of various office supplies and consumables:

- We are implementing concrete measures to promote the responsible use of various office supplies and consumables:
- Raising employee awareness about digital frugality and reducing consumables.
- Gradually phasing out single-use plastic in common areas (water coolers, disposable tableware, etc.).
- Responsible sourcing of certified paper (FSC or equivalent) and recycled cartridges

These commitments are part of a comprehensive effort to reduce our environmental footprint and promote sustainable practices within our offices.

Indicators and objectives

Performance indicators	Objectives
Tons of paper consumed per employee	Reduce paper consumption per employee by 30% by the end of 2027 (based on 2023 levels).
% of FSC-certified paper	Achieve 100% FSC-certified paper by 2026

3. Our commitments and goals regarding our employees

3.1. Commitments and goals regarding cleaning products and the safety of our employees and customers (Scope 3)

At Atalian, the health of our employees and customers is essential, as is the preservation of our planet. Therefore, we are firmly committed to developing and using solutions—particularly cleaning solutions—that are increasingly environmentally friendly and health-conscious, minimizing their ecological impact while ensuring the effectiveness of our services.

Our commitments:

- We consistently prioritize the use of eco-labeled cleaning products formulated with natural ingredients, free of controversial substances (endocrine disruptors, CMRs, etc.), and compliant with the most stringent environmental standards. We rigorously apply environmental management principles to minimize, or even eliminate, any release of hazardous materials into the atmosphere, soil, and water resources, as well as any greenhouse gas emissions. When their use is unavoidable, we ensure they are handled with care and disposed of in accordance with the strictest standards, thereby guaranteeing the safety of people and the preservation of the environment.

Indicators and objectives

Performance indicators	Objectives
% of purchases of non-specific cleaning products that are eco-labeled, eco-certified, or lack a hazard symbol	90% of non-specific cleaning products purchased will be eco-labeled, Eco-Cert certified, or free of hazard symbols by 2022 100% of non-specific cleaning products purchased will be eco-labeled, Eco-Cert certified, or free of hazard symbols by 2030.
% of electric or low-emission machines	100% of new machinery purchased will be electric or low-emission by 2030.

3.2. Commitments and objectives to raise employee awareness of environmental issues

Our employees are at the heart of our business model. In 2023, the baseline year for our carbon emissions reduction targets, commuting and business travel accounted for 27.3% of the Group’s carbon footprint.

Our commitments:

We are committed to implementing concrete actions with our teams to raise their awareness and actively train them to help reduce emissions associated with our operations.

Indicators and objectives

Performance indicators	Objectives
% of employees trained in the eco-friendly use of products and machinery and/or eco-friendly practices	Train 100% of our employees in the eco-friendly use of products and machinery and/or eco-friendly practices by the end of 2030
% of employees trained in eco-driving	Train 100% of our relevant employees in eco-driving by the end of 2030
% of employees using public transportation	Increase the proportion of employees using public transportation by 2030
Number of informational sessions per site on environmental best practices	Organize at least two informational sessions per year at each Atalian site, including a section dedicated to the environmental best practices outlined in the policy, starting in 2027
Number of awareness campaigns per entity related to our environmental impact	Launch at least one annual awareness campaign in each Atalian division focusing on the environmental impact of our practices by 2030
% of operational sites certified to ISO 14001	Achieve >80% of Atalian sites and agencies certified to ISO 14001 by 2030

4. Our Commitments and Goals for Responsible Procurement

4.1. Commitments and Goals for Supplier Engagement

At Atalian in 2023, Scope 3 emissions accounted for 89.9% of our total emissions, 48% of which were related to procurement. We aim to reduce these emissions by 25% by 2030. The commitment and collaboration of our suppliers are therefore essential to achieving this goal and ensuring we meet our own commitments.

Our commitments:

- We are working to improve our supplier selection process by incorporating environmental and health criteria into our requests for proposals, as well as by selecting certified suppliers committed to eco-design practices.
- We are working with our suppliers to ensure they provide us with data that allows us to better track and monitor our carbon footprint and our decarbonization trajectory.

Performance indicators	Objectives
% of strategic suppliers participating in a GHG emissions reduction program	Engage 90% of strategic suppliers in a program to reduce GHG emissions by 2030.
% of buyers trained in responsible procurement	Have 100% of buyers trained in responsible procurement by 2027
% of purchases made from suppliers who have completed the CSR self-assessment form or been evaluated according to CSR criteria	Have 80% of purchases made from suppliers who have completed the CSR self-assessment form by 2027
% of cleaning product suppliers certified to ISO 14001	Have 80% of cleaning product suppliers certified to ISO 14001 or equivalent by 2030

4.2. Commitments and objectives regarding uniforms and equipment (Scope 3)

The uniforms and equipment we use are key areas for the Group's decarbonization efforts, and their lifecycle, reuse, and repurposing are essential components of our environmental strategy.

Our commitments:

- **Upcycling of equipment and work uniforms:** We pay particular attention to the environmental impact of the work uniforms worn by our employees. Therefore, we are working toward a gradual transition to recycled or recyclable textiles, notably through the implementation of a collection and recycling program for end-of-life uniforms to prevent their incineration or disposal in landfills. This initiative is accompanied by a focus on reusing, donating, or repurposing uniforms that are still usable, in collaboration with charitable partners or internal program
- **Responsible and energy-efficient mechanization of our equipment:** We prioritize the purchase of electric and low-energy-consumption equipment, promoting performance while reducing the carbon footprint of our operations.

Indicators and objectives

Performance indicators	Objectives
% of machines that have undergone preventive maintenance	Implementation of a preventive maintenance program for 100% of the machinery fleet to extend its service life by 2030
% of work uniforms made from recycled or recyclable materials	70% of work uniforms purchased starting in 2027 will be made from recycled or recyclable materials

5. Our Commitments and Goals for Our Clients

5.1. Decarbonization commitments and goals as part of our responsible supply policy to better support our clients in meeting their environmental sustainability needs

ATALIAN is actively committed to limiting the environmental impact of its own operations, but also works daily to support its clients by providing them with innovative services that enable them to better manage and reduce their own decarbonization trajectory.

Our commitments:

Our ambition is to help our clients reduce their carbon footprint: significant reduction in emissions thanks to the services offered by ATALIAN.

Indicators and objectives

Performance indicators	Objectives
Market a 100% sustainable offering and incorporate it into our service catalog	Offer a 100% sustainable service that incorporates the principles of Corporate Social Responsibility (CSR) to meet the specific expectations of customers concerned about their environmental and social impact
Percentage of environmental services and offerings in total revenue	Be a leading provider of environmentally responsible FM services
Percentage of contracts incorporating an LCA or carbon footprint assessment	Systematically offer our customers a life cycle assessment (LCA) or a carbon footprint analysis of our services by 2030.

Governance

Atalian’s Environmental Strategy is developed by the CSR Department in collaboration with various stakeholders (HR, Procurement, QHSE). The overall decarbonization goals are approved by the Group’s Executive Management.

Responsibility for implementing and monitoring this policy must be delegated locally to the various departments concerned, specifically by the Procurement and Logistics Department for responsible procurement, by the Human Resources Department for training, by the Maintenance and Energy Department and the Sales Department for responsible service offerings, and by the QHSE Department of each division or country for its operational application when providing services to our clients. It plays a central role in the supervision, coordination, and continuous improvement of environmental initiatives across the Group.

The CSR Department is supported by a CSR Steering Committee, composed of representatives from the main functional departments at headquarters (management, QHSE, HR, legal, procurement, communications, operations, etc.). This committee is responsible for steering the progress of the CSR roadmap, monitoring key performance indicators, sharing best practices, and ensuring that actions align with the Group’s commitments.

It meets at least once every quarter, ensuring regular and proactive monitoring of CSR projects, particularly those related to environmental issues such as reducing greenhouse gas emissions, optimizing energy consumption, and responsible waste management.

Distribution and Review

This policy is communicated to all employees and is available on the company’s intranet. An annual review is conducted to ensure the objectives remain relevant or in the event of a major change in operations.

Revision date and version:	Revised by:	Reason for revisions
02/20/2026 - version 1.1	CSR	Definition of the policy, objectives, and KPIs.