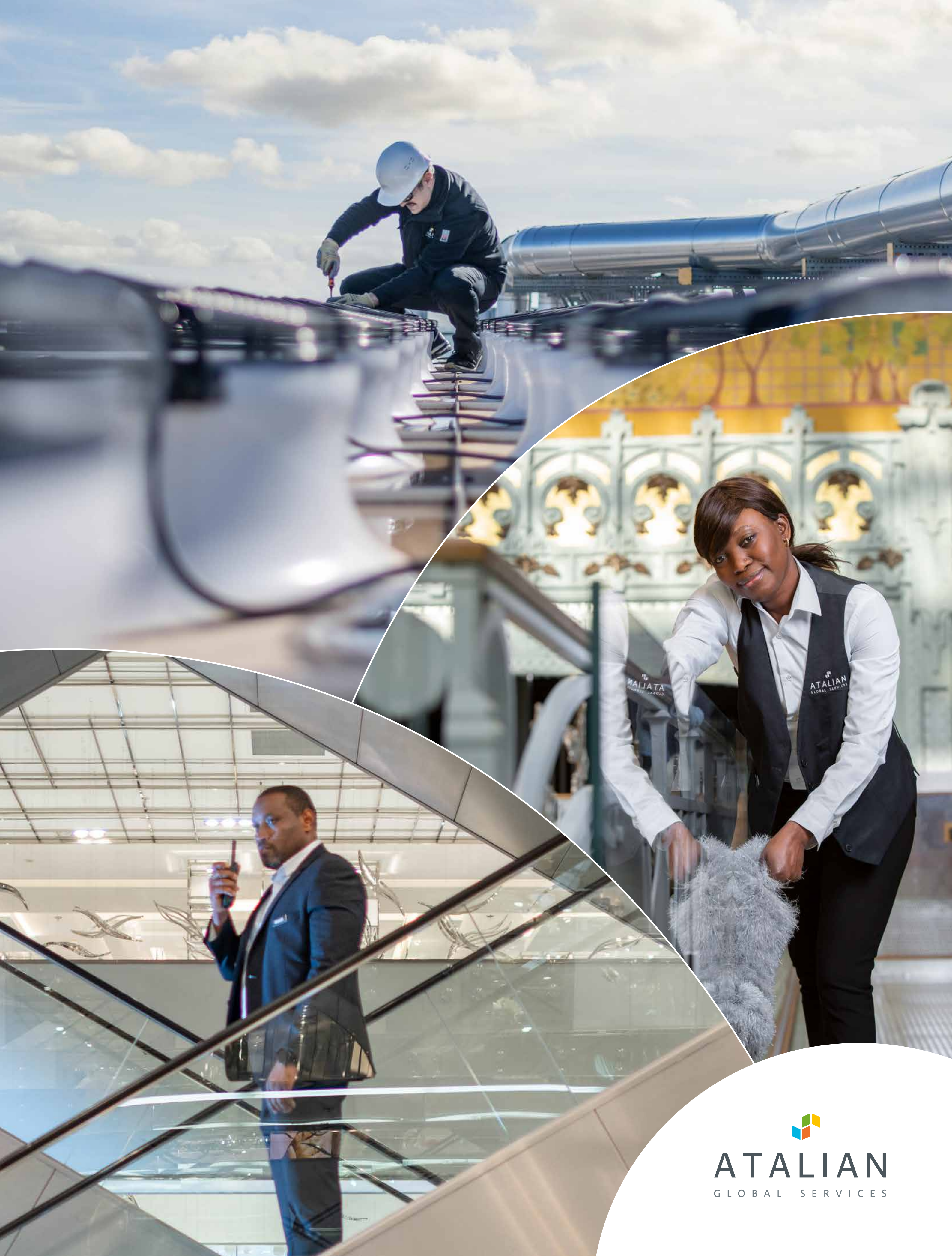
2025 ACTIVITY AND SOCIAL RESPONSIBILITY REPORT



ATALIAN
GLOBAL SERVICES

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MESSAGE FROM THE EXECUTIVE CHAIRMAN

Dear employees, dear partners,

For Atalian, 2025 was a year marked by profound and decisive transformation. Despite a challenging economic climate, we were able to mobilize our teams, clarify our priorities, and lay the foundations for sustainable renewal.

Starting in the spring, we launched our **Stellar** transformation plan – along with its French counterpart, **Summit** – centered around six priority areas: governance renewal, strengthening of sales teams, client focus, support function improvement, performance in France, and strict compliance and ESG standards. This plan is not just another strategic document: it is an operational roadmap, driven on a daily basis by dedicated teams and determined managers.

The overhaul of our governance structure, with a renewed Group Executive Committee and the establishment of two major divisions – France and International – has begun to yield tangible results. Our sales teams have been reorganized, our client processes audited and strengthened, and our financial management has been streamlined. These efforts are now beginning to bear fruit, including some encouraging international sales momentum, the renewal of contracts with strategic clients in France, and a highly symbolic recognition in the form of the **Best Sustainable Initiative** prize at the 19th IDET awards.

Our Group, which employs more than 63,000 women and men across Europe, remains deeply committed to employment, diversity, and equal opportunities. CSR is not a fringe commitment: it is at the heart of our business model, integrated into every decision, every contract, and every initiative. Our **IMPACTS** roadmap, our CSR policies backed by measurable goals, and the strengthening of our internal compliance program – which has been praised by our stakeholders – attest to this.

In 2026, we will continue to pursue this transformation. We are embarking on this new phase with a clear understanding of the work that lies ahead – particularly in France – but also with the conviction that the groundwork has been laid for restoring Atalian to its leadership position and building organic, profitable, and sustainable growth centered on the quality of our client relations.

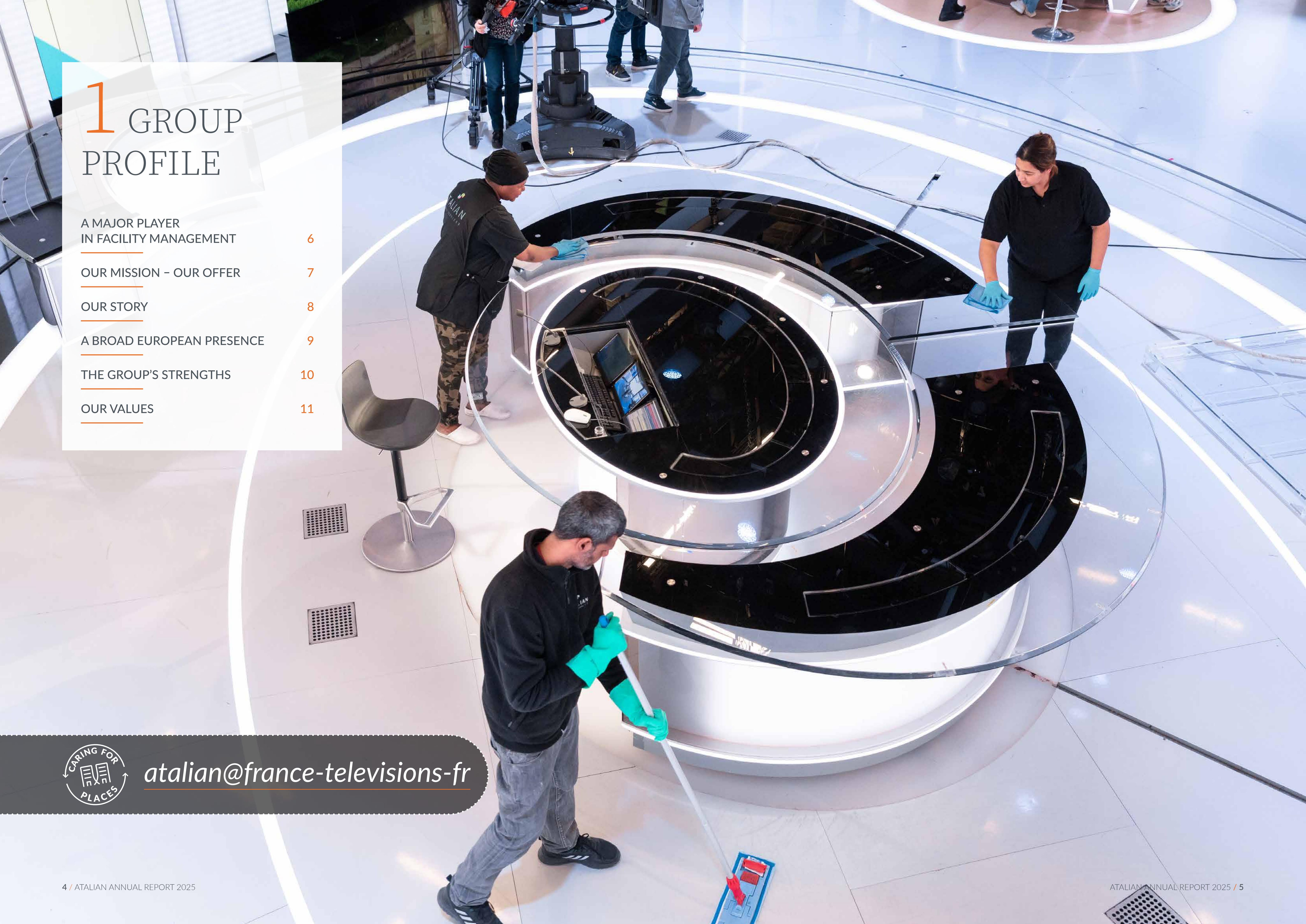
That's the essence of our collective commitment: it's the promise we make to our clients, our employees, and all our stakeholders.

Our ambition is to continue transforming Atalian into a major player in Smart FM, placing user experience, service quality and human performance at the heart of our model. Taking care of people and their environment is the foundation of our mission and guides our everyday actions. With a transformation plan already underway, a strengthened management team, the support of our key investors and clear focus on Smart FM, Atalian is equipping itself with the tools to build sustainable relationships of trust with its clients and support them in managing their buildings – both today and in the future.

Quentin

Quentin
VERCAUTEREN DRUBBEL
Executive Chairman

"Our goal is to continue transforming Atalian into a major player in Smart FM, placing user experience, service quality and human performance at the heart of our model."



1 GROUP PROFILE

CARING FOR PLACES

atalian@france-televisions-fr

A MAJOR PLAYER IN FACILITY MANAGEMENT

Founded in 1944, Atalian is now one of the major players in Facility Management in Europe. As an independent company with a strong local presence, Atalian supports businesses and organizations in managing services to buildings and occupants by providing personalized and value-driving solutions.

Atalian operates in a diverse range of business sectors and environments with a global, integrated service offer that meets the highest requirements.

KEY FIGURES

€1,964 M in turnover

Over **20,000** clients

15 countries

Over **155** nationalities

Over **63,000** employees

84% of employees work on a permanent basis

85% of services delivered in-house

68/100 Ecovadis Bronze Medal

OUR MISSION

We operate in tens of thousands of work, life and leisure spaces. We maintain them, make them safer, cleaner, more welcoming, and more functional, offering a unique experience to their occupants and users, thereby making them a more valuable asset.

Enabling organizations to focus on their primary business and improve their performance by taking care of people and their environment is our *raison d'être* – our core mission.

This is why our ambition is to keep transforming the Group, placing user experience, quality of service and human performance at the center of our model, and becoming the benchmark player in Smart FM. Taking care of people and their environment constitutes our very mission and steers our daily actions.

OUR OFFER

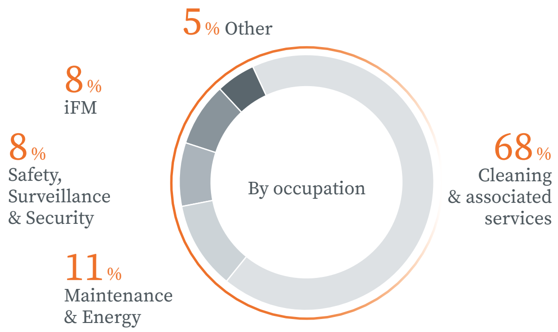
A WIDE AND INTEGRATED RANGE OF SERVICES

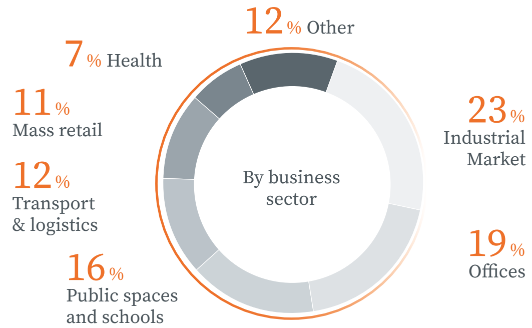
- Integrated Facility Management (iFM)
- Cleaning & associated services
- Maintenance
- Energy management
- Safety, Surveillance & Security
- Handling & logistics
- Reception & related services
- Space Management
- Hospitality Management

ENVIRONMENTS AND AREAS OF INTERVENTION

- Industrial Market
- Offices
- Mass retail
- Sales and service spaces
- Public spaces
- Mobility spaces
- Transport and logistics
- Housing
- Healthcare facilities
- Hospitality

BREAKDOWN OF CONSOLIDATED 2025 TURNOVER





OUR STORY

OVER 80 YEARS OF AMBITION AND EXPANSION

1944
Foundation of TFN in France (Industrial cleaning)

1999
Creation of the TFN Group

2000
Start of implementation in Europe

2000
Security offer

2003
Maintenance & Energy offer

2007
Reception & Green spaces offer

2009
TFN becomes Atalian Global Services

2012
Joined the United Nations Global Compact

2014
Diversity Charter

2015
Caring for Climate & CSR Charter

2016
Code of Business Conduct

2017
Catering offer

2018
Anti-Corruption Code of Conduct

2019
iFM offer

2021
French Business Climate Pledge

2021
Space Management offer

2023
Hospitality Management offer

2024
CSR IMPACTS Plan

2025
New CSR charter

2026
Environmental policy

A BROAD EUROPEAN PRESENCE

The Atalian Group has a large footprint in Europe (15 countries) in markets with very favorable development prospects and has strong commercial positions in each of the countries where it is established.

Atalian geographical footprint as of 12/31/2025

OUR COUNTRIES OF ESTABLISHMENT

- Belgium
- Bosnia and Herzegovina
- Bulgaria
- Croatia
- France
- Hungary
- Luxembourg
- Netherlands
- Poland
- Czech Republic
- Romania
- Russia
- Serbia
- Slovakia
- Türkiye

THE ATALIAN GROUP'S STRENGTHS

A REMARKABLE HUMAN RESOURCE

More than 63,000 employees in competent and experienced teams across the Group's professions

ETHICS AND COMPLIANCE

A demanding compliance and ethics program, meeting all legal and regulatory requirements

STRONG SOCIAL COMMITMENTS

An ambitious roadmap – IMPACTS – covering all of our social, environmental and governance issues.

A EUROPEAN PRESENCE

A wide and dense network of locations covering 15 countries and ensuring close proximity to all our local and international clients

A WIDE AND INTEGRATED RANGE OF SERVICES

Offering a complete range of high added-value services covering the entire spectrum of facilities management

CUSTOMIZED SOLUTIONS

- Personalized solutions based on a thorough understanding of client specificities and the challenges unique to their territories
- Close collaboration with our clients and suppliers to design and implement innovative, high-performance solutions

RECOGNIZED EXPERTISE

- Multi-business and multi-sector expertise
- Expertise in costing and processing calls for tender
- Expertise in monitoring and evaluating services

OUR VALUES

COURAGE

INITIATIVE AND RESPONSIBILITY

Our employees are our greatest asset. Their safety, well-being, fulfilment and commitment are essential. We therefore encourage our employees to take initiative and fully assume their responsibilities.

AMBITION AND COMMITMENT

RESPONSIVENESS AND AGILITY

To grow in a complex and constantly changing world, meet our stakeholders' expectations and address new societal challenges, we react quickly, innovate, transform our organisations and reinvent our professions.

OPENNESS AND RESPECT

INCLUSION AND DIVERSITY

Our Group, present in 15 countries, has grown rapidly by bringing together hundreds of companies and federating thousands of employees with extremely diverse cultures and backgrounds. This diversity is a tremendous asset, enabling us to build a company that is open, both local and global.

HIGH STANDARDS

ETHICS THROUGHOUT THE VALUE CHAIN

We are committed to adopting ethical and responsible behaviour and to honouring our commitments to all our stakeholders. Every decision and every process counts when striving for excellence. We are committed to delivering quality services.

2 BUILDING THE FACILITY MANAGEMENT OF TOMORROW

OUR VALUE CREATION AND SHARING MODEL

Atalian generates sustainable growth that benefits all its stakeholders. Our ambition is to continue to transform Atalian into a major player in Smart Facility Management, placing user experience, quality of service and human performance at the heart of our model. Taking care of people and their environment is the foundation of our mission and steers our everyday actions.

UTILIZING OUR RESOURCES

HUMAN RESOURCES

- Over 63,000 employees at the core of our business
- Experienced contractors supporting the Group's agility
- Multiple complementary areas of business and sectoral expertise
- Great cultural diversity

PROFESSIONAL RESOURCES

- A very wide range of business know-how and sectoral expertise
- The capacity to deliver 85% of our service offer in-house
- A benchmark brand in the world of Facility Management
- Innovations resulting from partnerships with clients and suppliers

ECONOMIC RESOURCES

- A presence in 15 countries
- An ecosystem of innovative partners
- Suppliers (detergents, machinery, PPE, technical equipment, etc.) and specialized subcontractors meeting the highest ethical and performance standards

ORGANIZATIONAL RESOURCES

- A Group standard (codes, policies, procedures, processes, etc.) deployed across all our subsidiaries
- A global QHSE certification policy
- Management systems that are ISO 9001, ISO 14001, ISO 45001 and MASE certified or equivalent
- Digital information, management and reporting solutions (CMMS, BMS, IoT, data) and financing

FINANCIAL RESOURCES

- A stable shareholder base defining a clear vision and long-term ambition
- Investors and financial partners enabling the Group to carry out its growth strategy

WE CREATE VALUE

1 We offer customized, tailor-made solutions that enable companies to improve the performance of their buildings and equipment, as well as boost the well-being of users

2 We support our clients wherever they operate

3 We continuously improve our organization and services by training and retaining our employees, digitalizing processes, and rolling out new technology

4 We engage our employees by promoting their professional development and quality of life at work

5 We build long-term relationships with our partners, clients, and employees based on codes of ethics and compliance

TRENDS IMPACTING ATALIAN'S MODEL

- Population growth and urbanization
- Globalization of the economy
- Technological and digital transformation
- Climate change
- Increasing numbers of consumers
- Legal and regulatory requirements
- Growing demand for iFM and multiservice offerings

WE SHARE THIS VALUE WITH OUR STAKEHOLDERS

IMPROVING CLIENTS' PERFORMANCE

- Improving the quality of outsourced services and the well-being of occupants and users
- Energy savings in buildings
- Reducing our clients' environmental impact
- Simplifying outsourcing with an iFM offer
- Contributing official recognition (certifications, approvals, etc.)

IMPROVING OUR EMPLOYEES' QUALITY OF LIFE

- Decent wages in all our countries of operation
- Sustainable integration and personal development
- Improved health and quality of life at work

BUILDING LONG-TERM RELATIONSHIPS WITH PARTNERS

- Ethical behavior with our partners (transparency, loyalty)
- Corruption prevention
- Responsible Purchasing policy

GENERATING POSITIVE SOCIAL IMPACT

- Social inclusion, diversity at work, the fight against precariousness
- Developing responsible purchasing
- Reducing our environmental impact and carbon footprint
- Promoting biodiversity
- Social and environmental engagements in favor of local communities
- Sponsoring education and health

A NEW MODEL FOR SUSTAINABLE AND RESPONSIBLE DEVELOPMENT

In the rapidly changing sector of facility management, Atalian is constantly reinventing itself to meet the challenges of today and tomorrow so as to better support its clients and the users of their buildings. **Regulations**, **sustainability issues** and **new ways of working** (work from home, flexible spaces) are redefining expectations. At the same time, technological advances – **smart buildings, artificial intelligence, data analysis and cybersecurity** – are revolutionizing site management.

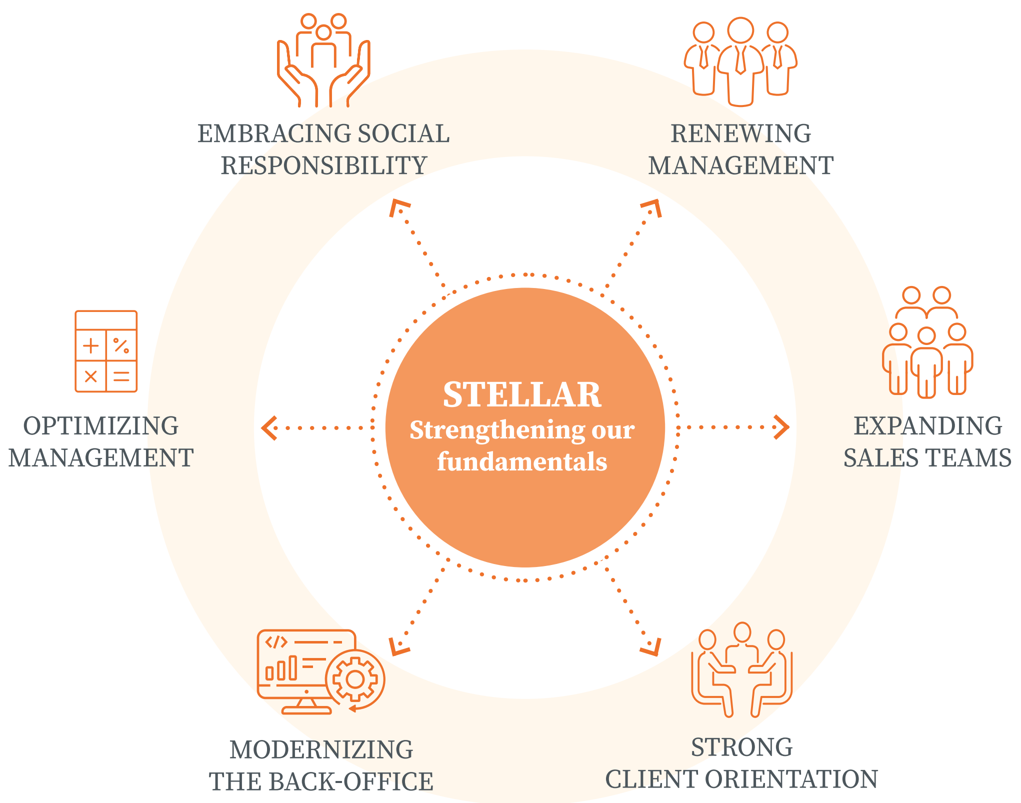
To meet these challenges, Atalian is deploying an **organic, client-centric growth strategy** aimed at offering ever **more efficient, sustainable,** and **innovative** solutions. By placing user experience, quality of service and human performance at the heart of its model, Atalian is at the forefront of its industry.

AN AMBITIOUS STRATEGIC PLAN

To sustainably support its building management clients and build long-term trust with them, Atalian has launched Stellar, a long-term strategic plan that aims to strengthen its fundamentals and position itself as a European leader in Smart FM.

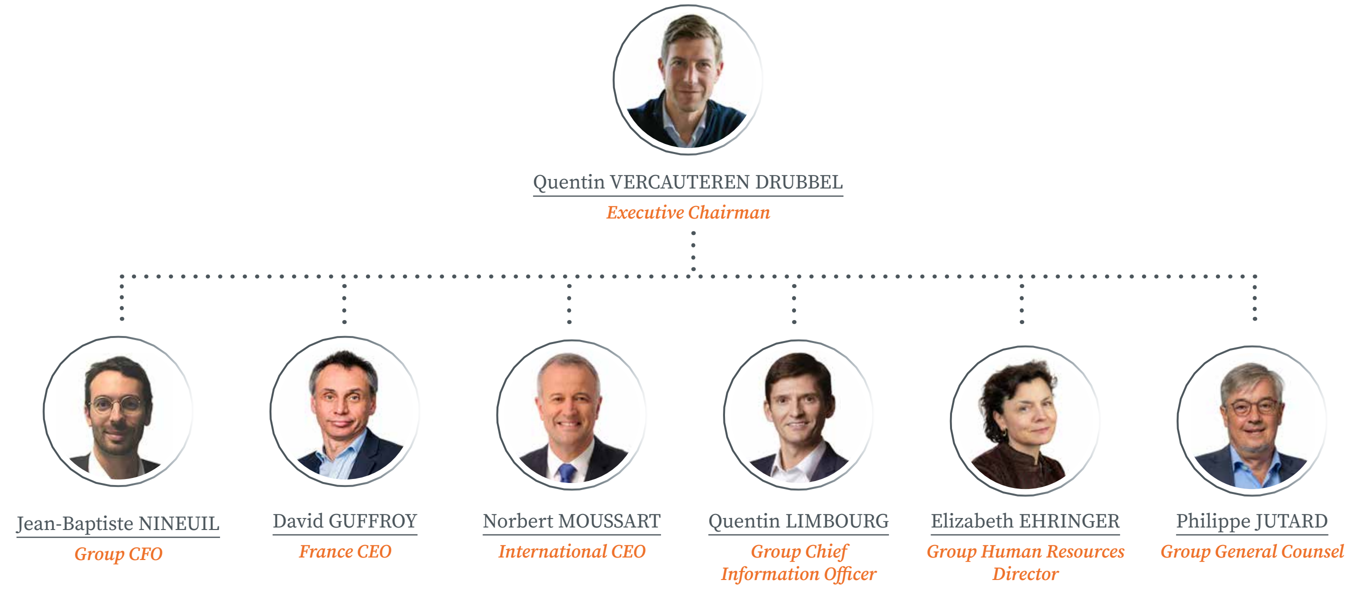
> STRENGTHENING OUR FUNDAMENTALS TO CREATE SUSTAINABLE VALUE FOR OUR STAKEHOLDERS

The strategic plan Stellar is based primarily on strengthening the pillars of the Group's activity that create sustainable value for all its stakeholders.



1 RENEWING MANAGEMENT

- A new Group Executive Committee chaired by Quentin Vercauteren Drubbel.
- International activities grouped under the direction of Norbert Moussart, new Country CEOs, a strengthened steering committee.
- A revamped France steering committee chaired by David Guffroy, reinforced by the arrival of new directors (operations, commerce, transformation, etc.).



2 EXPANDING SALES TEAMS

Reorganized sales teams and processes to strengthen client proximity and sales performance.

3 STRONG CLIENT ORIENTATION

Optimized services ensuring client satisfaction and retention.

4 MODERNIZING THE BACK-OFFICE

Business tools and support services integrating the most recent technologies.

5 OPTIMIZING MANAGEMENT

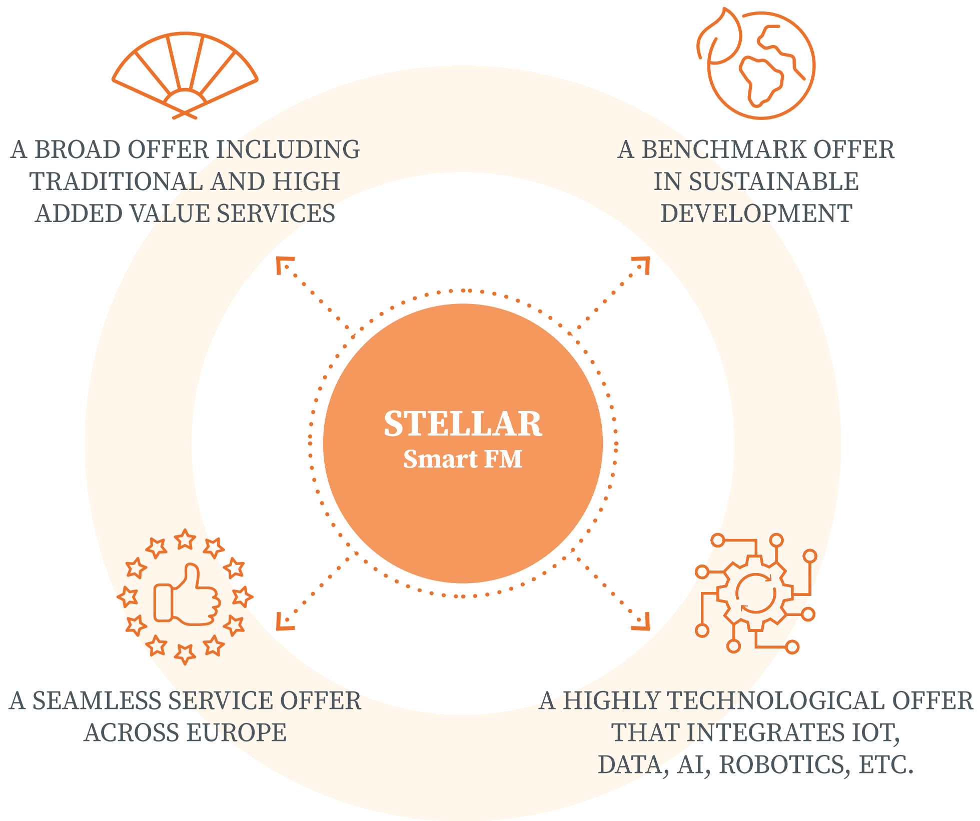
Optimized cash management and deployment of innovative tools to streamline purchases.

6 EMBRACING SOCIAL RESPONSIBILITY

An ambitious CSR roadmap – IMPACTS – at the heart of the Atalian model, guaranteeing compliance, ethics and respect for the Group's values.

The deployment of the Stellar plan has already generated a significant international commercial dynamic and renewed major contracts in France. These favorable results were reinforced by Atalian being awarded the Best Sustainable and Responsible Initiative at the 19th IDET Awards. By prioritizing its clients and delivering quality services and support functions, Atalian gains their trust.

> BECOMING THE EUROPEAN LEADER IN SMART FM



Already a major player in Facility Management in Europe, Atalian aims to become a leader in Smart FM, focusing on the use of building data and sustainability. The Stellar strategic plan aims to:

- **propose a complete FM offer** combining conventional services (cleaning, security, technical maintenance, reception) and high added value services (energy management, environmental management, ultra-cleaning, logistics, etc.).
- position itself as **a benchmark FM player in terms of sustainable development** with an offer aligned with clients' climate and energy ambitions and the well-being of occupants (green property management services, ESG reporting);
- ensure **the deployment of the most efficient technologies**: IoT sensors, integrated digital platforms, digital twins, AI and robotics for cleaning, security, and predictive maintenance;
- strengthen targeted partnerships (technological, industrial, geographical) to offer **the same range of services and level of service throughout Europe**.

Atalian's Smart FM strategy translates into tangible benefits for its clients: improved energy and environmental performance, reduced operating costs, optimized user experience, 24/7 service continuity, and reliable data and reporting. Atalian is positioning itself to be a committed partner, able to support companies in managing their ESG and digital challenges over the long term.

David GUFFROY
France CEO

KEY FIGURES

€1,379 M in turnover

70 % of Group turnover

Nearly **43,000** employees

More than **100** branches

ATALIAN IN FRANCE

3 QUESTIONS FOR DAVID GUFFROY

Appointed France CEO in 2026, David Guffroy joined Atalian in 2025 as Chief Operations Officer. With over twenty years' experience leading complex transformations and improving operational and commercial performance, he's heading up the France division during a phase of acceleration of its transformation. He looks back on the takeaways for 2025, the challenges of the current year, and the medium-term foresight.

How would you describe 2025 for Atalian in France?

For Atalian France, 2025 was a year of structuring and implementing. We set down foundations by clarifying governance and organization, refocusing strategic priorities, and organizing around a common course.

The Summit project, the French counterpart to the Group's Stellar project in France, was launched. It provides the framework for our entire operational roadmap. Teams were mobilized around concrete objectives, with particular attention paid to quality of service and clients being prioritized in the company's organization.

It was in this context that I took up my post. The work done provides a solid foundation. Now the challenge is to translate this dynamic into tangible and lasting results.

What are the key challenges for 2026?

2026 is the year of implementation, even if most projects started in late 2025. Headings have been defined, projects have been launched; it is now a matter of delivering. My priority is to ensure that every commitment made translates into concrete results for our clients and teams.

Our actions are structured around three areas.

The first is commercial: strengthening our presence in value-added segments, improving our selectivity – thereby reviewing our client portfolio –, and anchoring our presence into their local markets to better meet client needs and expectations.

The second area is operational excellence. Delivering our services and their expected level of quality across our entire territory: this is a fundamental tenet that we do not compromise on.

The third area focuses on digital transformation and skills development. Investments in management tools and information systems are ongoing and have a clear goal: to simplify processes and strengthen our teams' efficiency on a daily basis.

What is your vision for Atalian France in the medium term?

The objective is to strengthen Atalian France's position as a benchmark player in the Facility Management market: competitive, reliable, and recognized for the quality of its execution.

This requires balanced performance that is both financially viable, of course, while also being social and environmentally-friendly. Sustainable value creation is based on solid fundamentals, rigorous execution, and an ability to innovate at every level of the organization.

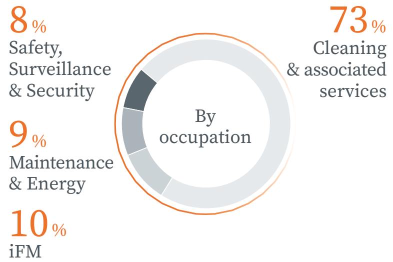
Atalian has the assets to achieve this: committed teams, recognized expertise in all FM areas, and a strong territorial base. The challenge lies in mobilizing these forces coherently so as to build a sustainable performance dynamic.

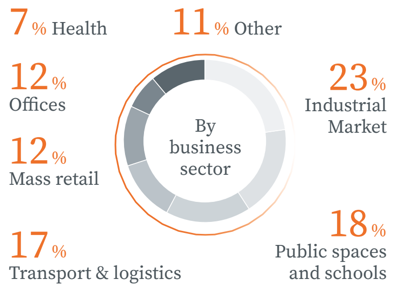
The transformation we have embarked on must become a lever of competitiveness and trust: for our clients, employees, and all our stakeholders.

THE ATALIAN FRANCE MANAGEMENT COMMITTEE

In France, the Group's transformation is being driven by a renewed management committee.

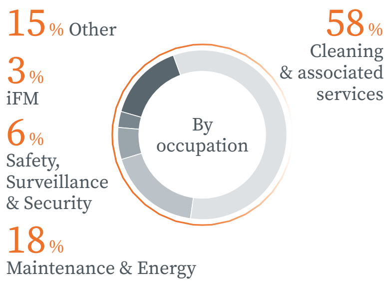
BREAKDOWN OF 2025 TURNOVER

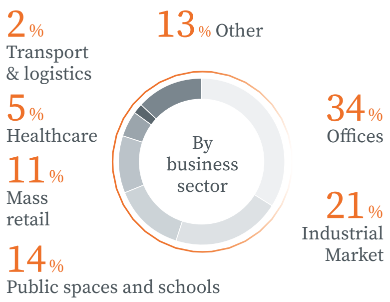




Norbert MOUSSART
International CEO

BREAKDOWN OF
2025 TURNOVER





OUR TOP 3 COUNTRIES IN 2025

Türkiye
Belgium
Czech Republic

ATALIAN GLOBALLY

Atalian began expanding into Europe nearly 25 years ago, primarily through external growth. Today, with operations in 14 European countries (excluding France), the Group is focusing on organic growth. In 2025, Atalian achieved 30% of its turnover abroad.

- €590M in turnover
- 30% of Group turnover
- 9% growth at constant exchange rates vs. 2024
- 14 countries
- Approximately 20,000 employees

3 QUESTIONS FOR NORBERT MOUSSART

Norbert Moussart joined the Group in 2017 as CEO Europe. Promoted to International CEO on 1 February 2025, he has a wealth of international experience, as well as in-depth knowledge of the Group and world of Facility Management.

How would you describe the market in which Atalian is positioned internationally?

The Group's International division operates in a contrasting and ever-growing market. It is boosted both by Benelux – a mature and highly structured area – and by Central and Eastern Europe and Türkiye where the outsourcing of Facility Management is less developed but offers great potential.

Benelux is defined by a high degree of service integration, widespread FM uptake, and a growing focus on sustainability and innovation, while Central & Eastern Europe and Türkiye are a less outsourced, more heterogeneous market, offering prospects for consolidation and development that are above the European average. In this environment, the International division relies on a wide geographical footprint, its managers on the ground, its in-depth knowledge of local markets, and the wider Group's support in order to deliver solutions tailored to client needs.

What's your takeaway on the Group's international activity in 2025?

2025 was marked by the integration of Benelux, developing a robust commercial action plan, and boosting our basics. The Group's International division has confirmed its ability to combine operational discipline and financial performance within the context of the Group's transformation and geopolitical and economic uncertainty. It has thus extended its proven model of decentralized organization, strict financial compliance, and operational rigor to Benelux. Aiming for continuous improvement, several initiatives have helped optimize the governance and management of activities and consolidate our teams:

- improving financial management at all levels of management, driven by the International Division and the Group;
- boosting our commercial dynamic by renewing sales teams in several countries, strengthening governance, and more efficient use of the Group's SalesForce CRM tool;
- fostering a culture of operational excellence with continuous improvement programs that prove themselves year after year (Thunder in 2025), extended to Benelux; sharing experience with the Summit project launched by the Group in France to improve profitability.

On the financial side, particular attention was paid to cash management, with tangible results in terms of controlling outstanding amounts, reducing late payments, and improving working capital financing mechanisms.

These initiatives resulted in 10.1% growth in the division's turnover at constant exchange rates, driven by strong momentum in Türkiye, Romania, and Poland. The International division has thus consolidated its fundamentals while preparing for a sustainable increase in power and the achievement of its 2028 ambitions.

What are the Group's objectives today internationally?

In the medium term, the International division's strategy fulfills a clear ambition: to combine operational excellence, financial discipline, and strong organic growth and achieve ambitious growth and profitability objectives by 2028.

This ambition is based on several structuring initiatives, including:

- motivating and retaining a dynamic team of entrepreneurial managers;
- mobilizing teams around shared objectives, with particular focus on clients and an entrepreneurial spirit;
- strengthening commercial management, in particular through the digitization of our processes, the strengthening of our teams, and the sharing of best practices within the Group;
- pursuing our contract indexation campaigns in the inflationary contexts heightened by the recent crisis in the Middle East;
- a continuous improvement approach in terms of cost control and value generation;
- the targeted deployment of tools and methods derived from the Group's best practices (boosting process digitization to improve automation, decision-making based on data and predictive analytics, etc.).

This also aims to increase the organization's resilience, improve its capacity to adapt, and sustainably support its competitiveness in a demanding international environment. As such, the International division intends to reaffirm its role as a benchmark player within the Group, capable of generating profitable, sustainable, and responsible growth.

ATALIAN'S INTERNATIONAL MANAGEMENT COMMITTEE

A decentralized organization that guarantees the Group's financial rigor and operational excellence on an international level

Quentin LIMBOURG
Group Chief Information Officer

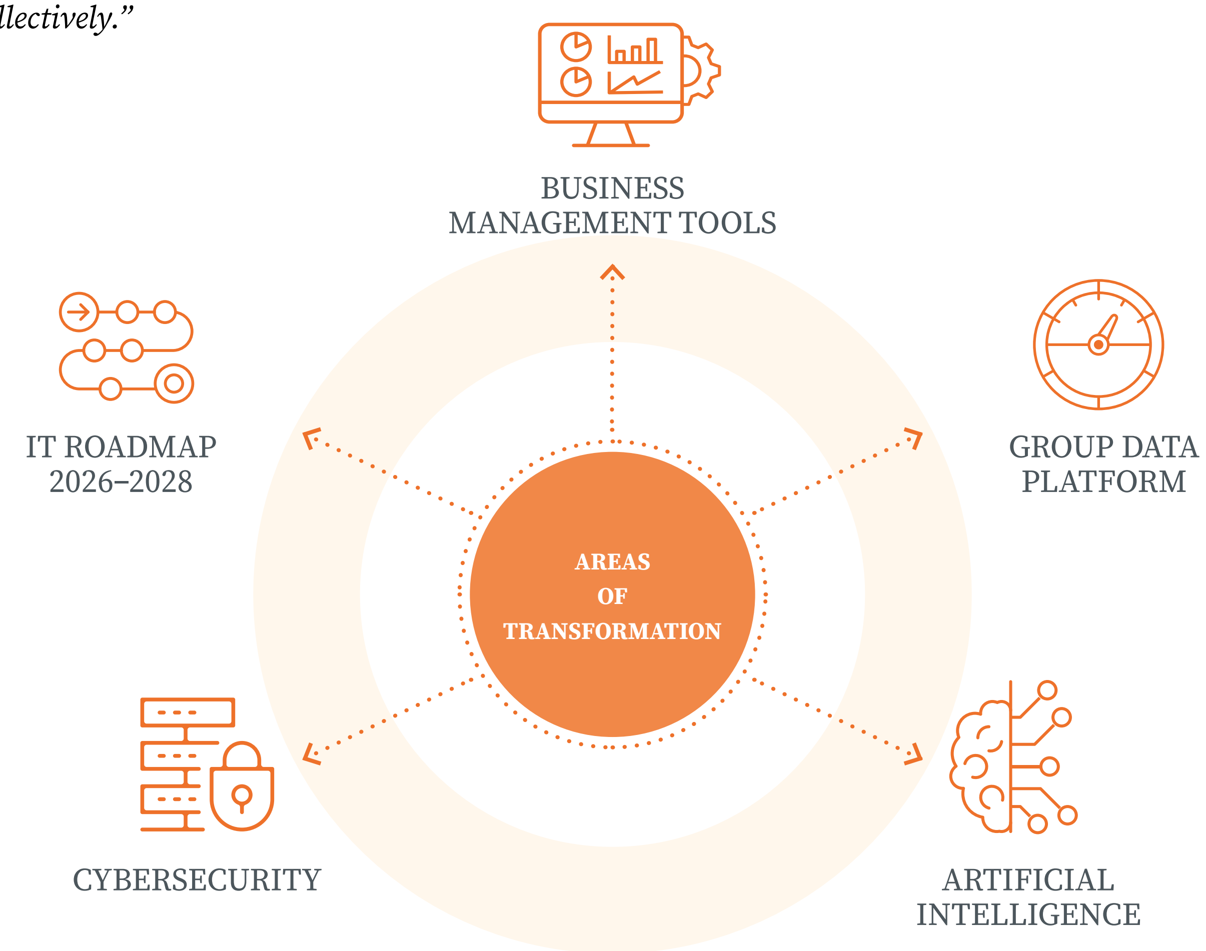
Our information system is becoming a true performance accelerator. The work undertaken made it possible to consolidate our foundations and establish a sustainable dynamic. The transformation continues, collectively."

TRANSFORMATION

In 2025, Atalian's digital transformation reached a new phase and is now asserting itself as a structuring lever for operational performance, at the heart of the Group's priorities.

Building on the tools and foundations put in place in recent years, Atalian has chosen to strengthen consistency, clarify use, and align the information system more closely with on-the-ground needs and business issues. This approach reflects a clear desire: to move the IS towards ever greater operational efficiency and value creation.

The transformation carried out in 2025 focused on five major areas: the gradual standardization of commercial and operational tools, the implementation of a Group Data Platform for management, the strengthening of cybersecurity, the launch of an artificial intelligence program, and the formalization of a coherent and ambitious 2026-2028 IT Roadmap.



KEY FIGURES FRANCE 2025

930 internal users on Salesforce – retail, agencies, QHSE, management control

1,200 iAuditor users – account managers, multi-use

87,000 quality controls carried out on client sites

> 4,200 active clients on the One Atalian platform

27,000 service requests and complaints processed in 2025

FROM A FOCUS ON TOOLS TO A FOCUS ON STRENGTHENED MANAGEMENT

2025 marked an increase in the maturity of the tools that were already in use. The challenge lay in increasing their use by equipping them with more refined and shared operational management capacities.

Salesforce and SafetyCulture's iAuditor have thus been equipped with operational dashboards enabling real-time readings of primary commercial and operational performance indicators. In close collaboration with the business teams, these dashboards were designed to accurately reflect on-the-ground realities and operational priorities.

They cover the entire business cycle and quality of service:

- Business development and addressable markets: a consolidated vision of the target portfolio by region, profession, and agency.
- Contract revaluation: structured monitoring of steps (Target / Communicated / Negotiation / Approved).
- Contract renewals: managing a portfolio of €1.4 billion in annualized turnover, representing 6,400 contracts and 23,500 locations.
- Quality and QHSE: 87,000 checks carried out, with an average score of 95/100 and a compliance rate of 96.5%.

Our guiding principle is clear: standardization aims to strengthen performance by providing each level of the organization with common benchmarks and shared indicators. It is a lever for alignment, legibility, and continuous improvement.

PERSPECTIVES ON 2026

This dynamic will continue with the roll-out of automatic scoring of client contracts, the implementation of Go/No Go workflows, the enrichment of QHSE processes, marketing automation via HubSpot, and the progressive automation of market flows.

THE DATA: SMOOTHER, MORE RESPONSIVE MANAGEMENT

In 2025, Atalian launched its Group Data Platform, designed as a cross-functional platform aimed at strengthening the reliability, consistency, and accessibility of data resulting from business tools.

The aim is to establish long-term shared management based on shared KPIs and give managers access to data that can be used directly for analysis and decision-making.

Two use cases illustrate this change:

TIME MANAGEMENT

The availability of consolidated indicators now allows weekly monitoring of hours sold and worked, with a data quality rate of 97%, and an evolution towards ever-shorter deadlines.

MANAGING URGENT REPLACEMENTS

The use of Chronotime data in Power BI now allows better matching between needs and on-the-ground availability, based on objective criteria (location, availability, contract type). Automated alerts will complete this system.

Data becomes a lever for operational efficiency and responsiveness.

ARTIFICIAL INTELLIGENCE: PUT INTO ACTION

Set out in successive phases – testing on real-life cases, sharing high-impact uses, and targeted deployment – this program aims for **gradual, pragmatic, and value-oriented take-up**. AI is part of the data approach undertaken by the Group: reliable data and standardized processes are the essential foundation for value creation.

CYBERSECURITY: REINFORCING AND STRUCTURING

Against the backdrop of growing cyber threats, Atalian continued to strengthen its cybersecurity posture in 2025. The work carried out made it possible to structure sustainable systems that are adapted to the Group's operational and regulatory challenges.

The actions focused on three complementary areas: operational cyber-defense (24/7 SOC, EDR, audits), information system resilience (segmentation, securing access), and governance, risks and compliance (Group security policy, third-party risk management, employee awareness).

The appointment of an experienced Group information systems security manager consolidates this approach and establishes cybersecurity as a universal strategic issue covering the entire value chain.

IT ROADMAP 2026–2028: CONTINUITY AND AMBITION

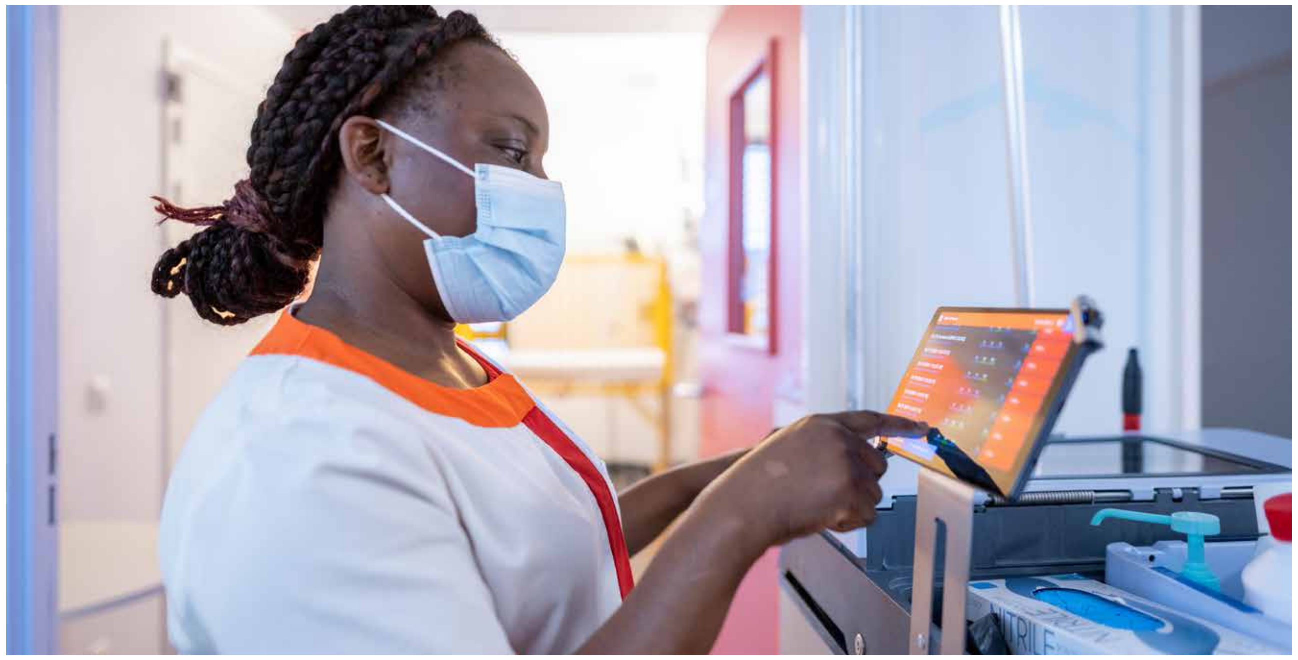
In order to support this dynamic, Atalian has formalized an IT Roadmap 2026–2028, defining a clear course and a sequencing of priorities. This Roadmap is based on flexible pivoting between business responsibilities, the management and executive committees' strategic arbitration, IT execution capacity, and collective commitment to security issues.

The upcoming projects concern all of the IS' building blocks: continued development of Salesforce and iAuditor, consolidation of the Data Platform, roll-out of business solutions, selection of a new HR tool in France, an ERP study, and a gradual ramp-up of AI use.

AN INFORMATION SYSTEM FOR REAL-LIFE CONDITIONS AND A SHARED AMBITION

The digital transformation conducted in 2025 is part of a policy of continuity and growing maturity. It reflects the Group's desire to strengthen the impact of its tools, support its teams, and sustainably support operational performance.

The foundations have been consolidated. The information system is now a real lever for efficiency, management, and value creation. The 2026–2028 Roadmap offers a clear framework for pursuing this ambition. It demonstrates the conviction that digital transformation and operational performance make progress together.



A WIDE AND INTEGRATED RANGE OF SERVICES

Atalian is one of the few companies in Europe able to cover the entire spectrum of Facility Management: cleaning and associated services, security, technical and energy maintenance, reception, etc. The Group carries out more than 85% of the services entrusted to it internally and manages the other services by delegating their execution to trusted partners selected for their impeccable quality of service.

Atalian allows its clients to focus on their core business and thus improve their performance.

INTEGRATED FACILITY MANAGEMENT

On behalf of its clients, Atalian can centrally manage all outsourced services (building services, occupant services) and execute them on its own or delegate them to partners selected for their impeccable quality of service.

CLEANING & ASSOCIATED SERVICES

Cleaning and hygiene of all types of buildings and surfaces, using all techniques and methods available on the market. The Group relies on specialized departments for highly-specific sectors (industrial market, agri-food, ultra-cleanliness, nuclear, mass retail, health, hospitality, transport, etc.).

MAINTENANCE & ENERGY

A range of complementary services and solutions to ensure the management and maintenance of the buildings' technical installations as well as monitoring and optimizing the buildings' energy consumption.

SAFETY, SURVEILLANCE & SECURITY

A wide range of services combining know-how, technologies and digital tools to guarantee the safety of people and goods in all types of environments.

RECEPTION & EVENTS

In partnership with City One.
Reception in private and public places.
Event reception.

SPACE MANAGEMENT

Transforming work environments, space planning, moving management, furniture stock management, flex-office deployment.

HOSPITALITY MANAGEMENT

Continuous management and tailored support, which combines managing employee well-being with corporate concierge services.

3D (DISINFECTION, PEST CONTROL)

Intervention against all pest types: rodents, cockroaches, fleas, bed bugs, wasps and hornets, birds.

BUILDING, SECONDARY WORKS

Flooring and parquet, paintings and wall coverings, layout and transformation of the premises.

OTHER RELATED SERVICES

Landscaping: maintenance of green spaces, gardens, and sports fields

Catering: Management of corporate restaurants and cafeterias, provision of professional catering services at events

Logistics, handling

HIGH ADDED VALUE BUSINESS EXPERTISE

We ensure the well-being of users and visitors of the buildings by offering them clean, welcoming residences and workplaces that improve our clients' performance."

CLEANING & ASSOCIATED SERVICES

Atalian has the know-how and expertise of cleaning and associated services to provide its clients with personalized, value-creating solutions. Atalian offers:

- cleaning and hygiene services for all types of premises and surfaces, using all techniques and methods available on the market: residual disinfection, organic cleaning, treatment of all floor types, ultra-cleaning, cryogenics, graffiti removal, steam, structured water, etc.
- and associated services for comprehensive solutions: waste management (collection, sorting, storage), sanitation, air quality, pest control, minor maintenance, management of the working environment, stock and supply management, setting up meeting rooms, management of common areas, etc.

Innovation is promoted and developed to improve the working conditions of our agents, optimize service quality, and contribute to better respect for the environment. Atalian relies in particular on:

- innovative equipment: cobots and robots, smart glasses for employee training and remote technical assistance, exoskeleton lifting aids, etc.
- cleaning products and solutions that are both more effective and more sustainable,
- the One Atalian digital platform for performance management,
- partnerships to benefit from the latest market innovations: KOKI, TAQT, Teleric.

In 2026, Atalian will focus on strengthening the client culture at the core of its organization, improving client loyalty by expanding its value and service propositions, and completing the current digitalization plan.

atalian@airbus

A MULTI-LOCATION, MULTI-SERVICE PARTNERSHIP

The Airbus-Atalian partnership began in 1992 with an industrial cleaning contract covering 3 tertiary locations related to the construction of Airbus Aircraft in Toulouse, Airbus Atlantic in Nantes, and Montoir-de-Bretagne: cleaning the aircraft being assembled, assembly frames, and paint booths.

In 2014, a multi-location FM contract was signed, covering a wide range of additional services: cleaning offices and clean rooms, green spaces, mail, archiving and copying, reception, pest control, and snow removal at all sites, with 24-hour on-call duty. This contract covers the 3 historic sites and the Airbus Defence & Space sites in Élancourt and Toulouse (satellite assembly) and the Airbus Helicopters site in Marignane (helicopter assembly). This partnership was further extended in 2014, with a Space Management & Moving contract for Nantes, Montoir-de-Bretagne, and Marignane, covering studying and designing the surface development, completing works, updating blueprints, relocating furniture and personnel, and managing furniture stocks.

MAINTENANCE & ENERGY

Atalian offers a range of complementary services and solutions to ensure **the operation and maintenance of technical installations ensuring building function** – electrical works, computer networks, security equipment, etc. – as well as monitoring and optimizing the energy consumption of buildings. The Atalian offer covers the technical management of buildings, equipment maintenance, renovation work, energy management, management of industrial technical services, surveillance, security, and a 24-hour on-call service.

In France, the Maintenance and Energy division has been restructured to better meet the challenges of the Group and its clients. **The AME 2027 strategic plan** (Ambition, Means, Excellence), focused on operational excellence, resulted in strengthening the organization of the M&E division – creating regional departments, local support functions, and HR Development, Purchasing and Technical departments – and improving its financial performance and key HR indicators (in particular the employee retention rate).
To meet the new needs of clients and Atalian teams while boosting retention, **the M&E division has undertaken a set of complementary actions concerning its organization, offer, processes, and tools:**

- launch of an Energy offer that meets companies' new energy performance challenges,
- regional recruitment in business support (sales, tools and methods, QSE, HR, finance, energy) offering the necessary expertise as close to the front lines as possible,
- creation of an autonomous commercial structure ensuring the development of the division, in particular on the regional middle market,
- strengthening intermediate management and steering rituals within agencies,
- consolidating work culture within operational teams and deploying management and reporting tools,
- increasing the skills of the technical teams and extending the catalog of internal training courses.

The Atalian Maintenance & Energy offer meets the new challenges of energy performance and building sustainability."

SAFETY, SURVEILLANCE & SECURITY

In France, Atalian Sécurité offers a complete range of security, surveillance, and safety services and relies on recognized know-how, grounded processes, and quality staff. Its offer covers 3 complementary areas:

- security and human-led surveillance,
- airport security (APFS),
- premium human-led surveillance (SHAP).

The Group's highly qualified teams work closely with their clients to develop integrated security strategies, relying on professionals trained in the latest software and technology. The Atalian teams thus ensure the safety of their clients' employees, visitors, and assets in the most diverse activity sectors.
The priority of the Security division is to consolidate its fundamentals – human-led surveillance – focusing on operational excellence. It also aims to strengthen its reputation with clients and ensure its commercial development.
Atalian offers security services in its main countries of operation. **The aim is to establish the Group as a sustainable leader in the profession.**

atalian@eurotunnel-fr

SECURING THE CALAIS TERMINAL

Since 2020, Atalian has provided Eurotunnel with security and monitoring of access to the site and tunnels of the Calais terminal – strategic infrastructure that connects France and the United Kingdom via the Channel Tunnel. This partnership was renewed and extended in 2024.
Atalian provides global service on a site of 650 hectares:

- control of access to the site and tunnels, management, and control of site alarms,
- 24-hour security checkpoint management: controlled access, alarms, intrusions, and deployment of security patrols,
- deployment of tracking dog on intrusion, locating and intercepting intruders,
- visual inspection of trucks with advanced technologies: Heartbeat detector, Passive MilliMeter Waves, X-ray scanner,
- random Vigipirate checks of vehicle trunks (boots).

Atalian leverages all its security expertise to advise Eurotunnel on optimizing the systems in place.

RECOGNIZED SECTOR-SPECIFIC EXPERTISE

Atalian works in all environments and sectors of activity, including the most demanding and sensitive: **airports, nuclear, transport networks, healthcare, ultra-cleaning, agri-food, etc.** To meet the expectations and challenges of strategic sectors, Atalian has set up market departments and a network of experts who develop specific solutions and offers with high added value. Atalian's sectoral expertise is recognized and attested by the strictest certifications.

Atalian market and business experts ensure that our offers meet the challenges of the sectors concerned: regulatory developments, safety standards, certifications, environmental impact, social climate, technical or behavioral prerequisites, etc. Up to date on the specificities of our clients' sectors of activity, operational teams can thus adapt their interventions on-site (methods, processes, technologies, etc.), from the start of contracts.

Service and head offices
Healthcare facilities
Ultra-cleaning
Industrial Markets
Nuclear
Housing
Agri-Food
Shopping centers and supermarkets
Hospitality
Transport
Logistics
Public spaces

ZOOM IN

ATALIAN & THE AGRI-FOOD INDUSTRY

Health security, changes in consumer behavior, inflation in the price of energy, water, raw materials, and packaging, recruitment difficulties, etc. The agri-food sector today faces multiple economic, regulatory, and social challenges.

The agri-food markets department supports its clients in their transformation to reconcile performance with financial viability. To meet these challenges, the Atalian cleaning services offer is based on 3 pillars – operational excellence, service continuity, and efficient management – which have enabled it to continue its growth in the agri-food sector in 2024.

To strengthen its **operational excellence**, Atalian Cleaning has exclusively dedicated one of its entities in Brittany – the Agri Division – to clients in the agri-food sector and has thus positioned itself as a sector leader in this region.

Health security remains the priority of manufacturers, but Atalian also supports its clients with issues other than cleaning and disinfection, in particular on the resulting reduction in water consumption. Atalian business experts have global know-how including diagnostics, designing personalized progress plans, and implementing innovative technologies: Optim'O solution for dynamic water consumption monitoring, cryogenics, Cyclodom nozzles to reduce flow rates, new biocide approved for use without rinsing, etc.

Atalian ensures **efficient management** of services by digitizing contract management through the One Atalian shared platform combined with the iAuditor traceability tool. Atalian guarantees **continuity of service** by making the integration of employees and their skills development a priority.

Ensuring the hygiene, continuity, and safety of production environments is the challenge faced daily by our teams."

ZOOM IN

ATALIAN & THE HEALTHCARE AND ULTRA-CLEANING MARKET

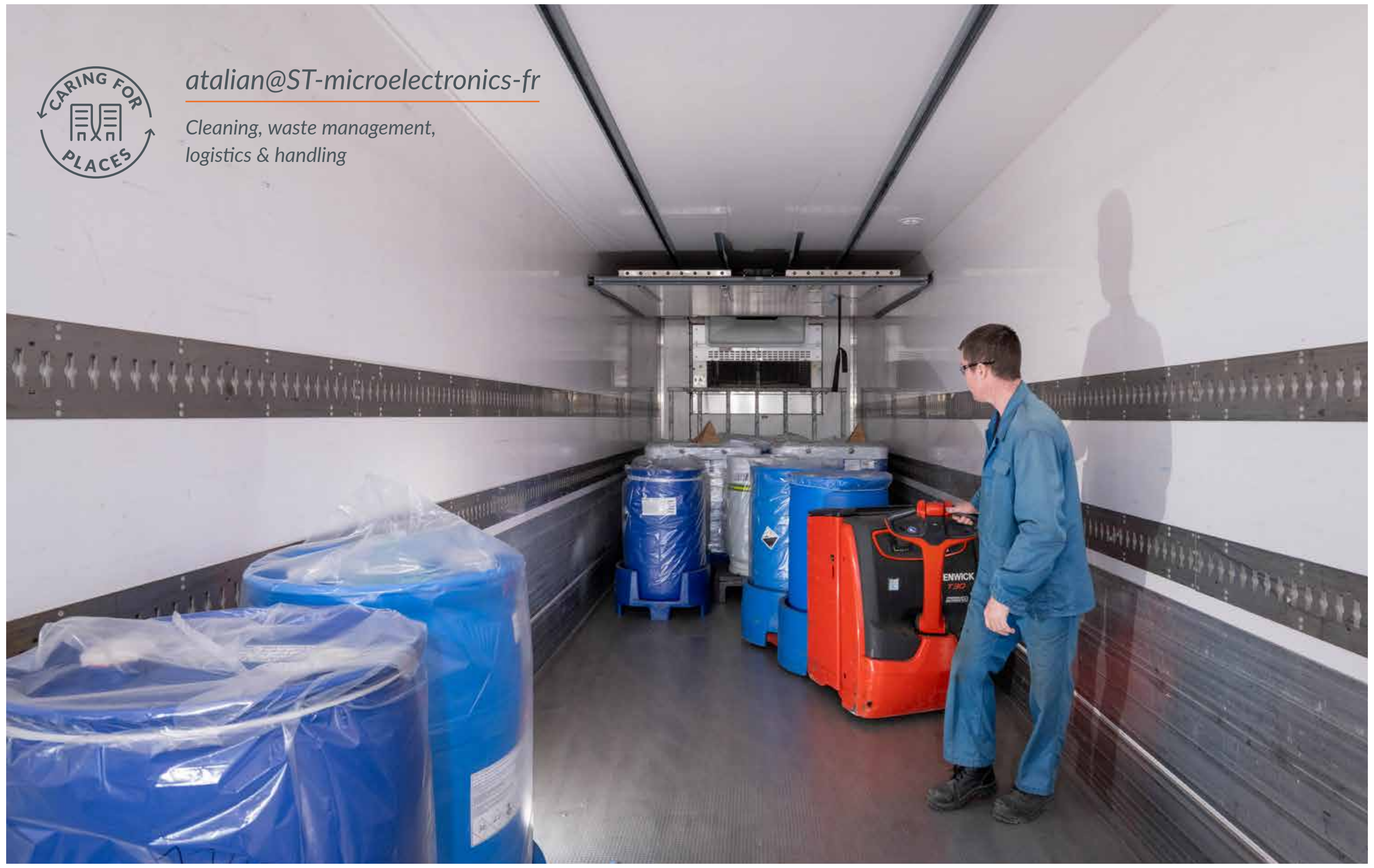
While controlling contamination remains the top priority in the healthcare and ultra-cleaning sectors, environmental commitment, the use of advanced technologies, regulatory compliance, and the customization of services have become essential criteria of choice for many clients.

Social requirements have become a priority in the healthcare and ultra-cleaning sectors. Atalian responds with innovative and differentiating offers."

To meet the increased expectations of companies in terms of efficiency but also sustainability, the Group has revised its organizational models by strengthening management to optimize the efficiency of its operational teams, which enables greater commitment to performance-based contracts.

Experts in the Healthcare & Ultra-cleaning market management teams have also enriched their offers with many solutions previously tested on Atalian's partner sites to optimize cleaning performance while ensuring responsible disinfection:

- environmentally-friendly cleaning products, environmentally-friendly methods of cleaning, and chemical-free mopping,
- deploying cobots to improve productivity and quality of work while reducing arduousness,
- real-time monitoring systems improving the efficiency and traceability of cleaning operations,
- training and support for teams and clients in adopting efficient and responsible methods.



ZOOM IN

ATALIAN & INDUSTRIAL MARKETS

By combining expertise and innovation, the IMD offers more efficient and responsible solutions that help manufacturers meet their economic and social challenges."

Industry clients expect their suppliers to have a thorough knowledge of their processes and needs, requiring quick answers, tailored solutions, and total transparency on the status of orders and projects in progress. After-sales service also plays a major role in their satisfaction.

The Industrial Markets Division (IMD) provides methodological and technical support to the Group's agencies and industrial clients. It relies on a team of multidisciplinary experts to propose solutions adapted to the challenges of each industrial sector. Its audits and recommendations contribute to the continuous improvement of the operational and environmental performance of the services provided. Its expertise is fully in line with the Group's CSR strategy.

The development of cryogenic cleaning offers manufacturers a sustainable alternative to traditional cleaning methods. Managing logistics flows, sorting and recycling waste, and modernizing handling processes makes it possible to optimize costs and improve environmental performance. In the near future, the IMD intends to develop more sustainable logistics solutions, particularly for last-mile management: optimizing routes and vehicle use, and integrating low-carbon technology.

OUR IFM OFFER*

A growing number of companies – especially large, multi-site, national and international companies – are looking to outsource the management of their services to buildings and occupants in order to focus on their core business, improve their performance, and boost the quality of their products and services.

Atalian responds to this need for outsourcing by supporting its clients wherever they operate, by centrally and optimally managing all of their outsourced services.

AN ANSWER TO THE OUTSOURCING DEMANDS OF LARGE INTERNATIONAL AND MULTI-SITE COMPANIES

Whether it is a multi-service and/or multi-site offer, the company has only one contact person: Atalian Facilities. As part of this FM steering mission, the Atalian Group may perform all or part of the services on its own, through its business subsidiaries, or delegate certain services to trusted partners selected according to the needs of the client company.

Atalian's internalized model, a guarantee of agility and reliability, is a great asset to the Group."

TAILORED SOLUTIONS THAT HELP COMPANIES MEET THEIR NEW CHALLENGES

Atalian Facilities has considerable assets (both within the Atalian Group and through its ecosystem of partners) to offer companies tailor-made solutions that help them meet their economic, social, and environmental challenges.

Atalian Facilities relies on the entire range of know-how (cleaning, safety, maintenance & energy, etc.) and sectoral expertise of the Atalian Group, and on its large geographical footprint to deliver the majority of managed services in-house.

Atalian Facilities is also developing partnerships with international players and start-ups to provide innovative and efficient solutions to specific or emerging business issues: energy management, water and waste management, smart buildings, new ways of working, hospitality management, space management, etc.

* *Integrated Facility Management*

atalian@bosch

A FULL FM CONTRACT IN 7 COUNTRIES

The Bosch Group – a global engineering and technology specialist renowned for its innovations in cars, household appliances, industrial technologies, and energy solutions – has entrusted Atalian Facilities with the management of 35 offices and industrial sites located in 7 European countries. Atalian Facilities ensures the harmonization of services, the optimization of costs and the creation of value across all lines of services for buildings and occupants: maintenance & energy, cleaning and associated services, security, reception. Atalian carries out most of the managed services on its own.

The adoption of a full FM model has allowed Bosch to reduce the number of suppliers and interfaces. Simplifying the coordination and management of services has been a transformative factor for Bosch, which intends on the one hand to accelerate the digitization and improvement of working environments and, on the other hand, to achieve savings while maintaining the same quality of service.

- 7 countries: France, Belgium, Netherlands, Serbia, Romania, Bulgaria, Türkiye

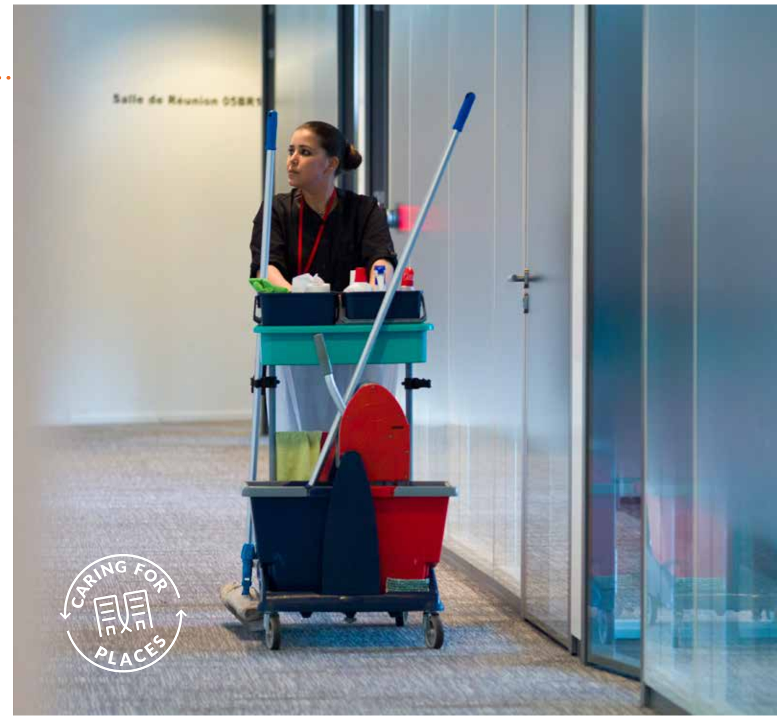
atalian@eight-advisory

A PREMIUM FM SOFT CONTRACT

The consulting firm Eight Advisory initiated a first call for tenders for Facility Management in 2023. Atalian Facilities was able to provide a tailored response by designing a custom model, compliant with the requirements of a premium client, and by executing more than 70% of the outsourced services in-house.

Atalian Facilities was able to support Eight Advisory during the relocation of its head office, transitioning from a single-business model to a global soft FM contract by offering them the opportunity to optimize the organization of services and improve the experience of occupants.

- Services: FM, cleaning, handyman services, security, reception, waste management



CARING FOR PLACES

atalian@aeroport-de-paris

3 PLACING PEOPLE AT THE HEART OF OUR MODEL

VALUING OUR HUMAN CAPITAL, A KEY FOCUS FOR ATALIAN

Human capital is essential to the Group's development and is a major focus of its CSR roadmap. Operational excellence and client satisfaction depend to a very large extent on the know-how and commitment of Atalian teams. The women and men of the Group are therefore the focus of all our attention.

Our ambition is to transform Atalian into a major player in Smart FM, placing **human performance and the employee experience** at the heart of our model. In this context of profound transformation, we affirm our desire to be an exemplary employer in terms of employment, health and safety, skills development, diversity, and well-being at work. The values we share with our employees – courage, engagement and commitment, open-mindedness and respect, rigor – form the basis of this ambition.

Atalian's Human and Social Resources policy is based on 6 defining pillars, which guide all our HR actions in our 15 countries of operation.

Elizabeth Ehringer, Group Human Resources Director, highlights the importance of people in the Group's success and presents Atalian's challenges and HR strategy.

Our belief is that taking care of our employees means taking care of our clients. Our teams are the company's first interface with its clients: the quality of the employee experience directly determines that of the client experience. This is why our 2026 HR Strategy is focused on six priority objectives: ensuring a healthy and safe working environment, proactively managing skills and talents, acting for inclusion and diversity, strengthening digitalization in HR practices, promoting social dialogue, and actively combating forced labor and child labor.

Our 2026 HR roadmap is part of a global framework for employer brand development, managerial innovation, digital transformation, inclusion, and social commitment. It meets both our internal priorities and the expectations of our clients, who must be at the center of each of our employees' concerns. It applies to every country in the Group with an agile approach, enabling local and global objectives to be aligned.

Elizabeth EHRINGER
Group Human Resources Director

KEY FIGURES

More than **63,000** employees worldwide

155 nationalities represented

84 % permanent employees

57 % women

21,895 recruitments completed in 2025

35,522 employees trained

594,124 hours of training provided

"We believe that taking care of our employees means taking care of our clients."

ENSURING A SAFE AND HEALTHY WORKING ENVIRONMENT FOR ALL

At Atalian, we believe that **safe working conditions** are essential to ensuring commitment, creativity, and collective success. We are committed to creating an environment that fosters professional development and personal fulfillment, by practicing managerial courage, constructive dialogue, autonomy, and respect in collaboration.

In 2025, the Group stepped up its initiatives to strengthen health and safety culture: monthly talks with our agents, regular health and safety events held in person or through client partnerships, a collaboration with Carsat to incorporate MSD risk into all key processes (Prosafe project) and conferences at the Préventica trade fair. Atalian has renewed its ISO 45001 certifications and is continuing to roll out MASE in every branch. We have boosted Psychosocial Risks and Harassment training courses, and launched building development work to improve the daily living conditions for our teams.

KEY FIGURES

34 Number of Health and Safety certifications held by Atalian*

20 Number of ISO 9001 or equivalent certifications held by Atalian

Accidents at work

<15.55 Group Frequency Rate

<1 Group Severity Rate

ISO 45001, OHSAS 18001 or equivalent

PROMOTING QHSE BEST PRACTICES

Regular talks are an essential proximity lever for analyzing risks, sharing good practices, and preventing accidents. In 2025, we held 13,402 Safety talks across the entire territory, 70% of which were devoted to Quality, Hygiene, and Safety, with an impact rate of more than 70%.

Our prevention policies are also supported by operator visits aimed at assessing our teams' QHSE knowledge. In 2025, 88% of the 5,396 inspections conducted yielded positive results, demonstrating the involvement and expertise of the field teams in applying best QHSE practices and in understanding the challenges related to prevention.

OPTIMIZING OUR ORGANIZATION AND PROCESSES

As the Group's business activities become increasingly complex and regulations increasingly stringent, Atalian continues to enhance the professionalism of its organization and its QHSE processes. The goal is to streamline methods, standardize operational practices, and have simple, robust and effective management tools to oversee action plans and measure QHSE performance.

Since 2024, the Group has been pursuing a major digitization project involving a gradual transition to:

- iAuditor, for managing and digitizing QSE forms,
- Salesforce, to centralize and improve the reliability of operational reporting.

Our commitments

Strengthen our Health & Safety culture based on prevention, training, and examples set by management.

Identify, assess, and reduce the risks associated with our activities and maintain our certifications (ISO 45001, MASE).

Promote work-life balance: working from home, flexible hours, adapted work solutions.

Increase employee satisfaction through regular studies and measurable improvement initiatives.

OUR GOALS AND KEY PERFORMANCE INDICATORS

1 **Number of fatal accidents**
TARGET. Zero fatal accidents. The life and safety of our employees is our top priority.

2 **Frequency rate of accidents at work (AFR) in France**
TARGET. A rate of less than 23 by 2026 and less than 20 by 2030.

3 **Number of accidents at work (AW)**
TARGET. 10% reduction per year compared to the previous year by 2027.

4 **Severity Rate (SR)**
TARGET. A rate less than or equal to 1 by 2027 and less than 0.9 by 2030.

5 **Percentage of full-time contracts/ Percentage of permanent contracts**
TARGET. Maintain a permanent contract rate > 80%.

6 **Employee satisfaction rate**
TARGET. Achieve a 75% satisfaction rate in the employee survey by 2030.

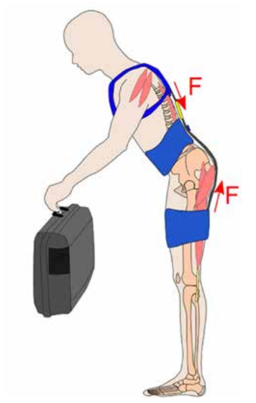
7 **Health & Safety training coverage rate**
TARGET. 100% of operational employees trained over 2 years by 2030.

8 **Sites certified ISO 45001 / MASE**
TARGET. Obtain or renew 100% of Group certifications by 2030.

PREVENTING MSDS

Atalian has signed a national voluntary commitment agreement with CARSAT (French pensions and safety at work office) to integrate the issue of musculoskeletal disorders (MSD) into all the company's key processes: sales, procurement, operations, communications, etc. During the bidding process, Atalian sales teams take MSD risk into account from the very beginning of the proposal phase. The Purchasing Department incorporates MSD risk into its criteria for evaluating products and equipment.

The QSE department regularly consults with other Group departments on MSD risk, particularly during the Prosafe project's steering committee meetings.



ATTRACTING, SUPPORTING AND RETAINING OUR EMPLOYEES

At Atalian, our strength lies in the skills and dedication of our employees. We operate in a tight labor market in rapidly evolving industries requiring new and diversified skills. Recruitment, training, and retention are therefore crucial to the Group's performance and long-term sustainability.

RESPONSIBLE RECRUITMENT

We promote responsible recruitment and employee engagement by making all our career opportunities visible via our ATALINK intranet. Our responsible recruitment policy ensures compliance with legal requirements in each country, as well as the principles of professional ethics, transparency, fairness, and fundamental human rights.

In 2025, Atalian once more earned the HelloWork "Super Recruiter" certification, a recognition of the excellence of our processes: structured recruitment, innovative sourcing, support for candidates and a commitment to inclusion. Atalian is also forging close ties with schools in fields related to its business areas and has been developing work-study programs focused on professions facing labor shortages since 2022.

SKILLS DEVELOPMENT

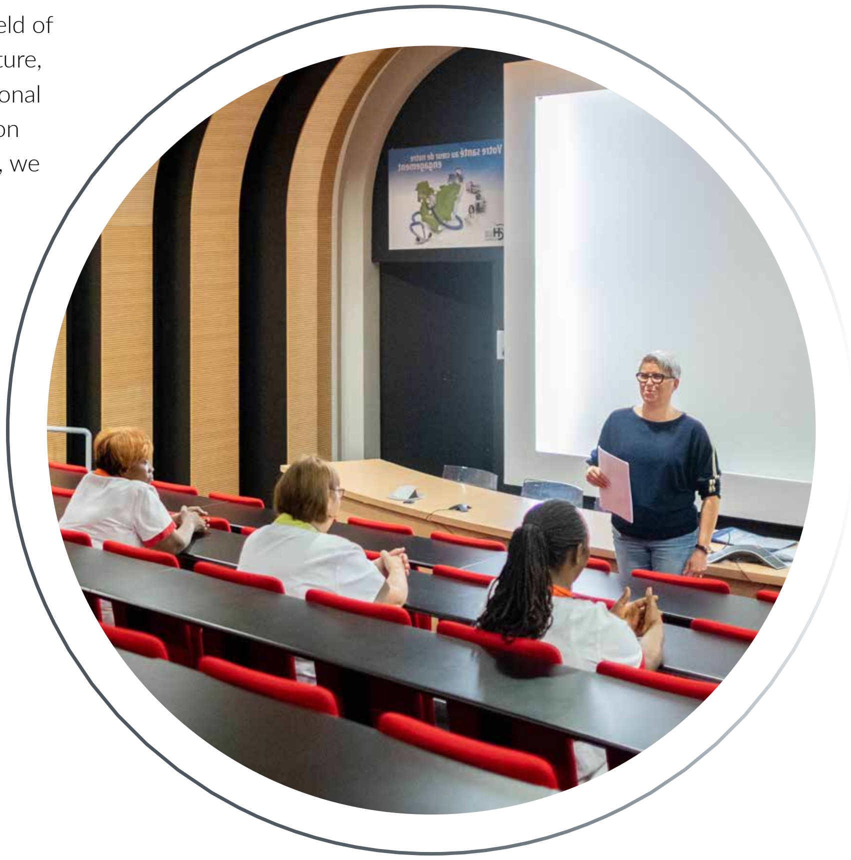
Atalian's training policy is a driver for overall performance. It is based on three goals: to enhance skills in the field of Facility Management, to promote our corporate culture, and to support the Group's commercial and operational performance. In France, these programs are based on recognized certifications (CQP, TFP). Internationally, we mobilize national programs tailored to local needs.

In 2025, Atalian launched ATALEARN, its LMS platform, which offers a catalogue of modules accessible on all devices and allows users to create certified training courses. This program relies on a strengthened network of in-house trainers and high-performance digital tools (GEFLOG for training management, ATALEARN for e-learning).

CAREER MANAGEMENT AND RETENTION

Atalian's HR policy prepares for the future by managing skills and career paths as part of a rigorous strategic workforce planning approach. Annual performance reviews and *talent reviews* play a key role in employees' career development and in retaining talent. In 2025, *talent reviews* were expanded to include regional directors, operations directors, branch directors and account managers within the Cleaning division, the Maintenance & Energy division, and Atalian Facilities.

Atalian Academy, a flagship program designed to develop the next generation of leaders, offers structured courses – Become a Client Manager, Become an Agency Director – to identify and nurture talent. Its multi-hub, international roll-out accelerated in 2025.



Our commitments

Implement a responsible recruitment policy based on transparency, fairness, and compliance with the law.

Enhance the Group's appeal through effective recruitment strategies and by earning recognized certifications.

Develop skills through Atalian Academy, certification courses, (CQP, TFP) and ATALEARN.

Encourage internal mobility and give visibility to career opportunities through ATALINK.

Promote work-study programs and qualification pathways to boost the employability of young people and long-term job seekers.

OUR GOALS AND KEY PERFORMANCE INDICATORS

1 **Average recruitment time**
TARGET. < 45 days per role.

2 **Internal mobility rate**
TARGET. Encourage internal mobility to enrich skills in all trades.

3 **Percentage of key positions covered by a succession plan**
TARGET. Ensure business continuity and secure performance by 2028.

4 **Number of Atalian Academy participants**
TARGET. Offer motivating career paths to a growing number of employees, with multi-category and international roll-out.

5 **Percentage of employees trained / Hours of training per employee**
TARGET. 100% of employees trained over 2 years by 2030.

6 **Number of work-study students per year / Conversion rate into permanent contracts**
TARGET. Welcome a significant number of work-study students each year and transform trained talent into long-term employees.

7 **Recruiter labels (HelloWork, Glassdoor, Indeed)**
TARGET. Maintain recognized labels, guaranteeing the attractiveness and quality of our processes.

TAKING CONCRETE ACTION FOR DIVERSITY AND INCLUSION

At Atalian, diversity is an asset and a lever for performance. With 155 nationalities represented and 57% women in the workforce, the Group's vision of employment is deeply inclusive. We make sure to integrate each new employee with the utmost care, as we believe that this is the key to individual and collective success.

We follow a fair and transparent recruitment process, based on strict compliance with the principles of non-discrimination. In France, our Employment Integration unit within the HR department works with France Travail, Cap Emploi, ESAT, and inclusive employers. Training and information actions regularly raise employees' awareness of these issues. In 2014, Atalian signed the Diversity Charter, publicly reaffirming this commitment.

CHARTE DE LA DIVERSITÉ SIGNATAIRE

Our commitments

Ensure a transparent recruitment process, respecting the principle of non-discrimination, with equal treatment of all applications.

Strengthen gender equality at all levels, including managerial positions and governance bodies.

Change perspectives on disability, diversity and inclusion through regular training and awareness-raising.

Develop partnerships with state and community bodies to support the employment of long-term job seekers.

OUR GOALS AND KEY PERFORMANCE INDICATORS

1. **Purchase amount (in €) from disability employment organizations**
   TARGET. 25% increase over 2023 (basis: €100K) by 2030.
2. **M/F proportion in management and executive committees**
   TARGET. Achieve a 40/60 split by 2030.
3. **Percentage of people with disabilities (≥ 6%)**
   TARGET. Promote the inclusion of employees with disabilities.
4. **Percentage of employees trained in diversity and inclusion**
   TARGET. 100% of employees trained by 2030.

SUPPORTING THE ROLL-OUT OF NEW TECHNOLOGIES

Digital transformation is an essential step in modernizing our practices, streamlining our processes, and equipping our teams with efficient, accessible tools. All Group employees are affected by far-reaching changes in how they work, interact, and receive training.

In 2025, Atalian deployed an ambitious digital roadmap – Salesforce, iAuditor, Nomadia, Esker, Data Platform, upcoming ERP and HRIS – to simplify everyday life, make data reliable, and accelerate decision-making. HR solutions already in place, like Chronotime, MyPeopleDoc, and GEFLOG, are a boost to local management. The ATALEARN platform accelerates digital acculturation through e-learning and specialized content.

Our ambition is to build a "digital-first" group, where technology – robotics, automation, artificial intelligence – **increase the skills of our employees without ever replacing them**. We ensure empathetic, inclusive, and responsible support so that all employees can benefit fully from these innovations without creating a digital divide.

Our commitments

Give digitized training access to as many employees as possible via ATALEARN and e-learning devices.

Extensively train our employees in digital tools and new uses (robotics, AI, automation).

Minimize the digital divide for all job types and levels of responsibility.

Develop a culture of innovation and digital proficiency accessible to all.

OUR GOALS AND KEY PERFORMANCE INDICATORS

1. **Hours of e-learning / Number of employees trained in e-learning**
   TARGET. 50% of employees have completed e-learning training over the year in 2030.
2. **Percentage of employees trained in digital tools and new technologies**
   TARGET. 25% per year of concerned employees trained in digital tools and new technology by 2030.

PROMOTING SOCIAL DIALOGUE

Atalian's commitment is to foster open and transparent social dialogue – a fundamental element of our strategy. Social relations within the Group are based on permanent dialogue, both at a national and a regional level, and on collective bargaining at a central level, with a greater role given to trade union representatives and their capacities.

Within its largest entities, Atalian guarantees the permanent role of the social dialogue through local trade union relays, which work closely with the central trade union delegates. The central works councils are chaired and led by the head office's HR department. Central collective bargaining is conducted with a view to monitoring social advances in correlation with branch bargaining. These talks with our agents are essential moments of exchange allowing for upward and downward communication at all levels of the organization.

Our commitments

Ensure regular, transparent, and respectful social dialogue with our elected staff representatives in all our countries.

Listen to staff representatives and build a partnership based on trust and transparency.

Set and negotiate with representative bodies on employment, training, quality of life at work, wages, and professional equality.

OUR GOALS AND KEY PERFORMANCE INDICATORS

1 **Number of meetings with staff representatives**
TARGET. Setting up at least 1 social dialogue forum per year by 2030, organized in relation to meetings with trade union delegates.

2 **Percentage of employees covered by collective agreements**
TARGET. Cover 100% of the Group's employees through collective agreements (career development, health & safety, diversity) by 2030.

ACTIVELY COMBATING FORCED LABOR AND CHILD LABOR

At Atalian, we are formally committed to preventing and eliminating forced labor, child labor, and all forms of modern slavery. ILO Conventions Nos. 29, 105, 138, and 182 are applied without exception within the Group. Recurrent training makes it possible to raise awareness among our employees and to detect any situation that does not comply with these fundamental principles.

All of our suppliers are subject to our Code of Conduct and must comply with our Responsible Purchasing Policy. We expect our partners to commit to preventing and eliminating child labor and forced labor across their entire value chain.

Our commitments

Zero tolerance for forced labor, child labor, and modern slavery, across all of our territories and value chain.

OUR GOALS AND KEY PERFORMANCE INDICATORS

1 **Number of employees made aware of the risks relating to forced labor and child labor**
TARGET. By 2027: 100% of employees informed and committed to the zero tolerance policy.

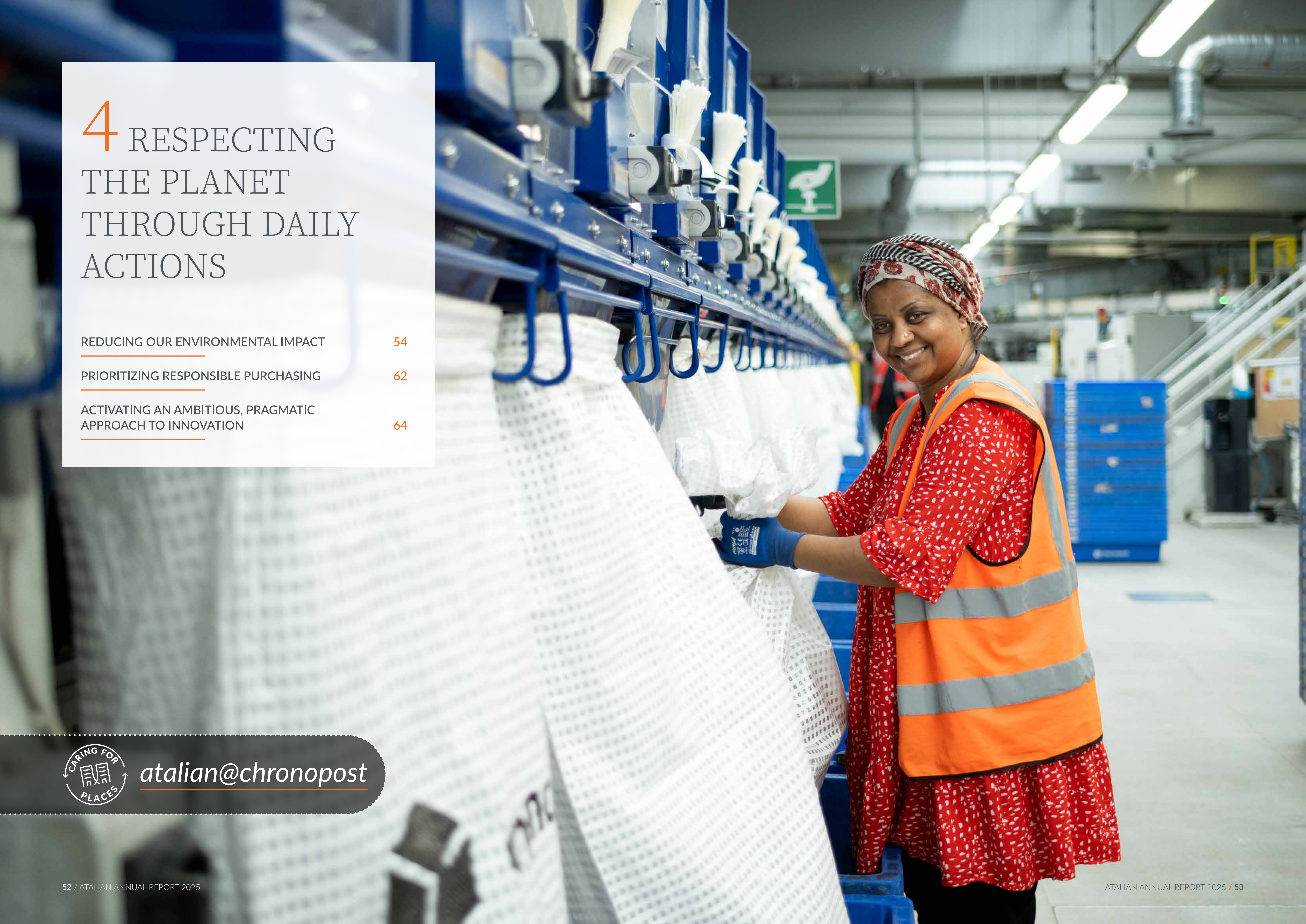
2 **Number of recruiters trained about forced labor and child labor**
TARGET. By 2027: 100% of recruiters and managers trained on these topics.

OUR HR GOVERNANCE

The Group Human Resources Director is responsible for implementing the Human and Social Resources policy, in close collaboration with the HRDs in every country. This policy is implemented locally by the HRDs of every division and country, and oversees all existing thematic HR policies.

This policy is communicated to all employees upon their arrival at Atalian and remains accessible on the Group's intranet and internet websites. An annual review is carried out to verify the relevance of these objectives or in the event of a major change in operations.

4 RESPECTING THE PLANET THROUGH DAILY ACTIONS



CARING FOR PLACES

atalian@chronopost

REDUCING OUR ENVIRONMENTAL IMPACT

Atalian is taking concrete steps to limit its carbon footprint – a main focus in its CSR strategy –, support its clients in their decarbonization efforts, and contribute to the fight against climate change. As signatory to the United Nations Global Compact since 2012, the Group aligns its actions with the SDGs (Sustainable Development Goals) of the Global Compact and the principles of the ISO 26000 standard. In 2025, Atalian took decisive steps in this process by adopting strategic tools and committing to internationally recognized standards.

2025. SIGNIFICANT ACTIONS IN FAVOR OF THE ENVIRONMENT

CREATION OF THE GROUP'S ENVIRONMENTAL POLICY

2025 marks a major milestone in Atalian's environmental strategy. The Group has adopted its first **Group Environmental Policy**, signed by Executive Chairman Quentin Vercauteren Drubbel and implemented in February 2026.

This foundational document concerns all the Group's entities without exception, and is intended for all employees regardless of their status, profession, or place of work. It constitutes a common frame of reference for employees, but also for Atalian's clients, suppliers, and partners.

The Group Environmental Policy is based on **4 strategic levers**:

The environment occupies a central place in our CSR roadmap. Every year, we dedicate even more robust action plans to integrate climate, energy, and biodiversity issues into our operational decisions."

Alexandra FICHELSON
Head of ESG and Investor Relations

It sets **quantified and dated targets** in all areas: vehicle fleet (100% electric or hybrid by 2030), energy consumption (–40% by 2030 vs 2023), waste (>50% recovered by 2030), cleaning products (100% eco-labelled by 2030), professional clothing (70% recycled or recyclable by 2027), suppliers (90% signed up to a GHG reduction program by 2030), ISO 14001 certification (>80% of locations by 2030).

This policy is governed by the CSR department, supported by a steering committee bringing together all functional departments (QHSE, HR, Purchasing, Legal, Commercial, Operations), which meets at least every quarter.

COMMITMENT TO THE ACT STEP BY STEP APPROACH

In 2025, Atalian joined the **ACT Step by Step (Accelerating Climate Transition)** approach, a framework co-developed by ADEME and the CDP (Carbon Disclosure Project), recognized as one of the most rigorous frameworks for evaluating companies' climate strategy.

In concrete terms, ACT Step by Step allows Atalian to:

- assess the alignment of its climate strategy with the Paris Agreement's goals (limiting warming to 1.5°C) on an independent, sector-by-sector basis,
- structure its low-carbon transition plan around precise and auditable indicators, covering all scopes 1, 2 and 3,
- identify the gaps between stated ambitions and concrete actions, and prioritize high-impact projects,
- demonstrate the credibility and robustness of its climate commitment to its clients, investors, and partners,
- prepare for the validation of its SBTi (Science Based Targets initiative) objectives.

The ACT Step by Step approach is fully in line with Atalian's decarbonization trajectory: **–42% on scopes 1 & 2 and –25% on scope 3 by 2030 compared to 2023**. This management and credibility tool reinforces the commitments made as part of the IMPACT roadmap.

UPDATING THE RESPONSIBLE PURCHASING POLICY

The Group's Responsible Purchasing policy was updated in 2025 to fully integrate the environmental and decarbonization objectives of the IMPACTS roadmap.
It makes up the operational counterpart of the Group's environmental policy, translating commitments into concrete criteria for selecting and evaluating suppliers.

- Universal integration of a **CSR self-assessment questionnaire** in all national calls for tenders (minimum weighting 15%).
- Priority selection of **ISO 14001-certified** suppliers who are committed to an eco-design policy.
- Target: 90% of strategic suppliers should be involved in a **GHG emissions reduction program** by 2030.
- Prioritizing local purchasing: 50% of suppliers **within 100 km of branches** by 2030.

KEY FIGURES

5,293 training hours dedicated to the environment

-24 % Reduction in the Group's greenhouse gas emissions since 2023

Almost **50 %** of paper purchases are FSC-certified

18 ISO 14001 certifications across the Group

CARBON FOOTPRINT – RESULTS AND APPROACH

Every year, the Group publishes its carbon assessment across the 3 scopes, following GHG Protocol methodology and the ADEME Carbon Assessment method. 2023 is the reference year for the Group's decarbonization objectives.

GROUP GREENHOUSE GAS EMISSIONS (IN TCO_2e)

Scope	2023 (ref.)	2024	2025
Scope 1 Direct emissions (fleet, stationary sources)	18,785	19,540	19,961
Scope 2 Energy consumption of buildings	1,410	240	800
Scope 3 Other indirect emissions	179,094	162,581	130,429
TOTAL	199,289	182,361	151,190

AMBITIOUS DECARBONIZATION TARGETS (SBTI TRAJECTORY)

-42 %
Scopes 1 & 2
by 2030 vs. 2023

-25 %
Scope 3
by 2030 vs. 2023

SCOPE 1

Direct greenhouse gas emissions produced by the Group: fossil fuels (gas, fuel oil, petrol, etc.) onsite and in vehicles.

SCOPE 2

Indirect GHG emissions associated with the production of electricity, heat, steam, or cooling purchased and consumed by the Group.

SCOPE 3

Other indirect GHG emissions related to the Group's transport and purchasing emitted by sources it does not own or control. These emissions cover the entire value chain, upstream (suppliers) and downstream (clients, used products).

OUR ACTION PLANS BY SCOPE

SCOPE 1 DECARBONIZING OUR FLEET AND OPERATIONS

The vehicle fleet represents the Group's main source of direct emissions (9.4% of the total in 2023). Atalian has embarked on a structured greening and optimization program:

- Purchasing vehicles equipped with automated manual transmission for optimized consumption;
- Monitoring the entire fleet's consumption via dedicated tools (Ecoscore, Carbon Tracker);
- Annual awareness-raising and eco-driving training for all drivers;
- Optimizing the location of agencies to reduce distances;
- Our goal: a 100% electric or hybrid fleet by 2030.

SCOPE 2 ENERGY CONSUMPTION OF BUILDINGS

In 2024, Atalian switched all its energy contracts in France to 100% renewable sources (electricity and natural gas), significantly reducing scope 2 emissions (from 1,410 to 240 tCO_2e).
2025 will see these efforts continue:

- Gradually extending green energy contracts to all international locations;
- Eco-friendly training in buildings and agencies;
- Regular energy audits scheduled every 5 years from 2027;
- Target: –40% in electricity and gas consumption in buildings by 2030 vs. 2023.

SCOPE 3 VALUE CHAIN AND RESPONSIBLE PURCHASING

Scope 3 represents 86.3% of the Group's emissions, while purchases account for 67% of all Scope 3 emissions. To reduce Scope 3 emissions, Atalian is utilizing all available levers:

- Responsible Purchasing Policy: prioritizing low-carbon transport suppliers, CSR criteria in calls for tenders;
- Prioritizing local purchases (objective: 50% of suppliers within 100 km of agencies by 2030);
- Promoting sustainable movements: public transport, carpooling, eco-driving;
- Circular Economy Policy: Repair – Reuse – Reduce to extend equipment lifespan;
- Reusing or recycling 60% of used equipment through specialized channels by 2030;
- Starting in 2027, 70% of purchased workwear will be made from recycled or recyclable materials.

INNOVATIVE SERVICES DEDICATED TO OUR CLIENTS' ENVIRONMENTAL PERFORMANCE

Beyond reducing its own footprint, Atalian actively supports its clients in their decarbonization efforts by offering innovative services dedicated to environmental performance.

ERGELIS – INTELLIGENT BUILDING ENERGY MANAGEMENT

With its Maintenance & Energy offer and the Ergelis solution, Atalian is an innovative player in building energy management. This offer – which integrates digital technology – makes it possible to:

- collect real-time data on the occupation and operation of buildings,
- process and analyze this data to optimize energy management,
- support clients in compliance with the French BACS and Tertiary Sector (Décret Tertiaire) energy decrees,
- significantly reduce energy consumption and emissions in clients' buildings.

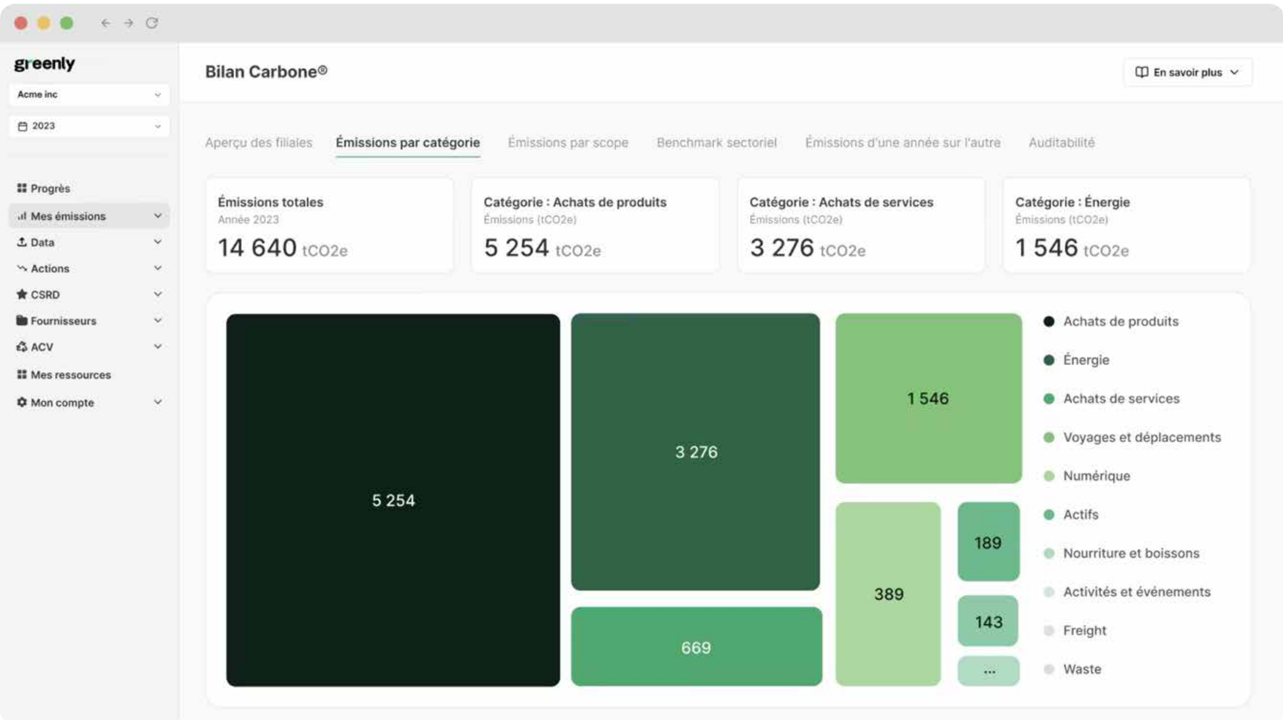
The Group's Energy Managers (experts in building use) help their clients achieve energy efficiency objectives and make their buildings more sustainable.

GREENLY PARTNERSHIP – SERVICE LIFE CYCLE ANALYSIS

Atalian has developed a strategic partnership with **Greenly**, a specialist in carbon footprint calculation, to offer its clients an innovative approach to measuring the environmental impact of Facility Management services:

- Calculating the Life Cycle Analysis (LCA) of the services performed at clients' locations;
- Precisely quantifying the CO_2 emissions associated with each service (cleaning, maintenance, safety, etc.);
- Providing a dedicated calculator allowing clients to visualize the impact of their choices;
- A roll-out to many additional clients has been scheduled for 2025.

This tool positions Atalian as the ideal partner for its clients' ecological transitions, providing them with reliable and comparable data to help steer their decarbonization efforts. The goal for 2030 is to **systematically offer LCA or a carbon footprint report to all of our clients**.



ECO-LABELLED PRODUCTS AND RESPONSIBLE HYGIENE

For its cleaning activities, the Group systematically offers eco-friendly products: less water-consuming, less harmful to humans and the environment, formulated from natural-origin ingredients, free from controversial substances (endocrine disruptors, CMR substances). This rationalization process focuses on:

- using concentrated and eco-labelled cleaning products that reduce packaging and supplier deliveries,
- systemically training agents on using products and machines in an eco-friendly way,
- using FSC (Forest Stewardship Council) certified consumables,
- progressively purchasing electric or low-emission machines (target: 100% new machines by 2030),
- aiming for all non-specific cleaning products to be eco-labelled, eco-certified or free from hazard pictograms by 2030.

SORTING AND RECYCLING WASTE

As part of its services, Atalian applies a rigorous waste management policy:

- Treating waste produced on client sites, either via the channels set up onsite, or via partners with whom the Group has concluded framework agreements;
- Working with specialized collection agencies for specific types of waste
- Continuously training and raising awareness among teams about recycling and eco-friendly gestures;
- Phasing out single-use plastics in Atalian spaces;
- Target: a recovery or recycling rate of more than 50% of waste generated from our own activities by 2030.

Increasingly stringent recycling regulations help these standardized concepts become generalized. Atalian supports its clients with their roll-out.

A GROUP-WIDE COMMITMENT APPLIED LOCALLY

Atalian is taking concrete steps to limit its carbon footprint – a main focus in its CSR strategy –, support its clients in their decarbonization efforts, and contribute to the fight against climate change. As signatory to the United Nations Global Compact since 2012, the Group aligns its actions with the SDGs (Sustainable Development Goals) of the Global Compact and the principles of the ISO 26000 standard. In 2025, Atalian took decisive steps in this process by adopting strategic tools and committing to internationally recognized standards.

FRANCE

DIGITIZATION AND ECO-DRIVING

In 2025, Atalian France enacted several concrete actions to **reduce its operational carbon footprint:**

- Implementing digital solutions for operations, reducing unnecessary travel and printing;
- Raising awareness and giving eco-driving training annually for all fleet drivers;
- Purchasing vehicles with automated manual transmission to optimize fuel consumption;
- Monitoring fleet consumption via dedicated tools (Ecoscore, Carbon Tracker);
- Optimizing branch locations to reduce travel distances.

TÜRKIYE

GREATER SUSTAINABILITY THROUGH ELECTRIC VEHICLES

In Türkiye, Atalian is actively contributing to the Group's low-carbon transition by introducing the fully electric Tragger Pro Series vehicles, dedicated to waste collection. This initiative significantly reduces GHG emissions but also noise pollution onsite, also improving operational efficiency. This illustrates the Group's commitment to deploying **concrete solutions for the environment**, aligning its local operations with demanding and measurable international standards. In Türkiye, responsible innovation is thus becoming a lever for sustainable performance for our clients and territories.

FRANCE

PREPARING TO EXTEND THE REACH OF ISO 14001

Atalian is preparing to significantly extend its ISO 14001 certification scope by 2027, with a view to gradually covering all its sites and agencies and achieving the objective of more than 80% certified by 2030.

CZECH REPUBLIC

VOLUNTEERING FOR THE ENVIRONMENT

In Czech Republic, on Earth Day (April 22), more than 150 Atalian employees mobilized across the country to clean up public spaces, including the Jižní Město housing estate in Prague. The Group's Czech subsidiary launched this volunteer initiative, **Orange Way**, which brings together employees, families, friends, and business partners in a shared effort to take care of their environment. This project is based on a simple but powerful idea: *"Orange Way is about taking care of what we treasure, collectively and willingly."*

BELGIUM

INSTALLATION OF SOLAR PANELS

In 2025, Atalian Belgium took a concrete step in its energy transition by installing **82 Trina Solar panels (455 Wp)** on the flat roof of its Proeftuinstraat site in Ghent. This **37.3 kWp** installation, equipped with an SMA Sunny Tripower X 25 inverter, will produce approximately **32,600 kWh per year**, covering 74% of the site's consumption needs and reducing grid pull by nearly 50%. This was paired with 8 Smappee EV Wall Business electric vehicle charging stations (11 kW, with load balancing). Over the next 20 years, the project will avoid **219 tons of CO_2** emissions.

ECOVADIS EXTRA-FINANCIAL PERFORMANCE – ENVIRONMENTAL COMPONENT

In 2026, Atalian obtained a score of 63/100 on the Environmental component of the EcoVadis certification, which places the Group well above the average of all companies evaluated by EcoVadis. This helped Atalian obtain Bronze Ecovadis status with an overall score of 68/100. Atalian is among the Top 14% of companies in its sector evaluated by EcoVadis (overall score).

BRONZE | Top 35%
ecovadis
Sustainability Rating

PRIORITIZING RESPONSIBLE PURCHASING

Guillaume BOURGER
Group Purchasing Director

ESG criteria now serve as uncompromising selection criteria in our purchasing decisions."

A RESPONSIBLE PURCHASING STRATEGY AT THE HEART OF ATALIAN'S CSR POLICY

The Responsible Purchasing strategy is a major pillar of the Atalian Group's CSR policy. This strategy contributes to Atalian's overall performance and commitment to sustainable development. Based on the Responsible Purchasing policy –further strengthened in February 2026 – and on the IMPACTS roadmap, it now extends to all Group entities without exception and concerns all employees involved in purchasing processes, regardless of their level of responsibility or location.

TEN COMMITMENTS FOR SUSTAINABLE PERFORMANCE

The Atalian Responsible Purchasing policy structures its actions around **ten commitments** covering four complementary dimensions: governance aimed at **sustainable economic performance**, **social performance**, **regional contribution** and **improvement of environmental impact through innovation**. These commitments are reflected in quantified targets and performance indicators regularly monitored by the Group Purchasing Department.

In terms of **supplier governance and ethics**, the Group aims to have **80% of its purchases** made from suppliers who have completed the CSR performance questionnaire by 2027. Since 2025, **100% of national calls for tenders** in France have included a minimum 15% weighting on CSR criteria in the supplier's final score. In addition, 80% of suppliers with an annual volume of more than €10,000 will have signed the Supplier Code of Conduct by 2027. Buyer training is also a priority, with sessions already scheduled in the 2026-2027 training plans.

AMBITIOUS AND MEASURABLE ENVIRONMENTAL GOALS

On the environmental front, the Group is stepping up its actions beyond green energy, which was launched in 2024 to cover 100% of our French sites and finalized in 2025. The reinforced Responsible Purchasing policy (in its latest February 2026 version) sets concrete targets:

- **reducing the carbon footprint linked to purchases (scope 3, category 3.1) by 25%** by 2030, in line with the Group's SBTi trajectory; and in particular **by tripling the number of electric vehicles in 2026**;
- **purchasing 100% FSC-certified paper** by 2026;

GREEN ENERGY DEPLOYED ON 100% OF OUR CONTRACTS

As an example of its environmental commitment, Atalian renegotiated all its energy contracts in 2024, choosing to switch to 100% green electricity and gas. In addition to strengthening its environmental approach, this decision has made it possible to reduce energy costs through more advantageous contractual conditions. It perfectly illustrates how a responsible approach can also be a lever for economic competitiveness and differentiation.

In 2025, our Responsible Purchasing policy is making a concrete change in our practices, with measurable impacts across the entire Group."

- **ensuring that 90% of non-specific cleaning products are eco-labelled, eco-certified or are free from hazard pictograms** by 2027 (100% by 2030);
- **50% of plastic packaging will use recycled material** by 2028;
- **90% of strategic suppliers must be involved in a GHG emission reduction program** by 2030.

In addition, since 2025, all new scrubber-dryers are smart models, with the aim of having 100% connected scrubbers by 2029. Additionally, since November 2025, all new vehicles are equipped with telematics, aiming to connect 95% of the fleet's vehicles by 2028. This approach is in line with the progress axis of the IMPACT roadmap: digitizing operations, intelligent resource management, reducing consumption.

SOCIAL PERFORMANCE AND REGIONAL CONTRIBUTION

Social and regional initiatives are playing an ever-increasing role in the Group's purchasing strategy. In 2025, Atalian launched a plan **to double its purchases from social inclusion bodies, inclusive employers, and ESAT** by 2027. The Group also aims for **50% of its suppliers to be located within 100 km of branches** by 2030, thus boosting the local economy and reducing its logistical footprint.

In terms of safety, the Purchasing department continues to include the risk of **musculoskeletal disorders (MSD)** into its selection criteria for equipment and products, as part of the voluntary commitment protocol signed with CARSAT. The aim is for 50% of purchases to be made from MASE or ISO 45001 certified suppliers by 2027.

PURCHASING DEPARTMENT PRIORITIES IN 2026

In 2026, the Group Purchasing Department will pursue four major priorities:

- train buyers on responsible purchasing and launch the first annual supplier awareness campaign on the purchasing policy;
- accelerate purchasing process digitization: document collection, supplier compliance analysis, and purchase commitment flows;
- roll out supplier CSR audits to the strategic partners identified in the risk mapping of the Vigilance Plan;
- extend CSR supplier assessment to all Group subsidiaries beyond France.

ACTIVATING AN AMBITIOUS, PRAGMATIC APPROACH TO INNOVATION

Stéphane GUILLUY
Group Strategic Innovation Director

For Atalian, every innovation must be a lever for operational efficiency in the short term."

Atalian's offer enjoys a structured innovation approach, anchored in on-the-ground realities and directly aligned with market expectations. **Pragmatic by principle, ambitious by conviction**: the Group is not interested in innovation for its own sake, but for what it brings concretely to its clients, teams, and performance. Every solution we study must have a demonstrable operational application, a viable way to become a marketable offer, and a measurable impact.

In 2025, this approach reached a new milestone. The Group formalized a 2026-2028 Innovation Roadmap based on four strategic areas – **Smart Operations, Data-Driven Services, Robotics, and Sustainable FM** – backed by a common **Data & AI** base. Two ambitions guide this roadmap: to make innovation a lever for operational efficiency in the short term, and to position Atalian as the leader in Smart FM in Europe by 2028.

3 QUESTIONS FOR STÉPHANE GUILLUY

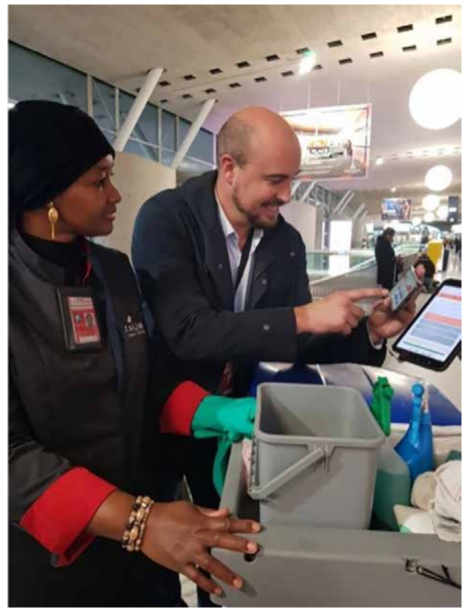
How did Atalian's 2025 innovation approach come about?

The Facility Management sector is going through a profound and accelerated transformation. Artificial intelligence and automation are being taken up in all companies, including in our sector. Data is becoming a strategic asset, and its quality determines future performance. IoT and BMS systems enable us to optimize operations in real time. Robotics is evolving towards autonomous multi-tasking systems capable of non-stop operation. And regulatory obligations – the French BACS and Tertiary Sector (Décret Tertiaire) energy decrees, ESG reporting – create a growing demand for service providers who can use hard numbers to prove their contribution to client environmental initiatives.

In this context, cost pressure remains the main driver of purchasing in FM – 77% of decision-makers, according to CBRE 2025. But the ability to put forward innovative solutions is gradually becoming a criterion for differentiation between service providers. It is precisely this lever that Atalian intends to fully activate.

What were the Group's defining innovations in 2025?

Several projects that launched in 2024 reached operational maturity in 2025, and new ground was broken as part of the Innovation Roadmap.



DATALIAN: from tool to platform

Designed to be a constraint-based planning tool for airport environments, DATALIAN reached a decisive new stage in 2025. Enriched with new data sources – passenger flow, incident reports, real-time traffic data – it can now anticipate operational needs even before they occur. Collaborative AI layer integration allows our teams on the ground to receive contextualized recommendations directly on their mobile terminals. DATALIAN is now the first concrete use case for what will be the Smart Operations axis of our future roadmap.

Robotics: from trialing to deployment

Service robots deployed in 2024 – including the PUDU Robotics Tribot for autonomous sorting in high-volume environments – have proven their operational reliability. In 2025, the Group is stepping up their deployment to new sites and is considering the next generation: connected robots capable of ensuring automated quality control 24 hours a day, paving the way for a continuous and augmented service model.

Water management: from prototypes to industrialization

A solution developed in partnership with Matsya® for controlled and responsible water management – using rainwater for floor cleaning, reusing washing water, reducing chemicals, monitoring consumption with sensors – has reached its industrial phase. After 18 months of development from prototype to mass-produced machine, the first facilities came online in 2025. This project perfectly illustrates the Group's innovation philosophy: starting from a concrete client need, testing in real-life conditions, and industrializing on a Group scale.

Data as a universal foundation

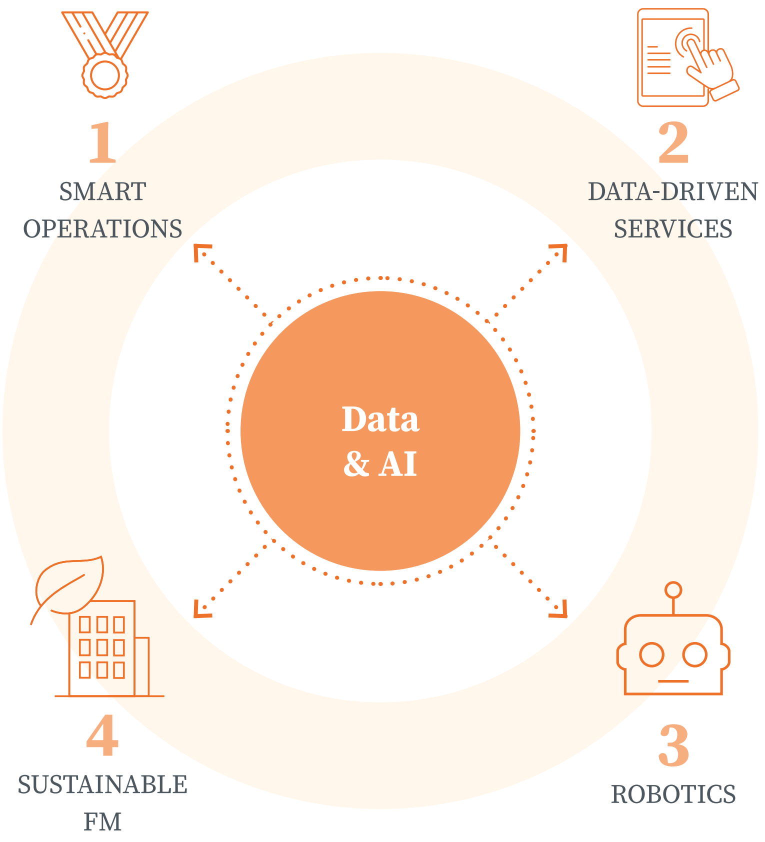
2025 was also dedicated to strengthening the Group's data infrastructure – a prerequisite for the four axes of the Innovation Roadmap to be effective. The implementation of a Group Data Platform, the consolidation of data from iAuditor, One Atalian, and field management tools, and the start of work on IoT/BMS interoperability lay the foundations for a resolutely *data-driven* Group.

What are your priorities for 2026-2028?

Our innovation roadmap for the next three years is organized around a simple principle: make innovation a measurable performance lever, not a technological showcase. Four axes, one common foundation, two levels of ambition.

The Innovation Roadmap 2026-2028: four axes and one common foundation

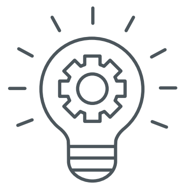
Atalian's Innovation Roadmap 2026-2028 is based on a transversal Data & AI foundation – data infrastructure, AI platforms, cybersecurity – which determines the performance of all axes. It aims at two complementary value creation levers: operational efficiency in the short term, and the development of new services by 2027-2028.



— Axis 01 – Smart Operations: AI at the service of on-the-ground teams

Horizon 2026-2028 · Lever: Operational efficiency

Rethinking the way our teams operate on a daily basis, mobilizing AI, digitizing, and smart planning to improve efficiency, flexibility, and quality of service. Collaborative and agentic AI will guide our field agents in real time by combining operational data, client constraints, and intervention history. Workforce Management (WFM) and flex staffing tools will continuously adapt resources to real needs, reducing over-contracted hours and undercapacity. Incident reporting and handling will be progressively automated, freeing our teams from administrative tasks to refocus on quality of service.



INNOVATION DAY: A CATALYST OF IDEAS, A FACTORY OF SOLUTIONS

Led by the Group's Strategic Innovation Department, Innovation Day is organized once or twice a year. It brings together business teams, technology partners, innovative startups, and pilot clients to accelerate the deployment of concrete solutions for operational performance.

The 2025 edition of Innovation Day highlighted solutions taken straight from the Roadmap: smart sensors for real-time energy management, digital twins for predictive equipment maintenance, quality digitization tools integrated into iAuditor, and early demonstrations of connected robots in real-life conditions. Innovation Day is also the place where partnerships are forged with pilot clients – an essential condition for approving innovations before they are rolled out at Group level.

— Axis 02 — Data-Driven Services: building data as an asset

Horizon 2027-2028 · Lever: New services

Collecting and using building data – smart building, smart workplace – to transform our services and adapt them in real time to clients' real needs. The ambition is to move from a package of options to service models that are adapted to real occupancy and with commitments to measurable results. IoT and building management systems (BMS) will make it possible to anticipate needs, optimize interventions, and offer our clients auditable ESG dashboards – meeting their growing environmental reporting obligations.

— Axis 03 — Robotics: increasing human power, unlocking potential

Horizon 2026-2028 · Lever: Operational efficiency + New services

Deploying robotics to free our teams from so-called "3D" tasks – dangerous, difficult, degrading – and pave the way for continuous, autonomous, and connected service. Our path is clear: from cobots that support our agents today, to connected and autonomous robots tomorrow, capable of ensuring automated quality control 24 hours a day, then to versatile humanoid systems by 2028. Each step in this progression is designed to increase the value of human work, not replace it.

— Axis 04 — Sustainable FM: environmental performance as a service

Horizon 2027-2028 · Lever: New services

Optimizing all building resources – energy, water, waste – to reduce our clients' operating costs and support them concretely in their environmental trajectory. Real-time and predictive energy performance is the gateway to building data, and a powerful lever for commercial differentiation. Water and waste management will complement a coherent, measurable, and auditable Sustainable FM offer, meeting the requirements of the French BACS and Tertiary Sector (Décret Tertiaire) energy decrees and ESG reporting.

Our 2028 ambition: to become the benchmark supplier of Smart FM in Europe

Beyond the four axes, Atalian's Innovation Roadmap aims to transform our model. By 2028, the Group intends to position innovation as a criterion for commercial differentiation in its own right – no longer a promise, but a demonstration.

This involves industrializing use cases across the Group, implementing a *data-driven* approach as a business model, and making Atalian the essential partner for clients subject to the most demanding environmental and regulatory obligations. Smart FM – AI, IoT, predictive analytics, autonomous robotics, measurable environmental services – is not a distant vision. This is our operational roadmap for the next three years.

5 OUR GOVERNANCE

atalian@ST-microelectronics-fr

GROUP ADMINISTRATION

Financière Atalian – the Atalian Group's leading holding company – is chaired by Roque Consulting S.à r.l.-S., itself represented by Quentin Vercauteren Drubbel as Executive Chairman. He is currently supported by a Supervisory Board, whose members are appointed by the reference partner, Atalian Holding 2 S.à r.l.

However, this governance is set to change following the June 1 2026 announcement of the agreement on the global recapitalization and change of ownership of the Atalian Group.

THE SUPERVISORY BOARD

The Supervisory Board controls the running of the Company and the Group via the Chair if applicable, the Chief Executive Officers, and the other members of the Group's management. The Supervisory Board has the exclusive right to deliberate and vote on the "Reserved Matters" (as defined in the company's articles of association), examine the "Matters to be examined*", and appoint the Chair of the Supervisory Board.

The Supervisory Board met 14 times during the 2025 calendar year.

During this fiscal year, they approved, among other things:

- the adoption of the 2025 budget and the 2026/2027 medium-term plan;
- the closing of the 2024 annual accounts;
- the approval of the financial communication on the 2024 accounts;
- the presentation and validation of the communication to bondholders on the quarterly accounts;
- the provisional management documents;
- the operating methods between the Company and its President, Roque Consulting S.à r.l.-S, and between Atalian Europe and Roque Consulting S.à r.l.-S;
- the reorganization of the Safety/Security Division;
- the presentation of the semi-annual valuation of the Company's securities established in accordance with Article 16 of the Shareholders' Agreement;
- the plan for modernizing Finance France;
- the restitution of the audit on the situation in Luxembourg;
- the authorization granted to the Chair in terms of sureties, endorsements and guarantees, and other Parent Company Guarantees;
- the Supervisory Board's prior authorization to proceed with the reorganization of legal structures in Poland;
- the presentation and validation of Q2 communication to bondholders;
- the follow-up of significant disputes
- The Supervisory Board's prior authorization to proceed with the creation of a new 100% subsidiary of Atalian Maintenance & Energy relating to fire prevention;
- The Supervisory Board's prior authorization to establish short-term financing lines for the Turkish company: Atalian Entegre Tesis Yönetimi Hizmetleri Anonim Sirketi;
- the update to the Group's liquidity projections;
- the launch of an audit concerning Atalian Interactive, CSP Mauritius;
- the launch of a new activity in Belgium;
- the merger of Financière des services FDS into Atalian Propreté;
- the progress report on the Aurora project and creation of a Supervisory Board ad hoc committee dedicated to the Aurora project;
- the status of the transformation plan;
- the presentation of the 2026 audit plan;
- the reorganization of the PPR division;
- an update on the cyber attack;
- Other business:
  - Myanmar transfer point;
  - Directorate General of the Treasury, Russia recap;
  - United States:
  - Appointment of Norbert Moussart as International Managing Director.
  - Appointment of Mr Jean-Pascal Nepper;
  - Transfer of Brugmann Building, and the Supervisory Board's prior authorization to proceed with Temco liquidation
  - Real Estate and AGS Holding;
  - Adjustment of *Group Approval Rules.*

*As defined in the company's statutes

THE SUPERVISORY BOARD'S COMPOSITION

As of December 31, 2025, the Supervisory Board was composed of 6 members and one non-voting board member:

- Sophie Pécriaux – Chair
- Karine Pelamourgues
- Halim Farajallah
- Nicolas Lixi
- Jean-Christophe Tortora
- Jean-Louis Waucquez
- Jean-Pascal Nepper – Non-voting member

In line with the announcement of the agreement on the Atalian Group's global recapitalization and change of ownership, it was announced that the Group's main operating board will be a board of directors. It will be composed of a minimum of four and a maximum of five directors, at least half of whom will be independent non-executive directors. Bernard Gault will chair the Board of Directors.

THE COMMITTEES

Pursuant to Article 17.2.2 of its Articles of Association, Financière Atalian's Supervisory Board has set up specialized committees responsible for monitoring, within the limits of the Board's powers, matters relating to:

- the relevance, permanence and reliability of the accounting policies in force in the Company and its main subsidiaries,
- the preparation and control of financial and accounting information,
- effective implementation and effectiveness review:
  - risk mapping and monitoring, including a review of the vigilance plan (and ultimately the CS3D),
  - monitoring and internal and external audit procedures,
- monitoring compliance with legal regulations and Company policies,
- the statutory audit of the annual accounts and, where applicable, the consolidated accounts by the statutory auditors,
- the appointment of auditors.

The committees are tasked with assisting the Board in the exercise of its monitoring responsibilities, as provided for by the Company's articles of association. They are an emanation of the Supervisory Board, to which they report. Committees do not have their own decision-making power.

REMUNERATION AND APPOINTMENTS COMMITTEE

- Sophie Pécriaux – Chair of the Supervisory Board – Chair of the Committee
- Karine Pelamourgues – Member of the Supervisory Board
- Halim Farajallah – Member of the Supervisory Board

AUDIT AND COMPLIANCE COMMITTEE

- Sophie Pécriaux – Chair of the Supervisory Board – Chair of the Committee
- Nicolas Lixi – Member of the Supervisory Board
- Jean-Louis Waucquez – Member of the Supervisory Board

STRATEGY COMMITTEE

- Sophie Pécriaux – Chair of the Supervisory Board – Chair of the Committee
- Nicolas Lixi – Member of the Supervisory Board
- Jean-Louis Waucquez – Member of the Supervisory Board

The committees meet as needed and report to the Supervisory Board. Group employees and/or experts may be invited if necessary. CSR topics are addressed by the Strategy Committee.

THE EXECUTIVE COMMITTEE

The Executive Committee is responsible for the Group's overall management. Steered by the Executive Chairman, the Executive Committee helps define strategy and plays an essential role in coordination between Headquarters and its subsidiaries but also between the subsidiaries. It manages the Group's activities, approves its main policies, and ensures their implementation. It sets financial and operational objectives, evaluates performance, and proposes the necessary organizational adjustments.

The Executive Committee's composition at the date of publication of this document is as follows:

Quentin VERCAUTEREN DRUBBEL

Executive Chairman

With more than 20 years of experience in leadership and transformation roles, Quentin has accompanied Atalian for the past 12 years as a member of the Board of Directors, before becoming Executive Chairman in April 2025.

Jean-Baptiste NINEUIL

Group CFO

An accounting expert with more than 15 years' experience in various financial functions, Jean-Baptiste previously held the position of Deputy CFO of the Atalian Group.

David GUFFROY

France CEO

With over twenty years' experience in leading complex transformations and improving operational and commercial performance, David Guffroy joined Atalian in 2025 as COO and was appointed as France CEO in 2026.

Norbert MOUSSART

International CEO

With over 30 years' experience in France and internationally, Norbert has extensive management expertise in the construction, services, manufacturing, and facilities management sectors. He joined Atalian in 2017.

Quentin LIMBOURG

Group Chief Information Officer

Quentin has more than 25 years of experience in transformation, project management, and IT in the finance and construction sectors.

Elizabeth EHRINGER

Group Human Resources Director

Elizabeth has more than 30 years of experience in management positions in human resources within international groups such as Euroapi, NTN, Hager, and Waters Corp. She has led multicultural teams and managed reorganization projects in France and abroad.

Philippe JUTARD

Group General Counsel

Philippe has over 30 years of experience leading legal, compliance, and internal control services within international groups such as Compagnie des Alpes, Total, and JCDecaux.

MESSAGE FROM THE GROUP GENERAL COUNSEL

Philippe JUTARD
Group General Counsel (Legal, Compliance, Internal Control)

2025 was **an eventful and structuring year** in terms of ethics, compliance, and governance.

Its presence in Central and Eastern Europe enabled the Group to make progress in a complex environment, in particular by conducting an in-depth study of the assets held in Russia. Strengthening processes, harmonizing practices, implementing compliance training, and increasing monitoring enabled the Group to better manage its risks throughout its value chain and guarantee the highest standards.

Ethics, compliance, and governance are essential pillars of the Group's sustainable performance strategy. We strive to go further in consolidating and deploying our policies, processes, control, and risk prevention.

For example, in internal monitoring, the year 2025 was defined by a harmonization of practices across all territories, accompanied by the implementation of strengthened management tools.

The Group also continued to structure and strengthen its compliance program by carrying out substantive work on procurement to integrate it as closely as possible with our governance arrangements. We have implemented an ambitious training program for at-risk staff. Finally, we also launched a vigilance plan for preventing violations of human rights and fundamental freedoms.

2026 will be a year of acceleration, with the roll-out of a new governance, a new Code of Ethics, and our *Ethic in Action* plan that aims to embody our values on the ground.

2025 was an eventful and structuring year in terms of ethics, compliance, and governance."

ETHICS AND COMPLIANCE

In 2025, the Group took a decisive step in structuring its Ethics & Compliance system, by placing it at the heart of its sustainable performance strategy. Its system has thus become a lever for resilience, commercial differentiation and risk management, making it possible to address the challenges of Atalian's transformation.

In 2025, during the termination of the public action due to Atalian's performance of the obligations provided for by the Public Interest Judicial Agreement, the Paris Public Prosecutor's Office commended "the governing body's commitment" in terms of compliance, particularly in view of the end-of-monitoring report by the French Anti-Corruption Authority (AFA), which concluded that "an enhanced anti-corruption system and a strong compliance dynamic" had been put in place.

Audrey MORIN
Group Compliance Director

KEY FIGURES

43 reports received on the ethics alert line

4,303 clients assessed for compliance risks

37 requests for donations and sponsorship received and analyzed

QUESTIONS FOR AUDREY MORIN

Audrey Morin, Atalian Compliance Director and DPO, looks back at the past year.

What were the concrete achievements of 2025?

Firstly, the monitoring of the latest continuous improvement action plans related to the commitments made to AFA has enabled us to better integrate procurement and the new IT policy into prevention and detection issues. The update of our anti-corruption mapping was also a major step, allowing the new Executive Committee to have a clear view of the risks and challenges of prevention and detection during this key period of renewal.

How is this vision applied?

Our ambition is simple: to make ethics and compliance a key element of our employer brand, a differentiator for our clients, and an element of governance through better risk management.

How is Atalian's performance measured in terms of ethics and compliance?

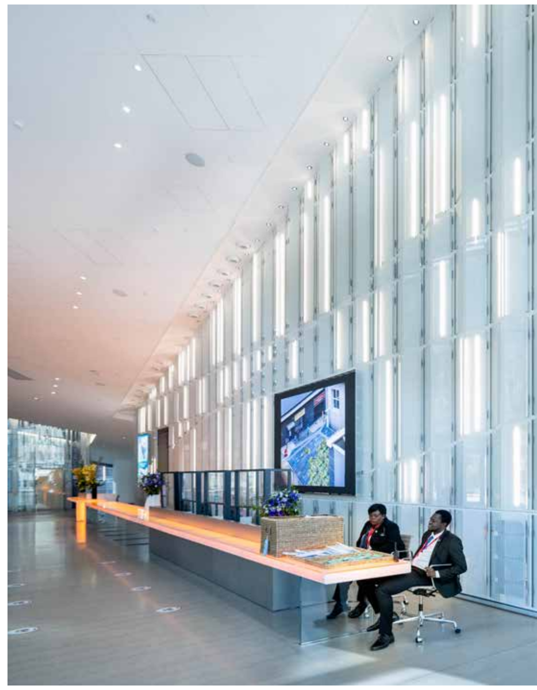
Measuring our performance includes indicators for monitoring annual training campaigns, declaring conflicts of interest, the number of verified clients and suppliers, as well as indicators related to our professional alert system, which are monitored monthly by the Professional Alerts Monitoring Committee created in November 2025.

What are the main developments expected?

Firstly, the overhaul of our Code of Ethics to support Atalian's transformation will make it possible to share the Group's new values as well as the behaviors expected of our employees. Then, the roll-out of the new third-party verification solution is expected in 2026, for faster and more comprehensive assessment. In addition, a project related to improving personal data protection will launch in 2026. Important work will be done on our tools and digital technology to simplify the processes for analyzing and approving compliance issues. Finally, the new 2025 risk mapping will be implemented in action plans, in particular in terms of training, communication, and strengthening accounting controls.

DUTY OF CARE

The duty of care is fully in line with the Group's ambition to make ethics and compliance a lever for resilience, sustainable performance, and trust with all its stakeholders.



IDENTIFYING RISKS RELATED TO DUTY OF CARE

In 2025, Atalian published its vigilance plan, which made it possible to identify all the risks to which the Group is exposed in terms of human rights, health, safety and the environment, and to identify remedial or preventive actions.

MONITORING AND PREVENTING RISKS ACROSS THE VALUE CHAIN

The Compliance and CSR Departments work together to ensure that the monitoring and prevention of risks identified as part of the duty of care are consistent with our double materiality analysis and the Group's CSR roadmap.

The action plans developed as part of the Group's CSR strategy contribute to controlling various risks under the duty of care. In France, Atalian is deploying a strategy of responsible purchasing and CSR evaluation of suppliers (via questionnaires) which is intended to be extended to the entire Group. The Supplier Code of Conduct is a determining factor in the relationship with our suppliers, who must sign it before any referencing.

In addition, in 2025 the Group decided to include health and safety in the qualitative elements that must be taken into account when evaluating business opportunities.

CONTINUING TO STRENGTHEN PREVENTION POLICIES IN 2026

In order to strengthen policies for the prevention of breaches related to the duty of care, in December 2025 the Group's Ethics and Compliance Committee approved the establishment of an operational vigilance committee, which meets every two months. It will be responsible for ensuring the proper management of action plans as well as the monitoring of controls and performance indicators. In parallel, the Ethics and Compliance Committee approved an assessment of the risks related to the duty of care in 2026 in the Group's countries excluding France. This assessment, which will update the Group's vigilance plan, makes it possible to ensure harmonization of prevention and management measures in programs related to respect for human rights, health, safety and the environment.

A HOTLINE OPEN TO ALL THIRD PARTIES

In 2025, Atalian reviewed its platform, which makes it possible to report any breach of its policies and the law. This has made it possible for a more user-friendly platform to be available to employees and stakeholders in January 2026.

This initiative reflects the Group's commitment to maintaining the highest standards of ethics and compliance.

INTERNAL CONTROL

Christophe AMABIT
Group Senior Internal Control Manager

In 2025, Atalian reached a new level of maturity in its internal control system by consolidating its monitoring processes across the Group. This dynamic, centered on the harmonization of practices within each country, remains the essential guarantor of our risk management and the reliability of our financial and non-financial reports, as well as the rigorous protection of the Group's assets.

Under the impetus of new governance, Internal Control management was joined to the Group General Counsel in 2025, thus guaranteeing greater independence in its missions. Its operational architecture is based on two regional hubs: this set-up combines local agility with global standard consistency. Each division is managed by an Internal Control manager, who is responsible for implementing the Group's standards and is the preferred partner for local departments in implementing action plans.

The system has taken a major step in its modernization with the use of the Workiva digital platform, now complemented by interactive dashboards. These management tools offer a consolidated and real-time view of the maturity of the controls by country. This digital transformation makes it possible to increase the relevance of our work, automate the monitoring of key indicators, and focus our interventions on priority risk areas.

STRENGTHENED POLICIES AND PROCEDURES

In 2025, the Group consolidated its internal control system through structuring projects that speak to our dynamic of continuous progress. This strategic involvement in the Group's transformation was reflected in several major areas:

- As part of the strengthening of our governance, the Internal Control management led the overall overhaul of the Group's approval rules, applicable starting January 1 2026. This new delegation framework, approved by senior management, aims to secure decision-making and establish a culture of shared responsibility within all of our entities. Training sessions made it possible to widely disseminate the Group's good governance practices.
- Updating procedures relating to the preparation of accounting and financial information, the security of information systems, and operational processes, in order to ensure processing consistency at all levels of the Group.
- Redesigning the Group's Internal Control policy to align it with our new organization. This policy reaffirms our role as a strategic partner between oversight, risk assessment, and operational support while strengthening dialogue with senior management and the Audit Committee.
- Updating the Anti-Corruption accounting controls policy, with the approval of senior management and financial management, thus strengthening the compliance and vigilance foundations across all global operations.

INCREASED VIGILANCE FOR SECURE GROWTH

In 2025, the Group's Internal Control Department assessed more than 300 controls in all countries, covering our 7 key processes: monitoring environment, finance, human resources, purchasing, sales, information systems and taxation.

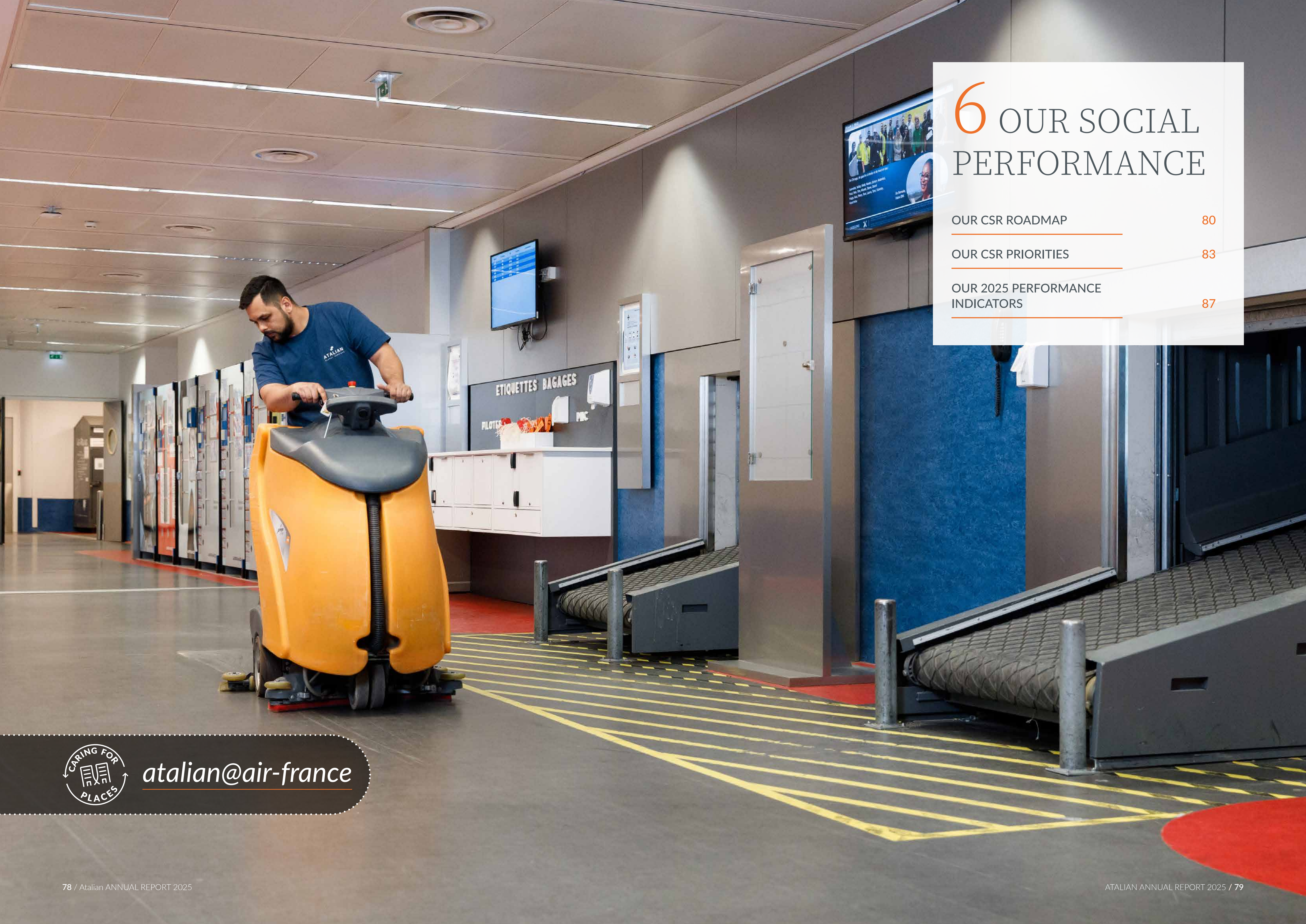
In 2025, Atalian strengthened its control architecture around two pillars: securing the audit trail in our IT tools for increased traceability and aligning our framework with the anti-corruption risk mapping updated during the year. The latter is now strictly in line with the specific risks identified by the Group's governance, guaranteeing a more robust prevention system. Other challenges have been met regarding the reliability of assets and accounting entries, as well as securing data and access to the information system. Emphasis was also placed on strengthening expenditure compliance and critically aligning delegations of authority within the Group. 81% of the recommendations issued in 2025 have already been the subject of a remediation plan.

"Internal control ensures that every local action is aligned with our global ambitions, turning discipline into a measurable competitive advantage."

OUR 2026 ROADMAP

The Group's Internal Control management will continue its commitment to risk management to define the necessary key controls in relation to significant risks, impacts and opportunities. These key controls are built into processes and used to monitor identified risks.

- The Internal Control Department is at the heart of Atalian's transformation to support its ambition to once again become an efficient and profitable market leader. With this in mind, we are now extending our scope of intervention to the full life cycle of client contracts in order to make each contract a driver of sustainable growth and controlled profitability.
- Building on the Governing Body's momentum, the Group is continuing to review its Sapin II compliance framework for the second year in a row. This rigorous analysis aims to identify the levers for optimizing our control tools, transforming our regulatory obligations into an increasingly robust standard of ethics and transparency.
- In conjunction with CSR management, Internal Control will deploy its CSRD framework to ensure the reliability of ESG data. This effort will focus on the robustness of HR, health and safety and operations processes to ensure certified non-financial information.



CARING FOR PLACES

atalian@air-france

6 OUR SOCIAL PERFORMANCE

OUR CSR ROADMAP

Corporate social responsibility is at the heart of Atalian's strategy and is one of the 6 pillars of its transformation plan. The Group is committed to a long term vision and ensures that its actions help prepare for the future by being environmentally friendly, equitable, socially inclusive, committed, and ethically transparent. But also because this requirement for sustainability is one desired by our clients and increasingly important among our employees.

Atalian's CSR roadmap incorporates all the Group's social, ethical, and environmental commitments and forms the basis for all its operations.

KEY DATES OF OUR SOCIAL COMMITMENTS

Since 2012, Atalian has continuously strengthened its CSR commitments. Each step reflects a deep conviction: social responsibility is a vehicle for performance, not a constraint.

2012
Joined the United Nations Global Compact

2014
Signed the Diversity Charter

2015
Caring for Climate & CSR Charter

2016
Code of Business Conduct

2018
Anti-Corruption Code of Conduct

2021
French Business Climate Pledge

2023
Enhanced Anti-Corruption Code of Conduct

2024
New IMPACTS roadmap

2025
Publication of our CSR Charter

2026
- Reworked Code of Ethics – Social Policy
- Environmental policy
- Updated Responsible Purchasing policy

THE SUSTAINABLE DEVELOPMENT GOALS TO WHICH ATALIAN CONTRIBUTES

CSR is an essential part of our DNA and we consider it a true performance asset. Atalian first made a public commitment to sustainability in 2012, when it joined the Global Compact. Since 2015, it has signed up to 9 of the 17 Sustainable Development Goals related to human and labor rights, the environment, and the fight against corruption.

THE IMPACTS ROADMAP – A MULTI-YEAR AMBITION

In 2024, Atalian drew up its new multi-year CSR IMPACTS roadmap, which covers all of its social, environmental and governance concerns. In 2025, the Group pursued its operational deployment with the implementation of the first Group policies and monitoring indicators.

After revisiting all its policies, the Group has established a new multi-year CSR roadmap – IMPACTS – which updates its commitments and objectives with precise performance indicators to measure its progress. The Group's vision goes far beyond simple regulatory compliance: it is part of a profound transformation, aimed at making Atalian a responsible and committed company that is recognized as such by its stakeholders.

I Imagine: Imagining innovative services, processes, and offers in order to create sustainable value

M Mission: Committed to a more sustainable world for our clients, suppliers, employees, planet, and society

P Progress: Implementing digital and sustainable solutions paired with the agility we treasure

A Actions: Rolling out ethical, responsible services and practices

C Clients: Being our clients' favorite partner by supporting their CSR needs

T Transition (Energy and environment): Committing to more responsible purchasing, and developing environmentally friendly practices, solutions, and services

S Social: Supporting, training, developing, and protecting the well-being of our talent. Carrying out strong integration actions, working locally and with schools and organizations

OUR CSR COMMITMENTS

The roadmap's 21 defining priorities

IMPACTS

GOVERNANCE CHALLENGES

- Business ethics and corruption prevention
- Cybersecurity and data management
- Financial performance
- Responsible purchasing
- ESG governance structure
- Company culture, values, and reputation

ENVIRONMENTAL ISSUES

- Sustainable mobility and reducing CO_2 emissions
- Waste reduction and management
- Energy efficiency and reducing water consumption
- Environmental compliance and climate risk management
- Preserving biodiversity
- Circular economy
- Innovative and eco-friendly services for clients

SOCIAL ISSUES

- Respecting human rights throughout the value chain
- Employee health, safety, and well-being
- Client experience and retention
- Promoting diversity, inclusion, and equality for all
- Talent attraction, training, and retention
- Dialogue with relevant stakeholders
- Employee mobility and work-life balance
- Socio-economic impacts and regional footprint

OUR CSR PRIORITIES

Alexandra FICHELSON
Head of ESG and Investor Relations

In 2025, we reached decisive milestones creating a structuring and engaging framework"

3 QUESTIONS FOR ALEXANDRA FICHELSON

Atalian accelerated its CSR approach in 2025 by taking structural steps. Alexandra Fichelson, CSR Director, looks back on a significant year and analyzes the basis of the Group's CSR strategy.

How would you describe 2025?

2025 was a year of profound structuring. After laying the foundations for our IMPACT roadmap in 2024, in 2025 we took decisive steps towards creating a structuring and engaging framework by implementing or reviewing our key CSR policies and strengthening our processes. These are the foundations on which our transformation and ambition rely.

What were the highlights of 2025?

2025 was a year of reaffirming our commitments.

Firstly, the Group's social commitments, which include:

- reviewing the values we share with our employees: courage, engagement and commitment, open-mindedness and respect, rigor,
- reviewing Atalian's Human and Social Resources policy,
- promoting integration, training (award of the ***Employeur handi-engagé*** label by France Travail),
- committing to assisting people with disabilities in France and abroad, either through specific recruitment plans (such as in Poland), or by supporting dedicated initiatives: Atalian is the partner and sponsor of a national event dedicated to disability, participates in the annual assembly in Karpacz (over 500 participants), serving as the initiative's annual "Patron", participating in the "15th Day of the Month – Business Support Day for People with Disabilities" program, and posting monthly publications on inclusivity with an estimated reach of 6 million views,
- mobilizing our employees around important causes such as child protection and the fight against cancer.

Our environmental commitments through dedicated Group initiatives, commitments to our clients, and a responsible purchasing strategy involving our suppliers:

- the Group's very first environmental policy,
- our commitment to the ACT Step by Step approach,
- a review of our responsible purchasing policy incorporating a circular economy approach (repair, reuse, reduce), increased use of low-carbon products, and partnerships with some key suppliers on environmental issues,
- the organization of a Supplier Day in France with a strong CSR positioning focused on the environment,
- the renewal the vehicle fleet in France by acquiring more eco-friendly vehicles,
- the signing of a 100% green energy contract for all sites in France.

Our commitment to ethics and compliance with :

- implementing our Code of Ethics and its robust CSR focus,
- strengthening our processes and internal controls,
- preparing for CSRD reporting to which the Group will be required to submit in 2027 (for publication in 2028),
- strengthening our quality processes.

What will the major projects of 2026 be?

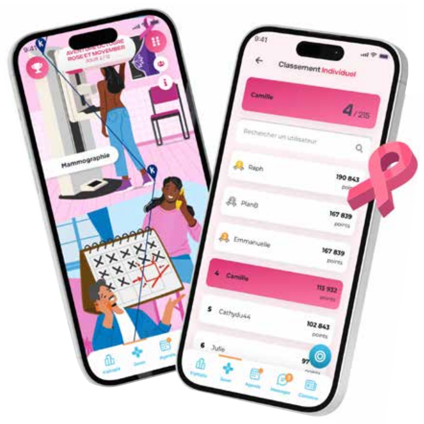
In 2026, we will pursue the projects launched in 2025 while strengthening commitment.

Mobilizing our employees with training programs, strengthening our CSR governance, and company-wide CSR projects. **Mobilizing our clients** through our teams, to support them in their own CSR trajectory. **Bringing our suppliers on board**, by strengthening our actions and purchases monitoring to better manage the CSR performance in procurement.

2026 will also be a year of innovation: CSR will be integrated into the 2026-2028 Innovation Roadmap, focused on four strategic axes – Smart Operations, Data-Driven Services, Robotics, and Sustainable FM – backed by a common Data & AI base.

2026 will also see the roll-out of our Code of Ethics, committing everyone, employee and stakeholder alike, to respect our rules and values.

Finally, 2026 will be the year of CSR monitoring, with the goal of defining a decarbonization plan and longer-term decarbonization targets through our ACT Step by Step approach, implementing the monitoring of key CSR performance indicators at each level of the organization, and preparing for CSRD, which we see as a real driver of both financial and non-financial performance.



KIPLIN – BREAST CANCER ADVOCACY

In 2025, as part of Pink October and Movember, Atalian mobilized its employees around a solidarity challenge via the Kiplin app, a wellness platform that transforms daily physical activity into donations. The idea is simple: each step counted by the participants translates into a donation to the Fondation de France, which is committed to the fight against cancer.

This initiative illustrates Atalian's belief that social commitment starts with the employees themselves. It is part of the Group's broader approach to promoting the well-being and health of its teams, while having a concrete impact on causes that affect the lives of many employees and their loved ones.

643 participants

More than 53,000 km on foot (70,226,119 steps)

1,706 km by bike

OUR DOUBLE MATERIALITY ANALYSIS

The dual materiality analysis, summarized by its matrix, is the cornerstone of our CSR strategy. Its development was first launched in September 2024 and was completed in February 2025. It has enabled us to review and identify ESG issues for which 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 allowed us to review the dual materiality of the 21 issues identified as part of the initial, late 2023 roadmap and assess the gaps between our current sustainability situation and stakeholder expectations, thus defining our CSR policy's key indicators and objectives.

Identifying Group's material ESG issues and their impact was the result of a rigorous 4-step methodology.

1. The dual materiality analysis was based on the 21 ESG structuring priorities selected during the establishment of the CSR roadmap in late 2023 and the subjects listed by the CSRD. These issues were then broken down into more detailed sub-issues, which served as a framework for identifying positive or negative socio-environmental impacts and associated financial risks and opportunities (IROs or Impacts / Risks / Opportunities). To this end, the Group mobilized some thirty internal and external stakeholders through interviews conducted with the help of an external consultant.
2. The Group then selected the most significant IROs. Each issue or sub-issue with at least one significant IRO was then considered significant itself.
3. The results of the dual materiality analysis were reviewed and approved by industry specialists (in particular QHSE, Purchasing, HR, Compliance) then approved by a validation committee composed of the CEO, the France and International CEOs, and the CFO.
4. Finally, a cross-review with interviews – conducted as part of the Duty of Care review – enabled us to complete or validate their consistency with the IROs and the impacts of the double materiality matrix. Given the nature of our business and in line with the dual materiality matrix we developed, we will report on the following topics starting in 2025:

Company-wide standards	Thematic standards		
	Environment	**Social**	**Governance**
ESRS 1 – **General principles ***	ESRS E1 – **Climate****	ESRS S1 – **Internal workforce ****	ESRS G1 – **Business Conduct ****
ESRS 2 – **General Information ***	ESRS E2 – **Pollution****	ESRS S2 – **Value Chain Workers**	
	ESRS E3 – Water and Resources	ESRS S3 – Affected Communities	
	ESRS E4 – Biodiversity and ecosystems	ESRS S4 – End Users and Consumers	
	ESRS E5 – Resource Use and Circular Economy		

** required*
*** includes at least one significant sub-issue*

OUR CSR GOVERNANCE

In 2024, the Group adopted a strengthened CSR governance system comprising a CSR department and a CSR steering committee, which meets every two months to monitor major projects.

In addition, cross-functional working groups meet regularly to reflect on and propose CSR solutions throughout the value chain.

In addition, QHSE managers strive on a daily basis to adopt and deploy environmental, quality, and health and safety policies.

Finally, the Group relies on its network of CSR focal points (in France and every other country) in order to roll out CSR policies and advance CSR needs.

CSRD: A REGULATORY FRAMEWORK THAT AFFIRMS OUR COMMITMENTS

With the entry into force of the European CSRD (Corporate Sustainability Reporting Directive), large companies are obliged to publish detailed and verified information on their environmental, social, and governance impact. It replaces and significantly expands the previous NFRD, expanding the scope of the companies concerned, requiring data verified by an independent third party, and imposing a unified reporting framework based on ESRS (European Sustainability Reporting Standards).

The CSRD does not represent an additional constraint for Atalian – **it confirms and structures commitments already made as part of the IMPACTS roadmap**. The Group had anticipated this development by launching its double materiality analysis in 2024. The following year, it adopted formalized policies (environmental, social, responsible purchasing) aligned with ESRS standards.

CSRD

Atalian is beholden to CSRD and will publish its first ESRS-compliant sustainability report starting in FY2027.

Double materiality achieved: the double materiality matrix finalized in February 2025 is the cornerstone of CSRD reporting. It identified the significant ESG topics on which Atalian must report.

Tie-in with IMPACTS: The 21 structuring priorities identified as part of the IMPACTS CSR roadmap are consistent with the dual materiality matrix's ESG challenges, guaranteeing consistency between our CSR strategy and reporting obligations.

OUR 2025 PERFORMANCE INDICATORS

The Atalian Group's social responsibility is commensurate with its position in its sector of activity. The Group employs more than 63,000 people worldwide and operates in professions with considerable economic, social, and environmental challenges.

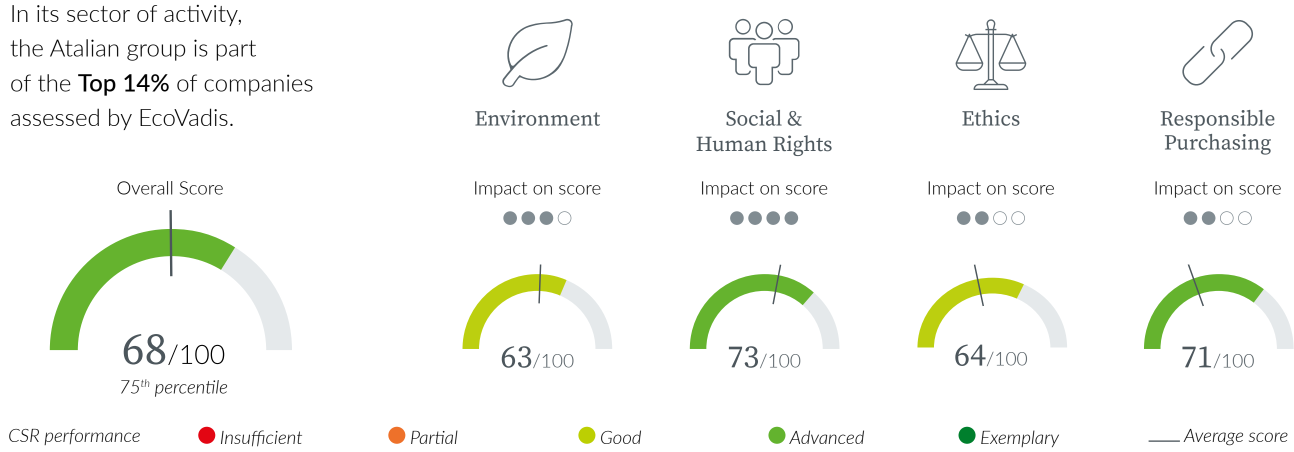
To measure its impacts and progress, Atalian has implemented reporting across its entire scope of activities, which incorporates nearly 70% of indicators listed in the G4 guidelines of the Global Reporting Initiative (GRI). **In 2026, the Group won the EcoVadis Bronze Medal with an overall score of 68/100.**

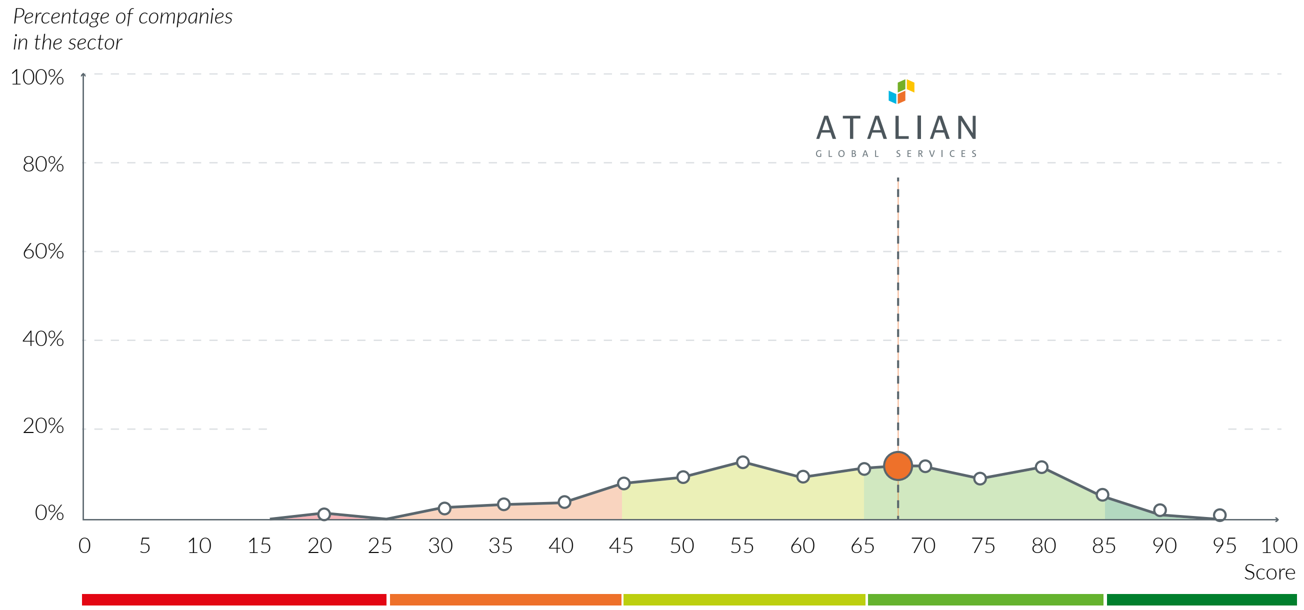
BRONZE | Top 35%
ecovadis
Sustainability Rating

ECOVADIS OVERALL SCORE

In its sector of activity, the Atalian group is part of the **Top 14%** of companies assessed by EcoVadis.

DETAIL OF OUR ECOVADIS SCORE PER THE DIFFERENT CRITERIA





The EcoVadis CSR assessment methodology

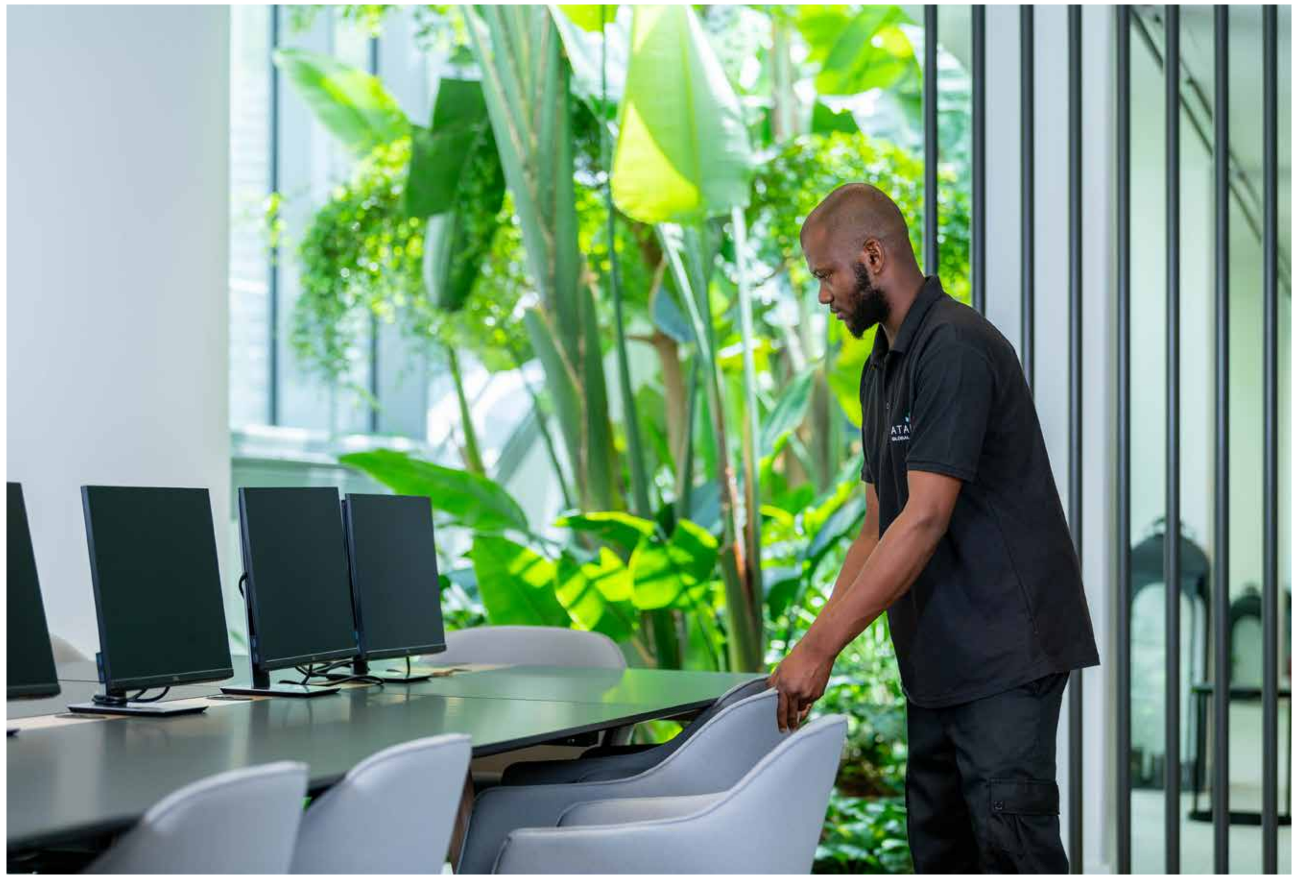
The EcoVadis CSR assessment methodology is based on international CSR standards (Global Reporting Initiative, United Nations Global Compact, ISO 26000). It is steered by a scientific committee composed of CSR and supply chain experts to ensure independent and reliable CSR assessments.

In anticipation of the Atalian Group's future reporting obligations, the key performance indicators (KPIs) presented in this document have (wherever possible) been developed with reference to the European Sustainability Reporting Standards (ESRS) framework, adopted by the European Commission as part of CSRD (Corporate Sustainability Reporting Directive). ESRS, developed by EFRAG on behalf of the European Commission, constitute the technical component of CSRD and specify the expected content of sustainability reporting. This approach is part of a phased preparation process and does not claim to meet all the formal requirements of these standards at this stage.

These indicators were developed based on our dual materiality analysis conducted according to the principles of ESRS 1, which enabled us to identify the most significant sustainability issues with regard to the specific characteristics of the facility management and professional cleaning sectors (see page 82 of this report). The Facility Management sector is directly exposed to fundamental social and environmental challenges: staff working conditions, integration and discrimination, the use of chemicals, emissions related to travel and equipment management, etc. These sector-specific characteristics have guided how we prioritize the thematic standards used in our reporting scope.

With regard to environmental performance, the indicators were developed primarily with reference to the ESRS E1 standard (climate change, greenhouse gas emissions related to vehicle fleets and energy consumption at sites). On the social side, the indicators are based on the ESRS S1 standard, which provides a framework for information on the company's own workforce, in line with the specific challenges of a labor-intensive sector: the physical demands of jobs, occupational health and safety, training, job quality, and compensation levels. On the governance side, the indicators are based on the ESRS G1 standard, which focuses in particular on business ethics, the responsible purchasing policy, and client relationships.

The implementation of all these indicators follows a continuous improvement process, which includes collecting and ensuring the reliability of data from operational teams, documenting policies and associated actions, and developing indicators in preparation for external audits. Data was collected from the various business units and operating sites, involving in particular HR, QHSE, purchasing, finance and compliance divisions, in order to guarantee the completeness and traceability of the information published.



SOCIAL PERFORMANCE INDICATORS AS OF 12.31.2025

OWN WORKFORCE - ESRS S-1

The number of FTE and employees are given at the end of the period on 12/31/2025.

ESRS Disclosure Requirement	WORKFORCE CHARACTERISTICS (GRI 201 & 401; SDG #8; GC #1; ESRS S1-5*)	
Characteristics of the company's employees	Group workforce	
	Workforce in France (incl. Corporate)	42,879
	International workforce (and others including Mauritius)	20,330
	Total Group workforce	**63,209**
	Group full-time equivalent (FTE)	
	FTE in France (incl. Corporate)	28,547
	FTE internationally (and others including Mauritius)	17,016
	Total Group FTE	**45,562**
	Management / Non-management distribution (Group)	
	% of permanent employees in management (Group)	**4%**
	of which % of women out of total number in management	*35%*
	of which % of men out of total number in management	*65%*
	% of permanent non-management employees (Group)	**96%**
	of which % of women out of total number of non-managers	*57%*
	of which % of men out of total number of non-managers	*43%*

ESRS Disclosure Requirement	EMPLOYMENT & REMUNERATION AND MOBILITY (GRI 201 & 401; SDG #8; ESRS S1-5, S1-9 & S1-12*)	
Characteristics of the company's employees	Contractual hiring (Group)	
	% of permanent contracts	84%
	% of fixed-term contracts	16%
	Number of employees on zero-hour contracts	3,432
	Overall turnover rate	36.0%
	of which France	*23.8%*
	of which France excluding Annex 7	*18.4%*
	Average length of service in years (Managers - Group) - new 2025 definition	
	Women	6.0
	Men	5.7
	Group	**5.7**
Training and skills development indicators	% of employees promoted to a higher position - new 2025 definition	
	Women	4.8%
	Men	3.9%
	Group	**8.7%**

** References to Disclosure Requirements (DR) are established on the basis of the draft ESRS standards published by EFRAG in December 2025. As the numbering of the DRs may have changed relative to previous versions, please compare with the final version of the applicable standards.*

SOCIAL PERFORMANCE INDICATORS AS OF 12.31.2025

OWN WORKFORCE - ESRS S-1

The number of FTEs and employees are given at the end of the period on 12/31/2025.

ESRS Disclosure Requirement	SKILLS DEVELOPMENT (GRI404; SDG #4; ESRS S1-12*)	
Training and skills development indicators	Training, education, and talent retention	
	Number of hours of training	594,124
	of which hours devoted to training on best practices for preserving employee health and safety	142,186
	of which hours spent on literacy	52,440
	Number of employees trained	35,522
	Number of interns / apprentices	
	Group total	459

ESRS Disclosure Requirement	WORK-LIFE BALANCE (GRI 401 & 403; SDG #3; ESRS S1-14*)	
Work-life balance indicators	Number of employees who have taken parental leave (permanent employees)	
	Women	693
	Men	659
	Group total	**1,352**
	Total number of days taken for parental leave (permanent employees)	90,440

ESRS Disclosure Requirement	SOCIAL DIALOGUE & COLLECTIVE AGREEMENTS (GRI401 & 403; SDG #3; ESRS S1-8)	
Coverage of collective bargaining and social dialogue	% of employees covered by a collective agreement (or equivalent)	82%

ESRS Disclosure Requirement	DIVERSITY & EQUALITY - DIVERSITY AND INCLUSION (GRI 405; SDG #5 & 10; GC #1 & 6; ESRS S1-5; S1-11*)	
Persons with disabilities	Number of people with disabilities (permanent contracts)	
	Women	1,089
	Men	740
	Group total	**1,829**
	Employment rate of workers with disabilities	3.5%
Characteristics of the company's employees	Gender breakdown of the workforce (Group)	
	% women	57%
	% men	43%
	Gender distribution of the workforce (France)	
	% women	58%
	% men	42%
	Gender distribution of the workforce (International)	
	% women	54%
	% men	46%
	Breakdown by age group of the Group workforce (permanent contracts)	
	-25 years old	3%
	between 25 and 55 years old	69%
	55+*	27%
	Distribution of women by age group (Group permanent contracts)	
	-25 years old	1%
	between 25 and 55 years old	38%
	55+*	17%
	Distribution of men by age group (Group permanent contracts)	
	-25 years old	2%
	between 25 and 55 years old	31%
	55+*	11%
	Gender distribution of managers (Group)	
	% Women among managers	35%
	% Male among managers	65%
	Gender distribution of non-managers (Group)	
	% Women among non-managers	57%
	% Men among non-managers	43%
	Gender Equality Index (France only)	77

** References to Disclosure Requirements (DR) are established on the basis of the draft ESRS standards published by EFRAG in December 2025. As the numbering of the DRs may have changed relative to previous versions, please compare with the final version of the applicable standards.*

HEALTH AND SAFETY PERFORMANCE INDICATORS AS OF 12.31.2025

ESRS Disclosure Requirement	EMPLOYEE HEALTH AND SAFETY (GRI403; SDG #3 & 8; GC#1; ESRS S1-13*)	
Additional datapoints	Quality Certifications	
	Number of ISO 9001 certifications or equivalent	20
Health and safety indicators	Health and Safety Certifications	
	Share of Atalian turnover achieved in ISO 45001 certified entities or equivalent	79%
	Number of ISO 45001 certifications or equivalent	34
	Accidents at work	
	Group Accident Frequency Rate **	15.5
	Group Accident Severity Rate***	0.60
	Number of accidents at work with medical leave	1,205
	Number of working days lost following an accident with medical leave	46,483
	Sickness absenteeism rate	11%
	Training	
	Number of hours of training dedicated to Safety	142,186

ETHICS AND GOVERNANCE INDICATORS AS OF 12.31.2025

ESRS Disclosure Requirement	GOVERNANCE (GRI205; SDG#16; ESRS G1-4*)	
Indicators relating to corruption or acts of corruption	Number of hours of compliance training	11,619
	% major suppliers who have adopted the Supplier Code of Ethics	36%

** References to Disclosure Requirements (DR) are established on the basis of the draft ESRS standards published by EFRAG in December 2025. As the numbering of the DRs may have changed relative to previous versions, please compare with the final version of the applicable standards.*

*** Ratio between the total number of accidents (in the workplace) resulting in death or total incapacity of at least one day (excluding the day of the accident) and the number of hours of exposure to the risk, multiplied by 1,000,000 (in order to obtain actionable 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 (FTEs), 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 of exposure to risk, multiplied by 1,000.*

ENVIRONMENTAL PERFORMANCE INDICATORS AS OF 12.31.2025

CLIMATE CHANGE, ENERGY PERFORMANCE, CIRCULAR ECONOMY, ENVIRONMENTAL MANAGEMENT (GRI 302 & 305; SDG #7, 12 & 13; ESRS E1-5, E-16 & E1-7*)		
ESRS standard	Requirement	2025 value
Energy consumption and energy mix	Total electricity consumption	5,553,177 kWh PCI (all countries, real + estimated)
Energy consumption and energy mix	Natural gas consumption	~8,042,363 kWh PCI (real + estimated)
Gross GHG emissions scopes 1, 2, and 3	Total Scope 1	19,961 tCO_2e (mobile + stationary sources)
Gross GHG emissions scopes 1, 2, and 3	Total Scope 2 (location-based)	800 tCO_2e (electricity + heat)
Gross GHG emissions scopes 1, 2, and 3	Total Scope 3	130,429 tCO_2e (Cat. 1,2,5,6,7)
Gross GHG emissions scopes 1, 2, and 3	Share of direct CO_2e emissions across all of the Group's CO_2e emissions	13%
Gross GHG emissions scopes 1, 2, and 3	tCO_2e / FTE	151,190 / 45,727 FTE = 3.31 tCO_2e/FTE
Climate change mitigation and adaptation actions and resources	Number of hours of training dedicated to the environment	5,293
Additional datapoints	Number of ISO 14001 or equivalent certifications held by Atalian	18

GHG REDUCTION TARGETS (GHG PROTOCOL NET-ZERO + SBTI) & ESRS E1 REQUIREMENTS			
ESRS standard	Requirement	Value / Commitment	Timeline
Climate change mitigation and transition plan	Climate transition plan	Under development	2026-2027
Climate change mitigation and adaptation actions and resources	Transition to electric fleet	Gradual implementation	by 2030
Climate change objectives	10% reduction in total emissions	Short-term objective: 134,943 tCO_2e	1-2 years
Climate change objectives	46% reduction by 2030	1.5°C SBTi objective (not approved): 80,966 tCO_2e	2030
Anticipated financial effects of significant physical and transition risks and potential climate-related opportunities	Physical climate risks	Heat waves (adapting working conditions)	Ongoing

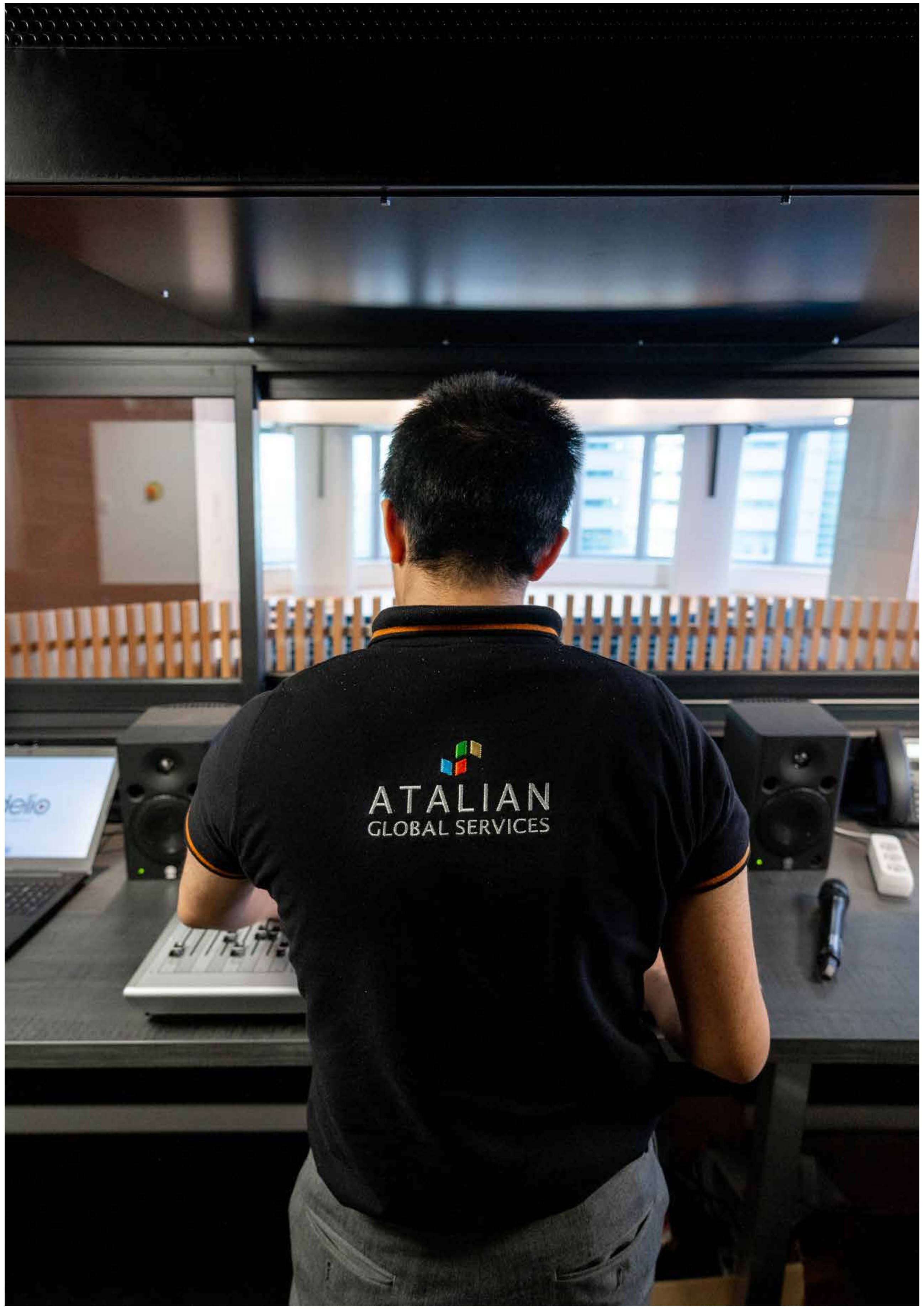
2025 emissions*

ESRS standard	Program categories	Emission sources	Absolute value (tCO_2e)	Carbon intensity ($kgCO_2e$/k€ turnover)
Gross GHG emissions scopes 1, 2, and 3	Scope 1 (Direct emissions)	Mobile heat engine sources	18,553	9.4
		Stationary combustion sources	1,408	0.7
	Total Scope 1		**19,961**	**10.2**
	Scope 2 (Indirect emissions related to purchased energy consumption)	Indirect emissions related to electricity consumption	764	0.4
		Indirect emissions related to energy consumption other than electricity	37	0.0
	Total Scope 2		**800**	**0.4**
	Scope 3 (Other indirect emissions)	Purchase of goods and services	87,175	44.4
		Fixed assets	10,040	5.1
		Fuel and energy emissions (not included in scopes 1 or 2)	NC	NC
		Freight transport/Upstream distribution	NC	NC
		Waste generated	6,202	3.2
		Business travel	201	0.1
		Travel linked to commuting	26,811	13.7
		Upstream leasing assets	NC	NC
		Freight transport/Downstream distribution	NC	NC
		Uses of products sold	NC	NC
		Downstream leased assets	NC	NC
		End products sold	NC	NC
		Deductibles	NC	NC
		Investments	NC	NC
		Other indirect emissions	-	-
	Total Scope 3		**130,429**	**66.4**
	Total greenhouse gas emissions		**151,190**	**77**

* ***Frame of Reference: GHG Protocol***
*Atalian's carbon footprint report was carried out in accordance with the **Greenhouse Gas Protocol**, the international benchmark methodology for measuring and managing greenhouse gas (GHG) emissions.*

Sources and calculations:
Data collected: energy consumption, expenditure by category, distance traveled, etc.
Emission factors: DEFRA, ADEME standards.
Results in tCO_2e: converted from activity data.

Scope:
Entities directly controlled by Atalian.



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Registered office
56 rue Ampère - 75017 Paris - France
Tel: +33 (0)1 55 53 03 00

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