

# ESG Report 2024

Environmental | Social | Governance



**Atlas**  
Professionals

next wave  
P A R T N E R S



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# Message from the Board

## A year of impact and progress

Atlas Professionals and NextWave Partners are pleased to introduce this year's Environmental, Social, and Governance (ESG) Report, summarising our progress and priorities as a recruitment partner to the clean-tech, marine, and energy industries. As facilitators of talent in sectors critical to the global transition toward a more sustainable and resilient future, we recognise the unique responsibility and opportunity we hold in shaping the workforce that drives environmental innovation and responsible development.

This report reflects our strategic commitment to embedding ESG principles across all areas of our operations from ethical talent sourcing and inclusive hiring practices to the minimisation of our environmental footprint and the promotion of strong governance within our networks. By focusing on integrity, transparency, and long-term impact, we aim to support not only our clients and candidates but also the broader industries and communities in which we operate.

We thank our employees, partners, and stakeholders for their continued collaboration, and we reaffirm our commitment to advancing sustainable growth and social equity through responsible recruitment.

### The Board of Directors

Atlas Professionals and NextWave Partners





## VISION

**To help shape the sustainable future of the clean-tech, energy, infrastructure and marine markets, by delivering creative people solutions and supporting our customer, colleague and candidate community, to make a meaningful impact on our planet's journey to Net Zero by 2050.**





## MISSION

**We will live and breathe the  
“7Cs.”**

**Clients | Contractors | Candidates | Colleagues | Community | Compliance | Cash**





## VALUE PROPOSITION

**Yes, we are great at recruitment, but we are so much more. From boardroom to site, land to sea, hardware to software, in local, global and emerging markets, we are your knowledge partner, helping you solve complex staffing challenges, through our team of multi discipline experts.**





# SUSTAINABLE DEVELOPMENT GOALS





# Sustainable Development Goals

Driving ethical, inclusive and sustainable impact

As a global recruitment company specialising in the clean-tech, energy, infrastructure, and marine markets, our role extends beyond talent acquisition and project support, it also comes with a responsibility to promote sustainable development. Aligned with the United Nations Sustainable Development Goals (SDGs), our work contributes to building resilient industries, advancing clean energy solutions, and supporting the transition to a low-carbon economy. We understand that by connecting skilled professionals with organisations driving environmental innovation and sustainable infrastructure, we are not only shaping the future workforce but also playing an active part in addressing the global challenges of climate change, resource efficiency, and social equity.

Atlas Professionals and NextWave Partners align operations with the following Sustainable Development Goals. By doing so, we seek to make a positive impact and contribute to wider societal goals while ensuring activities remain ethical, inclusive, and sustainable.



## SDG 4: Quality Education

Promoting lifelong learning opportunities and career development. Collaborating with customers and educational institutions to ensure that candidates have access to the skills and training needed to succeed in Marine, Energy and Renewables markets.



## SDG 5: Gender Equality

Promoting gender equality by encouraging and facilitating the hiring of women in the offshore industry and leadership roles, supporting equal pay initiatives and ensuring non-discriminatory recruitment practices based on gender, ethnicity, or other factors. A diverse and inclusive team is crucial to our continued success.



## SDG 7: Affordable and Clean Energy

Connecting top talent with organisations at the forefront of renewable energy and clean technology innovation. Through strategic recruitment across clean-tech energy sectors, we help accelerate the global transition to sustainable energy systems. By enabling our clients to scale impactful projects with the right expertise, we support the expansion of reliable, modern, and affordable energy access worldwide.



## SDG 8: Decent Work and Economic Growth

Enabling our candidate community to access roles, enhancing career development and contributing to economic growth and innovation by delivering creative people solutions to local, global and emerging markets.



## SDG 9: Industry, Innovation and Infrastructure

Delivering complex staffing solutions to support industries by providing them with access to skilled labour, fostering innovation through diverse hiring and helping sectors address labour shortages in rapidly evolving markets to support the energy transition.





# Sustainable Development Goals

Driving ethical, inclusive and sustainable impact



## SDG 10: Reduced Inequalities

By promoting diversity and inclusion in hiring practices ensuring equal access to opportunities for marginalised groups, minorities, and people with disabilities, helping reduce income and social inequalities.



## SDG 13: Climate Action

While our carbon footprint is relatively small, we seek to help shape the sustainable future of the clean-tech, energy, infrastructure and marine markets, by delivering creative people solutions and supporting our customer, colleague and candidate community, to make a meaningful impact on our planet's journey to net zero by 2050.



## SDG 11: Sustainable Cities and Communities

Our smart city / climate-tech recruitment teams place skilled professionals into smart city / national urban development projects that prioritise resilience, accessibility, and environmental sustainability. From smart mobility solutions to climate-adaptive infrastructure, our recruitment efforts help shape inclusive, safe, and sustainable urban environments. By aligning talent with forward-thinking organisations, we contribute to building cities that are better prepared for future challenges and more equitable for all.



## SDG 17: Partnerships for the Goals

Atlas Professionals and Next Wave Partners establish partnerships with representative associations, industry bodies, educational institutions, and the private sector to foster innovation in job creation, skills development, and sustainable economic growth.



# Net Zero

The Net Zero mission of Atlas Professionals and NextWave Partners



Imagine the world, a perfect circle, representing a future of balance and sustainability.

Tilt your head slightly to the right and you'll see an "N."  
Turn it left and there's a "Z." Together, they stand for **Net Zero**.

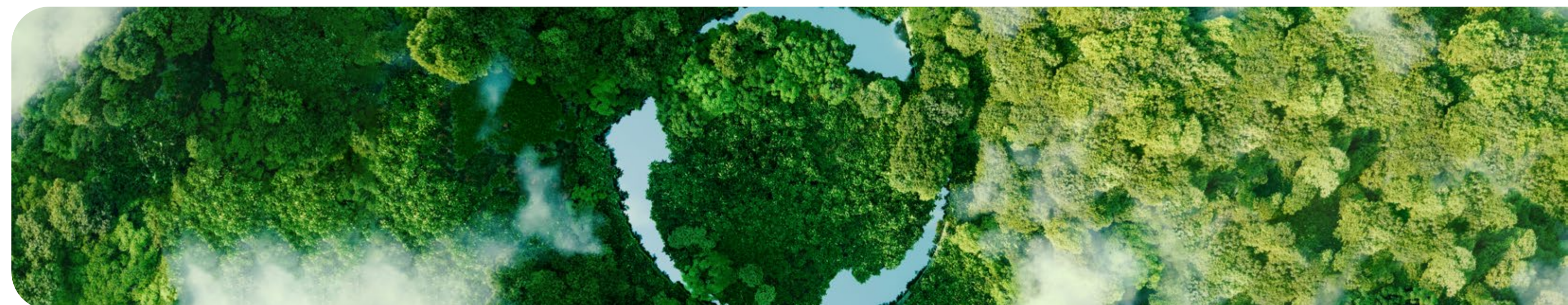
The soft, rounded edges symbolise kindness and care-  
reminding us to treat our planet with the same gentleness.

The green elements, shaped like leaves, represent the  
trees that give us life-sustaining oxygen. The whitespace?  
It's the pulse of life, like a heartbeat.

**Be kind to Earth. Embrace Net Zero.**

**Balance and compensate.**

**Start today, plant a tree.**



As the world faces the critical challenge of climate change, Atlas Professionals and NextWave Partners are stepping up with a bold commitment to lead the global transition to a Net Zero carbon economy by 2050. We are not just participants in this change, we are leaders, actively shaping the future of sustainable industries.

At Atlas Professionals and NextWave Partners, we believe that the shift to a greener, more sustainable world presents immense opportunities. By focusing on innovation, sustainability and nurturing the next generation of talent, we are helping industries not only meet their economic goals but exceed them, while contributing to a cleaner, healthier planet.

To further symbolise our commitment, Atlas Professionals and NextWave Partners have introduced a new logo representing our pledge to achieve Net Zero emissions by 2050. This emblem serves as a visual reminder of our dedication to driving positive change and aligning our values with the global push for sustainability.

Our shared mission is built on the understanding that collaboration between industries and the workforce is key to a carbon-neutral future. By connecting top talent with forward-thinking companies, we are proving that Net Zero by 2050 is not just achievable, it's a chance for unparalleled growth, innovation and success. Together, Atlas Professionals and NextWave Partners are leading the way toward a brighter, more sustainable future for all.





Performance 2024

Certification

Collectively, our adopted certifications drive continual improvement, operational excellence, regulatory compliance and corporate responsibility, upholding our commitments to Clients, Contractors, Candidates, Colleagues and Community, and supporting our journey to net zero by 2050.

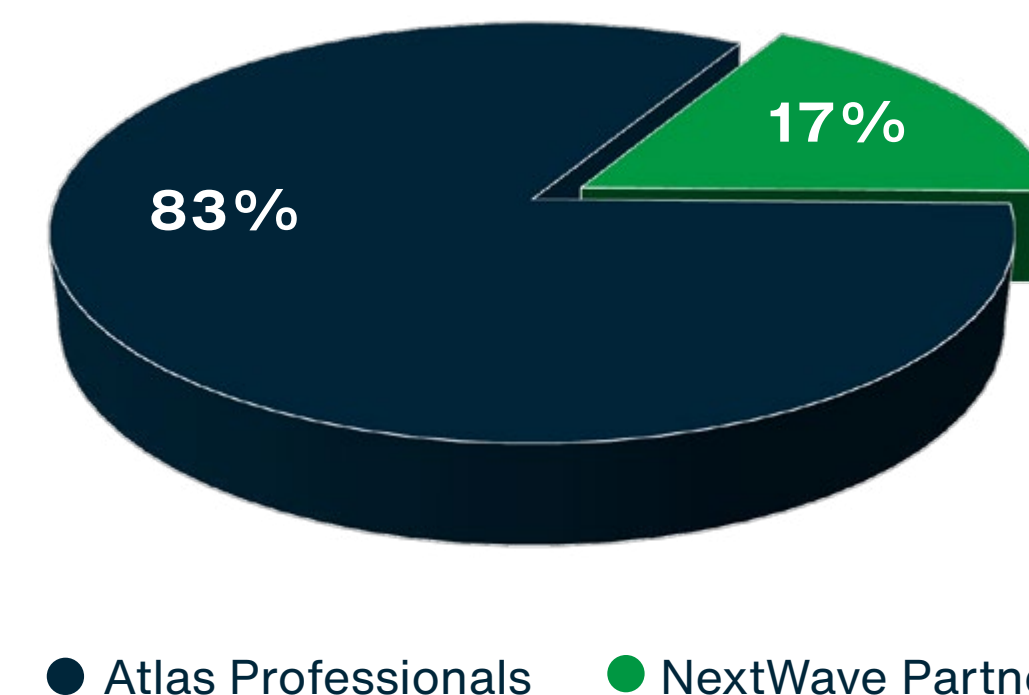
NextWave Partners

- B Corp

Atlas Professionals

- ISO 9001:2015
- ISO 14001:2015
- ISO 45001:2018
- VCU 2011/05
- NEN 4400-1 / NBBU CBA
- ILO Maritime Labour Convention (MLC) 2006, Regulation 1.4
- Ecovadis (Silver Medal)
- Open-es
- CDP Carbon Disclosure Project (Score C)
- Archilles Global Energy (FPAL)
- EthixBase 360 ESG Metrics Due Diligence

Integrated Management System Coverage



% of Colleagues (own workers) covered by Atlas’ Health and Safety Management System (based on FTE FY 2024) = 83% (falling below 100% due to acquisition of NextWave Partners in October 2022).

With NextWave Partners bringing their impressive B Corp certification, there will be further blending of the management system and prevailing policies in the coming period.





# Sustainable Procurement and Supply Chain

## Supporting sustainability goals

At Atlas Professionals and NextWave Partners we recognise that our environmental and social impact extends far beyond our direct operations. Our procurement and supply chain activities represent a significant portion of our overall carbon footprint (Scope 3 emissions).

As such, we are committed to embedding sustainability, ethics, and transparency throughout our sourcing and supplier engagement practices, and do so on a risk-based approach. Sustainability factors, including use of resources, product life cycle, distribution, and production under fair and ethical working conditions among others, are considered when sourcing products and services. As a service provider, this primarily includes the procurement of Business Travel, Lease Cars, Business Services, IT equipment and data hosting, stationery supplies, promotional materials and PPE. Atlas Professionals and NextWave Partners ensure that business critical IT systems suppliers are at least ISO 27001 certified.

Our Supplier Sustainability Code of Conduct outlines the expectations that we place on our suppliers regarding ESG practices, including but not limited to labour and

human rights, data privacy, environmental responsibility, ethics and integrity.

### Approved Vendors

Atlas Professionals maintain an approved vendor list which includes suppliers who affect the core process of supply, with a value greater than €10,000, or are of strategic importance to the Group. Suppliers are assessed annually and rated for service, price and efficiency. Action is taken for low scoring suppliers to ensure minimum acceptable standards are maintained.

For 2024, a total of 165 key suppliers were identified and rated, with average ratings of 7.5/10 for Service, 7.2/10 for Price and 7.4/10 for Efficiency, and an overall combined rating of 7.3 out of 10. (Improved from 6.8 in 2023).

### New Suppliers

Due diligence of new suppliers is conducted via risk-based assessment, with suppliers assessed for QHSE, compliance with applicable legislation, Atlas Professionals policies and project / operational requirements. Quality, Health, Safety and Environmental track record are further taken into consideration when selecting

suppliers for activities involving high risk activities. ESG and Sustainability topics are further assessed by subject matter experts for higher risk suppliers such as employers of record to ensure compliance within the supply chain.

For 2024, Atlas Professionals received no reports of breaches of labour and human rights issues or other unethical practices, including corruption, from any of our suppliers. No cases of confirmed security incidents including data leaks, or data privacy breaches were reported.





# Technology and Process

## Strategic transformation

In 2024, the Technology and Process Department (formerly IT) at Atlas Professionals and NextWave Partners commenced a strategic transformation, aligning digital initiatives with the company's Environmental, Social, and Governance (ESG) ambitions.

### Environmental (E): Sustainable Digital Transformation

- **Cloud Strategy and Vendor Consolidation**

Following a comprehensive review, Microsoft was selected as the preferred cloud infrastructure provider, initiating the migration from Google services for our NWP business. This transition is expected to reduce system redundancy, centralise operations, and support energy-efficient computing through Microsoft's global data centre infrastructure.

- **Technology Stack Modernisation**

We began the global rollout of Bullhorn for Salesforce, aiming to unify our front-office operations. This transformation reduces dependence on legacy systems, enhances scalability, and enables global collaboration - contributing to a leaner, more efficient digital footprint.

- **Generative AI Exploration**

We also initiated the exploration of generative AI to identify potential efficiency gains in everyday tasks. Our goal is to reduce repetitive manual processes, enhance productivity, and evaluate how emerging technologies can support responsible, low-waste digital practices.





# Technology and Process

## Continuous improvement through secure enablement

### Social (S): Empowering People and Enhancing Inclusion

- Formation of the Continuous Improvement Team**

A new team of process specialists was established to work closely with operational stakeholders. This initiative has strengthened collaboration, helped streamline workflows, and fostered a culture of continuous improvement across the group.

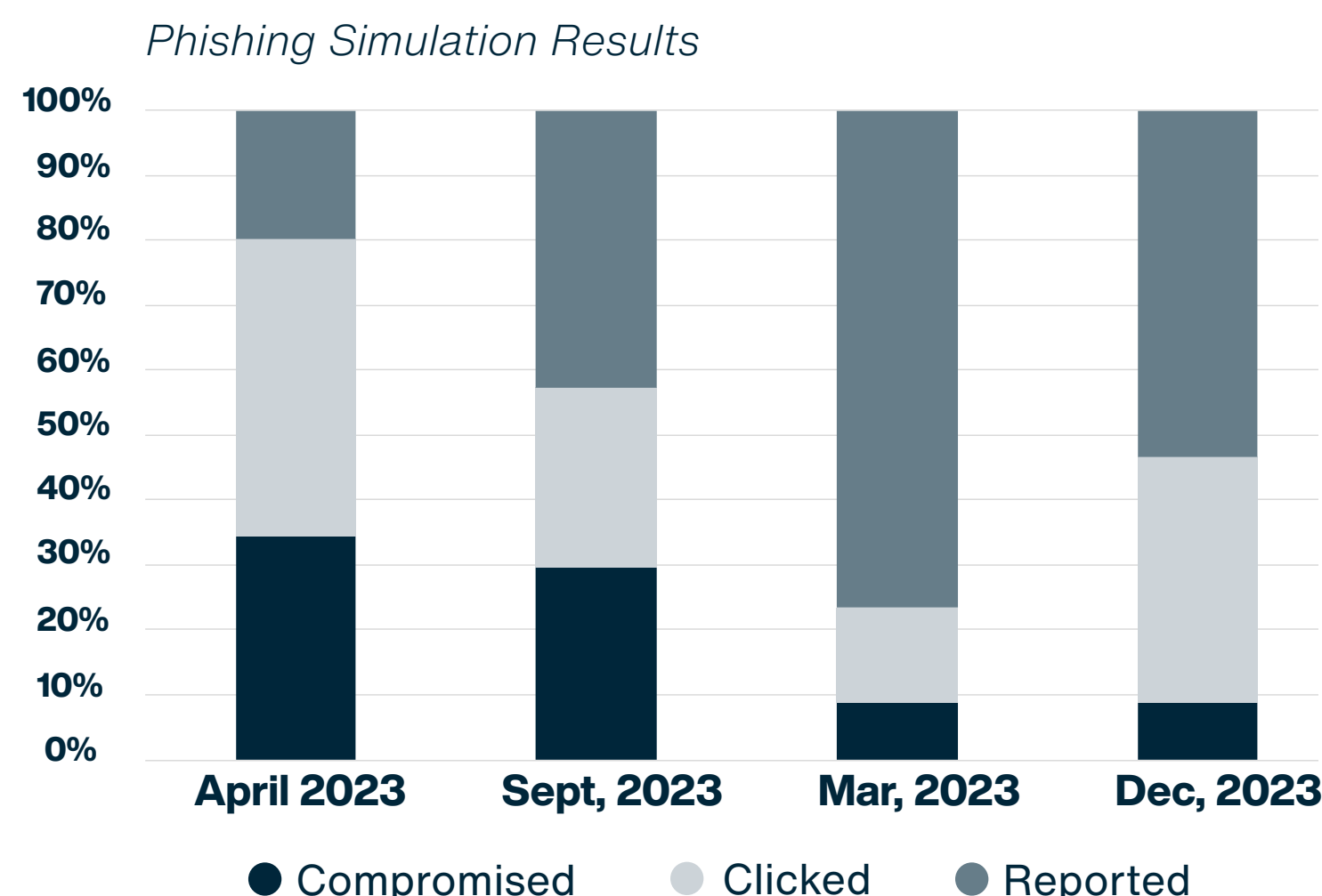
- Regional Enablement: Brazil Office**

In 2024, dedicated support was provided to our Brazil office to ensure it could fully leverage group-wide technologies. This reflects our commitment to inclusion and equitable access to digital resources for all global employees.

- Cyber Awareness and Employee Training**

To strengthen cyber resilience, two phishing simulations were conducted, supported by training for end users. Following these simulations, all staff received company wide communication on phishing awareness. These initiatives underscore our commitment to employee safety and digital awareness as part of our social responsibility agenda. Although we saw a reduction in reports and an increase in clicks,

the number of users compromised fell lower at the end of 2024 than ever before.



- Generative AI Training**

To ensure adequate mitigation of a key emerging impact, risk and opportunity, a Generative AI workshop was delivered by external specialists, with the participation of key middle and senior management members. Topics covered included: an introduction to Generative AI, a review of real-world applications, practical tips on prompt engineering, guidance on

using Generative AI responsibly, and an ideation exercise to explore potential future solutions and opportunities.

The workshop included a review of applicable legislation, and how AI can and should be used to maintain data privacy and drive policy. Identified opportunities were categorised as part of current projects, quick wins, or long-term initiatives to be added to our continuous improvement pipeline.

- Data Privacy**

As a holder/processor of personal data, Atlas Professionals and NextWave Partners take data security very seriously, adhering to a Privacy Policy and Cyber Security Policy, with a Data Leak Procedure, and Incident Response Procedure in place to systematically react to events which threaten data integrity. Users of our recruitment portal are advised of the Privacy Policy and Data Leak Procedure at registration, whereby they are informed of the policies, the type of personal data we are requesting, how we collect it, and for what purposes we hold it. Inactive users are removed from the system, and users may request their personal information be removed from the system in line with our Privacy Policy.



# Technology and Process

## Leveraging innovation and systems to drive sustainable impact

### Governance (G): Strengthening Risk and Compliance Frameworks

#### Security Enhancements and Policy Overhaul

- The department raised its security baseline score from 86% to 96%.
- A full review of the IT policy library was completed.
- A formalised process was introduced for reviewing key supplier System and Operational Control (SOC) reports.
- Reporting, available annually, is reviewed for business-critical suppliers.
- Bi-Annual audits are performed (by PwC) who review control procedures such as Segregation of duties, user impersonation checks, change management, and user access rights.

These initiatives are part of our broader aim to maintain high standards in risk management, data security, and vendor accountability.

#### Financial Reporting Software Enhancements

Financial reporting for NextWave Partners was successfully consolidated into Workday. A new expense functionality was configured, piloted, and prepared for wider rollout in 2025, bringing efficiency and further clarity to the expense process.

#### Cyber Security Incidents

In Q4 2024, two cybersecurity incidents were identified involving Office 365 account takeovers. There was no financial loss to Atlas or our clients. Forensic analysis

confirmed that while some data was viewed, no data was stolen. The relevant authorities were notified in accordance with established protocols. In response to these two cyber security incidents, we are intensifying our commitment to risk mitigation. This includes the deployment of advanced security measures such as phishing resistant technologies, including Yubikeys and FIDO2 authentication standards, to enhance our overall cybersecurity picture.

#### Data Strategy and Governance Foundations

Looking ahead, we are investing in advanced data infrastructure, including data lakes and warehousing. These platforms will support robust governance, improve transparency, and enable data-driven strategies.



#### NIS2 Directive Readiness

Compliance with the EU NIS2 cybersecurity directive is a priority for 2025, ensuring that Atlas Professionals is aligned with evolving international cybersecurity requirements.





# Technology and Process

## 2025 ESG-aligned objectives

### Environmental

- Complete migration from Google to Microsoft.
- Evaluate sustainable AI integrations across systems.

### Social

- Deploy the Bullhorn system across the group.
- Continue expanding feedback loops via the continuous improvement team.
- Deliver additional phishing campaigns and training to enhance digital literacy.

### Governance

- Continue with vulnerability testing via specific penetration tests (PEN tests).
- Establish a framework for service productivity measurement.
- Implement adaptive planning in Workday to support Financial Planning and Analysis.
- Deliver full NIS2 (Network and Information Security Directive 2) compliance.

### Conclusion

The rebranding of IT to the Technology and Process Department reflects a wider cultural and operational shift at Atlas Professionals and NextWave Partners - one rooted in responsibility, innovation, and resilience. Through collaborative transformation and forward-looking governance, we continue to align our technology capabilities with the company's broader ESG strategy, creating value for our colleagues, clients, candidates, contractors, communities and the planet.





# Marketing Strategy

## Driving sustainable growth and engagement

At Atlas Professionals and NextWave Partners, our marketing strategy is aligned directly with the group’s vision to shape a sustainable future while supporting growth across clean-tech, energy, infrastructure, and marine markets. By focusing on market leadership, candidate acquisition, internal alignment, and ESG integration, the Marketing team seek to enable commercial success and enhance Atlas' value proposition globally.

### Inclusive and Ethical Marketing Practices

As a truly global company, social inclusion and respect for diverse audiences are embedded in our marketing content. We work to avoid stereotypes and ensure representation in our campaigns. Atlas Professionals and NextWave Partners continue to promote the representation of women and other minority groups in our imagery. By featuring real stories, diverse role models, and inclusive language in our campaigns, we aim to inspire broader participation and shift perceptions. This approach not only aligns with our social responsibility goals but also strengthens our brand by resonating with a wider, more diverse audience.

### Greenhand Training Programme Support

Our flagship Greenhand Training Programme forms an important component of our ESG strategy, supporting individuals who are looking to re-enter the workforce after a period of absence, or those seeking to enter the industry for the first time. By providing comprehensive support, the marketing team has enhanced the success and visibility of the programme. Compelling storytelling, professional copywriting, refreshed presentations, and an upgraded event delivery format have strengthened the impact and appeal of the programme.

### Sustainable Campaigns and Channels

In line with our sustainability goals, we aim to minimise the environmental impact of our marketing activities. This includes prioritising digital channels over print, reducing unnecessary promotional materials, and utilising recycled materials where physical collateral is necessary. We have phased out paper-based promotional products such as magazines and wall calendars, and have introduced the option of digital business cards.





# Marketing Strategy

Driving sustainable growth and engagement

## Refreshed Client Presentations

To align with our renewed organisational vision and identity, we revamped all client presentations to reflect Atlas Professionals and NextWave Partners as one unified company. We introduced new templates that clearly described our renewed Vision, Mission, and Value Proposition, prominently positioning both brands side by side. We developed enhanced building blocks to ensure presentations are accurate, relevant, and client-focused, enabling us to address clients' pain points effectively while providing clear, measurable guarantees that reinforce our expertise and value.

## Supplier Engagement for Long-Term Impact

We seek to engage suppliers that share our commitment to environmental stewardship, social equity, and ethical governance to help reduce sustainability risks, improve transparency, and drive innovation. We consider ESG commitments in the selection of suppliers, focusing on operational compliance, sustainable and efficient delivery routes, the use of recycled materials and providing products designed for longevity, maximising resources and minimising waste sent to landfill.

## Merchandise and Waste Reduction

To minimise waste, all marketing supplies are centralised and available through a costed merchandise portal at group level. Teams are encouraged to order only what is necessary and any excess stock is reallocated across departments, ensuring no materials go unused.

## Renewed Internal Communication and Staff Engagement

As part of the business transformation, we completely overhauled internal communications, introducing Next Chapter, a dynamic internal talk show concept. This initiative fosters a “can-do”, energised workplace culture by prioritising transparency, celebrating achievements, and aligning global teams with the business strategy. In 2024, four Next Chapter episodes were professionally produced and broadcast via WebinarGeek, one of which was delivered as a live show. These sessions have been instrumental in fostering collaboration, ensuring alignment with strategic priorities, and promoting shared understanding across teams. Colleague participation, through live engagement, questions, and feedback, has further strengthened our collective commitment to success, with an engagement rate of more than 80%.

## Staff Engagement - First Annual Awards Dinner

In support of our renewed company culture, we hosted the inaugural Global Awards Dinner in Amsterdam. This event celebrated staff achievements and recognised individuals who went above and beyond, marking an important step in fostering a culture of success and appreciation.





# Marketing Strategy

Driving sustainable growth and engagement

## Targeted Recruitment Initiatives

As part of our commitment to responsible business practices, we utilise targeted email, LinkedIn, and social media campaigns to identify and engage skilled professionals across specific regions and industries. By tailoring our recruitment endeavours in this way, we support our clients in their recruitment efforts, providing our contractors and professionals with access to quality job opportunities and career development, in existing, new, and emerging markets.

## Event Management

To maximise the impact of our ESG strategy, we have adopted a targeted approach to event and exhibition participation—focusing our efforts on a select number of high-profile events where we can maximise our impact and engagement with stakeholders.

## Planet Wind – Movie Sponsorship

Atlas Professionals and NextWave Partners sponsored the Taipei and London premieres of the groundbreaking documentary “Planet Wind”. The documentary explores our deep historical and cultural connections to wind, highlighting its role in achieving energy independence, revitalising industrial regions, and reducing emissions, aligning with our vision for a sustainable future.





# Environmental





# Impact and Emissions

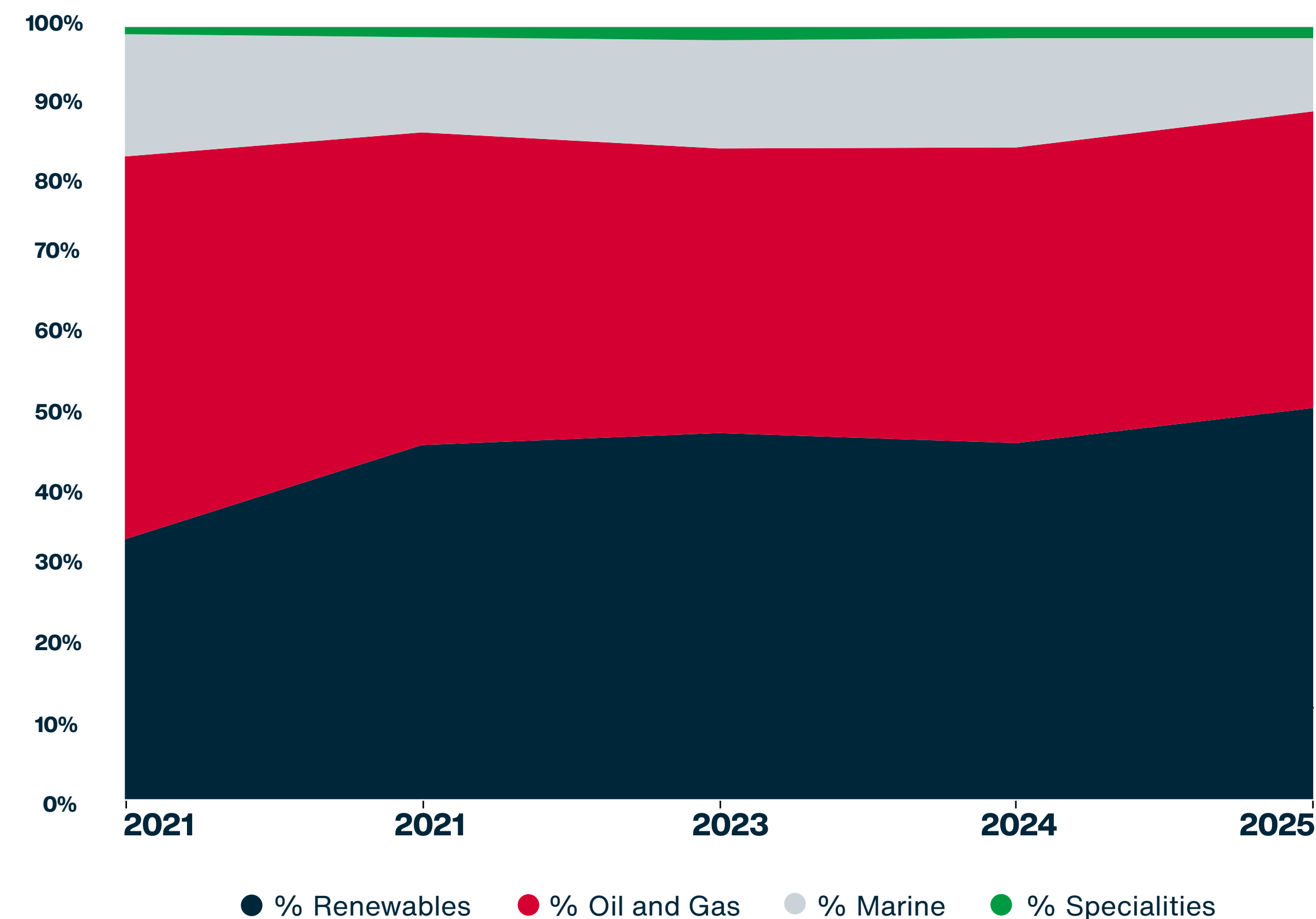
## Reducing our carbon footprint

As an office-based service provider, Atlas Professionals and NextWave Partners' environmental footprint may be relatively low compared to asset-heavy industries. Our direct impact is limited to energy use in our leased offices, employee commuting, business travel by direct and indirect employees, and general office waste.

While our impact on climate change from our own operations may be limited, we seek to decrease greenhouse gas emissions by efficient use of resources, implementing climate change adaptations and mitigations. Our most significant impact is to support the energy transition by providing talent to our clients active in climate-tech and renewable technologies, while continuing to support the more traditional energy sectors and their workers in delivering current and future commitments.

We also aim to decrease greenhouse gas emissions by increasing efficiency, implementing climate change adaptations and mitigations, and practising efficient waste management.

Revenue by Market Sector





# Impact and Emissions

## Minimising waste, maximising efficiency

Atlas Professionals maintain ISO 14001 Environmental Management System Certification, helping Atlas to improve our environmental performance through the efficient use of resources and reduction of waste.

Atlas Professionals assess environmental impacts and aspects to identify, mitigate and reduce our impact on the environment, and have the following energy saving initiatives in place.

- Occupation of modern, sustainable and energy efficient office spaces
- Centrally located offices spaces with good public transport links
- Establishing local offices and employing local content
- Supporting efficient travel routes
- Flexible and efficient working solutions to minimise the need for staff travel
- Use of green energy to power our offices (where choice is under the control of Atlas)
- Ensuring energy efficiency of offices to minimise energy consumption (electricity and gas)
- Maximisation of capture of daylight to minimise the need for artificial lighting
- Using energy-efficient technology (LED lighting)
- Minimising energy waste with a switch-off-at-night policy, occupancy sensor lighting and timer control (where available)
- Use of offsite data centres for IT security and energy efficiency
- Offering sustainable lease car options, or public transport package alternatives to staff
- Promoting cycle-to-work schemes to reduce carbon emissions from commuting
- Adoption and investment of modern work practices, focusing on digital work solutions, minimising the use of paper and print resources and waste

- Minimising and recycling waste where possible
- Reporting, investigation and mitigation of environmental incidents

### New Head Office at The Base, Schiphol

Atlas Professionals has moved to The Base at Schiphol, a modern and sustainable office with top-tier amenities. The strategic location offers excellent access to public transport, highways, and Schiphol Airport, making it ideal for our international recruitment operations. The vibrant community and range of facilities foster collaboration and support our growth.



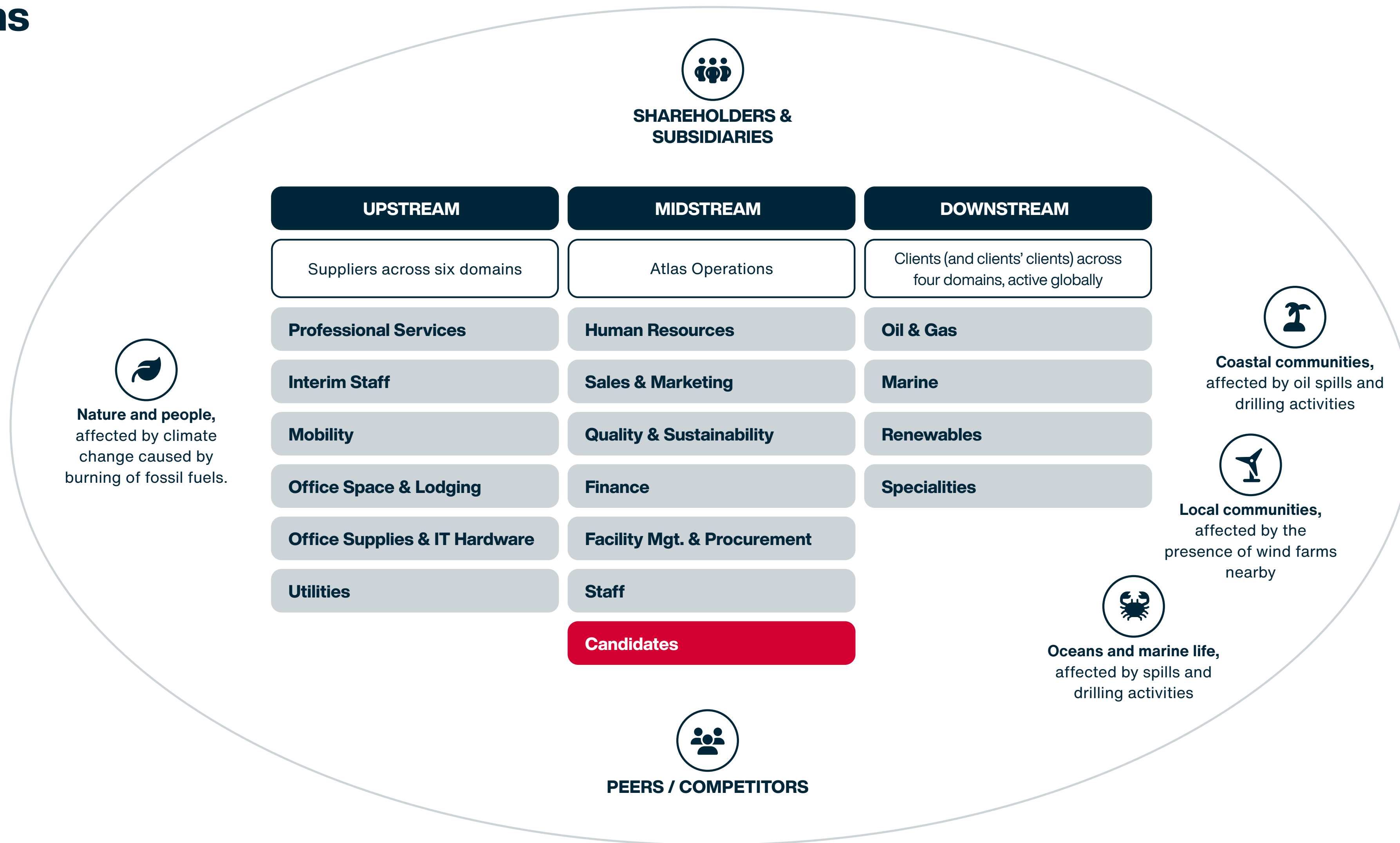


## Impact and Emissions

## Double materiality assessment

In preparation for the first fiscal year in which shareholders are required to report in accordance with the CSRD, Atlas Professionals B.V. conducted a double materiality assessment (DMA) that began in 2023 and was completed in 2024.

A value chain analysis was conducted to identify relevant stakeholder groups. Stakeholders were consulted as part of the DMA process, with ESRS topics presented to relevant stakeholders via an online survey. Stakeholders were asked to rank each of the topics for impact materiality as well as financial materiality. Furthermore, stakeholders were asked to comment on any missing topics. From these responses, a long list of possible material topics was compiled.





# Impact and Emissions

## Double materiality assessment

A review of impacts, risks, and opportunities (IROs) was conducted to determine which IROs are potentially material within Atlas Professionals and its value chain, so that a targeted detailed analysis could take place. An extensive analysis of the (non) material themes was then conducted utilising specialist DMA software. The IRO long list consisted of 90 items: 44 impacts (22 positive and 22 negative), 21 opportunities and 25 risks. As a result of detailed qualification, this list of 90 IROs was reduced to 15 material IROs (6 positive impacts, 6 negative impacts, 1 opportunity, and 2 risks).

Following management review, Atlas Professionals deem the following ESRS books and subtopics to be material, shaping ESG strategy and reporting requirements going forward.

Category	ESRS book	Subtopic
Environmental	E1 Climate Change	Climate change mitigation Market sector strategy (custom theme)
Social	S1 Own workforce	Working conditions
Governance	G1 Business conduct	Corruption and bribery

The DMA is subject to annual review and will be updated as required. In the absence of significant changes in organisational and operational structures or external factors, the outcome of the previous year's double materiality assessment will remain applicable.





# Impact and Emissions

## Scope 1, 2 and 3 emissions reporting

Atlas Professionals report greenhouse gas emissions via the Scope 1, 2, and 3 reporting mechanism, using carbon accounting software in line with the Greenhouse Gas (GHG) Protocol, enabling Atlas to effectively disclose our carbon footprint. With inbuilt and custom emission factors, Atlas seek to disclose data of the highest possible quality, ensuring compliance and auditability of our carbon accounting processes, delivering tangible results that can be shared with our stakeholders, used to improve our performance and reduce our carbon footprint over time.

Atlas seeks to improve the quality of reporting data year on year, moving from country averages and estimations to quantitative data as it becomes available from our suppliers.

Reporting on GHG emissions includes the following.

### Scope 1 – Direct GHG emissions from operations

Stationary combustion (Natural gas used in offices for heating)

Mobile combustion (Fuel used by company lease cars excluding commuting)

### Scope 2 - Indirect emissions from electricity consumption

Consumption of purchased energy (used to power and heat offices)

Market and location based

### Scope 3 – Other indirect emissions from the value chain (upstream and downstream)

Primarily Business Travel and employee commuting

Atlas Professionals and NextWave Partners have reported Scope 1, 2 and 3 emissions for the first time for FY 2024. Previous reporting for FY 2023 included Scope 1, 2, and Scope 3.





# Impact and Emissions

## Waste and recycling

Atlas Professionals and NextWave Partners offer specialist recruitment and HR services in Energy and Marine industries, operating from leased offices across the globe. Atlas Professionals implement waste and recycling practices within its offices in compliance with local legislation and ISO 14001:2015 requirements, with consideration for the protection of the environment and its resources.

Waste generated is limited to that of a municipal nature, made up of general office waste such as paper, cardboard, toner cartridges and ICT waste, and domestic waste generated from within the welfare facilities provided for staff at our offices.

All waste is managed via local waste providers engaged by building management. Operating from leased offices, Atlas are reliant on the measurement and reporting methods implemented by building management, which are currently very limited.

Atlas Professionals seek to improve reporting on waste and recycling as soon as reporting mechanisms become available. In the meantime, Atlas Professionals estimate annual waste generation and recycling by applying national averages for municipal waste per capita and recycling rates, scaled to the number of full-time equivalents (FTEs).

Approximately 23% of Atlas office space (by FTE) is situated in Ukraine. While this office space has remained unoccupied due to the ongoing conflict, employees have been redeployed to other work or remote office locations, primarily across Europe. FTE is therefore included in the overall group figures, with EU estimations applied for waste and recycling.

Year	Total Hazardous Waste Generated (t)	Total Non-Hazardous Waste Generated (t)	Total Recycled (t)
2022	0	176.62	46.69
2023	0	184.14	66.57
2024	0	161.84	64.96





Emission Savings FY 2024

Choosing clean energy

Consumption of purchased electricity from renewable energy sources FY 2024	tCO <sub>2</sub> e	Intensity Ratio (FTE)	Intensity Ratio (Annual Revenue)	tCO <sub>2</sub> e	Intensity Ratio (FTE)
Scope 1	59,33	0,15654	0,00025	66,66	0,16919
Scope 2 : Market based	25,31	0,06678	0,00011	23,34	0,05924
Scope 2 : Location based	55,95	0,14763	0,00024	66,12	0,16782

Note: 100% of all office space controlled by Atlas chooses to utilise Green Energy

Lease Cars: Business Travel and Commuting in Electric / Plug in Hybrid Vehicles FY 2024	
Total driven distance (kms)	305024,80
Emissions saved based on average petrol car (tCO <sub>2</sub> e)	50,18
Emissions from EV charging (non-renewable energy source) (tCO <sub>2</sub> e)	12,21
Total emissions saved (tCO <sub>2</sub> e)	37,96

Emission Factor source: 2024 GHG Conversion Factors UK.gov v2024 1.1

Conservative assumption of non-renewable energy for EV charging





# Performance 2024

## 3rd party assessment and verification

ISO (International Standards Organisation) and related standards provide a globally recognised framework for managing and verifying ESG-related practices. By aligning with adopted standards, we ensure that our integrated management system is:

- Systematic and standardised, enabling consistent and repeatable performance evaluation
- Externally verifiable, increasing the credibility of our ESG reporting
- Evidentially compliant with applicable legislation, regulation, industry standards and customer expectations

Verification of ISO, MLC and VCU Certification is performed by Bureau Veritas, a world leader in testing, inspection and certification services, ensuring a robust and independent assurance service, that is recognised globally.

### ISO Standards – Quality, Environment, Occupational Health and Safety

Atlas Professionals operate an integrated management system, and underwent audits in 2024 to maintain certification to the following ISO standards:

- ISO 9001:2015 - Quality Management System Standard (Surveillance Audit)
- ISO 14001:2015 - Environmental Management System Standard (Recertification Audit)
- ISO 45001:2018 - Occupational Health and Safety Management and Continual Improvement (Surveillance Audit)

The combined multi-site audit concluded that the QHSE Management System of Atlas Services Group B.V. is effective. The QHSE Management System is compliant with the standards ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018, Atlas' own QHSE Management System and stakeholder requirements. The audit resulted in no major or minor non-conformities (NCRs), only opportunities for improvement across the three standards. It was noted that, although compliance checks against QHSE legislation are completed, improvements should be considered to demonstrate how this is achieved in a more systematic and detailed manner.





# Performance 2024

## 3rd party assessment and verification

### VCU 2011/05 – Health and Safety

The VCU 2011/05 Safety Checklist for Contractors is a standardised system used primarily in the Netherlands to ensure that contractors meet essential safety, health, and environmental (SHE) requirements before working on high-risk projects. The checklist promotes systematic risk management, safe work practices, and regulatory compliance, supporting ESG objectives by enhancing workplace safety and reducing the likelihood of incidents in contractor operations. This certification enables Atlas to supply clients working under the VCA (Veiligheid, Gezondheid en Milieu Checklist Aannemers) framework, a management system for preventing accidents and ensuring safe working conditions.

During 2024, Atlas Services Group B.V. was audited and found to be in accordance with the requirements of the standard, with no non-conformities. Certification was granted for a further 3 years, subject to annual audits for in-scope offices in the Netherlands.

### NEN 4400-1 and NBBU Collective Bargaining Agreement (CBA)

During 2024, Atlas Professionals was audited against the requirements of NEN 4400-1 and the NBBU Collective

Bargaining Agreement. Both frameworks are key to supporting our vision, mission and value proposition, aligned with ESG goals by promoting legal compliance, fair labour practices, and the protection of workers' rights in temporary employment.

NEN 4400-1 is a Dutch standard that sets requirements for labour providers to prevent fraud and illegal employment by ensuring compliance with tax, social insurance, and labour laws. It includes regular audits to verify compliant payroll administration and payment of taxes and social contributions. NEN 4400-1 is a requirement for VCU 2011/05 certification.

The NBBU Collective Bargaining Agreement (CBA) governs employment conditions for temporary workers affiliated with NBBU member agencies, ensuring fair wages, working hours, and social security rights.

During the CBA NBBU audit, auditors reviewed and accepted Atlas' anti-discrimination policy and procedures. It was identified that Atlas was lacking a paragraph in the annual report relating to the educational fund. This will be addressed within the next annual report. Certification was continued for both standards.





# Performance 2024

## 3rd party assessment and verification

### Maritime Labour Convention - Social Protection

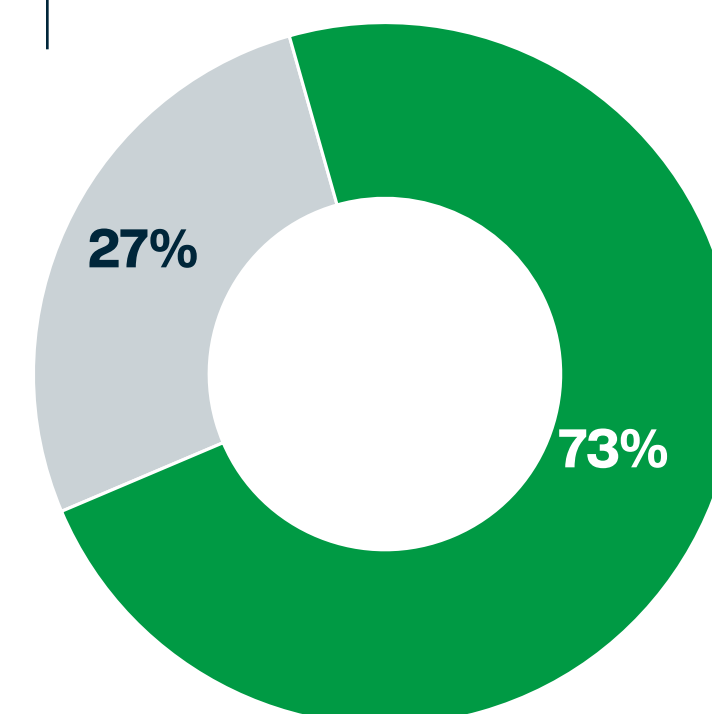
During 2024, Atlas Professionals recertified to the Maritime Labour Convention (MLC) 2006 Regulation 1.4. This convention addresses the recruitment and placement of seafarers, ensuring they are employed through fair, transparent, and regulated practices. This regulation aims to prevent exploitation, protect workers' rights, and promote decent living and working conditions for seafarers, aligning with the broader ESG goals of ethical labour practices and human rights in global supply chains. Having been one of the first recruitment companies in the Netherlands to obtain attestation to the convention back in 2013, Atlas Professionals continue to demonstrate their long-term commitment to seafarer rights, adding offices of Taiwan and Poland to the group level attestation for the first time in 2024.

### Ecovadis Sustainability Rating - Silver Medal Status

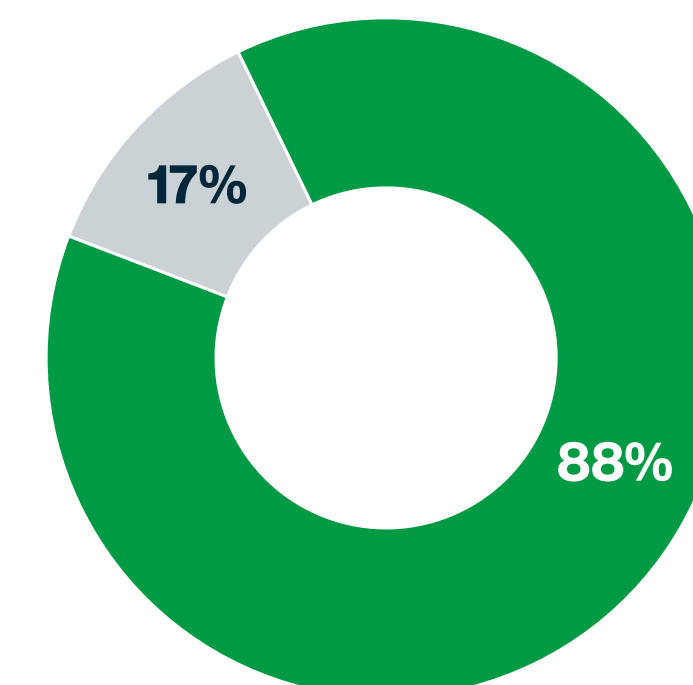
During 2024, Atlas Professionals and Nextwave Partners maintained its Silver Medal status (awarded January 2025) demonstrating our commitment to sustainability, responsible business practices and continuous improvement. Ecovadis is a globally recognised platform that assesses companies' sustainability performance across four key pillars: Environment, Labour and Human Rights, Ethics, and Sustainable Procurement. With an improved score of 73 in 2025, we remain comfortably within the top 15% of all companies assessed. This achievement enhances transparency with stakeholders and supports Atlas' reputation as a reliable and ethical partner in the supply chain, demonstrating measurable progress in ESG performance, and Atlas' commitment to making a meaningful impact on the journey to net zero.

Overall score  
Percentile 93rd

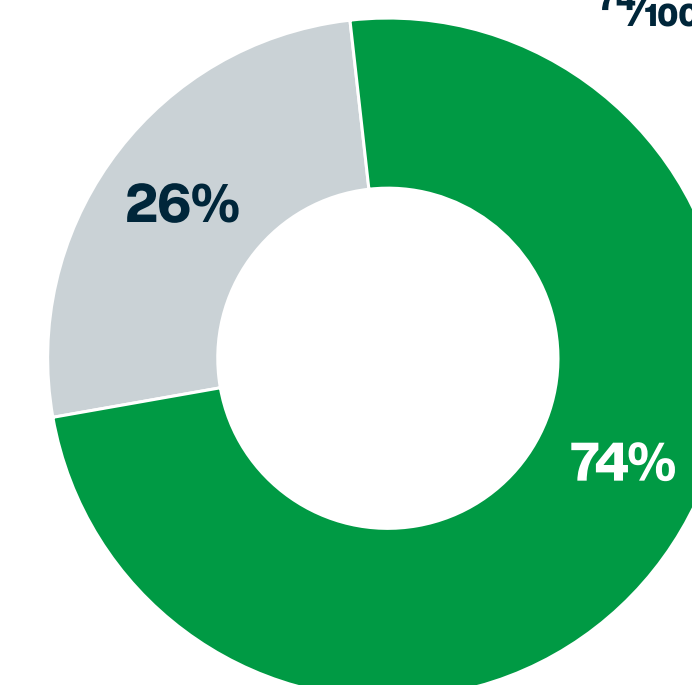
73/100



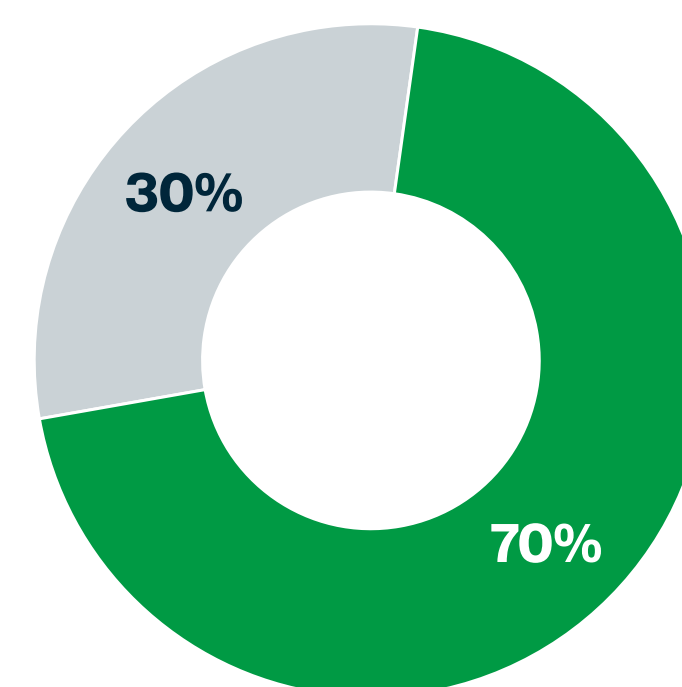
Environment 88/100



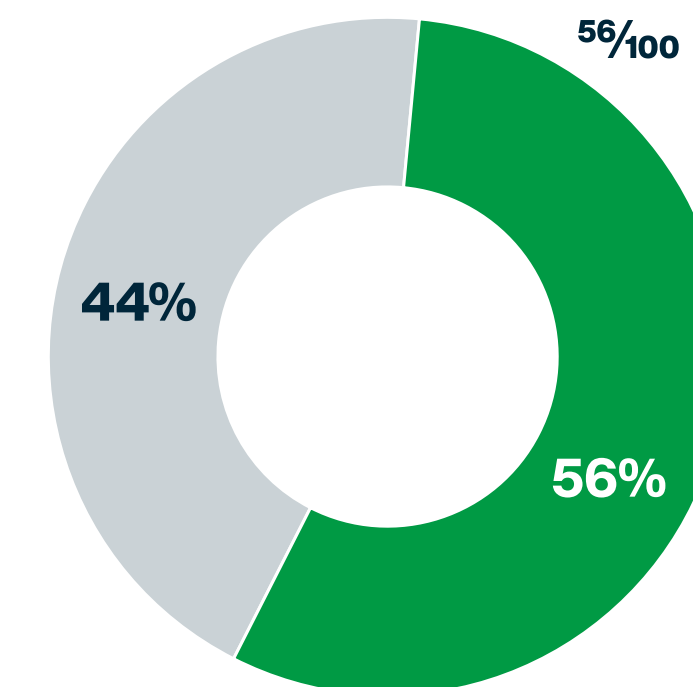
Labour and Human Rights 74/100



Ethics 70/100



Sustainable Procurement 56/100





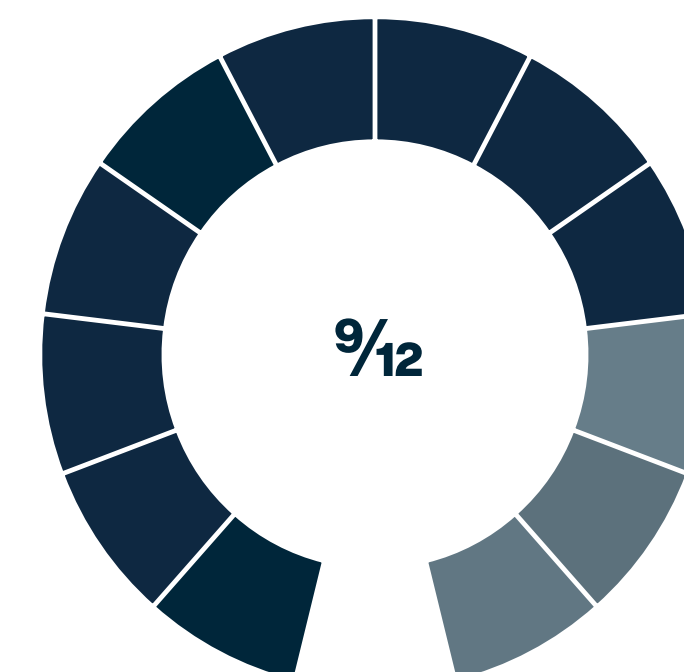
# Performance 2024

3rd party assessment and verification

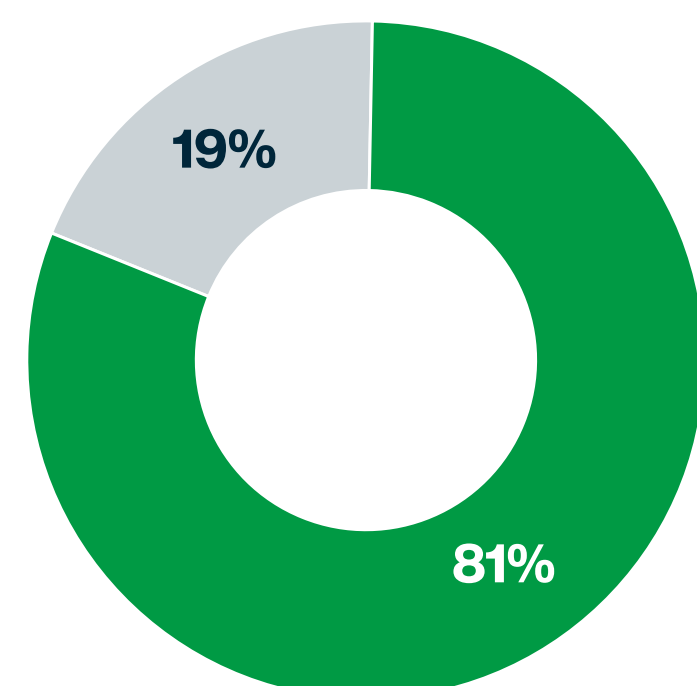
## Open-es assessment

Atlas Professionals continue to participate in the Open-es assessment. Open-es provides Atlas and its key stakeholders with a comprehensive evaluation of ESG performance, focusing on transparency, accountability, and continuous improvement. Atlas uses the platform to showcase its current activities and policies, to benchmark performance against industry peers, to identify actionable opportunities for progress and to guide further strategic ESG initiatives aligned with global sustainability frameworks and reporting standards.

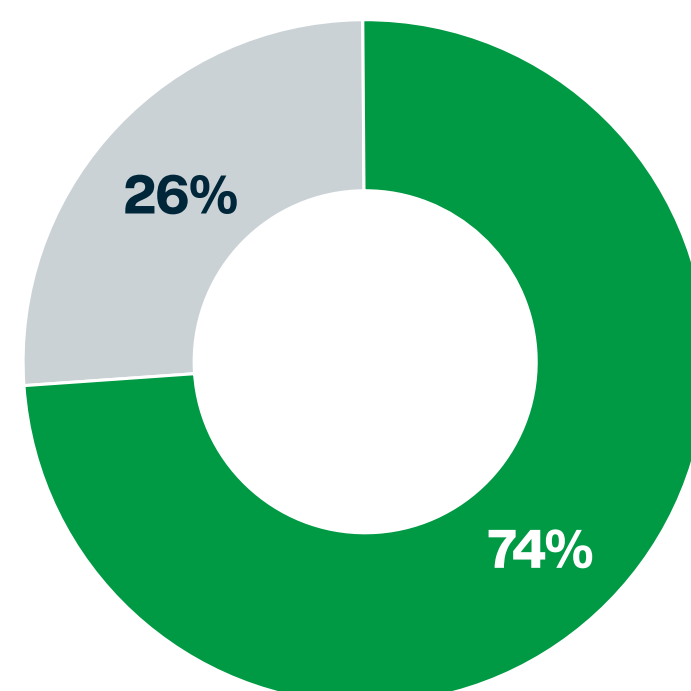
For 2024, Atlas has increased its scoring in all three ESG pillars, achieving an overall score of 81 (out of 100) and Open-es Level 9 (out of 12).



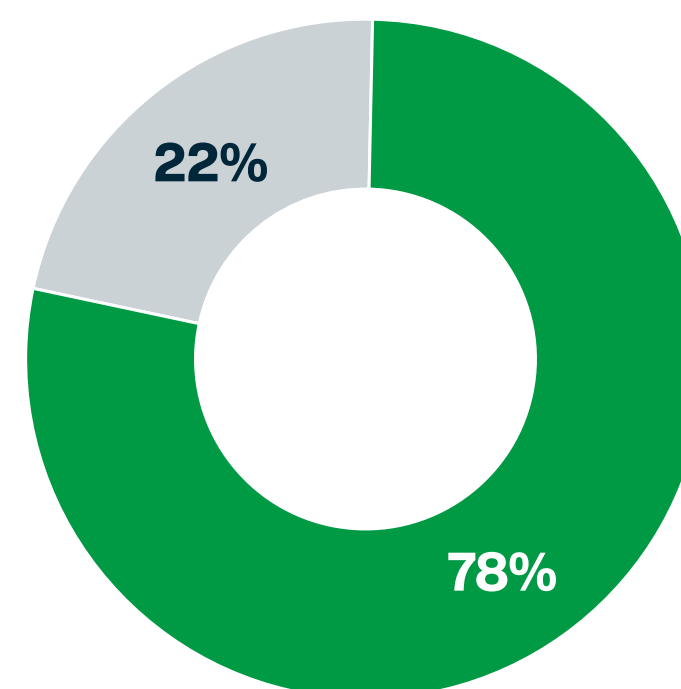
**Sustainability Scoring** 81/100



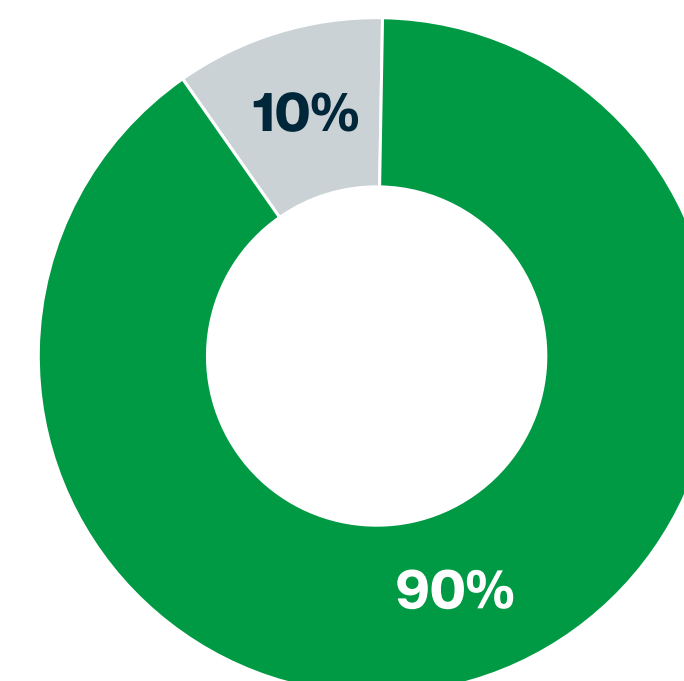
**Environment** 74/100



**Social** 78/100



**Governance** 90/100





# Performance 2024

## 3rd party assessment and verification

### Carbon Disclosure Project (CDP) - Environmental Performance

For the second year, Atlas Professionals disclosed its environmental performance via the Carbon Disclosure Project (2024 submission of 2023 data), maintaining its climate score of C, in line with the specialised professional services sector average of C. This score demonstrates that Atlas is aware of its environmental impact and has begun measuring and disclosing relevant data.

The Carbon Disclosure Project is a global non-profit organisation, running an environmental disclosure system, that enables companies, cities, states, and regions to measure and manage their environmental impacts. Through standardised questionnaires focused on climate change, water security, and deforestation, CDP provides a platform for organisations to disclose their environmental data to investors and stakeholders. CDP scoring is aligned with the Task Force on Climate-related Financial Disclosures (TCFD) and IFRS S2 Climate-Related Disclosures, providing a comparable data set across the market.

Our submission of 2024 data (in 2025) will include broader reporting on scope 3 emissions, and the allocation of emissions to CDP participating clients within our supply chain.





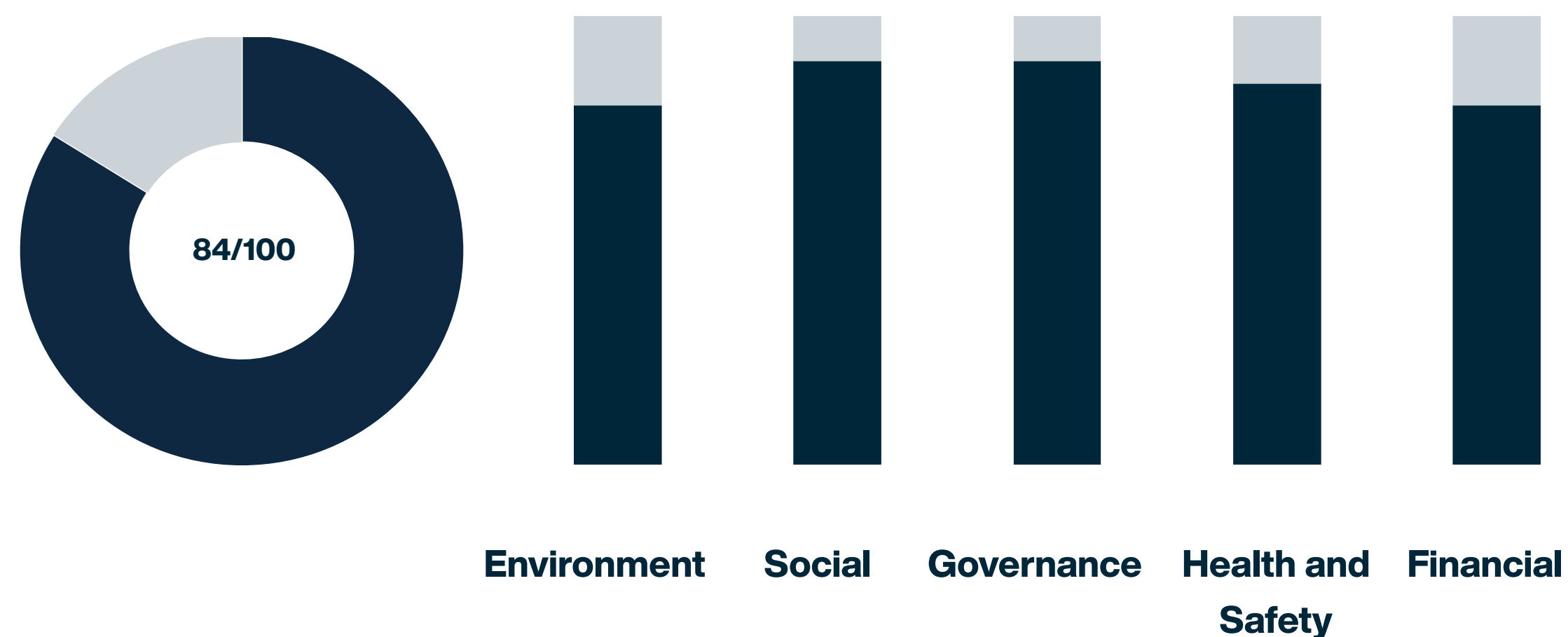
# Performance 2024

## 3rd party assessment and verification

### Achilles Global Energy (FPAL) Verify

During 2024, Atlas Professionals underwent its biennial buyer sponsored Verify Audit, focusing on Health, Safety and Environmental (HSE) Management. The Achilles Global Energy platform is used by our customers as a screening tool to assess and compare supplier capabilities when awarding work. It enables both buyers and suppliers to mitigate oil and gas supply chain risk, advance green supply chain practices, and remain at the forefront of the energy industry. The scheme provides subscribing buyers with insight into Atlas’ performance and offers Atlas valuable feedback for identifying opportunities for system improvement.

The audit assessed Atlas’ HSE system management, with our HSE score improving from 80 to 84 (out of 100).





# Performance 2024

## 3rd party assessment and verification

### EthixBase 360 ESG Metrics Due Diligence

Atlas Professionals UK Ltd has undergone the EthixBase 360 ESG Metrics Due Diligence Assessment, demonstrating Atlas' commitment to anti-bribery compliance and ethical business conduct. This process provides reassurance and transparency to our customers seeking verification of ESG-related standards across their supply chain.

### Continuous Improvement and Future Commitments

As part of our commitment to transparency and accountability, we view third-party assessment and verification not as a final step, but as a critical input in our continuous improvement process. Independent evaluations help us identify gaps, validate progress, and benchmark our ESG performance against industry best practices.

We are committed to regularly engaging with credible external assessors to ensure the integrity and effectiveness of our integrated management system. Third-party, ISO-aligned verification is central to our ESG governance model and stakeholder accountability. This will be expanded geographically in line with strategic plans, particularly in emerging markets and regions where assurance and governance are essential.





# Carbon Offsetting

## Matching employee donations

Atlas Professionals and NextWave Partners match donations to Ecologi for any employees who sign up to this carbon offsetting platform. The platform supports carbon avoidance and removal projects and funds the planting of trees around the world to restore nature and support local communities.

During 2024, Atlas Professionals and NextWave Partners funded the planting of 336 trees, resulting in the avoidance of 56.04 tCO<sub>2</sub>e. During 2024, Atlas Professionals and NextWave Partners contributed to the funding of the following projects:

- Repairing water boreholes in Eritrea. This project supplies the local community with a source of clean, safe, drinking water.
- Avoiding methane emissions from landfill in Brazil. This project is expected to produce 102.579 MWh of energy during its lifetime.
- Peatland restoration and conservation in Indonesia. This project protects habitat that is thought to be home to up to 10% of the world's remaining Bornean orangutan population.
- Protection of the Matavén forest in Eastern Colombia. This project will prevent an estimated 3.622.352 tonnes of CO<sub>2</sub>e emissions per year, during its 30-year lifespan.
- Solar power project in Morocco. Preventing 33.775 tonnes of CO<sub>2</sub>e emissions each year.
- Conserving the Amazon in Brazil. This project will prevent the emission of 8.378.697 tCO<sub>2</sub>e over 30 years.
- Solar PV electricity generation in Indonesia. Preventing 33.775 tonnes of CO<sub>2</sub>e emissions each year.



Based on an average annual carbon footprint of 8 tonnes CO<sub>2</sub>e per person.



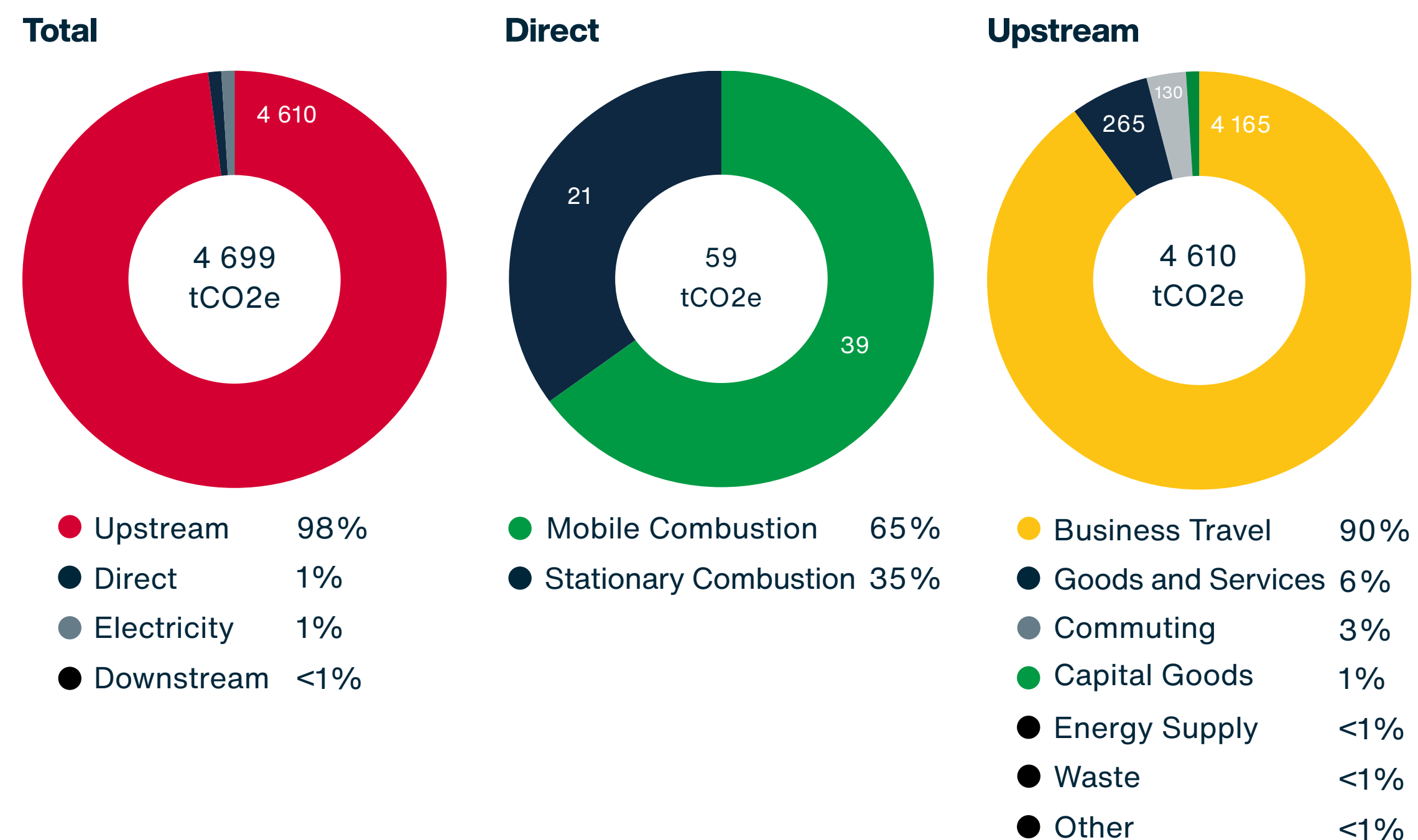


# GHG Emissions Inventory

## Scope 1, 2 and 3 carbon emissions reporting

In the reporting period FY2024, total emissions amounted to 4,699 tCO<sub>2</sub>e with a per-activity breakdown as follows:

For Scope 3 – Upstream emissions, Business Travel (of our staff and professionals) accounted for 90% of all emissions in this category.





GHG Emissions Inventory

Greenhouse Gas Protocol-Standardised Statement of GHG Emissions

*\*This column contains all entries for which a further split in greenhouse gases is not known.*

*This total emissions on this report include electricity emissions using the market-based method.*

Active Category		Certainty (95% confidence)	All GHG (tCO <sub>2</sub> e)	CO <sub>2</sub> (tCO <sub>2</sub> e)	CH <sub>4</sub> (tCO <sub>2</sub> e)	N <sub>2</sub> O (tCO <sub>2</sub> e)	SF <sub>6</sub> (tCO <sub>2</sub> e)	NF <sub>3</sub> (tCO <sub>2</sub> e)	HFCs (tCO <sub>2</sub> e)	PFCs (tCO <sub>2</sub> e)	CO <sub>2</sub> e* (tCO <sub>2</sub> e)
1	Scope 1 - Direct emissions from operations	-7% to + 8%	59	59	<1	<1					
1.1	Stationary combustion	-3% to +3%	21	21	<1	<1					
1.2	Mobile combustion	-11% to +12%	39	38	<1	<1					
1.3	Process emissions										
1.4	Fugitive emissions										
2	Scope 2 - Indirect emissions from the use of purchased electricity, steam, heating and cooling	-5% to +6%	25	25	<1	<1					0
2.1	Purchased electricity-market based	-5% to +6%	25	25	<1	<1					0
	Purchased electricity-location based	-5% to +6%	56	56	<1	<1					
2.2	Purchased steam, heating, cooling										
3	Scope 3 - Indirect emissions in the value chain - Upstream	-11% to +12%	4,610	885	108	16	2	0	8	1	3,590
3.1	Purchased goods and services	-41% to +71%	265	205	44	9	1		5	1	
3.2	Capital goods	-38% to +60%	25	20	4	1	<1		1	<1	
3.3	Fuel and energy related activities	-6% to +6%	22	6							17
3.4	Upstream transportation and distribution										
3.5	Waste generated in operations	-28% to 39%	2	0	0	0	0	0	0	0	2
3.6	Business travel	-12% to +13%	4,165	525	60	5	1		3	<1	3,571
3.7	Employee commuting	-6% to +7%	130	130	<1	1					
3.8	Upstream leased assets (as lessee)	-14% to +17%	1	1							
	Scope 3 - Indirect emissions in the value chain - Downstream	-19% to +24%	4	4	<1	<1					
3.9	Downstream transportation and distribution										
3.10	Processing of sold products										
3.11	Use of sold products										
	End-of-life treatment of sold products										
	Downstream leased assets (as lessor)										
	Franchises										
	Investments	-19% to +24%	4	4	<1	<1					
Total GHG emissions		-11% to +12%	4,699	974	108	16	2	0	8	1	3,590



# GHG Intensity Ratios

## Insights from GHG intensity indicators

Atlas Professionals applies intensity ratios based on FTE and annual revenue, allowing for comparisons of energy efficiency over time and with other similar organisation types. FY2024 will serve as the baseline for future comparisons of these ratios.

Emissions FY 2024	tCO <sub>2</sub> e	FY 2024		tCO <sub>2</sub> e	FY 2025	
		Intensity Ratio (FTE)	Intensity Ratio (Annual Revenue)		Intensity Ratio (FTE)	Intensity Ratio (Annual Revenue)
Scope 1	59,33	0,15654	0,00025	66,66	0,16919	0,00034
Scope 2 : Market based	25,31	0,06678	0,00011	23,34	0,05924	0,00012
Scope 2 : Location based	55,95	0,14763	0,00024	66,12	0,16782	0,00034
Scope 3: Upstream (market based)	4,610	12,16359	0,01975			
Scope 3: Downstream	3,69	0,00974	0,00002	90,00	0,22843	0,00046
Scope 1 and 2: Market based	84,64	0,22332	0,00036			





# Objectives and Targets

## Driving positive impact

1. Transfer to and implement new Carbon Emissions Reporting Software.
2. Update, disclose, and improve ESG performance on platforms such as CDP, Ecovadis, and Open-es.
3. Enhance the quality of GHG reporting data by shifting from spend-based estimates to activity-level data.
4. Maintain the use of 100% renewable energy where the choice is under Atlas's control.
5. Maintain ISO 14001:2015 Environmental Management System certification.
6. Achieve 95% use of electric or hybrid company lease vehicles by 2035 (with a commitment by 2030 aligned to a 5-year lease cycle).
7. Achieve Net Zero emissions by 2050, in line with the group vision.





# Circularity of Activities

## Sustainable solutions

Atlas Professionals and NextWave Partners seek to offer added value of its services throughout the entire employment lifecycle, not only through the sectors that we serve but also through the way we conduct business.

Circularity is central to our environmental, social, and governance (ESG) strategy, shaping how we engage with clients, candidates, suppliers, and internal stakeholders to reduce waste, extend value, and foster long-term resilience across our value chain.

### • Service Circularity

- Supporting clients and markets driving transition to a circular economy - placing talent into roles that accelerate innovation in circular design, energy recovery, and regenerative systems, we act as an enabler of circularity across industries.
- Atlas' Greenhand Programmes introduce entry level workers to the offshore and renewables industries with over 700 candidates starting their offshore career through the programme since its inception in 2018.
- Client and Professional Retention: Atlas seek to build long term relationships with customers to leverage resources and maximise opportunities.

### • Resource Efficiency and Waste Reduction

- Digitalisation and Paperless Processes: Targets for paperless processes in place.
- Energy Consumption: Monitoring of energy use in offices, with energy saving initiatives such as switch off at night policies to minimise idle energy waste.
- Sustainable Marketing Supplies: Atlas engage with suppliers who offer eco-friendly bio-based products, with digital options in place for paper-based materials.

- Product exchange: A merchandise portal is in place to manage product requirements including return and exchange of surplus supplies.

### • Stakeholder Engagement

- Sustainable Business Partners: Atlas seek to maintain relationships with clients with strong sustainability practices and track records.
- Supplier Sustainability Code of Conduct in place ensuring responsible collaboration, reinforcing circularity by promoting ethical practices, resource efficiency, and shared accountability throughout the value chain.
- Employee and Customer Engagement: Atlas collect and analyse feedback from clients and professionals both formally and informally, with consistently high scores indicating successful circular practices.





# Circularity of Activities

## Sustainable solutions

- **Circular Economy KPIs**
  - Recycling and Waste Management: Segregation and recycling facilities are in place in all offices, reflecting available waste streams and reducing the amount of waste that goes to landfill.
  - Carbon Footprint: Measurement and identification of reduction opportunities through policy and process.
- **Innovation and Continuous Improvement**
  - ESG Innovation and improvement: Adoption of sustainability platforms including Ecovadis, Open-es, CDP to measure and share performance, bring transparency and drive improvement.
  - Internal Circularity Initiatives: Atlas monitor programmes to reduce office waste and increase energy efficiency via regular auditing and assessment (ISO 14001:2015).
  - Supporting Technical Innovation: Supplying skilled professionals to emerging tech and projects that prioritise energy efficiency and transition.
- **Reporting and Transparency**
  - Sustainability Reporting: Publication of an annual ESG Report.
  - Mid and end of year emissions reporting to monitor progress.
  - Commitment to refining circular practices, improving the quality of emissions reporting over time.
  - Sustainability Standards: Atlas maintain certification to ISO 14001:2015 for environmental management, a recognised sustainability and circular economy standard.

- **Employee Engagement in Circular Practices**
  - Policy and Procedure: ESG-related policies and procedures, including Atlas' Environmental, CSR, and Waste Management Policies, are shared with both office and field employees to promote circular practices.





# Waste and Recycling

## Policy

Our Environmental Policy outlines our commitment to environmental stewardship, including the prevention of pollution and the continual improvement of our environmental management practices. We aim to raise environmental awareness, enhance performance, and reduce our overall impact on the environment.

The policy enables Atlas Professionals to apply global “Reduce, Reuse, Recycle” principles wherever and whenever possible to minimise waste. Atlas Professionals is committed to meeting all compliance obligations related to conserving, strengthening, and revitalising the environment.

Aligned with our sustainability and ESG goals, environmental objectives, KPIs, and targets are set and reviewed annually to measure performance and identify opportunities for improvement. Atlas Professionals aims to achieve these objectives to the full satisfaction of our clients, staff, and professionals. Our management system is certified to ISO 14001:2015 standards and is integrated into our core operations.

Atlas Professionals recognises the importance of working with individuals who are competent to perform tasks in an environmentally responsible manner, as required by our clients. Therefore, we ensure that all available information is shared with our professionals so that work is carried out in alignment with our ESG and sustainability commitments.





# Waste and Recycling

## Policy

Atlas Professionals aim to reduce its environmental impact, enhance operational efficiency, and promote a culture of sustainability within its offices. Ongoing efforts and regular review of practices ensure continuous improvement in waste reduction and recycling. Atlas Professionals is committed to improving its waste management and recycling practices and have implemented several initiatives to promote recycling at both operational and employee levels:

- Recycling stations are located throughout our offices, clearly labelled to support proper waste segregation in accordance with locally available waste streams.
- Recycling facilities are audited regularly to review provision and adoption.
- General waste bins are limited to encourage recycling and reduce overall waste.
- Waste is collected by cleaning staff and disposed of daily via approved contracted waste management companies or local authority provider.
- Paper and printer cartridge waste is kept to a minimum via adoption of paperless working processes throughout Atlas.

- Electronic waste (e-waste) is stored separately and collected by certified e-waste recycling / destruction companies operating in accordance with local legislation.
- Single use plastics are discouraged with cutlery, crockery and drinking glasses provided in all offices – use of refillable water bottles is encouraged.
- Sustainable procurement: Atlas prioritises purchasing from environmentally responsible suppliers offering recyclable products and packaging, such as recyclable coffee pods.
- Professional awareness: Professionals are informed and encouraged to dispose of waste appropriately and recycle wherever possible.
- IT and office equipment are repurposed or recycled wherever possible via certified partners to protect data integrity and to avoid IT waste going to landfill.
- Demand-based ordering is encouraged to minimise resource use and waste, supporting environmental sustainability and cost-efficiency.
- Strategic engagement with suppliers who demonstrate a clear understanding of sustainability and ESG principles, ensuring alignment with responsible sourcing and ethical business practices.
- Modern, energy-efficient offices: Atlas occupies well-

- insulated offices with ample natural light and efficient heating, lighting, and air-conditioning systems to reduce energy consumption.
- Energy-saving policies include “switch-off at night” and HVAC closed-window practices to prevent energy waste.
- 100% KPI for renewable energy use in Atlas offices where the energy provider is selected by Atlas.
- KPIs for electric/hybrid lease vehicles are in place, with zero diesel lease vehicles in use.
- Monitoring of environmental incidents includes a KPI of zero accidents or incidents involving environmental discharge.





# Waste and Recycling

## Targets

Recycling rate targets for 2030 have been set at 60% by the EU, and 70% by the UK Government. While these targets may need to increase over time to counterbalance continued waste generation, Atlas Professionals supports reduction-focused initiatives. These include engaging with suppliers to promote sustainable practices and prioritising the use of products made from recycled materials or materials that are recyclable, while also maximising the lifespan of purchased goods.

Atlas Professionals is committed to meeting the EU municipal recycling target of 60% of all waste by 2030 and aims to improve the accuracy and scope of its waste reporting in the coming years.





# Social

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# Health and Safety

## Promoting a safe and healthy workplace

### Our Commitment

Ensuring the health, safety, and wellbeing of our personnel, both those deployed in our offices and at the worksite of our clients, is our top priority. We recognise that the nature of offshore work presents unique challenges, including exposure to hazardous conditions, remote locations, and rapidly changing environmental factors. As such, we are fully committed to upholding the highest health and safety standards across all our recruitment, onboarding, and personnel support processes.

### Standards and Compliance

Our approach to health and safety aligns with the following frameworks:

- ILO Maritime Labour Convention (MLC) 2006 Regulation 1.4 (Seafarer Recruitment and Placement)
- ISO 45001:2018 Occupational Health and Safety Management Systems Standard
- VCU 2011/05 (Veiligheids Checklist Uitzendbureaus) Safety Checklist for Employment Agencies
- Industry and client specific requirements and procedures
- Regulatory frameworks in jurisdictions where we and our clients operate





# Health and Safety

## HSE training awareness

In 2024, Atlas Professionals reaffirmed its commitment to prioritising the health and safety of its workforce through a series of comprehensive training initiatives. A total of 170 Health, Safety, and Environment (HSE) training sessions were conducted for new and existing employees across Atlas offices. These sessions encompassed critical areas such as Emergency Response, Safety Conversations, Zero Harm principles, and Quality Assurance. To ensure ongoing competency and preparedness, the company also implemented refresher courses, external and internal emergency response drills, internal simulations, and specialised drilling mastery classes. Notably, 100% of Atlas offices completed emergency response drill training, culminating in over 150 hours of face-to-face HSE instruction delivered throughout the year.

The Greenhand training programme, aimed at equipping entry-level professionals for the energy sector, saw significant activity in 2024. 16 courses were conducted, providing 122 hours of training to 243 candidates. An additional 30 hours were dedicated to pre-screening interviews as part of the UK's Greenskills initiative. In 2024, 66 graduates from Atlas Professionals' Greenhand Programme secured employment with 92% of the company's oil and gas clients. This high placement rate underscores the programme's effectiveness in preparing entry-level professionals with the necessary skills and competencies for the energy sector.

In 2024, Atlas Professionals further demonstrated its adaptability and commitment to client-specific training solutions by supplying an additional 33 Greenhand graduates to a prominent oil and gas client. This client operates its own bespoke Greenhand Programme, tailored to meet unique operational and safety standards. By aligning its recruitment and training processes with the client's specific requirements, Atlas Professionals ensured that these graduates were well-prepared to integrate seamlessly into the client's specialised programme. This collaboration underscores Atlas Professionals' dedication to delivering customised workforce solutions that address the distinct needs of its clients in the energy sector.





# Health and Safety

## Zero Harm Programme

Atlas Professionals' dedication to safety and quality is further exemplified by its Zero Harm initiative, which emphasises correct prioritisation, compliance, communication, continuous risk assessment, caring for each other, coaching/mentoring, and competence. This holistic approach ensures that both employees and the environments in which they operate are safeguarded, aligning with the company's overarching goal of fostering a culture of safety and continuous improvement.

Zero Harm is fully embedded in daily operations, with Senior Management actively engaged in Emergency Response. Every Emergency Response Log is reviewed, some directly actioned by the CEO, demonstrating a strong top-down commitment. Health & Safety performance is communicated across the organisation on a monthly basis, and continuous training and awareness initiatives ensure teams are well-prepared to respond effectively in emergency situations.

- **Pre-Deployment processes**
  - Comprehensive safety training
  - Medical fitness assessments
  - Safety conversations, onboarding, Greenhand training (as applicable)

- Client / project specific inductions and HSE information
- Atlas HSE instructions – HSE handbook
- **On-Assignment Support**
  - Dedicated Account Manager support to deployed professionals to monitor welfare and respond to any emerging concerns
  - 24/7 support to clients, professionals and staff in the event of a medical or safety related incident
  - Encourage personnel to report unsafe conditions or practices without fear of retaliation
- **HSE Management and Continuous Improvement**
  - HSE KPIs and objectives
  - Emergency response procedures with annual training drills
  - Accident and incident reporting, investigation, mitigation, and data sharing
  - HSE campaigns to address specific previous issues, events or emerging trends
  - HSE induction and refresher training for staff and professionals
  - Online customer surveys to gather feedback on HSE issues

- HSE fixed agenda topic at all internal and external meetings
- Complaints, feedback and continual improvement procedures
- Health and wellbeing initiatives
- Workplace risk assessment
- Environmental aspects management
- My Safety 7 Cs
- My Life Saving Rules





# Health and Safety

## Accident and incident statistics

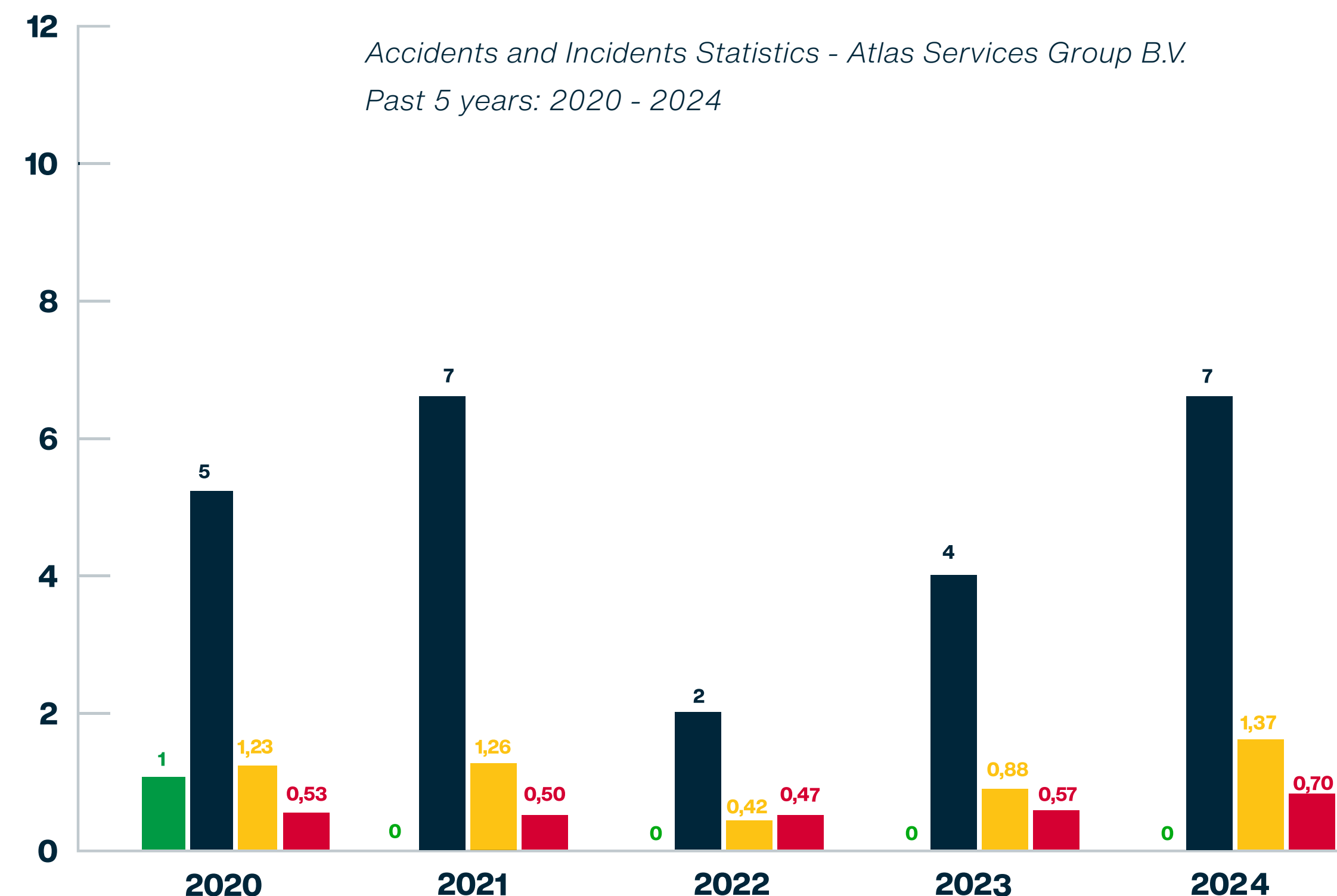
Atlas Professionals monitors all reported accidents, incidents, and near misses across its operations, including those occurring at Atlas Professionals’ offices (involving internal staff), as well as at the worksites of clients where our candidates and contractors are deployed.

All incidents reported in the current period occurred at customer worksites, involving professionals placed by Atlas. These events are tracked systematically to ensure appropriate response, root cause analysis, and the implementation of preventative measures.

### Key figures FY 2024

Lethal Accidents Fatality (FAT)	0
Lost Time Accidents/Incidents (LTA/LTI)	7
Lost Time Injury Frequency Rate (LTIF)	1.37
Total Recordable Incident Rate (TRIR)	0.70
Days Lost	209
Occupational Illness / Disease Cases	0
Reported Near Miss Cases	9
Environmental Incidents	0

In 2024, we experienced an increase in Lost Time Accidents (LTAs) across our operating sectors, with the Energy sector seeing a rise in slips, trips, falls, and hand and finger injuries. In response, we have intensified our focus on these specific hazards in safety conversations and are working closely with safety organisations and clients within the Energy sector to proactively prevent such incidents.



- Lethal Accidents Fatalities (FAT)
- Lost Time Accidents/Incidents (LTA/TLI)
- Lost Time Injury Frequency Rate (LTIF)
- Total Recordable Incident Rate (TRIR)



# Stakeholder Engagement

## Listening to feedback

Stakeholder engagement is a cornerstone of Atlas' ESG strategy, enabling us to align our actions with the expectations and needs of those impacted by our operations. We actively engage with a broad range of stakeholders including employees, customers (clients and professionals), suppliers, investors, and community representatives, through regular dialogue, surveys, and collaborative initiatives. These interactions provide valuable insights that shape our priorities, enhance our decision-making, and strengthen our social license to operate. Moving forward, we will continue to deepen our stakeholder relationships, ensuring their voices inform both our long-term sustainability goals and day-to-day practices.

**Feedback is welcomed from all stakeholders, with the following engagement channels available**

- Direct Supervisor/HR Route
- Dedicated Account Manager
- Online Customer Surveys
- Next Chapter
- Star Awards
- Whistleblower Policy
- Discipline and Grievance Procedure
- Complaints Procedure
- Company Intranet - Deck
- Website and Social Media
- Conferences and Exhibitions

- Health and Safety Managers
- Prevention Officer (HQ)

### Customer Engagement

As a service provider, customer satisfaction is of primary importance to Atlas Professionals. We collect and analyse feedback from employees, clients, professionals, and other stakeholders regarding satisfaction with our services, including sustainability practices. High satisfaction scores indicate the success of our circular economy initiatives. Customer satisfaction is monitored continuously, with operational teams maintaining regular contact with clients and professionals via phone, email, WhatsApp, MS Teams, and face-to-face meetings whenever possible.





# Stakeholder Engagement

## Listening to feedback

### Online Customer Survey

Customer satisfaction is formally measured through online customer surveys. The results from these surveys directly contribute to Atlas' QHSE KPIs and overall satisfaction metrics. For 2024, Atlas achieved an overall customer satisfaction rate of 8 out of 10.

### Staff Company Wide Engagement – Next Chapter

Launched in 2024, Atlas continued its innovative group communication programme, Next Chapter, delivering quarterly communication from top management throughout 2024. With a mixture of special guests, live audiences, and Q&A, each of the four programmes delivered a unique platform for discussion of business performance, hot topics and future strategy.

### Staff Recognition – Global Awards Dinner

During December, Atlas Professionals and NextWave Partners hosted the Star Awards Show 2024, the first global annual awards dinner. This event brought together staff from across the globe to recognise outstanding contributions and celebrate successes.

### Complaints and Suggestions

Atlas Professionals maintain a clear complaints procedure, accessible via a dedicated email address and a 'contact us' option on the company website. Any submissions indicating that service standards have not been met are formally logged, addressed, reported, and followed up to ensure issues are resolved and preventive actions implemented. This approach supports continuous improvement across the organisation.

### Works Council (OR)

In line with EU legislation, Atlas Professionals encourage the establishment of a Works Council (OR) to represent workforce interests, improve working conditions, and participate in company decision-making processes. Regular staff consultations are conducted to gauge interest in forming a Works Council. Although there has been insufficient support for its formation, staff will be re-engaged on this topic in future years





# Customer Satisfaction

## Listening to feedback

Atlas Professionals and NextWave Partners actively collect and analyse feedback from clients and professionals to assess satisfaction with the company's services, particularly in relation to sustainability and circular practices. High satisfaction scores are a strong indicator of the effectiveness of these efforts.

To ensure continuous improvement, feedback is gathered through a combination of formal and informal channels:

- Formal mechanisms include regular online surveys targeting both clients and professionals.
- Informal engagement takes place through ongoing, open communication between customers and our team members.
- Additional channels include communication via the company's websites, social media platforms, vessel management structures, and relevant flag state authorities.

Our approach emphasises early issue resolution at the lowest possible level, prioritising open dialogue and collaboration to ensure the best outcomes for all parties.

Survey results directly feed into Atlas' QHSE Key Performance Indicators (KPIs), with the Integrated Management System ensuring that actions taken are effective and that future improvements are guided by real-world input.

### 2024 Customer Satisfaction Scores:

- Client Satisfaction Score: 8.1 / 10
- Professional Satisfaction Score: 8.0 / 10
- Overall Satisfaction Score: 8.05 / 10

These results meet our internal KPIs and reflect a strong, consistent performance, maintaining a satisfaction level above 8.0 for over five consecutive years.





# Community Engagement

## Commitment to the communities we serve

At the heart of our sustainability strategy lies a deep commitment to the communities in which we operate. Atlas Professionals and NextWave Partners believe that long-term success is built through meaningful partnerships, open dialogue, and the creation of shared value. Our community engagement efforts are anchored by initiatives that support education, workforce development, and local impact.

### Greenhands Offshore

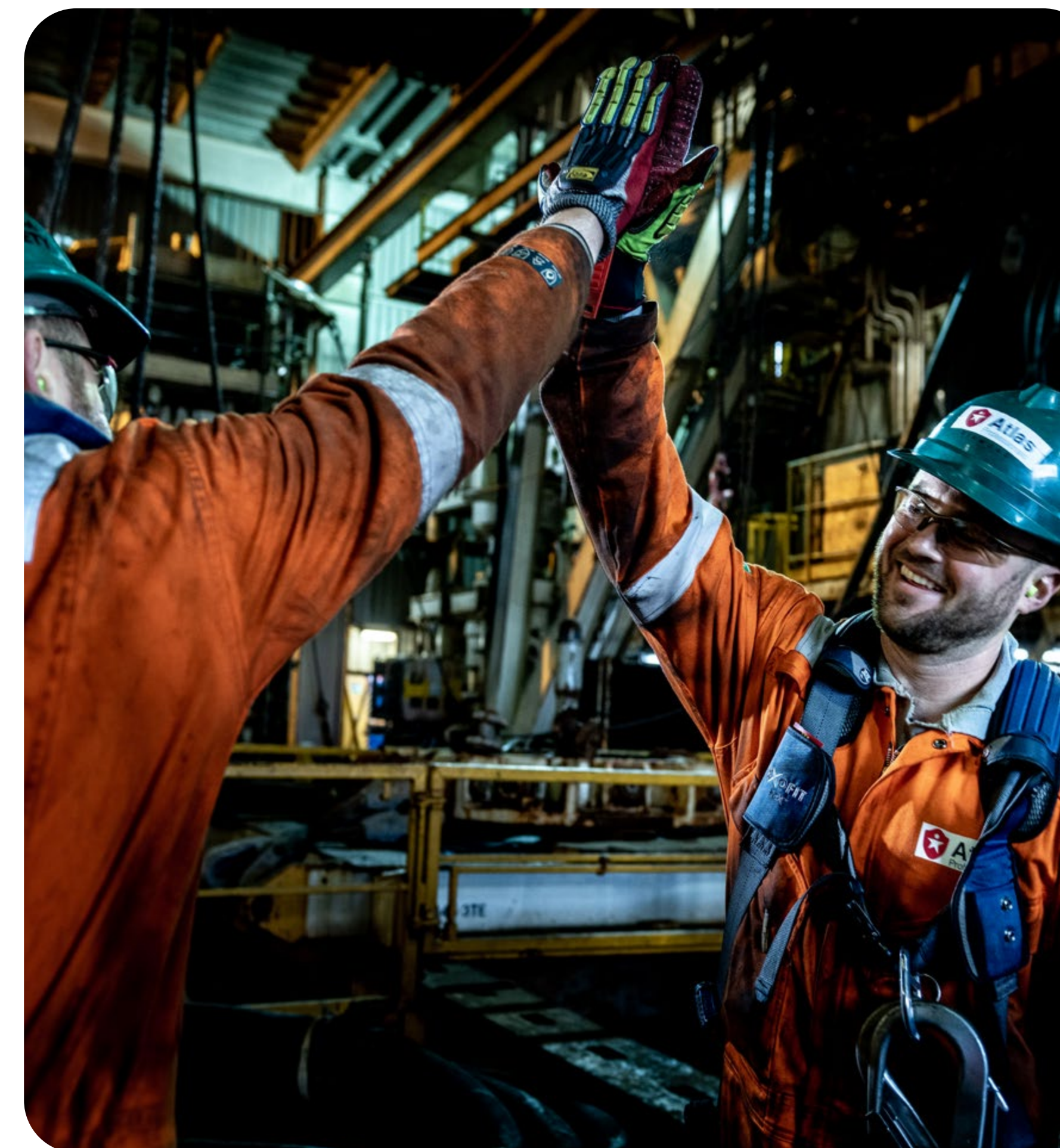
In 2024, Atlas Professionals significantly expanded its Greenhands Offshore Programme, reinforcing our commitment to developing the next generation of energy professionals. The programme conducted multiple training sessions across various sectors and regions, successfully introducing 66 Greenhands to the energy industry.

These initiatives underscore Atlas Professionals' dedication to fostering talent and facilitating career transitions within the energy sector, both domestically and internationally.

UK based events were held in both the Oil and Gas and Renewable energy sectors, including events tailored towards ex-military personnel transitioning to civilian roles, and events held in collaboration with clients, specifically tailored to addressing their recruitment needs.

The programme saw its first international expansion to Lithuania, aligning with the opening of Atlas Professionals' new representative office there, which led to the successful placement of candidates in the region.

The Greenhands Offshore programme was also taken to Rio de Janeiro, conducted in collaboration with local technical colleges to provide specialised training aligned with regional industry needs.





# Community Engagement

## Commitment to the communities we serve

At Atlas Professionals and NextWave Partners, community engagement is a foundational element of our ESG strategy and central to our long-term sustainability vision. In 2024, we deepened our efforts across multiple regions, actively fostering inclusive economic opportunities, promoting workforce development, and responding to global crises. Our initiatives included investments in education and employment pathways, support for underrepresented communities, and contributions to environmental and cultural programs.

### Think Tank Initiative

In 2024, we launched the Think Tank Initiative, a platform designed to empower all staff with forward-thinking insights and real-world expertise. This initiative connected employees with industry-leading market advisors, offering valuable coaching, market intelligence, and leadership development.

Over the course of the year, five sessions were held:

- Sessions 1-3: The Present and Future of Our Markets
- Session 4: Diversity, Equity, and Inclusion
- Session 5: Greenhand / New Entrant Programmes

Each session included live Q&A, was streamed across time zones, and made available on-demand, ensuring accessibility and promoting global knowledge sharing across our teams.

### Support for the Armed Forces Community

In August 2024, Atlas Professionals UK Ltd was awarded the Defence Employer Recognition Scheme (ERS) Bronze Award in recognition of our ongoing support for the Armed Forces community. This follows our signing of the Armed Forces Covenant, affirming our commitment to supporting service members and veterans.

Our actions included:

- Participation in ex-military recruitment events across the UK
- Tailored employment support and successful placement of service leavers into civilian roles within the energy sector
- Inclusion of ex-military personnel in our Greenhand Training Programme, providing transition pathways into offshore energy careers

### Strengthening Workforce Standards Through Union Labour Engagement

In the United States, Atlas Professionals and NextWave Partners reinforced our commitment to equitable labour standards by:

- Prioritising the hiring of unionised and local labour in key projects
- Promoting fair wages and skilled employment
- Actively tracking hires from disadvantaged communities, aligning with both federal and state-level workforce development goals

This inclusive hiring strategy strengthens local economies and ensures projects deliver sustainable, long-term benefits for underrepresented populations.

### Employability Skills - REACH Programme with Foyer Aberdeen

As part of the REACH Employability Programme, we supported Foyer Aberdeen by delivering mock interview training to job seekers, helping them build confidence and job-readiness. This initiative reflects our commitment to enhancing employability and supporting social mobility at a local level.





# Community Engagement

## Commitment to the communities we serve

### Strategic Expansion - New Representative Offices

To support local workforce and industry growth, we expanded our operations in 2024 by opening two new offices:

- Poland (Warsaw): Serving the rapidly growing Polish offshore wind sector, providing career opportunities for local candidates and contributing to the country’s clean energy transition.
- Lithuania (Klaipedia): Aligning with our international Greenhand Programme expansion, successfully placing candidates into the regional energy workforce.

### Supporting Our Ukrainian Colleagues

In response to the ongoing conflict in Ukraine, Atlas Professionals has continued to provide critical support to affected colleagues and their families. From the outset of the crisis in 2022, we enabled Ukrainian employees to safely relocate to offices within our international network—primarily hosted by our team in Riga, Latvia.

These actions demonstrate our commitment to employee welfare, business continuity, and fundamental human rights. Ukrainian professionals currently make up nearly 25% of our global workforce, and we are deeply grateful

for their resilience and enduring contributions to our business. We remain steadfast in our support, offering a secure and respectful working environment for all.

### Workforce Education and Engagement

- Maritime Careers Day (The Netherlands): In collaboration with local training centres and a recruitment partner, Atlas Professionals hosted a Maritime Careers Day in Zwolle, aimed at inspiring and connecting young talent with opportunities in the maritime industry. The event featured direct interaction with employers and industry professionals, fostering real-world career pathways.
- Guest Lectures in Dutch Port Cities: Atlas representatives delivered guest lectures in Urk, IJmuiden, Rotterdam, and Zwolle, sharing insights on offshore and maritime careers. These educational efforts support industry awareness and encourage students to pursue careers in sustainable marine industries.

### Environmental Responsibility - Supporting The Ocean Cleanup

In 2024, Atlas Professionals contributed to The Ocean Cleanup, a Dutch non-profit committed to removing plastic from the world’s oceans, particularly the Great

Pacific Garbage Patch. We supplied technical and environmental professionals to support this vital mission. Our involvement underscores our dedication to environmental stewardship and global collaboration in protecting marine ecosystems.

### Cultural Investment - Brazil's Estúdio Escola

As part of Brazil’s Incentivo Cultural (Cultural Incentive) programme, our Brazilian team allocated a portion of the municipal service tax to support the Estúdio Escola project. This initiative teaches and promotes Brazilian animation, investing in the creative, technical, and social development of young artists. Our support advances youth empowerment and local cultural preservation.





# Community Engagement

Commitment to the communities we serve

## Sustainable Employability - Educational Fund (Netherlands)

In the Netherlands, Atlas Professionals contributes to an Educational Fund that supports the training and development of both professionals and internal staff. This fund is financed through mandatory reservations made on applicable contracts, and the spending obligation is externally validated to ensure transparency and compliance. The initiative strengthens long-term employability, helping individuals upskill and adapt to evolving industry needs.

## Crew Engagement Days - 16 Years of Collaboration

Each December, Atlas Professionals joins one of our major clients for a Crew Engagement Day dedicated to safety, collaboration, and continuous improvement. Now in its 16th year, this annual tradition reflects a shared commitment to the health and wellbeing of offshore professionals. The event fosters open dialogue around HSE (Health, Safety & Environment) practices, encourages team feedback, and celebrates collective efforts to achieve operational excellence. Through trust, loyalty, and shared values, the day continues to inspire strong partnerships and a culture of mutual respect and safety.

## Vessel Visits - Strengthening Offshore Understanding

Throughout 2024, Atlas team members participated in vessel visits to offshore sites in the US, UK, and Netherlands. These on-site experiences allowed staff to:

- Observe vessel operations and offshore conditions firsthand
- Connect directly with crew and clients
- Deepen understanding of the physical and psychological demands of offshore roles

These immersive visits not only enriched the teams' appreciation for offshore work but also improved candidate matching by offering a deeper perspective than job descriptions alone. The warm hospitality extended by crews reinforced professional bonds and laid the foundation for continued collaboration and shared success.





# Community Engagement

## Commitment to the communities we serve

### Crew Training days: Safety, Collaboration, and Continuous Improvement.

Atlas Professionals were proud to join our client and crew members during this year's Crew Training Days, a key opportunity to exchange insights on HSE best practices, gather crew feedback, and celebrate how every team member contributes to shared goals.

These events highlighted the power of strong partnerships, mutual respect, and a shared commitment to safety. We're honoured to work alongside clients who demonstrate exceptional care for their teams' wellbeing and look forward to continuing this collaboration in the years to come—grounded in loyalty, teamwork, and shared values.

### Collaboration with the Lithuanian Maritime Academy - LAJM.

In June 2024, Atlas Professionals launched a partnership with the Lithuanian Maritime Academy (LAJM), aiming to attract new talent to the maritime sector and support the professional development of current workers. We were proud to host our first Greenhand Programme at the academy's facilities—a milestone in our expanding presence in the Baltic region.

This collaboration marks a meaningful step toward workforce development, educational outreach, and cross-sector skill-building, and we are deeply thankful to LAJM for their trust and partnership.

### Industry Events: Sharing Knowledge, Building Networks

Throughout 2024, Atlas Professionals and NextWave Partners participated in numerous exhibitions, trade delegations, and international conferences, reflecting our active role in the global energy and maritime sectors.

Key events included:

- EIC Trade Delegations (Colombia and Guyana)
- Guyana Energy Conference
- International Partnering Forum (IPF), USA
- MMOA Conference (Marine Mammal Mitigation, UK)
- Oceanology International, UK
- Offshore Energy Exhibition, Netherlands
- OTC Houston, USA
- Seawork, UK
- SEOGS, Suriname
- Sustainable Scotland Series (Green Skills and Energy Transition)
- Wind Europe

These events allowed our teams to stay up to date with industry innovation, participate in thought leadership, and strengthen global networks. They also inform how we continue to develop agile, future-ready workforce solutions for rapidly evolving industries.





# Community Engagement

## Charitable support

### "Planet Wind" - Documentary Sponsorship

In 2024, Atlas Professionals and NextWave Partners were honoured to sponsor the premiere of the groundbreaking documentary “Planet Wind”, with screenings in Taipei and London. The film explores humanity’s enduring relationship with wind—from its cultural and historical significance to its role in driving energy independence, industrial revitalisation, and emissions reduction. Supporting “Planet Wind” aligns strongly with our vision for a sustainable, decarbonised future, and we are proud to help bring its powerful message to a global audience.

### Marine Mammal Mitigation and Monitoring Conference

Atlas Professionals proudly sponsored the inaugural Marine Mammal Mitigation and Monitoring Conference, held in Scotland in September 2024. Hosted by the Marine Mammal Observer Association (MMOA) and the Institute of Marine Engineering, Science and Technology (IMarEST), the event brought together leaders in marine biology, environmental monitoring, and offshore energy. We were pleased to contribute as a panellist, discussing the challenges faced by freelancers in the marine environmental space and exploring collaborative approaches to raising industry standards, enhancing support structures, and improving outcomes for both professionals and marine ecosystems.

### Local Sponsorship - ZVV Urk Indoor Soccer Team

Atlas Professionals continues to support ZVV Urk, a local indoor soccer team in the Netherlands that competes in a corporate league supported by regional businesses. This sponsorship promotes local engagement, encourages physical activity and team spirit, and supports Atlas staff who participate in the league. We are proud to contribute to the vitality of our local communities through grassroots sports initiatives.





# Community Engagement

## Charitable support

### Marine Academy Support

We proudly sponsor the marine academies of Zwolle and Urk by providing students with high-quality, vibrant orange overalls designed for both comfort and safety. This durable workwear enables students to focus on honing their practical maritime skills in a secure environment. Supporting the next generation of maritime professionals remains a core commitment, and we look forward to seeing these future experts thrive.

### Staff Volunteer Days

Atlas Professionals encourages employees to dedicate one working day annually to volunteer with local charities. Our staff choose diverse causes, including food banks and organisations providing Christmas gifts to families during the holiday season. These volunteer days embody our spirit of community involvement and social responsibility.

### Cyprus Scouts Association (CSA) Support

Atlas Cyprus is a proud bronze-level sponsor of the local Sea Scout Group in Limassol. The CSA participates in national, regional, and international events, fostering social, cultural, and leadership development among young people in the community.

### Partnership with Singapore YMCA - Unlocking Potential: Empowering Youth

For the second consecutive year in 2024, NextWave Partners collaborated with Singapore's YMCA Youth at Risk group. Together, we delivered a Strengths Explorer workshop aimed at helping young people identify and build on their unique strengths, supporting their return to education or entry into the workforce. This initiative aligns with our dedication to empowering youth through personal and professional development.

### KNRM Royal Dutch Rescue Society: 5-Year Sponsorship

As a provider of maritime professionals, Atlas proudly supports the Royal Dutch Rescue Society (KNRM). The KNRM conducts over 2,500 rescues annually, aiding approximately 4,000 people and animals in distress at sea. Their fast, professional, and free-of-charge assistance exemplifies lifesaving commitment, and we are honoured to contribute to their critical work.

### Ecologi - Funding Climate Action

In 2024, Atlas Professionals and NextWave Partners matched employee donations to Ecologi, a global platform for funding climate projects. Through this

collaboration, we co-funded the planting of 336 trees, helping to avoid 56 tCO<sub>2</sub>e emissions and advancing our commitment to tangible climate action.





# Employee and Talent Development

## Personal and professional growth

Attracting and retaining top talent is critical to our long-term success and sustainability. In a competitive and evolving job market, we recognise that employees are increasingly seeking purposeful work, inclusive cultures, and organisations that align with their values. Our approach to attraction and retention reflects our ESG commitments - by fostering a safe, diverse, and engaging workplace, we aim to inspire our people, reduce turnover, and build a resilient workforce that drives innovation and sustainable growth.

A key milestone in 2024 was the establishment of a dedicated Talent Development department in April, led by our new Director of Leadership Excellence. This initiative initially focused on Talent Development and Acquisition objectives to support cultural transformation under new leadership. Subsequently, to streamline and enhance our people-centric efforts, this team merged with other talent-related functions.

As of 1 November 2024, this team was rebranded as the Talent Team, encompassing four key departments:

- Talent Development
- Talent Acquisition
- Human Resources
- Business Services

This integrated approach strengthens our ability to attract, develop, and retain the exceptional talent that underpins our sustainable growth.





# Employee and Talent Development

## Personal and professional growth

### Talent Development

Addressing a career pathway and personal goals for the next 2 - 5 years for all our staff is a critical component of a Self-Actualisation approach to talent development. It facilitates discussion around career aspirations and considers the support that staff need from the Talent team in securing their commitment to owning their personal and professional growth. Having been in place for several years at NextWave Partners, this was rolled out to all staff during 2024. From April 2024 till December 2024, over 74% of initial Self Actualisation Mapping (SAM) sessions for all employees were completed with a member of the Talent Development team present to help coach managers on how to develop career maps and succession plans. Multiple sessions were held to upskill managers on “How to have SAMs Conversations”. SAM documentation was created to aid managers in running these and a system established to share the data securely.

To deepen insights into individual strengths and motivations, Innermetrix reports were introduced across the wider group. These assessments inform hiring, development, team collaboration, and employee engagement by ensuring individuals are placed in roles where they can excel and drive long-term success.

Six in person (two days) SMART 360 training sessions were held in Bristol, Houston, Vic, Aberdeen, Riga and Brazil. These sessions focussed on upskilling sales staff into the 360 model. A total of 92 members of staff received this training, with an average training satisfaction rate of 5/5 from attendees and management.

Atlas Professionals’ training material was transferred to a new platform created jointly with NextWave Partners to centralise e-learning. As of Q4 2024 all onboarding was conducted utilising the new e-learning portal, Gnowbe.





# Employee and Talent Development

## Personal and professional growth

### Talent Acquisition (TA)

An Applicant Tracking System (ATS) has been implemented to support managers throughout the recruitment process. The system improves transparency by allowing managers to review applications in real time, while also enabling more efficient communication with candidates and timely feedback on their applications.

To further strengthen hiring decisions, particularly for senior roles, Innermetrix reporting was introduced for both prospective and new hires. These insights help managers better understand candidate behaviours, motivations, and strengths, enabling more informed and strategic hiring aligned with long-term success.





# Employee Health and Wellbeing

## Providing support

Atlas Professionals and NextWave Partners promote health and wellbeing by offering Wellbeing / Gym membership subsidies, mental health support including internal mental health first aiders, external confidential support, and access to health and well-being training content.

A work costs scheme is available to staff working at Dutch offices, offering an attractive employee tax incentive for the purchase of bicycles, supporting cycling as a sustainable transport option.





# Diversity and Inclusion

Valuing every employee as an individual

## Inclusivity

We promote inclusive hiring by advertising in multiple locations to reach as many candidates as possible. We use standardised guidelines ensuring inclusive language, style and the essentials criteria list. We offer hiring managers structured interview templates for fair process and use psychometric assessments to provide a spotlight on behaviours. We ensure that all disabilities are catered for, providing suitable support during work and in case of an emergency.

## Communication

We encourage open communication and regular employee feedback. We have a Code of Conduct, Whistleblower policy and Complaints Procedure.

## Respect

We seek to create a working environment to respect each other, recognising our uniqueness and differences.

## Commitment

We are committed to continuing the journey of diversity and inclusion and we understand this is an ever-evolving topic.





# Diversity and Inclusion

Valuing every employee as an individual

## DEI Think Tank Discussion

In Q4, 2024, the topic of the regular “Think Tank” was Diversity, Equity and Inclusion (DEI). The discussion explored how our clients are striving to meet their DEI goals, and how Atlas Professionals and NextWave Partners, as their trusted knowledge partner, can support them with innovative people solutions. All employees were invited to attend the session, which featured insights from three seasoned market advisors and several key internal stakeholders. The panel provided thoughtful perspectives on the evolving DEI landscape and shared actionable strategies for driving progress within the industries we serve.

The discussion explored key questions such as:

- How has DEI influenced the way businesses are run within your sector?
- In what ways are companies trying to become more diverse and inclusive?
- What types of roles are emerging within the DEI space?
- What kind of support do clients expect from recruitment partners in achieving DEI goals?

The session reinforced our commitment to valuing every employee as an individual and highlighted the critical role we can play in advancing DEI, both internally and in partnership with our clients.



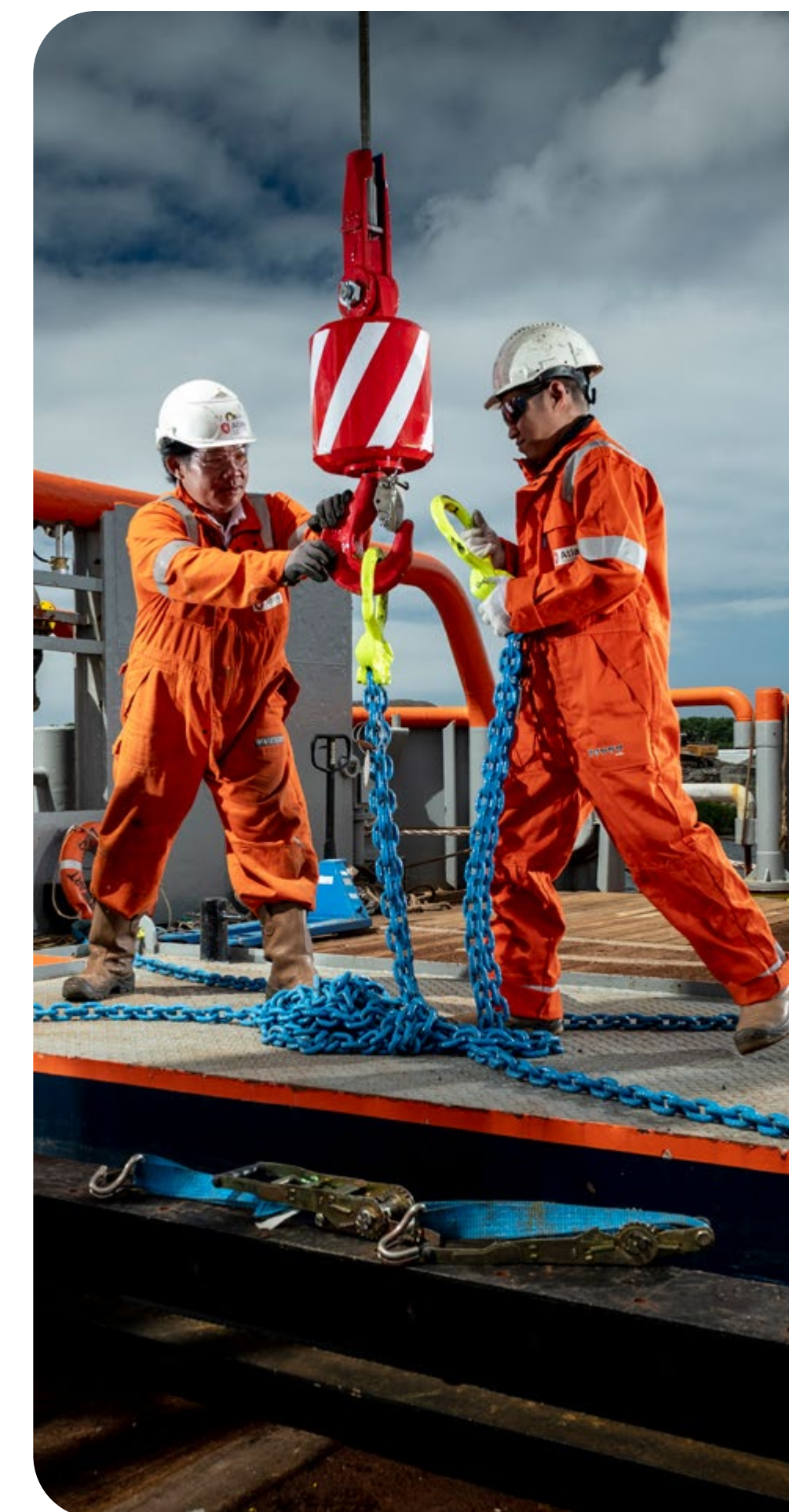
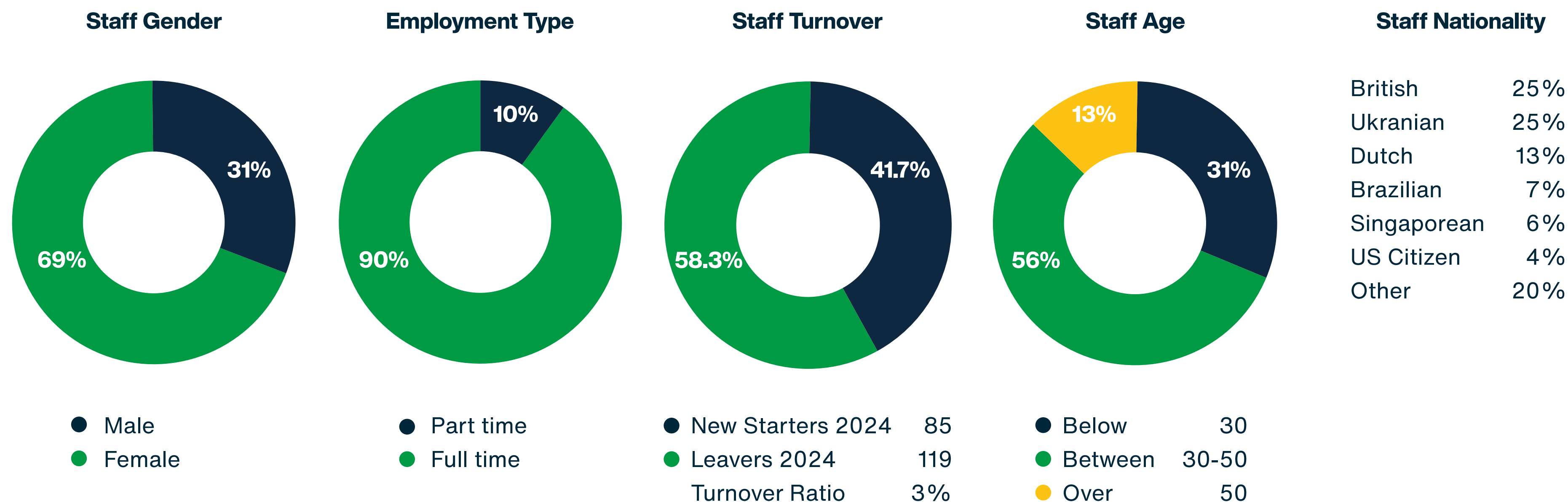


# Workforce Statistics

## Staff and professionals

As a leading supplier of specialist personnel to niche industries, Atlas Professionals is concerned with its own staff and the professionals who are deployed at the worksites of our clients, seeking a balance in both areas. Specialising in industries that are traditionally male dominated, Atlas Professionals and NextWave Partners seek to take action to diversify the workforce, with particular focus on gender representation.

We maintain a transparent and fair employment system that upholds human rights, fosters equitable opportunities, and aligns with international labour standards. We prohibit all forms of forced, bonded, or child labour and ensure compliance with national labour laws across our operations and supply chain.





# Workforce Statistics

## Staff and professionals

The number of office staff at year end 2024 was 361, slightly down on the 2023 year end figure of 368. During 2024, there has been a key strategic focus on increasing the productivity of the business, such that staffing levels and associated gross profit generation fall more in line with market and industry norms.

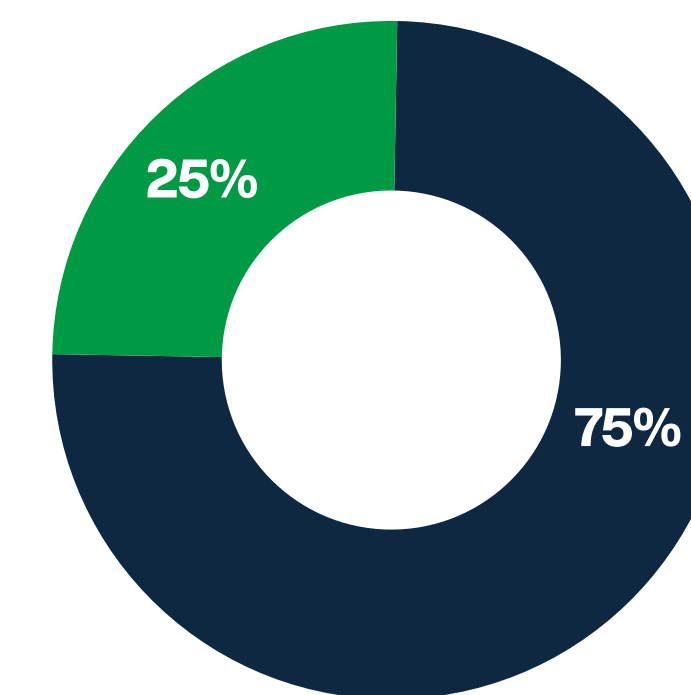
During 2024, there was a shift in staff age with a 14% drop in staff aged over 50, and a 19% increase in staff aged below 30 years of age. The staff turnover rate of 33% can be explained by the first year of significant company transformation. Staff by nationality remains stable, demonstrating the company's ongoing commitment to supporting our Ukrainian colleagues.

During 2024, there were no reports to the whistleblower channel of any cases of discrimination or harassment. At Atlas Professionals and NextWave Partners, diversity and inclusion are appreciated as it will support better decision making. We believe that gender is only one element of diversity, and that experience, background, knowledge, skills and insight are equally important and relevant criteria in selecting and appointing new members of the Supervisory Board, the Board of Directors and in various categories of senior management in the wider workforce. At the same time, we believe that team dynamics and the specific structure and business environment of the Company should play an important role when selecting new candidates for a specific vacancy.

Atlas Professionals and NextWave Partners have set targets of at least 30% of both genders present in the Supervisory Board, the Board of Directors and senior management. This target has not been met by the Supervisory Board (4 members) and the Board of Directors (2 members). However, Atlas Professionals and NextWave Partners senior management does have significant female membership. In the years to come, we will strive to meet the target at the Board of Directors and Supervisory Board level.

During 2024, a total of EUR 102K Euro was spent on external training, an average of EUR 283 per employee.

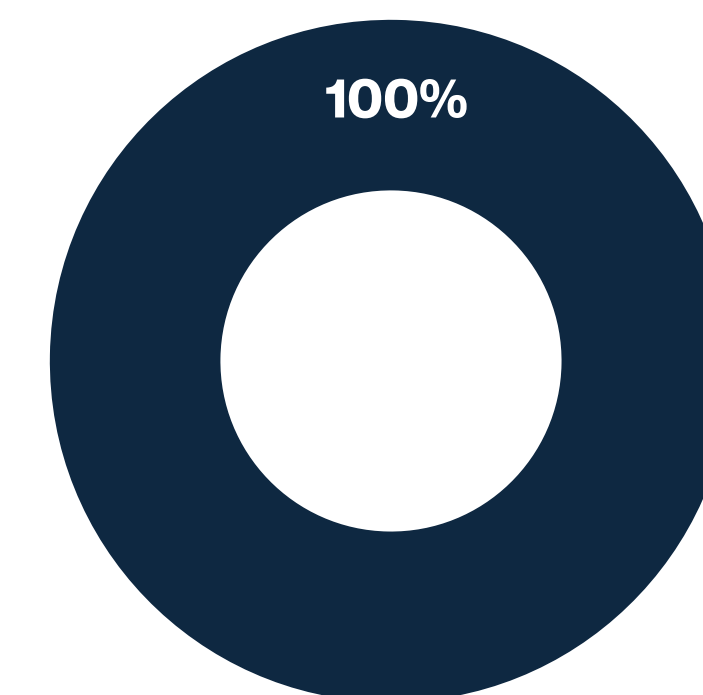
**Supervisory Board Members by Gender**



● Male  
 ● Female

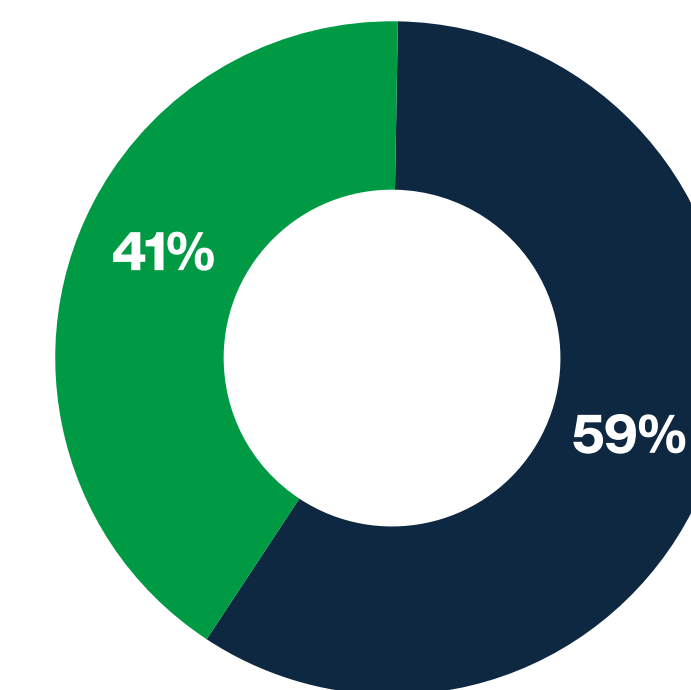
Target 30%

**Board Members by Gender**



● Male  
 ● Female

Target 30%



**Top Management by Gender**

● Male  
 ● Female

Target 30%



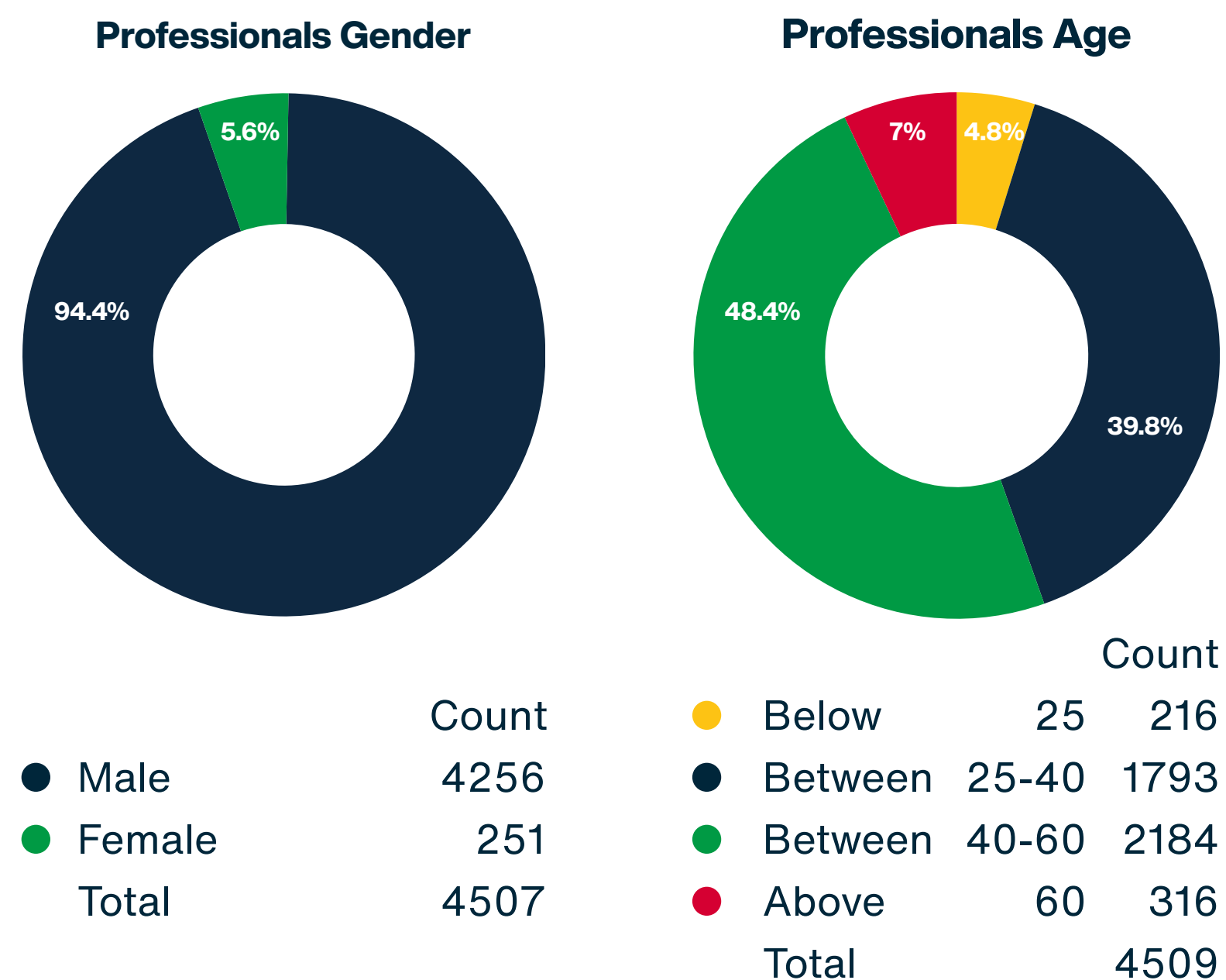


Workforce Statistics

Staff and professionals

Of professionals hired during 2024, 5.6% were female, compared to 5.4% in 2023 and 6% in 2022. Atlas remains committed to promoting gender diversity in the offshore industry by actively encouraging more female candidates to explore opportunities in this field. Efforts continue to be focused on the placing of junior/new entrant talent, with regular recruitment days attracting candidates to the industry for the first time.

Atlas Professionals and NextWave partners are proud of their global reach and have engaged 90 different nationality types during 2024 and are recognised as experts in the delivery and engagement of global professionals in a compliant manner.



Professionals Nationality		
	Count	
United Kingdom	1004	22.3%
Brasil	426	9.4%
Latvia	382	8.5%
United States	339	7.5%
Netherlands	332	7.4%
Ukraine	310	6.9%
Indonesia	277	6.1%
Poland	207	4.6%
Other	1231	27.3%

Professionals Deployed		Count
Unique Professionals		4300
Days Worked		658722





# Human Rights and Modern Slavery

## Our commitment

Atlas Professionals and Next Wave Partners are committed to respecting human rights as outlined in the UN Guiding Principles for Business and Human Rights, the International Labour Organisation (ILO) Maritime Labour Convention (2006) and applicable modern slavery legislation.

Atlas Professionals is attested to the ILO Maritime Labour Convention (MLC) 2006, Regulation 1.4 (Recruitment and Placement), to guarantee minimum standards of living and working conditions for our seafarers.

Our staffing and workforce solutions are based on compliance, integrity, and responsibility and in accordance with applicable local and international laws. We understand our legal and moral obligation to prevent slavery and human trafficking within our business and the supply chains through which it operates.

We seek to provide a working environment that is free from harassment and disrespectful conduct. We will not use child labour, we provide equal opportunities, and we do not discriminate based on gender, race, religion, age, disability, nationality, social, or ethnic origin.





# Human Rights and Modern Slavery

## Policies and procedures

We recognise our responsibility to respect human rights in all aspects of doing business and have embedded human rights in our Code of Conduct and internal policies, including the Health and Safety policy, Environmental policy and Whistleblower policy, and within our supply chain management process via a Supplier Sustainability Code of Conduct and risk-based assessment.

Our policies cover, among others, freedom of association and the effective recognition of the right to collective bargaining and the prohibition of forced or compulsory labour. Additionally, our policies include principles to ensure that our ethics and human rights standards are upheld. Policies are communicated both internally and externally to stakeholders, forming part of the induction training of all staff. Refresher training is also planned periodically to ensure ongoing compliance.

We believe that an integrated approach to human rights, by embedding it into our policies, business systems, processes, and culture, allows us to manage human rights effectively within our existing ways of working. Our policies apply to all our employees, candidates, and contractors.





# Human Rights and Modern Slavery

## Risk assessment

To ensure that modern slavery and human trafficking are not taking place within our business or supply chains, we monitor and assess performance against a defined set of Key Performance Indicators (KPIs):

- Annual confirmation of policy understanding from relevant staff, ensuring awareness of procedures related to modern slavery and ethical conduct.
- Annual signed declarations from specified employees, confirming they are not aware of, nor involved in, any non-compliant practices.
- Incident reporting mechanisms, allowing for reports from employees, the public, or law enforcement agencies where modern slavery concerns may be identified.
- Anti-slavery and human trafficking clauses embedded in template contracts and agreements with clients, suppliers, and partners, reviewed and upheld on an ongoing basis.
- Conformity with due diligence requirements, maintained throughout the year and independently assessed through annual ISO audits.





# Human Rights and Modern Slavery

## Due diligence

We recognise the role of due diligence in bringing our commitments to life. To ensure that partners and suppliers comply with applicable laws and regulations, we carry out due diligence assessments and verifications (part of an Integrated Management System which is audited annually under Atlas Professionals' ISO accreditation), which are reviewed by the relevant internal stakeholders.

Supply chain due diligence, which may vary per jurisdiction, are applied across the Atlas Group. The regulations and audit process vary, but the purpose is universal to ensure that candidates, clients, and contractors are protected according to the relevant legislation. This is executed via several touch points through the process and is required to be consistent from one employment business to another in each jurisdiction.

Detailed sampling is undertaken by the relevant authority over the course of one/two days, usually on-site, and interviews with relevant staff members take place to ensure understanding of policy and process.

Our standard terms and conditions under which we operate require clients, suppliers, and contractors to comply with applicable laws and regulations, and there is specific focus on providing and maintaining safe and healthy working conditions for all personnel.

In addition to official policies and procedures, we would also consider termination of a contract if serious or persistent shortcomings are found. However, it should be noted that the only cause for contracts to be severed in the last 10 years has been in relation to sanctions in connection with Russia.





# Human Rights and Modern Slavery

## Effectiveness and performance management

We have in-house specialists consisting of representatives with tax, law, immigration, insurance, licensing, audit, health and safety, quality, and general compliance expertise to review any highlighted potential non-compliance.

If a violation is confirmed, we take appropriate action up to and including contract termination or dismissal. We maintain a stringent, no-retaliation policy to protect any person making a good faith allegation.

In addition, we regularly share updates and reminders to increase awareness of HSE, ESG, and labour rights topics, communicate our expectations, work to jointly identify any gaps and improvement opportunities, and promote best practices.





# Human Rights and Modern Slavery

## Training and monitoring

All staff have access to relevant policies and procedures and are actively reminded and required to confirm their understanding of such on an annual basis.

A selection of staff, with specific exposure to certain risks or areas, are also required to sign a compliance statement declaring that they are not aware of, nor have they been involved in, non-compliance of any description annually.





# Human Rights and Modern Slavery

## Key performance indicators

To ensure that modern slavery and human trafficking are not taking place within our business or supply chains, we monitor and assess performance against a defined set of Key Performance Indicators (KPIs):

- Annual confirmation of policy understanding from relevant staff, ensuring awareness of procedures related to modern slavery and ethical conduct.
- Annual signed declarations from specified employees, confirming they are not aware of, nor involved in, any non-compliant practices.
- Incident reporting mechanisms, allowing for reports from employees, the public, or law enforcement agencies where modern slavery concerns may be identified.
- Anti-slavery and human trafficking clauses embedded in template contracts and agreements with clients, suppliers, and partners, reviewed and upheld on an ongoing basis.
- Conformity with due diligence requirements, maintained throughout the year and independently assessed through annual ISO audits.





# Human Rights and Modern Slavery

## Declaration

We are committed to the continuous improvement of our operations. The long-term success of our business depends on our ability to ensure the health, safety, and wellbeing of our employees, contractors, and the wider public, while also minimising our environmental impact. We maintain full compliance with all applicable laws and regulations, and we expect the same from our partners and supply chain.

As part of our ethical commitment, we have assessed the Atlas Group's business activities, supply chain, vision, mission, policies, and internal processes. Based on this assessment, we conclude that the risk of slavery and human trafficking within our operations is low.

Nonetheless, we recognise that vigilance is essential. We are committed to the ongoing review and improvement of our practices to ensure that modern slavery and human trafficking are prevented across our business and supply chain.





# Governance





# Risk Management

## Understanding and managing risk

Atlas Professionals aims to ensure that the risks of the Group are identified and managed effectively, and that the operational and financial objectives are met in compliance with local applicable laws and regulations at a proper level of assurance. A system of internal controls providing adequate financial reporting is in place and is monitored on a regular basis.

Taking and managing risks is a part of the daily business within our Group. In our endeavour to become first choice in the provision of professionals in specific niche markets, risk assessments are included in business planning, performance monitoring processes, common processes, system implementations, acquisitions, and integration activities.

Our Risk Management process forms part of our Quality Management system has been included in our ISO 9001:2015 certificate and is thus subject to regular external audits.

The Group consists of several legal entities in various countries. To minimise operational and financial risks, our (legal) Group structure is reviewed on a regular basis.

We communicate frequently with our shareholders, who fully support the strategic direction of Atlas Professionals. We value their input as well as their support. Atlas is exempt from the large companies' regime as it generates more than 50% of its turnover outside The Netherlands.

Atlas' company-wide internal governance framework includes:

A Code of Conduct which includes the Atlas Professionals Values and Principles. The Code of Conduct provides transparency to our staff regarding these values and principles and applies to all our decisions, thereby ensuring that we make the right ethical choices. In this way, the Code of Conduct will help to develop trust in Atlas Professionals from our clients and business partners.

A Whistleblower Policy that ensures staff members may adequately, and safety report any suspected irregularity at Atlas Professionals. Doing so will help Atlas Professionals to maintain a culture of transparency and integrity and address potential problems before they can negatively affect the Group or its stakeholders.

A Risk Management procedure which is part of Atlas' Integrated Management System.





# Risk Management

## Strategy

Atlas Professionals operates on a global scale which means that our offices are also located in places which may be vulnerable to (geo-) political unrest. For Atlas Professionals, the safety of our employees and professionals is a top priority and hence our risk tolerance in this respect is low.

With an increase in our activities directly or indirectly related to the energy transition, broadening our scope of services, and seeking new markets, we continue to become notably less dependent on the Oil and Gas industry.

Our worldwide activities are exposed to varying degrees of risk and uncertainty. Some of these risks may result in a material impact at the level of a particular operating company or business segment if not identified or effectively managed, but they are in general not expected to have material impact at Group level.





# Risk Management

## Regulatory

Atlas operates in many geographical markets, exposing the Company to changing regulatory environments. Given the often-cross border nature of the activities of our customers, this brings additional complexity in determining what regulations may be applicable in a particular situation. Hence there is a risk of non-compliance to laws and regulations that can lead to fines, claims and reputational damage.

The Group aims to reduce this specific risk by working with a set of standards and procedures, setting up registrations and/or partnerships in key jurisdictions and by employing relevant experts locally and centrally, who can train and advise local staff on the job.

In addition, such regulatory changes may affect the overall business environment in certain jurisdictions. The global spread of the Company reduces this risk.





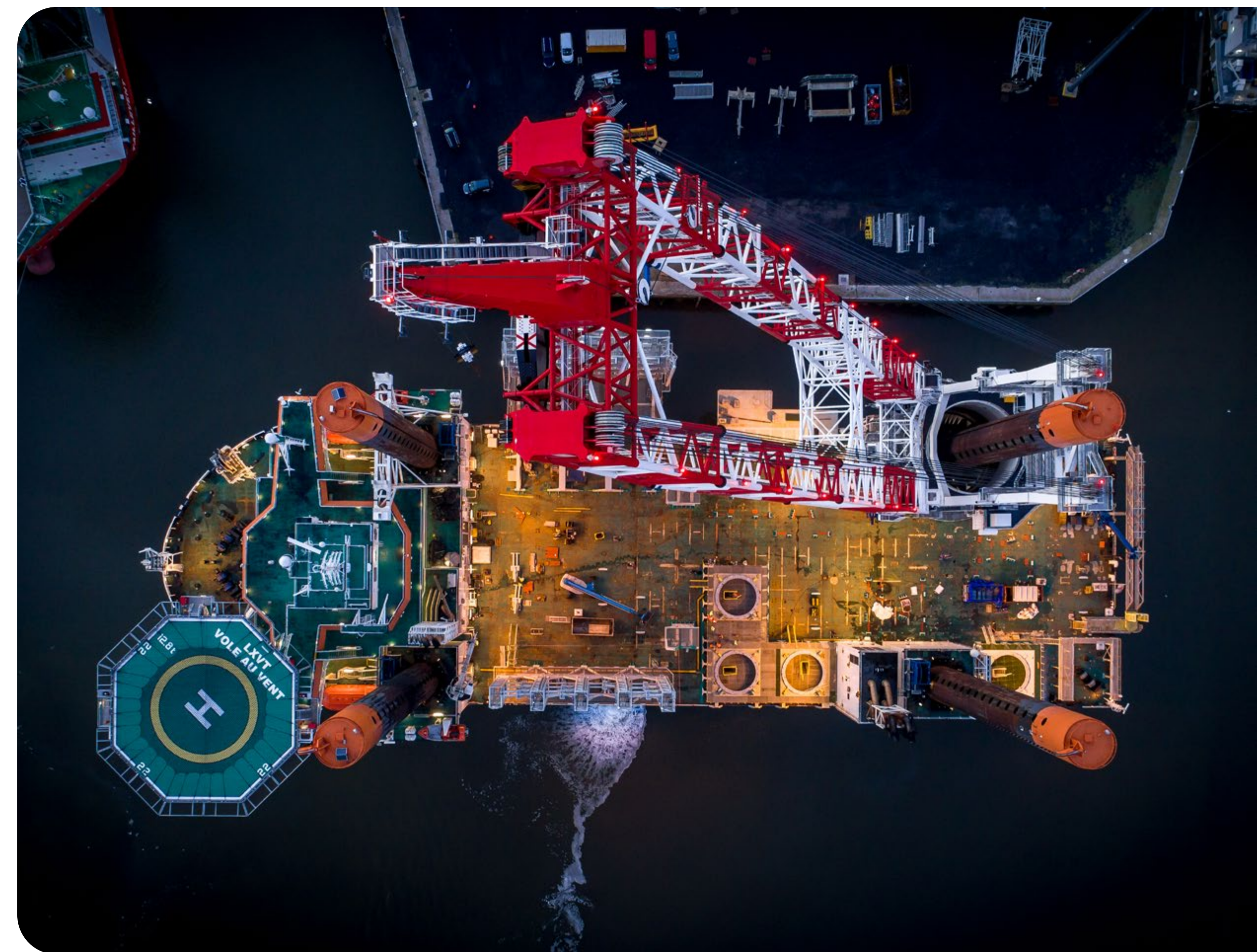
# Risk Management

## Operational

Atlas Professionals is continuously developing and implementing processes on a Group-wide basis, supported by common and tailor-made IT systems with embedded key control frameworks. This will ensure the integrity of information processing in supporting day-to-day transactions and financial and management reporting.

Atlas operates a shared services centre in Odesa, Ukraine, which provides critical back-office support to the business. Following the Russian invasion, many of our Ukrainian colleagues have been relocated to our office in Riga, Latvia, with additional support provided by other Atlas offices across the network. Thanks to these coordinated efforts and the resilience of our teams, there has been no disruption to business operations. We remain committed to supporting the wellbeing and safety of our Ukrainian colleagues while ensuring operational continuity across all functions.

In 2025, Atlas will also set up a back-office shared service centre located in the Philippines. This reduces the risk of any further disruption to the European based team, whilst also being able to support the APAC based offices during normal working hours.





# Risk Management

## Compliance and anti-corruption/fraud risk analysis

The Board of Directors has no tolerance for misconduct or fraud. However, in a large and distributed organisation there is always a risk of individuals who put their personal interest over that of the company. To protect ourselves, and our employees from the consequences of such behaviour, there is a companywide internal governance framework in place which includes the Code of Conduct and Whistleblower procedure.

The Board and Supervisory Board of the group considered the following areas of potential fraud, whilst considering for each risk its significance, likelihood, and pervasiveness.

1. Personal circumstances of employees may increase or signal their susceptibility to fraud opportunities.
2. A lack of control around (re)payment and collection processes increase the risk of fraudulent payments
3. A lack of controls around payroll (related) processes increased the risk of fraudulent payments
4. Employees may be influenced by third parties using unacceptable means
5. Excessive pressure or incentives to meet financial targets

6. A lack of control in the financial reporting process increases financial reporting risk
7. A lack of cyber resilience exposes the company to financial risk

In response to identified potential fraud risks, several compensating controls are present within Group procedures to detect and prevent these from happening. Such controls are largely concentrated around:

- A strong segregation of duties (relating to expense reports and approvals, payroll processes, cash disbursement processes, compensation and benefits processes, banking and master data changes)
- High quality and largely standardised internal and external reporting requirements, all of which are subject to various levels of review
- A strict gifts policy
- The absence of business with external agents who are paid via commissions
- Financial reporting, risk management and control systems include clear accounting policies and a standard chart of accounts.





# Risk Management

## Reporting

**Whistleblower** - No formal whistleblower reports were filed through the official reporting channel during the 2024 reporting period. However, the Whistleblower Officer was approached informally on two separate occasions by employees seeking clarification and guidance on internal policy matters. While these instances did not result in formal reports, they demonstrate continued employee awareness of and engagement with the whistleblower process.

**Fraud / Corruption Cases** - To the best of our knowledge or belief, there were no reported or substantiated cases of fraud, corruption, or unethical conduct involving any Atlas Professionals or NextWave Partners employees during 2024. Internal controls and compliance protocols remain in place to deter and detect such incidents.

**Regulatory Visit** - In Q1 2024, Atlas Professionals was subject to an unannounced regulatory inspection (“Dawn Raid”) by the Dutch Labour Inspectorate. The visit was conducted in line with the Inspectorate’s mandate and was subsequently followed by formal correspondence via email and letter. Atlas Professionals cooperated fully and transparently with the authorities throughout the process. Based on the company’s understanding and all

communications received to date, no violations or non-compliance issues were identified. The inspection served as a constructive opportunity to reaffirm internal processes and regulatory alignment.

**Cyber Security Incidents** - Two cybersecurity incidents were detected in Q4 2024. Independent forensic investigations confirmed that while certain data was accessed, there was no evidence of data exfiltration, financial loss, or disruption to operations. The incidents were reported to the appropriate regulatory authorities in accordance with legal and internal reporting requirements. In response, Atlas Professionals and NextWave Partners, have launched an internal program to strengthen cyber resilience. This includes enhanced endpoint detection, security awareness training, and regular audits of digital infrastructure.

**Data Protection** - Apart from the two cybersecurity incidents noted above, there were no other data breaches in 2024 requiring notification to data protection authorities. Atlas Professionals continues to uphold high standards of data privacy and compliance with the General Data Protection Regulation (GDPR) and other applicable laws in jurisdictions where we operate.





# Risk Management

## Governance training

In addition to HR induction training for new starters, staff are reminded annually that as per their employment contract, the Atlas Employee Handbook, Code of Conduct and Privacy Policy, that the unauthorised sharing of confidential information within the business or externally is a very serious matter.

All staff are reminded that they ‘may not disclose in any way to anyone (including other Atlas employees, unless they are required to be informed as part of their duties) any information of a confidential nature relating to Atlas' business that you learn in the course of your work for Atlas and of which you know or should know the confidential nature’.

All staff are advised that any concerns can be raised via their immediate supervisor or other official channels including via the Privacy Officer or Whistleblower channel, both of which have dedicated email addresses which can be used to inform Atlas of any suspected cases, anonymously or otherwise.





# ESG Report 2024

Environmental | Social | Governance

