

IMPACT REPORT 2025

ATHEM

STEP
BY
STEP

FOREWORD

TRANSFORMATION SHAPED BY PRACTICE.

Every project brings new constraints, new uses and new questions.

For several years, Atelier Athem has sought to respond by paying close attention to materials, resources, production methods and the lifespan of every installation and scenographic project. Each collaboration and every experience provides an opportunity to refine the way we work.

Step by step, we continue to evolve together, striving to strike the right balance between creative ambition, a thoughtful approach to the lifecycle of our projects, and the continuous improvement of our processes through our ISO 20121-certified management system.

Now in its fourth edition, this Impact Report shares the thinking, progress and actions that are helping to shape the ongoing transformation of our profession.



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ATELIER ATHEM, **DESIGNING THE EPHEMERAL, THINKING BEYOND IT**

Since its founding in 1985, Atelier Athem has viewed the city as a living material. Building façades and transitional spaces become places for expression, where design meets contemporary ways of using and experiencing the urban environment.

Specialising in the enhancement of architectural heritage and the creation of scenographic installations for brands, the Atelier develops projects that respond to their surroundings, applying the same care to the initial concept, the finest details and the quality of execution.

For more than a decade, this approach has led us to consider the lifecycle of our projects from the earliest stages of design, favouring reversible and lower-impact solutions whenever possible.

As part of The Independents, Atelier Athem now pursues this approach within an international network, working alongside talented teams from different cultures and disciplines on projects around the world.



ISABELLE CHOUVET,

CO-FOUNDER
OF THE INDEPENDENTS
AND PRESIDENT
OF ATELIER ATHEM

In our perspective, the theme of responsibility represents an opportunity to extend the scope of excellence to the significant challenges facing our industry.

Our businesses combine an obvious creative dimension with operational expertise, and this is what our clients around the world appreciate.

The group is there to provide the resources that enable agencies to master their strategy in line with their geographical area and business lines. Resources to do more, to do better, and to do things together.

WHAT GUIDES US



MALIK CHAMI,

CHIEF EXECUTIVE OFFICER
ATELIER ATHEM

Atelier Athem continues the transformation it embarked on several years ago. What began as a set of commitments is now becoming more firmly embedded in the way we work. Our development continues to respond to tangible realities: climate change, the careful use of resources, and evolving client expectations.

As awareness has grown across the Atelier, these considerations are being addressed earlier in the design process and increasingly inform our decisions, whether technical, material or related to the way our projects are experienced and used.

This work builds on what defines Atelier Athem: decades of experience, specialist expertise, and a committed, multidisciplinary team that continues to learn and develop in close collaboration with partners and clients.

At the same time, our international development within The Independents is entering a new phase. Being closer to our clients enables us to support their projects more effectively, enrich our ways of working, and explore new areas of activity.

Together, these developments are reshaping our profession and helping to secure Atelier Athem’s long-term future.

OUR PEOPLE

47

employees

37

average age

66 %

women

OUR ACTIVITY

122

scenographic projects delivered

10

listed heritage buildings restored through our funding solutions

OUR IMPACT

100%

of production banners recycled or upcycled

73%

of scenography materials reused or returned to rental stock

625

tCO₂e in 2024*



YEAR IN REVIEW





EMERGING REGULATORY REQUIREMENTS **& DUE DILIGENCE**

Due diligence is gradually becoming a cornerstone of the legal responsibilities that large companies carry in relation to social and environmental issues. Atelier Athem embraced this approach long before it became a regulatory requirement.

Through ongoing dialogue with our partners, dedicated support, the introduction of ESG criteria, a Responsible Purchasing Charter, regular audits and many other practical initiatives, we have built a committed partner ecosystem that spans every stage of a project – from on-site installation through to the end-of-life management of materials and components.

Rolling out THE SUPPLIER GUIDE

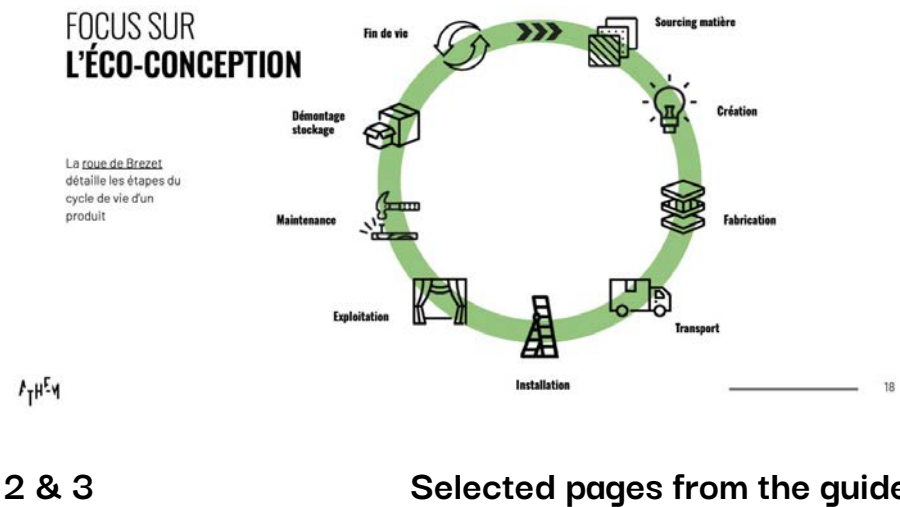
ENGAGING OUR STAKEHOLDERS

To support the adoption of eco-design principles and circular practices, and to foster a constructive dialogue across our value chain, Atelier Athem developed a dedicated guide for its suppliers. It provides practical recommendations for every stage of a project’s lifecycle.

Throughout the year, 14 meetings were held with our partners, creating valuable opportunities to share experience, exchange ideas and identify areas for improvement.



1 Supplier Guide cover



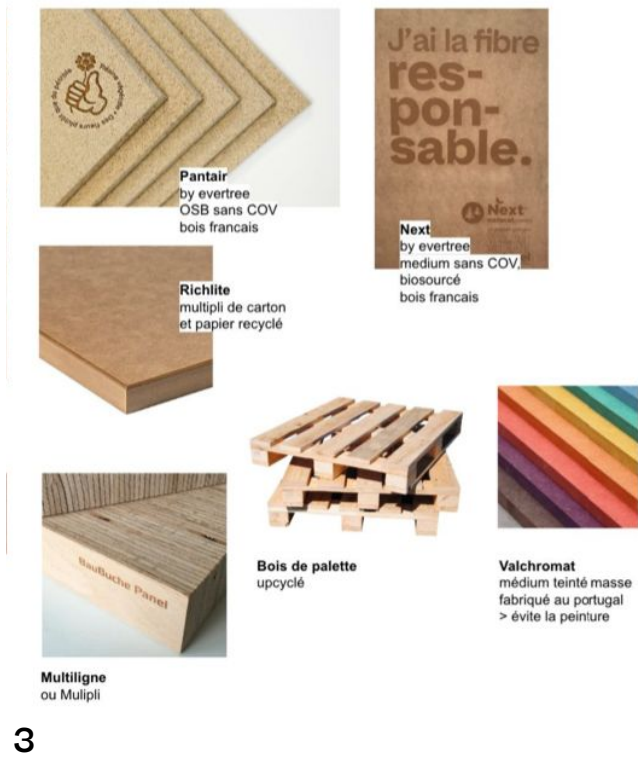
MANAGING RESPONSIBLE SOURCING

Among its recommendations, the guide highlights more sustainable material alternatives and provides guidance on the certifications and supply chains to prioritise.

AUDITS

These meetings also included audits covering manufacturing processes, health and safety practices, the use of personal protective equipment (PPE), and waste management.

Based on the findings, tailored action plans were developed with each partner.



STRENGTHENING PROJECT TRACEABILITY

We actively provide our clients with the information they need to meet their regulatory reporting requirements (CSRD, carbon accounting, etc.) and to assess the environmental impact of our projects throughout their lifecycle.



JOINING AN INTERNATIONAL GROUP

From day one, every new employee benefits from a training programme developed by The Independents. It covers key topics including environmental awareness, business ethics, due diligence and GDPR compliance.



SUPPORTING NEW STARTERS AT ATELIER ATHEM

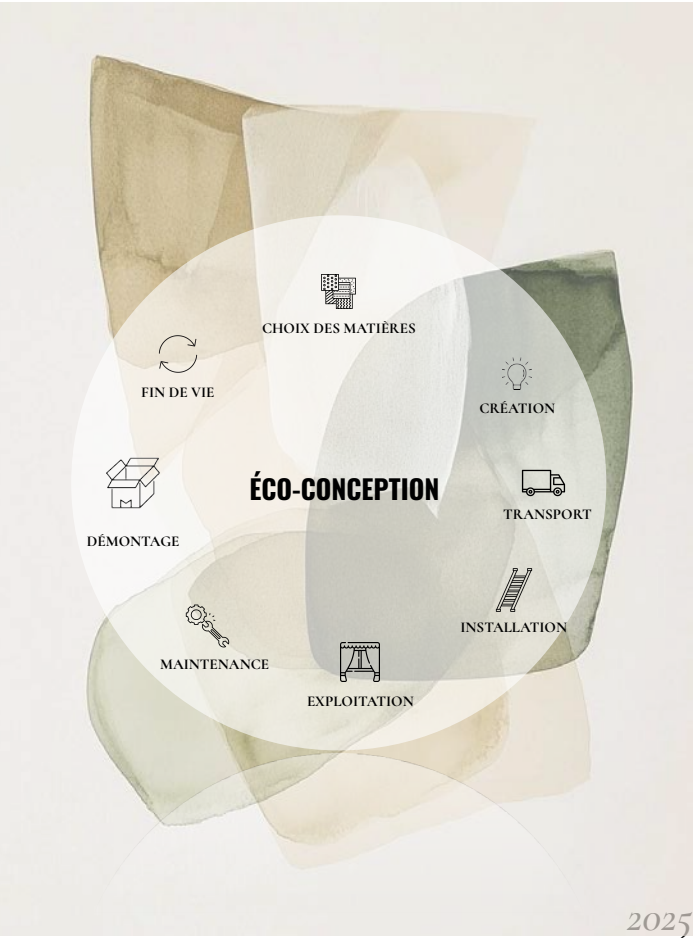
As part of their onboarding, every new employee receives a welcome handbook designed to support a smooth integration and provide quick access to the information they need to get started.

Atelier Athem

Team training ETHICS & ESG

SHARING OUR ENVIRONMENTAL COMMITMENTS

Training continues throughout each employee’s journey at Atelier Athem, from raising general awareness to developing role-specific knowledge and practices that support our environmental commitments.



MATERIALS

APPROACH

Reconciling ephemeral creations with respect for the living world may seem paradoxical. Yet this tension lies at the heart of what drives us. We place our sensitivity to the world around us at the centre of our practice.

It is this openness that fuels our creativity and inspires us to create beautiful, meaningful spaces while limiting the use of natural resources and avoiding harmful materials.

Drawing on our experience, we explore every dimension of our craft, engage with all our stakeholders, bring our partners together and continue to develop new approaches.

ELLOW PETALS FOR POLÈNE
Flax/PLA composite with a mineral
coating



HEAD PROTOTYPE
Lime and cork



CORNICE PROTOTYPE
Expanded cork



BUST PROTOTYPES
Various materials



CORK-BASED MATERIALS

PROTOTYPES

We develop and prototype a range of sustainable, reusable, reversible, recyclable and non-toxic material solutions based on bio-based and geo-based resources, focusing on three key areas:

- Bio-based and geo-based sculptural materials
- Printable and thermoformable bio-based panels
- Alternatives to conventional paints



BUST PROTOTYPE
Expanded cork and rammed earth

Exploring and integrating LIVING MATERIALS

Cataloguing and bio-based sourcing through our MATERIALS LIBRARY

A SOURCE OF CREATIVITY

Created to encourage dialogue around materials with all our stakeholders and to showcase the Atelier’s sourcing expertise, our materials library has occupied a central place at the entrance to our 105 Saint-Honoré offices since day one. It also brings together the samples and prototypes collected throughout our projects.

Over time, its shelves have been enriched with unique materials developed through artistic collaborations, alongside innovative and lower-impact alternatives.

New additions are presented to the team during weekly meetings.



BIO-BASED AND RECYCLED MATERIALS

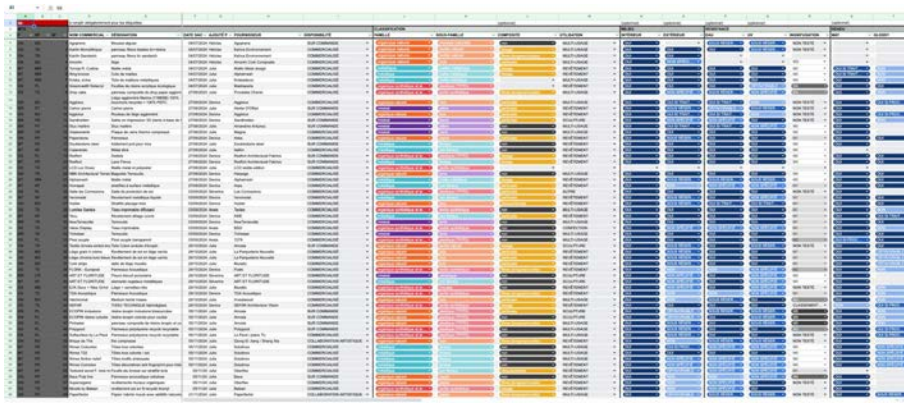


SAMPLE COLLECTION

CELLULOSE IN FOCUS

Cellulose-based biomaterials are becoming an increasingly prominent feature of the collection.

Derived from natural resources and often recyclable or compostable at the end of their life, they represent a promising direction for more responsible event design.

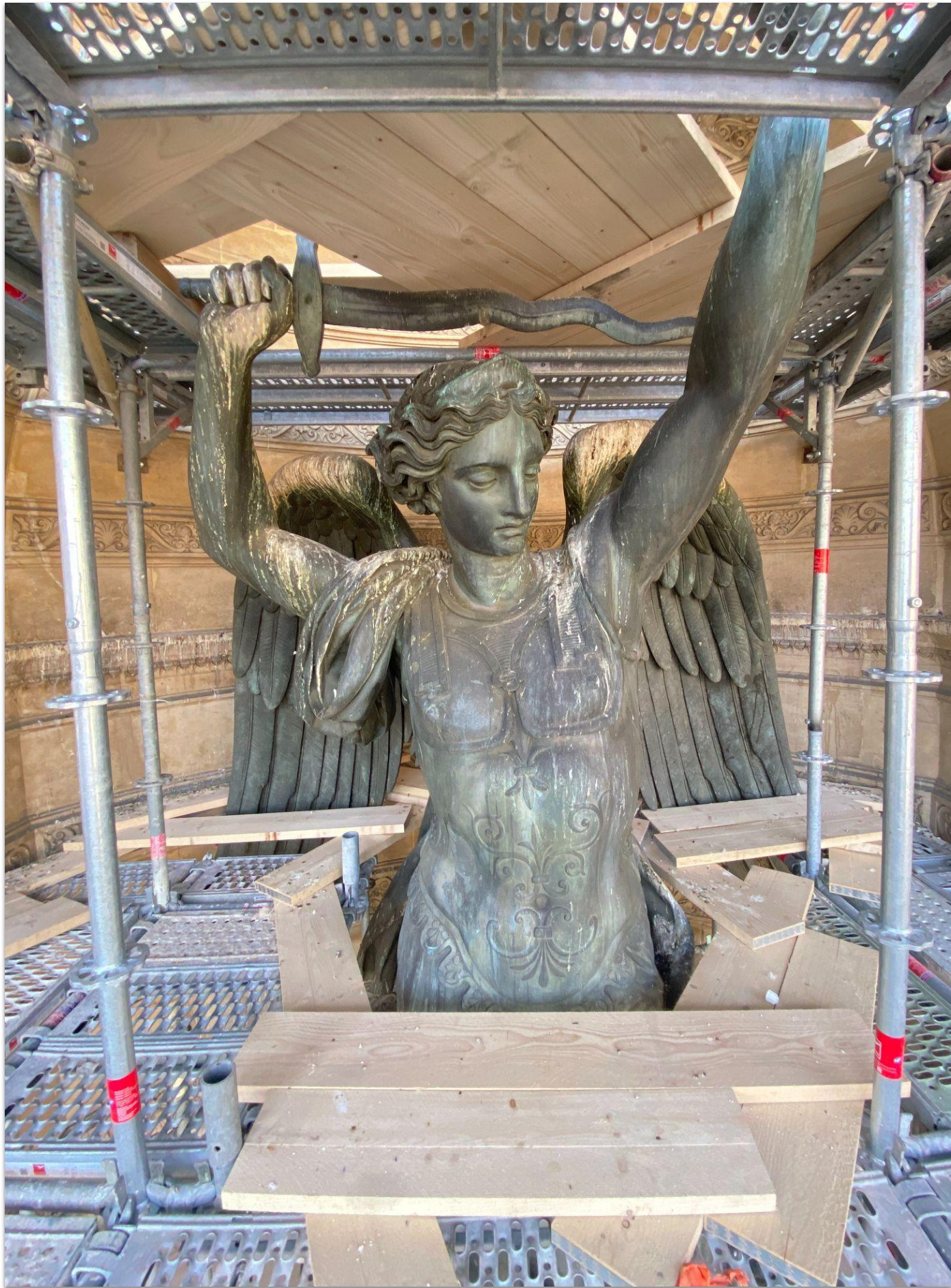


DIGITAL MATERIALS DATABASE

ARCHITECTURAL HERITAGE & FAÇADE WRAPS

Since 2007, French legislation has allowed public and private owners of listed buildings to finance restoration works through advertising meshes installed on scaffolding throughout the duration of the project. These meshes help preserve architectural heritage while offering a temporary new perspective on sites undergoing transformation.

Atelier Athem also considers the future of these meshes once they are removed, prioritising their reuse through partnerships with specialist organisations. In 2025, this approach was further strengthened through new collaborations, opening up additional opportunities for reuse and material recovery.



SAINT-MICHEL
FOUNTAIN,
PARIS 5TH

Preserving ARCHITECTURAL HERITAGE

The Atelier contributed to the restoration funding of ten historic buildings whose works were completed in 2025:

- Hôtel de Cabre – Marseille
- Rue des Lombards – Paris 1st
- 9 boulevard des Italiens – Paris 2nd
- 36 Quai des Orfèvres – Île de la Cité – Paris 1st
- 9 rue Royale – Paris 8th
- Place des Vosges – Paris 4th
- Opéra Lafayette – Paris 9th
- Fontaine Saint-Michel – Paris 5th
- Place de l’Odéon – Paris 6th
- Quai de Conti (Phase 1) – Paris 6th



HÔTEL DE CABRE, MARSEILLE

01
SOCIAL ENTERPRISES & NON-PROFIT PARTNERSHIPS

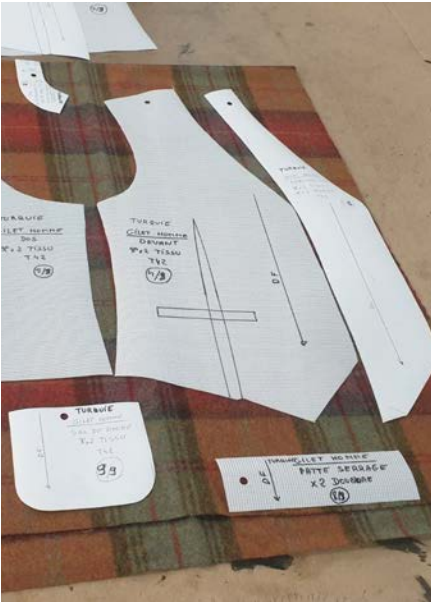
Partnership with Les Connexions to dismantle façade wraps that cannot be reused, enabling their recycling, and to develop a wrap library offering large, undamaged unprinted sections for public purchase.

Donations to a range of non-profit organisations, including Tisseco, which uses our façade wraps as pattern material for garment making.



WRAP LIBRARY AT LES CONNEXIONS

GARMENT PATTERNS MADE FROM
FAÇADE WRAPS
AT TISSECO



Expanding THE REUSE OF FAÇADE WRAPS

1/2

02
DESIGN PARTNERSHIPS

Partnerships with designers exploring new ways to repurpose façade wraps:

- Integration into construction materials
- Use as a painting surface for movable murals
- Façade wrap marquetry
- Weaving and braiding using textile techniques



FAÇADE WRAP
MARQUETRY BY
LOÏS LENHARDT
STUDIO



PAINTING TESTS
BY BLEU COBALT,
A CREATIVE DUO

03

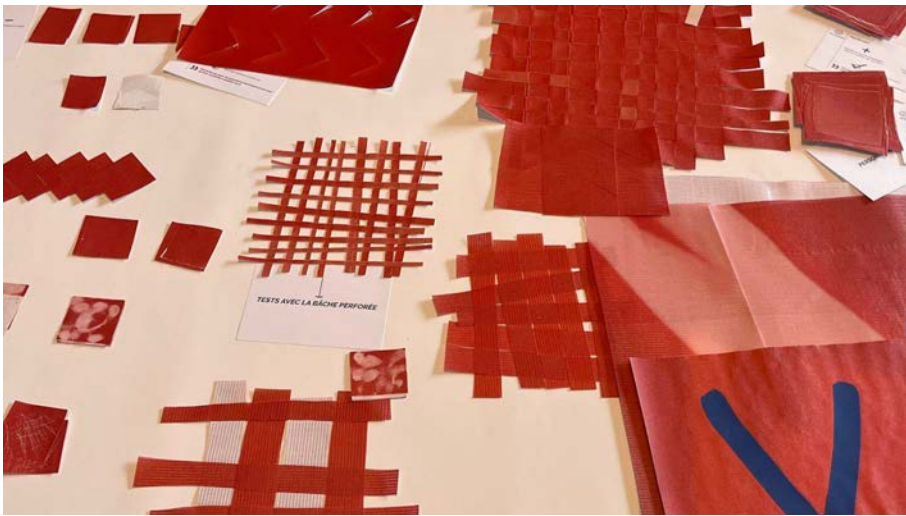
VILLETTE MAKERS STUDY

In 2025, Atelier Athem partnered with Villette Makers and Bilum to explore the full range of technical and sector-specific applications for façade wraps. As part of their Circular Design diploma, students investigated the material’s potential, while Bilum, a pioneer in upcycling, contributed its expertise. Manon Dufour and Dominik Hoehn ultimately produced a comprehensive study along with material samples developed through their experimentation.

The study, published as open source, was shared with all of our partners.



AT THE CENTRE,
DOMINIK HOEHN AND
MANON DUFOUR
PRESENTING THEIR
WORK DURING A
WORKING SESSION
WITH ATELIER ATHEM



EXPERIMENTAL PROJECTS BY VILLETTE
MAKERS STUDENTS PRESENTED DURING
THEIR FINAL DEGREE REVIEW



Expanding THE REUSE OF FAÇADE WRAPS

2/2

04

PARTNERSHIP WITH LA FABRIQUE POINTCARRÉ

Partnership with La Fabrique Pointcarré (a social enterprise supporting employment through vocational integration) to collect façade wraps by cargo bike for their transformation into products sold through its network.

Joint organisation of the Métamorphoses exhibition for Paris Design Week 2026, involving emerging designers in the creation of objects and spatial installations using reclaimed façade wraps and timber flooring. The exhibition will be presented in autumn 2026.



SHARING EXPERIENCE **TO FOSTER NEW PRACTICES**

Practices also evolve through dialogue, collaboration and exposure to different perspectives. By taking part in a range of professional networks and initiatives, Atelier Athem contributes to a collective reflection on the environmental, social and cultural challenges shaping our industry today.

These exchanges provide opportunities to share experience, compare working methods and progressively enrich the way projects are conceived across the Atelier.

Reinventing our Practices with LES AUGURES

ACTION RESEARCH GROUPS

In 2025, Atelier Athem continued its collaboration with Les Augures Lab, contributing to two action research groups:

- . The economics of eco-design
- . Technical workshops / sculpture without polystyrene

These topics, which align closely with our own research and development priorities, provide valuable opportunities to exchange ideas with professionals from the cultural and events sectors while sharing the progress of our work.



01 WORKING WITH CELLULOSIC MATERIALS
ALONGSIDE THE WORKSHOPS OF THE
COMÉDIE-FRANÇAISE
DURING THE 2025 ANNUAL GATHERING - © BERYL LIBAULT



02 MATERIALS TABLE OF THE ÉCOTHÈQUE
COMMITTEE AT THE 2025 ANNUAL
GATHERING - © BERYL LIBAULT

03 ECOTHÈQUE COMMITTEE

Atelier Athem also remained actively involved in the Écothèque Committee, which oversees the creation and validation of material data sheets for Les Augures’ collaborative platform.

An opportunity to further develop our expertise in materials while sharing it with the wider community.





01

RAISING AWARENESS



In April 2025, around fifteen members of the Atelier Athem team took part in a Climate Fresk workshop led by Noé Lefebvre, CSR Director of The Independents Group.

02

SHARING



Once again this year, Atelier Athem organised a summer book collection in support of Bibliothèques Sans Frontières.

An opportunity to:

- Bring our teams together around a meaningful cause
- Combine social and environmental commitments through a tangible initiative



Strengthening CROSS-FUNCTIONAL COLLABORATION

03

ENGAGING



In 2025, alongside The Independents Group, we chose to join the Comité des Champs-Élysées.

This membership provides opportunities to connect with the avenue's key stakeholders, take part in a wide range of events, and contribute to discussions on shared challenges.



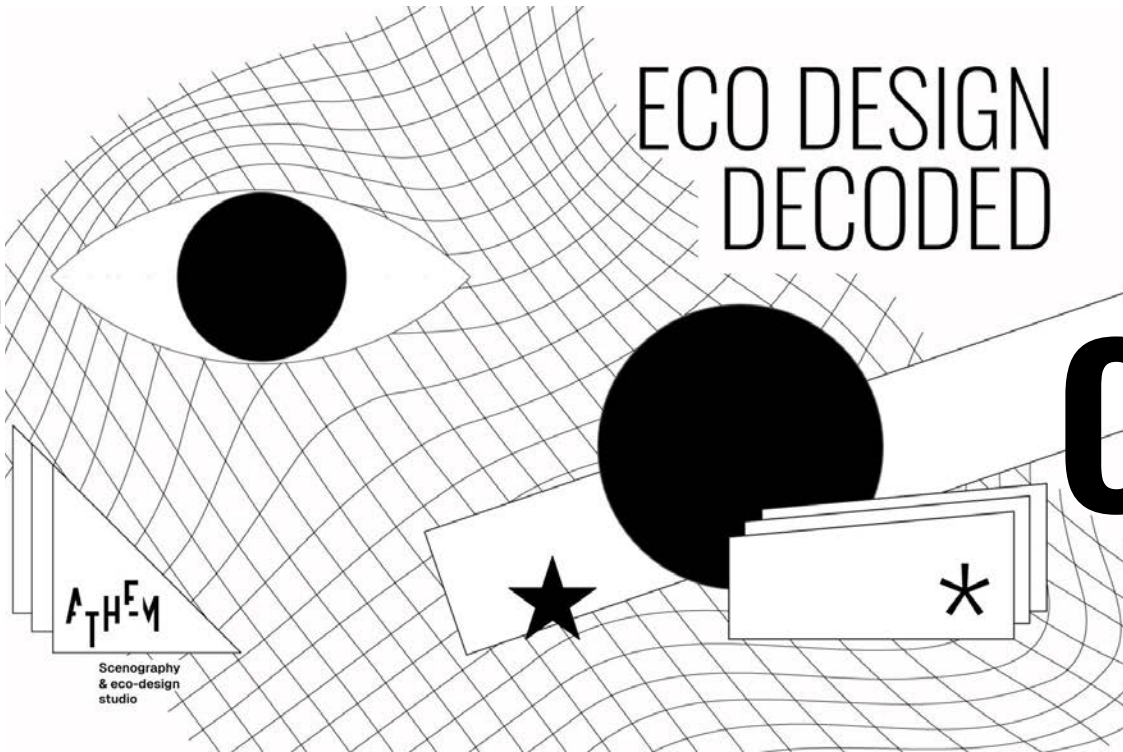
04

SHARING KNOWLEDGE

Atelier Athem delivered an online conference on eco-design for The Independents Group, reaching an international audience. The session formed part of the Independents 101 series, dedicated to knowledge sharing across the Group’s agencies and entities, following an initial session focused on storytelling.

Topics covered:

- What eco-design is
- Practical applications
- The challenges of the transition
- A Q&A session with participants



couverture de la présentation

Strengthening CROSS-FUNCTIONAL COLLABORATION

2/2



05 BROADENING PERSPECTIVES

Participation in panel discussions and conferences on sector-specific issues during Paris Good Fashion’s Midsummer Camp:

- Sector decarbonisation pathways
- Biodiversity: turning risk into opportunity
- Building 2050: rethinking fashion

06

SUPPORTING



The GMH works alongside public authorities, public and private project owners, and, more broadly, stakeholders across the heritage and historic monuments sector. As a leading contributor to the funding of listed heritage restoration through advertising, Atelier Athem joined the organisation to help promote specialist expertise and support restoration projects.

07

ENGAGING IN DIALOGUE



As part of the "Public Space and Advertising" study conducted by the Conseil de l'Éthique Publicitaire (CEP), Atelier Athem was invited to contribute as a leading specialist in communication on historic monuments. This consultation resulted in the publication of a report available on the CEP website.

POLICY

POLICY



ATHEM PURPOSE

TRANSFORMING SPACES, MASTERING OUR IMPACT.

Our purpose is to create scenographic experiences that transform spaces and evoke emotion, bringing institutions, brands and artists closer to their audiences. Yet the inherently temporary nature of much of our work calls on us, together with our stakeholders, to actively contribute to the necessary transformation of our profession.

Our long-term ambition is to become a benchmark for eco-designed scenography by investing in research and development that combines creative thinking with environmental innovation, while placing people at the heart of both our organisation and our projects.

Like any company undergoing a period of transition, we recognise that turning ambition into action is both the most challenging and the most rewarding part of delivering on our commitments. Together with our stakeholders, we continue to explore new ideas, embrace innovative practices to reduce our environmental footprint, and create scenographic experiences that inspire.



IMPLEMENTING NEW POLICIES

In 2025, we strengthened and formalised our policies with a twofold objective: to provide greater support for our employees while meeting the evolving requirements of international standards.

SOCIAL POLICY

Working Conditions Management

Creating an inclusive, supportive and respectful working environment that recognises individual differences and enables every employee to thrive.

Employee Health & Safety Management

A structured training programme covering three key areas and their associated objectives: occupational health, first aid, and fire safety.

Career Development & Training Management

Performance review campaigns, onboarding feedback collection, and career development initiatives.

Discrimination & Harassment Management

Implementation of a dedicated whistleblowing and reporting procedure.

ETHICS POLICY

Anti-Bribery & Anti-Extortion Management

A robust policy to prevent and combat bribery and extortion, supported by internal control procedures, training and reporting mechanisms.

Fraud Management

Fraud prevention is supported through internal controls, audits and regular employee awareness initiatives.

Conflict of Interest Management

Preventing and managing actual or potential conflicts of interest through mandatory declarations and appropriate management procedures.

Anti-Money Laundering Management

Due diligence and control procedures are in place to prevent any risk of money laundering within our operations.

Responsible Information Management

Ensuring data security, raising employee awareness and maintaining compliance with applicable regulations.

ENVIRONMENTAL POLICY

Energy & Greenhouse Gas Emissions Management

Measuring our carbon footprint across all three scopes and implementing a dedicated action plan.

Materials, Chemicals & Waste Management

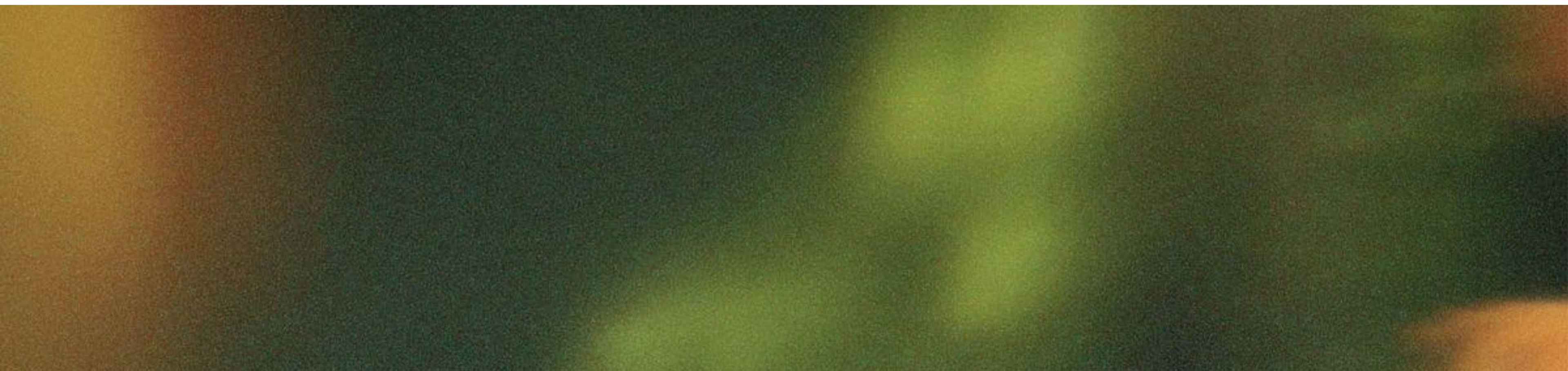
Developing projects based on resource sharing and the reuse of materials.

Environmental Innovation & Services Management

Promoting eco-design innovation and increasing the proportion of eco-designed projects delivered to our clients.

OBJECTIVES

AND RESULTS



TRANSFORM

CHALLENGE #1
**SYSTEMATICALLY APPLY
ECO-DESIGN PRINCIPLES
TO EVERY PROJECT,
TAKING INTO ACCOUNT
THE FULL LIFE CYCLE
OF OUR CREATIONS.**

Identify eco-design solutions and support
their implementation **18**

Reduce the environmental impact of our projects **20**

Ensure the controlled and effective recovery of waste
generated by our activities **22**

CHALLENGE #1 SYSTEMATICALLY APPLY ECO-DESIGN PRINCIPLES TO EVERY PROJECT, TAKING INTO ACCOUNT THE FULL LIFE CYCLE OF OUR CREATIONS.



IDENTIFYING ECO-DESIGN SOLUTIONS AND PUTTING THEM INTO PRACTICE

What is it about?

Our ambition is to maintain an active watch on materials, industry stakeholders and innovative practices in order to continuously improve our eco-design performance.

Where do we stand?

This year, 46 new materials were added to our materials library, strengthening our ability to identify and assess more sustainable solutions.

Building on this work, we structured our sourcing approach by introducing prototyping and material testing phases, enabling us to better understand how new materials can be implemented and to assess their potential within our projects.

We also continued the work of our internal innovation and monitoring group, with the aim of identifying new solutions in bio-based materials, local manufacturing and recyclability.

At the same time, our participation in three working groups led by Les Augures – Technical Workshops, Eco-design Economics and the Écothèque Committee – enabled us to contribute to the collective thinking driving the transformation of practices across our sector.

Finally, we strengthened our monitoring activities by attending numerous trade fairs, forums, workshop visits and exhibitions, providing valuable opportunities to discover new solutions, establish partnerships and further enrich our design approach.

What comes next?

We will continue our involvement in external working groups and pursue our monitoring activities to support the ongoing evolution of practices across the sector.

In 2026, we plan to add at least 20 new materials to our materials library and continue our prototyping work on bio-based materials, enabling us to offer clients new, tested solutions with a lower environmental impact.

2025 KEY FIGURES

3

Action research groups with Les Augures

46

New materials added to our materials library

2026 OBJECTIVES

1

Internal working group dedicated to prototyping, complementing the Les Augures working groups

20

New materials to be added to our materials library

CHALLENGE #1 SYSTEMATICALLY APPLY ECO-DESIGN PRINCIPLES TO EVERY PROJECT, TAKING INTO ACCOUNT THE FULL LIFE CYCLE OF OUR CREATIONS.



REDUCING THE ENVIRONMENTAL IMPACT OF OUR PROJECTS

What is it about?

We aim to optimise the amount of material used in our scenographic projects, encourage reuse and identify new applications for materials in order to reduce the environmental impact of our activities.

Where do we stand?

One of our main challenges remains supporting clients and partners in adopting a more circular approach to material use. We also encourage a "less is more" mindset: designing with fewer materials, favouring more restrained formats, and seeking efficiency over excess to reduce environmental impact while preserving the visual strength of each project.

In 2025, 13% of the materials used across our projects came from reuse or rental, compared with a target of 15%. While changes in practices take time, we remain committed to this objective and continue working to increase the proportion of reused materials in our projects.

As activity on historic monuments continued to grow, we covered a greater surface area of scaffolding. However, by prioritising micro-perforated façade wraps over solid wraps, we avoided the use of 2.1 tonnes of material for an equivalent surface area.

What comes next?

In 2026, our objective is for 15% of our scenographic projects to incorporate reused or rented materials, while continuing our monitoring activities to identify new solutions.

Over the longer term, our ambition is to establish sustainable reuse and upcycling channels for all the materials we use. Anticipating future uses is a key part of this approach: designing installations that are durable and adaptable to different communication needs makes their reuse significantly easier. The first outcomes of this work are expected from 2026 onward.

2025 KEY FIGURES

2,1 T
of PVC material avoided
through the use of micro-perforated
façade wraps

13%
of the components used in our
scenographic projects sourced
from reuse or rental

2026 OBJECTIVES

30%
of purchased façade wraps made
from PVC-free or bio-based
micro-perforated materials

15%
of the components used in our
scenographic projects to come
from reuse or rental

CHALLENGE #1 SYSTEMATICALLY APPLY ECO-DESIGN PRINCIPLES TO EVERY PROJECT, TAKING INTO ACCOUNT THE FULL LIFE CYCLE OF OUR CREATIONS.



ENSURING THE EFFECTIVE AND CONTROLLED RECOVERY OF WASTE GENERATED BY OUR ACTIVITIES

What is it about?

Considering a project’s end of life from the outset by identifying practical solutions that enable its components to be reintroduced into recovery and reuse streams.

Where do we stand?

In 2025, Atelier Athem continued to strengthen its responsible waste management through a series of concrete actions. All production wraps were directed towards recycling, reuse or upcycling channels.

The reuse rate of our wraps increased, in line with our commitment to prioritise reuse whenever possible.

In addition, 55% of our scenographic projects incorporated a reuse strategy, whether through donation, storage or future reuse. This topic is now systematically discussed with our clients in order to identify the most appropriate solution for each project’s specific requirements.

What comes next?

We will continue expanding our network of partners to identify new outlets and applications for reused materials.

We will also continue designing scenographic projects intended for multiple uses.

Over the longer term, we will strengthen our collaborations with organisations specialising in reuse in order to encourage resource sharing and increase the proportion of materials that are reused.

2025 KEY FIGURES

74%
of the volume of our
façade wraps recycled

26%
of our façade wraps reused
at end of life (vs. 4% in 2024)

2026 OBJECTIVES

70%
of the volume of our
façade wraps recycled

30%
of our façade wraps reused
at end of life

TRANSFORM

CULTIVATE

CHALLENGE #2

**ESTABLISH OURSELVES
AS A RESPONSIBLE, INCLUSIVE COMPANY
WHILE ENSURING THE WELL-BEING
AND FULFILMENT OF OUR PEOPLE.**

Embed sustainable everyday practices
across the company **18**

Foster the well-being and fulfilment of our people **20**

Strengthen our role as a responsible
and inclusive company **22**

CHALLENGE #2 ESTABLISH OURSELVES AS A RESPONSIBLE, INCLUSIVE COMPANY WHILE ENSURING THE WELL-BEING AND FULFILMENT OF OUR PEOPLE.



EMBEDDING SUSTAINABLE EVERYDAY PRACTICES ACROSS THE COMPANY

What is it about?

We encourage the adoption of responsible everyday practices across the workplace through awareness initiatives, internal challenges and practical measures designed to reduce our consumption and improve the management of the waste we generate.

Where do we stand?

We continue to improve our waste sorting practices through our partnership with Les Joyeux Recycleurs and the rollout of dedicated food waste collection solutions.

To encourage more sustainable mobility, employees benefit from a sustainable mobility allowance as well as secure bicycle parking facilities at our offices.

What comes next?

In summer 2026, we will launch a new edition of our Digital Challenge and continue raising awareness of responsible digital practices, with a particular focus on printing and data storage, encouraging more sustainable day-to-day digital habits.

2025 KEY FIGURES

-19%
paper printing per employee

285 kg eCo2 avoided
(vs. 152 kg CO₂e in 2024)
through our partnership with
Les Joyeux Recycleurs

2026 OBJECTIVES

-10%
paper printing per employee
following four consecutive years
of reductions

-15%
digital data stored

CULTIVATE

CHALLENGE #2 ESTABLISH OURSELVES AS A RESPONSIBLE, INCLUSIVE COMPANY WHILE ENSURING THE WELL-BEING AND FULFILMENT OF OUR PEOPLE.



FOSTERING EMPLOYEE WELL-BEING IN THE WORKPLACE

What is it about?

Creating an inclusive, stimulating and respectful working environment that values individual differences and enables every employee to thrive.

Where do we stand?

Our offices, ideally served by public transport and easily accessible by bicycle, have been designed to provide a pleasant working environment, with shared spaces, breakout areas and acoustic booths that support everyday comfort.

Regular social events are organised throughout the year to strengthen team cohesion and foster connections across the Atelier.

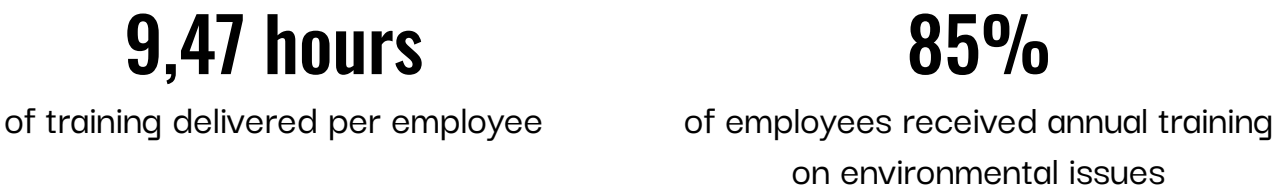
Training remains a key priority. In 2025, each employee received an average of 9.4 hours of training.

What comes next?

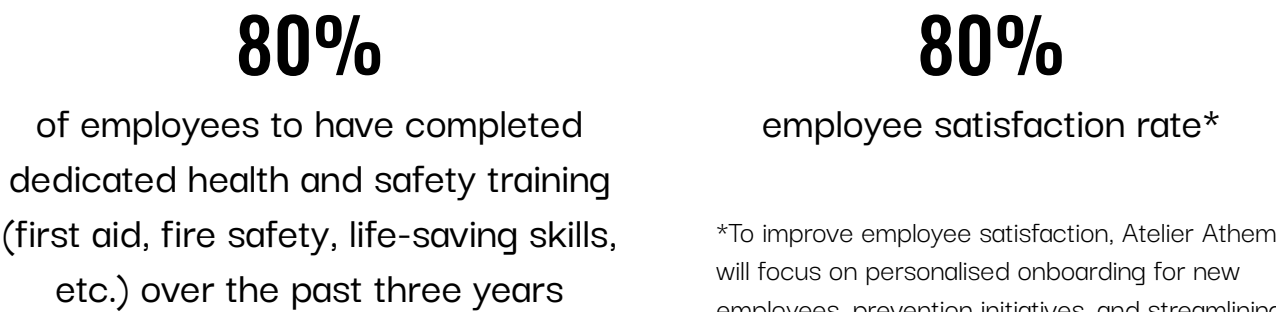
Atelier Athem will continue its initiatives to enhance quality of working life, with the ambition of maintaining a stimulating and fulfilling working environment.

A dedicated employee survey will be launched to better understand employees’ expectations and help shape future actions.

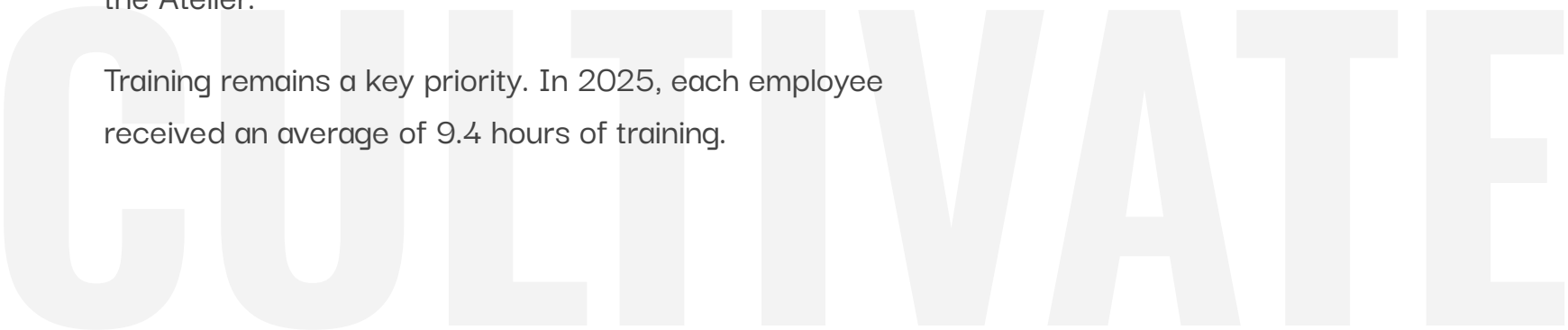
2025 KEY FIGURES



2026 OBJECTIVES



*To improve employee satisfaction, Atelier Athem will focus on personalised onboarding for new employees, prevention initiatives, and streamlining internal processes.



CHALLENGE #2 ESTABLISH OURSELVES AS A RESPONSIBLE, INCLUSIVE COMPANY WHILE ENSURING THE WELL-BEING AND FULFILMENT OF OUR PEOPLE.

ASSERTING OUR ROLE AS AN INCLUSIVE AND RESPONSIBLE COMPANY



What is it about?

Embracing our role as an inclusive and responsible company means taking concrete action to promote fairness, openness and solidarity. It involves building partnerships with non-profit organisations, supporting initiatives with a positive social impact, and fostering diversity both within our team and throughout our projects.

Where do we stand?

In 2025, Athem took part in DuoDay for the first time, welcoming two trainees from supported employment organisations (ESATs) for a one-day work placement within the Atelier.

This initiative gave participants the opportunity to discover our professions, expertise and working environment, while helping our teams gain a better understanding of the realities of disability in the workplace.

What comes next?

We will continue to develop partnerships that promote inclusion and solidarity by strengthening our collaborations with committed organisations.

In 2026, we plan to welcome twelve students while continuing to foster a diverse range of backgrounds, experiences and profiles across our teams.

2025 KEY FIGURES

6 apprentices welcomed
6 interns welcomed

4 external services provided by social integration enterprises

2026 OBJECTIVES

12 people welcomed
(interns and apprentices)

100% of employees received diversity and inclusion awareness training

REINVENT

CHALLENGE #3

**HARNESSING OUR CREATIVITY TO DRIVE
SUSTAINABLE INNOVATION AND PLAY
AN ACTIVE ROLE IN TRANSFORMING
OUR INDUSTRY**

- Promote eco-design innovation and increase the share of more responsible projects delivered to clients 18
- Develop the skills and expertise essential to the company's growth 20
- Strengthen internal and external communication around CSR 22

CHALLENGE #3 HARNESSING OUR CREATIVITY TO DRIVE SUSTAINABLE INNOVATION
AND PLAY AN ACTIVE ROLE IN TRANSFORMING OUR INDUSTRY



PROMOTE ECO-DESIGN INNOVATION AND INCREASE THE SHARE OF ECO-DESIGNED PROJECTS DELIVERED

What is it about?

From the earliest design stages, we work closely with our clients to develop scenographies designed to have more than one life.

Where do we stand?

In 2025, Athem strengthened its eco-design approach by increasing exchanges with committed professionals through talks, meetings and inspiring discussions.

These opportunities for dialogue enriched our thinking and echoed our own experience, helping us refine our practices. This momentum led to the co-design, together with our clients, of 11 projects conceived to be reused, extended or transformed.

What comes next?

In 2026, we aim to continue this momentum by designing at least 15 projects intended to be reusable.

To support this approach, we also plan to organise themed breakfast sessions with our clients—opportunities to strengthen relationships, step back and reflect on our practices together, and explore new ideas collectively.

REINVENT

CHALLENGE #3 HARNESSING OUR CREATIVITY TO DRIVE SUSTAINABLE INNOVATION
AND PLAY AN ACTIVE ROLE IN TRANSFORMING OUR INDUSTRY



SURROUNDING OURSELVES WITH THE SKILLS ESSENTIAL TO THE COMPANY'S DEVELOPMENT

What is it about?

Strengthening our in-house expertise through an ambitious training programme and targeted recruitment, while working with committed and innovative external partners to support the company’s growth.

Where do we stand?

In 2025, Athem further strengthened its internal capabilities while expanding its ecosystem. A total of 484 hours of training were delivered, including 214 hours dedicated to raising awareness of eco-design across an eight-module programme, as well as 73.5 hours provided through the Responsible University by The Independents. More specialised training was also delivered, including 40 hours of English and 10 hours on 3D printing.

At the same time, eight new employees joined the team, further strengthening the Atelier’s expertise. The year also saw the introduction of 14 new partners, paving the way for innovative and purpose-driven collaborations.

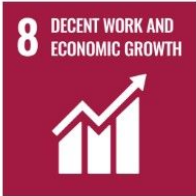
What comes next?

In 2026 and beyond, we aim to continue strengthening the key skills required to advance our eco-design approach. This will involve ongoing training for our teams and the recruitment of new talent aligned with these ambitions.

Athem also intends to build relationships with new suppliers and partners, fostering openness and mutual enrichment. Finally, by strengthening targeted collaborations, we will continue to develop strategic technical expertise.

REINVENT

CHALLENGE #3 HARNESSING OUR CREATIVITY TO DRIVE SUSTAINABLE INNOVATION
AND PLAY AN ACTIVE ROLE IN TRANSFORMING OUR INDUSTRY



STRENGTHENING INTERNAL AND EXTERNAL COMMUNICATION AROUND CSR

What Is It About?

Turning our commitments into a driver of internal engagement and external transparency by sharing our progress, our concrete actions and the areas where we continue to improve.

Where do we stand?

Internally, our network of CSR ambassadors, established in 2025, plays a key role in driving our approach forward. They promote our CSR strategy across our teams and support the ongoing evolution of our day-to-day practices.

Externally, we have enhanced our sales materials and website. Across our social media channels, we highlight the social and environmental dimensions of our work whenever they are relevant and meaningful.

What comes next?

In 2026, we plan to further develop our external communication tools by introducing a new, more educational visual language to better showcase the practical solutions implemented across our projects.

We are also publishing our third Impact Report, with the ambition of providing the clearest possible picture of our progress in CSR.

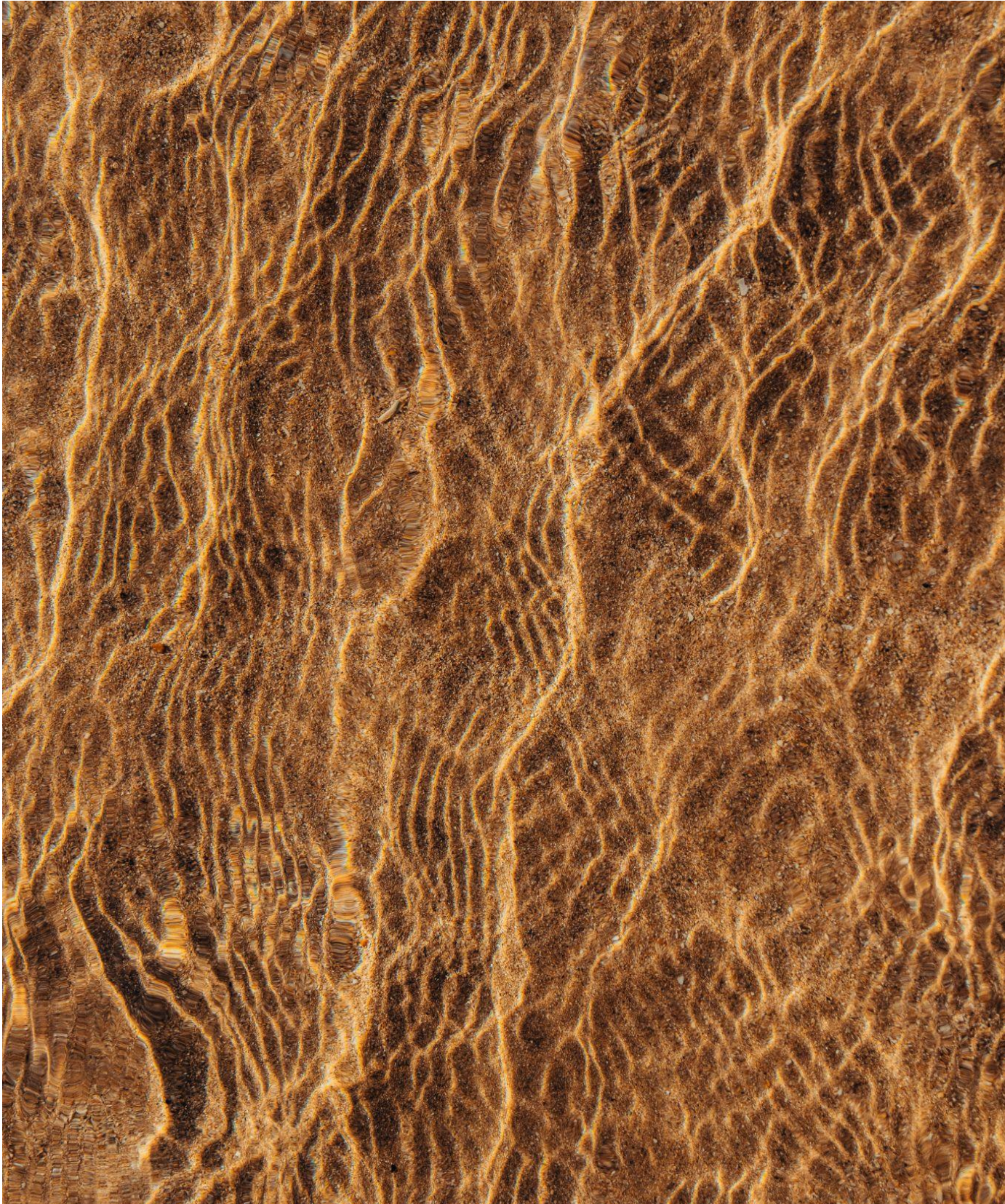
Over the longer term, we intend to strengthen our relationships with our partners, making our collaborations even more seamless, transparent and effective.

REINVENT

LOOKING AHEAD

LOOKING AHEAD





ATHEM **LOOKING AHEAD**

The changes we have embraced in recent years are gradually shaping a new way of designing our projects. Without losing sight of what defines the Atelier’s identity, they are encouraging us to enrich our methods, broaden our collaborations and integrate new considerations at every stage of project delivery.

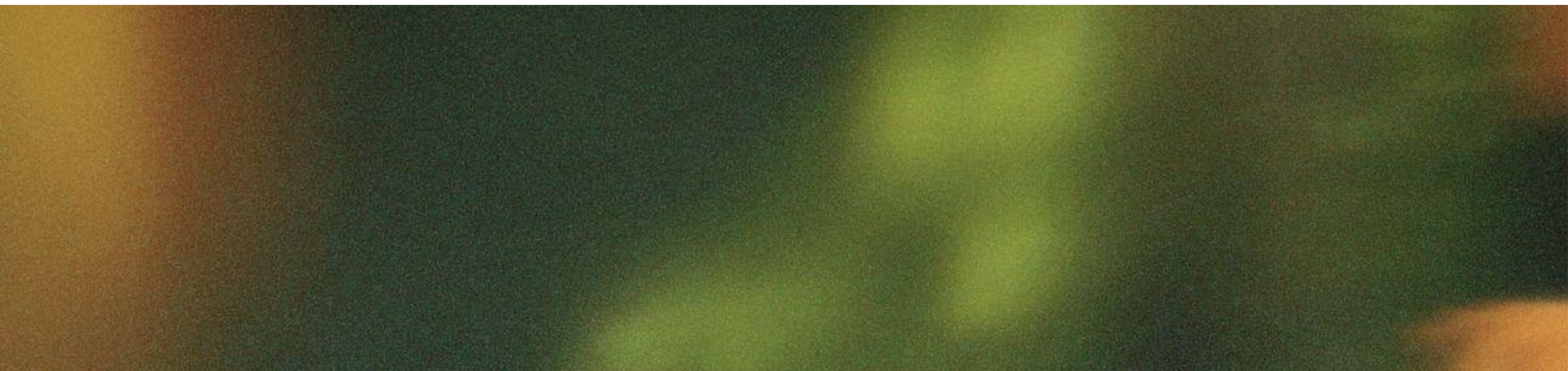
In the years ahead, we will continue along this path while maintaining the high standards that support our development in line with today’s international expectations. We will continue to expand our network of partners in France and across the regions where The Independents operates, fostering dialogue, bringing together complementary expertise and creating new opportunities for collaboration.

We will also continue our work on experimentation, turning the prototypes and ideas explored in recent years into practical solutions that can be integrated into our projects. This momentum will be supported by the continuous development of our teams’ skills—an essential condition for adapting to the evolution of our professions and meeting our clients’ expectations.

This journey will continue to be guided by the strengths that define the Atelier today: experience, curiosity, cross-disciplinary collaboration and a constant commitment to improving the way we work.

APPENDICES

APPENDICES



SOCIAL PERFORMANCE	page 42-43	↗	01
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CERTIFICATES	page 45	↗	03
WASTE TRACKING FORM	page 46	↗	04
OUR PARTNERS	page 47	↗	05
UN SDGs – REMINDER	page 48	↗	06

APPENDICES

SOCIAL PERFORMANCE (PAGE 1/2)

WORKFORCE*

47
employees

66 %
women

37 years
Average age

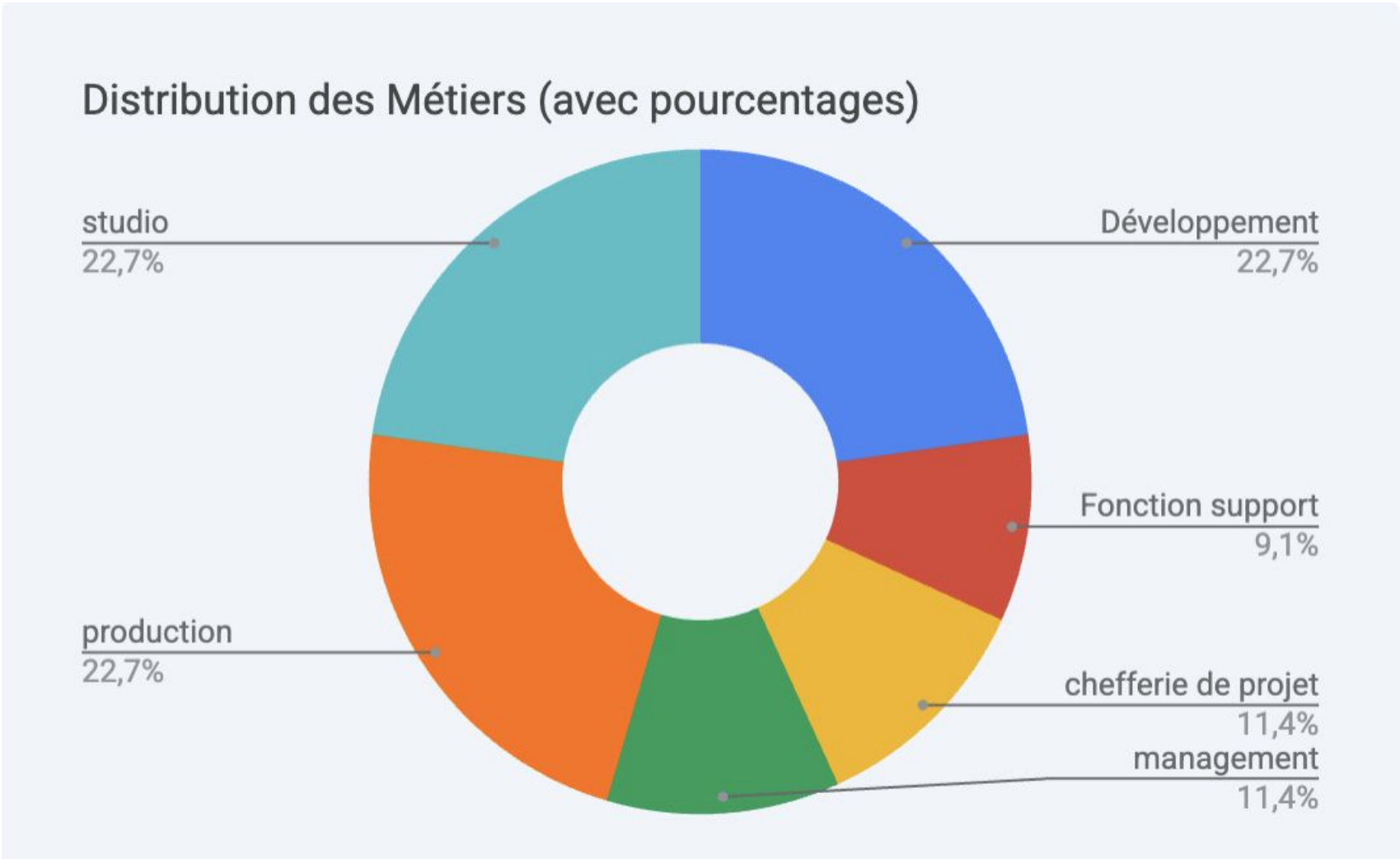
12%
aged 50 and over

6 apprentices /
interns welcomed

63%
of employees reported
having had a good or very
good year



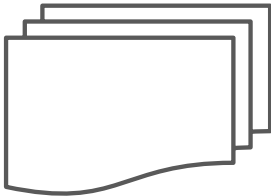
Breakdown by role:



*As of 31 December 2025

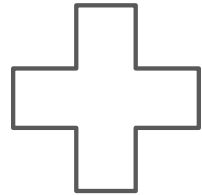
SOCIAL PERFORMANCE (PAGE 2/2)

SAVOIR-FAIRE*



- 100% of employees completed eco-design training
- 214 hours of eco-design training and awareness sessions
- 73,5 hours delivered through the Responsible University by The Independents
- 40 hours of English language training
- 10 hours of 3D printing training

FIRST AID TRAINING*



- 6 employees trained as Occupational First Aiders
- 6 employees trained in life-saving first aid
- 24% of employees trained in first aid
- 1 workplace accident (with no lost-time injury)

*données 2025

CARBON FOOTPRINT (PAGE 1/2)



CE CERTIFICAT
EST ATTRIBUÉ À



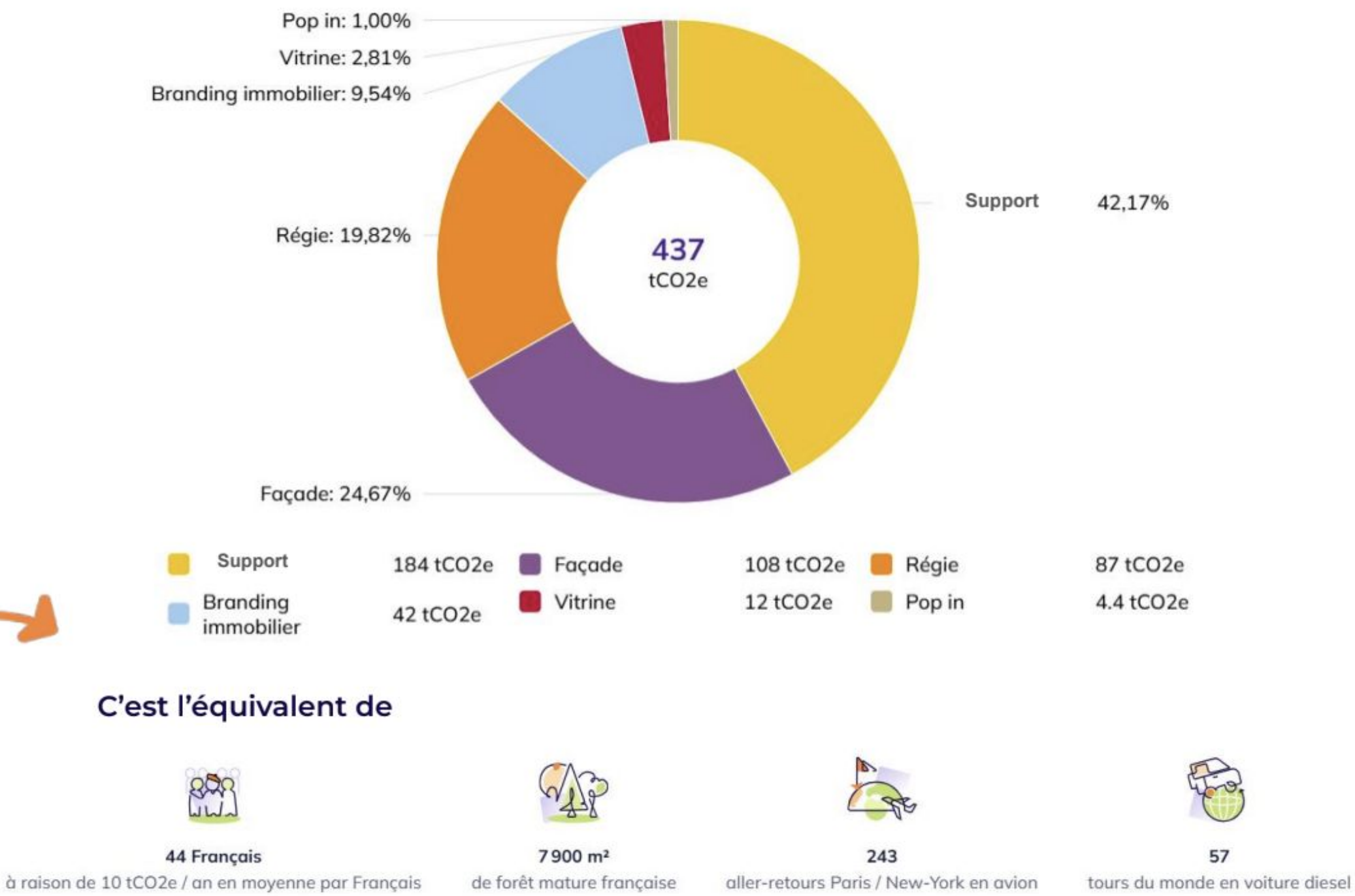
2025

Bilan carbone
complet

MÉTHODOLOGIE GHG PROTOCOL
(market-based)

Périmètre : Complet (Scopes 1, 2 et 3)

Exclusion : aucune exclusion significative



CARBON FOOTPRINT (PAGE 2/2)



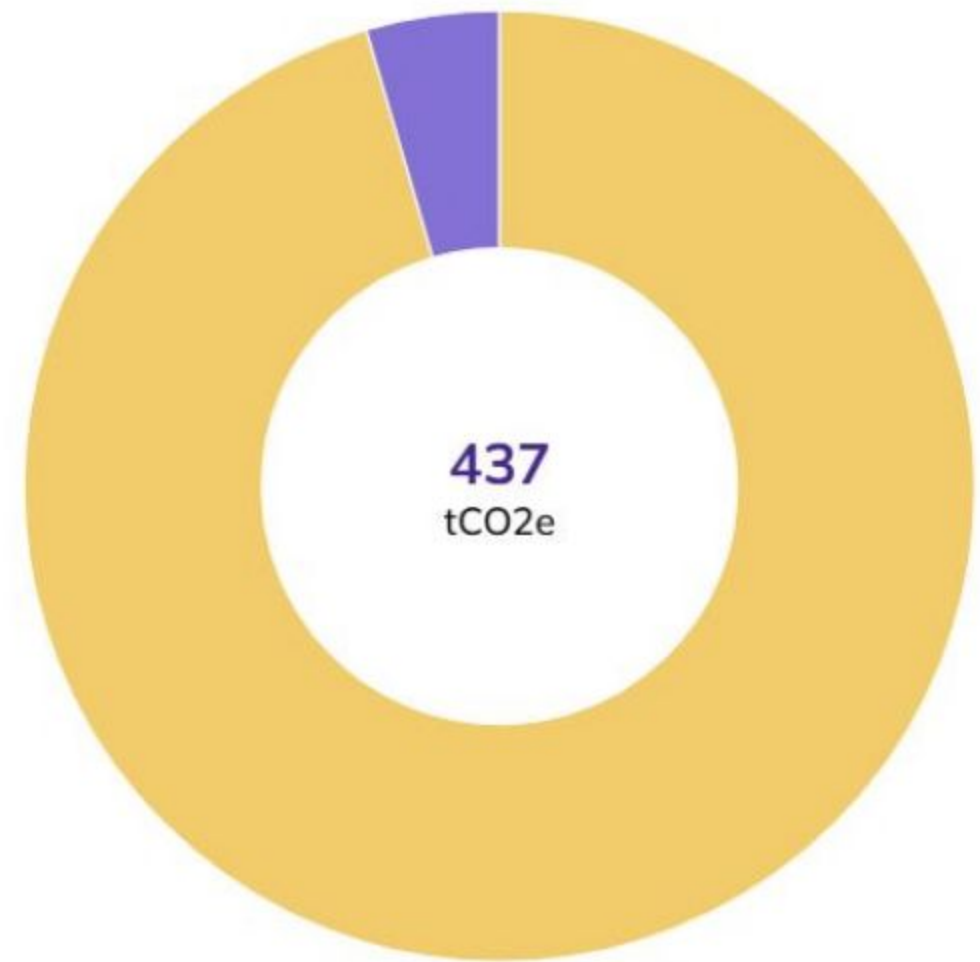
CE CERTIFICAT
EST ATTRIBUÉ À



2025
**Bilan carbone
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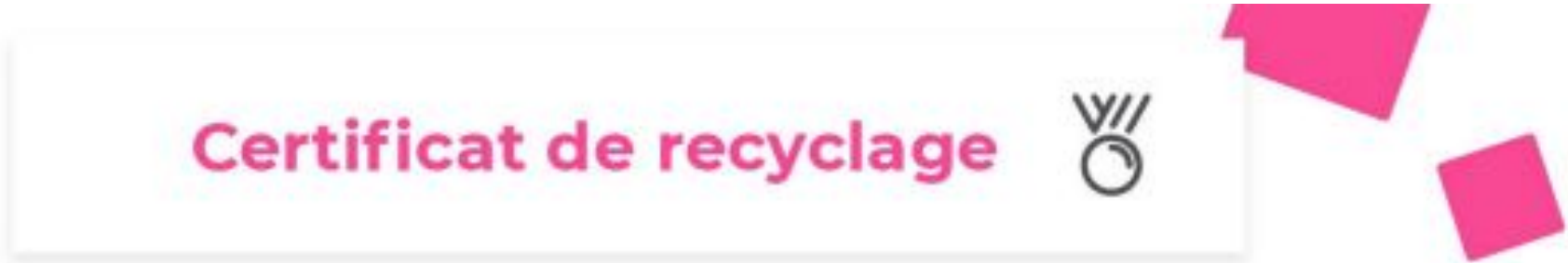


Scope 3 · Autres émissions indirectes de GES	95,5%	417 tCO2e
Scope 1 · Émissions directes de GES	4,5%	20 tCO2e
Scope 2 · Émissions indirectes associées à l'énergie	<0,1%	0 tCO2e

Scope 3 amont : 373 tCO2e
Scope 3 aval : 44 tCO2e

RECYCLING CERTIFICATE

LES JOYEUX RECYCLEURS



Je soussigné, Gilles Rouverand, Président de la société **Les joyeux recycleurs**, SAS, ayant son siège social 23 rue Condorcet, 75009 Paris, immatriculée au RCS de Paris avec le numéro de Siret 795 087 261 00017, certifie que la société **Athem** a bien recyclé les déchets suivants du **01/01/2025** au **31/12/2025** :

Ce bilan satisfait à vos obligations d'attestation précisées dans la loi sur la transition énergétique (n°2016-288 du 10 mars 2016)

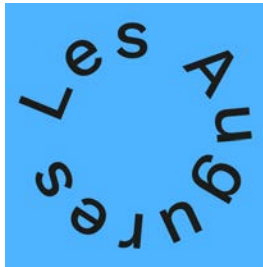
Déchets	Poids (en Kg)	Code déchet	Code traitement	C02 économisé (en Kg)
Papiers	412	15 01 01	R5 - Recyclage non organique	16,5
Bouteilles plastique	14	15 01 02	R5 - Recyclage non organique	32,5
Canettes	16	15 01 04	R4 - Recyclage métallique	108,5
Marc de café	167	20 01 08	R3 - Recyclage organique	1,8
Capsules de café	24	15 01 06	R4 - Recyclage métallique	2,4
Verre	89	15 01 07	R5 - Recyclage non organique	40,8
Cartouches	5	08 03 18	R5 - Recyclage non organique	15,3
Piles	2	20 01 33	R5 - Recyclage non organique	3,6
Lampes	0	20 01 21	R5 - Recyclage non organique	0,0
Biodéchets	72	20 01 08	R3 - Recyclage organique	64,5
Total	800			285,9

Fait à Paris, le 31/12/2025,
Gilles Rouverand
Président

Atelier Athem

2025

OUR PARTNERS



UN SDGs – REMINDER

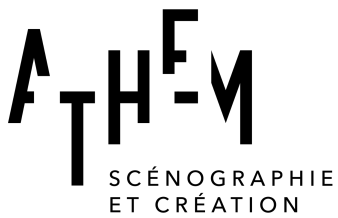


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Thank You