

**JUNTOS
POR UM
FUTURO
SOLIDÁRIO**

A PRESENT FOR THE FUTURE

ONET X CSR

THE ESSENTIALS 2025

*Taking action every day for people,
the planet, and society*

GROUP PRESENTATION

A GROUP COMMITTED TO A HEALTHIER, SAFER, AND MORE RELIABLE WORLD.

A French family-owned group founded in 1860, Onet is today an international player in engineering and services. With a presence in France and internationally, the Group operates in sectors that are essential to society's functioning: cleaning, security, hospitality, logistics, airport services, engineering and nuclear services, maintenance, and sustainable real estate.

Driven by the commitment of its 77,000 employees, Onet supports its customers in creating environments that are increasingly healthy, safe, and reliable. Committed to corporate social responsibility for over 20 years through its "A Present for the Future" policy, the Group makes the creation of sustainable value a cornerstone of its strategy.

2,4 MDSE
in revenue

77,000
employees

22,000
customers worldwide

52,000
client sites served

350
locations in France
and internationally





CLEANING & ASSOCIATED SERVICES

- Hygiene and cleaning
 - Associated services
 - Waste management
-

HOSPITALITY SERVICES

- Corporate reception and associated services
 - Event reception
 - Reception and assistance for people with disabilities
-

LOGISTICS & PRODUCTION

- Consulting and engineering
 - Management of physical and information flows
 - Production delegation
 - Administrative delegation
-

NUCLEAR ENGINEERING & SERVICES

- Engineering and services for reactor maintenance and modification
- Manufacturing
- Services for plant owners, operators, and training
- Engineering and services for the nuclear fuel cycle and decommissioning

SECURITY

- Audit, consulting, and engineering
 - Human security solutions
 - Electronic security solutions
-

FACILITY MANAGEMENT

- Soft FM
 - Hard FM
 - Industrial FM
-

AIRPORT SERVICES

- Commercial aviation
 - Business aviation
 - Hub baggage logistics and intermodality
 - Cabin equipment
-

CONSULTING AND ENGINEERING FOR SUSTAINABLE REAL ESTATE

- Audit
- Energy Management
- Technical design office
- Consulting and engineering

EDITORIAL



“In a context marked by profound economic, social, and environmental changes, Onet reaffirms its commitment to acting as a responsible company.

This commitment has guided our actions for over 20 years through our “A Present for the Future” policy, and our 2025 milestones once again illustrate this core principle: performance only makes sense if it is sustainable for both our planet and society.

It is by drawing on the richness and diversity of our teams that we have achieved new milestones—in fostering a culture of health and safety among our managers, in employing people with disabilities and those from underprivileged neighborhoods, and in developing the skills of all our employees.

This ambition continues with the Onederful program, dedicated to diversity and workplace equality. Our goal is clear: to make Onet a model of true equality where every employee has the same opportunity to find their place, thrive, and contribute to our collective success.

On the environmental front, we have defined a decarbonization roadmap that demonstrates our determination to reduce our emissions and transform our practices. This objective is reflected in particular by accelerating the electrification of our fleet and taking action on our procurement and travel.

Finally, the “*From You to Us*” survey, conducted among our blue-collar employees, sheds light on their expectations and guides our priorities for 2026.

Our commitment: transparency, measurable progress, and an active contribution to the Sustainable Development Goals. Let’s continue working together to build a performance that combines responsibility, solidarity, and respect for the planet.”

Émilie DE LOMBARÈS

Chair of the board of directors
of Onet

FOR PEOPLE

HEALTH & SAFETY, OUR DAILY PRIORITY

The Onet Prevention Program policy serves as the Onet Group's framework for occupational health and safety. It aims to establish a lasting culture of prevention across all business lines, countries, and Group entities, in order to ensure the physical and mental well-being of all employees.



BY 2025 :

- Lost-time accidents are declining in France and internationally
- The Group is providing extensive training for its managers
- The safety culture is advancing across all business lines

16.4

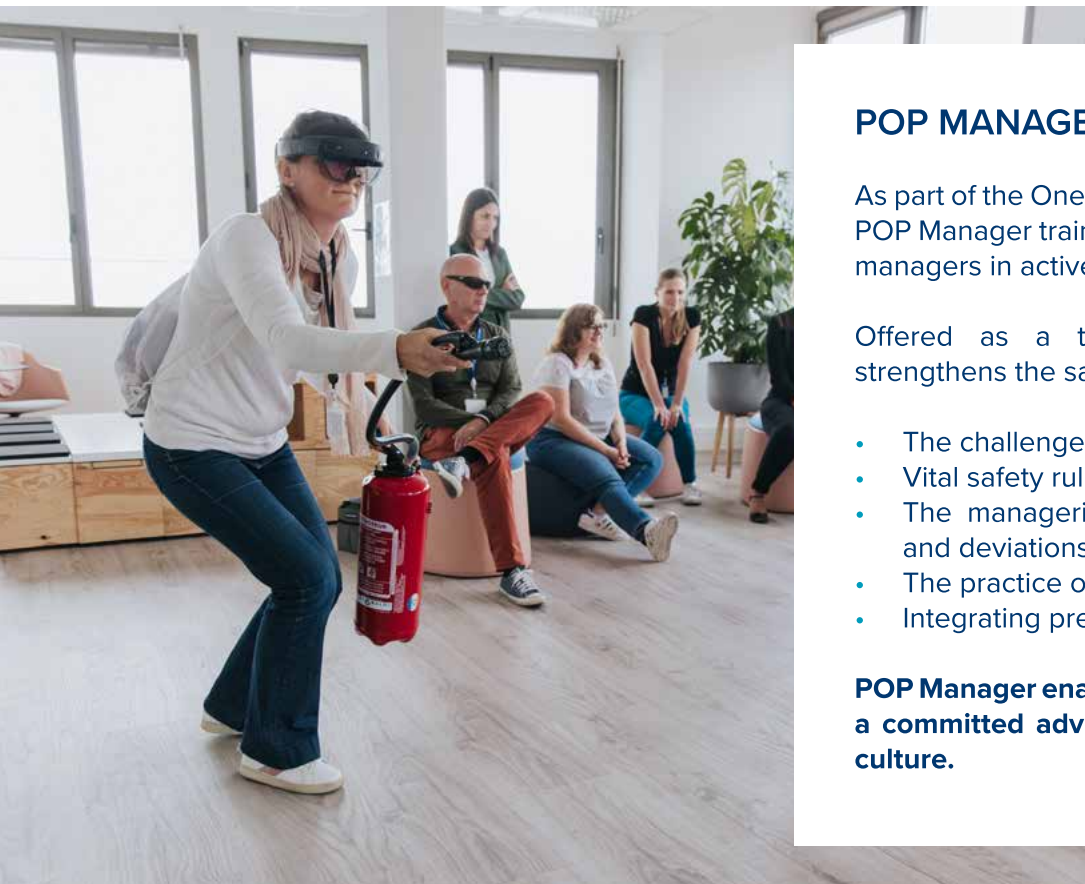
Group frequency rate*
— a decrease compared
to 2024

+ 2,000

managers trained in the POP
Manager** program

+ 14,000

safety inspections conducted



POP MANAGER

As part of the Onet Prevention Program policy, the POP Manager training program aims to engage all managers in active and visible safety prevention.

Offered as a two-day in-person course, it strengthens the safety culture through :

- The challenges and obligations of prevention,
- Vital safety rules by job role,
- The managerial approach to best practices and deviations,
- The practice of safety inspections,
- Integrating prevention into daily operations.

POP Manager enables every manager to become a committed advocate for a sustainable safety culture.

*Frequency Rate : an indicator measuring the number of work-related accidents resulting in lost time per million hours worked.

** POP: Onet Prevention Program

DEVELOPING AND ENHANCING OUR EMPLOYEES' SKILLS

Onet University develops the skills of all employees through a diverse and accessible training program, including certification tracks, in partnership with leading universities. It aims to professionalize practices, harmonize procedures, and encourage cross-functional collaboration between departments. The Onet Campus, through the Onet Learn app, also facilitates access to training for field staff by offering digital career tracks, thereby strengthening the development of operational skills and the employability of each individual.

+ 288 000

hours of training

112

graduates and certified
professionals within Onet University



Spotlight on the DESU in Intercultural Management

Through the University Diploma in Intercultural Management, developed in partnership with Aix-Marseille University, Onet is building long-term skills among its managers to promote inclusive management that respects cultural diversity and aligns with its CSR commitments.

Twelve Onet employees participated in this first cohort.

48

inclusion liaisons

4 410

employees with disabilities
within the Group

640

managers trained



INCLUSION

In 2025, Onet is consolidating its network of inclusion liaisons and expanding its awareness-raising initiatives.

The goal: to facilitate integration, adapt job roles, and encourage inclusive hiring, particularly through the Handimatch label, a tool offered by France Travail and Cap Emploi.

LISTENING TO OUR EMPLOYEES

“From You to Us” Survey

For the first time, Onet surveyed all of its field staff to better understand their daily lives, their expectations, and their perception of the company. Thanks to the results obtained, Onet has earned the Employees® certification issued by ChooseMyCompany—a certification recognized by EcoVadis—which attests to a high level of satisfaction among field staff, measured according to the rigorous criteria of the EmployeesIndex® protocol.

Social Services

A network of social workers assists employees with various matters (legal rights, family issues, budgeting, housing, etc.).

De vous
à nous



7,566
participants

9/10
find their work
meaningful

86%
enjoy working at Onet

89%
feel safe

77%
feel recognized by their
managers

ONEDERFUL, ONET'S GENDER EQUALITY PROGRAM

In a world where women's rights remain fragile and inequalities are still very real, Onet has chosen to take action. We are taking action to ensure that gender equality is not merely a commitment, but a tangible reality experienced every day. With the *Onederful* program, Onet places equality at the heart of its corporate culture, not as a matter of compliance, but as a conviction.

THE 3 PILLARS OF THE ONEDERFUL PROGRAM

1. PROMOTING GENDER-DIVERSITY AT EVERY STAGE OF THE CAREER JOURNEY

Identifying, supporting, and developing talent at all levels of the organization.

2. SETTING THE NECESSARY CONDITIONS FOR THIS DIVERSITY

Taking action to achieve a better work-life balance and training managers in fair and inclusive practices.

3. COMBATING VIOLENCE AND DISCRIMINATION

Preventing, raising awareness, and ensuring a respectful work environment for everyone.

**ONE
DER
FUL**



2030: QUANTIFIED GOALS FOR A CONCRETE VISION

40%
of senior managers at the Group level
to be women (up from 31% in 2025)

**AT LEAST
1 IN 3 CANDIDATES**
from the underrepresented gender
in recruitment or training processes

100%
of management trained in
non-discrimination and stereotypes

FOR THE PLANET

BUILDING A CREDIBLE CLIMATE ROADMAP

The Onet group has committed to having its decarbonization roadmap certified by the SBTi by proposing the following targets: **-42% Scope 1 & 2 by 2030 compared to 2022** and **-25% Scope 3 by 2030 compared to 2022**.

Several initiatives have already been launched and have contributed to achieving a reduction by 2025 of:

- 16%

in Scope 1 & 2
by 2025 compared to 2022
at the Group level

- 5%

in Scope 3 with our
carbon emissions by 2025
compared to 2022 at the
Group level

36%

of our electricity
consumption comes from
renewable sources



VEHICLE FLEET: A DECISIVE SHIFT TO ELECTRIC

In France :

+ 61%

of newly acquired vehicles
are 100% electric

OVER 400

electric charging stations
installed



CLOTHING RECYCLING : A 100% FRENCH CIRCULAR ECONOMY

2025 marks the operational rollout of textile sorting with Triethic, a disability-inclusive company:



2 TONS

of recycled textiles



HELMETS

100% of material recovered



Nearly **33 TONS**
of commercial WEEE collected
and over **5 TONS**
of IT equipment



SHOES

broken down into 3 streams,
all recycled



DEVELOPING MANAGEMENT SKILLS TO PROMOTE SUSTAINABILITY



The top 100 managers took the Task by Sulitest.
Results: **84 certifications, average score of 68%.**

FOR SOCIETY

ONET FOUNDATION: 15 YEARS OF SOCIAL ACTION

Founded in 2010, the Onet Foundation's mission is to **“Contribute to human development in a healthy and safe environment.”**

Because social integration is impossible without housing, the Onet Foundation works to combat substandard housing and housing insecurity by supporting organizations that assist those in the greatest need. Thus, the Onet Foundation carries out concrete initiatives aimed at the most disadvantaged populations to improve their housing conditions and provide them with access to sanitation and food assistance.



BY 2025

NEARLY 90
supported organizations

400
employees involved

25
solidarity projects

5,700
people assisted

ENTREPRENDRE POUR TOI : TAKING ACTION FOR THE REGION

The Onet Foundation is also a founding member of the *“Entreprendre pour Toi”* endowment fund. This collective enables companies to engage with their employees and pool their human, financial, and material resources to support organizations working to combat poverty in the Aix-Marseille-Provence region.

BY 2025

+ 30
supported
organizations

+ 600
people supported

+ €160,000
allocated

+ 60
volunteer and skills-based
volunteering opportunities offered



SKILLS-BASED VOLUNTEERING: A GROWING COMMITMENT

Since 2024, all employees can dedicate two days per year to a public interest mission.

**1 INTER-ORGANIZATION
MEETING** bringing
together **100**
employees



INTERNATIONAL COMMITMENTS

Internationally, the culture of prevention was further strengthened in 2025:

100%

of new hires received a dedicated safety orientation

Structural initiatives were implemented in Brazil, such as first aid training (over 100 participants) and the Matutai project supporting mental health.

The Equality Plan continues in Spain, ensuring gender equality.

Numerous partnerships and community initiatives support vulnerable populations across our various subsidiaries.



Beach Cleanup – Baie des Catalans with Fabrice Amedeo, a skipper committed to ocean conservation and supported by Onet



**Our Commitments
and Our 2025 Non-Financial Performance Report**

