

For People, By People

Atlas impact  ESG Report 2024



About this Report

In our second annual Environmental, Social, and Governance (ESG) Report we continue to outline our ESG strategy and report progress. Our report highlights activities during the reporting period of July 1 2023–June 30 2024. While every effort was made to ensure the accuracy of this report, some metrics are based on estimates or are evolving. Updates will be provided in future reports.

Our priorities align closely with the following widely recognized sustainability standards and the Global Reporting Initiative (GRI) standards. These benchmarks have served as a guide for our processes in preparing this report.

As a global organization, Atlas strives to break down barriers across the global talent marketplace. Our commitment to ESG principles aligns with the United Nations Sustainable Development Goals (SDGs).

Learn more at atlashxm.com



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Message from the CEO/CHRO



Jim McCoy
CEO, Atlas



Lulu Rufael
CHRO, Atlas

It has been said that the way Atlas integrates into our customers' culture is a game-changer. This isn't a happy accident. Our global approach and our culture are something that we nurture and are reflected in the pages of this report. We are proud of the accomplishments over the last year, and we know we will continue to get better and improve. We embrace our progress while still aiming for ambitious goals and growth. As such, we are excited to present our 2024 ESG report. In our report you will find the following highlights:

The Impact of Inclusion is Belonging

Atlas fosters a diverse and inclusive environment by attracting, retaining, and developing talent from all backgrounds across the globe. As a business, we are committed to embedding practices that champion workforce diversity, employee well-being, and philanthropic initiatives. Key highlights that demonstrate our investment into our people from the past year include:

- Expanding parental leave to 12-weeks fully paid for all employees,
- Launching a new Community (employee-led resource group) to promote wellness in all forms, and
- Deploying a required cultural awareness workshop for all employees aimed at fostering conversation and shared learning.

Strengthening our Culture of Compliance

Navigating the global workforce can be tricky with the various regulations and compliance requirements in each country. This is why Atlas has experts across the world who have the knowledge to do this for our clients.

Atlas' program for ongoing compliance and security training and awareness has a high level of engagement because our people value keeping our customers and their people safe.

We are also proud to announce that our Atlas platform achieved ISO certifications—internationally recognized standards for managing information security—showing that we are committed to protecting data, managing risk, and continually improving our security posture.



Message from the CEO/CHRO

Continued

Caring for our Community

Giving back to the communities in which we live, and work is central to the way Atlas operates. This is why we launched our Doing Good program, supported by a Volunteer Time Off Policy guaranteeing individuals dedicated time to give back to their communities. Our program creates opportunities for regional and global volunteering and supports individual efforts for giving back.

Protecting our Planet

At Atlas, we know we can grow our business while progressively diminishing the impact we have on the planet by integrating sustainable practices into every aspect of our operations. From reducing waste and emissions to sourcing eco-friendly materials, we are committed to balancing profitability with environmental responsibility. This includes continually:

- Evaluating the need for physical space
- Reducing the number of operational shipments
- Assessing travel needs to reduce carbon footprint

Atlas knows that we are on a journey to do what we can to protect our planet. A key goal for us is to work toward carbon-neutrality. Though still at the beginning of this journey, we recognize the urgency that all businesses should face in securing ethical and sustainable growth.

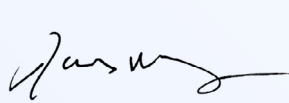
Investment in Smart Tech

In our tech-centered world, Atlas is bringing a people-centric approach to global business. While many are adopting chatbots and relying solely on platforms to sell their services, we are taking a different approach.

We build scalable, smart solutions that empower our customers and worksite employees and focus our use of AI to remove obstacles for our people. This allows us the ability to provide real-time customer service, every time. When someone's pay is on the line, they don't want a chatbot. This is what human experience management is all about.

This has been an incredible year for Atlas. When we think about the achievements that we have made it comes down to this year's theme and our brand promise of "For People, By People." None of what we do could be done without our people and none of what we do could be done without our customers; it's a symbiotic relationship and the trust that's placed in us as we navigate the world of global expansion together.

Sincerely,



Jim McCoy
CEO, Atlas



Lulu Rufael
CHRO, Atlas

Our Company

- [Our Company](#)
- [Mission, Vision, Values](#)
- [Awards/analyst Reviews](#)
- [2023-2024 Highlights](#)

Our Company

Atlas is powered by a global team of local experts that help you to hire and onboard talent in more than 160 countries, quickly and compliantly.

Founded in 2015, Atlas has revolutionized the way in which the world works. As the first direct employer of record, to today where we consult with customers planning international expansion to managing payroll and visas—we focus on the full human experience.



Atlas is headquartered in Chicago, USA
Learn more at atlasHXM.com



Our Mission

To guide companies on their growth journeys with software and solutions that enable global talent management.



Our Vision

We see a future where growth thrives across borders and cultures.



Our Values

Passion

Purpose-driven: We are driven by our passion and engage in everything we do.

Influential Innovation

Value creation: We challenge the status quo to re-imagine and anticipate the needs of the market.

Trust & Diversity

Human-centric: We celebrate diverse perspectives and foster an environment of trust and accountability.

Awards/Analyst Reviews

Atlas' solutions empower organizations to engage with talent worldwide, ensuring compliance with local laws and regulations without the need to establish a separate legal entity.

Industry analysts and top organizations have been recognizing Atlas' strong emphasis on human connection and expertise and note that we stand apart in the EOR industry with dedicated local teams working closely with clients and their talent.

Achieving these accolades year after year is a credit to our tireless focus on the overall experience of our clients and worksite employees.

- Nelson Hall NEAT
- Everest Group EOR Solutions PEAK Matrix
- GPA EOR Employer of the Year
- 2023 HRFLAG Awards
“Best Overseas HR Service Provider”
- HR Tech
“2023-2024 Best Global HR Service Provider”
- 2024 NewFlag Awards
“Best HR Solution Award 2024”
- 2024 GoldenFLAG Awards
“Best Overseas HR Service Provider”
- 2024 HRLight Aurora Awards
“HR Elite Service Provider of the year”

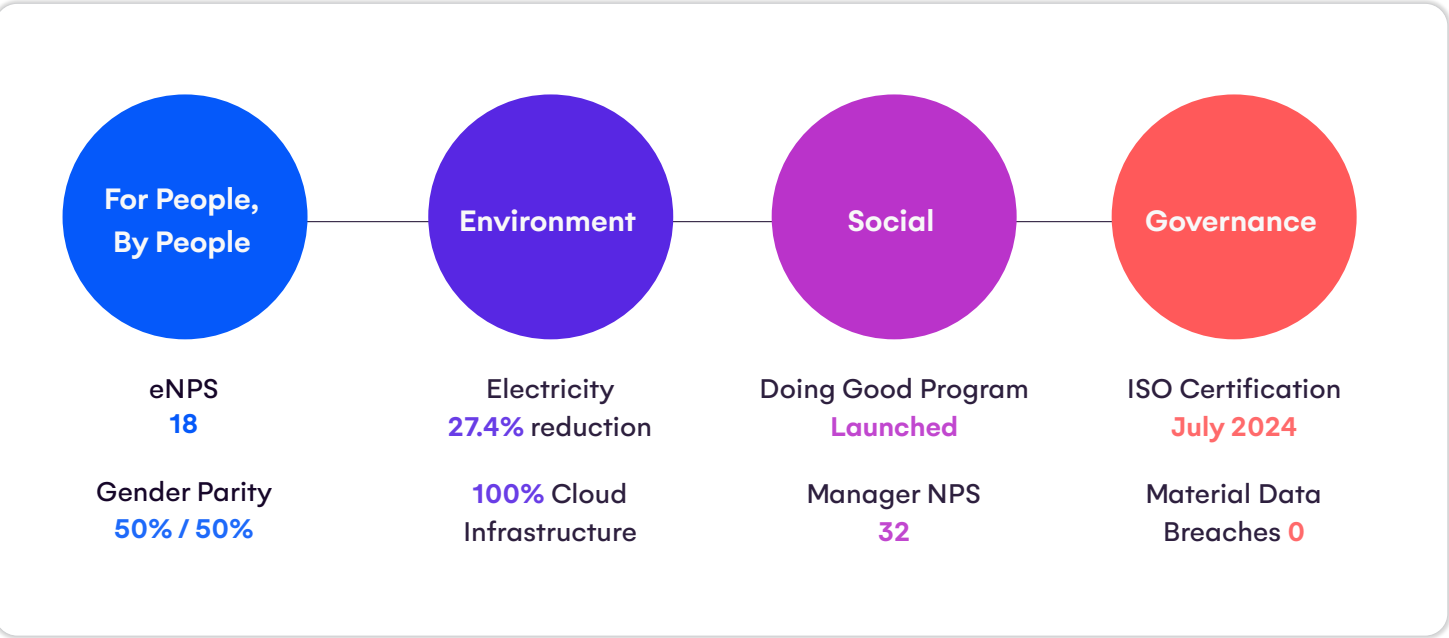




2023-2024 Highlights

At Atlas, we are invested in the people and the communities where we work and the sustainable economic future of the countries where we collectively live.

Our **IMPACT** program is central to our vision as a business and at the heart of our culture. **IMPACT** is our way to ensure that we define and adhere to a set of ESG principles and pillars.



Our Pillars

impact Principles

- Promotes diverse, inclusive environments in our business operations.
- Fosters a network of customers and employees focused on ensuring an equitable global environment.
- Establishes accountability, systems, and processes to measure and increase our influence on each of the ESG pillars.

impact Pillars

- **Environmental:** Atlas is building sustainable operations to reduce our environmental footprint by optimizing waste reduction and reducing energy consumption.
- **Social:** Atlas promotes a diverse & inclusive environment in how we attract, retain, & develop our employees. Employee wellness, diversity and charitable activities are at the core of our social responsibility.
- **Governance:** Atlas is committed to operating ethically and responsibly, following the right policies and best practices to preserve our customers’ and employees’ trust.

Our Goals

→ **Our Goals**

→ **Environmental**

→ **Social**

→ **Employee Satisfaction**

→ **Governance**



Our Goals

Since our last ESG report, we have made significant progress. We started our reporting year strong with ambitious goals.



The highlights include:



Launched a new employee-led community.



Strengthened our security posture, achieving ISO certification.



Reduced our energy consumption through programs and reduced unused space.



Introduced new training focused on Cultural Awareness.



Created baselines for our emissions.



Launched programs dedicated to equitable Parental Leave and Volunteerism.

FIVE YEAR PLAN

In addition, we have outlined a five-year plan showing our commitment to continuing our environmental stewardship. After over a year of evaluation and baseline data, we have identified key areas for improvement over the next five years.

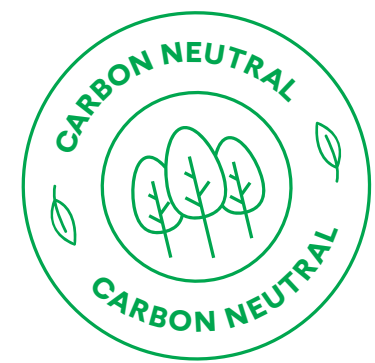


Environmental

Our

Goal

Carbon neutrality



Continued evaluation and expansion of Atlas’ carbon reporting is needed, including an assessment of our significant remote and hybrid work population.

Continued evaluation and expansion of Atlas’ carbon reporting is needed, including an assessment of our significant remote and hybrid work population. By expanding and developing additional reporting on our environmental footprint, we can achieve net neutrality through a carbon offset program. In the next year, we will begin baselining the impact of our hybrid and remote employees, as well as determining the appropriate timeline and program for our carbon offsets.





Social

Our

Goal

1500 Doing Good Hours



Atlas launched our Doing Good Program in early 2024—this program takes our three-tiered approach to volunteerism and paid day for volunteer activity and combines it with education and training. Our goal is to collect 1500 hours of service globally via employee action by 2030.

Individual: Our program is designed to allow employees to volunteer for programs that are important to them.

Regional: Employees take the lead in forming a group or activity to give back in their local areas.

Global: Atlas joins forces with non-profit organizations to meet common goals based on shared values.

By encouraging employees to share their stories, creating opportunities for teams to come together, and through ongoing education, we can continue to make an impact and reach our goal.



Employee Satisfaction

Our

Goal

 eNPS 25



Improved employee satisfaction and engagement are critical for Atlas as a people-first organization. Over the next year, our goal is to increase the employee net promoter score from the current 18 to 25.

We plan to address this through enhancing our employee recognition, improving career development opportunities, and strengthening our employees' sense of belonging in our virtual and hybrid workforce.





Governance

Our

Goal

○ SOC2 certification-ready

Atlas’s Information security program includes the controls for the ISO/IEC 27001, 270171 and 27018 certifications. We are continuously monitoring the threat and risk environment to evaluate other information security control schemas.

The SOC2 certification is on our short list, and we expect to embark on that certification process within the next 2-3 years.

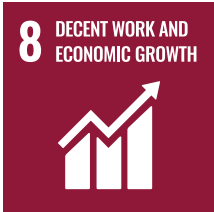


Our People

- Our People
- Culture
- Human Rights



Our People



Our underlying leadership principle is to have employees feel they belong at Atlas and can contribute to our success, regardless of their location or other unique attributes.

From initial recruitment to development and evolution, we hold closely to our diversity values from end to end in the employment lifecycle.

Atlas recognizes that in today’s world, people matter more than ever. We are dedicated to fostering a collaborative environment driven by technology-enabled human experience. To realize this vision, we support our employees and communities through inclusive and equitable practices, offer valuable opportunities for learning and connection, and provide benefits that support their lives, families, and futures. By doing so, we inspire our team to remain engaged, develop their potential, and contribute to the collective success of our company.



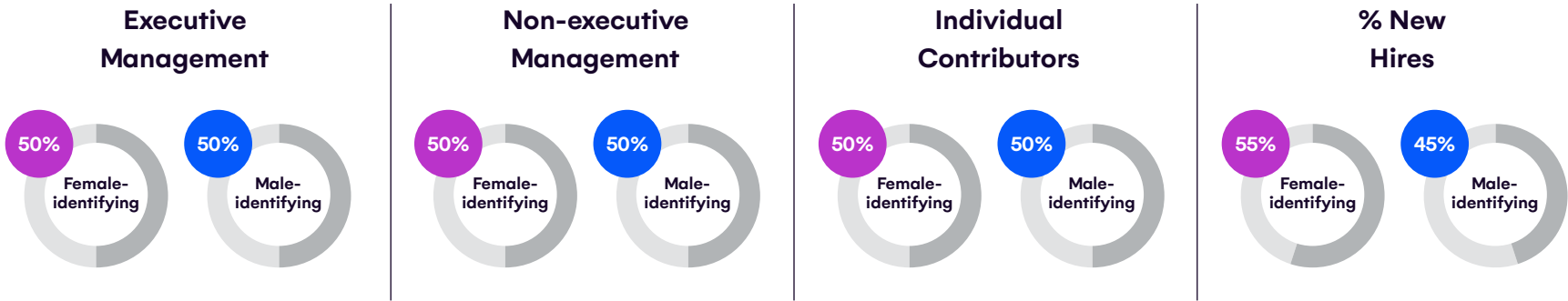
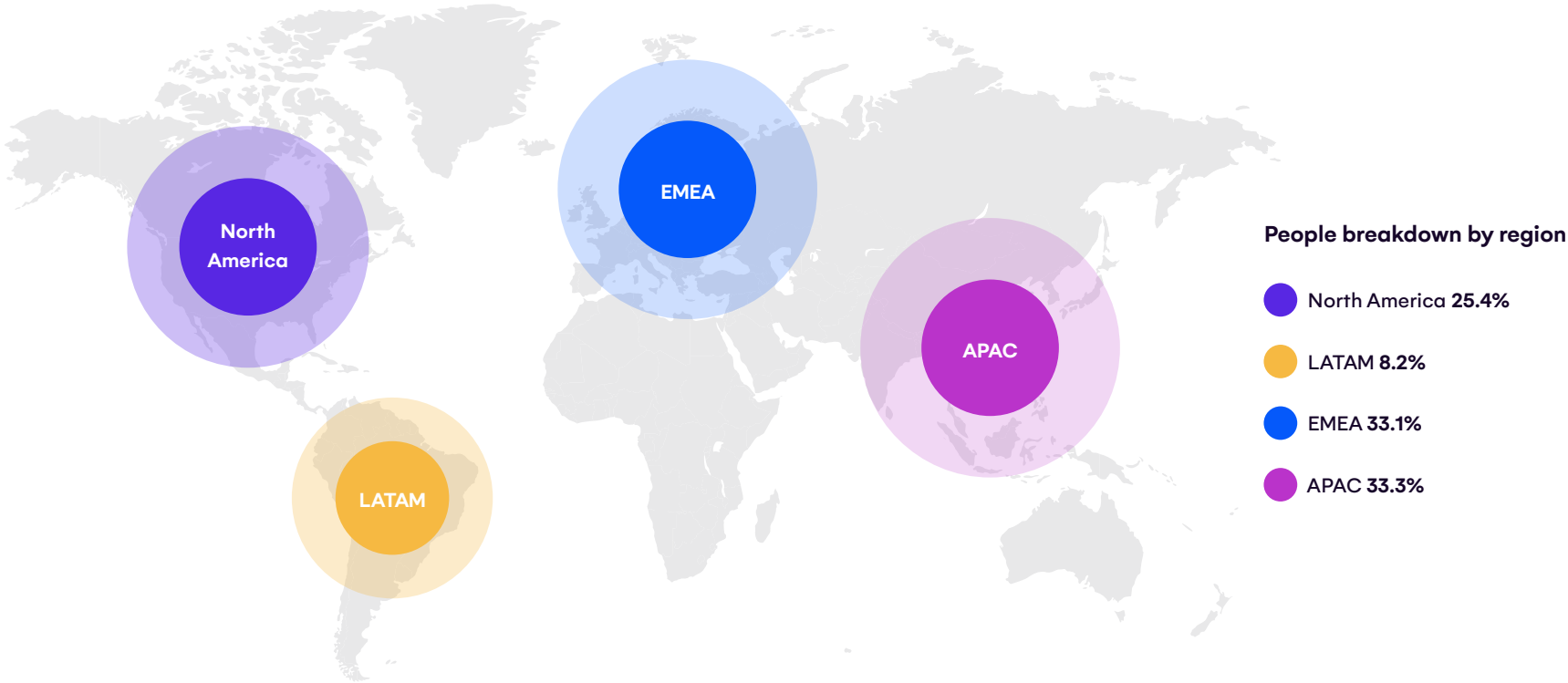


Culture

Atlas’ culture is built around the diversity of our people around the globe.

With core employees in nearly 30 countries and worksite employees in 109 countries; we collectively speak over 50 languages. We know our strength comes from recognizing each other and the value we bring to our customers. We cherish authenticity, proactive behavior, accountability, and continuous growth—both personally and professionally.

We are deeply committed to fostering inclusion and belonging, acknowledging each other’s contributions, and celebrating our wins. As our company evolves, we prioritize our teams by nurturing honesty and accountability, awareness, and trust, so that we all progress together.





Culture

Continued



“

Atlas offers recognition and praise for successful deliveries and ambitious undertakings of its staff. Combined with the sense of belonging and mutual respect, it is a great fuel that motivates us to do our best work.”



“

Overall, my time to date in Atlas has been positive and I enjoy working in a global environment with amazing colleagues.”



“

There have been huge improvements in workplace culture and top-down communications since the start of the year, so big kudos for that.”



“

In general, people seem very willing to work together and help each other out where possible.”



“

I love it here, work is challenging enough, teammates and managers are great,, and we’re in a very interesting industry.”

Quotes are from our employee survey and therefore anonymous. Images are not of actual employees.

Human Rights

We have a policy that is shared with all employees around modern slavery. If identified, the policy outlines employee responsibility and the necessary steps to report their concerns.



Employee Experience

- [Engagement](#)
- [Talent](#)
- [Health & Wellness](#)
- [Learning & Development](#)
- [Diversity & Inclusion](#)
- [Our impact Communities](#)
- [Recognition](#)
- [Volunteerism](#)



Engagement

Atlas’ employees drive our success and shape our culture of accountability—we are accountable to each other and our customers. Passion, creativity, and dedication fuel innovation and progress, making them our most valuable asset. It’s no secret that when employees feel valued and supported, they are more engaged, motivated, and committed to delivering their best work. When this happens, customers are happier.

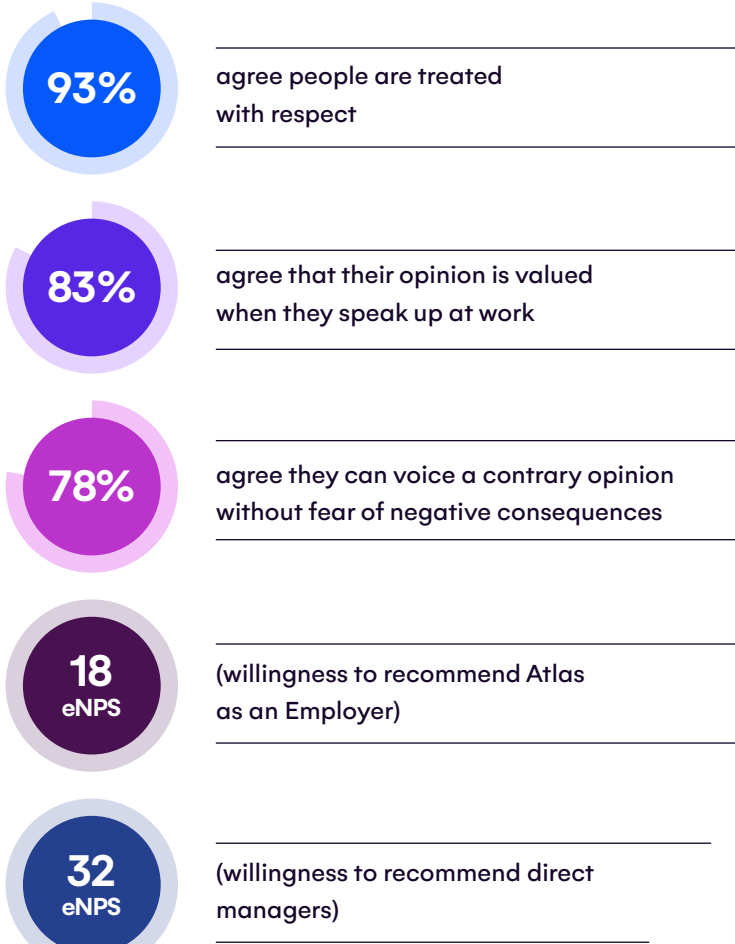
And that means our people deliver for people.

By investing in their well-being, growth, and development, Atlas has an empowered workforce that drives sustainable success, making employees truly the heartbeat of the company.

We actively encourage feedback and invite employees to share their thoughts through our engagement surveys and focus groups, helping us to identify key areas to improve learning.



Highlights of our most recent engagement survey:



Talent

At Atlas, we live by our mission. So, when it comes to talent, Atlas knows that finding the right people is a borderless endeavor. Our focus is on hiring the right candidates around the world that align with our vision for people innovation and growth. We are always looking for talented people who are passionate and driven to make an impact.

We are supported by the Atlas Recruitment Policy that leverages the following core tenants:

- **A positive Candidate experience, which includes strong, authentic communication.**
- **Consistent and fair hiring practices with commitment to Equal Opportunity and no tolerance for discrimination or harassment.**
- **Developing a diverse workforce through global hiring, making accommodations for disabilities, consciously protecting for unconscious bias.**

All employment decisions at Atlas are based on business needs, job requirements, merit, experience and aptitude, without regard to differences such as differences in gender, age, language, cultural background, sexual orientation and gender identity, health/medical condition, religious beliefs, physical ability, appearance, working style, educational level, professional skills, work and life experiences, socio-economic background, job function, marital status, family responsibilities, or political affiliation. Atlas will not tolerate discrimination or harassment based on any such characteristics, or any other status protected by the laws or regulations in the locations where we operate.

Talent

Continued

Finding the right talent is only part of the story. We want a world class experience from the moment an offer letter is signed. This is why our new hire onboarding process is designed to set every new team member up for success. We believe in creating a welcoming and inclusive environment where employees feel supported, informed, and empowered.

Through each contact, our orientation sessions, and training, we ensure that everyone not only understands their role but also feels connected to our company culture and values. But it doesn't stop there! We provide job training, departmental support, and regular check-ins during the first 90 days. In addition, we survey employees on their experience so we can get feedback while it is still top of mind.

By investing in a smooth and engaging onboarding experience, we aim to foster long-term growth, collaboration, and belonging across our teams. And it doesn't stop at Onboarding. We have an annual goal setting process which ties to our corporate objectives. We continue to provide feedback informally and formally throughout the year so that employees understand their impact.





Health & Wellness










Taking care of our people is the top priority at Atlas. From physical and mental well-being to creating opportunities for social engagement, our approach is not only focused on employees, but also informed by them.

In 2023, our employees launched the Thrive impact Community focused on physical, mental, and social wellness.

This employee-driven initiative designs its own wellness programs and actively shapes company-wide initiatives. In addition, programs and other global opportunities are often shared with the group in advance for their feedback and input before they are launched, ensuring that our approach is both inclusive and impactful.

Atlas not only ensures that all employees are provided with statutory benefits, but goes above and beyond to provide benefits that are valuable to employees, which may include:

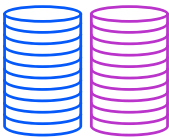
- | | |
|---|---|
|  Medical |  Short and Long Term Disability |
|  Dental |  Retirement Savings |
|  Vision |  Fitness Program Discounts |
|  Life and AD&D Insurance | |

To see full range of benefits, [please visit the Appendix.](#)



Health & Wellness

Continued



Pay Equity

Atlas strives to ensure pay equity across all departments, geographies, and employee classifications. We recognize this as an ongoing and deliberate process versus an end state.

Our Commitment to Parental Leave

Employees want to live a fulfilled life, including having children and becoming parents. Atlas provides 12 weeks of fully paid parental leave for employees who become parents. We want employees to be able to fully take time off with their child to bond and engage fully in this significant life moment without having to worry about the financial burden.

Our Commitment to Mental Health

Every Atlas employee and their dependents automatically has access to an Employee Assistance Program (EAP) that provides 24/7 counseling services for any issues that may arise. This is complimented by online wellness resources covering a vast array of topics. In addition, our impact Community, Thrive, offers programming on stress management and meditation and desk yoga.

Taking Time Away

In addition to ensuring all employees have their statutory time off, Atlas offers Unlimited Paid Time Off for all employees to take the time they need, whenever they need to. Birthdays are also given as a holiday to all individuals to take the opportunity to enjoy themselves on their day.



Flexibility

Most Atlas employees work from home, and all enjoy the opportunity to have flexibility in their workdays. Life happens during work hours from attending a kid’s football match, prioritizing a doctor’s appointment, or getting out for a midday walk. Whatever it is, we know our employees are dedicated professionals who care about our customers and get the job done.

Learning & Development

Supporting the growth and development of our people is central to our strategy. We encourage employees to set personal development goals, including both learning activities and mandatory compliance training.

Our Learning and Development (L&D) team collaborates with subject matter experts to create tailored content for our employees. L&D courses cover key areas such as employee and manager skill development, business processes, health & safety, and compliance. Each department plays their role in providing specific training to ensure our teams are equipped for success and maintain compliance.

Additionally, we offer access to over 9,000 online learning resources, with a wide range of courses designed to enhance both professional and personal growth. Whether they want to upskill, or learn something completely new, this flexibility allows employees to learn at their own pace—when it makes sense for them.





Learning & Development

Continued

237
average monthly
learning hours

2,696
—course completions

5
hours minimum of
manager training per year

Top Skill Training Areas:

- Project Management & Operations
- Teamwork & Communications
- Leadership & Management
- A.I. & Programming
- Data Management & Analysis

Navigate: Managing at Atlas

Managers serve as the bridge between leadership and employees, shaping the work environment and influencing team performance, engagement, and morale. By investing in their development, Atlas ensures managers are equipped with the skills needed to lead effectively, foster collaboration, and navigate challenges via our Navigate program for managers.

This 5-course program focuses on three core concepts:

- 01 Consistency
- In our borderless world of work, Atlas managers can be located anywhere and may have employees located in any geography—which is why all training is also done through a DEIB lens. In addition, creating a greater awareness of policy and processes while driving standardization provides a consistent experience and treatment for employees no matter where they may live and work.
- 02 Skills Development
- As with all employees, we want to support our managers’ interest in learning and strengthening skills that will help develop their leadership abilities. By utilizing real scenarios for case studies, we equip managers with relatable examples for how their skills can be used.
- 03 Relationship Building
- Atlas’ intranet, PeopleConnect, maintains a private and specific site dedicated to managers to ask questions and collaborate with others, share best practices, and foster relationships outside of the classroom setting.



By allowing managers to foster relationships, and share their experiences, they grow into leaders who can better support employee growth, address issues proactively, and align their teams with Atlas’ overall goals. This not only improves productivity and retention but also cultivates a culture of continuous improvement and inclusivity, ultimately driving long-term success.

Diversity & Inclusion

There is no question that embracing diversity is essential for today's organization to succeed. A core value to Atlas, we know firsthand that diversity and inclusion fosters innovation, creativity, and better decision-making.

When people from different backgrounds, perspectives, and experiences collaborate, they bring unique ideas and solutions to the table. Inclusive environments also enhance employee engagement, retention, and productivity, as individuals feel valued and empowered to contribute and be their authentic selves. We have a truly global community at Atlas, with over 45 different nationalities represented, and it is also reflected in how we service our diverse customer base, driving growth and long-term sustainability via human experience management and global expansion.

Our Workplace Diversity & Inclusion Policy reaffirms our commitment to providing equal employment opportunities for all employees and fostering a work environment free from discrimination and harassment.

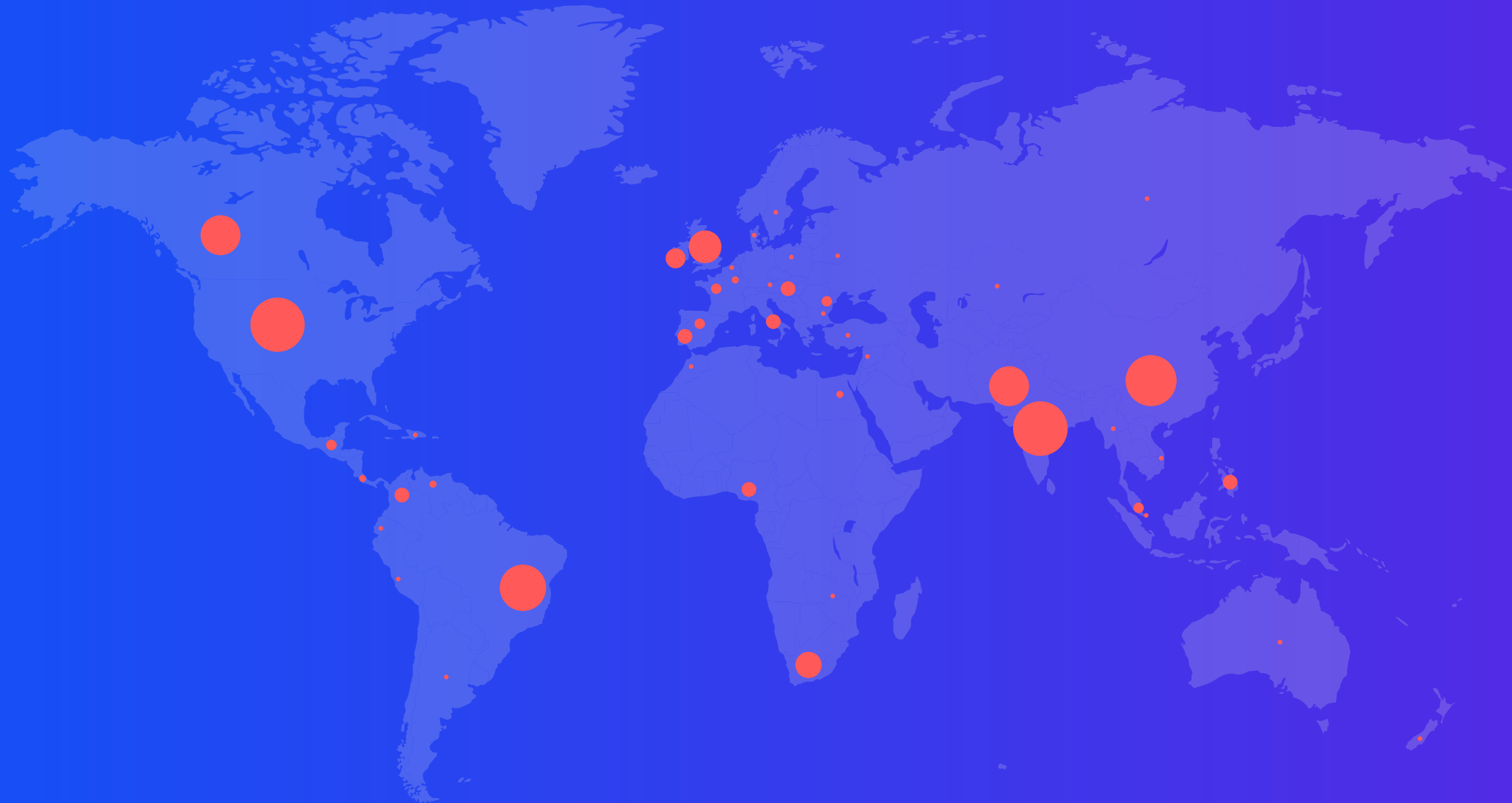
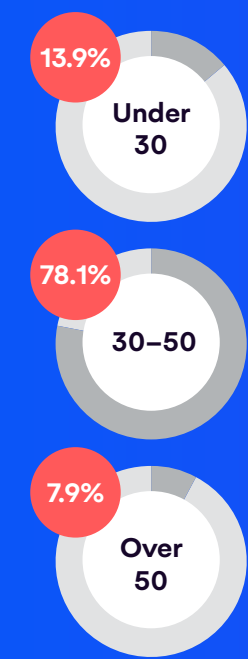
Some of our programs and initiatives that promote DEIB include:

- Atlas **impact** Communities, where employees can connect their unique but shared identities and values with others from across the organization and the globe.
- Required unconscious bias training for all new joiners.
- Live training in our newly added Cultural Awareness workshop. This required session focuses on employees having real-life conversations as part of the learning process.
- Our social intranet platform, PeopleConnect, empowers employees to celebrate successes, ask colleagues questions, give shoutouts for holidays, personal events, or peer-to-peer recognition.



Atlas Representation: with over 45 nationalities represented by our employees, we are truly a global company.

Atlas Employee Age





Diversity & Inclusion

Continued



“

Atlas offers great opportunity to everyone regardless of their background where they are coming from, it’s truly inclusive by all means.”



“

My opinion is always valued when I suggest something, Atlas provides a good work environment where our achievements and hard work are recognized, I am more engaged and feel belonging as the team with which I work always supports and makes me feel motivated. Everyone’s contributions and ideas are supported and welcomed.”



“

Atlas is committed to creating a workplace where diversity is celebrated, equity is upheld, inclusion is prioritized, and belonging is felt by all. Through the unwavering dedication to DEIB principles, Atlas not only fosters a positive work environment but also drives innovation, collaboration, and success.”



“

I love it! I have never been a part of such a diverse group of people. Being around different people makes you want to learn more about the people and their culture.”

Quotes are from our employee survey and therefore anonymous. Images are not of actual employees.

Our **impact** Communities

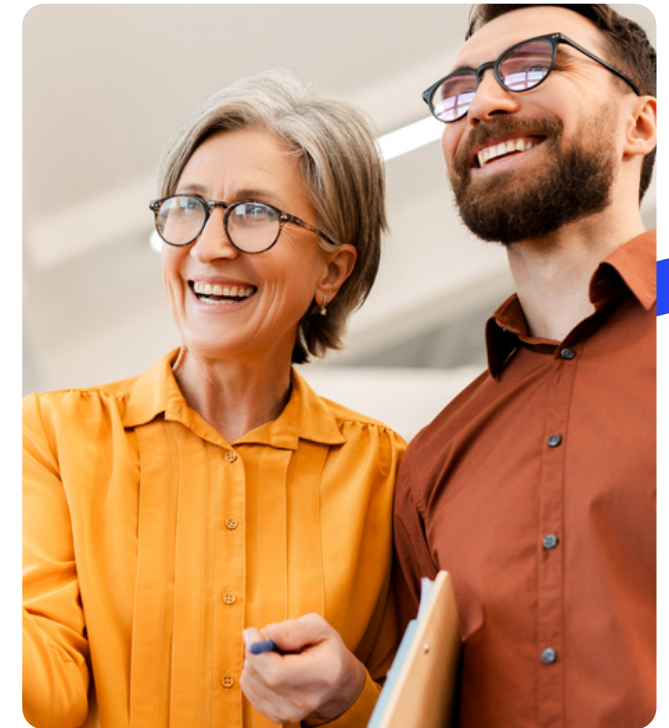
Our mission is to bring people together across Atlas, enabling community members to thrive professionally through education, mentorship, and mutual support. By exchanging stories, feedback, ideas, and best practices across levels, departments, and regions, we create a space for growth and collaboration.

The employee-led **impact** Communities celebrate shared identities, interests, and life experiences, infusing a sense of belonging into the employee journey. These groups are a vital extension of our commitment to DEIB, fostering an inclusive and supportive environment, by and for our employees.

Through Atlas **impact Communities, employees can:**

- Build connections with colleagues across departments and functions globally.
- Promote cultural awareness and inclusion.
- Share knowledge and gain diverse perspectives.
- Access coaching and mentorship opportunities within the network.
- Increase visibility within Atlas and leverage the collective voice of the community.

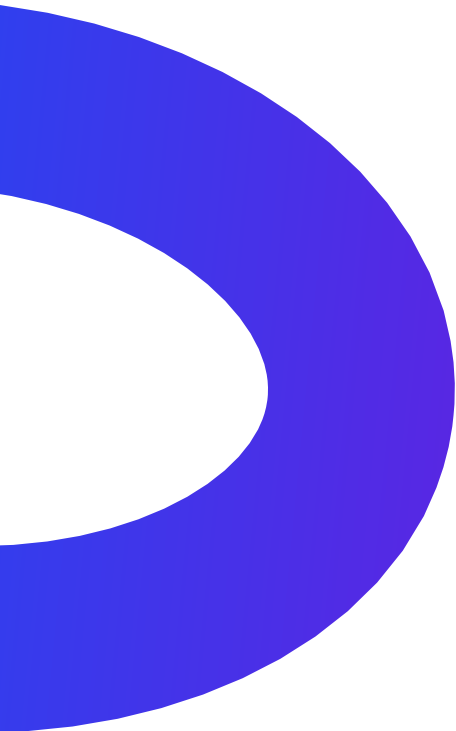
Within the last year, we have added a new **impact** Community, focused on wellness: Thrive. In the next year, we plan to add a Latin@ Community as well as one focused on neurodivergent support and awareness, and we will continue to build communities where employees identify a need.





Our impact Communities

Continued



Thrive is a community dedicated to nurturing a culture of well-being, balance, and resilience within our organization. We aim to support and empower employees in achieving their holistic health objectives encompassing both physical and mental well-being, through education, resources, and community engagement. By fostering a workplace environment that champions wellness, we strive to enhance employee satisfaction, productivity, and overall well-being.



The mission of the Womens' Community is to create an inclusive global community that connects women across Atlas to help them achieve professional success through education, mentorship and mutual support. With approximately 50% of Atlas identifying as female, we can make a huge impact on the organization, our communities, with our customers, and each other.



Parents with Purpose is a safe, supportive, inclusive community for employees who are parents or who are interested in all things parenting. The community's mission is to support and empower each other with resources and tools to navigate the challenges of parenting and balancing work priorities. We aim to create a safe space where we can come together to share experiences, offer advice and guidance, and learn from one another.



Planet A is a group dedicated to education, best practices, and actions that make our workplace and homes more sustainable and respectful of the environment. See our Environmental section for more details on this community.



The Pride community fosters an inclusive global workplace for LGBTQIA+ community members, in partnership with our allies. Pride promotes and encourages education on issues that specifically pertain to LGBTQIA+ individuals.

Recognition

We are powered by our people, who work hard for our customers. Recognizing their efforts and valuing the contributions of teams not only drives productivity, but it also strengthens individual performance, promotes collaboration, and creates a positive and motivating environment.

At Atlas, we recognize our employees in a variety of ways; from global town halls to department meetings, we give recognition for anniversaries, new hires, successful projects, innovation, goals, and other achievements. In addition, on our interactive intranet, People Connect, employees can give peer-to-peer recognition and share their news.

Our MVP program is our annual recognition for those who go above and beyond. This 100 percent peer-nominated process is reviewed by the executive team and monetary prizes are given out in December to those whose contributions made a difference for Atlas, our employees, and our customers.



Volunteerism

For People, By People extends to everything we do—and that includes the power of service to the communities we live and work in. When employees are encouraged to volunteer, they not only contribute to meaningful causes but also build stronger connections with their colleagues and the community.

Atlas expanded our commitment to social impact through volunteerism by developing a policy and providing dedicated time off to employees to be able to give back in areas that are meaningful to them.

The **Doing Good Program** was launched this year. This program supports our three-tier model for volunteerism:

Individual: Employees are also encouraged to Do Good in their local communities through a Volunteer Time Off program. Intention of VTO Policy was to emphasise the importance of making a positive impact in the communities where employees live and work, particularly in areas that matter most to them.

Regional: As a part of Earth month, employees gathered in Hong Kong, Chicago, London, and Noida locations to collect clothing and “Do Good” together through activities such as working in a food kitchen or performing trash clean ups.

While Atlas has reduced its real estate footprint over time, employees are still encouraged to get together and create opportunities to connect and give back. Another great example of this was during the annual Sales Kick Off (SKO) meetings, which saw three regional meetings held to reduce travel. Team members came together to give back to the local community in which they were meeting.

Global: In April, Atlas held its first virtual volunteering event and will continue to offer virtual volunteering to employees throughout the year as a means of giving back while connecting with colleagues across different departments and borders.



We believe our community is made stronger by joining those causes we care about.



Volunteerism

Continued

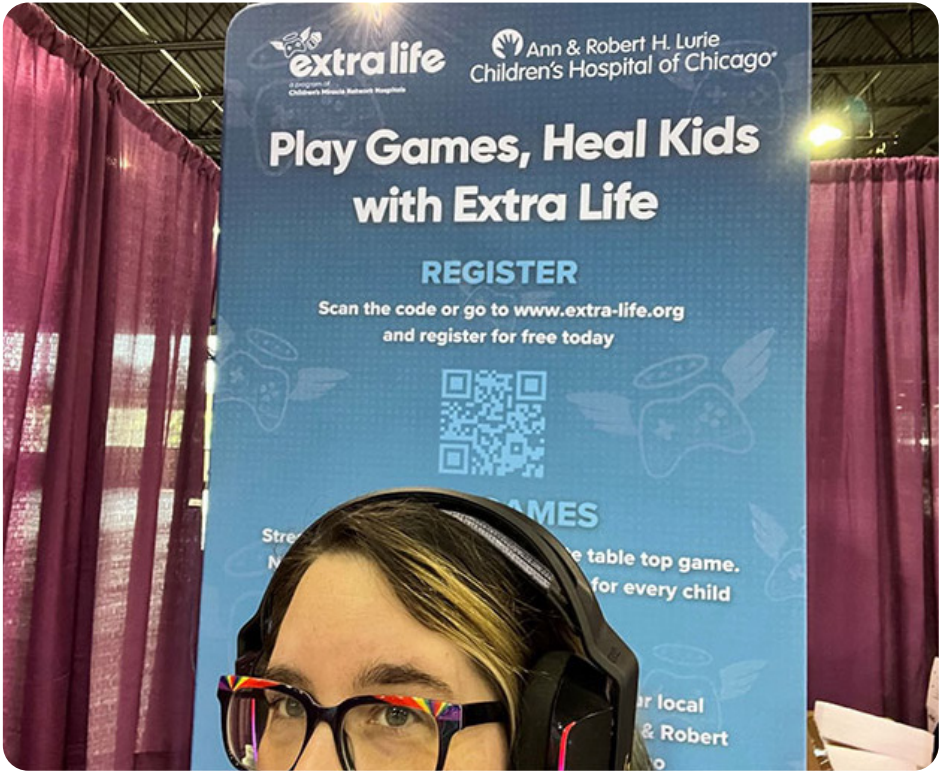


In addition to the individual Volunteer Time Off from employees, over 170 hours of volunteer time was recorded in a three-month period.

“

Imagine you have a promising college football career, and are eligible for the professional draft, and then you find yourself with a knee injury that ends it all. What would you do? For Jacob Karroum, Atlas Sales Manager, you meet a new challenge: serving as a visual guide for the Boston Marathon. ”

Jacob Karroum
Mid-Market Sales Manager | Atlas



“

When it comes to doing good, Samantha Hughes, has turned her gaming hobby into real dollars for the Lurie Children's Hospital in Chicago. Since starting her team in 2019, they have raised \$14,500 for their local children's hospital via gaming through Extra Life. ”

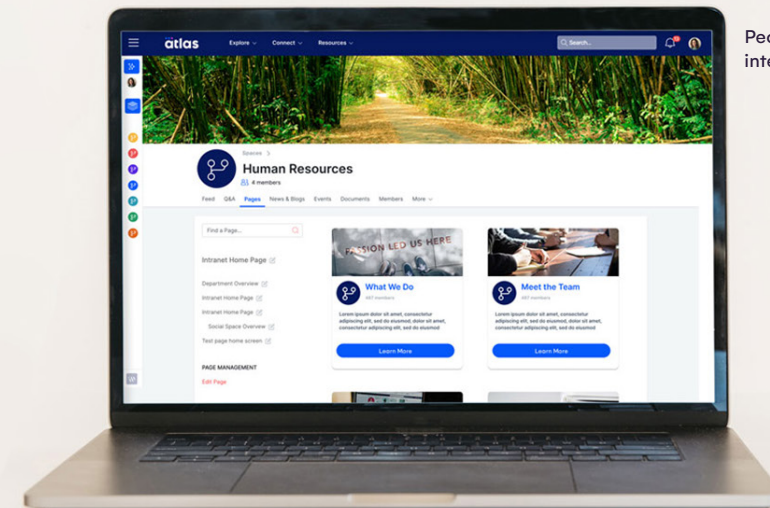
Samantha Hughes
Implementation Manager | Atlas

Communications

At Atlas, we believe that well-informed employees are empowered and confident in their work. Based on feedback from engagement surveys and focus groups, we have shown considerable progress in improving company communications overall. While we will always continue to strive to be better, we are working on breaking down silos that all too often happen in businesses.

Ways in which we make the experience better for employees include:

- **PeopleConnect**, our interactive intranet, allows updates to be shared company-wide. Important email announcements are also posted to the platform to ensure visibility.
- **Global business updates**, Q&A sessions with leadership, regional cross functional meetings, regular department town halls, and team-level meetings also help ensure messaging is delivered and employee voices are heard.
- **Coffee chats** are scheduled to help communicate various topics across departments, encouraging knowledge sharing and collaboration on various topics.



PeopleConnect, Atlas' interactive intranet

Ethics & Compliance

- [Ethics & Compliance](#)
- [The Atlas Code of Conduct](#)
- [Privacy and Data Protection](#)
- [Governance, Risk, Compliance \(GRC\) platform](#)
- [Third Party Risk Assessment Program](#)
- [Enterprise Risk Management](#)
- [Governance Structure](#)
- [Information Security](#)

Ethics & Compliance



From decision-making through to managing business risk, Atlas is committed to upholding the highest ethical standards throughout our governance processes.

Our governing bodies regularly review our business objectives and results to ensure Compliance with oversight practices and retain transparency, which is essential to the continued success of our impact strategy.

The Atlas Code of Conduct

Trust is the central nervous system of any company, and it is why Atlas explicitly lists it within our values. As such, the Code of Conduct contains the guiding principles for all Atlas employees, contractors, executive and non-executive directors, and local directors. It outlines expectations when conducting business on behalf of or representing Atlas.

Our ethics and compliance program, along with our Code of Conduct, address:

- The responsibility to report any suspected violation of the Code, policy, and/or laws via the dedicated reporting channels or Atlas' Ethics Line. Ethics Line reports can be made online on the website, over the phone on toll-free numbers (available in local languages), or by email.

- Fostering a culture of respect and professionalism where everyone can feel safe and valued.
- Safeguarding the privacy and confidentiality of the data and information entrusted to us and maintaining vigilance in protecting company property both physical and intellectual.
- Maintaining a culture of compliance and ethical responsibility.
- Caring about the communities in which we live, work, and beyond.



Ethics & Compliance

Continued

In addition to the Code of Conduct, Atlas has several policies and guidelines to ensure that employees conduct business in an ethical manner and are held accountable to the highest principles in delivery of EOR services.

This includes:

- **Atlas' Employee Handbook**, given to all new employees, which complements our Code of Conduct by providing an easy to review summary of all policies, so employees know where to go for further information as required.
- Our **Anti-Bribery & Anti-Corruption Policy** which also outlines acceptable practices around business gratuities.
- Our **Anti-Money Laundering Policy**, which is supported by a Know Your Customer (KYC) program that has recently been refreshed and enhanced.
- Our **Anti-Modern Slavery Policy** considers modern slavery, and our concern for child safeguarding is explicitly spelled out in our Code of Conduct.
- Our **Sanctions Policy** sets out our commitment to international sanctions compliance as we deliver our services to clients globally.
- A formalized and structured **Business Continuity Program**, including business impact assessments and desktop exercises.

Atlas' commitment to ethics and compliance is showcased in our training and awareness sessions:

Annual Compliance Training

In 2024, Atlas revamped the training program by releasing all required compliance training at the same time with a three-month period for completion. This, combined with an associated communications campaign, created a better experience for employees, versus trainings throughout the year at various times. This led to extremely high completion rates within the campaign period and minimal follow-up required afterwards. In addition, we continue to expand our core compliance training, with a global sanctions training added in 2024.

Awareness Sessions

Throughout the year, Atlas runs awareness and training sessions on different risk and compliance programs, such as Third-Party Risk Assessments, to continually familiarize employees with these programs, their importance and give them an opportunity to ask questions. Through these awareness sessions, we have achieved greater engagement and compliance with risk and compliance initiatives.



Ethics & Compliance

Continued

Privacy and Data Protection

Atlas understands the rising global consciousness for the safeguarding and importance of personal data. We are committed to upholding privacy principles, especially through privacy by design. Respect is given in how we collect and process employee personal data.

In 2024, Atlas achieved ISO27018 Security of Personally Identifiable Information (PII) data in the Cloud for the Atlas Platform.

Atlas had zero reportable data breaches.

Governance, Risk, Compliance (GRC) platform

Our GRC platform is tailored to the operational needs of Atlas and has allowed us to formalize our risk and compliance initiatives, including the Third-Party Risk Assessment, business continuity, and privacy incident management programs.

Third Party Risk Assessment Program

Our Third-Party Risk Assessment Program ensures that we work with reputable and reliable vendors. It is based upon ISO27001 standards, in addition to other cybersecurity and personal information security guidelines.

Enterprise Risk Management

In its second year, our Enterprise Risk Management (ERM) Program has completed annual assessments, growing and solidifying itself into the company culture. The ERM Program continues to close, mitigate, and manage identified risks.

Governance Structure

Structure: Atlas’ overarching governance structure includes a Board of Directors, with dedicated sub-committees, and an Executive Leadership Team.

Leadership & Continuity: To ensure continuity, when new CEO Jim McCoy joined Atlas in December 2023, Atlas’ founder Rick Hammell was renamed as Chairman of the Board.

Composition: Our Board comprises six directors, of which five non-executive directors, including 2 independent. These members bring a tremendous diversity in thought, experience, and accomplishments.

Diversity: The Board has diverse representation including ethnicity, gender, and sexual orientation. Having board members with different backgrounds, skills, and experiences provides Atlas with valuable insights and perspectives that ensure we navigate complex issues and make informed decisions.

Information Security

Our Information Security team remains unwavering in its commitment to preventing data breaches and blocking cyberattacks before they impact our business. The team continues to meet this challenge by strategic use of tools and technologies, enhancing expertise, and strengthening our already robust internal processes and procedures.

The Information Security team does not act alone; through regular training, exercises, and information sharing, each of our employees takes accountability for safe practices to help prevent breaches.

The Atlas platform achieved ISO certifications, an internationally recognized standard for managing information security. It provides a framework for establishing, implementing, maintaining, and continually improving an information security management system. By receiving ISO certifications for our Atlas platform, we have established our commitment to protecting data, managing risks effectively, and continually improving our security posture.



Tech For People, By People

- [Responsible AI](#)
- [Improving Product Examples](#)
- [Expanded offerings](#)
- [Mobile & Expense Management](#)
- [Atlas Learning for Business](#)
- [Calculators](#)

Tech For People, By People

Responsible AI

With companies turning to AI for everything, Atlas' approach has been strategic while keeping our footprint small with a focus on tactical use to eliminate redundant tasks allowing our employees to have a richer experience in connecting with our customers and worksite employees.

Key areas for AI include:

- Payroll reconciliation
- Data feeds & validation
- System migrations

Improving Product Experience

Atlas is committed to improving the experience of our customers. By consolidating all customers onto our singular platform, we are better able to service their needs. By investing in our Atlas platform through enhancing and expanding its features, we can better meet customer needs while empowering our teams and promoting innovation and efficiency as our business continues to grow.

Expanded Offerings

In the last year, Atlas has focused on the experiences and tools that matter most to our clients and worksite employees:

Mobile & Expense Management

Atlas launched our mobile apps for iOS and Android, allowing worksite employees to manage the most important aspects of their working life on their schedule. Some of the benefits included easier global onboarding, convenient access to pay slips and documents, managing their time off, and expenses.

Our new expense module allows worksite employees to upload and track expenses as they go, versus holding receipts until it is time to submit an expense report. In addition, it provides a seamless and efficient way for managers to process, approve, pay, and monitor expense claims submitted by their international teams, reducing time spent on administrative tasks.

Atlas Learning for Business

Atlas continued to lead the way in delivering world-class employee benefits within the EOR space by equipping every Atlas worksite employee with the critical skills for a changing workplace through its centralized platform. A global first in the EOR space, Atlas extended our learning partnership to continue making talent a competitive advantage for international companies.

Worksite employees have full access to over 9,000 courses and credentials to develop critical workplace skills. This includes courses and programs from some of the world's top institutions, including Yale, John Hopkins University, Google, Microsoft, and AWS. Courses are delivered in seven of the world's most widely spoken languages such as Spanish, Arabic, and Thai.



Tech For People, By People

Continued

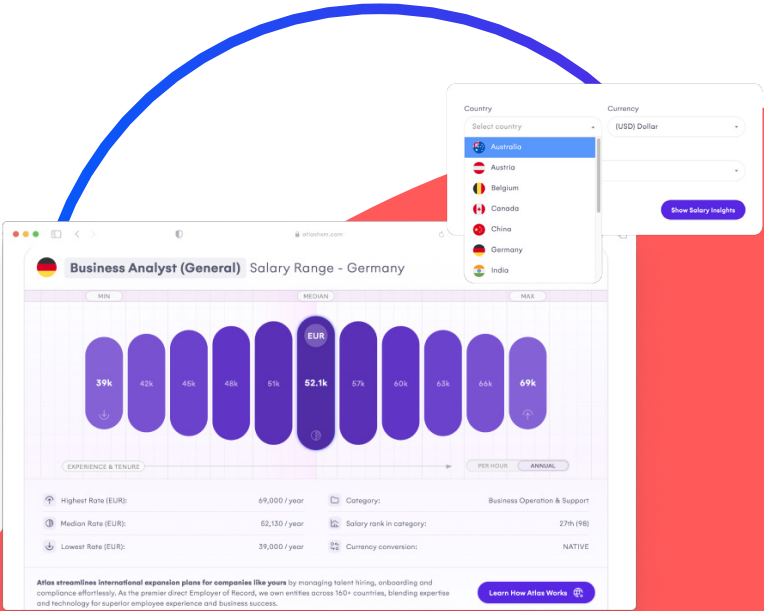
Calculators

Global Salary Calculator

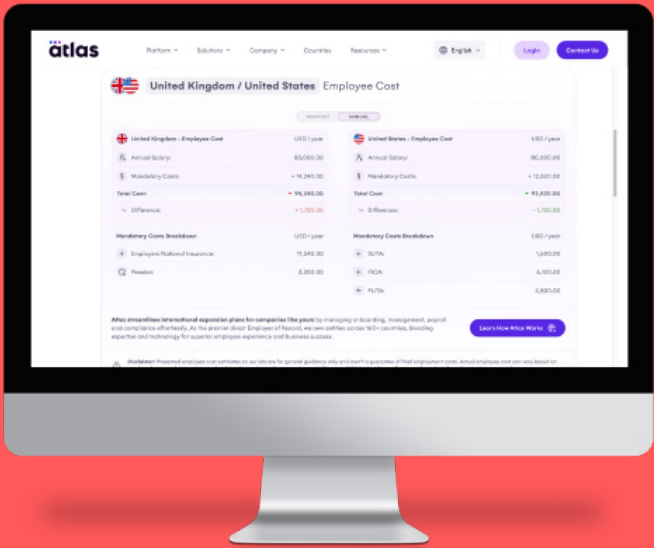
With Atlas’ Global Salary Calculator, we have unlocked comprehensive wage data tailored to numerous roles worldwide. Our calculator aggregates salary information from several contributors and provides valuable insights and essential data points like work hours, population dynamics, and minimum wage; helping companies create fair and equitable pay standards as part of the overall recruiting strategy.

Employee Cost Calculator

Atlas launched our Global Employee Cost Calculator this year, designed to revolutionize how businesses and individuals build their global employment strategies. This comprehensive tool provides users with invaluable insights into employment costs across 100+ countries, empowering them to make informed and strategic decisions while navigating the complexities of global employment.



Global Salary Calculator →



Global Employee Cost Calculator →

Our Planet

- [Energy and Emissions](#)
- [Our Offices](#)
- [Waste Management](#)
- [Planet A](#)
- [Employee Sustainability Story](#)



Our Planet



Atlas recognizes the role we play in creating a better world by harnessing the power of our people. By continually fostering our culture of environmental responsibility and social impact, we empower employees to drive sustainability initiatives, innovate eco-friendly solutions, and advocate for ethical business practices.

Through our **impact** Communities, volunteer opportunities, and policies, we are leveraging the collective skills, passion, and creativity of our workforce to reduce our carbon footprint, support communities, and contribute to a more sustainable and equitable planet for future generations.

Energy and Emissions

We baselined our carbon footprint to the previously reported metrics in our last ESG report:

- Global energy consumption in our offices. (Scope 2)
- Emissions associated with operational shipments from our courier providers. (Scope 3)
- Business-related travel emissions data obtained from our travel management provider. (Scope 3)

Emissions	
Scope 1	0 MT CO2e
Scope 2	43.3 MT CO2e
Scope 3	153 MT CO2e

During the past year, Atlas has re-evaluated our office size needs and made a 23% reduction in the amount of space that we rent. This, along with protocols in place for “last person out” and automatic light shut offs, we have seen a resulting 27% decrease in electricity consumption.

By challenging the needs for business travel, and encouraging teams to meet regionally, when travel is deemed necessary, we hope to further drive down our travel-related emissions. One example of this was our annual Sales Kickoff (SKO) meeting. Participants met globally via video conference for a full day, and then met in person regionally, to reduce fuel costs.

In the coming year, Atlas plans to also calculate the emissions from our mostly remote and hybrid workforce as part of our overall reporting. We will build a model to understand our global emissions. This will provide a baseline to understand how we can help employees create a greener working environment through our Planet A **impact** Community.



Our Planet

Continued

Our Offices

Where it is possible, Atlas has partnered with certified green building spaces ensuring that the offices we lease meet global environmental standards. This includes our Chicago, Illinois (LEED Certified Gold), our Medellin, Colombia (LEED Silver), and our Shanghai (LEED Certified Platinum) offices.

Waste Management

All offices have waste reduction programs in place that promote sustainable practices in our offices; this includes recycling programs and reusable silverware, cups, plates, and bowls. A recycling program for used coffee pods in offices was also implemented.

In August 2023, the Chicago office water dispenser counted 10,000 plastic water bottles were saved using the fountain.

When it comes to electronic waste, Atlas has implemented local systems for donating equipment that can no longer be used or partnering with vendors who responsibly dispose of any electronics that are no longer able to be repurposed.

Planet A

Through our employee-led Planet A impact Community, the following has been accomplished since their 2023 launch:

- Education campaigns included:
 - Reusing everyday items to create art projects with kids
 - Intersectionality of environmental issues and impact on women, people of color, wellness, and kids
 - World Car-Free Day
 - Clean Air Campaigns
 - Biodiversity
 - Plastic-Free July
- Organized Earth Day clean-ups globally
- Sponsored clothing drives for local charities in offices, or via meet ups.

In the next year, Planet A will continue to provide targeted education opportunities for a more sustainable future in addition to organizing global and regional volunteering opportunities.



Employee Sustainability Story:

“Reflecting on our most recent Planet A meeting, I realized I have a sustainability story to share. I have a 15-year-old sofa, structurally sound, but one of the leather cushions was badly damaged. I decided to have the cushions re-covered to lengthen the sofa’s life and keep it out of the landfill.” – Elizabeth Yablonicky

Data and Appendix

- [→ Environmental Scorecard](#)
- [→ People Metrics](#)
- [→ Atlas Representation](#)
- [→ Board of Directors](#)
- [→ GRI Index General Disclosures](#)



Data and Appendix

Environmental Scorecard

Emissions	
Scope 1	0 MT CO2e
Scope 2 (location-based)	44.2 MT CO2e
Scope 3 Upstream Transportation	10.7 MT CO2e
Scope 3 Business Travel	142.3 MT CO2e
Total Scope 3	153 MT CO2e
Total Electricity Consumption	72,900 kWh

Notes: Data collection is July 1 2023–June 30 2024

People Metrics

Our People	
Global Employees	365
- North America Employees	89
- Latin America Employees	33
- EMEA Employees	121
- APAC Employees	122
Percent of female identifying new hires	55%
Percent of male identifying new hires	45%
Voluntary employee turnover rate	6.91%
Percent of employees under 30 years old	13.9%
Percent of employees 30 – 50 years old	78.1%
Percent of employees over 50 years old	7.9%
Average monthly learning hours	237
Required hours of manager training per year	5



Data and Appendix

Continued

Key Employee Trainings

Anti-Harassment
Anti-Money Laundering
Sanctions
Data Protection
Security Awareness
Third-Party Risk Assessments
Diversity, Equity, Inclusion & Belonging

Leadership and Professional Development

- Navigate:** Required 5 course series for managers to learn to lead effectively, foster collaboration, and navigate challenges
- Department-based employee skill development
- Access to a catalog of over 9,000 online learning resources, with a wide range of courses designed to enhance both professional and personal growth





Data and Appendix

Continued

Benefits

Benefits vary by country but may include the following.

Benefits
Medical
Dental
Vision
EAP
Retirement Savings
Sick/Medical Leave
Short-Term Disability
Long-Term Disability
Basic Life Insurance
Optional Life Insurance
Accidental Death & Dismemberment (AD&D) Insurance
Fitness Program Discounts
Flexible Spending Account

Benefits
Health Savings Account
Dependent Care Reimbursement Account
Virtual Medical Consultations
Diabetes Management Program
Weight Management Program
Nicotine Cessation Programs
Flexible Working Hours
Work from home and hybrid working
Pet Insurance
Volunteer Day Off
Paid Parental Leave*
Holidays
Bereavement

*Up to 12 weeks fully paid.



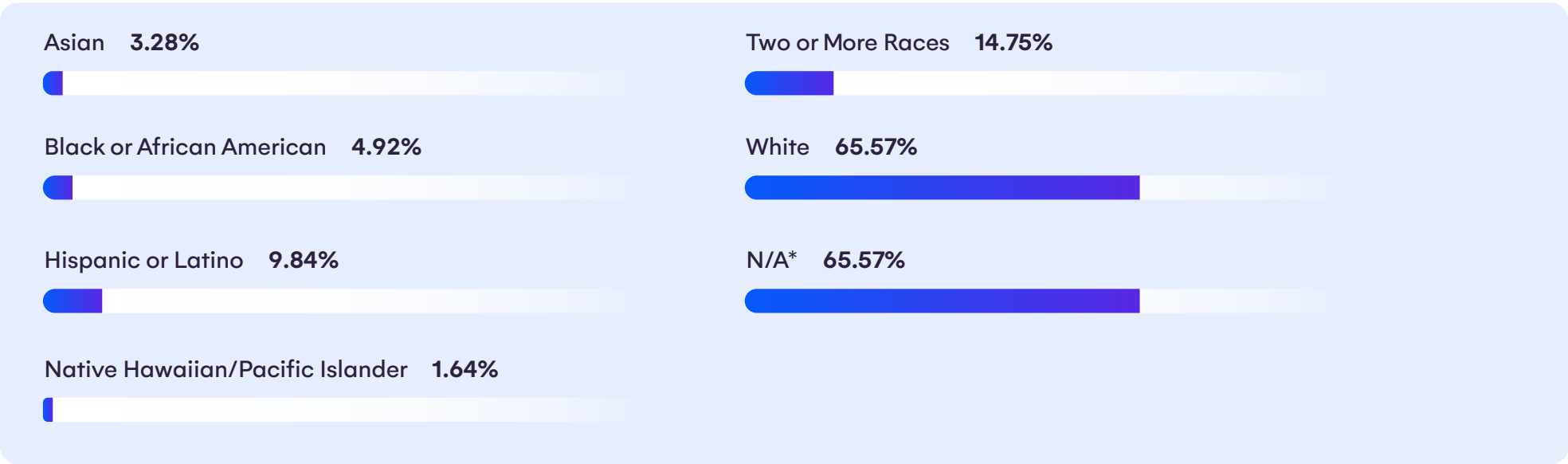
Data and Appendix

Continued

Key Policies		
Code of Conduct	Sanctions Policy	Environmental Social Governance Policy
Anti-Bribery & Anti-Corruption Policy	Business Continuity Policy	Parental Leave Policy
Anti-Money Laundering Policy	Ethic Line – Whistleblowing Policy	Volunteer Time Off Policy
Anti-Modern Slavery Policy	Anti-Bullying & Anti-Harassment Policy	Workplace Diversity & Inclusive Policy

Atlas Representation

Diversity Group Representation of U.S. Employees (%)





Data and Appendix

Continued

All Employees



Board of Directors

Board Composition
6 total members
33% are independent
50% are women or non-Caucasian

Committees
Audit Committee
Compliance Committee
Compensation Committee

Each committee is governed by a charter that has been reviewed and approved by the Board. These committees are comprised of Board members who regularly meet with members of the Executive Leadership Team (ELT) to review the business and provide input.



Data and Appendix

Continued

GRI Index General Disclosures

In the coming year, Atlas intends to begin to use the GRI for guidance in reporting and will begin this year with General Disclosures.

GRI 2: General Disclosures		
GRI Standard		Response
2-1	Organizational details	Atlas HXM, 1 N. Franklin St. Suite 2600, Chicago, IL 60606, USA
2-2	Entities included in the Organization Sustainability Reporting	Included within the report
2-3	Reporting period, frequency and contact point	Data in this annual report covers the period July 1, 2023 - June 30, 2024
2-4	Restatements of information	None at this time
2-5	External assurance	This report was not externally assured
2-6	Activities, value chain and other business relationships	Pages 7, 10
2-7	Employees	Pages 19, 50, 54
2-8	Workers who are not employees	As a private company, we do not disclose this confidential information
2-9	Governance structure and composition	Page 41
2-10	Nomination and selection of the highest governance body	As a private company, we do not disclose this confidential information
2-11	Chair of the highest governance body	Founder Rick Hammell is Chair
2-12	Role of the highest governance body in overseeing the management of impacts	Our Chief Human Resources Officer oversees our ESG focus areas and our reporting. Members of our Executive Leadership Team work together to implement the program across our business.
2-13	Delegation of responsibility for managing impacts	Our ESG impacts are delegated to the ESG Manager and their immediate manager.

Continued on the next page



Data and Appendix

Continued

GRI 2: General Disclosures (cont.)		
GRI Standard		Response
2-13	Delegation of responsibility for managing impacts	Our ESG impacts are delegated to the ESG Manager and their immediate manager.
2-14	Role of the highest governance body in sustainability reporting	Executive leadership team has final approval and review for sustainability reporting
2-15	Conflicts of interest	None
2-16	Communication of critical concerns	Page 39
2-17	Collective knowledge of the highest governance body	As a private company, we do not disclose this confidential information
2-18	Evaluation of the performance of the highest governance body	As a private company, we do not disclose this confidential information
2-19	Remuneration policies	As a private company, we do not disclose this confidential information
2-20	Process to determine remuneration	As a private company, we do not disclose this confidential information
2-21	Annual total compensation	As a private company, we do not disclose this confidential information
2-22	Statement on sustainable development strategy	Page 44
2-23	Policy commitments	Pages 39-41
2-24	Embedding policy commitments	Pages 39-41
2-25	Processes to remediate negative impacts	Page 39
2-26	Mechanisms for seeking advice and raising concerns	Page 39
2-27	Compliance with laws and regulations	Pages 39-41
2-28	Membership associations	Page 8
2-29	Approach to stakeholder engagement	Page 47
2-30	Collective bargaining agreements	None



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Atlas Technology Solutions, 1 North Franklin, Suite 2600, Chicago, Illinois 60606, United States

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