

Atlas HXM impact ESG Report 2025



For People, By People



# About this Report

Now in its third year, Atlas HXM’s annual Environmental, Social, and Governance (ESG) Report continues to outline our ESG strategy and report on our progress. Our report highlights activities during the reporting period of July 1 2024, to Sept 30, 2025. 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 HXM 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](https://atlasHXM.com)



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# Message from the CEO/CHRO

Atlas HXM empowers clients to confidently work across borders. Grounded in compliance, strengthened by diversity, and guided by our vision of a world where growth thrives across cultures, we operate with responsibility at every level of our business. This principle defines how we work, how we innovate, and how we enable our clients to grow responsibly.

Our ESG Report reflects this commitment, providing a transparent view of our measurable progress across governance, inclusion, sustainability, and innovation as we continue advancing toward our 2030 ESG goals.

As such, we are proud to present our **2025 ESG Report**. In this report, you will find the following highlights:

## The Impact of Inclusion is Belonging

At Atlas HXM, inclusion is more than a principle; it is a practice. We attract, retain, and develop talent from across the globe. Our commitment to championing workforce diversity, inclusion, and well-being remains central to who we are and how we operate.

This year, we strengthened that commitment through initiatives that put connection, wellness, and belonging at the heart of our culture. Key highlights of these initiatives include:

- Fostering a culture of celebration through Pride Month, Earth Month, Wellness@Atlas HXM, and Hispanic and Latinx Heritage Month, each led by our employee resource groups.
- Expanding employee-led communities with the launch of LatinX, supporting inclusion and celebration of cultural diversity.
- Making space for real connection through our new Global Connect Sessions that unite employees across regions.
- Advancing cultural awareness with new training sessions that strengthen collaboration and understanding.

## Strengthening our Culture of Compliance

Strengthening our culture of compliance means building the systems, expertise, and behaviours that keep clients protected through every stage of their evolution. Governance and risk management are embedded into how we work, reinforced by strong internal controls and continuous training. This foundation ensures trust and operational certainty across every market.

As regulations shift across countries and industries, our in-country expertise and global employment knowledge keep clients compliant whether they are expanding, consolidating, relocating, or reshaping their operations. In 2025, we recertified ISO/IEC 27001, 27017 and 27018, reaffirming our commitment to information security, data protection, and a proactive, globally aligned compliance framework designed to safeguard every stakeholder.



**Jim McCoy**  
CEO, Atlas HXM



**Lulu Rufael**  
CHRO, Atlas HXM





# Message from the CEO/CHRO

Continued

## Caring for our Community

At Atlas HXM, giving back to the communities where we live and work is central to who we are. Through our **Doing Good** program and global **Volunteer Time Off** policy, employees dedicate time to support causes that matter. In 2025, we expanded opportunities for local and global volunteering, empowering our people to make a meaningful impact worldwide.

## Protecting our Planet

As Atlas HXM grows, we continue to embed sustainability into every aspect of how we operate. Environmental awareness shapes the way we manage resources, make decisions, and empower our people to take meaningful action. Our approach balances growth with accountability as we work toward our goal of reducing our impact and driving meaningful change. We recognize the urgency of advancing sustainable growth and the responsibility all businesses share in protecting our planet.

We are continually:

- Improving energy efficiency through automation and smart-use systems
- Minimizing operational shipments to lower emissions
- Assessing business travel to reduce our carbon footprint
- Engaging employees through Planet A education and volunteering initiatives

Atlas HXM remains focused on measurable progress as we move steadily toward our 2030 sustainability goals.

## Investment in Smart Tech

In 2025, while many companies are shifting to self-service platforms that replace direct interaction with clients, Atlas HXM is built differently. Guided by our For People, By People philosophy, we use technology to enhance service, not remove it.

Instead, AI and automation streamline processes and remove obstacles, allowing our teams to focus on delivering expertise with real, human support when it matters most. This approach ensures that every interaction combines the expertise and support our clients, and their employees rely worldwide.

It has been a year of meaningful achievement for Atlas HXM. Our progress reflects a company growing with intention, grounded in expertise and guided by integrity. For People, By People remains the principle that unites us. It defines how we build trust, create opportunities, and help our clients navigate growth with confidence across the world.

Sincerely,

Jim McCoy  
CEO, Atlas HXM

Lulu Rufael  
CHRO, Atlas HXM

# Our Company

- Our Company
- Mission, Vision, Values
- Awards/analyst Reviews
- 2024-2025 Highlights



# Our Company

Atlas HXM 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 HXM 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.



## 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 HXM's 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 HXM's 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 2025**  
“Leader in EOR Industry”
- **Everest Group EOR Solutions PEAK Matrix**  
“Leader in EOR Industry”
- **2025 GPA EOR Organization of the Year**
- **Brandon Hall Group's Excellence in Technology Awards 2025**  
“Best Advance in HR or Workforce Management Technology for Small and Medium-Sized Businesses”
- **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 HRFLAG Awards**  
“Best Overseas HR Service Provider”
- **HR Tech**  
“2023-2024 Best Global HR Service Provider”

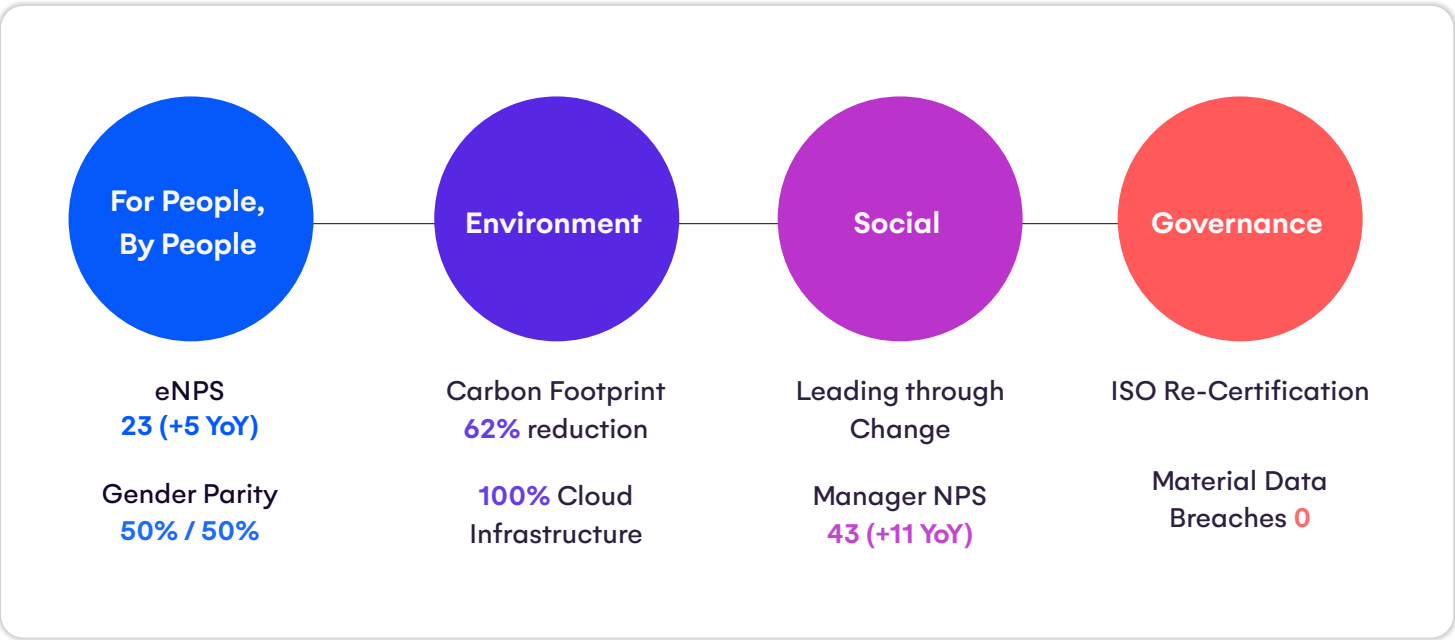




# 2024-2025 Highlights

At Atlas HXM, 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 HXM is building sustainable operations to reduce our environmental footprint by optimizing waste reduction and reducing energy consumption.
- **Social:** Atlas HXM 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 HXM 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 continued to make measurable progress, setting ambitious goals and taking steady strides toward our 2030 five-year plan.



The highlights include:



Launched a new employee-led community, LatinX Community.



Strengthened our security posture further, achieving ISO recertification and reaffirming our commitment to data protection and trust.



Reduced our energy consumption through programs and reduced unused space.



Introduced Global Connect, an initiative designed to strengthen connection and belonging among employees worldwide.



Created baselines for our emissions.



Held virtual volunteer opportunities, expanding community impact and participation for remote teams.

**FIVE YEAR PLAN**

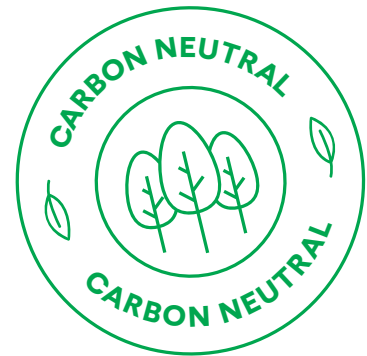
In addition, we have outlined a five-year plan toward 2030, reaffirming our commitment to environmental stewardship and identifying key areas for improvement and long-term impact.



# Environmental

Our  
Goal

Carbon neutrality by 2030



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

By further developing our environmental reporting, we aim to strengthen the accuracy of our footprint and advance our progress toward carbon neutrality through a future offset program.

In the coming year, we will continue evaluating the impact of our hybrid and remote employees and define the appropriate timeline and framework for implementing carbon offsets.





# Social

Our

Goal

1500 Doing Good Hours by 2030



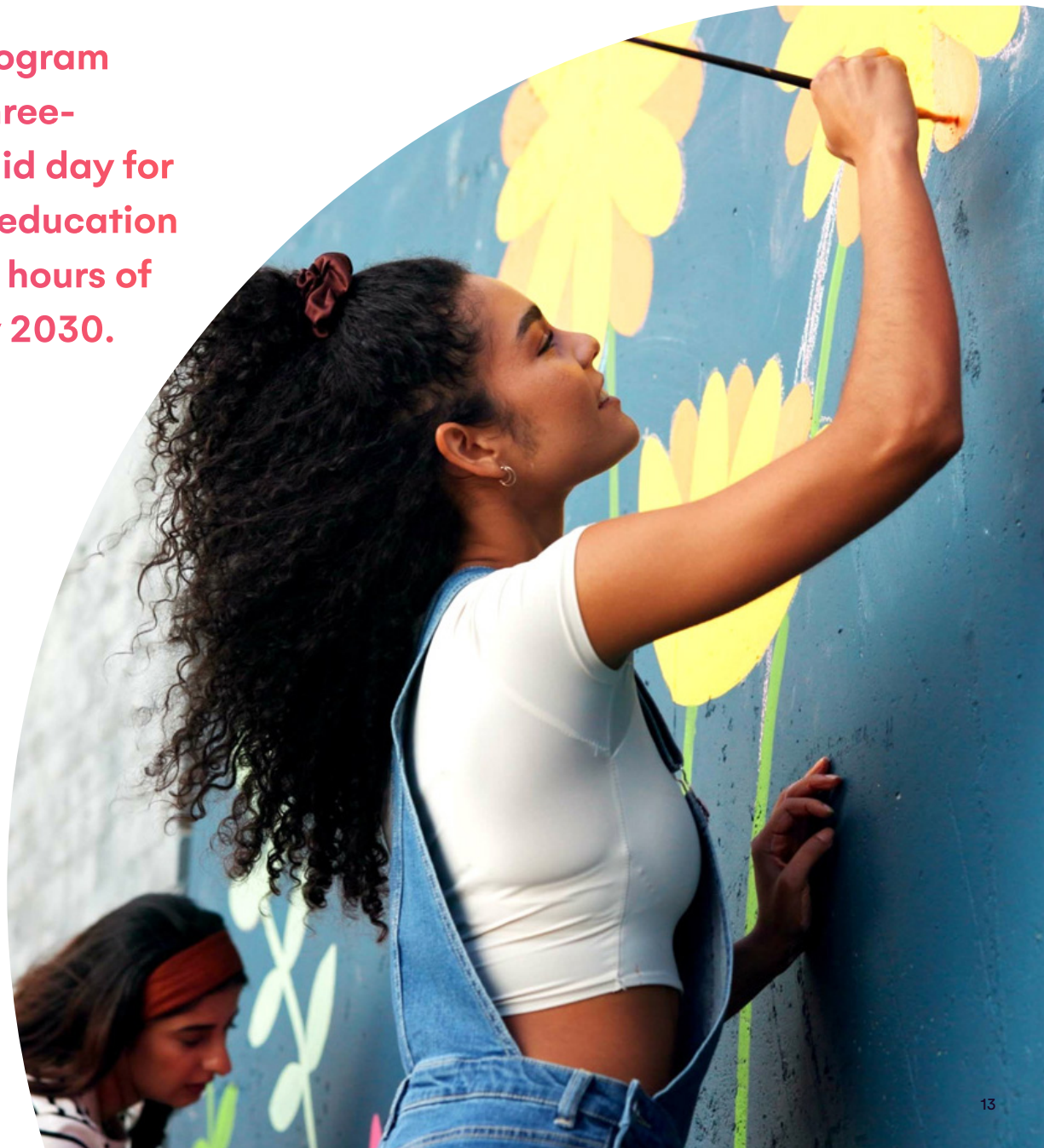
Atlas HXM launched our Doing Good Program in early 2024. This program takes our three-tiered approach to volunteerism and paid day for volunteer activity and combines it with education and training. Our goal is to collect 1500 hours of service globally via employee action by 2030.

**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 HXM 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 by 2030



Improving employee satisfaction and engagement remains critical for Atlas HXM as a people-first organization. In 2025, we increased our employee net promoter score (eNPS) by five points to 23, reflecting stronger connection and engagement across teams. Over the next five years, our goal is to build on this progress and reach and exceed an eNPS of 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 by 2030

Atlas HXM’s Information security program includes the controls for the ISO/IEC 27001, 27017 and 27018 certifications, which were recertificated in 2025. 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](#)

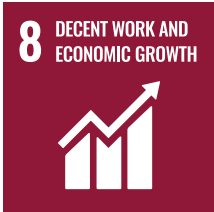
[→ Culture](#)

[→ Human Rights](#)





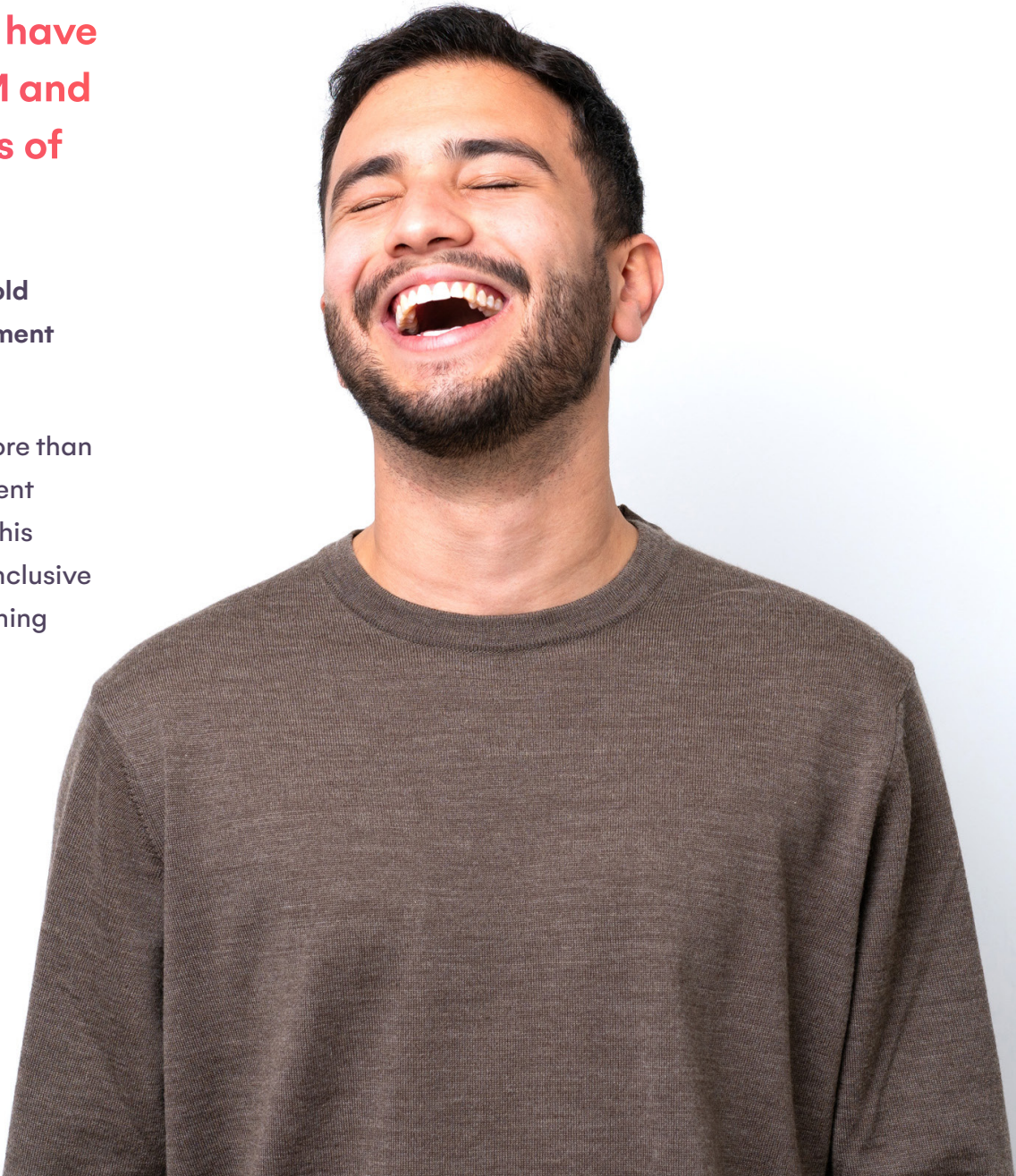
# Our People



Our underlying leadership principle is to have employees feel they belong at Atlas HXM 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 HXM 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.



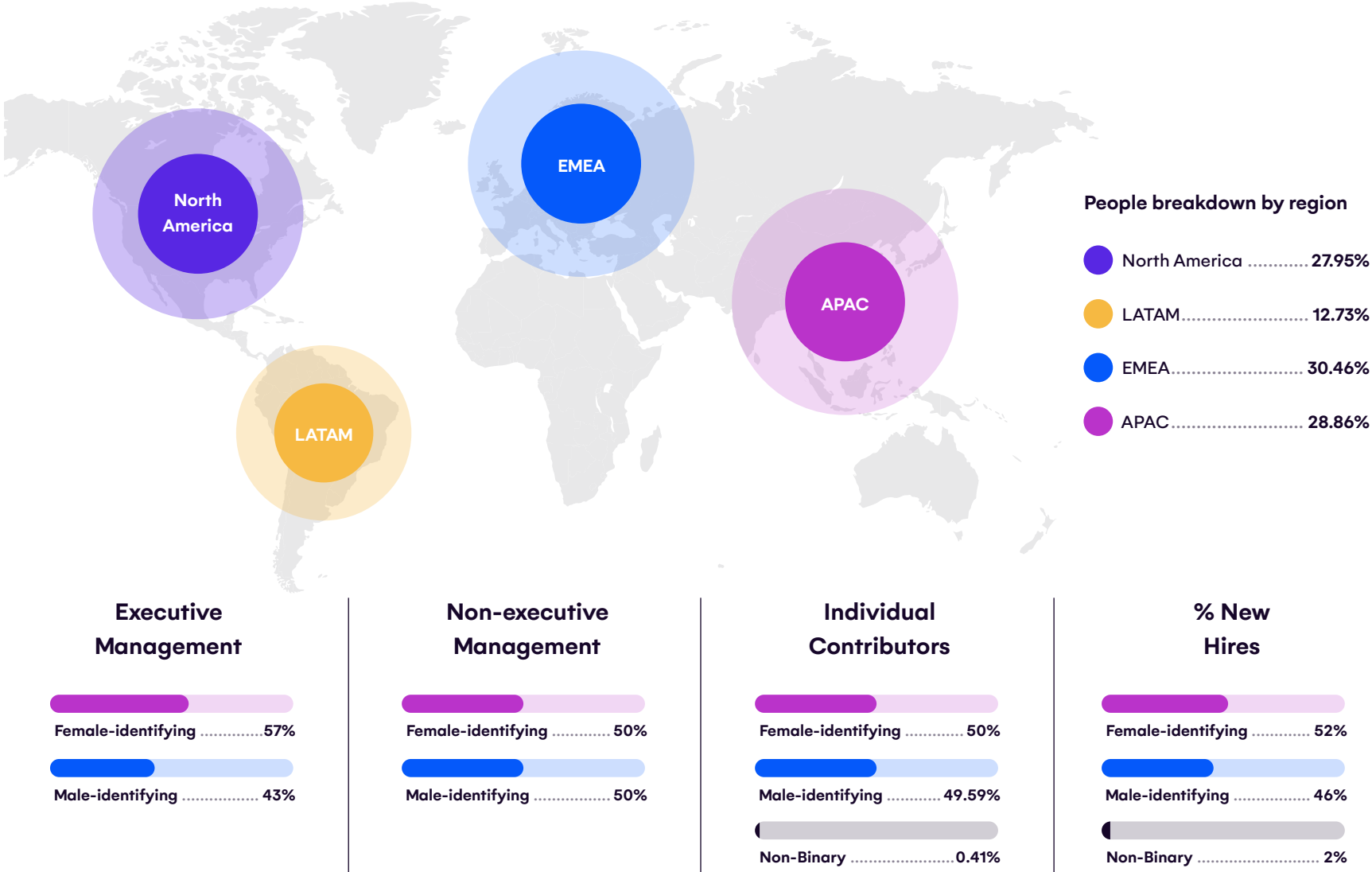


# Culture

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

With core employees in nearly 31 countries and worksite employees in 110 countries; we collectively speak more than 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 HXM excels at creating a supportive and dynamic work culture that fosters collaboration, innovation, and professional growth.”



“

Atlas HXM excels at building a supportive and efficient employee experience through streamlined operations and a strong people-first culture.”



“

One thing I really appreciate about Atlas HXM is how well everyone works together. The team communicates openly and supports each other, which makes for a great work environment.”



“

Atlas HXM has a strong diversified culture, and everyone feels as one.”



“

I appreciate the opportunities and support provided here at Atlas HXM. The work environment is positive, and I feel motivated to contribute.”

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 HXM’s 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 HXM 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 HXM, we live by our mission. So, when it comes to talent, Atlas HXM 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 HXM 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 HXM 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 HXM 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.

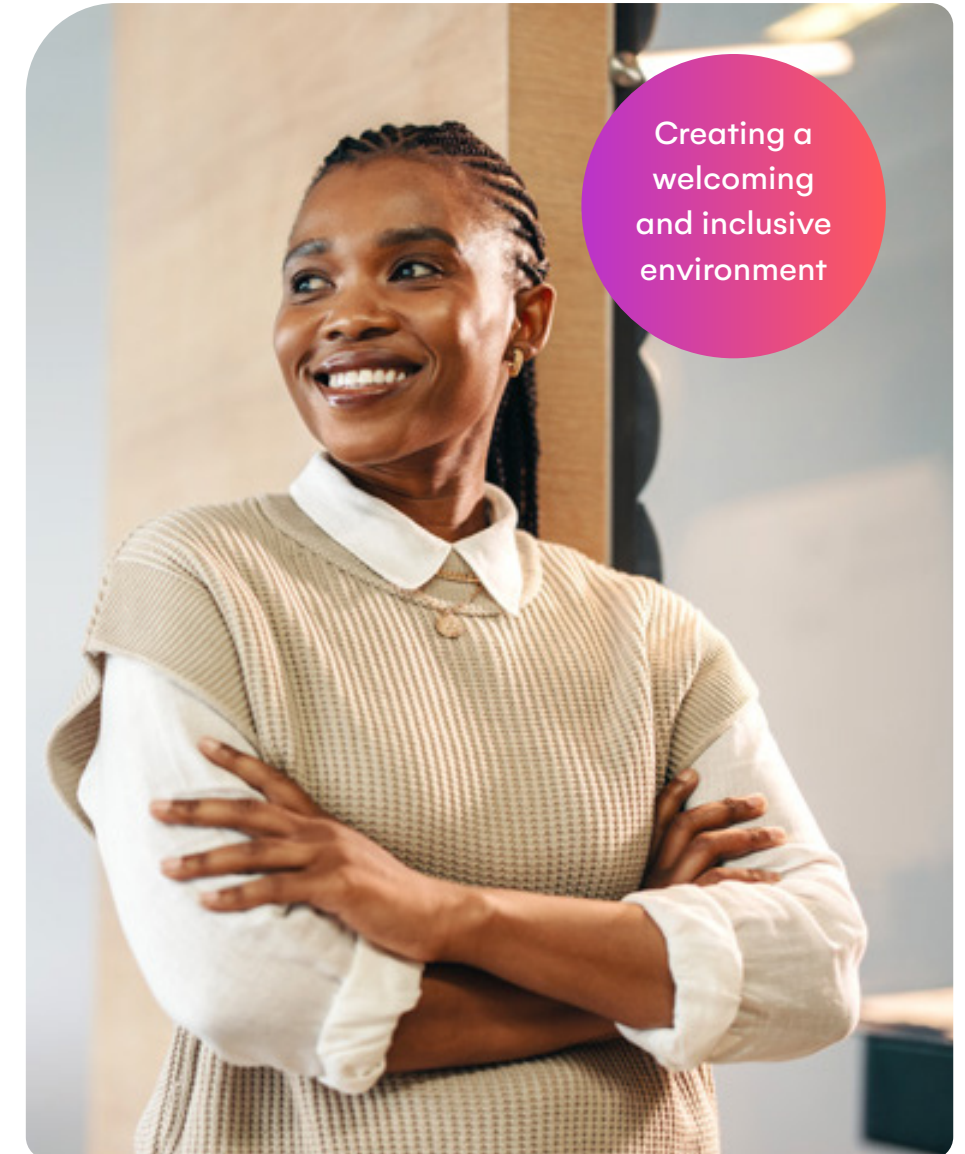
## Talent

### 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 HXM. 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.

Our programs and activities focused on physical, mental, and social wellness are created by feedback directly from our employee surveys and our Thrive impact committee.

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 HXM 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:

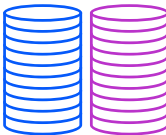
- |   |   |
|---|---|
|  Medical                  |  Short and Long Term Disability               |
|  Dental                  |  Retirement Savings                          |
|  Vision                  |  Fitness Program Discounts                   |
|  Life and AD&D Insurance |  Flexible spending for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

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



# Health & Wellness

Continued



## Pay Equity

Atlas HXM 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 HXM 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 HXM 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 HXM 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 HXM 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 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.

In 2025, we also equipped our employees to use AI responsibly and safely, providing training and guidance on appropriate use to ensure innovation is balanced with ethics, privacy, and trust.





# Learning & Development

Continued

116  
average monthly  
learning hours

1,400  
total training hours

100%  
of leaders completed new ‘Leading  
through Change’ class

Top Skill Training Areas:

- 57% on Technology Skills
- 25% Personal Development Skills
- 19% Business Skills

## Navigate: Managing at Atlas HXM

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 HXM 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 HXM 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 HXM 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 HXM’s 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 HXM, 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 HXM, with over 48 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.

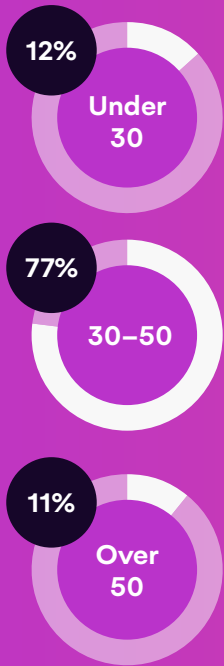
**Some of our programs and initiatives that promote DEIB include:**

- Atlas HXM **impact** Communities, where employees can connect their unique but shared identities and values with others from across the organization and the globe.

- As part of our commitment to DEI, Unconscious Bias Training was introduced in 2024 for all employees to build awareness of how bias shapes perception, fostering fairness, inclusivity, and stronger relationships.
- Cultural Awareness Training, launched in 2025, was developed to strengthen cultural awareness and sensitivity across Atlas HXM. Using real-world scenarios, the training helps employees understand how culture influences communication and collaboration, fostering better relationships.
- New Global Connect Sessions provide opportunities for employees around the globe to discuss a variety of topics and share cultural differences.
- 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 HXM Representation: with over 48 nationalities represented by our employees, we are truly a global company.

Atlas HXM Employee Age





# Diversity & Inclusion

Continued



“

Atlas HXM’s diverse workforce is a clear strength, and there’s a genuine willingness at the leadership level to evolve and aim for excellence in the industry.”



“

We are a truly diverse company where different cultures, experiences, and perspectives are valued and celebrated. This diversity strengthens our ability to innovate and collaborate, creating an inclusive environment where everyone feels a sense of belonging.”



“

The company shows strong diversity across many dimensions, including culture, nationality, and background, which is a clear strength and something to be proud of.”



“

I appreciate the company’s efforts to promote diversity, equity, and inclusion. It creates a welcoming environment where everyone feels valued and respected.”

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 HXM, 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 HXM 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 HXM and leverage the collective voice of the community.

In 2024, we introduced our newest impact Community, LatinX. This peer-led group celebrates Latin heritage, language, and identity across our global team. With nearly 20% of Atlas HXM employees identifying as LatinX or of Hispanic heritage, this community represents an important and growing part of our culture. It brings people together through shared stories, connection, and advocacy, helping us build a more inclusive workplace.

That same year, we held our first Hispanic & Latinx Heritage Celebration Month, honoring the creativity, influence, and impact of LatinX and Hispanic cultures worldwide. In October 2025, we celebrated this now annual month once again, continuing to highlight the voices and contributions that shape our global community. Atlas HXM remains committed to listening to our people and creating spaces where connection and belonging thrive.





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 Women's Community is to create an inclusive global community that connects women across Atlas HXM to help them achieve professional success through education, mentorship and mutual support. With approximately 50% of Atlas HXM 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.



The Latin@ community celebrates the rich heritage and diversity of LatinX and Hispanic cultures across our global workforce. It fosters an inclusive environment where employees can connect through culture, language, and experiences. Latin@ promotes awareness, education, and advocacy on topics that reflect the unique perspectives and contributions of Latin@ and Hispanic communities worldwide.

# 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 HXM, 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 HXM, our employees, and our customers.





# Volunteerism

170  
hours

Volunteer hours spanned all three tiers of Atlas HXM's Doing Good program: individual, regional, and global initiatives.



**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 HXM 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 in 2024. 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:** Reflecting our commitment to community impact, we incorporated a giving-back element into our in-person company events, including the Sales Kickoff. Employees joined forces to prepare school supply backpacks for students and hygiene kits for those in need.

**Global:** Atlas HXM continues to expand global volunteer opportunities that empower employees to give back wherever they are in the world. In 2025, we built on the success of our Doing Good Program by adding flexible virtual volunteering experiences that connect purpose with accessibility.

During Earth Day 2025, employees participated in online volunteering sessions supporting wildlife conservation and coral reef protection, demonstrating that meaningful impact can happen from any workspace.

Later in the year, teams joined Percent Pledge's Pride Month volunteer event in partnership with SAGE, the oldest and largest U.S. nonprofit dedicated to LGBTQ+ elders. Volunteers created digital messages of kindness and support, celebrating Pride while giving back to a community that has paved the way for equality.

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



# Volunteerism

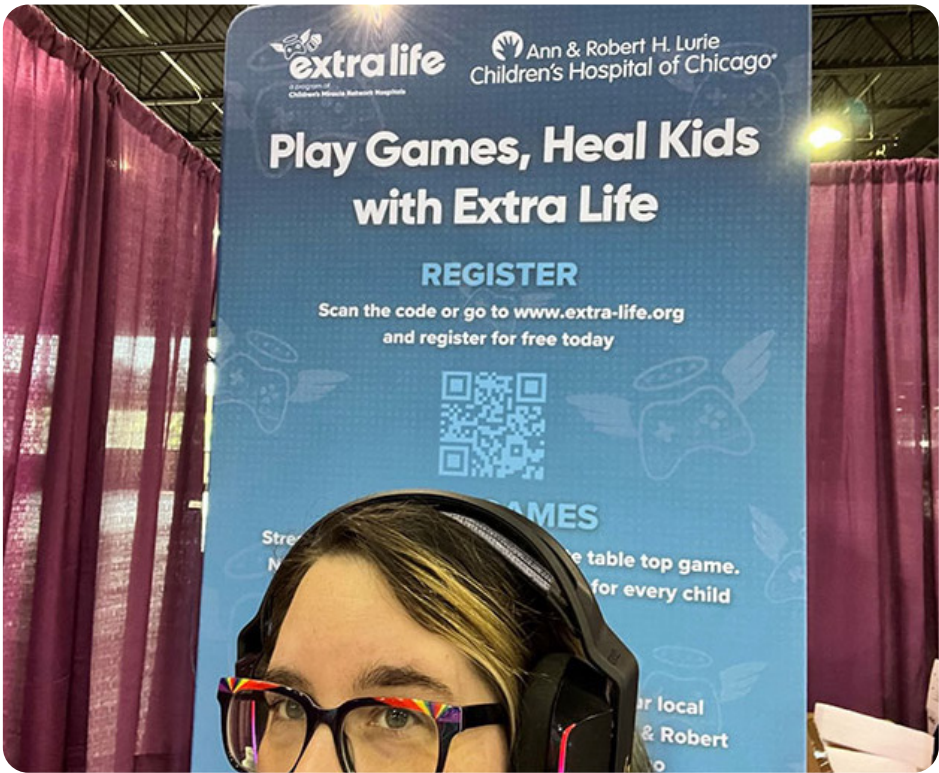
Continued

Demonstrating our commitment to community impact, Atlas HXM employees brought purpose to company gatherings. During the Sales Kickoff, teams came together to pack backpacks filled with school supplies for students and assemble hygiene kits for local communities in need, turning connection into meaningful action.



Nick Marshall  
VP Growth | Atlas HXM

Lia Turner  
Senior Partner Success Manager Client Success | Atlas HXM



“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 HXM



# Communications

At Atlas HXM, 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.
- **New Wellness@Atlas HXM Teams Channel In 2025**, creating a dedicated space for employees to connect, share resources, and support one another throughout Wellness Month and beyond.
- **Coffee chats** are scheduled to help communicate various topics across departments, encouraging knowledge sharing and collaboration on various topics.
- **What's Your Story** sessions provide an opportunity for leaders to share their career stories to build connection and learn across the organization.



# Ethics & Compliance

- ➔ [Ethics & Compliance](#)
- ➔ [The Atlas HXM 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 HXM 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 HXM Code of Conduct

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

**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 HXM's 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 HXM 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 HXM's 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 HXM's commitment to ethics and compliance is showcased in our training and awareness sessions:

### Annual Compliance Training

In 2025, Atlas HXM revamped the training program by releasing all required compliance training simultaneously, with a two-month completion period. This, combined with an internal communications campaign, created a better employee experience compared to training held throughout the year at various times, and ultimately achieved a 100% completion rate. In addition, we continued to expand our core compliance training, adding global sanctions training in 2024 and responsible use of AI training in 2025.

### Awareness Sessions

Throughout the year, Atlas HXM 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 HXM 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 2025, Atlas HXM achieved ISO27018 Security of Personally Identifiable Information (PII) data in the Cloud for the Atlas HXM Platform.

Atlas HXM had zero reportable data breaches.

## Governance, Risk, Compliance (GRC) platform

Our GRC platform is tailored to the operational needs of Atlas HXM 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 third 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 HXM’s overarching governance structure includes a Board of Directors, with dedicated sub-committees, and an Executive Leadership Team.

**Composition:** Our Board comprises five directors, of which four are non-executive directors and one 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 HXM 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 HXM platform achieved ISO recertifications, 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 HXM 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 HXM Learning for Business
- Calculators

# Tech For People, By People

## Responsible AI

With companies turning to AI for everything, Atlas HXM's 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

Looking ahead, Atlas HXM will be focusing on advancing AI innovation responsibly, shaping smarter, more human-centered solutions for the future of work.

## Improving Product Experience

Atlas HXM 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 HXM 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 HXM has focused on the experiences and tools that matter most to our clients and worksite employees:

### Mobile & Expense Management

We launched our new expense module, which 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 HXM Learning for Business

Atlas HXM continued to lead the way in delivering world-class employee benefits within the EOR space by equipping every Atlas HXM worksite employee with the critical skills for a changing workplace through its centralized platform. A global first in the EOR space, Atlas HXM 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

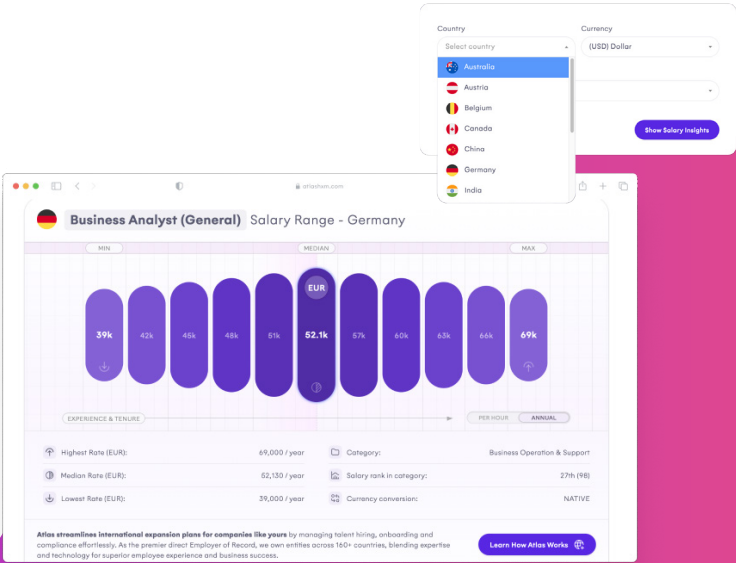
With Atlas HXM’s Global Salary Calculator, we have unlocked comprehensive wage data tailored to numerous roles worldwide. Our calculator aggregates salary information from several contributors and provides valuable insights and essential data points like work hours, population dynamics, and minimum wage;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

### Employee Cost Calculator

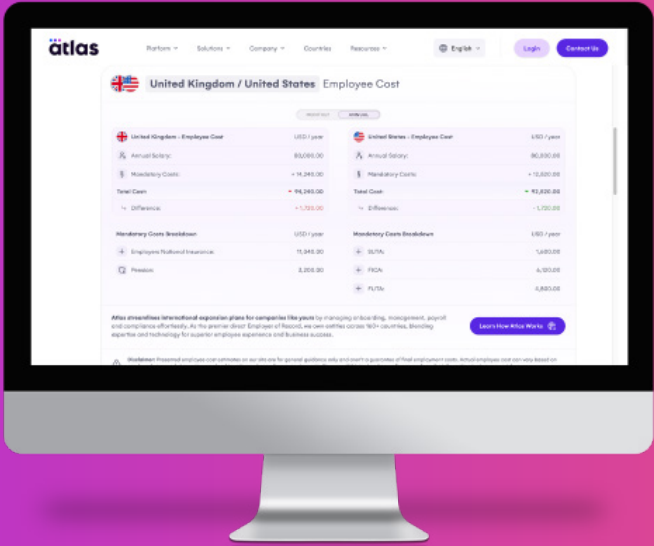
Atlas HXM launched our Global Employee Cost Calculator this year, designed to revolutionize how businesses and individuals build their global employment strategies. This comprehensive tool provides users with invaluable insights into employment costs across 100+ countries, empowering them to make informed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

### Global Compliance Risk Calculator

With Atlas HXM’s Global Compliance Risk Calculator, organizations can quickly identify potential compliance risks and evaluate worker classification across multiple markets. The calculator helps companies assess exposure, strengthen compliance, and make informed workforce decisions. By analyzing risk indicators and providing actionable insights, it supports organizations in minimizing misclassification issues and ensuring consistent, compliant employment practices worldwide.



Global Salary Calculator →



Global Employee Cost Calculator →



# Our Planet

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



# Our Planet



Atlas HXM 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	31.90 MT CO2e
Scope 3	42.41 MT CO2e

Last year, Atlas HXM has re-evaluated our office size needs and made a 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 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.

In the coming year, Atlas HXM 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 HXM 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 HXM 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 its 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
- Renewable energies
- Energy saving techniques for home and office

- Organized Earth Day clean-ups globally
- Sponsored clothing drives for local charities in offices, or via meet ups.
- Engaged in online conservation efforts to track and document wildlife populations.
- Joined virtual reef-mapping initiatives to aid coral-health research on the Great Barrier Reef.

In the year ahead, Planet A will continue to deliver targeted education initiatives that promote a more sustainable future, while expanding both global and regional volunteering opportunities.





# Data and Appendix

- ➔ Environmental Scorecard
- ➔ People Metrics
- ➔ Atlas HXM Representation
- ➔ Board of Directors
- ➔ GRI Index General Disclosures



# Data and Appendix

## Environmental Scorecard

Emissions	
Scope 1	0 MT CO2e
Scope 2 (location-based)	31.9 MT CO2e
Scope 3 Upstream Transportation	3.02 MT CO2e
Scope 3 Business Travel	39.39 MT CO2e
Total Scope 3	42.41 MT CO2e
Total Electricity Consumption	59,506 kWh

Notes: Data collection is July 1, 2024 -September 30, 2025

## People Metrics

Our People	
Global Employees	440
- North America Employees	123
- Latin America Employees	56
- Europe Employees	103
- Africa & ME Employees	31
- APAC Employees	127
Percent of female identifying new hires	52.17%
Percent of male identifying new hires	45.65%
Percent of non-binary identifying new hires	2.17%
Voluntary employee turnover rate	14.8%
Percent of employees under 30 years old	12%
Percent of employees 30 – 50 years old	77%
Percent of employees over 50 years old	11%



# 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.



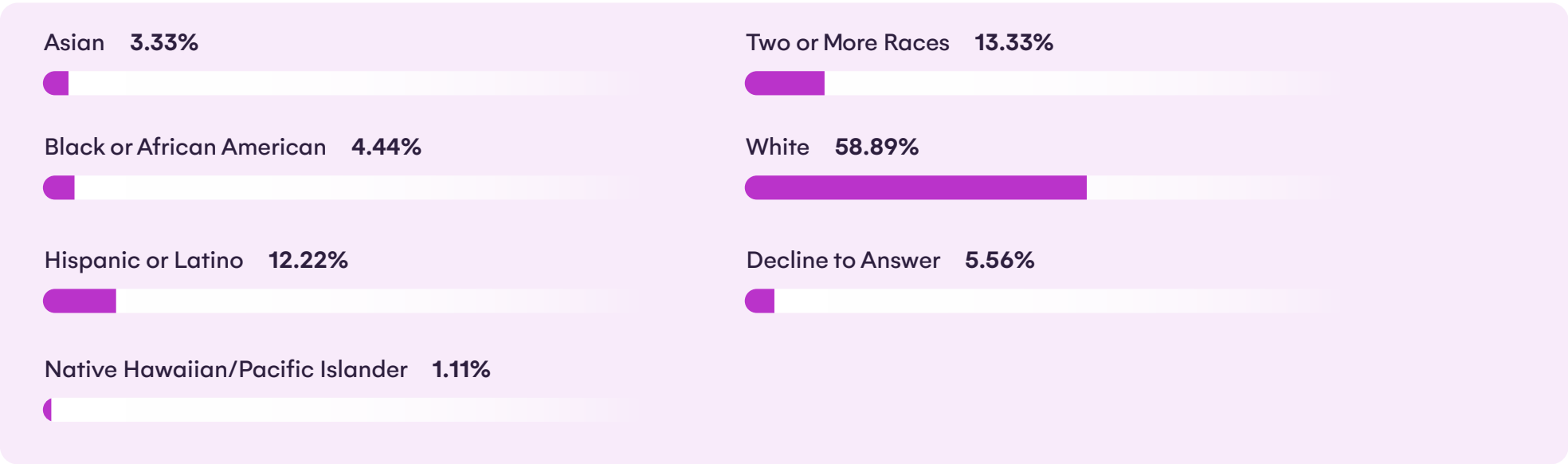
# Data and Appendix

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 HXM Representation

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

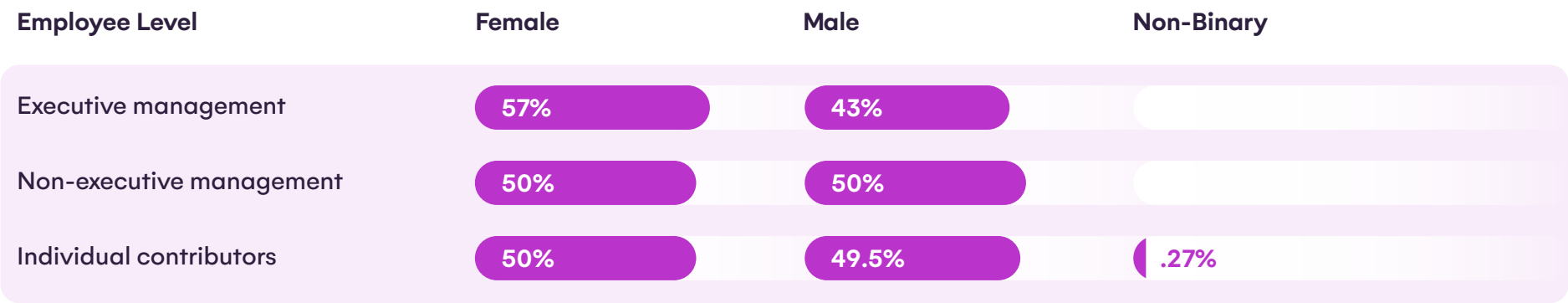




# Data and Appendix

Continued

## All Employees



## Board of Directors

Board Composition
5 total members
20% are independent

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 HXM 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, 300 S. Wacker, Suite 1680, 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, 2024 - Sept 30, 2025
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, 8, 9
2-7	Employees	Pages 16, 17, 18, 50
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	CEO Jim McCoy
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 CHRO

Continued on the next page



# Data and Appendix

Continued

GRI 2: General Disclosures (cont.)		
GRI Standard		Response
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 47
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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