



Atlas

Corporate Social Responsibility 2025 Annual Report



THE
IMPACT
MAKERS

IMPACT Through Collaboration

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Building a Sustainable Future, Together



2025 Reflection & Momentum

At Atlas, sustainability is not a static goal. It is a discipline. It evolves as we evolve, strengthening alongside our strategy, our people, and the communities we serve.

In 2025, we focused on bringing greater clarity and structure to our commitments. We deepened our understanding of our environmental impact and began aligning our efforts with globally recognized standards. These steps represent an important shift toward measurable progress and long-term accountability. While this work continues, it reflects our belief that meaningful change requires both intention and rigor.

We also strengthened the cultural foundations that make progress possible. Through continued investment in professional development, responsible innovation, and employee-led initiatives, we reinforced an environment grounded in learning, integrity, and shared responsibility. Sustainability is not owned by a single team. It is shaped by everyday decisions across our organization.

Equally important, we enhanced the governance and oversight that support transparency and trust. Strong systems, clear standards, and thoughtful leadership ensure that our commitments are not aspirational statements, but embedded practices.

As we look ahead, we remain focused on steady, disciplined progress. Our priority is clear, to set thoughtful targets, deepen accountability, and continue building a company that is resilient, responsible, and future-ready. Sustainable growth is achieved over time, through consistency, innovation, and collective ownership.

Together, we move forward with purpose.

Priority Sustainable Development Goals (SDGs)

Atlas' Sustainability Plan incorporates key components of SDGs established by global governing organizations and the UN Global Compact. Our overarching framework focuses on workplace, society, and environment.



01. WORKPLACE Creating Shared Values



Gender Equality



Quality Education



Responsible Procurement



02. SOCIETY Empowering People to Succeed



External Collaborations



Inclusion & Diversity



03. ENVIRONMENT Active and Responsible Citizenship



GHG Emissions



Renewable Energy



Waste Reduction

Guiding Principles



Atlas is committed to maintaining a responsible and forward-looking organization where inclusion, accountability, and performance are embedded in our operating model. We value diversity of thought and perspective as critical drivers of innovation, sound decision-making, and long-term growth.

We continue to operate with strong governance practices, ethical standards, and transparent oversight across our business and partnerships. Through structured environmental initiatives, measurable impact reduction efforts, and disciplined resource management, we are advancing our sustainability objectives while strengthening organizational resilience. Our focus remains on sustained progress, supported by accountability and continuous improvement.

Our Target SDGs

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



17 PARTNERSHIPS FOR THE GOALS



2025 Achievements & Progress



01. WORKPLACE Creating Shared Values

Atlas is committed to embodying and cultivating shared values across our organization. We lead by example, fostering a culture of accountability and purpose, and actively encourage all employees to contribute to our collective efforts in advancing our sustainability goals.



INTEGRITY

Sincere, Trustworthy, Reliable, Ethical,
"Do the Right Thing"



AGILITY

Flexible, Nimble, Fast Moving,
Respond Quickly, Change Managers



ONE

Supportive, Collaborative,
Appreciative, Respectful, An
Extension of our Clients



DEDICATED

To both client and
employee success



GROWTH MINDSET

Continuous Learning, Knowledge,
Evolution, Forward Looking



IMPACTFUL

Focused on areas we can make a
real impact. Our areas of expertise



GENUINE

Transparent, Authentic,
We are who you see



STRONG

Experts, Top Talent, Impact
Makers, We Carry
the Burden for Clients

Governance Ethics

Corporate Governance

In 2025, Atlas strengthened governance across our sustainability efforts through improved measurement, oversight, and training. We calculated Scope 1 and Scope 2 emissions, initiated alignment with the Science Based Targets initiative, and developed a preliminary reduction plan.

We continued offsetting 100% of our electricity use through renewable energy programs and reinforced responsible data and AI practices through company-wide GDPR and ethical AI training.

Stakeholder Engagement & Leadership Team Engagement

Leadership remains directly engaged in shaping and overseeing Atlas' ESG priorities, ensuring alignment with both our business strategy and evolving stakeholder expectations. In 2025, we strengthened governance, enhanced transparency, and sharpened our focus on measurable outcomes. Through active oversight and clearer internal accountability, we continue to build a disciplined framework that supports long-term, sustainable progress.

2025 Achievements & Progress



02. SOCIETY

Empowering People to Succeed

Workforce Belonging & Inclusion

We continued to advance a workplace culture where individuals feel supported, respected, and empowered to contribute. In 2025, we intentionally integrated AI-supported tools into our talent processes to promote fairness, consistency, and objectivity. These tools do not make hiring decisions; rather, they help reduce bias by ensuring candidates are evaluated based on skills, experience, and capabilities.

We also reinforced our commitment to learning and development through expanded training opportunities across the organization, including recruiting best practices, onboarding programs, agile methodologies, and engagement delivery fundamentals. These efforts support equitable access to knowledge, career growth, and professional confidence across teams.

Community Engagement

Atlas continued to support community-focused initiatives centered on connection, well-being, and shared purpose. In 2025, we hosted a company-wide Earth Day Park Walk to encourage employee participation, environmental awareness, and collective engagement in sustainability. These activities build on our ongoing commitment to community involvement and reinforce the importance of environmental stewardship in everyday actions.

Employee Well-being

We sustained our focus on creating an environment that supports both personal wellness and professional development. Employees continued to benefit from ongoing training, skill-building sessions, and collaborative learning opportunities throughout the year. From onboarding programs to specialized lunch-and-learn sessions and ethics training for finance professionals, Atlas invested in continuous growth and knowledge-sharing across functions.

Nonprofit Support

Through our partnership with NPower, we delivered skills-based training to nonprofit professionals, helping strengthen the social impact ecosystem

2025 Achievements & Progress



03. ENVIRONMENT

Active and Responsible Citizenship

Environment Engagement & Culture

In 2025, we emphasized employee-driven sustainability by launching our first Green Eco-Challenge, a 30-day Sustainability Bingo initiative designed to encourage simple, everyday actions that support a greener workplace. The program promoted awareness, friendly competition, and shared accountability, and will continue as an annual engagement activity.

We also maintained the environmentally responsible practices established in prior years, including digital documentation, energy-conscious operations, and employee education on sustainable habits, reinforcing our long-term commitment to reducing our environmental footprint.

The EcoVadis logo, featuring the word "ecovadis" in a lowercase, sans-serif font with a green leaf-like shape above the letter 'v'.

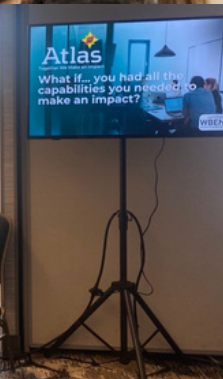
Our comprehensive social responsibility plan has been recognized by EcoVadis as Committed.



Atlas enjoys celebrating birthdays by planting a tree in the person's honor through One Tree Planted.



THE IMPACT MAKERS



At Atlas, sustainability is embedded in how we think, operate, and grow. As we continue to advance our environmental, social, and governance efforts, we remain focused on strengthening accountability, expanding impact, and integrating responsible practices across our business.

Guided by the UN Sustainable Development Goals, we use clear priorities and measurable actions to shape our progress. From supporting our people and communities to advancing environmentally responsible operations, we are committed to continuous improvement and long-term value creation.

Our responsibility extends beyond today's results. By setting thoughtful goals and fostering collaboration across our organization, we are building a more resilient, inclusive, and sustainable future for the years ahead.

THE
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M A K E R S



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Acknowledgements

This progress reflects the collective effort of many dedicated individuals and partners.

To our Atlas team—thank you for your leadership, commitment, and willingness to step forward in meaningful ways.

To our partners and collaborators—your insights, engagement, and shared purpose continue to elevate our impact.

And to the community organizations creating change every day—we are grateful for the opportunity to support and learn alongside you.

The achievements outlined in this report are the result of shared vision and teamwork. We appreciate the trust, energy, and collaboration that make this work possible—and we look forward to what we will accomplish together next.

ABOUT ATLAS



For almost three decades, Atlas has been a strategic consulting partner to life sciences companies, helping them advance their patient-centric missions. We empower our clients with the capabilities they need to solve business problems and execute their vision.

Atlas continues to grow and innovate. We are a global company, headquartered in Berkeley Heights, NJ.



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