

Worth your trust

CSR & QH2SER REPORT 2025



Deploy talent globally, Operate locally.

iota-group.com
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2025 Review and 2026 Objectives

Quality, Hygiene, Health & Safety, Nuclear Safety, Environment and Radiation Protection

Founded in Switzerland, IOTA Group delivers global mobility and talent solutions tailored to international industries. We simplify complex projects with agility, compliance, and operational excellence, ensuring the right talent is deployed at the right time, in the right place. Trusted worldwide for seamless execution and local integration.



*Switzerland and France scope

**France scope



KEY FIGURES

44 years
of expertise

165,000 experts
in our global network

+200
clients supported

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**QH2SER Objectives
and Commitments**



Social Pillar



Environmental Pillar



**Societal and Ethical
Pillar**



QH2SER OBJECTIVES AND COMMITMENTS

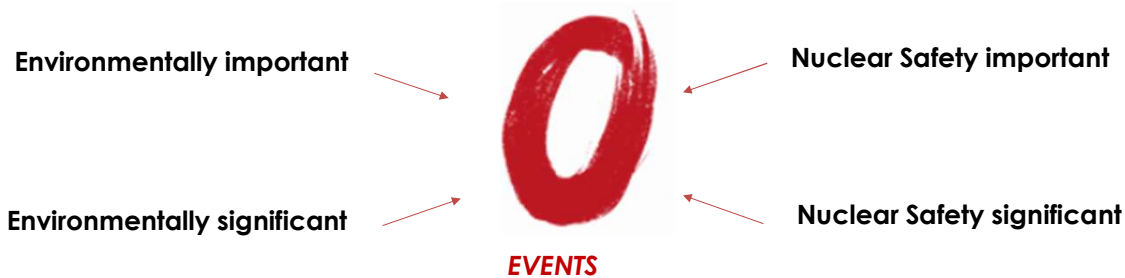


1.1 RADIATION PROTECTION

- Individual external exposure : **0.5 mSv/year** (The sievert is a unit used to assess the impact of radioactivity on the human body.)
- Internal (bodily) contamination : **0 incident.**
- Material and local contamination : **Compliance with the arrangements defined by the nuclear operator.**

What are our QH2SER objectives for the current year and our longer-term ambitions to fulfil our commitments ?

1.2 NUCLEAR SAFETY



QH2SER OBJECTIVES AND COMMITMENTS



1.5 ENVIRONMENT AND CLIMATE SWITZERLAND

Since 2023, prioritised measures aim to achieve a **-30% reduction in GHG emissions by 2030**.

- **70% of local employees by 2030**, leading to a reduction of **140 tCO₂e**.
- A **30% reduction in corporate air travel** will reduce emissions by **15 tCO₂e**.
- **30% of commuting trips** to be carried out through carpooling, resulting in a reduction of **15 tCO₂e**.
- A **5% reduction in consultants' air travel** will reduce emissions by **13 tCO₂e**.

1.3 OCCUPATIONAL HEALTH AND SAFETY

- Frequency rate: **0%**.
- Severity rate: **0%**.

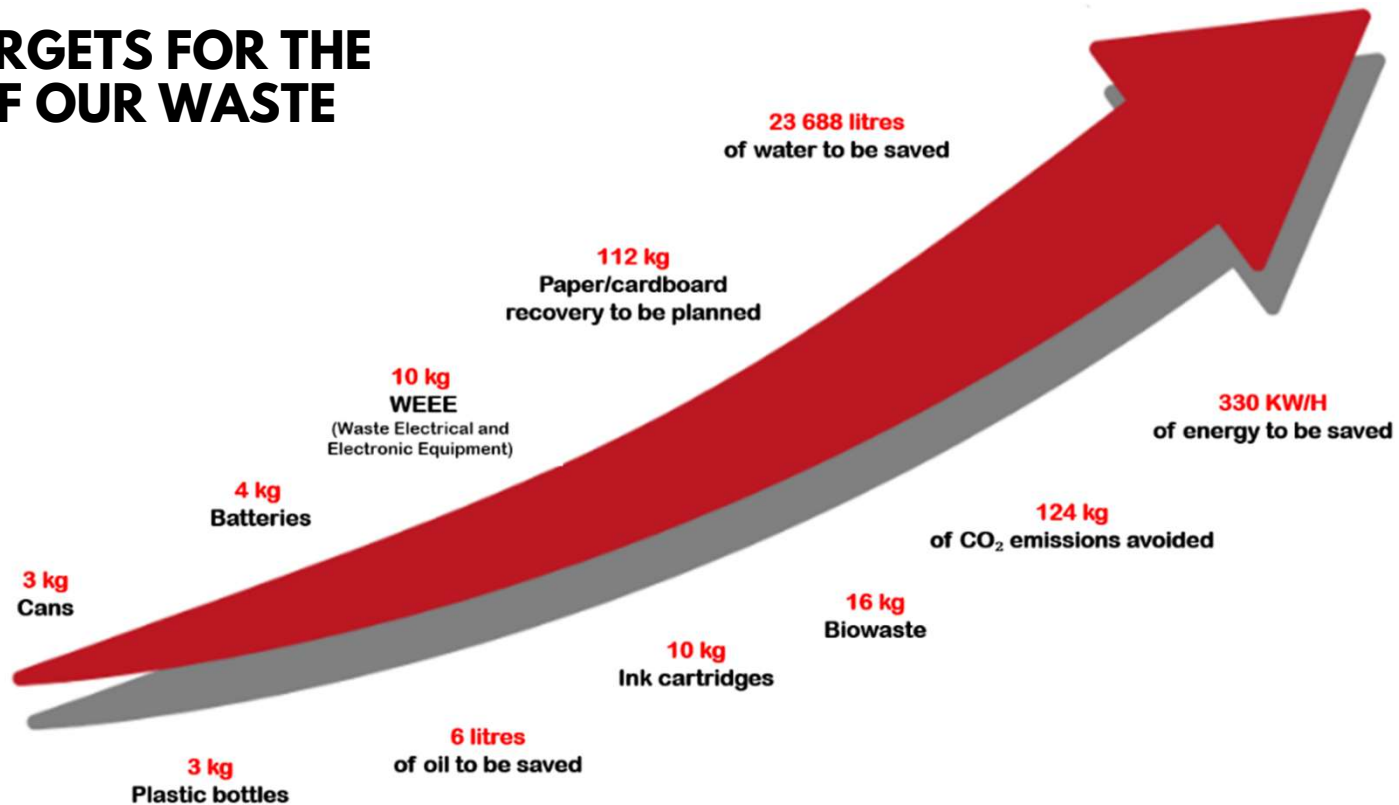
1.4 ENVIRONMENT AND CLIMATE FRANCE

Since 2022, the implementation of prioritised measures aims to achieve a **-25% reduction in GHG emissions by 2030**.

- Deployment of **eco-driving e-learning** training, expected to reduce emissions by more than **10%**.
- Promotion of **carpooling**, increasing usage from **2% to 7%**.
- Increased use of **public transport** from **9% to 12%**.
- Development of **active mobility** (cycling and walking) to reach **5% of employees**.
- Reduction of emissions from **purchases and supplies by 20–30%**, by favoring low-impact and sustainable materials.
- Limitation of **long-distance car travel**, with a target of keeping journeys within **10 km of worksites whenever possible**.

QH2SER OBJECTIVES AND COMMITMENTS

1.6 2026 TARGETS FOR THE RECOVERY OF OUR WASTE



SOCIAL PILLAR



2.1.1 Key Changes to the Policy for 2026

- **New Priority :**
 - Development of a strong information security culture.
- **Evolution of Certification Scope :**
 - **2025 :** ISO 9001 - ISO 19443 - ISO 14001 - ISO 45001 - CEFRI E.
 - **2026 :** Addition of ISO 27001 (Information Security).
- **Quality :**
 - Explicit compliance with all regulatory and contractual requirements.
- **Environment :**
 - Reduce energy consumption and promote responsible mobility.
 - Raise awareness among teams and clients regarding environmental challenges.

2.1 OCCUPATIONAL HEALTH AND SAFETY POLICY

The IOTA Group has implemented a QH2SER policy aimed at the continuous improvement of its performance in terms of quality, environment, health and safety, nuclear safety and radiation protection.

2.1.2 New 2026 Pillar : Information Security

- Align information security with the Group's strategic orientations.
- Define and regularly review measurable security objectives.
- Manage and classify information assets.
- Allocate the necessary resources to the ISMS.
- Support employees in contributing to the effectiveness of the ISMS.
- Encourage leadership from relevant managers within their areas of responsibility.
- Regularly raise awareness and train employees.
- Comply with regulatory, contractual and stakeholder requirements.
- Prevent and manage security incidents.
- Ensure business continuity and Group resilience.
- Integrate climate considerations into corporate decision-making.
- Continuously improve the ISMS.

SOCIAL PILLAR



2.3 EQUAL TREATMENT

Respect for all employees is a fundamental value of IOTA. The Group condemns any form of discrimination towards employees, partners, suppliers or clients, regardless of the grounds, as well as any behaviour that undermines human dignity.

Gender Equality Index 2025 (based on 2024 data) :

29/100 (action plan in progress).

2.2 OCCUPATIONAL ACCIDENTS IN 2025

- **Switzerland** : went from an accident-free year in 2024 to a year in 2025 marked by one accident resulting in lost time. This accident was the subject of a thorough root cause analysis and corrective actions to prevent any recurrence.
- **France** : an opposite trend was observed. After a commuting accident with lost time in 2024, no accidents with lost time were recorded in 2025. However, two minor accidents without lost time occurred.

Overall assessment :

The severity of accidents has decreased, but the frequency of minor accidents has increased. This highlights the need to maintain vigilance and strengthen prevention for low-criticality situations.

The **Risk Assessment Document (DUERP)** remains appropriate for risk management and operational monitoring. Risk ratings will be reviewed to integrate actions from the 2026 improvement plan.

SOCIAL PILLAR



2.5 EMPLOYEE TRAINING

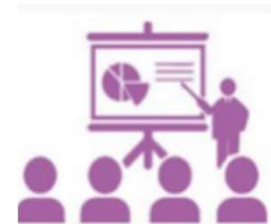
In 2025, the QHSE awareness tool enabled 30% of employees in France and Switzerland to be trained and sensitised. This initiative is complemented throughout the year by the monthly distribution of QHSE awareness sheets covering quality, safety, health and environmental themes.

2026 objective : exceed 35% of employees sensitised.

2.4 DISABILITY AND INCLUSION

The IOTA Group uses subcontracting solutions in collaboration with adapted work establishments for office waste collection and recovery, stationery, office supplies and promotional items.

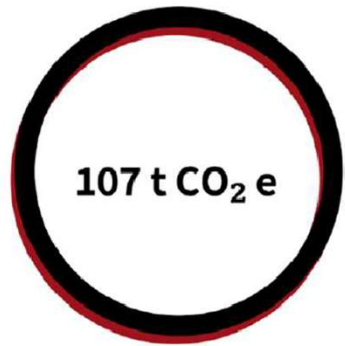
The Group also promotes the professional integration of young people through internships and apprenticeship programmes.



3 ENVIRONMENTAL PILLAR

3.1 CARBON FOOTPRINT

In France, a carbon footprint assessment was conducted in 2025 based on 2024 data. It highlights a footprint of 107 tonnes of CO₂e, mainly driven by business travel, which represents the main reduction lever.



Equivalent to the annual carbon footprint of 7 Europeans



Equivalent to one Paris–Rio round trip per month for one year for each corporate employee

GHG Protocol	tCO ₂ e
Scope 1	<1
Scope 2	<1
Scope 3	107
TOTAL	107



Significant Carbon Reduction Since 2021

Since 2021, France has recorded a **-72% reduction** in its carbon footprint, thanks to actions implemented since 2022, notably reduced road and air travel and improved data reliability.



3 ENVIRONMENTAL PILLAR

3.2 FIGHT AGAINST POLLUTION AND CLIMATE CHANGE

In France and Switzerland, monitoring of business travel has been strengthened since 2024 through a dedicated tool.

2025 marks the first full year of consolidated data, providing a comprehensive view of mobility-related carbon impact.

The analysis confirms that air transport remains the main contributor, while rail transport remains the most virtuous mode. An overall increase in travel is also observed in 2025.

3.2.1 Focus on 2026

In both France and Switzerland, objectives are to :

- Prioritise low-emission travel solutions.
- Continue raising awareness among teams about climate issues.
- Use available data to progressively change practices.



3.2.2 Actions and Awareness

In France, a Climate Fresk workshop was organized in 2025. This initiative will be renewed and extended to other Group sites to reach a broader audience and strengthen collective engagement.

Prioritizing the purchase of energy-efficient equipment and contributing to environmental protection are core values of our business. The IOTA Group applies a QH2SER policy integrating pollution prevention, energy and natural resource optimization, waste management and carbon emission reduction in an increasingly alarming climate context.

3 ENVIRONMENTAL PILLAR



For over six years, IOTA has been committed to a solidarity-driven approach, aligning with its 2030 objectives and contributing to 7 of the 17 UN Sustainable Development Goals adopted in 2015.

3.2.3 Natural Resource Preservation Practices

- Reduction of paper consumption.
- Waste recycling and recovery.
- Dematerialisation of methodologies.
- Development of electronic report distribution.
- Promotion of double-sided printing.
- Reduction of energy consumption through alternative practices.

A4 Paper Consumption

- **Switzerland** : 8,016 sheets in 2025 (≈ 40 kg). Due to a new calculation method introduced in 2025, year-on-year comparisons will be possible from 2026.
- **France** : 9,000 sheets in 2025 vs. 11,000 in 2024 (-18%, approx. 10 kg avoided).




This overall reduction illustrates the company's ecological transition through process dematerialisation, digital tools and the continuation of remote working.





3 ENVIRONMENTAL PILLAR

3.3 WASTE MANAGEMENT

3.3.1 Indicators

Waste Type	Benefits	Equivalences	Recovery
Paper - Cardboard - Tetra Pak - Paper Towels - 97 kg 	43,574 Liters of water saved equivalent to 871 50-liter showers	0.037 tonnes CO₂ avoided equivalent to 8 Paris-Marseille round trips (high-speed train)	35 reams of paper
Biowaste - Coffee grounds – 18 kg 			18 kWh of energy produced through anaerobic digestion
WEEE - 75 kg 	124,650 kWh saved equivalent to 1 year of lighting for a 50 m ² dwelling	0.125 tonnes CO₂ avoided equivalent to 28 Paris-Marseille round trips (high-speed train)	6 laptops reused

Waste Type	Benefits	Equivalences	Recovery
Cans - Metal - 2 kg 	31,020 kWh saved equivalent to 0 years of lighting for a 50 m ² dwelling	0.019 tonnes CO₂ avoided equivalent to 4 Paris-Marseille round trips (high-speed train)	167 cans
Plastic bottles - 3 kg 	6,180 liters of oil saved equivalent to 0 full fuel tanks	0.005 tonnes CO₂ avoided equivalent to 1 Paris-Marseille round trip (high-speed train)	87 plastic bottles (1.5 L)

France: **195 kg** of waste collected for recovery in 2025
(142 kg in 2024).



3 ENVIRONMENTAL PILLAR

3.3 WASTE MANAGEMENT

All collected waste is processed through appropriate recovery streams, reducing the environmental impact of our activities and supporting a responsible circular economy.

- **Paper and cardboard** : Recycled after manual and mechanical sorting; fibres reused for up to seven cycles, preserving natural resources and reducing emissions.
- **Biowaste** : Recovered through anaerobic digestion or composting, producing energy or natural fertiliser (regulatory requirement since 1 January 2024).
- **WEEE** : Sorted for reuse, recycling or energy recovery, promoting material recovery and reducing impacts from new equipment production.
- **Cans (aluminium and steel)** : Infinitely recyclable, saving raw materials and significantly reducing energy consumption.
- **PET bottles** : 100% recyclable plastic; material recovery limits fossil resource use and impacts from virgin plastic production.

The analysis of the different waste streams (paper, biowaste, plastics, cans and WEEE) shows a **well-controlled and closely monitored trend**.

The variations observed throughout the year are mainly due to the **regular collection rounds** carried out by waste management teams, ensuring continuous waste removal and preventing accumulation.

This stability reflects **efficient on-site waste management** and confirms that the system in place (sorting, collection and awareness-raising) is operating satisfactorily.



3.4 ENERGY CONSUMPTION AND RESOURCES

Electricity Consumption

In 2025, electricity consumption:

- ✓ In Switzerland **reached 75,092 kWh, an increase of approximately 5% compared to 2024. Fuel oil consumption also rose moderately by 7.8%.**
- ✓ In France, **electricity consumption increased by 12% between 2024 and 2025.**

These developments mark a departure from the downward trend observed in 2024 and highlight the need to continue and strengthen energy-efficiency actions.

SOCIETAL AND ETHICAL PILLAR



Ethical and societal issues are at the core of our concerns. Compliance with the principles of independence, integrity and confidentiality is ensured through our Code of Ethics.

4.1 ECONOMIC AND SOCIAL TERRITORIAL IMPACT

In 2025, **59 employees** were trained in safety and technical skills, compared with 53 employees in 2024, reflecting the Group's commitment to skills development and operational safety.

4.2 STAKEHOLDERS

IOTA operates within an ecosystem of key stakeholders who actively contribute to its performance, compliance and continuous improvement.

- **Employees**
- **Clients**
- **Authorities and Certification Bodies**
- **Subcontractors and Suppliers**

Let us remain collectively vigilant to ensure continued improvement over the years !



CONTACT US



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