

# 2024 ANNUAL REPORT





# Fostering and supporting a desire to take action

The Artelia Foundation supports non-profit organisations working to promote solidarity and environmental protection around the world. This support takes the form of financial aid, but most importantly consists in mobilising human resources thanks to the commitment of the Artelia Group's employees, who contribute their skills and expertise to the projects.

Fostering and supporting  
a desire to take action  
for almost  
**20**  
years

**380+**  
projects supported  
since 2006

**3**  
areas of action:  
development aid, environmental  
protection, social and  
professional integration



# Editorial

For almost twenty years, the Artelia Foundation has worked to uphold a strong belief, that solidarity and environmental protection should not be mere statements of good intentions, but rather tangible commitments. In keeping with the Artelia Group's corporate purpose, "Designing solutions for a positive life", and driven by this same vision, the Foundation strives to foster and support a desire to take action.

The commitment and determination of the Artelia volunteers involved and our partners on the ground are the cornerstone of our action. Their energy, expertise and solidarity are central to each accomplishment, and we offer our heartfelt thanks for their vital contribution.

Access to energy, water or health services, agroecology, protecting coral reefs and forests... the wide array of projects supported in 2024 illustrates just how interconnected today's issues are, and demonstrates the scale of the community action in these fields.

Over the course of the year, we have forged solid bonds with partners working on the ground, fuelled by the conviction that real impact comes from collaborations with local roots.

Our support has taken various forms to ensure the most appropriate response to each situation. Expert appraisal assignments, calls for projects, Engagement Week, financial aid and a student award all set the tone for the year.

At the start of 2025, the challenges are all the more urgent: climate change, pressure on resources, growing inequalities.

And yet, paradoxically, solidarity and development financing is struggling. On an international level, dwindling public funds are weakening non-profit models, at a time when needs are at bursting point. We firmly believe that businesses, foundations and benefactors need to step up their efforts to prevent this shrinking funding from hampering crucial initiatives.

In this context, and with an increased budget, the Artelia Foundation is standing firm in its commitment to support those who are providing responses to the current crises and fragilities.



**Armelle Valentin**  
Chairwoman of the  
Artelia Foundation

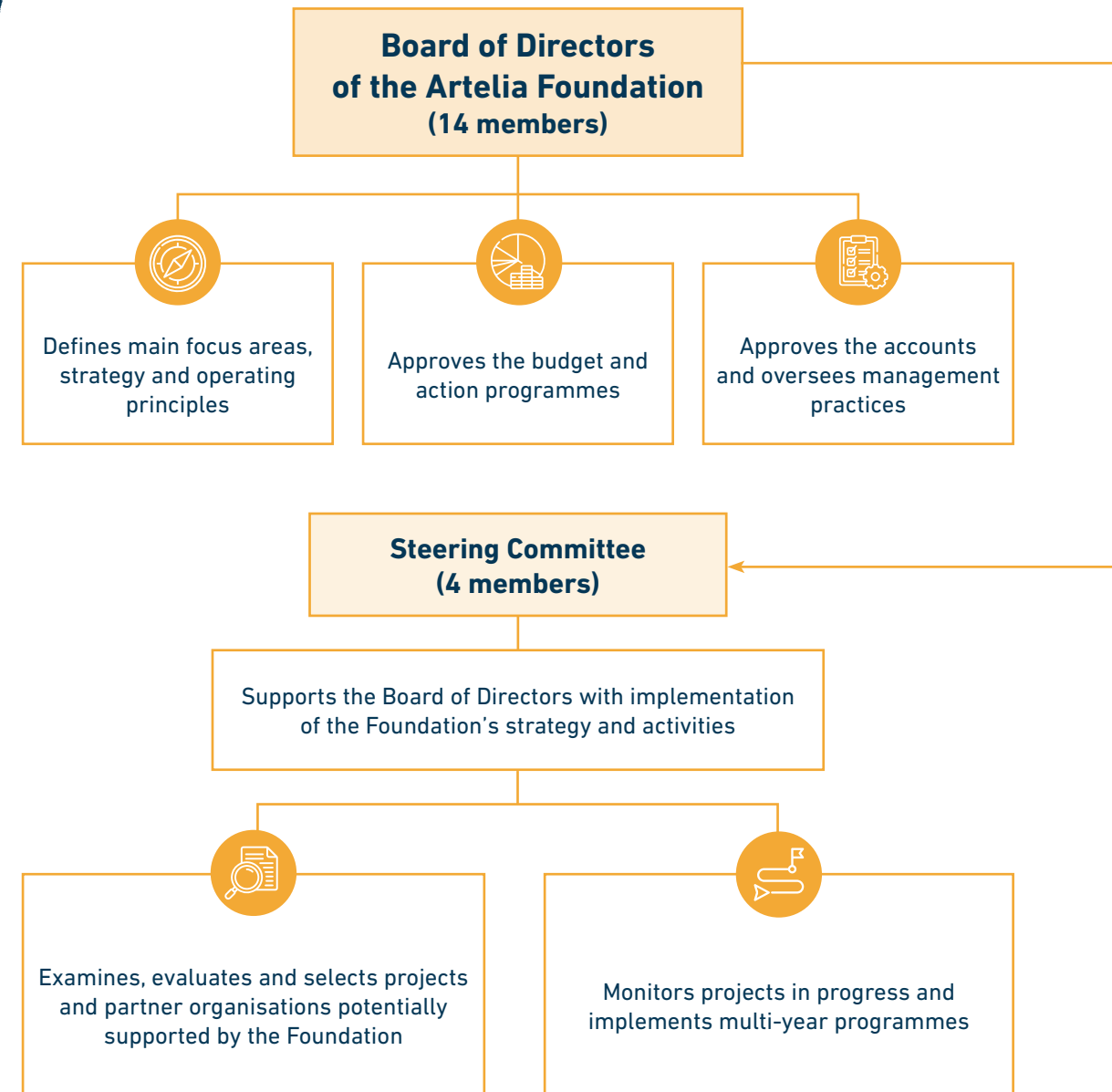


**Jade Becret**  
Managing Director  
of the Artelia Foundation



# Our governance: a commitment to the common good

Created in 2006, the Artelia Foundation supports non-profit stakeholders working to promote solidarity and environmental protection around the world. Our commitment cannot be fulfilled without solid governance that guarantees efficiency, transparency and alignment of our philanthropic goals.



## Directors representing the Artelia Group



**Armelle Valentin**  
Activity Director Water, Rivers and Resources & Chair of the Artelia Foundation



**Catherine Baldassarre**  
Group Deputy Human Resources Director



**Benoit Clocheret**  
Group Chief Executive Officer



**Léa Delebarre**  
Project Engineer, Research & Construction Supervision



**Yann Dutasta**  
Project Director



**Marc Giroussens**  
Group Senior Vice-President



**Eya Khammari**  
Managing Director, Artelia Philippines



**Benoît Lacombrade**  
Director of the Val de Loire and Normandy branch offices



**Vincent Leclercq**  
Director of SHER Ingénieurs-Conseils

## External directors



**Isabelle Million**  
Managing Director of the Alliance pour le mécénat de compétences.



**Jacques Gaillard**  
Founder of the Artelia Foundation



**Jacques Bertrand**  
Consultant in Strategic Management of water and sanitation services and Chairman of the AquaOrbi organisation



**Lionel Habasque**  
Managing Director, Voyageurs du monde and President of the Insolite Bâisseur Philippe Romero corporate foundation



**Philippe Mayaud**  
Former Deputy MD, Finance and Artelia Group Partner

## The Foundation's operational team



**Jade Becret**  
Managing Director



**Marion Deballon**  
Project Manager



**Rebecca Sanchez**  
Coordinator



**Nicolas Nunes Guimar**  
Communication Manager





Cœur de Forêt

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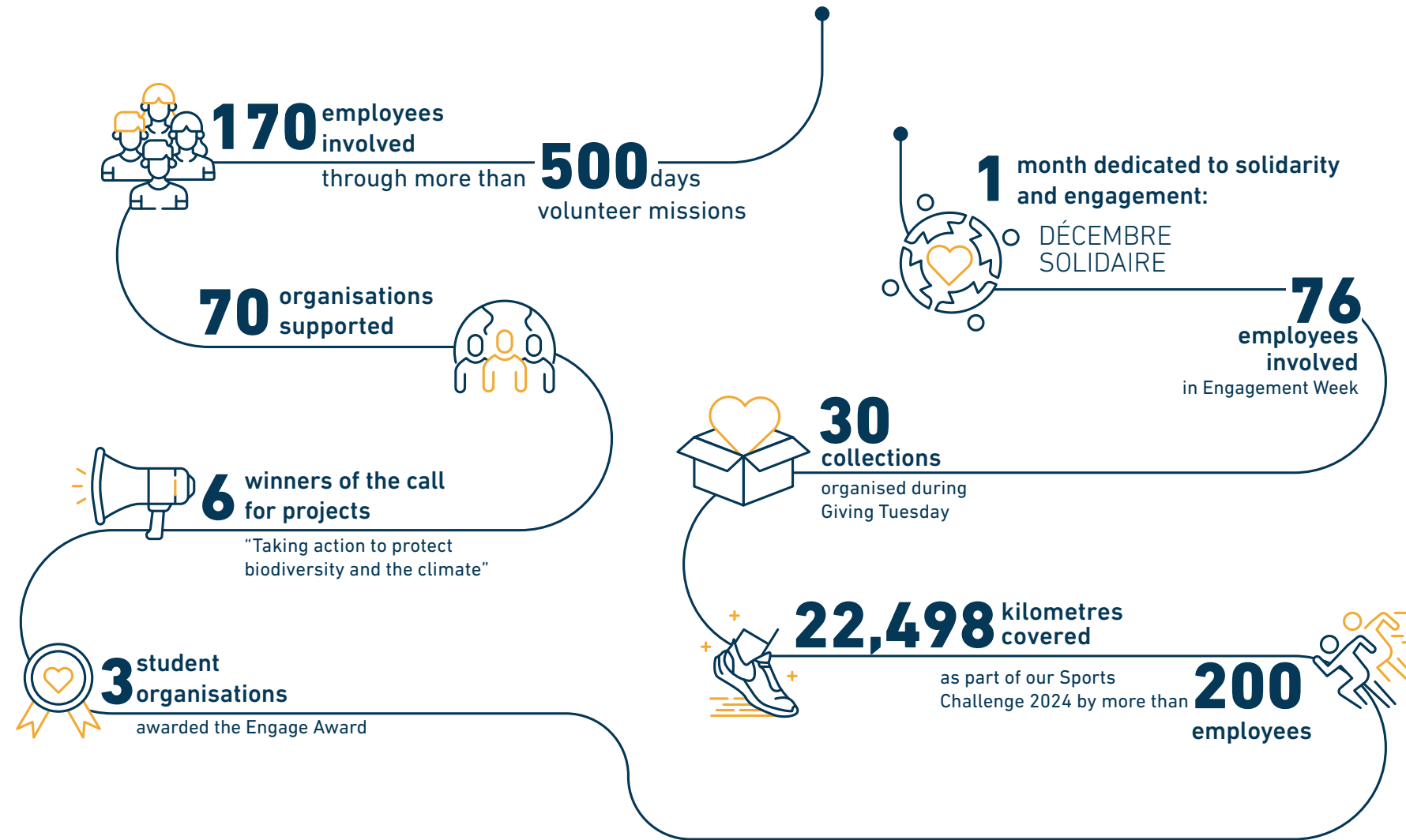
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# Key figures and milestones for 2024



The Artelia Foundation offers volunteers opportunities to get involved in non-profit projects in keeping with their aspirations.



**Solidarity leave,**

Volunteers complete an international humanitarian assignment during part of their annual leave. They make their skills and expertise available to the project in the field.



**Skills-based philanthropy,**

Volunteers carry out community-oriented actions harnessing their skills during their working hours, either close to their workplace or remotely.



**Special events,**

These are organised in-house by the Artelia Foundation, and aim to galvanise as many Group employees as possible. The goal? Raise participants' awareness of the causes supported by the Foundation.



# Projects we supported around the world in 2024





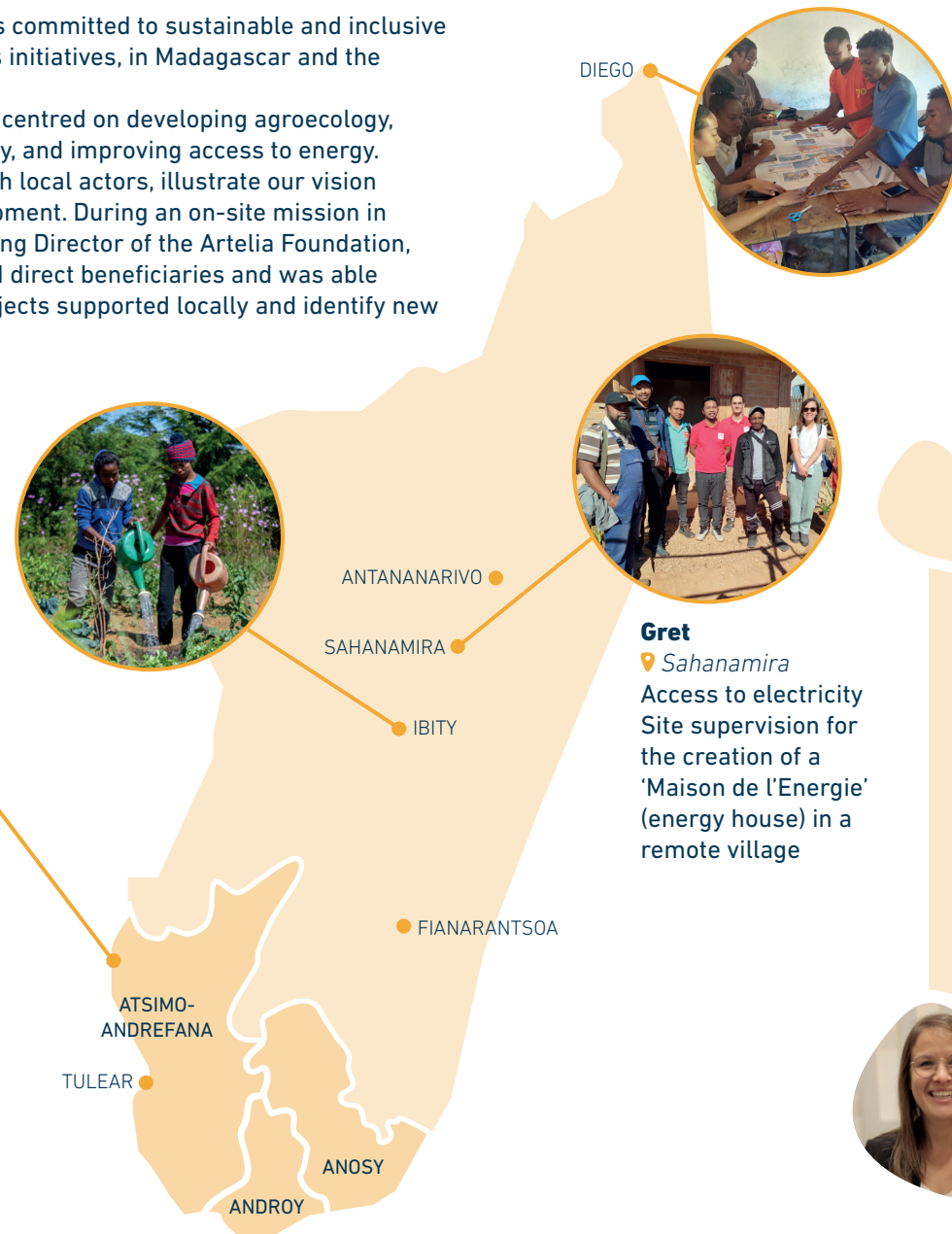
## Focus on our actions in Madagascar

The Artelia Foundation remains committed to sustainable and inclusive development through numerous initiatives, in Madagascar and the Philippines for instance.

In Madagascar, our actions are centred on developing agroecology, building local skills in hydrology, and improving access to energy. These projects, put in place with local actors, illustrate our vision of inclusive and lasting development. During an on-site mission in July 2024, Jade Becret, Managing Director of the Artelia Foundation, met with the local partners and direct beneficiaries and was able to assess the impact of the projects supported locally and identify new opportunities to work together.

**Cœur de Forêt**  
📍 *Ibity*  
Reforestation, agroecology and sustainable sectors – Design of an infrastructure to offset the reduced availability of water resources at the parcels of land farmed by the organisation.

**Fondem**  
📍 *Androy, Anosy and Atsimo-Andrefana*  
Access to electricity and economic development – Development of rural entrepreneurship through promotion of the local economy and productive use of electricity



### Ps-Eau

📍 *Diego, Fianarantsoa, Tulear, Antananarivo*  
Capacity building – Training for hydraulic engineering students in catchment area management and urban sanitation

### Gret

📍 *Sahanamira*  
Access to electricity  
Site supervision for the creation of a 'Maison de l'Energie' (energy house) in a remote village

On each visit, I was particularly impressed by the holistic approach applied by the project leaders and the ongoing efforts of the teams on the ground to improve their practices. Each action aims to gradually make the beneficiaries more independent by providing them with solutions tailored to their needs. I was also very moved by my interactions with the beneficiaries. Their testimonies demonstrate the full scope of the initiatives supported and the immediate impact on their living conditions.

### Jade Becret

Managing Director  
of the Artelia Foundation

## Focus on our actions in the Philippines

The Foundation continues to assist one of its historic partners in the Philippines, Enfants du Mékong, to encourage the professional integration of the young people supported by the organisation. Project Manager Marion Deballon took part in an on-site assignment in June alongside a team of volunteers from the Philippines, the UK, Italy and France. An opportunity to meet the Artelia Philippines teams working alongside the Foundation and to reach out to new partners.

### Entrepreneurs du Monde & ATE Co Philippines

📍 *Rizal*

Access to electricity in deprived districts  
Training of community workers in photovoltaic installations, electrical safety, and electronic waste management.

It was fascinating to spend time at our partner Enfants du Mékong's centres and to meet the students supported by the organisation. Our enriching encounters in Manila also helped identify projects that will be implemented in 2025, with better insight into the realities on the ground.

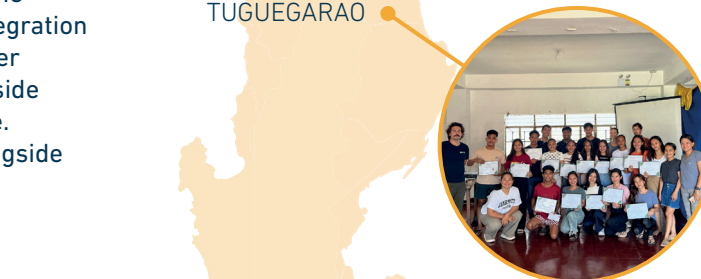
### Marion Deballon

Project Manager

TUGUEGARAO

RIZAL

DUMAGUETE



### Enfants du Mékong

📍 *Tuguegarao*  
Professional integration – Job hunting seminar: Support for students in finding their first job thanks to workshops and simulated interviews.

### Enfants du Mékong

📍 *Tuguegarao & Dumaguete*  
Artelia training sessions: job readiness through cross-functional skills building.



# Engage Award

The **3 winners of our Engage Award 2024** , encouraging students' solidarity and environmental initiatives!

In 2024, we launched the Engage Award for the first time to encourage solidarity and/or environmental protection initiatives led by students, within the framework of their higher education programmes or their voluntary activities. Three projects were rewarded with grants for the winners, as well as support in the form of skills-based philanthropy or solidarity leave for the project leaders.



**HEAL**  
**Université de Technologie**  
**de Compiègne**

The HEAL self-build project aims to construct self-sufficient and low-tech ecological housing through a participatory effort at the L'Hermitage site, a rural innovation third space. HEAL – for ‘*Habitat Ecologique Autonome Low-tech*’ – thus responds to a housing need and promotes new self-build practices. The goal? Create ecological and easily replicable housing, encourage self-building and alternative construction and promote more virtuous lifestyles.



**BleuAtlantiC**  
**École Normale Supérieure**

BleuAtlantiC is an inter-disciplinary research project designed from start to finish by five students at the Ecole Normale Supérieure - PSL. It consists of a grass-roots campaign in Guadeloupe starting in March 2025. The project is based on three complementary lines of research (biology, chemistry and physics), and aims to study the response of mangrove ecosystems to the consequences of climate change. It goes hand in hand with a mediation campaign that seeks to open up science and encourage young people to participate in environmental science research while raising awareness of climate protection among the general public.



**La Solidarité Internationale**  
**Builders École d'Ingénieurs**

The project implemented by La Solidarité Internationale focuses on building emergency housing in Argentina's and Paraguay's capital cities, where the poverty index and inflation have risen dramatically in recent years. Fundraising is centred around organising non-profit events with the goal of being able to build this housing and to encourage social cohesion and ties among the beneficiary families.

# Disability

A special Foundation fund to support a new cause

Thanks to the generosity of a former Artelia Group executive, the Foundation has chosen to lend its support to a new major cause: the integration of people with a disability and help for family caregivers. This financial aid supports projects aimed at:

- Improving living conditions for people with a disability and their families;
- Addressing basic needs not yet covered;
- Facilitating social and professional integration;
- Strengthening social cohesion and inclusion.

Through this commitment, the Foundation wishes to support initiatives working towards a more inclusive society, where everyone, whatever their difficulties, can find their place and reach their full potential.

## Organisations supported in 2024



**Fondation France Répit**

The Fondation France Répit has over ten years' experience in developing innovative respite and support solutions for people who are sick or disabled and for the elderly, as well as their family caregivers, notably through the creation of ‘Maisons de Répit’ respite homes. Our financial assistance will go towards designing and planting green spaces at the Île-de-France respite home in Boulogne-Billancourt which will provide support for 600 families a year in the long term. These therapeutic facilities take beneficiaries' needs into consideration and offer a haven of green in a densely built-up urban area.



**Les Extraordinaires**

The organisation Les Extraordinaires places the spotlight on difference in our society. Its goal? To promote the talents and skills of people with a disability in order to encourage inclusion and employment in an ordinary working environment. The organisation offers collective and individual support for project leaders to foster the emergence and expansion of inclusive restaurants in France. The Artelia Foundation is providing Les Extraordinaires with support for its scale-up through the creation of a label for the development of training courses in particular.



**Comme les Autres**

Comme les Autres works to assist people with a motor disability following an accident, providing social support galvanised by sport and exhilarating experiences. We've chosen to support the first year of implementation of the organisation's pilot programme ‘Proches aidants’ for family caregivers. Family members also need support in their personal reconstruction process, and the programme aims to help them with this important stage.

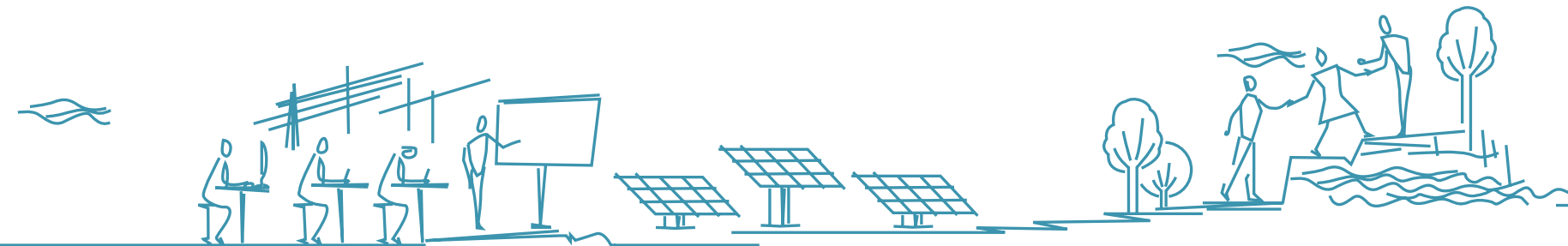




HELPING TO IMPROVE LIVING CONDITIONS  
FOR THE MOST VULNERABLE

# DEVELOPMENT AID

Development aid is central to the Artelia Foundation's actions, which are guided by the values of inclusion, equality, equity and respect for human dignity. In 2024, we once again focused our support on concrete initiatives aiming to improve the living conditions of the most vulnerable populations by addressing their basic needs, such as access to education, health care and water.



*A memorable experience at the heart of the Kibera and Mathare slums, where water and waste are pressing, inter-related issues. I'm keen to follow the progress of this project headed by PADEM.*

*My stay in Nairobi was rewarding both personally and professionally. The issues faced by the city's slums are huge, but we hope our on-site assignment will help to improve things for the people living in Mathare and Kibera!*

**Corentin Perret & Antoine Sigrist,**  
volunteer for the organisation PADEM



*The meetings with companies provided great insight into how works are carried out in Togo, and helped me get to grips with the project in order to respond to the demand. I was bowled over by all of Antenna's actions to combat malnutrition as a means to improve living conditions and bring about a change in habits.*

**Marlène Mandrin-Bert,**  
volunteer for the organisation Antenna



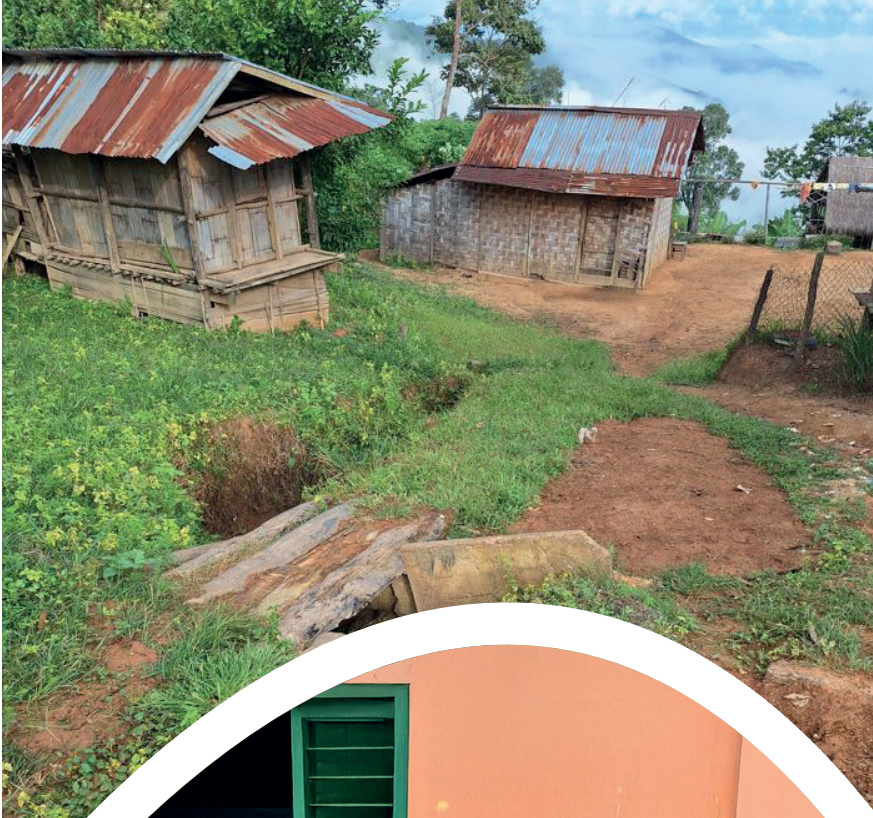
*This rewarding experience provided an opportunity to take time out from a busy professional life and use my skills to advance health issues while stepping outside of our European frame of reference in order to adapt to local techniques and practices. More than just a chance to travel, this solidarity leave was very much in keeping with the Artelia Group's values of sharing and simplicity. The interactions with the members of the organisation and the local actors were always warm and friendly. Thank you to the Foundation's members for their support and for placing their trust in me. I would strongly encourage other Group employees to get involved in similar assignments.*

**Franky Sauvey,**  
volunteer for the organisation  
Aide Médicale et Développement (AMD)



## Laos

The **organisation ADV Laos** contributes to the country's economic development by helping the most disadvantaged section of the local population, in mountain and rural areas, through local project initiatives. Our volunteers participated in a technical expert appraisal assignment in preparation for the construction of a sanitation system for the village of Houay Pien.



## Togo

**Antenna** has been fighting chronic infant malnutrition for over 20 years, notably thanks to local production and distribution of spiruline, and by raising parents' awareness and empowering them through good nutritional and agricultural practices. In 2024, two volunteer employees took part in an on-site assignment to renovate the health centre in Dzrekpo with the goal of creating a 'Maison de la Nutrition' nutrition hub. This project will raise the awareness of 250 parents, help detect anaemia in 250 children, distribute food to anaemic children and ensure their medical aftercare. A vegetable garden was also created to teach parents, children and teachers at the school about good agricultural and nutritional practices. The Artelia volunteers also participated in awareness-raising sessions with children and families during their assignment.



## Senegal

**AMD** works to improve access to health care for the most disadvantaged populations. As part of the consortium project 'Sur la piste du caméléon', in the Kedougou region, plans are in place to renovate and reconstruct two health centres in Fongolimbi and Ethiolo. The Artelia volunteer who travelled to the site provided technical assistance consisting in making recommendations for the renovation work on the Ethiolo centre and producing the plans for the new Fongolimbi centre.



## Nepal

To compensate for the frequent power cuts caused by climate issues and the local grid distribution, which create difficulties for school activities, **Tecnologie Solidali** installed a photovoltaic system for Heaven Hill Academy in Nepal to enhance the school's sustainability and self-sufficiency. A team from Artelia Italy assisted the project team with the dimensional design of the system prior to the installation works.



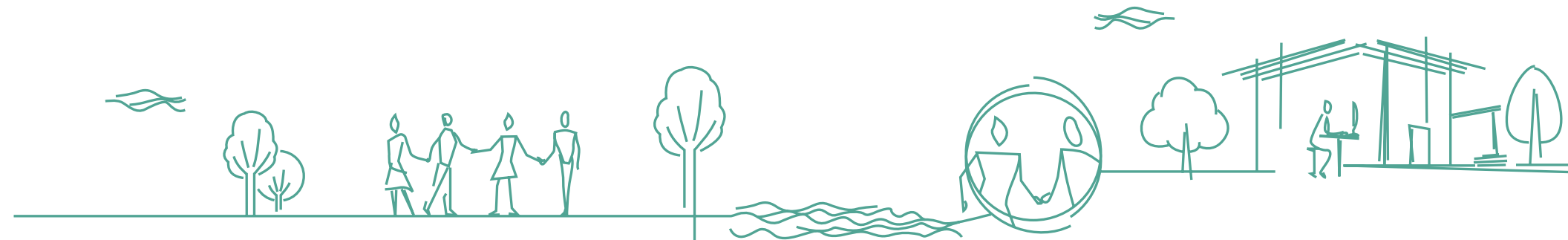




SUPPORTING PROJECTS PROMOTING A GREEN  
TRANSITION THAT LEAVES NO ONE BEHIND

# ENVIRONMENT

In the face of growing challenges connected with climate change and preservation of natural resources, the Artelia Foundation stepped up its environmental actions in 2024. Thanks to innovative initiatives and collaborative work, we have supported projects aimed at protecting ecosystems, promoting sustainable practices, and raising awareness about environmental issues. These actions form part of a holistic approach combining ecological and social responsibility.



*Being involved in skills-based philanthropy with the Ares organisation was equal parts rewarding and inspiring. I was able to put my expertise in the circular economy to use to benefit a cause that I care deeply about, while at the same time swapping stories and views with motivated and committed individuals. This assignment helped me grow on both a personal and professional level. I'm grateful to the Foundation for trusting me to carry out this assignment and to Ares for having contributed all its efforts to its success.*

**Gabrielle Jacob,**  
volunteer for the organisation Ares



*Through the Foundation, I was able to work for the organisation Cœur de Forêt, which aims to promote agroecological practices in Madagascar. My contribution centred on designing the water storage and distribution systems to irrigate parcels of agricultural land. It was such an incredible project as it enabled me to work on subjects outside of my usual area, on a different scale and using a different approach. I learnt a great deal, and really had to challenge myself which made me feel useful, all while working in direct contact with the future users of the systems designed.*

**Maloé Roger,**  
volunteer for Cœur de Forêt



*This assignment in Senegal for AfricEcoSynergie was a highly rewarding experience, both professionally and personally. I really enjoyed working on the ground and being in contact with the local actors, especially the young people involved with the TES organisation. Their motivation to take action for the environment and to find sustainable solutions to the problem of plastic waste in Sibassor is truly inspiring.*

**Mohammed Feredj,**  
volunteer for the organisation AfricEcoSynergie





100

tonnes of furniture recovered



France

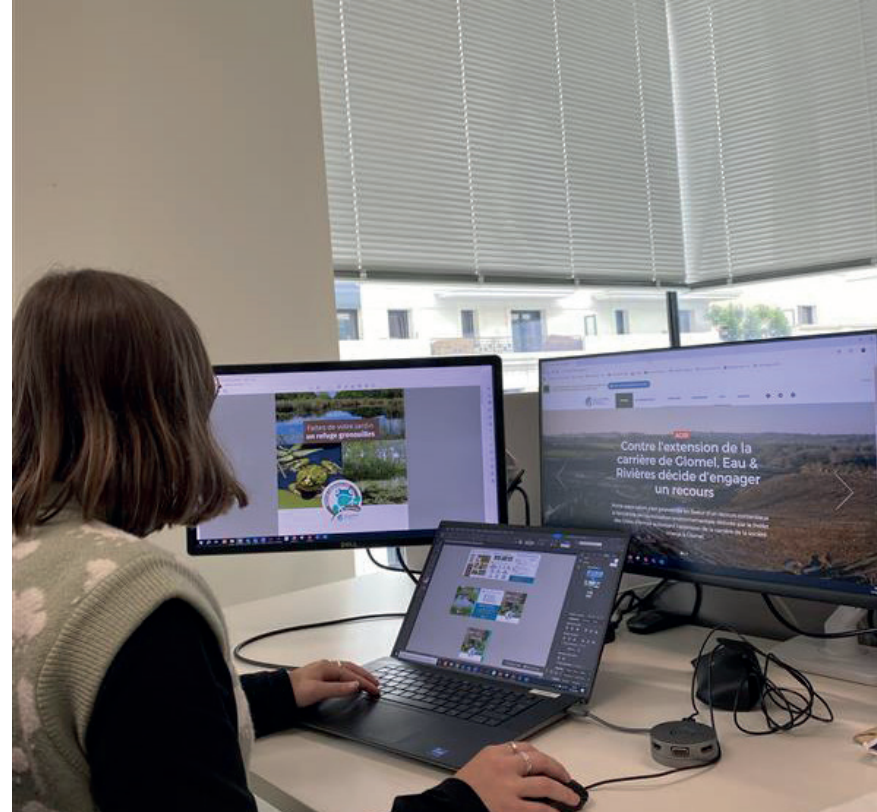
**Ares** is a social integration group working to help people living at the margins of society (young people with no qualifications, the homeless, people with a disability, detainees, refugees, etc.) return to work by providing suitable support and employment. The R4 project, for '*Réinsérer, Réemployer, Recycler, Réutiliser*' (Reintegrate, Re-employ, Recycle, Reuse), which aims to create a facility for the reuse of construction materials (wood and glass), provides employability support, enabling 25 individuals to find placements within circular economy activities, in addition to processing more than 350 tonnes of glass and recovering nearly 100 tonnes of furniture. Two Artelia experts assisted the organisation with the development of its circular economy activities.



Madagascar

**Cœur de Forêt** is an organisation working for environmental and social justice by restoring the precious balance between forests and people. The project supported aims to sustainably preserve and restore natural resources through reforestation campaigns. The project also aims to help local producers implement climate change adaptation efforts, in particular through the adoption of agroecology practices.

An Artelia volunteer conducted a study of irrigation systems to allow the organisation to optimise its infrastructure in line with the socio-economic context in Madagascar.



France

In 2020, **Eaux et Rivières de Bretagne**, an organisation actively campaigning for the protection of water as a common resource, launched the 'Refuge Grenouille' operation in response to the threatened extinction of almost half of the world's amphibian species. The organisation has created the 'Refuge Grenouille' ('frog refuge') pond label with the aim of providing tools and advice to protect and safeguard amphibians. The label is intended for the general public: private individuals, businesses and local and regional authorities.

Two Artelia graphic designers developed the communication materials for this operation in order to highlight its importance.



France

The **French Salvation Army** has been committed to fighting all forms of exclusion and working for the integration of everyone in society for over 140 years. We have lent our support to the French Salvation Army in reducing the carbon footprint of its 21 buildings in France. To achieve this goal, our Artelia experts worked on an overall property action plan, focused on various energy performance improvement and good practice recommendations. Their aim?

Achieving the energy consumption reduction targets set out in the French tertiary sector decree for the buildings concerned, but also its other buildings as part of a pro-active approach.





# Winners of the call for projects

## "Taking action to protect biodiversity and climate"

In 2024, as part of its Call for Projects "Taking action to protect biodiversity and climate", the Artelia Foundation supported organisations working to protect the living environment and fight climate change. The Selection Committee, composed of Group employees and external experts, determined six winners from the more than 100 projects received, allocating a total amount of €80,000 between them.

Robin du Bois



France

**"Saving forests and biodiversity in Pilat natural park."** aims to acquire around a hundred hectares of wooded land under Real Environmental Obligation ('ORE') contracts with the Pilat Regional Natural Park. Robin du Bois is thus working to generate light-flooded, diversified and terraced forests that encourage the development of varied vegetation conducive to wildlife, but also to raise awareness among forest owners, families and the general public more broadly with regard to safeguarding forests and protecting biodiversity in the Pilat mountain range in Rhône-Alpes.

Coopération Atlantique Guinée 44



Guinea

**"SONEYA 2 – Kindia, an ecological and climate responsible territory"** takes a long-term approach in close collaboration with local authorities. The goal of Guinée 44? Sustainably build the region's ecological management capacities through reforestation and the replanting of plant cover on the most degraded riverbanks and spring heads. The project also focuses on supporting environmentally friendly energy practices and implementing local ecological governance to bolster ecosystem resilience.

Experts Solidaires



Benin

**"Integrated management of the forest resource and promotion of sustainable generating income activities"** aims to sustainably restore and protect the forest cover in Zaffé, Benin. Planting trees, promoting more sustainable agricultural systems and developing economic activity are central to the Experts Solidaires project, with the goal of fostering activities that generate stable incomes.

Fermes d'Avenir



France

The project **"Agroforestry to restore local biodiversity and ecosystems on farms"** run by Fermes d'Avenir consists in planting trees at the heart of five agricultural systems in order to recreate wildlife habitats and protect biodiversity more generally. In order to achieve this goal, the Fermes d'Avenir organisation supports and trains farmers in the design, financing and implementation of their agroforestry projects.

Moulin de Pont Rû



France

**"Educational garden of Pont-Ru"** is a place for people to connect and learn about nature. The aim of the project is to provide a space to raise awareness and introduce people from all backgrounds to agroecology and permaculture. Through a variety of themed workshops adapted to each season and the age bracket and target audience, the Moulin de Pont Rû aims to make an active contribution to environmental education.

Fondation de la Mer



Indonesia

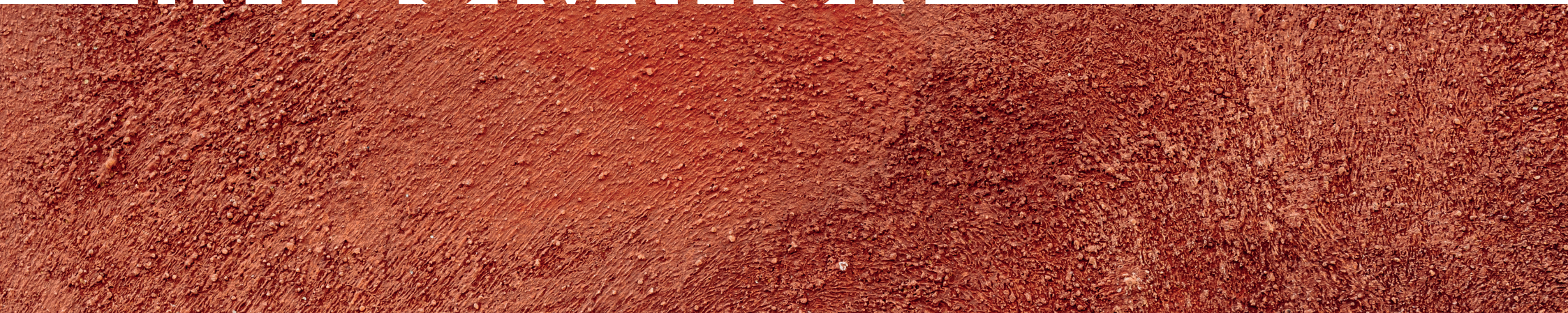
With an inventory of more than 550 coral species, the project **"Protection and restoration of 5 ha of coral reefs"** run by the Fondation de la Mer is being deployed within the world's most diverse area, in the Indonesian province of Raja Ampat. It aims to protect and restore degraded coral reefs while creating jobs for local villagers who are being trained in diving and reef restoration operations.





RECREATING SOCIAL BONDS

# SOCIAL AND PROFESSIONAL INTEGRATION



In 2024, the Artelia Foundation remained committed to social and professional integration, with the goal of reducing inequalities and empowering the long-term unemployed. Through targeted partnerships and concrete initiatives, we have supported projects that provide job opportunities, training and assistance, thereby helping rebuild the beneficiaries' confidence and future prospects.



*Taking part in the discussion workshops on the energy audit processes for families affected by energy poverty was a truly enriching experience. Being able to share in this way was invaluable as it helped us discover an entirely new approach, in a context far removed from our normality. It gave me great satisfaction to see the positive impact of their studies on the lives of these families. Contributing, even from afar, to improving their approach in order to make people's lives better was a moving experience. And although we're not done yet, I can't wait to continue these exchanges in the coming weeks and see how Eco Habitat will incorporate our feedback to take their actions that step further.*

**Guillaume Cousin,**  
volunteer for Réseau Eco Habitat



*What a unique and rewarding experience from a personal perspective. It was a pleasure to share my knowledge with such enthusiastic young people eager to learn! I am so thankful to them, and I sincerely wish them a bright and fulfilling personal and professional future!*

**Catherine Freissinet,**  
volunteer for pS-Eau



*The Artelia Foundation played a vital role in the implementation of our kitchen at the Nyéléni garden within Lil'Ô. Thanks to their support, we were able to draw on precious expertise in designing the kitchen, especially when it came to the plans and technical advice. And on top of that, their financial aid was critical in getting the project up and running and bringing our vision to life. We are wholeheartedly grateful to the Artelia Foundation for their commitment and their support, which has helped promote healthy eating in our region.*

**Pomme Célarié,**  
Founder of the organisation Fun Être Sur l'Ile





## 📍 France

The organisation **Culture Prioritaire** works to promote equal opportunities and the educational and professional attainment of young people from priority neighbourhoods, from third-year secondary level to higher education. Our volunteers presented engineering, communication and human resources professions to the young people supported by the organisation, both on the Artelia premises and at job forums. The goal? Giving them a taste of the working world through first-hand accounts, expanding their professional horizons and encouraging students to gain a real insight into the job positions presented.



## 📍 Vietnam

The organisation **IECD**, which has been working since 1998 towards human, economic and social development, asked us to audit the bakery and pastry-making school in Thu Duc City, Vietnam, for disadvantaged young people. The School aims to train students, recruited based on economic and social criteria, not just professional skills, and encourage young people to take their future into their own hands and become responsible and socially integrated adults. The Artelia Vietnam employees drew up a list of recommendations regarding works to be carried out, and this support is ongoing in order to help the IECD with the implementation and supervision of the works.



## 📍 Madagascar

The **Programme Solidarité-Eau (pS-Eau)** is a French multi-actor network working to guarantee access to water and sanitation for all, as well as to promote the sustainable management of water resources in developing countries. In Madagascar, in partnership with the Ran'Eau network, training courses were run to train students from Diego, Tuléar and Fianarantsoa in catchment basin management and urban sanitation. Following these sessions that took place in the spring of 2024, 12 students were selected to participate in a symposium to present their projects in Antananarivo in September. These exchanges allowed them to meet professionals in the sector and to visit a green urban sanitation demonstration site.



## 📍 France

**Fun Être sur l'île** aims to educate, develop, promote and foster actions and/or personal growth projects in various forms, advocating openness and inter-generational and inter-cultural sharing in Seine-Saint-Denis. The installation of a kitchen at the Lil'Ô site, the plans and specifications for which were drawn up by an Artelia employee, now enables the organisation to hold cooking and herb and medicinal plant processing workshops alongside the area's residents. The recipe for this success? The combination of healthy eating, collective unity and reconnecting with nature.



UNIFYING EVENTS IN LINE  
WITH OUR VALUES

# SPECIAL EVENTS

Several unifying and international events punctuated 2024, reflecting the Artelia Foundation's commitment and offering its employees opportunities to get involved.

The Foundation's traditional TrashTag Challenge was a tremendous success, while December provided the chance to celebrate solidarity and generosity thanks to Engagement Week, Giving Tuesday and the Sports Challenge.

Key events that reflect the Foundation's collective dynamic and ambition.



Nearly the entire Real Estate Department took part in a clothing, toys, fruit and vegetables sorting operation at one of the Restos du Cœur warehouses in Paris, Porte de la Chapelle. These resources were earmarked for other centres in order to be distributed to beneficiaries within the following days. Thank you to the volunteers for their warm welcome, their commitment and their energy!

**Antony Quina,**  
Engagement Week



My colleague Leslie Vey-Breteau and I chose to take part in the project 'Ose la rencontre' with OCH to make a dream come true for someone with a disability. We had the honour of sharing a day with Liliane, a sparkly artist who is passionate about painting and loves to chatter, at the Simon de Cyrène centre. We had a lot of laughs. Liliane talked to us about her passions but also the difficulties she encounters as someone with a disability. 'Ose la rencontre' is a fantastic project that I encourage you to support. Thank you to the Artelia Foundation for this opportunity!

**Samiha Tounsi,**  
Engagement Week



I discovered the Artelia Foundation Sports Challenge when they came to Principia. As a cyclist who clocks up around 15,000 km a year – including 1,400 km of official races – it's a simple way for me to turn my kilometres into a good deed!

**Guillaume Potier,**  
Sports Challenge



## Our solidarity events

In 2024, we organised our traditional TrashTag Challenge along with a whole month of solidarity and engagement in December entitled 'Décembre Solidaire'. Décembre Solidaire was based around 3 events: Engagement Week, Giving Tuesday and the final sprint of the Sports Challenge.

### Engagement Week



Held from 9 to 13 December, this dedicated week allowed Artelia employees to spend an entire day with an organisation close to their place of work, and thereby contribute actively to a cause and lend their knowledge to the organisation of their choice! Outreach patrols, participative projects and planting, as well as support for returning to employment and food sorting... In total, 76 people contributed 535 hours of their time to 18 organisations!

### Giving Tuesday



Run from 3 to 10 December, Giving Tuesday consists in collecting donations for a local non-profit organisation. Each participating country was able to adapt its operation to the local context. This year, the focus was primarily on collecting games and toys to help the organisations in question with their end-of-year activities. Rolled out at some thirty sites worldwide, the initiative was a huge success! We were also able to provide financial support to two organisations that supply toys and edutainment materials to children in hospital: Petits Cadeaux pour Gros Bobos and Ludopital.

### The Sports Challenge final sprint



Run throughout the year, the Sports Challenge allows Artelia employees to transform the kilometres they clock up during official races into donations to one of the three non-profit organisations supported each year by the Artelia Foundation. Plaine Energie Citoyenne, Antenna et Tri-Haut pour L'Everest have all benefited from the sporting effort of our champions. In December, all kilometres were doubled, creating a gripping final sprint. By 2024, a total of 22,498 km had been recorded!

### TrashTag Challenge



We organised the 4<sup>th</sup> edition of the TrashTag Challenge for World Environment Day on 5 June. More than 1,000 people took part in this trash picking operation around 28 sites in France, Spain, Italy, Canada, Germany, the UK, the Philippines, Vietnam and Madagascar.





## Our volunteers tell their stories

“

It was a really rewarding experience from a professional and personal point of view, and allowed me to use my skills in a completely different context.

*Emma Noussitou*



“

A great time of sharing and mutual aid, the type of experience that makes you realise that there's more joy in giving than in receiving.

*Sylvain Mwamba*



“

I'm glad I was able to be part of this initiative and I hope I made a valuable contribution.

*Charlotte Collot*



“

**An enriching experience professionally,** as we had to cope with the relatively complicated access conditions to the village, the huge lack of data and some of the villagers' habits that went against what we're used to in France.  
**We got to experience the day-to-day life of the people of Laos, eat with them, celebrate together and share simple, useful moments, outside of the tourist areas.**

*Nicolas Faucon*



“

It was the first time I had taken part in an Artelia Foundation project. I came into it with a positive attitude and you could tell everyone was on the same wavelength, which created a productive and friendly atmosphere for the week – the best recipe for working together efficiently!

*Denis Martin*

“

We received a very warm welcome and the collective energy helped us rise to the challenge!

*Alexandra Jaumouille*

“

I was honoured to be able to share my professional experience and offer job interview simulations over the two programme days.  
**They inspired me far more than I inspired them.**

*Harniel Metin*







This rewarding experience provided an opportunity to take time out from a busy professional life and put my skills to use while stepping outside of our European frame of reference in order to adapt to local techniques and practices. I would strongly encourage other Group employees to participate in similar assignments.

*Franky Sauvey*



The students' investment, combined with the technical expertise of our experts, were key to making this initiative a success, demonstrating how powerful education can be when it is partnered with a passion for change.

*Giorgia Tistarelli*



It makes a lot of sense to carry out this type of project for and with people on the other side of the world who have very different lives to our own, and yet with whom we can have some great discussions.

*Laëtitia Bouteiller*



What a unique and rewarding experience from a personal perspective. It was a pleasure to share my knowledge with such enthusiastic young people eager to learn! I am so thankful to them, and I sincerely wish them a bright and fulfilling personal and professional future!

*Catherine Freissinet*



I'm very grateful for all they've done to help young students in difficulty in my town.

*Phuc Quynh Dao*



Working with the French Salvation Army was a rewarding experience, in particular drawing up a strategic plan to retrofit their premises and make them more energy efficient, with a final target of cutting their consumption by 40%!

*Mélanie Truffaut*





The Artelia Foundation team is extremely grateful to the partner organisations that are striving day by day to build a better world, and to the Artelia employees who contributed to its work in 2024.

Julie ABGRALL | Eufemio Jr. ACELO | Rémi AGUILAR | Amandine AMIEUX | Ialy ANDRIAMPARANONY | Mikaela Francine ANTONIO | Alessio ARQUATI | Alexandra AYRAULT  
Kelly BADOUX | Cherry-Ann BANGLOY | Jérémy BATOT | Laetitia BELAUBE | Rafaël BERNARD | Alice BLONDEL | Wandrille BOIVIN | Ludivine BONNEAUD | Christophe BORE  
Loubna BOUNOURE | Clémence BOURDREL | Nohaila BOURJA | Nicolas BOURLIOUX | Younès BOUSSENA | Laetitia BOUTEILLER | Pierre Jean BOUTOLEAU | Mourad BOUTROS  
Emmanuelle BRILLANT | Marion BRUNEL | Stéphane CAMILE | Sébastien CAPPY | Larry CAVALIER | Arthur CHAMBON | Thibault CHAUDAN | Coralie CHAUVIN  
Philippe CLEMENCON | Nadine COIN | Charlotte COLLOT | Adrien CONTAMIN | Emmanuelle COROLLEUR | Guillaume COUSIN | Maroussia DAMAGGIO | Quynh DAO PHUC  
Stéphanie DARDEL | Nolwenn DE BROISSIA | Eric DE NEEF | Nuno DE PINHO DIAS | Christophe DERRIEN | Bastien DE SAINT JEAN | Corinne DE SAINTE MARESVILLE | Thomas DE SLOOVER  
Mehdi DE SOUZA | Marion DEBALLON | Caroline DEGLI-ESPOSTI | Guillaume DEJEAN | Bernard DELAITTRE | Léa DELEBARRE | Christine DHERMENT MANDON  
Philippe DOLE | Neil DULDULAO | Karim EL MAMOUNI | Romain ESCOUELA | Nicolas FAUCON | Mohammed FEREDJ | Renata FOL | Thaïs FORGEOT | Sébastien FOURNIER  
Stéphane FRAISSE | Catherine FREISSINET | Bertrand GARAPIN | Valérie GAUSS | Nicolas GERARD | Antoine GILLET | Lina GIRAUDEAU | Gwenn-Aël GONEDEC  
Julien GRANGY | Sylvie GRANOVSKY | Christian GRASMUCK | Simon GUERLAVA | Orlane GUILLOUET-LAMY | Helder GUTA | Hilal HAMMAR | Marie-Astrid HUG | Farès IBRIR  
Gabrielle JACOB | Hélène JAFFEUX | Alexandra JAUMOUILLÉ | Virginie JOCHERAY | Jérémy JUDIC | Benoît LACOMBRADÉ | Sarah LAKIEVRE | Damien LAMY | Véronique LAVASTRE  
Olivier LAVERGNE | Christophe LE JAOUAN | Valérie LE QUILLIEC | Marc LERQUET | Alix LEVRAULT | Paul-Louis LÉVY | Ameth LO | Benoît MAFFRE | Benjamin MAGNON  
Marlene MANDRIN | Marlene MANDRIN-BERT | Denis MARTIN | Lola MARTIN | Pauline MARTIN | Mireille MARTIN | Eloïse MARTY | Emeline MAUGIS | Louise MENAGER  
Anne MERCIER | Harniel METIN | Laure MEYER | Carine MINEAU MINEAU | Eva MIZZI | Mohamed MONKACHI | Guillaume MONNIER | Sylvain MWAMBA | Pierre NANCHE  
Brice NEMOZ | Hong Quan NGUYEN | Huy Hung NGUYEN | Emma NOUSSITOU | Clovis NTAKARUTIMANA | Franck OLLIVIER | Estelle ORLIKOWSKI | Victoria OTERO | Norha OUCHENIR  
Julie PACAUD | Ariel PACE | Valentina PAGLIA | Alexandre PAUL-DAUPHIN | Laure PEARSON | Corentin PERRET | Apivat PRAPAVAT | Antony QUINA | Sandy RALAMBOMANANA  
Toky RANIVOSON | Prisca RARIVOSON | Nary RASOANAIVO | Olivier RAYNAUD | Hanzen RAYTOS | Emilie RIBAUCCOURT | Juliette RIMLINGER | Cyril ROCHER | Maloé ROGER  
Jérémie ROSAN | Thierry SACCOCCIO | David SANDRE | Franky SAUVEY | Antoine SIGRIST | Héloïse SILVESTRE | Michel TAHAN | Alexandre TARHOUNI | Ali TBATOU  
Lisa TESSIER | Caroline TEXIER | Kévin THIZY | Guillaume THOUVENIN | Giorgia TISTARELLI | Samiha TOUNSI | Adrien TRICARD | Siméon URVOY | Ralph UY | Pauline VAILLANT  
Armelle VALENTIN | Valérie VANBREMEERSCH | Leslie VEY-BRETEAU | Gregoire VINCHANT | Tjomme WAGENER | Fabien WEXLER

