



ANNUAL REPORT — 2025 —



Fostering and supporting the will to take action



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EDITORIAL

“ In 2025, the Artelia Foundation continued its work with the same determination to encourage and support the desire to take action in public interest. This year was marked by strong mobilization, with nearly 80 associations supported, 229 employees engaged, and 600 days of solidarity missions completed.

Across our three areas of intervention — development aid, social and professional inclusion, and environmental protection — we supported practical and impactful projects rooted in local realities. Beyond the figures, 2025 was a year of collective momentum. The launch of the first internal PULSE call for projects enabled employee-led initiatives to emerge in several countries and in support of causes close to their hearts. Solidarity Month also illustrated this dynamic through a diverse and inclusive mobilization.

Alongside the strategic reflection carried out by the Artelia Group in 2025, we also took the time to reflect on our future and our ambitions. This step back enabled us to define the key directions we aim to drive within the Foundation over the next five years. From this perspective, the resources mobilized by the Foundation — both financial and human — are intended to increase significantly. We wish to embed this growth within a structured philanthropic trajectory: expanding solidarity-based missions, diversifying the forms of engagement offered to employees, strengthening long-term partnerships, and consolidating the Foundation's international presence as close as possible to local needs.

As of 2026, the Foundation will increasingly build on the Group's local roots. The aim is to support projects that complement initiatives already underway, and to co-build solutions with our local partners. At a time when social, humanitarian and environmental challenges call for stronger, more sustainable, and more cooperative responses, we enter this new phase with confidence in the commitment of Artelia employees and in the ability of associations and local partners to create solutions for the future.

*Valentin Armelle, President of the Artelia Foundation
& Jade Becret, Managing Director of the Artelia Foundation*



KEY FIGURES AND MILESTONES FOR 2025



241
employees committed
over
600
days volunteer
missions




79
organizations
supported



6
winners of the call
for projects "Taking
Action for the Ocean"

22
projects led by employees
and supported through
the PULSE call
for projects




5
students projects won
the Engage Award

more than
1 000
participants involved in the TrashTag
Challenge (waste collection initiative)



18 000 km
covered during the Sports Challenge




1 MONTH
dedicated to solidarity
and commitment



6
partners supported through the
emergency fund for their humanitarian
actions in Mayotte, Myanmar, Thailand,
Vietnam, the Philippines, and Sri Lanka

OUR PURPOSE AND MISSION

Improve the living conditions of vulnerable populations and preserve the planet's resources.

A common purpose

The Artelia Group is committed to designing, delivering and supporting projects that bring tangible improvements to people's living environments and everyday lives, while respecting the planet's ecological balance. This commitment is reflected in its purpose: "Designing solutions for a positive life." The Artelia Foundation fully shares this ambition through a philanthropic approach focused on supporting the most vulnerable communities and protecting the environment.

Created 20 years ago, the Foundation is one of the driving forces of the Artelia Group and a cornerstone of its CSR policy. Both entities share the same DNA and the same commitment to improving people's lives. Artelia fulfils this mission through the infrastructure and development projects entrusted to it by its clients, while the Foundation pursues it through philanthropy, supporting initiatives led by charities and NGOs.

The Foundation provides Artelia, as a company, and its employees, who are its greatest asset, with an opportunity to engage in social, humanitarian and environmental causes in a different way. It encourages volunteers to take action and to put their skills and expertise at the service of fundamental needs that can only be addressed through solidarity.

The Foundation also fosters meaningful connections between the corporate and non-profit sectors through projects that serve the public interest. It offers inspiring and unforgettable human experiences, as attested by the volunteers who have taken part in them.

Benoit Clocheret

Executive President, Artelia Group

Pyramide de Chaussures, Saint-Ouen



A Specific Mission

Created in 2006, the Artelia Foundation is dedicated to improving the living conditions of vulnerable populations and helping to preserve the planet's resources. Its mission is to foster and support the will to take action in service of these causes of public interest. To achieve this, the Foundation builds on the Artelia Group's most valuable asset: the expertise and commitment of its employees. It therefore prioritises the provision of skills and professional know-how through various forms of engagement, while also mobilising other types of support depending on the needs of each project.

Three areas of expertises

Development aid, environmental protection, and social and professional integration are the three pillars of the Artelia Foundation's activities.

- The Foundation supports projects aimed at improving people's living conditions, particularly through the development of essential infrastructure such as access to water, education and healthcare, with a strong focus on knowledge transfer and strengthening community self-reliance.
- The Foundation supports initiatives that promote the protection of biodiversity and natural resources, the circular economy, climate change mitigation and adaptation. Priority is given to approaches that engage local communities, foster social inclusion and create environmentally responsible economic opportunities.
- The Foundation encourages actions that strengthen social cohesion, solidarity and inclusion, particularly by improving access to education, employment and housing for the most vulnerable groups.

Supporting causes, communities and organization

The Artelia Foundation works in partnership with local organisations and field-based stakeholders that benefit from strong roots within their communities. It is particularly committed to ensuring that its support—whether technical, human or financial—delivers tangible long-term improvements and contributes to the empowerment of local actors and beneficiaries.

The Foundation also helps strengthen the capacity of associations to take action through the sharing of expertise and financial support. By co-developing solutions with professionals from the Artelia Group, projects supported by associations gain in effectiveness, credibility and long-term sustainability.

ORGANIZATION

Supporting initiatives around the world effectively, transparently, and in line with our philanthropic mission.

OPERATIONAL TEAM

Every day, the Foundation's operational team works with commitment and purpose to advance its mission, support the implementation of funded projects, and foster strong relationships with its partners and volunteers



Jade Becret
Managing Director



Marion Deballon
International Programs Manager



Guillaume Devilliers
Mission Coordinator



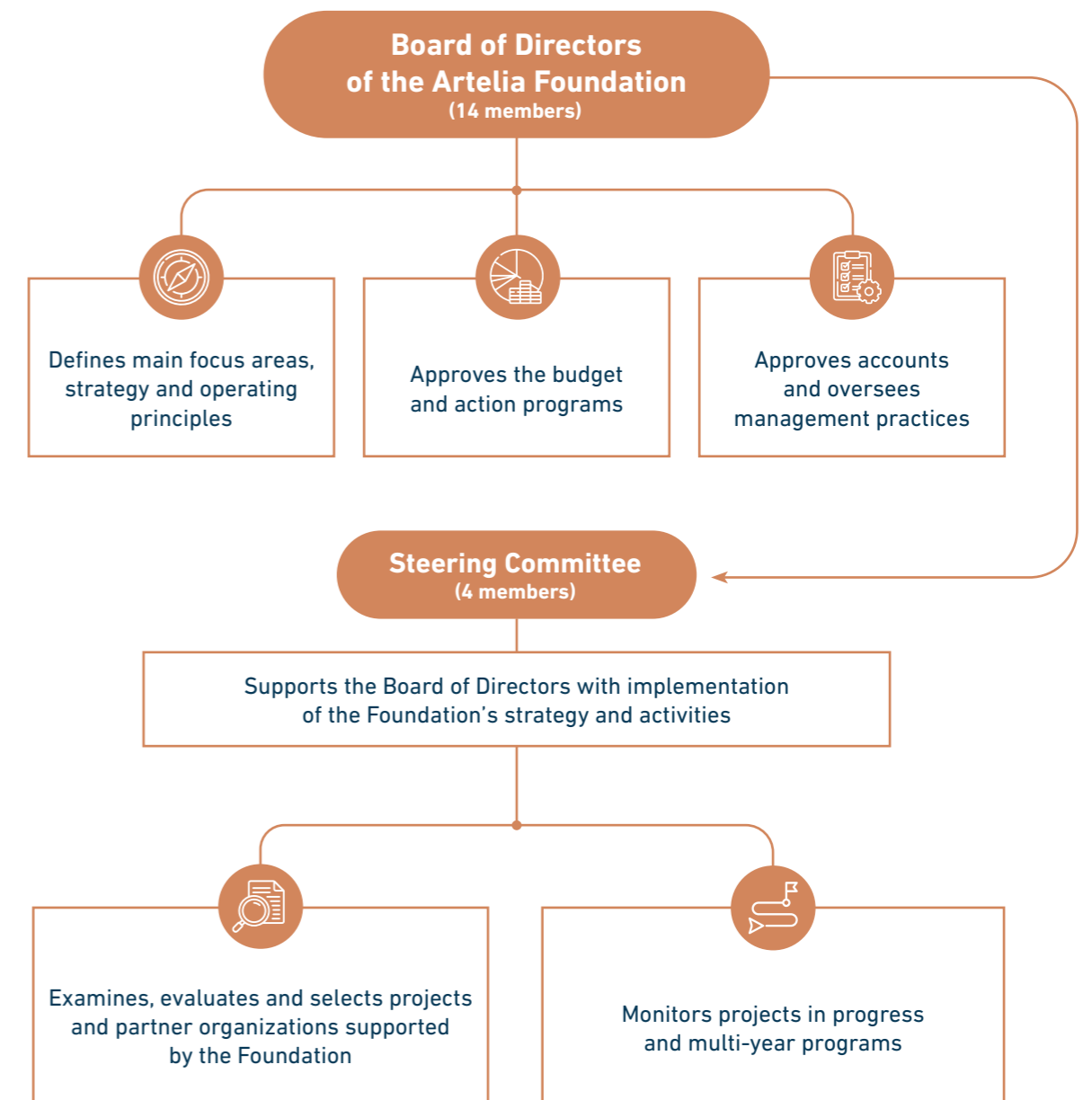
Hélène Durand
Communications Officer



Mathis Le Borgne
Project Officer

Governance

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.



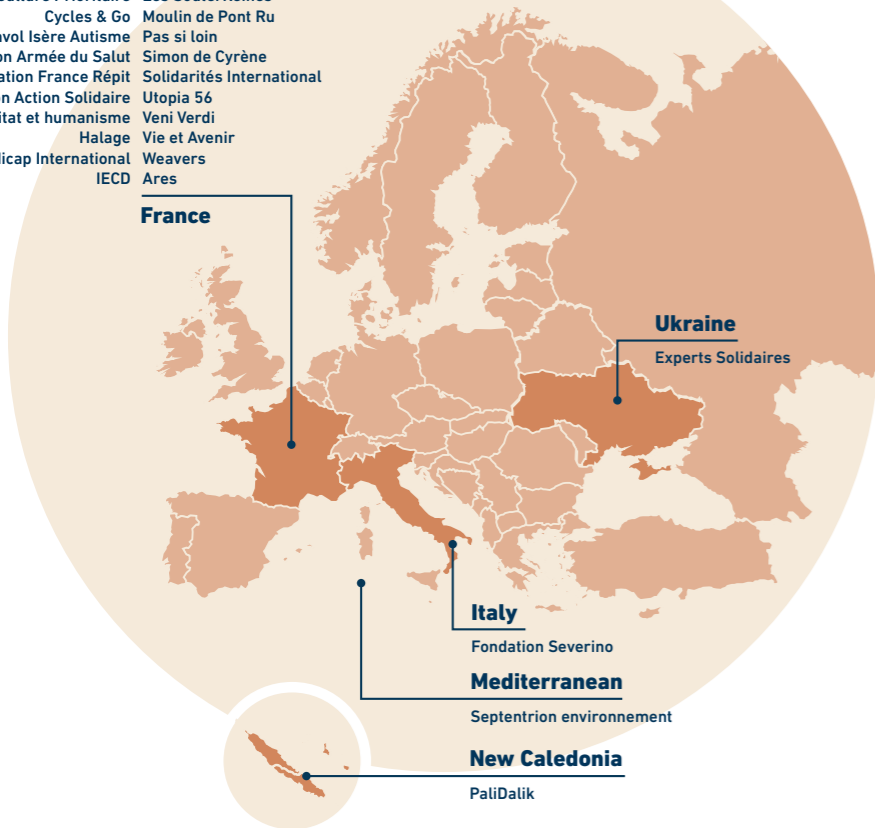
PARTNERS AND SUPPORTED PROJECTS

In 2025, the Foundation supported 79 organizations and partners engaged in projects serving the public interest.

Europe

38 organizations supported

- AAT
- Apprentis d'Auteuil
- Arti/Chô
- Association pour l'amitié
- ATD Quart-Monde
- Bergerie de Berdine
- Big Bang Ballers
- Blutopia
- Commes les autres
- Culture Prioritaire
- Cycles & Go
- Envol Isère Autisme
- Fondation Armée du Salut
- Fondation France Répit
- Generation Action Solidaire
- Habitat et humanisme
- Halage
- Handicap International
- IECD
- Jalles Solidarités
- La fresque de la construction
- La p'tite boîte
- La Roche
- Le Joli Mai
- Les canaux
- Les Extraordinaires
- Les Jardins de Valériane
- Les Papillons Blancs
- Les SouterReines
- Moulin de Pont Ru
- Pas si loin
- Simon de Cyrène
- Solidarités International
- Utopia 56
- Veni Verdi
- Vie et Avenir
- Weavers
- Ares



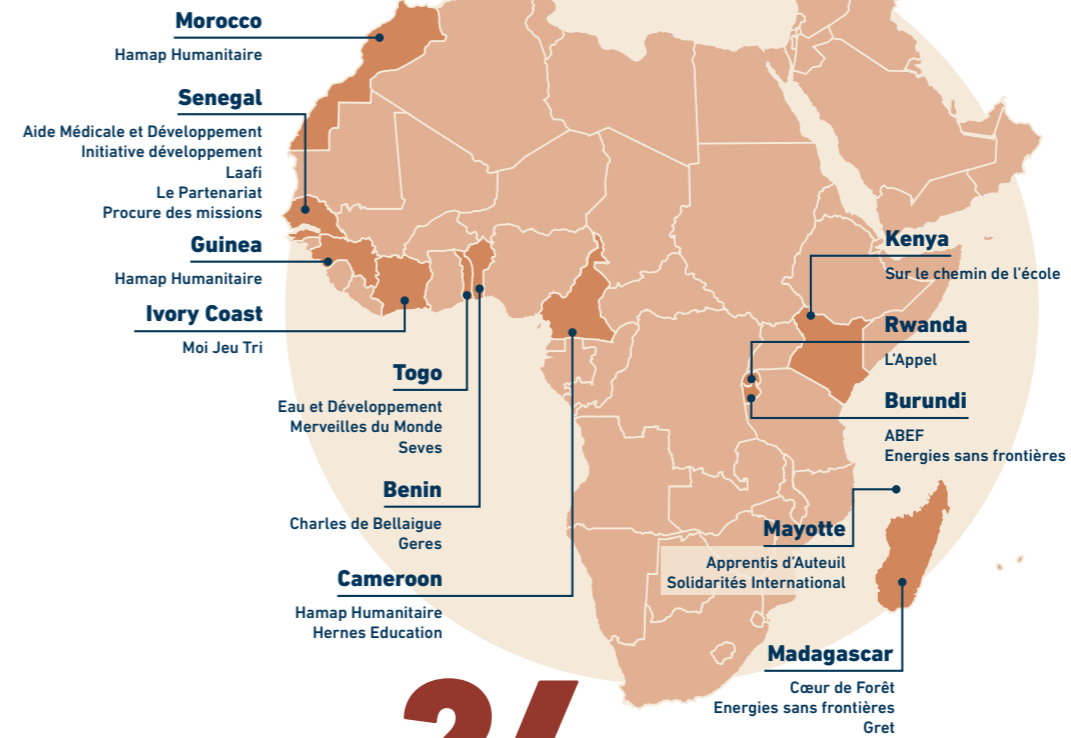
“ In Argenteuil (France), IECD, in partnership with L'Outil en Main and DYS CARE, is developing a project for vulnerable young people, enabling them to discover and practise skilled trades, explore their talents, and gradually shape their career paths. The project is intended to be housed in the former Labour Exchange building (Bourse du Travail), a municipal property that requires significant renovation work.

The support provided by Denis, an Artelia employee, came at a crucial stage of the project. He produced preliminary sketches illustrating the site's potential following renovation, along with a cost estimate for the required works. These elements subsequently formed the basis of a resolution adopted by the Municipal Council, approving a 25-year lease agreement in favour of IECD, which will oversee the building's complete renovation.

The Artelia Foundation therefore played a decisive role in bringing this project to fruition, and IECD is deeply grateful for its support.

Thomas Behaghel
Operations Director,
IECD France

Africa



24 organizations supported

“ DAs part of its efforts to improve access to healthcare, Aide Médicale et Développement benefited from the support of the Artelia Foundation through a solidarity mission for the construction of a healthcare centre in Fongolimbi, Senegal. The involvement of an Artelia volunteer on site in 2024 helped establish the project's technical foundations and secure its successful launch. The construction work, monitored remotely throughout its implementation, was successfully completed at the end of 2025, followed by a technical inspection in January 2026. Aide Médicale et Développement is delighted with this exemplary collaboration and would like to thank Artelia for its expertise, commitment and tangible contribution to improving healthcare conditions in this particularly remote and hard-to-reach area.

Bernard Zenatti
Chairman, Aide Médicale et Développement

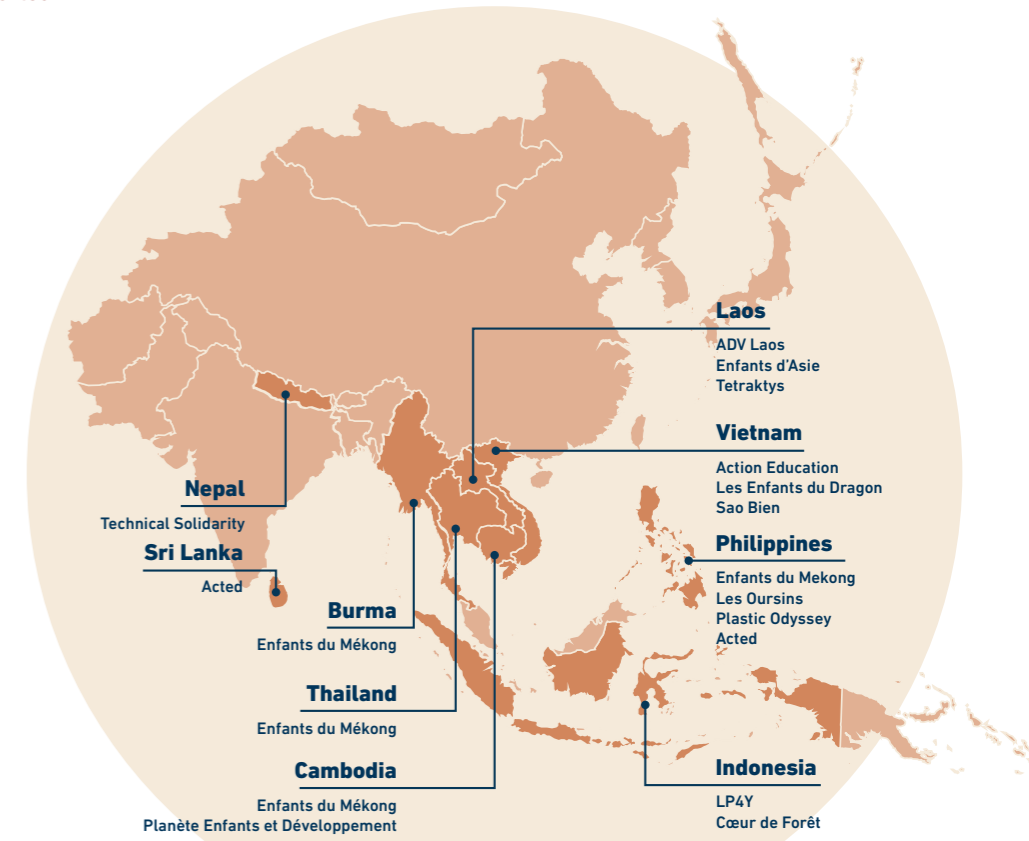
Asia

“ It was a true honour to welcome Sam and Walid, the two hydraulic and civil engineering experts you assigned to our project.

In thirty years of working alongside numerous specialists, I have never encountered professionals who combined such intellectual rigor with such genuine empathy. Thanks to their insightful analyses and clear, practical recommendations, we significantly deepened our understanding of the hydrological and structural challenges we face.

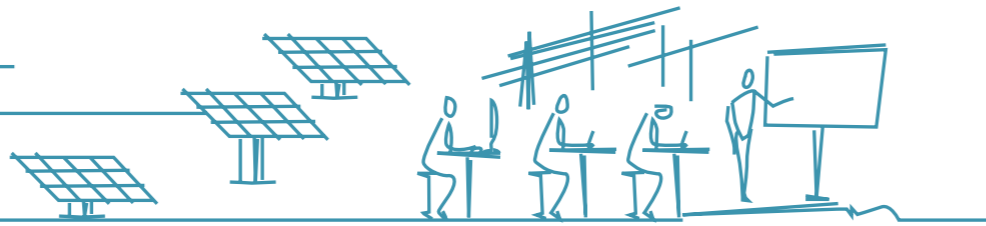
Their ability to communicate complex issues in a simple, thoughtful and approachable manner immediately brought all stakeholders together and fostered a highly collaborative atmosphere.

Aurore Prudent-Roiland
Founder and Head of Mission
Delépine Foundation Inc.



18 organizations supported

DEVELOPMENT AID



HELPING TO IMPROVE LIVING CONDITIONS FOR THE MOST VULNERABLE

Development aid is one of the Artelia Foundation's long-standing pillars of action. In 2025, this commitment took shape through the implementation of numerous projects aimed at improving access to safe drinking water and sanitation, which remain major challenges in many parts of the world. The Foundation also supported several initiatives designed to enhance learning environments and improve educational facilities for students and teachers alike. An increasing number of projects are now identified and supported locally by Artelia Group subsidiaries around the world, strengthening the Foundation's proximity to local needs and stakeholders. More than twenty volunteers took part in international missions during the year.

SAO BIEN

Vietnam
Delivering Sustainable Solutions for the Renovation of Remote Schools
 Some remote rural communities still face significant challenges in providing adequate educational infrastructure. The community of Na Son, for example, relies on ageing and undersized facilities to accommodate—and in some cases house—the 370 students, aged 11 to 14, who attend the school. To address this need, the Artelia Foundation partnered

with Sao Bien, an organisation dedicated to designing and building safe, practical and resilient schools across Vietnam, and supported its school extension and rehabilitation project. Three specialists from Artelia Vietnam—Phát (Architect), Hoàng (Sustainable Building Engineer) and Linh (CSR Specialist)—visited the site to assess how sustainable solutions could be integrated into the project. As a result, the school is expected to benefit from three new classrooms, a new block of showers and sanitation facilities, as well as a library combined with a recreational space.

EXPERTS SOLIDAIRES



Ukraine
Supporting the Development of a Safe Drinking Water Network
 Located in western Ukraine, near the Romanian border, the village of Nyzhnie Selyshche (population: 3,000), within the Khust municipality, faces significant water-related challenges. Falling groundwater levels and contamination of the shallow wells used by most residents—due to inadequate sanitation systems—have made access to safe drinking water a major concern. To address this issue, a project has been launched to develop a secure drinking water supply system, with technical support from Experts Solidaires and financial backing from the French government and three municipalities in the Creuse region of France. The Artelia Foundation contributed to this initiative by supporting the preliminary design phase through the involvement of Brice, an Artelia employee, and by providing a grant to help fund the preparation of technical specifications by a Ukrainian engineering consultancy.

HAMAP HUMANITAIRE

Guinea
Assessing a Municipality's Drinking Water Needs
 Only 17% of the residents of Timbi Madina, a municipality of 50,000 inhabitants in Guinea, renowned for its potato production, have regular access to safe drinking water. To address this challenge, HAMAP Humanitaire and its local partner ADTTF are working to support the extension of the existing water distribution network. As part of a field mission, Rosa and Jérémie, two Artelia volunteers, contributed their expertise to the project. Working closely with a local team dedicated to water management, they carried out a detailed assessment of the municipality's needs and infrastructure gaps. The findings of this diagnosis study will help determine the appropriate scale of future facilities and support the successful implementation of the planned network extension project.



I was delighted to take part in a mission to Timbi Madina, in the heart of the Fouta Djallon region of Guinea, one of West Africa's most iconic areas. Despite being known as the 'water tower' of the region, access to safe drinking water remains a major challenge there.

On site, we received a warm welcome from the local authorities and were supported by a dedicated team responsible for managing the water supply system. [...]

What I particularly value about the Artelia Foundation's projects is the opportunity to work directly in the field. They bring us face to face with local challenges and encourage us to develop practical solutions that are achievable in the short term and on a manageable scale—which is both rewarding and genuinely challenging.

Rosa,
 Artelia Employee



SOCIAL & PROFESSIONAL INTEGRATION



BUILDING SOCIAL COHESION THROUGH EMPLOYMENT, HOUSING, SPORT AND OTHER PATHWAYS TO INCLUSION

Improving employability was at the heart of several initiatives carried out this year across different regions of the world. Drawing on the commitment of Artelia volunteers and the expertise of partner organisations specialising in this field, the Foundation helped students and job seekers gain a better understanding of the workplace and its expectations, define their career goals, and target their job searches more effectively.

WEAVERS

France

Facilitating the Professional Integration of Refugees and Displaced People

Through vocational training programs, social inclusion initiatives and partnerships with employers, Weavers works to support the integration of refugees and displaced people by helping them access meaningful and sustainable employment. In 2025, five training programs targeting occupations facing labour shortages were delivered in Grenoble, each offering participants a direct pathway to employment upon completion.

Eight Artelia volunteers co-facilitated training modules, including a session on employability, designed to introduce participants to the local professional environment and workplace expectations, while helping them build confidence and develop greater autonomy.

A survey conducted six months after the program revealed that 74% of participants were in employment, highlighting the positive impact of the initiative.



LP4Y

Indonesia

Mentoring Young Adults on Workplace Safety

Since its creation in 2009, Life Project 4 Youth (LP4Y) has been supporting vulnerable young adults aged 17 to 24 who are excluded from the labour market, helping them achieve social and professional integration. A key part of this mission is the entrepreneurship training delivered through its two centres in Jakarta and Surabaya. Artelia Indonesia established a partnership with LP4Y, enabling four of its employees to contribute to the training programme through the Artelia Foundation's skills-based volunteering scheme.

Grégoire delivered training on the fundamental principles of workplace safety, supported by David, who introduced participants to the world of engineering and construction sites; Fiqi, who presented compliance systems; and Mutiara, who provided practical guidance on the use of fire extinguishers and first-aid kits. Together, they mentored four groups of trainees, each comprising around twenty participants, helping them develop valuable knowledge and skills for their future professional lives.

ABEF

Burundi

Helping Burundian Students Prepare for Higher Education in France through French Conversation Workshops

As part of a mission in Bujumbura, Béatrice, Samiha and Virginie, three Artelia employees, led French conversation workshops organized by the Burundian Association of French Teachers (ABEF) and the French Institute of Burundi.

Over the course of a week, they worked with around forty students from the University of Lake Tanganyika and the University of Ngozi, all of whom aspired to pursue higher education in France. The workshops helped participants improve their spoken French, develop their confidence, and strengthen their ability to express and defend their ideas.

Beyond language practice, the sessions also provided an opportunity to introduce students to the realities of studying in France and to discuss various aspects of daily life in the country.

The experience proved particularly rewarding for the three volunteers, who valued both the cultural exchanges and the opportunity to support the students in preparing for their future academic journeys.



Teaching around forty students is no small undertaking—especially when teaching is not your original profession! But what an incredible human experience it was.

Their curiosity, the sincerity of our exchanges and their gratitude made this mission truly unforgettable.

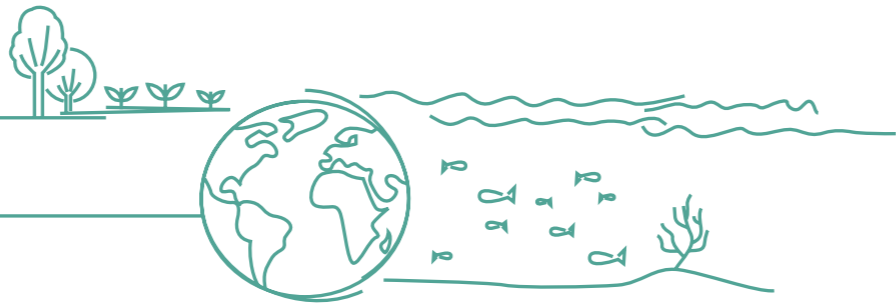
Together, we worked on employability skills by developing CVs and conducting mock interviews, practised everyday French, and explored the realities of student life in France.

What touched me most was what they said at the end of the mission: 'You may not be teachers, but you certainly knew how to teach!' Needless to say, it left me with only one desire: to do it all over again.

Samiha,
Artelia Employee



ENVIRONMENTAL PROTECTION



SUPPORTING PROJECTS FOR AN INCLUSIVE ECOLOGICAL TRANSITION

In response to increasingly pressing and urgent climate and environmental challenges, the Foundation continued to expand and strengthen its actions throughout the year. Low-carbon energy production and resource efficiency were among the key themes of 2025. Throughout the year, numerous projects benefited from support closely aligned with the expertise of Artelia Group employees, who contributed their skills and technical knowledge to help drive sustainable solutions. A particular focus was also placed on ocean protection, which the Foundation selected as the theme of its 2025 Environment Call for Projects.



HALAGE

France (Seine-Saint Denis)

Promoting Solar Energy, Resource Conservation and the Circular Economy

Halage is an organization dedicated to fostering the economic, social and cultural inclusion of vulnerable individuals through environmental initiatives in the Seine-Saint-Denis region.

In 2025, the Artelia Foundation supported two of its projects. The first focused on the rehabilitation of Lil'Ô, a former industrial brownfield site, with a strong emphasis on resilience and sustainable development. Two Artelia employees contributed to feasibility studies covering water and energy issues. Fanny provided expertise for the assessment of a photovoltaic installation, while Florence worked on the water management component, conducting a study on the potential use of water pumped from the River Seine.

The second project involved the renovation and vertical extension of an industrial building to accommodate non-profit organisations and serve as a showcase project for social and solidarity economy stakeholders, demonstrating their ability to deliver ambitious and sustainable real estate developments. Gabrielle supported Halage in implementing a circular economy approach, with a particular focus on material reuse and resource recovery.

ARMÉE DU SALUT

France (Paris)

Supporting the Energy Renovation of the Salvation Army's Building Portfolio

Guillaume and Mélanie, two Artelia employees, helped the Salvation Army Foundation identify the measures needed to improve the comfort of the people accommodated in its facilities while reducing the energy footprint of its buildings.

As part of a skills-based volunteering program and in close collaboration with the Foundation, they developed action plans that were subsequently incorporated into the organizations' multi-year investment programs and 2026 budgets.

These plans provided a clear assessment of the efforts required and enabled the launch of the most readily achievable improvements, such as replacing existing lighting systems with energy-efficient LED fixtures.



Supporting the Armée du Salut was a highly rewarding experience. I had the opportunity to work closely with their teams to help develop a strategic energy renovation plan for their building portfolio. The objective of this assessment was to identify solutions that would enable them to meet the targets set by the French Tertiary Sector Decree by 2030, namely a 40% reduction in energy consumption. I was able to draw not only on my technical expertise but also on my methodological skills, which are essential for this type of project.

Mélanie,
Artelia employee

FRESQUE DE LA CONSTRUCTION

France

Enhancing an Educational Tool on Carbon-Related Challenges

The Fresque de la Construction – FDLC organizes awareness-raising workshops on sustainable construction, environmental issues and climate change mitigation.

One of these workshops, "The Construction Challenges", is based on a freely accessible serious game designed to reflect real-world conditions as closely as possible. To achieve this, it uses actual life-cycle assessment (LCA) data to calculate carbon emissions.

Seeking to verify the relevance and reliability of the game's methodology, FDLC turned to the Artelia Foundation through a skills-based volunteering initiative. Guillaume, Virginie and Laëtitia, specialists in the field within Artelia, volunteered their expertise and dedicated several days to reviewing and validating the calculation engine that underpins the game.

Their work helped confirm the robustness and credibility of the system, thereby strengthening the educational value and reliability of this awareness-raising tool.



ENVIRONMENT CALL FOR PROJECTS

Taking Action for the Ocean: Riding the Wave of Innovation and Resilience

As scientific research continues to advance, the vital role of the ocean becomes ever more evident. We now know that it produces around half of the oxygen we breathe, absorbs a significant share of the carbon dioxide emitted by human activities, plays a key role in regulating the climate, and is home to exceptionally rich biodiversity.

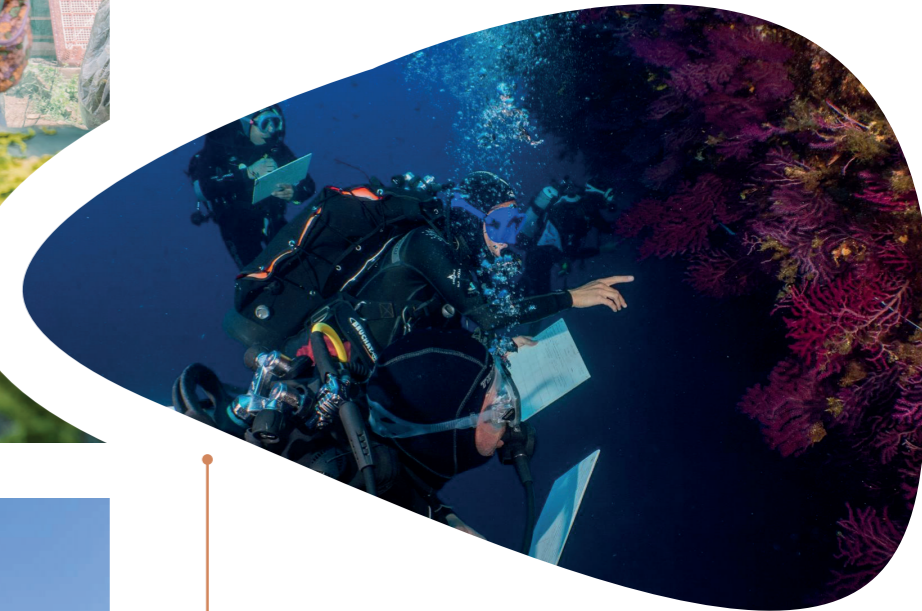
Unfortunately, this fundamental component of the Earth system is now facing unprecedented threats—including plastic pollution, ocean acidification, overfishing and global warming—that endanger both marine ecosystems and the communities that depend on them. For several years, the international scientific community, supported more recently by the United Nations Ocean Conferences, has been working to raise awareness among governments and the public about these alarming developments.

The Artelia Foundation has joined this global effort by supporting concrete initiatives aimed at combating marine pollution, restoring ecosystems and promoting ocean conservation education. Through its call for projects, "Taking Action for the Ocean: Riding the Wave of Innovation and Resilience," the Foundation selected six winning projects from nearly one hundred applications, with the support of a committee of independent experts. A total of €100,000 in funding was awarded to the selected initiatives.



BLUTOPIA

France (Charente Maritime)
Harnessing the potential of seaweed to preserve marine biodiversity, combat coastal erosion, and raise public awareness through participatory restoration projects and culinary workshops.



SEPTENTRION ENVIRONNEMENT

Western Mediterranean
Deploying the POLARIS platform, training more than 80 divers each year, and developing a network of observers across several Mediterranean territories to collect data on marine ecosystems.



PLASTIC ODYSSEY

Philippines
Supporting local entrepreneurship, training around one hundred students on the principles of the circular economy and developing seven decentralized recycling units capable of preventing 3,500 tons of plastic from reaching the ocean each year.



LE PARTENARIAT

Sénégal (Saint-Louis)
Establishing an observatory dedicated to the preservation and restoration of coastal ecosystems through the reforestation of 40 hectares of land, while raising environmental awareness among 5,000 people, including 2,000 schoolchildren.

PALA DALIK

New Caledonia
The project deploys an innovative photogrammetry-based coral reef monitoring protocol to assess ecosystem resilience, while supporting educational and outreach initiatives aimed at raising awareness of marine conservation issues.

LE GRET

Madagascar (Sainte-Marie Island)
Implementing the Miaro project, which supports the establishment of a marine protected area, the restoration of two coral reefs, and the training of local communities in reef restoration techniques and participatory ecological monitoring.



2025 HIGHLIGHTS

PULSE Call for Projects: A Successful First Edition!

In 2025, the Foundation launched PULSE, its first internal call for projects, designed to support and encourage employee engagement across the Artelia Group. The initiative enables employees to put forward associations they are personally involved with and projects they care deeply about, provided these align with the Foundation's three strategic areas of intervention. PULSE also offers an opportunity to strengthen existing partnerships or build lasting relationships with new non-profit organizations.

With more than 30 applications submitted from a range of Business Units and several countries, the initiative proved to be a great success. The selected projects covered a wide variety of causes, including the construction of an orphanage in Gabon, a healthcare center in Senegal, and a new drinking water well in Vietnam; the protection of young wildlife in rural Germany and coral reefs in Guadeloupe; as well as efforts to tackle school dropout rates in Réunion Island and energy poverty in France. The 22 winning projects reflect the diversity of commitments embraced by Artelia teams and fully embody the values and mission of the Foundation.

DEVELOPMENT AID

- FONDATOR** – Jérémie Rosan
- Association Ounoumbaba Développement (AOD)** – Abdoul Aziz Koita
- Abaana Afrika e.V** – Guido Steinforth
- Entraide Vietnam** – Jean-Paul TA

ENVIRONMENTAL PROTECTION

- Pousses d'artisans** – Mathilde Thirouin
- Atelier 21** – Valérie Banneville
- À l'eau Castor** – Magalie Strub
- Rehkitzrettung Kreis Euskirchen e.V** – Tim Heckel
- Débrouille Compagnie** – Mourad Boutros
- Nord Nature Environnement** – Sandrine Robin
- V-REEF** – Guillaume Hennion-Gruard
- Planète Action Tours** – Olivier Raynaud
- Les Jardins Collectifs Bizanosiens** – Charlotte Morlas

SOCIAL AND PROFESSIONAL INTEGRATION

- Au Cœur de la Diversité** – Alexandra Dubois
- Terre'happy du Vent** – Claude Guilbaud
- Équipage Solidaire** – Hugo Bouvet
- AFEV** – Agathe Dahan
- Énergie Jeunes** – Jonathan Bertrand
- ARSLA** – Simon Guilbaud
- Construire l'Architecture** – Oriane Guillouet-Lamy
- Institut de l'Engagement** – Alice Olive
- Tous au Sommet** – Jean-Baptiste Guide

Solidarity Month

As part of its Solidarity Month, the Foundation organized several key events in 2025, including the Engagement Days, Giving Tuesday, a photo exhibition, and an event with Humanity & Inclusion.

For the Engagement Days, Artelia employees were invited to dedicate one working day to supporting a local nonprofit organization near their workplace. More than one hundred volunteers across six countries contributed nearly 700 hours to a wide range of solidarity initiatives, including supporting people facing hardship, participating in environmental protection activities, leading educational workshops, and carrying out renovation work for nonprofit organizations.

During Giving Tuesday, the Foundation coordinated collections of toys and essential goods across Artelia, responding directly to the needs identified by partner associations.



In connection with Universal Children's Day, the Foundation hosted the photo exhibition "School or the Streets: When Education and Child Labour Compete for Childhood" at several Group sites. Produced by its long-standing partner, Enfants du Mékong, the exhibition highlighted the crucial role of education in giving children the opportunity to build a better future.

Throughout November, the Foundation also partnered with Humanity and Inclusion to organize the Shoe Pyramid campaign, a symbolic event designed to raise awareness among Artelia employees about disability-related issues and international solidarity.

At the Saint-Ouen headquarters and the Échirolles office, participants had the opportunity to learn more about the association's work through a photo exhibition, an interactive awareness trail, a mine-clearance demonstration and a shoe-throwing challenge.



I wanted to contribute to this collective effort in support of a cause that is both human and universal. It was also an opportunity to gain a better understanding of the different stages involved in implementing Humanity & Inclusion's actions in the field. Engagement is also about acting for something greater than our own personal interests. It means giving some of our time, energy or voice to support and defend a cause.

Zahrae,
Artelia employee

Giving Tuesday - Madagascar



VOICES FROM VOLUNTEERS



Burundian Association of French Language Teachers and French Institute of Burundi

Supporting Burundian students in improving their French language skills and preparing their study plans for France



I spent five days outside of time—an unforgettable experience, marked by exceptional kindness and a truly warm welcome. My desire to support and mentor young students showed me how much we can contribute through our years of professional experience. The students' testimonials and expressions of gratitude were genuinely sincere and deeply moving. Together with Virginie and Samiha, we formed a wonderful all-female team built on trust, listening, laughter, and sharing. These are memories that will remain in my heart forever.

Béatrice



It was a truly wonderful and rewarding human experience, marked by harmony, kindness, and solidarity.

Virginie

HAMAP Humanitaire

Supporting local stakeholders in the development of water access projects and water network expansion initiatives in Morocco



The first two days were particularly memorable. The welcome we received, the exchanges we had, and our collaboration with local stakeholders were incredibly enriching. If you're still hesitating about getting involved, don't overthink it—go for it! It's a valuable opportunity, both personally and professionally.

Malcolm et Youssef

Sur le chemin de l'école

Design of a well for Kenyan schoolchildren



My expertise in hydrogeology proved valuable in supporting the association Sur le chemin de l'école in the design of a well for a school. This project is the result of a shared commitment to improving living conditions and access to water for the future schoolchildren of Dol-Dol. I am hopeful about the next stages of the project and wish that this mission will inspire more people to contribute to a fairer and more supportive world. However modest it may be, it is our own "hummingbird's share" in helping to change the world.

Sarah

HERNES Education

Delivering training at EISAM in Douala, Cameroon, focused on solar photovoltaic energy



I had the opportunity to share my experience as an engineer specializing in solar photovoltaics and battery energy storage with CPGE students. It was a rich and stimulating experience, working with motivated, dynamic, and curious students. A real pleasure to contribute, in my own way, to broadening their understanding of the engineering profession.

Pierre

SEVES

Assessment of solid waste management services in Togo



It was a truly enriching experience. The municipalities played an active role in the discussions, and it was particularly valuable to visit the field, gain a better understanding of each municipality's specific challenges, and work towards proposing appropriate and harmonized solutions. I am delighted to have been able to contribute to this initiative, and I hope that my input will prove useful to them.

Charlotte

Halage

Renovation of a building dedicated to the Social and Solidarity Economy (SSE) in the Paris Region (Île-de-France).



This skills-based philanthropy assignment with the association Halage was a highly enriching and stimulating experience. It gave me the opportunity to put my expertise in the circular economy to work for a meaningful cause, while collaborating with motivated and committed people.

Gabrielle

Enfants du Mékong

Participation in Job Hunting Seminars in the Philippines



I am honored to share this experience. I had the opportunity to pass on some knowledge and practical tools that will, I hope, help these students in their professional journeys. I found them truly inspiring.

Harniel

Planète Enfants & Développements

Renovation of substandard housing to provide safer living conditions in Cambodia



My first experience on the Asian continent, alongside this association, was deeply impactful both professionally and personally. Working within this French-Khmer team gave me a greater understanding of the challenges facing Southeast Asian countries, and Cambodia in particular—a country with a rich and complex history that is undergoing rapid development.

Thomas

**The Artelia Foundation warmly thanks its partner associations,
which work every day to build a better world, as well as the Artelia volunteers
who stood alongside them throughout 2025.**

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