

# CSR Report 2024



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# 1 Edito's note



**Charles MARCOLIN**  
President and Founder of Korus Group

In a world that never stands still, where social, environmental and economic challenges are deeply interconnected, it's time for bold, responsible action.

As a company, we know exactly where we stand: at the heart of building a fairer, more balanced and more sustainable future—for today and for generations to come.

At Korus Group, commitment isn't just a value. It's our DNA. Since day one, we've put collective impact at the core of everything we do. That hasn't changed. And it won't.

Social balance? It's not a goal. It's a foundation. It's the bedrock of our engagement with our teams, partners and the communities we work in. We build inclusive workplaces where everyone feels valued and respected. Diversity isn't a checkbox. It's a mindset. Opportunities must be for all. No exceptions.

Caring for the environment isn't optional—it's urgent. The climate emergency demands action. We're reducing our footprint, embracing sustainable practices at every step of the value chain and pushing forward a real shift toward a circular, low-carbon economy.

Economic integrity drives every decision we make. Long-term impact beats short-term wins. We operate with full transparency, ethics, and responsibility—because value creation only counts when it benefits all our stakeholders.

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# 2

## Korus Group by the Numbers



# Korus Group in 6 Key Points



1991

Year of establishment



250

Number of employees



**AN INTERNATIONAL  
GROUP**

8 countries / 17  
locations around the  
world



€180M in revenue

2025 target



500

Number of projects completed  
per year



**Global Compact  
Member**

# Korus Group Around the World

1 GROUP  
17 locations

## FRANCE

- Bordeaux
- Grenoble
- Lille
- Lyon
- Marseille
- Nice
- Paris
- Quimper
- Rennes
- Strasbourg



## EUROPE

- Frankfurt
- Luxembourg
- Madrid
- Milan

## ASIA-PACIFIC

- Kuala Lumpur
- Melbourne
- Singapore





# 3 Our CSR Approach



# Collaboration at the Core of Our CSR Strategy



## PERMANENT MEMBERS



**Ibtissem KHACHREMI**  
Sales Director  
France



**Nicolas NOIR**  
General Secretary



**Anne FUYNEL**  
Marketing &  
Communication Director



**Valérie DOIGNON**  
Deputy Director



**Caroline LENAIN**  
Workplace Consultant & Circular  
Economy Project Manager



**Hind BOUALEM-ETTOUIL**  
QHSE Director



**Pierre NOVELLI**  
Head of Cost Estimating

## OCCASIONAL GUESTS



**Laurie FAYARD**  
Marketing Project Manager



**Valérie GRAMBIN**  
Legal Director



**Dimitri PRUVOT**  
Human Resources  
Director



**Stéphanie THUILLIER**  
Marketing Assistant



**Laurent CATHELINAIS**  
Procurement Manager



**Jérémy VERDIER**  
Asset Manager

## GOALS:

- Define the group's CSR Policy and Strategy.
- Implement the CSR Action Plan.
- Validate CSR Documents and Deliverables.



# Evaluation & Certifications



## Signatory of the United Nations Global Compact

To ensure full transparency in its CSR approach, Korus Group has undergone a comprehensive assessment by the EcoVadis platform.

In 2024, we were awarded the EcoVadis Gold Medal.

This result places us in the top 5% of all companies assessed by EcoVadis over the past twelve months (percentile score of 95 or above).



**BUREAU  
VERITAS**

## Our Italian subsidiary is ISO 9001, 14001 and 45001 certified

Since 2019, our Quality policy has been certified, and we hold ISO 9001 certification.

In May 2024, we also obtained ISO 14001 and ISO 45001 certifications.

With ISO 14001 certification, we commit to defining key performance indicators and implementing the necessary actions across our internal processes to meet our environmental objectives.

# Memberships

## Global Compact

Since February 2021, Korus Group has been a member of the Global Compact and fully adheres to its 10 principles.

1. Promote and respect the protection of internationally proclaimed human rights.
2. Ensure not to be complicit in human rights abuses.
3. Uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Contribute to the elimination of all forms of forced or compulsory labour.
5. Support the effective abolition of child labour.
6. Work towards the elimination of discrimination in respect of employment and occupation.



Mandated by the United Nations, the Global Compact aims to be a catalyst and enabler for corporate commitments, actions and innovations. Its objective is to translate the Sustainable Development Goals (SDGs) into actionable frameworks for businesses by embedding them into their strategies. Among the 17 SDGs, Korus Group is currently engaged with the following goals:

- 7 Support a precautionary approach to environmental challenges.
- 8 Undertake initiatives to promote greater environmental responsibility.
- 9 Encourage the development and diffusion of environmentally friendly technologies.
- 10 Work against corruption in all its forms, including extortion and bribery,.



# 4 Our CSR Policy

## Social Balance

“Leading by example every day to promote equity, health, safety and diversity at work”



# Health – Safety – Environment Training



Between September and November 2024, Korus Group organized several 2-day HSE training sessions for field operations teams — including regional directors, project directors, project managers and site managers — in partnership with SOCOTEC.

The goal: to strengthen the teams' HSE skills and boost their autonomy in managing on-site risks.

Practical tools, co-developed with some of our employees, were shared during the sessions.

Blending theory and hands-on application, the training covered regulatory, commercial and environmental aspects of site safety.

SOCOTEC tailored the content to real-world conditions and led interactive exercises such as “risk hunting” to help identify non-compliances on-site.

Teams also discovered practical tools for waste management and communication materials on occupational hazards.

**100% of site operations teams have completed HSE training.**

## Well-being & Employee Support Abroad

In Italy, two main actions were carried out in 2024:

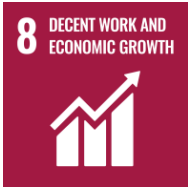
- Access to a workplace psychologist for individual support on professional and personal matters.
- Free gym access provided for all employees.

# Diversity & Inclusion



## Women in the Workforce: 62%

- 42% of leadership roles held by women (8 women / 19 men)
- 39% of women hold management positions



## Number of interns:

- 21 interns welcomed in 2024 at Headquarters and in Regional Offices.



## Number of apprentices:

- 8 apprentices in 2024

## Focus on our International teams

In Italy, two main actions in favor of “Female Empowerment & Inclusive Leadership” were carried out in 2024:

- Female Leadership Program led by Anna Stegagnini (International Business Development Director - Community Female Leadership).
- Cross Mentoring Courses launched to support female empowerment, involving three female employees with a dedicated kickoff meeting.



# Gender Equality



## Korus Group continues to make progress toward gender equality

The Gender Equality Index was designed as a practical tool to help companies advance equality between women and men in the workplace.

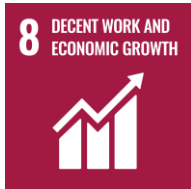
In 2023, Korus Group's Gender Equality Index was 89/100. Today, we've reached a score of 91/100.

Index: **91/100**

The index, scored out of **100 points**, is based on **4 indicators** (for companies with fewer than 250 employees):

- The gender pay gap.
- The gap in individual salary increases.
- The number of women receiving a raise upon returning from maternity leave.
- Gender balance among the 10 highest salaries.

# Mentoring at Korus Group



## A tailor-made onboarding experience

This program gives new Korus Group employees the opportunity to receive support and guidance from an experienced mentor during their first months at the company.

Coordinated by the HR team and based on a voluntary approach, the program requires mutual commitment from both participants.

The mentoring relationship is built around regular meetings. These sessions cover various topics — including processes, business tools and other specifics — but above all, they offer support and the sharing of real-world experience.



# Training and Professional Development



## International Focus

Our Italian subsidiary is an active member of RICS (Royal Institution of Chartered Surveyors), supporting continuous learning and industry networking.

The Royal Institution of Chartered Surveyors (RICS) is a leading professional body acting in the public interest.


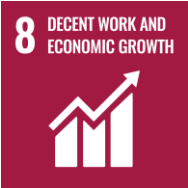
Its mission is to advance knowledge, enforce high standards and inspire both current and future professionals.

RICS members contribute to the creation and protection of built and natural environments that are sustainable, resilient and inclusive for all.



# Key Action Indicators 2023-2024

## Social balance

TOPICS & SDGs	INDICATORS	2023	2024
<b>Promote Diversity and Inclusion</b>  	Gender Equality Index	89	91
	Gender Diversity (Percentage of Women in the Company)	61,21%	62,42%
<b>Develop our employees' skills</b>  	Skills Development: Number of People Trained	222	139

## 4

# Our CSR Policy

## Environmental Responsibility

“Contribute to resource preservation through responsible behavior”





# A Committed Offer for the Environment



Korus Consulting has developed a dedicated environmental offer for companies looking to align their ecological ambitions with the redesign of their workspaces.

Designed to support every phase of the project, this offer helps define clear environmental objectives, assess different design scenarios based on their economic, social and environmental performance, and embed eco-design at the core of each space.

Korus Consulting also works closely with employees to co-design the spaces and raise awareness of sustainable practices—both in the way buildings are designed and in how they're used day to day.



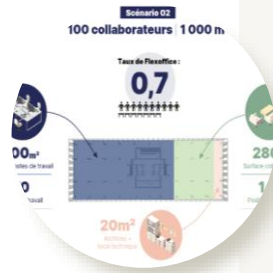
# The Environment

## Within Your Project – Framing and Awareness



### Responsible framework

- Using the “Construction Fresk” workshop to **set clear CSR** for the project. **ambitions**
- Training on the differences between **environmental labels** — and which ones are relevant (or not) for your specific context.
- Triple Impact: analyzing your budget through an economic, social and environmental lens.



### Programming only what's needed

- To design a forward-thinking and responsible project.



### Lean co-design

- Shared Spaces Workshop.
- Microzoning Workshop.
- Low-Carbon Project Strategy Workshop.



### Employee awareness through fun, interactive workshops:

- Low-Carbon Lifestyles Workshop.
- Construction Fresk Workshop.



### Furniture Inventory and Reuse Integration

- Based on the completed furniture inventory, the architect will be able to integrate reuse solutions effectively into the project design.

# Engage your Teams in Decarbonization to Co-create the Workplace of Tomorrow



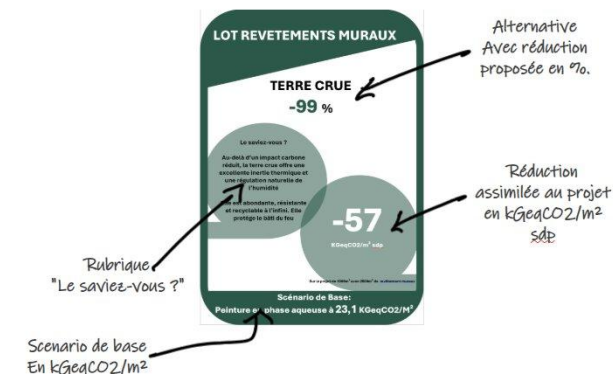
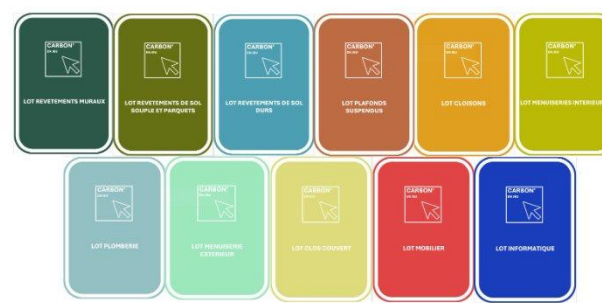
Korus Consulting hosts decarbonization awareness breakfasts through gamified workshops (in French).



**Atelier de mise en situation:**  
**Vous avez un projet de rénovation tertiaire avec un impact carbone estimé à 800kgeqCO<sub>2</sub>/m<sup>2</sup>. Comment passer à 600kgeqCO<sub>2</sub>/m<sup>2</sup> ?**

Objectif : trouver des alternatives de conception moins impactantes et comprendre quels lots cibler en particulier pour réduire l'émission carbone du projet.

Des cartes ACTION réparties par lots....



# Responsible and Sustainable Use of Our Facilities



In 2024, energy consumption decreased by 9.94% compared to 2023 — a reduction of 20,621 kWh.

This brings the annual consumption down to 72.05 kWh/m<sup>2</sup>/year, compared to 80 kWh/m<sup>2</sup>/year in 2023.

This performance continues the downward trend initiated on January 1, 2023, when consumption fell from 106 kWh/m<sup>2</sup>/year in 2022 to 80 kWh/m<sup>2</sup>/year in 2023, marking a 22% reduction in just one year.

Current consumption remains well below the CABS Tertiary Decree target of 112 kWh/m<sup>2</sup>/year, confirming the effectiveness of the implemented corrective actions.

In terms of CO<sub>2</sub> emissions, based on an average emission factor of 0.90 kg CO<sub>2</sub>/kWh for electricity (all production sources, France – Source: EDF R&D), 1,855.89 kg of CO<sub>2</sub> were avoided in 2024, equivalent to:

- **4** one-way flights from Paris to New York.
- **15 620 km** driven in a combustion engine car.
- **74** trees planted.

# Responsible and Sustainable Use of Our Facilities



Since the implementation of corrective actions on January 1, 2023, energy consumption has significantly decreased: In just two years, consumption dropped by 32%, from 106 kWh/m<sup>2</sup>/year in 2022 to 72.05 kWh/m<sup>2</sup>/year in 2024.

A total of 82,441 kWh has been saved since 2023, leading to a substantial reduction in energy costs and improved building efficiency.

74 tons of CO<sub>2</sub> avoided over two years.

This emission reduction is equivalent to:

- **156** one-way flights from Paris to New York.
- **618 308 km** driven in a combustion-engine car.
- **2 968** trees planted.



# Responsible and Sustainable Consumption



Our IT Department continues to roll out environmental initiatives:

- **Extending Equipment Lifespan:**
  - ✓ Purchasing refurbished devices.
  - ✓ Repairing damaged phones.
  - ✓ Extended warranty on servers to extend their lifespan.
- **Reducing Printing:**
  - ✓ Optimizing the number of printers across the network.
- **Digital Sobriety:**
  - ✓ Daily automated shutdown of development servers.
  - ✓ Streamlining the number of applications in use.



# Circularity on Our Construction Sites



## On-Site Reuse

In line with our circular economy approach, we carry out on-site reuse of selected materials.

In 2024, several renovation projects integrated on-site reuse practices for the following materials:

- Coated plasterboard panels for modular partitions
- Glazing from partitions, recut to fit new dimensions
- Office doors reused for modular partitioning
- Door hardware (handles, stops, locks)
- Suspended ceiling tiles
- Raised floor tiles, after adhesive stripping and sanding
- Spacers for ceiling grid systems

Additionally, Korus Group partnered with ORAK to reuse existing carpet tiles on certain projects.



# Carbon Impact Calculation of Our Offer with NOOCO



## ■ What is it?

A tool to measure and optimise the environmental impact of our **projects**. It analyses the full life cycle of our fit-out and renovation projects.

## ■ How does it work?

Input/import of project data directly from the sales sheet:

- ✓ Materials / equipment / services (description).
- ✓ Quantities.

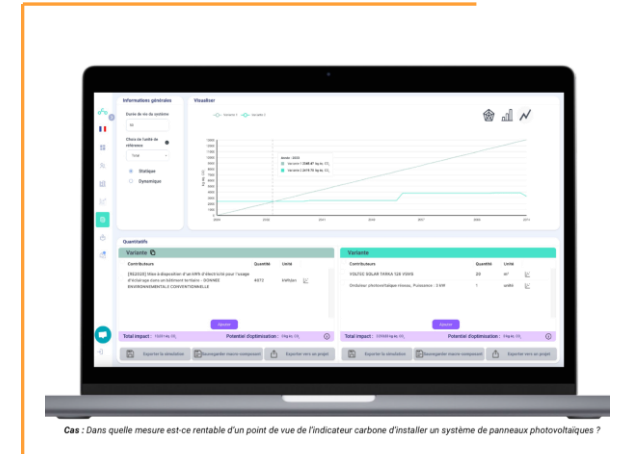
## ■ What do we get?

The global carbon impact of our offer per trade package:

- ✓ Its % share of the total carbon footprint.
- ✓ The footprint of each component (material / equipment).

Design options comparison:

- ✓ Carbon impact evaluation of both systems and their energy use.
- ✓ Visualisation of the carbon break-even point for a new system.

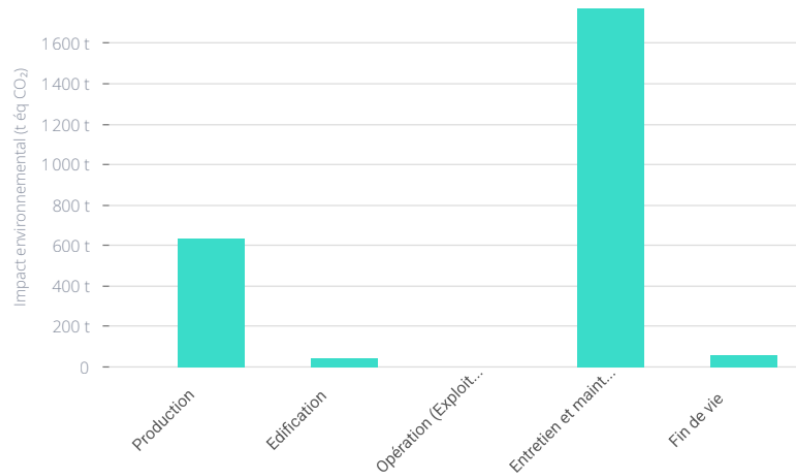


# Exemple of Deliverable

(in French)



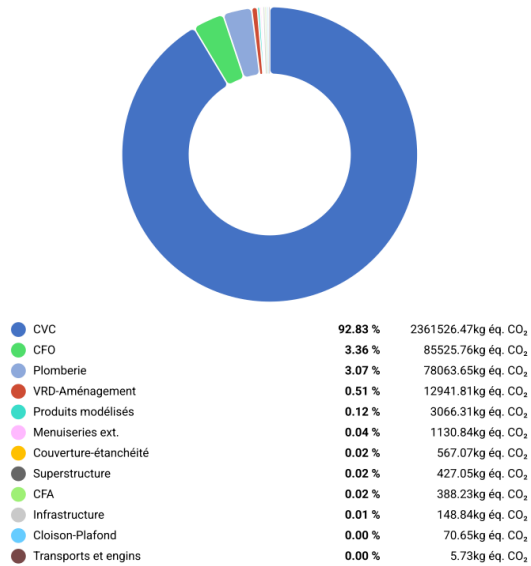
## Résultat de l'Analyse du Cycle de Vie du projet



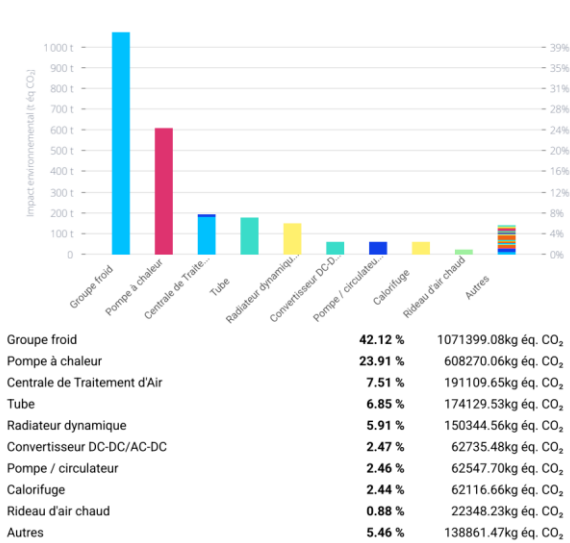
## Résultats du scope 3 du projet

	E <sub>GES</sub> (kg CO <sub>2</sub> éq.)
Scope 3 - Activité amont	680804,05
Achat de produit et service	634388,12
Transport des marchandises amont	46415,93
Scope 3 - Activité aval	1201658,7
Fin de vie des produits vendus	99514,37
Utilisation des produits vendus	1102144,33

## Répartition de l'impact carbone du projet par lots

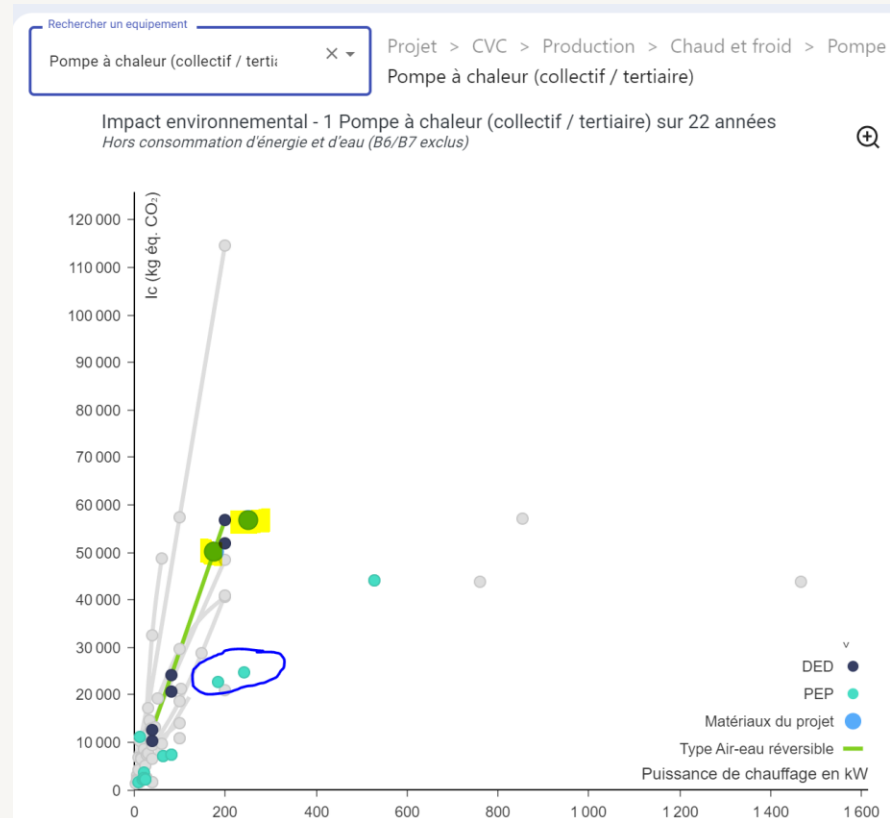


## Répartition de l'impact carbone du projet



# Example

## ENVIRONMENTAL IMPACT CHART – HEAT PUMPS



- Yellow dots represent the heat pumps selected for the project.
- Blue-circled dots show the alternative options included in the comparison.





# Carbon Footprint Report – Lbc Korus Group

(in French)

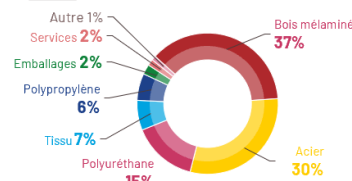


As a committed player, Lbc chose to assess **its greenhouse gas emissions** and take action by joining the **Diag Décarbon'action programme**, led by Bpifrance in partnership with ADEME and in collaboration with ABC.

## Analyses

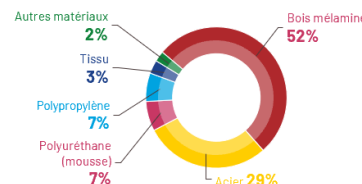
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### 1<sup>er</sup> poste d'émissions : Intrants - Achats de produits (66%)



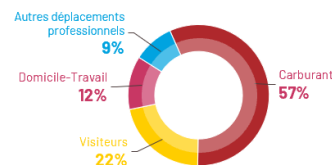
Lbc achète environ 800 tonnes de matières dont 92% de produits et 8% d'emballages. Les émissions proviennent principalement des produits (96%) en particulier du bois mélaminé (37%), de l'acier (30%) et du polyuréthane (15%). 20 familles de produits représentent 91% du poids vendus (tonne), 91% de l'impact généré (tCO2e) et 83% du CA.

### 2<sup>ème</sup> poste d'émissions : Fin de vie (20%)



Le profil d'émissions liées à la fin de vie est assez proche de celui des intrants. Les émissions proviennent principalement du bois mélaminé (52%), de l'acier (29%) et des plastiques (polyuréthane 7% et polypropylène 7%).

### 3<sup>ème</sup> poste d'émissions : Déplacements (4%)



Les déplacements professionnels (66%), avec le carburant (57%), l'avion (8%) et les véhicules personnels (1%) représentent la majorité de l'impact lié aux déplacements de personnes. Les déplacements visiteurs comprennent les visiteurs du siège (40%), des salons et des événements (30%) et des showrooms (30%).

## Résultats

2



C'est le Bilan GES de LBC sur la période 2023.

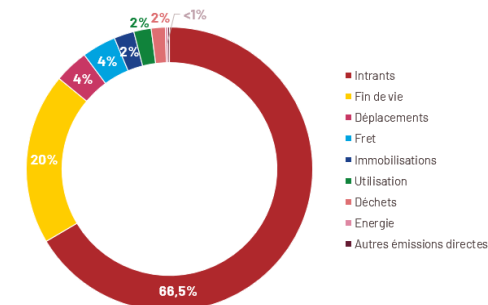
Ce qui est équivalent :

- aux émissions annuelles de 251 français ;
- à plus de 300 tours de la terre en avion

### Indicateurs clés






### Répartition des émissions



Le profil des émissions de GES de LBC est cohérent avec celui d'une **entreprise du domaine de l'aménagement et de la conception d'espaces professionnels** : le principal enjeu réside dans les matières premières (66.5%) et leur fin de vie (20%). Le second enjeu est l'impact associé aux déplacements des personnes (4%) et des produits (4%). Le taux d'incertitude est de 16 %. LBC s'inscrit dans une **démarche d'amélioration continue**, le premier exercice de Bilan GES servant à identifier les principaux enjeux.

# Key Action Indicators 2023-2024

## Environmental responsibility

TOPICS & SDGs	INDICATORS	2023	2024
<b>Renewable energy consumption</b> 	Share of renewable energy in the total electricity consumption of our premises.	100%	100%
<b>Paper consumption and waste management</b> 	Recovery rate of waste from renovation sites in the Paris area.	84%	84%
<b>Controlled energy consumption</b> 	Share of hybrid or low-emission vehicles in the group's fleet.	80%	82%

## 4

# Our CSR Policy

## Economic Integrity

“Energizing local ecosystems by staying true to our stakeholders”



# Our Sponsorship Initiatives



## GEM Foundation

Charles Marcolin, CEO and Founder of Korus Group, has been unanimously re-elected for a third term as the head of the GEM Foundation. This collaboration with the Grenoble School of Management materialized in 2018 with the creation of the TIM Lab, a space dedicated to exploring the different stages of the innovation process through experimentation.

*"The GEM Foundation is a fundamental lever for continuing to open Korus Group to the world, within a rich and diverse ecosystem alongside Grenoble Ecole de Management. This support and mandate align with a dual movement for us: strengthening our societal commitment and reinforcing our R&D," explains Charles Marcolin.*

<https://www.grenoble-em.com/>



## Global Heart Watch

We support the GHW association, which aims to combat sudden death in adults due to cardiac arrest by raising awareness among the population about life-saving measures and supporting scientific research in the field of cardiac health.

<https://www.globalheartwatch.org/>

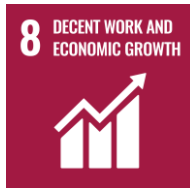


## Club Entreprises Grenoble

At the initiative of the two IUTs of Grenoble, the Club Entreprises Grenoble encourages intergenerational knowledge transfer by creating bridges between students and businesses. Since its inception, it has promoted exchanges between companies and economic and institutional actors at the regional level. The Club brings together more than 1500 professionals during meetings organized in the Grenoble region. Charles Marcolin has been the President of the Grenoble Business Club since 2015.

<https://www.clubentreprisesgrenoble.fr/>

# Focus on the First Spring Forum



The Club's mission is to build strong bridges between academia and the professional world.

In this context, Charles Marcolin took part in the first Spring Forum of the 11 IUTs in the Rhône-Alpes region, held on May 31, 2024, at the IUT of Chambéry.

This event aimed to showcase the new BUT degree (Bachelor of Technology Degree) and its first graduating class to an audience of academics, institutional representatives, regional authorities, recruitment agencies and companies seeking young talent. It also provided an opportunity for these different stakeholders to engage in dialogue, helping the IUTs reflect on training, employability and the strategic importance of strengthening the technological education pathway.

The participation of recruitment agencies CRIT and ACT4SKILL offered valuable insight into the evolving relationship between employers and candidates. It also highlighted the expectations of a new generation of professionals—who now seek work that is fulfilling, meaningful and enjoyable.

One key takeaway: 34% of young hires leave before the end of their trial period. To attract and retain talent, companies must step up their game—by investing in employer branding, building stronger onboarding processes and offering purpose-driven roles.



Charles Marcolin et Lionel Filippi, Directeur de l'Université Grenoble Alpes, Institut de Technologie

# Korus Group Committed to Skills-Based Sponsorship

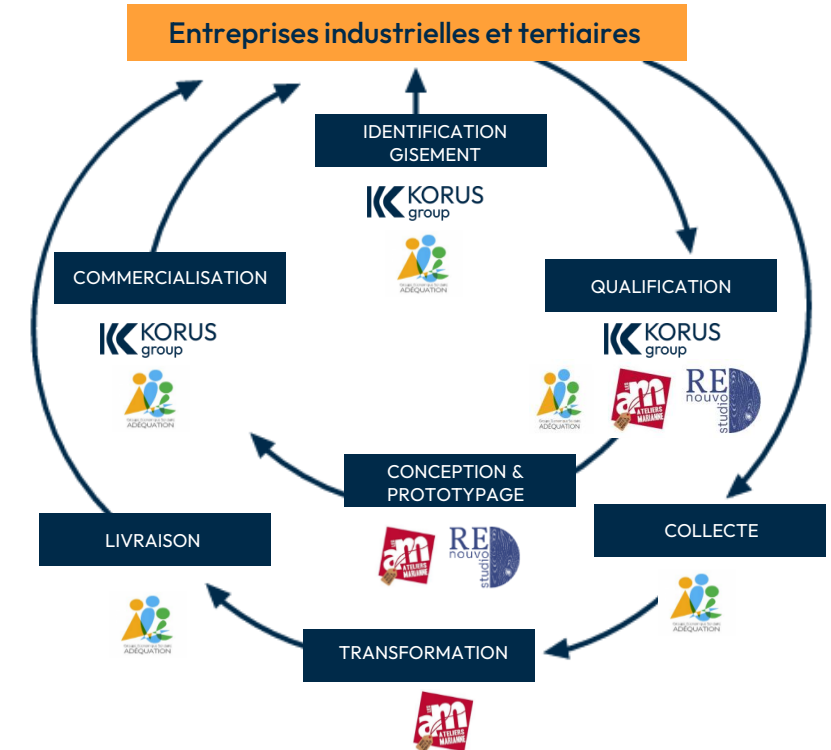


Korus Group is actively involved in a skills-based sponsorship initiative for the ADEQUATION association group. This local association group runs two reuse centres in Voiron and Saint-Laurent-du-Pont and offers other inclusion-based activities across the region.

Korus Group supports ADEQUATION in a project focused on upcycling office furniture in the Voiron area and Greater Grenoble, in collaboration with Ateliers Marianne and Renouvo Studio.

In 2024, Korus Group took part in the project's launch committee, which secured funding from Valdelia in early 2025. The project aims to develop a circular production model for office furniture by transforming used pieces into a new product line. Its goal is to prove the economic, environmental and social viability of a local, collaborative (involving a collective of stakeholders and engaging the client) and sustainable (designed for regional replication) approach.

## L'organisation du groupement





# Our Commitments

## Committed to cybersecurity



Korus Group is moving forward with its cybersecurity action plan.

- Several measures are in place to ensure the protection of user data.
- User awareness campaigns are held quarterly, covering a range of topics: data protection, workstation security, and safe handling of sensitive information.



# A New Momentum For Procurement Data



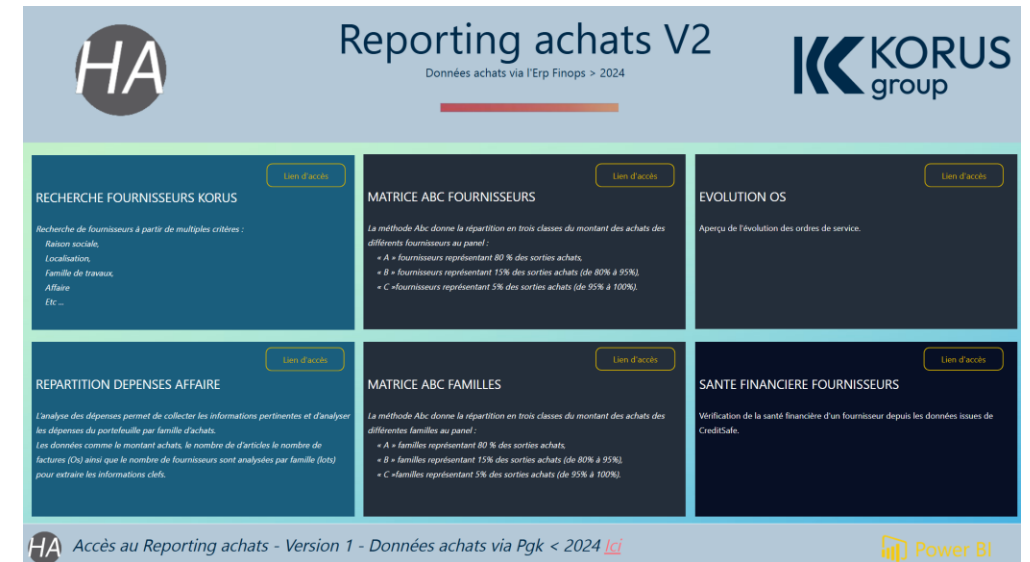
Korus Group continues its policy of modernising work tools. The migration to our new ERP system, carried out at the beginning of the year, marked a new step in this transformation.



Since January 2024, the Procurement department has taken things up a notch by making procurement data dynamic and accessible in real time to all French employees of the group, thanks to the new version of the “Procurement Reporting V2” tool.



## An intuitive tool serving the teams

With this improved version, the interface is designed to be intuitive and user-friendly: just three clicks are enough to find a supplier, making it easier to access key information—such as the supplier’s location, to support local purchasing. The tool also makes it possible to identify the top 10 suppliers or largest packages by region.



# Key Action Indicators 2023-2024

## Economic Integrity

TOPICS & SDGs	INDICATORS	2023	2024
<b>Support through corporate patronage</b>  	Number of organizations supported through patronage.	5	5
<b>Relationships built on trust</b>  	Number of data protection complaints.	0	0

End

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Changing spaces.  
Transforming businesses.

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