

2024 Impact Report

EKKIDEN

Driving change, shaping the future—discover our impact over the past year.

MESSAGE FROM THE CEO

It gives me great pleasure to present Ekkiden's 2024 Impact Report, a reflection of our continued commitment to people, innovation, and sustainable growth. The inception of Ekkiden marked a new era in consulting, redefining how we support and collaborate with businesses and communities across the regions we serve.

Ekkiden has always believed that the strength of our company lies in our people. In today's world of rapid transformation, where innovation drives progress, fostering a culture of inclusion, well-being, and professional growth has a direct impact on the success of our teams and the industries we serve.

We started our journey with a bold vision, and today, we have expanded across multiple countries, bringing together over 200 talented professionals. Our reach and impact have grown significantly, benefiting hundreds of organizations and influencing positive change on a global scale. Our mission to create a more sustainable and people-centric consulting model aligns with the broader industry movement toward responsible business practices.

The progress we have made would not have been possible without the dedication of our employees, the trust of

our clients, and the unwavering support of our partners. Our leadership team and every individual at Ekkiden have embraced the aspiration to push boundaries, challenge expectations, and drive meaningful change in our sector.

Our vision is to build a smarter, more sustainable future where everyone has the opportunity to thrive and contribute to innovation. As we continue this journey, we welcome the ongoing collaboration of those who share our ambition and invite new partners to join us in shaping the next chapter.

I hope you find this impact report inspiring, showcasing the power of teamwork, commitment, and shared purpose. We have proven that change is possible, but achieving it requires collective effort.

The best is yet to come.



A handwritten signature in black ink, appearing to read 'Geoffrey Behaghel'.

Geoffrey BEHAGHEL
CEO of Ekkiden

01

INTRODUCTION

OUR NAME PAGE 6
TIMELINE PAGE 7 _ 8
NUMBERS PAGE 9
OUR VALUES PAGE 10

02

HIGHLIGHTS

FEBRUARY PAGE 12
APRIL PAGE 13
NOVEMBER PAGE 14
DECEMBER PAGE 15

03

PEOPLE

AGE PAGE 17
EQUALITY PAGE 18
WELLBEING PAGE 19 _ 20
TRAININGS PAGE 21

04

ENVIRONMENT

ENVIRONMENT PAGE 23

05

WHAT'S NEXT

2025 PAGE 25



[^ Go back to Table of Contents](#)

WHO ARE WE? PAGE 5

OUR NAME PAGE 6

TIMELINE PAGE 7 _ 8

NUMBERS PAGE 9

OUR VALUES PAGE 10

INTRODUCTION

Ekkiden was born from a realisation: consulting is an exciting world, but we need to rethink its codes and **bring in a leader that is in line with the times.**

Add to this ambition, human and sports values, an international dimension, plenty of room for initiative, a modern working environment and a desire to make an impact, **and you have: Ekkiden.**

It is a project driven by an enthusiastic team with a sense of adventure, a commitment to business transformation and a desire to harness its full potential.



WHAT DOES EKKIDEN MEAN?

The name Ekkiden comes from a Japanese sport that fits us well.

The ekiden is a marathon: we run as a team in relays. It's a sport that's renowned for celebrating human values and the power of surpassing oneself. Running as a team and as a relay means you can go much faster and much further.

The relay concept is essential for a company like ours, which is growing so fast. Our development depends on others and on the quality of the relays we have. There can be no self-fulfillment or real success without value and respect.

This is a summary of our DNA.

EKKIDEN

2019



Ekkiden's birth.
First office in France (Lyon) and second office in Paris.
First office in Germany (Munich) and Spain (Madrid).

2021



Start of the year: 50 people in 5 countries.
End of year: 100 employees in the team.

2023



Launch of our new brand identity.
+40,000 listenings on Innovation Leaders.
Participation in Tech500 Awards.
EcoVadis Silver Medal Recognition.
Third office in Switzerland (Geneva).
Consultants present in +15 countries.

2020

First office in Switzerland (Zurich).
Creation of the podcast: Innovation Leaders.



2022

Second office in Switzerland (Lausanne).
Second office in Germany (Cologne).
Turnover reached: 10 million euros.



2024

2024

Among

TOP 100

in the Grand Angle ESN & ICT
Ranking

+50,000

listenings on Innovation Leaders

3RD AND 4TH

OFFICE IN FRANCE

Sophia Antipolis

Lille, thanks to the
merge with Atrian



Back in 2020, we were only 20 people in this exciting project. Only 4 years later, we are ten times bigger, and we are still on the rise!

2000



Never stop learning



Smarter together



Change the game



Do it with integrity



Smile & shine



[^ Go back to Table of Contents](#)

FEBRUARY PAGE 12

APRIL PAGE 13

NOVEMBER PAGE 14

DECEMBER PAGE 15

HIGHLIGHTS



FEBRUARY: UN GLOBAL COMPACT COMMITMENT RENEWAL

Ekkiden renewed its commitment with the UN Global Compact, to the ten principles of this chart. These principles relate to human rights, labour standards, environment and fight against corruption.

APRIL: ECOVADIS' SECOND EVALUATION

In April, Ekkiden received its second EcoVadis certification, obtaining the bronze medal and **placing Ekkiden within the 35% of the best rated companies.** EcoVadis is one of the most trusted rating platforms for sustainability, covering a broad range of non-financial management systems including Labor & Human Rights, Ethics, Environment and Sustainable Procurement.

BRONZE | Top 35%

ecovadis

Sustainability Rating

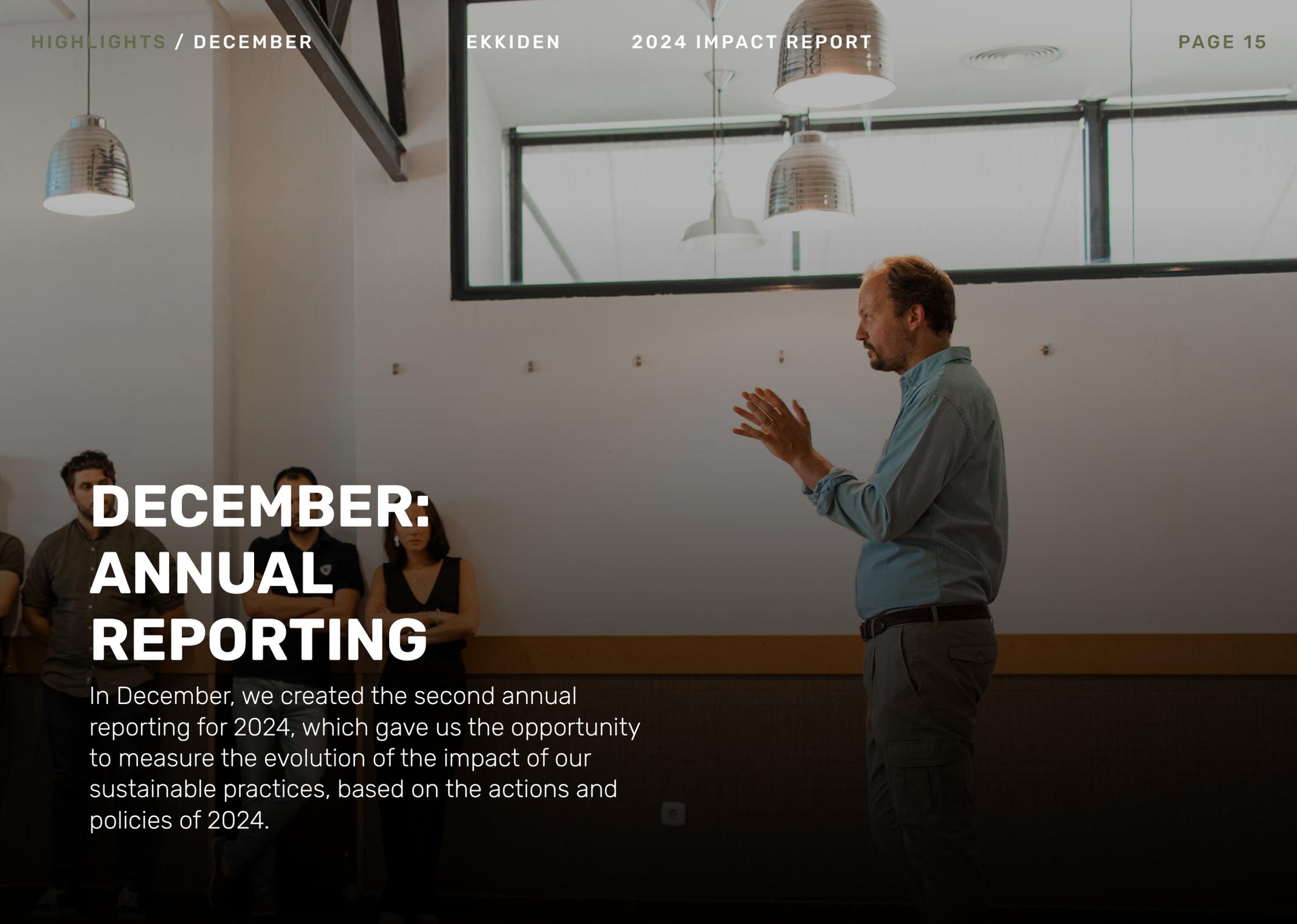
APR 2024



NOVEMBER: SUSTAINABLE DEVELOPMENT GOALS

Ekkiden submitted its first communication on Sustainable Development Goals (SDGs), in order to ensure that by 2030 all people enjoy peace and prosperity.

On November 26th, we celebrated World Sustainable Transport Day, with 254 kilometers done without using any car.

A man in a light blue shirt is standing on the right side of the frame, gesturing with his hands as if presenting. He is facing a group of people on the left. The background shows a modern office interior with large windows and several pendant lights hanging from the ceiling. The overall lighting is soft and professional.

DECEMBER: ANNUAL REPORTING

In December, we created the second annual reporting for 2024, which gave us the opportunity to measure the evolution of the impact of our sustainable practices, based on the actions and policies of 2024.



[^ Go back to Table of Contents](#)

AGE PAGE 17

EQUALITY PAGE 18

WELLBEING PAGE 19 _ 20

TRAININGS PAGE 21

OUR PEOPLE

As a dynamic company, we believe that the **young generations are here to change the rules**, and to help Ekkiden change the codes of the consulting sector. This is the reason why the median age at Ekkiden is

32.5

YEARS

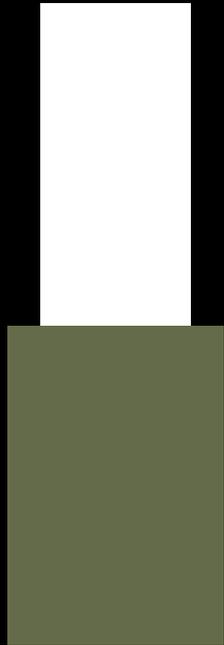
DISCLAIMER:

We also believe that elder generations are here to guide the younger generations to change the rules, and this is why they have exactly the same opportunities at Ekkiden!

At Ekkiden, we are committed to equality between women and men. For example, this year we obtained a score of 96/100 in our Gender Equality Index in France (our first market).

This is why Ekkiden is composed by 45% of women, and its management team is composed by 35% of women, giving both women and men the same opportunities, the same responsibilities and (last but not least) the same remuneration.

45% Women in Ekkiden



35% Women in Ekkiden's management team



(vs 18% in other companies, source [Infonet.](#))

Equality between women and men is not our only commitment. **Ekkiden also commits to equality in all its forms.** This is why all our job offers do not distinguish anyone, and we want to know more about all our candidates!

The wellbeing of our collaborators is part of our commitments, and we want them to feel well, safe and enabled to do their best at work. This means providing an environment, physically and mentally, in which our collaborators can grow and flourish to the best of their ability.



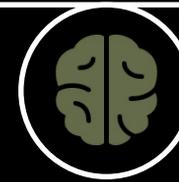
INTEGRITY CULTURE

Throughout the year, we promote activities and events where our collaborators can meet and share times with others such as afterworks and offsites.



VITALITY CULTURE

We encourage all collaborators to adopt healthy behaviors that benefit their physical wellbeing. In this way we offer discounts on sport membership with our partnerships: Gympass and Gymlib.



MENTAL HEALTH MATTERS

We want our collaborators to feel psychologically safe and well, then any collaborator has free access to visit a professional psychologist with our mutual insurance provider, Alan.



GROWTH DEVELOPMENT

We make sure that our collaborators have all the tools and materials necessary to perfectly complete their work. Indeed, we are offering trainings to our collaborators to develop their personal and professional skills, such as training leadership.



EMPLOYEE SATISFACTION SURVEY

We are attentive to the comments and suggestions of our employees in order to continually improve the value of our company. Surveys are conducted to assess and analyse employees' perceptions and feelings regarding our company. This helps us to improve. The latest survey showed an overall satisfaction of 7.54 out of 10 and a participation rate of 70%.

PEOPLE DEVELOPMENT

We strongly believe that investing in trainings for collaborators brings significant benefits to both employees and our organization as a whole, and in 2025 we want to actively contribute to collaborators' development. Indeed, we have an HR team dedicated to their personal growth in order to **develop their knowledge and improve our own performance**. This means that we are offering all our collaborators an access to a wide range of trainings available on our e-learning platform Zola.

1080

total of
trainings

84,9 %

of our employees received
trainings in 2024

10 %

of voluntary
trainings



[^ Go back to Table of Contents](#)

ENVIRONMENT PAGE 23

ENVIRONMENT

Ekkiden's offices are located in France, Germany, Spain and Switzerland, with different offices in each country, **ensuring that we all meet together only in special occasions**, avoiding unnecessary business travels.

Also, all our teams are located in different coworking spaces that **ensure ethical and sustainable practices** in accordance with our values.



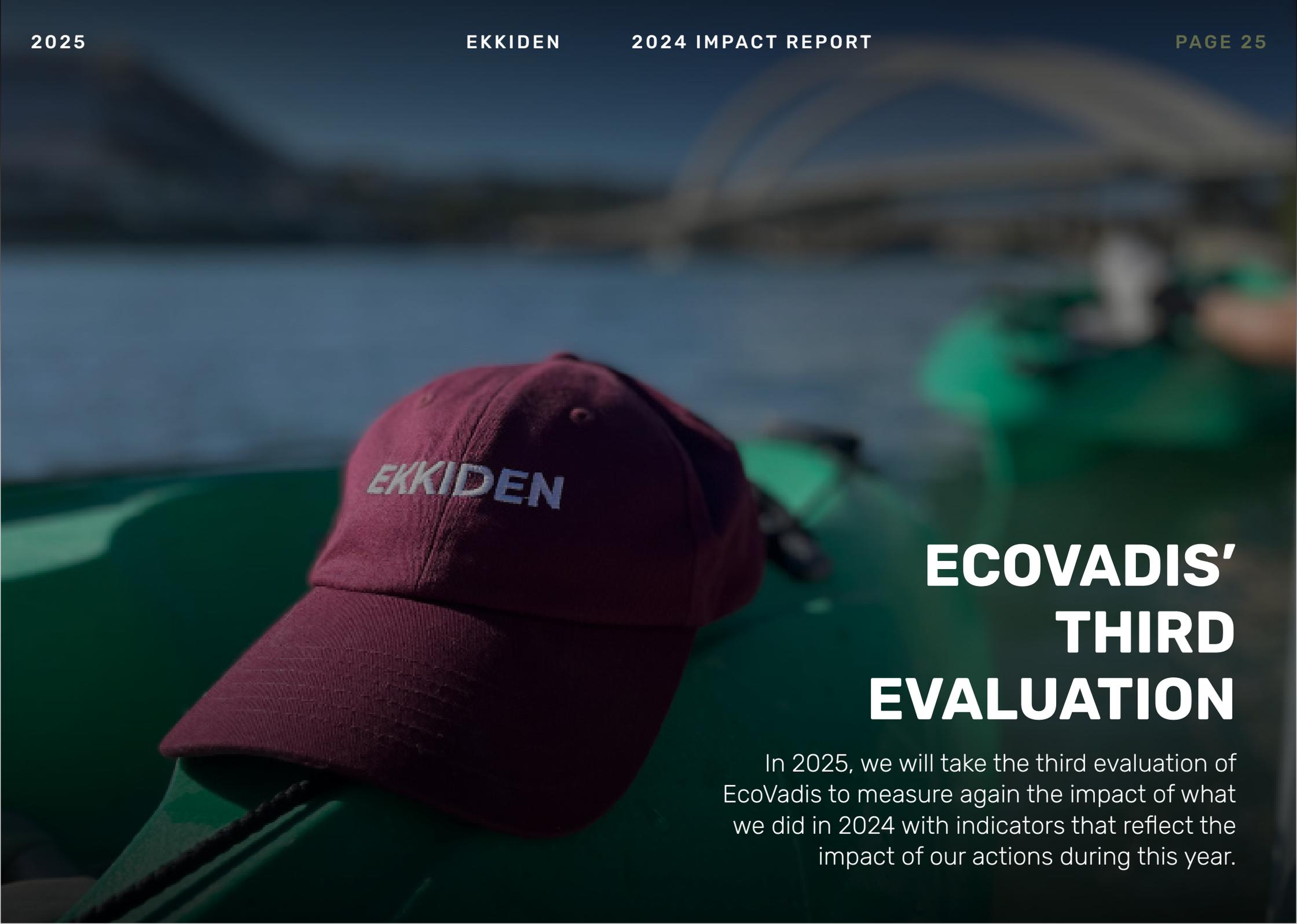
As we commit to the protection of the environment, we do our best to avoid using paper, except for necessary purposes. This is why we use an **electronic e-signature platform that helped us save 3.548 sheets** in 2024.



[^ Go back to Table of Contents](#)

2025 PAGE 25

WHAT'S NEXT



EKKIDEN

ECOVADIS' THIRD EVALUATION

In 2025, we will take the third evaluation of EcoVadis to measure again the impact of what we did in 2024 with indicators that reflect the impact of our actions during this year.

2024 Impact Report

EKKIDEN