Limited assurance report

Year ended December 31, 2024

Limited assurance report by the independent auditor on a selection of CSR information for the year ended December 31, 2024

> *This is a free translation into English of the original report issued in the French language and it is provided solely for the convenience of English-speaking users. This report should be read in conjunction with, and construed in accordance with, French law and professional standards.*

To the Chief Executive Officer,

In accordance with the assignment entrusted to us by management, we have carried out a limited assurance engagement on a selection of CSR information (hereinafter the “Information”) with respect to the Entity's reporting framework (hereinafter the “Framework“) presented in the 2024 Activity and Sustainability Report for the financial year ended December 31, 2024.

Conclusion in the form of a limited assurance

Based on the procedures we have implemented, as described in the “Nature and extent of the work” section below, and the audit evidence we have gathered, we have not identified any significant anomaly that would call into question the fact that the Information has been prepared, in all material respects, in accordance with the Framework.

Preparation of the Information

The absence of a generally accepted and commonly used reference framework or established practices on which to evaluate and measure the Information allows the use of different but acceptable measurement techniques that may affect comparability between entities and over time.

Consequently, the Information must be read and understood with reference to the Framework, the significant elements of which are available on the Entity’s website.

Limitations inherent in the preparation of Information

As indicated in the methodological note accompanying the Information, the Information may be subject to uncertainty inherent in the state of scientific or economic knowledge and the quality of the external data used. Some information is sensitive to the methodological choices, assumptions and/or estimates used to establish it.

Responsibility of the Entity

The management of the Entity is responsible for:

- selecting or establishing appropriate criteria for the preparation of the Information;
- preparing the Information in accordance with the Framework;
- designing, implementing and maintaining the internal control procedures it deems necessary to ensure that the Information is free from material misstatement, whether due to fraud or error.

Responsibility of the independent auditor

We are responsible for:

- planning and carrying out the engagement to obtain limited assurance about whether the Information is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion on the basis of the audit evidence we have gathered;
- communicating our opinion to the Chief Executive Officer of GEODIS.

As it is our responsibility to reach an independent conclusion on the Information as prepared by management, we are not authorized to be involved in the preparation of such Information, as this could compromise our independence.

Professional standards applied

Our work as described below was carried out in accordance with the international standard ISAE 3000 (Revised), "Assurance engagements other than audits or reviews of historical financial information", published by the IAASB (International Auditing and Assurance Standards Board).

Independence and quality control

Our independence is defined by the IESBA Code of Ethics (International Code of Ethics for Professional Accountants [including Independence Standards]).

In addition, we apply the International Standard on Quality Management 1 which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Means and resources

Our work mobilized the skills of seven people and took place between January and April 2025.

Nature and extent of the work

We planned and performed our work in such a way as to take account of the risk of material misstatement likely to call into question the fact that the information has been prepared in accordance with the Framework. Based on our professional judgment, we have performed the following procedures, among others:

- assessment of the appropriateness of the Framework in terms of its relevance, comprehensiveness, reliability, neutrality and understandability, taking into account best industry practices where relevant;
- verification of the implementation of collection, compilation, processing and control processes to ensure the completeness and consistency of the Information;
- interviews with the relevant personnel (21 interviews conducted with 24 GEODIS employees) to analyze the deployment and application of the Framework;
- analytical procedures on the Information and verification, on the basis of sampling, of the calculation and consolidation of the Information;

- test of the Information at the level of a selection of representative entities listed below:
  - Contract Logistics US (Contract Logistics);
  - Transports Perrier (Road Transport);
  - Contract Logistics Nord (Contract Logistics);
  - trans-o-flex;
  - Transports Bernis (Distribution & Express);
  - GEODIS Logistics Singapore;

  as well as the lines of business listed below for scope 3 greenhouse gas emissions from subcontracted transport services:
  - Freight Forwarding;
  - Road Transport.

  These entities were selected on the basis of their activity, their contribution to consolidated information, their location and a risk analysis. Globally, our work covers between 13 % and 71 % of the consolidated data selected for these tests (13 % of diesel consumption, 47 % of electricity consumption in built-up areas, 71 % of natural gas consumption in built areas, 58 % of non-hazardous waste, 20 % of hazardous waste, 33 % of hours worked and 43 % of Scope 3 GHG emissions from subcontracted transport services);
- interviews to verify the correct application of procedures and detailed in-depth examination on the basis of sampling, consisting of checking the calculations performed and reconciling data with supporting documents.

The procedures performed in the context of a limited assurance engagement are less extensive than those required for a reasonable assurance engagement. As a result, the level of assurance obtained from a limited assurance engagement is substantially lower than that which would have been obtained if a reasonable assurance engagement had been performed.

Paris-La Défense, May 6, 2025

[French original signed by:]

The Independent Auditor

EY & Associés

Arthur Angelier

Partner, Sustainability

Annex 1: List of indicators verified

Environmental indicators

- Natural gas consumption of buildings (in kWh)
- Natural gas consumption of handling equipment (in kWh)
- Electricity consumption of buildings (in kWh)
- Electricity consumption of buildings per square meter (in kWh/sqm)
- Fleet fuel consumption (in liters)
- Fleet liquefied natural gas consumption (in kWh)
- Fleet compressed natural gas consumption (in kWh)
- Fleet B100 consumption (in liters)
- Fleet HVO consumption (in liters)
- Fleet electricity consumption (in kWh)
- Proportion of alternative energy vehicles (%)
- Diesel consumption of company vehicles (in liters)
- Gasoline of company vehicles (in liters)
- Kerosene consumption (in liters)
- Greenhouse gas emissions – Scope 1 (in tonnes CO_2e)
- Greenhouse gas emissions – Scope 2 location based (in tonnes CO_2e)
- Greenhouse gas emissions – Scope 2 market based (in tonnes CO_2e)
- Greenhouse gas emissions – Scope 3.4 upstream freight transport (subcontracted) (in tonnes CO_2e)
- Total quantity of waste (in tonnes)
- Total quantity of hazardous waste (in tonnes)
- Total quantity of waste recovered (in tonnes)
- Total quantity of waste treated (in tonnes)

Social indicators

- Number of employees (headcount)
- Number of employees (full-time equivalents)
- Number of female employees (headcount)
- Number of men in workforce (headcount)
- Proportion of women (%)
- Number of departures from the company (headcount)
- Proportion of employees having declared a disability (%)
- Breakdown of TopEx members by sex (headcount)
- Proportion of women among TopEx members (%)
- Number of employees aged below 30 (headcount)
- Number of employees aged between 30 and 50 (headcount)
- Number of employees aged over 50 (headcount)
- Number of hours worked (hours)
- Number of workplace accidents with at least one lost day (number)
- Number of days lost relating to workplace accidents (days)
- Frequency rate of lost-time accidents (ratio)
- Severity rate (ratio)
- Number of deaths due to work-related accidents or illnesses among employees (number)

This document is a presentation version prepared by GEODIS. The original assurance report is available on request via the 'Contact Us' page on the geodis.com website.