

Methodological Note

GEODIS collects workforce-related, environmental and social information from its subsidiaries at least once a year. These indicators are used to measure progress, analyze areas for improvement and establish the Group's action plans for workforce-related, environmental and social responsibility.

The Group's non-financial reporting is based on the environmental and social indicators of GEODIS and the subsidiaries under its control. It is defined in line with national and international reporting standards, in particular Non-Financial Reporting Directive (NFRD) 2014/95/EU of October 22, 2014 and Corporate Sustainability Reporting Directive (CSRD) no. 2022/2464 of December 14, 2022.

Alongside the regulatory framework, GEODIS relies on a number of benchmarks, international standards and guidelines, including the Global Reporting Initiative's CSR reporting guidelines; the 10 principles of the United Nations Global Compact; the GHG Protocol; ISO 14001, ISO 45001 (OHSAS 18001) and ISO 26000; the Safety & Quality Assessment for Sustainability (SQAS) system; the Global Logistics Emissions Council (GLEC) Framework V2; the Investors in People benchmark; the GEEIS label; and the Science Based Targets initiative (SBTi).

In addition, the Group has created its own procedures and tools for collecting, analyzing and consolidating environmental and social data. Reporting documents specify the various indicators, the basis for their calculation and the scope of the data.

Organization of reporting

The Group asks its regions and lines of business to report annually on their social and environmental responsibility. The indicators and the reporting protocol have been defined for all the Group's regions and lines of business and are used as a reference for the preparation of the present report. The protocol describes the indicators, the mechanism and scope of collection, the principal challenges identified, estimation methods, the procedure for controlling and regulating these challenges. The information published in the present report follows the rules and definitions established by the Group to ensure uniformity.

The information provided by each region and line of business with regard to Human Resources and to Quality, Safety, Climate and the Environment are consolidated by the GEODIS Sustainability Department. Data presented for the 2024 fiscal year is calculated or estimated on the basis of data from GEODIS and its suppliers, but also external databases, methods and reference values. Data is reported in various levels of detail, from operational sites to Group-level indicators.

Since the introduction of reporting in 2008, the collection and consolidation process has been subject to regular improvement, enabling GEODIS to meet the requirements of the regulations.

Scope of collection

The indicators cover all Group entities that are fully consolidated for accounting purposes. Entities are included in the scope when:

- the Group holds a majority stake in them, or
- the Group exercises operational control even though its stake is 50 % or less.

Specifically, the reporting and sustainability report cover GEODIS's activities in Poland, within GEODIS Road Network and its direct subsidiaries, Spedycja Polska-Spedcont and Chemikals.

All logistics, industrial, commercial and service activities are included in the scope of reporting.

Depending on the data, the scope of consolidation may vary and include only a portion of the sites or countries concerned. The indicators of consolidated subsidiaries are presented without the application of a share or proportionate consolidation. Data for the entities is reported in full even when the Group's stake is less than 100 %.

Period covered

The present report covers the fiscal year ending December 31, 2024.

Limitations of the methodology and reliability

The reporting protocol has been progressively structured and implemented in the Group's regions and lines of business since 2008 and certain definitions are currently undergoing standardization. Nonetheless, the consolidated indicators used remain consistent and meaningful.

The methodologies used for some workforce-related, environmental and social indicators may entail limitations. For example, there may be slightly different definitions of workforce-related indicators from one country to another, depending on local legislation and regulatory constraints. A process of harmonization is constantly taking place within the Group.

It should also be said that the varying availability of some of the data needed to calculate the indicators, differences in methods used to collect and input information from one region or line of business to another and changes in definition may affect the comparability of indicators. Some sites are unable to obtain certain information and may temporarily resort to estimates. Data relating to greenhouse gas emissions includes the inherent uncertainty associated with such estimates.

Choice of indicators

CSR reporting data is organized into three categories – environmental, social and ethical – as well as a general category (sites, surfaces and fleet) in order to be consistent with the Group's commitments and to measure the effectiveness of the actions carried out by the various lines of business. The Group has selected its own indicators on the basis of their relevance and in accordance with international standards and the guidelines of the Global Reporting Initiative (version 4) and the data points of the Corporate Sustainability Reporting Directive (CSRD). Each indicator has been clearly defined in a data sheet to guarantee a common methodology for calculation, regardless of the geographical scope or activity concerned.

Control and verification of indicators

Environmental data is consolidated and controlled by sustainability departments at the level of the regions and lines of business as well as by the Group Sustainability Department. Social data is consolidated and checked by Human Resources departments at head office and in each region and line of business. Consistency checks are also carried out by the regions and lines of business and by the Group Sustainability Department. These include comparisons with data from previous years,

and any significant variations are systematically analyzed.

Since 2017, the declarations and data published in GEODIS Activity and Sustainability Reports have been controlled by an external organization. Consequently, the auditing firm EY has carried out an independent audit on a selection of key GEODIS indicators for the 2024 fiscal year.

Estimation methods

- Estimation when data is only partially available during the reporting period: data is extrapolated to cover the missing months using a pro-rata calculation based on the months for which data has already been reported, except for electricity and natural gas (see next section).
- Estimation when natural gas and/or electricity consumption data is not reported:
 - For sites where electricity consumption is reported but natural gas consumption is not, no gas consumption is estimated.
 - For sites where natural gas consumption is reported but electricity consumption is not, electricity consumption is estimated using the average national kWh/square meter ratio, adjusted for seasonal energy consumption patterns region by region.
 - For sites where neither electricity nor natural gas consumption is reported, both are estimated according to the average national kWh/square meter ratio, also adjusted for regional seasonality in energy use.
- Sites reporting zero waste are not subject to estimation.

KPI definitions and specification of scope

Environmental Indicators

CO₂ emissions – all scopes | tCO₂e

Definition: the aggregate of the greenhouse gas emissions recorded in scopes 1, 2 and 3.

Scope: excludes subcontracted transport for Need It Now Delivers.

CO₂ emissions – scope 1 | tCO₂e

Definition: the aggregate of direct greenhouse gas emissions resulting from the combustion of fuels (diesel, gasoline, kerosene, heating oil, LPG, natural gas and biofuels). The emission factors used for the various countries where the Group operates are those published by the French Agency for Ecological Transition (ADEME) and the Global Logistics Emissions Council (GLEC) Framework V3, in line with the GHG Protocol calculation method. For diesel, the rule applied since the release of GLEC V3 by geographic area is as follows: the ADEME emission factor is used for Europe, where the share of biofuels is similar across countries; the GLEC North America emission factor is used for North America; and the less favorable European GLEC emission factor is applied for the rest of the world. Scope 1 emissions for 2023 have been revised to correct the uniform use of the CNG conversion factor (12.83 kWh/kg), include bio-CNG (conversion factor 12.79 kWh/kg) and use primary data for heating gas in the United States instead of estimations. The emission factors used for refrigerants are those published by the UNFCCC and the IPCC, in addition to the ADEME database.

Scope: excludes trans-o-flex refrigerants, not compiled.

CO₂ emissions – scope 2 | tCO₂e

Definition: the aggregate of indirect greenhouse gas emissions resulting from the purchase and consumption of electricity. For a location-based approach, the emission factors used for the various countries where the Group operates are those published by the French Agency for Ecological Transition (ADEME), the International Energy Agency (IEA) and the Environmental Protection Agency (EPA), in line with the GHG Protocol calculation method. For a market-based approach, the emission factors used are those obtained from the Group's energy suppliers. The sources of residual emission factors are the AIB database (European Union) and the Green-e database (United States).

Scope: no exclusions.

CO₂ emissions – scope 3 | tCO₂e

Definition: the aggregate of other indirect greenhouse gas emissions generated by purchases, fixed assets, emissions from energies not included in scopes 1 and 2, subcontracted transport (whatever the mode of transport: air, river, rail, sea, road), employee business travel (air or rail), use of sold products, commuting, downstream leased assets and waste processing.

The Group collects data for the following categories, according to the GHG Protocol framework: Purchased goods and services (1); Capital goods (2); Fuel- and energy-related activities not included in scope 1 or scope 2 (3); Upstream transportation and distribution (4); Waste generated in operations (5); Business travel (6); Employee commuting (7); Use of sold products (11); Downstream leased assets (13).

The 2023 data has been impacted in category 3.3 by corrections made to Scope 1, and in category 3.11 due to the update of the well-to-wheel (WTW) diesel emission factor, now based on the ADEME factor rather than the GLEC factor. As this activity is located in Europe, the rule applied to the category 3.11 diesel emission factor has been aligned with the one used for Scope 1.

2023 data has been adjusted for the trans-o-flex activity in category 3.13 following previous double-counting.

Category 3.4 on road transport 2023 has been supplemented with data from Keppel and Parcel Delivery US.

Maritime transport in this same category has been estimated for 2024 to reflect the rerouting of Suez Canal lines as a result of the geopolitical situation in the Red Sea. The estimation was based on longer distances for Asia-Europe and Middle East-Europe lines, using typical routes simulated by the EcotransIT tool and our data for 2024. This resulted in an increase of 70 ktCO₂e, equivalent to a 13 % increase for sea freight and an additional 2 % of CO₂e for the 3.4 category as a whole. Because the Asia-Europe lines involve highly consolidated volumes, their carbon intensity is relatively low. Consequently, the longer distances on these lines effectively reduce the carbon intensity of maritime transport from 9.6 to 9.4 gCO₂e/tkm. Since maritime transport accounts for the largest share of tonne-kilometers, the overall average carbon intensity for non-aviation modes falls from 24.0 to 22.3 gCO₂e/tkm.

Emissions calculations for category 3.5 are based on ADEME EFs (non-hazardous industrial waste, wood, cardboard, paper, plastic packaging, metal), except for sites located in the United States, for which EPA EFs are applied for the cardboard, paper, plastic packaging and metal categories. In 2024, the carbon footprint of category 3.5 rose by 15 % compared with 2023, notably with the integration of calculations of emissions associated with WEEE and used battery waste (ADEME EFs applied to all sites, including the United States).

Scope : excludes emissions from Need It Now Delivers and 'on-site' locations on the customer's premises partially reported in scopes 1 and 2 not transferred to 3.8.

Natural gas consumption of built areas and forklifts | GWh

Definition : the natural gas consumption of built areas (offices and production sites) and forklift trucks. Data relating to Need It Now Delivers is estimated for the years 2022, 2023 and 2024 in most cases. Energy consumption data for 2023 has been revised upwards to adjust Contract Logistics US estimates.

Scope : no exclusions.

Electricity consumption of built areas | GWh

Definition : the electricity consumption of built areas (offices and production sites) and non-built areas (parking lots). Data relating to Need It Now Delivers is estimated for the years 2022, 2023 and 2024 in most cases.

Scope : no exclusions.

Percentage of renewable electricity | %

Definition : renewable electricity consumption as a proportion of total electricity consumption in built areas (offices and production sites).

Scope : no exclusions.

Consumption of diesel | millions of liters | GWh

Definition : the consumption of the fleet of road vehicles, including the diesel consumption of delivery vehicles, yard tractors and replacement vehicles used during repairs to fleet vehicles operated by GEODIS. The conversion ratio used for converting to GWh is 10.74. The proportion of biofuel in diesel was not factored into the energy mix calculation for this year's CSRD.

For Need It Now Delivers, fuel consumption in 2024 was calculated using financial data (expenditure in US dollars).

Scope : no exclusions.

Consumption of other types of fuel | millions of liters | GWh

Definition : the consumption of the fleet of road vehicles, including the gasoline, B100 and HVO consumption of the fleet of delivery vehicles and replacement vehicles used during repairs to fleet vehicles. The conversion ratios used for converting to GWh are 13.74 (LNG), 8.8 (gasoline), 9.2 (B100) and 9.5 (HVO).

The proportion of biofuel in gasoline was not factored into the energy mix calculation for this year's CSRD.

Scope : excludes consumption of subcontractors' vehicles.

Consumption of kerosene | millions of liters | GWh

Definition : the kerosene consumption of the aircraft owned by the Group. The conversion ratio used for converting to GWh is 9.8.

Scope : no exclusions.

Fuel consumption from crude oil and petroleum products | GWh

Definition : consumption of diesel, heating oil, kerosene, gasoline and 40 % of LPG (Liquefied Petroleum Gas).

Scope : no exclusions.

Fuel consumption from natural gas | GWh

Definition : consumption of gas for heating, for handling equipment, CNG, LNG and 60 % of LPG (Liquefied Petroleum Gas).

Scope : no exclusions.

Electricity consumption from fossil, nuclear or renewable sources | GWh

Definition : electricity consumption broken down according to the purchase of renewable electricity and each country's residual energy mix. electricity consumption broken down according to the purchase of renewable electricity and each country's residual energy mix.

Scope : no exclusions.

Energy consumption per sqm of built areas | kWh/sqm

Definition : electricity and heating gas consumption of built areas (offices and production sites) per square meter.

Scope : excludes sites where the reported surface area and/or consumption is zero; excludes sites that opened or closed during the year.

Percentage of surfaces in buildings equipped with LED lighting | %

Definition : the percentage of built areas (offices and production sites) equipped with LED lighting.

Scope: excludes parking areas; excludes Need It Now Delivers.

Number of Euro 0 to 4 vehicles in the GEODIS fleet

Definition: the number of vehicles approved according to the European standards 'Euro 0' or 'Euro 1' or 'Euro 2' or 'Euro 3' or 'Euro 4' (dates of application ranging from 01/10/1990 to 01/10/2006) within the GEODIS fleet. The following are considered as vehicles belonging to the self-owned fleet of Euro vehicles:

- any vehicle driven by a driver with a GEODIS employment contract (permanent or fixed-term), including vehicles driven by personnel supplied by temporary employment agencies and interns;
- any vehicle whose sole purpose is to transport goods;
- replacement vehicles used during repairs to fleet vehicles.

Scope: excludes vehicles driven by subcontractors, company cars, service cars, vehicles using fuels other than diesel (hybrid, electric, NGV); excludes Need It Now Delivers.

Number of Euro 5 vehicles in the GEODIS fleet

Definition: the number of vehicles approved according to the European standard 'Euro 5' (application since 01/10/2009) within the GEODIS fleet. The following are considered as vehicles belonging to the self-owned fleet of Euro vehicles:

- any vehicle driven by a driver with a GEODIS employment contract (permanent or fixed-term), including vehicles driven by personnel supplied by temporary employment agencies and interns;
- any vehicle whose sole purpose is to transport goods;
- replacement vehicles used during repairs to fleet vehicles.

Scope: excludes vehicles driven by subcontractors, company cars, service cars, vehicles using fuels other than diesel (hybrid, electric, NGV); excludes Need It Now Delivers.

Number of Euro 6 vehicles in the GEODIS fleet

Definition: the number of vehicles approved according to the European standard 'Euro 6' (application since 01/01/2014) within the GEODIS fleet. The following are considered as vehicles belonging to the self-owned fleet of Euro vehicles:

- any vehicle driven by a driver with a GEODIS employment contract (permanent or fixed-term), including vehicles driven by personnel supplied by temporary employment agencies and interns;
- any vehicle whose sole purpose is to transport goods;
- replacement vehicles used during repairs to fleet vehicles.

Scope: excludes vehicles driven by subcontractors, company cars, service cars, vehicles using fuels other than diesel (hybrid, electric, NGV); excludes Need It Now Delivers.

Low-emission vehicles are those that run on the following energies: HVO, B100 and electricity.

Alternative energy vehicles are those that run on the following energies: HVO, B100, Electricity and (Bio)CNG.

Number of alternative vehicles: electric (cargo bikes and vans), hybrid, natural gas, biogas and B100

Definition: the number of 'alternative' or 'low-carbon' vehicles in GEODIS's self-owned fleet. It relates exclusively to:

- cargo bikes and vans;
- any vehicle using a fuel other than diesel (electric, hybrid, compressed or liquefied natural gas, biogas, B100);
- any vehicle driven by a driver with a GEODIS employment contract (permanent or fixed-term), including vehicles driven by personnel supplied by temporary employment agencies and interns;
- any vehicle whose sole purpose is to transport goods;
- replacement 'alternative' or 'low-carbon' vehicles used during repairs to fleet vehicles.

Scope: excludes 'alternative' and 'low-carbon' vehicles driven by subcontractors, 'alternative' and 'low-carbon' company cars and service cars; excludes Need It Now Delivers.

Percentage of alternative vehicles: electric (cargo bikes and vans), hybrid, natural gas, biogas and B100 | %

Definition: the number of 'alternative' or 'low-carbon' vehicles in GEODIS's self-owned fleet (see previous indicator) as a proportion of the total number of vehicles in GEODIS's self-owned fleet.

Scope: excludes 'alternative' and 'low-carbon' vehicles driven by subcontractors, 'alternative' and 'low-carbon' company cars and service cars; excludes Need It Now Delivers.

Generation of hazardous waste – total generated | Tonnes

Definition: the sum of hazardous waste generated by GEODIS, including but not limited to absorbents, vehicle batteries, filtration sludge, used ink cartridges, damaged dangerous goods, WEEE (Waste Electrical and Electronic Equipment), oil filters, used oil, paints and varnishes, batteries and accumulators, neon tubes, washing sludge, sludge from the homogenization basin, packaging containing dangerous residues, acids from chemical surface treatment and coating of metals and other materials, waste from cleaning storage and transport tanks and drums containing hydrocarbons.

Scope: excludes Need It Now Delivers.

Generation of non-hazardous waste – total generated | Tonnes

Definition: the sum of non-hazardous waste generated by GEODIS, including but not limited to mixed waste, wood, paper, cardboard, plastic, metals and greenery.

Scope: excludes Need It Now Delivers.

Generation of hazardous and non-hazardous waste recovered – reuse | Tonnes

Definition: reuse is defined as any operation by which substances, materials or products that have become waste are reused. Examples include repairing damaged or broken wooden pallets, and cleaning plastic containers and packaging so they can be reused.

Scope: excludes Need It Now Delivers; in 2024, end-of-life information was available for only 89 % of the total tonnage of waste generated by GEODIS. Several Group entities do not yet have access to this information, due to their internal organization or to the waste regulations specific to certain countries (entities of trans-o-flex, GEODIS Road Network, Greece, Turkey, etc.).

Generation of hazardous and non-hazardous waste recovered – recycling | Tonnes

Definition: Recycling is defined as any recovery operation by which waste, including organic waste, is reprocessed into substances, materials or products, whether for its original function or for other purposes. Energy recovery operations, the conversion of waste into fuel, and backfilling operations cannot be classified as recycling.

Scope: excludes Need It Now Delivers; in 2024, end-of-life information was available for only 89 % of the total tonnage of waste generated by GEODIS. Several Group entities do not yet have access to this information, due to their internal organization or to the waste regulations specific to certain countries (entities of trans-o-flex, GEODIS Road Network, Greece, Turkey, etc.).

Generation of hazardous and non-hazardous waste recovered – other types of recovery (material or energy) | Tonnes

Definition: other types of recovery are defined as any other operation whose primary result is that waste is used for a beneficial purpose, substituting for other substances, materials or products that would otherwise have been used for a specific purpose – or that waste is prepared for such a use, including by the original producer. Examples include the production of solid recovered fuel (SRF), gasification and biogas production, and composting.

Scope: excludes Need It Now Delivers; in 2024, end-of-life information was available for only 89 % of the total tonnage of waste generated by GEODIS. Several Group entities do not yet have access to this information, due to their internal organization or to the waste regulations specific to certain countries (entities of trans-o-flex, GEODIS Road Network, Greece, Turkey, etc.).

Generation of hazardous and non-hazardous waste sent for incineration | Tonnes

Definition: incineration as a disposal method is defined in the French Environment Code as a method of treating waste without the recovery of energy, or for which energy recovery is not sufficiently efficient.

Scope: excludes Need It Now Delivers; in 2024, end-of-life information was available for only 89 % of the total tonnage of waste generated by GEODIS. Several Group entities do not yet have access to this information, due to their internal organization or to the waste regulations specific to certain countries (entities of trans-o-flex, GEODIS Road Network, Greece, Turkey, etc.).

Generation of hazardous and non-hazardous waste subject to other forms of final treatment | Tonnes

Definition: the sum of non-hazardous and hazardous waste eliminated by means other than incineration or landfill.

Scope: excludes Need It Now Delivers; in 2024, end-of-life information was available for only 89 % of the total tonnage of waste generated by GEODIS. Several Group entities do not yet have access to this information, due to their internal organization or to the waste regulations specific to certain countries (entities of trans-o-flex, GEODIS Road Network, Greece, Turkey, etc.).

Certifications

Number of GEODIS sites

Definition: the sum of GEODIS sites at the end of the fiscal year, i.e., production sites of which GEODIS is the owner, tenant or occupant (in the case of so-called 'on-site' locations on the customer's premises). Every site that GEODIS owns or for which it pays rent must be included, even if it is empty and without merchandise.

Scope: excludes office space in customers' premises ('on-site' locations) if data cannot be obtained or if they are separate from production activity.

Number of ISO 9001 certified sites

Definition: the number of sites included in the scope of consolidation with ISO 9001 certification (quality management system) in force during the fiscal year.

Scope: excludes Need It Now Delivers.

Number of ISO 14001 certified sites

Definition: the number of sites included in the scope of consolidation with ISO 14001 certification (environmental management system) in force during the fiscal year.

Scope: excludes Need It Now Delivers.

Number of ISO 45001 certified sites

Definition: the number of sites included in the scope of consolidation with ISO 45001 certification (safety management system) in force during the fiscal year.

Scope: excludes Need It Now Delivers.

Number of TAPA certified sites

Definition: the number of sites included in the scope of consolidation with Transport Asset Protection Association certification (freight security) in force during the fiscal year.

Scope: excludes Need It Now Delivers.

Number of AEO certified sites

Definition: the number of sites included in the scope of consolidation with Authorized Economic Operator certification (customs formalities) in force during the fiscal year.

Scope: excludes Need It Now Delivers.

Number of ISO 22000 certified sites

Definition: the number of sites included in the scope of consolidation with ISO 22000 certification (food safety management system) in force during the fiscal year.

Scope: excludes Need It Now Delivers.

Number of ISO 13485 certified sites

Definition: the number of sites included in the scope of consolidation with ISO 13485 certification (quality management system for medical devices) in force during the fiscal year.

Scope: excludes Need It Now Delivers.

Number of ISO 50001 certified sites

Definition: the number of sites included in the scope of consolidation with ISO 50001 certification (energy management system) in force during the fiscal year.

Scope: excludes Need It Now Delivers.

Number of SQAS certified sites

Definition: the number of sites included in the scope of consolidation with Safety & Quality Assessment for Sustainability certification (quality and security of chemicals) in force during the fiscal year.

Scope: excludes Need It Now Delivers.

Number of HQE, LEED and BREEAM certified sites

Definition: the number of sites included in the scope of consolidation with certification relating to the environmental performance of buildings (those taken into account are High Environmental Quality, Leadership in Energy and Environmental Design, and Building Research Establishment Environmental Assessment Method) in force during the fiscal year.

Scope: excludes Need It Now Delivers.

Social Indicators

Headcount

Definition: the sum of the Group's employees on permanent and fixed-term contracts at the end of the calendar year.

Scope: excludes personnel supplied by temporary employment agencies and interns.

Full Time Equivalent (FTE)

Definition: a metric proportional to the number of hours worked by an employee, on the basis that one full-time employee is equivalent to one FTE. Employees with an employment contract with the Group are taken into account, even if they are temporarily absent (e.g., maternity leave, sickness, vacation, training, etc.).

Scope: excludes personnel supplied by temporary employment agencies and interns.

Number of lost-time incidents

Definition: counts all work-related incidents involving employees resulting in at least one day's absence from work. It concerns Group employees on permanent or fixed-term contracts.

Scope: excludes commuting incidents; excludes personnel supplied by temporary employment agencies and interns.

Lost-time incident frequency rate

Definition: the number of incidents with lost working time of more than 24 hours (lost work cases), occurring during a 12-month period per million hours of work, according to the following formula:

$$\frac{\text{Number of lost-time incidents} \times 1,000,000}{\text{Number of hours worked}}$$

The indicator applies to employees with permanent and fixed-term employment contracts. The calculation of the number of hours worked is based on actual hours worked and not on theoretical hours, except for employees subject to a working time arrangement in days.

Scope: excludes commuting incidents; excludes personnel supplied by temporary employment agencies and interns.

Severity rate

Definition: the number of days compensated per 1,000 hours worked over the financial year, i.e., the number of days lost due to temporary incapacity per 1,000 hours worked, according to the following formula:

$$\frac{\text{Number of days of work lost} \times 1,000}{\text{Number of hours worked}}$$

This indicator applies to employees with permanent and fixed-term employment contracts. The calculation of the number of hours worked is based on actual hours worked and not on theoretical hours, except for employees subject to a working time arrangement in days. The number of working days lost is expressed in number of working days.

The Group changed its methodology in 2024 from counting working days lost to counting calendar days lost. To enable comparison with previous years, however, the frequency rate as presented has been calculated on the basis of working days lost (estimation: 64,122 calendar days $\times$ 5/7 = 45,801 working days). The severity rate of 0.54 is presented in the Sustainability Report on the basis of a calculation in working days; it would be 0.74 if calculated in calendar days. From 2025 onwards, the severity rate will be calculated and published on the basis of calendar days only.

Scope: excludes commuting incidents; excludes personnel supplied by temporary employment agencies and interns.

Number of hours of training in Health & Safety per FTE

Definition: the number of hours of training relating to Health & Safety during the fiscal year in relation to the number of Full Time Equivalents (FTEs). The training modules taken into account relate to driving and handling dangerous goods (ADR, IATA, Certipharm), first aid, evacuation in case of fire, first aiders at work, handling of fire extinguishers, gestures and postures, driving handling equipment and preventing musculoskeletal disorders.

Scope: excludes personnel supplied by temporary employment agencies and interns; excludes Need It Now Delivers.

Number of deaths (employees)

Definition: the number of work-related incidents affecting employees on permanent or fixed-term contracts resulting in death.

Scope: excludes non-work related incidents and commuting incidents.

Total number of hours of training

Definition: the sum of training hours completed by employees (permanent or fixed-term contracts). Hours of internal training dispensed (relating to company training programs, ongoing skill development and individual training leave) during the year are taken into account. If a training session straddles two years (i.e., the session start and end dates are in two different years), the hours are allocated to the year of the first day of the session.

Scope: excludes training hours using e-learning; excludes personnel supplied by temporary employment agencies and interns; excludes Need It Now Delivers and trans-o-flex.

Number of hours of training per FTE

Definition: the sum of training hours completed by employees (permanent or fixed-term contracts). Hours of internal training dispensed (relating to company training programs, ongoing skill development and individual training leave) during the year are taken into account. If a training session straddles two years (i.e., the session start and end dates are in two different years), the hours are allocated to the year of the first day of the session.

Scope: excludes training hours using e-learning; excludes personnel supplied by temporary employment agencies and interns; excludes Need It Now Delivers and trans-o-flex.

Percentage of women in the total headcount | %

Definition: the proportion of women among employees (permanent and fixed-term contracts) expressed as a percentage of FTE at the end of the reporting period.

Scope: excludes personnel supplied by temporary employment agencies and interns.

Percentage of women in the TopEx | %

Definition: the proportion of women among TopEx members at the end of the fiscal year. The GEODIS TopEx is an internal body that consists of approximately 170 managers, whose missions are strategic for the Company.

Scope: no exclusions.

Gender equality index score

Definition: the annual score published by GEODIS (the Economic and Social Unit [UES] of Head Office companies) in accordance with the requirements of 2018 French legislation on professional equality and career development. This 100-point index applies five criteria to compare the treatment of male and female employees.

Scope: France exclusively.

Percentage of employees with disabilities | % FTE

Definition: the proportion of employees (permanent and fixed-term contracts) with disabilities expressed as a percentage of FTE at the end of the reporting period.

Scope: excludes personnel supplied by temporary employment agencies and interns; excludes Need It Now Delivers and trans-o-flex.

Absenteeism | %

Definition: the number of hours of absence (short- and long-term sick leave, incidents at work or on the journey to and from work, occupational illnesses, leave for sick children or family events, unjustified absences) of employees (on permanent or fixed-term contracts) in relation to the theoretical number of hours worked during the reporting period.

Scope: excludes personnel supplied by temporary employment agencies and interns; excludes Need It Now Delivers and trans-o-flex.

Number of departures (including resignation, retirement, dismissal, redundancy)

Definition: the number of employees on permanent or fixed-term contracts who left their jobs during the year. Departures include those at the request of the employee, those at the request of GEODIS, those negotiated by mutual agreement, transfers within the Group, retirements, departures due to incapacity or long-term illness, and deaths.

Scope: excludes personnel supplied by temporary employment agencies and interns; excludes Need It Now Delivers and trans-o-flex.

Average length of service of employees in years

Definition: the sum of the periods of presence of permanent GEODIS employees (expressed as FTEs) on the last day of the fiscal year, relative to the total number of permanent employees (expressed as FTEs).

Scope: excludes employees on fixed-term contracts, personnel supplied by temporary employment agencies and interns; excludes Need It Now Delivers and trans-o-flex.

Employee satisfaction rate (engagement survey) | %

Definition: the satisfaction rate of employees expressed through the annual GEODIS employee engagement survey. The satisfaction rate is the sum of the answers 'Strongly agree' and 'Agree' in response to the prompt 'In general I am satisfied with my employment at GEODIS'.

Scope: excludes Need It Now Delivers and trans-o-flex.

Employee engagement rate (engagement survey) | %

Definition: the engagement rate of employees expressed through the annual GEODIS employee engagement survey. The engagement rate is calculated according to replies to six questions in the survey concerning trust in management, job satisfaction, corporate culture, Group strategy, company direction, recommending the Group and pride in belonging.

Scope: excludes Need It Now Delivers and trans-o-flex.

Percentage of targeted employees receiving training in the Code of Ethics through e-learning | %

Definition: the proportion of employees on permanent or fixed-term contracts within the at-risk population who completed the e-learning training module on the Code of Ethics (ETH095) during the past calendar year.

Scope: excludes employees who have not been asked to follow training on the Code of Ethics; excludes personnel supplied by temporary employment agencies and interns; excludes Need It Now Delivers and trans-o-flex.

Percentage of targeted employees receiving training in anti-corruption through e-learning | %

Definition: the proportion of employees on permanent or fixed-term contracts within the at-risk population who completed the e-learning training module on anti-corruption (ABC) during the past calendar year.

Scope: excludes employees who have not been asked to follow training on anti-corruption; excludes personnel supplied by temporary employment agencies and interns; excludes Need It Now Delivers and trans-o-flex.

Percentage of suppliers assessed by EcoVadis | %

Definition: the proportion of suppliers among those managed by the Group Purchasing Department who provided a valid EcoVadis assessment score during the reporting period.

Scope: excludes suppliers not managed by the Group Purchasing Department; excludes Need It Now Delivers and trans-o-flex.

Average score awarded to suppliers assessed by EcoVadis

Definition: the average score awarded to suppliers managed by the Group Purchasing Department who provided a valid EcoVadis assessment score during the reporting period.

Scope: excludes suppliers not managed by the Group Purchasing Department; excludes Need It Now Delivers and trans-o-flex.

Percentage of suppliers having signed the GEODIS Suppliers' Code of Conduct | %

Definition: the proportion of suppliers managed by the Group Purchasing Department who have signed the GEODIS Suppliers' Code of Conduct.

Scope: excludes suppliers not managed by the Group Purchasing Department; excludes Need It Now Delivers et trans-o-flex.

Percentage of targeted employees having received training in data protection | %

Definition: the proportion of employees on permanent or fixed-term contracts within the at-risk population who completed at least one training module relating to data protection during the past calendar year.

Scope: excludes personnel supplied by temporary employment agencies and interns; excludes Need It Now Delivers and trans-o-flex.