Limited assurance report

Year ended Decembre 31, 2025

Independent auditor's limited assurance report on a selection of consolidated indicators included in GEODIS's ESG report for the financial year ended December 31, 2025

> *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,

As an independent auditor, we have carried out work to form a limited assurance conclusion based on a selection of Information in the ESG report prepared by GEODIS (hereinafter the "Entity") in accordance with the Entity's internal reporting Framework, a summary of which is set out in the section "Methodology and definitions" of the ESG report (hereinafter the "Framework") for the financial year ended December 31, 2025 (hereinafter the "Information").

Conclusion of limited assurance

Based on the work we have carried out as described in the "Nature and scope of work" section and the evidence we have gathered, we have not identified any material misstatement that would call into question the fact that the Information has been established, in all material respects, in accordance with the Framework.

Limitations in the preparation of the Information

The Information may be subject to uncertainty that is 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 information provided has been compiled by the management, which is responsible for:

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

Responsibility of the independent auditor

It is our responsibility to:
- plan and perform work to offer a limited assurance that the Information has been provided, in all respects, in accordance with the Framework, and is free from material misstatement, whether due to fraud or error;
- to express an independent conclusion based on the work we carried out and the evidence we obtained.
- to communicate our conclusion to the management of the Entity.

As it is up to us to make an independent conclusion on the Information as prepared by management, we are not allowed to be involved in the preparation of the Information, as this could compromise our independence.

Professional standards applied

The work described below was carried out in accordance with the international norm ISAE 3000 (Revised) - Assurance engagements other than audits or reviews of historical financial information published by the IAASB (International Auditing and Assurance Standards Board).
It is neither an audit nor a review of financial statements. Neither does it constitute an assurance report in accordance with the "*Haute Autorité de l'Audit*" (High Audit Authority) guidelines.

Independence and quality management

Our independence is defined by the IESBA International Code of Ethics for Professional Accountants (including Independence Standards) which is based on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

In addition, we apply the International Standard on Quality Management 1, which involves defining and implementing a quality management system that includes documented policies and procedures to ensure compliance with ethical rules, professional standards and applicable laws and regulations.

Nature and scope of work

We planned and performed our procedures, as described below, considering the risk of material misstatement in the Information. As part of our limited assurance engagement and based on our professional judgement, we performed the following procedures:

- obtaining an understanding of the Entity and its environment, including relevant elements of internal control relating to the preparation of the Information, taking into consideration that our work was not intended to provide a conclusion on internal control;
- assessing the appropriateness of the Framework in terms of its relevance, comprehensiveness, reliability, neutrality and understandability, taking into account best industry practices where relevant;
- obtaining an understanding of the internal control procedures implemented by the Entity to ensure compliance of the Information with the Framework;
- assessing whether the methods used by the Entity to prepare the Information are appropriate in relation to the Framework;
- assessing whether the Information has been prepared in accordance with the scope defined in the Framework;
- selecting, based on our professional judgement, the information we considered to be the most significant, and, in relation to such information:
    - performing analytical procedures to assess the consistency of trends and, where appropriate, obtaining explanations from management regarding any unusual items identified;
    - performing tests of details, on a sample basis or using other selection methods, consisting of examining the application of the calculation methods and assumptions described in the Framework and reconciling the underlying data with supporting documentation;
    - obtaining an understanding, through discussions with management, of the assumptions, calculation methods and data used for estimates, and assessing the appropriateness and application of those methods, assumptions and data;
    - reviewing documentary evidence and conducted interviews in order to corroborate qualitative information.
- assessing the overall consistency of the Information with our knowledge of the Entity.

We believe that the evidence we obtained is sufficient and appropriate to provide a basis for our conclusion.

The procedures performed in a limited assurance engagement are less extensive than those required for a reasonable assurance engagement conducted in accordance with International Standard on assurance Engagements (ISAE) 3000 (Revised); consequently, a higher level of assurance would have required more extensive verification procedures.

Restrictions on distribution and use

This report is addressed to you and should not be used, distributed or quoted for any other purpose. We do not accept any responsibility to any third party to whom this report is disclosed or into whose hands it may come.

Paris-La Défense, May 13, 2026

The Independent Auditor

EY & Associés

Arthur Angelier

Partner, Sustainability Services

Appendix 1: List of selected ESG indicators

Environmental indicators

- Gas consumption of buildings (in kWh)
- Gas consumption of handling equipment (in kWh)
- Electricity consumption of buildings (in kWh)
- Energy consumption of buildings per square meter (in kWh/sqm)
- Fleet fuel consumption (in liters)
- Fleet liquified 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 energies vehicles (in %)
- Diesel fuel 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 lost-time work incidents (number)
- Number of days lost due to workplace accidents (days)
- Frequency rate of lost-time accidents (ratio)
- Severity rate (rate)
- Number of deaths due to work-related accidents or illnesses among employees (number)
- Proportion of employees who are covered by health and safety management system (%)

Other indicators

- Proportion of strategic suppliers assessed by EcoVadis (%)