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2017 Non-Financial Reporting

Measuring & Improving



GEODIS

METHODOLOGY

Details on the methodologies used in the 2017 Non-Financial Reporting (scope, data collection and consolidation, choice of indicators, methodological limits, monitoring and verification of indicators), and correspondence with the Global Reporting Initiatives (G4 - Sustainability Reporting Guidelines) are available on geodis.com under the **CSR section**.

This Non-Financial Reporting is also available on geodis.com under the **CSR section**.

The auditor EY has conducted a first review of the Reporting process of selected GEODIS' key CSR indicators.

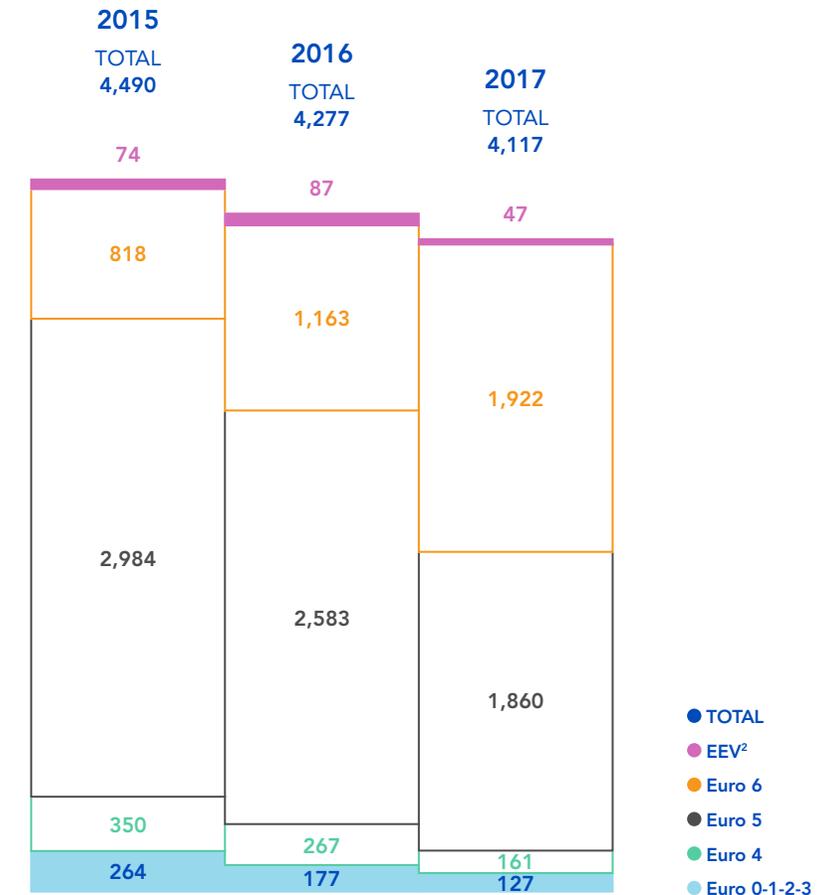
SCOPE

All data in this Non-Financial Reporting concern the year 2017 except for the EcoVadis evaluation, which relates to 2018.

Except for the indicator "Gender distribution by geographic area in 2017", all data shall exclude Contract Logistics USA. This Line of Business represents 14.1% of GEODIS' turnover and 28% of FTEs (Full-Time Equivalent).

EVOLUTION OF THE GEODIS VEHICLE FLEET¹ WORLDWIDE

(number of vehicles)



93%
of GEODIS vehicles are Euro 5, Euro 6 and "clean" at the end of 2017

4,117
vehicles owned worldwide at the end of 2017

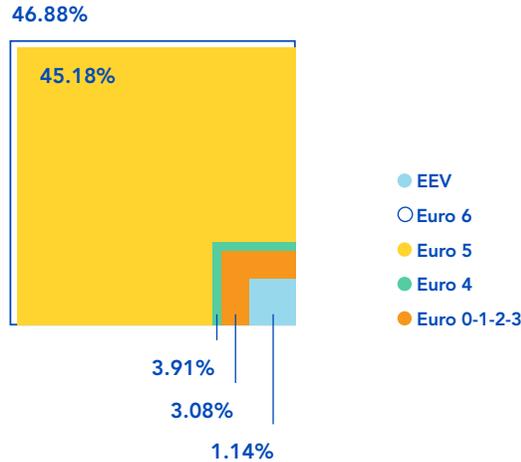
¹ Exclusive of the Freight Forwarding Line of Business fleet

² EEV (Environmentally Enhanced Vehicles): "clean" vehicles, such as electric vehicles or natural gas vehicles (NGV)

MIX OF THE GEODIS VEHICLE FLEET WORLDWIDE IN 2017

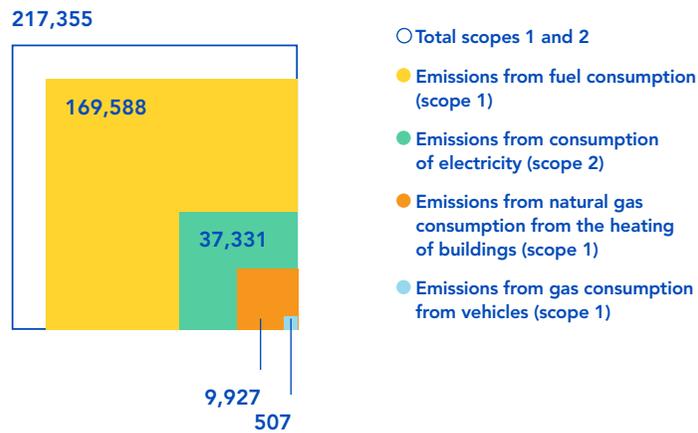
This EURO fleet does not include the Freight Forwarding Line of Business fleet that is only available in GVWR* and represents 1.5% of the GEODIS fleet in GVWR

*Gross Vehicle Weight Rating



GEODIS' GREENHOUSE GAS (GHG) EMISSIONS

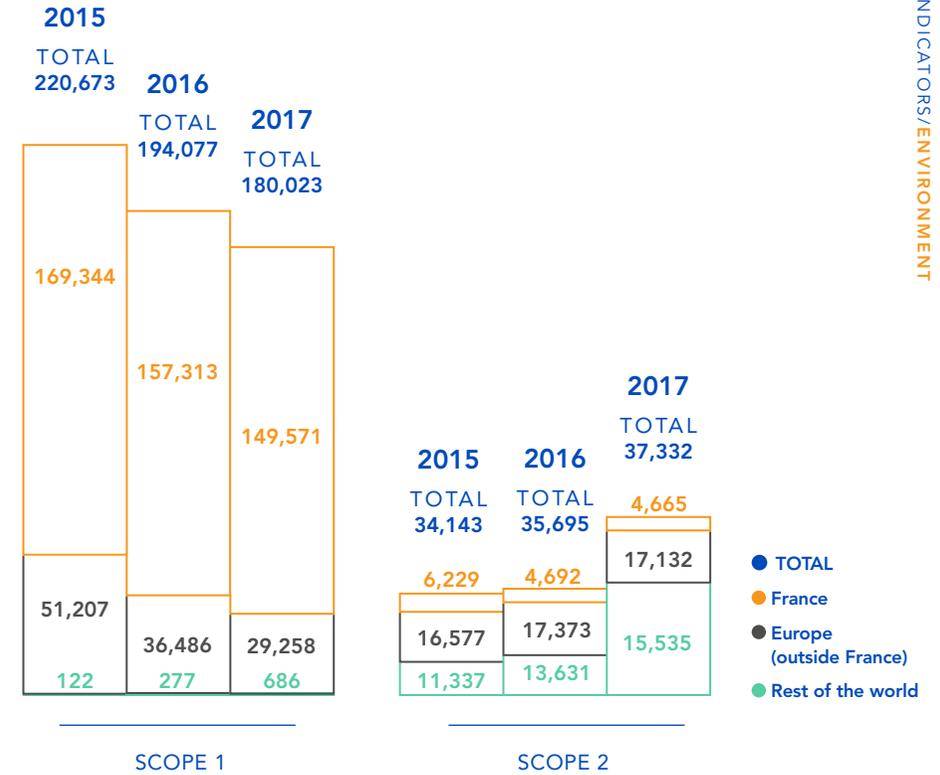
(in tons of CO₂e - Scopes 1 and 2 - World scope - End 2017)



The GHG emissions distribution is that of GHG Protocol and Bilan Carbone®:
Scope 1: direct emissions from stationary or mobile sources (gas or fuel).
Scope 2: indirect emissions associated with electricity production.

EVOLUTION OF GEODIS' GHG EMISSIONS

(in tons of CO₂e - Scopes 1 and 2 - World scope)
 Corresponding to GRI4: EN15



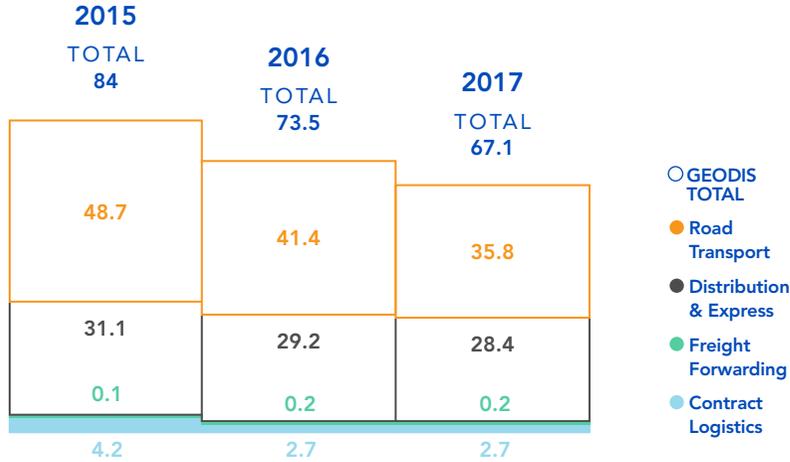
TONS OF CO₂E AVOIDED AS A RESULT OF ROAD TO RAIL MODAL SHIFT

20,446

tons of CO₂e

ANNUAL WORLDWIDE CONSUMPTION OF DIESEL BY LINE OF BUSINESS

(in millions of liters)
Corresponding to GRI4: EN3



RECOVERY OF NON-HAZARDOUS WASTE IN 2017

(world)

79%

estimated share of non-hazardous waste generated by GEODIS activity and recovered in 2017

ENERGY CONSUMPTION OF GROUP BUILDINGS IN 2017

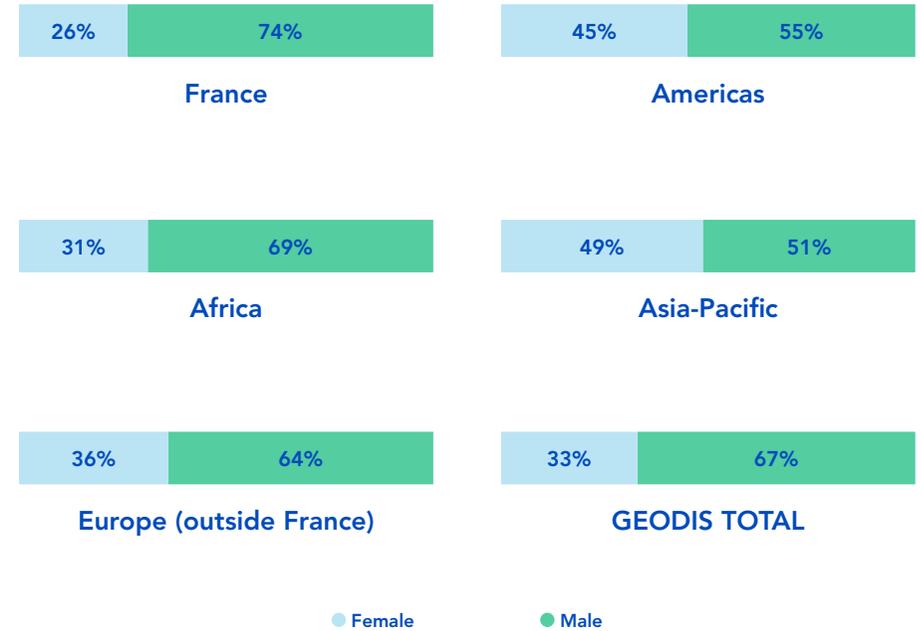
(total world)

143.3
millions of kWh of electricity consumed

48.57
millions of kWh of gas consumed for the heating of buildings

GENDER DISTRIBUTION BY GEOGRAPHIC AREA IN 2017

(as a percentage of FTE - World)



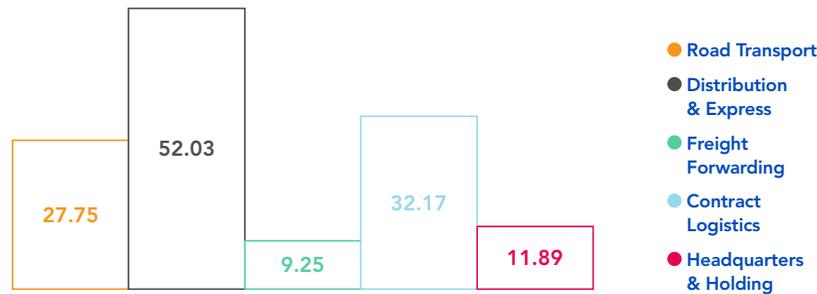
SHARE OF DISABLED WORKERS IN FRANCE IN 2017

(FTE share)

4.54%

SAFETY*: FREQUENCY RATE OF OCCUPATIONAL ACCIDENTS IN FRANCE IN 2017

(in full time equivalent, by Line of Business)
Corresponding to GRI4: LA7



Frequency rate of occupational accidents:
(number of lost-time accidents x 1,000,000)/total number of hours actually worked.

SAFETY*: SEVERITY RATE OF OCCUPATIONAL ACCIDENTS IN FRANCE IN 2017

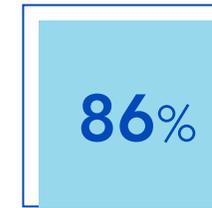
(in full time equivalent, by Line of Business)
Corresponding to GRI4: LA7



Severity rate of occupational accidents:
(number of days lost x 1,000)/number of hours actually worked.

*For the Supply Chain Optimization Line of Business, the rate is 0.00

CUSTOMERS



86% of customers are satisfied with GEODIS' CSR actions, according to the 2017 customer satisfaction survey.

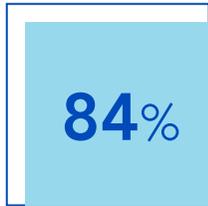
GEODIS has conducted an annual customer satisfaction survey on a worldwide level since 2014. Each June, nearly 100,000 customer contacts are invited to respond to this survey, conducted in 18 languages by the market research company TNS. Among the topics evaluated, an entire chapter is devoted to CSR performance. 2017 results indicate a high level of satisfaction among GEODIS' customers regarding its CSR approach.

OVERALL SATISFACTION

(as a percentage)



EMPLOYEES



of employees say that they are satisfied with GEODIS' CSR actions, according to the 2017 employee satisfaction survey.

GEODIS has conducted an annual employee satisfaction survey on a worldwide level since 2013.

Every October, nearly 30,000 employees are invited to respond to this survey, conducted in about thirty languages by the research company CPM.

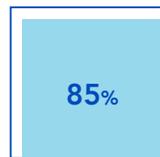
Among the topics evaluated, the following questions relate to employees' perceptions regarding GEODIS' CSR approach:

1. I feel that GEODIS is doing its utmost to have a positive environmental and societal (CSR) impact:



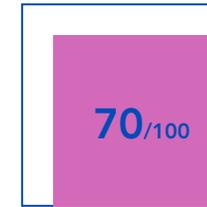
of satisfied employees.

2. I feel that GEODIS is doing its utmost to warrant the safety of employees everywhere and all the time:



of satisfied employees.

ECOVADIS



External assessment of GEODIS by EcoVadis in 2018

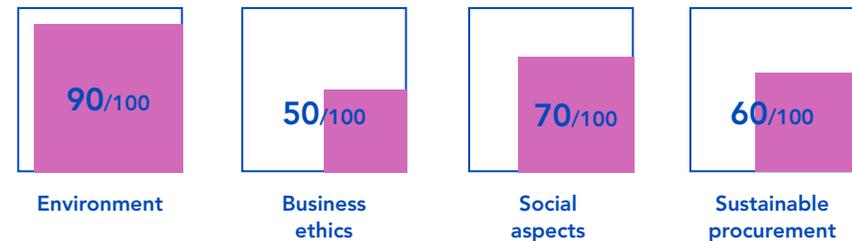


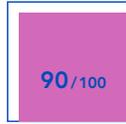
EcoVadis ranked GEODIS among the "top 1%" of all companies evaluated in 2018. This collaborative platform, offering measurements of companies' sustainable development performance, underscores the excellence of the Group's CSR approach. Since 2016, GEODIS has remained at the "Advanced" level, and its CSR level is awarded "Gold", with a rating of 70/100.

According to the EcoVadis rating scale, the "Advanced" level means that GEODIS' strategy relies upon "a structured CSR approach, quantified commitments, tangible actions on all issues, detailed information on implemented actions, precise CSR reporting, as well as performance indicators."

The EcoVadis assessment involves 21 criteria, covering four topics: environment, business ethics, social aspects and sustainable procurement.

GEODIS' rating breaks down as follows:

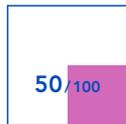




Environment: 90/100

For this topic, GEODIS ranks among the “top 1%” of suppliers evaluated by EcoVadis in the same sector. The Group was especially commended for its involvement in external initiatives such as the Global Logistics Emissions Council (GLEC Framework) or the Clean Cargo Working Group (CCWG), and for its exceptional policy with regard to environmental issues.

EcoVadis also underscored GEODIS’ implementation of monitoring actions for direct and indirect CO₂ emissions, as well as measures taken to reduce transport or reduce CO₂ emissions generated by transport.



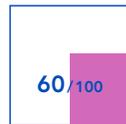
Business Ethics: 50/100

EcoVadis highlighted the quality of alert procedures, awareness training on the main topics related to business ethics, and specific procedures to retain and utilize third party intermediaries (e.g.: due diligence, certifications).



Social aspects: 70/100

GEODIS is ranked in the “top 3%” of suppliers evaluated in the same sector. The Group owes its good results to its detailed evaluation of health and safety hazards for its employees, specific measures implemented to promote the inclusion of disabled employees, and measures that promote professional mobility, among other things.



Sustainable procurement: 60/100

EcoVadis pointed out the inclusion of environmental and social criteria in contracts, as well as implementation of a supplier code of conduct, as strong points.

CDP
(formerly Carbon Disclosure Project)



2017 CDP evaluation of GEODIS:

B

GEODIS’ scoring level:

Management*

GEODIS RECOGNIZED FOR CONTROLLING ITS CLIMATE IMPACT

CDP, in 2017 and for the second consecutive year, awarded GEODIS a “B” grade. With this grade, CDP recognizes GEODIS as being a company that is implementing appropriate actions to effectively reduce its greenhouse gas emissions, a sign of effective environmental management. Only 12% of the companies in the world assessed by CDP achieved an equivalent rating or higher.

“This result highlights the fact that GEODIS is fully integrating climate and carbon issues in its strategy and offerings.

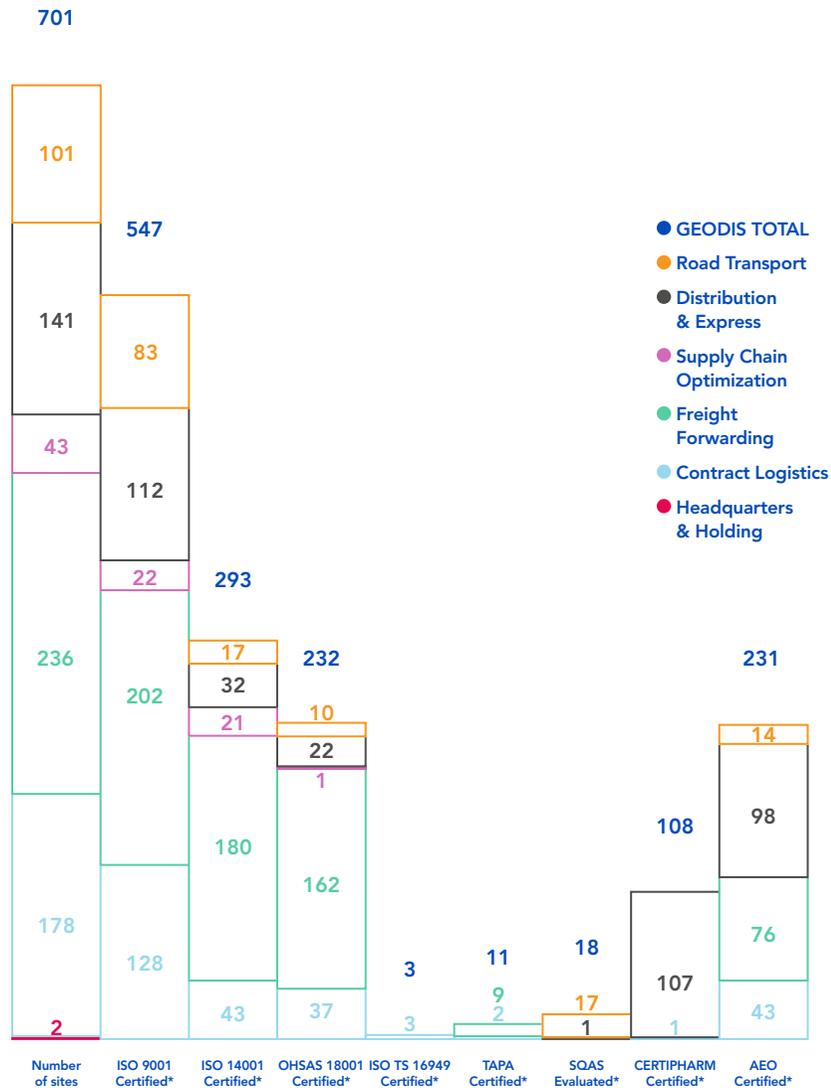
Our Group supports its customers in implementing solutions that are increasingly respectful of the environment by prioritizing modal shift or alternative energies as much as possible,” states Marie-Christine Lombard, Chief Executive Officer of GEODIS.

As part of its Corporate Social Responsibility approach and its commitment to controlling and reducing the environmental impact of its operations, **GEODIS has been completing the CDP Supply Chain Program questionnaire since 2014.** CDP is a non-profit international organization that manages the largest environmental reporting platform devoted to companies and cities. Through voluntary statements made by those companies and cities, CDP evaluates their actions related to reporting and reducing greenhouse gas emissions in the supply chain.

*Companies at “Management” level take additional measures to effectively reduce emissions, a sign of more advanced environmental management. This good result shows that GEODIS measures and manages its impact. GEODIS relies on its policy and strategic framework to take measures to reduce negative effects that could result in climate change.

GEODIS CERTIFICATIONS BY LINE OF BUSINESS IN 2017

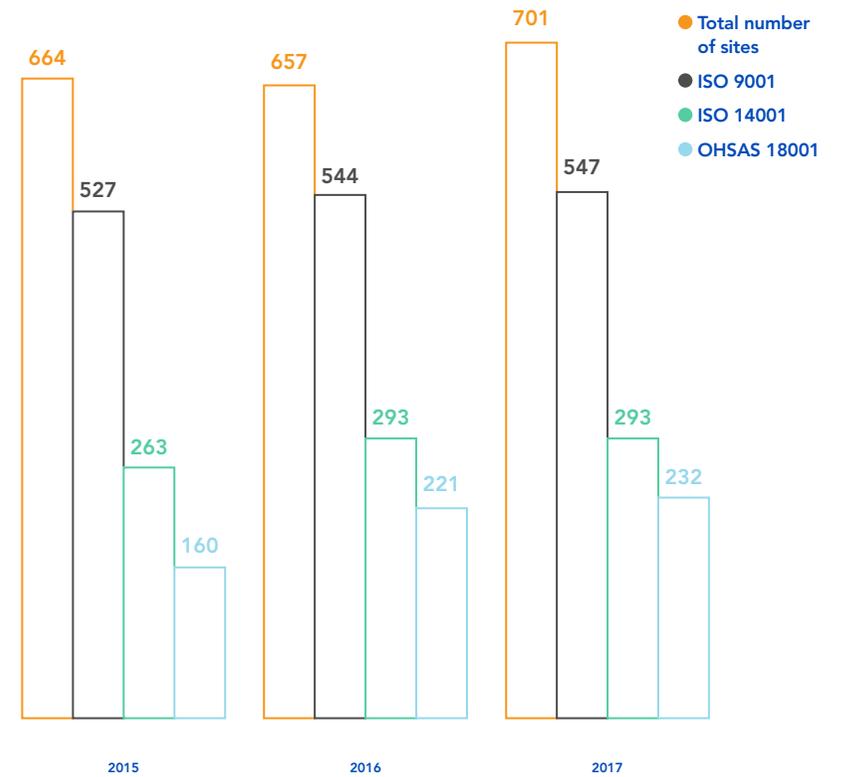
(in number of sites)
Corresponding to GRI4: EN31



*ISO 9001: quality/ISO 14001: environment/OHSAS 18001: safety/ISO TS 16949: quality in the automobile sector/TAPA (Transported Asset Protection Association): cargo security/SQAS (Safety and Quality Assessment Series): quality and safety in the chemical sector/Certipharm: quality in the health sector/AEO (Authorized Economic Operator): customs formalities.

CERTIFICATION OF GEODIS SITES

(in number of certified sites)
Corresponding to GRI4: EN31



224

sites with triple QSE certification at the end of 2017

32%

of total sites with triple QSE certification at the end of 2017

