

2021 ACTIVITY
& SUSTAINABILITY REPORT

THE GEODIS EXPERIENCE

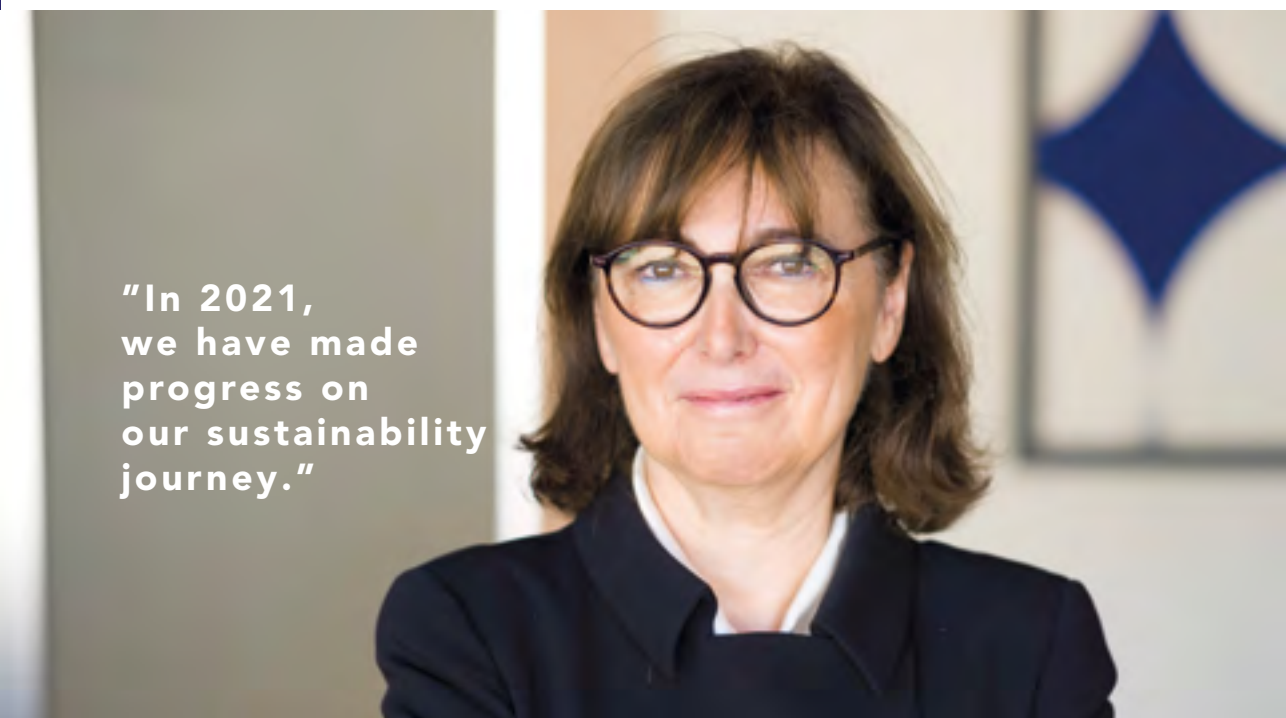
**SUPPORTING
OUR CLIENTS TO
BUILD SUSTAINABLE
SUPPLY CHAINS**



GEODIS
KEEP RISING

Editorial from **the CEO**

MARIE-CHRISTINE LOMBARD
CHIEF EXECUTIVE OFFICER



"In 2021,
we have made
progress on
our sustainability
journey."

SUSTAINABILITY



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**KEY CSR
INDICATORS**



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ACTIVITY

In 2021, the world was still facing the aftermath of the Covid-19 crisis. Again, global supply chains suffered from capacity limitations in air, sea and road transport as well as manpower shortages. In such a challenging environment, GEODIS played its role as a trusted partner of its clients to build robust logistics solutions to avoid what could have been severe disruptions to their business.

Being our customers' trusted partner

In this unique context, GEODIS managed to secure transport capacities in an extremely tense environment for ocean and air freight. In France, the Group has been instrumental in delivering on time and in perfect condition the vaccines critical to combat the Covid crisis.

In line with our strategic plan, we continued to make acquisitions and investments such as the number 2 pallet network in Poland (PEKAES), a specialized delivery company for pharmaceuticals in France (GANDON), and a land acquisition in Venlo, Netherlands to build a 130,000 m² best in class logistics hub incorporating the latest environmental standards.

Now more than ever, GEODIS has demonstrated that we are a trusted partner supporting our clients' development with our innovation mindset. Among the many solutions that we proposed to our customers to secure their logistics needs is an automated palletized inventory solution – the GEODIS Countbot - which improves quality and efficiency and reduces costs at warehouse level. We have also proposed innovative green initiatives to our customers such as recycled packaging which not only reduces their costs but also reduces the environmental impact. Our customer satisfaction rate of 89%* clearly reflects our customers' recognition of GEODIS' capacity for innovation and the value we bring to their supply chain.

Being a good citizen and a responsible employer

The sanitary crisis did not divert our attention away from the climate emergency and our responsibility to society. In 2021, we furthered our long-standing commitment to decarbonization by making it an explicit part of our Mission - *"Partnering with us allows [our clients] to minimize the environmental impact of their logistics"* – and our Vision - *"We act as our customers' growth partner while fully respecting the planet and people."*

Beyond intentions we are keen on providing tangible evidence of our commitment: whether it is by purchasing 200 compressed natural gas vehicles and supplying them with biogas, offering customers sustainable fuels for air and sea transport, adopting new environmentally certified warehouse designs, supporting the development of urban electric trucks, or by tying our top management teams' variable compensation to ESG targets in 2022.

Our success as a company is directly tied to the engagement of our employees to deliver excellence in their day-to-day jobs. This engagement is measured annually and I am glad to report that 80% of our employees confirm that they are satisfied and dedicated to the service of our clients. To support them in their mission, GEODIS continues to invest in training and development with a real focus on empowering women in leadership positions and building strong, diverse teams around the world. In an industry facing challenges in recruiting and retaining people, we believe that the GEODIS approach to people management and development is a significant differentiator.

"BEYOND INTENTIONS WE ARE KEEN ON PROVIDING TANGIBLE EVIDENCE OF OUR COMMITMENT."

Being a performing company committed to sustainability

With the above developments, a robust operational performance, and a well-executed strategy, GEODIS delivered strong financial results in 2021 - a record year. Compared to 2019, our revenue increased by 33% for the full year and converted into profit and cash (+38%) with a significant decrease in net debt. This performance brings us 2 years ahead of our Ambition 2023 goals for both revenue and EBITDA.

Looking ahead

Looking ahead, our aim is to continue to grow profitably by supporting our clients in the management of their supply chain while minimizing the environmental impact. Concretely, this means we are engaged to improve our overall environmental impact through a SBTi method taking into account scope 1, 2 and 3. We know that

the road to Zero Emissions Net by 2050 - which is the ultimate goal - is difficult, but as leaders of a leading logistics company, we want to be a significant contributor to finding solutions for our industry to mitigate global warming.

To achieve this, I know I can count on the professionalism and the dedication of our people around the world. I wish to thank them all for the hard work and commitment that, once again, they have demonstrated in 2021.

89%

of customers expressing overall satisfaction with GEODIS

NPS*:
+5 pts

An improved recommendation score versus 2020 (source: Ipsos survey, 2021)

“Leader”

in 2022 Gartner “Magic Quadrant”

As a strategic partner in its customers’ value chain, GEODIS creates value through its capacity for innovation and its processes designed to deliver excellence in our businesses.

* Net Promoter Score



ACTIVITY

GEODIS at a glance: Leveraging our global footprint to serve customers

GEODIS' customer-centric organization and assets are strategically positioned to support the logistics needs of its customers around the world.

165,000

customers

855 sites

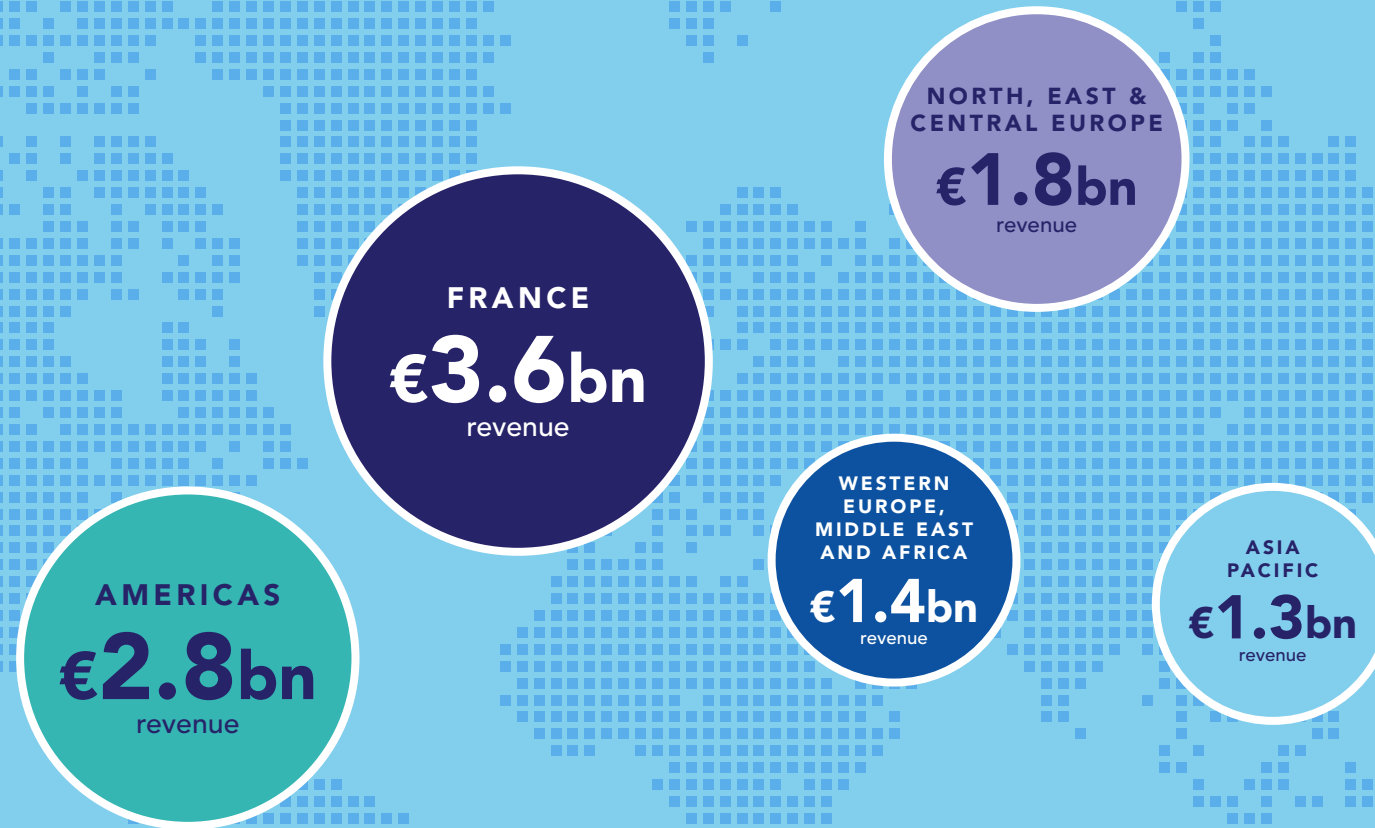
located in 60 countries and a global network covering nearly 170 countries

9.4 million sqm

of warehousing space, including 25 strategic locations

44,434

employees



€10.9bn

revenue

BREAKDOWN OF REVENUE BY BUSINESSES

Global integrated Freight network



45% of revenue

Contract Logistics (Inventory and Order management)



29% of revenue

European Overland Network (FTL, pallet, last mile)

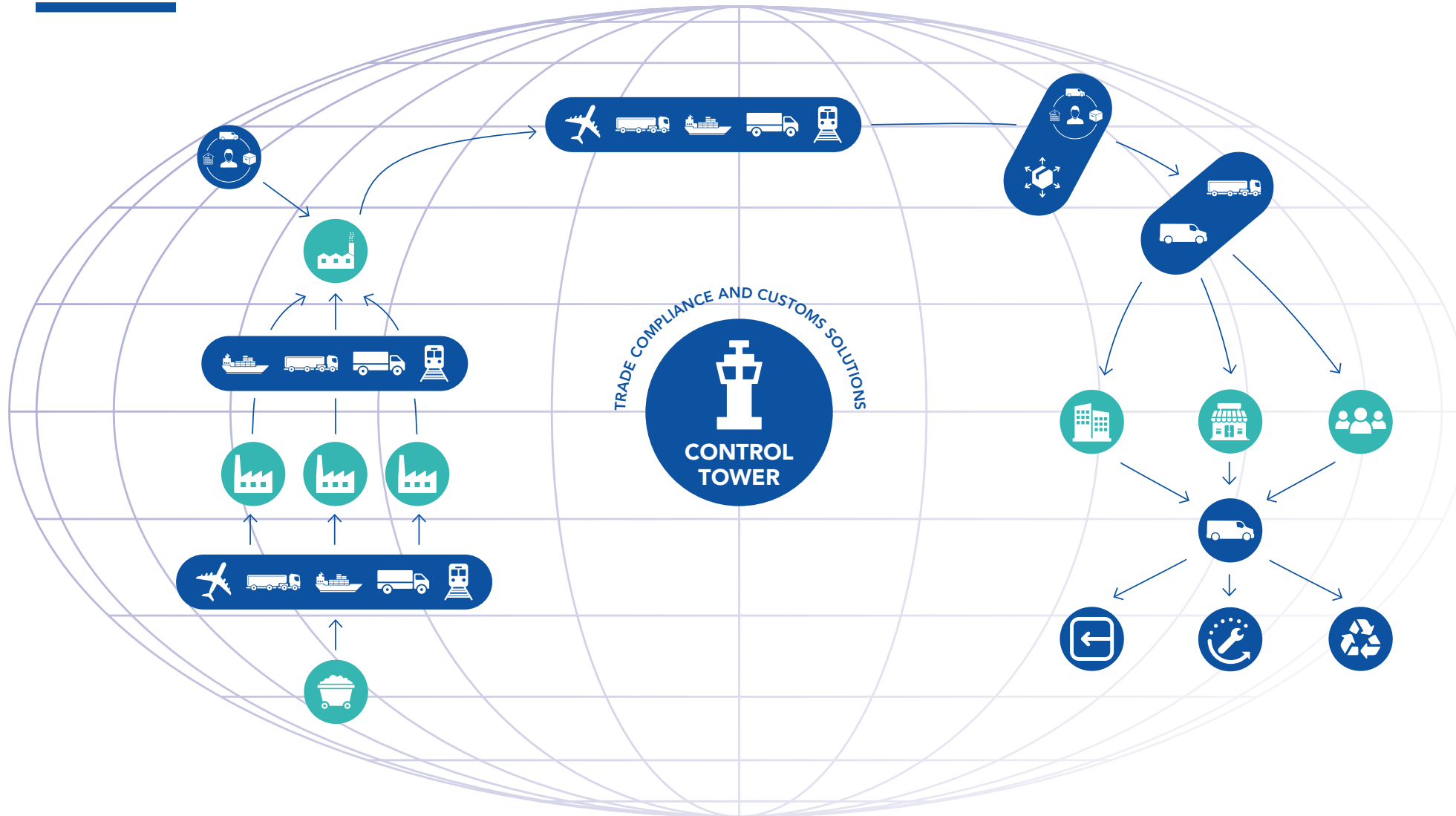


23% of revenue

3% others

Our Lines of Business

Leveraging a unique portfolio of services, innovating and applying technology to increase supply chain resilience and deliver solutions to customers.



OUR VERTICAL MARKETS



Fast Moving Consumer Goods



Automotive & Mobility



Healthcare



Industrial



Retail



High Tech



Raw materials



Transformation plant



Assembly plant



Contract Logistics



Air freight



Sea freight



Road transportation FTL/LTL



Rail freight



Regional distribution center



Last mile



Companies



Retailers



End users



Returns



Repair center



Recycling center

Creating value for all stakeholders through Business Excellence

BUSINESS EXCELLENCE OPERATING PLAN



mission

We help our clients succeed by securing their supply chains with end-to-end logistics solutions throughout the world. Partnering with us allows them to minimize the environmental impact of their logistics.

GEODIS' ambition is to create long-term value for its customers, employees, shareholder and society at large. The company's vision and mission highlight that our respect for people and the planet are integral to our business performance.

vision

We act as our customers' growth partner while fully respecting the planet and people.

Along with its core values, these foundational elements are the cornerstones of the company mindset and culture. Our Business Excellence model outlines, from an operational perspective, the actions that can be taken by each employee and manager on a daily basis. This model describes the expected results and GEODIS' impact on all stakeholders through a set of KPIs and also the priorities for improving continuously in order to reach excellence.

values

- Commitment
- Innovation
- Passion
- Solidarity
- Trust

To translate this Business Excellence model into day-to-day life for its people, GEODIS has defined 7 Golden Rules and 7 Leadership Principles. The 7 Golden Rules summarize the important actions required to deliver excellent results. The 7 Leadership Principles address the behavior of our managers needed to support, empower and engage our employees. These principles are founded on the Investors In People framework that GEODIS applies to improve how we take care of our people. It goes beyond the good execution of our human resources processes and policies for recruiting, onboarding, developing and retaining quality people.

OUR 7 GOLDEN RULES

- Make it easy for the client to do business with us
- Win, retain and develop profitable clients
- Always deliver a perfect service
- Get paid for what we do
- Recruit, develop and retain quality people
- Ensure the safety of our people everywhere and at anytime
- Be a good citizen

OUR 7 LEADERSHIP PRINCIPLES

- Be a Strategy Ambassador
- Debate. Decide. Align.
- Drive Results
- Engage & Empower People
- Duty to Communicate
- Walk the Talk
- Own the All

Acquisitions and investments to reinforce our footprint to better serve our clients

GEODIS continues to strengthen its networks through acquisitions and investments and is an active participant in the consolidation of the Transport and Logistics sector.



VENLO

GEODIS signed an agreement to acquire land strategically located in the Netherlands' Venlo region, one of Europe's prime spots for logistics activities and an ideal location for operating cargo flows for international customers. Located near the Dutch border with Germany, the region links the nearby air and seaports of Amsterdam, Rotterdam and Antwerp with the continent's major industrial markets. GEODIS plans to construct a new 130,000 sqm, facility on this site, which is intended to be one of the country's most sustainable logistics facilities, designed for integration with its natural surroundings and certified to the latest environmental standards.

PEKAES

GEODIS finalized the acquisition of PEKAES, a leading palletized and intermodal network, providing a strong connection to Germany and Western Europe and increasing its presence in Poland, Europe's third-largest logistics market. The move adds Poland's leading LTL (Less-Than-Truckload) and FTL (Full-Truckload) network to the Group's capacity to offer significant international opportunities to customers in Poland. The acquisition provides excellent local geographical coverage and a complementary customer portfolio with multimodal lines.



GANDON TRANSPORTS

GEODIS expanded its logistics presence in the healthcare market by acquiring temperature-controlled pharmaceutical transport specialist Gandon Transports in France. The move responds to growing customer demand for transport service for heat-sensitive products and strengthens GEODIS' capacity to distribute to pharmacies, hospitals and wholesalers throughout France. With the acquisition, GEODIS is able to offer customers a complete and reliable solution throughout the supply chain, from inventory planning to temperature-controlled storage and transport to the final recipient.



TRANSPORTS PERRIER

In acquiring Transports Perrier, a specialist in the transportation of palletized loads, GEODIS expanded its capacity in its historical market and established a palletized transport network in France. The acquisition provides GEODIS with a supplementary network of locations throughout France, enabling the company to offer reliable, high-quality service to customers interested in shipping small numbers of pallets within France in response to the rise of e-commerce.



VELOCITY TRANSPORT

With the acquisition of Velocity, a leading freight brokerage company based in Texas, GEODIS expands its freight brokerage capabilities in North America at a critical time as the industry continues to face ongoing driver and truck shortages. Velocity provides freight brokerage services that include refrigerated and temperature-controlled freight, flatbed and LTL trucking, intermodal, van, and specialty options. The acquisition enables GEODIS to respond to increased customer demand for more transportation alternatives to ensure their supply chains remain agile and effective.



How to turn innovation into a source of value for our customers

GEODIS' capacity for innovation continues to be a source of competitive differentiation, a means to create value for its customers and a key driver of the company's growth.

INNOVATING TO SOLVE CUSTOMER CHALLENGES

Innovation is one of GEODIS' fundamental values. The company's innovation process is a key driver of business excellence, a source of value creation and a differentiator in the markets in which it competes. The company's advanced processes enable it to respond to customer needs for solutions in a fast-changing world with new challenges. To help customers respond to exploding growth in e-commerce, GEODIS delivers end-to-end logistics support to help brands provide their customers with a personalized online experience commensurate with in-store shopping. Leveraging GEODIS' global network of warehouses and transportation services, GEODIS e-Logistics enables brands to direct consumers to the closest available product through a real-time overview of all available inventory worldwide. Whether the focus is just-in-time delivery, supply chain visibility or driving improved CSR performance, GEODIS puts its capacity for innovation to work for customers.

ACCELERATED ROBOTICS

Few areas have developed as quickly and broadly in recent years as the application of robotics in logistics. The continuing automation of warehouse operations is a significant lever for performance improvement, enabling enlarged flows in ever shorter time frames. Increasingly autonomous and mobile intelligent robots are helping to speed order processing in warehouses striving to keep up with exploding e-commerce and consumer demand while also improving quality and responsiveness. Data management solutions combined with AI systems yield algorithms that improve efficiency and forecasting. Robotics systems also improve warehouse working conditions and productivity by reducing highly repetitive, physically intensive tasks like walking, lifting and bending while freeing workers to focus on other value added tasks. With 50 highly-automated sites around the world, GEODIS is a leader in integrating a new generation of robots into warehouses as they reach the market.



In figures

91%

U.S. mainland customers that can be reached in 2 days by eLogistics service

5X

warehouse throughput increase from new robotics system

80%

portion of Contract Logistics activity that includes an automation component

3 hours

time required for Countbot robot to complete inventory in 10,000-sqm warehouse (down from 2 days)

In Hong Kong, the GEODIS distribution center is equipped with Geek+ autonomous mobile robots, enabling faster processing of e-Commerce orders.

Company teams continue to excel in providing improved connectivity with customer websites and delivering quick, seamless, API (Application Programming Interface) and plug&play solutions. GEODIS' leading position in robotics is an important source of differentiation and a driver of the company's growth.

DIGITAL FOCUS

The experience of the past year has shown the importance of finding ways to apply data and digital technologies that are consistent, pragmatic and cost-effective. GEODIS continues to work closely with customers to identify areas where digital innovation and data use can make a clear difference. One example: the use of blockchain to meet the challenge of vaccine logistics. GEODIS provided logistics and transport of vaccine batches under tightly controlled cold temperatures, with monitoring data reported and validated automatically and backed up by pharmacist oversight. The innovation cut 12 hours from the data recording process, sped up vaccine distribution and reduced the quantity of vaccines discarded due to inefficient logistics.

“GEODIS’ innovation process is a key driver of business excellence, a source of value creation and a differentiator in the markets in which it competes.”



REINVENTING INVENTORY

An innovative approach currently being piloted by GEODIS in customer warehouses offers a faster, surer and safer approach to taking inventory, a tedious and time consuming activity. The new GEODIS Countbot automated system travels up and down warehouse aisles following a pre-programmed geo-localized route, extracting and decoding pallet barcodes and recording the data. The unit relies on high resolution cameras mounted on a mast, stabilized at the top by a drone so that the cameras can take accurate photos of the barcodes. GEODIS Countbot reduces the time to conduct inventory from days to a matter of hours, avoids operational shutdowns or slowdowns and improves safety by eliminating the need to lift workers to the great heights at which pallets are stored in modern warehouses.

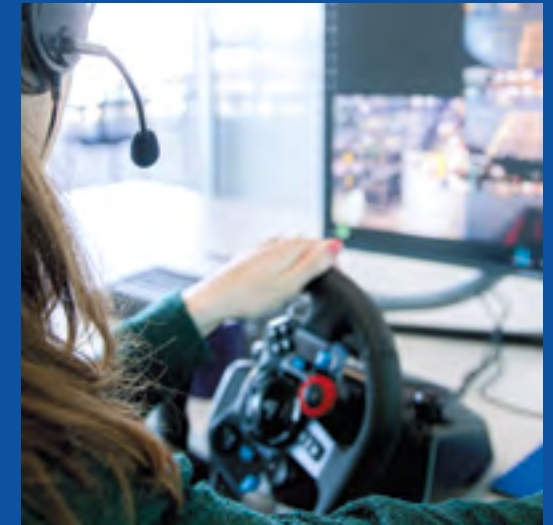
REDUCING PACKAGING WASTE AND COSTS

GEODIS' new “waffle machine” reduces environmental impact by shredding cardboard cartons used to transport inbound products and using the cardboard materials as package filler for outbound e-commerce shipments. In addition to avoiding the disposal of the cartons, the shredded cardboard replaces plastic materials previously used as filler for the outbound shipments, generating cost savings while reducing carbon footprints and the use of non-biodegradable plastics.

2021 Retrospective

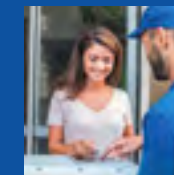
The digitally-driven remote forklift

GEODIS successfully tested the first remotely operated forklift in France, which can be controlled from an office thousands of miles away by a “digital driver”. In addition to improving comfort and safety, the innovation opens up new job opportunities for people with physical disabilities.



Assessing customer eCommerce readiness

To help customers assess and improve their eCommerce logistics capabilities, GEODIS partnered with Accenture to create a methodological approach to measure brands' readiness to adapt their logistics infrastructure to changing retail purchasing habits. The logistics “Maturity Score” is based on an assessment of five key e-logistics' capabilities needed to build and maintain flourishing eCommerce operations.



eCommerce order fulfillment extended in U.S.

Responding to the surge in eCommerce spending by consumers, GEODIS expanded its on-demand eLogistics service in the U.S. serving direct-to-consumer brands. Four new strategically located eLogistics locations provide two-day shipping to 91% of the U.S. mainland population using standard shipping services.



Robotics system speeds shipping for customers

A new cutting-edge robotic system integrated into GEODIS' state-of-the-art automated eLogistics facility in Nashville (US) is enabling GEODIS to respond to increased eCommerce demand with an even faster shipping experience. The system's laser scanner navigation and robust software increase warehouse throughput by up to five times and provide a two-minute response time for all SKUs.

Architects of resilient and sustainable supply chains

In a year in which companies around the world continued to struggle with the effects of the global pandemic, GEODIS remained focused on helping customers optimize their supply chains and protecting the planet.

ADAPTED SOLUTIONS TO HELP CUSTOMERS

With global supply chains facing continued disruption from the pandemic and customers facing new risks and uncertainties, GEODIS again showed its agility and responsiveness during the year by investing and upgrading its offering. The company's air cargo routes connecting Asia with the Americas and Europe provide exporters with reliable and well-priced freight forwarding services. Responding to the capacity shortage, GEODIS chartered tonnage to ensure more guaranteed space for customers to move freight by air and sea on its strategic China - Europe route. This initiative contributed to better reliability and satisfaction on the part of customers. For GEODIS, strategic expansion further reinforces its position as a trusted partner in the Asia Pacific region, an important driver of the company's growth.

INVESTING IN STRATEGIC ASSETS

To maximize supply chain resilience and to ensure its availability to respond with speed and agility to customer needs, including the management of peak flows, GEODIS invests strategically in its own assets. Responding to the continued strain on airfreight capacity, GEODIS entered into a long-term lease for its own A330-300 full freighter aircraft, providing needed additional air cargo capacity between Asia, Europe and the Americas. The upgraded service ensures a more sustainable supply of air cargo space, adds capacity to the company's AirDirect service and is available for dedicated full capacity flights.

In figures

165,000

companies supported thanks to a global network spanning nearly 170 countries

405

AirDirect flights in 2021 (373 scheduled long-haul flights + 32 dedicated charter flights)

► The GEODIS Airbus A330-300P2F cargo plane reinforces the company's AirDirect activities through regular connections to Amsterdam, London, Chicago and Zhengzhou, China.

THINKING OF THE CITY - AND THE PLANET

The new challenge in urban logistics is to help cities develop their appeal, their economy and their connections to the world while simultaneously preserving the urban environment; this is accomplished by reducing adverse impacts such as pollution in low emission zones as well as congestion and noise. To return the city to the people, new supply chain solutions are being introduced to transform cities, including low-carbon transport, enhanced multimodal solutions and revitalized infrastructure. An example: GEODIS' purchase of biogas vehicles is part of its approach to decarbonize freight transport and progress toward its Distribution & Express line of business' goal to achieve 100% low-carbon (biogas and electricity) transport in France's largest cities within three years.

ONGOING AND URGENT SUPPORT FOR SUPPLY CHAIN ISSUES

To help customers optimize their supply chains, GEODIS builds an in-depth understanding of a company's operations, identifying key success factors and opportunities for adding new value. In China, GEODIS optimized the delivery network of a retailer's distribution center, shortening transport distance, reducing lead times, cutting CO₂ emissions and generating significant savings. In addition to continuing to assist customers with network design in 2021, GEODIS also implemented urgent solutions to address disruptions and uncertainties caused by the pandemic and Brexit.



2021 Retrospective

Calming the waters in turbulent sea lanes

To provide affordable transport capacity to customers in the face of global disruptions, GEODIS chartered sea freighters to help alleviate a container capacity shortage on the Asia-Europe trade route. The exclusive vessel charter enables GEODIS to provide greater certainty for its customers in an unstable market.



Reducing our carbon footprint, improving urban quality of life

With its purchase of 200 compressed natural gas vehicles, GEODIS marked another step in its efforts to reduce the environmental impact of its activities and contribute to the decarbonization of the transport and logistics industry. The new vehicles are powered by biogas, a fuel that reduces CO₂ emissions by up to 90% while offering the same performance as a diesel vehicle.



Air reliability upgrade

To provide customers with a reliable schedule of flights, under GEODIS' operational control, the company chartered its own GEODIS Freighter in 2021. The Freighter, being operated under a multi year lease, has been integrated into the GEODIS AirDirect global schedule, flying between Amsterdam, London and Chicago as well as connecting Amsterdam and Hong Kong. The Freighter also can provide dedicated full capacity flights for customers when needed.

30%

goal for reduction of greenhouse gas emissions by 2030 versus the reference year of 2017

87%

of GEODIS vehicles are Euro 6

20%

of top managerial positions in 2021 are held by women toward an objective of reaching 25% in 2023

GEODIS acts to deliver sustainable solutions that achieve compliance, protect the environment and ensure the health, safety and well-being of its employees.

SUSTAIN- ABILITY



Our Sustainability Strategy



BE A GOOD CITIZEN

↓

ENVIRONMENT

- Decrease CO₂ emissions trajectory
- Purchase of renewable energy
- Sqm of warehouse equipped with LED
- Innovation to lessen environmental impact

COMPLIANCE & BUSINESS ETHICS

- Anti-corruption program
- Data privacy
- Ethics Alert
- Fair competition

CHARITY

- European solidarity Fund
- Food distribution program

Among the 7 Golden Rules that are the foundation of our operational management, 3 are dedicated to GEODIS' sustainability strategy. In working to optimize its use of resources and reduce emissions of greenhouse gases to preserve our planet, living up to our ethical principles, investing in the health and well-being of our employees and supporting the communities in which we operate, GEODIS remains focused on continuously improving its CSR performance. A sustainability strategy centered on being a good citizen and a responsible employer.

ENSURE THE SAFETY OF OUR PEOPLE EVERYWHERE AND AT ANYTIME

↓

SOCIAL

- Stringent Health Security & Safety policy endorsed by the Management Board
- Health & Safety trainings
- Management engagement

RECRUIT, DEVELOP AND RETAIN QUALITY PEOPLE

↓

SOCIAL

- Training & Development
 - Executive and managers development programs
 - Sales Academy
 - New graduate induction program (Jump'In)
- Diversity targets

Our governance model

GEODIS' strong governance is ensured through its decision-making bodies. GEODIS' eight-member Supervisory Board oversees the management of the company.

Group strategy and action plans are set by the Group's 16-member Management Board, chaired by Marie-Christine Lombard and composed of eight Executive Vice Presidents in charge of operational Lines of Business and Regional clusters and seven in charge of the Group's functional departments. The Executive Board is responsible for the management of the company under the supervision of the Supervisory Board.

Supervisory Board

The Supervisory Board supervises the strategy execution through quarterly meetings including meetings of its committees :

The Human Resources committee examines the compensation and benefits schemes of the Executives, Management Board and the Group Executives.

The Audit and Risk committee verifies the accounts, the processes to ensure the accuracy of the information collected, and the internal controls.



Executive Board



Board of management

The board of Management sets the ESG strategy and follows its deployment at the lowest operating unit level. It engages the company to improve continuously our key targets to measure impact on environment, people and safety.

→ DISCOVER MORE ABOUT GOVERNANCE ON GEODIS WEBSITE



Combating climate change

Our CO₂ reduction strategy relies on three pillars: Measure, Solutions and Advocacy. GEODIS applies multiple levers to reduce emissions through decarbonization. Solutions, adapted to each customer's needs and constraints, range from managing freight demand to combining transport modes smartly to ensuring that fleet and assets are optimally deployed, energy efficient and powered by the lowest emissions energy source available. An update from the front lines.

MODAL SHIFT TO RAIL FOR LONG DISTANCES

The modal shift from road to rail is the first of the solutions proposed by GEODIS, a well-suited option for reducing the environmental footprint of transporting dense products over long distances. GEODIS is a leader in rail freight, with an extensive offer to customers in France and elsewhere in Europe that leverages the company's multi-modal capabilities. When transporting goods in Europe, CO₂ emissions can be divided by 20 when using rail transport instead of road transport. GEODIS also is helping to grow rail utilization between Asia and Europe. The global volume of goods transported by rail from China to Europe to serve "the new Silk Road" increased from 14 million metric tons in 2019 to 24 million metric tons in 2020. GEODIS' rail transport from central China to the south of France also lowers costs and results in 12 times lower CO₂ emissions than air transport.



AN ARRAY OF APPROACHES TO DECARBONIZED ROAD TRANSPORT

In addition to the modal shift to rail, another initiative involves optimizing vehicle loads through the use of mega-trucks where authorized to operate. Other strategies include the use of alternative energies such as natural gas for vehicles, especially biogas, produced from the fermentation of biomass. In recent years, GEODIS has introduced promising alternative diesel fuels such as B100 biofuels. Also emerging on the horizon are battery powered electric vehicles and hydrogen trucks; a rich mix of options that GEODIS' teams continue to explore and develop to help customers improve their environmental performance.

"It is by working with our customer that we identify the best sustainability solution."

Testimonials

Three GEODIS employees talk about ways the Group is progressing on decarbonization.

KATHY ZHANG,
RAIL FREIGHT DIRECTOR IN CHINA

“We have seen a tremendous increase in demand for rail transport between Asia and Europe over the last two years.”

“We transport goods from China by rail through Middle Asian countries to reach European countries. We ship by rail for automotive, industrial, electronic and retail customers. In 2021, there were almost 20,000 TEU that operated between China and Europe. Rail’s lead time is faster than by ocean, much cheaper than air, and more environmentally friendly compared to air freight.”



ALEXANDER HÖGLUND,
HEAD OF SUSTAINABLE FUELS, FREIGHT FORWARDING

“Biofuels made from waste are currently the most effective way to significantly reduce the environmental footprint of transport activities.”

“Our sustainable fuel options for air and sea transport offer customers the possibility of reducing their carbon footprint. Derived from non-fossil sources like used cooking oil and agricultural waste, the CO₂ emitted from sustainable fuels is already part of the natural carbon cycle. Customers can choose how much they want to reduce carbon emissions up to 100%.”



CHRISTOPHE DUVERNOIS,
CSR DIRECTOR, DISTRIBUTION & EXPRESS

“The Distribution & Express business is making every effort to deliver low-emission zones in France.”

“To help reduce greenhouse gas emissions from our subcontractor partners who make deliveries in French cities, including in low-emission zones, we shared an educational kit in 2021 that covers emissions regulations and the implications for the subcontractors’ activities. GEODIS also will soon be offering partners the opportunity to lease different models of low-emitting vehicles.”



REDUCING ENVIRONMENTAL FOOTPRINTS IN THE AIR AND AT SEA

By offering the opportunity to benefit from sustainable fuel solutions in the air and at sea, GEODIS is enabling customers to decarbonize their supply chain and contribute to the reduction of CO₂ emissions from their shipments. The Sustainable Aviation Fuel and Sustainable Marine Fuel are derived from non-fossil sources and produced using food and agricultural waste. Through the use of these fuels, the CO₂ emission reduction can be around 80% for air and 90% for sea transport.



OPTIMIZING THE ENVIRONMENTAL FOOTPRINT OF BUILDINGS

Another area for increasing sustainability is reducing the energy consumption of GEODIS’ buildings while developing sites that are sustainable, as well as comfortable and pleasant for employees. GEODIS uses several levers to achieve its goal. The Group prioritizes LED lighting installation in conjunction with motion sensors, which is the most economical lighting solution, the least energy-consuming, and the most pleasant for employees. Another approach to reducing energy use is better controlling heating, ventilation and air conditioning in offices, through the use of sensors. Other actions include water recovery systems, dock areas in cement that are more resistant over time than asphalt for truck trailers and use of natural light in our warehouses. A key success factor is to make our people understand our decarbonization targets and integrate their ideas in improving our operational processes towards emissions reductions.



In figures

70/100

GOLD level score awarded by EcoVadis to GEODIS for the quality of its CSR approach in 2021

B

CDP (formerly known as the Carbon Disclosure Project) score obtained by GEODIS

Supporting customers' environmental objectives & engaging partners

Increasingly a key factor in calls for tenders, customers look to GEODIS to find solutions to reduce their energy consumption, decarbonize their operations and minimize waste throughout the supply chain.

PURSuing AND CLAIMING OUR LEADERSHIP

GEODIS believes operating sustainably is central to its success as a company. This means minimizing the carbon footprint of its own operations. GEODIS has set the ambitious goal of achieving a 30% reduction, from reference year 2017, in CO₂ emissions (including scopes 1, 2 and 3*) by 2030. GEODIS' commitment to environmental leadership is also reflected in the recognized benchmarks, international standards, norms and guidelines in which it participates. The Group takes action to directly improve its own environmental footprint and those of its suppliers while supporting its customers in achieving their CSR goals. As an industry leader, GEODIS works closely with partner organizations and other companies, taking an active advocacy role to align international standards and drive improved environmental performance throughout the transport and logistics sector.

ADVISING OUR CUSTOMERS ON SUSTAINABLE SOLUTIONS

GEODIS continued to support customers in making progress toward their sustainability objectives in 2021. Activities included building awareness and educating customer teams on measuring their supply chain emissions, identifying the sources of these emissions and co-building solutions to lower them.

“Through its eco-design methodology, GEODIS is going further in its environmental approach and moving towards a more responsible supply chain.”

* Scope 1: direct emissions from stationary or mobile sources (gas or fuel)
 Scope 2: indirect emissions associated with electricity production
 Scope 3: all indirect emissions (not included in scope 1 and 2) that occur in the value chain



In figures

~5 millions

tons CO₂e in 2021 for GEODIS, of which 94% come from scope 3

51%

reduction in CO₂ emissions (approximately 2,250 less tons of CO₂ over five years) for an eco-design solution

▶ Located at Delta 3 multimodal site in Douarges, in northern France, GEODIS is strengthening its rail activities, particularly on France's north-south axis.

GEODIS provides customers with a detailed carbon assessment and ways to reduce or even avoid CO₂ emissions. Options are identified to help minimize energy consumption, improve waste management and optimize the use of buildings, equipment and transport flows through GEODIS' eco-designed solutions to reduce customers' CO₂ emissions throughout the duration of contracts.

WORKING WITH TRUCK MANUFACTURERS

GEODIS' efforts to improve environmental performance throughout the transport and logistics sector include collaboration with manufacturers of trucks to participate in proof-of-concept trials for new technologies. As an industry leader, the Group also supports the deployment of improved energy infrastructures to transition to zero tailpipe emission vehicles. In addition to engaging in public advocacy for tighter emissions standards, GEODIS and manufacturers have collaborated on the use of biogas and biofuels to power trucks and are pushing the development of electric batteries for use in powering medium and heavy-duty vehicles.



"Customers rely on GEODIS' supply chain expertise to propose solutions that help them improve their environmental performance while also achieving their growth objectives."

WORKING WITH PARTNERS

As most CO₂ emissions are categorized as Scope 3, GEODIS depends on the actions of its suppliers and subcontractors to improve the carbon efficiency of their transport. As the transition from biofuels to electric vehicles continues to unfold, GEODIS works closely with its subcontractors to keep them apprised of the speed and direction of the market's movement. The Group also provides information and support for subcontractor efforts to decarbonize their activities by reducing their carbon footprint and energy use.

2021 Retrospective

GEODIS offers sustainable fuels for air and sea transport to customers

Biofuels produced using food and agricultural waste can now be used by GEODIS' customers for air and sea. The fuels cut CO₂ emissions over the cycle from production to fuel consumption around 80% for air and 90% for sea transport, in addition to reducing other pollutants.



Eco-designing logistics sites

With the rise of eCommerce, customers are increasingly turning to GEODIS for help in decarbonizing and reducing waste in their supply chain. Through its comprehensive eco-design methodology, GEODIS identifies the environmental impact of their logistics cycle at all stages. Our teams quantify CO₂ emissions related to the total service life cycle of all project assets, from the initial sales and tender stage through final site closure.



Industry group pushes for low-emission road freight

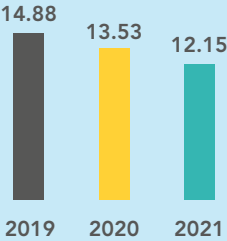
The European Clean Trucking Alliance (ECTA) urged the European Commission to adopt an ambitious policy framework to make zero emission freight a reality as part of its "Fit for 55" road transport regulatory package. An ECTA member since its creation in July 2020, GEODIS supports the Alliance's calls for accelerated infrastructure development within EU countries and the strengthening of CO₂ emission standards for road transport.

Focus on Health, Safety & Security

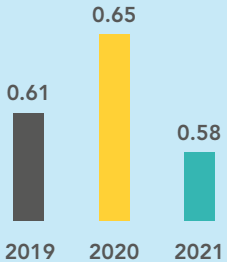
Ensuring safe work places for our people is our most important responsibility. GEODIS aims to be the recognized global leader in Health, Safety and Security (HSS). We believe there are three factors that allow us to mitigate our risks and maximize our performance: culture, processes and technology.



Frequency rate of occupational accidents



Severity rate of occupational accidents



OUR TRIPLE SHIELD

TECHNOLOGY



We invest in best in class tools and equipment that can help us in preventing accidents and enhancing working conditions.

PROCESSES



Our processes are carefully engineered to ensure that we consistently perform respecting our HSS standards. We review and improve them on a regular basis.

CULTURE



This is achieved

through awareness, training and constant management communication on the HSS topics. KPIs are reviewed monthly at board of management level. We entice a culture of health, safety and security everywhere, for everyone at all times.

+20,000

employees trained in Health and Safety in 2021

Engaging and empowering our people

To succeed in the competitive global environment, GEODIS relies on the professional skills and engagement of its employees. Recruitment, retention, development and ensuring the well being of our people are critical priorities.



INCREASING PROFESSIONAL OPPORTUNITIES FOR WOMEN

To continue to advance toward gender equality and promoting women's empowerment, new initiatives launched in 2021 included a "parity" indicator that will be reflected in the bonus paid in 2022 to top managers who work to promote women. GEODIS also started to produce an internal "equal opportunities" report to assess the gender distribution throughout the company and trace career movements. The report identified opportunities for action to improve gender balance and continue progress toward the goal of increasing the number of women in managerial positions from 13% in 2017 to 25% by 2023. The number of female top managers rose to 20% in 2021. New initiatives build on the many actions GEODIS has undertaken to foster greater gender diversity, including reviews of equality in compensation and benefits, a paid maternity leave policy, and a mentoring program for women. We also provide guidance to managers and HR teams in the company recruitment guide to increase the recruitment of women.

FOSTERING AN INCLUSIVE ENVIRONMENT

To encourage managers and employees to be more inclusive, GEODIS has set up the global "IN, Inclusion Network." The initiative aims to help encourage a positive experience for all and foster diversity by providing opportunities to act and contribute to solidarity and inclusive actions for people with disabilities. Network members implement inclusion projects such as partnering with a specialist agency for recruiting people with autism in the U.S., providing awareness training for managers and HR representatives in Singapore or supporting the training of guide dogs for the visually impaired in France. Other programs helping to change the way disabilities are viewed include collaboration with France's GESAT Network to promote responsible purchasing from establishments that employ disabled workers.

"Logistics includes professions ranging from truck driver to data scientist."



TRAINING FOR THE FUTURE

GEODIS continued to invest in its people through an array of training programs designed to help all employees develop skills and to progress in their careers. In 2021, a strong emphasis was placed on employability, with resources that enable employees to develop skills needed to advance their career. Group training programs cover a broad range of subjects, including management, sales, Health & Safety, ethics, compliance and cybersecurity. Certain courses offer opportunities to develop skills from basic to expert level while others are aimed at ensuring maintenance of high standards or responding to specific regulatory compliance requirements. For new hires, "Welcome @ GEODIS", an onboarding course, provides a better understanding of the Group's organization, businesses and challenges. Employee well-being is also a focus with courses offered on stress management, dealing with subjects such as work-life balance and resilience.

APPRENTICESHIP DEVELOPMENT

A new worldwide apprenticeship program launched in 2021 seeks to offer opportunities to prepare young people to enter the professional world. The JUMP'IN program is designed to help students and recent graduates gain experience in a work setting through an internship or a work-study program. Following the first year, in which 150 children of employees were welcomed, the program is being expanded in 2022 to include students and recent graduates from outside the GEODIS community.

In figures

39%

of employees are women

+11h

of training per employee



Testimonials

Three GEODIS employees testify to the Group's progress in ensuring an inclusive and forward-looking work environment.

KATHLEEN REHBEIN,
DIRECTOR, HUMAN RESOURCES, NORTH, EAST & CENTRAL EUROPE

"The 'Ladies first!' program is helping to provide more visibility, flexibility and opportunity for female talent and hidden stars as well as strengthening networks for female colleagues."

"Launched in 2021, "Ladies First!" is an internal women's empowerment sub-project of the GEODIS Women Network in the North East Central Europe (NECE) region and aims to further increase the percentage of women in management positions at GEODIS. In addition to regular coaching sessions for female executives, the program also includes a range of workshops for the female NECE colleagues. Through training, mentoring, self- and peer-learning and research into respective topics, the strengthening of female employees and the expansion of management positions are to be promoted."



RUSTY TAYLOR,
SR. DIRECTOR OF OPERATIONS, AMERICAS

"Challenges never stop coming. We need to keep the interactions and learning ongoing."

"The 'MANAGE' training program really changes one's mindset, helping me to be more present in the moment and more thoughtful about others' actions, words and the content they are sharing. I also look for opportunities to use what I've learned to help colleagues consider different approaches the next time they're leading a project. GEODIS' commitment to investing in development is a highlight that is really attractive to prospective recruits."



MURAT TUZUN,
AIR PRODUCT MANAGER, TURKEY

"With regard to my disability, GEODIS treats me like every other employee."

"I have been working in Freight Forwarding for 30 years and really enjoying working at GEODIS. We have a friendly environment and good work atmosphere. As Air Product Manager, I'm responsible for the Country Air Product Budget and Airfreight Operations. GEODIS is already supporting me at every step with regard to my disability and I know my colleagues are there to back me up if I ever need it."



Act with transparency and compliance

GEODIS continued to reinforce its commitments to ethics and compliance throughout the year.

NEW ETHICS AND COMPLIANCE TOOLS

GEODIS' multilingual advanced ethics and compliance e-training was deployed to approximately 14,000 targeted employees with positions exposed to risks such as corruption and influence peddling. This in-depth training featuring case study scenarios to illustrate how challenging situations can arise in real life was successfully completed by 99% of the targeted audience.



ETHICS AND COMPLIANCE PRINCIPLES

GEODIS believes that compliance with strong ethical principles and international laws and standards is a prerequisite to the exercise of its activity. Eight key components underlie this commitment: commitment by the management team, code of ethics and policies, dedicated resources, risk assessment, training programs, disciplinary scheme, evaluation of suppliers and partners and an ethical alert or "whistleblowing" system. The Risk Committee defines and guides the Group's decisions on ethics, compliance, risk prevention and management and ensures the implementation of the principles of the GEODIS' values and policies.



EMBEDDING INTEGRITY AND COMPLIANCE IN BUSINESS DEALINGS

In 2021, GEODIS continued implementing its revamped code of ethics, achieving a total adoption rate by the French entities of 100%, and by the international entities of 90% in accordance with local labor laws. The Group also continued raising awareness of its code of ethics through targeted communications during the Global Compliance Week in November 2021. Noteworthy examples in 2021 include in-person training on anti-bribery, corruption and competition laws completed by 700 employees, the e-learning advanced code of ethics training program completed by 3,000 employees, the conflicts of interest training completed by 7,000 employees, and the launch of a specific training program targeting high risk suppliers to train them on GEODIS' values, compliance principles and expectations with regards to anti-bribery, competition laws, human rights and fundamental freedoms.



In figures

~14,000

number of employees taking part in advanced ethics and compliance e-training in 2021

70/100

EcoVadis score in the ethics category in 2021

Testimonials

Three GEODIS employees provide examples of what business integrity and compliance mean in everyday life.

PHILIPPE MAHLER,
CHIEF PROCUREMENT AND OPERATIONS OFFICER,
SUPPLY CHAIN OPTIMIZATION

“Ensuring that we are working only with trustworthy suppliers and partners is an additional way of creating value for our customers.”

“In order to continue to provide excellent services to all our stakeholders, suppliers can no longer be selected solely on the basis of prices and capabilities. The Know Your Business Partner Due Diligence policy became part of our daily jobs, enabling us to ensure that GEODIS works only with trustworthy suppliers and partners. This is an additional way of creating value for our customers while also contributing to protecting and strengthening GEODIS' reputation.”



JUERGEN ADLER,
VICE PRESIDENT, AUTOMOTIVE VERTICAL MARKET

“GEODIS' commitment towards ethics and compliance and ESG are value-added differentiators.”

“Ethics and compliance is a topic of high importance for our customers and is more relevant than ever. This has been an essential topic for GEODIS for some time and a foundational element of our “Keep Rising” mindset. Our robust compliance program, together with GEODIS' commitment towards ESG, are already value-added differentiators, even before we begin discussing prices or operational solutions with customers.”



MARJORIE ROSSELL ORTEGA,
SENIOR DIRECTOR, ETHICS AND COMPLIANCE, AMERICAS

“Each year, our ethics and compliance team leads various activities to reinforce our ethics and compliance culture.”

“In addition to Group initiatives, we implemented the Ethics and Compliance Network in the Americas, integrated by our leaders across the Region to set the tone at the top for our program. We also created the Ethics and Compliance Start Award in the Freight Forwarding and Contract Logistics Lines of Business, recognizing over 30 teammates and key areas in 2021 for supporting and collaborating on our ethics and compliance culture.”



Our reporting methodology

The CSR Reporting covers environmental and social indicators of GEODIS and its subsidiaries over which it has control. GEODIS utilizes national and international reporting standards as a guidance and has developed its own procedures and tools to collect, analyze, and consolidate environmental and social data.

KEY CSR INDICATORS

GEODIS reports its environmental and social performance across a range of indicators. A selection of key CSR indicators and key sustainability information are published and reviewed annually by the audit firm EY. The EY signed moderate assurance report and further detail on the methodologies used, including scope, data collection and consolidation, indicators selected and the monitoring and verification processes, are available in the CSR section of geodis.com.

REPORTING SCOPE

The report covers the 12-month period ended 31 December 2021.

GEODIS consolidates information through each Region, Line of Business in the areas of Human Resources, Quality, Safety and the Environment.

The figures shown for 2021 have been calculated or estimated using data from GEODIS and suppliers which are reported at different granularity levels from operational sites to Group level indicators.

Data are presented by geographic area and by Line of Business. GEODIS has continuously improved the data collection and consolidation process since its first reporting in 2008, enabling GEODIS to meet regulatory requirements.

The scope of consolidation varies depending on the data presented and may include only some of the sites or countries concerned.

About acquisitions

Revenue data includes PEKAES, beginning of February 2021 (11 of 12 months) and GANDON, beginning of September 2021 (4 of 12 months); non-financial indicators do not include 2021 acquisitions.

CHOICE OF INDICATORS

Reporting data are divided into two categories – Environmental and Social – to reflect the Group's commitments and to measure the effectiveness of the actions taken by the Lines of Business. GEODIS has selected its own indicators based on relevance, international benchmarks and the guidelines of the

Global Reporting Initiative (version 4). GEODIS also provides a document setting out a formal definition for each indicator to ensure that the same method of calculation is used for all geographic areas and activities.

LIMITATIONS OF THE METHODOLOGY

Certain factors impact the reporting process such as:

- Different collection tools across different Regions and Lines of Business
- Varying availability for some of the data needed to calculate indicators
- Different regulatory obligations

REVIEWING AND VERIFYING THE INDICATORS

Environmental data are consolidated and verified by each Region and Line of Business' Quality, Safety and Environment departments, as well as by the Group's CSR department. Social data are consolidated and verified by the HR departments at Head Office and within each Line of Business and Region.

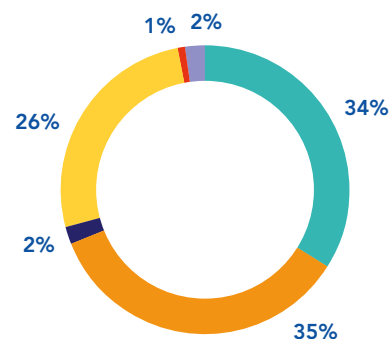
The consistency of the data is also verified by the Lines of Business and the Group's CSR department. This verification includes a comparison with data from previous years and significant differences have to be explained.

Outside organizations have been verifying the data from GEODIS CSR Report and Reporting since 2017. The audit firm, EY, has carried out an independent review of reporting processes on a selection of GEODIS' key CSR indicators for 2021.

GEODIS' CO₂e EMISSIONS BY SCOPE

(in metric tons of CO₂e - Scopes 1, 2 and 3 – Worldwide – 2019-2020-2021)

Correspondence GRI4-EN15, GRI4-EN16, GRI4-EN17



5,057,298
tons CO₂e

	2019	2020	2021	Breakdown in 2021
SCOPE 1	192,779	167,534	208,482	4%
SCOPE 2	92,325	79,732	84,101	2%
SCOPE 3	5,020,653	4,193,222	4,764,715	94%
Total	5,305,757	4,440,488	5,057,298	100%

- Transport by road
- Transport by air
- Transport by rail
- Transport by sea
- Others (waste, upstream emission from energy consumption + business travel emissions)
- Buildings

GEODIS CO₂e EMISSIONS PER LINE OF BUSINESS

(in metric tons of CO₂e - Scopes 1, 2 and 3 - Worldwide - 2019-2020-2021)

	2019	2020	2021
SCOPE 1			
Corporate & Holdings	263	158	23,926
Distribution & Express	67,869	62,881	64,577
Road Transport	85,566	74,605	75,967
Freight Forwarding	3,222	2,651	8,352
Supply Chain Optimization	75	37	44
Contract Logistics	14,524	11,352	12,541
Contract Logistics US	21,260	15,849	23,075
Total scope 1	192,779	167,534	208,482
SCOPE 2			
Corporate & Holdings	147	44	133
Distribution & Express	2,566	1,751	1,626
Road Transport	10,059	1,371	1,477
Freight Forwarding	11,085	10,175	11,015
Supply Chain Optimization	547	619	483
Contract Logistics	18,970	18,422	19,261
Contract Logistics US	48,951	47,350	50,106
Total scope 2	92,325	79,732	84,101
SCOPE 3			
Subcontracted air transport	2,134,781	1,623,524	1,780,680
Subcontracted rail transport	56,713	71,254	110,971
Subcontracted ocean transport	1,372,246	1,148,399	1,309,645
Subcontracted road transport	1,378,005	1,291,096	1,530,810
Others	78,906	58,950	32,609
Total scope 3	5,020,653	4,193,222	4,764,715



GEODIS Air Freight CO₂e emissions in 2021 have been included in the Corporate & Holdings total

SCOPE 1: direct emissions from stationary or mobile sources (gas or fuel).

SCOPE 2: indirect emissions associated with electricity production.

SCOPE 3: all indirect emissions (not included in scope 1 and 2) that occur in the value chain.

KEY CSR INDICATORS

GEODIS 2021 44-45

EVOLUTION OF GEODIS CO₂e EMISSIONS

(in metric tons of CO₂e – Scopes 1, 2 – Worldwide)

Correspondence GRI4-EN15, GRI4-EN16, GRI4-EN17

	2019	2020	2021
SCOPE 1			
France	136,048	121,312	155,107
Europe (outside France)	34,742	29,014	28,043
Rest of the world	21,989	17,207	25,332
Total scope 1	192,779	167,534	208,482
SCOPE 2			
France	3,490	3,083	3,317
Europe (outside France)	26,163	15,960	16,336
Rest of the world	62,672	60,688	64,448
Total scope 2	92,325	79,732	84,101

TONS OF CO₂e AVOIDED AS A RESULT OF ROAD TO RAIL MODAL SHIFT



EVOLUTION OF GEODIS CO₂e EMISSIONS BY SOURCE

(in metric tons of CO₂e – Scopes 1 and 2 – Worldwide)

	2019	2020	2021
SCOPE 1			
Emissions from gasoil consumption	155,261	137,239	143,912
Emissions from kerosene consumption	-	-	23,829
Emissions from natural gas consumption from the heating of buildings	26,674	22,757	31,133
Emissions from gas consumption from materials handling vehicles	7,341	3,593	5,240
Emissions from gas consumption from vehicles	3,503	3,944	4,368
Total scope 1	192,779	167,534	208,482
SCOPE 2			
Emissions from consumption of electricity	92,325	79,732	84,101
Total scope 2	92,325	79,732	84,101

* Scope 1: direct emissions from stationary or mobile sources (gas or fuel)
Scope 2: indirect emissions associated with electricity production

ANNUAL TRUCK FUEL CONSUMPTION PER LINE OF BUSINESS

(in million of liters) Correspondence GRI4-EN3

	2019	2020	2021
Contract Logistics	2.1	0.7	0.7
Distribution & Express	24.9	23.6	24.2
Freight Forwarding	0.1	0.2	0.2
Sealogis	-	-	1.5
Road Transport	31.7	27.5	27.9
Total worldwide	58.8	52.1	54.5

EVOLUTION OF THE GEODIS' VEHICLE FLEET WORLDWILDE

(number of vehicles)

	2019	2020	2021	Breakdown in 2021
Euro 0-1-2-3-4	131	114	96	3%
Euro 5	559	305	230	7%
Euro 6	3,014	2,858	2,922	87%
Clean vehicles (electric and natural gas vehicles)	80	80	104	3%
Total	3,784	3,357	3,352	100%

ELECTRICITY CONSUMPTION OF GROUP BUILDINGS

ELECTRICITY CONSUMPTION OF GROUP BUILDINGS

(in GWh - Worldwide)

2019	2020	2021
236	209	221

ELECTRICITY CONSUMPTION OF THE CONTRACT LOGISTICS LINE OF BUSINESS

(in KWh / sqm)

	2020	2021
FRANCE	27.79	29.99
EUROPE (OUTSIDE FRANCE)	24.44	24.38
USA	29.46	29.78

- Excluding sites opened or closed during the year
- Excluding sites with no energy and/or surface reported

TOTAL PRODUCTION OF RENEWABLE ENERGY IN 2021

190,643 kWh

TOTAL PURCHASE OF RENEWABLE ENERGY IN 2021

10,894 MWh

48%
OF THE SURFACES
EQUIPPED WITH
LED IN 2021

66.79%

Estimated share of non-hazardous waste generated by GEODIS activity and recovered in 2021 (Worldwide)

116,646 tons

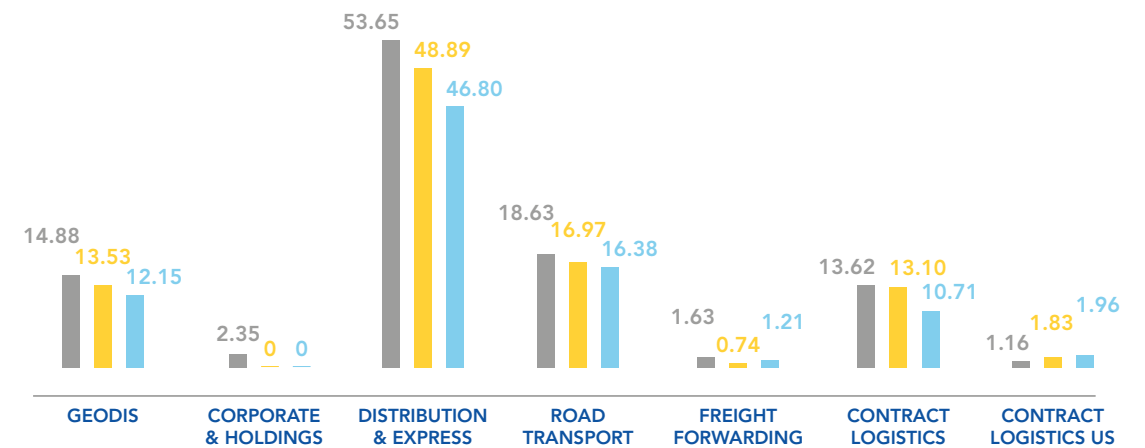
Non-hazardous waste produced in 2021 (Worldwide)

SOCIAL

● 2019 ● 2020 ● 2021

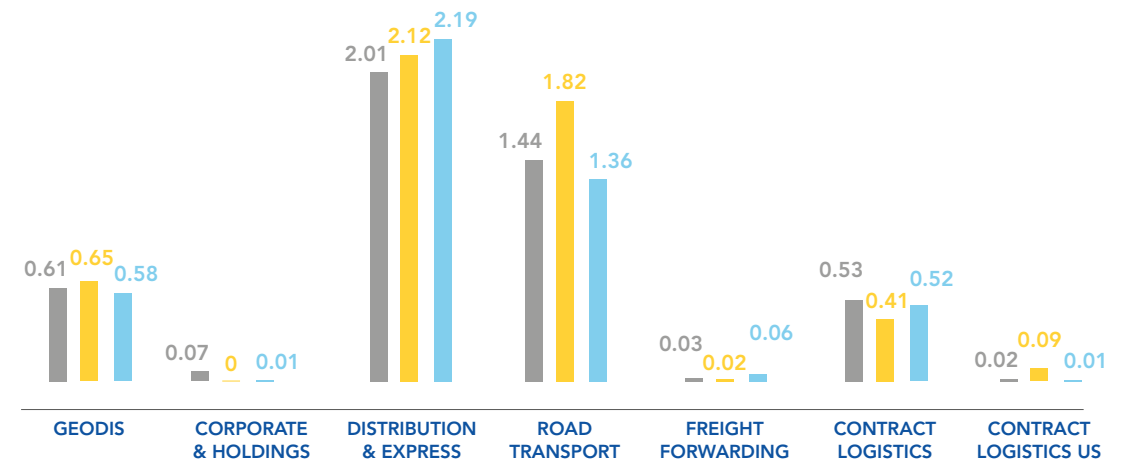
SAFETY: FREQUENCY RATE OF OCCUPATIONAL ACCIDENTS

(Worldwide) Correspondence GRI4: LA7



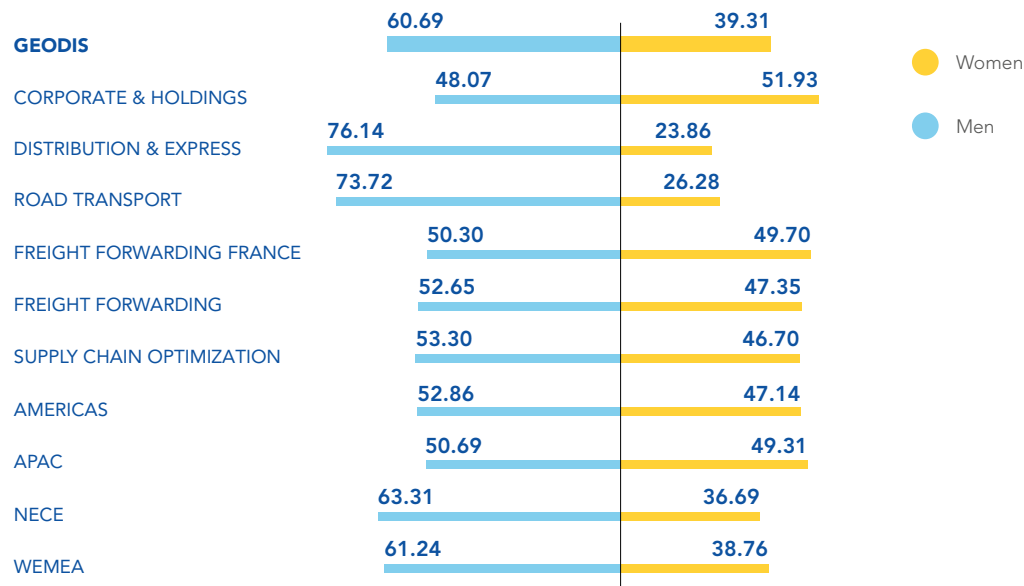
SAFETY: SEVERITY RATE OF OCCUPATIONAL ACCIDENTS

(Worldwide) Correspondence GRI4: LA7



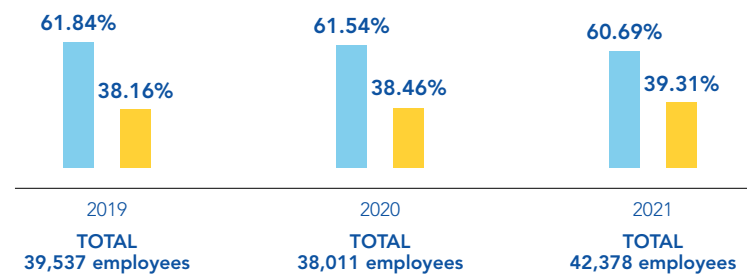
GENDER DISTRIBUTION IN 2021

(as a percentage of FTE – Worldwide)



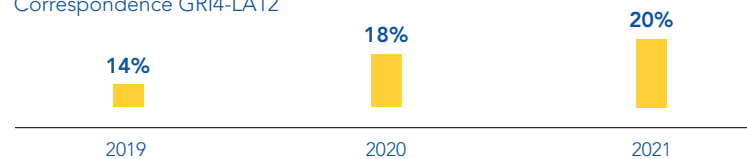
CHANGE IN GROUP GENDER DISTRIBUTION OVER 3 YEARS

Correspondence GRI4-LA12 (as a percentage of FTE – Worldwide)



REPRESENTATION OF WOMEN IN GROUP TOP MANAGEMENT

Correspondence GRI4-LA12



SHARE OF DISABLED WORKERS

(FTE share, full-time equivalent)

	2019	2020	2021
GEODIS	2.61	3.30	3.01
France	4.60	4.81	4.85

NUMBER OF EMPLOYEES AT 31 DEC. 2021

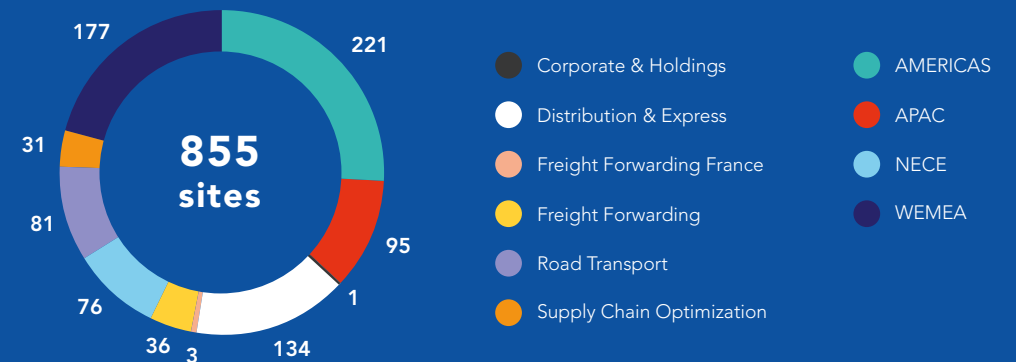
44,434 employees excluding acquisitions

NUMBER OF HOURS OF TRAINING BY FTE

2020: 10.07 hours
2021: 11.03 hours

GOVERNANCE

TOTAL GEODIS SITES – 2021



EVOLUTION OF GEODIS' SITES CERTIFICATIONS

	2019	2020	2021
Total number of sites	841	813	855
ISO 9001 certified	565	536	524
ISO 14001 certified	296	302	295
ISO 45001 certified	234	235	243

TRIPLE OSE CERTIFICATIONS
(total number of sites)



2021 CERTIFICATIONS

(number of certified sites)

	Total number of sites	ISO 9001	ISO 14001	ISO 45001	TAPA	AEO	ISO 22000	ISO 13485	ISO 50001	SQAS	BREEAM
GEODIS	855	524	295	243	19	276	11	3	3	16	4
AMERICAS	221	52	37	37	3	0	0	3	0	0	0
APAC	95	82	76	74	6	16	0	0	0	0	0
Corporate & Holdings	1	0	0	0	0	0	0	0	0	0	0
Distribution & Express	134	110	34	24	0	85	0	0	0	0	0
Freight Forwarding France	3	3	3	3	0	3	0	0	0	0	0
Freight Forwarding	36	6	0	0	0	35	0	0	0	0	0
NECE	76	66	64	61	6	48	4	0	3	0	0
Road Transport	81	70	17	2	0	14	0	0	0	16	0
Supply Chain Optimization	31	16	6	1	0	0	1	0	0	0	0
WEMEA	177	119	58	41	4	75	6	0	0	0	4

ISO 9001: quality,
 ISO 14001: environment,
 ISO 45001: safety,
 TAPA (Transported Asset Protection Association): cargo security,
 AEO (Authorized Economic Operator): customs formalities,
 ISO 22000: food safety,
 ISO 13485: medical devices, quality management systems, requirements for regulatory purposes,
 ISO 50001: energy management,
 SQAS (Safety and Quality Assessment Series): quality and safety in the chemical sector,
 BREEAM (Building Research Establishment Environmental Assessment): environmental performance of buildings.

REPORT SCOPE

The information contained in this report concerns 2021 and the first quarter of 2022. The auditor EY has conducted an independent review of a selection of key CSR indicators for GEODIS in 2021. Non-financial reporting indicators do not include PEKAES but revenue data includes PEKAES, beginning February 2021 (11 of 12 months). Details on the methodologies used (scope, data collection and consolidation, choice of indicators, methodological limits, monitoring and verification of indicators) are available on geodis.com under the CSR section together with the moderate assurance report issued by EY.

ACKNOWLEDGMENTS

GEODIS' 2021 Activity and Corporate Social Responsibility Report was produced by the Group's CSR department, with the support of the Marketing and Communications department and thanks to the participation of the Regions, Lines of Business as well as all the Group's support functions. We would like to thank everyone who contributed.

PHOTO CREDITS

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GEODIS
KEEP RISING