

CLIMATE AND ENVIRONMENT POLICY

GEODIS places environmental issues at the heart of its approach to corporate social responsibility and of its strategy.

Recognizing the impact of transport and logistics activities on the environment, the Group is fully committed to climate action and to a reduction in the environmental impact of logistics chains. GEODIS is striving to develop innovative, environmentally responsible solutions for its customers and with its partners.

Our objectives are:

- **Reducing the Group's carbon footprint on a science-based trajectory, in accordance with the Paris Agreement, and adapting to the effects of climate change**
- **Preventing and reducing polluting emissions and nuisances to attenuate the impact on populations and ecosystems at risk**
- **Optimizing the use of resources through a "reduce, reuse, recycle" approach, both in our operations and in the services we offer customers**

These commitments are based on:

- Knowledge of **and compliance with environmental laws and regulations** in all the countries where we operate, as well as compliance with any voluntary or contractual commitments that go further than the regulations.
- A **governance** that addresses environmental and climate issues at the highest level of the company: strategy, programs and objectives are validated by the members of the Management Board, who ensure that they are circulated and applied throughout the Group.
- An **organization** with proven expertise in environmental and climate issues, and resources dedicated to environmental challenges and sharing best practices.
- Programs to raise awareness and train employees to develop a climate and environmental **culture**, so that they commit to taking action within GEODIS and with our partners.

The actions we take to protect the environment and the climate focus on 3 key areas:

- **Measure:** identifying and measuring the environmental impacts of all our activities and those of the solutions we propose to inform our decisions, and the impacts of the partners we choose to work with.
- **Reduce:**
 - greenhouse gas emissions and polluting emissions: optimizing routes, loads and the use of assets, and combining modes of transport, reducing energy consumption and increasing the proportion of low-carbon energies and technologies
 - the vulnerability of our activities to the effects of climate change
 - the use of resources through implementation of frugal and circular management
 - impacts on biodiversity, driven by the pressure that our activities and infrastructures can create on the environment.
- **Collaborate** and innovate with our stakeholders to develop, promote and implement environmentally responsible solutions. Work with governmental and non-governmental organizations to implement a legislative framework that supports this transition.

For the environment, every gesture counts, so everyone has a part to play in achieving our environmental objectives and in ensuring that GEODIS is recognized by its partners as a responsible company.