

Corporate Social Responsibility (CSR): ID Logistics commits to ambitious targets

- **Creation of a dedicated CSR division represented on the Executive Committee**
- **10 specific short and medium-term targets covering all the company's activities, including:**
 - **Reducing work accidents by 40% for all employees by 2027**
 - **Reducing the company's carbon footprint by 40% by 2030, excluding compensation**

Orgon, 19 October 2021 - ID Logistics, (ISIN: FR0010929125, Mnémo: IDL) one of the European leaders in contract logistics, presents its CSR strategy, its commitments and its roadmap to 2030.

Eric Hémar, Chairman and CEO of ID Logistics, commented: « *ID Logistics has been committed to a responsible and sustainable approach since its creation. This commitment was given a new impulse in 2021 with the integration of the CSR division within the Executive Committee. We firmly believe that our growth cannot be achieved on the back of our values and our environment. Today, we are going further with the setting of ambitious and quantified CSR targets that position our Group among the best standards in the contract logistics market* ».

CSR STRATEGY BASED ON 3 PILLARS

The Group is today presenting its CSR strategy, which is based on three pillars covering the social, environmental and societal aspects of the company.

- ***Social: promote social advancement, inclusion and reduce workplace accidents by 40% in 2027 vs. 2018***

ID Logistics aims to be a driver of social advancement for its employees while promoting inclusion, particularly in the areas of disability and diversity. ID Logistics also aims to become the reference supplier in the health and safety at work field. Among the most important objectives, the Group is committed to reducing the number of accidents by 40% by 2027 for all its employees, both permanent and temporary. To achieve this, ID Logistics relies on reinforced internal training, continuous measurement and control of dedicated metrics and benefits from specific technical innovations developed by the Group's Innovation teams.

- ***Environmental: reduce its energy consumption, waste and lower its warehouse CO2 footprint (Scope 1&2) by 40% in 2030 vs. 2018***

The Group is rolling out a proactive policy to significantly reduce its energy consumption and waste and to reduce the carbon footprint of its activities by 40% by 2030 excluding compensation. With regard to the carbon footprint, each site manager already has the ability to identify the levers for reducing emissions and can compare themselves with other sites. In addition, to achieve this objective, ID Logistics is implementing a reduction in its consumption according to the energy intensity of each site and intends to decarbonize its energy mix. Finally, low-carbon solutions are now systematically proposed to its customers during calls for tender or contract renewals.

- ***Societal: a strong local commitment***

The Group is actively promoting and encouraging the implementation of local initiatives, leveraging its entrepreneurial and solidarity values. This commitment has already led to particularly successful initiatives such as the launch of an NGO in Brazil (IDEBRA) for the educational needs of young people in the favelas, the

partnership with the "culture et diversité" association for improvisation theater in difficult neighborhoods in France, and the signing of an agreement with AGEFIPH to promote the integration of disabled employees in its warehouses. The Group intends to pursue this policy in a pragmatic and decentralized way in all the countries where it operates.

DEFINITION OF A CLEAR OPERATIONAL CSR ROADMAP WITH THE SETTING OF 10 TARGETS

ID Logistics' CSR approach is now concretely materialized by the setting of 10 objectives, in the short and medium term, divided according to the 3 defined pillars, excluding carbon compensation:

- **Social**
 1. 2022 – **Ethics**: 100% of country Executive Committee members and 80% of managers trained in ethics;
 2. 2022 – **Responsible Sourcing**: 80% of suppliers representing 95% of purchases sign the CSR / Purchasing ID Logistics charter;
 3. 2027 – **Health, Safety**: Reducing work accidents by 40% for all employees;
 4. 2025 – **Disability**: increasing the employment rate of disabled people by 20%;
 5. 2030 – **Internal promotion**: achieve 70% internal promotion for site managers.
- **Environnemental**
 6. 2025 – **Waste**: achieve 85% waste recovery;
 7. 2025 – **Customer commitments**: 75% of sites committed to an environmental project in collaboration with their customer;
 8. 2030 – **Carbon footprint**: reduce by 40% the emissions of logistics activities (CO2/Pallet) scope 1&2 vs. 2018;
 9. 2030 – **Energy**: reduce energy intensity of logistics activities by 20% (Kwh / M2) vs. 2018.
- **Societal**
 10. 2025 – **Local commitment**: 100% of countries involved in a project with local communities.

SPECIFIC AND INCENTIVE-BASED STEERING

The CSR strategy is managed by the CSR Department according to specific reporting with dedicated metrics and its implementation is directly supervised by the Group Executive Committee. All countries have committed to following their roadmap with annual and individualized objectives. As of 2022, CSR objectives will be included in the calculation of managers' variable compensation and adapted to the stakes of each function.

To learn more about ID Logistics' CSR strategy, access the CSR Report which lists the Group's approach and commitments: <https://www.id-logistics.com/en/sustainable-development/approach/>

Next Report

Release of third-quarter 2021 revenues after the market close on 25 October 2021.

ABOUT ID LOGISTICS

ID Logistics is an international contract logistics group, with revenue of €1,643 million in 2020. ID Logistics has more than 340 sites across 17 countries, representing 6.0 million square meters of warehousing facilities in Europe, America, Asia and Africa, with 21,500 employees. With a client portfolio balanced between retail, industry, detail picking, healthcare and e-commerce sectors, ID Logistics is characterized by offers involving a high level of technology. Developing a social and environmental approach through a number of original projects since its creation in 2001, the Group is today resolutely committed to an ambitious CSR policy.

ID Logistics is listed on Compartment A of NYSE Euronext's regulated market in Paris (ISIN Code: FR0010929125, Ticker: IDL).

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