

ID Logistics in line with its CSR targets (Corporate Social Responsibility)

- In 2021, ID Logistics presented 10 key CSR targets
- In 2022, 9 of the 10 targets set are in line or ahead of the roadmap defined
- In particular, ID Logistics is ahead of schedule on its two key objectives:
 - Reducing work accidents
 - Reducing the company's carbon footprint, excluding compensation

Orgon, October, 11 2022 - ID Logistics, (ISIN: FR0010929125, Ticker: IDL) one of the European leaders in contract logistics, presents its Corporate Social Responsibility (CSR) progress, one year after setting out its strategy and ten targets.

Eric Hémar, Chairman and CEO of ID Logistics, commented: « *One year after presenting our CSR objectives, ID Logistics is on the right track, as 9 of our 10 objectives are in line with or ahead of the 2030 roadmap. Committed since its creation to a responsible and sustainable approach, the Group will continue its efforts to be among the leading players in CSR* ».

CSR STRATEGY BASED ON 3 PILLARS

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

- ***A social focus by promoting social promotion, inclusion and the reduction of accidents in the workplace (objective of -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 reduce the number of accidents by 40% by 2027 for all its employees, both permanent and temporary. To reach its targets, 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

- ***An environmental focus by reducing its energy intensity and waste (objective of a 40% reduction in the warehouse CO2 footprint (Scope 1&2) 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.

- ***A corporate focus through a strong commitment at local level***

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.

UPDATE ON THE 10 TARGETS SET IN OCTOBER 2021

• **Social**

1. **Ethics** – Ahead of schedule: 100% of the country management committees trained by 2021;
2. **Responsible sourcing** – In line with the objective: 90% of French and Spanish suppliers have signed by the end of 2021;
3. **Health, Safety** – Ahead of schedule: reduction in frequency and severity rates of 33% and 45% in 2021 vs. 2018. As a reminder, the objective is to achieve a 40% reduction by 2027, for all its employees, both permanent and temporary;
4. **Disability** – Focus point: the employment rate for people with disabilities has fallen by 15%, reflecting the diversity of cultures on this subject, the shift in the mix of countries in the workforce and the management of CSR priorities in the countries. In France, with an employment rate of 4.6% in 2021, the increase is significant, +9% vs. 2018;
5. **Internal promotion** – In line with the objective: 60% internal promotion for site managers.

• **Environmental**

6. **Waste** – In line with the objective: improvement of the revaluation rate by 12 points since 2018;
7. **Customer commitments** – In line with the objective: more than 10% of sites have initiated an environmental project in a joint effort with their client;
8. **Carbon footprint** – Ahead of schedule: 24% decrease in emissions from logistics activities (CO2/Pallet) scope 1&2 in 2021 vs. 2018, excluding compensation. As a reminder, the objective is to achieve a 40% reduction by 2030;
9. **Energy** – In line with the objective: reduction in energy consumption per sq. m. of more than 6%.

• **Corporate**

10. **Local commitment** – Ahead of schedule: 100% of committed countries will have initiated a project with local communities by 2025

The consistency of the strategy and the monitoring of the good progress of these CSR indicators have been welcomed by a strong improvement in the ratings of extra-financial rating agencies, in particular MSCI, which gave an A rating to ID Logistics' entire policy.

NEXT STEPS

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.

In subjects where ID Logistics is ahead of schedule, the Group will review its ambitions upwards. ID Logistics is assessing its commitment to an SBTi approach. The monitoring of new topics is also being considered.

To learn more about ID Logistics' CSR strategy, access the presentation made today:

https://www.id-logistics.com/en/type_document/investor-presentations/

NEXT REPORT

Q3 2022 Revenues: October 24, 2022, after market close.

ABOUT ID LOGISTICS

ID Logistics managed by Eric Hémar is an international contract logistics group, with revenue of €1,911 million in 2021. ID Logistics manages 360 sites across 18 countries, representing nearly 8.0 million square meters of warehousing facilities in Europe, America, Asia and Africa, with 28,000 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 Euronext's regulated market in Paris (ISIN Code: FR0010929125, Ticker: IDL).

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