



ID Logistics: a leader in sustainable supply chain

2023 update

December 2023



SPEAKERS



ERIC HÉMAR

Chairman and Chief Executive Officer



CHRISTOPHE SATIN

Deputy Chief Executive



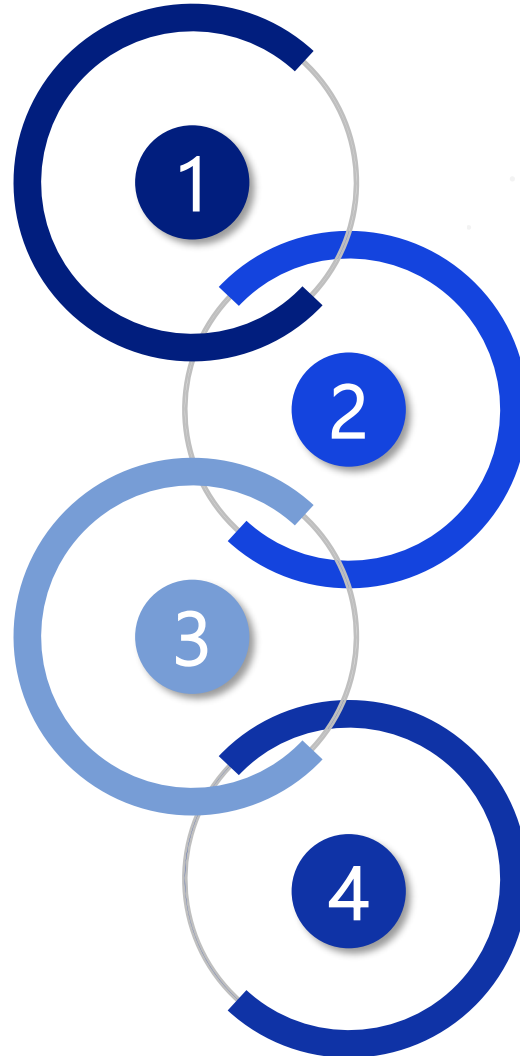
GÉRAUD PELLAT DE VILLEDON

CSR Director
Member of the Executive Committee

2023 HIGHLIGHTS

9 of the 10 2021 CSR commitments met or exceeded

CSR performance recognized by 5 external rating agencies



15% increase in ID Logistics' CSR rating from customers

CSR team structure:
14 CSR correspondents worldwide,
1 new team at Group level

AGENDA

- 1.** ID Logistics in a nutshell
- 2.** CSR commitments & results
- 3.** A recognized strategy
- 4.** 2024 outlook



01

ID LOGISTICS IN A NUTSHELL

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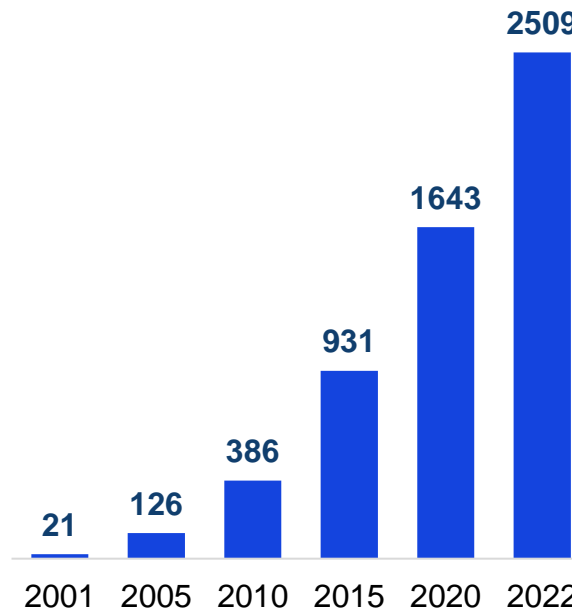
AN INDEPENDENT GROUP WITH STEADY, SUSTAINED GROWTH AND STRONG INTERNATIONAL PRESENCE

AN INDEPENDENT GROUP



STEADY AND SUSTAINED GROWTH

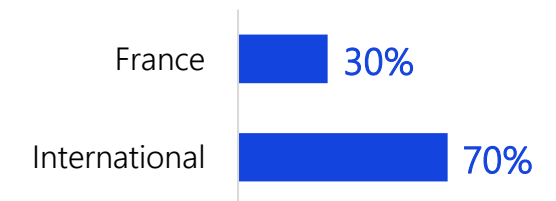
Revenues in €m



STRONG INTERNATIONAL PRESENCE



Breakdown of Q3 2023 revenues by region

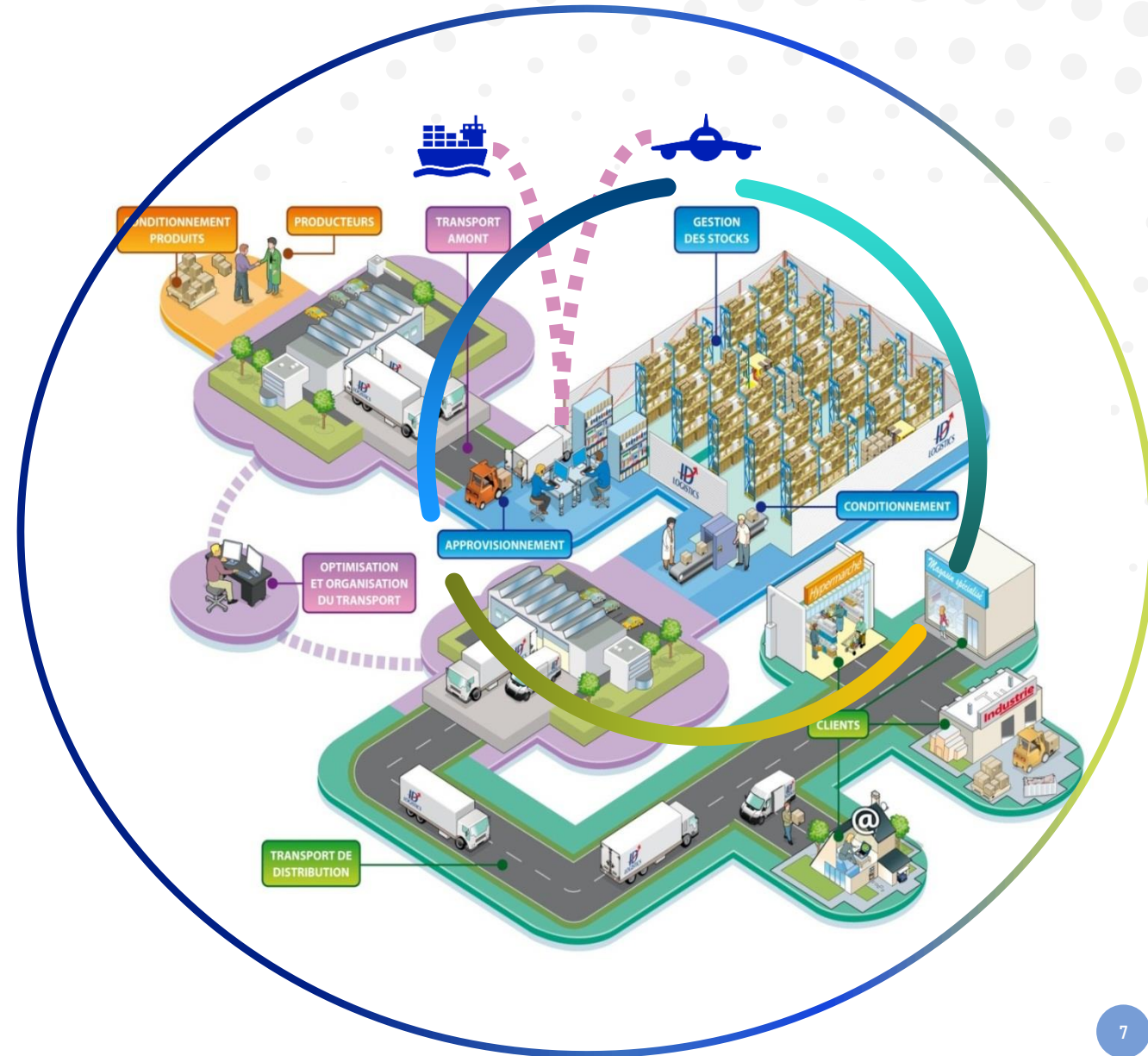


ID LOGISTICS: A SUPPLY CHAIN PLAYER

A PURE PLAYER IN CONTRACT LOGISTICS

Our business

- **Manage all or part of** the physical and IT flows between a company, its suppliers and customers
- **With a results commitment** in terms of operational and economic performance
- **Relationships** (means employed, objectives to be achieved, etc.) formalized in a **long-term contract**



OUR CUSTOMERS DEMAND MORE SUSTAINABLE SERVICES

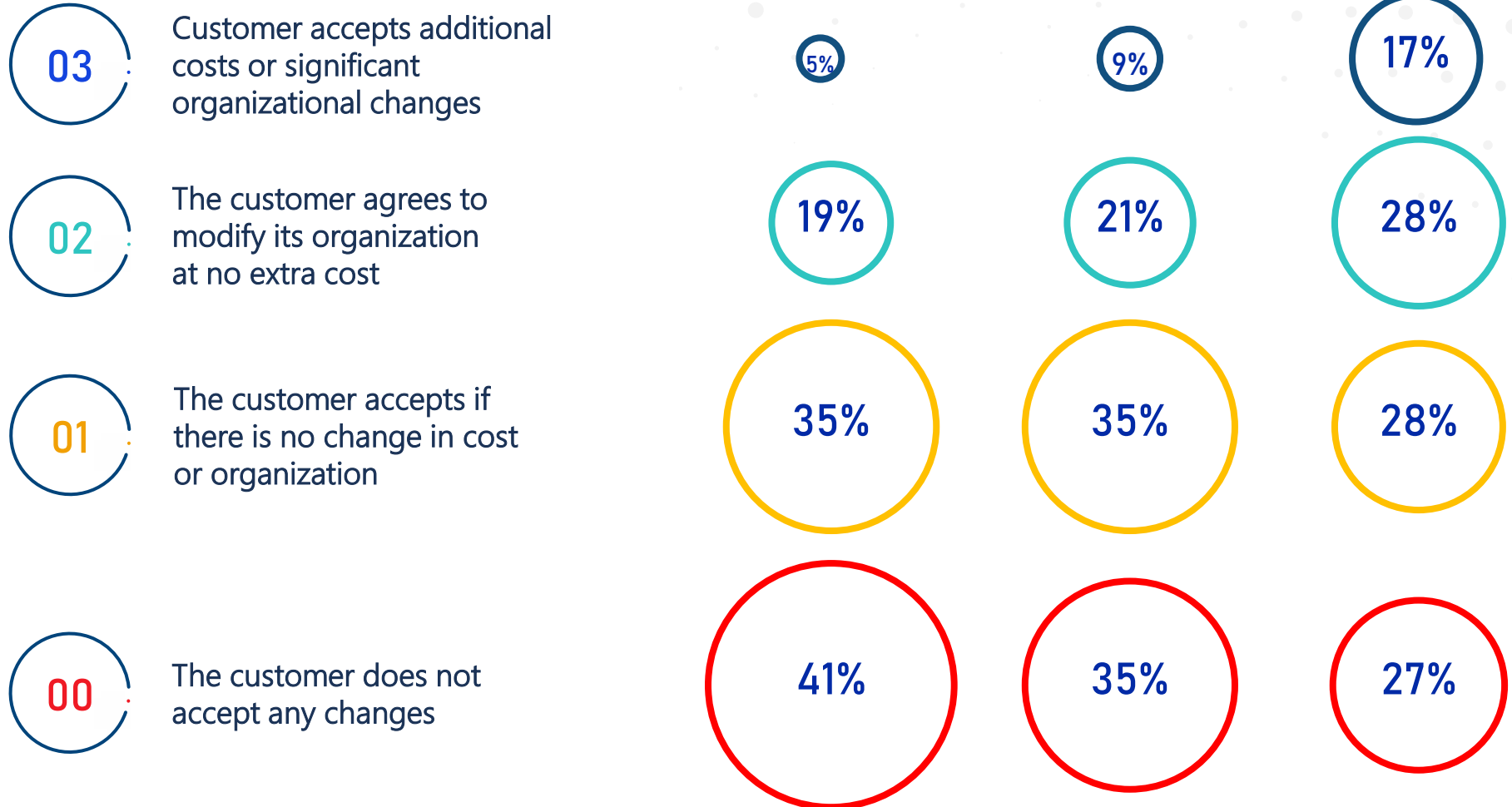
BLUE CHIP CUSTOMERS

TO IMPROVE THEIR CSR PERFORMANCE

2021

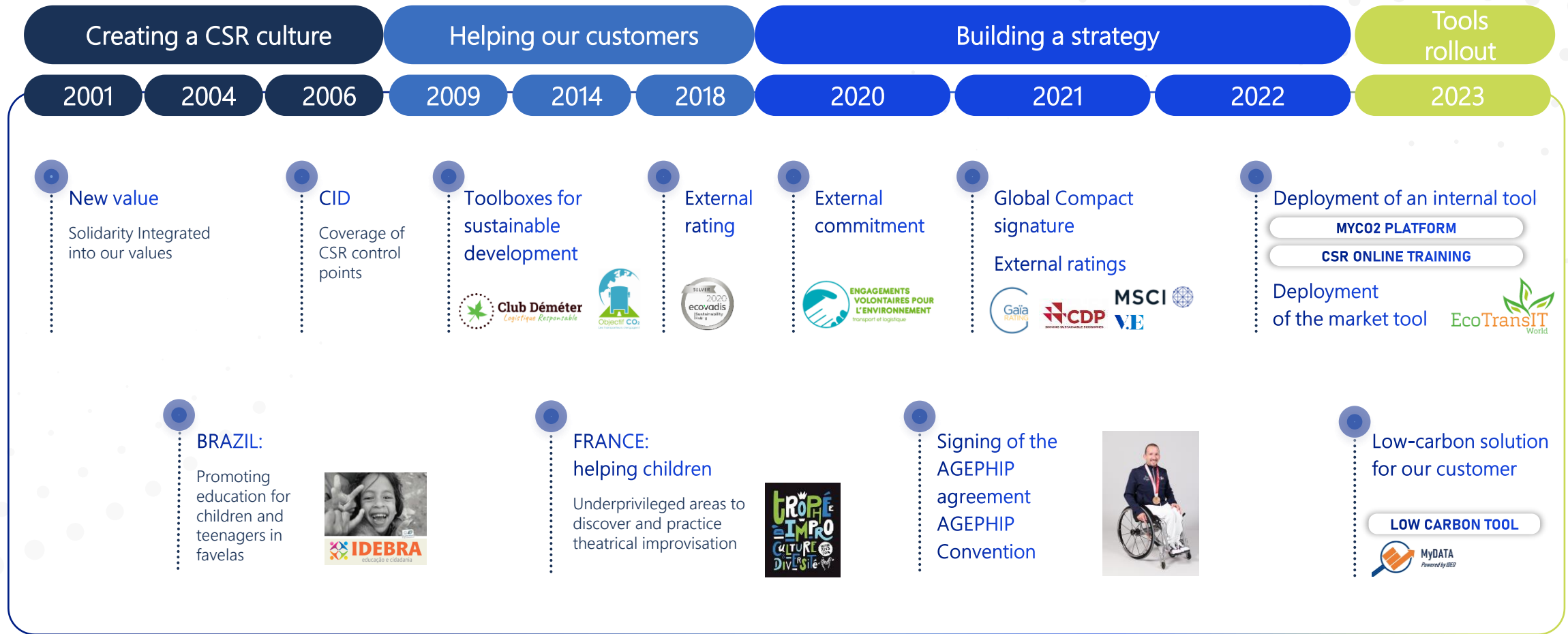
2022

2023



A DEEPLY COMMITTED APPROACH IN THE GROUP'S DNA

THE GROUP HAS BEEN COMMITTED TO CSR SINCE ITS CREATION



CLEAR OBJECTIVES FOR AN AMBITIOUS CSR POLICY

ID LOGISTICS GROUP'S CSR OBJECTIVES ARE BASED ON THREE PILLARS

VISION

To be a corporate citizen and contribute to the development of sustainable solutions for our customers



SOCIAL PILLAR

PROTECT
AND PROMOTE

Helping our employees realize their full potential in an ethical, inclusive and safe working environment



ENVIRONMENTAL PILLAR

REDUCING OUR IMPACT
ON THE ENVIRONMENT

Reduce our environmental footprint and help our customers find sustainable logistics solutions



CONTRIBUTIONS PILLAR

ENGAGING WITH LOCAL
COMMUNITIES AND SUPPLIERS

Acting as a social and responsible company throughout our value chain and local communities



02

CSR COMMITMENTS & RESULTS

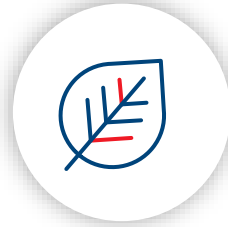
CSR STRATEGY: OUR 10 OBJECTIVES



SOCIAL

Our capital is above all human

- #1 To be recognized as the leading company in health and safety at work in the world of logistics
- #2 Strengthen integration and inclusion, particularly for disabled workers
- #3 Promote the social advancement of our employees



ENVIRONMENTAL

Reducing our environmental impact
Proactively supporting our customers

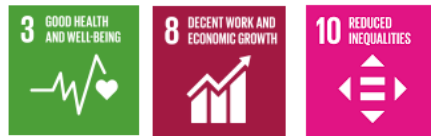
- #4 Reduce the company's carbon footprint by applying high standards
- #5 Significantly reduce our energy consumption
- #6 Reducing waste from end to end of the value chain and optimize recovery
- #7 Tailor solutions for each customer's specific ambitions



CONTRIBUTIONS

Acting as a socially and responsible corporate

- #8 Building on our entrepreneurial value, encourage initiatives that make a positive local contribution
- #9 Responsible sourcing
- #10 Promoting ethical behavior



1. SOCIAL PILLAR



frequency and severity of workplace accidents in 2027

employment rate of disabled people in 2025 vs. 2020



INCREASE BY
20%

of internal promotions by 2030



REACH
70%

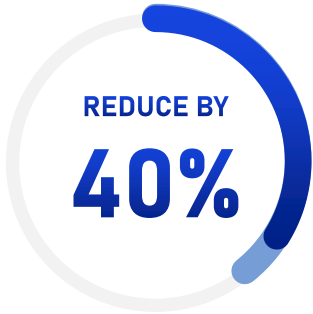
● TARGET ● 2023 Q3



PROTECT & PROMOTE

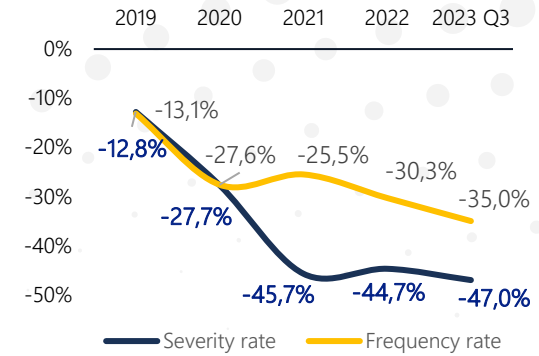


#1 SAFETY



the frequency and severity of workplace accidents by 2027 compared with 2018

Reduction in frequency and severity rates



A striking example from France



Safety Month

7,100
employees
trained

Safety awareness: in October 2023, during the 4 weeks, 4 themes were addressed, with a specific focus every morning in all warehouses to raise awareness of all safety aspects.

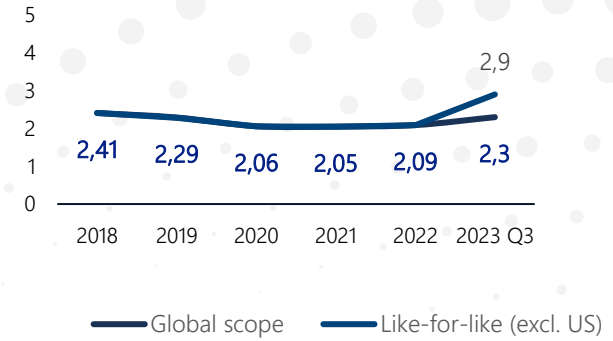
#2 EMPLOYMENT OF DISABLED PEOPLE



the employment rate of disabled people by 2025 compared with 2018

TARGET 2023 Q3

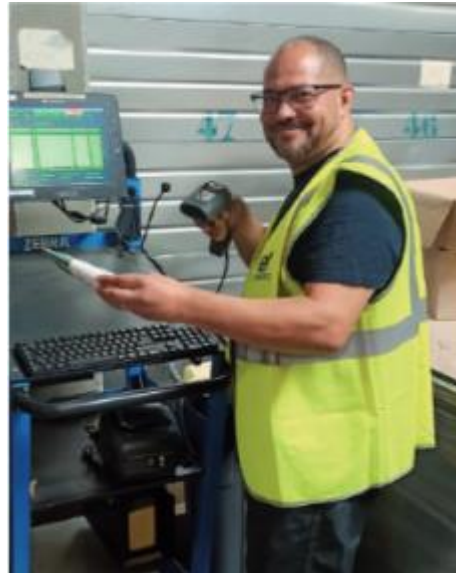
Employment rate of disabled people



A striking example from Chile and Spain



Inserta



Promoting the employment of disabled people



Training and job offers: partnership with the ONCE foundation, training for managers in Chile in the integration of disabled people, and publication of job offers for disabled people in Spain.

2. ENVIRONMENTAL PILLAR

REDUCE
40%

greenhouse gas
emissions by 2030

REDUCE
20%

energy intensity of
logistics activities by 2030

REACH
85%

of waste
recovery by 2025

75%

of sites committed to an
environmental project in
collaboration with their
customers by 2025



● TARGET ● 2023 Q3



REDUCING OUR ENVIRONMENTAL IMPACT



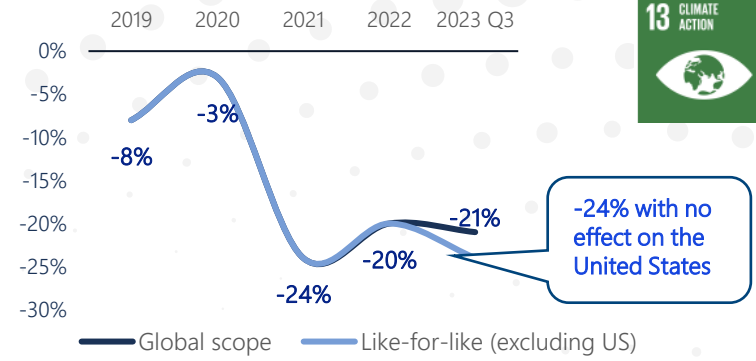
#4 CARBON FOOTPRINT



scope 1 & 2 emissions from logistics
logistics activities (CO₂ /Pallet) by 2030 vs. 2018

TARGET 2023 Q3

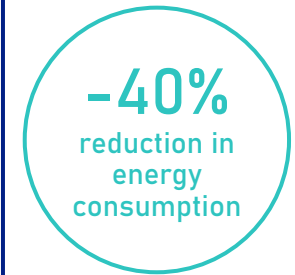
Scope 1 & 2 emissions reduction trend



Example of deployment at the Kaiserslautern site in Germany



Smart energy management solution



Deployment of systems to manage all energy and water consumption on sites. Energy savings between 20% to 45%.

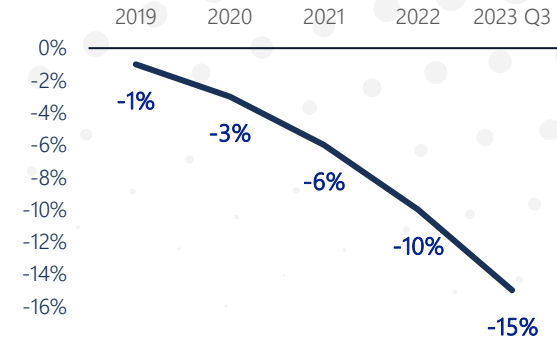
#5 ENERGY INTENSITY



energy intensity of logistics activities by 2030 (scope 1 & 2: Kwh/sq.m.)

● TARGET ● 2023 Q3

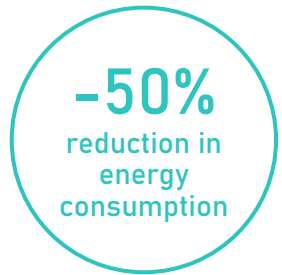
Reduction in energy intensity (Kwh/sq.m.)



A striking initiative rolled out in 17 warehouses by 2023



LED deployment



Deployment of adaptive LED lighting to reduce our energy requirements by around 50% for lighting vs. conventional lighting.

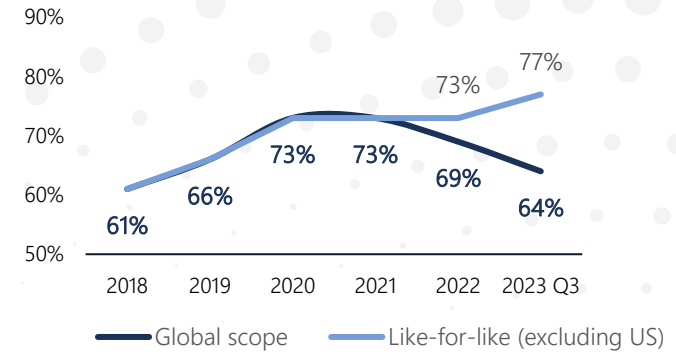
#6 WASTE RECOVERY



of waste recovery by 2025

● TARGET ● 2023 Q3

Change in recycling rate of waste



A striking example deployed in Spain, Poland and France



Recycling of waste into cushioning

-100%
of cardboard
waste

Recycling of waste into cushioning: transformation of cardboard destined for recycling into cushioning for customer shipments.

Reduce cardboard waste by up to 100% and eliminate the need to buy new cushioning.

3. CONTRIBUTIONS PILLAR



Promoting projects between countries and local communities by 2025



suppliers the Responsible Sourcing CSR Charter by 2023



National Executive Committee and 80% of managers trained in ethics by 2023

● TARGET ● 2023 Q3



ENGAGING WITH LOCAL COMMUNITIES AND SUPPLIERS



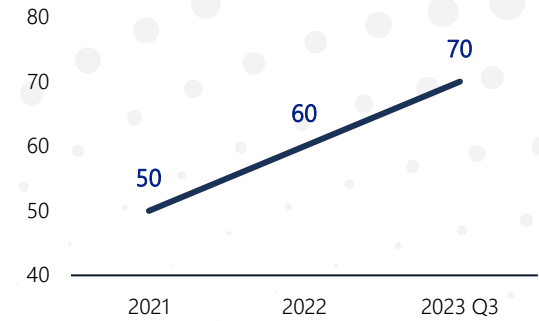
#8 LOCAL COMMUNITY



Promoting projects between countries and local communities by 2025

● TARGET ● 2023 Q3

Change in % of sites having launched a project



A striking example from the United States



Meals distributed to 1,050 needy people



Kennesaw site in the USA, Georgia, donated over 280 hours of volunteer work to the MUST association, enabling the distribution of 22,200 meals to 1,050 people.



03

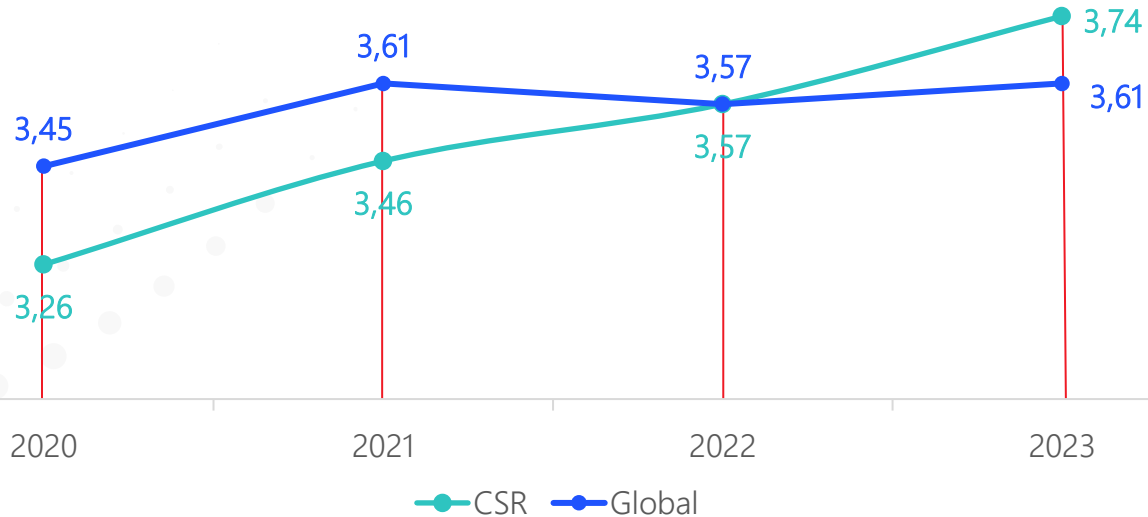
A RECOGNIZED STRATEGY

INCREASED CUSTOMER RECOGNITION

CSR

An ongoing commitment to sustainable logistics

Change of ID Logistics' global and CSR rating by customers



+14.7%

2020-2023

- Annual survey conducted by ID Logistics among 272 customers and 578 contacts (20% more respondents vs. 2022).
- 28 questions rated out of 5
- CSR score 2023 at 3.74: +14.7% vs. 2020
- Overall rating of 3.61: +4.6% vs. 2020

ESG RATING AGENCIES VALIDATE OUR STRATEGY

OUR AWARDS



OUR COMMITMENT TO SUSTAINABLE LOGISTICS

1



ID Logistics won a **silver medal in 2023 with a rating of 66**, compared with 64 in 2022

2



ID Logistics **scored 68/100 in 2022** compared with 62/100 in 2021

ID Logistics **scored 47/100 in 2023** compared with 31/100 in 2020



3

The extra-financial rating agency MSCI has awarded the Group an **A in 2023** (BB rating in December 2019)



4

ID Logistics obtained a **grade of C in 2022**



5

2023 BENCHMARK



Source: ESG data provided by Morningstar / Sustainalytics - November 2023 - boursorama.com



04

2024 OUTLOOK

2024 OUTLOOK



PERFORMANCE

Bring our 2022 and 2023 acquisitions up to Group standards



CUSTOMERS

Continuing to work closely with our customers to offer them increasingly sustainable solutions



EXTERNAL

Meet our legal requirements (CSRD, Taxonomy) and improve our external perception



THANK YOU



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