

Orgon, December 13, 2023 - 5:45 pm

ID LOGISTICS: A LEADER IN SUSTAINABLE SUPPLY CHAIN SOLUTIONS

- **9 of the 10 CSR commitments set in 2021 on track to be met or exceeded**
- **Sharp rise in clients' assessment of the company's CSR actions: +15% vs. 2020**
- **Several emblematic projects implemented to raise awareness among employees and partners**

ID Logistics (ISIN: FR0010929125, Mnemo: IDL), a European leader in contract logistics, presents its Corporate Social Responsibility (CSR) strategy and updates on its ten priority targets.

Eric Hémar, Chairman and CEO of ID Logistics, comments: *"Two years after the presentation of our CSR targets, ID Logistics continues to roll out its roadmap in line with its commitments. We are pleased to note that most of them are on track to be achieved in the short term. In addition, we are observing that more and more of our customers are recognizing the sustainable nature of the logistics solutions we provide. Finally, the growing number of emblematic projects within the company demonstrates the high level of awareness of our teams in these areas. More than ever, our CSR roadmap is fully integrated into our business model"*.

A CSR STRATEGY WITH 3 FOCUSES

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

- **A social axis promoting social advancement, inclusion and the reduction of accidents in the workplace (target of -40% in 2027 vs. 2018).**

ID Logistics strives to be a vehicle for the social advancement of its employees, while promoting inclusion, particularly in the areas of disability and diversity. ID Logistics also aims to become the leading service provider in the field of workplace safety.

To achieve these objectives, ID Logistics relies on reinforced internal training, continuous measurement and control of dedicated indicators, and benefits from specific technical innovations improving the ergonomics and automation of workstations. The 3 objectives set for 2021 are well on track to be achieved:

- Health, Safety - the target is to achieve a 40% reduction in the frequency and severity rate of workplace accidents by 2027 compared with 2018, for all employees, permanent and temporary. In Q3 2023, ID Logistics reduced the frequency and severity rates by 35% and 47% respectively;
- Disability - the objective is to increase the employment rate of disabled people by 20% by 2025 compared with 2020. In Q3 2023, this rate rose by 2.5% (including the US subsidiary), reflecting both the diversity of cultures on this subject and the different country breakdown of the workforce;
- Internal promotion - the aim is to achieve a 70% internal promotion rate for Site Managers by 2030, compared with 2020. By Q3 2023, this rate had already reached 62%.

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- **An environmental focus on reducing energy intensity and recycling waste**

The Group is deploying a proactive policy to significantly reduce its energy consumption and waste, and lower the carbon footprint of its activities by 40% by 2030, excluding compensation.

- Carbon footprint - the target is to reduce scope 1&2 emissions for logistics activities by 40% (CO₂ /pallet) by 2030 compared with 2018. In Q3 2023, the reduction reached 21% of emissions and 24% on a like-for-like basis in 2022 (excluding the new scope following the US acquisition). The improvement in this indicator illustrates all the progress made in the warehouses to reduce energy requirements;
- Energy intensity - the goal is to reduce the energy intensity of logistics activities (Kwh/sq.m.) by 20% by 2030 compared with 2018. In Q3 2023, this reduction reaches 15%;
- Waste recovery - the aim is to achieve 85% waste recovery by 2025. In Q3 2023, 64% of waste was recovered;
- Customer commitments - the target is for 75% of sites to have initiated an environmental project in cooperation with their customer by 2025, compared with 2018. In Q3 2023, this rate stood at 64%.

- **A corporate focus with a strong local commitment**

The Group promotes and encourages the implementation of local initiatives, capitalizing on entrepreneurial values and solidarity. This commitment has already given rise to some particularly successful initiatives, such as the launch of an NGO in Brazil (IDEBRA) to educate young people in favelas, the partnership with the "culture et diversité" foundation for improvisation theater in difficult neighbourhoods in France, and the signing of an agreement with AGEFIPH to promote the integration of disabled staff in warehouses.

- Local commitment - the aim is for 100% of countries to have initiated a project with local communities by 2025. In Q3 2023, this rate stood at 70%;
- Responsible sourcing - the aim is for 80% of suppliers to have signed the Responsible sourcing CSR policy by 2023. By Q3 2023, 70% of suppliers had signed the charter;
- Ethics - the aim is for 100% of country Executive Committees and 80% of managers to be trained in ethics by 2023. By Q3 2023, 100% of country Executive Committees and 89% of managers had been trained.

INCREASED RECOGNITION FROM CUSTOMERS AND EXTERNAL RATING AGENCIES

The annual assessment carried out in Q3 2023 among more than 270 clients of the company highlighted the sharp rise in ID Logistics' CSR rating. Indeed, since 2020, the CSR score has risen by +15%, reaching 3.74 out of 5 in 2023. Customers now consider ID Logistics' CSR policy to be one of the company's strong points.

Following the progress made in 2023, the Group has also been recognized by various extra-financial rating agencies, which have validated the progress and continuation of the Group's CSR initiatives. For example, in 2023, ID Logistics was awarded a silver medal by the Ecovadis organization, with a score of 66, representing an improvement of 2 points vs. 2022. ID Logistics' assessment by the extra-financial rating agency MSCI also improved to an A rating compared with the BB rating obtained in 2019.

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IMPLEMENTATION OF EMBLEMATIC PROJECTS THAT UNITE ALL OUR TEAMS

Throughout 2023, ID Logistics has implemented several emblematic projects to raise employee awareness of CSR-related topics. Among the most striking projects are:

- The "DUO DAY", which gives every disabled person the opportunity to discover the logistics profession by following an employee in his or her activity for a whole day. This initiative, carried out in France in November 2023, enabled some forty potential employees to discover the company and its recruitment prospects;
- recycling of cardboard waste for packing shipments. This type of process has been deployed at several sites in Poland, Spain and France, and has led to a drastic reduction in waste as well as the purchase of new cushioning consumables;
- the implementation of a smart energy management system at some twenty sites in France and Germany, reducing the energy requirements of equipped warehouses by between 20% and 45%. This reduction is achieved thanks to a dynamic monitoring system for resources consumption (gas, electricity and water).

NEXT STEPS

In the coming year, the Group will pursue three priorities. The first focus will be to bring the companies acquired in 2022 and 2023 up to Group standards. The second priority will be to continue raising customer awareness so as to offer them increasingly sustainable solutions. Lastly, the Group is ready to meet its regulatory obligations (CSRD, Taxonomy) in order to keep its CSR approach constantly on the move.

To find out more about ID Logistics' CSR strategy, access today's presentation:

<https://www.id-logistics.com/en/Standard%2520document/investor-presentations/>

NEXT PUBLICATION

Revenues for the 4th quarter 2023: January 24, 2024, after market close.

ABOUT ID LOGISTICS:



ID Logistics, headed by Eric Hémar, is an international contract logistics group with revenues of €2.5 billion by 2022. ID Logistics manages 375 sites in 18 countries, representing more than 8 million sq.m. of operated space in Europe, America, Asia and Africa, with 30,000 employees.

With a customer portfolio balanced between retail, e-commerce and consumer goods, ID Logistics is characterized by offers involving a high level of technology. Since its creation in 2001, the Group has developed a social and environmental approach through a number of original projects, and is now firmly committed to an ambitious CSR policy. ID Logistics shares are listed on the Euronext regulated market in Paris and are included in the SBF 120 index (ISIN code: FR0010929125, Mnemo: IDL).