

Orgon, April 2025

## BY 2024, ID LOGISTICS WILL ACHIEVE NEARLY 80% RECOVERY OF ITS LOGISTICS PACKAGING AND CONFIRM ALL OF ITS 2030 CSR COMMITMENTS

ID Logistics increases the recovery rate of its logistics packaging materials to nearly 80%, thanks to the generalization of sorting on its sites, the optimization of internal flows and the deployment of local reuse loops. This environmental performance is part of a strengthened trajectory in terms of sustainable development, with solid results on the three pillars of its CSR strategy: environmental, social and societal.



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### LOW-CARBON AND RESOURCE-EFFICIENT LOGISTICS

In 2024, the recovery of logistics packaging materials is growing strongly: nearly 80% of them were sorted or reused in 2024, compared to 66% in 2023 at the Group's 450 sites. ID Logistics has set up innovative packaging reuse circuits as well as local partnerships with high social value.

In addition, the Group is pursuing its ambitious environmental strategy, oriented towards energy efficiency and the reduction of the carbon footprint. In 2024, CO<sub>2</sub> emissions (scopes 1 & 2) per pallet were reduced by 19.6% compared to 2018, despite the increase in mechanized and temperature-controlled surfaces.

The energy intensity of warehouses has also decreased by 16% (kWh/m<sup>2</sup>) over the same period, while 56% of warehouses are now equipped with LEDs and 70 sites are equipped with an hourly energy management system. In addition, renewable electricity currently accounts for 27% of the Group's total consumption.

### A SAFER AND FAIRER WORK ENVIRONMENT

On the social front, ID Logistics recorded significant progress in 2024, particularly in the area of health and safety. In six years, the Group has reduced the frequency of workplace accidents by 46% and their severity by 52%. This performance is the result of a structured policy, combining targeted actions on the most exposed sites, sharing of good practices and strengthening operational monitoring tools.

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The Group's social policy is also reflected in concrete actions to promote internal promotion: at the end of 2024, 64% of site managers came from within the company's ranks, confirming the ambition to reach 70% by 2030.



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Training and skills development also remains a strategic lever, with 413,478 hours provided in 2024, up 35% compared to 2023.

## SOCIETAL COMMITMENT, A LEVER FOR COHESION AND DIFFERENTIATION



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In 2024, the Committ'ID Together program gave a new dimension to the Group's social commitment. This participatory initiative has enabled the teams to propose more than 110 projects with a local impact in 12 countries. 15 projects have been selected and funded by the Group, in areas such as education, integration, mobility and the environment.

From an ethical point of view, 100% of country management committees and 96% of managers are now trained in compliance and integrity issues.

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## INTEGRATED AND MEASURABLE CSR

With a clear strategy, robust management tools and quantified objectives for 2025 and 2030, ID Logistics makes CSR a lever for global performance. The Group's approach is based on transparency, the accountability of subsidiaries and the ability to change its practices at all levels of the supply chain.

CSR has thus become a vector of competitiveness to meet the growing requirements of calls for tenders, but also a factor of attractiveness for talent, territories and customers.

*"The success of our CSR approach is based on the involvement of our teams and the high standards of our customers. Today, sustainability is no longer a differentiating asset: it is an essential condition for collaboration and development" - Eric Hémar, President ID Logistics.*

To learn more about ID Logistics' CSR strategy, access the support presented today: <https://www.id-logistics.com/fr/document-type/presentations-investisseurs/>



## ABOUT ID LOGISTICS:

ID Logistics, headed by Eric Hémar, is an international contract logistics group with revenues of €3.3 billion in 2024. ID Logistics manages nearly 450 sites in 18 countries, representing more than 9 million m<sup>2</sup> operated in Europe, America, Asia and Africa, with 42,000 employees.

With a customer portfolio balanced between distribution, 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).