



DIMOTRANS
Group



2021



CSR REPORT 2024



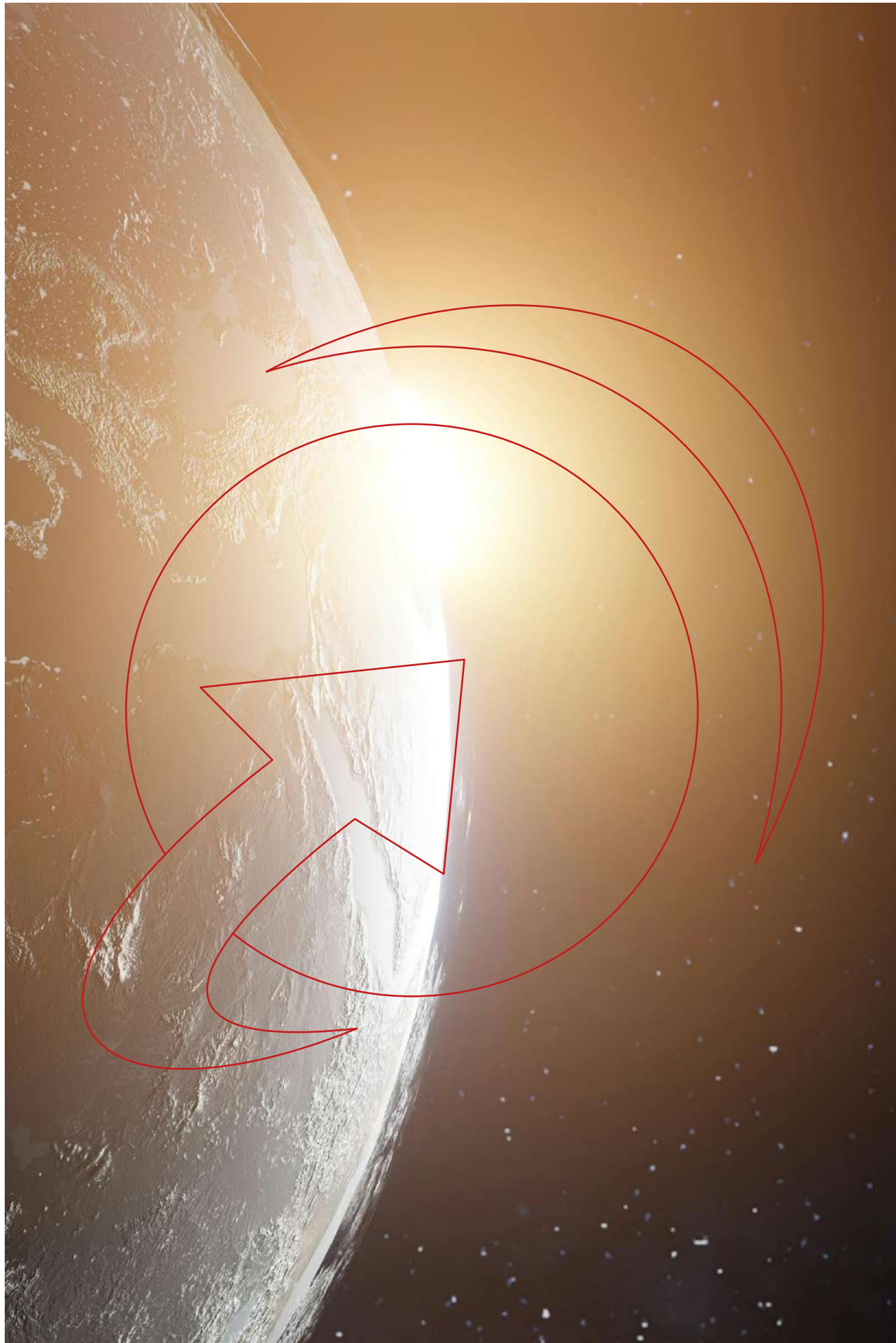
CSR REPORT
2024

CSR Report 2024

TABLE OF CONTENTS

Foreword from Executive Management	5
1. OUR IDENTITY, OUR VISION, OUR COMMITMENT	7
1.1. A history of commitment and growth	8
1.2. Our mission, our vision, our values	9
1.3. Our strategy for sustainable performance	10
1.4. Governance	19
2. COMMITMENT	25
2.1. Committing to a shared future	26
2.2. Committed performance	28
2.3 Ensuring customer excellence and consumer safety	30
2.4. Reliability	32
2.5. Transparency	34
2.6. Identifying the challenges of tomorrow	36
2.7. 2030 Objective	38
3. RESPECT	41
3.1. Be an example	42
3.2. Preventing and protecting	46
3.3. Preventing IT risks	52
3.4. Placing people at the heart of the company	55
3.5. Involve sustainably	58
3.6. Training	61
3.7. Developing commitment	64
3.8. Contributing to equality	66
3.9. Being inclusive	68
3.10. Improving daily well-being	71
3.11. Protecting fundamental rights	73
4. AGILITY	75
4.1. Strengthening our resilience	76
4.2. Managing non-renewable resources	85
4.3. Preventing risks of local pollution and industrial accidents	90
4.4. Preserving biodiversity	91
5. SOLIDARITY	95
5.1. Promoting local employment	96
5.2. Supporting our teams in all aspects of their lives	98
5.3. Our corporate citizenship actions	99
6. APPENDICES	103
Methodology	105
Reporting period and scope	105
Summary of 2024 indicators	106





Foreword from Executive Management

CONTINUING OUR SUSTAINABLE COMMITMENT

We are delighted to present **the second Corporate Social Responsibility (CSR) report from DIMOTRANS Group**. This report marks a new stage in formalizing and deepening our commitment to more sustainable and responsible development.

Building on the lessons from our first report, which laid the foundations of our CSR approach, we have continued to integrate sustainability principles into the core of our activities and strategic decisions. This document reflects our determination to constantly progress and to meet the complex challenges related to environmental, social, and governance (ESG) issues.

This 2024 report also marks **the beginning of a new chapter in our group's history**. Since late 2024, a significant **co-construction** effort around our values has been led by the group's executive committee and will continue with all our teams until 2026.

In this context, our vision and mission have been redefined. This reflection also saw the emergence of a **new key value: agility**, which complements our fundamental values of **respect, commitment, and solidarity**.

These four values now form the foundation of how we «live and work together.» We will carry out in-depth work on the ground with our teams so that everyone can define how to embody these values daily in their relationships with colleagues, customers, and peers.

This 2024 report is therefore built upon these four values, which reflect who we are.

We invite you to explore its different facets and wish you an enjoyable read.

Thank you for your trust.



LAURENT PARAT,
CEO
DIMOTRANS GROUP

OUR IDENTITY OUR VISION OUR COMMITMENT



Born in 1980 from a family adventure, we have successfully combined proximity, agility, and custom-made solutions to support our growth sustainably, all while preserving our independence and our local anchoring.

« This approach, far from traditional industrial models, has allowed us to build custom solutions and support organic and sustainable growth. From our very beginning, we made the strategic choice to preserve our independence and our strong local anchoring, pillars that continue to define us and guarantee our responsiveness to market changes. »



SALVATORE ALAIMO
CHAIRMAN
DIMOTRANS GROUP

A history of commitment and growth

Our identity has been built on a rich history, controlled growth, and a deep commitment to our values. Since our beginning, we have developed a company where performance goes hand in hand with responsibility, driven by a vision of a more respectful world.



Our growth is steady and considered. Over the years, we have integrated strong and renowned brands for their expertise. This approach has allowed us to consolidate our position among the French leaders in the sector. Our desire to preserve the unique identity of each brand by respecting its history, culture, and specificities shapes our distinctiveness. This respect for differences has strengthened an essential intangible capital and stimulated the commitment and motivation of our teams. Because our employees are the primary drivers of each entity's performance and thus of the group's overall success.

Our strength lies in the diversity and complementarity of our four main business units: Overseas, Overland, Logistics, and Industrial Projects. This versatility allows us to offer comprehensive transport and logistics solutions, adapted to the most complex needs of our customers, both in France and internationally.

KEY FIGURES 2024

Our figures confirm our strong market position, supported by recognitions such as our official ranking among leading carriers or our 342nd place in the 2025 growth champions ranking by Les Echos.

Turnover : **663,40 M€**
Workforce: nearly **2200** employees
24 international locations
53 agencies in France
4 business units: Overseas, Overland, Logistics, Industrial Projects

OUR BRANDS, OUR EXPERTISE.



Our mission, our vision, our values

In a constantly changing logistics sector, mission and vision structure the actions of DIMOTRANS Group. Much more than mere intentions, they embody our identity, translate our commitments, and light our path forward.

OUR MISSION

We live it every day. It translates into contributing to our customers' performance by offering simple and adapted transport and logistics solutions, guaranteed by the commitment and professionalism of our teams.

This mission is the beating heart of DIMOTRANS Group and expresses our reason for being. We commit to more than just transporting goods: we optimize flows, streamline processes, and create added value. Our customers' performance is inseparable from our own. To achieve this, we rely on simplicity and adaptability.



OUR VISION

Our vision is to become our customers' preferred partner by contributing to a supply chain that respects the world we live in.

This means becoming a reference point for our customers thanks to the excellence and trust we cultivate. This ambition goes hand in hand with our commitment to a respectful supply chain, in which our value of responsibility takes on its full meaning.

This responsibility is embodied in our will to rigorously respect the specific requirements of each customer. Whether it's the quality of services (respecting deadlines, integrity of goods, traceability), product safety, or regulatory compliance, particularly for the transport of dangerous goods. We integrate these expectations from the conception of our solutions and ensure they are respected at every stage. Our commitment also extends to reducing our environmental impact, through route optimization and emission reduction.

This involves listening attentively to our customers, transparent communication, rigorous management, and proactive incident handling.

By combining cutting-edge logistics performance with environmental and social responsibility, DIMOTRANS Group positions itself as a committed partner dedicated to the success of its customers. Our mission and vision are not abstract intentions: they guide every action daily, steering us towards excellence and responsible innovation.

Our strategy for sustainable performance



A new phase of growth is opening up for DIMOTRANS Group, driven by a bold and ambitious strategic plan for 2028. Built on the legacy of its founders, this plan aims to sustainably strengthen the group's performance by combining operational excellence with high development goals.

This strategy is based on four fundamental pillars, fueled by the group's spirit of innovation and investment capacity: the expertise of its business units, dedicated to high-quality, tailor-made customer support; the acceleration of its digital transformation; the continuation of its external growth policy; and Corporate Social Responsibility (CSR), placed at the center of its approach.

These pillars form the foundation on which to build the future of DIMOTRANS Group, combining operational excellence, technological innovation, strategic expansion, and an active contribution to the fight against climate change.

This plan embodies the group's desire to reconcile growth with a positive impact on society and the environment. It outlines a roadmap for the investments and initiatives necessary to achieve these ambitions. It ensures an effective and measurable implementation of the long-term strategy. By placing CSR at the heart of its development, DIMOTRANS Group asserts a vision where economic performance and social responsibility mutually reinforce each other, for the benefit of all its stakeholders.

OUR BUSINESS UNITS, OUR KNOW-HOW

Offering our customers a complete range of effective and custom-made solutions: this is the objective of the first pillar of our strategy. DIMOTRANS Group capitalizes on the complementarity of its business units to cover the entire logistics value chain. It is organized around four Business Units: Overland, Overseas, Logistics, and Industrial Projects.



OVERLAND: INTERNATIONAL ROAD TRANSPORT

The Overland business unit is the core foundation of DIMOTRANS Group, our historical DNA and the beginning of our adventure. From groupage to full truckloads, we optimize our customers' national and international land transport. Shipment traceability, information feedback, and our actions for sustainable solutions are the expertise we deploy across Europe and Turkey.

This Business Unit is embodied by our expert brands DIMOTRANS Global Transport and CMA International. It specializes in road freight solutions, whether groupage or chartering, on a national and international scale.

Thanks to a dense network of agencies in France and a solid partnership with over 130 European correspondents, we guarantee reliable and efficient road transport solutions. This extensive coverage allows us to ensure the smooth and secure flow of our customers' goods across the continent, thus meeting their most varied requirements.

Much more than a transport service, Overland is a strategic partner that ensures the fluidity and sustainability of land-based logistics flows.

MISSIONS & EXPERTISE

Optimize our customers' national and international land transport
We design customized transport plans to maximize efficiency, reduce costs, and meet deadlines.

Offer shipment traceability and information feedback solutions
Our advanced tools ensure precise tracking of each shipment and proactive communication on the status of deliveries, because transparency is essential.

Propose sustainable solutions
We are committed to integrating more environmentally friendly practices and technologies into our land transport operations. This includes optimizing loads, reducing empty miles, and exploring less polluting vehicles to contribute to the sector's ecological transition.



OVERSEAS: EXPERTISE IN GLOBAL INTERNATIONAL TRANSPORT

The Overseas business unit encompasses air and sea freight forwarding activities as well as customs services in France, operated by QUALITAIR&SEA and ALIS. Our international reach is strengthened by the activities of our Asian subsidiary, DT Asia. We manage major import and export operations by air and sea, offering flexible solutions from groupage to full containers, as well as comprehensive customs services (consulting, auditing, procedure optimization).

With an international network spanning over 160 countries, we meet the strictest requirements in terms of transit time and cost-effectiveness for all types of goods. Our sector-specific expertise allows us to successfully manage specific flows, such as Oil & Gas, luxury goods, healthcare, automotive, chemicals, and aeronautics. We are committed to upgrading our standards to meet the requirements of these sensitive and regulated sectors.

MISSIONS & EXPERTISE

Optimize our customers' intercontinental flows

Produce door-to-door solutions

We handle the Overseas (air, sea), customs, and land (rail, road, river) links at all ports and airports on all five continents.

Propose responsible international logistics

In line with our global commitment, the Overseas business fully integrates sustainability issues into its intercontinental operations. We are committed to continuously optimizing our global supply chains by favoring low-emission solutions, such as optimized sea freight or the development of multimodal transport (sea-rail), where relevant.

Leveraging our expertise, we are actively exploring the use of alternative fuels and innovative technologies to reduce the environmental impact of our air and sea flows. The goal is to reconcile operational performance, respect for deadlines, and a reduction in our carbon footprint, in order to contribute to more responsible and sustainable international logistics.

QUALITAIR&SEA
DIMOTRANS Group

ALIS **DT** Asia

LOGISTICS: OMNICHANNEL, B2B & B2C LOGISTICS

Embodied by our new commercial brand **DIMOLOG**, launched in 2024, the Logistics business unit is the convergence point for the expertise of our subsidiaries BSL, DUHAMEL Logistique, and DIMOTRANS Logistics. This strategic union allows us to offer an integrated approach and contract logistics solutions in France.

Our business experts design and deploy «end-to-end» services, adapted to any type of company, regardless of its size or sector, particularly in perfumery, e-commerce, cosmetics, and luxury goods.

Beyond flow management, we position ourselves as a true value-creating partner at every stage of our customers' supply chain.

DIMOLOG
DIMOTRANS Group

MISSIONS & EXPERTISE

Optimize our customers' logistics operations

We optimize the logistics operations of our B2B and B2C customers by creating value across all the operations entrusted to us. Quality control, packaging, storage, order preparation, product personalization, and associated transport are all areas of expertise that we adapt to each of our customers' objectives.

Transform their logistics challenges into a competitive advantage

Our customers benefit from recognized expertise and our ability to transform their logistics challenges into sustainable competitive advantages in the French market.

Moving towards responsible and innovative logistics

Sustainability guides our daily operations, as well as our innovations. We are concretely committed to reducing the environmental footprint of our logistics platforms and flows. This translates into optimizing energy consumption (LED lighting, smart building management) and rigorous management of consumables, equipment, waste, and recycling. We also encourage the use of low-impact local transport solutions. Our objective is to combine operational performance, technological innovation, and environmental commitment for more respectful warehouse and distribution logistics.

OVERSEAS



LOGISTICS



INDUSTRIAL PROJECTS: EXPERT IN INDIVISIBLE AND/OR OUT-OF-GAUGE TRANSPORT

Represented by our subsidiary DT PROJECT, the Industrial Projects Business Unit is entirely dedicated to managing the transport and logistics of industrial projects and out-of-gauge cargo.

These exceptional transports require unique expertise and a personalized approach. That is why DT PROJECT is committed to creating tailor-made solutions to meet the case-by-case requirements of deadlines, regulations, and cost optimization inherent in these complex logistics challenges. We support a variety of sectors, including industries, new energies, and new technologies.



MISSIONS & EXPERTISE

Secure and orchestrate exceptional transport

We secure the transport of indivisible and/or out-of-gauge loads for our customers. Managing specific permits, setting up adapted transport, appropriate lifting means, and equipped storage locations are all complexities that we know how to manage and orchestrate.

Optimize each project through integrated transport engineering

Our approach integrates detailed transport engineering, rigorous coordination with all stakeholders, and in-depth knowledge of national and international regulations. It guarantees the success of each project, from the initial design phase to final delivery on site, even in the most demanding environments.

Propose sustainable solutions and integrated safety for complex projects

Operational excellence, risk management, and sustainability go hand in hand. Faced with the complexity and non-standard nature of our operations, workplace safety is an absolute priority. Each stage of a project, from planning to on-site execution, is subject to strict protocols, detailed feasibility studies, and rigorous coordination among all participants to guarantee safe working environments. In parallel, we integrate sustainability by actively favoring multimodal transport (rail, river, sea) for out-of-gauge packages whenever feasible. Route optimization complements this approach to limit the carbon footprint of these exceptional transports. Our objective is to combine technical expertise, optimal safety, and environmental performance for more responsible industrial projects.



AN EXTERNAL GROWTH POLICY

The second pillar of our strategic plan is based on a well-thought-out and targeted external growth policy. It is designed to support the group's development and strengthen its position in sustainable logistics.

It aims to meet customer expectations by offering solutions adapted to their needs for their entire supply chain, while developing our services to fully reflect the group's CSR ambitions.

Our commercial conquest policy underscores a desire to contribute to our customers' performance. We leverage the strength of our synergies and the complementarity of our four business units to become a key player in their development. Our approach aims to strengthen our market position by developing our business volumes with existing customers. Our constant search for innovation to gain agility and service quality is an asset in supporting their transformation.

Our approach also allows us to increase the group's presence in key markets, aligning its acquisitions with its objectives of sustainable development and operational excellence. In a sector that is still fragmented, the group strives to identify strategic partners whose activities complement its offer and support its vision of an integrated logistics service.

ACCELERATING THE DIGITAL TRANSFORMATION

DIMOTRANS Group places digital transformation at the heart of its priorities. This pillar of our strategic plan makes innovation and technological investments key drivers of its growth. Our objective is to improve operational efficiency while reducing the group's environmental impact.

Our digital transformation is based on two complementary axes:

- **The digitalization of support functions,** which promotes the pooling of resources and large-scale data exploitation. This data-driven approach enhances our overall performance and stimulates synergies between our business units.
- **The digitization of operational processes,** deployed in each business unit, which allows us to enrich our service offer with innovative, more accessible, and more agile solutions for our customers.

This ambition relies on the expertise of our IT teams, the real engine of this transformation. By valuing data as a strategic asset, we are building a more efficient, connected, and sustainable logistics system.

“External growth is a strategic lever for DIMOTRANS Group. It is the means to accelerate our vision of integrated and sustainable logistics. Each acquisition is a deliberate choice and an opportunity to enrich our capabilities, consolidate our presence in key markets, and integrate expertise that precisely meets the evolving needs of our customers, all while accelerating our CSR commitments.”



MARCO FUSCO
STRATEGY DIRECTOR
DIMOTRANS GROUP

DEPLOYING OUR LEADERSHIP STRATEGY

Leadership is at the heart of DIMOTRANS Group's culture and is an essential vector of its performance. Our history, marked by external growth, is rich with the diversity of our entities, their principles, and their approaches. A common foundation unites the group: the constant encouragement of our managers to embody essential values and promote the company's development ambitions.

This approach to leadership is a pillar of our strategy, which aims to build a solid, responsible, and high-performing organization where everyone feels valued and engaged. Today, to support its transformation and strengthen managerial cohesion, DIMOTRANS Group is committed to a structured leadership strategy, shared and aligned with its ambitions. It aims to continue making every manager a key player in the transformation, capable of inspiring, uniting around an ambitious collective project, and creating the conditions for a positive work environment. The principles of this model: embodying our values, leading teams by example, promoting responsibility and fostering a culture of collaboration, recognition and performance.

This strategy is concretely translated by the deployment of common leadership principles, co-constructed with the teams through the «Tous DIMO» program. It affirms the will to build a shared, inclusive, and high-performing culture, in which every employee finds their place and contributes fully to the collective project.



«TOUS DIMO»: A UNIFYING PROGRAM

In 2024, DIMOTRANS Group launched «Tous DIMO» a structuring corporate project designed to strengthen alignment around common values and build a shared managerial foundation. This program is based on two strong ambitions: to anchor the group's new values — **RESPECT, COMMITMENT, SOLIDARITY, AGILITY** — in the daily lives of all employees, and to collectively build a leadership framework embodied by all managers.

«Tous DIMO» is a participatory approach involving more than 100 employees from all entities. Together, they are co-constructing the principles that will guide the support, mobilization, and development of teams in the future. This process ensures that future

managerial standards are in line with expectations in the field, meaningful and adapted to operational realities.

The program will be accompanied by training, communication tools, and concrete integration into HR practices: recruitment, evaluation, talent development. Indicators will be used to monitor the adoption of the program's values and principles, such as participation rates, employee engagement, and the evolution of managerial practices.

Governance

EXECUTIVE COMMITTEE

Since April 2023, the definition and implementation of our strategic orientations have been overseen by an Executive Committee (Comex). Dynamic and experienced, it is led by our CEO, Laurent Parat. As the pivot of our governance, this committee ensures cohesion between our global vision and on-the-ground reality.

Composed of 10 members, the Comex brings together four business unit directors and five support function directors. This balanced composition guarantees a comprehensive representation of our activities and internal expertise. The Comex meets at least once a quarter to fulfill its fundamental missions: defining the major financial and strategic orientations of DIMOTRANS Group, supervising their implementation, evaluating and anticipating risks, and discussing major current or future projects. The business unit directors, thanks to their specific expertise and in-depth knowledge of the field, provide essential support and ensure that the needs of their customers and stakeholders are met.

By promoting collaboration and information exchange, the Comex also plays an essential role in developing synergies between the group's different functions and business units. This allows for greater cohesion and efficiency in achieving our common objectives. The decisions and discussions of the Comex directly feed into the Strategic Committee, ensuring the coherence and continuity of our long-term planning.

Structured around autonomous and decentralized business units, this group organization promotes agility and responsiveness. Each subsidiary can thus respond to the specificities of its local markets while remaining aligned with the group's vision and objectives. This unique model allows us to combine customer proximity and overall performance, with constant attention to innovation, responsibility, and operational excellence.



COMEX 2025
Average age: **51,6 years**
Male/female percentage: **80 % men /20 % women**
Average length of service in the transport and logistics sector: **24 years**

STRATEGIC COMMITTEE

The Strategic Committee holds a central place in defining and monitoring the major orientations of DIMOTRANS Group. It facilitates the sharing of strategic information, particularly on external growth projects, and oversees the evolution of our medium and long-term plan.

As a true think tank, it constitutes a privileged forum for discussion around structuring choices for the future of the group: acquisitions, partnerships, or key initiatives for sustainable growth. It also ensures a strong and transparent link between shareholders and executive management, guaranteeing the coherence of our overall strategy.

Chaired by Salvatore Alaimo, non-executive chairman of DIMOTRANS Group, the Committee meets three times a year. It brings together Laurent Parat, CEO, the Group's shareholders, as well as Arnaud Lingelser, Deputy CEO, a permanent member. Depending on the topics discussed, external speakers may also be invited to enrich the discussions.

RISK MANAGEMENT

Risk management is an integral part of our approach to sustainability and resilience, in an increasingly complex economic and geopolitical context.

To address these challenges, we have established several bodies dedicated to identifying, anticipating, and controlling the main risks likely to impact our business. These structures allow us to adopt a proactive approach, based on constant monitoring and regular assessment of threats in key strategic areas.

By cross-referencing expertise and analysis, these bodies build anticipation scenarios and deploy adapted mitigation plans. Their mission: to guarantee the continuity of our activities, protect our assets, and seize opportunities in an uncertain environment.

Our ambition is clear: to strengthen our ability to face the unexpected and make informed decisions. This integrated risk management notably covers compliance, pollution, social responsibility, and human resources issues. It is part of a continuous improvement process that secures our development and fuels our sustainable performance.

TYPES OF RISKS

We closely monitor a series of major risks, including:

- **Financial risks**, related to market volatility, treasury management, investments, and exchange rate fluctuations.
- **Insurance-related risks**, including coverage of our assets, liabilities, and operations, as well as claims management.
- **Operational risks**, related to our internal processes, control of our value and supply chain, the security of our information systems, and the efficiency of our field operations.
- **Export Control risks**, particularly critical in an international context where compliance with regulations on sensitive goods and technologies is essential.
- **Climate risks**, encompassing physical risks (climate change, natural disasters) and regulatory risks (increasingly strict environmental standards) that can impact our operations, costs, and reputation.
- **Social risks**, which concern the health, safety, well-being, and quality of life at work of our employees. These risks also include issues such as diversity and inclusion, pay equity, as well as the risk of strikes or social discontent that could disrupt our operations. We also closely monitor risks related to **the company's attractiveness**, which can impact our ability to attract and retain talent.

“At DIMOTRANS Group, integrating risk management into our governance is fundamental. It is our strategic compass that allows us to anticipate uncertainty and secure our assets. This proactive approach is the key to our financial and operational robustness and our sustainable growth in a constantly changing world.”



ARNAUD LINGELSER
DEPUTY CEO
CHIEF ADMINISTRATIVE
& FINANCIAL OFFICER
DIMOTRANS GROUP



ETHICAL GOVERNANCE AND COMPLIANCE

Our ethical governance is led by the Group Compliance Director, with the support of a Compliance Committee chaired by the CEO — thus embodying the highest decision-making body in matters of integrity.

This committee ensures the proper application of the ethical values and principles defined in the group's internal policies. With its own rules of procedure and a formalized documentation system (minutes), it meets as often as necessary, and at least once a month, to ensure rigorous management of compliance issues.

The anti-corruption system is regularly monitored, including the management of professional alerts via the whistleblower policy. More broadly, the Committee deals with all issues related to business ethics: respect for competition law, protection of personal data, and compliance with national and international regulations. This strategic body thus ensures responsible, coherent governance aligned with the group's commitments.



CSR GOVERNANCE

Since 2023, DIMOTRANS Group has significantly strengthened its commitment to social and environmental responsibility. The Executive Management has elevated CSR issues to the highest level of the organization, affirming their strategic role.

This ambition was translated by the creation of a CSR/ QHSE Department, integrated into the Executive Committee since 2024. Its mission: to define and pilot the group's CSR roadmap, in close coordination with the business units and support functions. It ensures the coherent integration of CSR objectives into the company's business model and operations.

Each member of the Executive Committee is responsible for the operational deployment of this policy within their scope, through targeted action plans. To ensure effective implementation, each business unit has also structured its own organization dedicated to QHSE and CSR issues.



COMMITMENT



A strategic and integrated approach to CSR to foster the creation of shared value for the benefit of the company and its stakeholders.

« In the logistics sector, commitment is at the heart of everything we do. It is the very essence of our purpose in a business where proactivity, respect for deadlines, reliability, and the rigor of our processes determine the quality of service delivered to our customers daily. It is the deep commitment of our teams that helps us strive for excellence and create a lasting and virtuous relationship of trust with our customers. »



CHRISTOPHE TCHORDJALLIAN
CEO
LOGISTICS

A CSR approach structured around stakeholder analysis and the definition of material issues is a powerful lever for value creation. This conviction is more than just a vision. This approach is fully integrated into our economic model. It generates a virtuous dynamic where each action can produce a positive impact, both internally and externally.

The precise identification of our stakeholders' expectations and concerns allows us to align our CSR actions with their real needs, strengthening our reputation and the quality of our relationships. At the same time, prioritizing material issues — those that have a significant impact on the company as well as on sustainability issues — optimizes our efforts and resources.

This targeted approach allows us to focus our actions where their impact is most positive, whether in terms of economic performance (cost reduction, risk management, innovation) or social and environmental contribution.



Committing to a shared future

Because each of our actions can have a significant impact on our environment and many actors, we place commitment and constructive dialogue with our stakeholders at the heart of our CSR approach, whether they are impacted by our operations or influence our decisions. Understanding their expectations, identifying key issues, and building lasting relationships are priorities.

• OUR CUSTOMERS

They are at the center of our concerns. We focus on understanding their needs and specific requirements to provide them with high-performing logistics solutions and build sustainable partnerships. Their demands for quality, safety, traceability, and sustainability guide our actions and push us to excel in offering tailor-made, innovative, and adapted solutions.

• OUR EMPLOYEES

The lifeblood of our company, their well-being and commitment are essential to our success.

The health and safety of our employees are a priority. We are committed to offering them a safe, healthy, and fulfilling work environment, fostering their professional development, and promoting diversity and inclusion.

• OUR SUPPLIERS & SUBCONTRACTORS

They are key players in our value chain. We favor lasting relationships with suppliers who share our values: ethics, respect for human rights, and environmental responsibility. We encourage responsible practices within our supply chain.



• OUR SHAREHOLDERS & INVESTORS

They support our development and expect solid and sustainable economic performance. We are committed to communicating transparently about our financial results and our CSR strategy.

• LOCAL COMMUNITIES

As an actor integrated into local territories and concerned with proximity to our customers, we have chosen to maintain a dense network of agencies throughout our scope.

We strive to contribute positively to local development, respect the environment, and engage in dialogue with local residents and associations.

• PUBLIC AUTHORITIES & INSTITUTIONS

We respect the laws and regulations in force and actively participate in discussions on transport and sustainable development policies.

• CIVIL SOCIETY

Aware of our role in society, we are committed to contributing positively to global issues: climate change, environmental protection, and respect for human rights.

Committed performance

The pursuit of performance is an essential driver. Placed at the heart of our strategy, it stimulates our development for the benefit of our customers, partners, and employees, and is the embodiment of our commitment to creating value in a responsible and sustainable manner.

Inseparable from corporate social responsibility issues at all levels of our organization, it translates into the implementation of management systems, investment in innovation, the promotion of a culture of excellence, and the constant search for continuous improvement.



QSE EXCELLENCE, THE FOUNDATION OF OUR COMMITMENT

Quality, Health, Safety, and Environment (QSE) assurance is much more than a simple department in the Group; it embodies a strategic ambition rooted in our corporate culture. The executive management of DIMOTRANS Group, by steering the development of the overall strategy and defining financial orientations, plays an essential role in supporting its subsidiaries. It ensures the consistency of the QSE policy across all our sites.

Subsidiaries are given autonomy to deploy and adapt this strategy to their operational specificities, while respecting formalized procedures. This model guarantees overall consistency while ensuring local agility. It allows each site to apply the highest international standards, in response to the growing demands of our customers and stakeholders regarding sustainability.

THE INTEGRATED MANAGEMENT SYSTEM AT THE HEART OF OUR APPROACH

Our Integrated Management System (IMS) is both the foundation of our QSE performance and a structuring tool for steering our CSR commitments. It aims for continuous improvement of our overall performance by offering a 360-degree view of the organization.

Based on this comprehensive and integrated approach, it promotes consistency between strategic decisions and operational actions, rigorously optimizes resources, and enables proactive and effective risk management. The IMS allows us to ensure the implementation of necessary control measures, better resource allocation, and the deployment of a continuous improvement dynamic at all levels of the organization.

Our system is based on a structured analysis of the company's processes: precise identification of areas for improvement, definition of indicators to monitor the effectiveness and performance of our processes (as required by the CSRD* for measuring our ESG performance), and implementation of corrective and preventive actions. Monitoring and effectiveness measurement systems have been put in place, such as internal audits and management/process reviews, guaranteeing the transparency and reliability of our QSE data.

*Corporate Sustainability Reporting Directive

OUR QSE COMMITMENTS

To meet the CSRD requirements on our ESG impacts, the IMS helps us organize and monitor our actions in these areas.



Quality: Guaranteeing the conformity of our services with our customers' expectations through rigorous processes and a constant pursuit of excellence.



Occupational Health & Safety: Identifying and controlling professional risks, promoting a safe and healthy work environment to protect the health and well-being of our employees.



Environment: Optimizing our energy consumption, reducing our emissions, managing our waste responsibly, and preserving biodiversity to reduce our ecological footprint and avoid pollution.

ENSURING EFFECTIVE DIALOGUE

Surveys, meetings, working groups, and consultations are the various vectors of effective dialogue with our stakeholders. These tools allow us to gather their opinions, understand their expectations, and integrate their concerns into our decision-making processes.

With this objective, the group's executive management approved the launch of a global customer survey in 2024. To guarantee transparency, impartiality, anonymity, and data security, this survey will be entrusted to an independent third-party organization. In preparation since the second half of 2024, its implementation is planned for the first half of 2025.

In 2026, a similar approach will be deployed with our employees. It will allow us to identify the expectations and concerns of each individual, guide our CSR actions, and continue to improve our performance.



ANNE DARRICADES, CSR MANAGER, HARDIS GROUP
IT PARTNER OF DIMOTRANS GROUP
FOR A RESPONSIBLE SUPPLY CHAIN

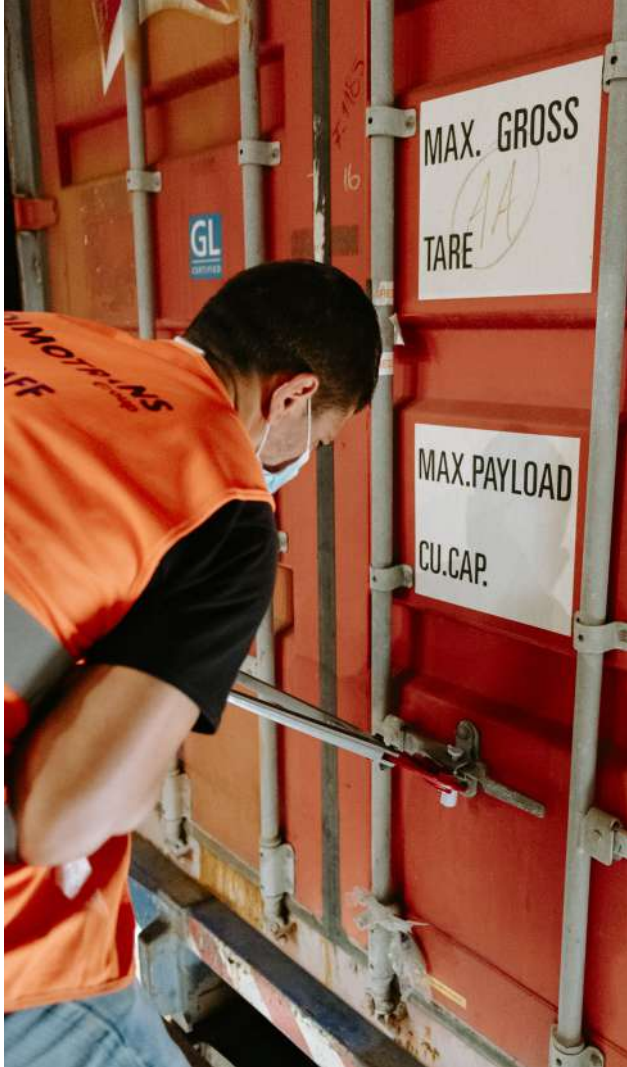
“Hardis is actively engaged in decarbonizing its activities and in being transparent about its emissions with its customers. DIMOTRANS Group’s CSR commitment, supported by precise data and objectives, reinforces this common dynamic. Our relationship of trust, founded on transparency and collaboration, creates a virtuous circle that allows us to build together a more resilient, more ethical value chain that benefits all our stakeholders. As responsible digital practices and cybersecurity are major issues for us, we appreciate seeing that these topics are at the heart of DIMOTRANS Group’s strategy, especially with the efforts deployed for data protection.”

Ensuring customer excellence & consumer safety

In the dynamic logistics sector, customer satisfaction and the safety of the end consumer are fundamental issues in our approach to Corporate Social Responsibility (CSR). We consider these two aspects to be inseparable. They are at the heart of our commitment to responsible and sustainable service. The CSRD requires companies to disclose detailed information on their environmental, social, and governance impacts. It encourages us to go beyond formal declarations and to provide verifiable and comparable data on our management of sustainability-related risks and opportunities. This approach guides the integration of this philosophy into our value chain.

Within DIMOTRANS Group, our responsibility towards the end consumer is directly linked to our quality management system. It is structured around the implementation of rigorous standards adapted to our customers' requirements. Standards such as Good Distribution Practices (GDP), Hazard Analysis Critical Control Point (HACCP) for food products, and Ecocert are deployed to guarantee product safety and quality throughout the supply chain.

Thus, customer satisfaction and consumer safety become key indicators of our CSR performance, reflecting our ability to meet the expectations of our stakeholders while reducing the negative impacts of our operations.



OUR COMMITMENTS TO CONSUMER SAFETY



Training
Raise our employees' awareness of product safety issues and best practices to adopt.



Implement rigorous procedures
Define clear protocols for the handling, storage, and transport of sensitive products.



Invest in adapted equipment and infrastructure
Use equipment and technologies that guarantee product safety (temperature maintenance, traceability systems, etc.).



Collaborate with our partners
Work closely with our suppliers and customers to ensure product safety throughout the chain.

Good Distribution Practices: a shared health requirement

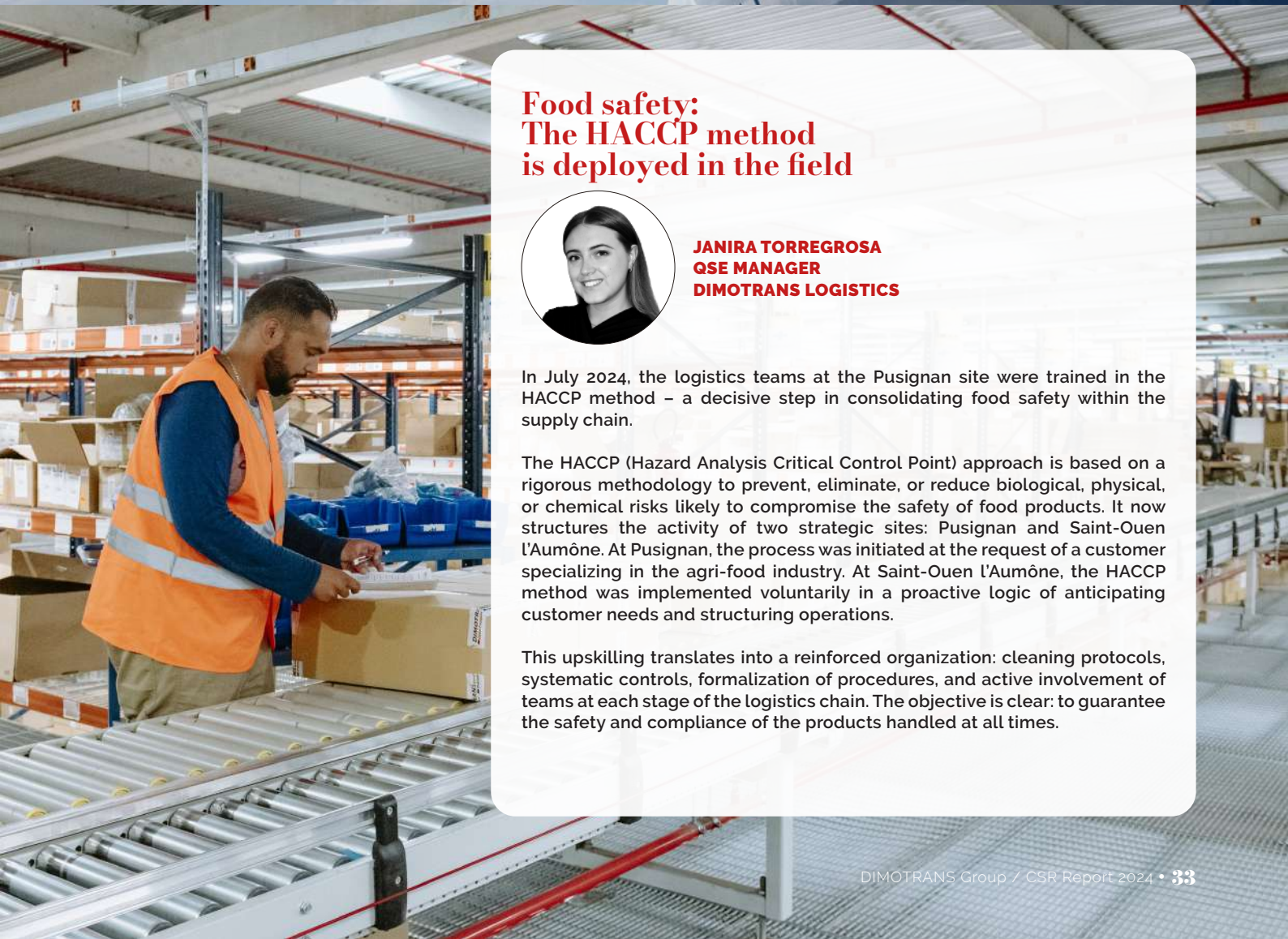
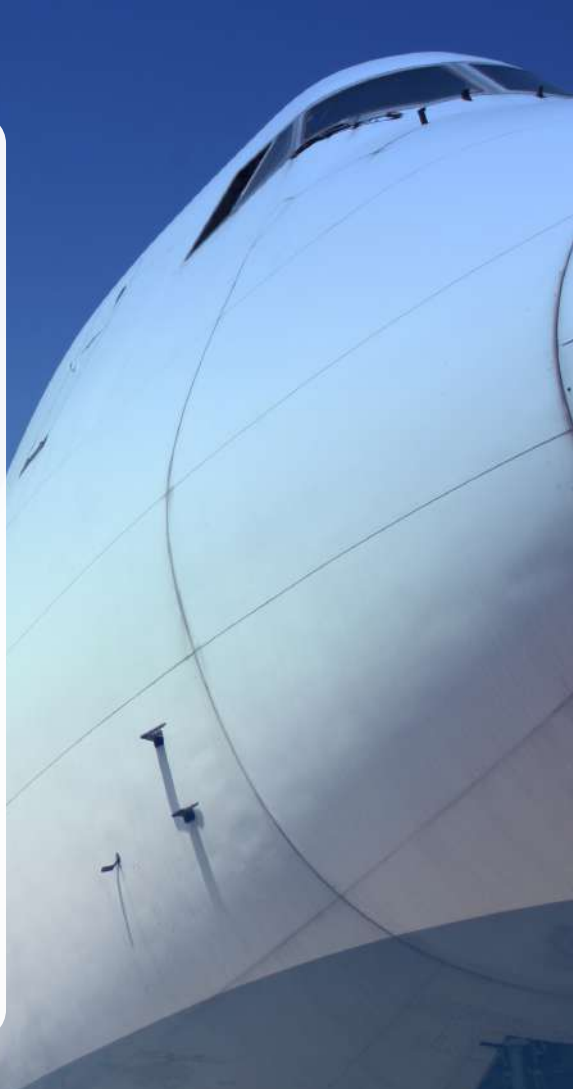


VALÉRIE ROUGEOT
QSSE / AEO / CSR DIRECTOR
QUALITAIR&SEA

At Qualitair&Sea, rigor structures daily operations, particularly in the healthcare sector. For over ten years, Good Distribution Practices (GDP) have been progressively integrated into our Integrated Management System, with a clear objective: to guarantee the integrity and traceability of the pharmaceutical products entrusted to us.

Today, this approach goes beyond simple compliance and meeting customer requirements: it constitutes a continuous improvement axis and a strong signal to all actors in our value chain. The application of GDP quickly demonstrated its added value. It enhances the reliability of our logistics services and also brings our transport and handling partners into a virtuous circle of quality. Thanks to enhanced traceability, increased responsiveness to unforeseen events, and a high level of shared standards, trust with our customers has been consolidated.

While the regulatory framework is common, each customer has different needs. For this, a Pharma reference process is established, then customized via a dedicated SOP (Standard Operating Procedure) for each customer. This methodology ensures a consistent level of excellence while respecting the specific expectations of each project.



Food safety: The HACCP method is deployed in the field



JANIRA TORREGROSA
QSE MANAGER
DIMOTRANS LOGISTICS

In July 2024, the logistics teams at the Pusignan site were trained in the HACCP method – a decisive step in consolidating food safety within the supply chain.

The HACCP (Hazard Analysis Critical Control Point) approach is based on a rigorous methodology to prevent, eliminate, or reduce biological, physical, or chemical risks likely to compromise the safety of food products. It now structures the activity of two strategic sites: Pusignan and Saint-Ouen l'Aumône. At Pusignan, the process was initiated at the request of a customer specializing in the agri-food industry. At Saint-Ouen l'Aumône, the HACCP method was implemented voluntarily in a proactive logic of anticipating customer needs and structuring operations.

This upskilling translates into a reinforced organization: cleaning protocols, systematic controls, formalization of procedures, and active involvement of teams at each stage of the logistics chain. The objective is clear: to guarantee the safety and compliance of the products handled at all times.

Reliability

In a context where expectations for sustainability are constantly growing, companies must commit. At DIMOTRANS Group, operational excellence goes hand in hand with social responsibility, driven by a demanding and certified QSE approach.

BUILDING TRUST

In an economic and societal environment increasingly sensitive to sustainability issues, trust has become an essential point. Stakeholders – customers, investors, employees, and civil society – expect concrete and measurable commitments in terms of Corporate Social Responsibility (CSR).

Aware of this requirement, we place reliability and transparency at the heart of our strategy. For many years, our commitment to continuously improving our performance has translated into the sustainable integration of Quality, Health, Safety, and Environment (QHSE) principles within all our activities.

This commitment is demonstrated by obtaining recognized certifications. They are guarantors of operational excellence, a focus on customer satisfaction, and the sincere social responsibility of DIMOTRANS Group.

True to our founding values of respecting commitments and customer satisfaction, we took a new step in 2024. This year marks the deployment of an integrated management system compliant with ISO 14001 (environmental management) and ISO 45001 (occupational health and safety) standards across all our business units.

This ambitious approach aims to harmonize internal practices, ensure a high level of performance, while maintaining the agility necessary to meet the specific needs of each customer.



EXCELLENCE RECOGNIZED BY INTERNATIONAL CERTIFICATES AND LABELS

ISO 9001 – Quality Management

The ISO 9001 certification guarantees that DIMOTRANS has a management system focused on the continuous improvement of its processes in order to satisfy its customers. This quality framework ensures consistent and rigorous transport and logistics services, with an emphasis on listening to customers and striving for operational excellence. All of the group's business units in France hold this certification.

ISO 14001 – Environmental Management

In 2024, we launched the deployment of the ISO 14001 standard across all our activities. The objective: to reduce our environmental footprint, limit polluting emissions, optimize our resources, and ensure responsible waste management. The generalization of this certification to all our business units in 2025 will mark a significant step in our environmental commitment.

ISO 45001 – Occupational Health and Safety

In 2024, we initiated the implementation of a management system compliant with the ISO 45001 standard across all our business units. This approach aims to prevent occupational risks, guarantee a safe working environment, and protect the health of our teams at all our sites. This certification validates a management system implemented to identify, assess, and reduce risks related to working conditions.

AEO – Authorized Economic Operator

This official recognition of our reliability as a business partner in customs operations facilitates international trade. As an Authorized Economic Operator, we benefit from simplified and secure customs procedures, while strengthening the security of the global supply chain. The AEO certification is a guarantee of trust for our customers engaged in international trade.

EcoVadis – CSR Performance

In a commitment to transparency, ethics, and sustainability, all our subsidiaries are evaluated by the EcoVadis platform, a global reference in CSR. In 2025 (based on 2024 data), **all our entities saw their ratings improve, reaching the Silver level.** This recognition attests to our leadership and the continuous improvement of our sustainability performance.

ECOVADIS⁽¹⁾: AN INDICATOR OF OUR CSR EXCELLENCE



DT PROJECT Score 75/100
Top 6 %

CMA INTERNATIONAL Score 74/100
Top 7 %

DIMOLOG Score 73/100
Top 8 %

QUALITAIR&SEA Score 71/100
Top 10 %

DIMOTRANS Global Transport Score 70/100
Top 11 %

⁽¹⁾ Since 2024, the EcoVadis medal has been awarded based on the number of companies evaluated, and no longer solely on the score obtained. A more demanding and impact-focused evaluation model.

In line with our commitments, the group plans to conduct an assessment of its carbon strategy via the CDP (Carbon Disclosure Project) in 2025. This strategic initiative will allow us to measure, manage, and transparently communicate our greenhouse gas emissions. A strengthening of our commitment to the fight against climate change.



Transparency

TRANSPARENCY, A STRATEGIC REQUIREMENT

For DIMOTRANS Group, transparency is not limited to a compliance exercise; it stands as an ethical and strategic imperative. This requirement translates into a firm will to communicate openly, responsibly, and exhaustively on our actions, objectives, and performance in sustainable development. It is the foundation of the trusting relationship we maintain with our customers, employees, suppliers, local communities, and all actors impacted by our activities.

Our proactive approach is aligned with the trajectory defined by the European CSRD (Corporate Sustainability Reporting Directive), which marks a major evolution in sustainability reporting.

By anticipating its application, notably through a voluntary extra-financial audit of our 2024 data as early as 2025, we affirm our ambition to become an exemplary actor in CSR transparency.

Our transparency approach is a process of continuous improvement. We are committed to strengthening our data collection and validation systems, refining our communication, and actively engaging with our stakeholders to meet their expectations and contribute to a more sustainable future.



OUR CSR DATA GOVERNANCE IN 5 STEPS

- 1 Identification of key data**
Rigorous selection of relevant key CSR performance indicators to measure our ESG impact and progress, in line with the CSRD and stakeholder expectations.
- 2 Decentralized responsibilities**
Collection and validation of CSR data ensured at the level of the different entities and functions of the group.
- 3 Central consolidation and verification**
Consolidation, verification, and analysis of data by a dedicated team, reporting to the CSR department, ensuring their consistency and compliance with relevant standards.
- 4 Validation by executive management**
Consolidated data submitted for approval to the general management and the management committee, demonstrating the commitment of our governing bodies to transparency and responsibility.
- 5 External audit**
Voluntary audit on a selection of CSR information, conducted by our statutory auditors to enhance the credibility of our reporting and prepare us for the CSRD's verification requirements.

“Clear, reliable, and verifiable information is essential to enable our stakeholders to understand our commitment, evaluate our progress, and engage in constructive dialogue on the challenges and opportunities related to sustainable logistics. Transparency in CSR is intrinsically linked to our strategic vision. We consider open and honest communication about our ESG performance to be an essential pillar for achieving our sustainable development goals and creating long-term value for all our stakeholders (employees, customers, partners, subcontractors, etc.).”



CÉLINE CHATELAIN,
QHSE & CSR DIRECTOR
DIMOTRANS GROUP

Identifying the challenges of tomorrow

A structured approach to anticipate extra-financial risks and guide our strategic choices.

DOUBLE MATERIALITY: TWO ANGLES, ONE COMPLETE VISION

Proactive management of extra-financial risks is essential for the sustainability of our business and the achievement of our sustainable development goals. Identifying the impacts, risks, and opportunities (IROs) related to environmental, social, and governance issues is a strategic imperative. That is why, as part of our compliance with the European CSRD directive, we conducted an in-depth double materiality analysis.

A key concept of the CSRD, double materiality is based on a cross-assessment of ESG issues along two complementary axes.

Impact materiality: assessing how our activities affect people, territories, and the environment, positively or negatively.

Financial materiality: measuring how sustainability issues can, in turn, impact the company's economic and financial performance (costs, revenues, assets, financing, etc.).

This dual perspective informs our decisions by reconciling the understanding of our societal impacts with the anticipation of risks to our business model.



A RIGOROUS FIVE-STEP METHODOLOGY

- 1 Identification of relevant CSR issues, risks, and opportunities across our entire value chain**
Definition of key environmental, social, and governance themes for our sector and stakeholders, based on international standards (Global Reporting Initiative, etc.) and continuous dialogue with the relevant actors.
- 2 Assessment of actual and potential impacts**
Evaluation of each issue based on its scale, scope, irremediable nature, and the probability of occurrence of positive and negative impacts.
- 3 Assessment of financial risks**
Analysis of the influence of sustainability issues on our various types of financial risks (operational, market, credit, etc.).
- 4 Prioritization of risks**
Cross-referencing the results of the impact materiality and financial materiality assessments to prioritize the most significant extra-financial risks.
- 5 Validation by executive management**
Consideration of the mapping results by the executive management, ensuring their integration into our strategy and management processes.

KEY ISSUES

These issues set our course. They guide DIMOTRANS Group's actions to strengthen our sustainability performance and meet the expectations of our stakeholders. Our group also commits to communicating transparently on these issues in the years to come.



MAIN IROS IDENTIFIED

- | | |
|---|---|
| Risks related to climate change <ul style="list-style-type: none">• Physical risks (extreme weather events disrupting our operations)• Transition risks (changes in regulations, technologies, and customer expectations) | Social and societal risks <ul style="list-style-type: none">• Working conditions• Health and safety of employees• Diversity and inclusion• Relations with local communities |
| Risks related to pollution and resource management <ul style="list-style-type: none">• Atmospheric emissions• Energy consumption• Pollution risks• Waste management | Governance-related risks <ul style="list-style-type: none">• Business ethics• Fight against corruption• Data protection• Cyberattacks• Respect for human rights in the value chain |

2030 Objective

Through its activities and commitments, DIMOTRANS Group contributes concretely and daily to achieving the United Nations Sustainable Development Goals.

A clear roadmap to commit today and build tomorrow.

Resolutely committed to a sustainable logistics approach, DIMOTRANS Group works to reconcile respect for human rights and consideration of the expectations of all its stakeholders. Through its activities and commitments, the group contributes daily to achieving the United Nations Sustainable Development Goals (SDGs).

We act more particularly in favor of:

- decent work and economic growth (SDG 8),
- gender equality (SDG 5),
- quality education (SDG 4),
- good health and well-being (SDG 3),
- peace, justice, and strong institutions (SDG 16),
- climate action (SDG 13),
- affordable and clean energy (SDG 7).

To strengthen this dynamic, DIMOTRANS Group participates in the SDG Ambition Accelerator program, a UN Global Compact initiative aimed at fully integrating the 17 SDGs into the company's strategy and management by 2030. Although this process is still being finalized, the actions already undertaken testify to our effective contribution to these goals.

In 2024, our efforts intensified on several fronts, and four quantified objectives have been defined. We conducted an in-depth analysis of our carbon footprint (Scopes 1, 2, and 3) to identify the most effective decarbonization levers. On the social front, we have strengthened the integration of young talents and intensified our actions in health and safety at work.

For the coming years, the finalization of our CSR roadmap, supported by the SDG Ambition Accelerator program, will allow us to define more structured objectives and innovative actions, aligned with our vision of sustainable growth. Committing today to build tomorrow: this is our ambition, in service of shared and sustainable value for all.

ACHIEVE ZERO WORKPLACE ACCIDENTS

• **Accident frequency rate: a frequency rate of 11 by 2030 vs 2023, scope France**



PROMOTE ETHICAL AND RESPONSIBLE PRACTICES

• **Percentage of employees who have completed the ethics and compliance training module: 100% of employees exposed to corruption risk trained by 2026, scope France**



COMMIT TO OUR TEAMS AND COMMUNITIES

• **Number of training hours per employee: 8h of training/employee (excluding mandatory training) by 2028 vs 2024, scope France**



PARTICIPATE IN CLIMATE CHANGE MITIGATION

• **Reduction of CO2e emissions - Scopes 1&2: 30% in absolute value between 2023 and 2030, scope France**



RESPECT

3.

A structured and challenging approach to guarantee integrity, security, and respect for fundamental rights, at the heart of sustainable and responsible performance.

« At DT PROJECT, respect for our employees is a fundamental value. It fosters a positive work environment essential for the well-being of the teams and the performance of the business unit. More factually and technically, respect is the very essence of our business, as the success of each operation is directly conditioned by adherence to our customers' specifications, safety rules, imposed deadlines, and regulations. »



BRUNO KENNER
CEO
DT PROJECT

Being exemplary

At DIMOTRANS Group, ethics and compliance are not abstract principles. They are based on precise rules, integrated into our internal frameworks. This chapter details the foundations and systems that structure our daily commitments.



Our activities are guided by integrity, respect for laws, and the principles described in our Ethics and CSR Charter. Respect for the individual, rigor, transparency, integrity, and loyalty are the foundations that every employee is called upon to embody.

Respect for laws, current regulations, and international standards is a fundamental requirement in the exercise of our activities.

Our compliance policy is based on a structured system, recognized and shared by all employees. This ethical foundation is guaranteed in particular by an anti-corruption system aligned with the Sapin II law. It constitutes one of the cornerstones of our commitment to business ethics.

These principles are not just guidelines, but operational standards, embedded in our practices and consolidated by internal frameworks.

IMPLEMENTATION OF OUR ETHICAL COMMITMENTS

DIMOTRANS Group's commitment to business ethics is concretely translated by the implementation of adapted internal policies, the strengthening of the anti-corruption system, and awareness and training actions.

A REINFORCED ANTI-CORRUPTION SYSTEM

In 2024, we updated the corruption risk mapping, with the support of an external firm. Developed according to industry best practices and the recommendations of the French Anti-Corruption Agency (AFA), this mapping is based on a detailed analysis of the organization's processes, based on targeted interviews.

It provides a prioritized view of the net risks to which the company is exposed. It includes action plans to ensure their control. Monitoring the effectiveness of corrective actions is scheduled for 2025 and 2026.

ETHICAL POLICIES DEPLOYED IN 2024

DIMOTRANS Group has adopted policies to regulate internal practices regarding:

- **Gifts and invitations:** a policy defining the rules, accompanied by a registration log requiring hierarchical approval according to defined thresholds, and verification of recurrence by the Compliance Department.
- **Patronage and sponsorship:** all transmitted requests are subject to validation by the Compliance Committee. In 2024, the group pursued a sponsorship & patronage policy favoring local anchoring by targeting local sports associations to facilitate access.
- **Business travel:** a policy established to regulate conditions and practices.
- **Collective frame of reference:** an Ethics and CSR Charter has been implemented and included in the welcome pack for each new employee. This document embodies our fundamental values and serves as a benchmark from the moment of integration.
- **Training:** to spread a culture of compliance, specific sessions were provided on business ethics, on the General Data Protection Regulation (GDPR), as well as training on anti-corruption and influence peddling. These training actions will be continued and strengthened throughout 2025, to ensure a progressive and sustainable upskilling of all employees.

STRENGTHENING ETHICAL GOVERNANCE: EVALUATE, MONITOR, & IMPROVE

The year 2024 marked the first full year of the Compliance function's exercise at DIMOTRANS Group, allowing for the laying of solid foundations in accordance with the directives of the Executive Management. All policies have been validated by the Committee dedicated to business integrity, which also ensures rigorous monitoring of each new document related to ethics, from consultation to validation.

The implementation of policies is systematically discussed and monitored within the Committee, a practice that will continue in future years.

The objective for the coming years is to continue to lead and strengthen the Group's ethical policy by integrating regulatory developments and the specific challenges of our sector. We are committed to developing a pragmatic and operational ethical and compliance culture to ensure continuous improvement and effective integration of these ethical principles into our daily activities.



IMPLEMENTATION OF A WHISTLEBLOWING PLATFORM

In accordance with the Sapin II law and the strengthening of the whistleblower status resulting from law no. 2022-401 of March 21, 2022, and its decree of 03/10/2022, DIMOTRANS Group set up a whistleblowing platform for receiving reports at the beginning of 2024. This system was also reinforced by the implementation of a dedicated telephone line.

Received alerts may, if deemed admissible, lead to internal investigations.

This platform allows for anonymous reporting corresponding to the scope of the law, such as:

- crime or offense,
- threat or prejudice to the general interest,
- violation or attempted concealment of a violation of European Union law, law or regulation,
- violation or attempted concealment of a violation of an international commitment duly ratified or approved by France,
- violation or attempted concealment of a violation of a unilateral act of an international organization taken on the basis of such a commitment.

Regarding offenses, by way of illustration, the types of alerts on the platform are constituted by:

- corruption and influence peddling,
- fraud,
- misappropriation, theft,
- psychosocial risks (harassment, discrimination, sexist behavior),
- cyberbullying,
- any act harmful to the environment or threatening public health.

TRANSPARENCY IN FIGURES

- 2 admissible alerts that were subject to an internal investigation with a report
- 100% of entities covered by an ethics policy
- 6 internal audits conducted



ENSURING THE COMPLIANCE OF OUR INTERNATIONAL OPERATIONS

In a context of intensifying international trade, DIMOTRANS Group places regulatory compliance at the heart of its commitments. We are continuing our work to strengthen export controls, an area subject to frequent and complex regulatory changes.

To meet these challenges, we are progressively automating our transport management systems (TMS). In 2024, we notably configured automatic blocks for high-risk countries. In systems that do not yet have blocking functionalities, manual checks are carried out by our teams via reporting.

We are continuing the deployment of reinforcement systems to automate and consolidate these checks. This approach will allow us to systematize the detection of non-compliance across all tools, limit risks related to human error, and increase the efficiency of our customs operations in all concerned subsidiaries worldwide.

“2024 was a foundational year for the Compliance function within DIMOTRANS Group. We laid the groundwork for a solid system, structured around a Committee dedicated to business integrity. Each ethical policy is discussed, validated, and rigorously monitored there. Our ambition for the coming years is clear: to keep this dynamic alive by adapting it to regulatory changes and the specificities of our sector. We are working to build a compliance culture that is both pragmatic, operational, and anchored in our daily practices.”



SYLVAIN ARQUILLIÈRE
COMPLIANCE & INTERNAL AUDIT DIRECTOR
DIMOTRANS GROUP

Preventing & protecting

Preserving health and ensuring safety are daily commitments. Our ambition is to achieve zero accidents, for an ever safer and more respectful work environment for everyone.

The health and safety of our employees are at the heart of our social responsibility and our vision of a sustainable company. Convinced that every employee must be able to perform their job in a healthy and secure environment, we pursue a proactive policy that goes beyond regulatory requirements. This is an ethical commitment and an intrinsic value of our corporate culture.

Our ambition is carried at all levels of the organization and is the subject of concrete, measurable, and shared actions. It reflects our commitment to building a safe work environment that protects our employees, our subcontractors, and all our stakeholders.

In this context, we have set **an objective to reduce our Frequency Rate (FR) to 11 by 2030**. This ambitious target marks continuous progress towards a high level of safety performance. It is marked by intermediate objectives to measure our progress and adjust our actions if necessary.

This approach contributes in particular to two of the United Nations Sustainable Development Goals: SDG 3 (Good Health and Well-being) and SDG 8 (Decent Work and Economic Growth).



THE 5 PILLARS OF A COMMITTED POLICY

1 Priority to prevention: we prioritize the identification and control of risks at the source by implementing effective prevention measures.

2 Continuous improvement: we are committed to a process of continuous improvement of our health and safety performance. This involves regularly evaluating our practices and implementing corrective and preventive actions.

3 Shared responsibility: safety is everyone's business. We encourage the involvement and active participation of all our employees, at all levels of the organization.

4 Training and awareness: we ensure the training and awareness of our employees on the risks related to their activities and good safety practices.

5 Social dialogue: we promote dialogue with employee representatives and trade unions on health and safety issues at work.

DEMANDING GOVERNANCE

Safety is based on a strategy defined by the management of DIMOTRANS Group. It ensures its coherence while allowing subsidiaries the necessary flexibility to respond to their specific local challenges and adapt to each business unit.

The Integrated Management System (IMS) is the central tool for steering this approach. It ensures a comprehensive and coordinated approach to QSE (Quality, Safety, Environment). It offers:

- a global vision of safety,
- process optimization,
- efficient resource allocation.

The IMS operates on a continuous improvement cycle, including process analysis, indicator definition, and the implementation of corrective and preventive actions.

Safety performance is also a strong managerial tool. Indeed, site and subsidiary managers have objectives set on this issue as part of their annual evaluation.

Finally, accident results are systematically monitored and analyzed during each Executive Committee (COMEX) meeting, highlighting the importance of health and safety within the group.

CONCRETE ACTIONS ON A DAILY BASIS

Train to protect

- Targeted training according to business-specific risks.
- Modules on the use of PPE, handling procedures, risks related to chemical products, transport of dangerous goods, fire prevention, road safety, and first aid gestures.
- Regular safety briefings in the field, an approach that promotes direct exchanges between managers and employees.

Communicate to act

- Sharing best practices, lessons learned from incidents, and encouragement to report alerts.
- QSE steering committees and annual reviews with management ensure strategic monitoring.

Involve to empower

- A culture where each employee is an actor in their own safety and that of their colleagues.
- Encouragement for active participation, raising concerns, and proposing improvements.

Measure to improve

- Rigorous prevention measures, based on risk analysis and hazard identification (workstation design, equipment maintenance, provision of adapted PPE, and respect of safety procedures).
- Internal and external audits to assess the compliance of our practices and identify areas for improvement.
- In-depth risk analyses to identify potential dangers and implement adapted prevention measures.

“At DIMOTRANS Group, the safety of our teams is not an option, it’s an absolute priority. Every employee deserves to work in an environment where their health and well-being are protected. In two years, thanks to the collective commitment of everyone—leaders, managers, and teams in the field—we have achieved a collective feat: a nearly 30% drop in our frequency rate. This concrete result proves that active prevention, regular training, and everyone’s vigilance are paying off. Let’s continue on this path: every action counts, every initiative strengthens our common safety. Together, we will go even further in our ambition to have zero accidents.”



MARIE PICARD
HEALTH, SAFETY & ENVIRONMENT MANAGER
DIMOTRANS GROUP

OBJECTIVE ZERO ACCIDENTS

The frequency rate decreased by 30% and the severity rate by 3% in 2024. These data show a significant improvement in indicators that are closely monitored. They confirm the effectiveness of our efforts.

We are determined to continue our progress towards our zero-accident ambition and to achieve our frequency rate objective of 11 in 2030. To do this, we are innovating in our practices, strengthening the involvement of our employees and managers, and adapting to the new challenges of our sector. Our goal is to create a work environment where everyone can thrive in complete serenity. This reflects our respect for our employees and our desire to build a safe and responsible future.



OUR PERFORMANCE IN FIGURES	2023	2024
Number of deaths related to a work accident or occupational disease	1	0
Number of lost-time work accidents	62	41
Number of lost-time work accidents - including temporary workers	69	57
DIMOTRANS group frequency rate (France scope - excluding temporary workers)	26,2	18,35
DIMOTRANS group severity rate (France scope - excluding temporary workers)	0,58	0,56
Number of safety-related training hours (France scope)	3504	3954,1

A new conveyor at Saint-Vulbas

Faced with a high accident rate related to handling heavy packages, the Saint-Vulbas site acquired a telescopic conveyor equipped with a platform and a jib crane.

This initiative, carried out with the support of the regional French Social Security office responsible for state pensions and workplace health and safety (CARSAT), has significantly reduced physical strain and the risk of accidents. Employees now benefit from improved ergonomics and much safer working conditions.

Training accompanied the implementation of the conveyor to integrate new movements. This project is now a model of good practice to be shared with other group sites.



A 5S project: involvement and safety

On the occasion of moving to a new site, DIMOTRANS Group teams launched a project using the 5S method in the vehicle loading area. The objective? To secure spaces, limit the risks of fire and falling objects, while directly involving employees in improving their working conditions.

Each action was assigned via an action plan displayed in the depot, carried out collectively and with pride. The result: a better-organized, safer area, and teams mobilized around a simple, low-cost, and effective approach.

Easily replicable, this project is a concrete example of participatory prevention to be deployed at other sites.

Safety Week: a key moment for raising awareness

In October 2024, DIMOTRANS Group organized a week dedicated to health and safety at work at the Pusignan site. This event helped raise awareness among nearly 150 employees about the importance of accident prevention and the adoption of good safety practices.

Six thematic workshops were offered in 20 to 30-minute sessions, spread over numerous time slots. They covered various topics, such as first aid, cardiac massage, and road safety.





DT PROJECT AMERICA: MASTERING COMPLEXITY, SECURING PEOPLE

In a logic of continuous safety improvement, DT Project America has deployed a tarping system assisted by forklifts. This new technology, both practical and safe, allows outgoing loads to be tarped directly from the ground, thus preventing drivers from climbing onto trailers.

By eliminating this risky step, the company significantly reduces the danger of falling from heights, one of the most frequent accidents for this type of operation.

This system also helps meet the requirements of OSHA (Occupational Safety and Health Administration), thus reinforcing the site's compliance with North American standards for health and safety at work.

With this initiative, DT Project America illustrates its tangible commitment to a safer work environment for its internal teams as well as its transport partners.

Training sports leaders to move together at work

The Logistics BU has launched a training program to create a network of sports leaders within its teams. The objective? To train volunteer employees to lead daily muscle warm-ups before starting work. These warm-ups are essential for preventing injuries and musculoskeletal disorders (MSDs), but also for reducing fatigue and promoting better physical comfort throughout the day.



The group committed to World No Tobacco Day

On the occasion of World No Tobacco Day on May 31, 2024, DUHAMEL Logistique relayed awareness messages to its employees about the dangers of smoking and the benefits of quitting.

To support those who wish to quit, useful resources and contacts were shared (Tabac Info Service, quitting kits), as well as services offered by Harmonie Mutuelle for the Normandy sites.



Preventing IT risks

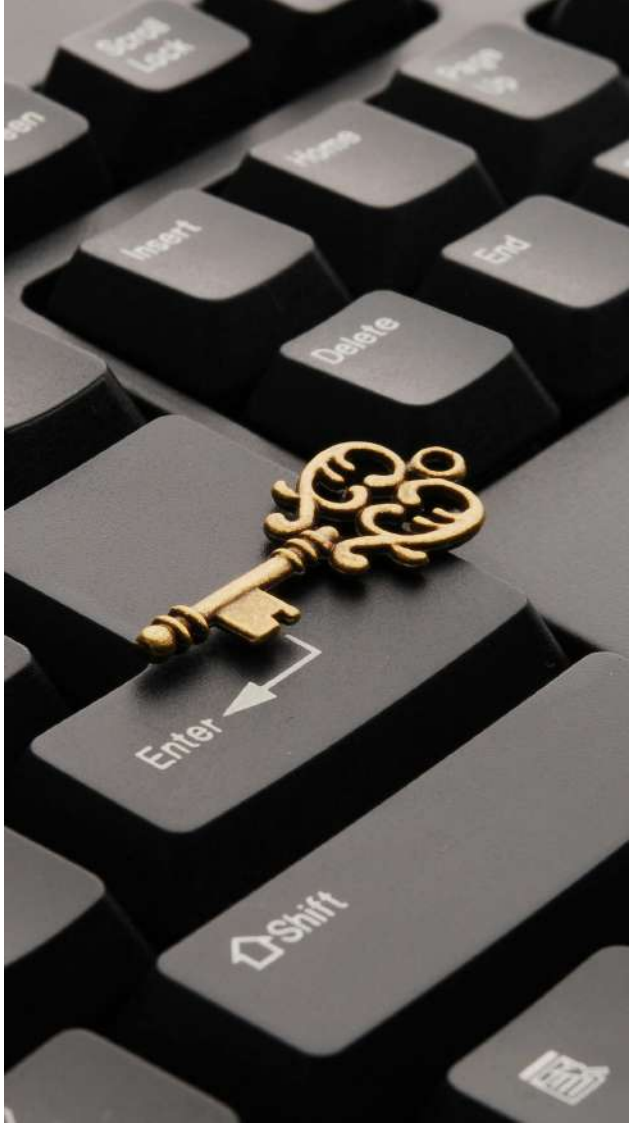
Cybersecurity is a priority to protect our assets, our customers' sensitive data, ensure the continuity of our operations, and meet the growing requirements of the CSRD regarding risk management.

Aware of the growing threats — such as ransomware attacks, data breaches, or intrusion attempts — we have integrated cybersecurity into the core of our risk management strategy. Our approach is proactive, anticipatory, and relies on close cooperation between our IT teams, our specialized partners, and executive management.

It is steered by a Group IT Committee and IT Steering Committees that ensure the consistency and effectiveness of the actions implemented. Each year, penetration tests (pentests) are conducted in our various subsidiaries, including physical intrusion tests. All of our infrastructures, applications, and access points are subject to high security standards, recognized internationally.

We have deployed a SOC (Security Operations Center) and a SIEM (Security Information and Event Management) with the support of an external partner, certified ISO 27001, to ensure real-time monitoring of our digital environment. Every month, security steering committees are organized to analyze intrusion attempts and adjust our strategies. Our teams have tools integrating artificial intelligence and automation to effectively process security alerts. Multi-factor authentication (MFA) is widespread, and a reinforced password policy is applied.

Faced with the complexity of threats, we have strengthened our security architecture by adopting a Zero Trust approach. This involves strict verification of every access attempt, fine segmentation of digital assets, and the implementation of advanced control devices. In case of a serious threat, certain workstations can be automatically blocked. Cyber crisis management exercises are organized each year in all entities to prepare our teams to react quickly and effectively.



The security of our information system also depends on individual behaviors. That is why we have implemented mandatory training via our e-learning platform for all employees. This action aims to develop a true cybersecurity culture by giving everyone the right reflexes to prevent risks.

Through this structured and comprehensive approach, we intend to make cybersecurity a factor of trust, sustainable performance, and collective commitment.

THE 5 PILLARS OF OUR CYBERSECURITY POLICY

- 1 Governance and prevention**
Dedicated committees, strict access policies, annual pentests, international standards.
- 2 Monitoring and incident management**
SOC & SIEM, MFA, 24/7 monitoring, alert automation, rapid response.
- 3 Resilience and crisis management**
Annual crisis exercises, Zero Trust architecture, blocking of workstations in case of a threat.
- 4 Culture and training**
Mandatory e-learning, continuous employee awareness, shared vigilance.
- 5 Continuous improvement**
Monthly security committee, analysis of intrusions, constant adaptation of systems.

A dedicated cybersecurity unit

Since the end of 2023, cybersecurity has taken on a new dimension at DIMOTRANS Group with the creation of a dedicated unit. A team of three experts works daily to prevent risks, strengthen digital defenses, and ensure the security of our entire information system. «Cybercops» at the service of protecting data and infrastructures.

The work of the cybersecurity unit is based on four main principles: availability, integrity, confidentiality, and traceability. The team raises employee awareness of cyber threats, ensures the security of application access, audits service providers, and implements robust policies to govern all group practices. It also ensures a reliable and secure connection in all agencies.



“Cybersecurity is a strategic pillar for DIMOTRANS Group. Faced with growing threats, we have a proactive and integrated approach, from the IT Committee to annual intrusion tests. By investing in advanced monitoring tools and a Zero Trust architecture, and by training everyone, we are transforming cybersecurity into a factor of trust and collective performance. Our priority is to protect our assets and ensure the continuity of our operations, with a culture of shared vigilance that is our strength.”



FRANCK PALLE
CHIEF INFORMATION OFFICER
DIMOTRANS GROUP

**STRENGTHENING DATA PROTECTION
AGAINST DIGITAL CHALLENGES**

Closely linked to cybersecurity risk management, the protection of personal data is a central issue. The acceleration of digitalization, reinforced by the rise of artificial intelligence, increases the risks of leaks and cyber threats, which requires heightened vigilance.

To meet these challenges, DIMOTRANS Group implemented a specific data breach management policy in 2024, developed in cooperation with the information systems department. A reference document on data retention periods is also being updated to remain in compliance with regulatory changes.

Expertise in personal data is provided by an external DPO, supported by regular meetings organized with the legal and compliance departments. These discussions help structure personal data governance and ensure contract compliance via specific GDPR clauses.

To raise awareness among all employees, an e-learning training program was launched in 2024 and will continue in 2025. It aims to make every employee an engaged actor in the daily protection of data.



***Placing people
at the heart
of the company***

In a competitive job market, DIMOTRANS Group makes the successful integration of its new talents a major priority. Much more than an administrative process, it is a key moment to transmit our values, strengthen commitment, and build a lasting relationship. In 2024, we structured this approach with concrete tools and actions, placing people at the heart of our CSR strategy.

Our recruitment and integration policy is designed to attract competent and motivated professionals, ensure a rapid acclimatization to our corporate culture, cultivate their long-term commitment, and optimize their contribution to our collective goals.

From the recruitment stage, we promote diversity of profiles and talents, inclusivity, process transparency, fluid communication with candidates, and constructive feedback.

Each new employee is considered a valuable and essential asset for our development. That is why we have deployed an integration policy as a positive, structured, and inclusive experience, consistent with our CSR commitments. It lays the foundation for an enriching and lasting collaboration and creates a strong sense of belonging from the very first days.

Launched in 2024, our group recruitment and integration guide constitutes a common basis for all HR teams. It centralizes key information, standardized procedures, and best practices, ensuring a consistent and quality approach to welcoming new talents. It contributes to creating a positive integration experience, fostering long-term commitment and a rapid contribution to the success of DIMOTRANS Group, in line with our CSR values.

This system also relies on careful monitoring during the probationary period, allowing us to detect support needs and assess the match between the employee's expectations and those of the company. 92% of new hires are confirmed at the end of their probationary period, highlighting a significant alignment between the profiles recruited and the job expectations.

We also pursue a continuous improvement approach based on the analysis of our indicators. Our ambition for the coming years: to refine our actions to promote the retention of young recruits, strengthen diversity in all business units, and maximize the impact of integration paths on long-term engagement.



“Our role as a mentor is to transmit our knowledge, share our passion for the job, and also teach work-study students the rules of conduct and professional etiquette in a company! For their part, the work-study students, often young and from a recent academic environment, arrive with a mindset not shaped by company habits. They can bring us new ideas or even constructively question the existing ways with a fresh perspective and relevant questions.”



ALICE DURAND
HUMAN RESOURCES DIRECTOR
DIMOTRANS GLOBAL TRANSPORT

RECRUITMENT FIGURES	2023	2024
Number of hires	800	518
End of probationary period rate	8%	8%
Share of work-study students in the workforce	10%	6%



Promoting the integration of work-study students

Each year, the month of November marks a key moment in the life of DIMOTRANS Group's work-study students: the national integration day. Nearly sixty young apprentices, accompanied by their mentors from all over France, participate in this meeting with the group's executive management.

This day, organized around the presentation of the group, its business units, and its services, promotes their integration, facilitates understanding of the organization, and strengthens bonds between teams. It helps create a collective dynamic among young people from various backgrounds, while laying the foundations for a solid professional network.

Initiated in 2019, this approach is part of a desire to transmit knowledge, value work-study paths, and strengthen the sense of belonging to the company. In 2024, with 88 work-study students in the group, including more than 50 new entrants, the event was held at two sites, in Paris and Lyon. They now represent more than 6% of DIMOTRANS Group's workforce in France.

A new chance for employment with FAIR[e]

On November 14, 2024, DIMOTRANS Group participated in the recruitment day for the FAIR[e] Project. This project, supported by 160 companies in Lyon, aims to offer permanent contracts to people facing significant difficulties in finding employment.

Our various business units and positions were presented, emphasizing the motivation and desire to learn of the candidates, with or without a diploma. Out of a dozen candidates met, four were selected for an internship. These initial contacts can lead to a work-study program, and then to a job offer, thus providing an opportunity for professional reintegration.



BSL Bain-de-Bretagne values the experience of seniors

At the BSL site in Bain-de-Bretagne, the growth of activities is accompanied by a commitment to employing seniors. Convinced that experience is a lever for performance and cohesion, the company values their expertise and know-how.

Among the recruits, 16 employees are over 50 years old, including 10 women. These hires illustrate BSL's desire to promote a true diversity of ages and profiles. Their integration plays an essential role in the transmission of skills and the enrichment of exchanges within the teams.

This intergenerational dynamic strengthens both the operational quality of the site and the corporate culture, by creating an environment where all generations contribute together to collective success.

Ensuring long-term involvement

Human capital is at the heart of our performance and our social responsibility. From work organization and compensation to social benefits and social dialogue, we deploy an HR policy based on equity, listening, and valuing each individual.

MANAGING WORKING TIME FOR WELL-BEING & PERFORMANCE

The management of working time and leave is based on a framework that complies with the legal and regulatory requirements of each country of operation, as well as the fundamental principles of human rights at work, as defined by the United Nations and the International Labour Organization (ILO). Our policy respects the diversity of work organizations within our subsidiaries, while guaranteeing the application of the legal frameworks, collective bargaining agreements, and company agreements in force.

We are convinced that a flexible, concerted, and locally-adapted work organization strengthens employee engagement, improves their quality of life, and supports operational performance. These elements are at the heart of our human capital and our social responsibility. Our ambition is to offer a balanced and high-performing work framework, where everyone's time is valued, and where management practices are fair, transparent, and evolving.

We pay constant attention to the application and adjustment of these systems to ensure their effectiveness and relevance in all our entities, as close as possible to operational and human needs.

COMPENSATION AND BENEFITS: A FAIR & ATTRACTIVE POLICY

Compensation and social benefits are essential tools for recognition, engagement, and well-being for our employees. Our policy aims to build a global employer value proposition that is attractive and aligned with our values of responsibility and respect. Our ambition is to be an employer of choice, capable of attracting and retaining talent.

In France and internationally, we implement a fair, competitive, and transparent compensation structure, complemented by a set of attractive social benefits that meet the diverse needs of our teams.

Our policy is based on four principles.

- **Equity and transparency:** fair compensation based on objective criteria, communicated precisely.
- **Competitiveness:** our offers are regularly benchmarked against market practices to remain attractive and retain talent.
- **Recognition of collective and individual performance:** through profit-sharing and incentive schemes when economic conditions permit.
- **Well-being and social protection:** a priority that translates into quality health coverage, extended to several of our international entities.

In 2025, we will take a new step with the launch of a Group savings plan common to all employees based in France, to strengthen their long-term financial security and their sense of stability within the company.

Despite a less favorable economic context in 2024, which impacted profit-sharing and incentive levels, we maintained our strong commitment to our teams through attractive and structuring social benefits. We remain mobilized to evolve our systems according to local contexts and to guarantee each employee a motivating, fair, and sustainable work environment.



CMA Turkey enhances the well-being of its sedentary employees

CMA Turkey stands out for a social policy that is attentive to the needs of its sedentary employees, going beyond the legal framework. The company offers supplementary health coverage through a private insurance plan, similar to a mutual fund, guaranteeing better protection of its employees. Concerned with easing the daily lives of its teams, CMA Turkey also covers home-to-work transport as well as lunch for its employees.

These concrete initiatives illustrate the company's commitment to the well-being of its employees and a sustainable quality of life at work.

An exemplary social policy in Morocco

In Morocco, QUALITAIR&SEA Maroc and SLIM (Integrated Logistics Solutions Morocco) distinguish themselves with an extensive social protection policy. Beyond legal obligations (CNSS), both entities offer their employees a complete health and provident mutual fund including supplementary health insurance, death, incapacity, and invalidity coverage, as well as mandatory work accident insurance.

Since 2008, QUALITAIR&SEA Maroc has also been strengthening the financial security of its employees by contributing to a supplementary pension plan with the CIMR, with a shared contribution: 6% for the employee, 7.80% for the company. This is an essential measure in a context where the general scheme pension remains capped at 6,000 dirhams.

Through this sustainable commitment, QUALITAIR&SEA Maroc and SLIM confirm their desire to support their teams over the long term and position themselves as employers of reference in the freight and logistics sector in Morocco.

ACTIVE & CONSTRUCTIVE SOCIAL DIALOGUE

The quality of social dialogue is an essential pillar of our sustainable performance and the well-being of our employees. Convinced that a social climate based on trust, mutual respect, and transparency is indispensable, it is a priority to support the company's transformations and build a harmonious work environment.

Key principles guide the implementation of these commitments.

- **Regular, sincere, and transparent dialogue** with representative bodies, employee representatives, and trade unions in a spirit of constructive cooperation. We establish social dialogue bodies as soon as local regulations permit. At a minimum, in all geographical contexts, we ensure open and transparent communication with our employees, recognizing the importance of their voice and concerns.
- **Respect for social law**, in compliance with local legislation, collective bargaining agreements, and company agreements.
- **Information and consultation**, to involve employee representatives in important projects and promote informed, shared decision-making.
- **Collective bargaining**, a preferred tool for adapting solutions to the specificities of each entity and the expectations of the teams.
- **Prevention and management of conflicts**, via dialogue and mediation systems that favor the amicable resolution of disputes.

In 2024, in France, we actively relaunched the group committee, a strategic body for social dialogue. An amendment to the existing agreement was negotiated to adapt the appointment of representatives to the evolution of our organization. This approach ensures a fair and relevant representation of our employees, in line with the group's transformation.



Training

Training and skills development are key levers for the professional fulfillment of our employees, the adaptability of our teams to market changes, and our sustainable performance.

Our policy aims to provide everyone with the means to acquire, strengthen, and develop their skills, to meet the demands of their position and support their professional journey.

We encourage a culture of continuous learning, where each employee is an actor in their own development and where training is seen as a shared investment, beneficial for both the individual and the company.

Our actions are based on:

- adaptation to individual and collective needs,
- a diversity of learning formats (in-person, e-learning, tutoring, etc.),
- equal access and inclusion,
- the development of key skills and anticipation of changes in business units,
- the promotion of knowledge transfer, through tutoring and mentoring.

The year 2024 marks a milestone, with the launch of a group e-learning platform, already tested in one of our subsidiaries. It responds to a decrease in the number of training hours. It allows us to offer quality, accessible, and personalized training, as well as rigorous traceability of the training courses followed.

Furthermore, the integration of young talent remains a priority, with 60 new work-study students welcomed in France. They represent 6% of our workforce, a dynamic we intend to continue.

Making training ever more accessible is our objective, with the ambition of reaching **an average of 8 hours** per employee (excluding mandatory training) by 2028. This objective reflects our desire to sustainably strengthen our human capital and to place skills development at the heart of our social and HR strategy.

“The year 2024 confirmed our commitment to investing in DIMOTRANS’s human capital. We observed significant participation from our employees in our training programs, and the successful integration of our work-study students attests to our role in training young talent. A standout feature of this year was the launch of our group e-learning platform. We see this as a real new impetus for our approach to training, as it allows us to offer greater flexibility and easier access to quality content for a growing number of employees. We are pursuing an ambitious objective of 8 hours of training per person, excluding legal obligations, by 2028. This reflects our conviction that continuous learning is a driver of performance.”



JÉRÔME FLORIACH
HUMAN RESOURCES DIRECTOR
DIMOTRANS GROUP



KEY FIGURES (France scope)	2023	2024
Total number of training hours	11362	7817,10
Average number of training hours per person among its own employees	8,74 (partial data)	5
Average number of training hours per FTE among its own employees	8,74 (partial data)	5,08
Number of safety-related training hours	3504	3954,10

Virtual reality for prevention

As part of its prevention actions, DIMOTRANS Group has integrated an innovative approach: raising awareness of risks through virtual reality. Thanks to the purchase of VR headsets, in partnership with UniVR, employees were able to experience immersive scenarios on warehouse risks and fire hazards.

Deployed during safety week, the initiative helped raise awareness among more than 90 participants, in a format that was both fun and educational. Easy to transport, these headsets make prevention accessible everywhere. This approach is currently being rolled out to all group sites.



Environmental awareness: A Climate Fresk at Roissy CDG

Raising employee awareness of environmental challenges is part of our commitments. The QUALITAIR&SEA agency at Roissy CDG organized a «Climate Fresk» workshop to better understand the causes and consequences of climate change.

Through this collaborative workshop, participants were able to explore and grasp the complexity of the climate challenge and the links between human activities and their impacts in a systemic way. Beyond the knowledge gained, this approach fostered dialogue and collective reflection, strengthening everyone's awareness of the climate emergency.

By encouraging this type of initiative, DIMOTRANS Group affirms its desire to build a shared environmental culture, which is essential to support the ecological transition of our sector.



Developping committment

Employee engagement and retention are at the heart of our HR strategy. They represent a major challenge for the sustainability and performance of DIMOTRANS Group.

Our teams are our most valuable asset. Everything is done to offer an attractive, rewarding, and stimulating work environment where everyone feels supported in their professional development and encouraged to build their career within our group.

Our ambition is to reduce turnover, foster a climate of trust, and strengthen the sense of belonging.

Our retention policy is based on complementary actions and initiatives.

- **Compensation aligned with skills**, experience, and responsibilities, and regularly benchmarked against the market.

- **Attractive social benefits**, contributing to the well-being of our employees and their families. They include quality health coverage for our teams and, in France, the implementation of a group savings plan starting in 2025.
- **Opportunities for professional development**, through training, internal mobility, and support for skills enhancement.
- **A culture of recognition**, valuing individual and collective performance through adapted systems.
- **An enhanced quality of life at work**, in a healthy, balanced, and respectful environment for physical and mental well-being.
- **Open and transparent communication on the company's challenges**, career development prospects, and the systems in place to promote engagement and retention.

By valuing each employee and giving them the means to build their career within the group, we are committed to a lasting and mutually enriching relationship.

RECRUITMENT FIGURES (France scope)	2023	2024
Number of hires	800	518
End of probationary period rate	8%	8%
Share of work-study students in the workforce	10%	6%
Resignation rate	6,7%	6,9%
Average seniority	8 years	7 years
Absenteeism	5,14%	5,64%

In 2024, the significant decrease in absenteeism reflects the positive effects of our retention policy. New indicators, such as internal mobility (from 2025) and employee satisfaction (in 2026), will refine our understanding of retention factors and engagement drivers. We remain determined to develop an attractive employer value proposition, to offer an environment conducive to fulfillment and the construction of sustainable career paths.

Transmission and career progression: a successful succession at the Lyon agency

Every retirement represents much more than a simple handover: it is an opportunity to value acquired knowledge and prepare for the future. The Lyon agency perfectly illustrates this dynamic.

After six years of excellence in chartering services, Nabil Guennouni is taking a decisive step. He is taking over the operations of the Lyon agency, succeeding Thierry Murawka, an emblematic figure who is taking a well-deserved retirement. This transition was designed as a win-win process, combining a gradual departure, structured support, and professional development. This formula allowed for an organized and serene skills development for the new manager.

This rigorous handover is important for the employees concerned. The entire team also benefits from this approach of conserving and sharing key expertise.



Accelerating careers and revealing talent

Convinced that today's talents are the drivers of our future performance, we value skills development and internal progression. The example of one of our employees at the Devecey agency is a perfect illustration. Arriving in September 2018 on a two-year professionalization contract for a Higher Technician in Logistics Operations qualification, Quentin Filali Sadki was hired on a permanent contract as logistics manager for the Devecey site at the end of his work-study period. In 2024, he becomes the logistics referent for all of DIMOTRANS Global Transport. Less than a year later, he is a multi-site logistics manager. An exemplary career path.

Cultivating excellence and engagement for all

Recognizing a job well done is an essential lever for motivation. At DUHAMEL Logistique, the «Employee of the Month» initiative allows for the recognition and reward of exceptional performance. This recognition is based on key criteria, such as productivity and versatility.

It applies to our permanent employees and fixed-term employees, as well as our temporary workers on certain sites. This approach aims to highlight the skills and investment of each individual. By celebrating these individual successes, we strengthen the motivation of our teams while cultivating an environment that attracts and retains talent.



Contributing to equality

Professional equality between women and men is a concrete commitment, carried at all levels of the organization. Promoting an inclusive, equitable, and respectful environment for talent, regardless of gender, is an essential condition for our sustainable performance and our collective cohesion.

Founding value of DIMOTRANS Group, gender equality constitutes a constant commitment. We are convinced that guaranteeing the same opportunities for everyone is both an ethical requirement and a stimulus for performance, innovation, and cohesion.

In France, gender diversity is already a reality within our workforce, which is 56% female, illustrating our desire to make equality a living principle on a daily basis.

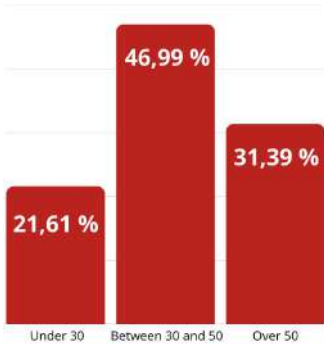
Our ambition is to ensure equal treatment and opportunities at every stage of the professional journey—from recruitment to career development, including compensation, access to training, and working conditions. This commitment is reinforced by our adherence to the United Nations charter for gender equality and the empowerment of women.

We adopt a proactive and rigorous approach, supported by regular monitoring of the professional equality indexes in our various entities. The 2024 results show overall progress, reflecting the efforts made. In structures where a decrease was observed, targeted action plans have been deployed to correct the identified gaps and strengthen pay equality and access to professional opportunities.

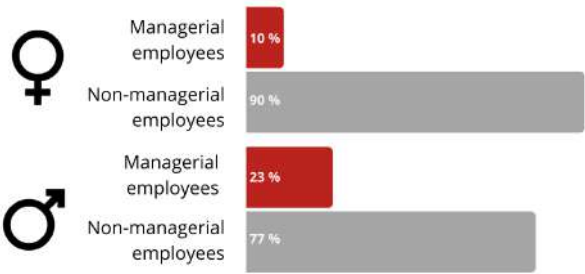
The mobilization remains total throughout the group. Thanks to careful monitoring, the sharing of best practices, and adapted corrective measures, we are working to build an inclusive environment where skills and talents prevail over stereotypes. We firmly believe that this approach not only enhances the well-being of our employees but also the richness and sustainable performance of our company.



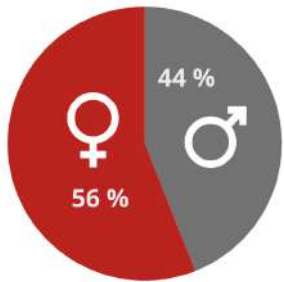
AGE PYRAMID (France scope)



BREAKDOWN BY LEVEL OF RESPONSIBILITY (France Scope)



RÉPARTITION H/F (périmètre France)



In 2024, the indicators reveal a generally positive dynamic in terms of professional equality, while calling for strengthened attention in certain entities. The corrective actions taken illustrate our will to act concretely. The integration of « Action Logement » into our CSR approach and our adherence to UN principles reinforce this commitment. We will continue our efforts to ensure continuous and sustainable progress.

“At DIMOLOG, professional equality is at the heart of our commitments. We adopt a proactive and rigorous approach, closely monitoring our indexes. The 2024 results show overall progress, including an excellent 98/100 for DUHAMEL Logistique, with perfect scores on promotion gaps (15/15) and parity among the highest earners (10/10). Where a decrease is noted elsewhere, targeted action plans are deployed. This mobilization allows us to build an environment where skills and talents prevail, strengthening the well-being of our employees and the sustainable performance of the company.”



ÉLODIE GENS
HUMAN RESOURCES DIRECTOR
LOGISTICS

Being inclusive

Inclusion is a strong commitment, anchored in our values. Our ambition? To go beyond legal obligations regarding the employment of people with disabilities. To achieve this, we are working to build an open, respectful, and equitable work environment that values diversity, where everyone can express their potential.

INCLUSION OF PEOPLE WITH DISABILITIES: PRINCIPLES AND ACTIONS



Inclusive recruitment

An accessible and non-discriminatory recruitment process, adapting application and interview methods if necessary. Recruitment teams are trained on disability issues and inclusive best practices.

Workstation adaptation

Attention to the specific needs of employees with disabilities with the implementation of necessary accommodations to facilitate their integration and retention in employment (adaptation of equipment, environment, schedules, etc.).

Training and awareness

Training and awareness actions for employees and managers to combat stereotypes and promote a better understanding of disability issues in the professional environment.

Partnerships

Partnerships with organizations specializing in the professional integration of people with disabilities, to benefit from their expertise and facilitate the recruitment of qualified candidates. « ESATs » (Work Assistance Establishment) are referenced, particularly for the management of green spaces and waste treatment.

Retention in employment

Supporting employees who find themselves with a disability during their career to find solutions that allow them to keep their job and continue to develop their skills.

Uniting against all discrimination

March 1st each year marks the international Zero Discrimination Day, established by the UN to combat all forms of inequality: related to HIV, gender, physical appearance, disability, or origin.

Duhamel Logistique actively communicated on this day to reaffirm a daily commitment with awareness actions on harassment and disability, in order to break down prejudices.



Changing perspectives on disability

On the occasion of the European Week for the Employment of People with Disabilities (SEEPH), DIMOTRANS Group mobilized through concrete actions to raise awareness and act in favor of inclusion.

Among the highlights, the DuoDays allowed four people with disabilities to discover different professions alongside volunteer employees, at the Pusignan site and at DIMOLOG in Normandy at the Bernay site. These immersions boost the participants' confidence and broaden their professional perspectives.

Throughout this week, activities such as a digital escape game, quizzes, and awareness actions were offered to employees to challenge prejudices and reaffirm a strong conviction: at DIMOTRANS Group, disability is the difference that makes no difference.

Housing: a concrete commitment to well-being and equality

Professional equality also involves concrete actions for the well-being of employees. Access to housing, a key factor for stability and well-being, is part of this.

Thanks to our partnership with « Action Logement », we offer all our employees solutions to facilitate access to housing: a free guarantee to reassure landlords, an interest-free loan to finance the security deposit, or advice for buying property. These measures reduce inequalities in access to housing, particularly for women.

A free and confidential social support service is also available in certain entities. It can play a key role, particularly for female employees facing emergency situations, by allowing them to quickly access safe housing.

With these initiatives, DIMOTRANS Group acts concretely to create a more inclusive and protective environment, in which everyone can live and work in safety.



DIMOTRANS Global Transport: personalized support for all

Diversity and inclusion are concrete commitments supported by personalized support for each employee. At DIMOTRANS Global Transport, our goal is to offer everyone an adapted work environment that promotes fulfillment and performance. Two recent examples illustrate this approach. A customer service operator working exclusively from home benefited from an ergonomic study allowing for the adjustment of their home workstation, with the support of « CAP EMPLOI » and « AGEFIPH ». Additionally, a sales employee had her workspace redesigned based on an ergonomic analysis to better meet her specific needs.

These initiatives reflect our desire to act daily for an inclusive company, where every talent can fully express themselves.

BSL’s Commitment to Disability

At BSL, the inclusion of people with disabilities is a daily lived and affirmed reality. With over 6% of workers with disabilities at our Rennes sites, our company exceeds legal obligations and affirms its role as an engaged actor for diversity. This involvement was recognized in 2019 with an inclusive company award.

Our approach is based on structured and personalized support. From the very first stages, we implement individualized reception, integration, and monitoring processes. The « PMSMP » (Professional Immersion Period) is a concrete example: it allows each candidate to start their professional journey progressively and adapted to their needs. On a daily basis, we use tools like the « Ava » application, which provides real-time subtitles for conversations, and we offer sign language training. This commitment reflects our conviction that diversity is a source of richness for the group.

Improving daily well-being

Our QWL policy is part of a comprehensive approach to well-being at work, consistent with our commitments to retention, inclusion, and social responsibility. Because a balanced, healthy, and stimulating work environment promotes both individual fulfillment and collective performance.

In recent years, we have engaged in a thorough reflection on working conditions and well-being factors. This approach is based on a strong desire: to make QWL a lived reality, through concrete, sustainable, and context-adapted actions.



In 2024, several initiatives have reinforced this dynamic, particularly around the work environment and the prevention of psychosocial risks. Special attention was paid to supporting employees at the end of their careers, with a headquarters agreement dedicated to preparing for retirement. We have also developed specific measures to support parenthood, such as compensation, under certain conditions, for absence to care for a sick child in some subsidiaries.

We encourage the active involvement of employees through participatory approaches to identify needs and co-construct solutions that improve QWL on a daily basis.

KEY PRINCIPLES OF OUR QWL POLICY

- Work-life balance
- Prevention of stress and psychosocial risks
- Workspace design
- Adapted management of working time
- Support for physical and mental health
- Recognition and appreciation
- Career path support
- Participatory team approaches

Well-being through play

On the occasion of the Quality of Life and Working Conditions Week in June 2024, we launched a connected challenge in partnership with « OuiLive ». All employees in France were invited to participate via their smartphones in fun and collective activities around the main themes of QWL.

More than 30 teams took on various challenges: quizzes, surveys, photos, videos, and step counts. The initiative also focused on raising awareness of first aid, in support of the « SAUV Life » association.

The results testify to the collective commitment: 166 participants, more than 11 million steps, 8,465 km covered, and 330 pieces of content shared. A successful mobilization, reflecting a real interest in the issues of well-being and cohesion within the group.

Cultivating well-being and cohesion daily

Throughout the Group, concrete initiatives demonstrate our commitment to Quality of Life at Work. For instance, every week, QUALITAIR&SEA organizes breakfasts to encourage informal exchanges and strengthen cohesion. These convivial moments create a warm atmosphere conducive to bonding between colleagues.

At the group level, our summer barbecue organized at the Pusignan site has become a key event. It brings together support functions and employees from DIMOTRANS Logistics, DIMOTRANS Global Transport, and QUALITAIR&SEA, offering a friendly break outside the professional setting.

These simple but essential actions illustrate our desire to make DIMOTRANS Group a company where everyone feels good, recognized, and integrated.



A collaborative vegetable garden flourishes at QUALITAIR&SEA Roissy

A gardening club has been created at the QUALITAIR&SEA agency in Roissy-en-France, transforming a corner of the site into a green and convivial space. Initiated by employees, this collective project unites people around a simple and meaningful activity: growing radishes, tomatoes, cucumbers, and aromatic herbs together.

The garden incorporates a sustainable approach: organic waste from the cafeteria is collected in a «bio bucket» and turned into compost, which is then used to nourish the vegetable garden. A concrete way to reduce waste while enriching the soil.

Adorned with a flower box, the garden is also a place for daily sharing. This initiative strengthens bonds between colleagues and embodies the values of QUALITAIR&SEA DIMOTRANS Group: commitment, sustainability, and team spirit.



Protecting fundamental rights

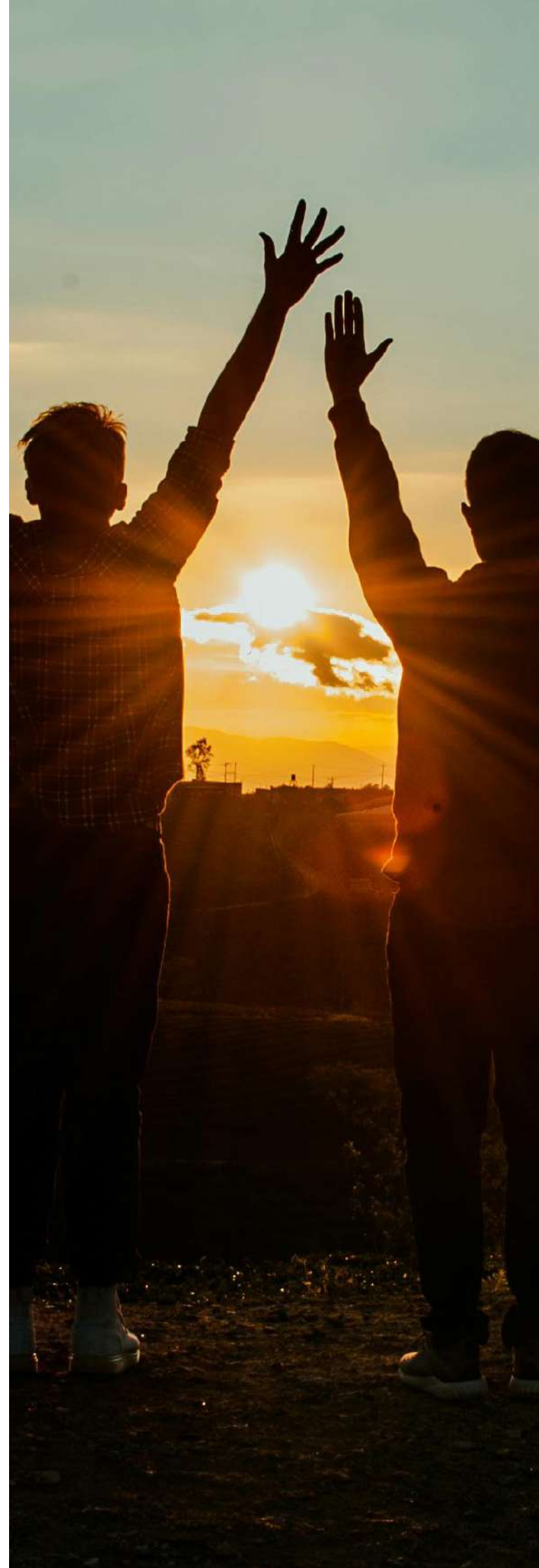
Respect for human rights and fundamental freedoms is an essential requirement of our corporate responsibility. This structured approach is based on affirmed commitments, communicated to our teams and partners, and integrated into our practices.

Promoting and protecting fundamental rights is a central pillar of DIMOTRANS Group's societal commitment. In 2024, this was formalized through the distribution of our Ethics and CSR Charter, approved by employee representative bodies. The general managers of the subsidiaries also approved the Supplier Charter, which extends our ethical principles to our partners.

Our vigilance is exercised at every level, within our activities and throughout our value chain. This requirement is based on a regular analysis of risks specific to our locations and our suppliers, integrated into our overall risk management process.

We raise our teams' awareness of these issues, widely disseminate our ethical frameworks, and provide secure and confidential whistleblowing systems.

There is zero tolerance for forced labor or child labor. These practices are formally prohibited by our internal policy and by the clauses we impose on our suppliers and subcontractors, in line with the standards of the International Labour Organization (ILO). Targeted assessments are carried out, particularly for suppliers located in identified at-risk areas. In 2024, no violations of this type were found. We also reaffirm our absolute rejection of any form of discrimination. Our human resources management practices are guided by the principles of equity, inclusion, and respect. Confidential listening and recourse mechanisms are accessible to all. No proven complaints of discrimination were recorded in 2024. We are actively continuing our actions to guarantee a respectful, fair, and inclusive professional environment.





AGILITY

4.

An integrated environmental strategy to reconcile resilience, performance, and sustainable transition. Reducing our footprint and supporting our customers in the low-carbon transition is at the heart of our value creation model.

« Agility in our business units, resides above all in the ability of our teams and processes to adapt to regulatory constraints, market changes, and technological advances in sometimes complex economic and geopolitical contexts, without compromising the quality and performance of the services we deliver to our customers. »



BRUNO GUILLEN
CEO
DIMOTRANS GLOBAL TRANSPORT

Strengthening our resilience

Adapting to climate change and contributing to the mitigation of its effects are at the core of our concerns. By integrating the logic of double materiality, we analyze both the impact of sustainability issues on our business and the impact of our activities on the environment and society, in order to anticipate risks, protect our assets, and seize opportunities related to the ecological transition.

INTEGRATING CLIMATE RISKS INTO OUR STRATEGY

Identifying climate risks is an essential first step in our adaptation approach.

Physical risks include the direct effects of global warming, such as extreme weather events, heatwaves, floods, or droughts. These events can disrupt our operational and logistical activities, damage our infrastructure, impact our supply chains, and lead to increased maintenance and asset replacement costs. They can also affect the health and safety of our employees, with potential repercussions on productivity and the social climate.

From an insurance perspective, the increasing frequency of climate-related claims could lead to a reassessment of premiums and coverage, exposing us to rising costs and limited coverage.

Transition risks require rapid adaptation to new environmental regulations and the expectations of our stakeholders, otherwise, we risk compromising our competitiveness and reputation. To accurately measure these challenges, DIMOTRANS Group integrated the analysis of risks related to climate change adaptation into its double materiality approach in 2024, allowing for the identification of the most significant physical risks for our activities. Based on this assessment, we will dedicate 2025 to defining a structured, progressive, and transparent approach for the entire group.

Our goal is to formalize specific policies, deploy concrete actions, and set relevant key performance indicators (KPIs), both per site and at a consolidated level. This process, conducted in close collaboration with our stakeholders, aims to ensure a shared understanding of the issues and effective implementation of adaptation measures, in order to sustainably strengthen our organization's resilience.

“At DIMOTRANS Group, we are fully aware of the challenges that climate change imposes on us. The risks related to extreme events and regulatory changes are complex, but our joint work between our departments, particularly following the double materiality analysis, allows us to refine our understanding. We wish to approach the coming years with adaptability, to build together a structured prevention approach, essential for the resilience and sustainability of our company.”



GWENDOLINE SCHULZE MINARRO
LEGAL DIRECTOR
DIMOTRANS GROUP



A GLOBAL STRATEGY TO PARTICIPATE IN CLIMATE CHANGE MITIGATION

Participating in the mitigation of climate change and reducing our carbon footprint constitute a fundamental commitment of our environmental sustainability approach. Aware of the impact of human activities on greenhouse gas (GHG) emissions and their climatic consequences, we consider this action both an ethical responsibility and a strategic imperative for the sustainability of our business model and long-term value creation.

We place our carbon footprint reduction policy within a global perspective. It covers our entire value chain, from raw materials to the end-of-life of our services, considering our direct and indirect activities.

We favor a methodical approach, focused on the precise measurement of our greenhouse gas (GHG) emissions. The year 2024 marks our second carbon footprint assessment exercise. This two-year experience will allow us to define a clear ambition related to climate change and the reduction of our carbon footprint.

With this method, and by involving each of our business units, we are committed to establishing concrete objectives for our Scopes 1 and 2, and to developing specific actions to reduce emissions across all three Scopes. Supporting our customers in their own decarbonization initiatives is also a fundamental axis of our approach.

Measuring and monitoring our GHG emissions, according to Scopes 1, 2, and 3, are essential to our climate change mitigation approach. They allow us to understand our main sources of emissions, track our progress, and adapt our actions. They are part of a commitment to transparency, with regular communication to our stakeholders on our actions and results in emission reduction.

MEASURING TO ACT

Knowing our emissions with precision is a prerequisite for effective action. In 2024, DIMOTRANS Group conducted an in-depth analysis of its greenhouse gas (GHG) emissions, using two distinct methodological frameworks: the ADEME's BEGES V5 methodology and the globally recognized GHG Protocol (Greenhouse Gas Protocol). This dual approach ensures a complete and rigorous assessment of our carbon footprint, useful for both our national obligations and our international reporting.

To guarantee transparency and reliability, this assessment was voluntarily verified by a qualified third party and audited by our statutory auditors in accordance with CSRD requirements.

3 PRIORITIES

Based on this comprehensive analysis, DIMOTRANS Group structures its action plan around three priorities.

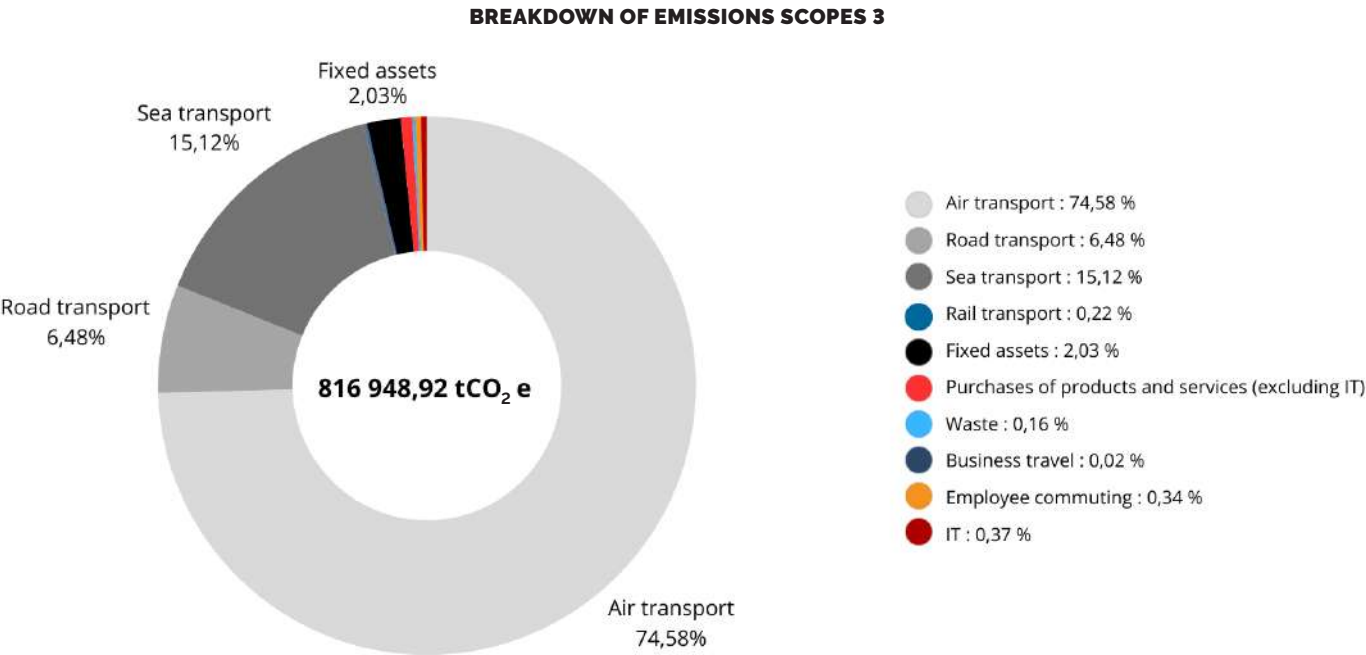
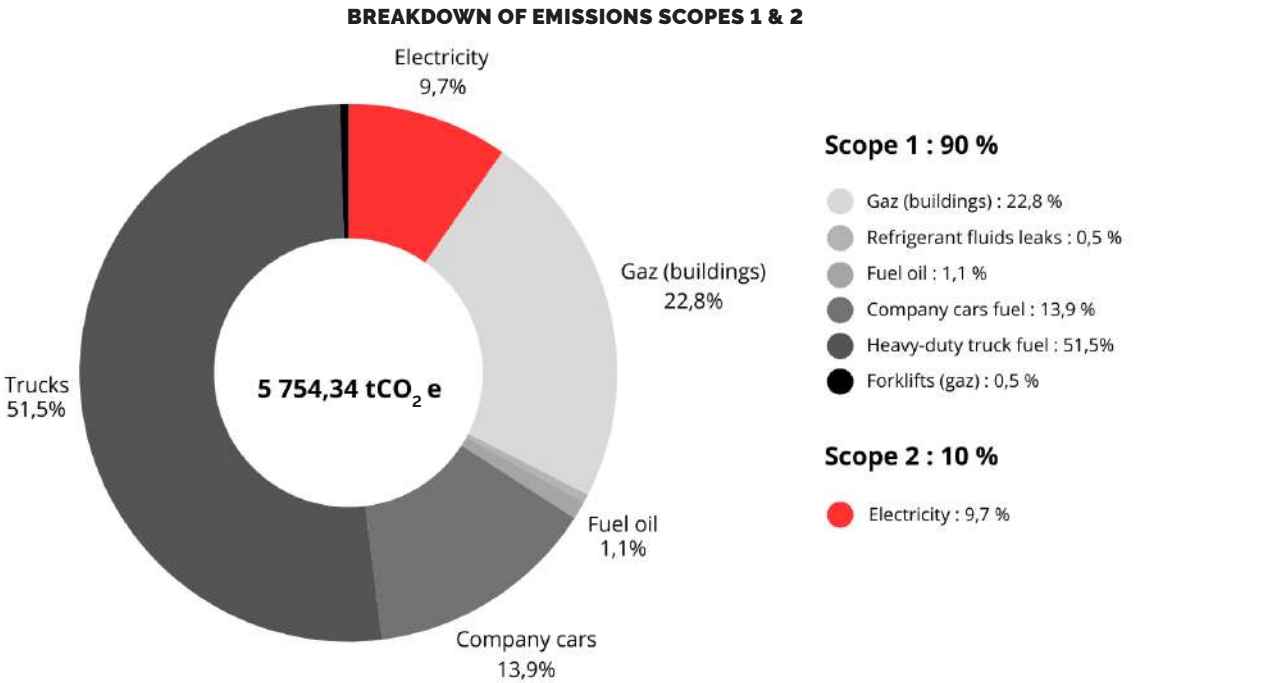
- 1

Account as exhaustively as possible: consolidate our data across the entire value chain to have a reliable basis and track our progress.
- 2

Avoid emissions where possible: optimize our processes, reduce unnecessary consumption, and choose less emissive alternatives.
- 3

Actively reduce our footprint through concrete actions on our direct and indirect operations, by setting clear and measurable objectives for our Scopes 1 and 2 and initiating a dynamic for Scope 3. Regarding the latter, our approach will progressively integrate the recommendations of the Science Based Targets initiative (SBTi) to aim for alignment with the global goal of limiting warming to +1.5°C.

DISTRIBUTION OF CO₂ EMISSIONS IN SCOPES 1, 2 & 3 IN 2024



BREAKDOWN OF SCOPE 3 CO₂ EMISSIONS IN CARBON INTENSITY BY TRANSPORT MODE (gCO₂e / T.km)



UNDERSTANDING OUR EMISSIONS: A SCOPE-BY-SCOPE ANALYSIS

SCOPE 1 — DIRECT EMISSIONS
Sources directly controlled by DIMOTRANS Group. They include emissions from the combustion of natural gas for heating our buildings and fuel oil for our fixed security equipment, as well as those from the combustion of fuels by our fleet of road vehicles, our company cars (gasoline and diesel), and our gas-powered handling equipment. We also account for fugitive emissions from refrigerant leaks in our air conditioning systems.

SCOPE 2 — INDIRECT EMISSIONS FROM ENERGY
Electricity consumption for all of our operations.

SCOPE 3 — AOTHER INDIRECT EMISSIONS
Arising from our activities but outside our direct control: upstream and downstream transport, purchases, business travel (excluding fleet), waste management, etc. A vast and complex category.

COLLABORATING WITH OUR VALUE CHAIN

In 2025, we are launching a structured collaboration process with our main suppliers and subcontractors. This initiative integrates sustainability criteria and aims to reduce emissions across our entire supply chain. It specifically focuses on analyzing their carbon intensity and adopting best environmental practices. This progressive collaboration, focused on measurement, avoidance, and reduction, will guide our action towards an ambitious decarbonization trajectory and contribute to the sustainability of our business model and our ecosystem.

OUR COMMITMENTS FOR THE FUTURE

We aspire to play a leading role in the ecological transition by developing solutions and services that contribute to the decarbonization of the economy. This translates into designing more sustainable offers, supporting our customers in reducing their own carbon impact, participating in sector-wide initiatives promoting low-carbon practices, and providing greenhouse gas assessment reports to help them better understand and manage their own environmental footprint related to our services.

As part of our commitment to the energy transition, **we have set a target: to reduce our CO₂e emissions (Scopes 1 and 2) by 30% in absolute value between 2023 and 2030**, for the scope of France. We are deploying a strategy organized around concrete and measurable actions, integrated into the core of our business units to achieve this ambition. To ensure a coherent and effective decarbonization approach across the group, these actions are developed transversally across all our activities, from Overseas to Logistics, including Overland and Industrial Projects.



OUR ROADMAP TO REDUCE OUR CARBON FOOTPRINT

To achieve our emission reduction objectives, our approach is structured around several key operational axes, activated continuously.

• Optimizing transport modes

We promote the use of less carbon-intensive transport modes. This translates into the development of multimodal transport, favoring rail, river, or sea solutions whenever relevant. In parallel, we are exploring the integration of innovative technologies to improve the environmental performance of our entire fleet.

• Improving equipment and fuel performance

We invest in more modern and less energy-consuming equipment. This involves optimizing the fuel consumption of our vehicles and handling equipment, as well as using alternative fuels (XTL/HVO, B100, etc.) when their availability and effectiveness are proven, including with our subcontractors. The goal is to significantly reduce direct emissions related to our operations.

• Maximizing loading rates

Optimizing the filling of our vehicles is a major axis for emission reduction. Thanks to high-performance tools and rigorous processes, we maximize the loading rate of our shuttles and trucks, thus contributing to the reduction of emissions per tonne-kilometer. This approach has already proven its effectiveness on certain routes.

• Optimizing routes

We rely on advanced planning tools and a deep knowledge of our networks to limit distances traveled, reduce empty returns, and eliminate unnecessary trips. This optimization allows us to reduce fuel consumption, lower CO₂e emissions, and improve both our operational efficiency and service quality.



Road transport: operational excellence for decarbonization

In 2024, an initiative was launched at a DIMOTRANS Global Transport site to optimize the loading rate of our groupage shuttles. A person was dedicated to finding additional freight via freight exchanges. The goal was to maximize the filling of each truck and, where possible, reduce the total number of shuttles by consolidating volumes, especially on key routes like Germany.

The results far exceeded expectations and illustrate the synergy between profitability and environmental responsibility. By increasing the average loading rate from 60% to over 90%, the impact on our carbon footprint was immediate and significant: a measured reduction of 24.3% in carbon intensity on these routes, representing a drop from 82.52 to 62.49 gCO₂e per tonne-kilometer.

The human aspect of this initiative deserves to be highlighted. The teams' buy-in was quick, and the recognition of their work, through indicators communicated monthly, reinforced their involvement. This approach generated a collective awareness of the environmental impact of operations, bringing great pride to the employees. It's an inspiring model we wish to share and replicate within the group.



NABIL GUENNOUNI
OPERATION MANAGER
DIMOTRANS GLOBAL TRANSPORT

QUALITAIR&SEA Toulouse: accelerating the decarbonization of international flows

In Toulouse, the QUALITAIR&SEA agency is committed to more sustainable international logistics under the leadership of its director, Stéphane Joyet.

A major action focuses on developing the rail-road solution in response to the tripling of maritime import volumes arriving at Fos-Marseille and Barcelona. Today, 80% of these flows are transported to Toulouse via rail-road, reconciling delivery times, price, and capacity, while reducing environmental impact. This solution is well-received by customers, as it aligns with their own CSR initiatives.

The agency leads other initiatives. Prioritizing Mises à Disposition (MAD) and Drop Off in Toulouse reduces the number of rotations. This generates time savings, financial economies, and a reduction in CO₂ emissions. Finally, the reuse of empty containers via the Avantida platform is an additional tool for environmental performance, offering an advantage in terms of time, costs, and CO₂ emissions.



STÉPHANE JOYET
TOULOUSE AGENCY DIRECTOR
QUALITAIR&SEA



SÉBASTIEN RAUX
ORLÉANS AGENCY DIRECTOR
QUALITAIR&SEA

QUALITAIR&SEA Orléans: environmental innovation at the heart of operations

The QUALITAIR&SEA agency in Orléans stands out for its concrete commitment to reducing its environmental footprint through several major initiatives driven by its director, Sébastien Raux.

Among the flagship actions is the implementation of decarbonized solutions for a customer's maritime flow. By using alternative fuels like XTL/HVO or B100, the team achieved emission reductions ranging from 60% to 84%. The strengths of this approach are its simple application once the right partners are identified, and the ease of valuing its environmental impact. The main challenge was to fully understand the constraints and advantages of these new low-carbon solutions to find the best impact-to-cost ratio.

Other actions reinforce this dynamic: promoting rail-road transport where infrastructure allows (Vierzon, Lyon, or Paris), offering recycling processes within the agency, and continuing the deployment of 100% LED lighting, with completion planned for 2025. These successes show how local innovation contributes to the group's overall environmental ambition.



MICKAEL LLORCA
GROUP BRANCHES DIRECTOR
GROUPE CMA INTERNATIONAL

CMA: multimodal innovation for decarbonization

To ensure an efficient link between Europe, Turkey, and Greece, CMA has developed an innovative combined road/sea transport solution. This multimodal approach aims to meet our customers' strict transit time requirements while optimizing our carbon footprint.

At the heart of this system, RoRo (Roll-on/Roll-off) vessels play a key role. They allow the transport of all types of rolling stock. Thanks to this solution, an average saving of 59% in CO₂e tonnes is observed compared to exclusively road transport. This choice illustrates our ability to reconcile operational performance, respect for customer commitments, and environmental responsibility. It represents a more sustainable alternative for flows between these regions.

5,205.118 tonnes of CO₂e were avoided in 2024 thanks to this initiative.

Logistics: our warehouses commit to decarbonization

As pillars of our logistics activity, warehouses play a central role in our environmental approach. We focus our efforts on optimizing their energy performance with targeted actions. LED lighting is now widespread, contributing to a significant drop in electricity consumption. Building Management Systems (BMS) are deployed to intelligently regulate heating, ventilation, and air conditioning based on actual needs.

In parallel, our internal processes are improved to limit equipment movements and enhance operational efficiency. This commitment, carried by all Logistics teams, applies at all levels of the warehouse and contributes to the reduction of our CO₂ emissions.



ANTOINE VEZO
DIRECTOR OF LOGISTICS HUBS
BSL

DT Project: river innovation for out-of-gauge transport

What if rivers became the new highways for out-of-gauge transport? This is the successful gamble of our subsidiary DT Project, which is rethinking the logistics of exceptional goods by relying on international waterways.

By diverting the traditional use of container barges — usually dedicated to maritime transfers — to transform them into river «shuttles,» DT Project offers an alternative that is economical, ecological, and efficient.

This solution helps bypass congestion on land infrastructure and significantly reduces greenhouse gas emissions. A single barge, towed by one «pusher,» can carry the equivalent of dozens of trucks. The carbon footprint is much lower, with 10 to 20 g of CO₂ per tonne-kilometer, compared to 70 to 150 g for road transport.



ADRIEN BRIEU
HEAD OF PROJECT CARGO DIVISION
DT PROJECT

Managing non-renewable resources

True to our values of commitment and responsibility, we take concrete action to limit our environmental impact, particularly through the control of our energy consumption. We have three main objectives: to reduce our dependence on fossil fuels, to reduce our waste by promoting a circular economy, and to preserve water resources.

MANAGING OUR ENERGY CONSUMPTION

Reducing our carbon footprint begins with better management of our energy consumption, a fundamental point of our CSR policy. In 2024, we intensified this commitment, a collective effort that brings us closer to our ambitious goal of a 30% reduction in CO₂ emissions (Scopes 1 and 2) in absolute value by 2030 for the scope of France.

OPTIMIZING THE ENERGY CONSUMPTION OF OUR BUILDINGS

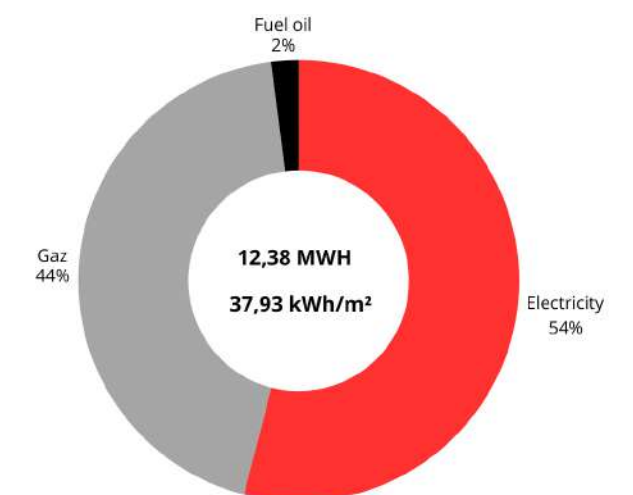
With a total built area of nearly 330,000 m², we are convinced that our commitment must be demonstrated within our own walls. Our infrastructure is our primary lever for action. As a responsible logistics player, we make energy sobriety a priority. This approach is already paying off. In 2024, the overall energy consumption of our buildings amounted to 12,378.96 MWh, a **10% decrease compared to 2023**.

79% of our surfaces (257,877 m²) are now equipped with LED lighting, with a target of 100% by 2027. This more economical and durable technology has allowed us to reduce the electricity consumption of our sites by 6%.

Our gas consumption decreased by 16%, thanks to the continuation of our transition towards smart energy management. Building Management Systems (BMS) are deployed in several of our agencies. Used mainly for heating domestic hot water, offices, and storage and transit areas (crucial for preserving the quality of goods sensitive to temperature variations), gas is now subject to targeted optimization.

The impact of an approach combining equipment and management is tangible and measurable. Our energy consumption per square meter has thus dropped from 46.02 kWh/m² in 2023 to **37.93 kWh/m²** this year. Human commitment makes the difference. Through their daily involvement and adherence to eco-gestures, our employees transform these technological investments into a collective success and sustainably anchor our common culture of responsibility.

DIAGRAM OF ENERGY CONSUMPTION DISTRIBUTION IN BUILDINGS



TOWARDS A CLEANER AND QUIETER HANDLING FLEET

Handling equipment is essential to the daily activity of our warehouses and logistics platforms. In line with our decarbonization and quality of life at work policy, we are continuously upgrading this fleet.

Today, nearly 94% of our fleet is electric. The remaining 6% is gas-powered. The choice of electric offers a double benefit: it significantly reduces greenhouse gas and pollutant emissions in our buildings, while improving the working comfort of our forklift operators by reducing noise and eliminating exhaust fumes. The modernization of our handling equipment is a concrete axis of our CSR strategy, combining operational performance and team well-being.

GREENING OUR COMPANY CAR FLEET

The energy transition of our company car fleet is a major lever for decarbonization. Our plan is part of a proactive approach with a significant dynamic: the share of low-emission vehicles increased from 23% in 2023 to 30.12% at the end of 2024. This progress puts us on a favorable trajectory to reduce our direct CO₂ emissions, notably by meeting the renewal targets for low-emission vehicles set by the « LOM » law (aiming for 50% by 2030) and reinforced by the Climate and Resilience law (french law, which raises this ambition to 70% for the same deadline).

The acceleration of this greening has led to a considerable reduction in our fuel consumption in just one year: a decrease of 20.36%.

Our approach is not limited to simply renewing the car fleet. It is complemented by the active promotion of eco-driving among our employees, because technology and behavior are inseparable for sustainable mobility.



REDUCING THE FOOTPRINT OF HEAVY-DUTY TRANSPORT

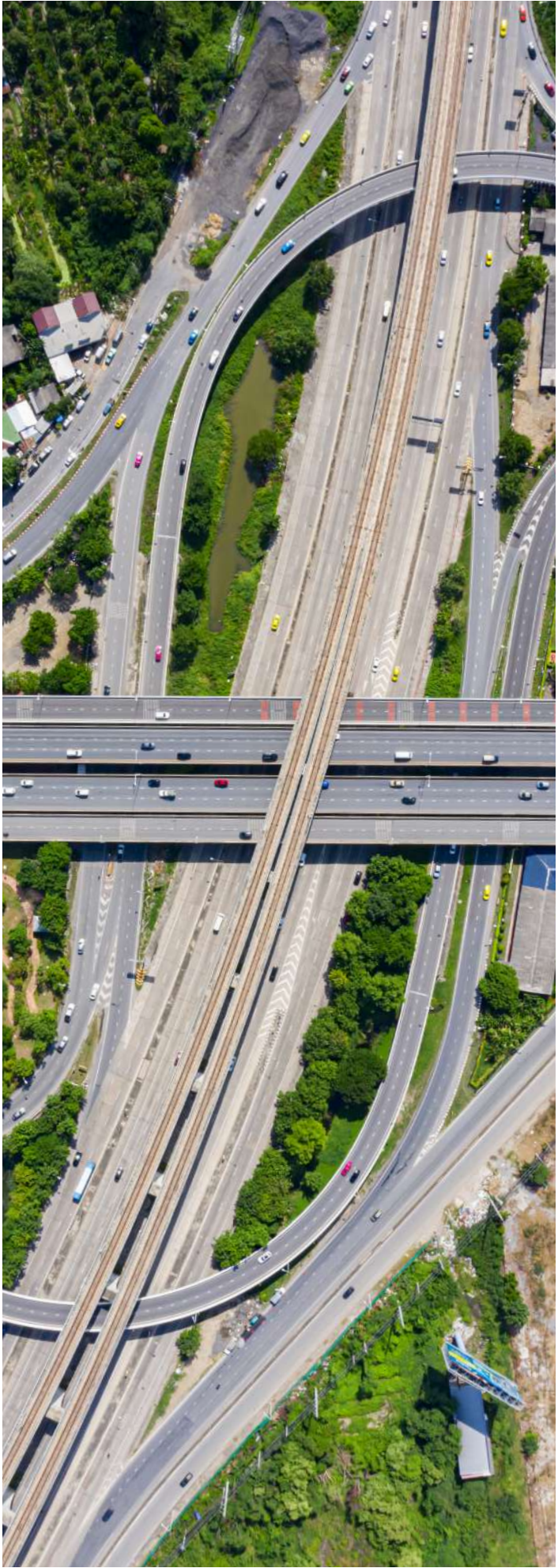
As a freight forwarder, we have a responsibility to optimize logistics flows. This environmental responsibility is deployed on two levels: firstly, in the exemplary management of our own vehicle fleet, even if it is deliberately small. Secondly, in our ability to influence and advance our entire ecosystem of transport partners.

For our own fleet, we are uncompromising on three points: the quality of the equipment, the intelligence of our operations, and the expertise of our drivers.

Our primary requirement is the impeccable compliance and reliability of our fleet, thanks to daily monitoring and regular maintenance of our vehicles, with a 100% success rate at technical inspections. Our fleet is almost entirely equipped with the Euro VI standard, reflecting our commitment to the strictest environmental norms.

In addition to this material excellence, we constantly improve our operations. With our TMS (Transport Management System) tools and the expertise of our operations teams, we rationalize routes, optimize filling rates, and reduce empty kilometers traveled.

Finally, on the road, our drivers are the primary ambassadors of our commitment. Trained in eco-driving, they are essential actors in controlling our fuel consumption, which stood at 844,976.43 Liters in 2024. Determined to prepare for the future, we are actively pursuing experiments with alternative energies to build, starting today, the decarbonized logistics of tomorrow.



WASTE & CONSUMABLES

Our commitment to resource preservation translates into rigorous waste management, at the heart of our logistics activities. We see it as an opportunity for innovation. We focus our approach first on source reduction, then on the optimal recovery of residual waste.

Upstream, the continuous digitization of our processes helps limit our paper consumption. In parallel, we engage with our customers and suppliers to promote more sober packaging solutions. These actions have strengthened our trajectory: the total amount of waste generated decreased by 4.1% in 2024. Dropping from 2,706 tons in 2023 to 2,595.08 tons, it confirms a positive trend.

For residual waste, recovery is the rule. Thanks to the involvement of our employees and the implementation of dedicated sorting bins at each site, we entrust recyclable materials (cardboard, wood, plastic films) to certified service providers. This organization allowed us to achieve an overall recycling rate of 80.38% in 2024, compared to 78.2% in 2023, a notable progression.

We are also developing solutions for more complex materials. Building on the experience gained at our Brittany and Normandy sites, we extended the collection of glassine (silicone-coated paper from adhesive labels) for recovery to our Lyon locations in 2024, thanks to a new service provider. This approach transforms a typically hard-to-recycle waste into a new resource.

These results and initiatives illustrate a positive dynamic. We are determined to continue our efforts, continuously improving our practices to build more virtuous and resilient supply chains, consistent with our commitments and the expectations of our partners.

DUHAMEL Logistique and its customers are rethinking operations to eliminate plastic

Faced with the environmental emergency, DUHAMEL Logistique has decided to take action to reduce the use of plastic in its operations, particularly in batching and flowpacking. This transformation is being carried out with our customers, based on a logic of co-construction and shared innovation.

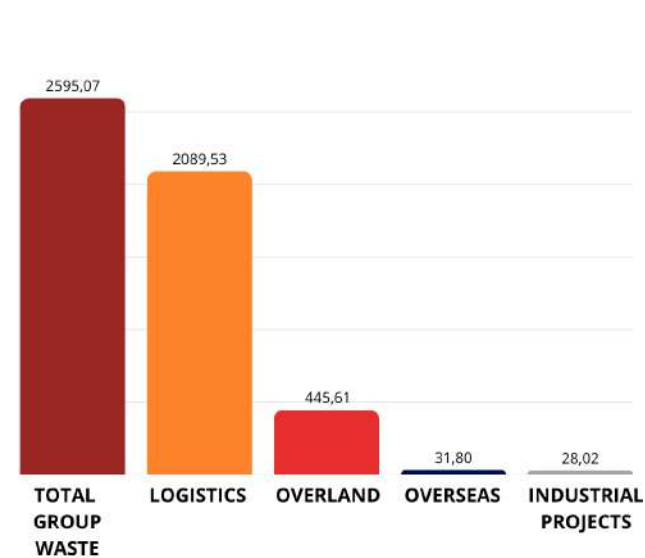
At one of our sites, we have replaced plastic sleeving with cardboard strapping for one of our customers.

At another site, our teams are actively exploring several possibilities. We are offering cellophane paper as a replacement for plastic cellophane. At the same time, we are supporting a customer in the study and testing of a paper flowpack to replace its plastic bags. We have also designed cardboard wedges that enable another customer to assemble batches without using plastic.

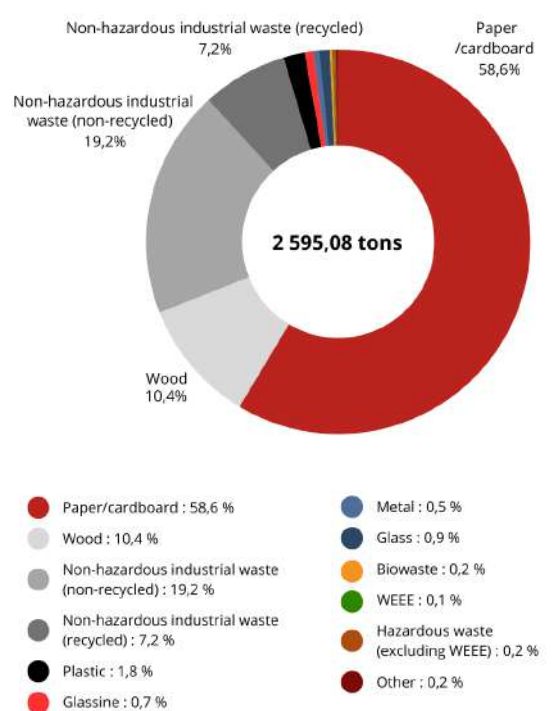
These initiatives demonstrate our ability to adapt. While they may impact productivity in the early stages, productivity returns to normal levels, often with improved working conditions and, in some cases, reduced energy consumption compared to the old equipment. These transformations illustrate our determination to innovate for an increasingly sustainable supply chain.



OUR WASTE BY BUSINESS UNIT (IN TONS 2024)



BREAKDOWN OF WASTE BY TYPE



SUSTAINABLE WATER MANAGEMENT

Although water consumption is not a major material issue for our transport and logistics activities, it is a precious resource. Because we consider its preservation a collective responsibility, it is integrated into our environmental approach.

Consolidated monitoring of this resource at the group level remains complex due to the diversity of our sites and the difficulty in obtaining consistent and reliable consumption data for each location.

Rather than aiming for an imprecise global figure, we have opted for a more strategic approach. In 2024, we mapped our sites to identify those located in water-stressed areas. This analysis allows us to objectify the risks and prioritize our actions where the challenge is greatest.

An action plan will thus be defined. It may include targeted investments to optimize the sanitary facilities of our buildings, awareness campaigns to encourage eco-gestures, as well as a study on the relevance of implementing rainwater harvesting systems.



LIMITING THE RISK OF WATER POLLUTION

Beyond controlling our consumption, preventing the risk of accidental water pollution is a priority, especially the accidental contamination of soil and rainwater networks. Our sites, particularly those subject to the regulations for Classified Installations for the Protection of the Environment (ICPE), are equipped with compliant preventive devices. Anti-pollution kits are present on our sites. Our teams are trained in emergency procedures to react quickly in case of an incident. These systems undergo regular maintenance to ensure their effectiveness and limit any risk of pollution.

DUHAMEL Logistique innovates by reusing water during maintenance operations

A simple maintenance operation can become an example of circular economy. This is the challenge taken up by DUHAMEL Logistique at one of its logistics platforms. During the regulatory maintenance of the water reserve dedicated to the sprinkler fire protection system, local teams chose an innovative approach that combines common sense, operational performance and environmental commitment.

Rather than discharging the 480 m³ of water from this reserve into the wastewater network, the site decided to reuse it in its entirety. It was used to fill three new fire reserves, transforming a constraint into a sustainable opportunity.

This exemplary initiative is a success on all fronts:

- environmental, with the preservation of nearly 500 m³ of drinking water,
- financially, with savings on the costs of purchasing and disposing of water,
- operationally, by demonstrating the common sense and ingenuity of the teams.

This three-year regulatory constraint has been transformed into an environmental achievement, in line with the group's policy of responsible resource management. This is a best practice that is to be shared within the company.

Preventing risks of local pollution and industrial accidents

In a sector where safety and environmental responsibility are inseparable from the activity, risk prevention is much more than a regulatory obligation. Through a committed approach and concrete actions, our company works every day to ensure the safety of people, protect the environment, and guarantee the continuity of its operations in compliance with the most demanding standards.

By the very nature of our logistics and transport activities, we bear a particular responsibility in risk management. The storage and handling of goods require constant vigilance to ensure the safety of our employees, protect local residents, and preserve the local environment.

Our risk management policy aims to ensure the integrity of our operations by anticipating major incidents and controlling all potential sources of pollution.

This approach is based above all on scrupulous respect for regulations. Depending on the goods stored, some of our sites are listed as Classified Installations for the Protection of the Environment (ICPE). This legal framework imposes high standards for design, operation, and control, which forms the basis of our risk management.

To control these risks, we implement prevention infrastructures adapted to the specificities of each site. For fire risk, this may include high-performance detection systems, appropriate extinction equipment, or compartmentalization structures. To limit pollution risks, we install retention systems to contain potential spills or systems for treating runoff water.



But technology would be nothing without human competence. That is why we train our employees in safety procedures and emergency responses. Precise protocols govern the handling of sensitive products, and first-response equipment (like anti-pollution kits) is deployed on our sites based on identified risks.

Our risk prevention policy is part of a continuous improvement process, essential for guaranteeing the sustainability of our activities and affirming our responsibility towards our teams, our customers, and the territories in which we operate.

Preserving biodiversity

Protecting biodiversity is an integral part of our commitment to sustainable logistics. At our scale, every action counts to preserve living things and act concretely for the environment.

Our logistics activities take place on sites with a significant footprint. Mainly composed of warehouses, docks, and maneuvering areas, a large part of our land is, by definition, developed and sealed. However, these locations also include green spaces, embankments, and borders, which, even if modest in size, constitute local ecosystems and opportunities to promote biodiversity.

Following the biodiversity inventory conducted in 2024 at the Pusignan headquarters, we have begun to implement the first recommendations from this diagnosis. We consider that preserving and enriching these environments is fully part of our environmental responsibility.

In a proactive and responsible approach, we wanted to better understand the environment in which our sites are located. Thus, in 2024, we carried out an analysis of all our locations near protected areas of the European Natura 2000 network. This European network aims to safeguard remarkable habitats and species. Sites located nearby will be prioritized in our future actions for biodiversity to ensure our activities respect these sensitive environments.



Pusignan, pilot site

A pioneering study was conducted to assess the environmental impact of the Pusignan campus since the 1960s. Although the development of the site has reduced the amount of green space, the number of plant habitat types has increased from 2 to 9, proving that appropriate measures can recreate diversity, even in urban areas.

174 plant species have been recorded, including two protected orchids (*Ophrys apifera*, on the European Red List of Threatened Species and a ZNIEFF (Natural Area of Ecological Interest, Fauna and Flora) key species, and *Anacamptis pyramidalis*). There are also eight species of butterfly, two species of reptile and 19 species of bird, including the European goldfinch, which is now endangered in France.

In 2024, the study's findings were translated into concrete actions.

- **Implementation of differentiated management of green spaces:** certain areas are now left to grow freely, with reduced mowing frequency to preserve natural refuges for pollinating insects.
- **Enhanced protection of rare species.**
- **Creation of natural shelters:** wood from pruning is no longer systematically removed, but stored in piles to provide a home for insects, hedgehogs and small beneficial animals.

Our goal is to roll out these best practices to other sites within the group, adapting them to their specific local conditions.



Dimolog Bain-de-Bretagne: a new high-performance site that respects biodiversity

The new Dimolog site in Bain-de-Bretagne, recently delivered and operational, embodies sustainable logistics thanks to its eco-responsible design. This building, designed according to high environmental performance principles, is aiming to obtain BREEAM certification with a 'Very Good' rating in the near future.

In order to control energy consumption, the site is equipped with presence detectors in passageways and staff rooms. Photovoltaic panels on the roof provide up to 80% of the site's electricity needs. In terms of water management, the distribution of drinking water in toilets, changing rooms and break rooms is controlled by presence detection, thus limiting waste.

Measures to promote biodiversity were implemented from the construction phase onwards. Aware of the decline of nearly 30% in bird populations in France over the last thirty years, an in-depth ecological assessment of the fauna and flora was carried out to anticipate the impact of the project. This revealed the presence of protected or near-threatened species, such as the common wall lizard, the meadow pipit, the northern wheatear, the common kestrel and the european goldfinch.

Targeted measures have been taken to preserve these species. The embankment, used as a feeding or breeding ground by some of them, has been designated a sanctuary with areas off-limits to humans. Alternative habitats (hibernacula for lizards, nesting boxes for birds and insects) have been installed in green spaces. Fences have been adapted to facilitate the movement of wildlife. Our teams have also been trained in these issues. The Bain-de-Bretagne site thus embodies the environmental standards that we wish to implement in our future locations.

Our goal is to roll out these best practices to other sites within the group, adapting them to their specific local characteristics.





SOLIDARITY

5.

Rooted in the heart of local territories, we support local economic development. We place the well-being of our employees at the center of our approach, supporting them in all aspects of their lives. Finally, our corporate citizenship is expressed through solidarity actions that reflect our desire to contribute positively to society.

« At QUALITAIR&SEA, solidarity is a pillar that supports true social cohesion. It is reflected in the attitudes and behaviors of our employees, in their ability to help each other, to work together towards a common goal, and to face challenges. It is a real strength that also materializes in the teams' ability to mobilize externally for noble causes, whether for inclusion or against disease. It represents a real asset in our 'living well together' within the company, thus also contributing to its performance. »



CHRISTOPHE BUISSON
CEO
QUALITAIR&SEA

Promoting local employment

Local anchoring is the beating heart of DIMOTRANS Group. We choose responsible and sustainable economic development, relying on proximity, local employment, and involvement in community life.

We fully assume our role as an economic actor in each of the territories where we are established. Our corporate strategy is based on the firm choice to maintain a regional presence, with agencies located as close as possible to our customers. Contrary to a logic of ultra-centralization, this approach fosters a unique relationship of proximity, strengthens our territorial roots, and supports its economic dynamism.

We are convinced that this on-the-ground presence allows us to mobilize committed employees who are connected to their environment and share a sincere attachment to the local environment.

We wish to continue playing an active role in the development of employment within the communities that host us. This commitment translates into several concrete actions. We prioritize local recruitment by valuing applications from our employment basins. We participate in local forums to publicize our career opportunities. We support youth training through work-study programs, by forging partnerships with schools and institutions in our territories. Finally, we strengthen our collaborations with various actors, such as local missions or the public employment service, to facilitate access to our job offers.

This territorial network, supported by agencies rooted in the heart of the regions, constitutes the foundation of our effective support for local employment. These actions illustrate our desire to contribute to the development of territories, by strengthening our partnerships and our economic impact for a sustainable future.



BSL's commitment to local employment in Bain-de-Bretagne

Contributing to the economic vitality of local regions is part of our DNA. In Bain-de-Bretagne, BSL is turning this conviction into action through a strategic partnership with a temporary employment agency. With its locations in Priority Urban Areas or Rural Revitalization Zones, it promotes access to employment for local residents.

Our goal is to offer professional opportunities to candidates who may face difficulties entering the job market while meeting the recruitment needs of our site.

Beyond providing staff, this partnership allows for enhanced support for candidates. With a better understanding of their background and constraints, we can facilitate their integration and offer them lasting opportunities in a work environment that is attentive to their needs.

This initiative helps to boost local employment and support the socio-economic development of priority areas around Bain-de-Bretagne.

It reflects our desire to make BSL a committed player, creating value not only for its clients and teams but also for the communities that surround it.



DUHAMEL Logistique opens its doors to local employment

As part of the «Rolivalois at the Heart of Companies» initiative, our Norman subsidiary, DUHAMEL Logistique, is strengthening its commitment to local employment. The Val-de-Reuil site welcomed a group of job seekers for a tour of its facilities.

This type of meeting allows us to introduce the logistics sector, discover the behind-the-scenes of our warehouses, understand the diversity of jobs performed there, and see our teams at work. The objective of this approach is twofold. On the one hand, to familiarize participants with the reality on the ground and the dynamism of our work environment. On the other hand, to identify potential employees to strengthen our teams.

True to its mission as a partner in employment and regional development, DUHAMEL Logistique opens its doors two to three times a year to different audiences: students, job seekers, and adults in professional retraining. This policy helps to consolidate our role as a committed player and contribute to professional integration in the region.



Supporting our teams in all aspects of their lives

By taking into account the realities of personal life, we affirm our desire to build a corporate culture based on empathy, solidarity, and daily support.

The well-being of our employees extends beyond the professional setting. We believe that personal fulfillment and consideration of daily life challenges contribute to performance and retention. We have implemented several initiatives for our teams, because their responsibilities and concerns do not stop at the company door.



These actions, specific to each entity, reflect our decentralized approach: each one deploys systems adapted to the specific needs of its employees for tailored support. We pay particular attention to employees who are caregivers. We recognize the essential role they play for their loved ones and strive to offer them the necessary flexibility to balance their professional and personal commitments.

To support parents, we have established dedicated measures: adjusted hours on the first day of school, flexibility for single-parent families, and, in some entities, additional days off for a sick child. These initiatives allow employees to manage family emergencies with peace of mind, confident in their employer's support.

In case of illness, we also ensure that our teams feel supported. Beyond legal obligations, we show flexibility by adapting schedules when possible. In some subsidiaries, such as in the United States or Turkey, DIMOTRANS Group goes even further by covering certain medical treatments. We thus offer better social protection and valuable financial support when needed.

These concrete actions illustrate our desire to build a professional environment that is attentive to the human dimension, where everyone's well-being is both a priority and a driver of collective success.



Social Commitment: BSL Supports Reservist Employees

Proud to have **reservist employees** (volunteer firefighters, army reservists) among our teams, we are aware of the importance of their civic role. Dedicated days off are granted to allow them to intervene when their mission requires it. This measure enables them to fulfill their public service obligations without impacting their professional career.

This initiative illustrates our conviction that supporting our employees' civic commitments is part of our social responsibility and an asset to society.

Our corporate citizenship actions

Our employees and agencies bring a culture of corporate solidarity to life by supporting local, national, and societal initiatives.

Our responsibility extends beyond our activities to be rooted in the heart of the communities where we are present. We are proud of the commitment of our employees and our agencies, who act at their own scale to support causes they care about. These initiatives, regularly highlighted on our LinkedIn pages, illustrate a supportive and proactive corporate culture.

Our teams mobilize collectively for national and societal causes. Several group entities participated in the «Wear Pink Day» to raise awareness about breast cancer screening, as well as the «Wear Blue Day» dedicated to autism awareness. These moments strengthen internal cohesion while contributing to essential public health and inclusion messages.

Beyond these national mobilizations, our agencies are involved at the local level. Many support children's sports clubs by financing events or equipment, allowing young people to thrive in a spirit of teamwork and perseverance. At the Pusignan headquarters, a collection of feminine hygiene products was organized for a local association helping women in difficulty. For its part, our subsidiary BSL donated safety shoes in good condition to the Emmaüs association to give a second life to equipment and promote social integration.

These actions, led by the Group or initiated by our employees, reflect a sincere civic commitment and a desire to contribute positively to our ecosystem. They reflect our ambition to make a difference, not only in our sector but also in society.

Giving safety shoes a second life

As part of its personal protective equipment (PPE) cleaning programme, BSL has launched a charitable donation initiative, giving its safety shoes that are still in very good condition to the Emmaus charity. In 2024, 39 pairs have already been donated, while only 15 have been sent for disposal as industrial waste because they were too worn out. This initiative, which is currently being implemented at two of our five sites, will soon be rolled out across the entire group.

This initiative perfectly illustrates the spirit of our CSR approach: reducing waste, extending the life of equipment and contributing to a social cause by supporting the integration of people assisted by Emmaus.



All in pink to support the fight against breast cancer

Every year, the DIMOTRANS Group mobilises for Pink October to raise awareness about breast cancer prevention and screening. Once again this year, employees got involved by proudly wearing pink on 22 October, a symbol of their shared commitment.

This campaign was accompanied by a connected solidarity challenge, inviting everyone to cover as many kilometres as possible, on foot or by bicycle. The aim was to combine everyone's efforts to enable the group to make a donation to the League Against Cancer.



Octobre
Rose 2024

APPENDICES

6.

- Methodology
- Reporting period & scope
- Summary of 2024 indicators



METHODOLOGY

To steer our extra-financial performance and communicate transparently with our stakeholders, DIMOTRANS Group has structured its reporting approach based on international reference frameworks: ISO 26000, the European CSRD (Corporate Sustainability Reporting Directive), and the GRI (Global Reporting Initiative) standards. This approach allows us to prepare for the regulatory requirements that will soon apply to us and, more broadly, to ensure high-quality information.

We pay particular attention to the reliability and accuracy of the data underlying this report. For example, for our carbon footprint, we use emission factors from public and recognized databases, such as the ADEME's Base Empreinte. Each piece of data is traced to guarantee the robustness of the results. All estimated data is identified and traced, and we have a methodological guide defining the approximation rules.

In the interest of total transparency and to prepare for our future obligations, we have also had a portion of our CSR data audited by an independent third party. This audit, based on sampling, covered environmental, social, and governance data. This voluntary step allows us to validate the information selected for the audit (limited assurance) and to identify areas for improvement in our collection and communication processes.

We see this report not just as a publication, but as a strategic management tool and a vector for dialogue with our ecosystem.



REPORTING PERIOD AND SCOPE

To ensure a clear reading and fair interpretation of the information presented, this report is based on a precise and consistent reporting framework. The reference period for the collection and consolidation of all data, whether quantitative or qualitative, is the full calendar year, extending from January 1st to December 31st, 2024, unless explicitly stated otherwise for a specific indicator.

The consolidation scope covers the activities operated by DIMOTRANS Group, including its four business units: Overland, Overseas, Logistics, Industrial Projects, as well as its support functions, covering our locations in France and, for certain data, our international locations (refer to specific mentions in the report's appendices). This approach guarantees a comprehensive view of our performance, our impacts, and the actions we are taking.

SUMMARY OF 2024 INDICATORS

SOCIAL – WORKFORCE

INDICATOR	UNIT	DATA 2023 <i>Scope France</i>	DATA 2024 <i>Scope France</i>	DATA 2024 <i>International</i>
Total number of employees ^(A)	Unit	1 552	1 564	593
Total number of female employees	Unit	743*	873	
Total number of male employees	Unit	582*	691	
Percentage of female employees	%	56	55,8	
Percentage of male employees	%	44	44,2	
Total number of employees	FTE	1 299,95*	1538,22	
Total number of permanent employees	Unit	969*	1158	
Total number of permanent female employees	Unit		632	
Total number of permanent male employees	Unit		526	
Total number of full-time employees	Unit	1 248*	1473	
Total number of full-time female employees	Unit	675*	791	
Total number of full-time male employees	Unit	573*	682	
Total number of part-time employees	Unit	79*	91	
Total number of part-time female employees	Unit	71*	82	
Total number of part-time male employees	Unit	8*	9	
Number of hours worked ^(A)	Hours	2 366 443,1	2 234 449,24	
Number of employees - Executive management	Unit	10	10	
Number of women employees – Executive management	Unit	1	1	
Number of male employees - Executive management	Unit	9	9	
Percentage of female employees - Executive management	%	10	10	
Percentage of Male Employees – Executive management	%	90	90	
Employees under 30 years of age	Unit	311*	338	
Employees between 30 and 50 years of age	Unit	626*	735	
Employees over 50 years of age	Unit	388*	491	
Number of temporary workers per month	Unit	174,9	159,3	
Total number of temporary workers	Unit	2152	3065,6	
Number of hours worked - Temporary workers	Hours	318 383,4	289 962,90	
Total number of employees in non-guaranteed hours	Unit	0	0	
Total number of non-employed workers	Unit	1	1	
Number of work-study students	Unit		88	
Number of work-study women	Unit		33	
Number of work-study men	Unit		55	
Percentage of work-study students in the workforce	%	10	5,6	

*Excluding DUHAMEL Logistique

^(A)Audited data

SOCIAL - TRAINING

INDICATOR	UNIT	DATA 2023 <i>Scope France</i>	DATA 2024 <i>Scope France</i>
Total training hours ^(A)	Hour	11 362	7817,1
Average number of hours of training per person within own workforce ^(A)	Hour / Unit	8,7**	5
Average number of hours of training per FTE within own workforce	Hour / FTE	8,7**	5,08
Number of hours of safety training ^(A)	Hour	3 504	3954,1
Average number of hours of training per person among full-time employees	Hour / Unit	12,4**	5,23
Average number of hours of training per person among part-time employees	Hour / Unit	1,5**	1,27
Average number of hours of training per person among female employees	Hour / Unit	10,4**	4,47
Average number of hours of training per person among male employees	Hour / Unit	13,4**	5,66
Average training expenditure per full-time equivalent (FTE)	€ / FTE	556**	244
Number of people trained in management	Unit	55	71

**Excluding DUHAMEL Logistique and QUALITAIR&SEA

^(A)Audited data

SOCIAL - TURNOVER

INDICATOR	UNIT	DATA 2023 <i>Scope France</i>	DATA 2024 <i>Scope France</i>
Turnover	%	36,53*	23,74
Number of employees who joined the company	Unit	568	518
Number of employees who left the company	Unit	400	515
Return rate of female employees who took maternity/parental leave	%	100	77,32
Retention rate of female employees who took maternity/parental leave	%	86,6	82
Return rate of male employees who took paternity/parental leave	%	100	95,31
Retention rate of male employees who took paternity/parental leave	%	65	90,48

*Excluding DUHAMEL Logistique

SUMMARY OF 2024 INDICATORS

SOCIAL - ABSENTEEISM

INDICATOR	UNIT	DATA 2023 <i>Scope France</i>	DATA 2024 <i>Scope France</i>
Absenteeism	%	5,14	5,64
Percentage of employees authorized to take family leave	%	100	100
Percentage of employees who took family leave	%	9,6	12,68
Percentage of female employees who took family leave	%	12,4	20,16
Percentage of male employees who took family leave	%	8,5	14,47

SOCIAL - DIVERSITY

INDICATOR	UNIT	DATA 2023 <i>Scope France</i>	DATA 2024 <i>Scope France</i>
Percentage of people with disabilities among own workforce	%	3,7*	3,06
Total number of disabled workers	FTE	57,7*	66
Number of women disabled workers	FTE	33,6*	43
Number of male disabled workers	FTE	24,1*	23

*Excluding DUHAMEL Logistique

SOCIAL - ACCIDENTOLOGY

INDICATOR	UNIT	DATA 2023 <i>Scope France</i>	DATA 2024 <i>Scope France</i>
Number of deaths related to work-related accidents	Unit	1	0
Number of deaths related to occupational diseases	Unit	0	0
Number of work accidents ^(A)	Unit	62	41
Frequency rate (actual hours worked) ^(A)	-	26,2	18,35
Severity rate (actual hours worked) ^(A)	-	0,58	0,56
Number of registrable occupational diseases	Unit	0	0
Number of days lost due to injuries, accidents, occupational diseases and deaths ^(A)	Unit	1366	1247
Number of temporary workers accidents	Unit	7	16
Number of work accidents - including temporary workers	Unit	69	57
Frequency rate with temporary workers (actual hours worked)	-	25,7	22,58
Number of hours of safety training ^(A)	Hour	3504	3954,1

^(A) Audited data

SOCIAL - SOCIAL LAW

INDICATOR	UNIT	DATA 2023 <i>Scope France</i>	DATA 2024 <i>Scope France</i>
Number of workers eligible for social security coverage	Unit	1 552	1564
Percentage of workers eligible for social security coverage	%	100	100
Total number of employees covered by collective bargaining agreements	Unit	1 552	1564
Percentage of employees covered by collective bargaining agreements	%	100	100
Number of employees represented at the company level by employee representatives	Unit	1 304*	1501
Number of major work stoppages (related to strikes or lockouts)	Unit	0	0
Total FTE in person-days inactive due to major work stoppages	FTE	0	0
Annual Development Review completion rate	%		70,2
Completion rate of professional interviews	%		81

*Excluding DUHAMEL Logistique

GOVERNANCE – OCCUPATIONAL HEALTH AND SAFETY

INDICATOR	UNIT	DATA 2023 <i>Scope France</i>	DATA 2024 <i>Scope France</i>	DATA 2024 <i>Scope US</i>
Percentage of its own employees who are covered by the company's health and safety management system on the basis of legal requirements and/or recognised standards	%	100	100	100
Percentage of its own employees who are covered by the company's health and safety management system and who have been covered by internal audits	%	100	100	100
Number of ISO 9001 certified sites	Unit	26*	38	
Number of ISO 14001 certified sites	Unit	3*	4	
Number of ISO 45001 certified sites	Unit	3*	4	
Number of GDP/Certipharm sites	Unit	8*	21	
Number of TAPA-certified sites	Unit	0*	0	
Number of AEO-certified sites	Unit	35*	59	
Number of BREEAM/HQE/LEED certified sites	Unit	0*	0	
% of ISO 9001 certified sites	%	65*	65,5	
% of ISO 14001 certified sites	%	7,5*	6,9	
% of ISO 45001 certified sites	%	7,5*	6,9	

*Excluding DUHAMEL Logistique

SUMMARY OF 2024 INDICATORS

GOVERNANCE – VALUES AND ETHICAL PRINCIPLES OF BUSINESS

INDICATOR	UNIT	DATA 2023 <i>Scope France</i>	DATA 2024 <i>Scope France</i>
Total number of reports for psycho-social risks (discrimination/harassment/sexist acts) received (via HR, whistleblowing platform or Social and Economic Committee) ^(A)	Unit	1	2
Number of reports of psycho-social risks (discrimination/harassment/sexist acts) received by third parties	Unit	0	0
Total number of reports for psycho-social risks (discrimination/harassment/sexist acts) admissible (via HR, whistleblowing platform or Social and Economic Committee, third parties) ^(A)	Unit	1	2
Total number of admissible reports of psycho-social risks (discrimination/harassment/sexist acts) that have been the subject of an internal investigation ^(A)	Unit	1	2
Total number of admissible reports of psycho-social risks (discrimination/harassment/sexist acts) that have not been the subject of an internal investigation	Unit	0	0
Total number of admissible reports of psycho-social risks (discrimination/harassment/sexist behaviour) that have been the subject of an internal investigation followed by corrective measures ^(A)	Unit	1	2
Total number of admissible reports of psycho-social risks (discrimination/harassment/sexist acts) resulting in financial penalties	Unit	0	0
Number of reported allegations of corruption and/or influence peddling (via HR, whistleblowing platform, Social and Economic Committee or third parties)	Unit	0	0
Number of admissible allegations of corruption and/or influence peddling	Unit	0	0
Total number of admissible allegations of corruption and/or influence peddling that have been investigated internally	Unit	0	0
Number of corruption/influence peddling investigations and decisions in which employees were disciplined	Unit	0	0
Number of firm convictions related to corruption/influence peddling	Unit	0	0
Number of contracts with business partners terminated or not renewed due to corruption/influence peddling	Unit	0	0
Amount of fines paid related to corruption / influence peddling	€	0	0
Number of reported allegations of anti-competitive behaviour (via HR, whistleblowing platform, Social and Economic Committee or third parties)	Unit	0	0
Number of admissible allegations of anti-competitive conduct	Unit	0	0
Total number of admissible allegations of anti-competitive conduct investigated internally	Unit	0	0

Number of anti-competitive conduct investigations and decisions in which employees were disciplined	Unit	0	0
Number of pending legal actions regarding anti-competitive behaviour	Unit	0	0
Amount of fines paid in relation to anti-competitive conduct	€	0	0
Number of investigations and decisions resulting in employees being fired	Unit	0	0
Amount of compensation claims relating to anti-competitive behavior	€	0	0
Total fines, penalties and compensation for violations of workers' equality rights	€	0	0
Number of serious human rights issues and incidents related to own workforce (via HR, whistleblowing platform, Social and Economic Committee or third parties) ^(A)	Unit	1	2
Total number of violations of UN global principles	Unit	0	0
Total number of violations of Organisation for Economic Co-operation and Development (OECD) principles Multinational enterprises	Unit	0	0
Contributions political and financial	€	0	0

^(A)Audited data

INFRASTRUCTURE

INDICATOR	UNIT	DATA 2023 <i>Scope France</i>	DATA 2024 <i>Scope France</i>
Total number of sites at the end of the period	Unit	59	58
Total built area	m²	331 534	326 333
Total area equipped with LEDs	m²	221 246***	257 877,3
Percentage of surfaces equipped with LEDs	%	77***	79
Water consumption of built areas	m3		14 236,4

***Excluding QUALITAIR&SEA

SUMMARY OF 2024 INDICATORS

ENERGY - BUILDINGS

INDICATOR	UNIT	DATA 2023 <i>Scope France</i>	DATA 2024 <i>Scope France</i>	DATA 2024 <i>Scope US & Asia</i>
Electricity consumption of built areas ^(A)	MWh	7 078,14	6 681,53	325,31
Electricity consumption of built areas	kWh/m²	21,1	20,47	
Gas consumption of built areas ^(A)	MWh	6 228,2	5 487,49	
Gas consumption of built areas	kWh/m²	18,5	16,82	
Fuel oil consumption ^(A)	Liters	15 393	19 620	
Total energy consumption	MWh	13 471	12 378,96	
Total energy consumption	KWh/m²	46,02	37,93	
Total renewable energy consumption	MWh	478	451,09	

^(A)Audited data

ENERGY - LIGHT VEHICLES

INDICATOR	UNIT	DATA 2023 <i>Scope France</i>	DATA 2024 <i>Scope France</i>	DATA 2024 <i>Scope US</i>
Number of company vehicles	Unit	300	322	1
Number of gasoline company vehicles	Unit	73	84	
Number of diesel vehicles	Unit	158	141	
Number of hybrid and electric company vehicles	Unit	69	97	0
Percentage of hybrid and electric company vehicles	%	23	30,1	0
Fuel consumption of the company vehicle fleet ^(A)	Liters	131 615	136 817,6	8841,6
Diesel consumption of the company vehicle fleet ^(A)	Liters	194 827	131 709,06	
Average diesel fuel consumption l/100	l/100km	4,31	6,07	
Average gasoline fuel consumption l/100	l/100km	7,16	6,54	

^(A)Audited data

ENERGY - HEAVY GOODS VEHICLES

INDICATOR	UNIT	DATA 2023 <i>Scope France</i>	DATA 2024 <i>Scope France</i>	DATA 2024 <i>Scope US</i>
Number of road vehicles	Unit	36	35	6
Number of conductors	Unit	31	29	
Number of drivers trained in eco-driving	Unit	16	12	
Diesel consumption of the road vehicle fleet ^(A)	Liters	934 709,32	844 976,43	127 934,5
Number of km travelled by the diesel road vehicle fleet - km	Km	3 163 039	2 841 795	317100
Average diesel consumption of the on-road vehicle fleet (L/100km)	l/100km	29,55	29,73	40,3
% of road vehicles - Number of vehicles GVWR<3.5t	%	0	0	
% of road vehicles - Number of vehicles GVWR> or = 3.5t and < 7.5t -End of period	%	0	0	
% of road vehicles - Number of vehicles GVWR> or = 7.5t and < 12t -End of period	%	0	0	
% of road vehicles - Number of vehicles GVWR> or = 12t and < 19t -End of period	%	0	2,86	
% of road vehicles - Number of vehicles GVWR> or = 19t and < 44t -End of period	%	100	97,14	
% of road vehicles - Number of vehicles GVWR> 44t -End of period	%	0	0	
% of EURO 0 vehicles	%	0	2,86	
% of EURO 1 vehicles	%	0	0	
% of EURO 2 vehicles	%	0	0	
% of EURO 3 vehicles	%	0	2,86	
% of EURO 4 vehicles	%	0	0	
% of EURO 5 vehicles	%	0	0	
% of EURO 6 vehicles	%	100	94,29	
Technical inspection rate	%	100	100	

^(A)Audited data

ENVIRONMENT - WASTE

INDICATOR	UNIT	DATA 2023 <i>Scope France</i>	DATA 2024 <i>Scope France</i>
Total amount of waste generated ^(A)	Tons	2 706	2 595,08
Total quantity of non-hazardous waste ^(A)	Tons	2 700	2 588,01
Total quantity of hazardous and radioactive waste ^(A)	Tons	5,4	7,08
Total amount of waste recycled ^(A)	Tons	2 117	2 085,88
Total amount of non-recycled waste ^(A)	Tons	589	503,41
Percentage of waste recycled ^(A)	%	78,2	80,38
Percentage of waste not recycled ^(A)	%	21,8	19,40

^(A)Audited data

ENVIRONMENT - CO₂

INDICATOR	UNIT	DATA 2023 <i>Scope France</i>	DATA 2024 <i>Scope France</i>	DATA 2024 <i>Scope US & Asia</i>
Scope 1 ^(A)	tCO ₂ e	5 484,5	4 829,28	365,94 ⁽⁴⁾
Scope 2 market-based ^(A)	tCO ₂ e	886,2	836,50	
Scope 2 location-based ^(A)	tCO ₂ e	411,3	388,26	170,86
Scope 3 ^(A)	tCO ₂ e	653 444,4	590 377,41	226 571,51
TOTAL CO ₂ e emissions (market-based)	tCO ₂ e	659 815,1	596 043,19	
TOTAL CO ₂ e emissions (location-based)	tCO ₂ e	659 340,2	595 594,95	227 108,31
Nox quantity	Tons	1 735,87 ⁽¹⁾	3 638,02	3 359,33
NMHC quantity	Tons	565,96 ⁽¹⁾	573,09	347,82
Sox quantity	Tons	353,27 ⁽¹⁾	456,01	785,5
Amount of PM10	Tons	64,59	96,3	203,92
Air transport emissions	tCO ₂ e	361 333,4 ⁽³⁾	484 449,6	124 828,99
Sea transport emissions	tCO ₂ e	32 991,69 ⁽³⁾	25 657	97 875,3
Road transport emissions	tCO ₂ e	39 312,34 ⁽³⁾	50 787,9	2 143,7
Rail transport emissions	tCO ₂ e	10,8 ⁽³⁾	104,63	1 723,5
Air transport carbon intensity	gCO ₂ e/t. km		910,72 ⁽²⁾	
Sea transport carbon intensity	gCO ₂ e/t. km		4,78 ⁽²⁾	
Road transport carbon intensity	gCO ₂ e/t. km		87,81 ⁽²⁾	
Rail transport carbon intensity	gCO ₂ e/t. km		26,31 ⁽²⁾	

⁽¹⁾Excluding BSL

⁽²⁾Group scope, excluding BSL

⁽³⁾Scope France & US

⁽⁴⁾Scope US

^(A)Audited data

THANKS

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