DIMOTRANS Group



2025 CSR REPORT

DIMOTRANS
Group

2025
CSR REPORT

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Executive statement

GROWTH GUIDED BY OUR VALUES

We are pleased to present the latest edition of DIMOTRANS Group's Corporate Social Responsibility (CSR) report.

2025 was another demanding year globally for the transport and logistics sector. Driven by geopolitical tensions, regulatory shifts, and accelerating digital transformation, our industry continues to evolve rapidly. This environment reinforces the need to constantly anticipate, innovate, and adapt our organization. It also confirms our belief that growth is only meaningful when driven by shared values.

In this complex landscape, we remain fully committed to growing sustainably, responsibly, and creating value for all our stakeholders. This commitment is led by executive management and put into practice daily by every employee across the Group.

This past year was marked by continued expansion in France and internationally, alongside major structural projects designed to boost our agility and service quality.

It also strengthened and embedded our #TousDIMO initiative, which fosters alignment and collective drive around our mission, vision, and core values: respect, commitment, solidarity, and agility.

Our goal remains unchanged: to be our clients' preferred partner by building a supply chain that respects the world we live in. This rests on a shared ambition: driving our clients' performance by delivering simple, tailored transport and logistics solutions, backed by the dedication and professionalism of our teams.

Our CSR strategy reflects our determination to take concrete action to reduce our environmental footprint—a demanding, collective endeavor we are all mobilized around.

Thank you to our clients, employees, and suppliers for your continued trust and commitment alongside us.

Enjoy the report.



LAURENT PARAT,
CHIEF EXECUTIVE OFFICER
DIMOTRANS GROUP

A RESILIENT AND GROWING GROUP



1.

“ Our growth path was built away from standardized models, driven by an authentic passion for our industry and a deep commitment to our clients’ success.
This unique DNA has forged our independence and strong roots. Today, as recent acquisitions take us to a new scale, I look with pride at the solid group we have become.
It is with this same confidence and enduring agility that we approach the years ahead, ready to design ever bolder solutions for our market. ”



SALVATORE ALAIMO
CHAIRMAN
DIMOTRANS GROUP

From yesterday to today

Founded in 1980, the Group has combined proximity, agility, and tailored solutions to sustainably support its growth, while maintaining its independence and local footprint.

GROWTH DRIVEN BY OUR VALUES

A rich and purposeful history, underpinned by a deep commitment to our values, shapes our identity. From the outset, we have built a business where performance and responsibility go hand in hand, guided by a vision of a more respectful world.

Our growth is steady and deliberate. Over the years, it has been built through the integration of strong brands recognized for their expertise. This approach has enabled us to consolidate our position among France's industry leaders. Preserving each brand's unique identity, respecting its history, culture, and distinct characteristics, is central to what makes us unique. This respect for diversity has strengthened a vital intangible asset and driven team engagement and motivation. Our people are the primary drivers of performance for every entity, and ultimately for the overall success of the Group.

Our strength lies in the diversity and synergy of our four core business lines: **Overland, Overseas, Logistics, and Industrial Projects.** This versatility enables us to deliver end-to-end transport and logistics solutions tailored to our clients' most complex needs, both in France and internationally.

OUR BRANDS, OUR EXPERTISES.



2025 KEY FIGURES

Ranked among leading transport providers and 342nd in Les Échos' Growth Champions ranking, our figures confirm a strong position in the market.

- 2025 revenue incl. acquisitions : 782 M€
- Workforce : nearly 3000 employees
- 24 international locations
- +120 branches worldwide
- 4 core business lines: Overland, Overseas, Logistics, Industrial Projects

Mission, vision, and shared values

The clarity of our mission and the strength of our vision guide DIMOTRANS Group through the challenges of global logistics. These fundamentals define our identity, reflect our commitments, and chart our course.

They drive our strategy, shape our decisions, and translate our values into concrete action. This enables every employee to engage in a cohesive, responsible corporate project focused on our clients' success.

OUR MISSION

We live it every day. It means driving our clients' performance by delivering simple, tailored transport and logistics solutions, backed by the dedication and professionalism of our teams.

This mission goes beyond merely moving goods. By optimizing flows and streamlining processes, we create real value, convinced that our clients' success reflects our own. To honor this commitment, we place simplicity and adaptability at the core of our operating model.



OUR VISION

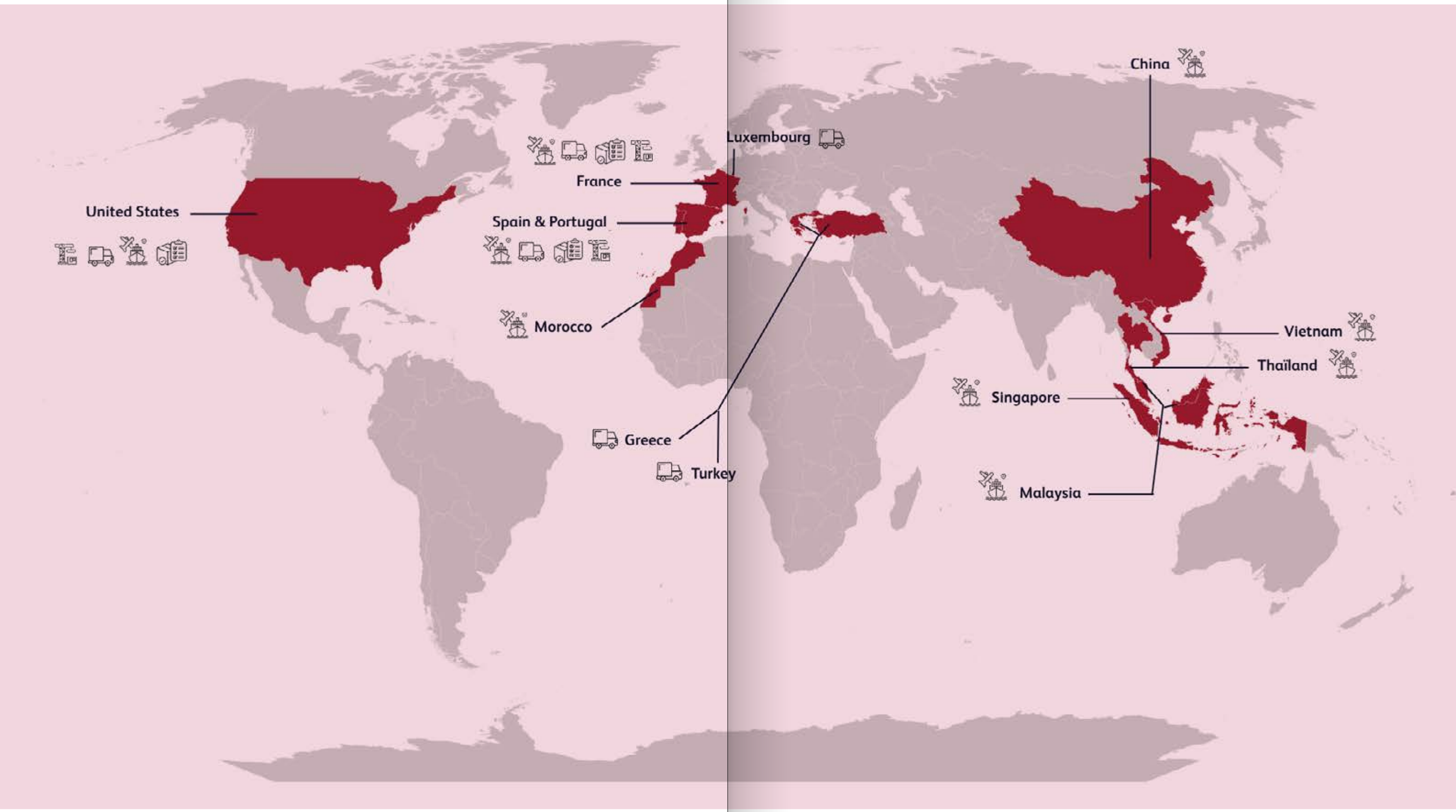
Our ambition is to become our clients' preferred partner by contributing to a supply chain that respects the world we live in.

To achieve this, we strive for excellence to establish ourselves as a trusted benchmark for our partners. This commitment entails full accountability, reflected in strict adherence to every client's requirements. From service quality (on-time delivery, cargo integrity, traceability) to product safety and regulatory compliance—particularly for hazardous materials—we embed these standards right from the design phase of our offerings.

This responsibility extends to reducing our environmental footprint through optimized transport networks and lower emissions. It requires active listening, continuous transparency, precise monitoring, and proactive disruption management.

Combining advanced logistics performance with corporate responsibility makes DIMOTRANS Group a committed partner in our clients' long-term success. Together, our mission and vision form a clear framework. This shared course ensures operational consistency and guides our growth toward an excellence that places responsible innovation at the heart of every flow managed by our teams.

Group's directly-operated locations in 2025



OUR VALUES, THE FOUNDATION OF OUR SHARED IDENTITY

Our identity has been forged through ambitious growth and the integration of diverse cultures across our global network and successive acquisitions. While each entity carries its own heritage, we are now united around four core, shared values. They form the framework guiding every decision across the Group to ensure sustainable, consistent performance.



• RESPECT

The driving force behind our collaboration and ethics, respect is reflected in active listening, empathy, and mutual recognition. Our management relies on leading by example and setting fair standards, where constructive debate gives way to full alignment once a decision is made. We embrace the right to make mistakes as long as ownership is taken, because it is together, through reliability, that we deliver on our client promise.

• COMMITMENT

Commitment stems from our experts' dedication to delivering on our client promise. Understanding to be convinced, being convinced to fully commit : this principle underpins our reliability. It can be summarized by a simple imperative: "I say what I do, and I do what I say." This culture of high standards fosters strong pride of belonging. Every decision is carried forward collectively with determination and shared accountability, ensuring operational excellence and client satisfaction.

• SOLIDARITY

Solidarity is reflected in an unwavering team spirit and genuine cooperation across all our business lines. When facing challenges, we seek solutions rather than laying blame. This operational solidarity extends to our clients, whom we support both in their growth and through their most critical challenges. It also informs our internal practices and community initiatives, turning our diversity into a collective strength. This foundation enables us to collectively drive a responsible, forward-looking business.

• AGILITY

Agility is our answer to the complexity of global logistics. Built on strong foundations, it allows for controlled creativity where human relationships and problem-solving take precedence over mere contractual execution. When challenges arise, our teams listen, adjust logistics setups, and propose innovative alternatives with the speed needed to anticipate needs and support our clients in a constantly changing environment.

Our business and operational model

• LOCAL AGILITY, THE FOUNDATION OF OUR GLOBAL REACH

With the rollout of our 2028 strategic plan, DIMOTRANS Group is entering a new phase of development. Building on our founders' legacy, this bold project aims to strengthen our overall performance by combining operational excellence with sustained growth.

This momentum is already delivering tangible results: the Group has grown by over 20% in the past three years. It is driven by streamlined governance that allows us to act with the speed and determination of an agile mid-sized company. Our strength lies in a unique model: combining international reach with strong local roots, a balance few competitors manage to maintain. This enables us to provide every client with tailored support and a consistently close, human-centered relationship, regardless of their geographical scope.

To turn this vision into results, our model is built on four pillars.

• BUSINESS EXPERTISE AND NETWORK STRENGTH

Our efficiency relies on an organization structured around four core areas of expertise: Overland, Overseas, Logistics, and Industrial Projects. This technical know-how is coordinated by six Business Units. This strategic network allows us to respond precisely to the specific requirements of every flow and every region.

• CONTROLLED EXTERNAL GROWTH

To broaden our offering and conquer new markets, we pursue an active and targeted external growth policy. Every acquisition is designed to enhance our capabilities without straying from what defines us: agility and client proximity.

• DIGITAL TRANSFORMATION DRIVING EFFICIENCY

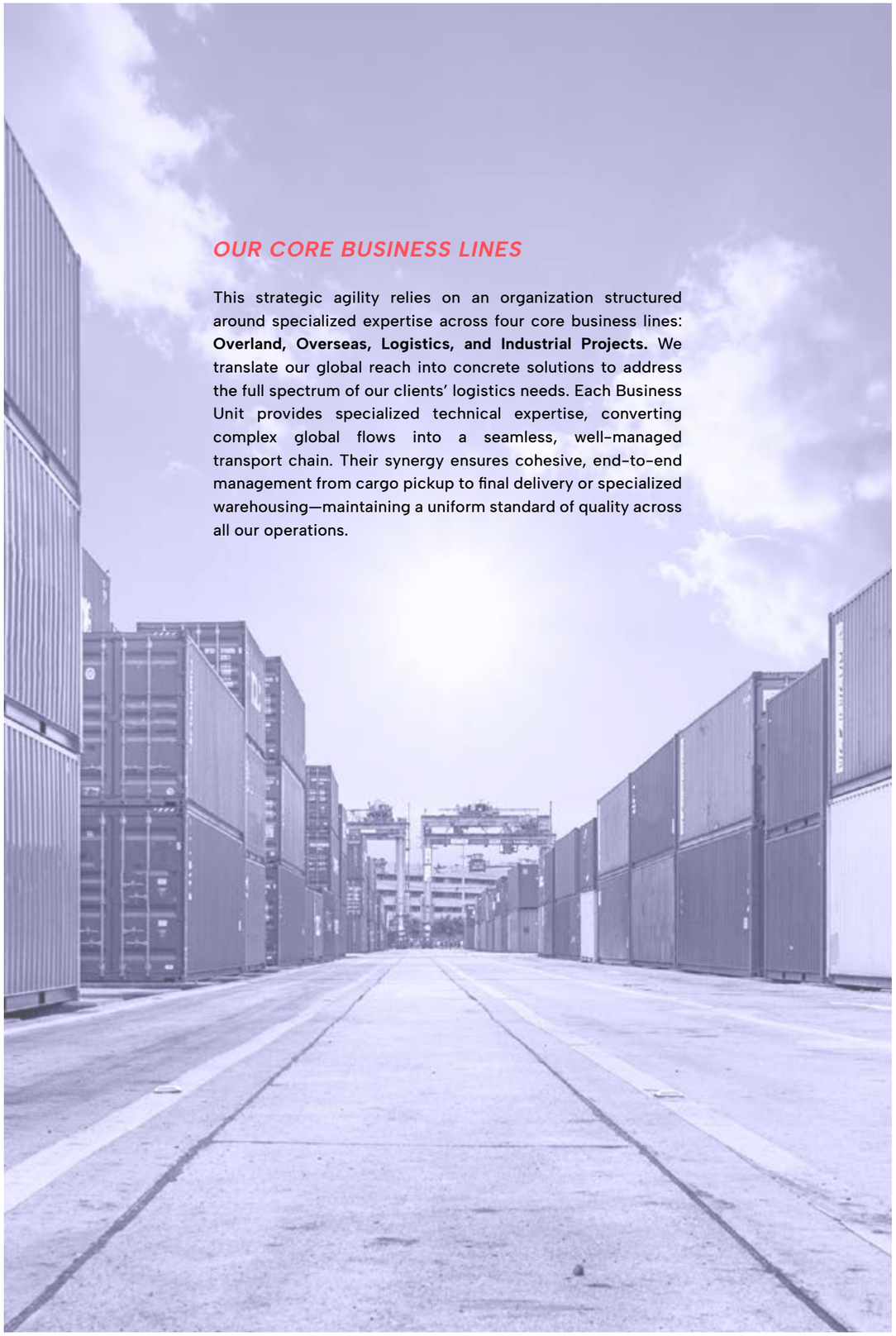
We are accelerating our technological transformation by structuring our operations around innovative digital tools. Our goal is to enhance our operational productivity while offering our customers and partners greater transparency and reliability.



• LEADERSHIP AND TEAM ENGAGEMENT

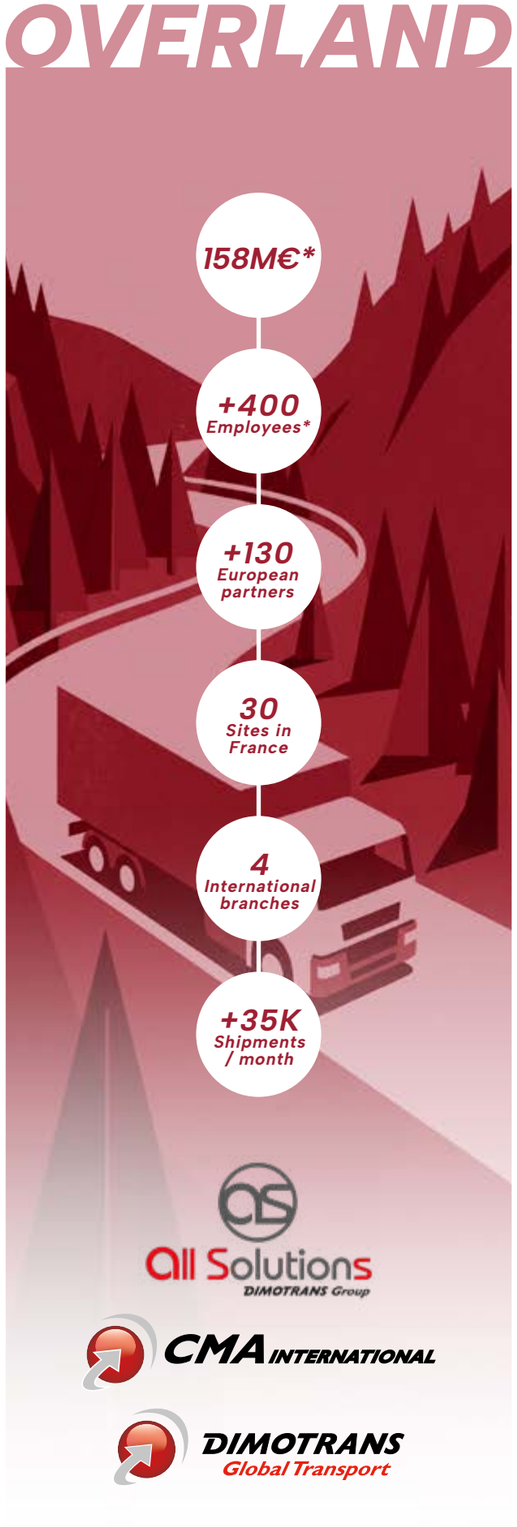
Above all, our model is driven by our teams. That is why we place leadership and a collaborative approach at the heart of our culture. Through the #TousDIMO program, we are uniting our strengths around shared values to build a solid, highly committed organization.

This economic and operational performance is only meaningful if it creates sustainable value. By placing CSR at the center of this strategy, we are bridging technological innovation with the ecological transition. DIMOTRANS Group is not just growing; it is committed to a value-creating path for its employees, clients, and stakeholders. We detail these foundations of our sustainability throughout the rest of this report.



OUR CORE BUSINESS LINES

This strategic agility relies on an organization structured around specialized expertise across four core business lines: **Overland, Overseas, Logistics, and Industrial Projects.** We translate our global reach into concrete solutions to address the full spectrum of our clients' logistics needs. Each Business Unit provides specialized technical expertise, converting complex global flows into a seamless, well-managed transport chain. Their synergy ensures cohesive, end-to-end management from cargo pickup to final delivery or specialized warehousing—maintaining a uniform standard of quality across all our operations.



*Excluding Moldtrans

International road transport

Overland is the starting point of the DIMOTRANS Group story, **our historical DNA**. From groupage to full truckloads, we optimize domestic and international road freight for our clients. Shipment traceability, real-time tracking, and our commitment to sustainable solutions represent the expertise we deploy across Europe and Turkey.

This Business Unit is represented by three expert brands: **DIMOTRANS Global Transport, CMA International, and All Solutions**. It specializes in road freight solutions, ranging from groupage to chartering, on both a national and international scale.

Supported by a dense network of branches in **France, Luxembourg, Greece, and Turkey, alongside strong partnerships with over 130 European correspondents**, we deliver reliable and efficient road transport solutions. This extensive coverage ensures the smooth and secure movement of goods across the continent, whatever our clients' requirements may be.

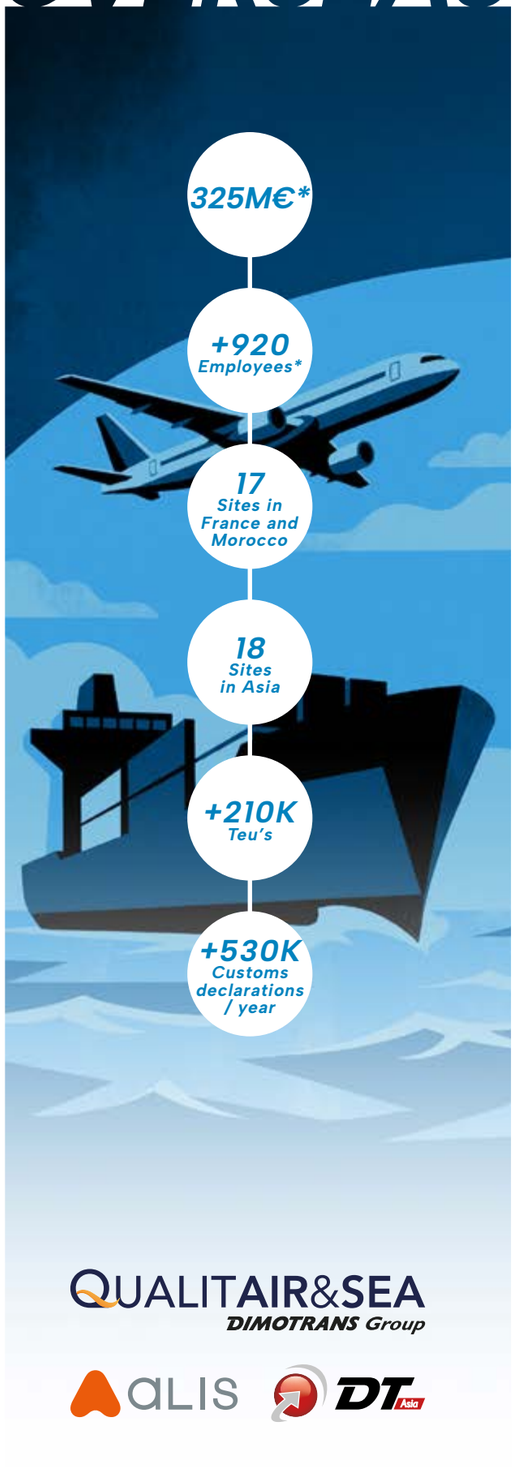
MISSIONS AND EXPERTISE

Optimizing domestic and international road transport for our clients. We design tailored transport plans to maximize efficiency, manage costs, and guarantee on-time delivery.

Providing shipment traceability and real-time tracking. Our advanced monitoring tools ensure accurate visibility over every shipment and proactive communication at every step of transit.

Delivering sustainable solutions. We integrate eco-friendly practices and technologies into our operations: load optimization, empty run reduction, and exploring lower-emission vehicles—concrete commitments that support the sector's ecological transition.

OVERSEAS



QUALITAIR&SEA DIMOTRANS Group

ALIS DT Asia

*Excluding Moldtrans

Global freight expertise

DIMOTRANS Group's **Overseas** division brings together air and ocean freight forwarding activities alongside customs services in France, operated by our subsidiaries **QUALITAIR&SEA and ALIS**. Our international footprint is further strengthened by the operations of **DT Asia**, our Asian subsidiary.

We manage long-haul import and export operations by air and sea, delivering flexible solutions ranging from LCL groupage to FCL full containers, as well as comprehensive customs services including consulting, audits, and procedure optimization. We optimize our clients' intercontinental flows.

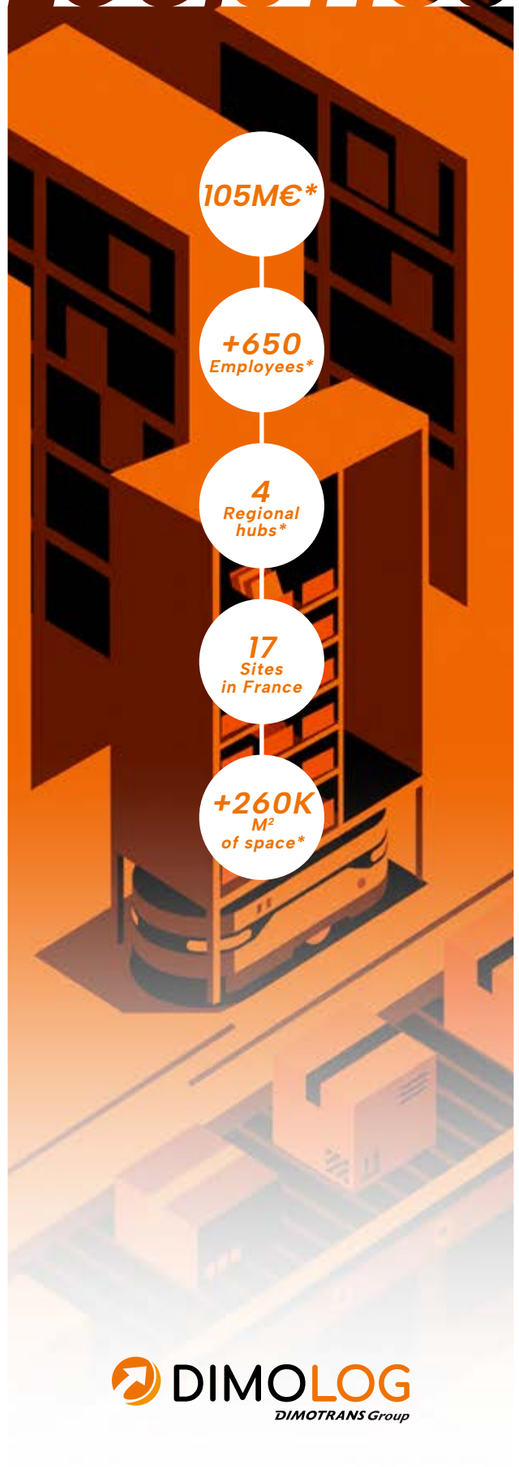
Our customs expertise represents a key differentiator for this business line. QUALITAIR&SEA processes over 530,000 customs declarations per year (excluding Moldtrans), ensuring regulatory compliance and seamless movement for our clients' shipments.

Supported by a **network spanning over 160 countries**, we meet the most demanding standards in terms of lead times and cost-efficiency for all cargo types. Our **sector-specific expertise** enables us to rigorously handle complex flows in highly sensitive industries: **Oil & Gas, luxury goods, healthcare, automotive, chemicals, and aerospace**, where precision and security are essential.

OUR MISSIONS AND EXPERTISE

Optimizing our clients' intercontinental flows. We design tailored door-to-door solutions, managing every link in the supply chain: overseas freight (air, sea), customs compliance, and inland transport (rail, road, barge) across all major ports and airports across the five continents.

LOGISTICS



DIMOLOG DIMOTRANS Group

*Excluding Moldtrans

Omnichannel, B2B, and B2C Logistics

The Logistics Business Unit aims to bring expertise together to create value at every stage of the supply chain. Driven by **DIMOLOG**, a commercial brand launched in 2024, it unifies the historical expertise of our subsidiaries **BSL, DUHAMEL Logistique, and DIMOTRANS Logistics**. This strategic unification enables us to deliver a fully integrated approach and comprehensive contract logistics solutions across the French market. Our experts design and deploy tailored end-to-end services. These solutions adapt to the requirements of all business types, from SMEs to large corporations, with recognized expertise in particularly demanding sectors such as perfumery, cosmetics, luxury goods, and e-commerce.

We do not merely manage flows. We position ourselves as a strategic partner capable of turning our clients' logistics challenges into lasting competitive advantages.

OUR MISSIONS AND EXPERTISE

Optimizing B2B and B2C logistics operations. We create value across all operations entrusted to us. Quality control, packaging, warehousing, order fulfillment, product customization, and associated transport represent expertise we tailor to meet each client's specific goals.

GUARANTEEING AGILITY AND SERVICE QUALITY

By leveraging DIMOLOG, our partners benefit from unique operational agility and high service standards at every stage of the supply chain, strengthening their overall performance.

INDUSTRIAL PROJECTS



DT PROJECT

Experts in heavy lift and out-of-gauge Freight

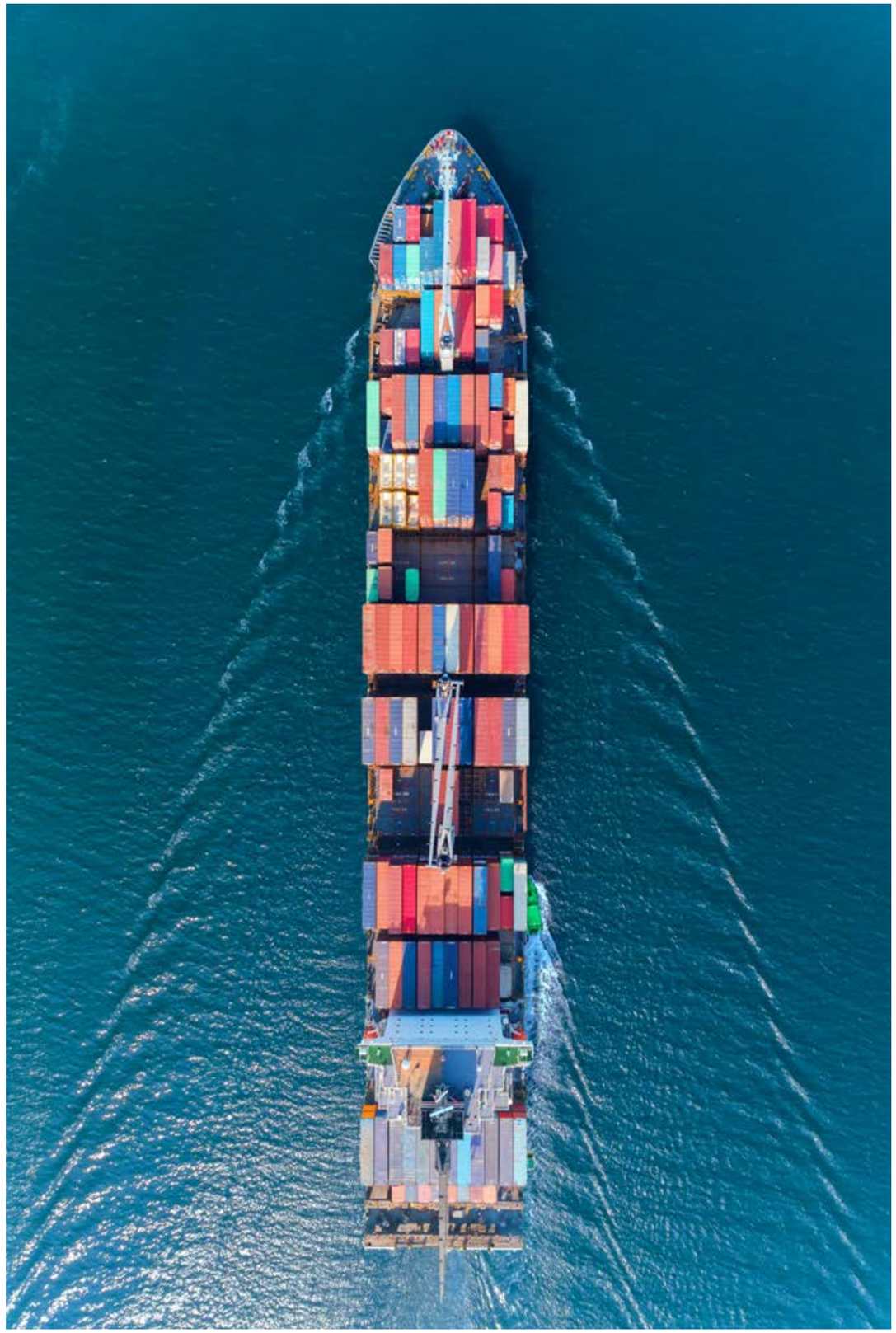
The Industrial Projects Business Unit, represented by our subsidiary **DT PROJECT**, is dedicated to managing transport and logistics for industrial projects and out-of-gauge cargo. These exceptional operations require specialized expertise and a tailored approach. **DT PROJECT** addresses the lead-time, regulatory, and cost-optimization constraints of each logistical challenge on a case-by-case basis by delivering custom solutions. We support a wide range of sectors, notably manufacturing, renewable energy, and new technologies.

OUR MISSIONS AND EXPERTISE

Securing heavy lift and out-of-gauge transport for our clients. Managing special permits, deploying tailored transport methods, arranging suitable lifting equipment, and securing equipped storage sites are complex requirements we expertly orchestrate.

MANAGING FROM DESIGN TO DELIVERY

Our approach combines detailed transport engineering with rigorous coordination among all stakeholders. Our mastery of national and international regulations ensures the success of every project, from initial design through to final on-site delivery, even in the most demanding environments.



EXTERNAL GROWTH: A DRIVER OF TRANSFORMATION AND SHARED EXPERTISE

DIMOTRANS Group's external growth policy goes beyond mere geographical or financial expansion: it forms the second pillar of our 2028 strategic plan. Our approach relies on carefully identifying partners who share our independent DNA and our service-driven culture, two non-negotiable prerequisites. Beyond the numbers, we look for companies whose expertise and footprint complement our offering or strengthen our presence in key markets. Our objective: to build a more robust group capable of competing with global industry giants while preserving the agility and close proximity that make us unique.

• PROGRESSIVE AND MUTUAL INTEGRATION

The main challenge of our acquisitions lies in the integration dynamic. Integrating does not mean standardizing. We guide each new entity toward Group standards and processes step by step, ensuring harmonious service quality and enhanced operational security, particularly in digital and financial domains.

Every integration is an opportunity to learn and leverage the incoming entity's best practices. From specific freight forwarding methods to regional expertise, this know-how is analyzed and shared to enrich all Group practices. By preserving the identity and culture of each structure, we safeguard the human wealth that powers our network. Far from being an obstacle, this diversity drives our creativity and ensures our responsiveness on the ground when addressing our clients' challenges.

• Group annual revenue trend (€ million)	2024	2025
DIMOTRANS GROUP (consolidated)	663,4	630
ACQUISITIONS	-	152
DIVESTMENTS	27,4	-

EVOLUTION OF THE HEADCOUNT 2005–2026



" Our external growth is, above all, a human journey and a union of expertise. Our priority is to achieve the right chemistry between the power of our systems and the agility of local cultures. By integrating All Solutions and Moldtrans, we are not simply adding revenue streams; we are bringing in talent and methodologies that drive our overall operational excellence. Successful integration means bringing new entities into alignment with our management standards while preserving the autonomy and identity behind their success. By leveraging everyone's best practices, we are building a strong, multicultural group that is firmly focused on the future."



MARCO FUSCO
CHIEF STRATEGY OFFICER

ALL SOLUTIONS, DOMESTIC ROAD FREIGHT LEADERSHIP

ALL SOLUTIONS JOINS DIMOTRANS GROUP: A STRATEGIC ACQUISITION

• A KEY MILESTONE FOR THE OVERLAND BUSINESS UNIT

In March 2025, DIMOTRANS Group reached a new milestone in its growth with the acquisition of All Solutions, a specialist in domestic full and partial truckload freight forwarding based in Holtzheim, France. This strategic move strengthens the Group's historical core and consolidates its position as an independent mid-sized enterprise, providing an agile alternative to global industry giants.

• COMPLEMENTARY EXPERTISE AND GEOGRAPHIC FOOTPRINT

Founded in 2013, All Solutions built solid expertise and a nationwide network of 12 sites over a single decade, with a particularly strong presence in Alsace (France) a strategic economic hub. However, this acquisition goes well beyond increasing transport volumes. It represents a clear synergy: All Solutions' expertise in domestic freight forwarding coupled with DIMOTRANS Group's know-how in international multimodal groupage and logistics. This merger illustrates our commitment to mastering the entire supply chain, from the first to the last mile.

• A SHARED HUMAN COMMITMENT ABOVE ALL

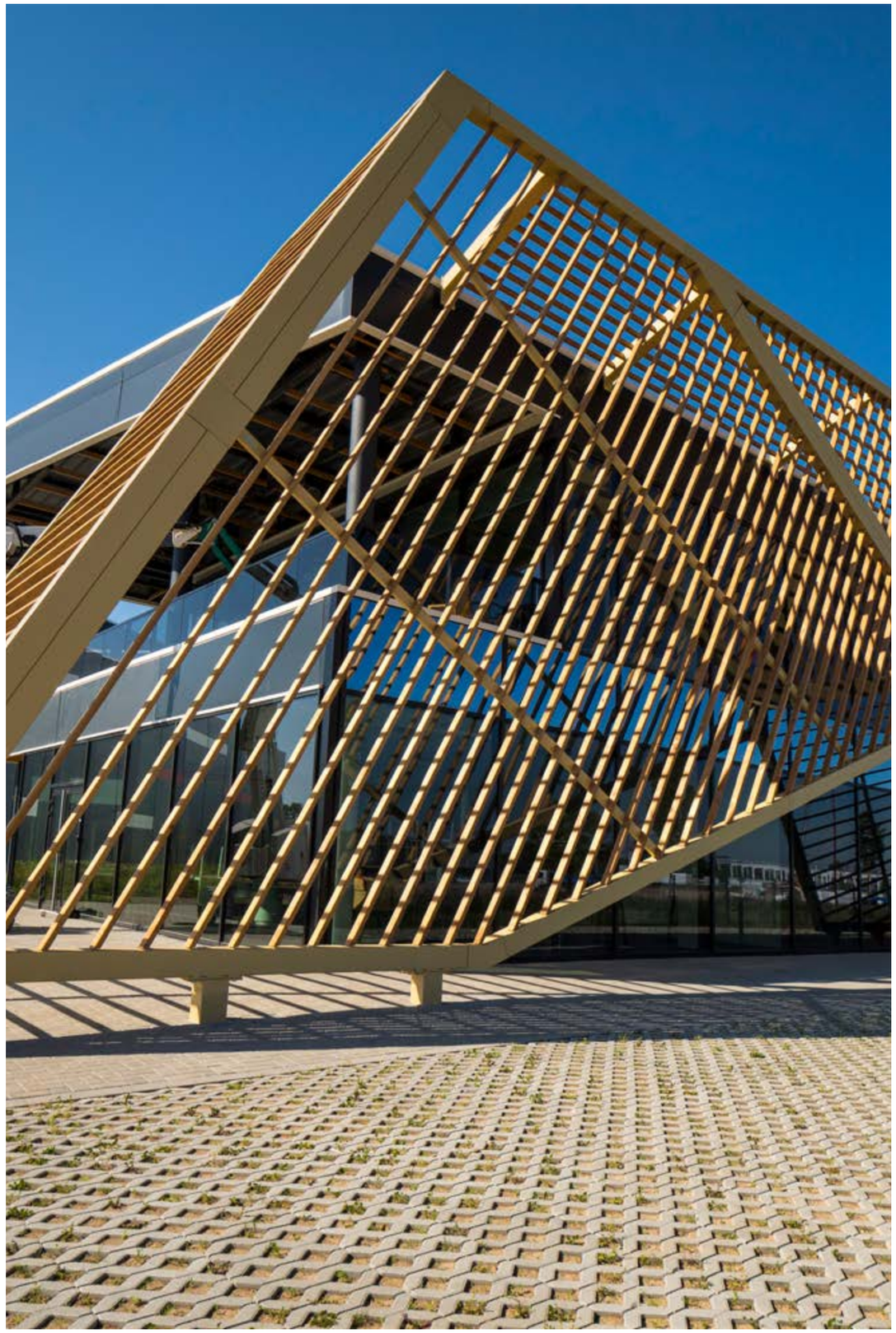
Beyond the business logic, this merger was guided above all by shared values. A deeply ingrained culture of customer satisfaction across both organizations forms the foundation of this union, ensuring a seamless transition for our entire ecosystem.

"Passing the torch of my company is a major milestone... but also a great adventure! I am delighted that this transition will allow All Solutions and my team to grow even stronger. Joining DIMOTRANS Group was a genuinely human connection, aligned both in our values and in our rapport with leadership, which was essential to me. Today, I am thrilled to stand alongside Salvatore ALAIMO, Laurent PARAT, and all DIMOTRANS Group teams at this new starting line."



OLIVIER HAMMES
FOUNDER
ALL SOLUTIONS





MOLDTRANS, SCALING UP ACROSS EUROPE

A HISTORIC TURNING POINT TOWARD THE ONE-BILLION-EURO MARK

By signing the acquisition of Moldtrans in December 2025 and taking a 78% majority stake in this leading Spanish company, DIMOTRANS Group is achieving an unprecedented shift in scale. As of January 2026, the integration is underway, bringing with it a profound transformation of our standing in the European supply chain landscape.

This strategic alliance propels the newly combined entity toward the symbolic threshold of one billion euros in consolidated revenue. But beyond the numbers, our very identity is evolving. DIMOTRANS Group is no longer just a major player in the French market; it is becoming a leading European mid-sized enterprise, capable of managing complex, end-to-end flows on a continental scale.

UNIQUE OPERATIONAL STRENGTH ACROSS THE IBERIAN PENINSULA

Founded in 1979, Moldtrans brings to the Group expertise forged over nearly five decades, alongside complete mastery of Overland, Overseas, and contract logistics flows across the entire Iberian Peninsula. Its network of 24 strategic locations (120,000 sqm) spread across Spain, Portugal, and extending to the Canary Islands, now covers the region's most dynamic economic hubs.

DIMOTRANS Group now generates over 45% of its business outside France. This geographic rebalancing strengthens the Group's resilience, diversifies its revenue streams, and offers exceptional growth opportunities in North Africa (Maghreb) and Latin America.



PRESERVING IDENTITY AND MAINTAINING MOTIVATION

The success of this historic merger relies on respecting local identity. Employer brand, local culture, and operational agility: these assets are carefully preserved, as they form the very foundation of their success. This approach keeps the motivation of the new entity's employees fully intact, while offering our clients a uniquely integrated network in Southern Europe. By cultivating this close relationship, we combine the power of a large group with the responsiveness of a local partner, ensuring consistent service quality across the entire Iberian region.

A COMPREHENSIVE, MULTISECTOR OFFERING

For our clients, the benefits are direct: streamlined access to all supply chain business lines, smoother and more decarbonized flows between France, Spain, and Portugal, and a solution to the new challenges of sovereignty and proximity in European supply chains.
The integration of Moldtrans enriches the solutions catalog of all our Business Units. Its expertise in managing flows to the archipelagos and its in-depth knowledge of Iberian customs perfectly complement the Group's know-how. This acquisition proves that economic performance and respect for local identities can come together to build a sustainable and ambitious industrial project.



" We share the same vision of the business, based on operational expertise and client proximity. Joining DIMOTRANS Group allows us to expand our support capacity across the entire supply chain."



CARLOS MOLDES
CHIEF EXECUTIVE OFFICER
MOLDTRANS GROUP

- DEAL SIGNED: DECEMBER 2025
- TARGET REVENUE: €1 BILLION CONSOLIDATED
- TOTAL WORKFORCE: NEARLY 3,000 EMPLOYEES
- IBERIAN NETWORK: 24 STRATEGIC LOCATIONS
- INTERNATIONAL FOOTPRINT: 45% OF REVENUE GENERATED OUTSIDE FRANCE

DIGITAL TRANSFORMATION

As part of its 2028 strategic plan, DIMOTRANS Group places digital transformation at the core of its strategic priorities. Innovation and technological investment are essential drivers to support our scaling up. Data mastery and system modernization represent both a company-wide initiative and a major competitive advantage. To achieve this ambition, the Group leverages the expertise of its tech teams to harness the full potential of data, a strategic asset in its own right.

Led by the IT Department, our roadmap is structured around four complementary fundamentals, designed to align technology with our economic and commercial performance ambitions.



- **GROUP-WIDE DIGITALIZATION**

It serves a dual purpose: to increase the profitability and efficiency of our entire organization and to improve customer acquisition and retention. Digital transformation drives responsiveness and reliability, which are essential for long-lasting business relationships.

- **SECURING TECHNOLOGICAL FUNDAMENTALS**

To build sustainable growth, DIMOTRANS Group is consolidating its infrastructure by undertaking an in-depth modernization of its core tools and business-critical software. This guarantees the robustness and flexibility of our working environment. In parallel, given the constant evolution of cyber threats, cybersecurity is established as a top priority to safeguard operational integrity, secure data, and ensure service continuity for our clients.

- **SUPPORTING EXTERNAL GROWTH AND EXPANSION**

The deployment of our technologies directly supports our acquisition strategy. To facilitate and secure the integration of new entities joining the Group, the Digital and IT Department is industrializing its connection and migration processes. This approach streamlines tools and resources while enabling the quick identification and sharing of each structure's best practices. By harmonizing skills and solutions within each Business Unit, we turn external growth into immediate operational success.

- **BECOMING A GENUINE BUSINESS DRIVER**

Digital technology stands out as a strategic partner to the business. By fostering tight synergies between IT and operational teams, DIMOTRANS Group leverages disruptive innovations and artificial intelligence to reach operational excellence. Our software deployment strategy aims to deliver a smooth, seamless digital experience for our clients. The Group's technological maturity thus becomes a key differentiator, turning logistics constraints into performance levers for our clients.



EXECUTING OUR STRATEGY THROUGH LEADERSHIP

- ***#TousDIMO, UNIFYING OUR STRENGTHS***

Leadership and corporate culture are the foundations of DIMOTRANS Group's sustainable performance. Our history, shaped by bold external growth, has given us a rare asset: a mosaic of entities that have each developed their own managerial principles and approaches. Far from being a drawback, this diversity is a key strength. However, building a bridge between these cultures and areas of expertise was necessary to achieve our 2028 ambitions. This is the core purpose of the #TousDIMO program: asserting that we grow and build together, while preserving the decentralized management model that drives our agility.

Launched in late 2024 and rolled out in 2025, the #TousDIMO project rests on a founding principle: rather than imposing a top-down vision, we build a common foundation through collective intelligence. This approach ensures that our values, respect, commitment, solidarity, and agility, resonate with the everyday reality of every employee, whether from a long-standing entity or a recent acquisition. This collaborative process followed a rigorous roadmap. Preparatory Executive Committee workshops helped align initial management visions and lay the project's groundwork. The highlight of the year was the Strategic Operations Committee meeting in June 2025, which brought together over a hundred managers and employees to collectively define mutual expectations and the Group's future leadership principles. Following this, further Executive Committee workshops consolidated these outcomes. These sessions were decisive in gathering insights from management committee members, helping us understand their needs and expectations regarding our values, and defining what each value means for both customer satisfaction and internal employee experience. This cycle of dialogue anchored the conviction that DIMOTRANS Group's identity must serve as a shared performance lever, applicable in the daily routines of every business line.



#TousDIMO conveys a clear message: we do not seek uniformity, but alignment within complementary diversity. Through this program, we are developing an inclusive leadership model where every manager is equipped to inspire and support their teams within a framework built on trust and recognition. The insights from this intense phase of co-creation now serve as the foundation for a large-scale deployment plan. Training and awareness sessions on the new leadership principles will be launched, and these values will be embedded into our recruitment, performance evaluation, and talent development processes.

"By actively involving our teams in shaping our future, we foster genuine buy-in where every entity becomes an active agent of transformation. Together, we embed our values into everyday action to build an organization where economic performance and collective fulfillment reinforce each other"



JÉROME FLORIACH
HUMAN RESOURCES DIRECTOR



2.

COMMITMENT: BUILDING A RESPONSIBLE MODEL

“Our role goes beyond simple delivery. Combining logistics performance, customer satisfaction, safety, and social responsibility is at the heart of our commitment. Because we say what we do and do what we say, we provide concrete and transparent evidence of our risk management across our entire value chain.”



CHRISTOPHE BUISSON
CHIEF EXECUTIVE OFFICER
QUALITAIR&SEA

Methodological framework

A PROACTIVE APPROACH

This sustainability report, covering fiscal year 2025, was prepared on a voluntary basis. DIMOTRANS Group is not yet legally subject to the requirements of the European Union (EU) directive known as the "CSRD" (Corporate Sustainability Reporting Directive). However, we have chosen to draw inspiration from the European Sustainability Reporting Standards (ESRS) as of today in order to anticipate future regulatory requirements and ensure maximum transparency for our stakeholders. This document is an integral part of the Group's management report and was prepared based on the information and knowledge available as of its publication date in 2026.

To drive its non-financial performance and communicate transparently, DIMOTRANS Group has structured its reporting framework by drawing guidance from recognized international standards: ISO 26000, which defines guidelines for social responsibility, and GRI (Global Reporting Initiative) standards. This approach allows us to both prepare for upcoming regulatory requirements and provide high-quality information to all our stakeholders.

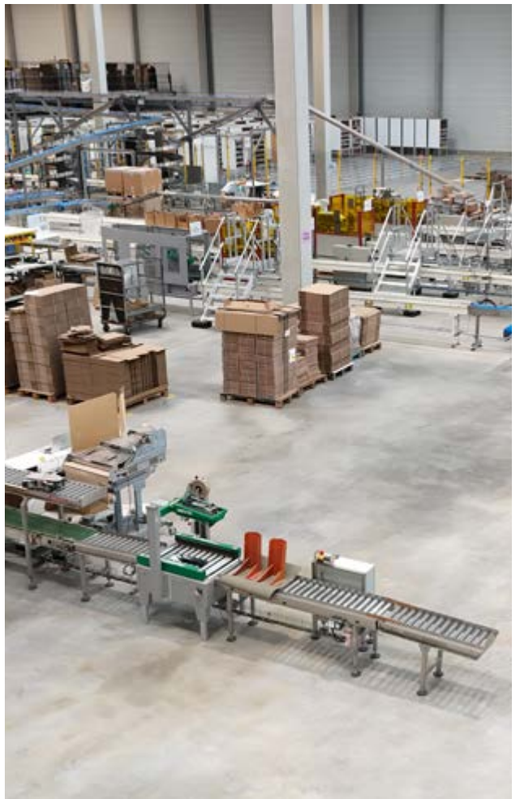
Financial year 2025 marks a major step in progressing toward this new framework. Certain disclosures requested by ESRS standards are not yet available, owing to the time required to deploy collection tools capable of isolating data precisely across all our sites. Furthermore, the EU Taxonomy (Regulation EU 2020/852) has not been included in this edition, as the Group is opting for a phased rollout of its sustainability measurement tools.

REPORTING BOUNDARIES AND EXCLUSIONS

The reporting covers all Group activities, including its four Business Units (Overland, Overseas, Logistics, Industrial Projects), support functions, as well as its sites in France and, for selected entities, abroad (see specific notes in the appendix).

Entities that joined the Group after the start of 2025 are excluded from the boundary of this edition, due to the lack of reliable historical data or reporting tools available at that time. Data that could be collected is summarized separately in our reporting tables to avoid impacting the comparability of the Group's historical data. All information regarding these new scope entries will be fully consolidated and included in the 2026 sustainability report, to be published in 2027.

The reporting period covers the full calendar year, from January 1 to December 31, 2025, unless otherwise specified for a particular indicator.

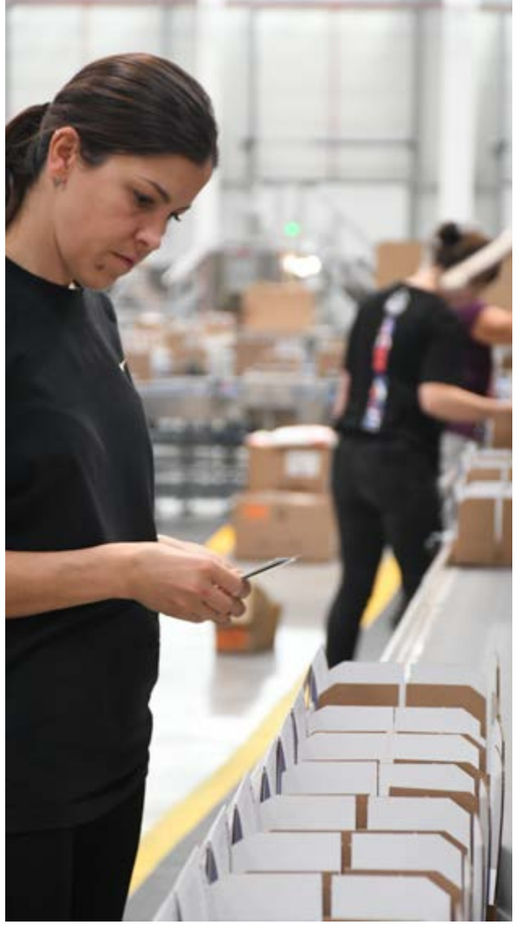


METHODOLOGICAL LIMITATIONS AND APPROXIMATIONS

Certain qualitative or quantitative data may present gaps due to a lack of historical track record or the ongoing deployment of collection tools. To ensure information continuity, the Group relies on its internal CSR reporting guide, which defines acceptable approximation rules and rigorous estimation methods, available upon request.

Particular attention is given to the reliability and accuracy of each indicator by using recognized reference sources. For instance, our carbon footprint is based on emission factors drawn from recognized public databases, including ADEME's Base Empreinte (the French Agency for Ecological Transition). All estimated data is identified, tracked, and documented in accordance with our methodological guide.

As part of a continuous improvement approach, the Group will refine its calculations over upcoming financial years and as its mastery of the new standards progresses. The most structural calculation rules and the most significant emission factors for our overall footprint are detailed, ensuring full transparency toward our stakeholders.



AUDIT AND INFORMATION RELIABILITY

To ensure rigor and credibility, DIMOTRANS Group has chosen to submit its data and collection methodology to a voluntary audit conducted by an independent third party. Our Statutory Auditors carried out sample-based verification, assessing both the reliability of numerical data and the relevance of the approximation methods used. This approach enables us to obtain limited assurance on the audited information, while identifying clear areas for improvement in our reporting processes. Beyond its publication, we view this report as a genuine strategic management tool and a catalyst for dialogue with our entire ecosystem.

Our governance

DIMOTRANS Group has chosen a streamlined governance model to foster rapid decision-making and maintain ongoing agility in response to market shifts. This lean structure relies on two complementary bodies: the Executive Committee, which handles responsive operational management, and the Strategic Committee, which defines long-term directions.

Risk management is fully integrated into these governing bodies as a core driver of resilience. This proactive approach enables us to anticipate and manage the challenges facing the Group, such as financial market volatility, as well as operational and cyber risks. We pay particular attention to international compliance issues, particularly export control, and to climate risks, whether physical or regulatory

"The strength of our Group lies in its ability to make swift decisions without ever compromising its financial security. Our risk management system is the cornerstone of our agility, providing a clear perspective on future challenges. By securing our assets and compliance today, we build a more resilient company, capable of navigating market shifts while remaining steadfast in its sustainability commitments"



ARNAUD LINGELSER
DEPUTY CHIEF EXECUTIVE OFFICER
& CHIEF FINANCIAL OFFICER
DIMOTRANS GROUP



EXECUTIVE COMMITTEE

Since April 2023, the definition and implementation of DIMOTRANS Group's strategic directions have relied on a dynamic and experienced Executive Committee (ExCom), led by our Chief Executive Officer, Laurent PARAT. As the cornerstone of our governance, this body ensures alignment between global vision and operational reality.

Composed of twelve members, six Business Unit / Line of Business Directors and five Support Function Directors, it provides balanced representation across all our activities and expertise. The ExCom meets at least once per quarter to fulfill its core missions: defining major financial and strategic directions, overseeing their implementation, evaluating and anticipating risks, and reviewing major ongoing and upcoming projects. The Business Unit Directors contribute their deep field expertise, ensuring that decisions remain grounded in operational realities as well as the needs of clients and stakeholders.

The ExCom plays an essential role in developing synergies between different functions and businesses, strengthening Group cohesion and efficiency in achieving our objectives. Its decisions and work serve as key inputs for the Strategic Committee, ensuring continuity and consistency in our long-term planning.

• A DECENTRALIZED ORGANIZATION, AGILE BY NATURE

DIMOTRANS Group is structured around four lines of business and six autonomous Business Units (BUs) operating close to their customers. This decentralization is a deliberate choice; it fosters agility, responsiveness, and the ability of each subsidiary to adapt to the specificities of its market, while remaining oriented toward the Group's overall vision and ambitions. This unique structure allows us to combine close customer proximity with collective performance, placing innovation, responsibility, and operational excellence at the heart of every decision.



EXCOM 2025

Gender ratio : **83 % men / 17 % women**
Average seniority in transport and logistics : **26 years**
Nationalities : **French – Spanish** / Average age : **52,6 years**

STRATEGIC COMMITTEE

The Strategic Committee is the body dedicated to defining and monitoring the major directions of DIMOTRANS Group. It plays a pivotal role in facilitating the sharing of strategic information, steering external growth, and overseeing the evolution of our medium- and long-term strategic plan.

It provides a key forum for reflection on the Group's major development pillars, including acquisitions, partnerships, and sustainable growth initiatives. Playing a key role in driving our global strategy, it ensures clear and transparent communication between shareholders and executive management.

Chaired by Salvatore ALAIMO, Non-Executive Chairman of DIMOTRANS Group, the Strategic Committee meets three times a year. It brings together Laurent PARAT, Chief Executive Officer, the Group's shareholders, as well as Arnaud LINGELSER, Deputy Chief Executive Officer, who is a permanent member of the body. External speakers may be invited to enrich discussions depending on the agenda items

ETHICS & COMPLIANCE COMMITTEE

Business integrity is the foundation of DIMOTRANS Group's model. The Group is committed to strictly complying with applicable regulations across all its operating regions. Beyond the strict legal framework, we have embedded a strong business ethics culture throughout all levels of the organization.

This mandate is led by the Compliance Director under the chairmanship of Executive Management. Business ethics is embodied by our Compliance Committee, the body ensuring our corporate culture and the enforcement of our ethical policies, which meets on a monthly basis. It oversees the rigorous implementation of our anti-corruption measures and ensures our compliance on key issues such as competition law, personal data protection, as well as customs and export control matters. This committee also oversees our internal whistleblowing platform, accessible to both employees and external partners, allowing any breach of regulations or Group values to be reported in full confidentiality.



This requirement for exemplarity extends to our societal commitments. The Compliance Committee now centralizes the approval of all our patronage and sponsorship initiatives. This ensures alignment with our moral principles, our transparency criteria, and the social impact of every financial contribution or partnership. All proceedings are formalized through meeting minutes, ensuring complete traceability of our commitments. As both a structured and agile framework, our Compliance system represents a strategic asset for anticipating future European due diligence requirements, while sustainably strengthening our ecosystem's trust in the DIMOTRANS Group model.

OPERATIONAL COMMITTEES & EXPERT BODIES

In order to roll out our strategy directly on the ground and ensure swift decision-making, several thematic committees provide specialized oversight and drive continuous improvement.

The Human Resources Committee manages employee engagement and talent development, ensuring alignment between internal skills and growth ambitions, while guaranteeing a safe and fulfilling work environment.

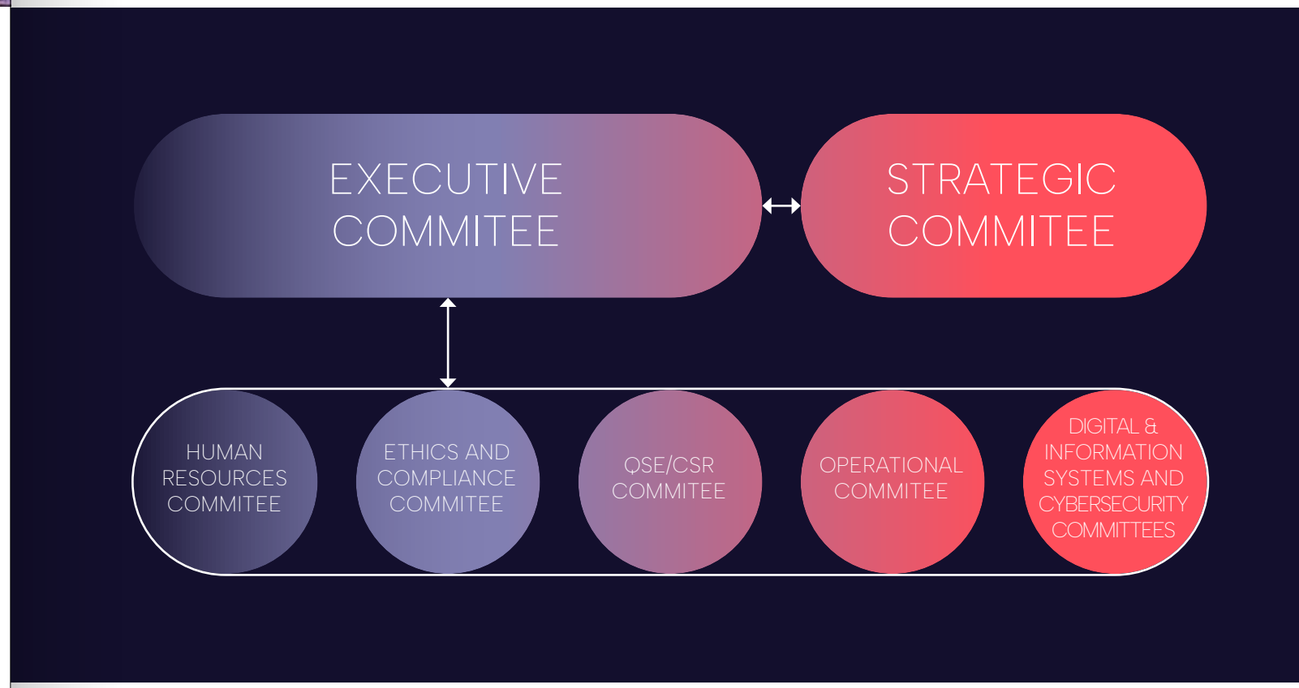
The Operational Committee coordinates the efficiency of business processes and the fluidity of the supply chain to maintain a high level of service.

The Digital & Information Systems and Cybersecurity Committees ensure the robustness and modernization of our information systems in the face of growing technological challenges. They also secure our data against cyber threats, guaranteeing business continuity and the trust of our digital partners.

The QSE & CSR Committee plays a central role in driving our sustainability approach, ensuring its operational deployment with the active support of each Business Unit.

Far beyond monitoring bodies, these committees allow strategy to be adjusted in real time, emerging challenges to be integrated, and our commitments to be translated into concrete action plans. They are designed to foster top-down and bottom-up communication, maintaining a direct and permanent link between management and the field. This prevents any disconnect between strategic directions and the actual needs of our stakeholders, whether it is customer satisfaction, employee fulfillment, shareholder peace of mind, or subcontractor reliability.

By placing field insights at the core of its management, DIMOTRANS Group ensures that every decision strengthens the resilience of its model and meets the expectations of its ecosystem with a consistent demand for rigor, transparency, and adaptability.



Listening to our ecosystem

Clients, employees, shareholders, service providers, suppliers, public authorities, professional organizations, and local community actors: DIMOTRANS Group's sustainable performance is built alongside its ecosystem. This is why the Group maintains regular dialogue with all its stakeholders. We consult and engage with each of them to co-construct and lead our transformation while taking everyone's expectations into account.

These stakeholders, whose interests may be impacted by our operations or who are likely to influence our decisions, are at the heart of our CSR approach. They include, but are not limited to:

• OUR CLIENTS

At the heart of our focus, our clients guide our actions and challenge us to excel through their requirements for quality, safety, traceability, and sustainability. We strive to understand their specific needs to offer them high-performing, innovative, and tailored logistics solutions, and to build long-lasting partnerships.

• OUR EMPLOYEES

As the Group's core strength, our employees' well-being and engagement are essential to our success. Health, safety, professional fulfillment, diversity, and inclusion: we are committed to providing a safe and stimulating work environment that fosters skills development and career growth for all.

• OUR SUPPLIERS AND SUBCONTRACTORS

Key actors in our value chain, we prioritize long-term relationships with our suppliers and subcontractors based on shared values: ethics, respect for human rights, and environmental responsibility. We actively encourage responsible practices throughout our supply chain.

• OUR SHAREHOLDERS AND INVESTORS

Partners in our development, our shareholders and investors expect solid, sustainable economic performance. We commit to transparently communicating our financial results as well as our CSR strategy.

• COMMUNITIES AND LOCAL AREAS

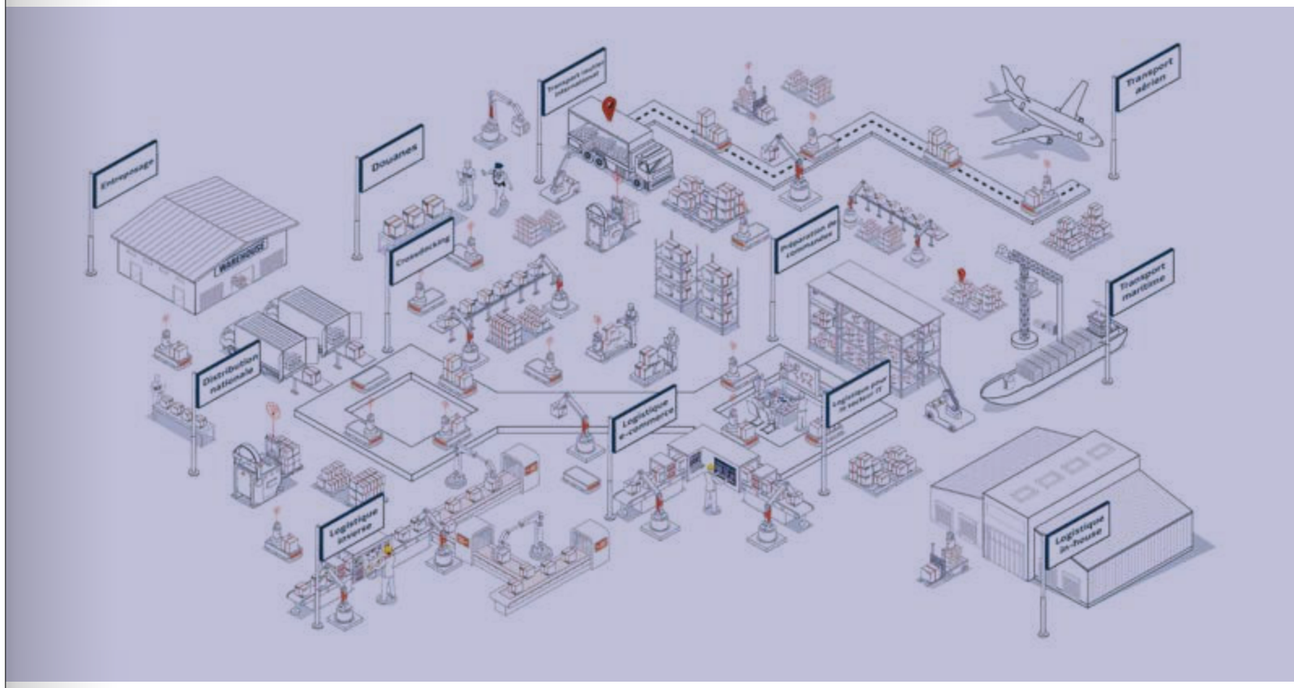
Deeply rooted in its territories and committed to remaining close to its clients, the Group has chosen to maintain a dense agency network across its entire reporting boundary. We strive to contribute positively to local development, respect the environment, and maintain an open dialogue with local residents and community associations.

• PUBLIC AUTHORITIES AND INSTITUTIONS

Applicable laws and regulations are strictly complied with, and we actively participate in discussions regarding transport policies and sustainable development.

• CIVIL SOCIETY

Aware of our responsibility beyond our operations, we are committed to contributing positively to societal issues: climate transition, environmental protection, and respect for human rights.



This co-construction approach is not limited to passive listening. The feedback gathered from our ecosystem feeds directly into our progress plans and helps drive changes in our operational requirements. Because each stakeholder expresses specific needs, we adapt our dialogue formats to every type of partner, thereby ensuring transparent and constructive exchanges. These contributions serve as the guiding thread of our continuous improvement approach, tailored to the realities of each stakeholder.

THIS TABLE SUMMARIZES THE MAIN CHANNELS AND COMMUNICATION FORMATS WE DEPLOY ON A DAILY BASIS WITH OUR KEY STAKEHOLDERS.

STAKEHOLDERS	EXPECTATIONS	MODALITIES FOR DIALOGUE AND CONSULTATION
CLIENTS	• Compliance with contractual requirements (quality, costs, deadlines, specific instructions) • Protection of property, data, and the integrity of goods • Compliance of the service with regulatory requirements • Feedback • Innovation—Proactive approach	Operational and Sales Performance Reviews Operational Steering Committees Executive Review Customer Survey Customer Portal Joint Development of Improvement Plans (Operations and CSR) Subcontractor Evaluations (by customers)
EMPLOYEES	• Improved working conditions • Training • Workplace safety • Communication • Compensation • Recognition • Feedback • Compliance with regulations • Commitment from senior management	Dialogue with employee representative bodies Employee survey Annual and performance reviews Consultations on specific projects Group presentations #TousDIMO program
SUPPLIERS AND SUBCONTRACTORS	• Ensuring the safety of its service providers (prevention plan/safety protocol) • Clarity and consistency in orders and requests • Requirement to provide information on sensitive data (nature of the goods) • Business growth • Trust in the partnership • Financial stability • Respect for employees • Partnership in process improvement • Fair pricing • Support for decarbonization • Administrative streamlining	Business review with strategic suppliers and subcontractors Dedicated investigation involving certain subcontractors
SHAREHOLDERS AND INVESTORS	• Regulatory compliance of facilities • Compliance with labor regulations • Cost control • Achievement of performance objectives • Feedback / communication of needs • Customer satisfaction • Supporting the company's improvement initiative • The process's contribution to the profitability objectives set by shareholders • Active participation in the group's strategic projects	Strategic Committee Annual financial and non-financial reports
LOCAL COMMUNITIES	• Transparency in business dealings • Minimizing disturbances • Safety around sites (truck traffic) • Contributing to local vitality: employment, corporate philanthropy	Regular consultation and communication with local political and social stakeholders in connection with local development and job creation projects
PUBLIC AUTHORITIES AND INSTITUTIONS	• Participants in working groups • Testimonials, sharing of best practices, feedback • Respect for confidentiality • Compliance with regulations	On-site audits Inspections of regulated facilities Submission of mandatory reports Participation in working groups
CIVIL SOCIETY	• Strong corporate commitment • Robust CSR strategy (social, ethical, compliance, etc.) • Compliance with regulations • Driving regulatory change • Data to be used for studies and statistics • Compliance with the terms of partnership agreements signed with the Group	Annual publication of the CSR report Partnerships with nonprofits Membership in local business networks

90% SATISFIED CLIENTS

In 2025, DIMOTRANS GROUP reached a new milestone in its customer listening approach by confirming our field insights through objective analysis. The Group entrusted the independent institute IPSOS with deploying an unprecedented satisfaction survey targeting all its clients, representing nearly 70% of our revenue in France. The results are clear: 90% satisfied clients. This score demonstrates the strength of our operational model and the quality of our support.

Even more significantly, the Net Promoter Score (NPS) reached 37. This high recommendation score validates a unique positioning: that of a partner capable of combining the power of an international network with the responsiveness and proximity of an agile organization. A combination that meets our business partners' standards for excellence and reliability.

Identifying our challenges: double materiality analysis

DIMOTRANS Group considers the identification and proactive management of its sustainability issues to be a fundamental driver in securing its future and growth. The Group conducted a thorough mapping exercise through the lens of double materiality. This exercise goes beyond simple regulatory compliance to serve as a true strategic management tool, enabling us to focus our resources on the most critical challenges for the Group and its entire ecosystem.

DEFINING DOUBLE MATERIALITY

Double materiality requires non-financial issues to be evaluated from two complementary angles. **Impact materiality** identifies the positive or negative, actual or potential impacts that our activities exert on the environment and people throughout our value chain. **Financial materiality** measures how these same issues affect the Group's economic situation by influencing cash flows, assets, or access to financing. An issue is thus deemed material whenever it is significant under either or both of these dimensions, ensuring a comprehensive view of our responsibility and resilience.

METHODOLOGY AND IDENTIFICATION OF IROS

To transform this analysis into an operational roadmap, DIMOTRANS Group adopted a rigorous methodology to identify its Impacts, Risks, and Opportunities (IROs). The process was launched with an initial list of sustainability issues established on the basis of the ESRS 1 (AR16) standard. This reference framework lists environmental, social, and governance criteria, drawing guidance from the new European standards. This list was expanded through an analysis of international frameworks, including the SASB (Sustainability Accounting Standards Board), and a benchmark of best practices in the transport and logistics sector.

The analysis covers all Group dependencies as well as its full geographical and operational scope, without exclusion. It applies to internal operations as well as the entire upstream and downstream value chain, ensuring a cross-cutting view of our responsibilities.

For this first iteration, the assessment was conducted by our internal experts, who analyzed the criticality and scope of the concrete impacts of our activities on our ecosystem. Dedicated workshops made it possible to assess, in parallel, the associated financial, operational, regulatory, or reputational risks, as well as the growth and innovation opportunities they generate. The results were presented to Executive Management, confirming governance alignment with the findings of the analysis. This allows the most significant IROs to be integrated into our decision-making processes right now.



DIMOTRANS Group is committed to evolving this approach during future updates by incorporating active engagement with external stakeholders to enrich its vision. The analysis will be revised every three years, or more frequently in the event of major changes to our business scope, to ensure ongoing transparency and relevance in our sustainability reporting.

The analysis was conducted across three time horizons: short-term (under one year), medium-term (one to five years), and long-term (beyond five years). This segmentation allows us to anticipate structural transformations in our lines of business while meeting immediate operational imperatives.

ASSESSMENT PROCESS FOR IMPACTS, RISKS, AND OPPORTUNITIES

The assessment of impact materiality was also inspired by European standards. Impacts were weighted according to their severity, determined by their scale, scope, and irremediable character, as well as their probability of occurrence. Financial materiality was evaluated by crossing the magnitude of potential financial effects with their probability of occurrence.

PRIORITIZATION AND MAJOR ISSUES

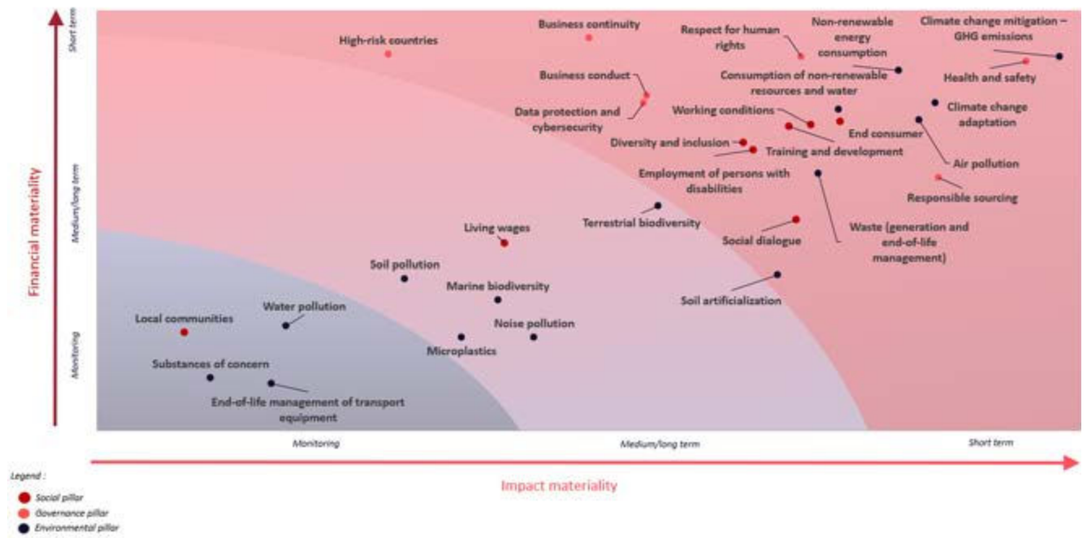
Following this exercise, 19 major short-term issues were identified as key drivers for our activities and value chain. These priorities form the basis of our CSR roadmap. They are subject to dedicated governance, associated with specific targets and tracking indicators.

ISSUES CONSIDERED NON-MATERIAL

Certain sustainability topics were not included within the scope of this report, as they were deemed too far removed from our business model or presenting limited impact relative to our transport and logistics activities. The following issues and sub-issues are thus considered non-material for DIMOTRANS Group during this iteration:

E3 Water and marine resources – Discharges of water into oceans / E3 Water and marine resources – Extraction and use of marine resources / E3 Water and marine resources – Water consumption / E4 Biodiversity and ecosystems – Biodiversity – Direct land-use / S3 Affected communities – Adequate food / S4 Consumers and end-users – Non-discrimination / S4 Consumers and end-users – Child protection / S4 Consumers and end-users – Access to products and services.

DOUBLE MATERIALITY MATRIX



Managing impacts, risks, and opportunities

Risk anticipation lies at the heart of our resilience strategy. It relies on a QHSE (Quality, Health, Safety, and Environment) management system that acts as the operational engine of our CSR approach. Our Integrated Management System (IMS) serves as its central tool. Built on a 360° continuous improvement framework, it drives skill development across our teams regarding sustainability issues and provides a concrete, field-level view of how everyone takes ownership of these initiatives on a daily basis.



This commitment is reflected in business risk management structured around recognized international standards. A key milestone in 2025: obtaining triple certification in ISO 9001, ISO 14001, and ISO 45001 across all Group operations. This operational control extends to end-consumer safety, guaranteed through adherence to strict standards such as Good Distribution Practice (GDP) or the HACCP methodology.

Because transparency and reliability guide our actions, the effectiveness of our system no longer relies on self-assessment; it is now validated by leading external recognitions, such as our EcoVadis ratings and the AFNOR Engagé RSE label.

• ISO 9001: OPERATIONAL EXCELLENCE AND QUALITY MANAGEMENT

Historically embedded in our practices, quality certification forms the first line of defense in our operational risk management. This framework ensures rigorous and consistent transport and logistics services across all our entities. By structuring our processes around stakeholder listening and continuous improvement, it enables us to anticipate failures, streamline our value chain, and ensure the satisfaction of our partners.

• ISO 14001: ANTICIPATING AND MANAGING OUR ENVIRONMENTAL RISKS

Initiated in 2024 and extended to all our lines of business in 2025, this certification now serves as the cornerstone of our ecological resilience against climate change risks. It structures our actions to reduce our environmental footprint in a measurable way: resource optimization, emissions reduction, and increasingly responsible waste management. By embedding these practices at the core of our operations, we secure our business and meet the growing expectations of our stakeholders.

• ISO 45001: PROTECTING THE HEALTH AND SAFETY OF OUR TEAMS

For the Group, occupational risk prevention extends beyond simple legal compliance. Achieving this certification across all our activities validates a proactive health and safety policy. It certifies the effectiveness of our management in identifying, evaluating, and mitigating workplace condition risks at the source. We protect our most valuable asset: the health and integrity of our employees.

• AEO: AUTHORIZED ECONOMIC OPERATOR

Authorized Economic Operator (AEO) certification guarantees our reliability as a commercial partner in customs operations. Thanks to this recognition, we benefit from simplified and secure customs procedures while strengthening global supply chain security. This certification serves as a seal of trust for our clients involved in international trade.

ENSURING CLIENT EXCELLENCE AND CONSUMER SAFETY

Although we are not the manufacturers of the goods transported, our responsibility extends beyond the unloading dock to protect the end consumer. Combining logistics performance, client satisfaction, and health safety forms the cornerstone of our responsible approach.

Evolving regulations, particularly linked to the CSRD directive, resonate with this requirement. They encourage us to look beyond formal statements and provide concrete, comparable, and transparent evidence of our risk management across the entire value chain.

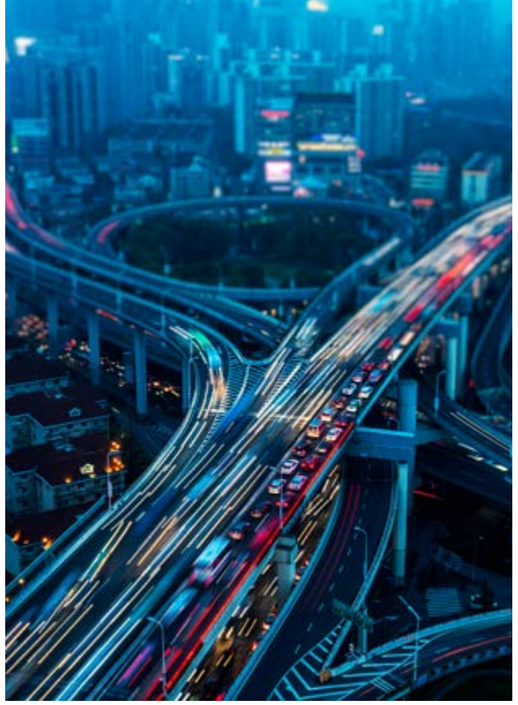
To achieve this, we have incorporated specific sector standards into our processes: the HACCP method, Good Distribution Practice (GDP), and Ecocert. These methodologies guarantee flawless product safety and quality throughout their logistics journey.

• GOOD DISTRIBUTION PRACTICE (GDP): SECURING THE HEALTHCARE SECTOR

Particularly critical in the pharmaceutical and medical fields, GDP is incorporated into our integrated management system for sites specializing in healthcare product transport and logistics. It ensures the traceability and integrity of the products entrusted to us, from supplier to recipient.

Our operational approach is structured around four core principles:

- **Quality and risk management:** strict adherence to transport conditions based on product categories (temperature, humidity, light) and emergency and crisis management protocols to respond effectively to any unforeseen events during transit.
- **Traceability and security :** end-to-end recording of every goods movement via our Transport Management System (TMS), restricted access to our sites, and planned transit stops to prevent any risk of loss or contamination.
- **Training :** a dedicated GDP training module developed in-house and accessible via our e-learning platform ensures ongoing updates to employee knowledge regarding sensitive product management.
- **Continuous improvement and compliance:** supported by our ISO 9001 certification and regular audits, our progress approach is enriched through audits and dialogue with our clients to adjust and optimize our practices in response to their expectations.



• THE HACCP METHOD: PREVENTING FOOD SAFETY RISKS

Deployed across all our platforms dedicated to the agri-food industry, the HACCP (Hazard Analysis Critical Control Point) preventive methodology protects food products against any contamination (biological, chemical, physical, or allergen) during transport and storage. On the ground, it translates into:

- **Hazard analysis and Critical Control Point (CCP) identification:** assessment of key operational stages (such as loading checks or storage area cleanliness) to identify and prevent risks.
- **Establishment of critical limits and monitoring:** precise criteria defined for each critical control point (for example, temperature limits) with continuous monitoring and record-keeping.
- **Corrective actions and traceability:** immediate corrective actions in the event of limit exceedances (integrity checks, alternative transport solutions). Documentation and archiving of controls to guarantee full traceability and total transparency with our clients.
- **Training:** a dedicated HACCP awareness module on our e-learning platform, supplemented by the delivery of ISO 22000 standard training.



“ The credibility of a CSR approach is also measured through the eyes of external observers. Our progress in the EcoVadis and CDP ratings reflects the continuous reinforcement of our sustainability strategy. This result is the fruit of a collective effort, driven by Executive Management and brought to life on the ground through the commitment of all our Business Units.”



CÉLINE CHATELAIN
QHSE / CSR DIRECTOR

• AFNOR «ENGAGÉ RSE» LABEL

As early as 2025, DIMOTRANS Group structured its sustainability policy around a CSR framework based on ISO 26000. This foundational work culminated in an on-site assessment in early 2026 and the attainment of the AFNOR «Engagé RSE» Label directly at the «Confirmed» level (2 stars).

More than a mere distinction, this label, awarded by an independent third party, is one of the most demanding assessments on the market. It relies not on self-declarations, but on an in-depth audit of actual practices. The assessment mobilized our teams around a comprehensive document review and on-site interviews in order to analyze our impacts and performance across the seven core subjects of CSR: governance, human rights, labor practices, the environment, fair operating practices, consumer issues, and community involvement. Achieving the «Confirmed» level on our very first evaluation validates the relevance of our approach. The audit report highlighted three fundamental pillars of our strategy:

• A rigorous management and compliance framework: the strength of our IMS, backed by ISO 9001, ISO 14001, and ISO 45001 certifications, a foundation consolidated by a highly structured business ethics and compliance system.

• Concrete social and human commitments: the vitality of our HR policies, illustrated by tracking indicators such as our professional gender equality indexes. On-the-ground initiatives for inclusion, disability support (dedicated advisor, participation in DuoDays), or quality of life at work (teleworking charter, senior agreement) form a solid HR foundation.

• Our local impact: a strong territorial and societal commitment, supported by a structured sponsorship and donation policy serving meaningful causes.

While this recognition is a great encouragement for an initiative that is still young, we do not view it as an end point, but rather as a management tool. The valuable findings of the audit help shape our roadmap: cascading specific targets down to each Business Unit, refining the measurement of our actual impacts, and consolidating key projects such as our responsible purchasing policy or our actions in favor of biodiversity.

ENGAGÉ RSE
MODÈLE AFAQ 26000
Confirmé ★★
AFNOR CERTIFICATION



• ECOVADIS: AN ASSESSMENT TAILORED TO OUR LINES OF BUSINESS

Complementing the global vision certified by AFNOR, DIMOTRANS Group has historically relied on the EcoVadis platform to evaluate and manage the sustainability performance of its operational subsidiaries. EcoVadis provides a sector-specific rating closely aligned with the operational realities of our lines of business and client requirements, adding to the governance maturity analysis provided by the «Engagé RSE» Label.

While in 2024 all our subsidiaries achieved a consistent Silver rating, the year 2025 marks a dramatic acceleration in our field performance, as illustrated by the trajectory of our entities:

PLATINUM | Top 1% ecovadis Sustainability Rating

• **CMA International reaches a historical milestone** by securing the Platinum medal, the highest level of excellence, joining the elite tier of top-performing companies in its sector.

GOLD | Top 5% ecovadis Sustainability Rating

• **DIMOTRANS Global Transport,** DT Project, and QUALITAIR&SEA make significant progress, earning the Gold medal in recognition of the effectiveness of the action plans deployed by their teams.

SILVER | Top 15% ecovadis Sustainability Rating

• **With a score of 80/100 in 2025, DIMOLOG** records a sharp increase in its overall rating. Driven by the rollout of energy sobriety measures and client guidance toward packaging reduction, the Business Unit maintains its Silver medal at the highest level.

These excellent results reflect the daily commitment of our teams. The progression of our subsidiaries toward EcoVadis’s highest standards demonstrates our ability to transform CSR ambitions into measurable action on the ground. For our clients, these recognitions guarantee a logistics partner whose value chain is rigorously assessed, transparent, and resolutely focused on sustainability.

CDP (CARBON DISCLOSURE PROJECT): TRANSPARENCY IN SERVICE OF CLIMATE ACTION

In a sector where greenhouse gas emissions are a critical challenge, declarations of intent are no longer enough. DIMOTRANS Group assesses its performance through the CDP (Carbon Disclosure Project), the world's leading platform for environmental transparency.

• MEASURING TO BETTER REDUCE

Responding to the CDP questionnaire requires high maturity in carbon accounting. This approach marks the culmination of the structuring work carried out by our teams: precise calculation of our emissions (Scopes 1 and 2, and notably Scope 3), deployment of advanced tools such as EcoTransIT to measure the impact of our flows, and integration of these data into our non-financial management platform.

• A SOLID RATING PERFORMANCE

For this first assessment, DIMOTRANS Group achieved a B rating in the Management category, while the sector average stands at C. This strong result demonstrates that the Group does not stop at raising awareness of its impacts; it deploys coordinated, measurable actions to fight climate change.

• ALIGNING WITH TOMORROW'S STANDARDS

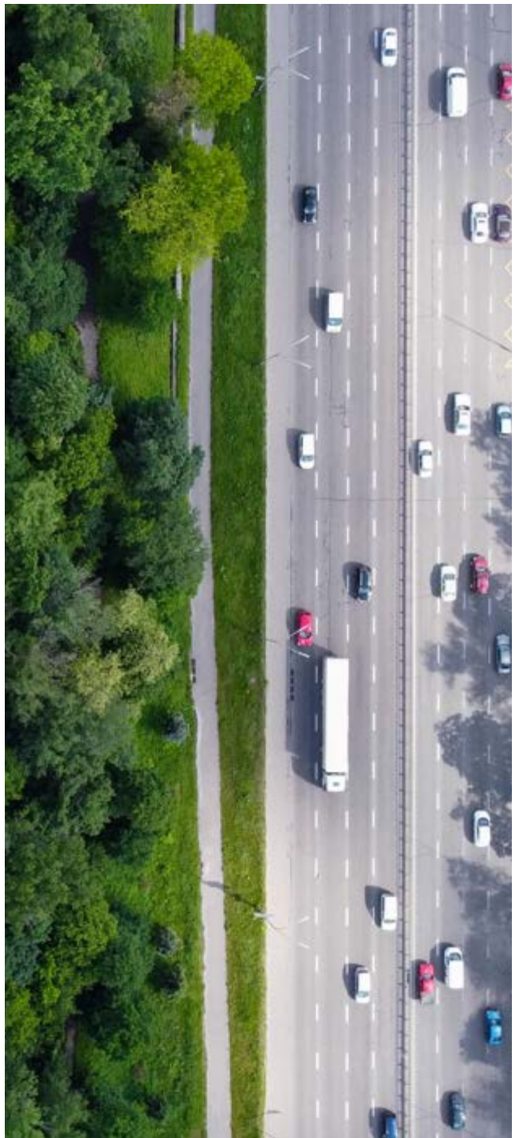
The voluntary approach of a CDP assessment actively prepares DIMOTRANS Group for the requirements of the European CSRD directive. It provides our clients and partners with access to reliable, comparable, and transparent climate data, enabling them to include our services in their own carbon footprint calculations (Scope 3). The CDP is a strategic lever that will guide our future investments toward our 2030 emission reduction targets.



• A BAROMETER OF OUR TRANSFORMATION

ISO certifications (9001, 14001, 45001), the «Confirmed» level of AFNOR's «Engagé RSE» Label, the excellence of our subsidiaries' EcoVadis medals, and a B rating from the CDP form a true barometer of our transformation—proof that our commitments translate into measurable action, both in global governance and in the operational reality of our lines of business.

This marks a decisive milestone in DIMOTRANS Group's history. These recognitions serve as a powerful driver of continuous improvement. They provide us with roadmaps to consolidate our achievements, address areas requiring vigilance, and continue innovating to build an increasingly resilient, ethical, and sustainable supply chain day by day.



Our 2030 CSR roadmap

We are convinced that an effective CSR approach is not limited to celebrating success; it requires projecting ourselves toward tomorrow's challenges. This is why our sustainability policy relies on a clear and ambitious trajectory through 2030. Perfectly aligned with our 2028 Business Plan, this roadmap serves as our compass to reconcile economic performance, environmental responsibility, and social equity.

THE UNITED NATIONS GLOBAL COMPACT: A UNIVERSAL COMMITMENT

To anchor this ambition in globally recognized foundations, DIMOTRANS Group reached a decisive milestone by signing the United Nations Global Compact in 2024. This voluntary membership commits us to aligning our strategy and operations with the ten universal principles relating to human rights, labor standards, environmental protection, and anti-corruption.

To make this commitment operational, we actively participated in the UN's «SDG Ambition Accelerator» program. This enabled us to concretely integrate the Sustainable Development Goals (SDGs) into our business model with measurable targets to accelerate our transition.

OUR CONTRIBUTION TO THE SDGS

We focus our efforts on the SDGs where our transport and logistics activities have the greatest impact and relevance. On the environmental front, our actions align with SDG 7 (Affordable and clean energy) and SDG 13 (Climate action). On the human and social front, we act in favor of SDG 3 (Good health and well-being), SDG 4 (Quality education), SDG 5 (Gender equality), and SDG 8 (Decent work and economic growth). Our governance model and ethical practices support SDG 16 (Peace, justice and strong institutions).

TARGETS BY 2030

Our roadmap is structured around five concrete commitments:

• Contribute to climate change mitigation. Our absolute priority: reduce our direct footprint with a target to decrease our absolute Scope 1 and Scope 2 greenhouse gas emissions by 30% between 2023 and 2030.

• Achieve zero workplace accidents. The health and protection of our teams form the primary pillar of our responsibility. We have set a target to lower our accident frequency rate to 11 by 2030.

• Engage with our teams and communities. Because the fulfillment and employability of our employees are essential, we invest in their skills capital. We aim for an average of 8 hours of training per employee (excluding mandatory training) by 2028.

• Guarantee ethical and responsible practices. Within the Group, business ethics is a non-negotiable principle. We aim to ensure total control over our compliance risks. Our target: 0 severe human rights violations in our activities (child labor, forced labor, undeclared work).

• Place client satisfaction at the heart of our model. An essential cross-cutting driver for the sustainability of our business, operational excellence and client relationships remain a constant priority. By capitalizing on regular tracking of our Net Promoter Score (NPS), our ambition is to involve our clients even more closely in our progress initiatives to co-build a more transparent and sustainable supply chain together, with the target of maintaining a client satisfaction rate equal to or above 90% by 2028.

Aligned with precise milestones and international standards as demanding as the United Nations Global Compact, our roadmap is the engine of our transformation. Driven by the engagement of all our subsidiaries and teams, these concrete targets represent a collective commitment to our employees, our communities, and our partners. They shape the future face of DIMOTRANS Group: a leading transport and logistics player, resolutely forward-looking, capable of daily uniting ethical integrity, controlled environmental impact, and client relationship excellence.

KEY ISSUE	AMBITION	TARGET	2023	2024	2025	SDG	CSR REPORT	SDG TARGETS
ENVIRONMENT								
CLIMATE CHANGE	**CONTRIBUTING TO CLIMATE CHANGE MITIGATION**	Reduction in CO_2e Scope 1 & 2 Emissions: 30% in absolute terms between 2023 and 2030, France scope	Base year: 5969,64 metric tons of CO_2e	5217,54 tCO_2e Reduction for 2023 - 2025 : -12,6%	5427,98 tCO_2e Reduction for 2023 - 2025 : -9,07%		CHAPTER 4	13.2 : Integrate climate change measures into national policies, strategies and planning 7.2 : By 2030, increase substantially the share of renewable energy in the global energy mix 7.3 : By 2030, double the global rate of improvement in energy efficiency 7.a : By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology
WASTE	**ACHIEVING ZERO WASTE SENT TO LANDFILLS OR INCINERATED THROUGH MAXIMUM RECYCLING**	Percentage of waste recycled: over 95% by 2030, France only	78,2%	80,4%	84,7%		CHAPTER 4	12.5 : By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse
SOCIAL								
WORKPLACE HEALTH AND SAFETY	**ACHIEVING ZERO WORK-RELATED ACCIDENTS**	Accident frequency rate: a frequency rate of 11 by 2030 compared to 2023, scope: France	26,2	18,35	20,82		CHAPTER 3	8.8 : Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
TRAINING	**COMMITTING TO OUR TEAMS AND COMMUNITIES**	Number of training hours per employee: 8 hours of training per employee (excluding mandatory training) by 2028 compared to 2024, scope: France	-	4,5	5,5 / FTE 5,4 / Employee		CHAPTER 3	4.3 : By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university 4.4 : By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship 4.5 : By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations
CUSTOMER SATISFACTION	**MAXIMIZING CUSTOMER SATISFACTION AND LOYALTY**	Maintain a customer satisfaction rate of 90% or higher by 2028	-	-	90%		CHAPTER 2	16.6 : Develop effective, accountable and transparent institutions at all levels 8.2 : Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors 9.4 : By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities
EMPLOYEE COMMITMENT	**MAKING OUR EMPLOYEES THE PRIMARY DRIVER OF OUR SUCCESS**	Survey conducted in 2026	Survey conducted in 2026	Survey conducted in 2026	Survey conducted in 2026		CHAPTER 3	8.5 : By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value 8.8 : Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment 5.1 : End all forms of discrimination against all women and girls everywhere 4.4 : By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship
ÉTHICS								
COMPLIANCE	**PROMOTING ETHICAL AND RESPONSIBLE PRACTICES**	Zero severe human rights violations	0	0	0		CHAPTER 3	16.5 : Substantially reduce corruption and bribery in all their forms 16.6 : Develop effective, accountable and transparent institutions at all levels 16.7 : Ensure responsive, inclusive, participatory and representative decision-making at all levels

3.

RESPECT AT THE HEART OF OUR ACTIONS

“At DIMOTRANS Group, respect is more than a stated value. It translates on a daily basis into a demanding social policy, a shared safety culture, and a sincere commitment to inclusion and well-being for all.”



BRUNO GUILLEN
CHIEF EXECUTIVE OFFICER
GLOBAL TRANSPORT
& ALL SOLUTIONS

Prevention and protection

Risk anticipation lies at the heart of our resilience strategy. It relies on a governance structure in which the QHSE management system operationally drives our CSR approach. Our Integrated Management System (IMS) represents our best management tool: built on 360° continuous improvement, it guarantees constant progress. Safeguarding the health, safety, and security of people, assets, and data is fundamental. This is the commitment we make to our employees, partners, and clients, everywhere and at all times.

DOUBLE MATERIALITY ANALYSIS

DIMOTRANS Group relies on the talent and dedication of its employees and numerous service providers (drivers, handlers, operational managers) to develop its freight transport and logistics activities. These activities require our teams to handle goods, drive, and operate in environments that are often subject to strict time constraints. In accordance with double materiality, we have identified key issues:

• **Impact materiality:** our activities expose our teams and subcontractors to workplace accident risks (same-level falls, road accidents, heavy load handling, pedestrian-forklift interactions, etc.). Security also constitutes a major priority in the face of risks related to theft, violence, and cyberattacks.

• **Financial materiality:** a failure to protect people or assets would generate direct costs linked to absenteeism and service disruptions. It would also lead to legal risks and a loss of client trust, threatening the Group's attractiveness and long-term viability.

QHSE GOVERNANCE AND MANAGEMENT

The protection of our human and physical assets is an essential priority led by Executive Management. Our «Zero Accident» ambition guides our strategy and rests on a culture of shared vigilance. Deployed across all our sites, the Integrated Management System (IMS) serves as our central management tool. It structures our continuous improvement framework, centered on the analysis of real-life situations and the prevention of risks at the source.

This commitment translates into active tracking of our safety performance: accident indicators are reviewed at every Executive Committee (COMEX) meeting to continuously adjust our actions. Our priorities aim to reduce our Frequency Rate (FR) to achieve our target of 11 by 2030 (scope: France on a like-for-like basis, period: 2023–2030). This protective approach is designed to be inclusive: it covers all our employees and extends to all stakeholders operating at our sites (drivers, service providers, or visitors), thereby ensuring a secure working environment for all.

Our governance relies on regular management reviews and close operational management provided by our QHSE officers within the Business Units. In 2025, this operational maturity reached a new milestone with the achievement of Group triple certification:
• ISO 9001 (Quality)
• ISO 14001 (Environment)
• ISO 45001 (Health & safety)

This certified foundation guarantees rigorous, harmonized management of our business risks across all our sites.

2025	ISO 9001	ISO 14001	ISO 45001	AEO
Percentage of certified sites worldwide scope	56,25%	11,5% (+75%)	11,5% (+75%)	42,7%

POLICIES AND FIELD ACTIONS

Our prevention policy draws guidance from the requirements of the ESRS S1 (Own workforce) and ESRS S2 (Workers in the value chain) standards. It targets our «Zero Accident» ambition through three strategic pillars: assessment, operational prevention, and the development of a shared culture.

• A PROACTIVE APPROACH TO PREVENTION
To reduce the frequency and severity of accidents, we prioritize a proactive approach to prevention. At the core of this system, continuous risk assessment is reflected in the annual update of the Single Risk Assessment Document (DUERP) at every site. This in-depth analysis makes it possible to precisely identify hazards and deploy targeted corrective measures, ranging from workstation ergonomics to preventive equipment maintenance. Our health and security policy takes shape through concrete actions:

• **Operational security:** we are strengthening the protection of our sites and the monitoring of sensitive goods to prevent malicious acts (theft, assault). This vigilance encompasses all individuals present at our sites (employees, service providers, visitors).

• **Occupational health:** We roll out ergonomics programs to prevent musculoskeletal disorders (MSDs) and ensure reinforced monitoring of psychosocial risks (PSRs) to safeguard the well-being of our teams.

• **Operational safety:** The provision of suitable Personal Protective Equipment (PPE) and strict adherence to procedures are systematic.



• A SAFETY CULTURE BUILT ON ENGAGEMENT
Safety is a shared responsibility across the Group. We rely on four key levers to embed prevention into daily operations:

• **Training to protect:** Targeted training programs address the specific risks of our activities (transport of dangerous goods, chemical products, road safety, fire safety, etc.). In addition, regular field briefings foster direct dialogue between managers and employees.

• **Communicating to act:** The sharing of best practices, feedback and lessons learned (REX) following an incident, and encouraging the reporting of safety concerns are central to our communication strategy.

• **Engaging to empower:** We foster an environment where everyone plays an active role in their own safety and that of their colleagues, stimulating active participation and employee suggestions.

• **Consulting and collaborating:** We fully involve employee representative bodies in our occupational health and safety initiatives. This ongoing social dialogue ensures that employee representatives' perspectives, concerns, and suggestions are heard, guaranteeing joint prevention measures tailored to field realities.

MEASURING TO IMPROVE

The effectiveness of our health and safety policy relies on active monitoring and a continuous improvement culture embedded in our Integrated Management System (IMS). This dynamic is structured around an annual action plan tailored to each Business Unit, enabling the deployment of prevention measures specific to each site. Our monitoring and continuous improvement mechanisms are structured around four key areas:

- **Data-driven management and analysis:** we conduct internal and external audits to evaluate our practices and identify areas for improvement. The IMS measures the effectiveness of our actions and ensures targeted responsiveness. In the event of an incident, corrective actions are defined and implemented at the site concerned, then shared group-wide to foster collective learning.

- **Consolidating foundations in 2025:** the year 2025 marked a key milestone with the overhaul of our risk assessment, paying particular attention to external contractor operations. In parallel, we enhanced the onboarding journey for new employees and deployed a specific training module dedicated to «safety briefings.» This fosters the transmission and ownership of health and safety topics as well as field instructions.

- **Long-term risk prevention:** convinced of the importance of acting right from the design phase, we integrate health and safety considerations into the core of our commercial offerings. From the early stages of project development, we analyze product typologies and associated flows alongside our clients. This collaboration allows us to anticipate ergonomic risks during order picking or handling, permanently mitigating physical constraints and risks related to dangerous goods.



- **Preventive management of infrastructure and equipment:** everyday health preservation also relies on the quality of our real estate and technical environment. We ensure regular maintenance of our buildings and equipment through scheduled maintenance and continuous monitoring of our facilities. This proactive approach anticipates wear and tear, adapts our premises to operational realities, and guarantees a secure, functional working environment for all individuals present on our sites.

- **Investing in people and ergonomics:** in addition, we have accelerated our commitment by participating in «TMS Pro» programs and acquiring equipment that reduces physical constraints for our employees.

Driven by regular QSE steering committees, this comprehensive approach guarantees that safety remains a priority embedded at every level of our business model, transforming every lesson learned into an opportunity for progress.

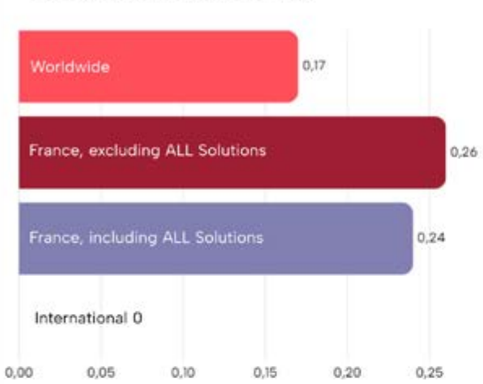
KEY HEALTH AND SAFETY AT WORK RESULTS *Scope: France – Excluding All Solutions*	2023	2024	2025
Workplace accident rate	26,2	18,35	20,82
Severity rate of workplace accidents	0,58	0,56	0,26
Number of lost-time accidents	62	41	44
Number of deaths	1	0	0
Number of days lost due to accidents resulting in time off work	1372	1247	539
Number of safety training hours (hours)	3504	3954	4725
Percentage of sites certified ISO 45001	7,5	6,9	19,6
Percentage of OEA sites	35	59	73,2

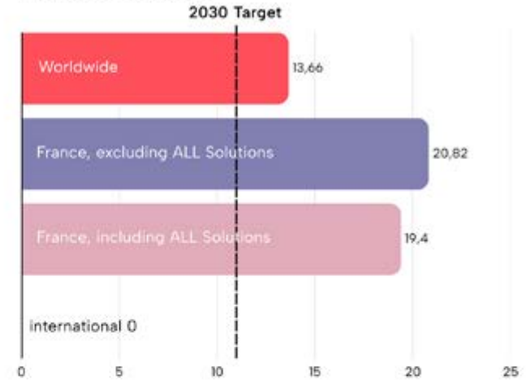
Internationally, our subsidiaries reported zero lost-time workplace accidents over the fiscal year. This positive result stands at the intersection of on-the-ground prevention initiatives and local social security frameworks, which influence reporting procedures. This outcome serves as a reminder that risk prevention remains a continuous commitment, essential to supporting our employees on a daily basis and ensuring the quality of service expected by our clients.

Across our other scopes, the number of lost-time accidents increased slightly due to operational startups and activity transfers carried out this year. In parallel, the severity rate decreased significantly, demonstrating that the severity of incidents has been effectively controlled. Although this temporary rebound in frequency calls for continued vigilance, achieving our overall reduction target for 2025 confirms our progress trajectory. This reflects strong ownership of the occupational health and safety framework by our teams and a genuine determination from everyone to continue finding solutions to move forward together.

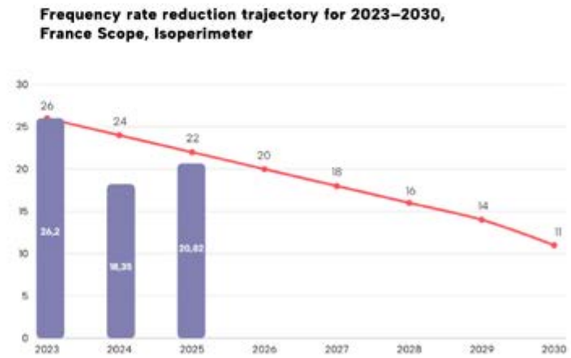
Our target to bring the Frequency Rate below 11 highlights clear room for progress. To reach this next milestone, we will step up our vigilance efforts, particularly through the active prevention of hazardous situations and the rigorous analysis of near-misses in the field.

OUR KEY FIGURES FOR 2025









Our fight against musculoskeletal disorders

In logistics, the body is the primary working tool. Musculoskeletal disorders (MSDs) represent one of the most widespread occupational hazards in the sector. At DIMOTRANS Group, we have chosen to address them at their root.



Right from the design phase of our logistics solutions, we incorporate hardship prevention into our infrastructure decisions: eliminating high levels in picking zones, optimizing table ergonomics for packing, and deploying light-guided systems to reduce cognitive load. These are crucial trade-offs for the daily health of our teams.

In the field, DIMOLOG stepped up its efforts by launching an active MSD prevention program across several regional hubs. This project relies on a collective intelligence approach: specifically trained employees work hand in hand with the QSE department, the Social and Economic Committee (CSE), and operational teams to design solutions anchored in field realities.

As a result, at a pilot site, 56 employees benefited from practical sessions dedicated to proper posture, with measurable impact. Building on these initial successes in 2025, the Group is now taking the next step: standardizing the methodology, mapping all workstations, and deploying this initiative on a large scale.

Breaking the taboo on alcohol to protect our teams

The health and safety of our employees do not stop at the warehouse door. This was the strong message delivered by DIMOTRANS Group during the latest Safety Week, choosing to place the prevention of alcohol-related risks at the center of discussions.



On the Pusignan campus, headquarters teams and operational personnel from the Overland and Logistics BUs gathered around this key issue. To address this sensitive topic without sounding preachy, the Group called on the expertise of La Prévention Routière. The program included practical, hands-on workshops simulating the real effects of alcohol on alertness, reflexes, and distance perception.

One message resonated particularly well with participants: heavy consumption the night before can result in a positive blood alcohol concentration the next morning—whether behind the wheel on the way to work or once on site. A simple yet essential reminder connecting personal habits to collective safety.

Working at height safety: DT Project America innovates

Climbing onto a trailer to tarp a cargo load is a routine task in transport, yet one of the leading causes of serious loading accidents. In the United States, teams at DT Project America are innovating to put an end to this practice.



Thanks to the deployment of a forklift-assisted tarping mechanism, covering all outgoing cargo loads is now handled completely safely from ground level. The risk of falls from height is thus eliminated.

Beyond technical performance, this innovation aligns with guidelines from OSHA, the North American occupational health and safety regulatory agency. By raising its compliance standards, DT Project America protects its own workforce as well as teams from the many partner carriers visiting the site daily.

Daily briefings at the heart of prevention

In a warehouse or on a transport platform, accidents give no warning. Across our facilities, safety is a constant requirement.



Prevention is structured and begins even before starting a shift. At DIMOTRANS Group, this conviction has taken the form of a simple, powerful ritual: the daily team briefing, fully dedicated to safety. Already embedded in the BU Logistics practices, this routine reached a new milestone in 2025 with its progressive rollout across the BU Overland, extending this shared vigilance to our transport and freight flow operations.

The format is intentionally short and grounded in operational realities. Led directly by team leaders, these discussions cover concrete and varied topics: posture and ergonomics, machinery operation, and load handling. Everyday subjects are addressed when they are most useful, right before work begins.

These briefings also serve as open spaces for dialogue, where anyone can report a field observation, ask a question, or share feedback. By encouraging open dialogue and empowering every link in the chain, these daily five minutes help build a shared safety culture day after day.

Road Safety Week

In September 2025, the BU Logistics launched a major campaign dedicated to road safety. The objective: raise awareness among all employees regarding road hazards, whether operating machinery in a warehouse, driving a heavy goods vehicle (HGV), or commuting to work. This initiative covered all forms of mobility to embed a collective and lasting vigilance.



To feed discussions and leave a lasting impression, numerous educational resources were made available to the teams. Employees were able to learn and test their knowledge through infographics, interactive quizzes, and reminders on the dangers of alcohol, speeding, and mobile phone use while driving.

This prevention week concluded with concrete actions: the distribution of a poster outlining the seven golden rules of driving, supplemented by an official leaflet on the dangers of screens on the road. Through this mobilization, the BU Logistics reaffirms its commitment to protecting the health of its teams on every journey.

The Lifestick system: innovating for our drivers' health

The protection of our truck drivers is an absolute priority that requires concrete solutions tailored to their daily operational realities. To strengthen prevention and responsiveness when facing everyday hazards, one of the BU Logistics hubs chose to roll out the Lifestick system across all its drivers. This innovative tool provides valuable support to our mobile workforce in emergency situations.



Thanks to this system, emergency services and first responders can quickly identify the victim during an incident and securely access essential medical information. This instantaneous data transmission saves precious minutes, ensuring optimal and targeted medical care. Through this field initiative, we reaffirm our constant commitment to safeguarding our employees' health throughout their journeys. Easy to deploy, this best practice will ultimately be extended to the Group's other entities to offer the same standard of protection to all our drivers.

QUALITAIR&SEA: active prevention in the field

At QUALITAIR&SEA, the culture of prevention translates into concrete action directly in the field. This commitment was highlighted during our recent Safety Days, a key event where our certified occupational first aiders (SST) stepped up. Our first aiders led practical workshops covering emergency response techniques and the operation of Automated External Defibrillators (AEDs). To ensure an immediate response in the event of cardiac arrest, every agency across the QUALITAIR&SEA network is now equipped with an AED, protecting both our teams and our visitors.



In addition to these collective measures, several agencies incorporate individual technological solutions to secure specific working conditions, notably through the deployment of Lone Worker Protection (LWP) devices. This compact equipment is issued to any employee performing a task alone. Simple to use, the device features a dual safety system: instant manual triggering via an SOS button, and automatic detection capable of identifying a loss of verticality or prolonged immobility on its own.

When an anomaly is detected automatically, the device emits a preventive acoustic signal before initiating a cascading call sequence to internal managers until the situation is handled. The first responder then assumes control of the incident: immediately alerting emergency services, proceeding to the scene with the AED and first aid kit, and assessing the situation to guide external responders. A rigorous organization combining human awareness, clear signage, and state-of-the-art equipment.

RISK MANAGEMENT AND LESSONS-LEARNED CULTURE

Employee engagement is the key driver of a protective working environment. Our incident management goes beyond mere reaction following an event; it prioritizes the analysis of «near-misses» to anticipate future risks. The commitment of our management is essential in embedding this «culture of care.»

With this in mind, we share best practices during QHSE committees and actively participate in expert panels dedicated to occupational health and safety. Every accident undergoes detailed analysis, with transparent sharing of root causes and associated corrective actions. We operate on the principle that an event occurring on one site could happen on another; sharing these lessons learned (REX) across the organization is vital to breaking the chain of accidents. This collective approach fuels our operational excellence and enhances our appeal as a responsible employer.

SUPPLIER AND SUBCONTRACTOR RELATIONSHIP MANAGEMENT

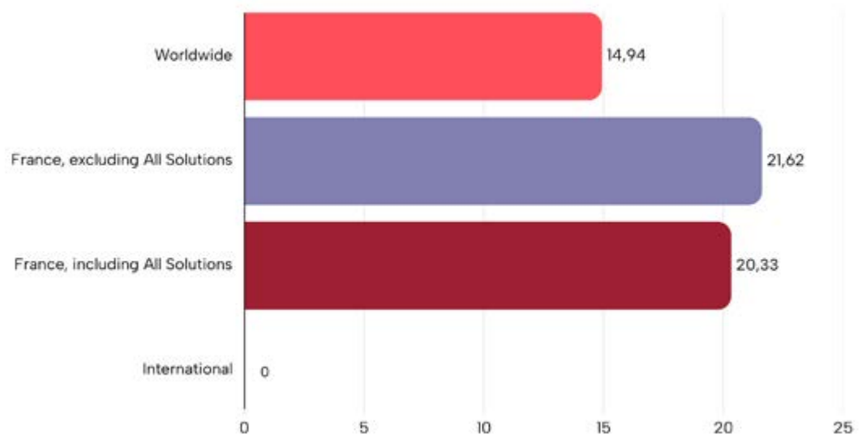
Our safety framework encompasses our entire ecosystem. Drawing guidance from the ESRS S2 standard, we view health and safety protection as a shared responsibility with our transport partners and logistics service providers. To ensure this protection, we deploy a suite of collaborative mechanisms:

- **Safety protocols:** they govern loading and unloading operations on our platforms.
- **Prevention plans:** formalized for every third-party contractor operation on our sites, they mitigate risks associated with co-activity.
- **Supplier Code of Conduct:** contractually integrates our requirements regarding social protection and occupational safety.
- **Subcontractor specifications:** reinforces activity-specific safety criteria.
- **Monitoring of temporary staff accident rates:** accident indicators for temporary workers operating on our sites are tracked to adjust our onboarding programs and prevention initiatives, under the same standards as for our permanent employees.

MONITORING SOCIAL COMPLIANCE AND ACCIDENT RATES

	INTERNAL STAFF		EXTERNAL STAFF	
	2024	2025	2024	2025
Human rights violations reported via the whistleblowing mechanism (child labor, forced labor, undeclared work)	0	0	0	0

2025 LOST-TIME WORKPLACE ACCIDENT FREQUENCY RATE INCLUDING TEMPORARY STAFF







DIMOLOG: safety co-designed with our temporary staffing partners

As part of its site risk management strategy, a DIMOLOG entity launched a highly constructive pilot project in partnership with two temporary employment agencies. This initiative was structured around proactive, upstream measures: prior facility visits and a significantly enhanced safety onboarding program tailored for temporary workers.

To drive continuous improvement, the company chose to survey temporary employees directly at the end of their assignments. The aim was to gather their feedback and identify new areas for optimization. The survey results proved conclusive, demonstrating the relevance of this close-contact approach.

The impact of this project is reflected first in increased retention among temporary staff, who feel valued by this high-quality support. Furthermore, over **90% of surveyed** temporary workers stated that the safety messaging provided was perfectly aligned with their actual workstation requirements and that their working conditions were good. By placing listening and co-creation at the heart of its contractor relations, this entity demonstrates that a safety culture advances above all through dialogue and shared best practices.

BUSINESS CONTINUITY AND CONSUMER PROTECTION

Our resilience relies on our ability to manage the unexpected. DIMOTRANS Group has deployed Business Continuity Plans (BCP) and Disaster Recovery Plans (DRP) to address major crises (fires, technological disruptions, health crises). This commitment to protection extends to final consumer safety, guaranteed through adherence to strict industry standards (Managing impacts, risks, and opportunities, Chapter 2 pp. 44-45):

- **GDP (Good Distribution Practice):** Guaranteeing the integrity of healthcare and pharmaceutical products throughout the entire chain.

- **HACCP method:** Controlling critical points for food safety within our dedicated logistics operations.

Periodically testing these mechanisms through simulation exercises serves a dual purpose: embedding appropriate responses for our teams and continuously adjusting our procedures to optimize their operational effectiveness.



PHARMA LOGISTICS: BU OVERSEAS BETS ON EXCELLENCE

In the healthcare sector, rigor shapes the daily operations of the BU Overseas, managed in France through its QUALITAIR&SEA entity. For over ten years, Good Distribution Practice (GDP) guidelines have been integrated into our Integrated Management System (IMS) to ensure the absolute integrity and traceability of pharmaceutical products. While the regulatory framework is universal, each client expresses specific needs. To address them with precision, a reference Pharma process is systematically deployed and customized through Standard Operating Procedures (SOPs) dedicated to each project, guaranteeing a consistent level of excellence.

Beyond regulatory compliance, this approach relies on rigorous close collaboration with the subcontractors selected to handle freight flows. A genuine co-creation dynamic thus connects the client, BU Overseas, and subcontractors, extending across the entire transport chain for the goods entrusted to us. A major strength of this synergy lies in deviation traceability and the early detection of anomalies—responsiveness that is essential to anticipating any incident. Every deviation undergoes thorough analysis, engaging all stakeholders in a virtuous circle of continuous improvement to build long-term trust.

ECOCERT CERTIFIED, DIMOLOG COMMITS TO THE INTEGRITY OF ORGANIC FLOWS

To adapt to market developments and client expectations, several DIMOLOG sites now hold ECOCERT certification. This benchmark label attests to our ability to meet strict criteria regarding the storage, handling, and traceability of organic and eco-responsible products.



Obtaining this certification across strategic hubs represents a genuine asset for our partners. It enables DIMOLOG to guarantee flow segmentation, eliminating any risk of cross-contamination to preserve the integrity of certified goods throughout the logistics chain. By broadly deploying this standard, the Group reaffirms its commitment to providing tailored, high-quality solutions in complete alignment with its clients' environmental commitments.

SANITARY EXCELLENCE AT THE HEART OF OUR LOGISTICS

To consolidate the health and safety compliance of our logistics and transport chain, the deployment of the HACCP method has become a cornerstone of our operations. This rigorous methodology aims to prevent, eliminate, or reduce biological, physical, and chemical hazards. It now structures the activity of several DIMOLOG and BU Overland hubs. This approach guarantees the ongoing compliance and integrity of handled products, meeting the demanding specifications of our food industry clients and anticipating market needs.

In the field, this skill enhancement strengthens and harmonizes our operational framework. It is demonstrated daily through strict cleaning protocols, systematic checks at critical control points, and rigorously formalized procedures. From storage to delivery, every employee contributes to building a culture of vigilance and risk management.

To sustain this momentum, training programs related to the ISO 22000 standard were intensified in 2025 across various Business Units. This framework naturally integrates food safety standards at the core of our Integrated Management System (IMS). Through these converging efforts, the Group reaffirms its commitment to flawless traceability and safety for all food flows.



Business conduct

For DIMOTRANS Group, conducting business with integrity and impartiality is essential to the sustainable operation of our transport and logistics activities. Ethics and compliance translate into strict adherence to laws, regulations, and international standards, as well as daily commitment to our core values.

Respect for individuals, rigor, economic performance, the pursuit of excellence, trust, fairness, loyalty, honesty, transparency, and integrity form the foundation that all employees share. Facing a complex and globalized ecosystem, the Group deploys rigorous mechanisms to ensure this ethical framework is shared in the field without exception.



DOUBLE MATERIALITY ANALYSIS

DIMOTRANS Group applies the double materiality approach.

From an impact materiality perspective, operating within a complex legislative and regulatory environment, alongside our reliance on an extensive network of subcontractors, exposes us to risks of ethical and human rights violations throughout the value chain.

From a financial materiality perspective, a weak compliance culture or a failure to mitigate these risks would pose major threats. Such breaches would expose the company and its executive leadership to severe regulatory sanctions (convictions, fines), exclusion from strategic tenders, and a critical breakdown of trust with our stakeholders, thereby threatening the resilience and financial viability of our operations.

ETHICS AND COMPLIANCE GOVERNANCE

The ethical governance of DIMOTRANS Group relies on the commitment and active involvement of Executive Management, the Managing Directors of our Business Units (BUs), and members of the Executive Committee.

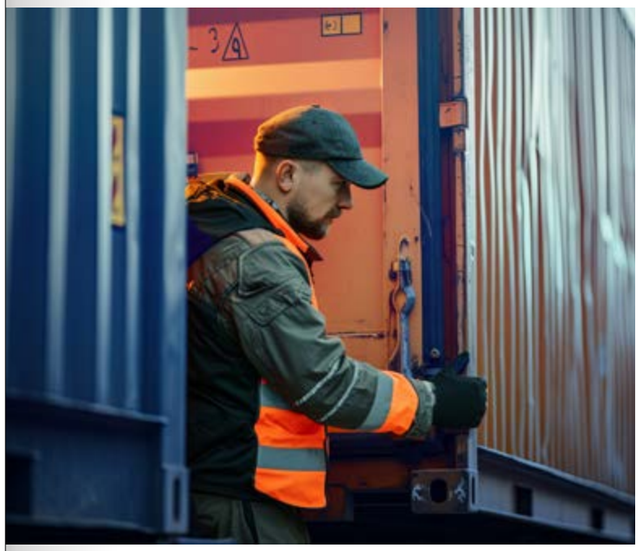
Driven by Executive Management, the Compliance Department oversees the structure of our integrity programs through four cross-functional, strategic missions:

- **Design and updating of reference frameworks**, ethical rules, and internal business conduct policies.
- **Management of awareness campaigns** and rollout of professional training modules.
- **Operational advice and recommendations** provided to business units when facing complex situations.
- **Centralized management and handling** of the whistleblowing system.

To embed these principles close to field operations, the Compliance Department relies on the Compliance Committee. Governed by internal rules of procedure and a structured agenda, this committee meets at least once a month to ensure agile steering. Its sessions are systematically documented in formal minutes and occasionally include external experts. In 2025, the committee reviewed every new ethical document and process, from consultation to final validation. This rigorous monitoring turns compliance into a genuine lever for managerial performance.

The Compliance Committee's scope covers all business integrity matters: reviewing anti-corruption measures (guided by the French Sapin II Law), managing and tracking alerts (whistleblowing policy), competition law, personal data protection, and approving the sponsorship and corporate philanthropy strategy, which was refocused in 2025.

POLICIES AND ACTIONS



To guide daily practices, DIMOTRANS Group has established clear, updated, and rigorously monitored ethical policies:

- **Gifts and Hospitality Policy:** sets strict thresholds beyond which management approval is mandatory. A centralized digital logging register enables the Compliance Department to verify the transparency of these practices and prevent any conflicts of interest.
- **Business Travel Policy:** governs employee travel expenses and procedures, ensuring alignment with our commitment to financial oversight and sustainability.
- **Philanthropy and Sponsorship Policy:** all philanthropy or sponsorship requests are reviewed and approved by the Compliance Committee. In 2025, Executive Management aligned these ambitions with our local community ties. Sponsorship is now focused on local sports initiatives, while philanthropy supports charitable causes (adapted sports/Handisport, the fight against cancer, and aid for underprivileged children) to the amount of €12k (Committing to the common good, Chapter 5 p. 140).

The Ethics and CSR Code of Conduct is the cornerstone of our compliance framework, directly aligned with our anti-corruption risk map. This benchmark document sets out expected behaviors for all employees, including temporary, seasonal, external personnel, and consultants. It is systematically included in every new hire's onboarding package and establishes clear standards structured around four key principles:

1. RESPECT FOR HUMAN RIGHTS

Absolute guarantee of respect for the individual and diversity, and zero tolerance for all forms of discrimination.

2. INTEGRITY AND PROBITY

Strict rejection of all forms of corruption, influence peddling, or conflicts of interest.

3. ENVIRONMENTAL PRESERVATION

Alignment of operational practices with the Group's carbon trajectory and sustainability targets.

4. COMMERCIAL TRANSPARENCY

Fair competition practices and absolute accuracy of shared information.

This code serves as a daily operational guide, empowering every level of the organization. It is supported by complementary internal policies, accessible to all on the Group intranet.

INCIDENT, RISK, AND ANTI-CORRUPTION SYSTEM MANAGEMENT

Corruption and influence peddling risks are subject to dedicated monitoring. Consolidated in 2024 with the support of an expert consulting firm, our corruption risk map was fully integrated into operational management tools in 2025. Compliant with the requirements of the French Sapin II Law and recommendations from the French Anti-Corruption Agency (Agence Française Anticorruption – AFA), it relies on a detailed analysis of our business processes, informed by interviews with employees in high-exposure roles (sales, customs).

This work provides a prioritized overview of risks and pairs each scenario with a dedicated action plan. The 2025–2026 period is dedicated to monitoring the effectiveness of these corrective measures under the joint supervision of internal control, compliance, and independent audits.

Our compliance framework tolerates no exceptions: a disciplinary regime applies in the event of a proven breach of our procedures. For the 2025 financial year, as in the previous year, the number of convictions or fines resulting from violations of anti-corruption laws remains at zero.



SUPPLIER AND SUBCONTRACTOR RELATIONSHIP MANAGEMENT

DIMOTRANS Group places its responsibility towards third parties at the core of its environmental and social strategy. Assessing the integrity of our suppliers and subcontractors constitutes an essential link in controlling our risks.

The principle of due diligence applies across the entire value chain. Strategic or high-risk partners undergo thorough assessments prior to and throughout the contractual relationship. This process verifies their ownership structure, the transparency of their ultimate beneficial owners, and the maturity of their compliance programs, drawing on industry-leading external screening databases.

Drafted at the end of 2024, the Supplier Code of Conduct was rolled out and communicated in 2025. This document binds our partners to comply with applicable regulations, prohibit forced or undeclared labor, ensure safe working conditions, and adopt virtuous environmental practices. This dissemination and monitoring process will continue throughout 2026.

WHISTLEBLOWING SYSTEM AND ETHICS PLATFORM

In accordance with the Sapin II law and the strengthened whistleblower protections (as provided by law No. 2022-401), DIMOTRANS Group has implemented a secure digital reporting platform and a dedicated hotline. Accessible to everyone, this system guarantees complete anonymity and absolute confidentiality. It collects reports regarding serious incidents, regulatory violations, or attempts to conceal information:



TYPES OF ETHICS ALERTS COVERED	EXAMPLES OF OPERATIONAL APPLICATIONS
Conflicts of interest	**Professional decisions (purchases, hiring) influenced by personal or family interests, or gifts or invitations of excessive value.**
Corruption & influence peddling	**Cases of corruption and influence peddling.**
Fraud, embezzlement, and theft	**Financial fraud, embezzlement, or theft.**
Human rights (as defined by the CSRD)	**Child labor, forced labor, and undeclared work.**
Environmental protection	**Acts that cause serious harm to the environment.**
Discrimination, harassment	**Psychosocial risks, psychological or sexual harassment, sexist behavior, and unjustified discriminatory treatment.**
Cyberbullying	**Cyberbullying.**
Violation of the provisions of the anti-corruption code of conduct and/or internal regulations	**Deliberate failure to comply with internal rules, control procedures, or company policies.**
Occupational health, safety, and hygiene	**Violations of safety regulations, threats to public health.**
Referral to the liaison and ethics officer	**Request for advice, arbitration, or reporting in the event of an ethical or professional conduct concern.**
Retaliation against a whistleblower	**Sanctions, pressure, or unfair treatment suffered after an initial report.**
Anti-competitive practices	**Price-fixing agreements, market-sharing, or the exchange of sensitive information with competitors.**
Failure to comply with laws, regulations, or the public interest	**Crimes, misdemeanors, or serious violations of regulations and the public interest.**
Other	**Any other serious incident, threat, or violation that does not fall into any of the preceding categories.**

Every report deemed admissible triggers an independent internal investigation led by the Compliance Department. It aims to implement immediate corrective measures if the allegations are substantiated. The 2025 financial year was marked by the rollout of an Internal Investigations Charter. Approved by the Compliance Committee, it ensures methodological rigor, confidentiality, and respect for the presumption of innocence throughout investigations.

DATA PROTECTION AND CYBERSECURITY

Personal data protection is subject to heightened vigilance, as artificial intelligence and digitalization amplify the risks of data leaks. To address this challenge, the Compliance Department relies on a data breach management policy developed jointly with the IT Department. A data retention schedule is also maintained to secure the information lifecycle.

Technical expertise and oversight are provided by an outsourced Data Protection Officer (DPO), working in coordination with the Legal and Compliance Departments. This collaboration secures commercial relationships by systematically integrating strict, GDPR-compliant clauses into contracts with clients and subcontractors.



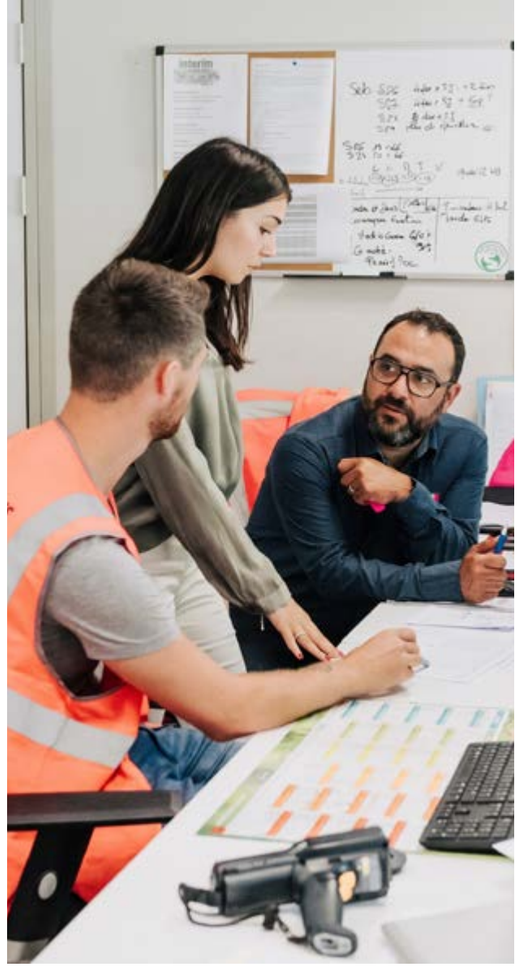
RESPONSIBLE INFLUENCE WITH STAKEHOLDERS

DIMOTRANS Group applies the principles of transparency and integrity to its influence and advocacy practices. The Group strictly refrains from funding political organizations or lobby groups, participating in trade associations, sector think tanks, or technical bodies with total transparency. All mandates and membership fees are subject to prior approval and audited reporting. Our public statements systematically promote sustainable and responsible transport and logistics solutions that respect local communities and our ecosystem.

VIGILANCE PLAN: PROTECTION OF FUNDAMENTAL RIGHTS

In line with the spirit of due diligence requirements, DIMOTRANS Group initiated the structuring of its framework in 2025 to prevent risks of severe impacts on human rights, fundamental freedoms, human health and safety, and the environment. This first phase relies on our materiality matrix to map vulnerabilities across our value chain (decent work, occupational accidents, musculoskeletal disorders, and psychosocial risks).

As a work in progress, the associated monitoring criteria and performance indicators are not yet fully finalized. This progressive structuring will ensure the development of a tailored assessment framework, securing the Group's long-term growth while strictly upholding human dignity.



COMPLIANCE CULTURE, TRAINING, AND CONTINUOUS IMPROVEMENT

DIMOTRANS Group considers training to be the primary lever for its ethical culture. The objective is to translate legal requirements into daily practices, particularly for our most exposed roles (client-facing staff, procurement buyers, customs departments, and new hires).
In 2025, our e-learning and in-person training programs were enhanced via our internal LMS platform, Botany. They are structured around four key modules:

Ethics and CSR Code of Conduct (general awareness).

Anti-corruption and anti-influence peddling (30-minute modules featuring practical detection scenarios addressing the requirements of the French Sapin II Law, FCPA, and UKBA).

Data confidentiality and protection (GDPR).

Compliance with free and fair competition rules.

These sessions, validated by completion certificates, must be renewed every two years. Our roadmap aims for a progressive, sustainable, and measurable skill development targeting 100% of high-risk populations by the end of the 2026 financial year.

Anti-corruption training completion rate	**67,38%**
Number of employees trained in anti-corruption	**657**
Total number of employees most exposed to corruption risks	**975**

The year 2025 marks the full integration of ethics into the core of our Integrated Management System (IMS). We are convinced that the IMS is the most effective management tool for our CSR approach, bridging economic performance with ethical standards in a 360-degree continuous improvement process.

Our ambition is to keep driving and strengthening this pragmatic policy, nurtured by regulatory developments and the technical specificities of transport and logistics. Through transparent governance, relevant controls, and the engagement of our teams, DIMOTRANS Group demonstrates its ability to combine growth with exemplary corporate social responsibility.

Putting our teams at the heart of the company

At DIMOTRANS Group, our growth dynamics rest above all on clear strategic directions and shared ambitions across all teams. We place synergy and ongoing dialogue between our business lines at the center of our operating model, as they guarantee service quality and client satisfaction. Our Group's evolution relies on pooled expertise, initiative, and the commitment of our workforce.



In a constantly evolving job market, this vision guides our human resources policies, which are structured to retain current employees while enhancing our attractiveness to new talent. In this respect, the onboarding process represents a crucial step: far beyond administrative formalities, it serves as a key moment to convey our corporate culture, build engagement, and lay the foundations for long-term collaboration. This ambition takes shape through the #TousDIMO corporate project. Designed through a participatory approach as a true guiding thread around our values of respect and collective action, this program offers practical support to our managers in leading their teams daily, regardless of their Business Unit or location. By unifying our management support practices in the field, we make human fulfillment the primary driver of our performance and CSR strategy.

DOUBLE MATERIALITY ANALYSIS

The Group manages its human resources in line with the double materiality approach required by the European CSRD framework (ESRS S1).

- **Impact materiality:** through our organizational choices and operational deployment, we exert a direct influence on the professional daily lives of our teams. By developing structured, inclusive onboarding pathways that respect diversity right from recruitment, we impact job stability and our employees' sense of belonging.

- **Financial materiality:** skills alignment and talent retention represent a major economic lever. Insufficient control over staff turnover or weak onboarding pathways would generate increased recruitment costs and operational inefficiency. Conversely, investing in human capital secures our service quality and supports our growth.



GOVERNANCE

The social strategy is defined and coordinated by the Group Human Resources Department, then shared and co-developed in close synergy with all Managing Directors and HR Managers across our Business Units. The operational implementation of our roadmaps relies directly on this network of HR Managers within our various business lines and regions, with regular monthly meetings held to track project progress and closely monitor field initiatives.

This monitoring also translates into a cross-functional, structured analysis of our global performance: indicators related to human and social capital are reviewed jointly during Executive Committee meetings as well as during dedicated inter-BU HR committees.

Furthermore, close collaboration between the HR and QHSE (Quality, Health, Safety, Environment) departments enables the effective management of occupational health and safety, driving the rollout of the safety roadmap essential to achieving our shared goals (see Chapter 2 roadmap).

Finally, this governance framework is fully integrated into our Integrated Management System (IMS), which serves as the foundation for guiding the continuous improvement of our managerial practices and ensuring their effective adoption in the field.

POLICIES AND ACTIONS

DIMOTRANS Group's Human Resources policy addresses a dual challenge: actively supporting the Group's growth while enhancing the employee experience. This ambition is structured around key pillars that guide all our action plans and operational rollouts:

- **Employee development and talent retention:** through the redesign of annual performance and professional reviews, the formalization of job descriptions, skills mapping, and the identification of internal potential.

- **Attractiveness, onboarding, and training:** focused on a structured onboarding journey (Group guide) and training plans tailored to operational field realities.

- **Global performance, labor relations, and employee benefits:** via the deployment of innovative HR tools, monitoring of employee benefits (such as employee share ownership), harmonization of manager incentives, and active promotion of diversity.

All of these pillars are united under our #TousDIMO corporate project (centered on daily managerial support across all sites) and feed into key cross-functional initiatives, such as the preparation for our 2026 employee survey.

COMBINING OPERATIONAL FLEXIBILITY AND EMPLOYMENT STABILITY

Analytical tracking of workforce composition and turnover serves as a key indicator of our internal dynamics and sector agility. Our workforce management is built around four key dimensions:

- **Agile workforce adaptation to market demands**
- **Seniority and knowledge transfer**
- **Absenteeism tracking**
- **Exit management and exit interviews**

HEADCOUNT AS OF DECEMBER 31, 2025 AND ANNUAL CHANGE

(HEADCOUNT VARIATION IN UNITS BETWEEN 2024 AND 2025)

	2024			2025		
	Men	Women	Total	Men	Women	Total
France	873	691	1 564	803	638	1441
International	/	/	593	442	151	593
All Solutions	2025 Acquisition			50	51	101
Total (excluding All Solutions)	/	/	2 157	1 245	789	2 034

Between 2024 and 2025, DIMOTRANS Group's headcount showed no significant variation (on a like-for-like basis, excluding new acquisitions). In an environment shaped by economic fluctuations and evolving freight volumes, this stability illustrates our preventive approach: supporting site performance through agile and rational workforce management. This close-range management enables us to smoothly adjust our capacities to operational demands and meet our clients' evolving needs with precision. In parallel, working hours and leave management are governed by a framework compliant with local legal requirements in each country of operation, as well as the fundamental principles of human rights at work established by the United Nations and the International Labour Organization (ILO). We are convinced that a flexible, collaborative work organization tailored to field realities strengthens engagement, improves quality of life at work, and supports overall performance through fair and transparent practices.

	Permanent employees		Temporary workers	
	2024	2025	2024	2025
France	1 158	1 121	3 065	2 553
International	593	552	421	1
All Solutions	2025 Acquisition	101	2025 Acquisition	1

Rigorous management of our field resources led to a deliberate and controlled 17% reduction in the use of temporary agency workers in 2025. This decrease stems from a conscious approach aimed at stabilizing our teams within entities whose transport or logistics flows demand greater operational continuity. Rather than following market trends toward the concentration of activities in standardized mega-hubs, the Group reaffirms its model built on a network of local branches and sites. This strong regional presence is a major strategic choice that allows us to stay as close as possible to our clients and fully grasp their daily priorities. In our view, this geographical and relational proximity guarantees optimal responsiveness and tailored solutions that large centralized structures cannot deliver.

This intentional stabilization of our permanent teams goes hand in hand with a strengthened onboarding and safety prevention policy for temporary workers. Improving the onboarding of our agency workers, particularly during peak activity periods, meets our performance requirements while taking concrete steps to reduce workplace accidents, ensuring they enjoy a work environment that is just as protective as the one provided to our internal teams.

Worktime flexibility at DIMOLOG: a lever for performance and balance

Reconciliation of client demands with employee well-being is a daily challenge. To meet it, DIMOLOG relies on social innovation with tailored worktime arrangement solutions. On the ground, flexibility is more than just a buzzword. Whenever logistics flows allow, teams deploy shift patterns adapted to peak periods: annualized contracts, working hours compressed into three or four days, and weekend order picking.

The result: uninterrupted operational continuity and maximum responsiveness for our clients, without overburdening teams. The key to this model's success? A transparent management approach. At DIMOLOG, no schedule is imposed: every shift adjustment relies strictly on a voluntary basis and is co-created with employees. This participatory approach values the expertise of our field teams and enables them to take full ownership of their working hours.



"At DIMOLOG, operational excellence and quality of life at work feed into each other. Worktime flexibility illustrates our agility in co-creating solutions with our teams, while strictly meeting the market's need for flexibility. This dynamic enhances employee fulfillment, optimizes client satisfaction, and serves as a genuine competitive advantage for the Group."



FLORIAN GERBRON
DEPUTY CHIEF EXECUTIVE OFFICER
DIMOLOG

ABSENTEEISM

Absenteeism trends within DIMOTRANS Group present a varied picture across our business lines. In freight forwarding, the trend is downward, with these positive indicators remaining below industry benchmarks.

Conversely, the logistics scope is facing a slight increase in absenteeism. This rise is linked to project rollouts that temporarily placed additional demands on teams. While these operational transitions were managed without any impact on our clients, they nonetheless required reinforced managerial and HR support in the field. In practice, this support translates into the implementation of part-time work arrangements to assist our employees through these periods of change.

	2024 Absenteeism rate	2025 Absenteeism rate
France	5,64	6,13
International	Data not available	Data not available
All Solutions	2025 Acquisition	6,65



EXIT MANAGEMENT AND EXIT INTERVIEWS

Understanding the reasons behind employee departures is essential for advancing our internal practices. Within DIMOTRANS Group, the analysis of workforce movements shows that the overall increase in turnover is primarily driven by the management and end of fixed-term contracts. Conversely, we are recording a particularly positive signal: the resignation rate is declining, which confirms the loyalty and engagement of our permanent teams. To feed our continuous improvement process, the HR department relies on a structured exit interview process formalised in 2025 and rolled out on a large scale in 2026. This close-range initiative completes our global vision of the employee lifecycle within the company. It stems from the simple conviction that we learn a great deal from those who leave us. This transparent feedback enables us to make concrete adjustments to our future onboarding journeys and to continuously evolve our local managerial practices.

	Employee turnover 2024	Employee turnover 2025
France	23,74	24,88
International	Data not available	Data not available
All Solutions	2025 Acquisition	25,74

ANTICIPATING DEMOGRAPHIC CHANGE

Our teams are our most valuable asset. Every effort is made to provide an attractive, rewarding, and stimulating work environment. Our ambition is to offer a framework where everyone feels supported in their professional development and encouraged to build a long-term career within our Group.

Our active retention policy helps reduce turnover, fosters a climate of mutual trust, and strengthens the sense of belonging, while securing the effective transfer of our operational expertise.

AGE PYRAMID

	2024			2025		
	Under 30	30 – 50	Over 50	Under 30	30 – 50	Over 50
France	338	735	491	264	695	482
All Solutions	2025 Acquisition			22	61	18



Retaining and keeping our teams engaged is essential in the context of our ambitious external growth strategy. DIMOTRANS Group has historically recorded a high tenure rate. This reflects a genuine commitment from our employees and highlights our ability to offer career development opportunities in a healthy working environment.

This historical loyalty naturally leads us to prepare for a smooth demographic transition ahead of expected future retirements in certain branches. In-depth analysis of our age pyramid serves as a valuable management tool to anticipate these shifts and ensure the sustainability of our know-how. To meet this challenge and maintain our level of expertise, we are deploying concrete support initiatives.

The senior employment agreement concluded in 2024 within Dimotrans SAS has proven highly successful and is now recognized as a genuine internal best practice. Building on this success, we plan to negotiate a similar framework in 2026 for other group companies with over 300 employees.

In parallel, we are placing a strong emphasis on operational planning and intergenerational knowledge transfer. The implementation of handover periods enables younger profiles to develop through direct contact with our experienced employees. This passing-the-baton approach ensures the retention of our technical skills while guaranteeing much smoother and more rewarding retirements for employees at the end of their careers.

DIVERSITY & GENDER EQUALITY

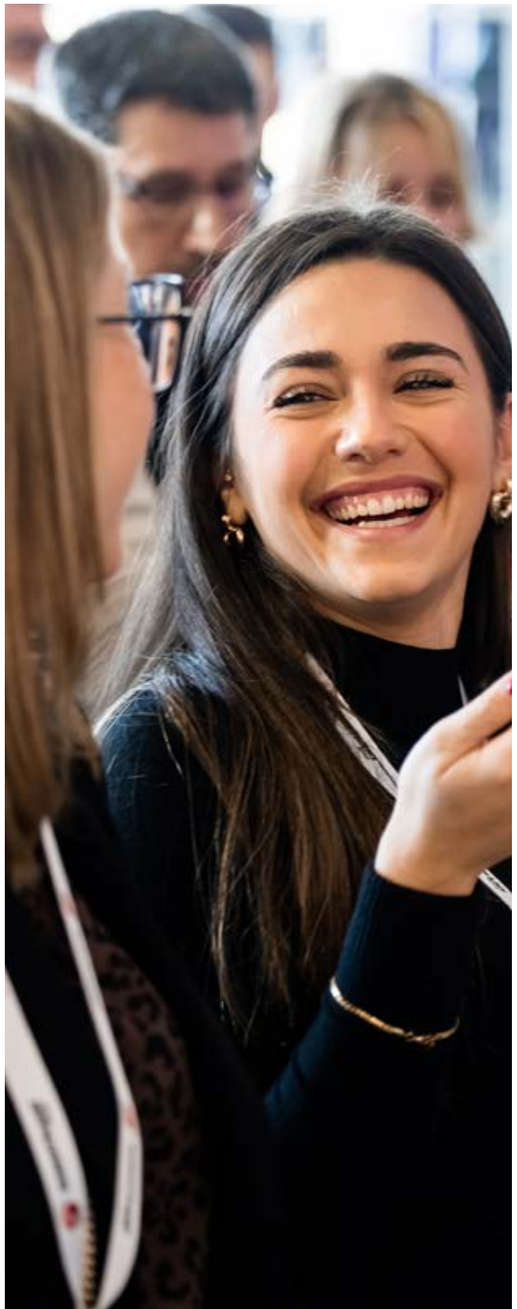
% of women *France scope, excluding All Solutions*	2024	2025
Group	55,8%	55,7%
Manager	ND	37,2%
Non manager	ND	60,1%
ExCom	10%	17%



The analysis of our social indicators for 2025 highlights a slight upward trend in the proportion of female managers within our workforce. This positive dynamic stems primarily from internal promotion across socio-professional categories within the Group. It demonstrates our concrete commitment to supporting the internal advancement of our female staff. By valuing their expertise and field commitment in this way, we actively promote women's access to leadership roles to progressively break the glass ceiling.

To sustain and embed this trajectory, the Group has deployed a rigorous action plan based on mapping and granular analysis of its social data. This in-depth study enabled us to pinpoint the sources of disparities by cross-referencing information by gender, socio-professional category, age group, and entity. To translate this diagnosis into action, we made the strategic decision to ring-fence a dedicated catch-up budget. This strategic financial lever allows us to initiate a progressive closing of gaps, targeting as a priority the most critical disparities highlighted by our internal audit.

This proactive policy is reflected very concretely in the improvement of our regulatory indicators. All of our France-based entities improved their Gender Equality Index score during this fiscal year. These encouraging performances reached high levels ranging from 78 to 98 points out of 100, perfectly illustrating the reality of our progress across all scopes.



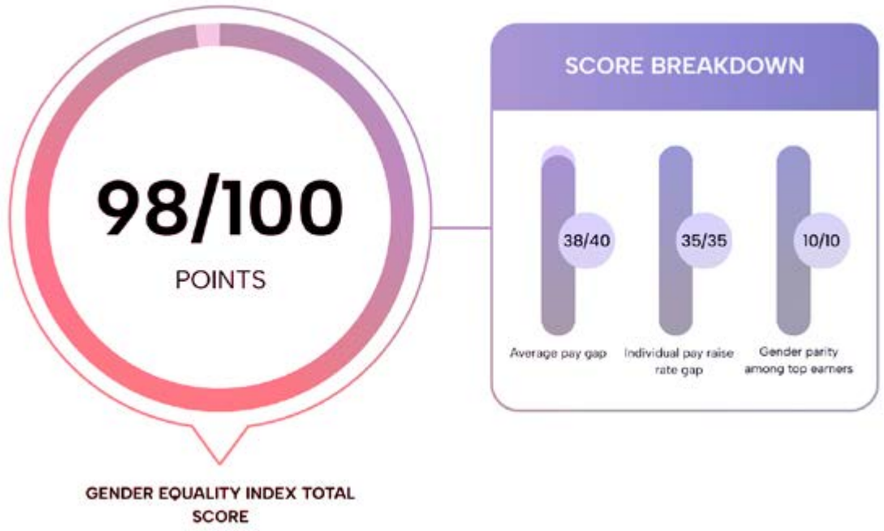
Gender equality: DIMOLOG's outstanding performance

Within the Group, DIMOLOG's Normandy entity once again confirms its excellence by achieving a near-perfect score of 98 out of 100 on the Gender Equality Index.

This exceptional result, continuing directly from previous years, demonstrates that gender equality is a reality firmly and durably embedded in the company's culture. This consistency is backed by excellent results across each of the evaluated social pillars.

The entity maintains a perfect score of 35 out of 35 points for individual pay raise disparities, as well as a flawless 10 out of 10 points for gender representation among its highest earners.

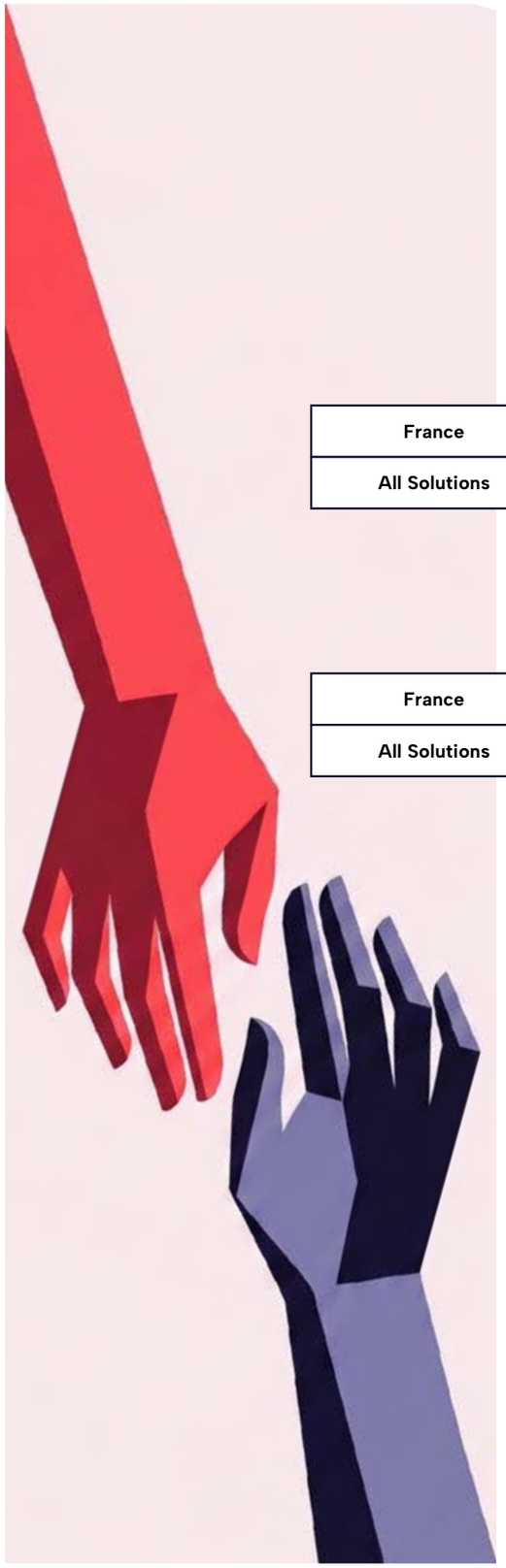
Control over pay gaps completes this strong momentum with a remarkable score of 38 out of 40 points, illustrating DIMOLOG's concrete commitment to long-term workplace equity.



"As Human Resources Manager for the Logistics BU, I am particularly proud to see an entity within our scope achieve such high standards. This exceptional score reflects the fundamental work carried out daily by our managers and field teams. Beyond compliance, this performance serves as a powerful driver of attractiveness for our business lines and proves to all our employees that they operate within a fair and inclusive environment, where skills and commitment alone guide career progression."



ELODIE GENS
HUMAN RESOURCES MANAGER
DIMOLOG



INCLUSION AND DISABILITY

The inclusion of people with disabilities represents a deep and lasting commitment for the Group, extending well beyond regulatory compliance. Our ambition is to build a genuinely open, equitable, and protective corporate culture. We are convinced that diversity is a driver of cohesion, enabling every employee to have the necessary conditions to fully express their potential.

	Share of employees with disabilities	
	2024	2025
France	3,06%	5,6%
All Solutions	2025 Acquisition	1%

	Number of employees with disabilities		
	Men	Women	Total
France	29,73	50,67	80,4
All Solutions	0	1	1

On a quantitative level, the Group's ongoing efforts are reflected in a positive increase in our weighted employment rate of people with disabilities. This steady progression bears witness to the effectiveness of our recruitment processes, our tailored support for disability recognition procedures, and job retention initiatives. DIMOTRANS Group intends to go further by measuring the cultural impact of this policy, notably through the 2026 employee survey.

To give substance to this ambition, the Group relies on a comprehensive support process. This structured approach takes root right from recruitment through an accessible, transparent, and non-discriminatory application process. Indeed, we adapt application formats and interview procedures to remove initial barriers, while training our recruiters and HR personnel on the specific challenges of disability and best onboarding practices.

Once the employee is onboarded, or when a life-changing event occurs, sustaining their career progression becomes an operational priority. Tailored adjustments to workstations receive individualized attention: equipment ergonomics, workplace environment adaptations, or flexible working hours.

In parallel, dedicated support for job retention is triggered for any employee whose situation evolves during their career. The goal is to co-create sustainable solutions to safeguard employee health while continuing to develop their skills.

To embed this strategy across our branches over the long term, we rely on regular training initiatives for managers and field teams. These are essential for breaking down stereotypes and fostering a culture of care. Finally, DIMOTRANS Group reinforces this impact by partnering with a network of organizations specializing in professional integration and structuring its responsible purchasing practices. This translates into contracting with supported employment enterprises (ESAT) for services such as green space maintenance and waste management.



Integration and inclusion at headquarters and across our BUs

At Group headquarters as well as across our Business Units, we have partnered for the past two years with social integration enterprises for the maintenance of our green spaces. The goal of this initiative is to provide long-term unemployed individuals with access to qualifying training and daily support to secure their professional future.

In parallel, our waste management takes on an inclusive dimension. We entrust this mission to a supported employment enterprise (ESAT). On site, deaf workers operate directly within our premises. To ensure an optimal welcome and break down communication barriers, all our teams participated in a comprehensive awareness session. Everyone thus learned the right practices for daily interaction. Highly praised by employees, this approach proves that CSR commitment comes alive through sharing and openness to others.

Reserved parking spaces for pregnant employees

Because quality of life at work is reflected in very concrete actions, several DIMOLOG sites are upgrading their facilities. To adapt the working environment to specific and temporary individual needs, dedicated parking spaces for pregnant women have been installed, in addition to spaces reserved for people with disabilities.



Positioned closest to main entrances and offering the necessary space to get into vehicles easily as pregnancy progresses, they help simplify daily commutes and reduce travel-related fatigue on site. A caring gesture to support our female employees with peace of mind.

The success of DuoDays

European disability employment week resonated deeply across our teams: a powerful moment of engagement marked by concrete initiatives and shared enthusiasm.



This year, the DuoDays program truly came to life across our sites. Four individuals with disabilities discovered our business lines from the inside, welcomed by volunteer employees at the Pusignan site and at DIMOLOG in Normandy, on the Bernay site. These shared experiences boost participants' confidence while transforming our teams' perspectives.

In parallel, the week featured fun challenges, including a digital escape game and quizzes. An interactive way to reaffirm our core conviction: disability is a difference that should make no difference at all.

Housing and social support, a dual commitment to equality

Gender equality in the workplace is inseparable from everyday well-being. Access to housing is essential for personal and professional stability; therefore, the Group is committed to simplifying procedures for its teams. Thanks to our partnership with Action Logement, all our employees have access to solutions to secure their housing path: free guarantees to reassure landlords, and zero-interest loans to easily fund security deposits. These practical tools reduce inequalities in the real estate market, particularly for women.

In parallel, several entities are deploying a confidential and free social support service. A genuine safety net, this framework immediately protects and directs our female employees facing crisis situations toward safe and permanent housing.

Tailored inclusion in the Brittany hub

On the ground, inclusion is lived every day. The Brittany hub is proof of this, thanks to concrete and personalized initiatives to support its employees. To ensure job retention and offer tailored administrative support, the hub organizes individual meetings with each employee with a disability to ensure no one is left behind.



The Brittany hub goes further to perfect the integration of its six hearing-impaired employees. Now, during morning briefings, all teams learn the basics of French Sign Language (LSF) together.

Beyond daily communication, safety systems have been fully adapted to ensure everyone's protection. The sites' audible alarms are now paired with visual flashing beacons, ensuring an immediate visual alert in case of danger. This comprehensive approach is accompanied by fun educational materials to engage all employees and make inclusion a shared reflex on the ground.

WORK-STUDY PROGRAMS

	2024		2025	
	Number of work-study students	% of work-study students in the workforce	Number of work-study students	% of work-study students in the workforce
France	88	5,6	70	4,9
All Solutions	2025 Acquisition		4	4



In response to upcoming demographic shifts within our teams, work-study programs stand out as a major solution to secure operational continuity and the transmission of our historical know-how. Initiated in 2019, this proactive policy stems from a deep desire to perpetuate our expertise. It helps structure generational overlap and enhance career integration pathways.

Each year, a national onboarding day highlights and strengthens this momentum. This unifying event brings together young apprentices and their mentors from across France to engage with management. Structured around discovering our corporate culture and core business lines at key sites, these meetings facilitate the onboarding of new recruits. They foster a constructive team spirit and lay the foundations for a genuine talent pipeline within our branches.

This approach remains an essential pillar of our skill renewal strategy. However, in France, the recent reduction in government subsidies for hiring work-study students impacts the overall volume of this type of recruitment. Despite this financial constraint, DIMOTRANS Group maintains its qualitative commitment to apprenticeships by strategically targeting the onboardings needed to ensure the transmission of our core skills.



DEVELOPING TALENTS AND SKILLS

• **ANNUAL REVIEWS**

Each employee represents a valuable asset to our development. The Group recruitment and onboarding guide, fully revised in 2024, serves as a common reference framework. It centralizes procedures and recommended practices to ensure high-quality onboarding. The effectiveness of this framework is reflected in our indicators: 92% of new hires are confirmed at the end of their probationary period, validating the fit between profiles and positions.

In 2025, the Group HR department carried out significant work to simplify the template and process for our annual performance reviews. Designed to streamline dialogue between managers and employees for the 2026 sessions, this approach targets an ambitious completion rate of 92% across the Group. This overhaul also provides an opportunity to link managerial performance to the company's societal commitments.

	2024		2025	
	Annual review completion rate	Professional interview completion rate	Annual review completion rate	Professional interview completion rate
France	70,2%	81%	85,9%	90,26%

• **INTERNAL MOBILITY**

Internal mobility stands as a pillar of talent management within the Group. The subject of career progression is now systematically addressed during annual reviews with every employee. This can range from an advancement within their own branch to a transfer to another site in their Business Unit, or a career bridge to another Group BU.

To give full life to this approach, the Overland BU has established an exemplary practice: actively promoting mobility through the transparent and regular sharing of all job openings. This increased visibility enables each employee to take charge of their career path and seize new internal growth opportunities aligned with their aspirations.

" The simplification of our annual review template has been an excellent lever to engage our managers and branch directors. This streamlined format fosters a more natural and constructive dialogue between manager and employee, making it easier to identify real needs and expectations on the ground, whether regarding training or mobility.
It thus becomes simpler to evaluate skills and the achievement of individual goals on an annual basis and at scale.
This positive momentum was also the ideal opportunity to better involve branch directors in the company's corporate social responsibility. By communicating during these sessions, we integrated new objectives into their roadmaps that extend beyond the traditional financial scope.
Directly derived from the Group's CSR strategy, these criteria focus in particular on the rigorous tracking of training plans and the reduction of workplace accidents, thereby inextricably linking economic performance with human commitment."



ALICE DURAND
HUMAN RESOURCES MANAGER
GLOBAL TRANSPORT

• **TRAINING**

Ensuring we have the right skill in the right place is a priority for the performance of our sites. This is a commitment to our teams and to the UN goals. Beyond operational efficiency, we have a duty to support our employees throughout their careers. Our role is to provide them with the means to learn and progress continuously, especially in a sector where the rules of the game are evolving rapidly from a regulatory and technological standpoint.

The year 2025 marked a major step forward by exceeding an average of 5 hours of training per employee (excluding mandatory training). This result was achieved through several key actions:

– **a clarified training catalog** referencing all our training types to make the offering clear and accessible to all.

– **the deployment of e-learning** via a new internal platform that enables personalized and easy-to-follow training pathways.

– **better-identified needs** thanks to the improved completion rate of our annual reviews. Managers and HR teams were able to pinpoint actual needs.

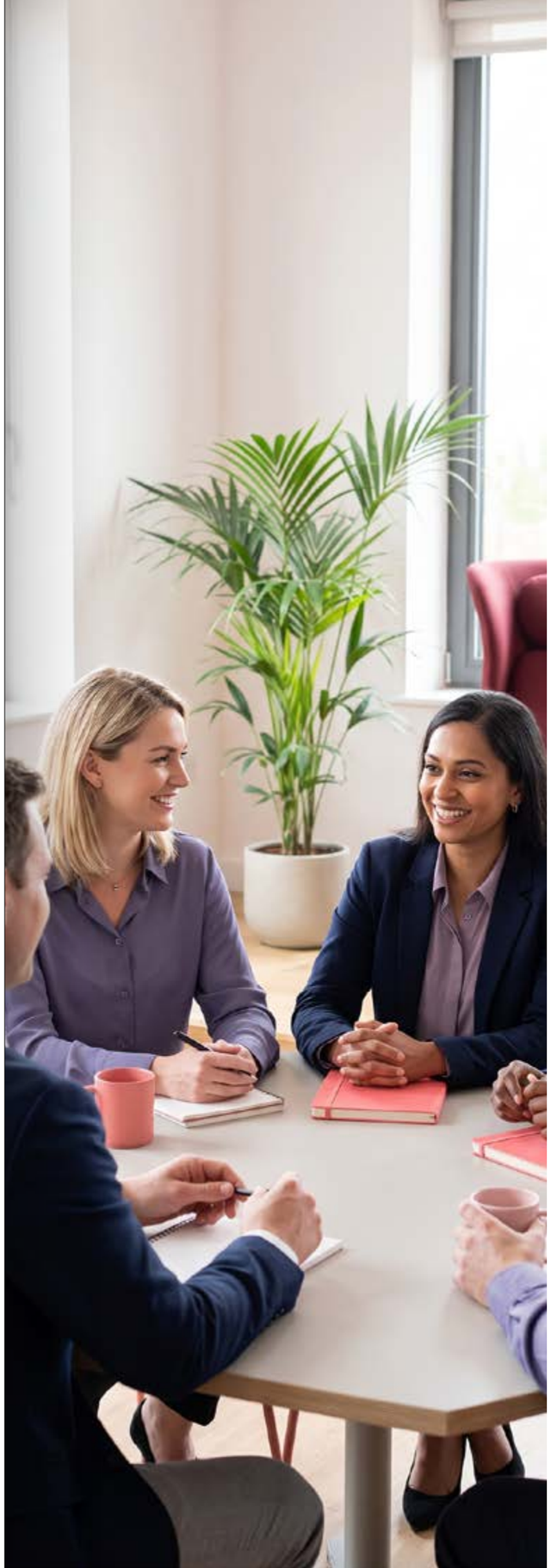
– **a reinforced onboarding program** where skill development begins upon arrival with more structured welcoming and support for new hires.

– **rigorous tracking** through strengthened management of training plans to ensure every project comes to fruition.

These solid foundations allow us to stay on course toward our growth target: reaching an average of **8 hours of training per year per employee by 2028** (excluding mandatory training). This objective demonstrates our determination to sustainably grow our human capital.

	2024		2025		
	Total number of training hours	Number of safety training hours	Total number of training hours	Number of safety training hours	Number of training hours excluding mandatory training
France	7 817,1	3 954	11 816,28	4 876,05	7 729,82
International	-	-	443	48	-
All Solutions	2025 Acquisition		366	315	-

	2024		2025		
	Average training spend / FTE	Number of training hours / FTE	Average training spend / FTE	Number of training hours / FTE	Number of training hours (excl. mandatory) / FTE
France	244	5,08	452,31	3,45	5,47
All Solutions	2025 Acquisition		174,05	3,24	ND



WORKPLACE WELL-BEING

Ensuring a serene work environment conducive to personal and professional fulfillment is achieved through a pragmatic approach, deeply rooted in the daily life of our sites. To consolidate this ongoing momentum, we have chosen to place consultation at the heart of our methodology. The rollout of our employee survey in 2026 will mark an important milestone by gathering direct feedback from our teams on how they perceive their professional environment. Based on these insights, it will allow us to co-create new improvement actions to enrich our workplace well-being policy.

Our occupational health and safety approach already integrates numerous prevention and awareness initiatives. Workplace well-being week serves as a highlight to reaffirm the core principles of well-being within the Group. Convinced that this balance relies on cohesion, we encourage local initiatives that foster social connection. Walking groups, gardening workshops, morning meetups, and branch barbecues punctuate our teams' daily lives. These valuable informal exchanges strengthen local synergies and contribute sustainably to everyone's fulfillment.

Croissants and cohesion: breakfast meetings to cultivate conviviality

Quality of life at work is also nurtured through informal moments. To foster daily conviviality, several Group sites rely on regular, welcoming gatherings. Depending on local dynamics, entities organize monthly or quarterly breakfasts. These meetups bring together all employees, whether in operations or administration, for a shared moment.



More than just a coffee break, these moments to step back break down silos between departments, ease the onboarding of new hires, and strengthen the sense of belonging in a relaxed atmosphere.

By encouraging spontaneous dialogue outside of formal meetings, these local initiatives help build a supportive, human, and well-being-focused work environment.

Sophrology workshops to combine well-being and stress management

Mental health is a priority. To preserve the daily work-life balance of its teams, the Group rolls out initiatives focused on well-being and the prevention of psychosocial risks.



On the occasion of our safety week, the Pusignan campus hosted sophrology workshops. Led by a professional practitioner, these sessions offered employees a dedicated space to disconnect and recharge directly in the workplace. On the agenda: learning simple breathing techniques and bodily relaxation exercises, designed to be easily replicated on their own.

Participants acquired valuable tools to cope with peak workload periods: defusing physical tension, channeling emotions, and sustainably reducing mental load.

This targeted prevention action illustrates our commitment to promoting individual well-being by equipping everyone with the keys to a more serene daily professional life.

Global Transport switches to dynamic ergonomics

Fighting against a sedentary lifestyle is a major health challenge. To care for its teams, Global Transport is deploying sit-stand desks across several branches. This initiative primarily targets screen-based employees whose daily responsibilities require prolonged sitting. Thanks to this new equipment, everyone can now vary their posture in an instant throughout the day.



By allowing employees to alternate between sitting and standing in a matter of seconds, these dynamic setups offer immediate health and energy benefits. They encourage better blood circulation, reduce back and neck tension, and actively prevent musculoskeletal disorders (MSDs).

Mobility and disconnection: initiatives from the Overseas BU

Within the Overseas BU, quality of life at work comes to life through friendly, local initiatives designed for headquarters employees.



To break away from the sedentary nature of screen-based work, the Overseas BU is launching walking groups during the lunch break. This regular meetup addresses three essential points: encouraging physical activity, strengthening team cohesion, and fostering a natural reduction in stress.

In this same spirit, a shared vegetable garden was created in the heart of the site. These initiatives transform daily routines and deliver immediate benefits for employees' physical and mental health.

By offering genuine spaces to disconnect and catch a breath in the middle of the day, the Overseas BU demonstrates that workplace well-being is cultivated through simple, shared actions.



REMUNERATION AND BENEFITS

Remuneration and employee benefits are essential levers of recognition, engagement, and well-being for our teams. DIMOTRANS Group's ambition is to build a global and attractive employer value proposition capable of attracting and retaining talent, while aligning with our values of respect and responsibility.

Across France and internationally, we deploy a fair, competitive, and transparent reward structure built around four fundamental principles:

- **Equity and transparency:** ensuring fair compensation based on objective and shared evaluation criteria.

- **Competitiveness:** regularly assessing our offerings against market practices to remain an employer of choice.

- **Performance recognition:** valuing individual and collective achievements, notably through profit-sharing and gain-sharing schemes when the economic context permits.

- **Social protection and well-being:** making health and financial security a priority through high-quality coverage that is gradually expanding internationally.

In line with the roadmap established in 2024, fiscal year 2025 marked a new milestone with the rollout of a joint savings plan to consolidate the long-term financial security of France-based employees. This commitment to closely associating our teams with value creation reached a new dimension with the opening of company equity to our employees. Employee share ownership generated strong interest, with total demand reaching twice the initial offer. This exceptional success reflects our teams' endorsement of the company's trajectory and reinforces our cohesion.

KEY RESULTS OF THE OPERATION

1. Subscription rate:
The overall envelope of 450,000 shares was fully taken up, representing a 100% utilization rate.

2. Participation :
Out of the 1,479 eligible employees, 230 employees became indirect shareholders, representing a participation rate of 15.55%.

3. Total investment :
The total amount invested, including net employer matching contribution, stands at €375,702.66.

4. Initial performance :
As of February 27, 2026, the fund's performance stood at +39.58%, driven by the share revaluation from €0.77 (discounted price) to €1.10 following the operation.

To ensure full alignment with ground realities, salary evolution is managed directly at the level of each Group company. This localized management approach allows us to adapt our pay policies to local economic, sector-specific, and geographical contexts in a highly agile manner. Within this framework of daily support and recognition, several concrete initiatives have been rolled out across our various entities in France. This includes mobility allowances introduced to support and ease our employees' daily commutes. In the same spirit, Group entities have implemented bonuses linked to long-service awards to recognize long-term commitment and reward team loyalty.

ENHANCED SOCIAL PROTECTION WORLDWIDE

Our ambition to guarantee a protective and attractive framework is reflected in our global indicators.

Nearly **94%** of our employees in France are covered by healthcare and protection plans (the remaining employees benefiting from official exemptions). Group-wide, coverage stands at **73%**, with the remaining percentage corresponding strictly to local regulatory exemption cases.

This momentum takes on full meaning through the tailored policies deployed by our subsidiaries outside France, tailored to each country's realities:

- United States: our subsidiary has introduced a capped contribution to medical expenses to support employees with their healthcare costs.

- Turkey: beyond statutory requirements, CMA Turkey offers complementary private health insurance. Attentive to the well-being and daily lives of its teams, the Turkish entity also covers lunches and commuting expenses.

- Morocco: QUALITAIR&SEA Morocco and SLIM deploy an extended protection policy. Beyond legal obligations, both entities offer comprehensive health and disability insurance (covering illness, death, incapacity, and disability). Furthermore, QUALITAIR&SEA Morocco consolidates its employees' long-term financial security through a supplementary pension plan with the CIMR, based on a shared contribution of 6% for the employee and 7.80% for the company. Initiated in 2008, this approach positions our Moroccan subsidiaries as employers of choice in their sector.



Long-service awards: the Group celebrates the journey of its talents

To honor the longevity and loyalty of their teams, several of our Business Units celebrate the presentation of long-service awards. Highly appreciated on the ground, this initiative has met with great success. It highlights the key values demonstrated by our employees: longevity within our branches, consistent performance, and loyalty to the Group.

For recipients, these distinctions represent a milestone and recognition of their daily commitment, technical expertise, and career journey.

By celebrating its talents in this way, the Group reaffirms its commitment to placing people at the center of its performance—a meaningful way to value the professional history of those who build our success over the years.



Bain de Bretagne launches the "Living Wage": a social model for the Group

At the end of 2025, a pioneering initiative was launched on site: the living wage approach. The first step of this process consists of conducting a precise assessment of our current practices. If gaps are identified, the site will deploy clear policies and tailored action plans starting in 2026.

This highly structured approach is intended to serve as a model. The medium-term goal is to share best practices and rigorously analyze impacts in order to extend these actions across the entire DIMOLOG scope, and potentially Group-wide.

This project meets the expectations of our most demanding commercial partners in terms of CSR. With this social innovation, DIMOLOG demonstrates the seriousness of its commitments and aligns perfectly with its clients' due diligence processes.



SOCIAL DIALOGUE

The quality of social dialogue is an essential pillar supporting the sustainable performance of DIMOTRANS Group and the well-being of its employees. A climate built on trust, mutual respect, and transparency is indispensable. Accordingly, the Group makes consultation a top priority to guide its transformations harmoniously. In strict compliance with labor law and local legislation, this commitment translates into regular, open, and constructive exchanges with employee representative bodies. This engagement materialized in 2025 through the holding of **96 employee representation meetings** Group-wide.

In line with the initiatives undertaken to relaunch our group works council and adapt the designation of representatives to our evolving organizational structure, two major strategic meetings were organized this year. The second session notably served to initiate a major project with the launch of a healthcare tender for 2026. This collective information and negotiation approach illustrates our determination to fully involve social partners in key structural decisions, ensuring our support programs closely align with ground realities and the expectations of all teams.

HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS

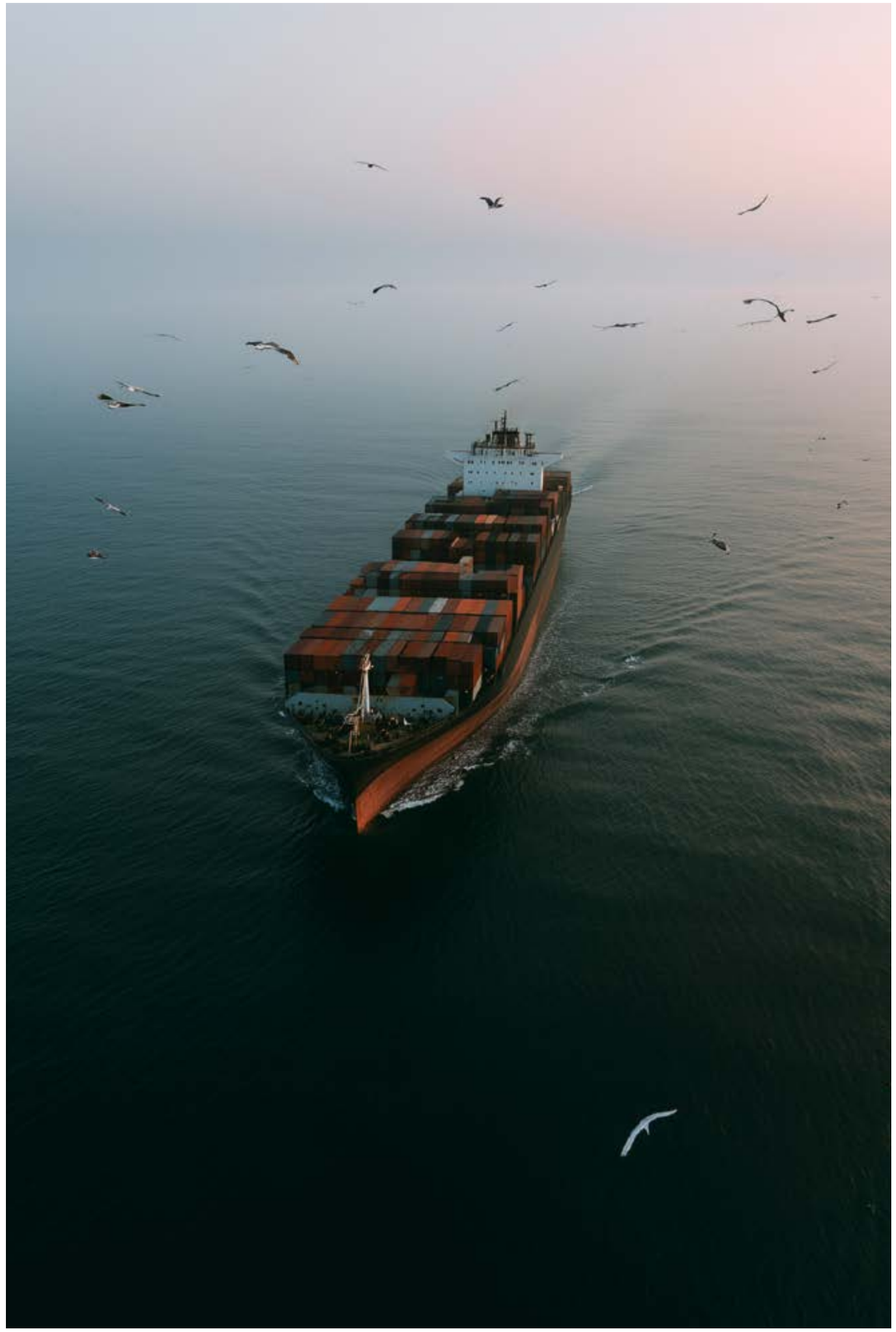
Respecting the fundamental rights of employees and providing them with dignified, fair, and equitable working conditions are firm commitments. The Group places the dignity and respect of every individual at the core of its priorities. We are aligned with the United Nations Guiding Principles on Business and Human Rights, as well as the fundamental conventions of the International Labour Organization (ILO). We achieved a major milestone with **the Group's accession to the United Nations Global Compact in 2024.** This commitment materialized in **2025 with the publication of our first Communication on Progress (COP) report.**

To structure and promote this ethical culture across our sphere of influence, DIMOTRANS Group relies on two distinct and complementary frameworks (see Business Conduct chapter, p. 66):

- **The code of conduct:** intended for our internal employees, it formalizes our rules regarding freedom of association and collective bargaining rights, the fight against child labor, forced labor, and modern slavery, the rejection of all forms of discrimination, and the active promotion of equal opportunity.

- **The subcontractor code of conduct:** established at the end of 2024 and deployed in 2025, it applies these same requirements of integrity, respect for human rights, and social justice to our suppliers and subcontractors to safeguard the integrity of our value chain.

To ensure the practical application and transparency of these commitments, DIMOTRANS Group has set up a whistleblowing mechanism. This accessible and secure reporting channel allows any failure or breach of our codes to be reported. We thus guarantee a protective framework and strict compliance with our values at every level.



4.

AGILITY: INNOVATING FOR TOMORROW'S WORLD

"Innovating means turning constraints into opportunities. Faced with the climate emergency and the growing complexity of global supply chains, DIMOTRANS Group chooses agility: decarbonization, sobriety, and risk anticipation to ensure service continuity for its customers."



CHRISTOPHE TCHORDJALLIAN
CHIEF EXECUTIVE OFFICER
DIMOLOG

Strengthening our environmental resilience

Environmental resilience is rooted in our ability to anticipate climate change while adapting our operational models. The ecological urgency and the risks of disruption to global supply chains are challenges that we transform into opportunities for innovation. Our objective remains to secure our customers' operations and ensure service continuity.

This transition relies on an action plan to reduce our footprint and enhance our agility:

• **Decarbonizing our transport** by optimizing transport plans, developing modal shifts, and progressively integrating alternative fuel vehicles.

• **Ensuring infrastructure efficiency** through the modernization of our logistics buildings, the installation of high energy-efficiency equipment, and the monitoring of our resource consumption.

• **Managing climate risks** by designing agile contingency solutions to secure the supply chain against extreme weather events.

By balancing operational performance with ecological responsibility, our Group reduces its environmental impact. This long-term strategy positions us as a trusted partner, capable of tackling tomorrow's challenges alongside our customers.



DOUBLE MATERIALITY ANALYSIS

DIMOTRANS Group assessed its resilience through a double materiality analysis. Climate change is identified as a major stake, both in terms of our impact on the environment and on financial terms. Mapping these risks precisely is the first step in our adaptation approach. Far from being a regulatory constraint, this analysis protects our business model against ecological crises. The Group examines two types of risks (physical and transition) across short, medium, and long-term horizons.



PHYSICAL RISKS: DIRECT IMPACTS IN THE FIELD

These risks encompass the direct and measurable effects of global warming. They manifest as extreme weather events, prolonged heatwaves, floods, or severe droughts. Our analyses reveal four major threats at our scale:

• **Operational and logistical disruptions:** acute climate events (storms, road blockages due to flooding, disruption of transport infrastructure) impair the fluidity of our transport plans. They cause freight handling disruptions, disturb cross-docking flow management on our platforms, and threaten the reliability of the entire upstream and downstream supply chain.

• **Infrastructure vulnerability and asset cost overruns:** climate hazards can damage our logistics platforms and storage hubs. Over the long term, this will increase our corrective maintenance costs (OpEx) and require us to plan for the early replacement or structural reinforcement of our real estate assets (adaptation CapEx).

• **Human capital, health, and social climate:** extreme heat threatens the health, safety, and comfort of our employees, whether working in warehouses or on the road. Without proper anticipation, these conditions hinder overall productivity, increase the risk of workplace accidents, and degrade the workplace climate.

• **Insurance exposure and vulnerability:** the multiplication of climate-related claims directly impacts the insurance sector. This reality exposes DIMOTRANS Group to increased insurance premiums and deductibles, stricter limitations on sector coverage, or even caps on our overall protection for certain critical risks, thereby increasing our non-transferred residual risk.

TRANSITION RISKS: COMPETITIVENESS AND MARKET REQUIREMENTS

Transition risks arise from the efforts required to shift toward a low-carbon economy. We must adapt quickly to two converging pressures:

• **Evolution of the regulatory framework:** tightening French and European regulations (fossil fuel taxes, access restrictions linked to low emission zones, fleet decarbonization mandates, etc.) requires an agile technological transition, under pain of financial penalties or operational inability to operate in certain regions.

• **Stakeholder expectations and competitive advantage:** our principals, clients, and partners now integrate strict climate criteria into their vendor onboarding and procurement processes. Failing to act would compromise our commercial competitiveness and damage the Group's brand image and appeal.



GOVERNANCE

Managing our resilience begins at the highest levels of the company and cascades across our operations in the field. The Executive Committee regularly reviews non-financial performance indicators and integrates climate risks into the company's macroeconomic strategy. The CSR Department coordinates this approach and drives the direction of our transition pathway. This centralized approach guarantees the consistency of our decision-making and investments. It lays the foundations for a common framework currently being deployed across every DIMOTRANS Group Business Unit.

POLICIES AND ACTIONS

To build more energy-efficient and sustainable logistics, our environmental policies set out clear commitments. Our targets are:

• To achieve a 30% absolute reduction in our CO_2 emissions (Scopes 1 and 2) by 2030 (vs. 2023 for the France scope).

• To strive toward «Zero Pollution».

This plan guides our daily operations: pollution prevention, waste management, energy efficiency, and biodiversity protection. By combining our internal decarbonization solutions with those co-designed with our clients, we harmonize our practices across Business Units and adapt our ambitions to the daily reality of each business line.

Climate change

GREENHOUSE GAS (GHG) EMISSIONS INVENTORY

True to our commitment to transparency, our CSR strategy is built on the conviction that to act, we must measure. The annual development of our carbon footprint assessment extends far beyond a simple regulatory check. It serves as the essential scientific baseline to validate our operational choices and prioritize actions within our transition roadmap.

METHODOLOGICAL FRAMEWORK AND SCOPE

Our carbon accounting follows the principles of the GHG Protocol (Greenhouse Gas Protocol) and draws inspiration from the requirements of the European CSRD directive. For the 2025 fiscal year, the selected scope covers all of our locations worldwide, using the operational control approach.

The structure of our footprint reflects the dual identity of DIMOTRANS Group: freight forwarder and logistics provider. Emission sources are divided into three main scopes.

To maintain the most accurate assessment possible, we continuously adapt our methodological framework to refine our footprint measurement.

DIRECT EMISSIONS (SCOPE 1):

This scope encompasses greenhouse gas emissions generated by the combustion of fossil fuels or direct releases within assets owned or controlled by the Group. It is structured around five key areas:

• Stationary heating of our infrastructure: natural gas and fuel oil consumption for our offices and logistics sites.

• Owned road transport fleet: diesel fuel consumption of our trucks.

• Company car fleet: fuel (diesel and gasoline) consumed by vehicles provided to our employees.

• Material handling fleet: propane gas used by our internal combustion engine forklifts.

• Fugitive refrigerant emissions: emissions related to air conditioning and temperature-controlled logistics facilities.

INDIRECT ENERGY EMISSIONS (SCOPE 2):

This scope accounts for the impact of purchased energy used in the daily operation of our logistics and administrative buildings:

• Warehouse and hub operations: electricity for site lighting and infrastructure power (IT, mechanization, equipment, etc.).

• Internal electric handling: energy required to recharge our yard machinery (forklifts, pallet jacks, order pickers).

• Temperature-controlled logistics: continuous power consumption of refrigeration units in our storage areas to guarantee the cold chain for our clients.



INDIRECT VALUE CHAIN EMISSIONS (SCOPE 3):

Tied to our core business (freight forwarding), Scope 3 accounts for over 90% of our overall carbon footprint. This consolidated scope brings together all indirect impacts generated upstream and downstream of our own operations, where we act as a principal contractor:

• **Upstream and downstream transport:** as the largest category, it includes all freight flows carried out on behalf of our clients by our carrier partners (road, air, sea). Our mitigation capability relies on indirect levers of influence: volume consolidation, load factor optimization, promotion of multimodal shift, and preferential selection of committed partners (such as the Objectif CO_2 program).

• **Capital goods:** indirect «embodied» emissions associated with the manufacturing, construction, and acquisition of our long-term assets, such as real estate infrastructure (warehouses, hubs), IT equipment, and rolling stock.

• **Purchased goods and services:** impact of products, supplies, and external service provisions purchased to support the daily operations of branches and subsidiaries.

• **Business travel and employee commuting:** mobility of our employees for business trips (overnight stays, train, flight, or external fleets) and daily travel to and from work.

• **Waste:** impact associated with the collection, transport, and end-of-life treatment (recycling, energy recovery, landfill) of all waste generated by the operation of our logistics platforms and administrative sites.

MEASURING TO GUIDE OUR TRAJECTORY

We are committed to measuring our emissions as precisely as possible to guide action. This mapping provides the operational baseline from which the Group makes its decisions, turning raw data into continuous progress.

The evolution of our GHG Protocol methodology between 2024 and 2025 impacted the calculation of Scope 3 emissions. To guarantee a reliable comparative analysis and measure the actual progress of our emissions on a consistent methodological basis, the 2024 data was recalculated using the 2025 framework.

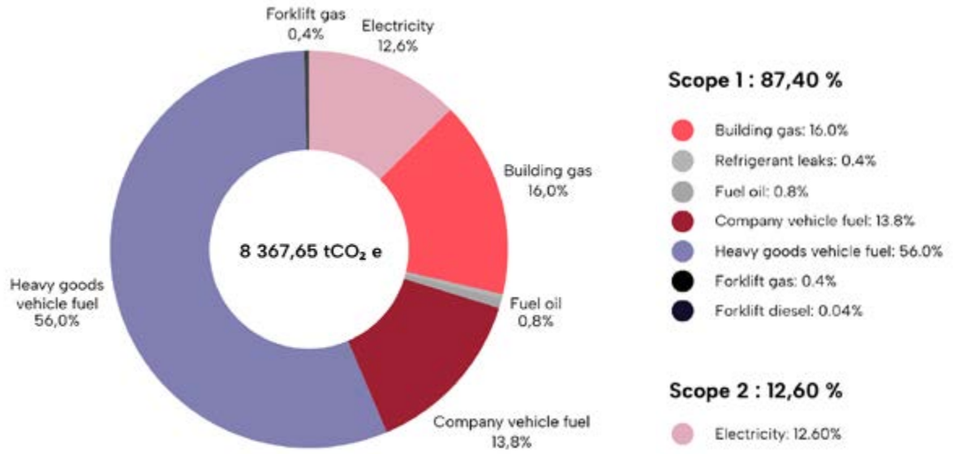
GREENHOUSE GAS (GHG) EMISSIONS INVENTORY (SCOPES 1, 2 AND 3) BY GEOGRAPHICAL SCOPE

	SCOPE 1 tons of CO_2e	SCOPE 2 (location-based) tons of CO_2e	SCOPE 3 tons of CO_2e	TOTAL
France	5 053,04	374,94	192 850,71	198 278,69
International	1 997,15	651,84	262 375,95	265 024,94
All Solutions	263	27,69	16 678,22	16 968,91
TOTAL excl. All Solutions	7 050,19	1 026,78	455 226,66	463 303,63

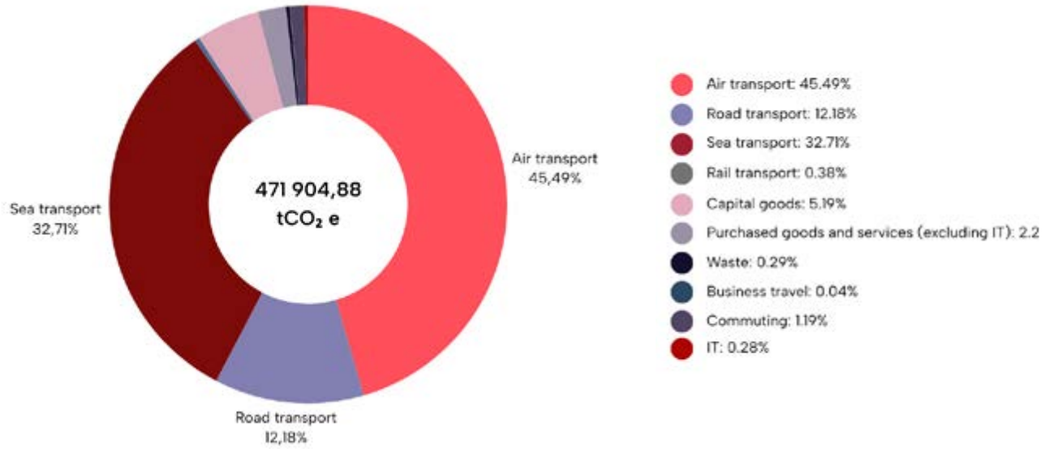
CARBON FOOTPRINT VARIATION (FRANCE SCOPE, LIKE-FOR-LIKE 2023 BASIS)

GHG emissions (tons de CO_2e)	SCOPE 1	SCOPE 2 (location-based)	SCOPE 2 (market-based)	SCOPE 3	TOTAL (location-based)	TOTAL (market-based)
2024	4 829,28	388,26	836,5	214 376,57	219 594,11	220 042,35
2025	5 049,99	374,94	39,01	192 850,71	198 275,64	197 939,71
% change	+4,6%	-3,4%	-95,3%	-10%	-9,7%	-10%

BREAKDOWN OF SCOPES 1 AND 2 (WORLDWIDE SCOPE, GHG PROTOCOL) 2025



BREAKDOWN OF SCOPE 3 (WORLDWIDE SCOPE, GHG PROTOCOL) 2025



2025 CARBON INTENSITIES



Road	Sea	Air	Rail
84,60 $gCO_2e/t.km$	5,21 $gCO_2e/t.km$	890,19 $gCO_2e/t.km$	25,58 $gCO_2e/t.km$



CLIMATE CHANGE MITIGATION

POLICIES, AMBITION, RESULTS, ACTIONS

OUR CONTRIBUTION TO CLIMATE CHANGE MITIGATION

As a transport and logistics player, DIMOTRANS Group embraces its sector responsibility. Our industry is one of the world's primary emitters of greenhouse gases; it must therefore lead the transition. Our commitment translates into daily operational shifts: we are moving from a posture of observation to an approach of tangible impact.

A COMPREHENSIVE APPROACH ANCHORED IN OUR VALUE CHAIN

We embed our carbon reduction strategy within a comprehensive, systemic perspective. Our approach extends beyond the physical boundaries of our branches and warehouses to encompass our entire value chain—from upstream (raw material extraction for our equipment, supplier flows) to downstream (end-of-life of our solutions, recycling of logistics materials).

This vision requires analyzing our direct activities (under our control) and indirect activities (triggered through our partners) with equal rigor. This mapping is essential to prevent impact shifting from one operational category to another.

Methodically, we place the measurement of our greenhouse gas (GHG) emissions at the core of our decision-making. The year 2025 marks our third consolidated carbon footprint assessment. Having three years of historical data enables us to stabilize our metrics, refine our sector-specific emission factors, and understand our trajectory on a like-for-like basis. This maturity now gives us the key tools to drive a clear, realistic, and scientifically grounded ambition.





LEVERS AND ACTIONS

SCOPES 1 & 2 TRAJECTORY:

This transparency enables us to set a shared direction for our teams, clients, and partners. Our major objective is to achieve a 30% absolute reduction in our Scope 1 & 2 GHG emissions by 2030 (compared to 2023, France scope).

This target is calculated on a like-for-like basis. It includes a dynamic adjustment policy to update our baseline year when integrating new subsidiaries, ensuring reliable tracking of our organic growth.

To define this trajectory, we rely on the Science Based Targets initiative (SBTi) methodology. However, our target is not 100% aligned with their strict -42% benchmark. This transparent choice is explained by our historical data availability. Our baseline year (2023) is recent, as our previous reporting system did not allow us to retrieve older data with sufficient accuracy. Yet, numerous optimization initiatives had already been deployed in the field well before 2023, without being eligible for inclusion in our current calculations. This 30% target therefore represents a pragmatic starting point. Our ambition remains to exceed this goal and progressively align with the most demanding standards.

By choosing an absolute reduction target on a like-for-like basis, we aim to decouple our business growth from our direct carbon footprint. This commitment drives us to place energy sobriety at the heart of our development.

This rigor was demonstrated in 2024–2025 through the deployment of our global carbon inventory and our initial audits. Over these two fiscal years, the Group focused on verified Scope 1 and Scope 2 data across two primary levers.

SCOPE 3 TRAJECTORY:

Having secured the reliability of our direct data, we are taking a new step forward by extending our decarbonization strategy to our value chain (Scope 3). In 2025–2026, our teams mobilized to define clear targets for these indirect emissions, which represent the vast majority of our overall footprint, primarily through our freight forwarding activities.



Our approach relies on a rigorous sequence: measuring freight flows, optimizing transport operations, improving load factors, and implementing alternative solutions (HVO fuel, sustainable aviation and maritime fuels, and multimodal shift).

To manage Scope 3, we calculated carbon intensities for each of our business lines and transport modes. These indicators help us design an ambitious, realistic reduction pathway tailored to our economic constraints. Pending its finalization, we are already activating direct levers to mitigate the impact of our transport flows.

OUR OPERATIONAL DECARBONIZATION LEVERS

Our contribution to climate change mitigation translates into concrete technological and organizational choices structured around four strategic pillars:

Optimizing transport modes

We promote the diversification of transport modes to move beyond conventional road transport alone. Whenever shipment nature, goods typology, and lead time constraints permit, our teams design long-distance combined sea, rail, or inland waterway solutions. Modal shift concentrates road usage on short-distance pre- and post-leg transport, delivering significant reductions in greenhouse gas emission factors across our main transit corridors.

Improving equipment and fuel performance

Managing our direct environmental footprint relies on a technical policy centered on modernizing our logistics and transport assets. Our owned heavy-goods vehicle fleet complies almost entirely with the Euro VI standard, allowing us to leverage advanced engine technologies to minimize pollutant emissions. This proactive fleet renewal is paired with rigorous maintenance to guarantee vehicle efficiency. Concurrently, we are deploying alternative fuels such as HVO.

Maximizing load factors

Optimizing useful vehicle space is fundamental to our efficiency approach. Our operations teams continuously work on volume consolidation and load aggregation for our various clients. By optimizing truck fill rates on a daily basis, we transport more cargo using fewer vehicles on the road, directly reducing the carbon intensity of each tonne-kilometer shipped.

Route optimization

Streamlining our transport routes serves as an immediate efficiency driver. We combine advanced planning software with deep network expertise to minimize distances, reduce empty runs, and eliminate unnecessary mileage, thereby enhancing operational efficiency and service quality. Using real-time dynamic navigation, our drivers instantly adjust routing to bypass congestion, directly lowering fuel consumption and optimizing engine efficiency.

The Pusignan agency tackles empty space

Optimizing every cubic meter to reduce emissions: that is the challenge successfully met by our DIMOTRANS Global Transport team in Pusignan. Through ultra-precise management of load factors, the branch proves that operational efficiency is a powerful driver of performance. A full truck is an optimized truck. Built on this straightforward principle, the initiative launched in 2024 across a few pilot routes expanded significantly in 2025 to cover additional scheduled lines, notably to Germany.



To maximize fill rates on every groupage vehicle, the branch leverages a specific skill set: actively sourcing complementary cargo via freight exchanges. By consolidating volumes and aggregating flows along strategic corridors, the required number of trips dropped drastically. The results achieved in 2025 are striking.

The environmental impact of this approach was immediate and measurable over the fiscal year: **204.3 tonnes of CO_2 saved across the target routes, and a 28.9% reduction in carbon intensity, falling from 82.94 to 58.96 gCO_2e/t.km.**

2025 marks the embedding of a true culture of efficiency within our operations teams. Highlighting this consolidation work reinforces everyone's daily commitment. Understanding the direct impact of operational choices creates genuine pride among our employees—and it is precisely this transport efficiency model that the Group intends to propel forward.

In Blois, the transition runs on HVO

How can we decarbonize road freight without replacing trucks? The DIMOTRANS Global Transport agency in Blois delivers a concrete solution for one of its key clients by deploying HVO, a forward-looking, local, and 100% renewable fuel. The agility and technical expertise of our teams enabled the setup of a tailored low-carbon fueling solution, perfectly suited to our partner's high-density freight flows.



Hydrotreated Vegetable Oil (HVO) is a 100% renewable alternative fuel that directly replaces traditional fossil diesel. Its key advantage: it requires no engine or fleet modifications. Our trucks can use it immediately without complex technical transitions. For the Group, using biofuels derived from intensive agricultural crops is out of the question. The selected HVO is produced exclusively from residual fats and used cooking oils.

This strategic choice ensures no competition with global food production, deforestation, or land-use change, while turning everyday waste into a valuable resource.

The results are clear: **an 82.6% reduction in CO_2 emissions** on the target route and **a drastic drop in fine particulate emissions**, a testament to our ability to co-design green logistics solutions with our clients.

All ahead on multimodal transport between Turkey and Greece

How can tight delivery lead times be reconciled with a drastic reduction in carbon footprint? On the Turkey–Greece corridor, DIMOTRANS Group meets this challenge by combining road and sea freight through a Ro-Ro (Roll-on/Roll-off) solution.



Along this strategic international trade lane, our teams successfully align efficiency with responsibility. By loading our trailers onto Ro-Ro vessels, we restrict road transport to the bare minimum.

The Ro-Ro principle is straightforward yet highly effective: trucks or trailers drive directly onto specialized vessels for the maritime leg of the journey, then resume road transport for final delivery. This multimodal scheme guarantees strict adherence to client transit times. It offers a concrete alternative to all-road transport, which is often congested and more polluting, while providing enhanced security for shipped cargo.

The results of this modal shift speak for themselves and validate our operational choices:

- **6,004.59 tonnes of CO_2e avoided** over the full year.
- **A massive 70.8% reduction in carbon intensity,** standing at **24.71 gCO_2e/t.km** with Ro-Ro compared to **84.74 gCO_2e/t.km** for a conventional all-road route.

DT Project pioneers inland waterway shuttles for heavy lift transport

Moving out-of-gauge cargo along rivers rather than congesting roads: this is the bold and successful ambition realized by our subsidiary, DT Project. It provides a sustainable, cost-effective alternative to conventional heavy haulage convoys.



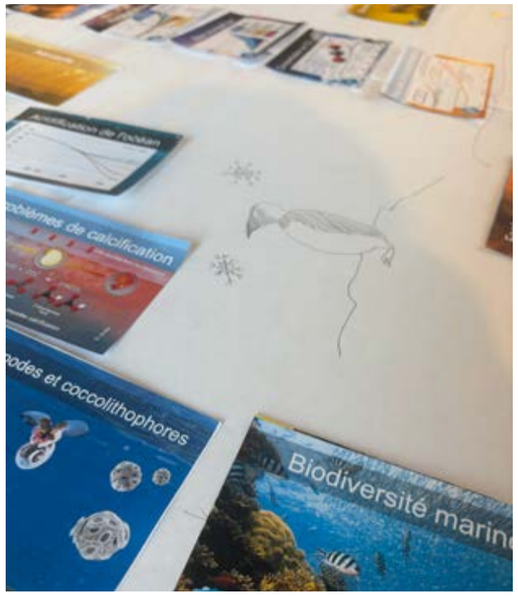
Leveraging inland waterways serves as a powerful driver of innovation. By repurposing standard container barges into river shuttles tailored for oversized loads, DT Project is reinventing industrial logistics. The impact of this modal shift is immediate: a single push-boat and barge combination carries a volume equivalent to several dozen trucks.

Key outcomes include zero congestion by relieving overburdened road networks, zero logistical stress by bypassing physical road constraints (bridges, roundabouts, complex permit requirements), and maximum security through smooth, highly secure transport for complex equipment.

With the carbon footprint reduced sevenfold, the results are striking, proving the value of inland waterways in decarbonizing complex industrial freight flows. **Emitting just 10 to 20g CO_2e per tonne-kilometer by barge compared to 70 to 150 g for equivalent road transport.**

The Climate Fresk to raise team awareness

During our work-study onboarding day, DIMOTRANS Group leveraged collective intelligence by hosting a Climate Fresk workshop. This collaborative immersion allows participants to decode, understand, and take action: an effective way to raise environmental awareness among new recruits from day one.



This educational tool directly ties corporate culture to environmental challenges as new employees begin their journey with the organization. By working with the Climate Fresk cards, our work-study recruits were able to reconstruct the cause-and-effect chains of climate change and map out practical solutions for their daily routines.

Given the success of this initiative, the Group plans to build on this momentum. Facilitators have been trained to deliver these workshops internally. New Climate Fresk sessions will be scheduled throughout 2026 to engage even more employees across the organization.



CLIMATE CHANGE ADAPTATION

In response to the increasing frequency of extreme weather events, DIMOTRANS Group is safeguarding its operational model by anticipating physical climate risks. Our objective: build a resilient logistics network capable of absorbing climate shocks to ensure business continuity for our clients, while protecting our human capital and infrastructure.

This proactive effort led to a comprehensive vulnerability assessment of our network. We created a full mapping of our sites, categorized into three levels of risk criticality regarding future climate hazards: low, medium, and high. This dynamic management tool is updated at least every two years as well as with each new acquisition to guarantee consistent tracking.

To construct this objective evaluation framework, we tested the resilience of each site against environmental risks.

• **Heatwaves and thermal risks:** measuring our exposure to heatwaves and sharp temperature increases.



• **Water stress and drought:** assessing site vulnerability to water shortages and usage restrictions.

• **Flooding, river overflow, and submersion:** modeling the risks of river flooding, extreme rainfall, and coastal hazards.

• **Land movement and geographical risks:** evaluating site safety against landslides, avalanches, and ground instability.

The findings of this in-depth analysis confirm the overall strength of our network. Today, only two sites are located in risk zones (one in Turkey and one in Asia). All our other global facilities are situated in low-risk areas. Driven by a continuous improvement and adaptation mindset, we expanded this analysis in 2026 to include wildfire and forest fire risks, enabling us to precisely evaluate our infrastructure's exposure to vegetation fires.

Furthermore, the Group maintains constant vigilance and adapts its operations to safeguard its human capital over the long term. This operational readiness translates into concrete measures during heatwaves to protect the safety of our teams and external contractors. When required, we adjust working hours and adapt break schedules.

Our operational management on the ground also relies on our employees' experience and preferences. At certain sites, teams prefer maintaining standard day shifts rather than starting earlier in the morning. Indeed, many buildings feature high-performance thermal insulation or advanced air conditioning and climate control systems—often essential to meet strict customer goods preservation standards. This controlled, temperature-regulated environment provides a protective workspace, allowing employees to experience heat stress less acutely at the office than in their own homes.

Air pollution

Aware of the impact of road freight, DIMOTRANS Group is committed to controlling local air pollutant emissions generated by its directly operated transport activities. In addition to our global carbon reduction initiatives, we actively minimize the environmental footprint of our vehicles within local communities. Our approach guarantees full compliance with air pollutant regulations. To achieve this, we regularly renew our fleet and maintain rigorous technical monitoring.

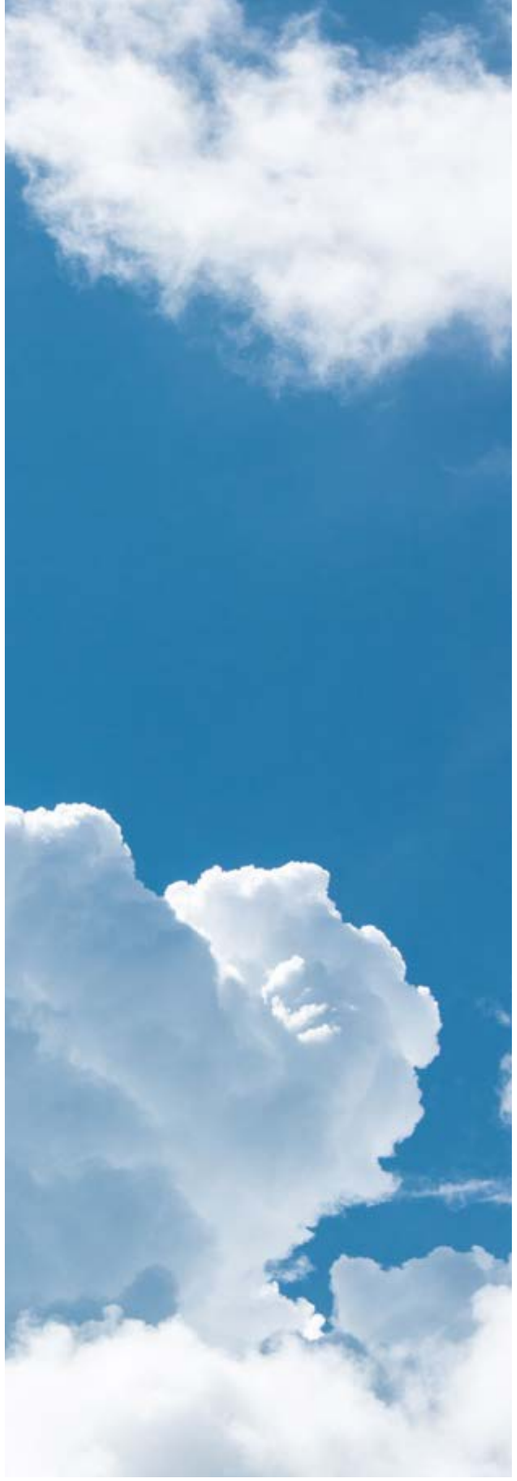
OUR ACTIONS AND RESULTS

To uphold this commitment, the Group deploys concrete measures across its directly owned fleet, delivering tangible and measurable results.

Fleet modernization is our primary operational lever. Today, almost our entire road fleet complies with the Euro VI standard. This transition enables us to leverage state-of-the-art engine technologies to minimize pollutant emissions. Ensuring the ongoing efficiency of these technologies requires strict operational oversight. In this respect, the Group achieves a 100% pass rate in annual vehicle roadworthiness inspections, demonstrating the continuous high-quality maintenance of our equipment.

Going beyond regulatory obligations, our teams proactively replace particulate filters. This preventive maintenance prevents system clogging and ensures optimal trapping of fine particulates throughout the vehicle's lifecycle.

While our direct actions target our owned assets, the selection of our transport partners remains a major lever for preserving air quality. Integrating environmental criteria into subcontractor selection represents one of our next key steps, with the ultimate goal of gradually bringing our entire network into this air quality preservation effort.



	Nitrogen oxides quantity (kg)	Non-methane hydrocarbons quantity (kg)	Sulfur dioxide quantity (kg)	PM10 particulate matter quantity
France	24 292,46	9 055,26	5 255,07	2 252,45

Non-renewable resource managements

DIMOTRANS Group is committed to a comprehensive resource efficiency strategy to optimize all inputs required for its operations. Our ambition is to act across every front: managing our energy requirements (electricity, gas, and fuel oil powering our buildings; fuels used by our road and company vehicle fleets; gas powering our material handling equipment), streamlining our water consumption, and optimizing material lifecycles (consumables and waste). Through this holistic vision, we limit our impact on natural ecosystems and embed responsible practices at the core of our operations.

DOUBLE MATERIALITY ANALYSIS

Fossil fuels lie at the core of our logistics operations. This issue presents particularly strong double materiality:

- **Environmental:** the combustion of these resources constitutes our primary source of greenhouse gas emissions.

- **Financial:** our reliance exposes us to market price volatility and evolving carbon taxation.

In response to these challenges, the Group actively manages its environmental footprint by modernizing infrastructure, optimizing operational processes, and conducting granular data analyses to deploy targeted initiatives.

POLICIES AND ACTIONS

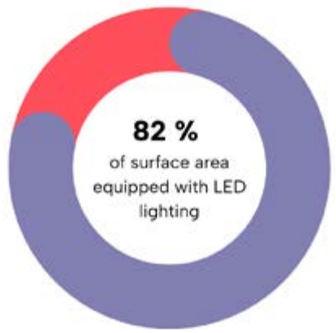
The energy transition of our sites requires a comprehensive approach tailored to each facility type:

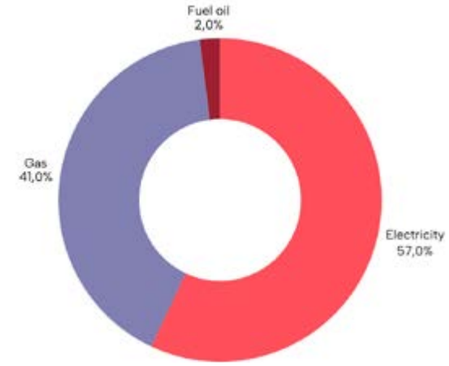
- Logistics warehouses consume energy primarily for lighting, charging material handling equipment, and, for specialized operations, temperature-controlled storage maintenance.
- Cross-dock terminals, being heavily exposed to heat loss due to frequent dock door openings, demand high-intensity lighting to ensure operational safety during night and early morning shifts.
- Office spaces are subject mainly to heating, air conditioning, and IT equipment requirements.

Therefore, the energy transition of our facilities calls for an all-encompassing strategy: modernizing equipment, upgrading insulation, and automating energy management systems. Driving our energy performance relies on continuous consumption monitoring. The year 2025 represented a technological and structural transition phase across our facilities, which mechanically altered our consumption profile and necessitated close tracking of our key indicators.

To evaluate our efficiency, we monitor the energy intensity of our buildings. In 2025, this ratio stood at 39.9 kWh/m² (compared to 37.4 kWh/m² in 2024). This slight increase is attributed to the expansion of a new temperature-controlled business line (15–25°C), which required early cooling system commissioning to protect goods.

BUILDING ENERGY CONSUMPTION BREAKDOWN





	Electricity consumption Buildings (MWh)	Gas consumption Buildings (MWh)	Fuel oil consumption (Liters)	Total energy intensity (kWh/m²)
France	7 300,73	5 368,01	20 098	39,86
International	1 147,13	78	0	16,05
All Solutions	533,51	168,96	0	22,96
TOTAL excl. All Solutions	8 447,86	5 446,01	20 098	35,31

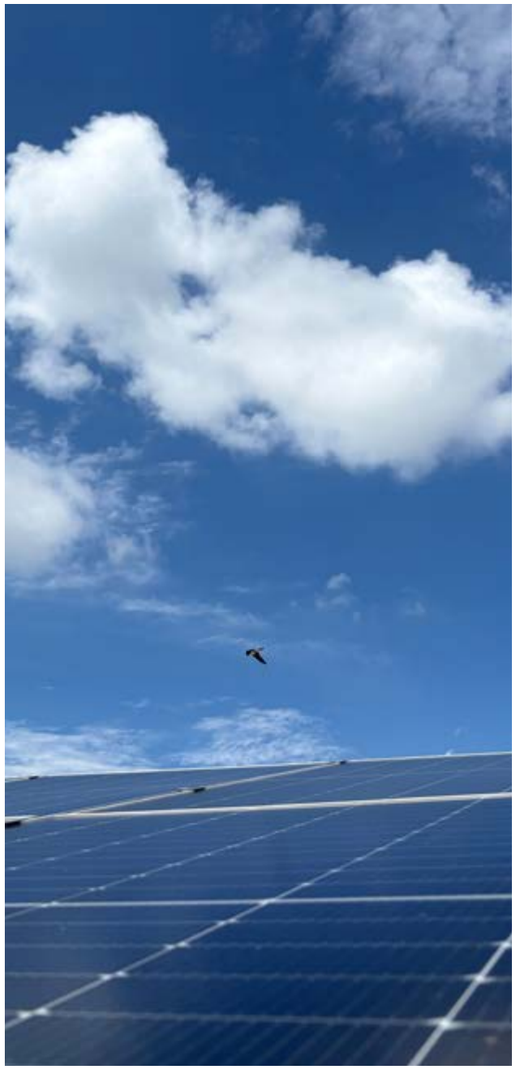
Over fiscal year 2025, gas consumption fell by 1%. LED lighting coverage reached 82% of total floor space. Electricity consumption increased by 7% (on a like-for-like basis and excluding charging stations), a shift driven by several clearly identified factors:

• **Building Management System (BMS) fine-tuning:** the rollout of this smart management tool expanded from 13 equipped sites in 2024 to 20 sites in 2025. This integration phase generated temporary overconsumption due to configuration errors. Identifying these discrepancies now enables us to refine system settings and unlock the full potential of these 20 installations.

• **Business growth:** the consumption rise also reflects our operational dynamism. Several sites expanded their electric forklift fleets. Additionally, temperature-controlled operations significantly impacted energy performance. Indeed, 2025 accounts for these activities over a full year (compared to a partial year in 2024), alongside a deliberate lowering of setpoint temperatures to satisfy the quality requirements of these specialized cargo flows.

• **Climatic and structural impact:** cold winters placed higher demand on heating systems across legacy sites that still require insulation upgrades.

The priority for the coming months is to fine-tune BMS configurations, reinforce energy-saving behaviors, and pursue thermal insulation upgrades. Concurrently, renegotiating our energy contracts in 2025 enabled us to transition toward a lower-carbon electricity mix, mitigating the carbon impact of our consumption increases (Scope 2) and supporting our -30% target on Scopes 1 & 2.



Robotics meets energy efficiency in Bain-de-Bretagne

In 2025, DIMOTRANS Group reached a major milestone by opening a 19,000 sqm hub of excellence in Bain-de-Bretagne. Its defining feature: combining cutting-edge automation with an exemplary energy-autonomy model.



For this new multi-client facility, the Group opted for agile logistics powered by a Scallog robotic solution featuring 25 robots and 250 shelving units. By optimizing storage density, this technology enhances order tracking while significantly reducing physical strain for our employees through shorter walking distances and ergonomic workstations.

To align this mechanization with our energy efficiency imperatives, the building was developed under developer Argan's «AutOnom» label and certified BREEAM Very Good.

To offset the energy footprint of automated processes, the site features a 3,000 sqm rooftop solar photovoltaic array. Coupled with a battery storage system, it achieves up to 80% energy self-sufficiency during the summer season.

Overall consumption dropped from 47 kWh/sqm at the previous site to 23.26 kWh/sqm today (and only 15.21 kWh/sqm drawn from the public grid). This virtuous circle saves 153.16 MWh per year and avoids 8 metric tons of CO_2e emissions, representing a dramatic 65.39% reduction in our carbon footprint (Scopes 1 & 2) across this scope.

Beyond energy generation, the site was designed following an energy sobriety and efficiency framework built on a clear principle: reduce demand, prevent thermal loss, and replace fossil fuels. The architecture maximizes natural daylight to limit reliance on artificial lighting. Concurrently, optimized thermal insulation, precise airflow management, and destratification fans to push heat back down in winter minimize energy consumption at the source. To cover residual requirements, an electric heat pump replacing traditional solutions provides low-carbon heating.



The facility was also engineered to blend harmoniously into its surrounding environment, boosting the local economy by creating and sustaining long-term jobs. Finally, following an ecological impact assessment, the site was designated a haven for local wildlife. Bain-de-Bretagne now stands as the showcase for the future of logistics: high-performing, people-centric, and committed.

MANAGING THE IMPACT OF OUR COMPANY FLEET

COMPANY CARS

In 2025, we continued transforming our company car fleet to lower the share of conventional internal combustion engine (ICE) vehicles in favor of lower-emission powertrains. The proportion of low-carbon vehicles (electric and hybrid) increased steadily, reaching 38% compared to 30.03% in 2024.

This structural shift directly reduces our fossil fuel consumption. We recorded a significant 39% drop in diesel consumption, confirming our progressive phase-out of diesel-only models. Conversely, gasoline consumption rose by 35%. This logical shift reflects the successful adoption of hybrid powertrains replacing former diesel vehicles.

As for charging electricity, tracked volumes showed a notable increase. Far from an anomaly, this rise stems from significantly more precise data collection:

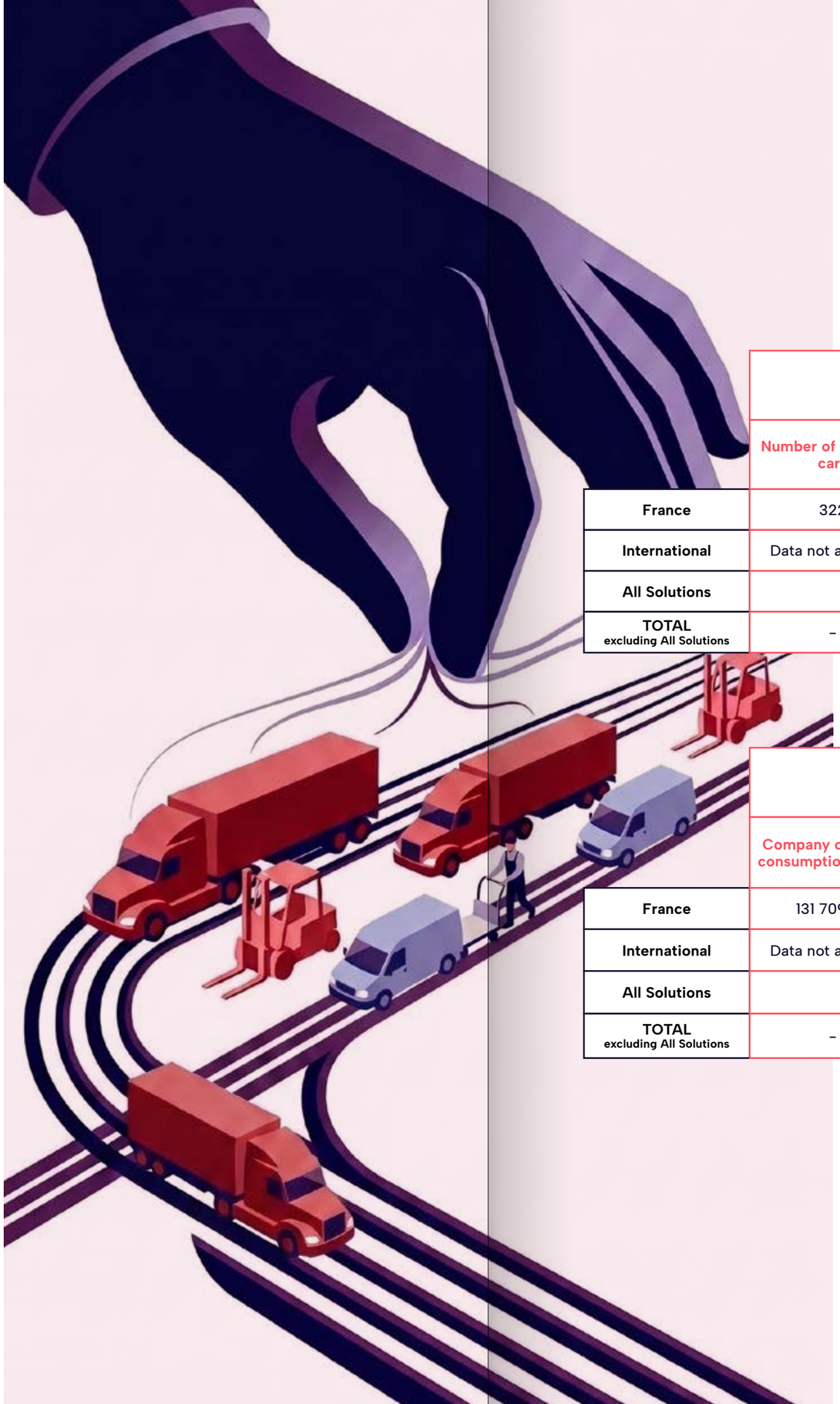
- **The deployment of sub-meters** across our sites now allows us to isolate the energy consumed by the fleet from the rest of the building.

- **The inclusion of tracking** for charging consumption taking place directly at employees' homes.

This granular reporting provides clear and comprehensive visibility, essential for precisely steering our decarbonization trajectory.

Finally, the sharp decline in diesel directly reduces our Scope 1 CO_2 emissions. This environmental benefit is further reinforced by physical conversion factors: the emission factor for gasoline is intrinsically lower than that of diesel.

Although these new powertrains shift a portion of energy consumption toward electricity, the impact of this shift remains minimal thanks to France's very low grid emission factor. This technological transition thus delivers a net, tangible reduction in the overall carbon footprint of employee business travel.



	2024		2025	
	Number of company cars	Percentage of low-carbon company cars	Number of company cars	Percentage of low-carbon company cars
France	322	30,03 %	321	38,01 %
International	Data not available	-	11	0%
All Solutions	2025 Acquisition		29	6,90%
TOTAL excluding All Solutions	-	-	332	36,75%

	2024		2025	
	Company car diesel consumption (Liters)	Company car gasoline consumption (Liters)	Company car diesel consumption (Liters)	Company car gasoline consumption (Liters)
France	131 709,06	136 817,55	95 014,37	209 239,24
International	Data not available	Data not available	10 279	17 407,16
All Solutions	2025 Acquisition		63 851,14	9 140,44
TOTAL excluding All Solutions	-	-	105 293,37	226 646,40

ROAD VEHICLES AND OWN FLEET PERFORMANCE

Although our business model relies primarily on freight forwarding, the management of our owned heavy goods vehicle (HGV) fleet is subject to close oversight. It represents a direct operational lever for our Scope 1 emissions.



Fiscal year 2025 highlighted the strategic importance of our tracking tools, which now integrate centralized and exhaustive data collection across all our logistics sites. While this methodological enhancement technically alters the interpretation of overall absolute volumes, our actual performance is reflected through our energy intensity metrics.

On a like-for-like basis, 2025 marks a major step forward in our road efficiency. Our average fuel consumption improved significantly, dropping from 34.73 L/100 km in 2024 to 33.21 L/100 km in 2025.

This performance demonstrates the operational excellence of our field teams, driven by two key factors:
• A 14% reduction in distance traveled, achieved through the optimization of transport plans and flow consolidation.
• An actual saving of over 50,000 liters of diesel fuel in one year, representing a 5.3% decrease in our overall fuel consumption and confirming the attainment of our transition goals.

FLEET MAINTENANCE AND ENVIRONMENTAL PERFORMANCE

Controlling our road footprint relies on a rigorous maintenance policy, ensuring equipment efficiency and air emission control.

• **Euro VI compliance:** 97.06% of our fleet meets this standard, enabling us to leverage advanced engine technologies to reduce air pollutants (NOx and fine particulates).

• **Regulatory inspections:** 100% of our HGVs successfully passed mandatory roadworthiness inspections, with zero non-conformities identified. This achievement underscores the rigor of our technical monitoring.

• **Preventive replacement:** going beyond regulatory mandates, we proactively replace particulate filters. Regular maintenance prevents system clogging and ensures optimal filtration of exhaust emissions throughout the vehicle lifecycle.

To maintain our high standards, DIMOTRANS Group enforces an immediate intervention protocol whenever a discrepancy or defect is detected:

• **Withdrawal from service:** should internal or regulatory inspections reveal an anomaly (premature wear or reduced filter efficiency), the affected vehicle is immediately removed from the road.

• **Rapid compliance restoration:** the vehicle is directed to partner workshops for repair using components certified to manufacturer standards, thereby restoring its original environmental performance.

• **Continuous improvement:** every incident is logged in our fleet management system to analyze the root cause and adjust our preventive maintenance cycles to prevent recurrence.

Innovation: on-board telematics at CMA International

Within our subsidiary CMA International, technological innovation directly serves environmental performance. To minimize the carbon footprint of its operations and optimize every journey, our subsidiary equips its heavy goods vehicles (HGVs) with next-generation on-board telematics systems.



These connected tools guide our drivers on a daily basis. Real-time dynamic navigation instantly alerts them to traffic disruptions, allowing them to adjust their route on the fly. This agility prevents congestion, ensuring the consistency and timeliness of our cargo flows.
By bypassing traffic jams, our vehicles avoid unnecessary engine idling. This reduction in idling time yields a direct and measurable decrease in both fuel consumption and pollutant emissions.
Through this technological innovation, CMA International demonstrates that connected, proactive fleet management provides a concrete response to the challenges of energy transition on the road.



MATERIAL HANDLING EQUIPMENT

Beyond road transport, DIMOTRANS Group's energy transition extends into the core of our warehouses, targeting our material handling equipment as a top priority: forklifts, order pickers, and pallet trucks.

In 2025, our strategy materialized through the progressive replacement of internal combustion (gas) equipment with high-performance electric solutions. This technological choice delivers dual benefits.

First, a direct reduction in our environmental footprint. Phasing out internal combustion equipment mechanically reduces our direct greenhouse gas emissions (Scope 1). Although this transition shifts a portion of the energy load to our electricity consumption (Scope 2), it improves the overall carbon balance of our handling operations.

Second, an improvement in occupational health and workplace comfort. Transitioning to electric equipment eliminates exhaust gas emissions in enclosed spaces and drastically reduces noise pollution. Our teams thus benefit from a healthier, quieter, and safer working environment.

To sustain this momentum, future fleet renewals across our handling equipment will continue to prioritize strict energy efficiency criteria. Moving forward, our teams will pay close attention to the energy performance of new battery technologies and the optimization of their charging cycles across all our logistics platforms.

WASTE AND CONSUMABLES

Our commitment to resource preservation is reflected in how we manage waste across our logistics sites. This approach serves as a true lever for efficiency and innovation. We systematically prioritize reduction at the source—digitizing our processes to limit paper consumption while maintaining ongoing dialogue with our partners to design more eco-friendly packaging.

These initiatives drove our resource efficiency trajectory for fiscal year 2025:

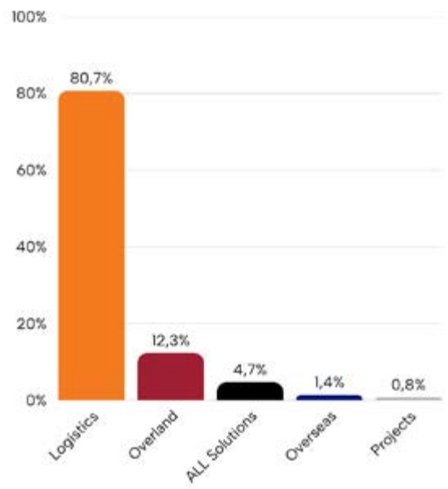
• Total waste volume (including All Solutions): 2,475.32 metric tons.

• Volume on a historic scope: 2,358.23 metric tons in 2025, compared to 2,595.08 metric tons in 2024.
On a like-for-like basis, our waste volume recorded a significant 9.1% year-over-year decrease. This outcome validates the effectiveness of our prevention policies and confirms a sustainable downward trend across our platforms.

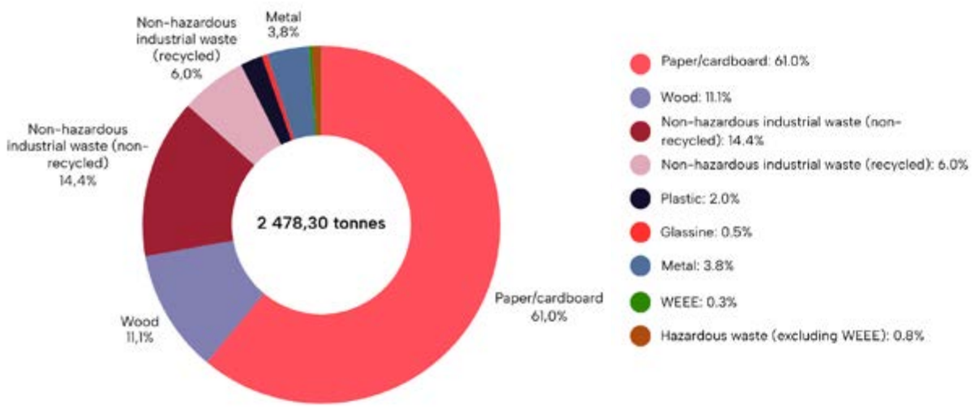
For volumes we cannot yet avoid, maximizing recovery remains our absolute rule. Thanks to employee engagement and the deployment of sorting bins across all sites, major material streams (wood, cardboard, plastic film) are sorted at the source and entrusted to licensed contractors. This operational discipline enabled us to reach a milestone in 2025, raising our overall recycling rate to 84.83% (up from 80.38% in 2024).

Concurrently, we are developing solutions for more complex materials. Such is the case with glassine (the silicone release liner on adhesive labels, historically difficult to recycle). Following success in Brittany and Normandy, our collection and recovery initiative for this residual material was consolidated across our Lyon-area sites. By transforming this waste into a resource with specialized partners, we bring our transition toward a circular model to life. These advancements encourage us to continually refine our practices to build increasingly sustainable supply chains.

WASTE BY BUSINESS UNIT



WASTE TYPE BREAKDOWN



	2024		2025	
	Total waste generated (metric tons)	Recycling rate (%)	Total waste generated (metric tons)	Recycling rate (%)
France	2 595,08	80,38 %	2 358,23	84,83 %
All Solutions	2025 Acquisition		117,09	83,01 %

DIMOLOG Saint-Ouen-l'Aumône eliminates void space in its packaging

Demonstrating its long-standing commitment to resource efficiency, the DIMOLOG site in Saint-Ouen-l'Aumône relies on an advanced automated packaging line on a daily basis. This equipment delivers a lasting reduction in shipping empty space, a major environmental and economic challenge for the supply chain.



The secret behind this custom line: a pair of smart machines that adapt in real time to product dimensions. First, a tray former shapes the base of the box to the exact length and width of the item. An automated sealer then instantly adjusts the box height as close to the goods as possible to reduce void space to an absolute minimum before sealing the top lid.

By sizing the container to its content, DIMOLOG reduces cardboard consumption at the source and completely eliminates the need for secondary void-fill materials (bubble wrap or paper padding).

This innovation generates three direct benefits for the supply chain. First, maximum security: once the lid is adjusted and sealed, the parcel becomes tamper-proof, guaranteeing optimal protection against theft through to delivery. Second, the drastic reduction in individual parcel volume optimizes space inside transport vehicles. Finally, by maximizing load capacity, the Group reduces the number of trucks needed on the road, thereby directly limiting greenhouse gas emissions.

Originally implemented to meet specific customer requirements and absorb high order volumes, this technology now takes on an added dimension: enabling the site to stay one step ahead of the new mandates set by the EU Packaging and Packaging Waste Regulation (PPWR).

DIMOLOG adopts reusable packaging for parisian deliveries

In 2025, DIMOLOG rolled out a circular economy initiative to supply its Parisian retail outlets. The goal? Eliminate single-use consumables (cardboard boxes and adhesive tape) across this specific urban delivery flow.



In practical terms, the system relies on a closed-loop framework. Orders are prepared at our logistics platform and shipped in rigid, reusable plastic crates. Empty containers are collected during delivery rounds and fed back into the fulfillment cycle.

This transition eliminates packaging waste right at the source. Building on this operational success in local distribution loops, DIMOLOG is already studying the expansion of this solution to new flows with additional partners.

DIMOLOG and its customers co-innovate for sustainable packaging

As part of its environmental commitments, DIMOLOG partners with its customers to reduce plastic usage across its co-packing operations (bundling and flow-wrapping).



On the ground, our sites are deploying sustainable alternatives to replace plastic. Paperboard strapping is now replacing traditional plastic sleeving. Cellophane wrapping paper is being tested to replace conventional plastic film. Paper flow-packs are under study to eliminate plastic pouches. Finally, custom cardboard inserts are designed to assemble product bundles in an eco-friendly manner.

These transformations demonstrate DIMOLOG's operational agility. While the rollout phase for these new materials may temporarily slow throughput, productivity quickly returns to optimal levels. Over time, these adjustments improve ergonomics at our workstations and deliver direct energy savings on certain equipment.



SUSTAINABLE WATER MANAGEMENT

Although water is not identified as a critical risk by our double materiality assessment, we remain vigilant, fully aware of the fragility of this resource.

Consolidated water tracking presents technical complexities, given the diversity of our sites and the difficulty of obtaining fully standardized consumption data. Rather than consolidating a global metric that might lack precision, the Group chose a risk-focused local approach. Mapping our infrastructure against water stress allows us to assess the situation concretely and direct our efforts where ecosystems are most vulnerable.

This analysis serves as the foundation for defining our future local action plans. Tailored to the specific characteristics of each building, the Group is currently studying three main avenues for improvement:

• Infrastructure modernization: targeted investments to upgrade sanitary facilities across our sites.

• Awareness raising: internal campaigns to promote eco-friendly behaviors among our employees.

• Water harvesting: feasibility studies to install rainwater harvesting systems at the most relevant sites.

POLLUTION PREVENTION AND MANAGEMENT

While our operational flows generate no significant pollution under normal conditions, handling cargo carries the risk of local environmental impacts in the event of an exceptional incident. Soil contamination (resulting from sensitive product spills or fire-retardant water runoff) represents a potential medium- to long-term impact. Meanwhile, stormwater runoff, although assessed as having a lower impact in our analyses, remains subject to continuous monitoring.

Failure to manage these risks effectively would expose the Group to operational disruptions, severe regulatory or legal penalties for sites subject to authorization, and major reputational damage. Actively managing these risks secures our operations, stabilizes long-term insurance costs, and positions the Group favorably in tenders requiring strict safety criteria.

OUR AMBITIONS

Human safety and ecosystem protection are at the heart of our commitment. Our ambition is to maintain a proactive prevention approach to safeguard all our transport and logistics operations against industrial and accidental risks.

Although our daily operations cause no significant pollution under standard conditions, we make it a point of honor to anticipate any potential incident, no matter how exceptional. This standard manifests through constant vigilance to preserve water resources and through careful monitoring of soil pollution risks, identified as potential medium- or long-term threats. Through this comprehensive approach, the Group strives to enhance its resilience while providing a pragmatic response to our partners' safety requirements.



Regulatory compliance forms the bedrock of our risk management strategy, particularly as the operation of several of our platforms is governed by the stringent framework for Facilities Classified for Environmental Protection (ICPE). Applying these standards, whether in site design, operation, or regular technical inspections, guides our field operational methods. This solid foundation is fully aligned with a continuous improvement approach, essential to guaranteeing the long-term viability of our business and responsibly meeting the expectations of our employees, clients, and local communities.

OUR ACTIONS

We translate these requirements into action by deploying site-tailored prevention infrastructure:

• **Fire risk:** installation of high-performance detection systems, appropriate suppression equipment, and compartmentation structures for storage cells.

• **Environmental protection:** deployment of containment systems to hold spills and treatment solutions for stormwater runoff.

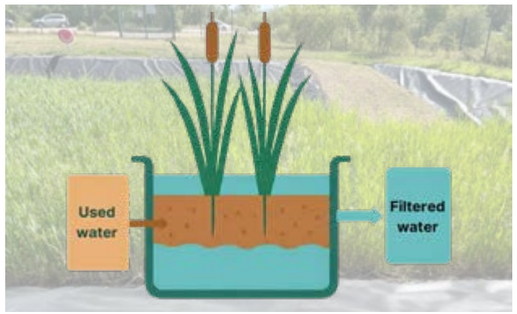
• **Human capabilities:** emergency response training for employees, spill simulation exercises, and regular awareness briefings.

Strict protocols govern the handling of sensitive products, and spill kits are deployed across all our logistics platforms.



Plants for wastewater treatment at a DIMOLOG site

A surprising solution, phytoremediation using plants, illustrates our commitment to pollution prevention and biodiversity protection at one of our Normandy sites.



This natural system effectively filters stormwater and roadway runoff before it returns to the environment. At the core of this green installation is cattail (Typha), a semi-aquatic plant capable of purifying water through a three-stage biological process. Rainwater first flows into a sealed basin. The dense root system of the cattails slows the water flow, allowing sediments and suspended solids to settle naturally at the bottom. As they grow, the roots supply oxygen to the substrate, stimulating beneficial microorganisms that actively degrade hydrocarbon residues and urban pollutants. Finally, the cattails absorb excess nutrients from the water, completing the purification process.

To handle emergencies, the filtration basin is equipped with containment valves. In the event of a site fire, these valves close instantly to block and isolate contaminated firefighting runoff water, ensuring complete protection for surrounding soil and groundwater tables.

This ecological infrastructure stands out for its simplicity. Furthermore, its maintenance is limited to an annual pruning campaign to preserve its full filtration capacity.

DOUBLE MATERIALITY ANALYSIS

As part of our double materiality assessment, the issue of biodiversity and ecosystem preservation is carefully evaluated, primarily focusing on our land use and spatial footprint. Given the nature of our storage and transport operations, our direct impacts under standard operating conditions remain localized. Nevertheless, the land occupancy required to establish our logistics platforms can contribute to soil sealing or habitat fragmentation at the local level. Added to this is a purely accidental and exceptional environmental risk, should an operational incident or uncontained pollution harm surrounding flora and fauna.



Regarding financial and operational risks, the Group faces increasingly strict regulatory shifts in natural habitat protection and land-use reduction. These regulations directly influence the conditions for developing or expanding our infrastructure.
Addressing this issue also represents a transition opportunity to modernize how we manage our sites. By launching discussions on site management, such as implementing eco-friendly green space management or incorporating solutions that foster local biodiversity, the Group aims to reduce its overall ecological footprint and promote a more harmonious integration of its operations within local communities.

OUR ACTIONS

Our logistics sites occupy significant land areas comprising warehouses and impermeable (paved) operational zones. However, our facilities also encompass green spaces, embankments, and boundary areas that harbor thriving local ecosystems.

To preserve these environments, the Group deploys tailored management practices, paying special attention to sites located near protected areas or sensitive zones. In this respect, our 2025 monitoring reveals that 23 of our operational sites are located within 5 kilometers of a protected zone within the European Natura 2000 network, dedicated to safeguarding remarkable habitats and species.

Identifying these sites in close proximity to sensitive environments serves as an essential benchmark. It enables us to prioritize our local initiatives and focus on these areas to ensure our operations respect the balance of these vulnerable ecosystems as effectively as possible.

Several concrete initiatives are already deployed across our platforms:

- **Differentiated landscape management:** by reducing mowing frequency and allowing certain areas to grow freely, we preserve critical resources and shelters for pollinating insects.

- **On-site wood recycling:** retaining pruned wood directly on site in the form of brush piles provides natural habitat and food for small fauna and decomposer insects.

- **Installation of nesting boxes and shelters:** these structures support birds during nesting, while the creation of hibernacula (stone and wood shelters) offers suitable wintering areas for reptiles.

- **Fauna-friendly fencing:** designing certain perimeter fences with wildlife pass-throughs allows small land animals to move freely, thereby maintaining ecological corridors and reducing habitat fragmentation.



CUSTOMS COMPLIANCE IN SERVICE OF PROTECTED SPECIES PRESERVATION

Beyond physical actions on the ground, our customs activities serve as an indirect yet essential lever of vigilance for protecting global biodiversity. As a licensed customs broker, DIMOTRANS Group relies on the expertise of its declarants to verify strict goods compliance. This operational rigor acts as an upstream filter, preventing the handling of shipments originating from illegal trade chains.

Through rigorous document checks and the application of international regulations, our teams help prevent illegal trafficking of wild fauna and flora, protected timber, or poached products. This daily vigilance ensures that our transport assets and storage platforms do not support criminal supply flows that threaten biological diversity, thereby affirming our ethical responsibility across the entire logistics chain.

Eco-grazing in service of local biodiversity in Torcé

At our Torcé site in Brittany, lawnmowers have made way for a new kind of workforce: sheep. A lively, local, eco-responsible initiative.



To maintain our green spaces, we opted for eco-grazing by welcoming “Landes de Bretagne” sheep, a hardy local breed. By doing so, we contribute to preserving this regional breed while giving nature a helping hand. Choosing these four-legged mowers aligns directly with our approach to sustainable, differentiated land-use management.
The benefits of this gentle method are manifold. Zero noise and zero pollution: this solution eliminates noise nuisance and greenhouse gas emissions. Soil is protected: unlike heavy machinery, sheep do not compact the ground. Biodiversity is enhanced: through selective grazing, sheep encourage the growth of diverse flora. Their light trampling also creates natural micro-habitats for local insects.

This initiative is not a first for the Group. In Normandy, eco-grazing is already well established: a flock of 21 ewes has been maintaining the green spaces for two years. Building on this success in Normandy, the Torcé site is now taking the leap toward ecological transition, proving that simple, natural solutions are sometimes all it takes to make a difference.

A collaborative and circular vegetable garden at the Roissy branch

At the QUALITAIR&SEA branch in Roissy-en-France, an employee-led initiative has brought to life a gardening club and a community vegetable garden.



This collective project transforms the site’s outdoor areas into a genuine green haven, where teams grow seasonal vegetables and aromatic herbs together. Beyond local greening, the approach follows a circular economy model. Every day, organic waste from the cafeteria is collected in a dedicated bin to be converted into compost, serving as natural fertilizer to enrich the soil.
By combining waste reduction with biodiversity action, this initiative enhances workplace camaraderie and illustrates the values of sustainability and cohesion championed by the Group.

Environmental performance and biodiversity preservation in Bain-de-Bretagne

The Bain-de-Bretagne logistics site exemplifies the integration of rigorous eco-friendly standards at the core of our infrastructure, earning the international BREEAM environmental certification with a «Very Good» rating.



From the design phase, the building was engineered to reduce its impact on natural resources. On the energy front, daily operations rely on motion sensors that regulate lighting in hallways and staff rooms. In parallel, a rooftop photovoltaic installation is sized to cover up to 80% of the site’s electricity needs. This drive for optimization also extends to water management, where automated sensor systems control supply in restrooms, locker rooms, and break areas to prevent waste.

Beyond the building’s technical performance, the Bain-de-Bretagne site stands out for taking its natural environment into account starting in the project’s preparatory stages. Given the decline in bird populations, a comprehensive ecological survey of local flora and fauna was conducted to assess site sensitivity and anticipate impacts. This scientific study revealed the presence of protected or near-threatened species on site, including the common wall lizard, the common kestrel, as well as several notable birds such as the European goldfinch, the meadow pipit, and the northern wheatear.

To safeguard these ecosystems over the long term, conservation measures were implemented on the ground. The earthen berm was strictly designated as a sanctuary, restricted from human access to preserve an undisturbed zone essential for wildlife feeding and breeding.

In addition, the green spaces feature alternative habitats, including hibernacula tailored to reptile lifecycles as well as nesting boxes for birds and insects. Finally, to maintain the ecological corridors necessary for movement, perimeter fences were adapted to allow free passage for small land animals.

All these measures are supported daily through training programs for our local teams, ensuring these environmental standards remain active at the heart of our logistics operations.

5.

SOLIDARITY AND LOCAL ENGAGEMENT

“As a responsible player deeply rooted in its regions, DIMOTRANS Group translates its core value of solidarity into concrete commitments to its employees, local communities, and general-interest causes that resonate with its values.”



BRUNO KENNER
CHIEF EXECUTIVE OFFICER
DT PROJECT

Supporting our teams daily

By taking into account the realities of its employees' personal lives, DIMOTRANS Group builds a corporate culture grounded in empathy, solidarity, and everyday support. Personal fulfillment and attention to day-to-day challenges play a key role in overall work-life balance, sustainable performance, and employee retention. In line with the Group's decentralized approach, each entity enjoys the autonomy required to deploy flexible arrangements tailored to its employees' needs. This enables bespoke, ground-level support both in France and across our international sites.



ATTENTIVE AND PROTECTIVE GOVERNANCE

Our ambition is to offer high-level social protection and a support network to assist our employees during key moments in their personal and professional lives. We provide confidential resources and listening spaces to relieve mental burden across various life events: parenthood, illness, bereavement, or caring for a dependent relative. The goal is to establish a protective, inclusive, and attentive working environment where peer solidarity and corporate support serve as drivers of our collective success.

Governance of these issues is overseen holistically by the Executive Committee, which validates strategic directions regarding social protection and quality of life at work. Operationally, the Human Resources Department coordinates management and deployment of these programs through close partnerships with specialized organizations. Local managers also play a pivotal role. To fulfill this responsibility, they receive regular awareness sessions to better identify red flags, understand personal constraints, and adopt the appropriate response when supporting vulnerable team members. Finally, ongoing tracking of our support platforms and direct team feedback enable us to continually adjust our actions.

CARING EMPLOYEES: A STRONG PARTNERSHIP WITH KLESIA

The Group pays special attention to employees who act as caregivers for a relative experiencing dependency or illness. According to our estimates, 20% of the Group's workforce (nearly 300 employees) are affected. To support them daily, DIMOTRANS Group collaborates with KLESIA to offer a comprehensive range of free, accessible services. First, this partnership delivers regular conferences and workshops on stress management, sleep, and work-life balance. Additionally, the "Point Écoute Aidant" helpline provides psychological support and personalized coaching for open dialogue. On a practical level, the Group offers financial assistance through caregiver-specific CESU (Universal Employment Services Cheques) and co-funds respite breaks. In June 2026, this offering was expanded with "NUMERIK'aide", an innovative digital support service designed to guide caregiver-care recipient pairs through online administrative procedures.

KLESIA
Assureur d'intérêt général

To ensure information is accessible to all, the Group deploys significant ground-level communication efforts. Physical caregiver kits, containing explanatory posters and QR codes, are installed in break rooms to inform employees without daily access to digital tools. Meanwhile, "Audimont", a confidential space dedicated to the caregiving community, was launched on the intranet to share feedback, helpful contacts, and break isolation. Every year in October, Caregivers' Month intensifies team awareness through co-development workshops and manager training. To structure and recognize this commitment long term, the Group has engaged in the Cap'Handéo certification process, targeting accreditation by the end of 2026.

PRESTASOCIAL: A HELPLINE AND SUPPORT UNIT

On October 1, 2025, DIMOTRANS Group structured its social assistance services by partnering with the specialized provider PRESTASOCIAL. This confidential and free service enables all employees to consult with professional social workers via a dedicated helpline available monday through friday. The initial assessment, conducted over the first five months of 2026, confirms the effectiveness of the initiative, with 90 individual consultations carried out. An analysis of the issues addressed highlights our workforce's primary concerns:



• Housing represents the leading reason for inquiries (31.6% of requests).

• Administrative issues rank second (15.8% of discussions).

• Financial and budgetary matters also account for 15.8% of cases handled.

Beyond providing empathetic listening, the social worker assists employees in completing administrative procedures, facilitates referrals to various agencies, such as the CAF (Family Allowance Fund) or the MDPH (Departmental Disabled Persons' Office), and offers valuable psychosocial support during challenging life events. To ensure full transparency, all information materials, practical guides, and contact numbers for this service are centralized and downloadable on our DIMOI intranet under the Human Resources section.

FACILITATING HOUSING ACCESS WITH ACTION LOGEMENT

Having stable housing is fundamental to individual well-being; that is why DIMOTRANS Group relies on specialized partners to facilitate housing access and support employees facing difficulties.



Our long-standing collaboration with Action Logement delivers practical solutions to help employees secure rental properties, fund home improvement work, purchase real estate, or overcome temporary financial hardships related to housing costs. In 2026, the implementation of new upper limits for the "Garantie Visale" (state-backed rental deposit and guarantee) further strengthened this framework, simplifying access to rentals for our workforce. To encourage uptake of these opportunities, in-person and remote information sessions are regularly scheduled across our sites, notably in Lyon and Roissy, enabling teams to engage directly with our partners.

PARENTHOOD, FLEXIBILITY, AND INTERNATIONAL OPENNESS

To support our employees through every stage of family life, our policies incorporate tailored flexibility measures and assistance. The Group grants schedule adjustments for the start of the school year and to assist single-parent families. Depending on the business entity, additional paid leave is also granted to care for a sick child, and significant working-time flexibility is provided should an employee or immediate family member face a health issue.

This culture of solidarity extends beyond domestic borders. Across our international subsidiaries, particularly in the United States and Turkey, the Group goes beyond local statutory requirements by adapting its health coverage to cover additional medical care.

Finally, on a collective level, ongoing dialogue and prevention are fostered through daily operational safety briefings that encourage open expression. Wellness initiatives, such as sophrology workshops introduced during Safety Week, actively contribute to stress management, physical relaxation, and team cohesion across all our logistics and administrative sites.

Boosting the local economy

As a major logistics player, DIMOTRANS Group views its geographic footprint as a powerful catalyst for local economies and a driver of inclusion for regional populations. Our presence on the ground goes beyond operating logistics platforms or managing transport flows. It is accompanied by a strong social responsibility: fueling local economic activity across host territories, creating sustainable jobs, and actively supporting social inclusion.



LOCAL HIRING AS A REGIONAL DRIVER

We systematically prioritize the job markets immediately adjacent to our facilities to fill our operational and administrative positions. This ultra-local strategy reduces the impact of daily commutes for our employees while fostering the economic vitality of host municipalities. By collaborating closely with local employment stakeholders and valuing regional skills, the Group offers long-term career opportunities to local residents, strengthening regional cohesion.

INCLUSION: A STEPPING STONE FOR YOUTH AND VULNERABLE GROUPS

The Group places great emphasis on the future of younger generations and on supporting individuals distant from the labor market. To achieve this, we establish active, regular partnerships with regional schools, vocational high schools, and training centers to offer apprenticeships, qualifying internships, and work-study contracts. In parallel, we work hand in hand with inclusive employment agencies and social reintegration organizations. These partnerships enable us to welcome diverse talents, providing them with supportive mentoring, practical hands-on training, and opportunities for long-term integration.

ENGAGING WITH LOCAL SMES AND SUB-CONTRACTORS

Our regional commitment is also reflected in the quality of our relationships with the local economic fabric. By taking an active role in business networks and professional associations across our regions, DIMOTRANS Group seeks synergies with local SMEs. This proximity structures and sustains a resilient, reliable subcontracting ecosystem that generates shared value. By prioritizing regional service providers and local suppliers wherever possible to meet our branches' needs, we actively contribute to sustaining the local economy and promoting the vitality of our host territories.

STRENGTHENING OUR INSTITUTIONAL AND ACADEMIC PARTNERSHIPS

To build on this momentum, several key initiatives are already planned. DIMOTRANS Group intends to collaborate more closely with local municipal councils to align our recruitment needs with local employment programs. Furthermore, the Group will deepen its ties with regional schools and universities. This approach will raise awareness among students about the diverse and modern nature of our professions, facilitate their transition into the workforce, and build future-focused bridges between higher education and our logistics ecosystem.

Committing to the common good

DIMOTRANS Group embraces its role as an engaged corporate citizen, capable of providing concrete support to general-interest, charitable, and athletic initiatives. Our responsibility extends beyond commercial boundaries to anchor us deeply at the heart of our host territories and communities.

A REINFORCED CORPORATE PHILANTHROPY AND SPONSORSHIP POLICY ALIGNED WITH CSR

CORPORATE PHILANTHROPY AND SPONSORSHIP: STRATEGIC CSR ALIGNMENT

The year 2025 marked a major milestone with the reinforcement of our overall sponsorship and philanthropy policy. A communication was issued to all our executives outlining key priorities and preferred partnerships. General Management elected to align our CSR ambitions directly with these contracts: moving forward, supported organizations must demonstrate a commitment to local development and foster strong regional roots.



As part of this donation and corporate philanthropy policy, the Group allocated a total budget of €12,000 in 2025. These funds supported essential causes close to our employees' hearts, such as parasports, the fight against cancer, support for individuals dealing with illness, and aid for children from disadvantaged neighborhoods. As for our sponsorship initiatives, they focus on local sports activities, a powerful driver of community connection, team spirit, and local association vitality.

ETHICS AND COMPLIANCE: THE FOUNDATION OF OUR PRACTICES

Our commitment to citizenship and solidarity rests upon absolute integrity in the conduct of our business. We ensure adherence to our ethical principles through regular controls reviewed by the Compliance Committee, particularly regarding our gifts and invitations policy. This standard relies on the ongoing training of our employees. Personal data protection is at the heart of our operational strategy: in-depth GDPR training sessions were delivered in 2025 and continue into 2026. As of December 31, 2025, 281 employees who handle personal data had already completed this e-learning module, led by an external DPO.

RIGOROUS GOVERNANCE SUPPORTING SOLIDARITY INITIATIVES

The governance of our corporate citizenship actions relies on a clear structure that guarantees the compliance and transparency of every project. Our Ethics and Compliance Committee centralizes the approval of all corporate philanthropy and sponsorship initiatives. This decision-making process ensures that each partnership or financial contribution upholds the Group's values and meets our social utility criteria. Operationally, this centralized approval is paired with significant autonomy granted to branches and subsidiaries, encouraging spontaneous, ground-level engagement from our teams. This structure maintains a constant balance between global compliance and the agility essential for local initiatives.

NATIONAL SOLIDARITY AND LOCAL INITIATIVES

On a national scale, DIMOTRANS Group partners with major public health and social inclusion causes by mobilizing its teams during symbolic awareness days.

Through the daily dedication of our regional branches, this spirit of solidarity translates locally to address the immediate needs of surrounding communities.

All in pink



Every year, a wave of pink sweeps across several of our subsidiaries. Through the All in pink campaign, our teams actively mobilize to raise awareness for early breast cancer screening and gather funds for medical research, a unifying event where solidarity comes to life on the ground.

Our branches take to the field!



Throughout the year, our teams support local youth by sponsoring community sports clubs. Thanks to this financial and material assistance, clubs can equip their young athletes and host regional events, giving children the best possible playing field on which to thrive.

Logistics with a heart



Our sites regularly transform into community collection centers. For instance, teams at the Pusignan headquarters mobilized to establish a menstrual hygiene drive supporting a local organization that assists women facing extreme poverty.

All in blue



On the occasion of the All in Blue day, we express our solidarity with individuals with cognitive disabilities. The goal is to break down misconceptions about autism, promote inclusion for everyone in daily life, and provide concrete support to specialized charities, another essential initiative that fosters solidarity and open-mindedness within the Group.

DIMOLOG gives safety shoes a second life



Our actions incorporate a strong circular economy and social inclusion component. A concrete example comes from DIMOLOG: the team organized a donation of new or like-new safety shoes to Emmaüs. A meaningful gesture that gives high-quality professional equipment a second life while supporting social economy organizations.



APPENDICES

6.

Summary of 2025 indicators

SOCIAL – WORKFORCE

INDICATOR *(excluding All Solutions)*	UNIT	DATA 2024 *Scope France*	DATA 2025 *Scope France*	DATA 2025 *International*
Total number of employees	Unit	1 564[(A)]	1441[(A)]	593
Total number of female employees	Unit	873[(A)]	803[(A)]	442
Total number of male employees	Unit	691[(A)]	638[(A)]	151
Percentage of female employees	%	55,8	55,7	74,5
Percentage of male employees	%	44,2	44,3	25,5
Total number of employees	FTE	1538,22	1412,99	
Total number of permanent employees	Unit	1158	1121	
Total number of female permanent employees	Unit	632	614	
Total number of male permanent employees	Unit	526	507	
Total number of full-time employees	Unit	1473	1345	
Total number of full-time female employees	Unit	791	722	
Total number of full-time male employees	Unit	682	623	
Total number of part-time employees	Unit	91	96	
Total number of female part-time employees	Unit	82	81	
Total number of male part-time employees	Unit	9	15	
Number of hours worked	Hours	2 234 449,24[(A)]	2 113 131,09[(A)]	975 407,5
Number of employees – Executive management	Unit	10	12	
Number of female employees – Executive management	Unit	1	2	
Number of male employees – Executive management	Unit	9	10	
Percentage of female employees – Executive management	%	10	17	
Percentage of male employees – Executive management	%	90	83	
Employees under 30 years of age	Unit	338	264	
Employees between 30 and 50 years of age	Unit	735	695	
Employees over 50 years of age	Unit	491	482	
Number of temporary workers per month	Unit	159,3	211,37	
Total number of temporary workers	Unit	3065,6	2 553	1
Number of hours worked – Temporary workers	Hours	289 962,90	384 296,23	1339
Total number of employees in non-guaranteed hours	Unit	0	0	0
Total number of non-employed workers	Unit	1	0	
Number of work-study students	Unit	88	70	
Number of work-study women	Unit	33	29	
Number of work-study men	Unit	55	41	
Percentage of work-study students in the workforce	%	5,6	4,9	

[(A)]Audited data

SOCIAL – TRAINING

INDICATOR *(excluding All Solutions)*	UNIT	DATA 2024 *Scope France*	DATA 2025 *Scope France*	DATA 2025 *International*
Total training hours	Hours	7 817,1[(A)]	11 816,28[(A)]	443
Average number of hours of training per person within own workforce	Hours/ Unit	5[(A)]	8,20	0,75
Average number of hours of training per FTE within own workforce	Hours/ FTE	5,08	8,36	
Total number of training hours—excluding mandatory training	Hours		7 729,82[(A)]	
Total number of mandatory training hours	Hours		4 086,46[(A)]	
Number of training hours (excluding mandatory training) per person within own workforce	Hours/ Unit		5,36[(A)]	
Number of training hours (excluding mandatory training) per FTE within own workforce	Hours/ FTE		5,47	
Number of hours of safety training	Hours	3 954,1[(A)]	4 839,05	48
Average number of hours of training per person among full-time employees	Hours/ Unit	5,23	8,48	
Average number of hours of training per person among part-time employees	Hours/ Unit	1,27	4,30	
Average number of hours of training per person among female employees	Hours/ Unit	4,47	7,72	
Average number of hours of training per person among male employees	Hours/ Unit	5,66	8,81	
Average training expenditure per full-time equivalent (FTE)	€ / FTE	244	452,31	
Number of people trained in management	Unit	71	106	

[(A)]Audited data

SOCIAL – TURNOVER

INDICATOR *(excluding All Solutions)*	UNIT	DATA 2024 *Scope France*	DATA 2025 *Scope France*	DATA 2025 *International*
Turnover	%	23,74	24,88	
Number of employees who joined the company	Unit	518	302	
Number of employees who left the company	Unit	515	4,15	
Return rate of female employees who took maternity/parental leave	%	77,32	86,96	
Retention rate of female employees who took maternity/parental leave	%	82	61,54	
Return rate of male employees who took paternity/parental leave	%	95,31	76,92	
Retention rate of male employees who took paternity/parental leave	%	90,48	89,29	

[(A)]Audited data

SOCIAL – ABSENTEEISM

INDICATOR *(excluding All Solutions)*	UNIT	DATA 2024 *Scope France*	DATA 2025 *Scope France*	DATA 2025 *International*
Absenteeism	%	5,64	6,13	
Percentage of employees authorized to take family leave	%	100	100	
Percentage of employees who took family leave	%	12,68	10,79	
Percentage of female employees who took family leave	%	20,16	12,05	
Percentage of male employees who took family leave	%	14,47	9,52	

SOCIAL – DIVERSITY

INDICATOR *(excluding All Solutions)*	UNIT	DATA 2024 *Scope France*	DATA 2025 *Scope France*	DATA 2025 *International*
Percentage of people with disabilities among own workforce	%	3,06	5,58	
Total number of disabled workers	FTE	66	80,40	
Number of women disabled workers	FTE	43	50,67	
Number of male disabled workers	FTE	23	29,73	

SOCIAL – ACCIDENTOLOGY

INDICATOR *(excluding All Solutions)*	UNIT	DATA 2024 *Scope France*	DATA 2025 *Scope France*	DATA 2025 *International*
Number of deaths related to work-related accidents	Unit	0	0	0
Number of deaths related to occupational diseases	Unit	0	0	0
Number of lost-time accidents	Unit	41(A)	44(A)	0
Frequency rate (actual hours worked)	-	18,35(A)	20,82(A)	0
Severity rate (actual hours worked)	-	0,56(A)	0,26	0
Number of registrable occupational diseases	Unit	0	8	0
Number of days lost due to injuries, accidents, occupational diseases and deaths	Unit	1247(A)	539	0
Number of temporary workers accidents	Unit	16	10	0
Number of work accidents - including temporary workers	Unit	57	54	0
Frequency rate with temporary workers (actual hours worked)	-	22,58	21,62	0
Number of hours of safety training	Hours	3954,1(A)	4 876,05	48

(A)Audited data

SOCIAL – SOCIAL LAW

INDICATOR *(excluding All Solutions)*	UNIT	DATA 2024 *Scope France*	DATA 2025 *Scope France*	DATA 2025 *International*
Number of workers eligible for social security coverage	Unit	1564	1441	78*
Percentage of workers eligible for social security coverage	%	100	100	100*
Total number of employees covered by collective bargaining agreements	Unit	1564	1441	
Percentage of employees covered by collective bargaining agreements	%	100	100	
Number of employees represented at the company level by employee representatives	Unit	1501	1372	
Number of major work stoppages (related to strikes or lockouts)	Unit	0	0	0
Total FTE in person-days inactive due to major work stoppages	FTE	0	0	0
Number of meetings held by employee representative bodies	Unit		96	
Taux de réalisation des EAD	%	70,2	85,86	
Taux de réalisation des entretiens professionnels	%	81	90,26	

*Excluding DT Asia

GOVERNANCE – OCCUPATIONAL HEALTH AND SAFETY

INDICATOR *(excluding All Solutions)*	UNIT	DATA 2024 *Scope France*	DATA 2025 *Scope France*	DATA 2025 *International*
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	
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	
Number of ISO 9001 certified sites	Unit	38	38	
Number of ISO 14001 certified sites	Unit	4	11	
Number of ISO 45001 certified sites	Unit	4	11	
Number of GDP/Certipharm sites	Unit	21	21	
Number of TAPA-certified sites	Unit	0	0	
Number of AEO-certified sites	Unit	59	55	
Number of BREEAM/HQE/LEED certified sites	Unit	0	1	
% of ISO 9001 certified sites	%	65,5	67,9	
% of ISO 14001 certified sites	%	6,9	19,6	
% of ISO 45001 certified sites	%	6,9	19,6	

GOVERNANCE – VALUES AND ETHICAL PRINCIPLES OF BUSINESS

INDICATOR *(excluding All Solutions)*	**UNIT**	**DATA 2024** *Scope France*	**DATA 2025** *Scope France*	**DATA 2025** *International*
Total number of reports for psycho-social risks (discrimination/ harassment/sexist acts) received (via HR, whistleblowing platform or Social and Economic Committee)	Unit	2[A]	2[A]	
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)	Unit	2[A]	2[A]	
Total number of admissible reports of psycho-social risks (discrimination/harassment/sexist acts) that have been the subject of an internal investigation	Unit	2[A]	2[A]	
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	Unit	2[A]	2[A]	
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)	Unit	0[A]	0[A]	
Total number of violations of UN global principles	Unit	0	0	
Total number of violations of Organisation for Economic Cooperation and Development (OECD) principles Multinational enterprises	Unit	0	0	
Political and financial contributions	€	0	0	

[A]Audited data

INFRASTRUCTURE

INDICATOR *(excluding All Solutions)*	UNIT	DATA 2024 *Scope France*	DATA 2025 *Scope France*	DATA 2025 *International*
Total number of sites at the end of the period	Unit	58	56	28
Total built area	sqm	326 333	323 199,57	76 340,58
Total area equipped with LEDs	sqm	257 877,3	264 428,41	
Percentage of surfaces equipped with LEDs	%	79	82	
Water consumption of built areas	m^3	14 236,4	21 108,43	

ENERGY – BUILDINGS

INDICATOR *(excluding All Solutions)*	UNIT	DATA 2024 *Scope France*	DATA 2025 *Scope France*	DATA 2025 *International*
Electricity consumption in buildings – purchased + self-generated	MWh	6 681,53	7 300,73	1 147,13
Electricity consumption in buildings per sqm	kWh/ sqm	20,47	22,59	15,03
Electricity consumption in buildings – Excluding self-generation	MWh	6 681,53[(A)]	7147,57 [(A)]	1 147,13
Consumption of self-generated renewable electricity	MWh	0	153,16	0
Gas consumption in buildings	MWh	5 487,49[(A)]	5 368,01 [(A)]	78
Gas consumption in buildings per sqm	kWh/ sqm	16,82	16,61	1,02
Fuel oil consumption	Liters	19 620[(A)]	20 098	0
Total energy consumption	MWh	12 378,96	12 370,63	1 225,13
Total energy consumption per sqm	KWh/ sqm	37,93	39,86	16,05
Total consumption of energy from renewable sources	MWh	451,09	2 361,76	

[(A)]Audited data

ENERGY – LIGHT VEHICLES

INDICATOR *(excluding All Solutions)*	UNIT	DATA 2024 *Scope France*	DATA 2025 *Scope France*	DATA 2025 *International*
Number of company vehicles	Unit	322	321	11
Number of gasoline company vehicles	Unit	84	98	7
Number of diesel vehicles	Unit	141	101	4
Number of hybrid and electric company vehicles	Unit	97	122	0
Percentage of hybrid and electric company vehicles	%	30,1	38,01	0
Gasoline consumption of the company vehicle fleet	Liters	136 817,6[(A)]	209 239,24[(A)]	17 407,16
Diesel consumption of the company vehicle fleet	Liters	131 709,06[(A)]	95 014,37[(A)]	10 279
Average diesel fuel consumption L/100	L/100km	6,07	6,01	6,52
Average gasoline fuel consumption L/100	L/100km	6,54	6,52	

[(A)]Audited data

ENERGY – HEAVY GOODS VEHICLES

INDICATOR *(excluding All Solutions)*	UNIT	DATA 2024 *Scope France*	DATA 2024 *Scope USA*	DATA 2025 *Scope France*	DATA 2025 *International*
Number of road vehicles	Unit	35	6	34	31
Number of conductors	Unit	29		31	
Number of drivers trained in eco-driving	Unit	12		15	
Diesel consumption of the road vehicle fleet	Liters	844 976,43[A]	127 934,5	897 458,5[A]	630 379,5
Number of km travelled by the diesel road vehicle fleet	Km	2 841 795	317 100	2 702 091	1 918 850
Average diesel consumption of the on-road vehicle fleet (L/100km)	L/100km	29,73	40,3	33,21	32,85
% of road vehicles - Number of vehicles GVWR<3.5t	%	0		0	
% of road vehicles - Number of vehicles GVWR> or = 3.5t and < 7.5t	%	0		0	
% of road vehicles - Number of vehicles GVWR> or = 7.5t and < 12t	%	0		0	
% of road vehicles - Number of vehicles GVWR> or = 12t and < 19t	%	2,86		3	
% of road vehicles - Number of vehicles GVWR> or = 19t and < 44t	%	97,14		88	
% of road vehicles - Number of vehicles GVWR> 44t	%	0		9	
% of EURO 0 vehicles	%	2,86		0	
% of EURO 1 vehicles	%	0		0	
% of EURO 2 vehicles	%	0		0	
% of EURO 3 vehicles	%	2,86		3	
% of EURO 4 vehicles	%	0		0	
% of EURO 5 vehicles	%	0		0	
% of EURO 6 vehicles	%	94,29		97	
Technical inspection rate	%	100		100	

[A]Audited data

ENVIRONMENT – WASTE

INDICATOR *(excluding All Solutions)*	UNIT	DATA 2024 *Scope France*	DATA 2025 *Scope France*	DATA 2025 *International*
Total amount of waste generated	Tons	2 595,08[A]	2 361,21	
Total quantity of non-hazardous waste	Tons	2 588,01[A]	2 334,28	
Total quantity of hazardous and radioactive waste	Tons	7,08	26,93	
Total amount of waste recycled	Tons	2 085,88[A]	2 003,47	
Total amount of non-recycled waste	Tons	503,41[A]	357,74	
Percentage of waste recycled	%	80,38[A]	84,85	
Percentage of waste not recycled	%	19,40[A]	15,15	

[A]Audited data

ENVIRONNEMENT – CO_2

INDICATOR *(excluding All Solutions)*	UNIT	DATA 2024 *Scope France*	DATA 2025 *Scope France*	DATA 2025 *International*
Scope 1	tCO_2e	4829,28[A]	5049,99[A]	1997,15
Scope 2 market-based	tCO_2e	836,50[A]	39,01	
Scope 2 location-based	tCO_2e	388,26[A]	374,94[A]	651,84
Scope 3	tCO_2e	214 376,57[A]	192 850,71[A]	262 375,95
TOTAL CO2 e emissions (market-based)	tCO_2e	220 042,35[A]	197 939,71[A]	
TOTAL CO2 e emissions (location-based)	tCO_2e	219 594,11[A]	198 275,64[A]	265 024,95
Nox quantity	Tons	979,91	970,23	2 770,91
NMHC quantity	Tons	241,64	235,15	379,25
Sox quantity	Tons	170,08	157,50	301,10
PM10 quantity	Tons	58,00	62,06	201,50
Air transport emissions	tCO_2e	105 154,67	90 695,18[A]	123 498,56
Sea transport emissions	tCO_2e	33 016,46	35 501,75[A]	118 505,63
Road transport emissions	tCO_2e	46 702,27	38 022,85[A]	5 056,39
Rail transport emissions	tCO_2e	123,85	159,65[A]	1 611,76
Air transport carbon intensity	$gCO_2e/t.km$	910,72[1]	953,10[2]	849,20
Sea transport carbon intensity	$gCO_2e/t.km$	4,78[1]	6,50[2]	4,91
Road transport carbon intensity	$gCO_2e/t.km$	87,81[1]	83,98[2]	96,60
Rail transport carbon intensity	$gCO_2e/t.km$	26,31[1]	24,81[2]	25,66

[A]Audited data

[1]Group scope, excluding BSL

[2]Excludings BSL

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VALÉRIE VAN OOST & MAXIME BOIZEL

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