



MOMENTUM BEYOND BORDERS

INTEGRATED REPORT 2023

THE ID LOGISTICS GROUP

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The majority of the images in this integrated report show the central warehouse of our client PepsiCo in Mszczonów, Poland. ID Logistics would like to extend its sincere thanks to PepsiCo and all the teams who made this photo report possible.

*Dziękuję**

THE MSZCZONÓW SITE
 Opened in 2020, Mszczonów is the largest PepsiCo distribution network warehouse, and is operated by the company's Polish subsidiary. It is also the first warehouse in Poland to be awarded BREEAM Asset Performance and Management Performance certification, highlighting the importance placed on environmental issues by PepsiCo.

KEY FIGURES

58,000 M ²	230 EMPLOYEES
60,000 PALLETS STORED	10,000 PALLETS HANDLED EVERY DAY
103 LOADING/UNLOADING BAYS	



From left to right: Aleksandra Binięcka, Sebastian Wactawek, Anna Zajęc, Patryk Banasiewicz, Teresa Smolińska, Anton Udod, Vladyslav Horbatko, Yuliia Romanovych, Damian Kuziemski and Nataliia Demydenko.

*Thank you



ID LOGISTICS KEY METRICS FOR 2023



 **€ 2.75 bn**
REVENUES

 **98%**
CUSTOMER
RETENTION RATE

 **38,000**
EMPLOYEES

 **400**
SITES

 **8+ million m²**
OF WAREHOUSING

 **18**
COUNTRIES

 **10**
CSR TARGETS
FOR 2030

 **2.6**
INNOVATIONS
PER SITE, PER YEAR

LOCATIONS

A MULTINATIONAL OPERATOR

Consolidating its positions in Europe and the US has firmly established ID Logistics as a global force with the ability to respond even more effectively to the needs of key customers on every continent.

TREND IN REVENUES 2022-2023

Group
+10.7%

North America
+34.3%

Europe (exc. France)
+16.4%

France
-4%

Others
+8.1%



ID LOGISTICS A PURE PLAYER IN CONTRACT LOGISTICS

RESOURCES

Human capital

- . **38,000** employees in 18 countries
- . Average age of **39.4**
- . A best-in-class health and safety policy
- . A strong employer brand

Innovation capital

- . **50** innovation engineers worldwide
- . **3** innovation campuses (Brazil, The Netherlands and France)
- . **30%** of sites mechanised worldwide

Financial capital

- . **€417 million** in shareholders' equity
- . A debt ratio limited to **1.6*** x EBITDA
- . A Group listed on Euronext Paris and a member of the SBF 120 index
- . * Pre-IFRS 16 and pro-forma acquisitions

Societal and environmental capital

- . Signatory of the French Responsible Procurement Charter
- . Member of the UN Global Compact
- . An ambitious environmental policy

VALUE CREATION

For customers

- . Average customer satisfaction rating: **4.3/5**
- . Average year-on-year organic growth of **+10%***
- . **20** new customers per year on average*
- . Contract renewal rate above **90%**

For employees

- . HappyIndexAtWork survey: overall employee rating of **3.9/5**
- . **7,500** new hires per year*
- . **235,320** hours of training per year*
- . A **16%** reduction in the occupational accident frequency rate (Group-wide 2023 vs. 2018)
- . * 5-year average

For the planet

- . **66%** of waste recovered
- . **18%** reduction in carbon footprint per pallet (Scopes 1&2, 2023 vs 2018)
- . Eco-responsible solutions for our customers

For the community

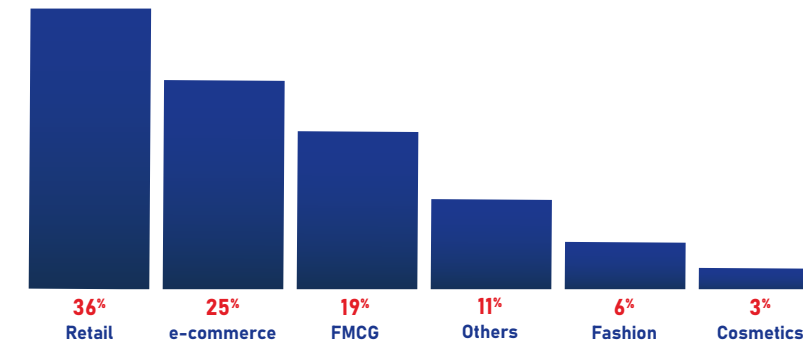
- . **75%** of suppliers (95% of annual purchasing volumes) have signed the CSR & Responsible Procurement Charter
- . **70%** of subsidiaries have engaged in at least one local community projects
- . **100%** of country Management Committees and 80% of managers have received ethics training

THE GROUP'S BUSINESS LINES

- Warehousing and value-added services
- Transport and flow organisation
- Supply chain optimisation
- Delivery of turnkey projects
- Dedicated e-commerce solutions



A BALANCED CUSTOMER PORTFOLIO



4 FUNDAMENTAL VALUES

SOLIDARITY

Encouraging social advancement and inclusion at every level of the company and engaging with local communities.

UNCOMPROMISING STANDARDS

Demanding the very best for ourselves and our customers, behaving responsibly as a company and controlling our environmental, social and societal impacts.

ENTREPRENEURSHIP

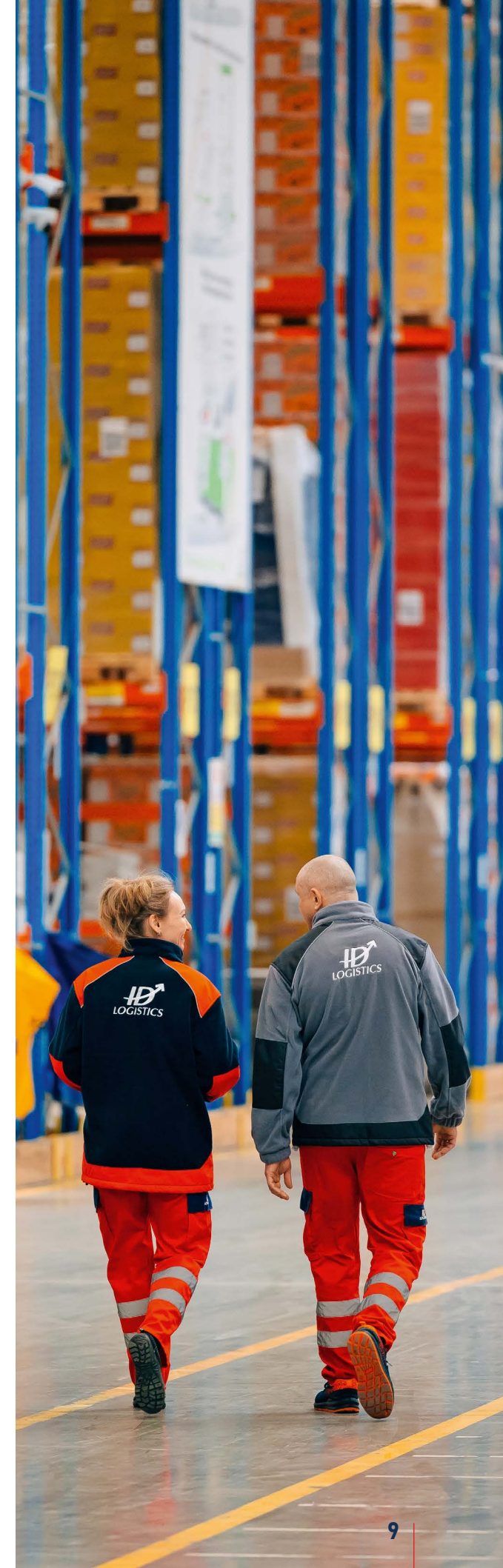
Offering all our people the opportunity to be imaginative, entrepreneurial and creative. Supporting every individual in their achievements and projects.

OPERATIONAL EXCELLENCE

Ensuring delivery of the highest standard of logistics services to ensure maximum performance and customer satisfaction.

OUR STRATEGIC PILLARS

- A totally customer-centric organisational structure
- Stable and experienced teams
- Optimally consistent quality of service
- A commitment to CSR throughout the history of the Group
- An ongoing process of innovation



JOINT INTERVIEW

ÉRIC HÉMAR,
CHAIRMAN & CHIEF EXECUTIVE OFFICER

CHRISTOPHE SATIN,
CHIEF OPERATING OFFICER

How would you sum up your performance in 2023?

Éric Hémar: We are once again able to report double-digit growth, which I think can accurately be described as an excellent performance in what was an uneven trading environment. This achievement demonstrates our resilience and the relevance of our diversification strategy, which applies equally to geographic presence and customer profiles. The Group today has even greater stability than previously and activities outside France now generate 70% of our revenues. Although 2023 saw volumes plateau in some countries of Western Europe as a result of high inflation, this effect was more than offset by dynamic performances in other regions, including the USA, Brazil and Poland, where we now lead the market. We've also benefitted from an increasingly strong performance from Italy and our expansion into the UK.

Christophe Satin: Our global scale and balanced portfolio are key strengths of our growth and long-term value creation strategy. Our performance in 2023 can also be directly attributed to a strategy we adopted in 2022 to strengthen our position in three major verticals we identified as offering high potential for growth. So we went ahead and set up global centres of expertise for all three of these sectors: e-commerce, fashion and FMCG. This strategy has been quick to deliver results, and we will now continue to apply and develop it over the years ahead.

You expanded your position in the fashion sector during the year with the acquisition of Spedimex in Poland...

É. H.: Yes, and that acquisition has generated significant synergies very quickly. Our ability to replicate operational standards developed jointly with our customers has attracted the interest of key players in



The Group today has even greater stability than previously, and activities outside France now generate 70% of our revenues.

ÉRIC HÉMAR

this sector; companies that operate a multi-channel structure adding hundreds of new products every month and handling a large number of customer returns. And we now have the ability to respond effectively to these kinds of specific demands. That ability has already gained us a foothold in the UK and further strengthened our position in Brazil.

C. S.: Our strong cash flow generation is what gave us the opportunity to finance our acquisition of Spedimex in Poland without compromising our balance sheet and ending 2023 with net debt of 1.6 x EBITDA. Our IDeLiver operational excellence programme is helping to contain costs in the ongoing inflationary environment, and is increasing our resilience to the negative effects of volume fluctuations. Which means we retain our full capacity to finance new developments and acquisitions.



What is the current status of your structural initiatives around CSR and innovation, for example?

É. H.: In terms of innovation, we're approaching artificial intelligence in the same way as we did with robotisation, by which I mean using a fully structured grass roots approach to identifying all those tasks where AI will add value for our business lines, customers and employees.

C. S.: Our CSR approach is now fully operational on a day-to-day basis and fully embedded in our business processes. It will now continue to be one of our operational priorities, especially since our annual customer satisfaction survey has shown that for the first time, the majority of our customers are putting CSR front and centre of their relationships with partners.

What is your perspective on how 2024 might progress?

É. H.: We're already focused on the operational management aspects of a significant number of new project startups in the first half of 2024. We'll also be focusing on structured Human Resources management at Group level, with regular analysis of feedback from the frontline of the business, in just the same way as we did with the HappyIndexAtWork survey in 2023. The ultimate goal is to ensure that the work done individually and collectively by our people is meaningful in ways that will help us sustain our momentum.



We've set up global centres of expertise for three major verticals we identified as offering high potential for growth: e-commerce, fashion and FMCG.

CHRISTOPHE SATIN

2023 IN PICTURES



NEW HORIZONS



The Group continues to target opportunities for external growth by expanding into new countries and implementing a rapid programme of synergies.

2023
IN PICTURES



MOVING INTO THE UK MARKET



The Group's first UK site in the strategic area around Northampton is dedicated to handling returns flows for a world leader in ready-to-wear clothing manufacture and retail.

2023 IN PICTURES



SERVING THE WORLD OF FASHION



The diversity of ID Logistics services is helping the world's fashion giants to manage the complex logistics of product returns more efficiently, minimise storage costs and reduce the number of unsold items.

01

MORE EFFICIENT THAN EVER

Its organisational structure and commitment to innovation allow ID Logistics to guarantee that its customers receive the highest standards of operational excellence.

SUPPORTING KEY CUSTOMERS: A POWERFUL DRIVER OF GROWTH

ID Logistics has introduced a special customer support policy that leverages the body of expertise accumulated across a diversity of disciplines (operating methods, specialist IT and WMS systems, HR organisation, etc.) for activities in a particular sector or for the benefit of a particular customer. This approach enables us to rapidly replicate our operational best practices and accelerate implementation of our startup projects.

MINIMISING RISKS WHEN SETTING UP OPERATIONS IN A NEW COUNTRY

Successful warehouse openings underline the importance of working to a clear roadmap and pooling the knowledge of our teams to ensure that every new site launch meets customer expectations to perfection:

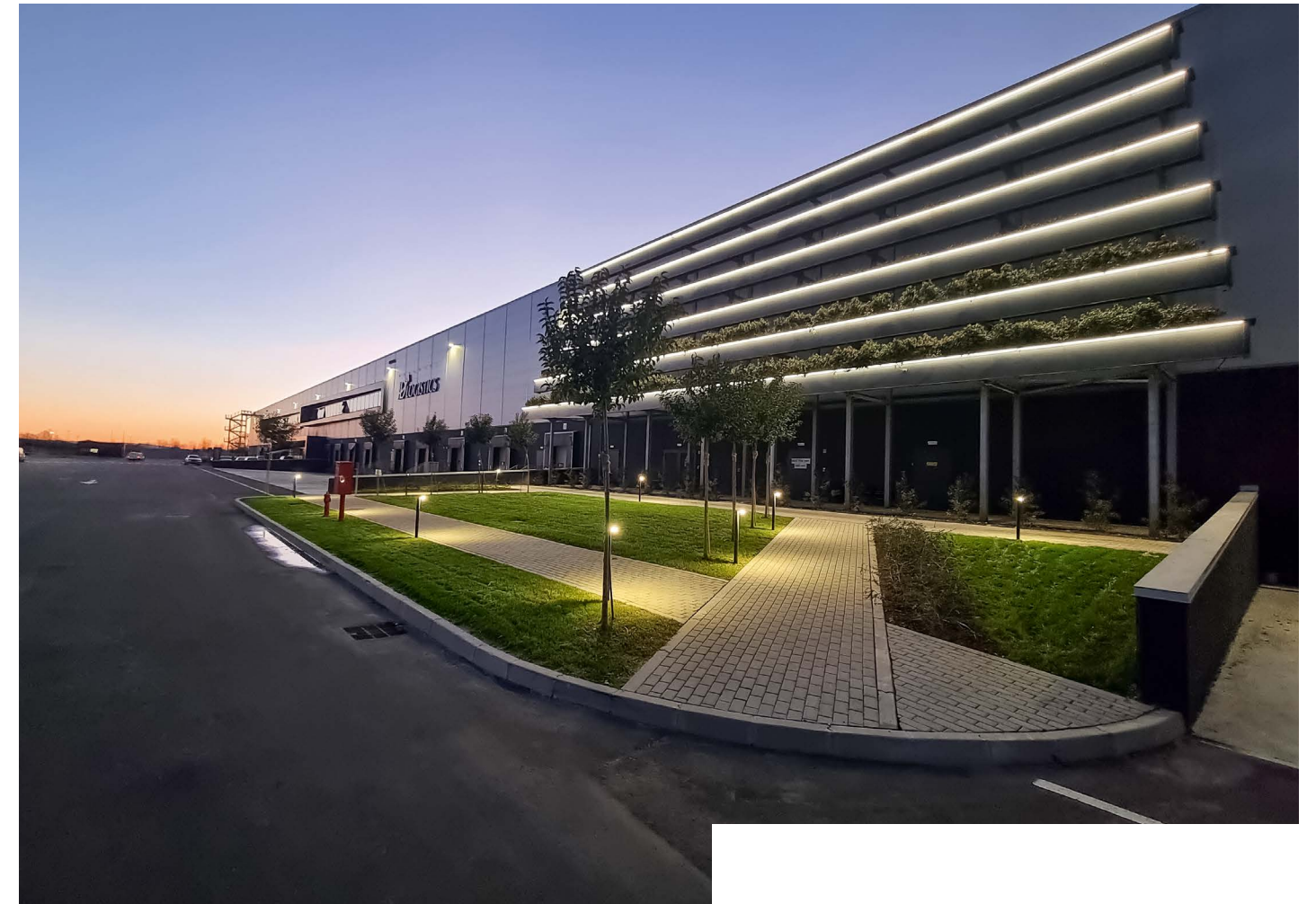
- The French, Polish and German teams of ID Logistics worked closely together to launch operations in a new country – Italy – in just eight weeks by building on existing expertise with a giant of e-commerce.
- The expertise of our European teams convinced this customer to award ID Logistics the contract for its first project in the US.



Our strength lies in our ability to involve experts from around the world in transferring knowledge to local teams and helping to develop their skills, at the same time as applying our standardised model to ensure the successful launch of each new site and the achievement of its performance targets. So it's essentially all about getting to know each other and creating a great team spirit to drive an impressive level of company momentum.



**LAURENT
NICASTRO**
Executive Vice
President,
Operations
at ID Logistics



The first ID Logistics site in Italy was opened in 2022 at Casei Gerola with a lead time of just two months.



This way of delivering a high level of support reassures customers, because they can see that we understand their expectations, and are able to respond immediately. We can then build on that mutual trust to ensure that we get off to a good start and can move on to the next stage quickly and smoothly.



MARTIAL FOUESNANT
Operations Project Manager



The Group's first site in the United Kingdom went live in June 2023 thanks to the joint efforts of our Polish, Spanish and French teams.

MORE EFFICIENT THAN EVER

A STRONG PERFORMANCE UNDERPINNED BY A SECTOR-SPECIFIC STRATEGY

In 2023, the Group introduced a development strategy tailored to new business sectors. The success of this strategy resulted in more than 30 new partnership agreements being signed during the year, the majority with fashion customers.

The Group has expanded its technical expertise and sales teams to gain more customers in three specific business sectors: e-commerce, fashion and FMCG.

As a result of this decision, ID Logistics is now the logistics partner of one of the world's biggest e-commerce companies with operations on both sides of the Atlantic. ID Logistics has also focused its expertise on meeting the growing demands and expectations of FMCG manufacturers. During the year, the company continued to drive strong growth across its traditional sectors of cosmetics and food and non-food retailing.

KEY FIGURE

 **130**

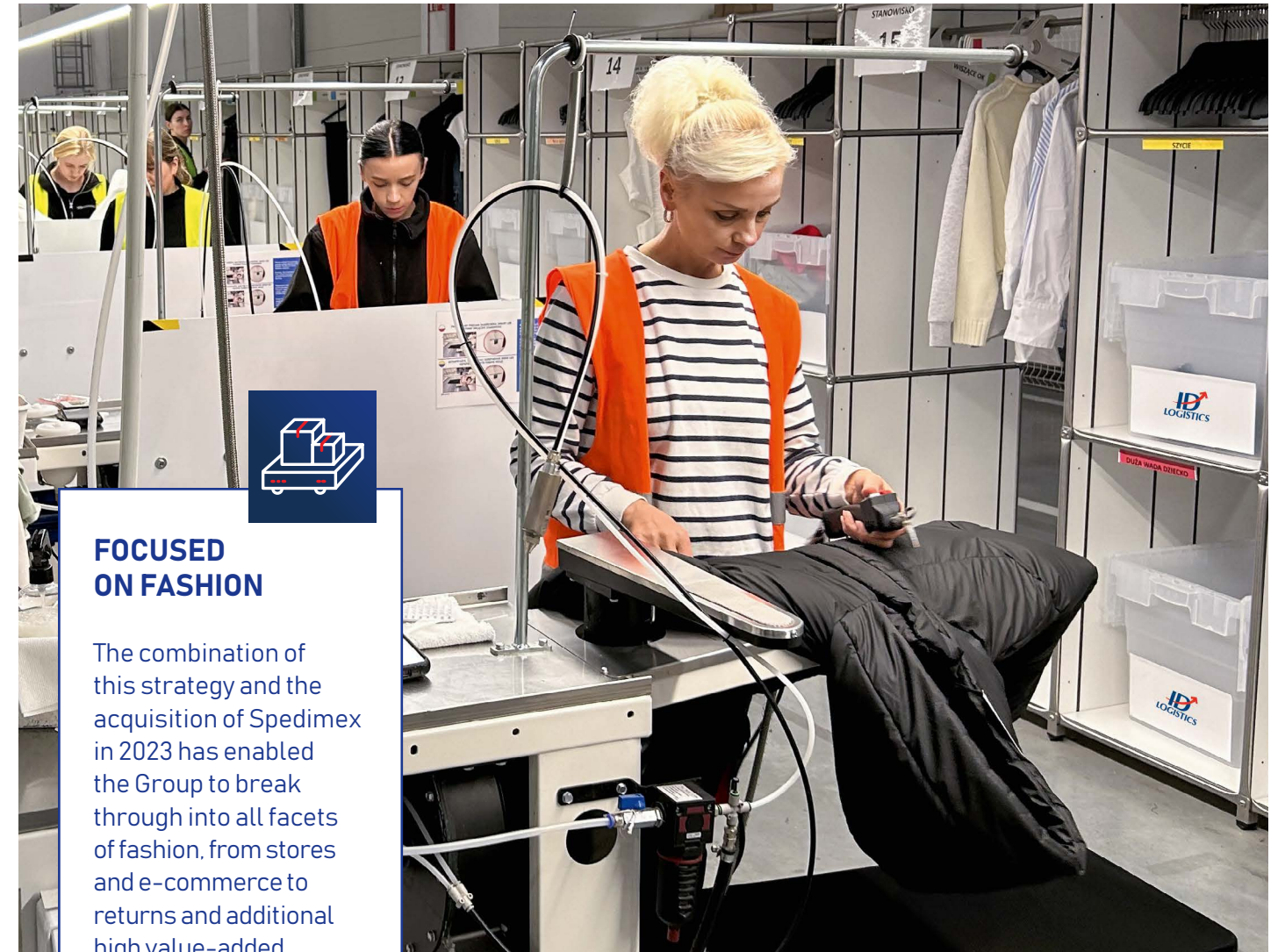
MILLION RETURNS HANDLED EVERY YEAR FOR MAJOR FASHION RETAILERS



The Group's innovative approach is driving its growth in these new sectors. The robotic systems we've developed in recent years is particularly well suited to meeting the need for automated processes in the fashion, e-commerce and cosmetics sectors, all of which offer very large numbers of products.



LUDOVIC LAMAUD
Executive Vice President, Development and Innovation, ID Logistics



FOCUSED ON FASHION

The combination of this strategy and the acquisition of Spedimex in 2023 has enabled the Group to break through into all facets of fashion, from stores and e-commerce to returns and additional high value-added services, including returns inspection, RFID tagging for traceability, labelling and repackaging.

The Group now offers high value-added services to its fashion industry customers.



I was previously a Sales Director at Spedimex, so I have good knowledge and understanding of how the fashion sector works, particularly in terms of handling returns. We found that there were immediate synergies between this expertise and the ability of ID Logistics to rapidly set up operations in new countries.



BEATA TROCZYŃSKA
SAM team member

A DEDICATED KEY ACCOUNTS TEAM

The ramp up of the SAM (Strategic Account Management) team has made it possible to:

- Bring together sales and R&D experts specialising in particular vertical markets in order to give customers an efficient multinational response and a single point of entry to ID Logistics.
- Meet the needs of global customers who demand consistency of operational experience across all their locations.

MORE EFFICIENT THAN EVER

ACCELERATING THE DEPLOYMENT OF INNOVATION AND ROBOTISATION

With an average of 2.6 innovations deployed per site in 2023, ID Logistics has once again demonstrated its ability to bring forward improvement projects for all its customers around the world.

THE FACTORY: INNOVATION THROUGH INTRAPRENEURSHIP

 Our internal competition – “The Factory” – was launched and ran for the first time in 2023: in less than 7 months, 167 managers from 13 countries took up the challenge to design and develop innovations to address operational issues. 20 of these projects were then tested on site under real-world conditions. The judging panel of 1,500 managers from across the Group then selected their Top 3:

No. 1: Poland. Live warehouse

This new app displays real-time performance indicators for the picking process, showing the location and instant productivity metrics of individual order pickers.

No. 2: Benelux. Smart energy storage system

This energy storage unit is connected to solar panels, stores electricity generated during the day, and releases it at night. Its ultimate aim is to use locally-generated green electricity to meet demand on a flexible basis.

No. 3: Argentina. Dynamic warehouse map

Boosted by the use of AI, this solution optimises the order picking process. It adjusts picking routes on a daily basis in accordance with forecasts based on analysing order history to reduce the distance travelled by order pickers.



SEE HOW LIVE WAREHOUSE WORKS ON VIDEO



We have the strong partnerships, dedicated skills centre and multiple operational applications we need to continue the automation rollout. Our next challenge is to integrate AI into all sections of our business, wherever it makes sense to do so.



BENOÎT BOIRON
Group Innovation Manager, ID Logistics



SIX (SUPPLIER INNOVATION XPERIENCE): THIS NEW INNOVATION CHALLENGE WILL BE OPEN TO OUR PARTNERS AND CUSTOMERS IN 2024.



THE ROBOOST PROGRAMME

Launched in 2021, this programme is designed to research, test and implement robotic solutions in Group sites. More than 500 robots have already been installed across all our operating countries:

Autostore is a robotic order picking system in which products are stacked in bins beneath the handling robots.

The **Six Axis** robot reduces load handling by automatically lifting pallets unassisted.

Smart Vision helps order pickers, reduces errors by 80% and simplifies the process through the use of stereoscopic cameras and AI data processing.

KEY FIGURES

 **30%**

OF SITES NOW AUTOMATED

 **3**

INNOVATION CAMPUSES (BRAZIL, THE NETHERLANDS & FRANCE)



LEARN MORE ABOUT OUR CULTURE OF INNOVATION



02

MORE UNITED THAN EVER

Ever since its creation in 2001, the key driver of ID Logistics performance has been the dynamic and committed team it has built consistently over the years. This team unity has given everyone the resources they need to achieve their own ambitions in an inclusive industry engaged in a constant process of reinvention.

3 QUESTIONS FOR

RENAUD BOUET, GROUP HUMAN RESOURCES DIRECTOR, ID LOGISTICS



What were the highlights of 2023 for you?

Renaud Bouet: The first is the creation of a genuine employer brand. The speed of our international expansion means that we have to adapt the structure of our Group identity every year, and organise the deployment of our local presence. And that's why the development of our employer brand in 2023 is an important milestone event. More and more of our customers operate at the global level and the bottom line is that some of our HR issues are similar in all our operating countries, so we need to ensure that the messages we send out are consistent, strong and coherent to highlight our strengths to future employees.

What does the ID Logistics employer brand mean for human resources?

R. B.: The main thing to say is that it covers processes, methods and shared working standards and patterns that must become fundamental to our HR management and that our employees must identify with, but without compromising or questioning local autonomy and imperatives. One good example of this is that the introduction of regular employee engagement surveys conducted using the same questionnaire in all countries is now an essential part of HR management.

Has the HappyIndexAtWork survey identified any new areas you need to work on?

R. B.: Definitely. In 2023, we extended this survey to include all our employees for the first time, and more than 14,000 of them responded!

As well as being a unifying event in itself, the results generated by the survey are a rich source of information that we're now using to capitalise on our strengths and make improvements where we need to. More than half of all respondents identified opportunities for internal promotion, so we still need to improve on that level and make it easier for people to understand the career path opportunities available to them throughout the Group.



We need to ensure that the messages we send out are consistent, strong and coherent to highlight our strengths to future employees.

HAPPY AT WORK

In 2023, ID Logistics extended its annual engagement survey to include all its employees. The subsequent analysis of responses provides a benchmark for continuous improvement in the working environment, career development, recognition and, ultimately, team commitment.

With an overall score of **3.9/5**, ID Logistics is **No. 8** in the ranking of French companies¹ to be granted HappyIndexAtWork 2023 worldwide accreditation.



14,200

EMPLOYEES RESPONDED TO THE SURVEY CONDUCTED IN **16 COUNTRIES**: A RESPONSE RATE OF **61.1%** (ACROSS THE GROUP)

62.1%

IDENTIFY WITH THE VALUES OF THE GROUP

66.4%

LIKE THEIR WORKING ENVIRONMENT

74.4%

ARE PROUD TO BE DOING WORK OF PRACTICAL USE TO SOCIETY

THE KEY FINDINGS OF THE 2023 SURVEY:

- A strong sense of belonging
- Work that is meaningful
- A safe and healthy working environment



The survey was very well implemented by country managers and their management teams, all of whom were keen to take the pulse of their teams and respond appropriately to the expectations expressed.

RENAUD BOUET

¹ Companies with more than 1,000 employees.

A CO-DESIGNED EMPLOYER BRAND

2023 was the year in which the Group's Employer Brand programme went live with two major initiatives: a poster campaign and the launch of a network of ambassadors.

A LARGE-SCALE PROJECT

Twenty working groups were set up in several countries in 2023. We then conducted a wide-ranging survey of all Group organisational departments in every country, which attracted responses from several thousand employees. The three flagship ideas emerging from the survey results were unveiled with a major internal poster and social media campaign.



Our employer brand is designed to showcase what our employees experience in their jobs to the outside world without any recourse to smoke and mirrors.



CÉCILE COUTANT OGER
Group talent development Director



LEARN MORE ABOUT OUR EMPLOYER BRAND

17 VISUALS THAT CAPTURE OUR OPERATIONAL REALITY

Employees in all our operating countries are featured in this report to give a human face to the values of the Group and the three pillars of its employer brand.

Nanda tahu bahwa dia bekerja di perusahaan dengan kesempatan yang sama, **karena** 8 dari 10 karyawan perempuan merekomendasikan bekerja bersama kami

COSMIN ESTE MANDRU DE A REUSI SA GASEASCA UN LOC DE MUNCA UNDE POATE FACE CARIERA

ID Logistics berada di peringkat 10 besar perusahaan di mana karyawan perempuan merasa dihargai dan termotivasi. Menurut survei Happy Women At Work 2023, 8 dari 10 karyawan wanita di ID Logistics mengatakan bahwa mereka bahagia dan merasa dihargai.
Menciptakan IDea Baru Perusahaan

ID LOGISTICS
Let's build our ID Logistics together

A Marisa prepara cada encomenda como se fosse um presente porque tem os mais altos padrões

A ID Logistics gere toda a cadeia de abastecimento, desde a preparação minuciosa de cada encomenda até à entrega final. Todos recebem a sua encomenda a tempo.
Descubra uma nova IDeia de logística.

ID LOGISTICS
Juntos construímos a nossa ID Logistics

PILLAR: Embrace a new company IDea

PILLAR: Develop your IDEas on the job

#AMBASSADOR NETWORK

The first ID Logistics brand ambassadors got together at a launch seminar to explore every aspect of employer branding promotion. They also prepared their roadmap, which will involve leading and coordinating their own national internal network and promoting our employer brand externally to future job applicants and the worlds of education and business.

PILLAR: Discover a new Logistics IDea

GIVING EVERYONE THE CAREER DEVELOPMENT RESOURCES THEY NEED

ID Logistics supports its people with their professional development, and offers exciting career opportunities so that everyone is able to progress and achieve their personal goals.



JORDANE CHESSE
Chief Financial Officer,
ID Logistics Italia

“ I joined ID Logistics in 2018 under the VIE¹ scheme as financial controller for the Group’s new Romanian subsidiary. Soon after, I was promoted to Chief Financial Officer for the company. When the Group decided to enter the Italian market, the senior management team asked me to oversee the creation of the new entity and its launch. So I’ve been CFO of the new ID Logistics subsidiary in Italy since the beginning of 2023. I’ve been helped and supported at every step of the way along my career path with the Group. In Romania, for example, I had the help and advice of my mentor. I also spent a month at head office, which gave me the opportunity to interact with every department before taking up my new job. ID Logistics offers a really wide range of career development opportunities, so if you’re planning an international career, you’ve come to the right place! ”



CRISTINA CRUZ
Operations Supervisor,
ID Logistics Spain

“ I began as a shipping administrator at our Jaén site, and over the next two years worked my way up to Management Controller before taking up my current job as Operations Supervisor. I can rely on my line manager for day-to-day help and support in areas such as team management. This kind of assistance is key to delivering the required level of excellence. The Group also offered me all the training I needed to complement my academic studies, from Lean methodology to problem-solving techniques, languages, audit preparation and more. At ID Logistics, we’re supported and we have the opportunity to access all the training we need to succeed in a new role. This support is incredibly rich in its diversity, and opens the doors to skills you’d never have imagined acquiring. ”



MARILENA GRIGORAS
Team Supervisor,
ID Logistics Benelux

“ I joined the Group in 2019 as an operator, but quickly realised that I could work towards more responsible roles. When I said I wanted to apply for a supervisory position, my manager suggested I should follow the ID Logistics Academy programme to receive the support I needed. That coaching was absolutely key in helping me to learn every facet of the job easily. I’ve been a team supervisor since 2023, and really enjoy leading my team and focusing their energy and commitment on meeting the expectations of our customers. I’d like to become a manager eventually, but I’ve still got a lot of skills to learn, because the world of logistics is a complex one that demands in-depth knowledge of technical issues and people management. But I know that I can achieve this goal with the Group. ”

KEY FIGURES

76%
OF SITE MANAGERS IN FRANCE
HAVE BEEN APPOINTED INTERNALLY

AMBITION FOR 2030:
70%
ACROSS THE GROUP



¹ Volontariat international en entreprise (International Volunteering in company).

03

The logo for ID Logistics, featuring the letters 'ID' in a bold, blue, sans-serif font with a red arrow pointing upwards and to the right, followed by the word 'LOGISTICS' in a smaller, blue, sans-serif font.

ID LOGISTICS

MORE COMMITTED THAN EVER

As a sustainable supply chain leader, ID Logistics implements an ambitious CSR policy structured around 10 working priorities focused on people and social inclusion, environmental protection and local integration.

3 QUESTIONS FOR GÉRAUD PELLAT DE VILLEDON, GROUP CSR DIRECTOR, ID LOGISTICS



You joined ID Logistics in 2023 to manage CSR policy. What were your first impressions?

Géraud Pellat de Villedon: The first was that the roadmap set out in 2021 is proving really effective, because we're ahead of schedule in terms of progressing towards nine of last year's ten targets, which means that our teams around the world have already integrated this roadmap fully into their operations. It also shows that the roadmap effectively addresses business realities, for both our employees and our customers.

So your current tools are now approaching maturity?

G.P. de V.: Yes, we now have a dynamic overview of consumption metrics for all our logistics sites worldwide, and the ability to consolidate them in a single reporting tool. That gives us a comprehensive overview of what's happening right around the world. At the same time, our Low Carbon Tool allows us to test the carbon footprint of potential solutions to the requirements set out in contract tendering invitations. It's a value proposition that our customers are very interested in.

How do you see the outlook for 2024?

G.P. de V.: We're not going to be revolutionising our commitments, but rather accelerating the pace of their implementation in certain areas. We'll be aligning all the external acquisitions we made in 2022 and 2023 with our Group standards,

at the same time as taking care to respect cultural differences. To do that successfully, we'll be relying largely on the process of interactive discussion we encourage within our network of local correspondents and as part of the annual CSR seminar. Next, we'll be continuing with our programme to raise customer awareness of the merits of our CSR policy. When you're using resources more sparingly, the return on investment is easy to demonstrate. We're now entering a structural investment phase in which we want to engage collaboratively with our customers.



Our teams around the world have integrated this roadmap, which effectively addresses business realities, for both our employees and our customers.



MORE COMMITTED THAN EVER

DECARBONISATION: A PROACTIVE COMMITMENT

ID Logistics actions a series of decarbonisation levers that deliver a rapid return on investment. So not only do they reduce our carbon footprint, but they also cut our operating costs.

REDUCING WASTE COLLABORATIVELY WITH CUSTOMERS

Being proactive means providing the leadership customers need to reduce excess packaging or standardise their box sizes to increase their potential for reuse. It also means shredding used cardboard and using it as packaging material in retail order picking (for e-commerce, cosmetics, perfumery, etc.): a solution that eliminates 100% of on-site cardboard waste and removes the need to buy in new packaging materials.

REDUCING WAREHOUSE CO₂ EMISSIONS BY HUNDREDS OF TONNES

Centralised technical facilities management at our Kaiserslautern site in Germany provides a real-time overview of electricity, gas and water consumption. Meticulous management of energy usage gives us the basis we need to identify all the levers for action and measure their effectiveness. For example, this site uses smart presence sensors to automatically adjust lighting in response to demand. As a result, this site has reduced its annual CO₂ emissions by 440 tonnes.

KEY FIGURE

SITE CO₂ EMISSIONS
REDUCED BY
440
TONNES EVERY YEAR



SIGNATURE OF THE ÉCOWATT CHARTER

Our signature of this French charter requires ID Logistics to implement a series of best practices to reduce electricity consumption during periods of peak demand.



The use of clean vehicles is one of the actions taken by the Group to reduce its carbon footprint.



Waste sorting is mandatory on all sites.

PACKAGING LOW CARBON OFFERS

The Low Carbon Tool rolled out in 2023 enables R&D teams and contract managers to create and review alternative carbon scenarios at the earliest stages of warehouse design. The tool proposes 25 possible levers for action, their potential return on investment and their operational implications. It gives ID Logistics a real edge in terms of high added value when tendering for contracts.



We're ahead of schedule in terms of progressing towards nine of our ten CSR roadmap targets.

GÉRAUD PELLAT DE VILLEDON
CSR Director, ID Logistics

OUR CULTURE OF INTEGRATION

The diversity of its teams is one of the great strengths of ID Logistics. It has its roots in our commitment to promote and encourage the inclusion and integration of as many people as possible. It takes the form of awareness-raising and training initiatives for managers right up to the highest level of the Group, with a quarterly review conducted by the senior management team of every country.

WORKING ALONGSIDE SPECIALIST NON-PROFITS

Heliomare in Benelux, Descubreme in Chile, Disjob and Inserta in Spain... These partners and many more help and support ID Logistics teams deliver on their commitment to integrate people with disabilities into jobs with the Group.



Three words sum up my arrival in the Group: integration, trust and success! I received two half-days of mentored training, the team was made aware of my disability, and three colleagues are my tutors.



LIONEL LAZAREVIC
Container Handler
at our Satolas site

DUO DAY: A KEY EVENT FOR DISABILITY AWARENESS RAISING

At this one-day event, 40 duos gave people with disabilities the opportunity to find out more about the Group and its business lines. Like the employees who welcomed them, they were very positive about this opportunity, and were able to envision themselves doing jobs that they may never have considered appropriate before.

RESPONSIBLE PURCHASING FOR SUSTAINABLE GROWTH

Every year, ID Logistics takes responsible purchasing to a new level, involving its suppliers in complying with its own self-imposed rules of business ethics, environmental awareness and employment practices. Our approach to responsible purchasing is set out formally in our "Purchasing and CSR" charter, and is accompanied by a range of initiatives designed to build even closer relationships between the Group and its partners.

SHARING A COMMON CULTURE

In 2023, 70 suppliers attended the first Responsible Purchasing Seminar hosted in São Paulo (Brazil) on the theme of "Celebrating Sustainable Suppliers". Delegates had the opportunity to measure the practical grass roots implications of the Group's values and approach to CSR issues. Structured as a training opportunity, the day helped to familiarise them with the tools made available to them by the Group, including the Nimbi digital purchasing portal.



The Responsible Purchasing seminar in São Paulo, Brazil.

WORKING TOGETHER FOR THE ENVIRONMENT

Achieving the Group's environmental targets also depends on its ability to mobilise and unite its suppliers around the issues involved. For example, at the request of ID Logistics, its largest supplier conducted a life cycle analysis of its forklift trucks as the basis for developing an analytical tool to support decision-making in favour of the most eco-friendly models.

KEY FIGURE

70%

OF COUNTRIES HAVE LAUNCHED A PROJECT THAT MAKES A POSITIVE CONTRIBUTION TO THEIR LOCAL COMMUNITY



GOVERNANCE & RESULTS

The ID Logistics governance structure of a Board of Directors and an Executive Committee sets the Group development strategy and provides oversight of its operational implementation.

BOARD OF DIRECTORS

The members of the Board of Directors represent the Group's controlling shareholders and also include independent directors.

It is responsible for defining the Group's development strategy and overseeing its implementation.



ÉRIC HÉMAR
Chairman and Chief Executive Officer

A former student of the Ecole Nationale d'Administration (ENA), he began his career at the Cour des Comptes (Court of Auditors) before joining the French Ministry of Equipment, Transport and Tourism in 1993, where he was technical adviser to Minister Bernard Bosson. In 1995, he joined Geodis as General Secretary and then Head of Logistics, leaving in March 2001 to set up ID Logistics. Éric Hémar has been CEO of the ID Logistics Group since September 2001. In March 2019, he was also appointed as Chair of Union TLF, the French federation of transport and logistics companies.



CHRISTOPHE SATIN
Chief Operating Officer and Board Member

A graduate of ISG business school, he began his career at Arthur Andersen, and subsequently worked for a variety of companies before joining Geodis. In 2001, he became joint founder of ID Logistics.



HERVÉ MONTJOTIN
Independent Board Member

A graduate of the École Normale Supérieure, an associate professor in social sciences and holder of a master's degree from ESCP, Hervé began his career at Bossard Consultants (now Cap Gemini) in 1989. Between 1995 and 2015, he held various positions at Norbert Dentressangle, and in 2016 became CEO of SOCOTEC.



CARINE MOSNIER
Administrator, Employee Representative Board Member

Carine has a postgraduate degree in business law from the University of Aix-en-Provence, and began her career at Norbert Dentressangle France before joining ID Logistics more than 20 years ago. She is now Deputy General Counsel for France and international operations, and joined the Board of Directors in 2022 as a member and employee representative.



MICHEL CLAIR
Independent Board Member and Chairman of the Audit Committee

A former student of the Ecole Nationale d'Administration, Michel was public auditor at the Court of Auditors before being appointed as Chief of Staff for the Minister of Trade, Craft and Services, and subsequently Chairman of Klépierre (BNP Paribas). Currently Chairman of HLM France Habitation, he is also Vice-President of the Paris Île-de-France Chamber of Commerce and Industry with responsibility for conferences and trade fairs.



ÉLÉONORE LADREIT DE LACHARRIÈRE
Independent Board Member

A graduate of Dauphine and ESSEC, she is a member of the Executive Committee of Fimalac, where she has headed up the Culture & Diversity Foundation since its creation in 2006. She is also a Board member at the Louvre Museum and Chair of the Boards of the Rodin Museum and the Paris School of Fine Arts.



MALGORZATA HORNIG
Board Member

A graduate of the Silesian University of Technology, Malgorzata began her career in the placement agency Work Express, before leaving in 2009 to join ID Logistics Poland where she is now Human Resources Director. She joined the ID Logistics Board of Directors in 2023.



GÉRARD LAVINAY
Independent Board Member

Gérard began his career at Euromarché, a hypermarket chain taken over by the Carrefour Group in 1991. After many years in store management and logistics, he served in a range of executive positions at country level and at Group headquarters, where he managed the supply chain and merchandise. At the point when he left the Carrefour Group, he was Chairman of Carrefour Italy. He is now Chairman of Page Conseil.



MARIE-AUDE HÉMAR
Representative of Comète and Board Member

A graduate of IDRAC Paris, Marie-Aude held a variety of positions at Caisse d'Épargne IDF, including internal audit inspector. She has been Joint Managing Director at Comète since 2010.



JESUS HERNANDEZ MUÑOZ
Chief Integration Officer and Adviser

A graduate of the University of Madrid, Jesus was at the helm of ID Logistics Spain from 2006 to 2015 and ID Logistics Brazil from 2016 to 2018, before heading up ID Logistics Germany and focusing on the integration of Jagged Peak in the USA. In 2022, he led the launch of ID Logistics Italia.

EXECUTIVE COMMITTEE

The Executive Committee implements the strategy set by the Board of Directors and takes all Group-level operational decisions.

ÉRIC HÉMAR
Chairman and Chief Executive Officer

CHRISTOPHE SATIN
Chief Operating Officer



YANN PEROT
Chief Financial Officer

A graduate of the EDHEC business school, Yann began his career at Deloitte in France and the USA before moving to the Lagardère and NRJ groups, joining ID Logistics in 2009.



LUDOVIC LAMAUD
Executive Vice President, Development and Innovation

With a DESS advanced diploma in pharmaceuticals distribution, Ludovic began his career at OCP and Geodis before joining ID Logistics in 2002.



LAURENT NICASTRO
Executive Vice President, Operations

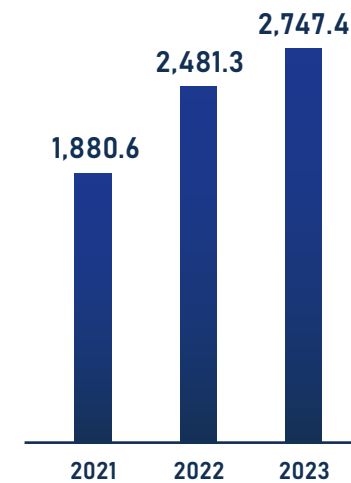
A graduate of the Panthéon-Sorbonne University in Paris, and with a DESS advanced diploma in logistics management and transport engineering, Laurent began his career at Hays Logistics before heading up supply chain operations at Castorama. He joined ID Logistics in 2017.

STRONG GROWTH AND A STABLE BUSINESS MODEL

ID Logistics once again reported a strong performance in 2023. All our financial indicators showed very significant progress: 10.7% growth in revenues, 16.3% growth in operating income and 26% growth in operating cash flow.

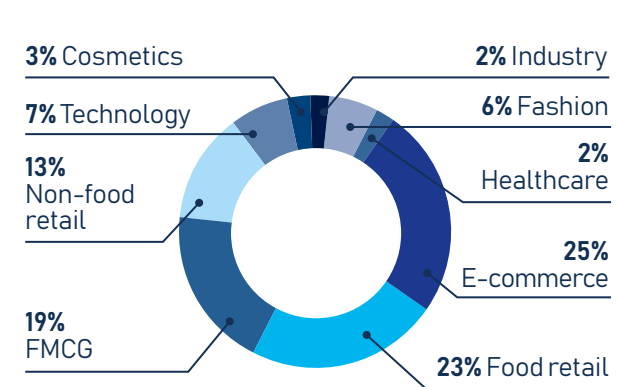
REVENUES

(€ million)



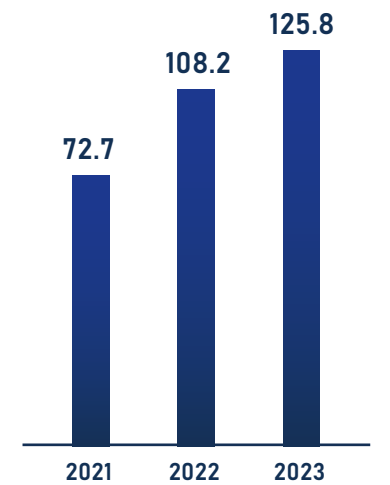
BREAKDOWN OF REVENUES

% of 2023 revenues (at 31 December 2023)



CURRENT OPERATING INCOME

(€ million)

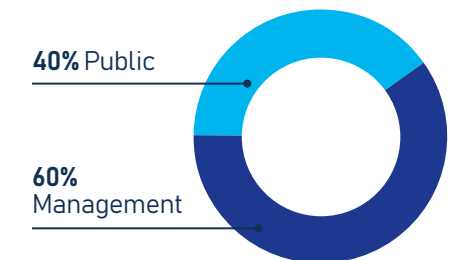


SHARE PRICE TREND (€)



CAPITAL ALLOCATION

(at 31 December 2023)



CONSOLIDATED STATEMENT OF CASH FLOWS

(€ million)	2023	2022
Net operating cash flow	429.8	343.3
Net investment cash flow	(99.2)	(309.8)
Net financing cash flow	(273.4)	(5.3)
Other variances	1.0	(1.4)
Net current cash flow variance	58.2	26.8
Net current cash flow at the beginning of the year	183.6	156.8
Net current cash flow at the end of the year	241.6	183.6

CONSOLIDATED INCOME STATEMENT

(€ million)	2023	2022
Revenues	2,747.4	2,481.3
EBITDA	434.7	372.8
% of revenue	15.8%	15.0%
Current operating income	125.8	108.2
% of revenue	4.6%	4.4%
Consolidated net income	52.1	38.2

NON-FINANCIAL PERFORMANCE

REPORTING METHODOLOGY AND SCOPE

REPORTING SCOPE

The entire scope of consolidation is covered, with the exception of Morocco and Great Britain, which represent a nonsignificant share covered by the reporting scope. Similarly, SPEDIMEX, which was consolidated in June 2023, is excluded from the scope of consolidation for 2023.

As in previous years, only those sites that have been open for at least 6 months of the year and have generated 6 months of data are included in the environmental report. Sites that have been open for at least 6 months but have generated fewer than 6 months of data have an impact on the indicator coverage rate (calculated as the number of sites). Unless otherwise stated in the report, the indicator coverage rate is 100%.

The consolidation methods used to determine the indicators shown are the same as the accounting rules described in Note 4 to the consolidated financial statements.

DATA COLLECTION METHODS

Two data collection tools have been used by ID Logistics since 2016.

- Employment data are consolidated in each country (HR Metrics) by the human resources departments using an ad-hoc tool. Monthly checks are made at Group level to ensure data consistency and comprehensiveness.
- Environmental data is captured monthly by each site using a collaborative tool hosted on the Intranet. It is then consolidated and verified quarterly at Group level. This collection process is verified during CID audits.

For more details about indicator calculation, please refer to the 2023 Non-Financial Performance Statement.

CALCULATION OF CO₂ EMISSIONS

Scope 1 emissions

includes direct emissions from stationary combustion and refrigeration in warehouses and from vehicles operated directly by ID Logistics.

Scope 2 emissions

includes indirect emissions related to the electricity consumed by warehouses and vehicles operated directly by ID Logistics.

Scope 3 emissions

includes other indirect emissions:

- Emissions related to our purchases of cardboard and plastic film consumables;
- Emissions related to the construction of buildings (added to the standard in 2021);

- Emissions related to end-of-life of waste (added to the standard in 2021);
- IT-related emissions (added to the standard in 2021);
- Emissions related to water consumption (added to the standard in 2021);
- Upstream and downstream emissions resulting from energy consumption (added to the standard in 2021);
- Emissions from subcontracted transport (added to the standard in 2022);
- Emissions related to the lifecycle of forklift trucks;
- Emissions related to employee commuting (added to the standard in 2023).

The conversion factors (from kWh, kg or litres to kgCO₂ equivalent) used have been updated on the basis of the latest values shown in the ADEME carbon database in March 2023.

Issues such as food waste, combatting food insecurity, animal welfare and the promotion of responsibly, fairly and sustainably produced food have little significance in terms of Group activity. They are therefore not included in the extra-financial performance data.

ABOUT THIS REPORT

This report provides an overview of the approach to CSR adopted by the ID Logistics Group. It reports on the new CSR governance structure, how this approach focuses on three priorities, and the context in which it operates. Coordinated by the CSR department and produced with the active involvement of the senior management team, this report is designed to set out the Group's CSR commitments and the progress made on employment and environmental issues. It is based on a set of indicators audited in accordance with all applicable regulations, and the requirements of ISO 26000 (which are interpreted in the Logistics CSR framework). It has been produced for the purposes of transparency and dialogue with Group stakeholders.



NON-FINANCIAL PERFORMANCE

PROGRESS REPORT ON THE AMBITION 2030 PLAN

2030 targets	2023 progress
100% of country Management Committees and 80% of managers to have received ethics training	Achieved
80% of suppliers (95% of annual purchasing) to have signed our Responsible Procurement Charter by 2023	75% of suppliers representing 74% of purchases
A 20% increase in the proportion of employees with disabilities by 2025 (compared with 2020)	+2%
A 40% reduction in the occupational accident frequency rates (compared with 2018 for ID Logistics employees and temp workers)	-37%
A 40% reduction in occupational accident frequency rates (compared with 2018 for ID Logistics employees only) / -15% compared with 2021	-47%
70% of Site Managers to have been appointed by internal promotion	63%
85% waste recovery rate	66%
A 40% reduction in (Scope 1&2) emissions from logistics activities (CO ₂ per pallet) compared with 2018	-18%
A 20% reduction in energy intensity for logistics activities (kWh/m ²) by 2030 compared with 2018	-15%
75% of sites to have engaged in collaborative CSR projects with customers	69%
100% of countries to have engaged in at least one local community project	70%

CONSOLIDATED NON-FINANCIAL PERFORMANCE INDICATORS

EMPLOYMENT DATA	2023	2022	2021
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WORKFORCE AT 31/12⁽¹⁾

France	7,038	7,106	7,188
International	19,531	17,737	16,787
Total	26,569	24,843	23,975

RATIO OF TEMPORARY WORKERS TO FULL-TIME EQUIVALENTS

France	29.8%	34.5%	35.4%
International	36.5%	37.6%	36.1%
Total	34.9%	36.8%	36%

WOMEN AS A PROPORTION OF THE WORKFORCE

France	28%	27.0%	26.7%
International	36%	35.1%	34.6%
Total	33.6%	32.7%	32.3%

WOMEN AS A PROPORTION OF ALL RECRUITMENTS

France	31%	27.4%	27.1%
International	39.2%	36.8%	37.1%
Total	38.2%	35.6%	35.5%

EMPLOYMENT DATA	2023	2022	2021
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AVERAGE AGE

France	42	42	42
International	39	39	39
Total	39	39	39

RECRUITMENT (GRI 401-1)

France	1,013	1,288	1,405
International	7,803	8,290	6,182
Total	8,816	9,578	7,587

REDUNDANCIES⁽²⁾ (GRI 401-1)

France	318	493	353
International	2,754	1,969	1,785
Total	3,072	2,462	2,138

VOLUNTARY REDUNDANCY RATE (GRI 401-1)

France	6.6%	6.3%	4.8%
International	14.5%	15.9%	12.1%
Total	12.3%	13.0%	9.8%

EMPLOYMENT DATA	2023	2022	2021
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INTERNAL MOBILITY

France	469	912	895
International	2,332	1,899	2,704
Total	2,801	2,811	3,599

INCENTIVE AND PROFIT-SHARING AGREEMENTS (€000) (GRI 401-2)

Incentives	7,386	8,406	7,526
Profit sharing	4,896	5,086	3,942

ABSENTEEISM

France	6.9%	7.8%	7.1%
International	5.4%	6.3%	6.1%
Total	5.8%	6.7%	6.4%

OCCUPATIONAL ACCIDENT FREQUENCY RATE⁽³⁾ (GRI 403-9)

France	30.1	31.4	35.3
International	10.2	11.2	12.6
Total	14.84	16.2	18.4

OCCUPATIONAL ACCIDENT SEVERITY RATE⁽⁴⁾ (GRI 403-9)

France	1.3	1.35	1.2
International	0.3	0.3	0.3
Total	0.5	0.5	0.5

NUMBER OF OCCUPATIONAL ILLNESSES REPORTED (GRI 403-10)

France	37	47	31
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HOURS OF TRAINING (GRI 404-1)

France ⁽⁵⁾	58,910	54,637	51,112
International	247,385	162,453	187,580
Total	306,295	217,090	238,692

DISABLED EMPLOYEES AS A PERCENTAGE OF THE WORKFORCE

France	4.7%	4.8%	4.6%
International	0.9%	0.8%	1.0%
Total	2.1%	2.1%	2.1%

OVER 55s AS A PERCENTAGE OF THE WORKFORCE

France	14.6%	13.1%	12.2%
International	10.6%	9.9%	8.1%
Total	11.7%	10.8%	9.3%

2018 is the baseline year

NM = Not Measured

⁽¹⁾ Including maternity leave, temporary fixed-term contracts or equivalent.

⁽²⁾ Excluding economic redundancies.

⁽³⁾ Number of occupational accidents resulting in sick leave (excluding commuting accidents) during the year/actual hours worked x 1,000,000.

⁽⁴⁾ Number of days lost due to occupational accidents (excluding commuting accidents and extensions or relapses related to previous years)/actual hours worked x 1,000.

ENVIRONMENTAL DATA	2023	2022	2021
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TONNES OF WASTE PRODUCED (GRI 306-1/3)

Cardboard	39,927	33,463	29,911
Wood	9,552	11,426	10,411
Plastic	4,783	3,889	3,945
Non-hazardous and miscellaneous industrial waste	30,099	23,382	17,546
WEEE	157	16	172
Other	2,956	3,646	2,763
Total	87,474	75,823	64,748

BREAKDOWN OF WASTE PRODUCED

Cardboard	46%	44%	46%
Wood	11%	15%	16%
Plastic	5%	5%	6%
Non-hazardous and miscellaneous industrial waste	34%	31%	27%
WEEE	0%	0%	0%
Other	3%	5%	4%
Total	100%	100%	100%

INTENSITY OF NHW IN KG/€1,000 REVENUE

	11	9.3	9.2
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WASTE RECOVERY RATE

France	78%	75%	74%
International	60%	65%	72%
Total	66%	69%	73%

WATER CONSUMPTION (in m³) (GRI 303-5)

France	206,832	188,544	192,214
International	402,286	419,553	313,432
Total	609,117	608,097	505,646

INTENSITY (in litres / pallet shipped⁽⁶⁾)

France	10.2	8	9
International	10	10	9
Total	10	9	9

INTENSITY (in litres / m² of warehouse space)

France	78	70	76
International	96	103	95
Total	89	90	87

NON-FINANCIAL PERFORMANCE

ENVIRONMENTAL DATA	2023	2022	2021
GROUP ENERGY CONSUMPTION (MWh) (GRI 302-1)			
Electricity	243,297	260,550	220,068
Natural gas	75,305	103,005	104,898
Fuel oil	2,283	2,507	3,075
Petrol	6,374	10,533	6,034
RNG	2,712	1,835	2,635
LPG	931	994	1,312
VNG	4,421	5,873	6,040
Ethanol	6	33	48
Sub-total for fuels	159,866	157,347	149,729
GROUP ENERGY CONSUMPTION (%)			
Electricity	50.8%	50.0%	46.2%
Heating network	0%	0.1%	0.0%
Natural gas	15.7%	19.8%	22.0%
Diesel	29.9%	26.0%	27.7%
Petrol	0.5%	0.5%	0.6%
Off-road diesel	1.3%	2.0%	1.3%
LPG	0.6%	0.4%	0.6%
Fuel oil	0.5%	0.2%	0.3%
VNG	0.9%	1.1%	1.3%
Ethanol	0%	0.0%	0.0%
Sub-total for fuels	33.4%	30.2%	0.0%
GROUP ENERGY CONSUMPTION (kWh / pallet shipped) (GRI 302-3)			
Electricity	3.71	3.97	4.02
Heating network	0	0.01	-
Natural gas	1.24	1.57	1.91
Sub-total for fuels	2.64	2.07	2.41
GROUP ENERGY CONSUMPTION (kWh / €1,000 revenue) (GRI 302-3)			
Electricity	88.6	103.85	115.16
Heating network	-	0.24	-
Natural gas	27	41.05	54.89
Sub-total for fuels	58	62.71	68.99
CHANGES IN ENERGY CONSUMPTION (GRI 302-4)			
Absolute value (2022 vs 2021)	9%	+8.5%	-
Intensity (/ €1,000) (2022 vs 2021)	-14%	-13.9%	-

ENVIRONMENTAL DATA	2023	2022	2021
TONNES OF CO₂ EMITTED – SCOPE 1, 2 & 3⁽⁷⁾			
Scope 1 France	14,160	18,833	22,493
Scope 1 International	43,877	41,584	35,855
Total Scope 1 GRI 305-1	58,038	60,417	58,349
Scope 2 France	2,814	3,100	3,623
Scope 2 International	65,091	62,804	43,585
Total Scope 2 GRI 305-1	67,905	65,904	47,208
Scope 3 France – Comparable methodology (GRI 305-2)	74,408	75,662	42,244
Scope 3 International – Comparable methodology (GRI 305-2)	203,431	191,348	67,348
Total Scope 3 – Comparable methodology (GRI 305-1)	277,838	267,010	109,592
Scopes 1, 2 & 3 France – Comparable methodology (GRI 305-2)	91,382	97,595	68,360
Scopes 1, 2 & 3 International – Comparable methodology (GRI 305-2)	312,399	295,736	146,789
Scopes 1, 2 & 3 – Comparable methodology	403,781	393,332	215,149
Scope 3 France – New categories added (GRI 305-2)	11,529	0	NA
Scope 3 international – New categories added (GRI 305-2)	44,206	0	NA
Scope 3 – New categories added (GRI 305-2)	333,573	267,010	NA
Scopes 1, 2, & 3 France – New methodology (GRI 305-2)	102,911	97,595	NA
Scopes 1, 2 & 3 International – New methodology (GRI 305-2)	356,605	295,736	NA
Scopes 1, 2 & 3 – New methodology	459,516	393,332	NA
KG OF SCOPE 1, 2 & 3 CO₂ EMISSIONS PER PALLET SHIPPED (GRI 305-4)			
Scope 1 Total	0.9	0.92	1.1
Scope 2 Total	1	1.00	0.9
Scope 3 Total – Comparable methodology	4.2	4.1	2.0
Scopes 1, 2 & 3 – Comparable methodology	6.2	6	3.9
Scope 3 – New categories added	0.9	NA	NA
Scope 1, 2 & 3 – New methodology	7	NA	NA
KKG OF SCOPE 1, 2 & 3 CO₂ EMISSIONS PER €1,000 REVENUE⁽⁷⁾ (GRI 305-4)			
Scope 1 Total	21.1	24.1	30.5
Scope 2 Total	24.7	26.3	24.7
Scope 3 Total – Comparable methodology	101.1	106.4	57.3
Scopes 1, 2 & 3 – Comparable methodology	147	156.8	112.6
Scope 3 – New categories added	20.3	NA	NA
Scope 1, 2 & 3 – New methodology	167.3	NA	NA

⁽⁵⁾ Training hours includes Personal Training Account hours, and exclude vocational training hours.

⁽⁶⁾ Pallets shipped refers to pallets leaving our warehouses.

⁽⁷⁾ The emission factors used are taken from the ADEME Bilan Carbone calculation (combustion for Scope 1, and production for Scope 2).

NON-FINANCIAL RATINGS

ID Logistics has been committed to a process of voluntary non-financial rating for several years, and its performance is regularly assessed by multiple agencies and other bodies. This process provides an assurance regarding the quality of its approach to corporate social responsibility.



ID Logistics was awarded the **silver medal** with a rating of 66 in 2023: 2 points higher than in 2022.



ID Logistics has a rating of **81/100**.



The non-financial ratings agency MSCI has awarded the Group its **A rating**.



ID Logistics has a rating of **49/100**.



The Group received a **2022 Humpact Award (in the seniors employment category)**. ID Logistics is rated **top of its category with a 5-star employment rating**.



Between 2020 and 2021, all French transport management activities signed the **EVCOM commitment**.



Since 2009, the France transport branch has regularly renewed its **commitment to the French Objectif CO₂ initiative**.



ID Logistics Netherlands is certified Lean & Green with **3 stars**.



ID Logistics responds to the CDP questionnaire.



ID Logistics became a signatory to the United Nations Global Compact in 2021.

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