

EDITION - JUNE 2026



MISSION REPORT





ABOUT THIS REPORT

This report is the **third annual report of the STERNE Group's Mission Committee**. It was prepared in accordance with the recommendations of the *Communauté des Entreprises à Mission* (Mission-Driven Company non-profit community) and published in compliance with the rules established by the PACTE Act.

Alongside the annual ESG Report, this publication is a key element of STERNE group's CSR strategy: **identifying material issues, building an appropriate response, and reporting on both actions taken and results achieved**







LAURENT DE ROSNAY
CEO of **STERNE Group**

Together, we will continue to develop our business model in order to enhance our customers' CSR performance.

*This third year of deploying our mission confirms **the vital importance of continuity** in our strategy and the collective effort required to fully deliver on our commitments. These initial years of our mission have been shaped by adjustments, shared learning, and a steering process that is being refined over time.*

*As part of this drive for progress, **the Mission Committee plays a vital role**: through its independent and multidisciplinary perspective, it helps us to scrutinise our choices and refine the way we carry out our activities. In line with our commitments, this year we extended our carbon trajectory to the entire Group, pressing ahead with our action plans despite a challenging economic environment. We have also **further formalised our Group HR policy, strengthened CSR governance within our STERNE nox business unit and structured the monitoring of our partners** and subcontractors.*

I would like to warmly thank the committee and all our teams for their dedication. Together, we will continue to develop our business model so that, looking beyond our own operations, we can enhance our customers' CSR performance.





Fabienne FAUNY TIZIO
Chair of the Mission Committee

“As for the future, it is not a question of predicting it, but of making it possible”

Antoine de Saint-Exupéry

This quote resonates particularly strongly with the ethos of our Mission Committee. For our ambition is not simply to anticipate the changes in our sector, but to make a tangible contribution to making them possible.

Being a Mission-Driven Company is choosing to be a business that looks beyond the short term. A business that believes that economic performance, environmental responsibility, social commitment and ethics are not mutually exclusive but mutually reinforcing.

In a sometimes uncertain economic environment, our mission continues to serve as our guiding principle. It encourages us to remain true to our purpose while continuing to grow with high standards and a sense of responsibility.

The past year has confirmed Sterne Group's ability to turn its commitments into tangible achievements. Whether by decarbonising our operations, developing innovative logistics solutions, continuously improving our social practices or strengthening our ethical standards, the progress made demonstrates that this approach is now fully integrated into our strategy.

The role of the Mission Committee is not to applaud good intentions. It involves observing, questioning, measuring and supporting progress. It is in this constructive spirit that we have continued our work this year.

I was also particularly struck by the growing engagement across our entire ecosystem. Employees, customers, partners, suppliers and shareholders all contribute, each in their own way, to driving this mission forward. Because a mission only has meaning when it is shared.

This report highlights the progress we have made, but also the work that still lies ahead. A Mission-Driven Company never reaches its destination. It moves forward, learns, reflects and is constantly making progress.

I would like to thank all the members of the Mission Committee for their valuable contributions, as well as the Group's teams who work day in and day out to realise this shared ambition.

More than just a corporate status, our mission is a commitment: to combine performance, responsibility and value in everything we do.



Loïc CHAVAROCHE
QHSE - ESG Director,
STERNE Group
Mission coordinator

This has been a particularly intensive year for STERNE Group's mission. In a constantly changing and often uncertain environment, we have pressed ahead with determination, remaining true to the spirit of the PACTE Act and to our commitments.

I would like to emphasise the vital role played by the Mission Committee. Throughout the year, they have provided us with rigorous challenges while offering invaluable, constructive support. The quality of this dialogue has been invaluable. It has deepened our strategic thinking and enabled us to step back, ensuring our actions are better targeted.

Over the months, we have learnt and adapted, but always with the aim of making progress. In a complex world, it seems to us more necessary than ever to take the time to question our practices and to give greater meaning to our actions.

It is in this spirit that we continue to pursue our mission, with sincerity and a shared conviction: that of working together to build a more responsible and sustainable model.



STERNE

PREMIUM LOGISTICS SERVICES





STERNE **GROUP**

WHO ARE WE?

OUR BUSINESS LINES



FRENCH PREMIUM LOGISTICS LEADER

- Late hours collection and night delivery before 8am, 7am or to specifications
- Daytime delivery before 1 p.m. and before 6 p.m. for B2B and B2C customers
- Urban delivery and distribution
- Transport of sensitive products (valuables, luxury goods, health sector)



URGENT, DEDICATED, ON-DEMAND INTERNATIONAL TRANSPORT SPECIALIST

- 24/7 urgent transport solutions by road, air, sea & air, rail
- White glove services for sensitive items
- Project services for non-standard consignments



PREMIUM LOGISTICS LEADER IN GERMANY, AUSTRIA AND BENELUX

- Late hour collection and night delivery before 8 a.m., 6 a.m
- Daytime delivery before noon
- Weekend service specific to the agricultural sector with 24/7 deliveries



STERNE Group is a French logistics group, founded in 1972, and is the European premium logistics leader. It operates all types of urgent, high added-value transport, both scheduled and on-demand, for over 8,000 customers. Historically, the core business is based on the organisation of regular, scheduled delivery rounds.

KEY FIGURES

€540
million
2025 turnover

2,020
employees

**Over
8,500**
customers

8,500
transport
partners

57,000 m²
of logistics platforms
in France

75%
of deliveries at night or at non-standard times

190,000
recipient customers

3,700
trips per day

85
agencies in Europe and around the world,
including **49 in France**

100% of own fleet equipped with
Euro 5 and 6 vehicles among the internal
combustion vehicles

13,458
tonnes eqCO₂ saved in 2025 thanks to the
use of reusable containers

OUR HISTORY

1972

FOUNDING OF THE GROUP

TCS was founded in Aquitaine, France's leading provider of tailor-made scheduled transport services

2018

INTERNATIONAL EXPANSION

International expansion with the purchase of the ATS Group and NOVEA, and roll-out of its first urban services

2021

STRENGTHENED INTERNATIONAL EXPANSION

Strengthened international expansion (160 countries) following the acquisition of Transport Manager.
Acquisition of a stake in Tikehau Capital as part of the "T2 Energy Transition Fund", dedicated to decarbonisation.

Arrangement of a Sustainability Linked Loan. STERNE Group has answered the United Nations' call by joining the UN Global Compact. Setting the baseline year for the SBTi decarbonisation trajectory to be validated in 2023, encompassing Scopes 1, 2, and 3 for STERNE France and Time Critical.

2023

MISSION-DRIVEN COMPANY

STERNE Group became a Mission-Driven Company

Publication of the first Group Code of Conduct.

Implementation of the Integrated Management System ISO 9001, 14001, 45001

2025

GROUP HR POLICY AND SBTi TRAJECTORY

Validation of the SBTi trajectory for the entire Group, Scopes 1, 2 and 3

Roll-out of the Human Resources Policy across the entire Group

2017

ACQUISITION OF A STAKE IN MEESCHAERT CAPITAL PARTNERS

(now Meanings Capital Partners) and launch of the growth strategy based on acquisitions

2020

GROUP MANAGEMENT QHSE – CSR

Establishment of Group QHSE – CSR Department

2022

EUROPEAN LEADERSHIP

Europe's leading provider of premium logistics services, following acquisition in December 2022 of nox NachtExpress group, market leader in night delivery in Germany, Benelux countries and Austria. STERNE Group has once again doubled in size.

Publication of the first Sustainability Report
Vehicle fleet transition plan

2024

RESPONSIBLE PURCHASING POLICY

Formalisation of the Group's Responsible Purchasing policy

MODEL FOR VALUE CREATION SBM-1

RESOURCES



HUMAN CAPITAL

2,020 employees
28% women



SOCIETAL CAPITAL

8,500 customers
8,500 partners



MANUFACTURING CAPITAL

- 5 logistics platforms
- 85 agencies
- 100% Euro 5 and 6 vehicles across our directly-owned thermal fleet



NATURAL CAPITAL

116,245 tonnes
of GHG emissions

ACTIVITIES



AN INNOVATION CULTURE

Seeking day-to-day improvement tools for our employees and customers

A WIDE RANGE OF BUSINESS EXPERTISE

Tertiary
Maintenance
Healthcare
Retail
Industry
Luxury
Agriculture



Service



Speed



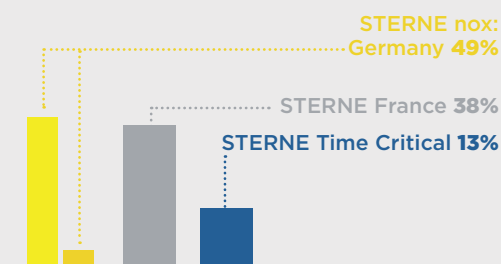
Innovation

OUR
FOUNDATIONAL
VALUES



Reliability

PREMIUM LOGISTICS SOLUTIONS - BOTH PLANNED AND UNPLANNED



A CSR POLICY THAT PERMEATES ALL ACTIVITIES



Contributing to
the ecological
transition



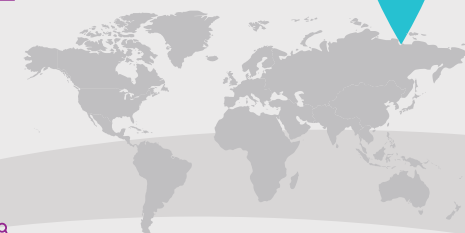
Acting
ethically and
transparently

Promoting the
best possible
quality of life
at work

STABLE AND COMMITTED GOVERNANCE



A PRESENCE IN 11 COUNTRIES



180
countries served

STERNE GROUP EXPERT IN PREMIUM LOGISTICS

OUR IMPACT & ACHIEVEMENTS

FOR OUR CUSTOMERS

over 2,000,000 stops* per month

Local network

8 ISO certifications

*Vehicle stops during a delivery phase.

FOR OUR EMPLOYEES

Work from home policy

34.9% of employees trained

FOR OUR SHAREHOLDERS

€540 million turnover

FOR THE PLANET



Science-based commitments certified by the SBTi

Development of the electric fleet

27% reduction in carbon intensity since 2021

Route optimisation

20,099 tonnes of waste avoided thanks to reusable containers

OUR PURPOSE

To optimise transport and logistics flows and related services in order to support our customers in implementing environmentally responsible, innovative and high value-added services that:

- CONTRIBUTE TO THE DEVELOPMENT OF MORE SUSTAINABLE ETHICAL AND ECONOMIC PERFORMANCE,
- PRESERVE NATURAL RESOURCES,
- GUARANTEE CONSTRUCTIVE AND SUPPORTIVE QUALITY OF LIFE AT WORK.

MAJOR TRENDS

- ▶ New consumer habits and production practices
- ▶ Stock value optimisation
- ▶ Increased supply chain outsourcing
- ▶ Inclusion of sustainable development concerns



OUR MISSION

A STRATEGIC PROJECT FULLY ALIGNED WITH OUR CORPORATE MISSION

By becoming a Mission-Driven Company in 2023, STERNE Group has reinforced its position as a committed player, convinced that its role as a logistics partner plays a decisive part in the green transition. True to this conviction, our purpose builds on decades of expertise, dedicated to creating a leaner and more efficient model. This mission is formalised through the definition of a purpose and statutory objectives structured around three pillars, which guide all our actions.

3 PILLARS

ETHICS
ENVIRONMENT
QUALITY OF LIFE AT WORK

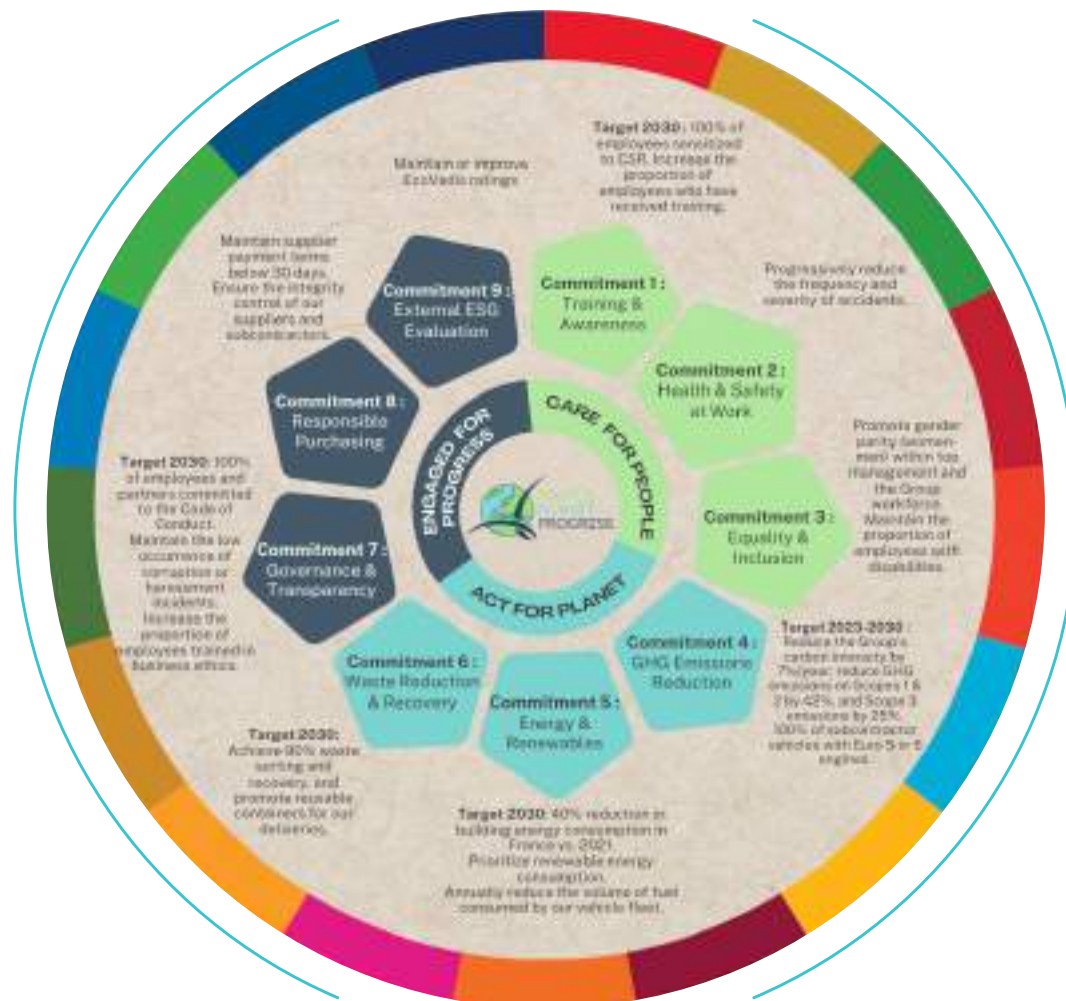
PURPOSE

Optimising transport and logistics flows and related services to support our customers in implementing environmentally responsible, innovative services that deliver high added value:

- **contribute to the development of more sustainable ethical and economic performance,**
- **preserve natural resources;**
- **guarantee constructive and supportive quality of life at work.**



OUR STATUTORY COMMITMENTS



In line with its purpose, **STERNE Group** has defined strategic statutory objectives that it is committed to pursuing as part of its activity:

Those ambitions are based on three themes:

- 1 FINANCIAL PERFORMANCE AND CAPACITY FOR INNOVATION**
Acting ethically towards all the Company's stakeholders in order to fulfil our mission
- 2 MINIMISED ENVIRONMENTAL IMPACT**
Contributing to the ecological transition by reducing the environmental impact of our services and promoting eco-responsible behaviour.
- 3 BEST POSSIBLE QUALITY OF LIFE AT WORK**
To promote a good quality of life at work to ensure employees' fulfilment, inclusion and safety.



SUMMARY OF OUR PROGRESS IN 2025

CARE FOR PEOPLE pillar	Indicator	2025 performance	2030 target
	Proportion of employees trained in CSR in France	2.5% (9.9% in 2024)	100%
	Proportion of staff trained over a two-year period	36.8% for 2024-2025 (40.2% for 2023-24)	Increase this proportion
	Lost time workplace accident frequency rate	12.4 (a fall of 27.6 points since 2023)	Reduce the frequency and severity of workplace accidents
	Workplace accident severity rate	1.22 (a fall of 0.52 points since 2023)	
	Proportion of women in senior management	22.8% (21.4% in 2024)	Work towards gender parity in senior management year on year
	Proportion of women in the Group's workforce	27.9% (27% in 2024)	Work towards gender parity within the Group's workforce
	Proportion of employees with disabilities	5.1% (5% in 2024)	Maintaining the proportion of staff with disabilities

ENGAGED FOR PROGRESS pillar	Indicator	2025 performance	2030 target
	Proportion of subcontractors who have signed the Code of Conduct updated in 2025	0%	Ensure that all our staff and partners adhere to the Code of Conduct
	Proportion of staff who have undertaken ethics training	26.2% cumulatively (25.6% in 2024)	Ensure that incidents of corruption or harassment remain at a low level or do not occur at all
	Number of incidents of corruption or harassment (0 in 2024)	0 incidents of corruption or harassment (0 in 2024)	
	Average payment times at STERNE France and Time Critical	28 days on average (in 2024, 30 days for STERNE France and 28 days for STERNE Time Critical)	Keep supplier payment times under 30 days
	Proportion of subcontractors who have signed the Responsible Purchasing Charter 2025	0%	Ensure that our suppliers and subcontractors are properly vetted
	Proportion of suppliers who received a questionnaire as part of the CSDDD	0%	
	Number of Ecovadis medals	2 EcoVadis Platinum medals and 4 Gold medals (1 and 5 respectively in 2024)	Maintain or improve the Group's EcoVadis rating each year
	Score achieved in the ESG Transparency Awards	91.76% in the ESG Transparency Award for 2025/2026 (88% in 2024/2025)	Maintain a high score

ACT FOR PLANET pillar	Indicator	2025 performance	2030 target
	Change in GHG emissions across 95% of Scope 1 and 2 emissions	+8.33%	-42% compared with 2023 across the Group as a whole (new target)
	Change in GHG emissions across 67% of Scope 3	-7.42%	-25% compared with 2023 (new target extended to the whole Group)
	Year-on-year change in carbon intensity	-7.2%	-7% per year (new target extended to the whole Group)
	Proportion of subcontractors' vehicles with EURO 5 or 6 engines	100%	100%
	Proportion of energy consumed by the Group from renewable sources	51.5% (53% in 2024)	Prioritise the use of renewable energy (new target extended to the whole Group)
	Change in building energy consumption in France since 2021 (including floor space expansion)	Not significant. This indicator is currently being revised.	Reduce the energy consumption of the Group's buildings in France by 40% between 2021 and 2030
	Changes in annual fuel consumption by directly-owned vehicles	-2.02% (-17% in 2024)	Reduce the volume of fuel consumed annually by our fleet of company-owned vehicles
	Waste recovery rate (including recycling)	86% (81.6% in 2024)	90% waste recovery rate by 2030 (including recycling)
	Number of reusable containers (polypropylene bags and crates)	220,339 (196,958 in 2024)	Encourage the use of reusable containers for our deliveries



THE COMMITTEE'S OPINION ON OUR MISSION

The Mission Committee would like to commend STERNE Group on the significant progress it has once again made in carrying out its mission during the 2025 financial year. A review of the report highlights an increasingly structured approach, management of ESG issues now extended to the European level, and remarkable overall results, which demonstrate a high level of maturity in CSR.

On the people front, the Committee welcomes the fall in staff turnover and the focus on teams in a complex environment, characterised both by challenges in recruiting specialists and by adjustments resulting from volatility in various markets. The roll-out of more flexible, digital-first training formats highlights our commitment to embedding a CSR culture directly within our front-line operations. The target of training 100% of staff remains a key ambition; however, it will need to be adjusted to ensure it remains achievable and motivating, given the practical constraints on the ground and the fact that certain groups of staff are less comfortable with digital technology.

In terms of health and safety, the Committee highlights particularly significant progress, which is becoming a key differentiating factor within the sector: a marked reduction in the frequency of accidents, a low level of severity, and the establishment of a genuine culture of prevention across sites. These results reflect both tangible investments (improved lighting, upgraded equipment, anti-collision forklift trucks, etc.) and the sustained commitment of the teams, which must be maintained in the face of emerging new risks, particularly those linked to the increasing weight of parcels.

With regard to diversity, equity and inclusion, the Committee notes a genuine and structured approach: DEI policies, whistle-blowing mechanisms, parental support programmes, and generally positive indicators of gender diversity and disability inclusion in a sector that has historically been male-dominated. However, it identifies increasing the representation of women in operational roles as a key challenge, encouraging STERNE Group to maintain and strengthen its recruitment, training, and retention initiatives for these positions.

Our climate trajectory is another major source of satisfaction: a 7.4% reduction in greenhouse gas emissions, carbon intensity below sector benchmarks, and validation of the trajectory by the SBTi. The Committee welcomes the extension of the SBTi trajectory to the entire Group in record time, which represents a considerable amount of work for the teams. It also welcomes the continuation of the action plans (roll-out of electric vehicles, use of alternative fuels, and expansion of renewable energy), which demonstrate a commitment to taking concrete action, rather than merely measuring progress.

With regard to waste and the circular economy, the Committee highlights the high level of recycling achieved and the significant impact of using reusable containers, which are becoming the norm in many sectors thanks to the group's efforts to promote this solution. It also points out that the group has launched a waste brokerage service on behalf of its customers, which is not reflected in the indicators but which makes a very tangible contribution to promoting the circular economy model (return of packaging, used parts, etc.).

With regard to governance, ethics and responsible purchasing, the Committee welcomes the overhaul of the code of conduct, which now covers 100% of employees, and the fact that no incidents were reported during the period. It highly commends the positive external evaluations, notably the EcoVadis scores, which validate the credibility of our ESG approach. The main area of concern identified relates to subcontractors' compliance with the code of conduct, implementation of which remains technically complex. The Committee would nevertheless point out that the Group is constantly exercising its duty of vigilance and that, this year, it has strengthened its organisational structure and tools in this regard. It recommends focusing efforts on the most significant partners and simplifying the tools and processes used to formalise these commitments.

Having completed its work, the Mission Committee reaffirms its strong confidence in the direction taken by STERNE Group. It sees a company that is consolidating its tools, increasingly involving its teams, and gradually instilling the spirit of its mission throughout its entire value chain. It urges STERNE Group to build on this momentum with ambition and transparency, striking the right balance between high standards and realism, making its performance indicators ever clearer, and involving its partners even more closely in this collective endeavour.

I want to say a massive well done to all our teams: their commitment, professionalism, and daily focus on driving our mission forward are at the heart of our shared success.

Laurent de Rosnay

MISSION COMMITTEE

8 MEMBERS

3 INTERNAL MEMBERS

5 EXTERNAL MEMBERS

Each member is invited to constructively challenge implementation of our mission, bringing their expertise to support the Group's ambitions. The Mission Committee's work and its recommendations will be reported to the Supervisory Board on a quarterly basis. Laurent de Rosnay is a guest representative.

INTERNAL MEMBERS



Laurent DE ROSNAY
CEO of **STERNE Group**

Chairman - Chief Executive Officer

Laurent has been Chairman and Chief Executive Officer of STERNE Group since January 2024, having served as Chief Executive Officer since 2020. A graduate engineer from ECAM Rennes and holder of an MBA from Durham University Business School, he led the strategic acquisition of nox NachtExpress in Germany, strengthening STERNE Group's position as the European leader in emergency logistics. He also oversaw the Group's transformation into a Mission-Driven Company, reaffirming its commitment to CSR.



Loïc CHAVAROCHE
Mission leader

QHSE - CSR - ESG Director

Since 2020, Loïc has been Director of ESG, CSR and QHSE at STERNE Group, where he also headed up European operations from 2016 to 2020. As a committed advocate for the green transition in the logistics sector, he has been leading the "Manager of Sustainable Development and Ecological Transition" Master's Course at INSEEC since 2024. He is also Co-Chair of the TLF Union's Urban Logistics Committee and co-facilitator of CTLUD, and plays an active role in driving change in the sector's practices. His career, which has been centred on quality, safety and environmental issues for nearly 30 years, is underpinned by solid practical experience and numerous specialist qualifications, including the IEF Certificate from Paris-Dauphine University.



Yeliz ORAK
Sales Director
STERNE Time Critical

CFE-CGC CSC elected representative

Yeliz has over 17 years' experience in the international and multimodal transport sector. After starting her career in operations, she broadened her area of expertise to include the sales department, with a focus on managing key accounts and strategic customers. Her career path across several companies has enabled her to continually enrich her skill set and develop a sharp, analytical, and constructive perspective on international challenges, both in project management and in identifying drivers for operational efficiency.



Fabienne FAUNY TIZIO
Chair of the Mission Committee

Market Director for STERNE Care and STERNE Express - SNTL Elected Representative

Fabienne combines professional expertise with committed leadership within STERNE Group, where she has served as Director of the STERNE Care and STERNE Express Business Units since 2022. Furthermore, as Vice-President of the national light-transport union (SNTL) for the past 18 years, she has played a key role in representing the sector. She previously held technical and then sales management roles at D2 Group, before becoming its Managing Director in 2017. Her career path has given her solid practical experience and a detailed understanding of the implications of every strategic decision.

EXTERNAL MEMBERS



Sarah MATHIEU CONTOIS
Director of Sustainability,
Meanings Capital Partners

With 15 years' international experience, Sarah has developed expertise in Europe, the Middle East and North America, specialising in ESG strategy, impact assessment and supporting sustainable transformation. Her diverse career path combines strategic consultancy at PwC, applied research in public policy, and hands-on experience with NGOs and think tanks. As Head of Sustainability at Meanings Capital Partners, Sarah is responsible for its sustainable and impact investment strategy. Meanings is a STERNE Group shareholder.



Tennessee PETITJEAN
ESG Manager - Private Equity
Midcap & Impact
Investing - Amundi

Tennessee has been the ESG Manager for the Private Equity Midcap and Private Equity Impact Investing teams at Amundi Alternative & Real Assets since 2024.

He joined Amundi to help develop ESG approaches applied to private debt, before broadening his remit to include private equity activities. His career has been shaped by the significant experience he gained at Deloitte in Paris, where he advised financial institutions—asset managers, investment funds, banks and insurers—on issues relating to ESG strategy, impact measurement, SRI certification and regulatory compliance.

He also has experience working within European institutions, gained while serving as a Policy Officer

at the European Securities and Markets Authority (ESMA).

"I am honoured to join the Sterne committee and contribute to its mission. The structural ESG initiatives undertaken by Sterne are essential for a more sustainable future. I am convinced that Mission-Driven Company committees provide an ideal platform for identifying risks and seizing new opportunities that will benefit both Sterne and society as a whole. I look forward to working with you to take these vital initiatives forward."



Franck PUHARRE
TLF Regional Representative -
Trade Association

Franck has been a regional representative of the TLF Union for 22 years. In this capacity, he represents transport and logistics companies within the sector's leading trade organisation. Working alongside stakeholders in the road haulage, courier and express delivery sectors, he works on a daily basis to defend the interests of regional businesses and support the economic, social and regulatory changes taking place in a sector undergoing transformation.



Marc FAZI
Head of Sustainable Solutions -
LCL Bank

Marc has been Head of Sustainable Solutions at LCL since 2023. He supports SMEs and mid-market companies in south-west France in defining, implementing and scaling up their CSR initiatives. With 20 years of experience in supporting entrepreneurial ventures, Marc brings a wealth of cross-sector expertise.

"As a member of the Mission Committee, I wish to contribute an operational and practical perspective, to help bridge the gap between long-term ambitions and the realities of day-to-day life, ensuring their feasibility and consistency with a sustainable financial trajectory."



Nathalia MILLAN
Head of ESG for Private Equity,
Tikehau Capital

As Director and Head of ESG for the Private Equity business at Tikehau Capital, Nathalia has overseen the integration of environmental, social, and governance issues within investment strategies since 2020. She joined the Group after working as a consultant specialising in strategy and sustainable development at Indefi. Nathalia began her career in sustainable development in Colombia in 2013. She also holds several governance roles: Chair of the Ekimetrics Mission Committee, member of the Ring Mission Fund's Impact Committee, and co-lead of the working group on engagement with portfolio companies at France Invest. As such, she plays an active role in advancing sustainable finance and in developing impact-driven initiatives within the

ecosystem. Tikehau Capital is a shareholder in STERNE Group through its T2 Energy Transition fund.

THE WORK CARRIED OUT OVER THE PAST YEAR

The Mission Committee's work continued despite a schedule disrupted by unforeseen changes within the CSR-ESG teams. Efforts have been focused on operational roll-out of field activities to support the Group's objectives. Nevertheless, it was essential to continue bringing together the members of the Mission Committee in order to maintain the momentum of collaborative development during this second year of the mission's roll-out.

APRIL 2025

- Annual meeting of the Mission Committee. This provides an external perspective on the consistency between STERNE Group's activities, its objectives and its mission, and helps to prepare for publication of the mission report.

JUNE 2025

- Publication of the second mission report following approval by the Mission Committee.

OCTOBER 2025

- Welcoming two new members onto the committee: Tennessee PETITJEAN and Marc FAZI. They contribute to the committee's deliberations by drawing on their experience as financial professionals with expertise in integrating ESG considerations.
- A thematic overview of the STERNE Group's approach to managing environmental issues. From a very practical perspective, the committee members were briefed on initiatives relating to reducing the carbon footprint, waste management and the use of reusable containers.
- Presentation of the OTI report following the audit of the 2024 report. The discussions focused on adjusting the performance indicators, subject to their feasibility and compliance with national regulations.





OUR ROADMAP **AND OUR PROGRESS**





PROMOTING GOOD QUALITY OF LIFE AT WORK TO GUARANTEE THE FULFILMENT, SAFETY AND INTELLECTUAL STIMULATION OF THE GROUP'S EMPLOYEES AND PARTNERS.

PILLAR:

CARE **FOR PEOPLE**

OPERATIONAL OBJECTIVE 1 - TRAINING AND AWARENESS-RAISING

SUPPORTING THE PROFESSIONAL DEVELOPMENT OF OUR EMPLOYEES THROUGH TRAINING THAT GOES BEYOND LEGAL REQUIREMENTS

Our achievements in 2025

- Group-wide integration of HR data collection.
- The major effort to reorganise and restructure the business units is paying off, with staff turnover in operational roles in France falling by 10 points in one year.
- Our training initiatives focused particularly on supporting managers in France, against a backdrop of 100 new hires and 100 internal role transitions within a single year, all in a persistently tight labour market.
- The induction programme has been overhauled, and recruitment procedures and tools standardised across the organisation.
- STERNE nox has rolled out a major training programme for managers and the senior management team. Already, 85% of them have completed these modules focusing on responsible leadership, and the aim is to train 100% of them by 2026. These training programmes play a key role in promoting the Group's culture.
- Job descriptions are currently being revised in anticipation of forthcoming German regulations.
- Awareness-raising on CSR continues, particularly with regard to Responsible Purchasing.
- Cybersecurity awareness training has been revamped to take the form of frequent reminders tailored to employees' work patterns.
- In Nouvelle-Aquitaine, the Group has been awarded the "Employment Ambassador" certification by the AFT¹, which recognises the Group's three-year commitment across three key areas: career discovery, recruitment, and employee development and support.

The next steps

Develop CSR training programmes tailored to the needs of the departments, with the programme focusing on responsible purchasing in 2025, while taking into account the realities on the ground.

Our ambition

To aim for 100% of permanent staff to have received at least one CSR training course by 2030, through the development of a Group-wide e-learning programme.

Increase the proportion of trained staff over a two-year period.

Progress update for 2025

Proportion of staff trained during the 2024-2025 cycle:

34.9%

Proportion of employees trained in CSR in France:

2.5%

THE MISSION COMMITTEE'S OPINION

Key strengths

The group's training strategy has been a key driver of its transformation, delivering concrete and targeted results. The main focus has been on supporting managers through a responsible leadership programme, which has already reached 85% of them in Germany. This initiative was crucial in managing strong growth, fostering a shared corporate culture and directly contributing to a reduction in staff turnover.

At the same time, efforts to raise awareness of CSR were launched in a pragmatic manner, focusing on high-impact areas such as responsible purchasing. For other key topics such as cybersecurity and the GDPR, the approach has been modernised with frequent, automated reminders that are well suited to employees' work patterns.

Finally, the company has formalised its skills development processes: annual appraisals now form the basis for drawing up training plans, which has enabled the company to deliver over 8,000 hours of training during the year.

Areas for improvement

Despite significant progress, the group is now taking this initiative to the next level by rolling out CSR training to all staff, with content tailored to the specific requirements of each role. The main strategy identified centres on the roll-out of a Group-wide e-learning programme.

However, this objective remains particularly ambitious, not least because a significant proportion of staff are still not using digital tools, which means that appropriate additional measures will need to be put in place.

The success of this initiative will depend on the quality and relevance of the content, the diversity of teaching formats, and rigorous management of the roll-out.

¹: French association for the development of vocational training in transport and logistics (ATF)

OPERATIONAL OBJECTIVE 2 - HEALTH AND SAFETY AT WORK

ENSURING THAT ADEQUATE WORKING CONDITIONS ARE MAINTAINED TO MINIMISE NEGATIVE IMPACTS ON EMPLOYEES' HEALTH AND SAFETY

Our achievements in 2025

- At STERNE France and STERNE Time Critical, the year was characterised by a strengthening of preventative measures and awareness-raising amongst managers, with a view to supporting teams and avoiding high-risk situations, with a specific emphasis on addiction prevention. Audits have been stepped up in the branches, with feedback provided to staff representative bodies and site management, with a view to implementing the relevant corrective measures (floor markings, tidying up, improving access, etc.). Each branch was encouraged to train two health and safety representatives.
- Road safety training courses for drivers (who account for 15% of the workforce) are held every year, as are courses on the transport of dangerous goods and those specific to the military sector.
- At STERNE nox, roll-out of the Safety Culture programme began with standardisation of reporting and centralised analysis of accidents. Preventative measures such as improving traffic flow, investing in anti-collision forklift trucks and introducing new procedures have already proved successful. HR teams have also stepped up their presence at the sites. The centralised reporting line also helps to improve the reporting of potentially hazardous situations. Particular attention has been paid to working hours, with new digital tools now available to manage this area. By the end of 2025, 25% of German sites were using these tools on a trial basis.

The next steps

- In France, a health and safety best practice guide will be rolled out to managers.
- Roll-out of digital tools for monitoring working hours across all STERNE nox sites.

Our ambition

Reduce the frequency and severity of workplace accidents.

Progress update for 2025

Workplace accident severity rate:

1.22 (representing a **fall of 0.52** points since 2023)

Lost-time workplace accident frequency rate:

12.4 (representing a **fall of 27.6** points since 2023)

THE MISSION COMMITTEE'S OPINION

Key strengths

The Group's health and safety strategy delivered spectacular results in 2025, with a dramatic fall in the accident frequency rate. This success is down to enhanced preventive measures on the ground, such as more frequent branch audits and targeted investment in anti-collision technology. Ongoing awareness-raising among managers and regular road safety training have also played a key role.

Areas for improvement

To build on this positive momentum, the group now wishes to systematise and share its best practices more widely. A guide for managers will therefore be rolled out in France, while digital tools for tracking working hours will be expanded in Germany. This initiative is part of a clear commitment to continue improving working conditions and strengthening prevention culture.

Given our already highly robust results, which stand up well against industry standards, future gains will naturally be more incremental. They will be based on ongoing vigilance, targeted actions and a collective commitment to maintaining this high standard.

.....

 **The Group is well ahead of industry standards.** 

Franck PUHARRE

OPERATIONAL OBJECTIVE 3 – WORKING TOWARDS EQUALITY AND INCLUSION

PROVIDING A FAIR AND INCLUSIVE WORKING ENVIRONMENT FOR ALL EMPLOYEES

Our achievements in 2025

- The Diversity, Equity and Inclusion policy, formalised in 2024, provides a framework for the Group’s actions across all its entities. It is accompanied by specific targets: to improve the Gender Equality index in France and maintain the proportion of employees with disabilities.
- The discrimination reporting portal has been extended to all countries within the STERNE nox business unit (Germany, Austria and the Benelux countries) and has been accompanied by a major awareness-raising campaign.

The next steps

Implement skills-based volunteering initiatives aimed at older people.

Our ambition

- Work towards gender parity within senior management year on year.
- Work towards gender parity within the Group’s workforce.
- Maintain the proportion of staff with disabilities.

Progress update for 2025

Gender Equality index in the Regular BU:

87

Average gender pay gap (unadjusted):

7.2%

Proportion of employees with disabilities:

5.1% (5% in 2024)

Proportion of women in senior management:

22.8% (21.4% in 2024)

Proportion of women in the Group’s workforce:

28% (27% in 2024)

THE MISSION COMMITTEE’S OPINION

Key strengths

The proportion of women continues to rise in administrative and operational roles, thanks to a proactive programme (quality of working life initiatives, tailored support, parental support programmes, etc.). These advances are all the more significant given that they have been achieved in a sector where women have historically been under-represented, which highlights the impact of the measures taken and the group’s already very positive track record in this area.

Areas for improvement

Future progress is inevitably challenged by methodological limitations, including complex international comparisons and heterogeneous regulatory frameworks, alongside the specific realities of a historically male-dominated sector. Further scope for progress will require targeted action adapted to local conditions.





CONTRIBUTING TO THE ECOLOGICAL TRANSITION BY REDUCING THE ENVIRONMENTAL IMPACT OF OUR SERVICES AND PROMOTING ECO-RESPONSIBLE BEHAVIOUR AMONGST ALL OUR STAKEHOLDERS

PILLAR:

ACT

FOR PLANET

OPERATIONAL OBJECTIVE 4 - REDUCING GREENHOUSE GAS EMISSIONS

REDUCE OUR GHG EMISSIONS IN LINE WITH THE UN'S SDG² AND A DECARBONISATION PATHWAY ALIGNED WITH SCIENTIFIC KNOWLEDGE (SBTi³).

Our achievements in 2025

Climate governance

- SBTi experts have validated the Group's overall carbon trajectory, including STERNE nox, across all three scopes, in line with its commitments.
- STERNE Group has analysed all its financial risks and opportunities relating to climate change, in accordance with the methodology recommended by the ESRS standards (1.5°C and 4°C scenarios, looking ahead to 2030 and 2050). This in-depth study enables the Group to refine its climate strategy and to structure the associated action plans.
- Production of the carbon footprint report is now handled by the Purchasing Department for the STERNE nox BU to ensure reliability of data collection.

Evolving the fleet's powertrain profile to transition towards a clean fleet

- Cargo bikes remain very popular in France's regional cities: STERNE City and STERNE Regular now operate a fleet of 10 vehicles, which are well suited to the transport of small goods.
- The first seven electric heavy goods vehicles (40 tonnes) are operating on long-distance rounds in Germany, marking the start of a transition towards a 100% electric subcontracted fleet by 2029.
- 55% of company cars in Germany are electric, with the aim of attaining 100% by the end of 2026. The Group has doubled its purchases of low-carbon vehicles.
- Experiments with alternative fuels are continuing. STERNE Group, in partnership with the TLF Union and motorway operators, has launched a wide-ranging study into the roll-out of suitable fuel pumps. Already, 6% of inter-agency heavy goods vehicle journeys have been made using B100 fuel, and the use of biofuels is now widespread in tendering processes in France.

Flow optimisation and pooling

- Investment in state-of-the-art software solutions (TMS and DMS, remote box unlocking, etc.) and staff training is continuing. The average vehicle occupancy rate stands at 80% (compared with a European average of 60%).

The next steps

Accelerate the transition to low-carbon vehicles, while taking into account the constraints posed by external factors, such as infrastructure development and changes in customer demand, particularly their willingness to prioritise and value these solutions.

Our ambition

The targets for our carbon reduction trajectory were extended in 2025 to cover the entire Group, including STERNE nox. Furthermore, they have been recalibrated for the period 2023-2030, rather than 2021-2030, even though significant progress had already been made between 2021 and 2023:

- Reduce GHG emissions by 42% across 95% of Scope 1 and 2 emissions
- Reduce GHG emissions by 25% across 67% of Scope 3
- Reduce the group's carbon intensity by 7% annually
- 100% of subcontractors' vehicles will be EURO 5 or 6 compliant by 2030

Progress update for 2025⁴

Annual changes in the Group's carbon intensity:

-6.5%

Proportion of subcontractors' internal combustion engine vehicles that comply with EURO 5 or EURO 6 standards:

100%

Trends in Scope 1 and 2 GHG emissions:

+5.3%

Trends in Scope 3 GHG emissions:

-7.4%

Overall trend in GHG emissions across all scopes:

-6.7%

Scope 1 and 2 emissions account for 4% of the Group's emissions. Scope 2 is now calculated using a market-based approach, in line with the SBTi's recommendations, and the scope of data collection includes refrigerant leaks for the first time. These methodological changes make it more difficult to interpret the performance figures for 2025 and go a long way towards explaining the rise in emissions.



The Group demonstrates remarkable ESG maturity. Our next milestone is to engage the entire value chain. This transition is a long-term journey that relies on building shared awareness across all stakeholders.

Marc FAZI

²: UN Sustainable Development Goals (<https://www.un.org/sustainabledevelopment/sustainable-development-goals/>)

³: SBTi - <https://sciencebasedtargets.org/>.

⁴: With a confidence interval of +/- 20%, targets are accompanied by an annual review on the trajectory.

THE MISSION COMMITTEE'S OPINION

Key strengths

In 2025, the Group's targets were expanded in line with its mission commitments: STERNE nox was incorporated into the trajectory, which has now been recalibrated using 2023 as the base year (compared with 2021 previously). This commitment is all the more significant given that, by 2024, the Group was already five years ahead of its target under the previous scope (STERNE France and Time Critical).

The Group's carbon intensity is particularly low compared with industry benchmarks, at 214 tonnes eqCO₂ per million euros of turnover, compared with 361 tonnes eqCO₂ according to the GHG Protocol benchmark.

Furthermore, a number of significant operational developments are worth highlighting, notably the roll-out of the first long-haul electric lorries in Germany and the development of alternative fuels such as B100.

Areas for improvement

With regard to Scopes 1 and 2, the Group has made significant progress towards its targets in recent years, thanks to targeted investments (site modernisation, relocation to more energy-efficient buildings, electrification of the company-owned fleet, etc.). The next step involves making greater use of green electricity, through guaranteed certificates of origin, although this will depend on developments in the energy market. The continued electrification of subcontractors' fleets, however, remains dependent on several external factors: roll-out of charging infrastructure, manufacturers' ability to offer suitable models (both heavy goods vehicles and light vehicles), and integration of a carbon component into customer pricing. Against this backdrop, current geopolitical tensions could help to accelerate awareness and the dynamics of transition.

“ These initiatives demonstrate a credible scale-up towards a low-carbon fleet and position the Group amongst the sector's most advanced players. ”

Nathalia MILLAN



OPERATIONAL OBJECTIVE 5 – ENERGY CONSUMPTION AND RENEWABLE ENERGY

TAKE STEPS TO REDUCE OUR ENERGY CONSUMPTION AND TRANSFORM OUR ENERGY MIX

Our achievements in 2025

- The STERNE nox BU has set out its objectives and energy roadmap as part of the Group’s energy policy. In particular, 70% of sites are powered by renewable electricity, and three sites have solar panels providing part of their supply. Three new sites have been fitted with LED lighting, and the target for reducing the sites’ annual energy consumption has been met (-3%).
- Across STERNE France and STERNE Time Critical, the property portfolio has now been optimised, with relocations over the last three financial years enabling the company to move to newer, more energy-efficient premises. Conversely, the increase in the number of electric vehicles being charged at the sites automatically leads to a rise in total energy consumption. This action plan remains highly relevant in France, where the energy mix is low-carbon.

The next steps

Present the Group’s electricity consumption trends to the Committee on a quarterly basis in order to refine their management, following implementation of new ESG reporting software.

Our ambition

- Prioritise use of renewable energy.
- Reduce the energy consumption of the Group’s buildings in France by 40% between 2021 and 2030 (Tertiary Sector Decree).
- Reduce the volume of fuel consumed annually by our fleet of company-owned vehicles.

Progress update for 2025⁵

Change in energy consumption for buildings in France since 2021:

currently being reviewed, as changes in surface area occur very frequently, making it impossible to consolidate data tracked on a site-by-site basis.

Proportion of the Group’s energy consumption derived from renewable sources:
51.5% (53% in 2024) ⁶
Annual change in fuel consumption for the company-owned fleet ⁶ :
-2.02% (-17% in 2024)

5: With a confidence interval of +/- 20%, targets are accompanied by an annual review on the trajectory.
6: Scope expanded to cover the entire Group in 2025 (inclusion of STERNE nox)

THE MISSION COMMITTEE’S OPINION

Key strengths

Following a sharp 17% reduction in 2024, the Group has continued to lower its fuel consumption (-2.02%), driven primarily by the gradual electrification of its fleet. Efforts to improve energy efficiency and make use of renewable energy at the sites are also worth highlighting. Performance should also be assessed in the light of methodological constraints common across the sector, which the Group identifies in a transparent manner.

Areas for improvement

The analysis of buildings’ energy performance continues to be complicated by a number of structural methodological factors. The tertiary sector decree (France) is not suited to the specific characteristics of the logistics sector, as year-on-year performance is largely attributable to optimisation of the property portfolio (choosing more sustainable buildings, optimising floor space to meet operational needs, heating only part of the buildings, etc.). Apparent electricity consumption is also rising as a result of the installation of charging points on sites. In this context, the challenge lies in adapting the indicators and clarifying the calculation methods to better reflect operational reality.

.....

 The demanding work of the Mission Committee on the formal aspects of our reporting is driving us to innovate and make progress together. 

Fabienne FAUNY

OPERATIONAL OBJECTIVE 6 - WASTE REDUCTION AND RECOVERY

MINIMISE AND RECYCLE WASTE GENERATED BY OUR OPERATIONS AND BY OUR CUSTOMERS

Our achievements in 2025

- The Group promotes the use of **reusable containers** (polypropylene bags and crates, steel crates) instead of single-use packaging (cardboard boxes). Once again this year, their number grew by **11.8%**. This has helped prevent the emission of **13,458** tonnes eqCO ; their recyclability is improving (98% for the bags and 62% for the crates) and they are manufactured in Europe. They also meet customers' expectations for sustainable packaging.
- The ever-wider roll-out of **reverse logistics solutions** on behalf of customers makes it easier to handle defective parts and packaging arising from industrial maintenance. Waste is collected at the same time as parts are delivered. STERNE agencies handle the collection and sorting of waste to facilitate its processing by local recycling or reuse schemes.
- Ten French agencies have joined the Waste Marketplace network, which centralises **WEEE** and ensures the traceability of its recycling. This partnership has led to improvements in waste collection and waste tracking rates.
- Our new service for the collection and pooling of our customers' hazardous waste is being rolled out in line with expectations.

The next steps

Continue to use specialist service providers for the centralised collection of WEEE, roll out reverse logistics solutions to new sector-specific markets, and continue to promote reusable containers.

Our ambition

- Achieve a 90% waste recovery rate (including recycling) by 2030.
- Encourage the use of reusable containers for our deliveries.

Progress update for 2025⁴

Number of reusable containers (polypropylene bags and crates):

220,339 (196,958 in 2024).

Waste recovery rate (including recycling):
86% (81.6% in 2024).

THE MISSION COMMITTEE'S OPINION

Key strengths

Engaging a specialist consultancy has enhanced life-cycle analysis calculations, thereby improving data reliability. This approach is well received by customers and helps to promote this solution. The reverse logistics service is performing very well; it also creates value for customers.

Areas for improvement

As the waste recovery rate is already very high, the scope for further improvement now appears limited, and the Committee is aware that future improvements will be more difficult to achieve and will require more targeted measures.

.....

“ There has been significant progress across all objectives, which demonstrates the tremendous work carried out by the teams. The methodologies are becoming increasingly robust and sophisticated; this is a key differentiator compared with companies of a similar size across all sectors. ”

Sarah MATHIEU-COMTOIS



**ACTING ETHICALLY AND TRANSPARENTLY TOWARDS ALL THE GROUP'S STAKEHOLDERS IN ORDER
TO FULFIL OUR MISSION**

PILLAR:

ENGAGED **FOR PROGRESS**

OPERATIONAL OBJECTIVE 7 - GOVERNANCE AND TRANSPARENCY

ESTABLISH A CLEAR AND TRANSPARENT CODE OF CONDUCT AND ENSURE THAT OUR EMPLOYEES AND PARTNERS ADHERE TO IT

Our achievements in 2025

- The Code of Conduct has been revised, harmonised across the three entities, and extended to all the Group’s suppliers, partners and customers. 100% of employees are now covered by the Code of Conduct.
- STERNE nox’s new Compliance and Public Affairs department has extended the whistle-blowing portal, enabling any employee, partner or customer to report any situation they consider to be problematic, across all regions (Germany, Austria and the Benelux countries). Monitoring of all regulatory documentation has been stepped up.
- As is the case every year, the ethical risk map has been updated to reflect changes to the GAN Integrity framework.

The next steps

Implement processes tailored to operational realities to engage subcontractors in the Responsible Purchasing initiative, in addition to ensuring strict compliance with regulations.

Our ambition

Ensure that all our staff and partners adhere to the Code of Conduct.
Ensure that incidents of corruption or harassment remain at a low level or do not occur at all.

Progress update for 2025

Staff who have received ethics training in total:
26.2% (25.6% in 2024)

Incidents of corruption or harassment:
0 (0 in 2024)

THE MISSION COMMITTEE’S OPINION

Key strengths

The Group has strengthened its ethics and compliance framework by revising its Code of Conduct, which has now been harmonised across the three entities and extended to all suppliers, partners and customers. Coverage for employees is now comprehensive, while the whistle-blowing portal has been extended to all regions, strengthening the capacity for reporting and document tracking. The ethical risk mapping, which is updated annually, also reflects a continuous and structured management approach.

Areas for improvement

The main challenge now is to involve subcontractors more closely in the Responsible Purchasing initiative, going beyond the strict regulatory framework. This requires rolling out processes tailored to operational realities and making the signing of the Code of Conduct a mandatory step at the subcontractor onboarding stage, ensuring we bring the entire value chain into line. In particular, setting a threshold for size and criticality could help to focus the approach on the subcontractors most at risk.

OPERATIONAL OBJECTIVE 8 - SUPPLIER RELATIONS AND RESPONSIBLE PURCHASING

IMPLEMENTING A RESPONSIBLE PURCHASING POLICY

Our achievements in 2025

- A new supplier management platform has been rolled out at STERNE Time Critical. By consolidating all administrative, contractual and CSR data relating to service providers, it makes it easier to identify and anticipate risks within the supply chain. It also enables us to provide better support to service providers, tailored to their level of CSR maturity, with a bespoke action plan. A similar document management platform was rolled out at STERNE nox in 2024. It has enabled stricter partner monitoring, resulting in the termination of partnerships where compliance standards were breached, alongside the implementation of a monthly review.
- Consequently, and this is audited twice a year, 100% of transport partners consistently provide all the necessary regulatory compliance documents.
- Responsible Purchasing charters, tailored to local contexts, are intended to be incorporated into contractual agreements when a business relationship is established, or as amendments to existing contracts.
- The entire Purchasing Department has completed the first module of a training course on Responsible Purchasing, which will continue in 2026.
- The 2024 review of payment practices led to the implementation of new processes, such as introducing local-level payment approval in France. In Germany, a new process is currently being developed.

The next steps

Expand and enhance supplier management platforms by 2026.

Ensure the integrity of our suppliers and subcontractors by introducing, from 2026, a triennial audit of all priority suppliers to assess their compliance with human rights at work.

Implement an ongoing, proactive human rights due diligence process.

Our ambition

- Keep supplier payment times under 30 days.
- Ensure that the integrity of our suppliers and subcontractors is monitored.

Progress update for 2025

Proportion of subcontractors who have signed the 2025 Responsible Purchasing Charter:

0%

Proportion of suppliers who received a questionnaire as part of the CSDDD:

0%

Average payment times at STERNE France and Time Critical:

28 days (30 and 28 days respectively in 2024)

THE MISSION COMMITTEE'S OPINION

Key strengths

The Group has performed very well in terms of payment times, with an average payment time of 28 days, which is a very positive sign in a sector where subcontractors are largely SMEs or VSEs. Such effective management reflects strong discipline across supplier relations and proven control over purchasing commitments.

Areas for improvement

The main area of concern relates to the roll-out of contractual amendments linked to the Responsible Purchasing Charter, which remains at 0% to date, as well as the difficulties in tracking subcontractors' signatures due to technological limitations. It also appears necessary to establish the framework for the human rights due diligence methodology at an early stage, particularly in light of the CSDDD, given the planned introduction of a questionnaire for priority suppliers by the end of 2026.



The Group is already a leader in many areas, as its track record clearly shows. We must not let up in our efforts; some issues are more complex to put into practice.

Tennessee PETITJEAN

OPERATIONAL OBJECTIVE 9 – EXTERNAL ASSESSMENT OF ESG PRACTICES

SEEK AN ANNUAL EXTERNAL ASSESSMENT OF OUR PRACTICES IN MANAGING ENVIRONMENTAL AND SOCIAL ISSUES

Our achievements in 2025

- Responses to various ESG questionnaires, which enable us to report on the level of maturity achieved by the Group. It achieved a score of 91.76% in the ESG Transparency Award for 2025/2026. Furthermore, the EcoVadis rating continues to improve, with two entities now having achieved Platinum status (STERNE Express and STERNE Care).
- Every year, our indicators are audited as part of publication of our voluntary sustainability report, which goes beyond the legal requirements (every two years).

The next steps

Present actions and key indicators to the Supervisory Board quarterly.

Our ambition

Maintain or improve the Group's EcoVadis rating each year.

Progress update for 2025

A score of **91.76%** in the ESG Transparency Award for 2025/2026 (88% in 2024/2025)

2 EcoVadis Platinum medals and **4** gold medals (1 and 5 respectively in 2024)

THE MISSION COMMITTEE'S OPINION

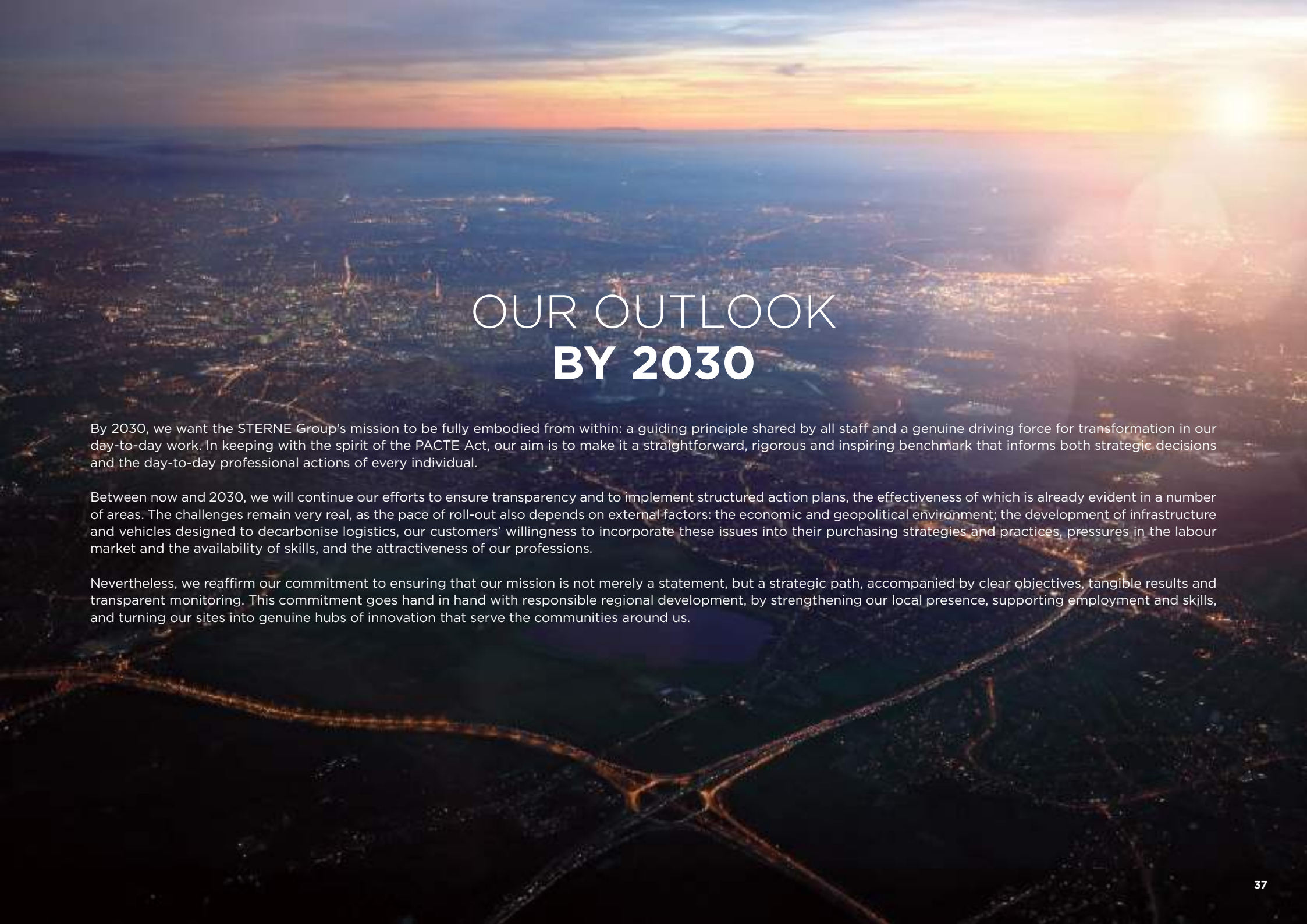
Key strengths

The Group's entities continued to make progress, with two of them achieving Platinum status, a recognition of their demanding and ongoing hard work. In 2025, STERNE nox also undertook an Ecovadis assessment, demonstrating its commitment to further strengthening external recognition of its CSR practices. The Group has also embarked on an initiative to simplify its reporting, with a view to making it clearer and more accessible. The strong result achieved at the ESG Transparency Awards has already confirmed the quality of this approach to transparency.

Areas for improvement

The momentum is very positive, and the scope for further growth now appears to be more limited. The strong results achieved in the EcoVadis assessment and at the ESG Transparency Awards represent an achievement that must be maintained by continuing to structure data and harmonise methodologies, to further enhance the robustness and comparability of our reporting.

The ESG Transparency Awards, organised by EUPD Research, assess the quality, traceability and structure of ESG reports using an evaluation standard comprising over 350 criteria divided into five main categories, with a particular focus on transparency, the environment, social issues, governance and the regulatory framework. This award recognises organisations that publish clear, comparable and credible reports, and the best results may lead to the award of a quality mark.



OUR OUTLOOK **BY 2030**

By 2030, we want the STERNE Group's mission to be fully embodied from within: a guiding principle shared by all staff and a genuine driving force for transformation in our day-to-day work. In keeping with the spirit of the PACTE Act, our aim is to make it a straightforward, rigorous and inspiring benchmark that informs both strategic decisions and the day-to-day professional actions of every individual.

Between now and 2030, we will continue our efforts to ensure transparency and to implement structured action plans, the effectiveness of which is already evident in a number of areas. The challenges remain very real, as the pace of roll-out also depends on external factors: the economic and geopolitical environment; the development of infrastructure and vehicles designed to decarbonise logistics, our customers' willingness to incorporate these issues into their purchasing strategies and practices, pressures in the labour market and the availability of skills, and the attractiveness of our professions.

Nevertheless, we reaffirm our commitment to ensuring that our mission is not merely a statement, but a strategic path, accompanied by clear objectives, tangible results and transparent monitoring. This commitment goes hand in hand with responsible regional development, by strengthening our local presence, supporting employment and skills, and turning our sites into genuine hubs of innovation that serve the communities around us.



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