



# MISSION REPORT

## STERNE GROUP

JUNE 2025



# STERNE

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# FOREWORD

## A WORD FROM THE CHAIRWOMEN

### MARIE-CHRISTINE ARGUEIL

#### *Transitional Mission Committee chairwoman*

In inaugurating the Mission Committee chair this year, I was more than ever able to realise the importance of structuring and formalising the missions **STERNE Group** has committed to. The experience has led me to pay tribute to the great advances the Group has already made in the environmental and social fields. For example, we achieved our objective of reducing greenhouse gas emissions almost 5 years ahead of schedule for scopes 1 and 2.

Becoming a Mission-driven Company made it possible for us to **build an even stronger framework for collective progress** and reap the rewards of our past and future efforts. I am proud to be handing over to Fabienne Fauny Tizio, a woman of heart and commitment with whom we share many values. I will continue to support this approach in my role as Director of Human Resources, drawing on the many lessons learned during my term of office.



### FABIENNE FAUNY TIZIO

#### *Chairwoman of the Mission Committee since 2025*

In my **over 30 years of experience in the transport sector**, I have been directly faced with the environmental, social and human issues that confront the industry. Such observations have led me to rethink the traditional business model to redirect it towards a more responsible approach, capable of reconciling economic performance with social usefulness.

As an executive, I believe that my responsibility is not limited to financial results. I want to work for logistics that are more sustainable, more people-centric and that are resolutely focused on the long term. Being the chairwoman of a Mission-driven Company means **clearly stating that transport can be a vector for progress** - not just for goods or profits.

I am deeply attached to the values embodied in this status and am moved by the way they are put into everyday practice through the commitment of our teams. Their collective commitment drives us to excellence, to embodying our values and to proving that premium logistics can also **actively contribute to a more sustainable and responsible future**.

Today I have the honour of chairing the Mission Committee. In that capacity, I will be keen to make sure our objectives remain ambitious, strategic and aligned with our *raison d'être*. I will also make sure the associated indicators are used to steer our actions with rigour, high standards and transparency.





# PART 1

## OUR IDENTITY

### 1.1 ABOUT US

With **52 years of experience**, **STERNE Group**, the European premium logistics leader, has created a comprehensive, integrated and multimodal offering, running all types of high added-value urgent transport, whether scheduled or on demand, for over 8,000 customers.

The historic core of the business is based on the organisation of regular,

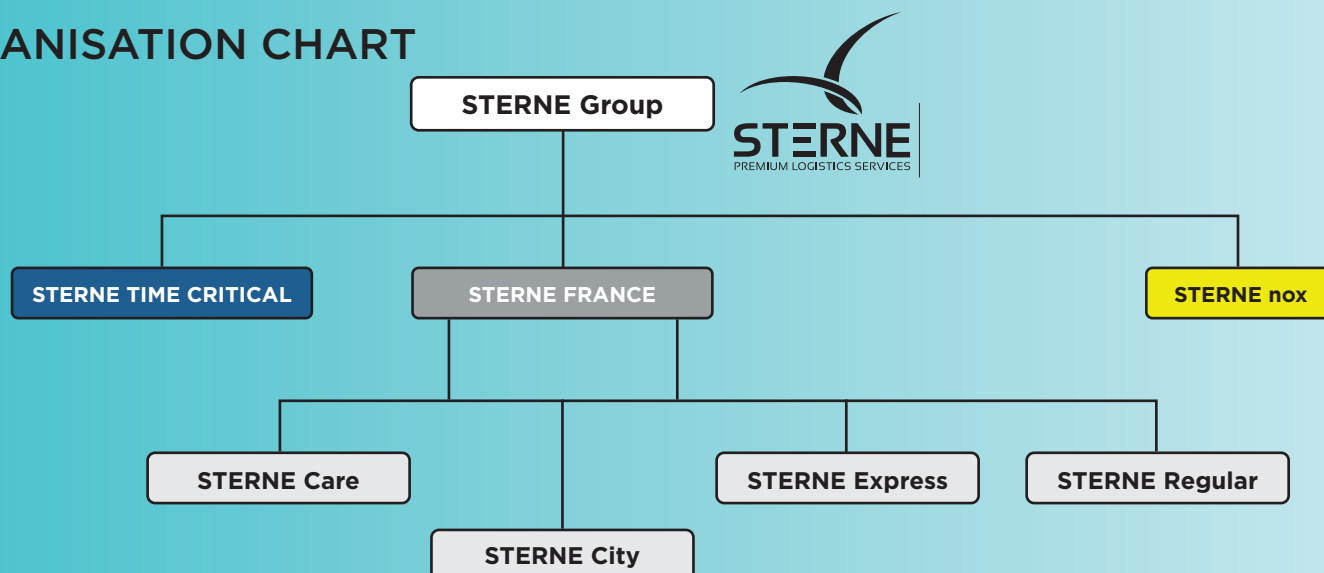
scheduled rounds that offer major operational and environmental advantages (simultaneous and shared deliveries and return flows, reliability and speed of deliveries and collections).

**STERNE Group** has developed strong sector expertise that allows it to meet the needs and expectations of customers in 7 target markets.

**Sterne GROUP**, multi-market anchoring.

Premium low-carbon logistics leader

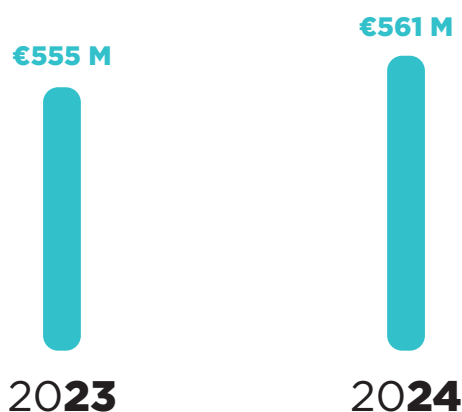
### ORGANISATION CHART



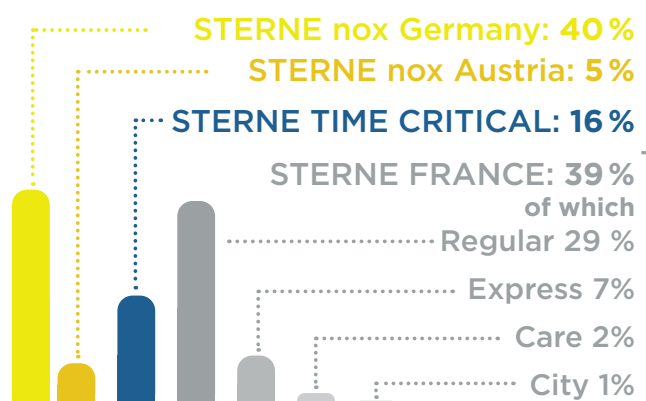


## 1.2 KEY FIGURES

### TURNOVER



### BREAKDOWN OF TURNOVER BY ACTIVITY



Number of employees

**2,042**

Number of customers

**over 8000**

Number of agencies in the world

**85**  
in Europe  
(of which 49 in France)

Number of transport partners:

**8,300**

**180** countries covered  
with our partners

### COUNTRIES

Austria, Belgium, China, France, Germany, Netherlands, Luxembourg, Morocco, Poland, Romania

**12,166** metric tons  
eqCO<sub>2</sub>  
saved in 2024 thanks  
to the use of reusable  
containers



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

**57,000** m<sup>2</sup>  
of logistics platforms  
in France

**170,000**  
Recipient  
customers

**3,500**  
trips  
per day

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



# STERNE Group

## Premium logistics expert

### OUR RESOURCES

#### HUMAN CAPITAL

2,042 employees  
27.5% women



#### SOCIETAL CAPITAL

8,000 customers  
8,300 partners



#### MANUFACTURING CAPITAL

5 logistics platforms  
85 agencies  
100% of Euro 5 and 6 vehicles amongst the internal combustion vehicles



### OUR FUNDAMENTAL VALUES

Service  
Speed  
Reliability  
Innovation

### STABLE AND COMMITTED GOVERNANCE



### OUR SITES

Presence in 10 countries



180 countries served

## RAISON D'ÊTRE

To optimise transport flows, logistics and associated services to support our customers in the implementation of eco-responsible, innovating and high added value services that:

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

## OUR IMPACTS AND ACHIEVEMENTS





## Megatrends

*New consumer habits and production practices*

*Stock value optimisation*

*Increased supply chain outsourcing*

*Inclusion of sustainable development concerns*

### NATURAL CAPITAL

124,606 metric tons of GHG emissions



### AN INNOVATION CULTURE



Finding everyday improvement tools for our staff and our customers

### DIVERSE BUSINESS EXPERTISE

- Tertiary
- Maintenance
- Healthcare
- Distribution
- Industry
- Luxury
- Agriculture

### A CSR POLICY THAT PERMEATES ALL ACTIVITIES

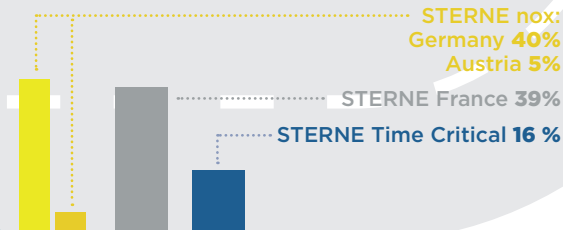
Contributing to ecological transition

Promoting the best possible quality of life at work



Acting ethically and transparently

### SCHEDULED AND UNSCHEDULED PREMIUM LOGISTICS SOLUTIONS



### FOR OUR CUSTOMERS

over 2,000,000 stops\* per month

Local network

8 ISO certifications

### FOR OUR EMPLOYEES

Work from home policy  
44.8% of employees trained



### FOR OUR SHAREHOLDERS

€561 M turnover



### FOR THE PLANET

Science-based commitments certified by the SBTi

Development of the electric fleet

12,166 T of waste avoided thanks to reusable containers

25% reduction in carbon intensity since 2021

Route optimisation



\* Vehicle stops during a delivery phase



## 1.4 OUR GOVERNANCE

**STERNE Group's** CSR approach is based on continuous improvement initiated and steered by the Group's General Management and implemented by the QSSE - CSR - ESG Department.

The presence of the Quality, Safety, Security, Environment and CSR Director on the Executive Committee since his appointment in 2020 illustrates the importance of CSR in the Group strategy. In 2024, the QSSE - CSR - ESG Director attended 4 meetings of the Group's Supervisory Board to share the main achievements with the shareholders.



### GOVERNANCE



#### SUPERVISORY BOARD

- ➡ 4 meetings a year dedicated to CSR / CSR topics discussed at each meeting
- ➡ CSR Committee
- ➡ CSR awareness-raising
- ➡ Oversees Group strategy and CSR issues

### OPERATIONAL MANAGEMENT



#### QSE - CSR - ESG DEPARTMENT

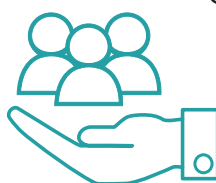
The Department is in charge of structuring and implementing the CSR-ESG approach in conjunction with the other departments and the international subsidiaries.

- ➡ It had **6 employees (3 in France, including 1 work-study programme student, and 3 in Germany at the end of 2024).**

### CONTROL & COMPLIANCE



Compliance is managed by **a cross-functional team.**



The actions are steered by:

### DISTRIBUTION IN THE BUSINESS



The Group ensures the commitment of all its employees through a global approach to operational certification and labelling which covers all aspects of CSR in accordance with the principles of the **ISO 26000 standard.**

For the 2023-2024 period, the Group is therefore engaged in a **certification and assessment process** on the following eight standards:



## EXECUTIVE COMMITTEE

- ➔ 12 meetings a year dedicated to CSR / CSR topics discussed at each meeting
- ➔ Prepares and approves decisions relating to the CSR strategy
- ➔ The presence of the Quality, Safety, Security, Environment and CSR Director on the Executive Committee since his appointment in 2020 illustrates the importance of CSR in the Group strategy.



## HUMAN RESOURCES DEPARTMENT

The Group Human Resources Department is a member of the Executive Committee.

- ➔ **It is in charge of the social aspects of the Group's CSR policy and for rolling it out across the *Business Units*.**

## PURCHASING DEPARTMENT

The Purchasing Director is a permanent member of the Executive Committee.

- ➔ **He manages the Group's purchasing policies and tools (supplier charter, purchasing rules, controls, etc.) and makes sure they are applied consistently in the field.**

The directors of each Business Unit implement the Group's policies by adapting their roadmap to the specificities of their business.

- ➔ **Managing Director**
- ➔ **Chief Financial Officer**
- ➔ **Director of Human Resources**
- ➔ **Purchasing Director**
- ➔ **Quality, Safety, Security and Environment - CSR- ESG Director**
- ➔ **Information Systems Director**



**Since January 2023, the entire Group has been certified** for the ISO 9001 and 14001 standards. STERNE France entities + STERNE Time Critical are 13485, 28000, 28001, 45001 certified and have a 50001 assessment. STERNE France is ISO 27001 certified.

ISO 9001	Quality Management
ISO 13485	Medical devices - Quality Management Systems
ISO 14001	Environmental Management
ISO 28001	Security management systems for the supply chain
ISO 28000	Supply chain resilience
ISO 45001	Occupational Health and Safety Management
ISO 50001	Energy Management
ISO 27001	Information security

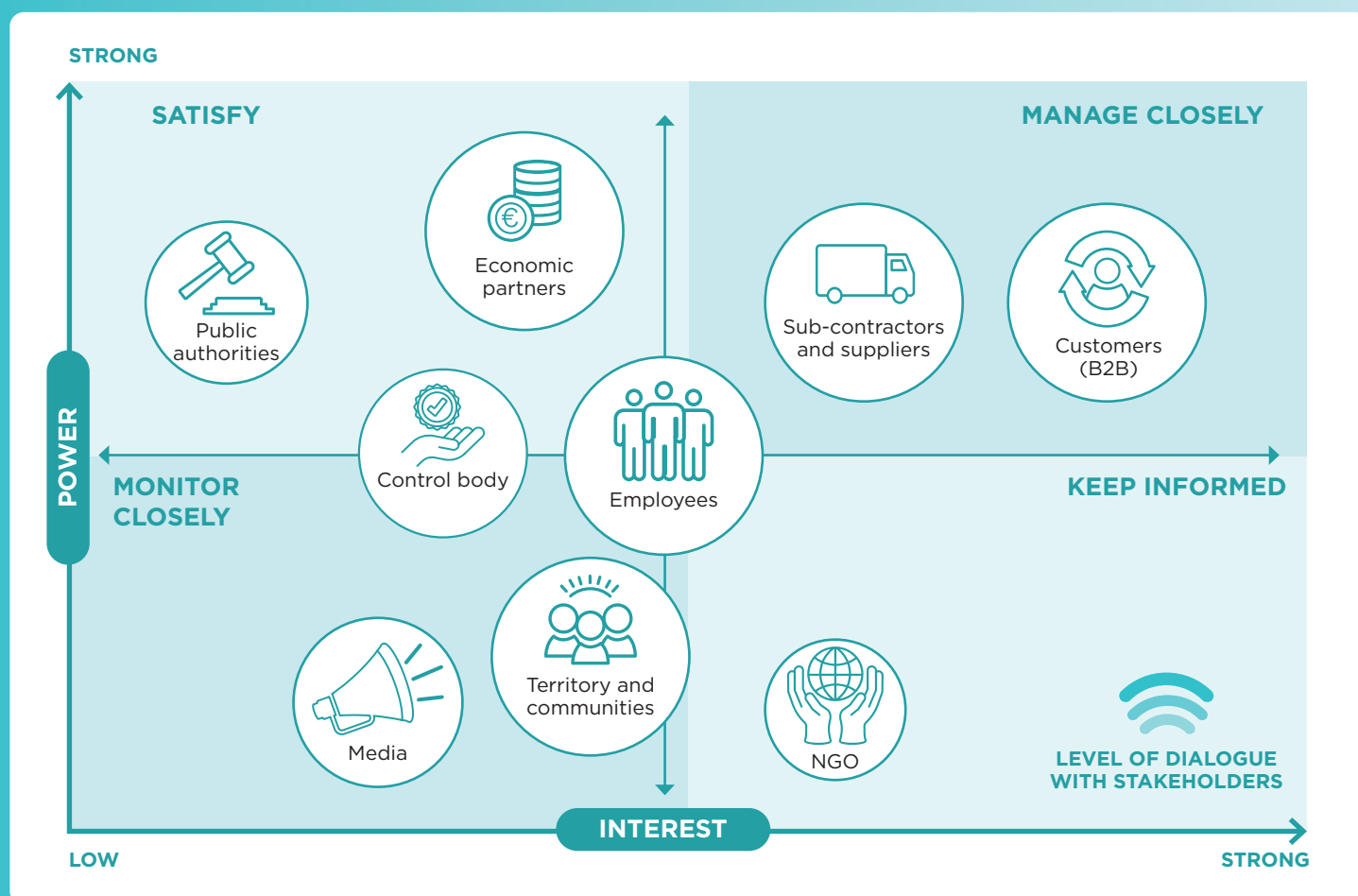
The Group has also achieved **high levels of recognition by Ecovadis** for all its *Business Units*:

Business Unit	Status	Level
STERNE Regular	Gold	98 <sup>th</sup> percentile
STERNE Time Critical	Gold	96 <sup>th</sup> percentile
STERNE Express	Platinum	99 <sup>th</sup> percentile
STERNE Care	Gold	98 <sup>th</sup> percentile
STERNE City	Gold	97 <sup>th</sup> percentile
STERNE nox	Gold	95 <sup>th</sup> percentile



# 1.5 OUR STAKEHOLDERS

The Group drew up a **map of its stakeholders** in 2022, based on the criteria of reciprocal interest and power. This mapping was one of the steps in the double materiality analysis conducted in 2023 and updated in 2024.



The presence of **external stakeholder** representatives on the Mission Committee, experts in a wide range of sustainable development issues, enriches the debates, the thought processes and decision-making.



## 1.6 OUR DOUBLE MATERIALITY ANALYSIS

Impact materiality	CRITICAL			<b>S1.</b> Pay	<b>E1.</b> Climate change mitigation <b>E1.</b> Energy control <b>E2.</b> Atmospheric pollution <b>E5.</b> Circular economy, waste management <b>S1.</b> Employee health and safety <b>S1.</b> Quality of life at work <b>S2.</b> Workers in the value chain
	SIGNIFICANT		<b>E2.</b> Biodiversity <b>S4.</b> Security of consumer / end-user personal data <b>G1.</b> Supplier relationship management, and accounts payable practices	<b>S3.</b> Economic rights of local communities	<b>E1.</b> Adaptation to climate change <b>S1.</b> Social dialogue <b>S1.</b> Training & skills development <b>S1.</b> Job security <b>G1.</b> Business ethics, corporate culture
	INFORMATIVE	<b>E2.</b> Micro-plastic <b>G1.</b> Representation of interests		<b>S1.</b> Diversity, equity and social inclusion	
	NON-MATERIAL	<b>E2.</b> Water and ground pollution <b>E3.</b> Water management <b>S1.</b> Other human rights			
		NON-MATERIAL	INFORMATIVE	SIGNIFICANT	CRITICAL
		Financial materiality			

The double materiality analysis initiated in 2023 was refined in 2024 to **take into account our stakeholders' contributions**. In addition, the definition of the impacts, risks and opportunities was reviewed at a more granular level in order to rate the materiality of the issues on this more detailed basis.

To rank its actual and potential impacts, risks and opportunities on environmental, social and governance (ESG) issues, **STERNE Group** analysed them using the double materiality principle based on the Group's risk mapping.

The hierarchy of CSR challenges for **STERNE Group** is as follows:

- ▶ The **major issues** common to all activities are those for which policies and action plans should be deployed as a priority and monitored using key performance indicators. They match the mission's operational objectives.
- ▶ The **major challenges** to be deployed in parallel, with indicators of means or results.
- ▶ **Issues of lesser materiality** that have less impact on the Group's performance and on its stakeholders, but on which the Group adopts a proactive stance.





# PART 2

## OUR MISSION

### 2.1 OUR RAISON D'ÊTRE

By becoming a Mission-driven company in 2023, **STERNE Group** strengthened its positioning as a committed group, convinced that its business plays a key role in the ecological transition.

True to this belief, our *raison d'être* has been built on several decades of expertise applied to its implementation. This mission has resulted in the definition of a *raison d'être* and statutory objectives **around three pillars.**

To optimise transport and logistics flows and the associated services to support our customers in setting up innovating, eco-responsible, high added value services:

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

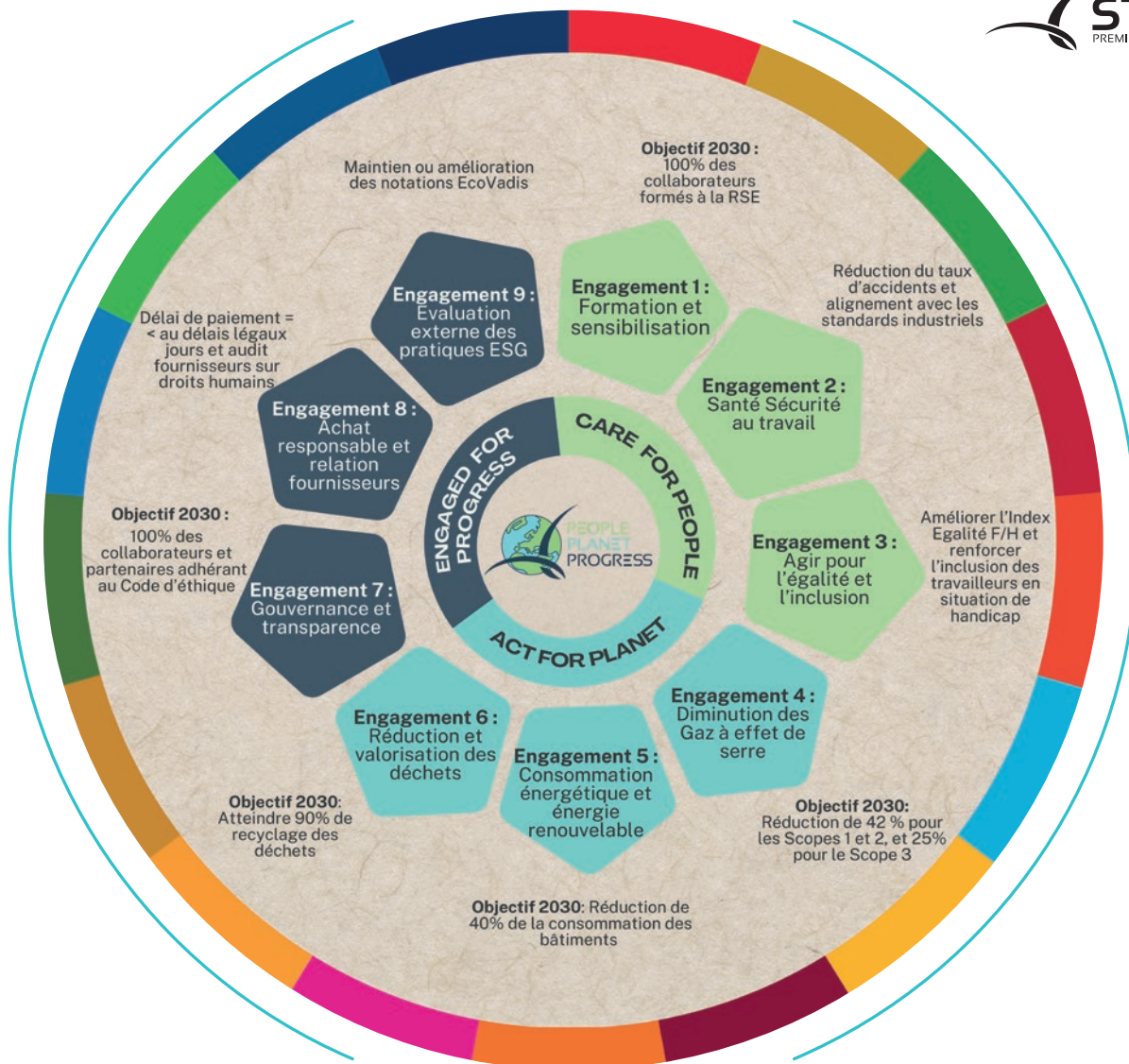


## 3 PILLARS

ETHICS

ENVIRONMENT

QUALITY OF LIFE AT WORK




## 2.2 OUR COMMITMENTS


In line with its *raison d'être*, **STERNE Group** has defined statutory objectives that it is committed to pursuing as part of its activity:

- [ 1 ]


Contribute to the ecological transition by reducing the environmental impact of our services and promoting eco-responsible behaviour


- [ 2 ]

Promote good quality of life at work to guarantee the fulfilment, inclusion and safety of employees.


- [ 3 ]

Act ethically towards all the Company's stakeholders in order to fulfil our mission.





# PART 3

## OUR MISSION COMMITTEE

### 3.1 OUR MISSION COMMITTEE MEMBERS

The committee has 8 members, split evenly between external and internal stakeholders. Laurent de Rosnay is guest representative, demonstrating the involvement of **STERNE** governance in the mission. Each member is invited to challenge the mission implementation and to contribute their expertise to support the Group's ambitions.

The Mission Committee work and its opinions are shared with the Supervisory Board every quarter.

#### In-house members



#### CHAIRWOMAN OF THE 2025 COMMITTEE

**Fabienne FAUNY TIZIO**  
STERNE Care and STERNE Express market director.  
SNTL elected representative

Fabienne combines business expertise and committed leadership at **STERNE Group** in which she has been **STERNE Care** and **STERNE Express** Business Unit Director since 2022.

She has also been Vice-President of the Syndicat National des Transports Légers (SNTL) for 18 years, playing a key role in representing the profession.

She previously held technical and then sales management positions at D2 Group, before becoming its Managing Director in 2017. Her background gives her solid experience in the field and a detailed understanding of the impact of every strategic decision.

“As Chairwoman, I hope to bring a strategic vision informed by my experience in the field, a demand for consistent action, and constant attention to the impact of our decisions.

I will make sure our *raison d'être* is fully integrated into our governance, operations and relationships with our stakeholders. I am also committed to creating the conditions for collective mobilisation around our mission by encouraging initiative, dialogue and shared responsibility.”



#### MISSION SPONSOR

**Loïc CHAVAROCHE**  
Sustainable Development Director

Since 2020, Loïc has been the ESG, CSR and QHSE Director at **STERNE Group** for which he also headed European operations from 2016 to 2020.

A committed player in the logistics sector transition, he has been leading the Sustainable Development and Ecological Transition Masters at INSEEC since 2024. He is also Co-Chairman of Union TLF's Urban Logistics Commission and co-leader of the CTLUD, actively contributing to

the development of practices in the sector. With almost 30 years' experience in quality, safety and environmental issues, his background is based on solid experience in the field and many specialist qualifications including the IEF Certificate from Paris-Dauphine University.

“Being the sponsor of the **STERNE Group** mission means making sure our societal and environmental commitments are not just intentions, but become material performance and transformation levers that include all our operations.

As a member of the Mission Committee, I make sure our strategic decisions include our sustainability objectives. It is that consistency that gives our mission-driven company status its full meaning.”



**MEMBER**  
**Yeliz ORAK**

*Sales Director at  
STERNE Time Critical  
Elected CSC CFE-CGC  
representative*

Yeliz has over 17 years' experience in the international and multimodal transport sector. After starting her career in operations, she broadened her expertise to include sales, with a focus on managing key accounts and strategic customers.

Her career in a number of companies enriched her skills and honed an analytical, critical and constructive vision of international issues, both in terms of project management and identifying how to optimise organisations.

*"I'm highly aware of the **STERNE Group** values and its commitment to the constant search for improvement. Being part of the Mission Committee naturally commits me to taking part in the implementation of the objectives set by the Group and to actively participating in a structured and responsible approach.*

*For me, it's a way of getting involved for the future."*



**GUEST MEMBER**  
**Laurent de ROSNAY**  
*Chief Executive Officer*

Laurent has been Chief Executive Officer of the **STERNE Group** since January 2024, after having been its Managing Director 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 European leader in emergency logistics.

He also supported the Group's transformation into a mission-driven company, underlining his commitment to CSR.

*"The performance of a group like STERNE can no longer be measured by its growth or profitability alone. It is also measured by its ability to reduce its environmental impact, to strengthen social inclusion and act responsibly throughout its value chain.*

*Becoming a mission-driven company is not an end in itself, but an everyday commitment that guides our decisions, inspires our teams, and strengthens our role in our sector."*

## External members



**Sarah MATHIEU CONTOIS**  
*Sustainability Meanings  
Director at Capital Partners*

With 15 years of international experience, Sarah has developed expertise in Europe, the Middle East and North America, specialising in ESG strategy, impact assessments and sustainable transformation support. Her hybrid background combines strategic consultancy at PWC, applied public policy research and field experience with NGOs and think tanks.

As Director of Sustainability at Meanings Capital Partners, Sarah is in charge of the sustainable and impact investment strategy. Meanings is a **STERNE Group** shareholder.

*"As a member of the Mission Committee, I am keen to contribute my expertise in steering climate and sustainability roadmaps, as well as in impact measurement and management, and to apply my strong commitment to global performance that reconciles economic growth with measurable social and environmental impacts."*





**Nathalia MILLAN**

ESG Private Equity director  
at Tikehau Capital

Nathalia is the Director-Head of ESG for the Private Equity division at Tikehau Capital, where she has been leading the integration of environmental, social and governance issues into investment strategies since 2020.

She joined the Group after initial experience as a strategy and sustainable development consultant at Indefi. As a member of the Ring Mission Impact Committee, she plays an active role in advancing sustainable finance and structuring impact-based approaches in the ecosystem.

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

“ At Tikehau, we work alongside managers and their teams to strengthen the positive impact of their activities and limit their negative external impacts. As part of the Mission Committee, I draw on my experience in responsible investment to question, challenge and support the practical implementation of **STERNE Group's commitments**. ”



**Franck PUHARRE**

TLF Regional Delegate  
Professional Federation

Franck has been a regional delegate of Union TLF (French transport and logistics union for 22 years. As such, he represents transport and logistics companies in the sector's leading professional body.

Committed alongside the haulier, parcel delivery and express delivery players, his everyday work is to defend the interests of regional companies and to support economic, social and regulatory developments in a sector undergoing transformation.

“ Thanks to my experience in the field and my long-standing commitment to transport and logistics, I want to bring the Mission Committee a pragmatic and operational vision. I want to contribute to making the Group's mission fully integrated in its operations while remaining connected to the realities of the sector. ”



**Anne-Claire PERIN**

Human Resources and  
CETIH HSE Manager

Anne-Claire has been Director of Human Resources, CSR and Safety at CETIH since 2019. She supports the human and sustainable transformation of this industrial intermediate business that became a mission-driven company in 2021.

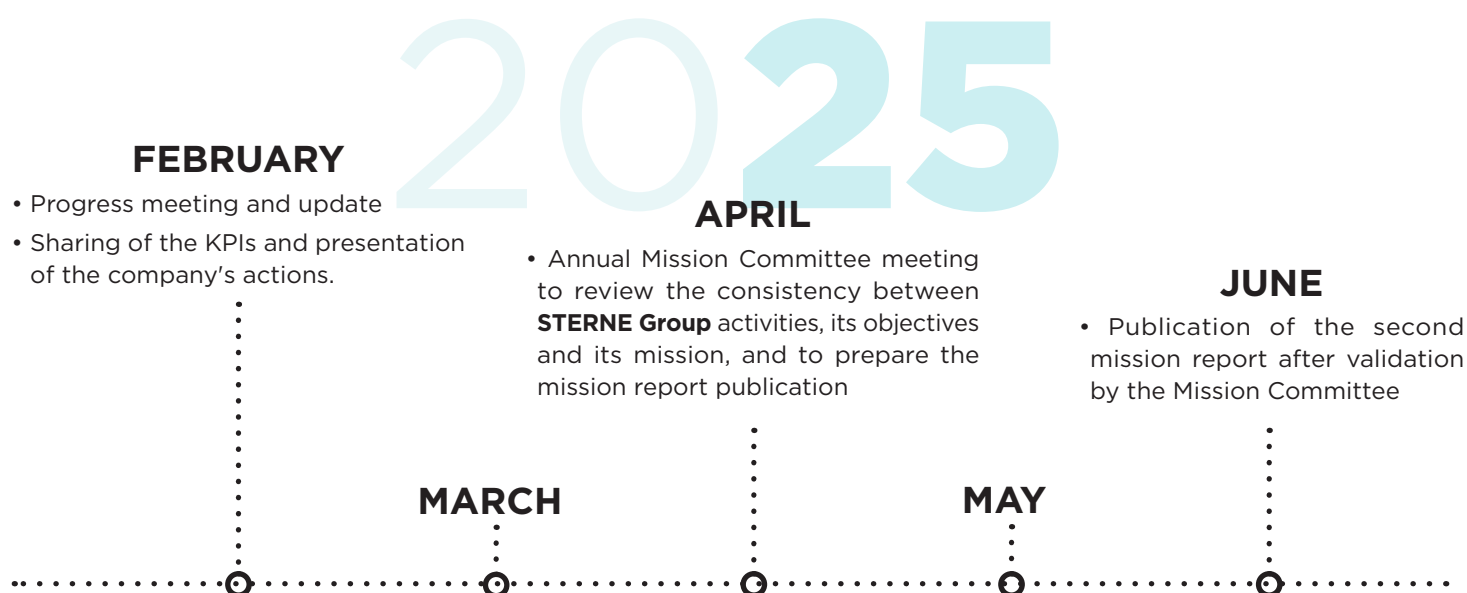
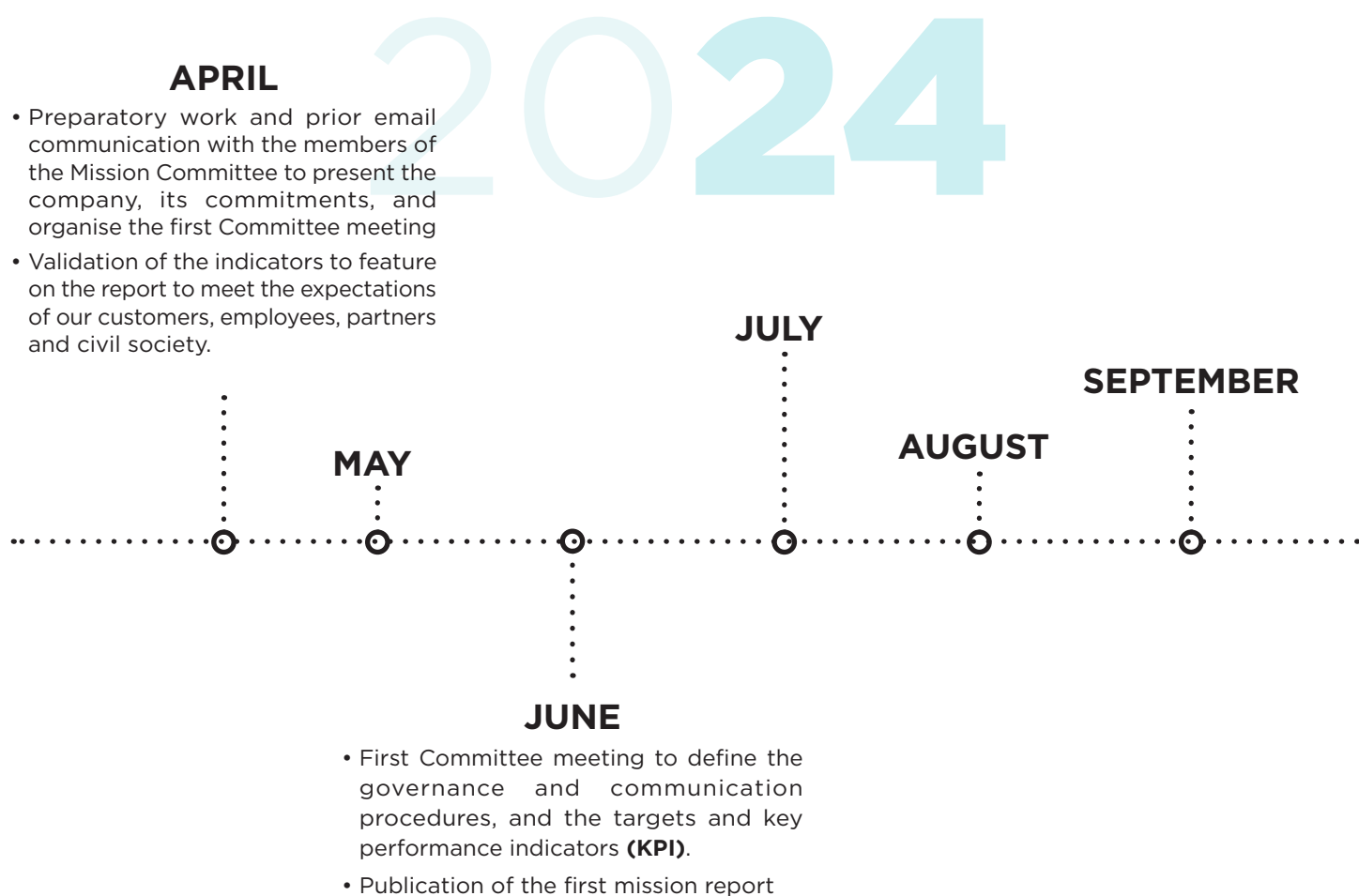
With seven years' experience as the HR Director of Banque Populaire Grand Ouest, she has a seat on the Cogevie and Hike Talent mission committees since 2022. Her commitment is part of a useful capitalism vision that serves employees and the common good.

“ My human resources and business transformation career has taught me that missions only take on their full meaning when they are embodied in everyday management practices and decisions.

As a member of the Mission Committee, I want to contribute my operational and people-centric vision to help connect long-term ambitions with the realities on the ground. ”

## 3.2 THE MISSION COMMITTEE'S WORK

### Highlights of





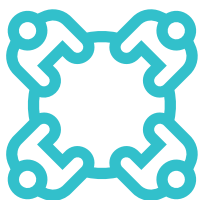
## First year of mission: a word from the committee

The Committee would like to pay tribute to all the Group's achievements and progress this year, which are the fruit of a collective effort and a shared commitment.

### THE KEY SUBJECTS WORKED ON

IN  
2024

- The implementation of quantified targets and management indicators.
- The appointment of Fabienne Fauny Tizio as Chairwoman of the Mission Committee from 2025. Marie-Christine Argueil will remain a guest member
- The set up of quarterly Mission Committee meetings.



The quality of the reporting was also recognised, with the anticipation of the CSRD standards seen as inspiring other companies. **The sustainability report was very well received**, especially by investors and customers. It strengthens the credibility of the published information by presenting audited, detailed and comparable indicators that show the Group's maturity in the three areas of its mission.

The quick inclusion of the **STERNE nox** scope data was highlighted, and a new decarbonisation trajectory was submitted to SBTi in 2025 in line with the Group's commitments. The next step will be to **create indicators to include financial and non-financial performance**.

The committee also welcomed the launch of initiatives such as **the roll-out of CSR training for all employees**, 10% of whom have already been made aware (excluding **STERNE Austria**).

On the environmental front, the committee stressed that **the objective of reducing greenhouse gas emissions** on scopes 1 and 2 had been achieved almost five years ahead of schedule, which testifies to the substantial investments made, the Group's potential for innovation and the success of its strategic model: offering optimised and pooled premium logistics reconciling economic, environmental and social performance. For many customers, that positioning is fundamental, as it significantly contributes to their own sustainable development strategy.

The Committee will continue to support the Group in the next phases of its development. After having shown the robustness of this model, the Group will continue to deploy its solutions on a transnational scale in new sectors where its expertise can fully prove its relevance.









# PART 4

## OUR ROADMAP AND OUR PROGRESS

### 4.1 SUMMARY OF OUR COMMITMENTS

► See table opposite.



COMMITMENTS	LIST	KPI	SITUATION IN 2024	SITUATION IN 2023	SHORT AND AND MEDIUM TERM AMBITIONS
<p><i>Contributing to the ecological transition by reducing the environmental impact of our services and promoting eco-responsible behaviour amongst all our stakeholders</i></p>	<p>Reducing our GHG emissions in line with the United Nations Sustainable Development Goals and with a decarbonisation trajectory aligned with scientific knowledge (SBTi)</p>	<ul style="list-style-type: none"> <li>Annual GHG intensity reduction rate</li> <li>Variation of GHG SCOPE 1, 2 emissions</li> <li>Variation of GHG SCOPE 3 emissions</li> <li>Proportion of clean internal combustion engine vehicles at our subcontractors (EURO 5 and EURO 6)</li> </ul>	<ul style="list-style-type: none"> <li>2024 intensity: -25% compared to 2021 (historical scope) and -7.4% compared to 2023</li> <li>Scope 1 and 2 emissions: -37.7% drop since 2021</li> <li>Scope 3 emissions: 6.2% drop since 2021</li> <li>100% of clean subcontractor internal combustion vehicles (EURO 5 and EURO 6)</li> </ul>	<ul style="list-style-type: none"> <li>2023 intensity: -158% compared to 2022 (historical scope)</li> <li>Scope 1 and 2 emissions: -27.63% drop since 2021 excluding <b>STERNE nox Germany</b></li> <li>Scope 3 emissions: -1.3% drop since 2021 excluding <b>STERNE nox Germany</b></li> <li>99.8% of clean subcontractor vehicles (EURO 5 and EURO 6)</li> </ul>	<ul style="list-style-type: none"> <li>Reduce the Group's carbon intensity by 7% annually</li> <li>Reduce GHG SCOPE 1 and 2 emissions by 42% by 2030 compared to 2021</li> <li>Reduce GHG SCOPE 3 emissions by 25% by 2030 compared to 2021</li> <li>100% of clean subcontractor internal combustion vehicles (EURO 5 and EURO 6) by 2030</li> </ul>
	<p>Adopt energy consumption measures</p>	<ul style="list-style-type: none"> <li>Proportion of renewable electricity</li> <li>Annual monitoring of electricity consumption</li> <li>Fuel consumption of Group vehicles</li> </ul>	<ul style="list-style-type: none"> <li>476% of electricity from renewable sources</li> <li>2024 electricity consumption: 4,492,618 KWH (new scope)</li> <li>2,180,530 KWH, i.e. an increase of 152% (incomplete year due to the health crisis on the historical scope) compared to 2021</li> <li>-5.1% less fuel consumption by Group vehicles compared to 2022.</li> </ul>	<ul style="list-style-type: none"> <li>53.03% renewable energy</li> <li>2023 electricity consumption: 4,492,618 KWH (new scope)</li> <li>2,180,530 KWH, i.e. an increase of 152% (incomplete year due to the health crisis on the historical scope) compared to 2021</li> <li>-5.1% less fuel consumption by Group vehicles compared to 2022.</li> </ul>	<ul style="list-style-type: none"> <li>Prioritise the consumption of renewable electricity*</li> <li>Reduce the energy consumption of the Group's buildings in France by 2030 by 40 % compared to 2021</li> <li>Reduce the fuel consumption of Group-owned vehicles annually</li> </ul>
	<p>Minimise and recover the waste generated by our operations</p>	<ul style="list-style-type: none"> <li>Number of items of sustainable packaging</li> <li>Waste tonnage*</li> <li>Proportion of recovered waste</li> </ul>	<ul style="list-style-type: none"> <li>196,958 sustainable packaging items (polypropylene bags and crates)</li> <li>2,945 metric tons of waste***</li> <li>Waste recovery rate (including recycled): 81.6 %</li> </ul>	<ul style="list-style-type: none"> <li>59,000 items of sustainable packaging (polypropylene bags and crates) excluding <b>STERNE nox Germany</b></li> <li>2,800 metric tons of waste (based on approximately 12% of actual data, the remainder being an estimate)</li> <li>Waste recovery rate (including recycled): 72 %</li> </ul>	<ul style="list-style-type: none"> <li>Favour sustainable packaging for our deliveries by 2030</li> <li>Reduce waste tonnage annually</li> <li>Achieve 90% waste recovery (including recycled) by 2030</li> </ul>
<p><i>Promote good quality of life at work to guarantee the fulfilment, safety and intellectual stimulation of the Group's employees and partners.</i></p>	<p>Support the professional development of our employees through training that goes beyond legal requirements</p>	<ul style="list-style-type: none"> <li>Proportion of trained employees</li> <li>Proportion of employees with CSR training</li> </ul>	<ul style="list-style-type: none"> <li>40.2% of employees trained in the 2023-2024 cycle</li> <li>9.9 % of employees had CSR training</li> </ul>	<ul style="list-style-type: none"> <li>34.71% of employees trained in 2023</li> <li>No CSR training indicators in 2023</li> </ul>	<ul style="list-style-type: none"> <li>Increase the trained employee rate over a two-year cycle</li> <li>Tend towards a rate of 100% of employees having had at least CSR training by 2030</li> </ul>
	<p>Maintain adequate working conditions to limit the negative impact on employee health and safety</p>	<ul style="list-style-type: none"> <li>Lost time workplace accident frequency rate</li> <li>Workplace accident severity rate</li> </ul>	<ul style="list-style-type: none"> <li>Frequency rate: 42 (i.e. an increase of 165 points since 2023)</li> <li>Severity rate: 1.71 (down 0.03 points since 2023)</li> </ul>	<ul style="list-style-type: none"> <li>Frequency rate: 40.1</li> <li>Severity rate: 1.74</li> </ul>	<ul style="list-style-type: none"> <li>Progressively reduce accident frequency in the Group</li> <li>Progressively reduce accident severity in the Group</li> </ul>
	<p>Provide all employees a fair and inclusive working environment</p>	<ul style="list-style-type: none"> <li>Representation of women in top management (executive managers*)</li> <li>Representation of women in the Group</li> <li>Number of disabled people in the workforce</li> </ul>	<ul style="list-style-type: none"> <li>21.4% of women in top management (executive managers*)</li> <li>27% of women in the Group*</li> <li>5.01% of disabled employees*</li> </ul>	<ul style="list-style-type: none"> <li>21.19% of women in top management (executive managers)</li> <li>27.96% of women within the Group</li> <li>5.06 % of disabled employees</li> </ul>	<ul style="list-style-type: none"> <li>Advance gender parity in top management year on year</li> <li>Advance gender parity in the Group's workforce</li> <li>Maintain the proportion of disabled employees</li> </ul>
<p><i>Act ethically and transparently towards all the Group's stakeholders in order to fulfil our mission</i></p>	<p>Define a clear and transparent Code of conduct and require its application by our employees and subcontractors</p>	<ul style="list-style-type: none"> <li>Total number of subcontractors who have signed the Code of Conduct</li> <li>Proportion of employees who had ethics training</li> <li>Number of corruption or harassment incidents</li> </ul>	<ul style="list-style-type: none"> <li>0% of subcontractors who have signed the Code of Conduct updated in 2025 (currently being rolled out)</li> <li>25.6% employees had ethics training</li> <li>0 corruption or harassment incidents</li> </ul>	<ul style="list-style-type: none"> <li>Indicator modified for 2024</li> <li>142 employees had ethics training</li> <li>1 corruption or harassment incident</li> </ul>	<ul style="list-style-type: none"> <li>Code of Conduct, updates to 2025</li> <li>Enlist all our subcontractors to the 2025 Code of Conduct by 2030</li> <li>Annually increase the proportion of employees trained in ethics</li> <li>Maintain or reduce the number of corruption or harassment incidents</li> </ul>
	<p>Implement a Responsible Purchasing Policy</p>	<ul style="list-style-type: none"> <li>Average supplier payment times</li> <li>Total number of subcontractors who signed the Responsible Purchasing Policy</li> <li>Rate of suppliers who received a CSDDD questionnaire</li> </ul>	<ul style="list-style-type: none"> <li>30-day payment time for <b>STERNE France</b> and 28 days for <b>STERNE Time Critical</b></li> <li>Subcontractors who signed the 2025 Responsible Purchasing charter: being deployed</li> <li>KPI being deployed</li> </ul>	<ul style="list-style-type: none"> <li>30-day average payment time in France for <b>STERNE France</b> and 28 days for <b>STERNE Time Critical</b>.</li> <li>Indicators modified for 2024</li> <li>KPI not in existence in 2023</li> </ul>	<ul style="list-style-type: none"> <li>Maintain payment times for our suppliers at less than 30 days for <b>STERNE France</b> and <b>STERNE Time Critical</b></li> <li>Update of the Responsible Purchasing Policy in 2025</li> <li>Have 100% of subcontractors sign the 2025 Responsible Purchasing Charter</li> <li>Check the integrity of our suppliers and subcontractors</li> </ul>
	<p>Seek an annual external assessment of our practices in terms of environmental and social issue management</p>	<ul style="list-style-type: none"> <li>Ecovadis rating</li> </ul>	<ul style="list-style-type: none"> <li>EcoVadis rating of Group entities: 1 platinum, 5 gold</li> </ul>	<ul style="list-style-type: none"> <li>Ecovadis rating of Group entities: 3 platinum, 2 gold, 1 silver</li> </ul>	<ul style="list-style-type: none"> <li>Maintain or improve the Group's Ecovadis rating every year</li> </ul>

\* Excluding STERNE nox Austria \*\* Excluding STERNE nox Austria \*\*\*Based on approximately 11.7% of actual data, the remainder being estimated



## 4.2 COMMITMENT #1

Contribute to the ecological transition by reducing the environmental impact of our services and promoting eco-responsible behaviour amongst all our stakeholders.

### OPERATIONAL OBJECTIVE #1

***Reduce our GHG emissions in line with the United Nations SDG<sup>1</sup> as well as with a decarbonisation trajectory aligned with scientific knowledge (SBTi<sup>2</sup>).***

### OUR PROJECTS

- ▶ **Have our carbon footprint audited** every year to monitor the trajectory.
- ▶ Provide **100% of long-distance transport using BioLNG or B100** by 2030
- ▶ **Reduce** empty miles as much as possible
- ▶ **Increase** vehicle loading rates



1 - UN Sustainable Development Goals [www.un.org/sustainabledevelopment/fr/objectifs-de-developpement-durable](https://www.un.org/sustainabledevelopment/fr/objectifs-de-developpement-durable)

2 - SBTi [sciencebasedtargets.org](https://sciencebasedtargets.org)

3 - With a confidence interval of +/- 20%, ambitions accompanied by an annual trajectory review. The reference year for the trajectories is 2021.

## OUR ACHIEVEMENTS



- ▶ **Group membership of SBTi** which validated the transition plan, inclusion of the **STERNE nox** perimeter in 2025
- ▶ **Change in vehicle engines** to move towards a clean fleet
- ▶ **Flow pooling and** optimisation
- ▶ **Supplier commitment** to the energy transition - biofuels generalised in requests for proposals
- ▶ **Carbon offset projects** proposed to customers since 2023 aimed at managing natural areas in France through agro-ecological practices

## OUR AMBITIONS<sup>3</sup>



- ▶ **To reduce** the Group's carbon intensity by 7% per year
- ▶ **To reduce** GHG emissions by 42% on 95% of SCOPES 1 and 2 by 2030
- ▶ **To reduce** GHG emissions by 25%, for 67% of SCOPE 3, by 2030
- ▶ **100% of subcontractor vehicles** with EURO 5 or 6 motorisations by 2030

# 2024

Progress in

### GHG emissions dropped 37.7%

since 2021 on scopes 1 and 2

Scope 3 emissions dropped by 6.2%.

The Group's carbon intensity relative to turnover has gone down by 25% since 2021

1.5% of inter-branch HGV traffic were made using B100 fuel

100% of subcontractor vehicles at EURO 5 or EURO 6 standards for internal combustion vehicles



## The committee's opinion



The Group reached its GHG emissions reduction targets 5 years ahead of schedule for scopes 1 and 2. That is a **very good performance** that shows the Group's commitment to this essential element of its mission.





## OPERATIONAL OBJECTIVE #2

**Adopt measures to reduce our energy consumption  
and change our energy mix**

### OUR PROJECTS



- **Present** quarterly trends in the Group's electricity consumption to the Committee to refine its management
- **Inventory** possible photovoltaic panel installations on site roofs to produce the electricity needed to charge the fleet of electric vehicles being deployed

### OUR ACHIEVEMENTS



- **More eco-responsible logistics buildings:** systematic selection of BREEAM very good or HQE very good certified buildings at **STERNE France** and **Time Critical**
- **Inclusion of STERNE nox** in Group energy objectives and policy
- **Cooperation** with specialist energy schools (IFP Énergies Nouvelles) on hydrogen research
- **Eco-driving** training for employees to use less fuel

### OUR AMBITIONS:



- **To prioritise** the use of renewable energy.
- **To reduce** the energy consumption of the Group's buildings in France by 40% by 2030
- **To reduce** the volume of fuel consumed by our own fleet of vehicles every year



#### The committee's opinion

*The fine-tuning of site energy consumption is necessary as it is influenced by many factors: consumption on sites is increasing because the Group is installing electric vehicle charging terminals, while refurbishments and relamping are contributing to the reduction target.*

*Audits and data collection make it possible for us to take appropriate action tailored to each situation.*



# 2024

Progress in

**47.6 % of the Group's electricity  
consumption** is from renewable sources.

The energy consumption of the buildings has  
**increased by 168% since 2021\***,  
if growth in square metres is included.

Fuel consumption by our own vehicles has  
**dropped by 17% since 2023.**

\* On the historic scope (STERNE France + STERNE Time Critical)

## OUR PROJECTS



- ▶ **To increase** the rate of waste accounted for
- ▶ **To reduce** waste generation to a minimum
- ▶ **To help our customers** change their practices by doing away with disposable packaging. To assess sustainable packaging at **STERNE nox**, after having done so at **STERNE France**
- ▶ **To include** customers' sustainable packaging requirements

## OUR ACHIEVEMENTS



- ▶ Use of **reusable containers** (polypropylene bags and crates, steel crates) instead of single-use packaging (cardboard boxes)
- ▶ **More collaboration** with Waste marketplace and the Emmaüs Connect association to recover WEEE
- ▶ **Recycling management** procedure for office consumables and small site equipment
- ▶ **Development** of a new activity to collect and pool our customers' hazardous waste

## OUR AMBITIONS



- ▶ **To favour** sustainable packaging for our deliveries by 2030
- ▶ To achieve **90% recovery** (including recycling) of our waste by 2030

“  
**The committee's opinion**  
*The waste recovery issue is a complex one as it largely depends on the existence of recycling infrastructure. In France, the recovery rate is 84%, a significant improvement on previous years; reaching 90% will be a new challenge. In Germany, efforts must continue as the rate is currently 46%, and reusable packaging is different because the transported parts are very heavy.*  
”

2024

Progress in

Waste recovery rate.  
**of over 81.6%**

**12,166 metric tons of waste avoided**  
thanks to reusable containers in 2024

**196,958 sustainable packaging items**  
(polypropylene bags and crates)

**2,945 metric tons of waste<sup>4</sup>**



<sup>4</sup> - Based on approximately 11.6% of actual data, the remainder being estimated.



## 4.3 COMMITMENT #2

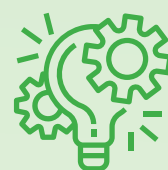
Promoting good quality of life at work to guarantee the fulfilment, safety and intellectual stimulation of the Group's employees and partners.

### OPERATIONAL OBJECTIVE #1

*Support the professional development of our employees through training that goes beyond legal requirements*

### OUR PROJECTS

- ▶ To set up a **mandatory CSR training programme** for all permanent employees
- ▶ **To propose** more specific training, particularly on the role of the Mission-driven company and the *raison d'être*
- ▶ **To organise** an annual CSR week
- ▶ **To seek** sponsorship partners to help young people with 3 years' higher education from disadvantaged backgrounds find employment



## OUR ACHIEVEMENTS



- ▶ **Creation of a training plan** that takes into account the resource requirements of all the entities
- ▶ **In-house training** on GDPR and CSR for employees
- ▶ **Certification process** for AFT's "Employment Ambassador"<sup>5</sup>
- ▶ **Awareness-raising training** on safety and experimentation with double crews to reduce the risk of aggression<sup>6</sup>

## OUR AMBITIONS



- ▶ To aim for a rate of **100% of permanent employees** who have had at least one CSR training course by 2030, with the design of a Group e-learning programme
- ▶ To **increase the number of trained employees** over a 2 year cycle

2024

Progress in

**9.87% of employees**  
had CSR training\*

**40.2% of employees were trained**  
in the 2023-2024 cycle

\* Excluding STERNE nox Austria



The committee's opinion



The training plan objectives, risk prevention actions, flexibility and well-being at work issues, inclusion and diversity initiatives are presented to the social partners showing the Group's efforts to involve them in the CSR approach. ”



## OPERATIONAL OBJECTIVE #2

***Guarantee that adequate working conditions are maintained to limit the negative impact on employee health and safety***

### OUR PROJECTS

- ▶ **To review and strengthen existing** safety procedures, making sure they are communicated and followed by all employees. To use notice boards and digital reminders to maintain vigilance



### OUR ACHIEVEMENTS

- ▶ **Internal audit** on risk prevention
- ▶ **Training** in road safety, the transport of hazardous goods and in the military sector
- ▶ **Replacement of personal protection equipment** with more robust French brands, installation of easily accessible defibrillators and first aid kits on all premises
- ▶ **"Quality of life and well-being at work" survey** conducted by an external player for the prevention of psychosocial risks
- ▶ **Launch in 2023 of the STERNE box** (a range of quality equipment and lifestyle advice) to combat sedentary lifestyles



### OUR AMBITIONS

- ▶ **To progressively reduce** the frequency of workplace accidents in the Group
- ▶ **To progressively reduce** the severity of workplace accidents in the Group



#### The committee's opinion

*Comparing accident rates with industry averages is instructive, as it makes it possible to define objective targets.*

*Prevention measures are being enhanced, with procedures being strengthened, CSSCT committees moving into branches to implement corrective actions, and post-accident analyses being shared. Raising awareness among managers is also good practice.*



# 2024

Progress in

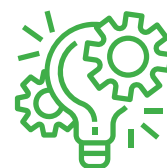
Frequency rate for  
**lost time workplace accidents** : 42  
(an increase of 1.65 points since 2023)

**Severity rate for**  
workplace accidents: 1.71  
(down 0.03 points since 2023)



## OUR PROJECTS

- ▶ **To adapt** workstations to meet the specific needs of disabled employees
- ▶ **To improve** the Gender Equality Index every year
- ▶ **To define** a feminisation and disability trajectory
- ▶ **To implement** skills sponsorship initiatives targeting the senior population



## OUR ACHIEVEMENTS

- ▶ **Training** in the fight against harassment
- ▶ **#TOUSABORD initiative** focused on disability, equal opportunities and promoting physical activity
- ▶ **Duodays**: a day when teams host a disabled person in pairs with a volunteer professional
- ▶ Signature of the **Quality of Life at Work Agreements** in 2022 and **Gender Equality** in 2023.
- ▶ **Policy in favour of parenthood** (partnerships with nursery schools, flexible working hours and conditions, paternity leave, etc.)
- ▶ Strengthened **professional-private life** flexibility and reconciliation policies, mobilisation of managers, encouraged feedback with regular collection of such feedback



## OUR AMBITIONS

- ▶ **To advance gender parity** in top management year on year
- ▶ **To advance gender parity** in the Group's workforce
- ▶ **To maintain** the proportion of disabled employees



**The committee's opinion**

*In the logistics sector, recruiting and promoting women to managerial positions remains a challenge. The Committee welcomes the Group's efforts to support in-house promotion and to define specific career paths for people with disabilities. Senior assessments are also a great initiative in a context where jobs are often physically and psychologically demanding.*

2024

Progress in

**21.4% of women in top management\***

27% women in the Group

**Gender Equality Index: 87\*\***

Pay gap: 6.8 %\*

**Disabled employment rate: 5.01%\***

Drafting and publication of a Diversity equity and inclusion policy

**The Duodays led to a hire**



## 4.4 COMMITMENT #3

Act ethically and transparently towards all the Group's stakeholders in order to fulfil our mission.

### OPERATIONAL OBJECTIVE #1

*To define a clear and transparent code of conduct and require our employees and partners to apply it*

### OUR PROJECTS

- ▶ To provide ongoing monitoring of Codes of Conduct (annual review)
- ▶ The Code of Conduct will be reviewed in 2025



### OUR ACHIEVEMENTS

- ▶ Creation of **ethical risk mapping** based on Transparency International and Gan integrity guidelines.
- ▶ Creation of a **Code of Conduct** applied to all Group employees.
- ▶ Implementation of a **guide to good anti-corruption practice** and a **responsible purchasing charter**
- ▶ **Whistleblower** system and contact person
- ▶ **Ethics (GDPR and cyber-security) and corruption prevention training** for all Group employees.



## OUR AMBITIONS



- ▶ **To have all our employees and partners** sign up to the Code of Conduct
- ▶ **To maintain** the absence or low occurrence of corruption or harassment incidents
- ▶ **To increase** the proportion of employees who have had ethics training



2024  
Progress in

### Code of Conduct review

Subcontractors who signed the Code of Conduct  
updated in 2025: 0% (being deployed)

**25.6% or 511 employees**  
have had ethics training

**0 corruption or harassment incidents**

## The committee's opinion



The inclusion of Diversity, Equity and Inclusion clauses as part of the joint overhaul of the purchasing policy and the Code of Conduct is a new proactive initiative.

It was praised in the Ecovadis assessments. In concrete terms, suppliers will have to undertake to respect gender diversity in accordance with French regulations, and to promote the inclusion of people with disabilities. ”



## OUR PROJECTS



- ▶ As from 2023, to implement a **three-yearly audit** of all priority suppliers on compliance with human rights in the workplace
- ▶ **To deploy** an upstream and ongoing human rights due diligence procedure by 2025
- ▶ To deploy the "payment time" indicator on the **STERNE nox** subsidiary
- ▶ **To harmonise** the Responsible Purchasing policy and the Supplier Code of Conduct

## OUR ACHIEVEMENTS



- ▶ **Complete mapping** of supplier risks focused on ethical risks
- ▶ **Support** for companies run by women or promoting the inclusion of people with disabilities
- ▶ **Initiatives** aimed at supporting and raising awareness of biodiversity among Purchasing teams
- ▶ **Preference** for transport partners that are local SMEs

## OUR AMBITIONS



- ▶ **To maintain our supplier payment times** at less than 30 days
- ▶ **To guarantee** the integrity checks of our suppliers and subcontractors

**The committee's opinion**

*Inciting suppliers and subcontractors to commit to a CSR approach is an important part of the **STERNE Group** mission.. That involves distributing a responsible purchasing charter which includes anti-corruption clauses, a ban on child labour and respect for human rights. It will eventually be included in the electronic management platform. In addition, following extensive due diligence work in Germany, certain non-compliant suppliers were excluded.*

# 2024

Progress in

Payment times **are 30 days for STERNE France** and **28 days for STERNE Time Critical**

Subcontractors who have signed the 2025 Responsible purchasing charter: 0% (being deployed)

Percentage of suppliers who received a questionnaire as part of the CSDDD: 0% (being deployed)

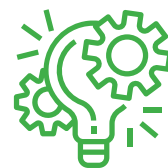


## OPERATIONAL OBJECTIVE #3

*To seek an annual external assessment of our practices in managing environmental and social issues.*

### OUR PROJECTS

- **To share** actions and indicators with the Supervisory Board 4 times a year



### OUR ACHIEVEMENTS

- **Audit programme** for energy transitions to give preference to EcoVadis or ISO 14 001 certified suppliers
- **Submission** of our indicators and mission report to an Independent third-party organisation for external validation



### OUR AMBITIONS

- **To maintain or improve** the Group's Ecovadis rating every year



# 2024

Progress in

## 1 Ecovadis Platinum certification and 5 Gold certifications

Score of 88 %  
for the ESG Transparency Award  
for 2024/2025

### The committee's opinion

*The Ecovadis rating process is systematically required in requests for proposals, and it is essential to maintain that commitment.*

*This external assessment is important to guarantee the transparency and sincerity of the data, the committee welcomes the initiative to extend these assessments to Austria.*







## **PART 5**

# OUR PERSPECTIVES FOR 2030

Our commitments, which are formalised in our mission statement and its statutory objectives, guide our decisions and actions, and are at the heart of our strategy.

We are more than ever committed to strengthening our positive impact on society and the environment. To achieve the very encouraging initial results described in this report, we had to integrate sustainable practices at every level of our value chain.

We are the drivers of those actions, but we must continue our efforts to involve our customers and suppliers in reducing our ecological footprint and promoting high standards of social responsibility.

In the near future, we will be stepping up our efforts in terms of employee health, safety and security, and in terms of supporting or selecting our suppliers in their sustainable development approach.

Through these initiatives, we are determined to create a future where economic prosperity and social responsibility converge harmoniously.



**Together,**

let's transform the transport and logistics sector  
towards a more sustainable and equitable future for all.

At the general meeting,

In our capacity as third-party organisation ("third party") that is independent of your company (hereinafter "entity"), accredited by COFRAC validation / verification (Comité Français d'Accréditation)<sup>1</sup> for the verification of social, environmental and societal information under number 3-1908 (scope of accreditation available at [www.cofrac.fr](http://www.cofrac.fr)), we conducted work designed to provide a reasoned opinion expressing a moderate assurance conclusion on the historical information relating to the implementation of the social and environmental objectives that your entity has set for itself on the scope concerned by the mission-driven company status as presented in the mission committee reports relating to the period from 18/09/2023 to 31/12/2024 attached.

## Conclusion

Based on the procedures we used as described in the "Nature and scope of our work" section, and on the information we obtained, nothing has come to our attention that puts into doubt the perimeter covered by the mission-driven company status and at the end of the period covered by our verification:

- The link between the *raison d'être* stated in its statutes and the company's activity;
- The link between the social and environmental objectives set out in its statutes and the company's activity;
- The monitoring of the mission by the mission committee;
- The mission committee's favourable conclusions on the relevance of the objectives;
- The possibility of verifying the performance of the objectives;

As a result,

- STERNE complies with all the conditions of Article L 210-10 allowing it to claim mission-driven company status.
- Sterne respects the social and environmental objectives it has set itself to pursue as a mission in line with its *raison d'être* and its activity with regard to its social and environmental challenges.

## Comments

Without calling into question the conclusion expressed above, we have the following comments:

- The indicators used to monitor the mission-driven company are largely identical to those used for the Non-Financial Performance Statement reporting. It should be noted that the Group has deliberately chosen not to separate the non-financial initiatives presented in its Non-Financial Performance Statement from those presented in its Mission Committee reports, as the procedures are considered to be fully integrated into the Group's activities.
- We draw the reader's attention to the changes in the mission model indicators between 2023 and 2024. One indicator was removed between 2023 and 2024 ("Rate of employees who took paternity leave"). To clarify the definition of the indicators presented, some were modified between 2023 and 2024 (2024 formulation: "Annual GHG reduction rate in intensity", "Variation in GHG SCOPE 1, 2 emissions and Variation in GHG SCOPE 3 emissions", "Rate of subcontractors who signed the Code of Conduct"). Finally, in order to complete the presentation of results linked to the various operational objectives, five indicators were added in 2024: "Proportion of energy from renewable sources", "Proportion of employees trained in CSR", "Representation of women in top management", "Number of corruption or harassment incidents", "Rate of suppliers who received a CSDD questionnaire".
- Failing to have access to the actual share of renewable electricity through electricity suppliers on the "Business Units" in France, the Group used generic data from the French electricity transmission system operator (RTE).
- We have noted that STERNE Group is continuing to solidify and harmonise its practices between the various Business Units regarding the monitoring and reporting of non-financial information. Nevertheless, we invite STERNE Group to increase the robustness of:

- data traceability,
- internal control over published indicators,
- the clarification of the scope of the indicator definitions, it being specified that the latter comment relates exclusively to the foreign sites.

## Preparation of information relating to the performance of the social and environmental objectives

The absence of a generally accepted and commonly used reference framework or established practices on which to base the assessment and measure information relating to the performance of the social and environmental objectives means that different, but acceptable, measurement techniques may be used, which may impact comparability between entities and over time.

As a result, the information relating to the performance of social and environmental objectives must be read and understood with reference to the entity's procedures (hereinafter referred to as the "Standard"), the significant elements of which are presented in the Mission Committee reports.

## Limitations inherent in the preparation of the information relating to the performance of social and environmental objectives

The Information may be subject to uncertainty inherent in the state of scientific or economic knowledge and in the quality of the external data used. Certain information is sensitive to the methodological choices, assumptions and/or estimates used in its preparation.

## Responsibility of the entity

It is the entity's responsibility:

- to set up a mission committee in charge of drawing up an annual report pursuant to the provisions of article L. 210-10 of the French Commercial Code;
- to select or establish appropriate criteria and procedures to define the entity's Standard;
- to design, implement and maintain in-house checks on information relevant to the preparation of the mission committee's report and to implement such in-house checks as it determines is necessary to ensure that information relating to the performance of social and environmental objectives is free from material misstatement, whether due to fraud or error;
- to draw up information relating to the performance of social and environmental objectives in accordance with the Standard and made available to the Mission Committee.

It is the Mission Committee's responsibility to draw up its reports based on the information provided by the entity on the performance of its social and environmental objectives, and to carry out any checks it deems appropriate.

## Responsibility of the independent third-party body

Pursuant to the provisions of Article R. 210-21 of the French Commercial Code, it is our responsibility, based on our work, to issue a reasoned opinion expressing moderate assurance on the entity's compliance with the social and environmental objectives that it has set for the scope of its mission-driven company status.

As it is our responsibility to reach an independent conclusion on the information relating to the performance of social and environmental objectives, we are not authorised to be involved in the preparation of that information, as it could compromise our independence.

## Regulatory provisions and applicable professional doctrine

Our work described below was carried out in accordance with the provisions of Article R 210-21 of the French Commercial Code and professional doctrine applicable to this type of mission.

## Verification programme

Our verification programme (A6 Verification programme\_7) for mission-driven companies is based on the latest technical opinion of the Compagnie Nationale des Commissaires aux Comptes



(French Institute of Statutory Auditors) on "Intervention du CAC-Intervention de l'OTI Société à mission" and on the latest "Guide méthodologique de vérification des sociétés mission par les organismes tiers indépendants" published by the mission-driven company community.

## Independence and quality control

Our independence is defined by the provisions of Article L. 822-11-3 of the French Commercial Code and the Code of Ethics. In addition, we have set up a quality control system that includes documented policies and procedures designed to ensure compliance with the applicable legal and regulatory texts, ethical rules and professional doctrine covering this activity.

## Means and resources

Our work involved 3 people and took place between March and June 2025 over a total period of 6.5 days. To assist us in our work, we called on our specialists in sustainable development and corporate social responsibility. In particular, we conducted 6 interviews with the people in charge of preparing the historical information relating to the performance of social and environmental objectives including management and members of the Mission Committee.

## Nature and scope of the work

We planned and conducted our work taking into account the risk of material misstatement of the information relating to the performance of the social and environmental objectives that the entity has set itself to pursue within the scope of its mission-driven company status.

We believe that the procedures we applied in the exercise of our professional judgement allow us to provide a moderate level of assurance.

We familiarised ourselves with the entity's activities in the area concerned by its mission-driven company status, the formulation of its *raison d'être* and its social and environmental challenges.

Our work covered:

- on the one hand, the coherence of the social and environmental objectives selected pursuant to 2° of Article L. 210-10 and set out in its statutes, the entity's *raison d'être* specified in its statutes (hereinafter "*raison d'être*") and its activity with regard to its social and environmental challenges;
- on the other hand, the performance of those objectives.

Concerning the coherence of the entity's objectives, *raison d'être* and activity with regard to its social and environmental challenges:

- We conducted interviews to assess the commitment of management and members of corporate governance to the expectations of the main internal and external stakeholders concerned by the entity's activity.
- We assessed the processes implemented to structure and formalise the approach, based on:
  - information available in the entity (minutes or of meetings with internal or external stakeholders, minutes of exchanges with the mission committee);
  - the mission-driven company roadmap and the most recent mission committee reports prepared since the last verification;
  - if applicable, its publications (sales brochure, website).
- We therefore assessed, considering the entity's activity regarding its social and environmental challenges, the consistency between:
  - the information collected;
  - the *raison d'être* and
  - the social and environmental objectives formulated in the statutes.

With regard to the performance of the social and environmental objectives, we enquired into the existence of operational objectives and key indicators for monitoring and measuring their achievement by the entity at the end of the period covered by the verification for each social and environmental objective, and we checked whether the operational objectives had been achieved relative the trajectories defined by the entity for the scope concerned by its status as a mission-driven company.

We conducted the following due diligence:

- we examined the documents drawn up by the entity to report on the performance of its mission, in particular the measures specifying the operational objectives and the associated monitoring procedures, as well as the mission committee reports;
- we examined the Mission Committee's assessment of the performance of social and environmental objectives and corroborated the collected information with stakeholders' perceptions of the entity's effects and impacts. In addition, we reviewed the analysis presented in the Mission Committee reports, the results achieved by the end of the operational objectives relative to their defined trajectories, to allow us to assess compliance with the social and environmental objectives;
- we asked the entity's senior management about the financial and non-financial resources used to meet social and environmental objectives;
- we checked that the Mission Committee reports contained indicators that were in line with the operational objectives and that demonstrated the positioning of the operational objectives on their defined trajectories;
- we assessed the appropriateness of the resources deployed to achieve the operational objectives relative to their trajectories, taking into account the development of business over the period;
- we verified the accuracy of all those indicators and, in particular, we:
  - verified that the indicators cover the entire scope concerned by the mission-driven company status;
  - examined the internal control procedures set up by the entity and assessed the collection process aimed at ensuring the accuracy of the indicators;
  - implemented analytical checks and procedures consisting of verifying the correct consolidation of the collected data as well as the consistency of their changes;
  - implemented detail tests based on sampling or other means of selection, consisting of verifying the correct application of definitions and procedures and reconciling data with supporting documents. Where necessary, this work was conducted by means of verifications on site and at the entity's head office and covered between 20% and 100% of the data used to calculate the indicators;
  - assessed the overall consistency of the mission committee's reports with our knowledge of the entity in the scope concerned by the mission-driven company status..

*The procedures applied as part of a moderate assurance mission are less extensive than those required for a reasonable assurance mission conducted in accordance with the professional doctrine of the Compagnie Nationale des Commissaires aux Comptes; a higher level of assurance would have required more extensive verification work.*

**Rennes, 23/06/2025**

The Independent Third Party Organisation  
ACTHEOS Rouxel-Tanguy & Associés  
**Géraldine BLIN**, Partner







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PREMIUM LOGISTICS SERVICES





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