



Group Environmental Policy

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o. Versions Control

Version	Revision Date	Reviewed by	Main Changes	Approved by
v1.0	12/08/24	Lucie Aitsahalia	First draft	Penelope Laigo
v2.0	01/09/26	Susanna Maria Talenti	CSRD alignment and SBTi targets	Antoine Dufetelle

1. Executive Endorsement

Sustainable development is structurally integrated into FM Logistic's corporate strategy. Driven by our vision to make responsible consumption available for all, we aim to be recognized as the reference in omnichannel, sustainable supply chain management by 2030. As an independent, family-owned logistics provider, we collaborate with our customers to develop and implement responsible and sustainable supply chain models. This approach actively supports necessary changes in consumption habits and in our society. Furthermore, our corporate governance is strictly aligned with the Paris Agreement and the United Nations Sustainable Development Goals (SDGs) to ensure measurable reductions in our environmental footprint.

2. Governance

- **Internal Governance:** The successful execution of this policy is governed across multiple organizational layers:
 - **The Board of Directors, Surveillance Committee, and CEO** hold ultimate accountability for overseeing all environmental Impacts, Risks, and Opportunities (IROs), ensuring they are integrated into the company's broader enterprise risk management and overarching business strategy.
 - **The Sustainable Development Strategic Committee** reviews performance indicators and strategic direction.
 - **The Corporate Sustainability & QHSE Team** manages global KPIs (GHG emissions, energy, waste).
 - **Country Managers & Sustainable Development Directors** execute actions locally across business units.

Executive and management performance evaluations are linked to the successful achievement of our strategic environmental targets.

- **Value Chain & Procurement:**
 - Our Purchasing and Procurement teams systematically select and audit subcontractors and suppliers using explicit sustainability criteria according to their purchasing category.
 - Transport partners and all of our suppliers must strictly adhere to our Purchasing policy expectations and [Business Partner Code of Conduct](#).

3. Scope & Topics

Scope of Application: This policy applies globally to all geographies, facilities, and business operations owned or operated by FM Logistic. It covers all employees — regardless of full-time, part-time, permanent, or temporary status — as well as

subcontractors, transport providers, and value chain partners.

Identified Material Issues: Based on our comprehensive Double Materiality Analysis aligned with CSRD expectations, FM Logistic has prioritized the following critical environmental areas:

- **Climate Change**
- **Pollution**
- **Biodiversity and ecosystems**
- **Resources and circular economy**

4. Our Environmental Strategy: Targets and Actions

Climate change

Ambition

We are dedicated to drastically reducing our greenhouse gas (GHG) emissions across our entire value chain to limit global warming to 1.5°C.

Targets

Formally approved by the Science Based Targets initiative (SBTi) on April 7, 2026, we commit to the following quantitative reductions by FY 30-31 from a FY 24-25 baseline:

- **Scopes 1 & 2:** Reduce absolute Scope 1 and Scope 2 GHG emissions by **42.0%** and a contribution to global climate neutrality by financing nature-based projects for our remaining emissions
- **Scope 3.4:** Reduce well-to-wheel Scope 3 GHG emissions from upstream transportation and distribution (covering total heavy road freight and rail) by **21.52%** per tonne-kilometre (tkm)

Actions

To systematically achieve our SBTi-validated targets, FM Logistic structures its decarbonization strategy around a unified action framework: **Sufficiency, Efficiency, and Switch**. Recognizing that our environmental footprint spans two distinct operational pillars—our logistics facilities (Scopes 1 & 2) and our transport networks (Scope 3)—we apply this three-lever methodology to both domains. Grounded in the core philosophy of **consuming less energy first, and better energy second**, our strategy prioritizes eliminating unnecessary demand at the source, maximizing the performance of our assets, and transitioning fully to renewable energy and low-carbon technologies.

- **Scope 1 & 2 (gas, fuel and electricity)**

- **Sufficiency:** We apply eco-design principles to building blueprints and facility layouts to construct logistics sites that inherently consume less energy from day one.
- **Efficiency:** Through our dedicated *Watt Watcher Programme*, we implement targeted operational actions across our network to systematically optimize energy consumption throughout our warehouses.
- **Switch:** Having successfully covered **100% of our consumed electricity with renewable sources since 2025**, we continue to enhance our procurement strategy through on-site solar panels, Energy Attribute Certificates (EACs), and long-term Power Purchase Agreements (PPAs). Furthermore, we are actively electrifying our direct operations by transitioning from gas heating to electric solutions and replacing diesel company cars with electric vehicles (EVs).
- **Beyond Value Chain Mitigation & Neutralization** While our primary focus remains achieving our SBTi-validated **42% absolute emission reduction** through internal abatement (Sufficiency, Efficiency, Switch), we are working on our strategy for actively contribute to global carbon neutrality by investing in certified Nature-Based Solutions (NBS). These projects sequester residual carbon while providing strong ecological co-benefits.
- **Scope 3.4 (subcontracted transport activities)**
 - **Sufficiency:** Designing smart network solutions to decrease the total distance goods need to travel. Key operational models include "Pooling"—enabling different shippers to share truck capacity—and "One Roof" consolidation, which combines storage and shipping in single locations to eliminate unnecessary transport legs.
 - **Efficiency:** Maximizing vehicle fulfillment rates to ensure every truck on the road operates at peak capacity, eliminating empty volume and optimizing overall fleet routing.
 - **Switch:** Transitioning away from traditional fossil fuels across all transport profiles. This involves deploying fully electric vans for urban logistics (such as through the CityLogin subsidiary in Spain), adopting biofuels for medium-distance transport through both physical segregation and Book & Claim mechanisms, piloting heavy-duty electric trucks, and shifting long-haul freight from road to multimodal rail connections.

Pollution

Ambition

We are committed to minimizing the release of pollutants into the air, and soil. By modernizing our transport fleets and optimizing warehouse operations, we aim to drastically reduce local air pollutants, such as nitrogen oxides (NOx) and fine particulate

matter, contributing to healthier communities around our logistics hubs.

Targets

While we actively manage our impacts through our operational levers, we do not currently have quantitative targets for Pollution. We are in the process of establishing reliable baselines to define appropriate, measurable goals in the future.

Actions

To systematically minimize the release of pollutants into the air, water, and soil, FM Logistic applies the **Sufficiency, Efficiency, and Switch** framework across its warehousing and transportation networks. Recognizing that the logistics sector is a primary contributor to local air pollutants and potential ground contamination, this structured approach ensures the prevention of emissions and spills at the source, the strict optimization of asset maintenance and freight routing, and the accelerated transition away from combustion technologies that generate nitrogen oxides (NOx) and fine particulate matter.

- **Sufficiency:** Implementing rigorous containment and drainage systems through facility eco-design to prevent soil and water contamination. In transport operations, championing "slow logistics" models where feasible which directly lowers local pollutant emissions.
- **Efficiency:** Strictly monitoring and maintaining warehouse refrigeration systems and energy-efficient heat pumps to prevent the leakage of harmful refrigerants. For transport, reducing unnecessary empty spaces and therefore vehicle mileage, thereby immediately cutting local air pollution.
- **Switch:** Shifting away from traditional fossil fuels, both in our warehousing and transport activities, to proactively eliminate significant sources of nitrogen oxides (NOx), sulfur oxides (SOx), and fine particulate matter from the supply chain.

Biodiversity and ecosystems

Ambition

Recognizing the critical importance of healthy ecosystems, we strive to minimize our footprint on natural habitats, protect local biodiversity around our operational sites, and guarantee that our supply chains do not contribute to ecosystem degradation.

Targets

While we actively manage our impacts through our operational levers, we do not currently have quantitative targets for Biodiversity. We are in the process of establishing reliable baselines to define appropriate, measurable goals in the future.

Actions

To address impacts on natural habitats and support the restoration of terrestrial

ecosystems, FM Logistic integrates Nature-Based Solutions (NBS) alongside its core site-level environmental management practices. This framework aligns nature restoration with cross-cutting environmental goals, leveraging natural ecosystems to protect local species, improve environmental quality, and support long-term carbon neutralization.

- **Ecosystem Restoration:** Engaging in certified projects that restore local flora, fauna, and natural habitats surrounding logistics facilities, directly supporting native biodiversity and preventing land degradation.
- **Pollution Mitigation:** Utilizing nature-based restoration projects as biological filters to enhance local air, water, and soil quality, thereby supporting surrounding communities and ecosystems.
- **Carbon Neutralization:** Investing in the regeneration of natural carbon sinks to neutralize residual Scope 1, 2, and 3 greenhouse gas emissions that cannot be eliminated through internal Sufficiency, Efficiency, and Switch levers.

Resources and circular economy

Ambition

Packaging and operational waste represent a significant environmental footprint in the logistics value chain. Our strategy relies on a simple philosophy: eliminate unnecessary materials and maximize the lifecycle of what we use. We are fully committed to European transition milestones, ensuring our solutions comply with the Packaging and Packaging Waste Regulation (PPWR) targets for recyclability and reduction, and the EU Deforestation Regulation (EUDR) to guarantee our supply chain is deforestation-free.

Targets

To drive the transition toward a fully circular supply chain, we commit to the following primary target across our packaging and operational consumables:

- **Zero virgin raw materials:** eliminate the use of virgin raw materials across all purchased packaging and internal operational consumables.

Actions

To drive the transition toward a fully circular supply chain, FM Logistic structures its material management strategy around the Sufficiency, Efficiency, and Switch framework, following the philosophy: eliminate unnecessary materials and maximize the lifecycle of what we use.

- **Sufficiency:** We design out waste by prioritizing reusable packaging over single-use items. For example, we deploy reusable displays and reusable covers for both internal and external logistics to keep materials in a continuous loop.
- **Efficiency:** When single-use packaging is unavoidable, technology minimizes our consumption. We use on-demand packaging machines to cut cardboard to exact order sizes, print on-demand labels that automatically cut to length, and tightly

- monitor stretch film usage on pallets
- **Switch:** When reuse or reduction reaches its limit, we leverage our purchasing teams to shift our sourcing guidelines to meet our target of zero virgin raw material.

5. Training & Onboarding

- **Training:** FM Logistic commits to providing structured, environmental training courses to all relevant employees to educate them on sustainable consumption, energy sobriety, and waste management.
- **Formal acknowledgment:** Employees are requested to sign or formally accept this policy to confirm they have read, understood, and integrated their environmental responsibilities into their daily operational roles.

6. Monitor, Share & Review

- **Transparency & CSRD:** We guarantee transparency by continuously tracking our key performance indicators (GHG, energy, and circular metrics) and publishing them in our Annual Report. We are actively structuring our data collection processes to ensure full compliance with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) for the mandatory FY2027-2028 reporting period.
- **Data Governance & Assurance:** To guarantee the reliability of our data, we have initiated independent third-party verification of our metrics, beginning successfully with the auditing of our Scope 1 and Scope 2 GHG emissions in Europe. We are progressively expanding this external audit scope across our global operations and Scope 3 metrics to fully prepare for the mandatory limited assurance requirements of the CSRD.
- **Performance Benchmarking:** Beyond statutory reporting, our environmental performance and management systems are continually evaluated by recognized independent bodies. We utilize the **ISO 14001** frameworks for operational management and regularly benchmark our progress through global rating platforms such as **EcoVadis** and **CDP**.
- **Periodic Review:** To guarantee this policy remains completely relevant amidst rapid technological innovations and shifting regulations, it is evaluated annually and updated if modifications are needed.

Signature:**Antoine Dufetelle**Group Sustainability & QHSE Director
FM Logistic Group**Date:** September, 2026**Location:** Roissy, France*Antoine DUFETELLE*