

COMMITTED TALENT, SHARED AMBITION

BUILDING INCLUSIVE
COMMUNITIES TOGETHER



ANNUAL
REPORT
2025
2026

FM FOUNDATION

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The spirit of solidarity fostered by the teams' initiative

Collective audacity truly comes into its own when it is dedicated to people. For FM Foundation, this driving force manifests itself in our commitment to breaking **new territory in solidarity** every single day. We firmly believe that the expertise we bring to our work only reaches its full value when it becomes a catalyst for inclusion. By mobilizing the energy of our employees,

Our work is guided by a clear set of principles: Building, Transmit, Celebrating and Innovating. These four pillars drive our daily impact. They enable us to recognise commitment on the ground, imagine agile social solutions, build sustainable pathways and pass on our expertise to future generations. At the heart of this impact lies skills-based volunteering, where our talented team members focus primarily on two vital areas. Firstly, **children at social risk**, where we support educational and practical initiatives to protect and offer a future to the youngest members of society. Secondly, **professional integration**, where we support people who are distant from the labour market so that they can find their place in society again.

Creating opportunities, working closely with local communities



Jean-Christophe Machet
Chairman

“Integration does not rely on promises, but on concrete pathways, long-term commitments and real opportunities.”

I have always been convinced that our professions can serve as a bridge to integration and empowerment. Logistics is a practical, accessible sector that enables men and women with varied backgrounds to develop skills, regain a sense of professional purpose and build a future for themselves.

It is this conviction that FM Foundation has been carrying out for almost ten years through its actions in favor of professional integration and child welfare.

This mission comes to life thanks to the commitment of our teams. Wherever we operate, they

work alongside local charities, identify needs on the ground and develop practical solutions. Their involvement continues to grow: this year, 694 employees have signed up, representing a 76% increase.

This dynamic is illustrated in particular through our partnership with Apprentis d'Auteuil in France: supporting people who are far from employment towards sustainable prospects, by demonstrating that operational requirements and social impact can move forward together.

The year was also marked by new partnerships in India, to prevent child labour and promote the integration of the most vulnerable, and in Romania to support children in extremely precarious situations. We are making progress across both our pillars.

We are also moving forward alongside our clients and suppliers: twenty initiatives have been carried out together this year. This is a dynamic we wish to strengthen with the Foundation's team, as social challenges cannot be tackled alone. They call for collective commitments, rooted in local communities, and concrete, long-term action. As Marie-Laure Faure Berton highlights in these pages, it is this diverse mobilisation – teams, clients, partners, shareholder families – that constitutes the strength and uniqueness of FM Foundation and creates wonderful circles of generosity.

This is our ambition: to act meaningfully, with humility, where we can make a real impact.

A spirit of solidarity at the heart of our DNA



Marie-Laure Faure Berton
Managing Director

“This dynamic draws its strength from the commitment, passion and motivation of everyone in our company”

FM Foundation's projects are now part of a virtuous cycle dedicated to helping young people integrate into society and supporting children facing social difficulties. This dynamic draws its strength from the commitment, the heart and the motivation of our company's stakeholders, wherever we operate.

A collective and diverse commitment

Our employees: the true driving force behind the Foundation, they get involved by initiating or joining projects linked to their areas of expertise. Beyond their day-to-day roles, this commitment gives deep meaning to their work and creates moments of shared emotion, strengthening bonds between colleagues and managers.

Our clients: with them, we go beyond the purely commercial relationship to build concrete chains of solidarity. Together, we act in favor of the beneficiaries of the associations we support.

The shareholder families: deeply committed to the foundation, they see it as a natural extension of our family business's values and DNA. It is with immense pride that they follow and support the development of our charitable projects.

Our partners: our suppliers are naturally associated with our approach by contributing, through skills sponsorship or in-kind donations, to the success of partner associations.

This annual report is the concrete proof of a collective mobilization in perfect coherence with our corporate culture. This synergy reinforces the raison d'être of our foundation and pushes us to be ever more ambitious and daring. We strongly believe in the impact of the projects we carry out in each country where we operate. I hope you enjoy reading this 2025/26 annual report.

TOGETHER

A collective dynamic

COLLEGE OF
FOUNDERS



Jean-Christophe Machet
Chairman



Sébastien Lardellier
Vice-chairman



Laëtitia de Montgolfier
HR Director FM Group

COLLEGE OF
EMPLOYEE



Audrey Gérard
Director construction NG Concept



Youssef Mourtafi
Operations manager



Sophie Queney
Platform Director

PERMANENT
ATTENDEES INVITED



Sonia Ismail
Head of sales performance



Vincent Lefaux
Platform manager



Audrey Thum
QHSE manager France

EXTERNAL QUALIFIED
ADMINISTRATORS



Vanessa Engel
Philanthropy manager at J.P. Morgan



Jean-Pierre Haemmerlein
Director of the Decathlon Foundation



Marie-Astrid Raoult
Director of the Carrefour Foundation

Driven by a synergy of talents, FM Foundation's governance brings together Group staff and external experts, with Anne Lamblin, an external director and head of the Roquette Foundation, joining the Board for its first term. This exchange of perspectives enriches our strategic decisions. Twice a year, the Board meets to oversee budgets and initiatives, building a strong network of support around each initiative it backs.

Testimonial from Laëtitia de Montgolfier



“The foundation enables us to focus on employee engagement so that they can take an active role.”

Laëtitia de Montgolfier
HR Director FM Group



Testimonial from Anne Lamblin
External Board Member, FM Foundation

What was it about the FM Foundation's project that particularly appealed to you, to the extent that you agreed to join our Board ?

For me, the opportunity to join the board of FM Foundation represents a natural extension of my commitment: **learning from one another**, exchanging perspectives and, at times, working together towards shared goals.

Anne Lamblin
*Director philanthropy
Roquette Foundation*

What future challenges and trends should corporate foundations be prepared for?

They will have a key role to play in encouraging and helping project leaders to diversify their sources of funding, in order to consolidate their business model and ensure the sustainability of their initiatives. Beyond financial support, foundations will also need **to foster the creation of alliances and synergies between stakeholders**, as well as the sharing of best practices.

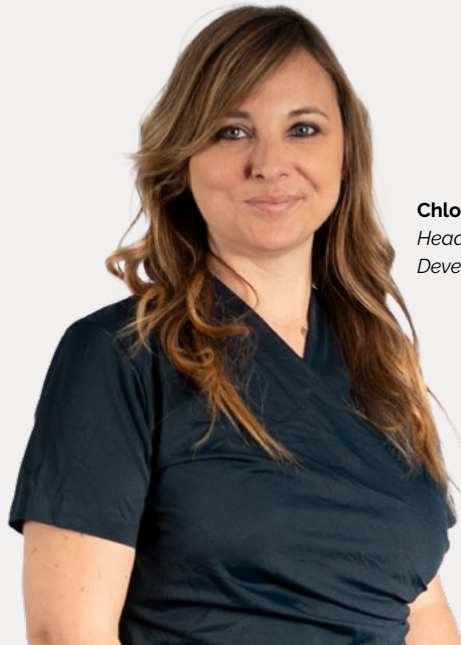
Social innovation is born from listening and agility

Our action is born from a conviction: solidarity is a work of proximity. By coordinating our expertise with our clients and local contacts, we create the spark needed to build an inclusive future.

This year, 2025-2026, was marked by collective daring. More than ever, people are at the heart of our priorities, but this impact does not happen by chance. It is the result of daily coordination efforts, meetings on the ground and with institutions, and the synergies we have built with our clients.

To bring this solidarity to life on an international scale, I rely on our network of relays in each country. They are the ones who, in the field, identify the needs of associations and mobilize our employees. This local anchoring allows us to be agile and to respond precisely to the realities of each territory.

Through the four pillars of this report — **Building, Passing on, Celebrating and Innovating** — we demonstrate how the expertise of our business lines supports our partners. Whether it is protecting children at social risk or helping people into employment, our strength lies in this unique pool of skills. Together, we are forging new paths of solidarity to build a more inclusive future.



Chloé Hunault
Head of Operational Development

“This local presence enables us to be agile and to respond precisely to the specific circumstances of each region.”

A local presence for greater impact

Our strength lies in local cooperation and our local representatives. Present in every country, these dedicated ambassadors are our vital link to the ground. Working closely with NGOs, they oversee the roll-out of projects to ensure a lasting impact at the heart of local communities.



Zenaida Benjumea



Stefania-Roxana Bită



Petra Cerna



Alona Chorna



Mayank Garg



Maria Gloriant



Zuzana Holcekova Sedlackova



Laetitia Varletti De Lemos



Pierre Marcel



Nghi Nguyen



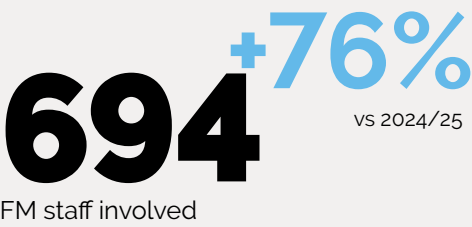
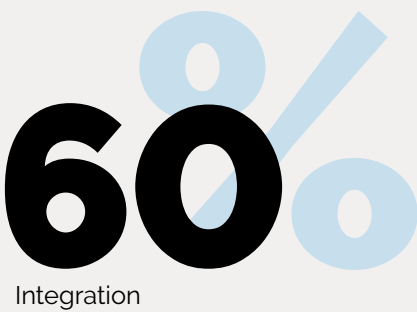
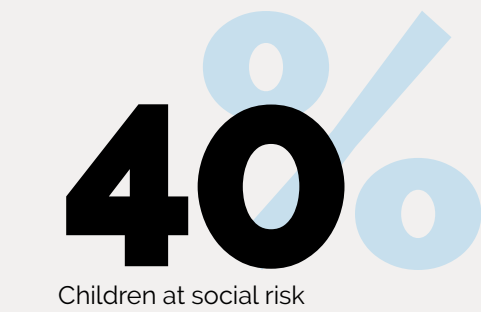
Thais Zovico



Romana Walczak

Key figures

Driven by our values of sharing, 694 employees have committed this year to supporting 23 partner charities. This network of solidarity has enabled us to support 4,489 people: crucial support focused mainly on children at social risk (40%) and helping people into work (60%).



Giving Tuesday	953
Spot Projects in France	314



Giving Tuesday	40
Spot Projects in France	731



Giving Tuesday	2,676
Spot Projects in France	873



Building: putting our professional expertise at the service of NGOs to stabilise vulnerable lives. It's not just about putting things together; it's about using our logistical agility to build solid, sustainable structures. Whether it's renovating living spaces or developing integration projects, we turn our technical skills into a tangible force for good.

Renovation day at the MECS in Pierrefonds



Summer camp with Inimi Noi

The Inimi Noi charity supports the educational and personal development of disadvantaged or traumatised children by providing them with a stable environment conducive to their social, cultural and professional development.

Creating spaces for living and listening

In our vision, every project is a building block in restoring security and independence. Whether it's rebuilding walls to provide a more dignified roof over people's heads or creating living environments that open up new horizons, we do everything we can to ensure that solidarity is built on solid foundations.

In **Romania**, our staff's commitment to **Inimi Noi** has helped transform a former warehouse into a care centre. Thanks to the involvement of **8 volunteer staff members** and **48 hours of work**, a counselling and psychological support room was created to provide a safe environment for **60 children**. This spirit of solidarity continued during a summer camp in the mountains. Over **5 days**, **61 young people** learnt to build their independence. From pitching tents to responsibility-building workshops, these activities offer the children a space where they are listened to and practical tools for their daily lives.

La Clairière supports children and refugees through its social care home and integration services.

In **France**, our actions with the Social Children's House (MECS), **La Clairière** aim to improve the environment of young people. In October, **40 employees** mobilized for **2 days** to renovate the premises. This project, in the style of teambuilding, made it possible to refresh the paintings of the rooms and to set up an outdoor chalet as well as a pergola. These achievements were all the more impactful thanks to the support of our clients, who provided the necessary equipment. This more functional living environment benefits the **22 children** of the structure. In addition, the involvement of our teams continues with regular academic support, creating a solid foundation for the future of young people.

Our staff during a renovation project



Building the future at the heart of children's homes

Since its creation, **SOS Children's Villages** has been committed to providing children without parental care with a stable family environment and long-term educational support to foster their full development. As part of our partnership, FM Logistic employees are working together to create tangible and positive chains of solidarity.

This year, the commitment of **13 employees** has enabled us to carry out refurbishment and renovation work amounting to over **100 hours** of voluntary work, such as repairing tiling and painting living areas, to provide a warmer environment for the children. At the same time, and to meet urgent logistical needs, donations of food parcels were organised

to support families, along with the distribution of rechargeable lamps. This equipment has become essential for ensuring the continuity of daily activities despite regular power cuts. These initiatives demonstrate the willingness of our employees to put their energy at the service of equal opportunities and the well-being of the youngest.



From renovations to emergency donations, our teams are working to improve the daily lives of every child.

Making the company a stepping stone to independence

In India, our action as a builder leaves the field of equipment to invest in skills. To build here is to use the time of our employees to stabilize the careers of young people from disadvantaged backgrounds. By relying on local partners rooted in their communities, we contribute to structuring learning and empowerment frameworks.

Strengthening pathways to employment

The challenge is to turn a situation of vulnerability into a solid project. In **Pune**, our support for the **Work for Equality** charity helps young girls who have been marginalised through education to become independent. Our teams get involved through personal stories, site visits and themed solidarity days. These exchanges, complemented by key events such as the Diwali festival, foster a vital bond with the business world.

This approach is also being implemented in **Bangalore** with **LP4Y**, which supports young women facing exclusion. Our staff work on the ground and open up our logistics platforms. These encounters enable beneficiaries to embrace professional standards and look to the future with confidence.

Creating a stable environment

To be sustainable, social integration must be based on a reliable social and educational framework. In **Farukhnagar**, our support for **Don Bosco** aims to prevent child labour through education. Our teams support this educational journey through practical actions: the creation of a vegetable garden serves as an educational tool for sustainable development, whilst donations of school supplies during national holidays ensure their learning continues.

In **Bhiwandi**, our partnership with **Lok Seva Sangam** focuses on training trainers. Our staff train beneficiaries and social workers in logistics skills to improve their employability. This skills transfer includes help with CV writing, interview preparation and digital support for online applications, thus offering sustainable future prospects.

“My message to women is simple: believe in yourselves.”



Prabha Vilas
Founder of Work for Equality



Renovation day at La Clairière

Transmit: to transform our logistics expertise and life experiences into tools for empowerment for those who are excluded from the labour market. It is not just about giving our time; it is about providing practical tools: a professional attitude, technical expertise, or the confidence needed to walk through a company's doors. Through skills-based volunteering, our employees become knowledge-sharers, proving that logistics is a school of rigour and opportunity.

See the company as a place of learning

The sharing of experience takes place right at the heart of our warehouses, transforming our sites into veritable open-air classrooms. In **Poland**, the **Safe Internship** programme with the **Robinson Foundation** is a prime example of this immersive approach. We do not simply welcome young people from the care system; we integrate them into mentor-trainee pairs across **10 of our Polish sites** for several months. Our staff teach them the company's values and the technical basics of the sector, thereby facilitating a safe transition to independence and employment.

The Robinson Foundation provides essential skills and practical experience to help young people leave care homes and institutions.



Presentation of the students' work to staff

Since 1976, the Pescar Foundation has been creating opportunities for young people at social risk by promoting their personal development, citizenship and vocational training.

In **Brazil**, this ambition takes the form of the **School of Logistics** in partnership with the **Pescar Foundation**. In collaboration with FM Brazil, we have created a training programme committed to transforming lives by combining knowledge with practical action. Here, our staff act as volunteer trainers for young people in vulnerable situations. By moving from theory to practice, they equip these beneficiaries with certified skills, opening the doors to the job market for them. Since the launch, more than **89 young people** have been trained through the direct expertise of our teams.

Knowledge transfer goes beyond the technical: it restores perspective. Mentors share a method for preparing orders, but above all, they instil pride in a profession and a sense of belonging to a professional community.

A young beneficiary of Robinson surrounded by staff members

To shine and inspire beyond our walls

This commitment is also expressed through individual support and public advocacy. In France, the **Distinctive Scholarships programme**, run in partnership with **EM Strasbourg** and the **Unistra Foundation**, enables our staff to act as mentors to **8 students** facing financial difficulties. Over the course of **a year** of mentoring, they share their strategic vision and their network, helping these future talents to overcome financial barriers so they can focus on their academic excellence and career plans.

Since 2009, the Strasbourg University and University Hospitals Foundation has been supporting students by offering them assistance tailored to their needs, thereby helping them to succeed academically and professionally.

Inspiring the community is the ultimate goal of our mission to share our expertise. In **Spain**, our collaboration with the **Eguevo** association goes beyond the reintegration of foreign minors or people in rehabilitation through site visits. Speaking at the **Valls Chamber of Commerce**, our staff and the beneficiaries spoke together about the success of their partnership. Sharing with the community means demonstrating to local stakeholders that integration through logistics is a win-win model for everyone.

Whether through mentoring in Alsace or public speaking in Catalonia, sharing means providing the keys to what is possible. Our employees become agents of social change who inspire their peers and future generations to become, in turn, agents of change.



Platform tour

The EGUEIRO association is a non-profit organisation that develops specific social and professional reintegration programmes for unaccompanied foreign minors.



Site visit



Celebrating Solidarity: Adapting to live better

The International Days of Solidarity are the beating heart of our global campaign. #GivingTuesday, the global day of generosity, was a highlight of this year, with over 900 employees taking part across the world. These events provide an opportunity to celebrate our local impact. This year, we have focused on adapting our initiatives culturally so that they resonate as closely as possible with the needs and traditions of each country where FM Logistic operates.

In **Poland**, our collaboration with the NGO **Porta Vitae** has demonstrated this synergy. On **Charity Day**, **133 employees** transformed the warehouses into veritable chains of solidarity for over **120 beneficiaries**. Drawing on their logistics expertise, they efficiently organised the packing of hygiene kits and food parcels, enabling rapid distribution to families in need. Collections of school supplies complemented these donations. This spirit of sharing also took the form of a charity beach volleyball tournament between volunteers and staff, reinforcing the purpose of our daily mission.

The **Porta Vitae** Foundation aims to carry out educational, medical, therapeutic and social activities for children and young people affected by poverty, social and emotional exclusion, and issues related to immigration.



Site visit

Saigon Children enables disadvantaged children and young adults in Vietnam to reach their full potential through a high-quality education tailored to their needs.



In **Vietnam**, it was the **Autumn Festival** with **Saigon Children** that left a lasting impression. FM Logistic embraced this traditional festival to offer more than **100 children** a moment of magic. Handmade lanterns crafted by staff and the distribution of moon cakes demonstrated that FM Foundation's commitment is, above all, a human endeavour: the teams' enthusiasm is the driving force that transforms a donation into a lasting memory.

Celebrating: recognising that every act of solidarity is a victory over isolation and insecurity. Beyond the figures, it is the smiles, the emotion of these encounters and the pride in being part of a people-centred organisation that we are honouring. Our staff transform days of solidarity into exceptional moments, where joy becomes the driving force behind our commitment, and where we all celebrate together the positive impact of these actions!

Independence Day celebrations



Summer holiday camp

Save the Children is an NGO founded in 1919 that improves the lives of children around the world by providing emergency aid, tackling malnutrition, promoting education and defending children's rights.

Cultivating Happiness: Enchanted Moments

At FM Foundation, celebrating means recognising that access to joy is a fundamental right. Our mission goes beyond material aid; it also aims to offer respite, smiles, and to celebrate an 'enchanted interlude'...

Our collaboration with our social partners working with children embodies this desire to turn the summer into a springboard for personal fulfilment. With **Save the Children** in **Spain**, our staff get fully involved in running camps where sport and creativity break down isolation. In **Romania**, with **Casa Bună**, the commitment is total: beyond recreational activities, our teams get physically in-

involved in renovating the children's living spaces, painting classrooms or landscaping gardens so that the very setting of the camp is a celebration of renewal.

For our staff, this commitment is both physical and emotional. Whether it's preparing meals for an outing, organising a football tournament or renovating a community centre, every action creates a unique bond. By funding and organising these life experiences, our foundation builds trust. It is in these bursts of laughter and these community projects that the future of these young people takes shape, and it is this energy that we choose to celebrate!

For over fifteen years, Casa Buna has been working with children from the most deprived neighbourhoods of Bucharest. More than 400 volunteers work each week, both online and in person, with 454 children aged between 3 and 18.

FM Foundation and Emmaüs: a multifaceted partnership

Celebrating 2025 means marking the 5th anniversary of a partnership that has become iconic: the one between FM Foundation and **Emmaüs**. This alliance embodies the perfect synergy between our business expertise and social innovation. What began as occasional support has evolved into a strategic collaboration affecting all areas of the Group.

Over the past **five years**, this commitment has taken shape through figures and concrete actions. Since 2020, **18 different platforms** have been involved, benefiting some **10,000 people** via **Emmaüs Défi**:

Storage sponsorship: Thousands of pallets managed free of charge to optimise donations of toys, furniture and textiles.

Transport sponsorship: An annual budget of **15,000 euros** made available to facilitate the logistics of transporting goods to beneficiaries.

Logistics expertise: Our staff work directly with Emmaüs Défi to advise on warehouse organisation and route optimisation.

In-kind donations & innovation: From the provision of protective equipment and material-handling machinery to the recent launch of an electric lorry for greener, socially responsible logistics.

Bridge to employment: Several on-site work experience placements have enabled Emmaüs beneficiaries to discover our roles, creating real opportunities for sustainable integration into the workforce.



Mock interview

Emmaüs is more than just a partner; it is a travelling companion. Together, we have shown that logistics is a powerful vehicle for dignity.



QUELLES SONT LES DIFFÉRENTES FORMES DE COLLABORATION ?

What are the different forms of collaboration?

Playing the video



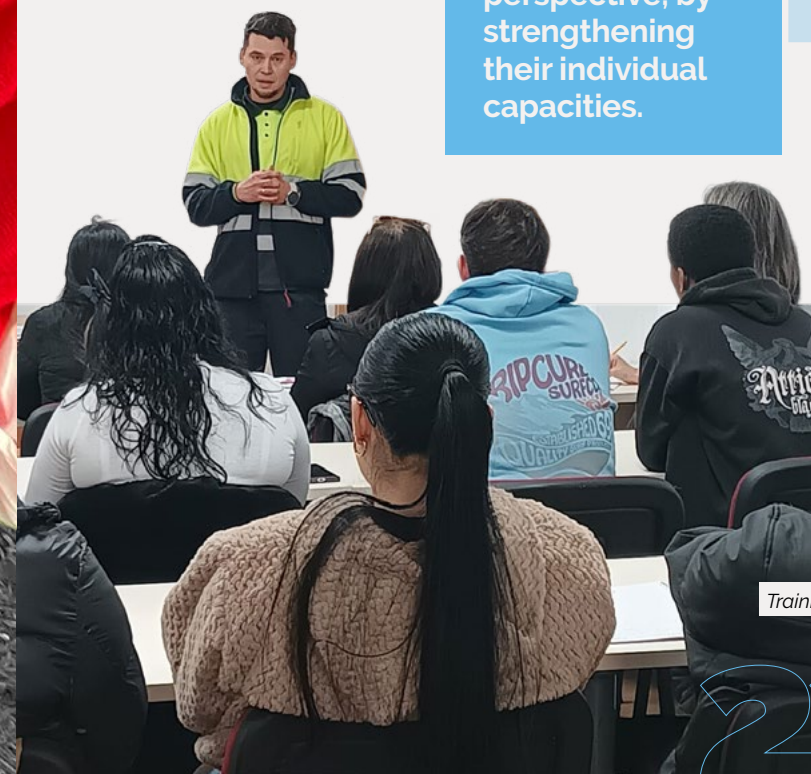
Innovation: having the agility to listen to unmet needs on the ground and the boldness to provide creative solutions – whether technical, organisational or people-focused. From repurposing our logistics tools to create personalized integration programs to investing in marginalized areas such as mental health, we innovate to remove the invisible barriers that prevent the most vulnerable from moving forward.

Fundraising

Demonstrating uniqueness and innovation

Social innovation lies in our ability to adapt our expertise to local circumstances. In **Spain**, we have worked with the **Red Cross** to develop a training programme that specifically responds to the challenges of the labour market. We have supported **45 women and men** in gaining qualifications as warehouse operators and forklift truck drivers. By providing these technical skills to people facing significant difficulties, we are equipping them with expertise and creating a direct and sustainable bridge to the world of work.

The Spanish Red Cross provides a comprehensive response to vulnerable people from a human and community development perspective, by strengthening their individual capacities.



Training

Pastry workshop as part of Movember



The Srdce na dlani Foundation is a charity established over 20 years ago. It helps children in care to overcome the obstacles associated with their difficult start in life.

But innovation also means daring to tackle the 'missing link' in integration: mental health. In the **Czech Republic**, the rate of children being placed in care is one of the highest in Europe, and leaving the children's home at the age of 18 often comes as a sudden shock. Together with the NGO **Srdce Na dlani**, we have chosen to fund a specific psychological support programme to break the cycle of marginalisation.

We have realised that a young person who does not know themselves or who lacks self-confidence will often fail, despite their technical skills. While public funds traditionally focus on educational facilities, we are investing in 'soft skills' and emotional stability. By teaching these **24 children** to 'take control of their lives' well before they come of age, we are securing their future. For FM Foundation, this is where true innovation lies: placing psychological well-being on an equal footing with vocational training to ensure successful integration into society.

A successful Apprentis d'Auteuil program at the national level

The **SKOLA** program, co-built with **Apprentis d'Auteuil**, embodies our pride in transforming our platforms into genuine **training centers**. This success is based on close collaboration with **France Travail**, for the identification of beneficiaries, as well as training organizations that provide the essential technical base.

“For the past six years, we have been proud to contribute to the integration of young people who are out of work. This partnership between Apprentis d'Auteuil, FM Foundation and FM Logistic is the result of shared values and committed teams, to give these young people a professional future.”

Marie-Laure Faure Berton
Executive Director – FM Foundation



Training session

FM Logistic is transforming its logistics centres into real-world training centres, ensuring long-term integration into the workforce.

This initiative responds to a growing social need in a tense economic context. While the voluntary sector faces a shortage of public resources and state funding is being cut back, the role of businesses is becoming an essential stabilising force for social cohesion.

More than a training, SKOLA is a concrete gateway where **8 sites** welcome young people from 18 to 29 years old to transform their curiosity into professional expertise. The innovation of the model lies in total immersion, secured by the commitment of our employees. By becoming **mentors**, they ensure close follow-up to break the isolation and transmit the company's codes. Between simulations of interviews and passage of the **CACES**, our teams give confidence to these future talents. The results speak for themselves: in 2025, **44 young people** graduated and **80% of participants** received a contract proposal at the end of their studies.

FM DNA: Making solidarity live on a daily basis

The Foundation is also embodied in the DNA of our family business through events organized by employees on platforms and which place people at the heart of the company. The idea is simple: no longer celebrate «between us,» but include our partners in the life of each site. At the **Litoměřice orphanage** in the **Czech Republic**, the **Movember** health event was transformed into an intergenerational creation workshop where children, students and collaborators spent **three hours** making festive accessories together, breaking isolation with laughter and creativity.



Pastry design and distribution



Christmas celebration

This desire for openness also manifests itself during **Pink October** or **Valentine's Day**, when charity walks and fundraising events in **Spain** and **France** now include beneficiaries of the **Red Cross** or **Save the Children**. The company then becomes a space of cohesion that goes beyond the purely professional sphere. This synergy culminates each year with the magic of **Christmas** and **Saint Nicholas**. At the Corporate, our employees run decoration workshops for young people from the **ITEP of Lettenbach**, while in **Slovakia**, teams are personally involved in distributing gifts to children from the **SOS Children's Villages** association. By combining our internal traditions with social commitment, we make our corporate culture a real driver of inclusion.



These exchanges break down barriers and allow students to project themselves with ambition into the world of work.



Exchange with beneficiaries

FM Foundation and Dons Solidaires: Uniting our logistics expertise

For this first year of partnership, FM Foundation and **Dons Solidaires** have launched a promising dynamic to fight inequality. By mobilizing our core business, logistics, for the benefit of the association, we have established the foundations for a lasting collaboration for years to come.



Interview with Dominique Besançon
General Delegate of Dons Solidaires

The commitment of our teams has taken the form of high-impact sponsorship initiatives on several French platforms.

In Château-Thierry, an exceptional solidarity chain mobilized **10 employees** to repackage **714,000 BIC pencils**, creating **42,000 lots** ready for distribution.

At the Neuville-aux-Bois site, our storage expertise has made it possible to manage **210 pallets of toys** for the «Christmas for All» operation.

In Mommenheim, **7 volunteers** sorted and re-packaged **22 pallets** of household linen.

A total of **656 pallets** were processed, supporting **21 associations** in the **Dons solidaires** network, thanks to transport and storage sponsorship.

How would you define the relationship between Dons Solidaires and FM Fondation in a few words?

We have this common desire to form an alliance and to connect companies and associations around solidarity.

Why is the support of a logistics supplier like ours important for a structure like yours?

Beyond the savings, each sponsorship action is based on the implementation of the expertise and commitment of FM Logistic employees in the service of a solidarity cause.

Can you tell us who benefits concretely from these donations that you are receiving today?

Every year, we collect 8 million new products (soaps, menstrual protection, toys, school supplies, etc.) from companies and then redistribute them to 1,200 associations throughout the country.

The audacity to commit together

Beyond logistics, FM Foundation creates bridges between the economic world and the social sector. By mobilizing our clients, we transform a business relationship into a true chain of solidarity, where the sharing of expertise and experience becomes a powerful and inspiring source for inclusion.

This synergy comes into its full meaning when it comes to humans and transmission. In **Brazil**, the impact of the **Pescar program** «Logistic School» is multiplied by the direct involvement of our clients: their representatives come to meet young beneficiaries to deliver inspiring testimonies about their own professional paths. These exchanges break down barriers and allow students to project themselves with ambition into the world of work.

In **Europe**, this solidarity of proximity is also manifested by joint actions on the ground. On the oc-

casation of Giving Tuesday in **Spain**, **Moët Hennessy** teams join us to make charity bags for the **La Nau Foundation**, creating a unique moment of cohesion between partners. Similarly, in **France**, the involvement of our clients makes it possible to support major educational projects, such as the provision of school supplies by **BIC** for the **orphans of Trnava and Ledce**, or the donation of toys by **VTECH** for the association **Badaboum**. By uniting our voices and resources, we prove that the company is an agent of change capable of offering much more than services: a common and united vision.



A successful first year that opens the way for a sustainable and ambitious solidarity partnership.

Reconditioning of BIC pencils



Corporate dynamics: expertise at the service of meaning

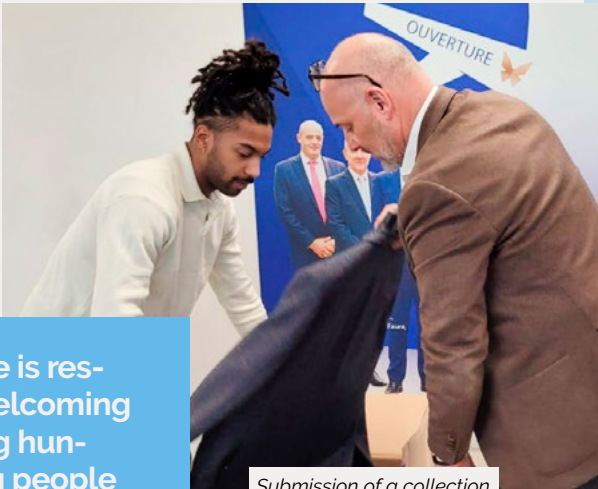
At the heart of our strategy, skills sponsorship allows our support function experts to put their expertise to benefit our associative partners. This year, Phalsbourg and Roissy demonstrated that corporate commitment is a powerful lever for professionalizing the solidarity sector while enriching our employees' careers.

In **Phalsbourg**, the commitment naturally turns to youth through a long-standing partnership with the **Vincent de Paul Foundation**. Our employees are directly involved in the heart of the region's Social Character Children's Homes (MECS). Whether it is the organisation of creative workshops (Christmas decoration, end-of-year biscuits), fun moments such as the photo rally in **Saverne** or the refereeing of football tournaments in **Lettenbach**, each action aims to break the isolation of young people.



Distribution of donations

The Vincent de Paul Foundation helps children grow up, take responsibility for themselves and succeed in their studies.



Submission of a collection

Droit d'enfance is responsible for welcoming and supporting hundreds of young people placed by the child welfare service.

In **Roissy**, the dynamic is based on professional integration with **Droit d'Enfance**, through site visits to help young people project themselves. The partnership with the association **Rêv'elles** also began with the participation of **two female collaborators in selection juries**, where they were able to inspire young girls through their testimonies. Finally, solidarity was illustrated by collections for **La Cravate Solidaire**, promoting equal opportunities in employment.

QHSE and FM Foundation: Concrete bridges

At FM Logistic, the QHSE department and FM Foundation work together to give meaning to our commitments. This link is reflected in actions on the ground where operational rigor meets solidarity.

This consistency is brought to the highest level since the QHSE Director of FM Logistic France, **Audrey Thum**, has joined the Foundation's Board of Directors. Its presence allows us to align our safety and environmental standards with the associative projects we support. In practice, this collaboration already exists through strong moments. For example, on Environment Day, our teams organize activities with local NGOs to inspire the next generation by giving them the tools for a greener future. Similarly, we are now integrating activities related to the Foundation during sustainable development week. This allows employees to see concretely how our professions and safety regulations also serve social inclusion.

Audrey Thum
Director QHSE France



Why is it important for you, as Director of Sustainable Development France, to join FM Foundation Board of Directors?

By joining the Foundation's Board of Directors, I create a direct link between our sustainable development strategy and the solidarity actions carried out by our teams.

In your opinion, how can the QHSE department feed into our corporate foundation's strategy (and vice versa)?

[...] our teams of QHSE managers and facilitators are ideal «sensors» to identify local needs that the Foundation could support.

Planting plants on Environment Day





Decoration workshop
between employees
and beneficiaries

Balance-sheet

ASSETS	31/03/2025	31/03/2026
Intangible assets	€-	€-
Tangible fixed assets	€-	€-
Financial assets	€-	€-
FIXED ASSETS	€-	€-
STOCKS and work in progress	€-	€-
Available funds	€388,126	€347,754
CURRENT ASSETS	€388,126	€347,754
TOTAL ASSETS	€388,126	€347,754

LIABILITIES	31/03/2025	31/03/2026
Association funds (non-returnable)	€-	€-
Association funds (returnable)	€-	€-
Carryforward	€383,609	€372,291
Profit/loss	€-11,318	€-24,536
TOTAL	€372,291	€347,754
Dedicated funds	€-	€-
Provisions for liabilities and charges	€-	€-
TOTAL	€-	€-
Financial debts	€-	€-
Trade payable and related accounts	€15,835	€-
Debts from legacies or donations	€-	€-
TOTAL	€15,835	€-
OVERALL TOTAL	€388,126	€347,754

Income statement

	31/03/2025	31/03/2026
Founder's donations	€200,000	€200,000
Other income	€25	€-
OPERATING INCOME	€200,025	€200,000
Donations ⁽¹⁾	€191,317	€224,336
Other expenses	€19,797	€4,105
OPERATING EXPENSES	€211,114	€228,441
OPERATING PROFIT/LOSS	€-11,089	€-28,441
Financial income	€-	€3,975
Interesting and similar charges	€229	€70
FINANCIAL PROFIT/LOSS	€-229	€3,904
NET PROFIT BEFORE TAX	€-11,318	€-24,536
Extraordinary income	€-	€-
Extraordinary expenses	€-	€-
PROFIT/LOSS ON EXTRAORDINARY ACTIVITES	€-	€-
TOTAL INCOME	€200,025	€200,000
TOTAL EXPENSES	€211,343	€224,536
PROFIT OR LOSS	€-11,318	€-24,536

⁽¹⁾			
1,158.00	Miscellaneous donations	6,800.00	Spain: Cruz Roja
40,000.00	France: Emmaüs Défi	4,690.88	Vietnam: Saigon children's charity
35,000.00	Brazil: Pescar	4,500.00	India: Lok Seva Sangam
25,000.00	France: Apprentis d'Auteuil	4,000.00	Spain: Egueiro
20,000.00	India: Work For Equality	4,000.00	Romania: Asociatia inimi noi
13,691.28	Poland: Robinson	4,000.00	Romania: Casa Buna
13,675.00	India: Life Project for youth	3,500.00	India: Don Bosco
12,000.00	Spain: Save the Children	2,000.00	Szansa
10,376.00	SOS Children's Villages	1,930.66	France: Pierrefond
9,860.00	Slovakia: Rodiny	1,060.00	France: Entraide Emploi Industrie
7,620.00	Czech Republic: Nadacni	-526.00	Project cancellation



Notes to the Financial Statements

The annual financial statements of the FM Foundation Corporate Foundation have been approved in accordance with the provisions of ANC Regulation No. 2018-06.

1. Statutory Purpose

The creation of the FM Foundation Corporate Foundation was authorized by the prefectoral decree of May 17, 2017, which was published in the Journal Officiel (Official Gazette) on June 24, 2017. On May 4, 2022, a prefectoral decree authorized the extension of the FM Foundation Corporate Foundation for an additional 5 years. The FM Foundation Corporate Foundation is a non-profit legal entity operating in the public interest. Its statutory purpose is to support, accompany, and co-build social innovation projects driven and/or led by FM Group employees in the areas of social inclusion and child welfare. It prioritizes public interest projects located near its current or future operating sites. The entity's governing bodies have set various objectives to achieve this statutory purpose. These objectives constitute our «entity's project», for which reserves are allocated within our net assets/equity where applicable. The nature of the social activities and missions carried out during the financial year can be summarized by the main actions listed below:

- Partnership with the NGO Pescar in Brazil: €35,000 donation
- Partnership with Emmaüs Défi in France: €20,000 donation
- Partnership with the NGO Work for Equality in India: €20,000 donation
- Partnership with the NGO Save the Children in Spain: €12,000 donation
- Emmaüs Défi Partnership: €40,000 donation
- Apprentis d'Auteuil Partnership: €25,000 donation
- Partnership with the NGO Robinson in Poland: €13,691.28 donation
- Partnership with the NGO Life Project for Youth in India: €13,675.00 donation

2. Resources Deployed

The main resources deployed by our entity to carry out the activities described above

consist of founders' contributions and the free secondment of staff by FM Group subsidiaries.

The multi-year action program allocated to the FM Foundation Corporate Foundation amounts to €1,000,000, with annual payments of €200,000 from April 1, 2023, to March 31, 2027.

This amount corresponds to cash contributions paid by the founders as follows:

- For FM HOLDING: a total contribution of €5,000
- For FM HOLDING CORPORATE: a total contribution of €15,000
- For FM LOGISTIC CORPORATE: a total contribution of €490,000
- For FM FRANCE: a total contribution of €450,000
- For BATILOGISTIC: a total contribution of €40,000

3. Endowments and Expendable Net Assets

There are no expendable endowments as of March 31, 2026. The entity's policy regarding the use of expendable endowments remains unchanged. As a reminder, expendable endowments represent assets intended to be consumed according to an annual budget forecast.

4. Off-Balance Sheet Commitments

a. Commitments received

In accordance with the bylaws, the founders will pay the following amounts to the FM Foundation Corporate Foundation as part of the multi-year action program: €200,000, no later than March 31, 2027

b. Commitments given

None

5. Significant Events of the Financial Year

None

6. Subsequent Events

None





**ANNUAL
REPORT
2025/26**

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www.fmlogistic.com

Rue de l'Europe
57 370 Phalsbourg - France
+33 (0)3 87 23 12 12

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