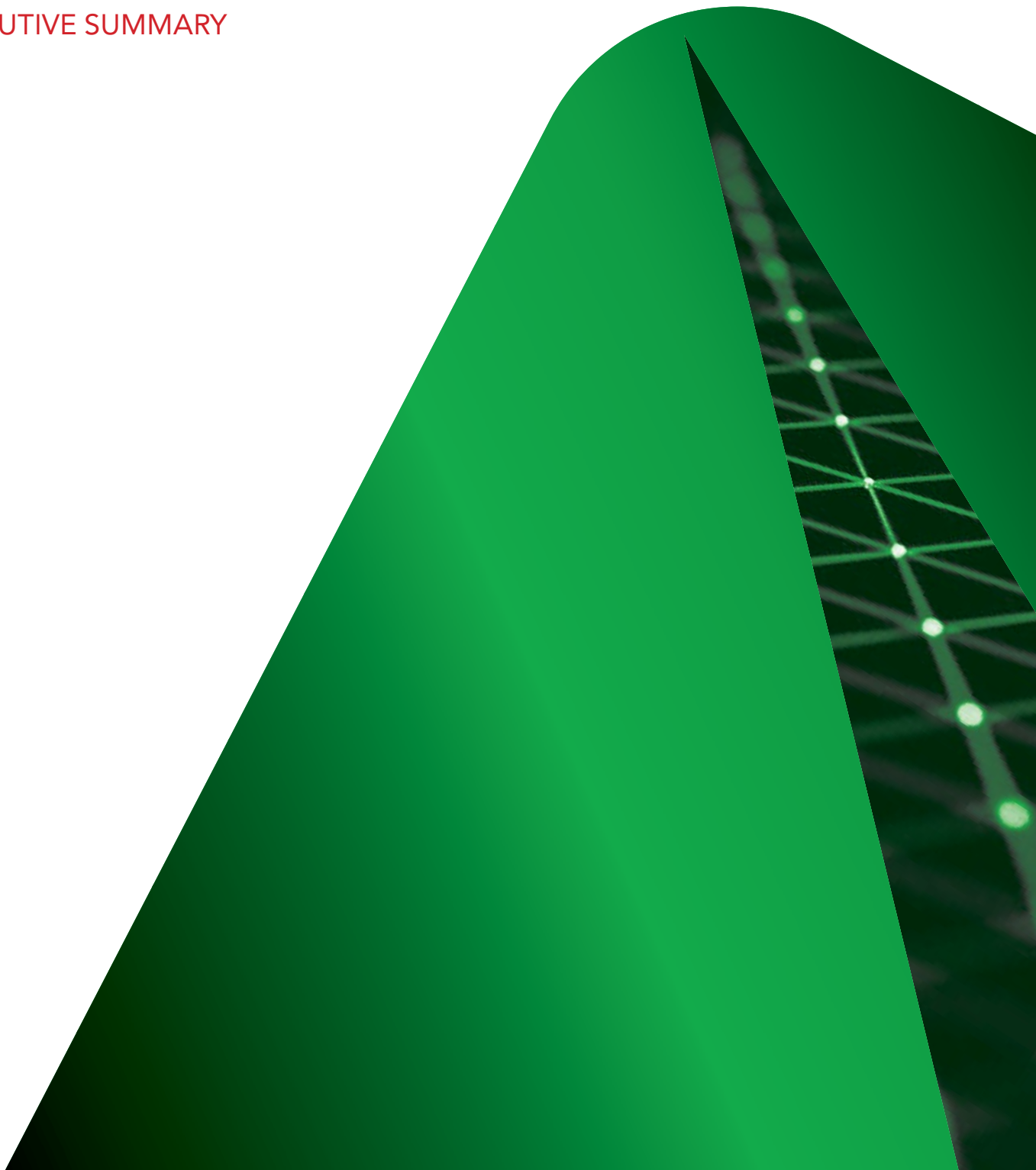


2023 CSR REPORT

EXECUTIVE SUMMARY





As a company with a strong CSR commitment, we closely monitor the part that our operations play in climate change. Our world is changing, and we are responding. Our decarbonization efforts are linked to our ability to innovate and collaborate. In the short term, we are reducing the carbon footprint of our warehouses (84% of our warehouses are equipped with LED; 34% with low carbon electricity), investing in low emission vehicles (tripling the number in operation during 2023) and finding more sustainable solutions with carriers for the transport we purchase for our customers. In the end, the expertise of the CEVA team gives me confidence that we will succeed.

Mathieu Friedberg CEO



IN NUMBERS

- 170+** Countries, with **1,300+** Locations
- 72,000+** Permanent employees
- 2,200+** Owned & leased truck fleet
- 26M** of Tons Ground & Rail freight
- 450,000** Tons of Air Freight volumes
- 10.3M** Sqm of warehouse space
- 5.5M** Finished vehicles transported
- 1.3M** TEUs Ocean Freight volumes

CLIMATE

-0.2 MT vs. 2022
CO₂ emissions scopes
(6.0 MT in 2023)

-10% vs. 2022
CO₂ emissions per m²
(13.6 in 2023)

34%
Low carbon electricity
in our sites (vs. 22% in 2022)

3x
Number of alternative
fuel vehicles vs. 2022

84%
Sites with all
LED lighting (vs. 72% in 2022)

PEOPLE & DIVERSITY

Fair Wage **8** Countries assessed; all CEVA countries by 2026.
HR Awards Best Company to Work For and Top Employer Awards

Share of women in our workforce
30% Managers **38%** Overall Both improved by 1% vs 2022

ETHICS & COMPLIANCE

92% Employees who completed our Ethics & Compliance training

QUALITY ISO Certifications of our sites

73% 9001
51% 14001
41% 45001

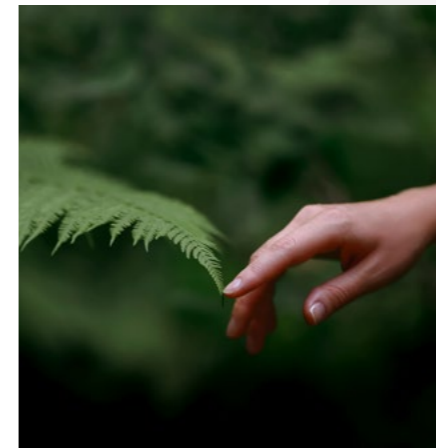
EXTERNAL RATINGS

A- CDP **64/100** Ecovadis

CEVA LOGISTICS: OUR STRATEGY

CEVA's mission is to connect people, products and providers all around the world. We are conscious of our responsibility to shape the supply chain of the future in a responsible, ethical and sustainable way.

As part of the CMA CGM Group, our CSR approach revolves around three pillars aligned with the United Nations Sustainable Development Goals (SDGs).



Acting for Planet

Contributing to a business model that respects the environment and natural resources.

- ▶ Fighting climate change and air pollution
- ▶ Promoting a circular economy
- ▶ Managing water efficiency

U.N. SUSTAINABLE DEVELOPMENT GOALS

- 7: Affordable and clean energy
- 12: Responsible consumption and production
- 13: Climate action
- 14: Life below water



Acting for People

Caring for our employees and local communities.

- ▶ Providing a safe and inclusive work environment
- ▶ Engaging and training our employees

U.N. SUSTAINABLE DEVELOPMENT GOALS

- 3: Good health and well-being
- 5: Gender equality
- 8: Decent work and economic growth



Acting for Fair Trade

Building a responsible value chain, in collaboration with partners, customers and suppliers.

- ▶ Leading cooperation with our suppliers and our clients
- ▶ Being exemplary in our business

U.N. SUSTAINABLE DEVELOPMENT GOALS

- 9: Industry, innovation and infrastructure
- 12: Responsible consumption and production

ACTING FOR PLANET

As a freight forwarder, CEVA Logistics has relatively few assets and works with multiple suppliers to transport our customers' goods by sea, air, road and rail. As contract logistics experts, CEVA operates several hundred warehouses, most of which are leased. CEVA is responsible for decarbonizing its own assets, as well as encouraging its suppliers and subcontractors to invest in the technologies of tomorrow.

CLIMATE

Our warehouses

Environmental considerations are always integrated when renting new sites or renewing leases.

ENERGY EFFICIENCY

CEVA Logistics is actively working to improve the environmental performance of its warehouses. The energy efficiency plan revolves around actions to reduce energy consumption (LED lighting, handling equipment powered by lithium batteries, etc.), the management of energy consumption and employee awareness.

Switched over to LED: sites in Argentina, Chile, Australia, Philippines, Singapore and Malaysia are now 100% LED. The switchover continues in Europe (France, United Kingdom, Italy, Turkey) and the United States.

Total LED coverage increased from: 72% in 2022 to 84% in 2023

LOW CARBON ELECTRICITY

CEVA Logistics is continuing its program to improve the environmental performance of its logistics sites and platforms through the decarbonization of purchased electricity, the production of renewable electricity via on-site photovoltaic panels and the improvement of processes

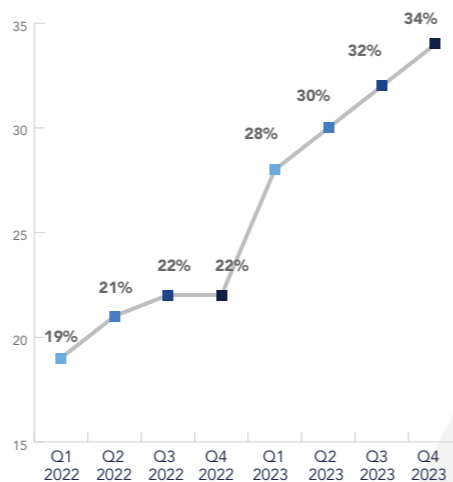
Our fleet

OPERATIONAL EFFICIENCY

CEVA Logistics subcontracts most of its road business. CEVA selects its carriers based on operational and environmental performance.

CEVA is investing in innovative solutions, aimed at optimizing its operational performance and therefore reducing its environmental footprint. Its solutions include intelligent routing, quantity forecasting and modelling capabilities to optimise filling trucks and reduce deliveries.

SHARE OF LOW CARBON ELECTRICITY IN WAREHOUSES



773,300m²
Solar panels



84%
LED coverage



34%
Low carbon electricity



302
EVs operated by or for CEVA Logistics

CO₂ footprint:
6.0MT
-200 000 tons of CO₂e
(compared to 2022)

Gravity Station optimizes the location of pickup and delivery agencies to minimize distances within distribution channels, which reduces costs and emissions.

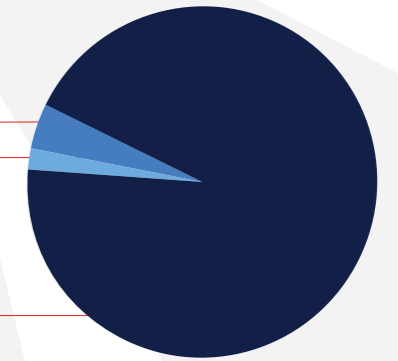
RouteMax optimizes regular distribution journeys, with the aim of reducing the distance or frequency, particularly for network or dedicated customer routes.

2023 CEVA'S CARBON FOOTPRINT

Scope 1 Direct emissions from our own fleet and our warehouses **4%**

Scope 2 Indirect emissions due to sites electricity consumption **1%**

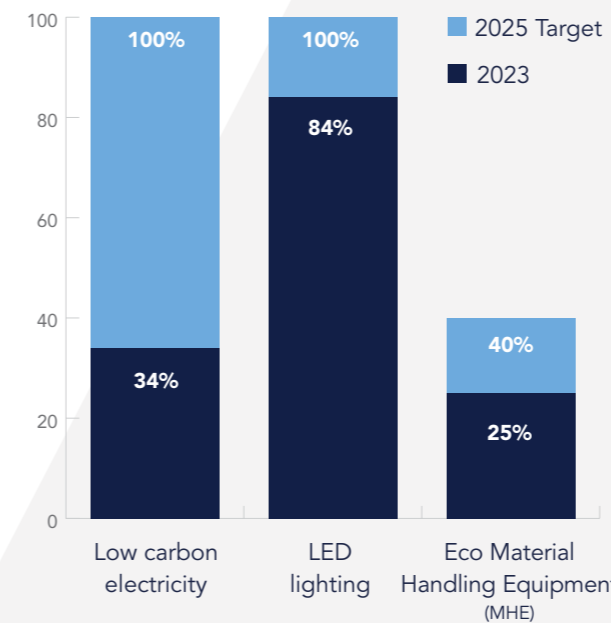
Scope 3 Indirect emissions from subcontracted transport **95%**



In line with its parent company, CMA CGM, CEVA Logistics is committed to a net zero carbon target of 2050. To achieve this, CEVA has three main decarbonization levers: its warehouses, its fleet and its low carbon solutions.

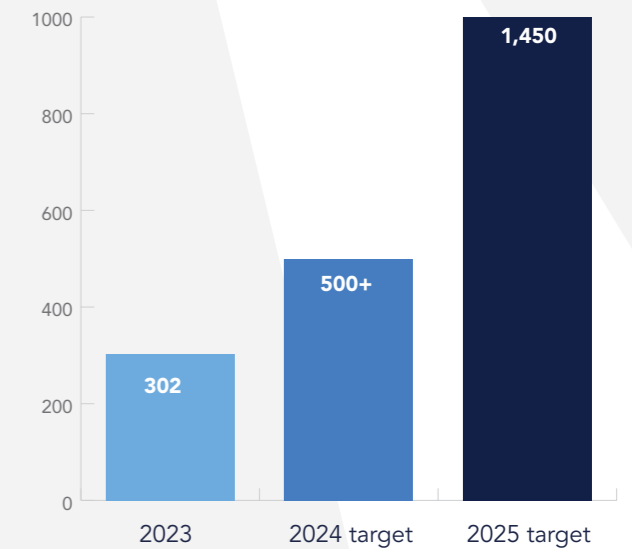
To address our Scope 1 & 2 (direct) emissions:

OUR WAREHOUSES 2023



EVs operated for CEVA Logistics

OUR FLEET



OUR LOW CARBON SOLUTIONS

The vast majority of CEVA's emissions (95%) come from buying transport solutions from our partners. CEVA's sustainable procurement charter and low-carbon solutions for Ground, Sea and Air will help reduce these emissions.

Ground

- ▶ Carbon visibility (on demand)
- ▶ Carbon optimization (Routing optimization, Switch to Rail / Barge)
- ▶ Alternative energy (Electric trucks, B100, HVO, CNG)

Ocean

- ▶ Carbon visibility
- ▶ Carbon optimization
- ▶ Alternative energy (Sustainable Maritime Fuels with CMA CGM)
- ▶ Carbon offset (with CMA CGM)

Air

- ▶ Carbon visibility
- ▶ Carbon optimization (Combined Sea-Air)
- ▶ Alternative energy (Sustainable Aviation Fuel offer in 2024)

Modal switch and CO₂ analysis support finding "Better Ways" to transport customer cargo

ACTING FOR PLANET

MODERNIZATION OF THE FLEET

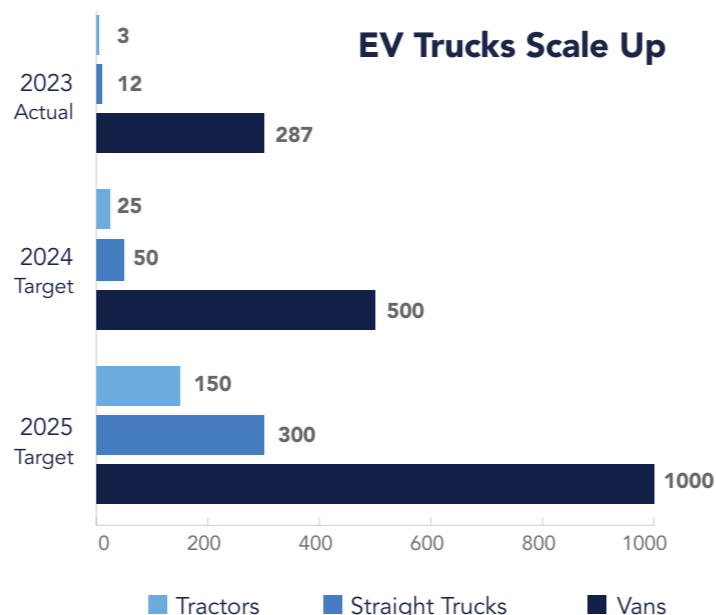
CEVA Logistics opts for more efficient models as soon as a renewal is necessary and encourages its subcontractors to act in the same way.

The Finished Vehicle Logistics (FVL) division converted its entire fleet of car carriers to the Euro VI standard, which imposes limits on nitrogen oxide (NOx) emissions, carbon monoxide (CO), hydrocarbons (HC) and particulate matter.

EV TRUCKS SCALE-UP

Electric vehicles provide the highest possible CO₂ reduction, compared to traditional diesel vehicles. CEVA is massively investing to reach 1,450 electric vehicles in its ground operations by 2025.

Together with truck manufacturers, customers and subcontractors, CEVA is studying the feasibility of projects, their costs and their environmental benefits: mileage and range, available charging stations, carbon content of local electricity, etc. One recent example is the four new EV trucks CEVA received in Thailand, ready to serve the Chonburi area and Eastern Thailand, reducing around 120 tons of CO₂e each year.



Hydrogen

Hydrogen presents exciting opportunities when it comes to extending the range of alternative fuels. CEVA Logistics announced a partnership with Toyota Motor Europe (TME) to test one of the first battery-powered heavy-duty hydrogen trucks (HFC) under a five-year contract. This prototype truck will help decarbonize TME's supply chain, while providing data on the performance of the HFC trucks.

CARBON VISIBILITY

CEVA Logistics developed digital tools to measure carbon emissions such as customized CO₂ reports for its internal and external stakeholders. CO₂ has been integrated in several forms into the MyCEVA digital solution including features such as:

- ▶ Our Green Ocean Offer using alternative energies
- ▶ CO₂ visibility during quotation

LOW CARBON SOLUTIONS

CEVA Logistics offers modal switch alternatives which ensure operational excellency and reduce environmental impacts:

- ▶ Rail transportation: Fast and secure
- ▶ Barge transportation: Cost-effective
- ▶ Sea-Air hybrid: Attractive Cost / Transit time balance

CEVA Logistics has rolled out the Green Ocean Offer. This offer proposes insetting and offsetting services for CO₂ emissions from shipping transport using alternative fuels : Mix-Biomethane, Biofuel+, Mix-Biofuel.

These services are also offered on a case-by-case basis for inland transport, with a variety of solutions such as:

- ▶ Hydrotreated vegetable oil (HVO)
- ▶ Electric vehicles
- ▶ Compressed natural gas (CNG)
- ▶ Hydrogen (Pilot)

ALTERNATIVE FUELS

Biodiesel

Biofuel allows us to start reducing emissions immediately, thanks to high operational readiness to implement a switchover from fossil-fuel based diesel. CEVA Logistics has converted 14 trucks to run on synthetic biodiesel HVO (Hydrotreated Vegetable Oil) in northern France. And in the UK, 210 vehicles use over 350,000 liters of HVO per month – around 45% of the total fuel for the UK fleet. HVO decreases carbon emissions by around 90% compared to diesel. It is a great intermediary step between diesel and future technologies.



ECTN ALLIANCE: REDUCING THE IMPACT OF ROAD TRANSPORT

CEVA Logistics, ENGIE and SANEF joined forces to create the European Clean Transport Network (ECTN). The alliance aims to develop a network of charging terminals for heavy goods vehicles located close to motorways, which will be equipped with multi-terminal low-carbon fuel (biogas, hydrogen, electric). This system will make it possible to eliminate range issues and improve working conditions for drivers, who will be able to use the terminals as relay stations and thus, work shorter routes.

Circular Economy

Packaging is a key resource in the logistics business. CEVA reduces its impact from the moment of its use to the moment it is disposed of. CEVA's on-site initiatives have led to an overall 75% recycling rate, with up to 99% in Italy. CEVA uses less harmful materials:

- ▶ Replacement of plastic adhesive tape with paper tape
- ▶ Replacement of disposable pallet strapping with reusable/velcro strapping
- ▶ Wrapping pallets with biodegradable or reusable materials

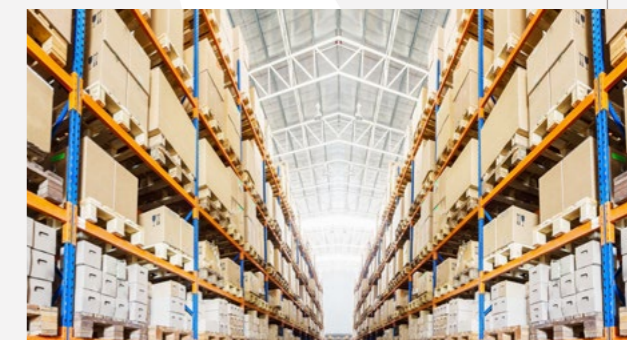
CEVA deploys re-use solutions:

- ▶ Re-use of cardboard packaging in cushioning systems using shredders
- ▶ Reduction of the size of packaging to save resources and optimize truck filling
- ▶ CEVA's Reusable Packaging System (RPS) offers reusable boxes from suppliers to an automotive plant (60% CO₂ savings compared to single-use cardboard.)

Water

To mitigate its environmental impact, CEVA has adopted a water plan to conserve and sustainably manage this resource:

- ▶ Mapping of CEVA water consumption landscape
- ▶ Audits of water consumption and management maturity to identify areas for improvements
- ▶ Immediate corrective actions (eliminating leaks, installing water-saving equipment, raising user awareness) leading to a significant reduction in consumption.

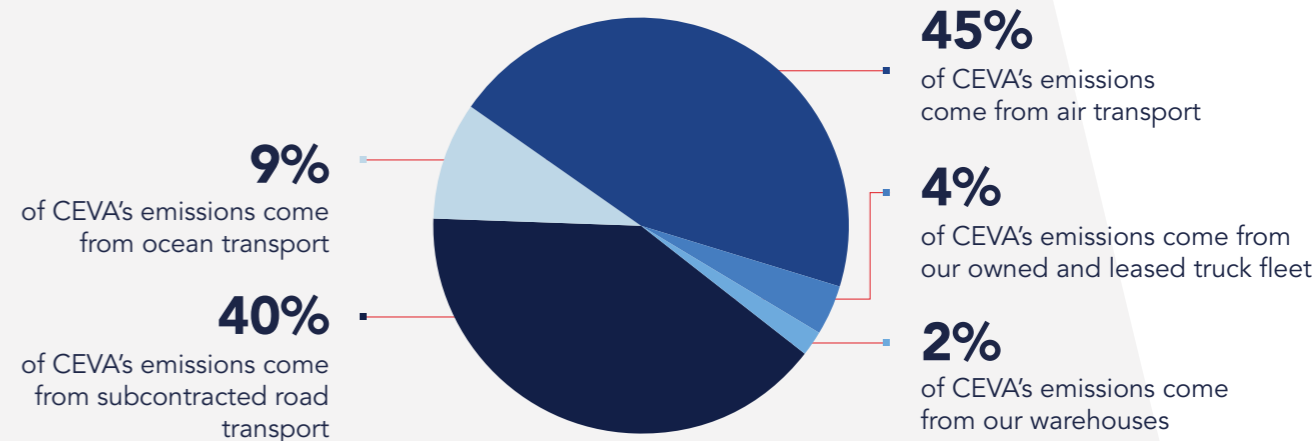


During 2023, CEVA reached 100% LED lighting in China leading to a potential 66% reduction in energy consumption.

The following ambitions have been set for further sustainable water management:

- ▶ Setting quantitative targets to implement water consumption reduction, wastewater treatment and water re-use
- ▶ Raising awareness and engaging employees

CEVA'S EMISSION SOURCES



PULSE, CMA CGM Group's energy fund, was created in 2022 with an endowment of €1.5 billion over 5 years to accelerate the decarbonization of the transport and logistics industry.



40 Projects
€460M Invested

ACTING FOR PEOPLE

CEVA Logistics takes concrete action to provide an engaging working environment. This comprises promoting a culture of health and safety in the workplace, competitive compensation and talent management policies, as well as diversity and inclusion to favor both engagement and integration of all categories of disadvantaged communities.

"CEVA Logistics is a people-driven company. We do not make a physical product. We offer solutions that are developed and delivered by our talented workforce in order to solve our customers' complex supply chain challenges. With our values of excellence, exemplarity, imagination and boldness, we are building a worldwide culture built around teamwork and respect. Ultimately, we want to engage and empower our diverse, global team to co-create value with our customers, to give back to our communities and to operate ethically and sustainably for our planet."



Dominique Brard CHRO

Employer of Choice Ambition

CEVA Logistics wants to be an employer of choice. It's CEVA's people that make the company a success. The following six commitments aim to ensure that CEVA does its best as an employer for its people.

CEVA has a long-term strategy to progress in all of these areas.

1 Health and Safety

CEVA Logistics has defined a global HSE (Health, Safety and Environment) vision, aligned with our values:

- ▶ To continuously improve standards and behaviors
- ▶ To work safely and with respect for the environment
- ▶ To bring value to customers through HSE support programs

CEVA Logistics' health and safety policy is deployed at all levels of the company and all employees are committed to actively contributing to the achievement of its objectives.



Born 1, Netherlands – 10+ years without a lost time injury. This Netherlands site celebrated a safety milestone in 2023, thanks to its strong safety culture.

2 Living wage

As part of its Employer of Choice strategy, CEVA Logistics committed to conducting a Living Wage analysis for its 80+ countries by 2026 with the aim of promoting fairer wages and decent living conditions for its employees.

72,000+
Permanent employees

30%
Women in management

5.49
Lost Time Injury Frequency Rate

0.15
Severity Rate

1.73
Days training received on average

3 Benefits

CEVA targets for 100% of its employees and life insurance for 95%.

4 Training and development

Every employee is entitled to three days of training per year, regardless of their role, location or duration of employment with CEVA.

5 Careers

CEVA's aim is to ensure that robust performance appraisals are in place everywhere, to identify talent and offer opportunities for internal mobility; and, finally, to ensure that employees benefit from a career plan.

6 Engagement

In 2023, CEVA employees supported local initiatives across our sites and regions, including awareness raising days, charity fundraising activities and outreach work, to help integrate with the local community and get involved in voluntary work.

DIVERSITY, EQUITY AND INCLUSION

CEVA Logistics is a vast global business with a wide range of employees, representing the full range of ethnicities, genders, sexualities, ages and beliefs. CEVA recognizes that our diverse employees contribute different knowledge and perspectives, which strengthen our service offerings, business practices and relationships with our customers.

CEVA works to provide a positive environment in which every employee feels valued and respected, and is supported in reaching their full potential.



Gender equality is a key priority in CEVA's program. In France, CEVA Logistics received a score of 81 points out of 100 for 2023 in its Equality index for Women & Men.

CEVA Logistics teams celebrated International Women's Day worldwide, highlighting the achievements of its female workforce.

The number of women in senior leadership roles has increased to 16%, with 30% of women in management.

In the North American (NORTAM) and Latin American (LATAM) regions, CEVA teams launched workshops and/or training sessions to raise employee awareness of the history, rights and challenges of LGBTQ+ people. CEVA supported the International Day of People with Disabilities, highlighting the success stories of some of their workers with disabilities.

As the Official Partner of the Paris 2024 Olympics and Paralympics Games, CEVA Logistics joins forces with Nes&Cité to hire 70 candidates from disadvantaged communities.



ACTING FOR PEOPLE AWARDS

Top Employer in Brazil 2023 – Top Employers Institute (Brazil)

Best Company to Work for India, Singapore, China, South Korea, Vietnam, Philippines & Thailand – HR Asia

Innovation in Training – Assologistica 2023 Logistics of the Year (Italy)

CLIMATE TRAINING

All employees have access to the CMA CGM Academy, which hosts a range of online training. CEVA is pursuing the Climate School project, in partnership with Axa Climate, with the aim of training all employees in the causes and consequences of global warming. A series of e-learning modules is available, including "Understanding," which covers the scientific fundamentals of climate change, and "Acting," which is specific to business lines.

A GREAT PLACE TO WORK

CEVA Logistics received seven awards across the Asia Pacific region for Thailand, Vietnam, the Philippines, India, Singapore, China and South Korea from HR Asia, following staff surveys, in recognition that CEVA is a great place to work.

SUPPORTING LOCAL COMMUNITIES

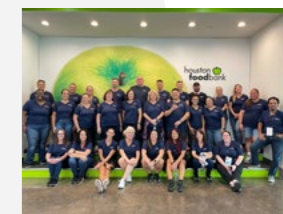
World Clean-up day – CEVA Logistics teams took part in clean-up operations on beaches, parks, city streets and warehouse sites around the world to support World Clean-up day, Sept 16, 2023.

In addition, CEVA teams supported charitable and humanitarian initiatives, including projects connected to the CMA CGM Foundation. Some of these included Breast and Prostate Cancer Awareness, tree-planting, blood drives, food bank support, waste and recycling workshops in support of local communities near CEVA sites around the world.

GIVING BACK AROUND THE WORLD:



APAC
EUROPE
LATAM
MEA
NORTAM



ACTING FOR FAIR TRADE

CEVA Logistics aims to foster ethics, integrity and compliance in all its activities with its suppliers, customers and partners. Management and the teams specializing in these areas are therefore creating a culture where they lead by example. CEVA underpins this culture with a body of policies and shares it with all employees through numerous training courses. More specifically, the company runs targeted programs on anti-corruption and influence peddling, respect for competition, compliance with economic sanctions, data management, prevention of illicit trafficking and more.

Training in ethical issues

CEVA Logistics has an ethical code, CEVA's Code of Business Conduct, which covers everything from anti-bribery, fair competition and antitrust regulations, conflicts of interest, workplace integrity and protecting data to ensure that we act at all times in a responsible and fair way. All CEVA employees agree to abide by the code on joining the organization.

More than **92%** of employees trained in the One CEVA Code

Compliance manager

Supported by a team of global and regional legal and compliance professionals, CEVA Logistics' Compliance Manager ensures the implementation of the ethics and compliance program: anti-corruption, regulatory compliance, corporate compliance investigations, competition law, data protection, trade compliance (sanctions and export controls), third-party risk management.

Safeguarding human rights through the value chain

CEVA Logistics wishes to work with companies that share its mission, vision and values in terms of compliance and integrity. CEVA asks its main suppliers to respect the same level of commitment. The Ethics & Compliance department can determine due diligence procedures adapted to the type of goods and services concerned.

Listening to customers

CEVA Logistics conducts an annual Net Promoter Score survey to help define its main areas for improvement. This year, 35,000 satisfaction questionnaires were sent out to customers who had been in contact with customer service. CEVA was able to take account of the feedback and get back in touch with its customers to implement concrete actions to meet their needs.

CEVA Logistics is also equipped to listen and respond to its customers' needs on a daily basis. Digital solutions based around the MyCeva virtual assistant, for example, aim to improve the level of service and attentiveness to customers.

Evaluation, monitoring and support for suppliers and subcontractors

Since 2023, CEVA Logistics has also been developing a new evaluation process for its new suppliers, taking into account CSR risk criteria, regulatory compliance and financial dependence. The possible consequences of this process are, for example, the implementation of corrective action plans with the supplier, or the complete termination of the business relationship.

The company is currently working on integrating CSR criteria into the selection of its suppliers, as well as in the performance reviews of its key suppliers to encourage the selection of responsible suppliers and thus contribute to the sustainability of the sector and its decarbonization.

In 2023, CEVA Logistics deployed its Sustainable Procurement charter to all new contracts. It sets out CEVA Logistics' commitments to its suppliers in terms of environmental, ethical, social and human rights issues. CEVA Logistics asks its suppliers to apply the same high standards to their operations.

PARTNERSHIP ORGANIZATIONS



SMART FREIGHT CENTER (SFC)

This organization works to reduce greenhouse gas emissions from freight emissions from freight transport. Its aim is to guide the global logistics industry towards reducing its emissions by one billion tons by 2030 and zero emissions by 2050.



UNITED NATIONS GLOBAL COMPACT (UNGC)

The UNGC principles are an important international instrument to guide the efforts of companies that have a key role to play in building more stable, inclusive and sustainable societies.



GLOBAL LOGISTICS EMISSIONS COUNCIL (GLEC)

GLEC members have drawn up a GLEC framework that is the only globally recognized methodology for the harmonized calculation and reporting of the footprint of logistics in the multimodal supply chain.



RESPONSIVE LOGISTICS FOR YOU

CEVA Logistics

Your global 3PL partner.



cevalogistics.com