

JULY 2025

CSR REPORT





“Ladies and Gentlemen, dear colleagues, partners and stakeholders,

Today marks a major milestone for the Seafrigo Group. As a leader in refrigerated transport and logistics, we have always been committed to meeting the expectations of our clients and partners with excellence, while respecting the people and resources that are the foundation of our company’s strength.

In light of the environmental, social and economic challenges we all face, we recognise the need to strengthen our commitment. As a responsible business, we have a duty to take concrete action, to fully commit, and to contribute to building a more sustainable future.

It is in this spirit that I am proud to present our 2024 CSR Report. This document is more than a snapshot in time: it embodies our vision, our commitment, and our ambitions for sustainable, ethical and inclusive development. It reflects all the measures taken by the Group to embed corporate social responsibility at the core of our strategy and day-to-day operations.

Our ambition is clear: to significantly reduce our environmental footprint, to enhance our positive social impact, and to ensure ethical and responsible growth. To this end, we are committed to reducing our greenhouse gas emissions, optimising our logistics chain to minimise waste, and developing local partnerships to actively support the regions in which we operate.

Corporate Social Responsibility (CSR) is also a matter of values. We are committed to providing our employees with a safe, fulfilling and opportunity-rich working environment.

I am convinced that our CSR approach, as illustrated in this report, is a key driver of transformation for our company and a shared commitment that we must carry forward together. By joining forces with determination and sincerity, we can truly make a difference.

I am counting on each and every one of you to embody these values on a daily basis and to help make Seafrigo an ever more responsible, innovative and committed player.

Thank you for your trust and continued dedication

Together, let us build a meaningful and sustainable future for Seafrigo.”

E.Barbé — President & Founder of Seafrigo Group

CONTENTS

| | |
|---|-----------|
| About the Group | 04 |
| Committed governance supporting a structured CSR approach | 12 |
| Environmental Pillar: reducing Our footprint for more sustainable, resilient logistics | 20 |
| Social Pillar: well-being, safety and inclusion | 30 |
| Economic Pillar: ethical and responsible growth | 38 |
| Local Engagement and Responsibility: building a sustainable future together | 42 |
| Conclusion | 46 |
| Appendix 1 - Glossary | 47 |
| Appendix 2 - KPI tracking | 48 |

About the Group

For over 40 years, Seafrigo Group has established itself as one of the world's leading providers of temperature-controlled food logistics, working with prestigious international brands.

We have built a global presence through company-owned infrastructure in around thirty countries, supported by a worldwide network of strategic partners.

As a global player in transport and logistics, Seafrigo Group places Corporate Social Responsibility (CSR) at the core of its values and business strategy.

Aware of today's environmental, social and economic challenges, Seafrigo Group is committed to conducting its activities in an ethical and sustainable manner that respects all stakeholders, while ensuring the Group's continued growth.

1.1 - OUR KEY FIGURES AND GLOBAL PRESENCE

2,500

industry experts

30

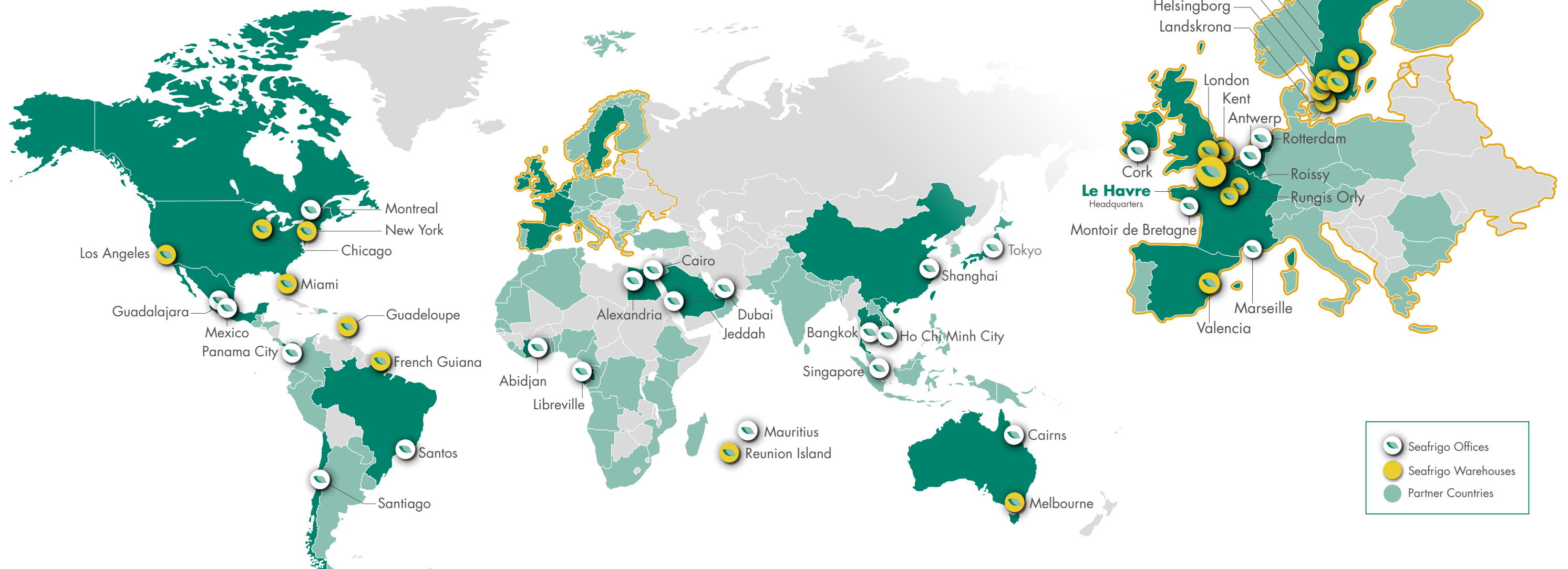
countries across 5 continents

300,000m²

3,230,000 sqft of warehouse space worldwide

86,000

customs declarations per year



1.2 - SHARED VALUES FOR BUILDING OUR FUTURE

Following the Seafrigo Group’s acquisition of several companies, a review of the Group’s values was undertaken in 2024 to ensure internal consistency and to highlight «integrity» as a new core value guiding the Group’s future development. This revamp was carried out collaboratively by

several departments working jointly during the first quarter of 2024. A Group-wide communication campaign will be rolled out in 2025 to ensure that all teams can adopt and interpret these values in line with their specific activities and regional operations around the world.



INTEGRITY

We act with integrity in all that we do, to inspire the trust and respect of our colleagues. We uphold ethical standards to ensure our work reflects our values and strengthens our company’s reputation.

DIVERSITY & INCLUSION

We value and respect our colleagues, recognising their unique strengths and contributions. We promote an inclusive and diverse culture where everyone feels valued, heard, and empowered to succeed.

ENTREPRENEURSHIP

We strive for excellence in our work in order to unlock our full potential. We manage projects with an entrepreneurial spirit and a solution-focused mindset.

ADAPTABILITY

At Seafrigo, we see change as an opportunity for personal and professional growth. We draw on our creativity and ingenuity to overcome challenges and better serve our clients.

SYNERGY

We build meaningful networks with colleagues and clients across the globe to foster a collaborative and supportive working environment.

1.3 - OUR EXPERT SOLUTIONS AT EVERY STAGE OF THE SUPPLY CHAIN

OUR PRODUCTS & EXPERTISE

Wine



General Cargo



Seafood products



Logistics



Fine foods



E-commerce



Fruit & vegetables



Retail activity

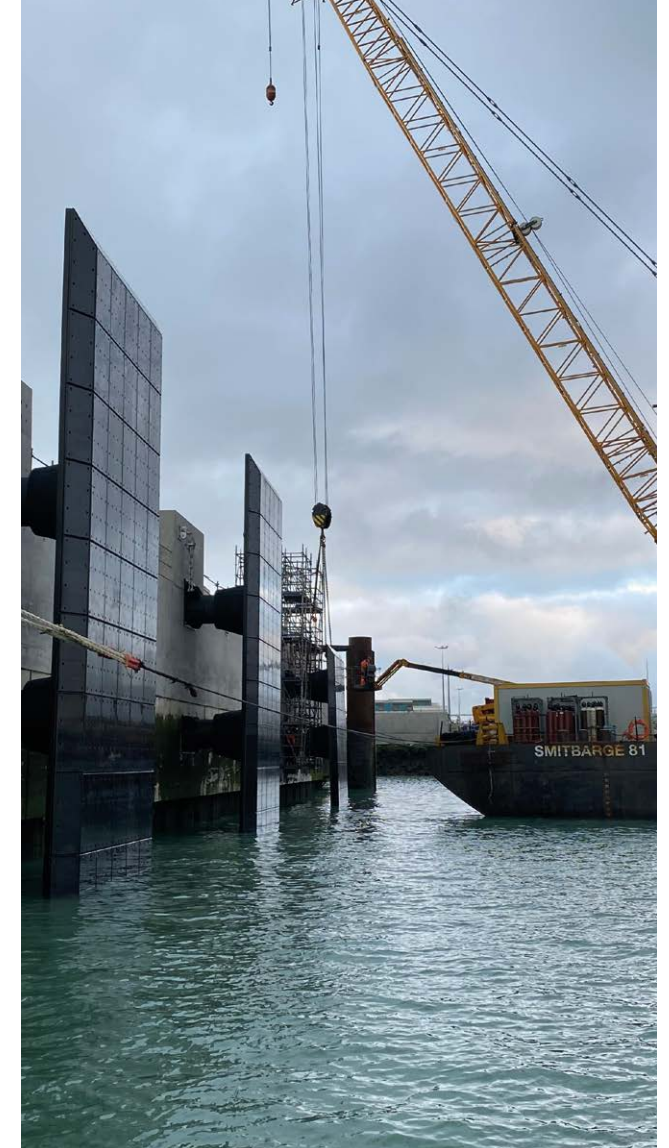
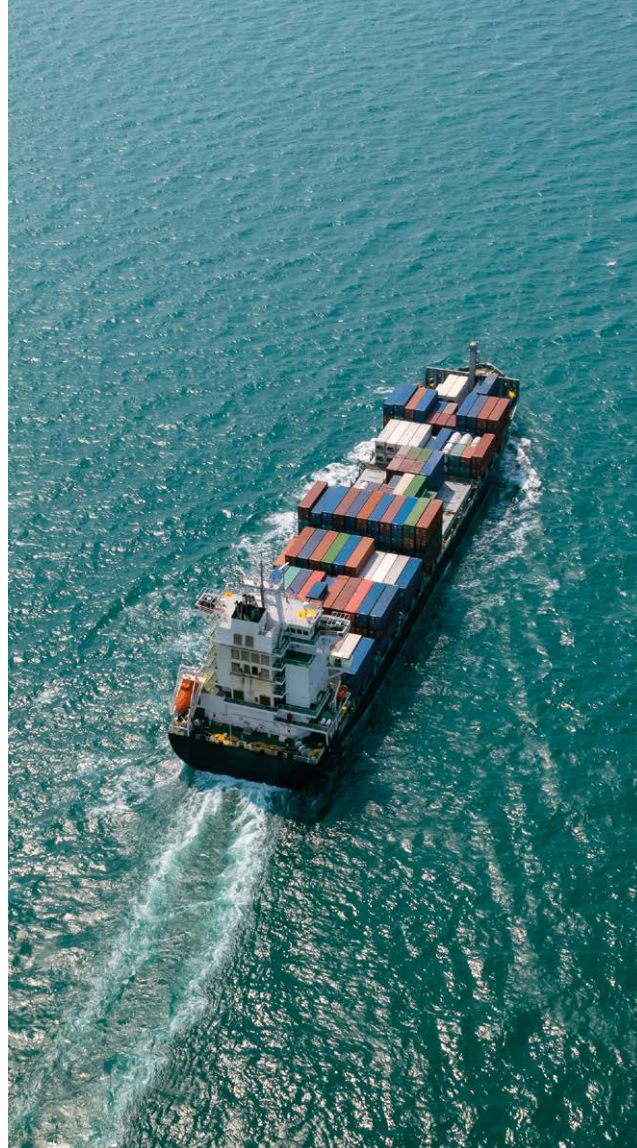


Meat



OUR EXPERTISE

- Freight forwarding
- Storage capacity
- Value-added services
- E-commerce & order management
- Lifting operations
- Port terminal operations & Handling



FREIGHT FORWARDING

OCEAN FREIGHT

We import and export your temperature-controlled goods worldwide:

- Import/export flows
- Handling of goods from single pallet to full container (LCL/LCL, LCL/FCL and FCL/FCL)
- Transport at all temperature ranges (ambient, chilled and frozen)
- Shipments from major international ports to dozens of global destinations
- Customs clearance operations

LCL-LCL Expertise

- A unique consolidation offering
- Over 40 routes with daily departures worldwide
- New opportunities for international growth
- Controlled costs

Key figures

- **15,000 tonnes**/week of goods shipped in reefer containers
- **120,000 TEUs**/year
- **1,000** reefer containers handled/week

AIRFREIGHT

Our specialists handle the transport of perishable goods at all temperatures, as well as general cargo and live animals.

- Import/export flows
- Daily preparation and dispatch operations from and to Paris, New York, La Réunion, Pointe-à-Pitre, Shanghai, Hong Kong, Singapore, Melbourne...
- Chilled and frozen warehouses located near major international airports
- Use of premium air cargo containers (enhanced strength, optimised weight) for high-quality service
- Local customs clearance, storage and delivery services available at key destinations
- All types of food products handled at all temperature ranges (ambient, chilled, frozen)

Key figures

- **100,000 tonnes** of temperature-controlled goods transported per year
- **13 000 m² / 140 000 sqft** of refrigerated air cargo platforms in Roissy, Rungis, New York, Melbourne, Singapore and Hong Kong

GROUND TRANSPORTATION

A fleet of company-owned trucks compliant with the latest Euro 6 standards, including refrigerated trailers for your shipments.

- Goods delivered at ambient, chilled and frozen temperatures (LTL and FTL).
- Our drivers are trained in eco-driving and our trucks are equipped with geolocation systems.
- Strategic partnerships with local road transport specialists to offer a global distribution network
- Careful selection of transport partners committed to reducing their carbon footprint
- Installation of high-speed charging stations on loading docks to support the environmental transition to electric trucks

Port Haulage - Le Havre, France

- 200 drivers • 110 trucks • 650 container chassis
- 120,000 container movements per year
- Priority access to terminals
- ADR-certified for the transport of dangerous goods

Key figures

- **4 millions kms** travelled per year
- **25,000** road deliveries per year

GENERAL CARGO

General Cargo oversees the management of exceptional convoys and provides the Seafrigo Group with both a dedicated contact and a unique service offering:

Crosstrade Out-of-gauge transp. Port haulage Industrial project

Customs operations

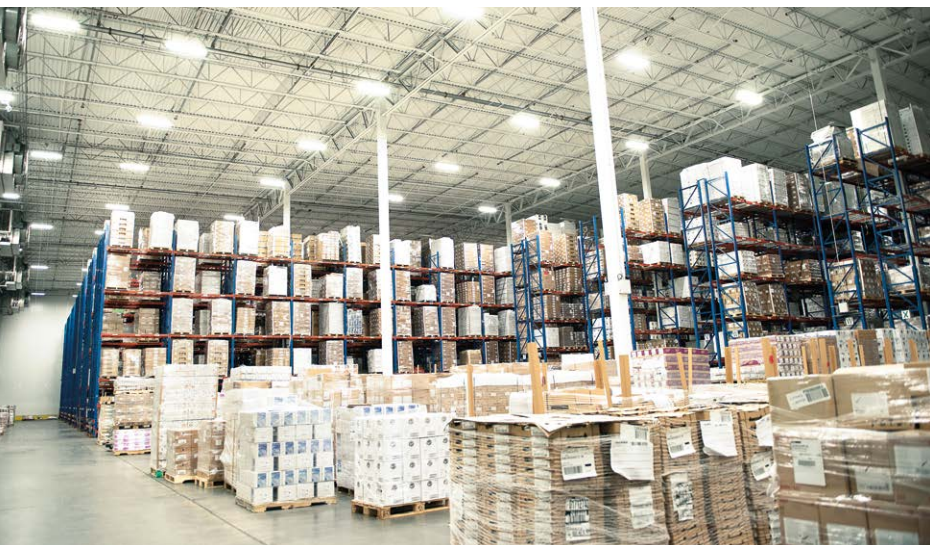
- Customs experts
- Continuous regulatory monitoring and compliance
- Daily liaison with customs authorities
- Import/export customs declarations at all European and non-European ports and airports

Project Cargo

- Heavy-lift and industrial project cargo: a dedicated team of specialists sets up complex logistics chains for high-value or out-of-gauge projects.

Products

- Industrial and agricultural machinery
- Wheeled and rail-based vehicles
- Steel products
- Heavy and oversized loads



WAREHOUSING

Seafrigo Group's history has been built around strategic storage capacity at key port locations worldwide.

We are recognised for our expertise in handling temperature-controlled perishable goods, including: confectionery, cheese, meat and protein products, seafood, wine and spirits

Our teams are experienced in managing both import and export flows.

Major clients, including leading global agri-food multinationals, have placed their trust in us for years to oversee and optimise their logistics operations.

Seafrigo Group continues to grow across five continents and is developing new logistics platforms that meet the latest environmental standards.

New warehouses will soon be launched in North America, Europe, overseas territories and Australia.

Key figures

- **300,000 m² / 3,230,000 sqft** with a capacity of 90 tonnes

VALUE-ADDED SERVICES

Providing high-quality service is part of Seafrigo Group's DNA. To continuously innovate and meet our clients' evolving expectations, we offer a wide range of complementary services at our logistics platforms.

E-COMMERCE & ORDER MANAGEMENT

E-commerce and order management are key areas of expertise within the Seafrigo teams:

- Automated flows via EDI
- Order entry and processing
- Storage
- Packaging
- Labelling
- Shipping
- Order shipment notifications

LIFTING OPERATIONS

With regard to lifting operations, new services have recently been launched in Le Havre:

- Training programmes for experienced crane operators
- Highly skilled and experienced dockworkers: certified CACES (R483A and R483B)
- Privileged access conditions to port terminals
- Heavy-load transport services for major construction, public works, and offshore energy companies
- Special operations using SPMT, SPT, Combi-Lift, and cranes with a lifting capacity exceeding 750 tonnes

PORT TERMINAL OPERATIONS & HANDLING

A major player in port cargo handling.

Terminal operator services:

- Loading and unloading of vessels < 15,000 TEUs
- Import/export management for all types of containers
- Packing and unpacking of non-hazardous goods at the terminal
- Storage capacity on-site or in enclosed, secure, climate-controlled warehouses

Container handling:

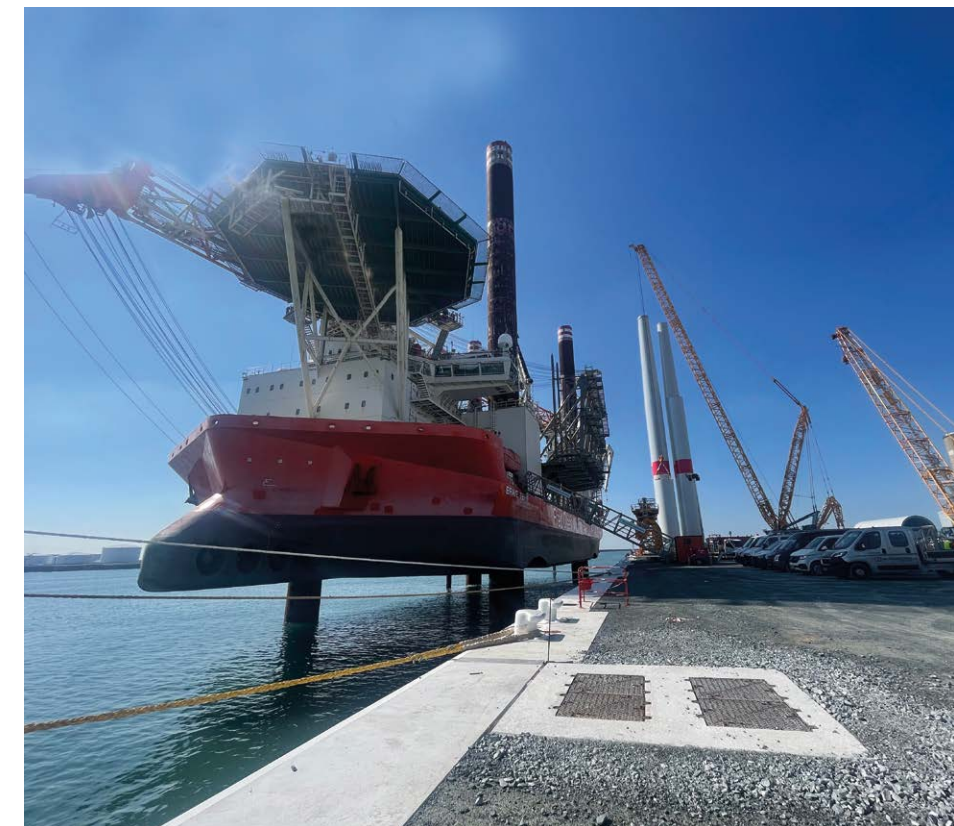
- Loading / unloading
- Lashing, wedging and securing of freight
- Cargo guarding and surveillance
- Reefer container indexing
- Repair and washing station

Special operations: Out-of-gauge (OOG) specialists

- Over 20 years of experience in lashing, securing, and optimising the loading of heavy and oversized cargo (OOG)
- Our Special Operations Department is widely recognised by our partners for its technical expertise and professionalism

Key figures:

- **9 gantry cranes** with a 90T lifting capacity
- **29** straddle carriers
- **2,000 m²** warehouse
- Rail-connected terminal
- Over **500** dockworkers, including a team specialised in OOG operations





“A structured framework has been established to integrate social, environmental, and ethical issues into corporate governance.”

Committed governance supporting a structured CSR approach

2.1 - AN INTEGRATED CSR STRATEGY ALIGNED WITH INTERNATIONAL STANDARDS

Corporate Social Responsibility (CSR) is a key strategic driver of Seafrigo Group's sustainable development.

We base our CSR approach on the international ISO 26000 standard, titled «Guidance on Social Responsibility», first adopted in 2010 and still in force in its revised 2020 version. This standard, applied across all Group entities worldwide, provides a structured framework for integrating social, environmental and ethical considerations into both governance and day-to-day business operations.



The ISO 26000 standard is based on the principle of **continuous improvement (PDCA - Plan, Do, Check, Act)**, which is already embedded in Seafrigo Group's operational processes. This approach enables us to structure our CSR action plan around clear, measurable objectives that are regularly reassessed, ensuring alignment with international best practices and stakeholder expectations.

SEAFRIGO'S CSR STRATEGY: three fundamental and interconnected

- 1

The Environmental Pillar, aimed at reducing our ecological footprint, particularly in terms of greenhouse gas emissions, resource management, and energy transition.
- 2

The Social Pillar, focused on quality of working life, diversity, safety, and skills development.
- 3

The Economic Pillar, ensuring the long-term viability and competitiveness of our operations.

THE ISO 26000 STANDARD identifies seven core subjects that guide our approach

These seven themes ensure that CSR is embedded across all business areas and functions, supporting a holistic and coherent understanding of the issues. They form the foundation of our strategy, in alignment with the United Nations Sustainable Development Goals (SDGs) and the growing expectations of both internal and external stakeholders



1. Organisational governance
2. Human rights
3. Labour relations and working conditions
4. Environment
5. Fair practices
6. Consumer issues
7. Community involvement and local

A STRATEGY ALIGNED WITH THE SUSTAINABLE DEVELOPMENT GOALS (SDGs) Commitment to the United Nations Global Compact

In March 2025, **Seafrigo Group officially joined the United Nations Global Compact**, thereby reaffirming its commitment to uphold, promote and implement the **10 fundamental principles** relating to human rights, labour standards, environmental protection, and anti-corruption. This commitment further aligns our CSR strategy with the **17 Sustainable Development Goals (SDGs)** set out by the United Nations.

By joining the Global Compact, Seafrigo also benefits **from an international network for sharing best practices, access to harmonised reporting tools, and a structured framework for annual progress communication (COP - Communication on Progress)**, which tracks our achievements. This communication is required by the Global Compact by 31 July and will therefore be included in the CSR action plan for the second half of 2025.

Our commitment reflects our determination to:

- Assess our contribution to the SDGs in a concrete and measurable way.
- Strengthen the transparency and credibility of our CSR actions with stakeholders.
- Integrate recognised sustainability indicators into our strategic management at the global level.

17
Objectives Sustainable Development Goals

10
Fundamental principles



“Acting with rigour to reduce our environmental impact and strengthen our social commitment is a responsibility we all share. CSR calls on us to rise to today’s challenges and build a fairer and more sustainable company.”

Chloé DEBUSSCHERE, Executive Director, CSR Sponsor - Seafrigo Group

A CSR POLICY rolled out at international level

Seafrigo’s membership of the Global Compact, and the alignment of its strategy with ISO 26000 and the SDGs, also **reinforce the consistency and harmonisation of our CSR policy across all the regions where the Group operates.**

Thanks to these universal frameworks, CSR actions can be **tailored locally while remaining part of a global vision.**

This internationally recognised foundation provides a **common language** across the Group, facilitating **cross-regional benchmarking and the dissemination of best practices.**

It strengthens our ability to drive sustainable transformation aligned with global challenges, while respecting the unique characteristics of each location.

By aligning its commitments with international standards such as **ISO 26000, the UN Global Compact and the SDGs**, Seafrigo places its CSR strategy firmly within an integrated, ambitious, and forward-looking vision. This alignment between regulatory frameworks, operational governance and climate ambition forms the foundation of our contribution to a more responsible and sustainable global supply chain.

These standards are a lever for:

- The adoption of CSR commitments across all Group entities, regardless of location, size, maturity, or regulatory environment;
- The engagement of all employees around a shared culture of responsibility;
- The integration of social, societal and environmental considerations into local operational practices on all continents;
- The structuring of clear and coherent dialogue with stakeholders, including clients, regulators, partners, and civil society actors.

2.2 - CSR GOVERNANCE: A COMMITTED ORGANISATION AT THE HEART OF THE GROUP’S STRATEGY

At Seafrigo Group, CSR is fully embedded in our development strategy and overall governance. It is not limited to a support function, but acts as a **core lever for long-term transformation**, mobilising all departments and areas of expertise. In **January 2025**, this ambition took concrete form with the creation of a **Group CSR Department**, reporting to the Executive Directorate. This structuring marks a new stage in the professionalisation of our CSR approach and helps ensure **consistency, clarity and performance** in implementing

our 2025–2030 roadmap. By establishing a dedicated CSR Department and **reshaping its steering committee**, Seafrigo Group reaffirms its intention to make CSR a **shared, strategic, and structuring driver of transformation**. This modernised governance enables us to manage social, environmental and ethical transitions with method, ambition and accountability—while staying closely aligned with the growing expectations of our stakeholders.

➔ A STRATEGIC COMMITMENT at the highest level

CSR governance is **actively supported by the Executive Management**, with a dedicated CSR sponsor role on the Executive Committee.

This direct involvement of the Executive Committee enables us to:

- Ensure **CSR priorities are aligned with the Group’s overall strategy**;
- **Legitimate CSR** as a driver of competitiveness, resilience and attractiveness;
- To ensure the **allocation of the necessary human, technical, and financial resources** for its implementation.

2025 Objective: Internationalise CSR coordination and management by appointing regional CSR coordinators

➔ A DEDICATED CSR to drive transformation

The **CSR Department**, established in January 2025, **oversees the cross-functional and operational implementation of our CSR strategy**. It serves as a central point of coordination between operational teams and support functions, with responsibility to:

- Lead the deployment of CSR commitments across the Group;
- Monitor the progress of action plans;
- Structure non-financial reporting;
- Coordinate dialogue with internal and external stakeholders.

➔ CROSS-FUNCTIONAL INTEGRATION ensuring consistency

Seafrigo Group’s CSR governance is based on integrating sustainability challenges into **all departments and processes**:

- **Support functions** (HR, Finance, Procurement, Communications) contribute to shaping sustainable, inclusive and responsible policies;
- **Operational functions** (logistics, port operations, commercial teams) ensure that CSR actions are grounded in real-world operations;
- **Technical support functions** (environment, cybersecurity, site safety) manage impact and risk.

➔ A RESTRUCTURED CSR COMMITTEE to strengthen collective momentum

At the same time, the **Group’s CSR Committee was restructured in 2025** to reflect new strategic priorities resulting from:

- Our **commitment to the United Nations Global Compact**;
- Alignment with **international standards such as ISO 26000**.

Its role: to mobilise teams, track commitments, challenge decisions and promote a strong CSR culture across all levels of the organisation.

“Seafrigo Group places people at the heart of its priorities.”

2.3 - OUR CSR COMMITMENTS: TAKING ACTION TODAY FOR A LASTING IMPACT TOMORROW

The Group's commitments are part of a formal CSR policy, to be published in summer 2025. It will include a dedicated action plan following the initial meetings of the newly formed CSR Committee.

Economic and ethical COMMITMENTS

We are committed to adopting responsible governance and supporting sustainable growth for all our stakeholders, while adhering to the highest ethical standards.

• Transparency and governance:

We are committed to transparent and ethical management, with clear and regular communication to our stakeholders - particularly regarding our business practices, performance, and CSR objectives. The Seafrigo Group's executive management ensures the effective implementation of this policy and closely monitors CSR indicators.

• Stakeholder relations:

We maintain strong and ethical relationships with our clients, partners, suppliers, and other

stakeholders. We select our suppliers based on sustainability criteria and promote good practices throughout our value chain.

• Legal and ethical compliance:

Seafrigo Group strictly complies with all applicable local, national, and international regulations, particularly those relating to safety, the environment, and human rights. We are also firmly committed to combating all forms of corruption.

Social COMMITMENTS

Seafrigo Group supports local initiatives and solidarity projects, thereby contributing to the development of the communities in which we operate.

• Solidarity initiatives:

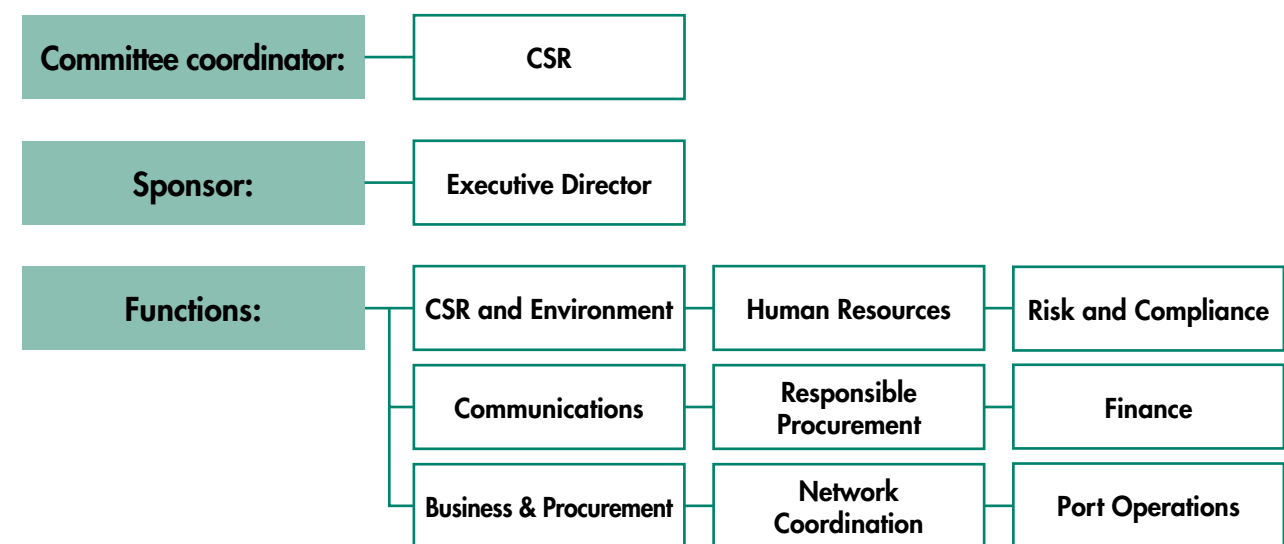
We support social, educational, and environmental projects in the regions where we operate by funding initiatives that address the specific needs of local communities.

• Partnerships with non-profit organisations:

We work with non-profit organisations to promote social responsibility and develop projects that have a positive impact on vulnerable communities.

• Support for local communities:

We help strengthen the areas in which we operate by creating local jobs, supporting economic development initiatives, and contributing to the fight against poverty.



Composition of the CSR Committee

Social and human COMMITMENTS

Seafrigo Group places people at the heart of its priorities, both internally and externally, with a primary objective of promoting respectful, inclusive and safe working conditions.

• Working conditions and safety:

We take pride in providing our employees with a safe and supportive working environment that fosters personal and professional growth. This includes regular safety training, the implementation of strict measures to prevent workplace accidents, and the promotion of occupational health.

• Equal opportunities and diversity:

Seafrigo Group is committed to fostering an inclusive working environment, ensuring equal opportunities, non-discrimination, and fair pay. We actively promote diversity in all its forms - whether in terms of gender, culture or age - and value talent from all backgrounds.

• Skills development:

We invest in the ongoing training of our employees to help them develop both technical and managerial skills, with the aim of supporting their career progression and personal fulfilment within the company.

• Employee well-being:

The well-being of our employees is a key priority. We provide daily support measures such as health and prevention programmes, along with initiatives designed to promote a healthy work-life balance.

Environmental COMMITMENTS

We are committed to reducing our environmental impact through efficient resource management, the reduction of CO₂ emissions, and the optimisation of our logistics processes. We are taking action to decarbonise our operations and the sector as a whole.

• Greenhouse gas emission reduction:

We implement technologies and practices to reduce our carbon footprint, including the adoption of more environmentally friendly vehicle fleets, the use of biofuels, and the optimisation of transport routes and schedules.

• Energy efficiency:

We continuously improve the energy efficiency of our cold storage facilities by prioritising low-energy equipment and investing in renewable energy sources for our storage and distribution sites.

• Waste management:

We promote the recovery of waste resulting from the destruction of materials. We improve material reuse where possible and prioritise the reduction of single-use packaging.

• Biodiversity conservation:

We support initiatives that protect local biodiversity by integrating measures to limit our impact on ecosystems surrounding our operational sites.

2.4 - GROWING RECOGNITION OF OUR COMMITMENTS: CERTIFICATIONS, LABELS AND RATINGS

To strengthen its CSR strategy and uphold high standards, Seafrigo Group is committed to pursuing external recognition that highlights the quality of its practices, regulatory compliance, and environmental, social and ethical responsibility. These certifications, labels and ratings serve as guarantees of our reliability, transparency and long-term performance for our clients, partners and stakeholders.

A STRUCTURING CERTIFICATION PORTFOLIO

To strengthen process control and support the sustainable transformation of our operations, several ISO certifications have been implemented or are in the process of being expanded:

ISO 9001 : Quality - already in place for transport activities (air, sea, lifting) and being extended to other logistics areas.

ISO 50001 : Energy management - planned, to structure our energy performance policy.

ISO 37001 : Anti-bribery management - under consideration, in line with our compliance policy



Environmental building certifications:

integration of standards such as HQE or BREEAM in our new logistics projects.



CSR RATING: Ecovadis

Since 2024, Seafrigo has been assessed by Ecovadis, the world's leading platform for non-financial ratings. This evaluation covers four key areas: environment, social, ethics, and responsible purchasing.

- 2024 score: 66/100 – Silver Medal

• **Target for 2028: Gold Medal**

This recognition reflects the Group's efforts to structure its CSR governance, improve its practices and demonstrate positive impacts. It also serves as a lever for commercial differentiation and credibility with our key accounts.

TRANSPORT & CUSTOMS: certified excellence

- **AEO:** (Authorised Economic Operator): customs recognition for security and reliability.
- **ISO 9001:** for sea freight, air freight and lifting operations, ensuring rigour and efficiency in our services.



STORAGE & LOGISTICS: recognised quality labels

Our logistics platforms meet high standards to ensure the safety, traceability and compliance of food products.

- **Organic certifications:** for the handling of products from organic farming.
- **MSC and ASC Labels:** for traceability of sustainably sourced seafood products (Hall 3 and Hall 6).
- **IFS Logistics:** certification currently being renewed for our cold storage warehouses (Hall 3 and Airfreight site 2025).



COMMITMENT TO THE UNITED NATIONS GLOBAL COMPACT

In March 2025, Seafrigo joined the 22,000 companies that are members of the UN Global Compact, reinforcing the integration of the 17 Sustainable Development Goals (SDGs) into our strategy.



This commitment provides us with:

- Access to thematic working groups and accelerators (climate, responsible supply chain, human rights, etc.);
- Increased international visibility for our initiatives;
- Expert resources and sector-specific best practices;
- A structure reporting framework through the annual *Communication on Progress* (COP).



The Environmental Pillar: reducing our footprint for a more sustainable and resilient supply chain



In a context of growing climate pressure and rising expectations from clients, partners and territories, **Seafrigo Group has made reducing its environmental impact a top priority.** The objective is clear: to limit emissions from our logistics and transport activities while maintaining high standards of service quality and operational performance.

To meet this objective, Seafrigo is implementing a **structured approach built on three complementary pillars:**

- **Measure our emissions precisely** to identify the most effective levers for action;
- **Reduce at source** through concrete actions on our sites, equipment, and logistics flows;
- **Offset as a last resort** via environmental projects with positive impact.

This strategy is supported by dedicated management tools and a continuous improvement mindset, deployed internationally.

It reflects a strong commitment to **fundamentally transform our logistics model**, making it more resource-efficient, sustainable, and resilient to future environmental challenges.

At Seafrigo Group, we see the ecological transition as **a strategic lever** for transformation. Reducing our environmental footprint, optimising resource use, and actively contributing to the decarbonisation of the logistics sector are priorities embedded in our projects and operations.

CLIENT CARBON TRACKING: the Seafrigo Trace platform

Seafrigo has developed **Seafrigo Trace**, a dedicated platform for tracking client shipments, accessible at any time and in real time.

Services offered through Seafrigo Trace include:

- A dashboard showing real-time estimated time of arrival, journey visualisation, transit time tracking, alerts, document sharing, etc.;
- Tools to measure and monitor environmental impact across all modes of transport;
- Simplified booking processes, including automated request submissions (feature planned for Q1 2025).

Seafrigo Trace integrates both sea and air freight on a single platform:

- For air freight: connection of intermodal activity and transshipment points at secondary airports and cargo hubs;
- For sea freight: dynamic updates of estimated time of arrival (ETA) and progress tracking via a dedicated schedule.

3.1 - REDUCING OUR CARBON FOOTPRINT: A STRUCTURED APPROACH

A COMPREHENSIVE CARBON ASSESSMENT to inform our actions

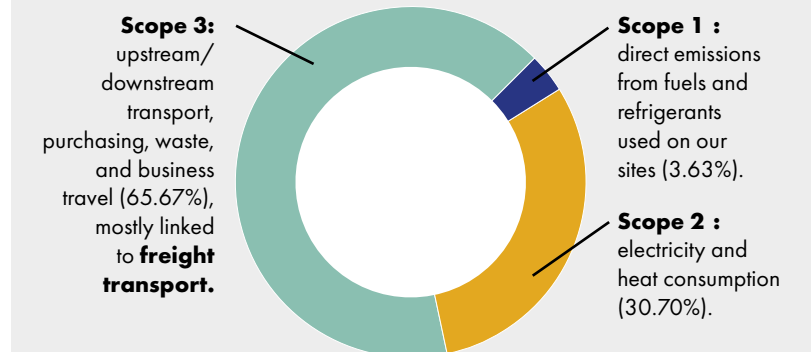
In 2023, **Seafrigo conducted a carbon assessment covering a representative scope of its operations** in France and internationally. This assessment was a key milestone for identifying the main sources of emissions and guiding priority actions.

The assessment included

- **4 sites in France:**
Chanzy (former head office), dry warehouse (PLS Hall B), and two cold storage warehouses (PLS Hall 3 and Hall 6). Representing: 68,422 m².
- **10 international sites:**
notably in the United States (Chicago, Miami, Newark, Dowd, Fairmont), Sweden (Helsingborg) and Australia (Tullamarine) Representing: 121,658 m².

This assessment provides an operational foundation for steering our decarbonisation trajectory and aligning our strategic decisions with the identified challenges.

The analysis covered all direct and indirect emissions, broken down as follows:



CONCRETE ACTIONS to reduce emissions

Seafrigo is deploying a range of levers to **reduce emissions at source:**

- **Warehouse energy optimisation:**
modernisation of equipment, automated lighting management, LED lighting, phase-out of energy-intensive systems (e.g. cooling tower at PLS Hall 4 replaced with a heat pump);
- **Renewable energy:**
solar panels installed at multiple sites: PLS Hall 4, headquarters, Paris, Sweden, autonomous wastewater cleaning system;
- **Sustainable mobility:**
- Gradual rollout of **electric and biogas**-powered vehicles, improved truck fill rates, development of **multimodal transport** (rail and sea).
- Launch of an Eco-Mobility Allowance for employees in 2025 and planned PRO-VELO certification by the end of 2025
- **Sustainable logistics design:**
reduced packaging, use of recycled materials, consolidation of freight flows.



2022 total emissions
15,119
tonnes of CO².

Target for 2030 : **41%**
carbon offsetting and neutrality
for certain strategic activities.

“ Seafrigo Group reaffirms its commitment to significantly reducing its environmental footprint.”



3.2 - ENERGY EFFICIENCY AND ENVIRONMENTAL PERFORMANCE OF OUR SITES

The energy performance of our facilities is a **key pillar of our climate strategy**. Seafrigo Group is committed to the **continuous improvement** of its energy consumption and environmental footprint through **modernisation, eco-design of new projects, and optimised resource management**.

All new logistics sites and offices meet **high environmental performance standards, with a focus on energy efficiency**, user comfort, and lasting emissions reduction.



Our concrete actions include:

- **Installation of Low Voltage Main Switchboards (TGBT) and Centralised Technical Management (GTC)** systems in new buildings to better monitor and control energy consumption;
- Fine-tuned **temperature optimisation** in temperature-controlled warehouses through precise and responsive indexing;
- **Rainwater recovery** to supply sanitary facilities (PLS Halls 1 & 2), as part of a responsible water resource management approach;
- **Support from a specialised consultancy** to adjust and optimise our energy supply contracts based on needs and seasonality;
- **Regulatory energy audits** conducted regularly, with the latest audit carried out in September 2024 identifying key areas for improvement across several sites;
- **Implementation of real-time monitoring systems** (water, electricity, gas) to objectively assess performance and initiate targeted corrective actions.



BUILDINGS DESIGNED FOR ENVIRONMENTAL PERFORMANCE

Every new logistics site or office developed by the Group is designed to meet **high environmental standards**, combining **energy efficiency, emissions reduction and user comfort**. This approach reflects Seafrigo’s ambition to develop logistics infrastructure that is **sustainable, high-performing and resilient**.

An eco-design approach integrated from the project planning stage:

- Use of **durable materials with high thermal insulation performance**;
- Installation of **low-energy-consumption equipment**;
- Implementation of **energy recovery systems**, and, where appropriate, rooftop photovoltaic solar panels.

Towards certified buildings

Where relevant, projects are aligned with recognised **environmental certification schemes** such as **HQE (High Environmental Quality)** or **BREEAM**, ensuring rigorous assessment of the buildings’ **energy performance, environmental impact, and user quality**.

3.3 - WASTE MANAGEMENT AND CIRCULAR ECONOMY: TOWARDS A MORE RESOURCE-EFFICIENT AND RESPONSIBLE LOGISTICS MODEL

Reducing, sorting and recovering waste generated by our activities

As part of its environmental transition, Seafrigo Group is committed to sustainably reducing the impact of its logistical and administrative waste.

The objective: to reduce the volume of waste generated, enhance source sorting and optimise the recovery of residual flows, following a circular economy approach tailored to our business.

Resource efficiency: taking action on consumables and packaging

Beyond sorting, Seafrigo takes upstream action to reduce consumption:

- Digitisation of meal vouchers and payslips, avoiding over 20,000 printouts and postal dispatches per year;
- Use of Slip Sheets (laminated Kraftliner sheets) to replace wooden pallets for certain shipments;
- Reuse of void-fill airbags in parcels.



These initiatives are part of a broader approach focused on resource efficiency and upstream waste reduction, without compromising operational performance.

FOCUS - WASTE MANAGEMENT AND RECOVERY

In January 2024, Seafrigo committed to strengthening waste sorting at its ambient-temperature logistics platforms in Le Havre. Full control over the waste management value chain is a key asset in developing and improving our system.

It is through the internal evolution of how all categories of waste are handled that we have developed controlled management of food waste, known as «bio-waste»¹. The year 2024 marked a reference point in establishing control over this new management approach.

We have identified an initial pilot site: PLS Hall B. This logistics platform handles mixed goods.

We prioritised the identification of packaging materials as a pre-sorting step, to raise awareness among Seafrigo employees and ensure maximum compliance when our waste arrives at the recovery facility.

Packaging prohibited in the methanisation process:

- Glass • Hazardous materials

The identification phase also enables the warehouses to improve the service provided to clients. By adding depalletising and repalletising operations, we are able to pool products with recoverable packaging and reduce the costs associated with the various handling stages.

This green initiative promotes environmentally responsible waste management while also controlling the costs associated with disposal.

What is bio-waste?

Article L. 541-1-1 of the French Environmental Code defines bio-waste as: « Non-hazardous biodegradable garden or park waste, and food or kitchen waste from households, offices, restaurants, wholesale outlets, canteens, caterers or retail stores, as well as comparable waste from food processing plants. »

2025 OBJECTIVES:

- **Reduction of 2% in non-hazardous industrial waste (DIB) volumes processed in our warehouses;**
- **Wider implementation of 9-stream sorting in offices and administrative departments.**

Through these concrete actions, Seafrigo Group affirms its ambition to build greener, more circular logistics aligned with the demands of a low-carbon economy. Our commitment to recovery, flow management, and innovation in waste handling is a core part of our environmental transition strategy.



3.4 - ACCELERATING THE DECARBONISATION OF OPERATIONS AND THE SUPPLY CHAIN

LCL TRANSPORT: an agile, cost-effective and responsible solution

Groupage, or LCL (Less than Container Load) shipping, involves consolidating cargo from multiple shippers into a single container to maximise its load capacity.

This logistics model offers a double benefit:

- **Cost reduction** for customers through shared use of container space;
- **Lower greenhouse gas emissions**, by reducing empty trips and optimising logistics.

This solution offers a practical response to the challenges of energy transition in international transport.

2024 target achieved:

41
active LCL routes
with daily departures
worldwide



DEVELOPING LOW-CARBON LOGISTICS AND MOBILITY

Practical measures across our flows and equipment To permanently reduce its carbon footprint, Seafrigo is acting at multiple levels in the logistics chain:

- Transition to a **low-carbon** fleet, with electric and biogas vehicles in development;
- **Route and load factor optimisation** to avoid empty runs;
- **Roll-out of multimodal transport**, favouring rail and sea over road;
- **Real-time carbon footprint tracking via Seafrigo Trace**, the internal platform measuring customer transport emissions across all modes.

3.5 - WORKING TOGETHER FOR A MORE SUSTAINABLE SUPPLY CHAIN

LOW-CARBON COALITIONS AND PILOT PROJECTS

In response to the climate emergency, Seafrigo is multiplying **sector partnerships and collaborative initiatives** to transform temperature-controlled logistics.

Move to -15°C coalition

In line with its commitments, Seafrigo joined the Move to -15°C initiative, which promotes increasing the storage temperature of frozen products from -18°C to -15°C. Backed by scientific studies, this change could help save **millions of tonnes of CO** annually, without compromising product quality.



Pilot of the innovative modular E-Coolpac battery

In 2024, Seafrigo US partnered with a shipping company to test Thermoking's E-Coolpac, a new cold chain power solution powered by a modular battery, from the Port Liberty Terminal in New York. This standalone unit provides up to 4 hours of autonomy, allowing refrigerated containers to maintain temperature with no CO₂ emissions while being connected to an independent power source.



CONSERVATION THROUGH OFFSETTING: our environmental actions

Targeted biodiversity initiatives In addition to source-reduction measures, Seafrigo is investing in **carbon offset schemes** in line with its social commitments and environmental sponsorship activities, including:

- **Supporting reforestation** and ecosystem regeneration projects
- **Funding local biodiversity protection initiatives** near the Group's sites

Climate Targets
by 2030:

41%
of emissions offset





3.6 - SUSTAINABLE, ETHICAL AND COMMITTED PROCUREMENT

At Seafrigo Group, our responsible purchasing policy is fully aligned with our CSR strategy. It is based on an integrated approach combining economic performance, compliance with environmental and social standards, and mutual engagement with our business partners. In 2024, we took a further step by structuring this policy around priority pillars common to all procurement segments, incorporating CSR criteria to assess the sustainability of partners' products and services.

A POLICY STRUCTURED AROUND THREE PILLARS

1

Environmental challenges:

Our procurement policy aims to limit the ecological impact of our value chain, through:

- A systematic search for solutions that reduce the carbon footprint of goods and services purchased;
- Increased use of recycled, recyclable or reused materials;
- Reduction of waste generated by purchases, notably by optimising packaging and volumes.

2

Social and ethical challenges:

We place major importance on respecting fundamental rights throughout our supply chain. Our commitments include:

- Close attention to working conditions and compliance with international labour standards;
- A firm stance against all forms of discrimination, forced labour or illegal work;
- Promoting a culture of integrity, transparency and mutual respect in commercial relations.

3

Governance challenges:

We strive to build supplier relationships based on clear, shared principles that promote accountability at every level.

Our approach includes:

- Formalising commitments through charters and contractual clauses;
- Regular monitoring of non-financial performance;
- Co-developing improvement plans.

KEY INITIATIVES IMPLEMENTED IN 2024

TO PUT THESE PRINCIPLES INTO PRACTICE, SEVERAL STRUCTURING INITIATIVES WERE LAUNCHED THIS YEAR:

- **Adoption of a Responsible Business Relations Charter**, signed by all new strategic suppliers, including social, environmental and ethical commitments;
- **CSR assessments of suppliers** through self-assessment campaigns, on-site audits, and in-depth document reviews;
- **Integration of CSR criteria into the annual supplier evaluation grids**, including sustainability policies, corrective actions implemented, and formal commitment (charter signature);
- **Revision of calls for tenders**, systematically including criteria relating to environmental impact (carbon footprint, circularity, logistics optimisation);
- **Testing of innovative materials**, such as low-thickness stretch film to reduce plastic use while maintaining palletisation quality;
- **Strengthening partnerships with waste management providers** to ensure the recycling or recovery of all materials purchased.

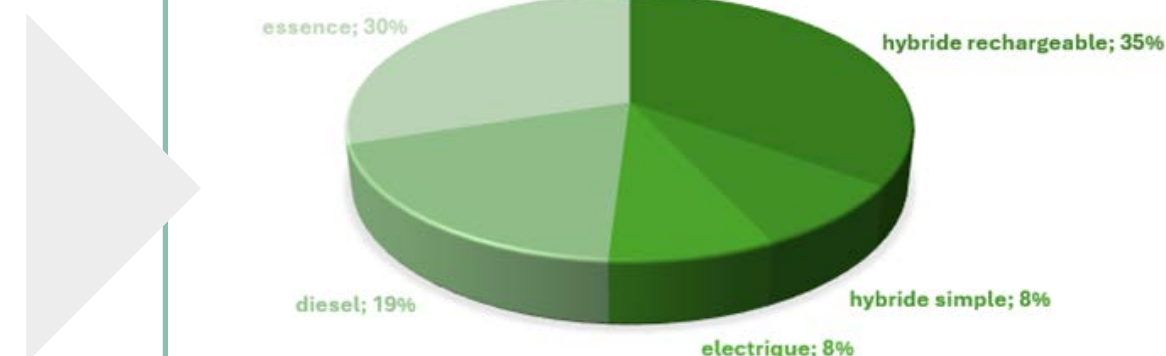
LOOKING AHEAD TO 2025

TOWARDS A STRENGTHENED AND GLOBALISED APPROACH

In 2025, Seafrigo will continue to expand and structure its responsible purchasing policy around two priority areas:

- **Reinforcing sustainability criteria in indirect procurement**, including service provision, logistics facilities, supplies, and warehouse and office equipment;
- **Rolling out the responsible purchasing policy internationally**, with the aim of spreading the standards defined at Group headquarters across all subsidiaries, in alignment with ISO frameworks (notably ISO 20400 on sustainable procurement).

Through this approach, Seafrigo affirms its determination to make procurement a lever for sustainable transformation, supporting a more responsible, transparent and resilient value chain.



Breakdown of vehicles by engine type in the Seafrigo Group fleet in France

Internal data 2024



3.7 - PROTECTING LOCAL BIODIVERSITY: A TANGIBLE COMMITMENT ACROSS OUR SITES

Protecting biodiversity is not a secondary objective, but a core requirement embedded in our Group CSR strategy. By restoring suitable habitats and enhancing ecosystem resilience, Seafrigo Group demonstrates that it is possible to reconcile economic growth with the protection of living things by taking action locally and sustainably.



ACTING to protect endangered wildlife in the Seine Estuary

Located in the heart of the Seine Estuary, Seafrigo Group operates in an area of high ecological value. Aware of this responsibility, the Group systematically integrates biodiversity protection into its development projects, particularly in sensitive areas or those home to rare or endangered species.



SUSTAINABLE land management practices

On land

All measures are supported by differentiated management of surrounding areas:

- Reduced mowing frequency in grassed zones;
- Complete elimination of chemical phytosanitary products;
- Ongoing ecological monitoring in collaboration with conservation experts.

Protecting biodiversity is not a secondary goal but a cornerstone of our sustainable development strategy. By restoring suitable habitats and enhancing ecosystem resilience, Seafrigo Group demonstrates that it is possible to reconcile economic growth with the protection of living things by taking action locally and sustainably.

As part of recent expansion works, several ecological compensation measures were introduced to protect and encourage the return of local wildlife, with particular attention paid to two emblematic species: the bluethroat and the natterjack toad.

At sea

As part of this commitment - and building on our membership in the United Nations Global Compact - Seafrigo Group plans **to take part in World Maritime Day 2025**, organised by the International Maritime Organization (IMO).

The theme chosen this year - «Navigating Towards a Sustainable Future: The Sea, Our Future» - echoes our ambition to act at the intersection of **maritime, port and environmental challenges**. For the occasion, the Group aims to:

- Showcase its **biodiversity initiatives in the estuary**;
- Present its **sustainable logistics** efforts in maritime environments;
- Participate in **public awareness events and engage with local stakeholders**.

Through this initiative, **Seafrigo seeks to deepen its local ties, affirm its maritime responsibility**, and actively contribute to more **ecosystem-friendly coastal logistics**.

“ **Seafrigo is strengthening its local roots, asserting its maritime responsibility, and actively contributing to logistics practices that respect coastal ecosystems.** ”

ADAPTATIONS to protect species

Measures implemented have been designed in response to the biological characteristics of species identified on site:



Natterjack Toad (*Epidalea calamita*)

This amphibian favours hot, dry, sandy environments and shallow, sunlit breeding ponds with sparse vegetation.

To support its presence on-site, Seafrigo has created:

- Several shallow ponds with gently sloping banks;
- Sandy and gravelly zones nearby to facilitate movement and breeding;
- Sustainable grassland management (differentiated mowing, no chemical treatments)



Bluethroat (*Luscinia svecica*)

A discreet yet emblematic wetland bird, the bluethroat is distinguished by the vivid blue bib of the male and its preference for reedbeds.

To protect the species, the Group has:

- Created an artificial reedbed at the edge of the pond to enhance habitat quality;
- Planted hedgerows and thickets to provide shelter and nesting zones;
- Maintained quiet refuge areas with limited human intervention during sensitive periods.

ESTABLISHING long-term ecological habitats

As an additional measure, Seafrigo installed an hibernaculum on-site: an artificial shelter made from hollow bricks, deadwood and stones designed to house snakes, amphibians, and small mammals during the winter. This simple and sustainable structure also helps increase local food chain diversity.



The Social Pillar: well-being, safety and inclusion



† Seafrigo Group, the success of our logistics model is built first and foremost on the commitment, safety and well-being of our employees. Present in over 20 countries, our teams work in a wide variety of roles - often demanding - in complex logistics environments. It is therefore essential to ensure working conditions that are safe, healthy and respectful, while fostering a climate of inclusion, shared vigilance, and collective progress.

3

Our social approach is based on

Strong ambitions

This holistic approach - encompassing physical protection, operational safety, and digital security - reflects our commitment to placing people at the heart of our long-term performance.

1. Ensure

health, safety and quality of life at work for everyone, whatever their role, location or status.

2. Strengthen

the culture of prevention, security and cybersecurity to protect people, property and data.

3. Foster

a respectful, fair and collaborative working environment where every employee can thrive and contribute fully to the Group's performance.

“That seems risky - shouldn't you try it this way instead?”

4.1 - HEALTH, SAFETY AND SECURITY: A GLOBAL COMMITMENT TO OUR EMPLOYEES

At Seafrigo Group, health and safety are core pillars of our social responsibility. They concern all our employees, regardless of role or location, and are fully embedded in our vision of a responsible, people-focused, and high-performing company.

A CULTURE OF PREVENTION serving sustainable performance

We operate in full compliance with local regulatory frameworks. This regulatory vigilance ensures continuous compliance, particularly at sites subject to specific requirements, such as our Seveso-classified facilities.

FROM REGULATORY COMPLIANCE to operational excellence

The **assessment of occupational risks** is a mandatory requirement, but also a driver of progress. We regularly draw up **prevention plans**, updated several times a year, to anticipate, prioritise and reduce risks across all our sites. These plans cover both physical and psychosocial risks.

A SHARED SAFETY CULTURE through collective vigilance

Safety is only effective when **embraced collectively**. This is why we promote **an active safety culture** where each employee **takes responsibility not only for their own safety, but also for that of others**.

«That seems risky - shouldn't you try it this way instead?» This kind of simple but fundamental message reflects the mindset we strive to instil every day.

We encourage reporting of observations, sharing of best practices, and **individual initiative** to help prevent risky situations. This approach is reinforced by **regular training, safety talks, site visits**, and **enhanced management involvement** in prevention.

Our
approach
is based on

3

Principles

1. Risk anticipation
2. Adoption of best
3. Ongoing dialogue between

SECURITY, SAFETY AND CYBERSECURITY:
a comprehensive approach to protecting people, property and data

1 Site security:
a structured approach
and regular audits

To ensure high levels of security across all locations, Seafrigo Group has implemented a proactive and standardised system:

- Monthly multi-site audits carried out at our Le Havre warehouses (covering safety, security, AEO compliance, signage, insurance), with an annual comparative analysis. Quarterly security audits carried out in Paris.
- Monitoring of access and sensitive equipment (badges, keys, alarms), supported by a central system for reporting technical faults.
- Awareness campaigns in warehouses, e-learning, and dedicated training for senior management to reinforce security culture at all levels.
- Insurance compliance ensured through implementation of recommendations from insurer audits and formalisation of client QHSE (QSSSE) requirements in our specifications.

3 Data security

Cybersecurity: safeguarding our data, securing trust

A strategic priority for the continuity of our operations. In a constantly evolving digital environment, cybersecurity is a critical issue for the resilience of our business, the protection of sensitive data, and the trust of our clients, partners and employees.

At Seafrigo Group, we have embedded information security into our corporate governance, aligned with our compliance and risk management framework.

2 Employee health and safety:
a daily priority

The safety of our teams is central to Seafrigo Group's HSE policy. Our actions are driven by risk anticipation and a commitment to continuous improvement.

Prevention and training

- Onboarding of new employees through a regularly updated e-learning safety module.
- Organisation of HSE talks, site visits and support for logistics or technical projects.

Risk management and oversight

- Monitoring and analysis of workplace accidents (investigations, challenges, reports), resulting in a 2% reduction in lost time due to injury.
- Consolidated monitoring of HSE indicators (accidents, travel incidents, hours worked) across France and international operations.
- Regular HSE audits conducted in all French and overseas territories, with follow-up on action plans.

Resources and compliance

- Updating of the Single Document for Risk Assessment (DUERP) to reflect feedback, regulatory developments and investment plans.
- Provision of appropriate PPE in coordination with suppliers, occupational health services and site management.
- Regulatory management of classified sites (ICPE): audits, stock monitoring, DREAL declarations.
- Operational advice on the transport of hazardous materials (ADR/IMDG).
- Updates to safety protocols (POI, PDI, PCA, PDP) and organisation of fire drills.

Institutional relations

- Support during audits and inspections (Labour Inspectorate, Customs, Border Police) and preparation of reports with related action plans.

Dedicated governance for information systems security

Cybersecurity is overseen at Group level by a dedicated department working closely with local IT teams, the legal department and risk management. This structure ensures:

- Continuous monitoring of emerging threats;
- Coordinated implementation of protection measures;
- Regular updates to protocols and security tools.

Our actions
are structured around
**3 key
areas**

1 - Risk prevention

network protection systems, enhanced authentication, firewalls and filtering, anomaly detection systems;

2 - Staff awareness

regular information and training campaigns on best practices;

3 - Incident response

crisis management protocols in the event of cyberattacks, tested and regularly updated.



Seafrigo Group is reinforcing its cybersecurity through a comprehensive strategy based on international standards.

• Audits & regulatory compliance:

Audit of 4 information systems as part of NIS2, ISO 27001 and ISO 27002 compliance. Development of a three-year roadmap, with 2025 priorities identified.

• Protection of sensitive data:

Deployment of an HSM (Hardware Security Module) solution for sensitive data encryption. Implementation of immutable access logs to meet stringent audit requirements.

• User awareness:

Roll-out of phishing simulation campaigns, training modules via a Teams chatbot, and solutions to block the entry of Seafrigo passwords on unauthorised websites.

• Strong authentication (MFA):

MFA rolled out across Office 365, with migration of On-Premise Exchange users to Office 365 scheduled for H1 2025.

• Network reinforcement:

Global deployment of next-generation antivirus (EDR) during H1 2024. Activation of PC and server firewalls across 40 countries in H2 2024.

• Identity management:

The automation of onboarding and offboarding processes via the HRIS is scheduled for the first half of 2025.

• Device security:

Deployment of a Mobile Device Management (MDM) solution across all Group mobile devices in the first half of 2025. Gradual deactivation of USB ports on workstations and servers during the second quarter.

• Cloud migration & infrastructure

Launch of the «Move to Cloud» project in the second half of 2025 to strengthen the structural security of the information system.

• Equipment modernisation

Migration project to Windows 11 before Windows 10 reaches end-of-life in October 2025.

Awareness: a key lever

We consider every employee to be a vital link in our collective security. That is why we have implemented a cybersecurity awareness programme, with modules tailored to different job profiles and levels of risk exposure. Regular reminders are shared with all teams on:

- Security rules related to email and web browsing;
- Password management;
- Vigilance against phishing attempts and social engineering.

Data protection and regulatory compliance

Compliance with the General Data Protection Regulation (GDPR) is an integral part of our cybersecurity policy. We ensure the protection of personal data belonging to our employees, clients and partners through a rigorous process for managing, accessing, storing and deleting data. Close collaboration between our IT, Legal and HR teams ensures that our practices comply with European and international regulations.

Towards sustainable cybersecurity

In response to the growing sophistication of digital threats, Seafrigo Group will continue in 2025 to:

- Strengthen the security of its infrastructure;
- Roll out advanced monitoring tools;
- Integrate cybersecurity criteria into the selection of service providers and technology partners.

4.2 - WORK ORGANISATION AND HUMAN DEVELOPMENT

Creating a structured, fair and forward-looking working environment is a key pillar of Seafrigo Group's HR strategy. In 2024 and 2025, we are continuing a broad transformation of our talent management practices, with a clear ambition: **to harmonise our processes, recognise our people, and foster a culture of trust and equity** at international level.

HR STRUCTURING: a unified information system to support growth



The roll-out of the **Workday HRIS** in 2024 marks a major step forward in harmonising our HR processes globally.

This unified system enables:

- The creation of a **global HR database**;
- **Absence** management for our largest countries;
- **Digital recruitment processes** and the launch of a Group **careers site** to support both internal mobility and external hiring;
- **Automation of employment contracts and offer letters** in the pilot countries: Belgium, United States, France, Egypt and Australia (2024).

February launch of the 2025 e-learning platform

In 2025, this rollout will continue with the **launch of the performance management module, the Group-wide e-learning platform**, and the standardisation of a **job catalogue** across all entities.

A strengthened HR organisation closer to the field

To support our growth and ensure compliance with local legal requirements, **HR teams** were reinforced in 2024, including the **appointment of HR managers in strategic regions such as Australia, Asia, and the Middle East**.

These new roles enhance inter-regional coordination and help ensure better implementation of Group HR policies. Additionally, a **project to harmonise job descriptions** is planned for 2025, with the aim of promoting transparency, career visibility, and workforce planning.

Performance management and professional development

A global initiative to harmonise **performance reviews** is already underway and will be implemented in the following stages:

1. Definition of **digitalised objectives**;
2. **Mid-year review** to allow for any adjustments;
3. Creation of an internal CV for each employee, to support **internal mobility** and improve managerial insight into Group talent;
4. End-of-year review.

The **launch of the e-learning platform** in February 2025 supports employee upskilling, with training already available on the following topics:

- **Warehouse safety**;
- **CargoWise business software (core module)**;
- **Anti-corruption**;
- **Code of conduct**.

EQUITY, DIVERSITY AND RESPONSIBLE WORKING CONDITIONS

Seafrigo Group is committed to offering a fair and compliant remuneration policy in all the countries where it operates.

At the same time, **additional employee benefits** are gradually being introduced across the different regions. Accordingly, a company health insurance scheme was introduced in 2024 upon the opening of our offices in Chile, Côte d'Ivoire and Gabon, and was updated in Egypt.

In France, a **review was launched in 2025** on the introduction of **more flexible meeting hours** to support a better work-life balance. The **remote working charter**, already in effect across all European countries, also contributes to this balance.

Our commitment to an inclusive working environment

At Seafrigo Group, inclusion and diversity are central to our human resources policy. We believe that the strength of our teams lies in the diversity of backgrounds, experiences and perspectives, and we are committed to ensuring a respectful, fair and inclusive workplace for all.

Promoting equal opportunity is central to our HR policy:

- An **internal careers site** has been launched to encourage **internal mobility** and **prioritise internal applications** during recruitment.
- In 2024, **the entire HR France recruitment team received training on non-discrimination in hiring**, to ensure fair and inclusive recruitment practices.
- In 2025, a Recruitment Charter will be introduced, to be signed by all managers and recruitment partners (e.g. temporary staffing agencies), ensuring compliance with fundamental principles of inclusion and diversity.

Inclusion of people with disabilities and accessibility

We are committed to the long-term integration of people with disabilities. This commitment is reflected in partnerships with specialist organisations, the adaptation of workstations where necessary, and awareness-raising initiatives through training and internal communication campaigns.



Disability Awareness Week

Immersive workshops and themed awareness activities - one theme per

➔ **Theme 1:**
What is a Disability?

➔ **Theme 2:**
Addressing Disability in the workplace.

➔ **Theme 3:**
Supporting a return to work after long-term sick leave.

➔ **Theme 4:**
How to have your Disability recognised?

Thanks to this campaign, some employees felt empowered to speak openly about their challenges and to formally declare themselves as having a disability. The Disability Awareness Week was held in France in 2024 and will be extended to other countries around the world in 2025, to coincide with the International Day of Persons with Disabilities.

4.3 - WELL-BEING, QUALITY OF WORK LIFE AND WORKING CONDITIONS (QWL)

At Seafrigo Group, we see employee well-being as a key driver of sustainable performance. Promoting quality of work life means creating an environment where everyone can thrive, balance professional and personal life, and work under conditions that support engagement, health and motivation.

A GLOBAL COMMITMENT WITH LOCAL ACTIONS

Our workplace well-being initiatives are rolled out across all our sites, following a continuous improvement approach tailored to the specific needs of each location. In **Egypt**, our teams have launched the «**Calendar of Happiness**»,

a monthly programme designed to foster a spirit of friendliness and positivity at work. Each month, themed activities, thoughtful gestures and shared moments are organised, helping to strengthen team cohesion and a sense of belonging.



IN FRANCE : structured and concrete measures

This year, we launched the development of a dedicated **well-being programme**, structured around several key areas: work-life balance, health and prevention, workplace comfort, physical activity and participatory initiatives.

- **An assessment of remote practices** is being launched in 2025 to better meet employee expectations while ensuring business continuity. This initiative aims to balance flexibility and performance, fostering a culture of trust and accountability.
- **A dedicated training course for warehouse staff on the prevention of musculoskeletal disorders (MSDs)** is being organised this year, with the aim of raising awareness among employees about good daily practices and posture to help prevent work-related risks associated with physical activity.
- **A dedicated introduction to sophrology will also be offered to administrative staff** in 2025, as part of a broader effort to manage stress and improve focus and mental well-being.
- **«La Minut'rit», a workplace concierge service**, provides the perfect balance between work and personal life by lightening the mental load of employees. It supports them with day-to-day errands, such as admin tasks, last-minute shopping, home help, and much more. With over 300 employees enrolled and nearly 1,700 services delivered each year, La Minut'rit has become an integral part of everyday life for Seafrigo's teams in Le Havre.

SPACES DESIGNED FOR COMFORT AND PERFORMANCE

The continuous improvement of our workplaces is an integral part of our sustainable development strategy. Each new real estate project incorporates quality of working life criteria from the design stage:

- Our **head office in France is HQE-certified (High Environmental Quality)**, reflecting our commitment to comfort, ergonomics, acoustics, and energy efficiency.
- In **Paris**, the new logistics site was also designed with geographic accessibility in mind (20 minutes from Gare de Lyon).
- In **Sweden**, we are continuing to upgrade our facilities in line with our Quality of Working Life (QWL) policy.
- In **Australia**, we recently consolidated two sites into a single location combining **warehouse and office space**, promoting synergy and enhanced comfort for our teams.



The Economic Pillar: ethical and responsible growth



5.1 - FOSTERING ETHICS, SAFEGUARDING BUSINESS RELATIONSHIPS

AN ANTI-CORRUPTION POLICY EMBEDDED IN OUR CORPORATE CULTURE

The fight against corruption is a **major strategic and ethical issue** for Seafrigo Group. Through our compliance approach, we aim to establish a clear, structured, and robust framework for preventing corruption, fraud, conflicts of interest, and unfair business practices.

This policy is built on



Identification of risks: a methodical approach

In 2024, we strengthened our risk mapping system by integrating specific anti-corruption criteria:

- Analysis of high-risk functions and exposed processes;
- Targeted interviews with operational managers;
- Risk assessments by geographical area and by entity.

Training & awareness: fostering a culture of vigilance

An **anti-corruption awareness** campaign was launched:

- in France **in the first half of 2025**, targeting **office staff and warehouse employees**.
- internationally, a global rollout is planned for the second half of 2025.

To support this initiative:

- Training sessions for senior management;
- A company-wide **e-learning module with a quiz**, encouraging progressive and continuous understanding of business ethics.

To promote a **culture of business ethics**, we have implemented a dedicated training programme:

- **E-learning modules** on anti-corruption, accessible to all employees, including a knowledge validation quiz;
- **In-person awareness sessions** for the most exposed teams, particularly in purchasing, sales, logistics, customs, and finance;
- A dedicated training track for managers and senior executives, featuring real-life case studies and practical role-playing scenarios.

Tools & procedures:

a framework for acting transparently to support employees in managing sensitive situations, we have implemented several mechanisms:

- A formal **conflict of interest declaration procedure**, applicable at all levels of the organisation;
- An **internal whistleblowing system**, accessible anonymously, allows employees to report any misconduct, suspected fraud or corruption.

Governance and transparency

Our commitment is driven by **shared governance**, led by the risk and insurance team in close collaboration with the legal, finance, HR, CSR, and internal control departments. A dedicated compliance committee meets monthly.

An **ethics committee convenes quarterly** to review actions taken, validate prevention plans, and arbitrate sensitive situations.

5.2 - COLLABORATION FOR PROGRESS: DIALOGUE AT THE HEART OF OUR CSR APPROACH

At Seafrigo Group, we see **dialogue with our stakeholders** as a cornerstone of our CSR policy. In line with the **ISO 26000** guidelines and the **United Nations Global Compact Sustainable Development Goals**, we are committed to building relationships founded on trust, transparency, and co-construction.

Our stakeholders are diverse - employees, clients, suppliers, institutional partners, and regional actors - all playing a vital role in our transition toward more sustainable logistics.

A structured social dialogue to support our governance

Social dialogue is a key pillar of our governance model. It helps to:

- **Strengthen working relationships** by fostering a climate of **trust and collaboration**;
- **Encourage employee participation** in decisions that impact their work and wellbeing;
- **Safeguard fundamental labour rights**, including **freedom of association** and the **right to collective bargaining**;
- **Prevent social conflict** by promoting anticipation and enabling agreements to be reached in a constructive environment.

Formalised dialogue forums are held regularly with employee representatives, local management and support functions (HR, QHSE, logistics, etc.) to ensure **operational follow-up** on key topics such as working conditions, safety, training and mobility.

This proactive dialogue with suppliers supports **long-term partnerships** and enables the **joint identification of opportunities for improvement** across the value chain.

“A responsible and vigilant corporate culture, where every employee is empowered to act with integrity.”

5.3 -ANTICIPATING RISKS, EMBODYING OUR VALUES

To strengthen our compliance and risk prevention approach, Seafrigo Group relies on a structured framework built around three key tools: an internal whistleblowing system, a regularly updated risk mapping process, and a Group-wide code of conduct. These mechanisms reflect our commitment to transparency, foresight and leading by example.

RISK MAPPING to guide our compliance efforts

Seafrigo Group has strengthened its Group-wide risk mapping, incorporating risks related to non-compliance, corruption, and breaches of human rights or environmental standards.

This strategic tool helps to guide preventive actions, adapt procedures, and prioritise training and control efforts.



A continually improving risk mapping framework:
focus areas for 2024 consolidation

As part of its compliance and corporate social responsibility approach, Seafrigo Group has formalised a Code of Conduct setting out the ethical, professional and behavioural standards expected of all employees, at every level of responsibility.

This document forms the foundation of the Group's culture of integrity. It reflects the core principles of business ethics and embodies the Group's founding values: integrity, diversity & inclusion, adaptability, entrepreneurship and synergy.

A CODE OF CONDUCT to embody our values in everyday practice

Seafrigo Group's Code of Conduct sets out the ethical and behavioural guidelines expected of all employees, across all levels of the organisation. It serves as a shared reference framework aligned with our values - integrity, inclusion, synergy, adaptability, and entrepreneurship - and our commitments to CSR.

Its dissemination is supported by **awareness-raising sessions and e-learning modules** to ensure it is embraced across all Group entities, in France and internationally. The Code of Conduct has been translated into French, English, Spanish and Arabic.

The Code covers key topics such as:

- Respect for human rights and working conditions;
- Business ethics and anti-corruption;
- Confidentiality, data protection, and safeguarding of company assets;
- Relations with third parties (clients, suppliers, public authorities, etc.)

A WHISTLEBLOWING SYSTEM to report breaches in full confidentiality

Seafrigo Group has implemented a confidential and secure internal whistleblowing system, accessible to all employees and authorised external stakeholders. This mechanism allows any individual to report, in good faith and without fear of retaliation, any behaviour or situation that could constitute:

- a breach of applicable laws or regulations (fraud, corruption, harassment, discrimination, environmental harm, etc.);
- a violation of the Group's ethical standards, internal procedures or CSR commitments.

How alerts are handled

Every alert received via the dedicated platform or through secure channels is managed within a strict framework of confidentiality, impartiality and traceability.

A formal alert-handling process has been established. This system contributes directly to the prevention of compliance risks, reinforces transparency, and supports the creation of an ethical and responsible working environment.

Outil d'alerte SAFE WORKPLACE

Utilisez le QR code pour accéder à la plateforme et signaler - anonymement ou non - tout incident que vous rencontrez.

www.seafrigo.com

Local engagement and responsibility: building a sustainable future together



Local development is a **strategic focus of our societal engagement**. Through our presence in various regions around the world, Seafrigo Group acts responsibly, creating value in local areas, forging long-term partnerships with local stakeholders, and contributing to the economic, social, educational and cultural vitality of the ecosystems in which we operate.

For Seafrigo, long-term local engagement means **building balanced, supportive, and respectful relationships** with local authorities, community associations, schools, and cultural and sports organisations.

6.1 - A REGIONAL PRESENCE ROOTED IN SOLIDARITY

We carry out several **solidarity initiatives** with strong local and social impact.

XAMXAM:

Literacy and reforestation in Côte d'Ivoire

In September 2024, Seafrigo supported an educational and environmental mission in Côte d'Ivoire, in partnership with the association XamXam – Un monde en commun, chaired by Arnaud Wust. This mission included:

- **Planting fruit trees** at around fifteen schools;
- **Distributing** more than 5,000 books to children and teachers;
- A **700 km awareness-raising tour** on environmental issues across the country.

This project illustrates the Group's commitment to education, youth, and ecosystem preservation, while promoting high-impact human and educational initiatives.

FIGHT AGAINST CANCER:

awareness, prevention and commitment

Seafrigo Group takes concrete action in the fight against cancer.

- **Supporting paediatric cancer research** through sponsorship of the Imagine For Margo association, whose logo appears on our Class40 sailing boat Seafrigo–Sogestran.
- **Awareness campaigns conducted both internally** and internationally (Pink October, Movember), including:
 - Preventive health workshops (breast and male cancers)
 - Regular communications to all employees.
- **Sporting and solidarity commitment:** 100 employees took part in the **Course de l'Amazone**, combining sport, health and team spirit in support of the fight against breast cancer.



Team participation in the 2024 Amazone Race.

6.2 - CULTURE, SPORT, EDUCATION: CONNECTING, SHARING KNOWLEDGE AND INSPIRING

CULTURE

Partnership with MuMa – Museum of Modern Art in Le Havre

Seafrigo Group has been a sponsor of MuMa for several years, supporting the promotion of the Le Havre region's artistic and cultural heritage. This sponsorship has taken the form of:

- The distribution of over 100 exhibition tickets to our employees for each major event,
- The organisation of creative workshops for employees' children, combined with guided museum tours.

This initiative aims to make art more accessible to our teams and their families, while highlighting and supporting local cultural institutions.

SPORT AND SOCIAL COHESION

Sport – STB Le Havre

For several seasons, Seafrigo has been an official partner of STB Le Havre, the city's iconic basketball club. Each match is an opportunity to:

- Offer up to 40 tickets to employees, strengthening team spirit and local engagement;
- Organise competitions on our social media to promote local sport;
- In 2025, an event focusing on women in leadership will be held in partnership with head coach Lauriane Dolt and female leaders from Seafrigo Group.



Sport and knowledge sharing – The Class40 Seafrigo-Sogestran project

Since 2021, Seafrigo has been active in offshore sailing through the Class40 Seafrigo–Sogestran project, run in partnership with the Sogestran Group. This ambitious initiative supports young sailing talent from Normandy by giving them the opportunity to build and skipper a high-performance racing yacht. Under the guidance of sports director Cédric Chateau, the young skippers take part in prestigious international competitions such as the Transat Jacques Vabre / Café l'Or and the Route du Rhum. The Class40 is a monohull class designed to combine performance, reliability and

accessibility. The project reflects a true synergy between team spirit, technical innovation, race strategy and human commitment.

Beyond the sporting dimension, the partnership allows employees and their families to discover the world of sailing through:

- Sailing sessions for clients;
- Workshops and training sessions to introduce employees and their families to sailing;
- Special meet-and-greet events with the skippers, including guided boat tours.



During this period, the two athletes achieved major international success:

- **2022**
World Championship runners-up in 470 sailing;
- **2023**
European Champions in the same discipline;
- **2021-2023**
Regular podium finishes at top-level competitions at the French Olympic Week (silver and bronze medals);
- **2024**
6th place at the Paris Olympic Games following a strong performance.

Sport and performance - Olympic sailing: Camille Lecointre & Jérémie Mion

Between 2022 and 2024, Seafrigo supported Camille Lecointre and Jérémie Mion, high-level French sailors in the 470 sailing class, in their preparation for the Paris 2024 Olympic Games. This partnership reflects Seafrigo's commitment to excellence, performance, and team spirit.

Through this partnership, Seafrigo employees were able to follow their journey, draw inspiration from their determination, and embrace the values of high-performance sport. This human experience strengthened the company culture around commitment and exceeding oneself.

“Seafrigo's commitment to excellence, performance and team spirit.”

EDUCATION AND INCLUSION:

Frigotour: raising awareness of careers in cold chain logistics for all

Through the **Frigotour** initiative, Seafrigo runs educational activities aimed at young people and individuals looking to retrain.

This programme is built on:

- **Partnerships with schools and training centres;**
- **Promoting careers in refrigerated transport and logistics, particularly to women²;**
- Engagement with local authorities and organisations focused on professional reintegration.

2. According to the latest INSEE statistics, women represent only 39% of the logistics workforce.



6.3 - TERRITORIAL ENGAGEMENT AT THE HEART OF OUR SOCIAL COMMITMENT

Our sponsorship policy includes a strong territorial focus, supporting projects with local reach while strengthening our long-term ties to the communities in which we operate.

We prioritise initiatives that:

- **Provide access to culture, sport and education** for our employees and their families;
- **Strengthen our relationship with local authorities and stakeholders** through joint projects and participation in regional events;
- **To encourage social innovation** by supporting committed local organisations (associations, schools, clubs, etc.).

At Seafrigo Group, we firmly believe that our development can only be truly sustainable if it is **shared with the regions** that host us.

Through our cultural, educational, social and sporting initiatives, we strive to **create a positive, tangible and lasting impact** for local communities, fully embracing our role as a responsible economic player.

A responsible trajectory focused on the future

In 2024, Seafrigo Group reached a major milestone in its sustainable transformation, clearly affirming its commitments to social responsibility, environmental performance and business ethics. Driven by a long-term vision and dedicated governance, our CSR strategy is now embedded within an international reference framework, aligned with the principles of ISO 26000, the Sustainable Development Goals (SDGs), and the requirements of the United Nations Global Compact, which the Group joined in March 2025.

The year 2025 also marks a **regulatory turning point**, with the implementation of key changes to European obligations, including:

- The **CSRD directive**, which requires more rigorous non-financial reporting, structured around **double materiality** and the ESRS standards;
- The **CS3D directive** (Corporate Sustainability Due Diligence Directive), which expands corporate responsibility across the entire value chain;
- The **EU Taxonomy**, which introduces an objective measure of how aligned our activities are with the EU's climate goals.

These frameworks set a **new bar for compliance** while presenting a **strategic opportunity**: to structure our sustainable performance, strengthen transparency, and guide our investment choices towards a clearly low-carbon pathway.

For Seafrigo, these new requirements are above all a chance to **consolidate a sustainable, responsible, and international growth model** that rises to today's environmental, social and economic challenges. They affirm the relevance of embedding CSR into all our business lines and geographical areas. Our early development of green service offerings is a strong illustration of this.

In 2025, we will continue to structure our action plans, upskill our teams, improve our performance indicators, and maintain open dialogue with stakeholders -all with one goal in mind: **to accelerate the transition towards a more sustainable, leaner and fairer supply chain.**

APPENDIX 1 - GLOSSARY

ADR: European Agreement concerning the International Carriage of Dangerous Goods by Road — regulation governing the transport of hazardous materials by road.

BEGES: Greenhouse Gas Emissions Assessment — regulatory assessment of an organisation's greenhouse gas emissions.

BREEAM: Building Research Establishment Environmental Assessment Method — method for assessing the environmental performance of buildings.

CDP: Carbon Disclosure Project — leading international organisation for corporate environmental impact disclosure.

COP (Communication on Progress): Annual report submitted by UN Global Compact members on their CSR progress.

CSRD: Corporate Sustainability Reporting Directive — EU directive on corporate sustainability disclosure.

CSR: Corporate Social Responsibility — companies' voluntary integration of social, environmental and ethical concerns into their operations.

DUERP: Single Occupational Risk Assessment Document — legally required record of health and safety risks for employees.

EDR: Endpoint Detection and Response — cybersecurity solution for identifying and responding to threats on IT endpoints.

ESG: Environmental, Social and Governance — criteria for assessing a company's sustainability practices.

GHG Protocol: Greenhouse Gas Protocol — international standard for carbon accounting.

GHG: Greenhouse Gases — gases contributing to global warming (CO₂, CH₄, N₂O, etc.).

GRI: Global Reporting Initiative — international standards for sustainability reporting.

HQE: Haute Qualité Environnementale (High Environmental Quality) — French certification aimed at reducing the environmental impact of buildings.

HSM: Hardware Security Module — secure cryptographic device for protecting sensitive data.

ICPE: Classified Installation for Environmental Protection — activity requiring official authorisation or declaration due to environmental risks.

IFC / IFS LOG: International quality and safety standards for food products and associated logistics services.

IMDG: International Maritime Dangerous Goods Code — global regulation for the maritime transport of dangerous goods.

ISO 26000: Guidelines on social responsibility for organisations.

ISO 9001 / 14001 / 50001 / 37001 / 14064: Standards for management systems covering: quality, environment, energy, anti-bribery, and GHG emissions verification.

LCL: Less than Container Load — sea freight in shared containers (groupage).

MDM: Mobile Device Management — centralised and secure management of corporate mobile devices.

MFA: Multi-Factor Authentication — enhanced security requiring multiple forms of identity verification.

SDG: Sustainable Development Goals — 17 UN goals for global sustainable development by 2030.

AEO: Authorised Economic Operator — customs certification ensuring the reliability of international trade operators.

PDCA: Plan, Do, Check, Act — continuous improvement method used in management systems.

BCP / FDP / IEP/ PP: Risk management plans: Business Continuity Plan, Fire Defence Plan, Internal Emergency Plan, Prevention Plan.

QWL: Quality of Working Life — all initiatives aimed at balancing employee wellbeing and company performance.

QSSE: Quality, Health, Safety, Security and Environment

CSR / OSR: Corporate / Organisational Social Responsibility — CSR as applied to all types of entities, public or private.

HRIS: Human Resources Information System — digital HR management tool.

Scope 1/2/3: Greenhouse gas emission categories according to source:

- Scope 1: direct emissions from the company (e.g. fuel combustion).
- Scope 2: indirect emissions from purchased energy (electricity, heat).
- Scope 3: other indirect emissions (upstream/downstream transport, procurement, travel, etc.).

Seveso: European directive regulating high-risk industrial sites based on the nature and quantity of hazardous substances present.

LVMS / BMS: Low Voltage Main Switchboard / Building Management System — systems for managing building power supply and technical infrastructure.

UN Global Compact: United Nations initiative encouraging companies to adopt responsible practices in human rights, labour, environment and anti-corruption.

APPENDIX 2 - 2024 KPI TRACKING

| ETHICAL PURCHASING KPI | UNITÉ | DATA | SCOPE |
|--|-------|-----------|--------|
| % of targeted suppliers having signed the Responsible Purchasing Charter or the Supplier Code of Conduct | % | 44 | FRANCE |
| % of targeted suppliers assessed on CSR criteria | % | 75 | FRANCE |
| % of buyers at all sites trained in responsible purchasing | % | 40 | FRANCE |
| ENVIRONMENT-ENERGY KPI | UNITÉ | DATA | SCOPE |
| Total energy consumption | MWh | 38.85 | GROUP |
| Renewable energy consumption | MWh | 6,069,168 | GROUP |
| Total hazardous waste | Tonn | 25.2 | FRANCE |
| Total non-hazardous waste | Tonn | 1,031,3 | FRANCE |
| Waste recovered | Tonn | 322.79 | FRANCE |
| % of operational sites assessed for specific environmental risks | % | 61.53 | FRANCE |
| Several warehouses are monitored by environmental authorities due to activities posing potential harm to people or the environment (classified under ICPE with varying risk levels). Scope: France / Overseas Territories – 13 sites, 8 of which are subject to special oversight. | | | |
| % of total energy consumption from renewable sources | % | 15.62 | FRANCE |
| % of total operational waste diverted from landfill | % | 30.55 | FRANCE |

| SOCIAL KPI | UNIT | DATA | SCOPE |
|---|------|---------|--------|
| % of women across the organisation | % | 28 | GROUP |
| % of women in senior leadership | % | 25 | GROUP |
| % of women on the company's Board of Directors | % | 17 | GROUP |
| Number of hours worked | % | 3933585 | GROUP |
| Number of work-related health issues | - | 105 | GROUP |
| <div>90 events in France (18 commuting accidents, 9 minor, 28 without work)</div> <div>15 events abroad (6 with work stoppage, 9 without work stoppage)</div> | | | |
| What percentage of operational facilities are certified as compliant with ISO 45001 or another standard relating to social or human rights management? | % | 100 | FRANCE |
| % of operational sites for which a health and safety risk assessment has been carried out (please specify) | % | 69 | FRANCE |
| % of total workforce at all sites represented on a joint health and safety committee | % | 69 | GROUP |
| % of total workforce at all sites covered by formally elected employee representatives (please specify) | % | 69 | GROUP |
| <div>90% IN FRANCE</div> <div>100% EN BELGIUM</div> | | | |
| % of total workforce at all locations who have received periodic performance and career development reviews (please specify) | % | 62 | GROUP |
| % of total workforce across all sites who have received training on diversity, discrimination and/or harassment | % | 30 | GROUP |
| ETHICS KPI | UNIT | DATA | SCOPE |
| Number of incidents reported via the whistleblowing procedure | - | 2 | GROUP |
| Number of confirmed corruption incidents | - | 0 | GROUP |
| % of high-risk business partners covered by a due diligence process regarding corruption or information security | % | 100 | GROUP |

Notes



www.seafrigo.com

Seafrigo / 22 rue de New-York
76600 Le Havre - FRANCE
Tel: +33 (0)2 35 24 77 67 / Fax: +33 (0)2 35 24 69 66

