

#CSR REPORT 2024



DUPESSÉY & CO

GLOBAL TRANSPORT, TOTAL COMMITMENT

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#EDITORIAL

**“ Pushing the limits,
Constant innovation,
Progress at all costs. ”**

The year 2024 marks an unprecedented turning point for the transport and logistics sector, which is facing unprecedented challenges. At DUPESSEY&CO, we have not been spared by this turbulence. In a complex economic context, advancing our CSR approach, which is often demanding in terms of investments, is a delicate exercise. It requires strategic choices, clear priorities, and bold compromises, which are essential if we are to combine operational excellence and our commitment to society.

Despite the obstacles, we have managed to stay on course, remain agile and invest in forward-looking projects, particularly in alternative energies. The advances presented in this report testify to the strength of our collective commitment: combining economic performance and responsibility to society.

In a period of financial uncertainty, confidence, motivation and collaboration have been our most precious allies. It is thanks to them that we have been able to take new steps and demonstrate that CSR is much more than just a moral imperative : it is a real lever for continuous innovation and progress.

With these lines, I would like to emphasize that without this collective will no progress would be possible. My warmest thanks to all our employees, and in particular the CSR committee for their daily involvement.

The transition to a more responsible economic model is a major challenge path strewn with pitfalls. But our determination remains intact. We are moving forward, step by step, by acting on all the pillars of our social responsibility, with a clear objective: to building a sustainable future where economic, social, and environmental dimensions are intertwine harmoniously.

Carole DUPESSEY
President

The last year has challenged our sector like never before. At DUPESSEY&CO, we have chosen to respond to these challenges by optimism and proactivity. Rather than suffer constraints, we have taken on and turned into levers for strengthening our commitment to innovation and social responsibility. Driven by our human values and our expertise, our Group is reaffirming its ambition to offer concrete, sustainable solutions to our partners.

These upheavals have prompted us to take a deep introspective look.. By revisiting our processes, we have identified our strengths, optimized our practices and gained greater clarity about our strategic priorities. This approach has enabled us to consolidate our trajectory while remaining true to our mission: to combine operational excellence with positive impact.

Making bold choices to better serve our customers while preserving our environment is now at the heart of our strategy. By focusing on innovation, we have accelerated the electrification of our fleet, invested in cutting-edge technologies and initiated an in-depth digital transformation. These changes have not only transformed our operations, but also strengthened our commitment to the ecological transition.

Our employees remain our greatest value. Thanks to targeted recruitment and strategic training, we have increased our skills to support our customers with ever more relevant solutions. This human capital, combined with our technological efforts, is an essential pillar to reduce our carbon footprint while strengthening our competitiveness.

Emmanuel ANDRE
General manager



#2024 REVIEW

3 words to summarize our path : Strategy, Values and Innovation

An analysis of 2024 and the first few months of 2025 confirms that our choices were the right ones:



Strategic partnerships

We have forged two strategic partnerships with international customers at our logistics sites in Alsace. Our teams have proved their responsiveness in dealing with complex technical issues. The key to our success? Adaptability and continuous improvement, enabling us to constantly refine our internal requirements and those of our stakeholders.



CSR recognition

Thanks to a measurable and concrete CSR policy, we have achieved tangible results in terms of reducing our carbon footprint and sustainable innovation. For the third year running, we have been awarded the Ecovadis silver medal, with an improvement in our rating placing **us in the top 15% of companies in the transport and logistics sector.**



Alternative energies

Our investments in alternative energy solutions, such as electric and HVO, illustrate our commitment to accelerating the energy transition. This diversity is essential if we are to meet the specific needs of our customers and partners while reducing our environmental footprint.



Digital transformation

We have redesigned our organisation to combine performance and responsibility. Strengthening security, introducing new tools, centralising data and modernising processes were key steps. This transformation has also improved working conditions for our teams, enabling them to refocus on high value-added missions.

#1. Deployment of a new CRM to optimise customer management.

#2. Implementation of Reflex, to improve stock and flow management.

#3. Optimised monitoring of our chartered subcontractors.

#4. Creation of a centralised database, Harmony, facilitating dynamic and consistent analysis.

#5. Dematerialisation of accounting and invoicing processes.

#6. Deployment of an HRIS for improved human resources management.

#7. Strengthening telematics and telecommunications.

#STEP IN 2025

2025 roadmap : A clear and ambitious vision



We firmly believe that the energy transition in the transport and logistics sector requires a global approach, combining technological innovation and societal transformation. At DUPESSEY&CO, we are determined to turn every challenge into an opportunity to build a sustainable future. Together, with our employees and partners, we will pursue this ambitious transformation, guided by a vision where performance and responsibility go hand in hand.



01.

THE GROUP

#Presentation

DUPESSÉY&CO is an independent French group, located in Rumilly (74), Haute-Savoie. With over 57 years' experience, we are a Group of 550 passionate men and women who work hard every day, ready to take on the challenges of tomorrow! We make it a point of honour to guarantee solid expertise, the fruit of decades of learning and adapting to constant changes in the market.

At DUPESSÉY&CO, we are well aware of the international business issues that define today's landscape. Our proactive approach and in-depth understanding of international dynamics enable us to provide our clients with innovative and effective solutions. Out of France, DUPESSÉY&CO is present in Southern Europe (Italy, Spain, Portugal). As an industry specialist, we are proud to offer a complete and responsible range of services covering all aspects of transport and logistics.

Our business sectors



Retail



Automobile



E-commerce



Beverage



Agro-science



Building Materials



Domestic appliances

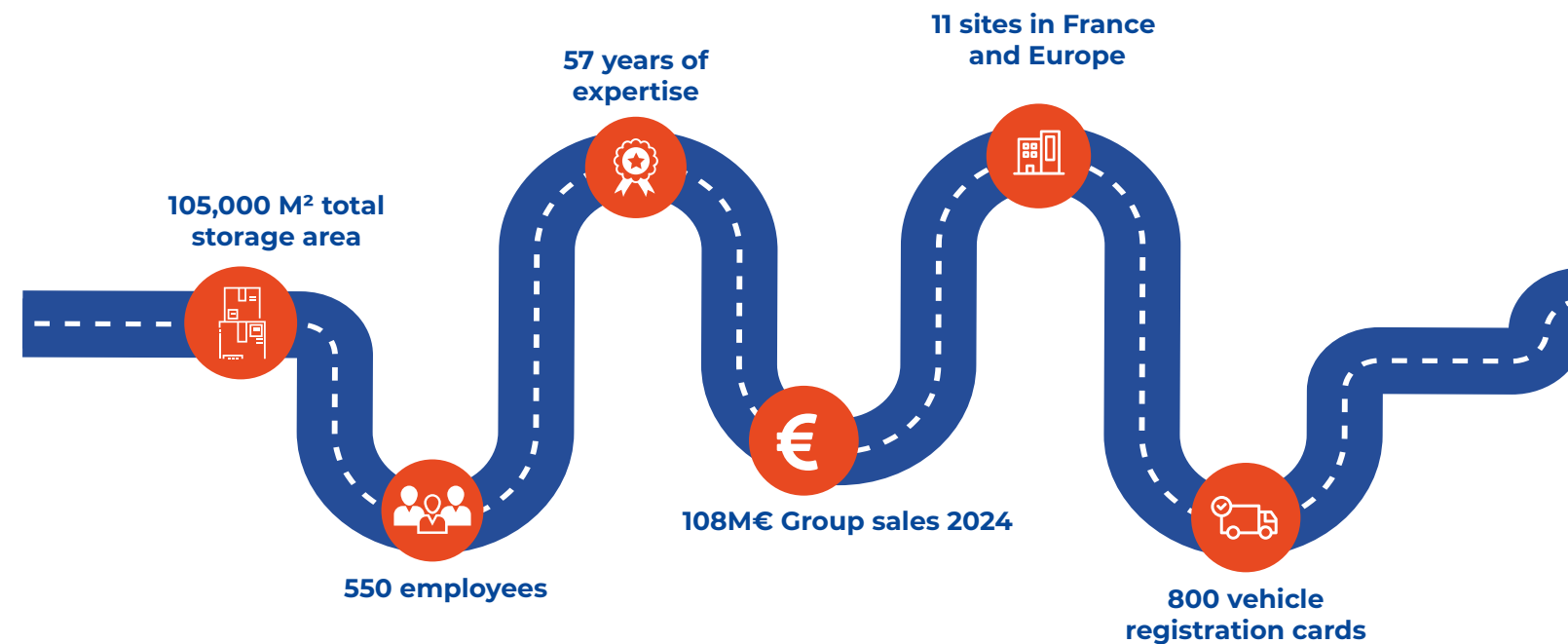


Press industry



Cardboard

Our key figures



Our 3 areas of expertise

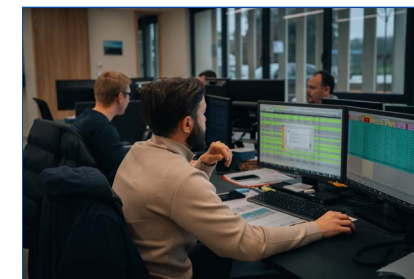


TRANSPORT

Transport FTL & own fleet of vehicles

Distribution/ Groupage

Dedicated trucks



CONTROL TOWER

Audit, analysis of needs and constraints

A multilingual TEAM

Real-time traceability



LOGISTICS

Contract logistics

Copacking/ Kitting/ Picking

Hazardous goods

Cross Dock

#Our locations

In France

HEAD OFFICE

#124 route d'Aix-les-Bains
74150 RUMILLY

#61 rue des Combes
38290 SATOLAS-ET-BONCE

#Avenue du Luxembourg
68110 ILLZACH

#Zone Industrielle
68490 HOMBOURG

#3 avenue du 24 août 1944
69960 CORBAS

#124 allée Léon Foucault
84270 VEDÈNE

#Rue de la Petite Vitesse
89140 PONT-SUR-YONNE

PONT SUR YONNE (89)

1.000 m²



ILLZACH / HOMBOURG (68)

62.000 m² -
Hazardous materials



SATOLAS-ET-BONCE (38)

20.000 m²



RUMILLY (74)

10.000 m² -
Head office



CORBAS (69)

6.000 m²



TURIN Agence



PORTO Agency



VEDENE (84)

1.000 m²



BARCELONE

3.000 m²



MADRID Agency



In Europe

DUPESEY IBERICA

Site de Barcelone

#C/Industria, 4
08780 PALLEJÀ

Site de Madrid

#Avenida Leguario, 49
Oficina 5, Planta 2
28891 PARLA

Site de Porto

#Rua Albino José Domingues
30 3º BO
447-034 MOREIRA DA MAIA

DUPESEY ITALIA

#Via Molino della Splua 2

10028 TROFARELLO
Tél. +39 0116 49 66 70

#Our certifications

A certified commitment : our way to excellence

DUPESEY&CO is fully committed to a process of continuous improvement, aimed at achieving and maintaining the highest standards. This ambition is reflected in the many certifications we have obtained, reflecting our collective commitment to quality, safety, the environment and the stakeholders with whom we work. We are gradually rolling out these certifications across all our business units, reinforcing our drive for excellence.

Our shared vision and common objective remain clear: to ensure a positive and sustainable impact while meeting the expectations of our customers, partners and employees. These awards, the fruit of a collective effort, are proof of our determination to excel and to contribute actively to responsible development.



For the 3rd consecutive year, DUPESEY&CO has maintained its silver medal while considerably improving its results.

By acting on all the levers identified in our previous assessment, we have managed to balance the performance of our CSR pillars, underlining our commitment to paying equal attention to each of the issues and the consistency of our approach.

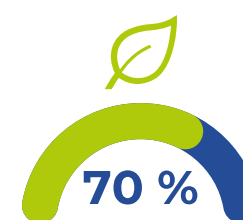
On the 4 criteria assessed, DUPESEY&CO's ratings are consistently higher than those of the transport sector as a whole.

Our notes

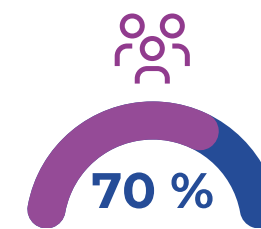
In 2024

68/100

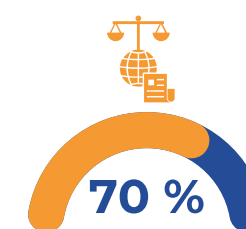
DUPESEY&CO is now one of the top 15% of transport and logistics companies by the Ecovadis platform.



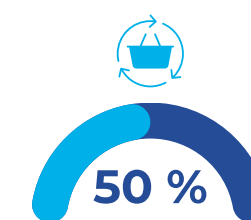
Environment



Social & Human Rights



Ethics



Responsible purchasing

Objective 2025

The Responsible Purchasing pillar continues to make progress compared with last year. Many priority areas for improvement are currently being implemented and will be completed by 2025.



ISO 9001 Quality

Certified sites: Rumilly, Corbas, Vedène, Pont-Sur-Yonne, Illzach, Hombourg, **Satolas (New 2024)**



ISO 14001 Environment

Certified sites: Rumilly, Corbas, Vedène, Pont-Sur-Yonne, **Satolas (New 2024)**



ISO 45001 Risk prevention

Certified sites: Rumilly, Corbas, Vedène, Pont-Sur-Yonne, **Satolas (New 2024)**

Objective 2025-2027

100%

certified transport and logistics agencies : ISO 9001, 14001 et 45001



SQAS

Assessing the safety, quality and environmental performance of logistics service providers



Charte objectif CO²

Environmental charter implemented at our 2 transport entities to reduce our impact on the environment.



OEA

New 2024

Customs certification guaranteeing the reliability and security of international trade. Achieved at our sites in Alsace.



SMETA 4 pillars

Evaluation of ethical, social, environmental and occupational health and safety practices.



Objective 2027

Certify our logistics agencies in Alsace.

#Our CSR Committee

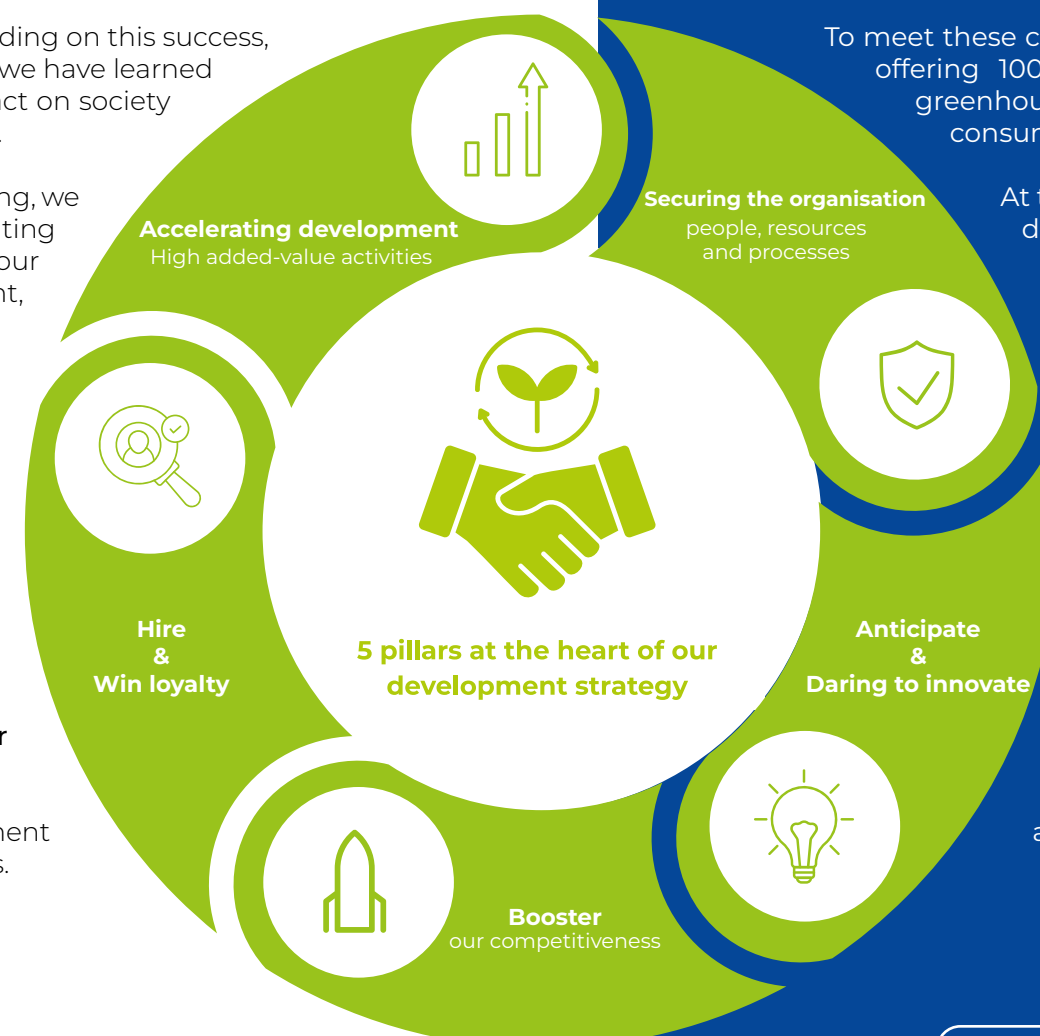
In 2025, our initial roadmap, Zoom2025, will come to an end. Building on this success, we are ready to take on new challenges. Building on the lessons we have learned over the last few years, we want to strengthen our positive impact on society by integrating CSR issues even more closely into all our activities.

By placing the CSR Committee at the heart of our strategic thinking, we will pursue our mission to be a useful and responsible group, creating value for all our stakeholders. Our new objectives will continue our commitment to transforming our company into a more efficient, more responsible and more humane organisation.

The main tasks of the CSR Committee :

- Define the company's CSR strategy
- Set ambitious and measurable CSR performance targets
- Implement a concrete action plan and allocate the necessary resources
- Monitor and evaluate CSR progress
- Raise employee awareness of CSR actions
- Communicating our CSR strategy externally to our stakeholders of our CSR strategy

The CSR Committee is made up of members of the management team and representatives of the company's various departments.



Anchoring the CSR approach into the company's mission.

To meet these commitments, we have put in place an ambitious action plan. This includes offering 100% of our transport services using alternative energies, reducing our greenhouse gas emissions per kilometre travelled by 4% and optimising the energy consumption of our buildings through energy efficiency solutions.

At the same time, we are strengthening our responsible purchasing policy and developing partnerships with suppliers committed to a similar approach. By involving our suppliers and customers in this approach, we are co-building a more sustainable and innovative future. We also aim to measure our carbon footprint exhaustively, including the entire chain value, through rigorous monitoring of our subcontractors.

For DUPESSEY&CO, creating synergy between CSR issues and operational objectives, based on concrete results, makes it possible to :

- Optimise the impact of CSR initiatives by adapting them to the constraints and realities on the ground.
- Strengthen the company's long-term competitiveness.
- Align our actions with common objectives that are measurable and shared by the CSR and Operations teams.

Our CSR roadmap is guided by a clear ambition: to reduce our environmental impact, promote sustainable practices and collaboration with our partners, and contribute to a fairer society.

OUR MEMBERS

(from left to right)

1. Olivier KRUTTLI
Transport Division QHSE Manager

2. Stéphanie CHANTREL
Head of Group Legal Affairs

3. Jérémy VILLAUME
Logistics Division QHSE Manager

4. Frédéric LARTILLERIE
Group Chief Operating Officer

5. Emmanuel ANDRE
General Manager

6. Audreyne COPET
CSR & Communications Director

7. Georges GUERRA
Director of Development, Southern Europe

8. Sébastien RESTELLI
Head of Information Systems

9. Marion DEMAZURE
Group Human Resources Manager



In 2024

10 meetings held

Objectives 2025

- 1 plenary committee meeting per quarter
- 1 monthly working meeting per topic
- 1 CSR topic at each monthly meeting of the Works Council

Audreyne COPET
CSR & Communication
Director

The evolution of our CSR committee towards greater inclusion of operational departments marks a decisive turning point. This new dynamic will enable us to strengthen the commitment of our employees, accelerate the implementation of our CSR strategy and amplify its results. At DUPESSEY&CO, CSR is integrated into every aspect of the company, from production to marketing.



02.

ENVIRONMENT

For a sustainable future



OUR COMMITMENT TO THE ENVIRONMENT

- 01- Decarbonising our transport business
- 02- Our progress in 2024
- 03- Limiting the environmental impact of our sites
- 04- Green digital technologies



In 2024, according to the French Ministry for Ecological Transition, the transport sector in France remains a major contributor to greenhouse gas (GHG) emissions, accounting for around 32% of national emissions. Road transport is the main responsible for over 60% of the sector's emissions.

Faced with today's environmental challenges, at DUPESSEY&CO we are convinced that the sector must change its practices to meet the climate and social challenges. Decarbonising our sector is a collective challenge that requires the commitment of all players in the supply chain. Our company has been committed to a proactive approach for several years, implementing a multitude of actions to reduce our environmental impact.

While modernising our fleet of vehicles and developing alternative energies are key steps in this transition, we know that other levers need to be activated to achieve our objectives. Optimising our operations, developing partnerships with players committed to the energy transition and raising awareness among our employees are all areas we are exploring to build a more sustainable future.



Olivier Kruttli
Transport
Division QHSE
Manager

At DUPESSEY&CO, we are resolutely committed to finding solutions for a greener future. Reducing our carbon footprint is at the heart of our strategy and guides every action we take. On a day-to-day basis, we are integrating this ambition into our operations and raising awareness among our teams.





Decarbonising our transport business

#Our energy mix

Investing in new alternative energies is essential. In 2024, DUPESSEY&CO will continue to develop its energy mix in order to promote the use of clean energies. By increasing the use of renewable energies, we are gradually reducing our dependence on fossil fuels, which are the main source of greenhouse gas emissions. We have therefore committed significant resources to develop our fleet of electric vehicles and are also introducing HVO to our energy mix. At the same time, we are closely monitoring technological advances in the field of biofuels so that we can integrate these solutions in the longer term.



Diesel

100% of vehicles certified to Euro 6



Electric New

7 Electrical terminals (Corbas 69)

86.88 Tonnes of CO² saved thanks to electricity



B100

+1 tank installed (Vedène 84), in 2024

1079.47 Tonnes of CO² saved thanks to B100



GNC - BioGNC

1 Sogaz station (Rumilly 74)

612.51 Tons of CO² saved thanks to CNG and BioNG



HVO New

Integration in 2024

268.19 Tonnes of CO² saved thanks to HVO

In 2024

100%

DUPESSEY&CO is proud to carry out 100% of its transport using alternative energy sources according to the customer's needs!

6

Compatible tanks B100 and HVO



HVO is a biofuel made from vegetable, residual or waste oils. It is certified sustainable in accordance with the European Union's 'renewable energy' directive.

Following conclusive tests at our Alsace plant, DUPESSEY&CO is pursuing this approach in 2025, reinforcing its commitment to a sustainable energy transition.

Why does using HVO give DUPESSEY&CO an advantage?

- 1. Reduced CO₂ emissions:** HVO reduces CO₂ emissions by up to 90% compared with fossil diesel.
- 2. Air quality:** it emits fewer fine particles and nitrogen oxides (NO_x), improving air quality in urban areas.
- 3. Waste recovery:** using waste as a raw material (used oil).

By adopting HVO, DUPESSEY&CO combines environmental performance and innovation, affirming its role as a committed player in sustainable mobility.

When it comes to alternative energy, we constantly monitor technological developments in the sector, while developing innovative solutions tailored to the changing needs of our customers.



Gabriel Dubut
Head of
Rolling Stock,
Engineering and
Digitalization

The quality of our equipment and the fluidity of its use are at the heart of our concerns in order to ensure our customers optimum production and irreproachable quality of service. We are constantly optimising our solutions to meet the technological challenges shaping our sector, whether linked to the energy transition or the performance of rolling stock.





#Electric

In 2024, the decarbonisation of our Transport business took a new turn with the arrival of electric tractors in our fleet!

This project, carried out in collaboration with Renault Trucks, reflects a shared desire to innovate and decarbonise our sector. For DUPESSEY&CO, driving the first electric 44-tonners is a real act of corporate citizenship.

The transition to an electrified flow has required us to meet several challenges: the installation of a suitable charging stations, rigorous optimisation of routes based on vehicle autonomy, and in-depth adaptation of our operational processes.

Adaptability and continuous improvement are at the heart of our approach. Thanks to rigorous monitoring of the performance of our electric vehicles and close collaboration with the manufacturer, we are able to adjust our practices in real time and optimise our operations. Training and support for our drivers are also essential to ensure the success of this transition.

The move to electric tractors has also brought many benefits for our drivers. They all agree that driving our new electric tractors is a real experience. The absence of noise, the reduced vibrations and the modern comfort features all contribute to significantly improving their driving experience. This transition to electric has not only improved their quality of life at work, but has also helped to reduce our environmental impact.

And the results are already promising: each electric tractor saves 61 tonnes of CO2 per year, giving a total of 305 tonnes* saved annually for our fleet. We monitor our performance precisely using dashboards. This enables us to adjust our practices and optimise our efficiency.



In 2024

Our commitment to electric mobility is not limited to tractors. To reduce our carbon footprint and optimise our logistics operations, we have also replaced all the forklift trucks at our logistics sites in Alsace with electric-powered machines.

70 %

of logistics forklift trucks are electric.



+305 T* de CO2
saved per year



+5 electric
tractors

+7 Charging stations
for 44T Trucks

+4 Light vehicle
charging points

*Source : Renault Trucks



#Sustainable performance

Reconditioning for our equipment

At DUPESSEY&CO, we've made the bold choice to give a second life to our tractors, as part of our circular economy approach. Rather than replacing our trucks after a few years' use, we have chose to recondition them through the innovative Restart program.

This program enables us to significantly extend the service life of our vehicles, from an average of 400,000 km to 800,000 km, and even up to 1 million kilometers (according to Renault Trucks). By reconditioning our tractors, we can exploit their full potential while reducing the environmental impact of manufacturing new vehicles.

Reconditioning reduces waste and the consumption of natural resources, while maintaining optimum technical performance. This choice is also a direct response to the fight against programmed obsolescence, affirming our commitment to sustainable and responsible solutions.

With Restart, DUPESSEY&CO pushes back the traditional limits of tractor operation and actively contributes to the preservation of resources. It's a concrete approach that embodies our vision of more sustainable and responsible transport.


In 2024

15%

of the renewed diesel fleet
thanks to the Restart program

15%

of the fleet renewed by
new tractors

2.1 years

Average age of our fleet

Objective 2025

Maintain our service quality standards
while looking internally for ways to improve
continuously.



The transition to mining: a strategic lever

For DUPESSEY&CO, reducing the rejection rate at mine clearance is a major strategic challenge, at the crossroads of safety, operational performance and environmental commitment. Although required by law, this annual inspection of heavy goods vehicles is also a powerful indicator of the rigor of our preventive maintenance and our ability to minimize our ecological impact.

By analyzing the causes of refusals, we are able to identify concrete areas for improvement, enabling us to boost the efficiency of our fleet while reducing our carbon footprint.

In order to further improve our results and aim for an optimum acceptance rate, we have set up a reinforced monitoring system for the condition of our vehicles. These actions contribute to a more sustainable management of our fleet and are part of a dynamic of continuous improvement, essential to our transition towards greener and more responsible transport.





#Eco-driving training

Eco-driving is a key factor in meeting the objectives of the Green Pact for Europe and achieving carbon neutrality by 2050. It also fits in with the ISO 14001 (environmental management systems) and ISO 26000 (guidelines for corporate social responsibility) standards.

At DUPESSEY&CO, training team, in collaboration with experienced driver tutors, educate and train our teams to adopt eco-responsible driving practices.

This approach enables :

- A significant reduction in greenhouse gas (GHG) emissions and air pollution,
- A reduction in operating costs, thanks to lower fuel consumption and maintenance requirements,
- Improved working conditions for drivers, thanks to safer, less stressful driving.

Eco-driving is a practical and effective tool for combining environmental performance, economic optimization and well-being in the workplace.

100%
trained drivers to
eco-driving

100%
Drivers made aware
of breakage and claims



According to ADEME,
Eco-responsible driving can
reduce consumption
of fuel up to **15%**.



#Our tyres

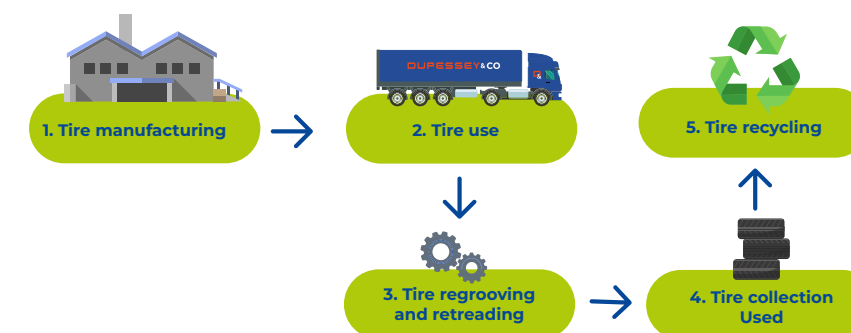
For a carrier, tires play a key role. They impact both environmental and social performance. In collaboration with Michelin, a long-standing partner of the DUPESSEY&CO Group, we retread and regroove our tires to extend their life.

Training drivers in eco-responsible practices includes raising awareness of tire maintenance, such as pressure control or early detection of signs of wear. Maintaining correct tire pressure is essential for minimizing engine effort, reducing CO₂ emissions and improving fuel efficiency.

In addition, tires in good condition ensure better grip, shorter braking distances and optimal control, contributing to the safety of drivers and other road users.

Although often perceived as a simple consumable, tires can become a major lever for improvement in an integrated and ambitious CSR policy.

Life cycle of a tyre:



Our indicators* :

In 2024 ✓

771
tires have been regrooved

→ **537.50 T**
CO₂ emissions saved

66.62%
of our tires have been retreaded

→ **144.90 T**
CO₂ emissions saved



Objective 2025

Maximizing regrooving and retreading in a logic of economic and ecological sobriety.

*Source : Michelin



Our progress in 2024

#Controlling the carbon footprint of our Transport business

The data presented here show that we are making steady progress in our efforts to reduce CO₂ emissions and energy consumption. These significant advances are the fruit of a voluntary approach and continuous investment in sustainable solutions.

This progress is part of a global strategy that combines energy efficiency measures, the development of renewable energies and the optimization of our production processes. It is also based on active awareness-raising among our teams, reinforced by regular communications to help them better understand the challenges of CSR.

Aware that our carbon footprint is not limited to our direct activities, we have decided to extend our Scopes 1 and 2 carbon footprint to Scope 3* from 2025. This approach will enable us to obtain a global view of our carbon footprint and identify the most relevant levers for improvement.

By involving our subcontractors and service providers in this project, we hope to build a solid, lasting partnership based on a shared vision of the energy transition.



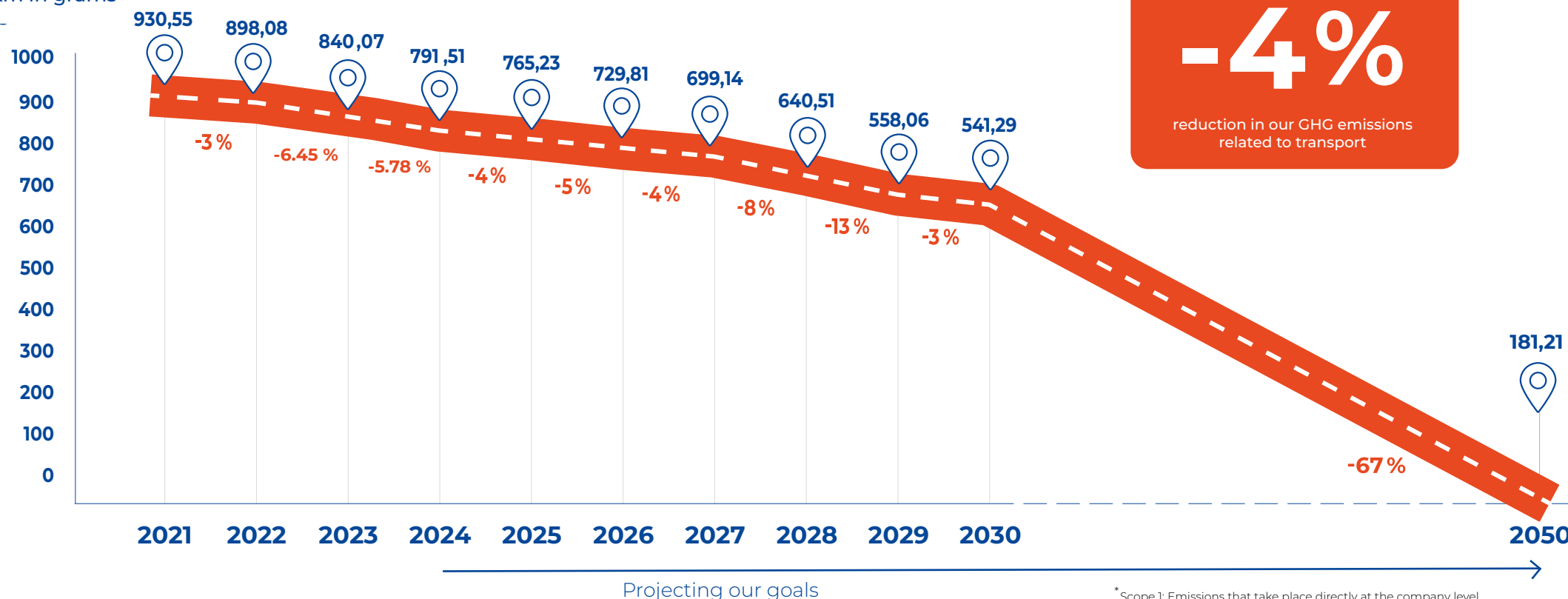
In 2024

5.78

reduction in our GHG emissions related to transport

Calculation method (ADEME): CO₂ emissions = quantity used x emission factor.

CO₂ emissions per km in grams



Objective 2025

-4%

reduction in our GHG emissions related to transport

Objective 2050

-81%

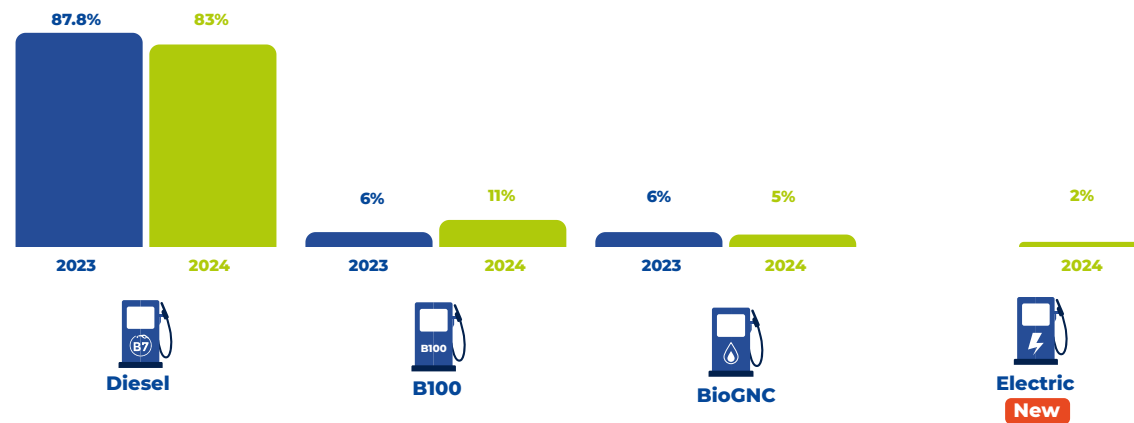
reduction in our GHG emissions Transport-related between 2021 and 2050



#Fuel: our key indicators

The mix of our fleet:

Reducing the share of diesel



In line with our commitment to the energy transition, the proportion of diesel in our fleet is steadily declining in favor of renewable energies. In 2024, the integration of electric and HVO vehicles will reinforce our eco-responsible approach. This development has been made possible thanks to our customers, who are choosing more environmentally-friendly transport.

Our kilometers using fuel:

Favouring alternative energies

	2022	2023	2024
Diesel	93.59%	90.93% ↓	84.30% ↓
B100	1.95%	4.2% ↑	9.19% ↑
BioGNC	4.41%	4.79% ↓	4.45% ↓
Electric New 2024	-	-	0.46%
HVO New 2024	-	-	1.60%

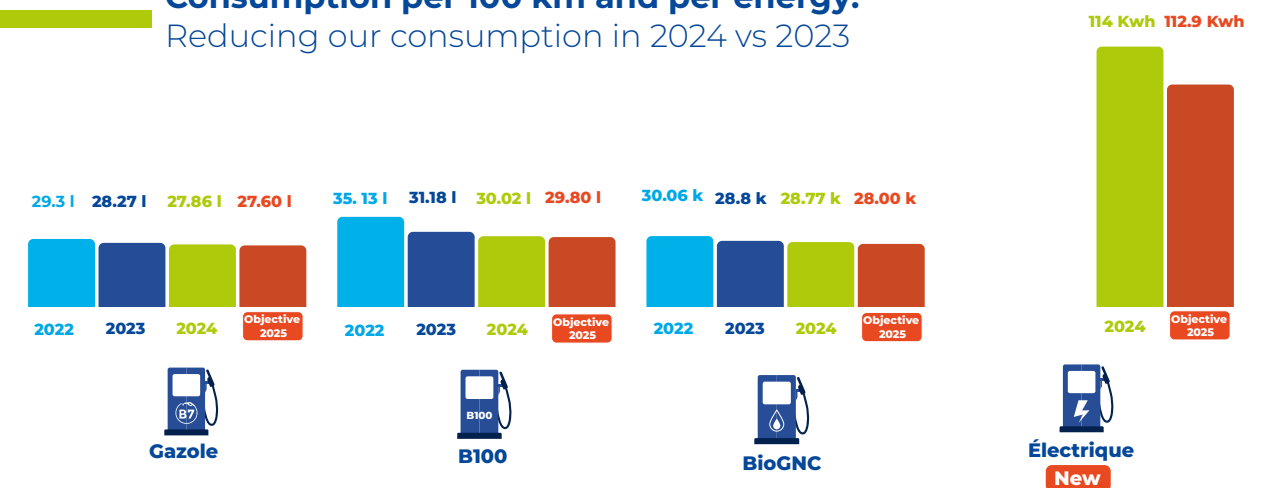
By gradually reducing the proportion of diesel in our vehicle fleet, we are increasing the distance covered using alternative energies that are more respectful of the environment. This transition enables us to significantly limit our greenhouse gas emissions, while contributing to more sustainable and responsible mobility.



In 2024, our fuel policy contributed to decarbonizing our business
and reducing our transport-related greenhouse gas emissions by 5.78%
Our 2025 target: -4%

Consumption per 100 km and per energy:

Reducing our consumption in 2024 vs 2023



Our targets for reducing the average fuel consumption of diesel and B100 tractors have been achieved. This reduction is mainly the result of the renewal of our fleet of vehicles, but also of a major awareness-raising and management campaign focusing on eco-driving and the commitment of each driver.

Our CO² emissions by fuel:

A significant decrease (In g/km travelled)

	2022	2023	2024
Diesel	908.36	876.27	863.79 ↓
B100	425.06	377.22	366.24 ↓
BioGNC	889.86	565.48	605.57 ↑
Electric New 2024	-	-	58.98
HVO New 2024	-	-	155.23

Thanks to our efforts to reduce our average fuel consumption, we have achieved our reduction targets, which has had a direct and significant impact on reducing our CO² emissions per kilometre travelled. This improvement reflects our commitment to more sustainable, environmentally-friendly mobility.



Limiting the environmental impact of our sites

#Electricity consumption

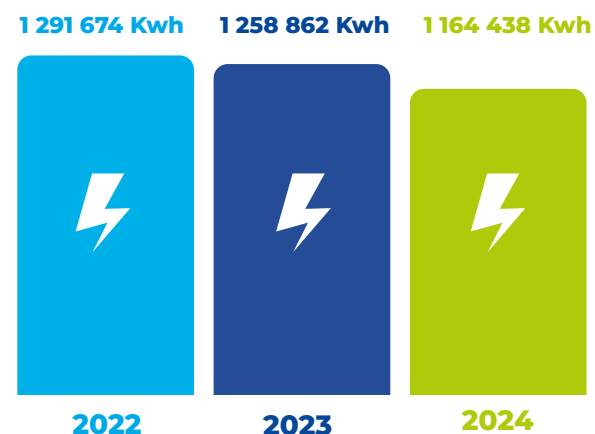
At DUPESSEY&CO, we are convinced that the transition to a sustainable future also starts with an awareness of the environmental issues associated with energy consumption. The production of energy from non-renewable sources, such as fossil fuels, contributes significantly to greenhouse gas emissions. These gases are the main cause of global warming.

In 2024, a number of commitments have been made to improve our energy performance:

- **100% of our warehouses in Alsace are equipped with LED lights**
- **Our offices are equipped with presence detectors**

At the beginning of 2025, work was undertaken at the Illzach site to install a new structure and modernise the installations, particularly the roof. These improvements will result in substantial savings in our energy consumption.

Our total consumption* :



In 2024, our company significantly reduced its electricity consumption thanks to a series of concrete actions. These efforts are fully in line with our commitment to more responsible and sustainable logistics.



#Water Consumption

We are also aware that water is a precious resource and that preserving it is a major challenge.

Reducing water consumption means adopting responsible behaviour within our teams. Installing new equipment, such as low-consumption devices (timed taps, dual-flush toilets), helps to limit water wastage on a daily basis.

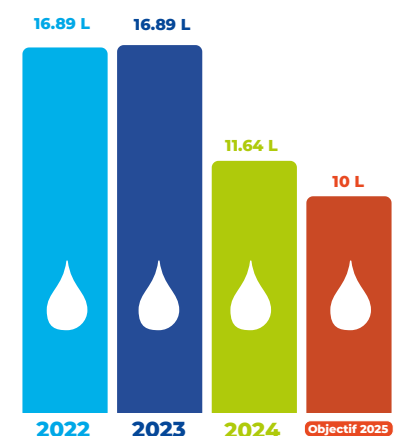
Our commitment to sustainable water management also involves exploring innovative solutions. Since 2022, our head office has been equipped with a rainwater recovery system using 4 underground tanks. We also monitor our consumption to optimise resources and identify any leaks. By adopting these measures, the company is taking a responsible approach to preserving resources.

Our indicators* :

Our total consumption



In litres of water consumed on our sites per employee



Water consumption down sharply compared with 2023. Our main water consumption relates to the use of water for the toilets and showers provided for drivers 24 hours a day at all our sites. This use is linked to working conditions.



#Gestion of waste

Our Group is fully aware of its environmental responsibilities and scrupulously complies with current regulations on waste sorting. This solid foundation allows us to look to the future with confidence and to take more ambitious steps to reduce our environmental impact.

Aware that we can do better, we have decided to set up a system for accurately monitoring our waste from 2025 onwards. This approach will enable us to identify areas for improvement and implement concrete actions to significantly reduce the amount of waste produced.

In parallel with our efforts to comply with the regulations, we are raising awareness among our employees to encourage them to adopt more responsible behaviour.

We are also working to optimise our waste management by reducing packaging and encouraging re-use. These actions are enabling us to lay the foundations for a more ambitious approach to waste reduction.

Our 4 flagship actions in 2024



1. We have set up collection points for old mobile phones within the company, in partnership with our telephone operator.

This initiative raises awareness among our employees of the importance of recycling electronic equipment and helps to reduce electronic waste.



2. At our head office, which has a company restaurant, we have installed composting bins in collaboration with Epigées, a local cooperative.

Composting is a practical way of recovering our organic waste and helping to preserve local biodiversity.



3. Thanks to the installation of several collection points in partnership with Eco-mégot, we can now effectively recover this particularly polluting waste.

Did you know that cigarette butts are the third biggest source of pollution to the world's oceans and seas, just after plastic bags and fishing nets?

Through this initiative, we are taking concrete action to limit their environmental impact and help preserve our ecosystems.

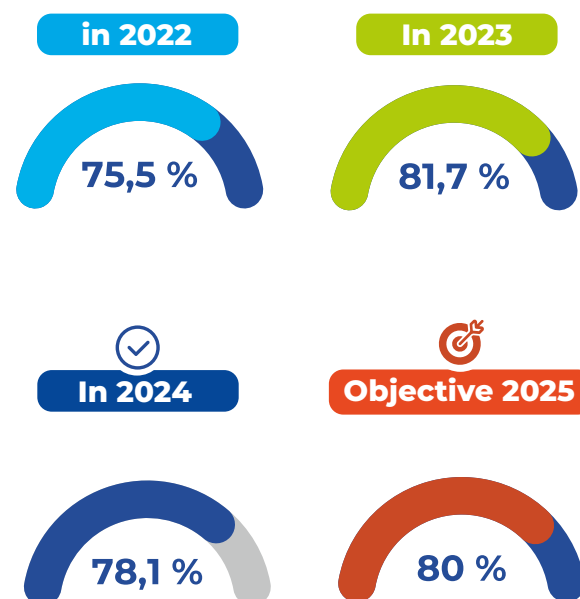


4. This year, we have chosen to use environmentally-friendly cleaning products.

With the installation of a machine directly on our premises, we now produce our own cleaning solutions on site, made up of water, electricity and salt.

Bonus: it can also replace hydro-alcoholic gel and be applied directly to hands as a disinfectant.

Rate of recovery of our waste* :



*scope of France

In 2024
30 L cigarette butts collected at head office in 2024 for recycling

In 2024
80 % of our cleaning products have been replaced by an ecological solution that is both detergent and disinfectant.



Green digital technologies

#Responsible IT

As part of our commitment to reducing our carbon footprint, we have carried out an in-depth optimisation of our IT infrastructure.

This has enabled us to harmonise our tools and significantly reduce our energy consumption. We have also adopted a responsible purchasing policy, giving preference to suppliers offering environmentally-friendly solutions and recycled equipment. Finally, by using our software in SaaS mode, we are limiting our energy consumption linked to server hosting.

By optimising our infrastructure and selecting eco-responsible software solutions, we are helping to reduce our carbon footprint while improving our operational efficiency.

Digital technology: a promordial challenge

Although often perceived as intangible, digital technology has a very tangible environmental impact, particularly in terms of CO2 emissions. The manufacture of equipment (computers, smartphones, servers) is particularly energy-intensive, requiring the extraction of rare resources and a production process with a high carbon footprint.

Did you know?



A 2 kg computer requires 800 kg of raw materials to be used for its manufacture.

Source: ADEME



Digital technology emits more greenhouse gases than the global fleet of trucks, i.e. 4% of GHG emissions.

Source: ARCEP

Objective 2025

Reduction of the presence of our IT waste and accountability for the controlled management of our IT equipment.

SAAS solutions outsourcing project



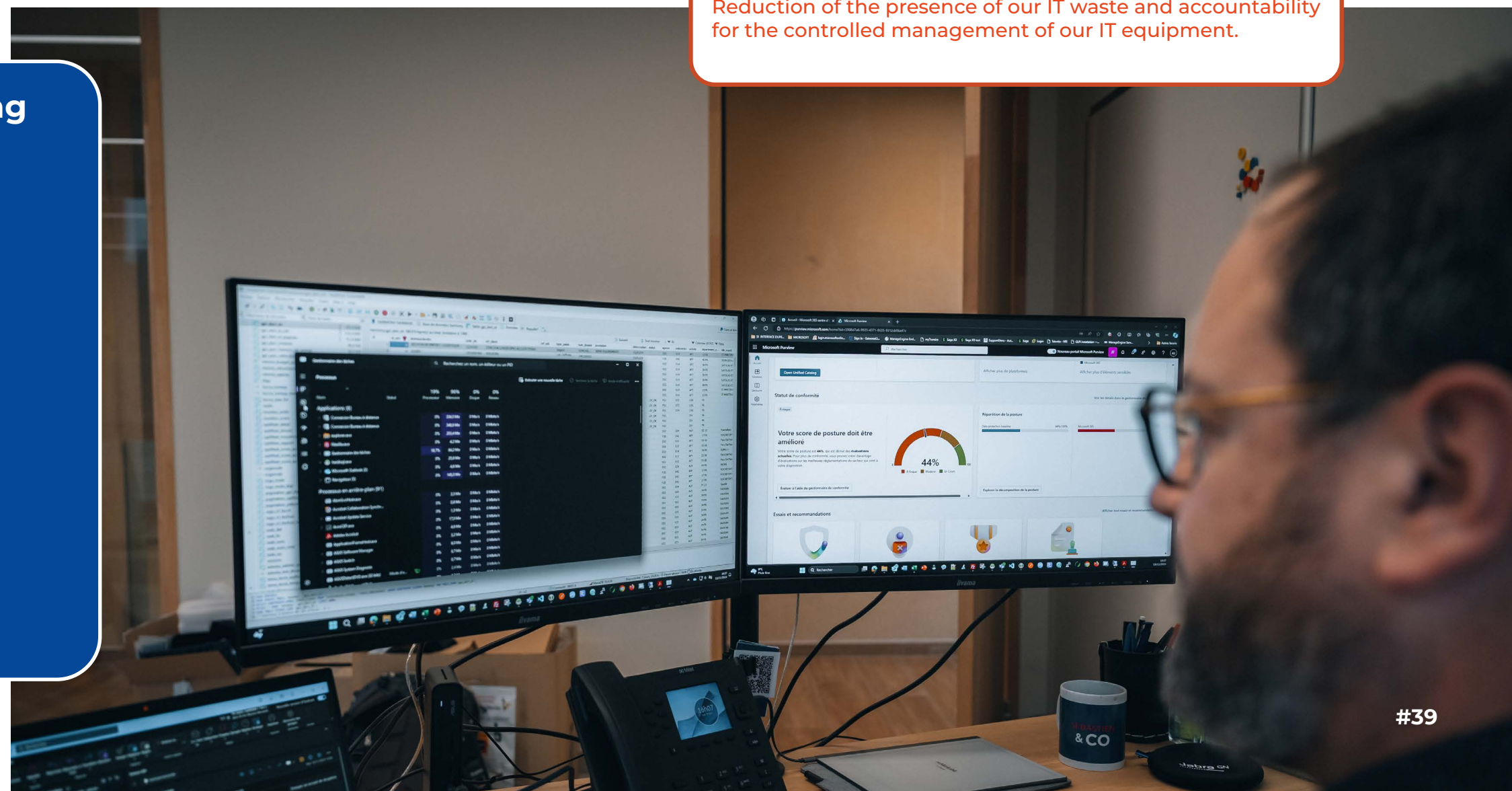
In 2024

74%
deployed



Objectif 2027

100%
deployed





03.

HUMAN

For a durable relationship



OUR SOCIAL COMMITMENT

- 01- Maintaining health and safety
- 02- Attracting new talent
- 03- Win loyalty our employees
- 04- Anchored in our territory
- 05- Social Dialog at the center of our continuous improvement
- 06- Optimised HR management



Corporate social responsibility is not limited to the environmental dimension. It also includes an important social dimension, which translates into concrete actions in favour of our employees.

In a demanding sector like transport and logistics, performance depends to a large extent on the commitment and satisfaction of our employees.

That's why we have put in place an ambitious HR policy designed to encourage professional development, improve working conditions and strengthen the feeling of belonging to the company.

The actions presented here illustrate our desire to create a working environment where everyone can flourish and contribute to the success of the group.



01



Maintaining health and safety

#Integration

As part of our drive for continuous improvement, we overhauled our induction process in 2024. By taking into account feedback from our employees, we designed a more personalised and effective induction programme. By adapting to the specificities of our operations, we offer our new employees tailor-made training that enables them to become operational quickly and to integrate fully into our teams.

We now have three induction processes for our drivers, depending on their profile (long-haul drivers, dedicated service, temporary staff), in which we have involved our driver tutors. An elected employee representative is also actively involved in this project.

A successful induction process is a guarantee of success for the company. By investing in a high-quality induction programme, we are encouraging better retention of talent, faster skills development and better adaptation to the challenges of our sector. These changes have significantly reduced the time it takes new employees to adapt and improved their satisfaction levels.

In 2024

100%

of employees hired have had an integration process

107 DAYS

integration for the group



To support the development of our business and strengthen our expertise in the transport sector, we have rolled out a mentoring programme designed to support our training team and facilitate the integration of new recruits.

This scheme draws on the experience and skills of our most seasoned drivers, to whom we entrust mentoring assignments. By rewarding their know-how and commitment in this way, we demonstrate our confidence in them and fully recognise their expertise. This programme also encourages sharing the best practices and helps to strengthen cohesion within our teams.

In 2024

12

Drivers make up our team Tutors of which 5 were appointed in 2024

Integration management

As part of our process of integrating new drivers, a driving session is organised. This time for discussion with our trainers and driver tutors is designed to make it easier to get to grips with our equipment, while at the same time raising awareness of good driving practice. This approach is part of our commitment to promoting environmentally-friendly driving and ensuring the safety of everyone on the road.

In 2024

2 168h

carried out by our training team and our tutor drivers during integration conduct.

100%

of the drivers hired have benefited from integration driving.

Safety at our sites

In 2024, we continued our efforts to enhance the safety of our sites, implementing a number of concrete actions to protect our employees and visitors. The work pits at our integrated garages in Corbas (69) and Vedène (84) were refurbished to improve working conditions and prevent the risk of accidents.

In addition, signalisation has been installed to control and limit access to the garage and pits at our Rumilly site (74). These measures are part of our ongoing commitment to the safety and well-being of our teams.



#Prevention

Safety is a shared responsibility. To strengthen our safety culture, we encourage everyone to express their observations, suggestions and concerns. Feedback enables us to identify any weaknesses in our procedures to solve it and to correct them quickly. This collaborative approach is essential to guarantee optimum safety levels.

About our Transport business

In 2024



Aware that prevention needs can change over time and according to the positions held, we have chosen for a personalised approach to training. In 2024, to anchor a genuine culture of prevention with our drivers, we set up an in-house 'school campus' at head office.

This system raises our drivers' awareness of the risks inherent in their activities and gives them the tools they need to deal with them. Themes such as strapping, gestures and postures, falls from height, as well as co-activity and knowledge of one's equipment, are all covered in the field, allowing theory to be put into practice.

In 2024, there was a strong emphasis on compliance with the rules and increased requirements to ensure better performance and safety. Various documents setting out good practice on the road have been updated and distributed to all our drivers, including :

- **our strapping manual**
- **our drivers' manual**
- **our booklet on good handling practices around trucks and trailers.**

These updates enable us to maintain our level of safety awareness in line with changes in equipment, sites and regulations.

Objective 2025

+1 Workshop or animation per quarter

Our goal is to carry out more prevention workshops, such as on the consumption of drugs and alcohol using simulation devices, will be added to our internal training.



About our Logistics business

The renewal of the fleet's forklift trucks has made it possible to make responsible choices by changing energy sources, but also to take into account the need to improve working conditions for forklift operators (driving comfort, noise reduction, safety lighting to avoid collisions with pedestrians or forklift trucks, reduced vibrations, etc.).

Our Alsace division, which is classified as a SEVESO site, complies with strict safety regulations. We carry out regular emergency drills and update our internal operations plans to ensure that our facilities are compliant. Our enhanced induction procedures ensure compliance with access rules and incident prevention. These immersive measures enable our employees to familiarise themselves with the risks and adopt the right reflexes. As safety is a core value at DUPESSEY&CO, we maintain the highest standards.

In 2024

100%

forklift operators had a Home Reinforced security

In 2024

2 POI exercises

The exercises simulated a fire in Hombourg with one victim, and a toxic spill in Illzach involving 2 injured, in collaboration with the firefighters.

Objective 2025

On our Alsace sites, our objective is to carry out:

- 2 POI exercises
- 10 additional emergency exercises

We also want to carry out fire drills at our other French sites.

Jérémy Villaume
Logistics Division
QHSE Manager

In an environment as demanding as storage in a SEVESO classified warehouse, there are many constraints, and we were keen to relieve our employees of as many of them as possible. That's why, when 70% of our fleet is renewed in 2024, we've selected lithium-ion technology vehicles with a wide range of options. This equipment reduces energy consumption and improves ergonomics and safety, in line with our CSR values.



#Cybersecurity

In a context where cyberattacks are multiplying and data protection challenges are constantly growing, IT security is omnipresent to constantly adapting and evolving within DUPESSEY&CO.

Our actions 2024



Strengthening our security measures to better protect our customers' and employees' data. This enables us to guarantee the confidentiality and integrity of our customers' and employees' data, while strengthening our regulatory compliance.



Raising awareness of cybersecurity issues among all our employees. We have also strengthened our security processes in collaboration with our technology partners. This collaborative approach enables us to benefit from the best practices on the market and maintain a high level of security.

In 2024

0

Production downtime despite potential attacks foiled by our solutions

In 2024

0

Data security accident



Objective 2025

0 Data security accident

0 Production stop

We will focus on raising awareness and training on the right behaviour to adopt, both in terms of the private and professional uses of our employees, in order to maintain the serenity of global digital activities.



#Safety

Our key figures in 2024

Sick leave: *

Protecting our employees

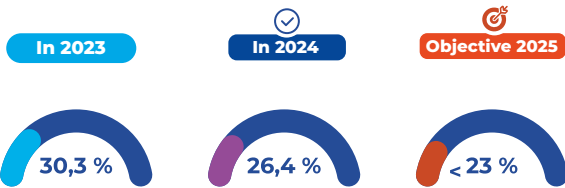
Number of sick leave

	2022	2023	2024
Number of no-lost-time injuries (NLTIs)	15	5	16
Number of lost-time injuries (LTIs)	23	23	20
Total recordable incidents	38	28	36

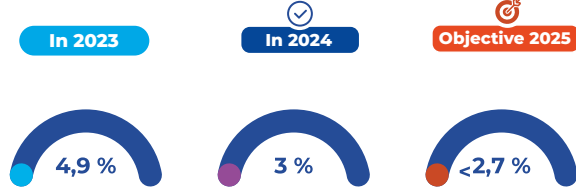
Distribution of occupational accidents by type of position

	2022	2023	2024
HGV drivers	91%	89%	97.22%
Panel beaters	9%	0%	0%
Forklift operator	0%	11%	0%
Sedentary person	0%	0%	2.78%

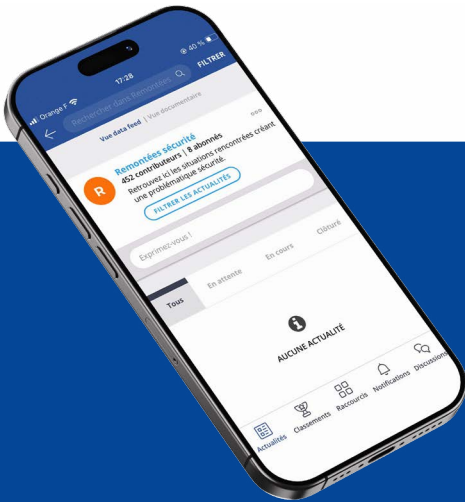
Frequency rate



Severity rate



Our goal for 2025 is to reduce the number of work stoppages. Therefore, we are implementing targeted actions to improve risk prevention and strengthen the safety of our employees.



Since the beginning of 2025, a channel for reporting safety information, via our internal application, open to all our employees, has been in place. The aim of this approach is to identify high-risk situations and near-accidents on our sites or at our customers' sites, so that they can be quickly remedied.

* Scope of France





Attracting new talent

Aware of the challenges facing the transport and logistics sector, DUPESSEY&CO is taking action to address the labour shortage, which has a direct impact on the smooth running of its business and the quality of its service. In 2023, according to the IRU, 7% of road driver posts in France will remain unfilled, representing a shortage of around 22,000 jobs, including 13,000 within transport companies. This figure is in line with the European average.

To support its development strategy and make up for this shortage, DUPESSEY&CO is deploying a dynamic recruitment policy. This is based on three major principles: promoting its professions, promoting its values and encouraging a diversity of skills.

#Partnership with the GEIQ

We are continuing our partnership with the GEIQs for Alpine and AURA transport.

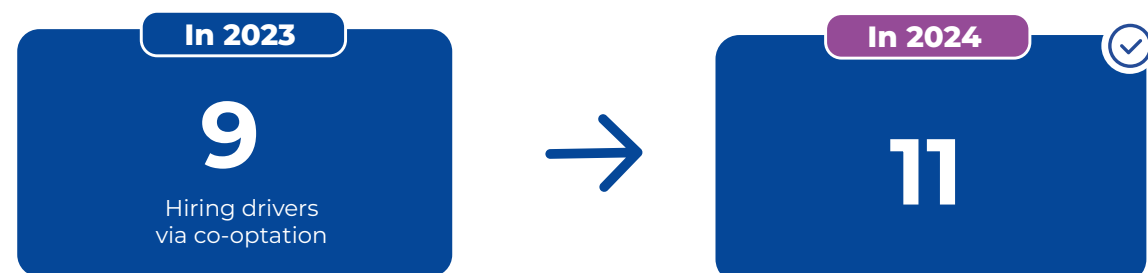
The GEIQ (Groupement d'Employeurs pour l'Insertion et la Qualification - Employers' Group for Integration and Qualification) has set itself the task of meeting companies' recruitment needs while offering opportunities for integration and qualification to people who are not in the labour market or who are undergoing professional retraining.

At DUPESSEY&CO, retraining is at the heart of our human resources policy, because we are convinced that every career path is unique and deserves to be valued.



#Collaborative recruitment

7 years ago, we set up a co-option scheme that puts our employees at the heart of recruitment. By recommending candidates, they become true ambassadors for the company and play an active role in its development.



#Focus on work-study programs

Work-linked training is at the heart of our recruitment policy and is an essential lever for preparing the future of our company. By taking on work-study students, we play an active part in passing on the know-how and skills specific to our businesses. This approach is in line with our strong desire to support the younger generation in their professional careers, while meeting our specific skills needs. Work-linked training enables us to develop tailor-made talent that is adapted to the realities of our sector and capable of coming up with new ideas.

By offering work-study students an immersive and empowering experience, we contribute to their professional integration while strengthening our teams. These young people bring fresh perspectives, digital skills and great adaptability, all of which encourage innovation and the modernisation of our practices. We also take care to offer them high-quality support, fully integrating them into our projects and providing them with a framework conducive to developing their skills. This virtuous dynamic not only enables us to meet our recruitment challenges, but also to actively prepare the future of our company.



+1
Special integration day for
work-study students held at
the head office.





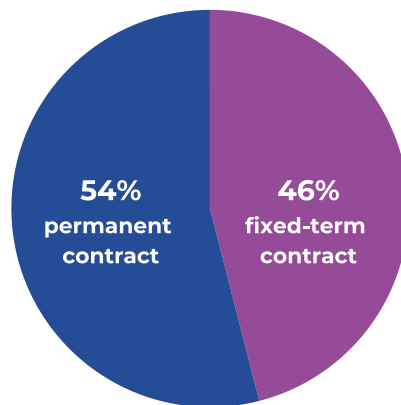
#Our recruitment policy: Our key indicators in 2024

Our hires:

To be able to recruit in the face of an unstable market.

181
Employments

In 2024, our commitment to employment resulted in the recruitment of 181 employees, reinforcing our growth dynamic and our investment in human capital.



In 2024, our recruitment policy favoured job stability, illustrating our commitment to facilitate long-term contracts while meeting specific temporary needs.

Distribution of our workforce:

ensure our quality of service.



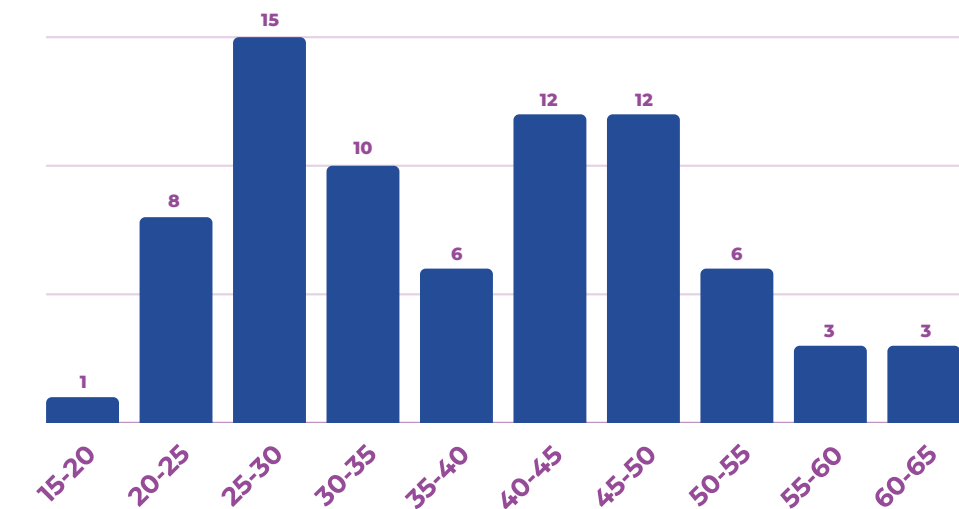
The distribution of our workforce, which is mainly made up of drivers, reflects our core business and our commitment to ensure a reliable and efficient transport service, while relying on a sedentary team essential to the smooth running of our operations.



Diversity is a major asset for our company. We are convinced that bringing together people from all backgrounds strengthens exchanges, stimulates creativity and enables us to adapt more quickly to changes in the market. That's why we are committed to promote an inclusive corporate culture where everyone feels valued and respected, regardless of their origin, age, gender or disability.

Hires by age on permanent contracts*:

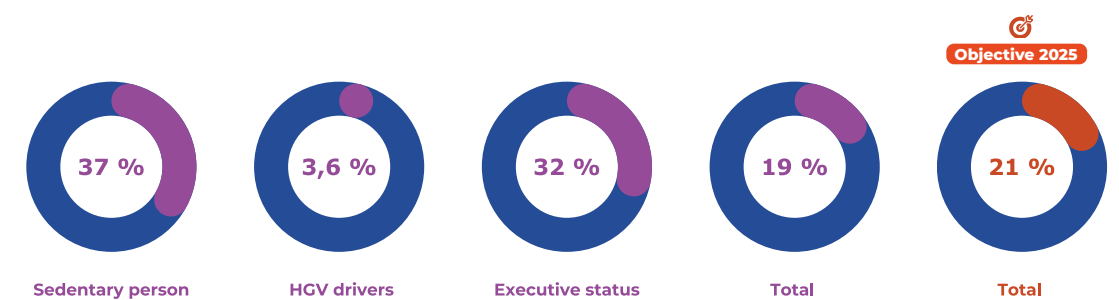
Valuing every talent, at any age.



In 2024, we recruited employees aged 15 to 65, illustrating our strong desire to promote equal opportunities and value the skills of everyone, regardless of age or background.

Women within the group:

Gender diversity, a driver of performance and innovation.



45%

Percentage of women at the highest level of management

50%

Percentage of women in the DUPESSEY&CO Governance Committee

In 2024, despite the challenges of recruiting in our industry, we strengthened our commitment to gender equality, providing equitable career opportunities and encouraging diversity in all our businesses, from transport to logistics.

03



Win loyalty our employees

#By fostering a culture of feedback

To strengthen the commitment of our employees and foster a climate of trust, we have introduced a culture of continuous feedback. By regularly seeking their opinions on their working conditions, their well-being and their perception of risks, we give them a voice and actively involve them in improving our safety system. This approach helps to strengthen their sense of belonging and stimulate their proactivity.

After the first edition in 2023, we have renewed the 'Mood Barometer' initiative. This satisfaction survey aims to assess the commitment of our employees.

The Mood Barometer is a valuable tool for quickly identifying levels of satisfaction or dissatisfaction within our teams. It provides a solid basis for implementing concrete actions to improve working conditions and employee well-being. Thanks to its regularity, it also makes it possible to track changes in the indicators over time, thus measuring the effectiveness of the initiatives deployed.

We are delighted to see that this year's results show a clear improvement on last year.

Our results in 2024*

8.7/10

-> 6.8/10 en 2023
overall mood of our employees

98.5%

-> 93.4% en 2023
positive opinions about usefulness within his profession.

7.3/10

-> 6.8/10 en 2023
recommends DUPESSEY&CO

This positive development reflects our organization's collective commitment to continuous improvement, the development of our teams' skills and their complementarity. These encouraging results are a testament to the joint efforts made, confirming the relevance of our approach to combining performance and well-being for everyone.



Marion Demazure
Human Resources
Manager Group

At DUPESSEY&CO, human resources are a strategic pillar of our development. Employee feedback plays an essential role in this dynamic: it allows us not only to improve our practices, but also to strengthen the commitment and satisfaction of everyone. By valuing active listening and constructive dialogue, we create an environment where every voice counts, and where the talents of our teams contribute fully to our collective success.



To go even further in our approach, we launched in 2024 a system for collecting feedback and testimonials from all our employees. Through online questionnaires, we offer them the opportunity to express themselves freely about their working conditions, well-being, and suggestions for improvement. This initiative, unprecedented in our company, reflects our desire to co-create a safer and more pleasant work environment.

These testimonials are shared on our website, a career page, and our social media channels to give a voice to those who bring our company to life every day. By making these testimonials public, we aim not only to highlight the commitment of our teams but also to inspire future talent to join us. Our goal is to create transparent and authentic communication with our stakeholders by sharing the experiences of our employees within the company.



MOHAMMED M
HGV drivers - CORBAS (69)

Hello, I've been a driver at the Corbas agency for four years. I mainly work on long-distance routes.

My main role is to manage transport tasks and customer relations efficiently. This requires being organised and responsive to meet everyone's needs.

It's hard to pick the best moment I've had at DUPESSEY&CO, as there have been so many good ones. I hope this great experience continues for a long time.

What I like most about the company is the team spirit and the communication tools we're given. They really help make daily communication and collaboration much easier.

In a few words, DUPESSEY&CO is all about energy, good management, and a pleasant working atmosphere. Thank you for this opportunity.



More reviews here!

3.9/5

indeed

3.8/5

glassdoor

Our evaluation ratings increased by 0.3% in 2024



#By encouraging the Career progression

At DUPESSEY&CO, we are convinced that collective success depends on the individual development of our employees. That's why we place the development of skills at the heart of our HR policy. We actively encourage every member of our team to enrich their professional journey, whether through qualifying training, internal mobility, or taking on new responsibilities.

We implement tailored systems to support these developments: customized training, mentoring, and access to a variety of educational resources. This approach not only promotes the acquisition of new skills but also fosters innovation and adaptability—key elements in our constantly evolving sector.

By investing in the potential of our employees, we strengthen our teams and ensure the sustainability of our expertise in serving our clients and partners.



#Promoting development

Training our teams holds a central position. It represents much more than an investment in skill development: it embodies a sustainable vision of the organization, focused on the well-being of its employees while addressing societal and environmental challenges.

Training teams is, above all, about giving them the means to adapt to changes in the world of work, whether technological, economic, or environmental. By promoting continuous learning throughout their journey at DUPESSEY&CO, the company strengthens the employability of its employees and ensures their ability to evolve with the transformations in their profession.

The transport and logistics sector is subject to a strict regulatory framework regarding training, which applies to both drivers and logistics staff. Nevertheless, DUPESSEY&CO has chosen to go beyond these legal requirements by offering a diverse continuous training system, whether for administrative, management, or operational roles.



Focus FCO

At DUPESSEY&CO, the FCO (Driver Qualification Card) training for our drivers is done in-house, by our team of trainers, at the company's headquarters.

This approach allows us to provide relevant and personalized answers to our drivers' questions, tailored to our activities and our rolling stock. Moreover, using our own vehicles as teaching tools enhances the effectiveness of our eco-driving and risk prevention training.

Bringing our drivers together at the headquarters for their training enables us to open up social dialogue, foster exchanges with cross-functional teams and management, streamline the transmission of information, and thus strengthen cohesion within the company.





#By working on well-being at work

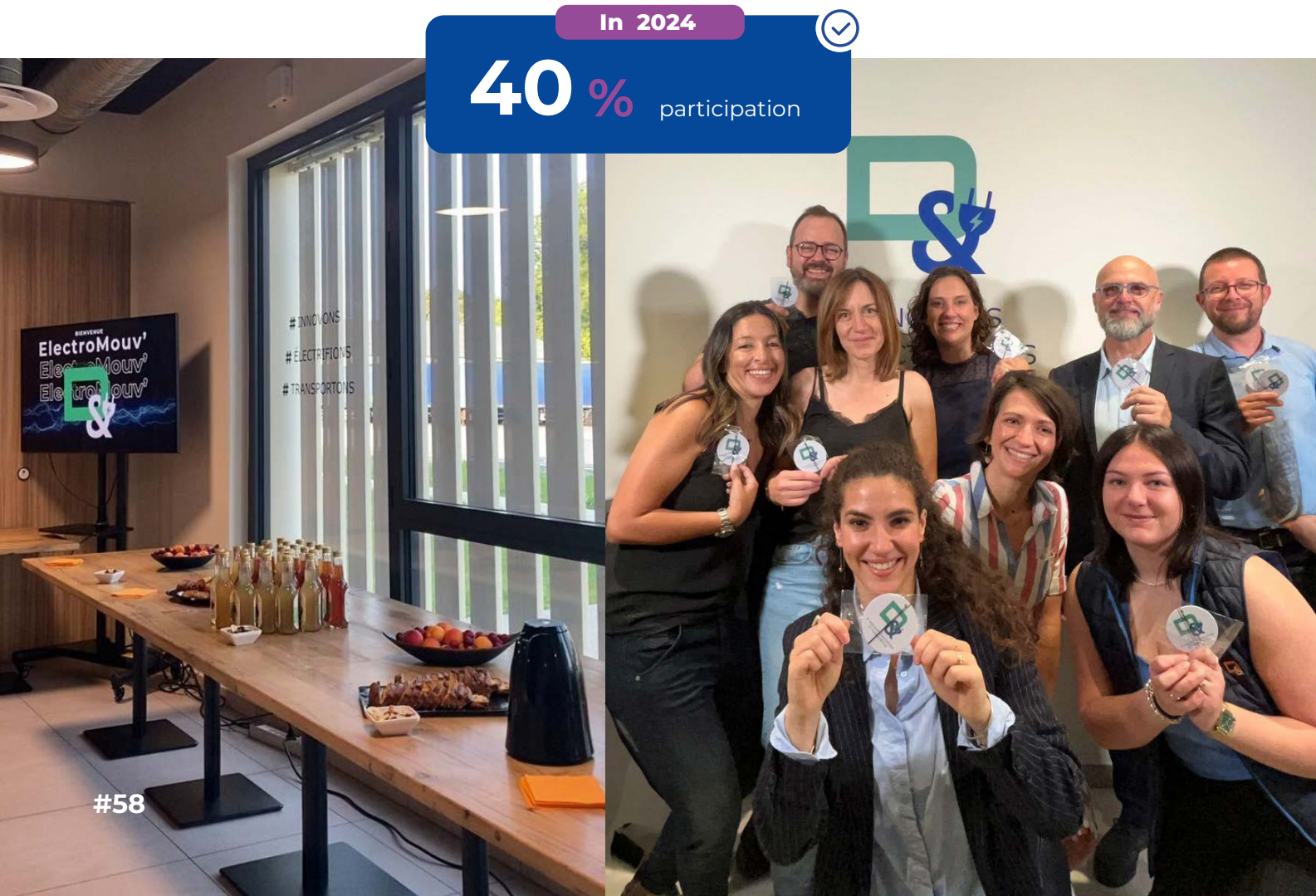
Promoting team cohesion is at the heart of our CSR policy. Every year, several convivial events are organized for the benefit of our employees. At DUPESSEY&CO, we are committed to implementing actions that promote team cohesion and well-being at work.

Internal event: Electro'Mouv

As part of the launch of our electric project, we organized an online event streamed live on our YouTube channel. These special moments allow all employees, regardless of their division or location, to virtually come together and share their enthusiasm around key projects of our company. By using digital tools, we are innovating in the way we unify our teams.

For this occasion, we combined friendliness and sharing with a breakfast at our sites and digitally to ensure the widest possible connection.

We believe in the importance of transparent and open communication with our employees. These live events provide an opportunity to present the main lines of our initiatives, share the goals we aim to achieve, and answer our employees' questions. They will be renewed in 2025



Internal event: Live my life*

To encourage exchange and mutual understanding between different departments, we launched the 'Job Swap' program in 2024 as part of a campaign on workplace quality of life.

This initiative allows our employees to discover the roles and challenges of other jobs by swapping positions for a day. This immersive experience fosters empathy, strengthens team cohesion, and uncovers new synergies.

Our employees have the opportunity to step out of their comfort zones, discover new skills, and enrich their professional experience. By facilitating exchanges between different roles, we stimulate creativity and the emergence of new ideas. This approach contributes to a better understanding of each person's challenges and enhances the agility of the company.

Our results in 2024* :

100%

of employees who have welcomed colleagues into their departments say that it has been interesting to share their job and that the interactions have been constructive.

90%

of employees who had been immersed in another department said that they were very satisfied with this experience and that it met 90% of their expectations.

90%

of employees who have been welcomed say that this experience has changed their perception of the job they have discovered

Objective 2025

This experience will be renewed in 2025

*Scope of France





#By streamlining internal communication

Each year, our communication department intensifies its efforts to promote smooth communication within the Group. In the context of our international organization, this mission takes on particular importance. Indeed, our teams are spread across multiple sites, both in France and abroad, and many drivers are on the road for the week.

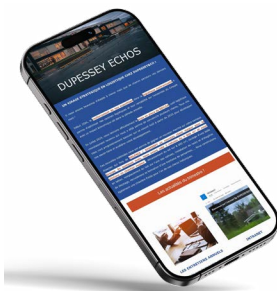
In this context, the communication channels deployed by DUPESSEY&CO play a crucial role. They help maintain a strong connection between employees, regardless of their location or working hours.

This approach not only contributes to effectively transmitting key messages from management, as well as the Group's progress and innovations, but also strengthens the company culture and the sense of belonging, even at a distance. Clear, accessible, and consistent communication is a fundamental lever to promote engagement, transparency, and, ultimately, the well-being of all employees, wherever they may be.

Our internal communication tools



17 Dynamic screens



Internal newsletters

In 2024

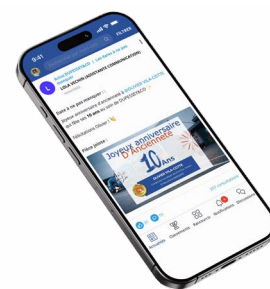


3

Publications in 2024
(quarterly rhythm)



Intranet
(new 2025)



Internal application

In 2024



98.63%
Utilization rate

8 924

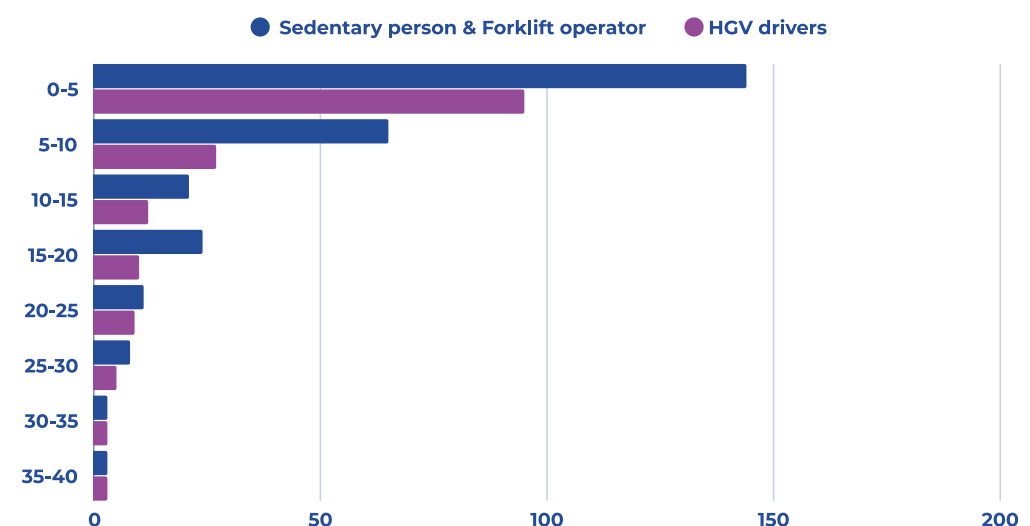
Publications in 2024



#Loyalty: Our key figures 2024

Seniority pyramid:

Create a work environment conducive to the sustainability of the teams.



In 2024, we have been able to retain our employees, with an average seniority that testifies to the commitment and stability of our team, key to our collective success.

Turnover rate:

Optimize engagement and job satisfaction.

In 2023

3.96 %

In 2024

3.30 %

Objective 2025

3.00 %

In 2024, our turnover rate decreased, a sign of the improvement in the retention of our employees and the growing stability within our teams.





ANCHORED IN OUR TERRITORY

As a company established in the heart of the Haute-Savoie region for over 55 years, we have built strong links with our local area. This local presence is a valuable asset that we nurture daily by working for the economic and social development of the region. Our commitment also extends to all the areas where our branches are located, actively contributing to the vitality of the territories we serve.

We regularly invest in local projects, whether cultural, sports-related, or educational, believing that these initiatives foster a sense of well-being and contribute to the personal growth of everyone. By supporting local associations, we encourage solidarity dynamics and community-driven actions that address the concrete needs of residents. Additionally, we place job creation at the core of our approach by recruiting locally and promoting professional integration, particularly for young people and disadvantaged groups.

This strong commitment reflects our desire to contribute sustainably to the prosperity of our territory and its resident, acting as a responsible economic and social player.

In 2024

4

Flagship actions



1. Partnership with SDIS 74

We have signed a availability agreement with SDIS74 and our volunteer firefighter employees.

This partnership is based on 3 principles:

1. One week of training during working hours in the company without a salary reduction,
2. Authorization for late arrival in case of an intervention that starts outside of working hours,
3. The possibility to leave for an intervention during working hours in the event of major disasters, such as fires.

2. Honey extraction & nesting boxes

We have supported the establishment of new company beehives through our endowment fund.

In 2024, we have 9 beehives located in Haute-Savoie. This also provides an opportunity to create awareness moments about biodiversity with our employees at the headquarters.

Indeed, Cédric, our beekeeper, intervened twice this year to share the honey extraction process, as well as to build insect houses, which are essential for the preservation of biodiversity.

3. Inter-company committee

DUPESSÉY&CO is one of the historical partners of the CAE (Economic Action Committee) of Rumilly (74).

As such, in 2024, we participated in organizing an inter-company meeting with local stakeholders at the Rumilly cinema, with the theme of sharing best practices around management.

4. Job Fair

For several years, we have been participating in the job fairs organized by the municipality of Rumilly.



05



SOCIAL DIALOG AT THE CENTER OF OUR CONTINUOUS IMPROVEMENT

We are convinced that social dialogue is a key factor in the performance of our company. By fostering listening, transparency, and co-construction, we improve the quality of life at work and strengthen the motivation of our teams. Social dialogue also contributes to the company's better adaptation to market changes and a more effective anticipation of social issues.

In addition to the company's bodies (CSE, C2SCT) and the actions already in place (satisfaction surveys, social events), we have implemented several initiatives.

These initiatives, coupled with regular exchanges with the teams, especially during lunches organized during internal FCOs, contribute to creating a work environment where everyone feels valued and heard. These meetings allow us to address all topics of common interest, from quality of life at work to the evolution of the organization, and to build sustainable solutions together.

The next steps in terms of social dialogue and social responsibility are to integrate a theme from the CSR action plan into each CSE meeting.

Our measures implemented in 2024



A whistleblower procedure
Complies with the law



Regular updates of our internal
rules



A profit-sharing agreement*

In 2024

We have also signed a collective agreement as part of our NAO*

In 2025

We have already signed our NAO as well as a fixed-day agreement*

This development marks a new stage in the modernisation of our work organisation and contributes to increasing our attractiveness and retaining our sedentary employees.

We would like to include 1 CSR topic on the agenda of the CSE.

06



OPTIMISED HR MANAGEMENT

Launched at the end of 2023, our HRIS software is now in place. This intuitive digital tool allows employees to easily manage their personal information, leave, training, etc. This approach helps simplify administrative processes and improve efficiency.

The digitization of our HR processes enables us to better support the professional development of our employees, fostering skill growth for everyone.

From an overall perspective regarding our digital policy, our company has committed to a deep digital transformation in order to optimize our processes and enhance the skills of each individual. The digitalization of our work tools allows all employees, regardless of their department, to develop their skills and innovate.

By facilitating access to information and encouraging collaboration, we are creating a more agile and stimulating work environment. This approach enables us to improve our efficiency, make more informed decisions, and better meet the expectations of our clients. In short, digitalization is a key lever to strengthen our competitiveness and ensure our sustainability.

In 2025, the individual reviews within the group will be conducted via the software.

In 2024

6h per month

This is the amount of time our HR team saves on the distribution of bulletins thanks to our HRIS software.





04.

ETHICS

Pillar of our relations



OUR ETHICAL COMMITMENT

- 01- Our Policies & Charters
- 02- Building an environment of trust:
our core values
- 03- Committed partners:
A co-constructed approach



Our business ethics extend to all of our relationships, whether with our suppliers and subcontractors, our clients, or our business practices and employees. Our view on this matter is dynamic and evolving. We are committed to building trusting relationships with all our stakeholders, prioritizing sustainable and ethical partnerships.

In 2024, we focused on improving our practices by relying on the recommendations from Ecovadis. Our efforts were concentrated on protecting our employees by implementing secure reporting channels for illegal practices and corruption. At the same time, we strengthened the protection of personal data and engaged our suppliers in a responsible purchasing approach, thereby promoting a more ethical value chain.

We are driven by the desire to evolve our practices towards a more responsible economic model, integrating social, environmental, and ethical issues. This approach is at the heart of our strategy.



01



OUR POLICIES

OUR CHARTERS



Responsible purchasing policy



QHSE Policy



Ethics & Deontological Charter



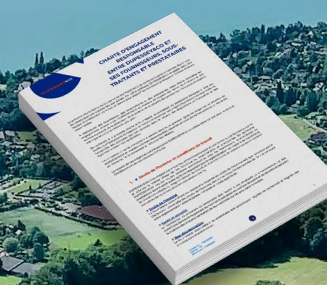
Ethics & Deontological Charter



Internal Privacy Policy



Internal Privacy Policy



Charter of Responsible Commitments



Teleworking charter



IT charter



Diversity Charter



BUILDING AN ENVIRONMENT OF TRUST: OUR CORE VALUES

#Preventing risks

Our whistleblower system

In order to promote a company culture based on transparency and integrity, we have established a procedure allowing all our employees and partners to confidentially report any illegal practices or actions contrary to our values. This system, in compliance with current regulations, guarantees the protection of whistleblowers. Although no reports have been made to date, we consider this initiative to be a vital part of our prevention and compliance efforts. We will continue to raise awareness among our teams about the importance of this system and adapt it as needed.

To complete the anti-corruption framework, the company has implemented a regular awareness program for employees, with a particular focus on managerial, commercial, and financial teams. These training actions aim to:

1. Strengthen employees' understanding of the risks of corruption and the legal and reputational consequences they may entail;
2. Foster a culture of vigilance by encouraging employees to report any suspicious behavior;
3. Clarify the reporting channels available, including the whistleblower procedure. These awareness-raising actions are supplemented by regular communications on best practices in ethics and compliance.



Securing internal processes

In 2024, we continued to strengthen the security of our financial processes and promote ethical and responsible decision-making.

We have implemented new procedures to optimize our internal processes, our purchasing policy and improve our decision-making. Thanks to a centralization of purchasing, an in-depth analysis of the economic viability of our projects and a personalized approach to tenders, we have managed to reduce our costs, improve the quality of our services and strengthen our relationship with our suppliers.

Ethics and corruption

Taking into account ethics and the risks of corruption is a major issue at DUPESSEY&CO, already underway but with the desire to make the approach sustainable throughout 2025.

We are working to implement an assessment of our suppliers and the associated corruption risks, in order to raise awareness among our staff.

Some of the staff were made aware of ethics in 2024, we are considering 100% on this subject in 2025.



Stéphanie Chantrel
Head of Group
Legal Affairs

We are committed to providing legal security for the company, both in terms of contracts with all our partners, carriers and non-carriers, and in terms of insurance, in order to preserve our interests, while supporting commercial development.

This security, which has been in place throughout the previous years, is a priority for 2025 and concerns all the company's parameters.



IT Risk Prevention

In 2024, our group has implemented a comprehensive IT security system to protect sensitive data and guarantee the continuity of our activities.

This system is based on several pillars:

Pillar 1

A strong regulatory framework

The adoption of an IT charter and a privacy policy, shared in the CSE and updated in the internal regulations, ensure a clear framework shared by all.

Pillar 2

Rigorous data management

Compliance with legal retention periods, our GDPR compliance and the analysis of the security of delocalized data guarantee optimal protection of information.

Pillar 3

Powerful security tools

The use of behavioral analytics solutions helps detect threats, monitor activities, and secure access.

Pillar 4

Raising awareness

The organization of regular communication campaigns to raise awareness among all employees of good practices in terms of IT security, and in particular the risks related to phishing.

Pillar 5

Secure authentication

A secure authentication plan has been put in place, including SSO authentication, 2-factor authentication, an increase in the security requirements for passwords or unique codes sent by message, thus strengthening access protection.

Thanks to the actions already put in place, we have significantly strengthened our level of IT security and are able to proactively deal with digital threats. Our goal is part of a constant desire for improvement, and new measures will be put in place as risks evolve.

Objective 2025

Finalize the latest actions in progress and then carry out more awareness sessions.



Sébastien Restelli
Information
Systems Manager

At the heart of our IS organization, the integrity of the employee's digital identity is a priority, because it is the cornerstone of the security of our infrastructures.



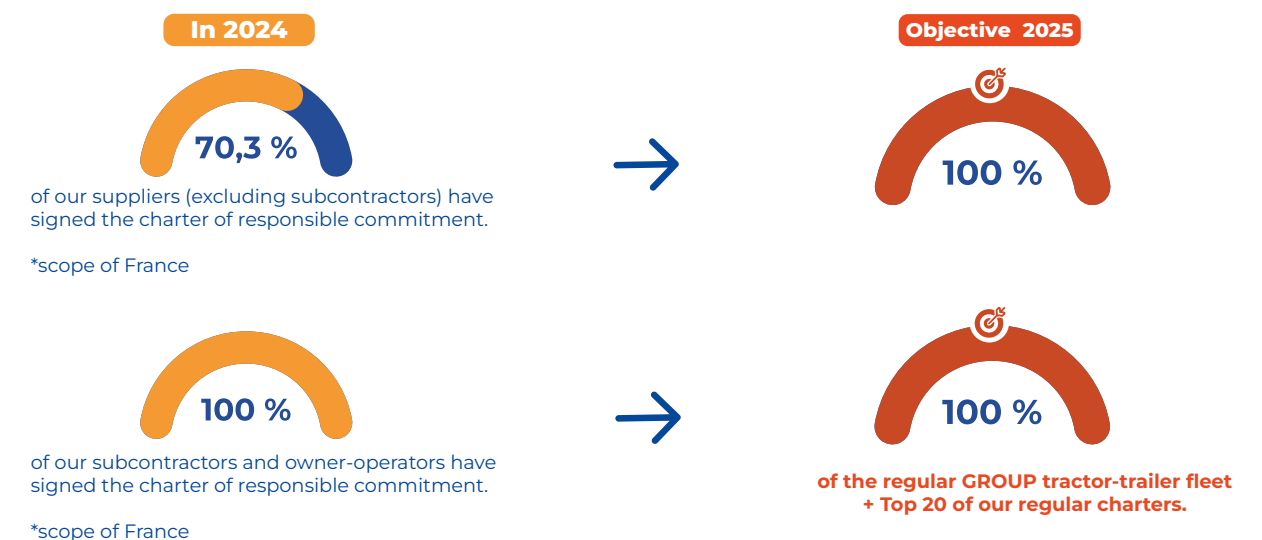
03



COMMITTED PARTNERS: A CO-CONSTRUCTED APPROACH

To reinforce our commitment to a responsible supply chain, we implemented a commitment charter in 2023 for our regular subcontractors and suppliers. This detailed document defines our expectations regarding the respect of human rights, dignified working conditions, health and safety, and ethical practices.

Through rigorous monitoring of these commitments, we contribute to improving the social and environmental performance of all our partners.



Adherence to our charter of commitment is complemented by a regular evaluation process, to ensure that our partners implement the necessary actions to meet their commitments. Already in place with our suppliers, this process will be extended to all our owner-occupied subcontractors from 2025.

Objective 2025

Implementation of a new indicator: **the number of our suppliers with a CSR approach.**





Encourage local suppliers

As part of our responsible purchasing charter, we also aim to increase the number of contractual relationships with local suppliers.

By prioritizing local suppliers, we support the economy of our regions while strengthening our CSR commitment. These partnerships allow us to better control our supply chain, promote responsible practices, and reduce our environmental impact. This geographical proximity fosters stronger collaboration, enabling us to implement concrete actions in favor of the environment and social welfare.



Maintain a relationship of trust with our subcontractors*

Alongside our evaluations, we place great importance on the partnership relationship we maintain with our subcontractors. In 2024, we conducted a satisfaction survey with our French traction providers, receiving a 70% response rate. The aim of this questionnaire was to assess their overall satisfaction, identify areas for improvement, and measure their commitment to a CSR approach.

Our results in 2024

91%

of respondents said they were satisfied, and very satisfied with working with DUPESSEY&CO

64%

of them said they were ready to implement a CSR approach

91%

would recommend working with DUPESSEY&CO

1/2

More than half of the tractor-owners would be interested in training or workshops, particularly concerning eco-driving



Our +

General satisfaction of the owners of our collaboration, in particular with the mention of very good communication with the operational teams.



Raising awareness among our owner-operators*

Building on these results, we launched an awareness campaign for all our traction providers to support them in their approach.

Our progress in CSR is driven by a strong partnership with our subcontractors. Regular evaluations, combined with a policy of dialogue and support, allow us to build a more sustainable future together. The results of our 2024 satisfaction survey are encouraging and demonstrate our partners' willingness to engage in this approach.

In 2024

100%

of our owners French tractors who are aware of CSR

60%

of our top 20 French subcontractors have + 10 years of seniority within DUPESSEY&CO

Document follow-up of our subcontractors

We work to ensure that our subcontractors are properly documented, via outsourced management, in order to comply with the regulations, and to offer a guarantee of quality to our customers, with long-term and legally reliable subcontractors.

We also ask all our subcontractors to sign our Charter of Responsible Commitments, translated into Italian and Spanish, in order to integrate our foreign subsidiaries.

Objective 2025: 100% of our transport subcontractors will have signed the Charter.



Frédéric Lartillerie
Group Operations
Department

Our CSR approach is much more than a commitment: it is an innovation that allows us to create added value for our customers and strengthen our position in the market. It is placed at the heart of our operational management. Our goal is to achieve carbon neutrality by 2050. To achieve this, we steer all our operations with this objective in mind, actively involving our employees, subcontractors and suppliers.

#TODAY'S REVIEW, PROSPECTS FOR TOMORROW

Driven by our values of innovation and responsibility, we have made 2024 a year of deep transformation. The current economic situation has not weakened our determination to progress in terms of CSR. On the contrary, it has reinforced our belief that a responsible company is a more resilient company.

The ability to question ourselves allows us to adapt more easily to changes and unexpected challenges. This is the very essence of innovation, as it paves the way for new approaches and sets improvement goals. Encouraging self-reflection also fosters employee engagement by creating a climate of trust and stimulating creativity.

The results achieved in terms of decarbonization, especially with a -5.78% reduction in our CO2 emissions, thanks in part to the development of alternative energies, as well as in the social field with the development of our employees' skills and our attractiveness, are proof that our commitment is authentic.

We are convinced that CSR is a lever for competitiveness and a factor of differentiation. That is why we will continue our efforts to reduce our environmental impact, improve the working conditions of our employees, and enhance our relationships with our partners, while contributing to the development of the regions where we are based.

Our priority in 2025 is to strengthen our business model by leveraging our CSR strategy. We will focus on continuing our trajectory of progress, finalizing and sustaining ongoing projects, while adapting to market changes.

These goals will be achievable through strengthened collaboration with our clients and partners. In 2025, we will focus on collaborating with our stakeholders to develop innovative and sustainable solutions.



