



CSR at a Glance
SEKO LOGISTICS France
2024 - 2025

LOOKING AHEAD

At Seko Logistics France, we firmly believe that economic performance cannot be achieved without social and environmental responsibility. In a constantly evolving world, where climate, social, and ethical challenges are reshaping the contours of our industry, we have chosen to fully commit to an ambitious, genuine, and sustainable CSR approach.

This report reflects our determination to take concrete action for a more responsible future. It showcases the initiatives we implement every day to reduce our carbon footprint, promote inclusion and employee well-being, strengthen the transparency of our practices, and make a positive contribution to the communities where we operate.

Our commitment is based on a strong conviction: the logistics of tomorrow will be collaborative, innovative, and environmentally respectful. That is why we invest in greener solutions, long-term partnerships, and a corporate culture built on listening, diversity, and excellence.

We know the road ahead is still long, but every step matters. This report is also an invitation to our clients, partners, and employees to move forward together—with rigor and goodwill—toward more responsible logistics. Thank you to everyone who contributes every day to making Seko Logistics France a committed company focused on the future.

ESG: SEKO'S NORTH STAR

People, Planet and Community are at the heart of ESG for SEKO.

People

People—whether our employees, clients, or suppliers—are the very essence of our purpose as a company. That's why SEKO believes it is important to support issues that impact people, especially those who are less fortunate than us. Through policies that protect against child labor, encourage diversity, promote inclusion, and support individuals affected by war, a global pandemic, or a natural disaster, SEKO seeks ways to improve lives in every possible way.

Internally, we strive to train and develop our people so that everyone can make a positive impact as a global citizen. Education is the foundation, and SEKO recognizes the importance of implementing learning initiatives at all levels of the company—from the warehouse to the boardroom.

Planet

There are a few undeniable truths in this world, and one of them is certainly that, as living beings, we consume resources and damage the air and oceans around us at an unsustainable pace. For the sake of those in developing countries who bear the brunt of our poor stewardship of the Earth—and for future generations—doing everything in our power to minimize our impact on the planet must become a habit, both for individuals and for businesses.

Through local programs and global initiatives, SEKO works with its clients and suppliers to support change, take risks, try new things, and embed a mindset of continuous environmental improvement among everyone who is part of our ecosystem.

Community

At SEKO, we combine global reach with local expertise. Thanks to its unique business model, SEKO has offices and maintains close relationships with local communities while being able to act globally in regions affected by crisis. Whether it's a tree-planting day in Hong Kong or an aircraft filled with medical supplies for Haiti, SEKO is committed to helping the local communities that support us.

We don't do these things out of obligation, but because we want to. It's the right path forward, and it's essential that our employees, clients, and suppliers share the same mindset. SEKO cannot do much alone, but if we can help or influence positive actions around us, we believe that the collective efforts of our employees, clients, and suppliers will create significant positive change.

GOUVERNANCE AND COMMITMENTS

CSR is embedded in SEKO Logistics France's strategy, driven by leadership and cascaded across all levels. Environmental, social, and ethical criteria are integrated into tenders, low-carbon transport solutions are prioritized, and the development of internal talent is encouraged.

The company aims for excellence and resilience, relying on certifications (ISO 9001:2015, ISO 14001:2015) and labels (Ecovadis).

👉 Together, we are building a future where quality is everyone's responsibility and compliance is a shared commitment.



MISSION VISION & VALUES

OUR MISSION

To be the global leader in integrated logistics by delivering sustainable, customer-focused service, expert reliability, and technology-driven solutions on an international scale. We go beyond expectations to make every project succeed. At SEKO, we don't just meet needs—we commit to exceeding standards and finding solutions where others stop.

OUR VISION

To become the global leader in logistics, driven by an entrepreneurial spirit, through our ability to provide smart and innovative supply chain and demand management solutions that sustainably transform our clients' businesses.

OUR CORE VALUES

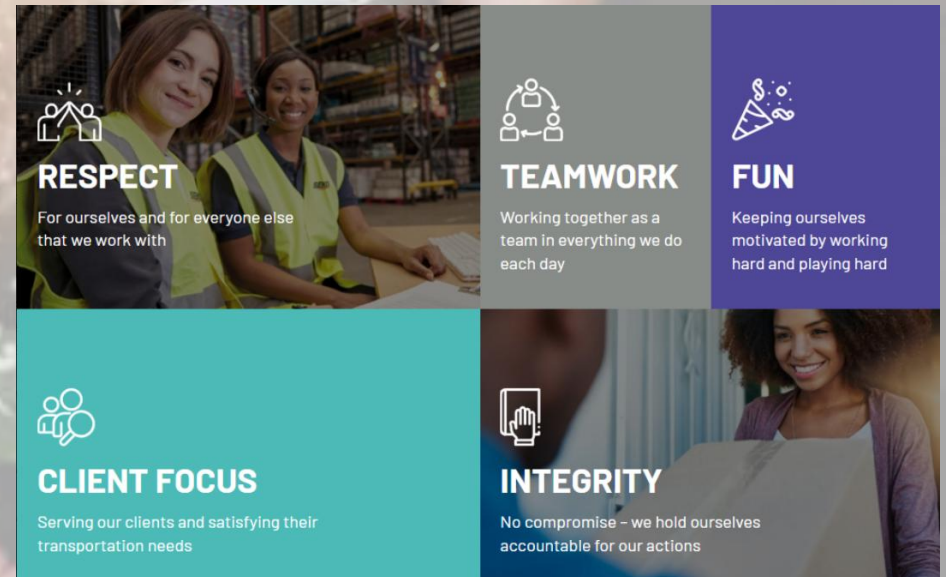
Respect – For ourselves and for everyone else that we work with

Client Focus – Serving our clients and satisfying their transportation needs

Integrity – No compromise – we hold ourselves accountable for our actions

Teamwork – Working together as a team in everything we do each day

Fun – Keeping ourselves motivated by working hard and playing hard



OUR COMMITMENTS

In 2022, SEKO published its first set of sustainability goals, covering multiple areas of ESG. We believed it was important to include both long-term material objectives, shorter-term initiatives, and easily measurable targets. As our sustainability journey progresses, we will create new goals that apply to our business and the world around us.

When reviewing our current and future objectives, we keep in mind the United Nations Sustainable Development Goals (SDGs). These aim to transform our world by calling for action to end poverty and inequality, protect the planet, and ensure that all human beings enjoy health, justice, and prosperity.

THÈME	OBJECTIF	
COMMUNITY	Starting in 2025, SEKO will invest 2% of its pre-tax profits OR \$5 million per year in local communities and charitable initiatives. Donations will take the form of value-added services or cash contributions.	
DIVERSITY & INCLUSION	SEKO commits to achieving Diversity & Inclusion objectives across all owned offices by 2028 and agents by 2030.	
LEADERSHIP & GOUVERNANCE	By 2023, all SEKO managers will be certified in Inclusive Leadership	

THEME	OBJECTIF	
ENVIRONNEMENT	Achieve carbon neutrality across all SEKO-owned and controlled operations by 2050.	13 CLIMATE ACTION
	SEKO commits to full energy audits for owned and leased sites by 2023, extending to agents by 2030.	14 LIFE BELOW WATER
	Achieve carbon neutrality for all SEKO-owned facilities and last-mile/white-glove trucking by 2030, extending to agents by 2032.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
	Carbon-neutral air and ocean freight by 2040	4 QUALITY EDUCATION
	Achieve carbon neutrality in all road freight and parcel delivery operations by 2050.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
	Achieve LEED (or equivalent) certification for all SEKO-owned and leased facilities by 2040	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Sub-goal: Facilities in the United States, United Kingdom, and Africa by 2035; all other facilities by 2040.	13 CLIMATE ACTION
	Sub-goal: Achieve 90% electric material handling equipment across all facilities by 2030.	14 LIFE BELOW WATER
	Sub-goal: By 2025, 80% of SEKO's activities will be entrusted to third-party carriers that have adopted sustainability goals.	
	SEKO commits to full employee sustainability training by 2025.	

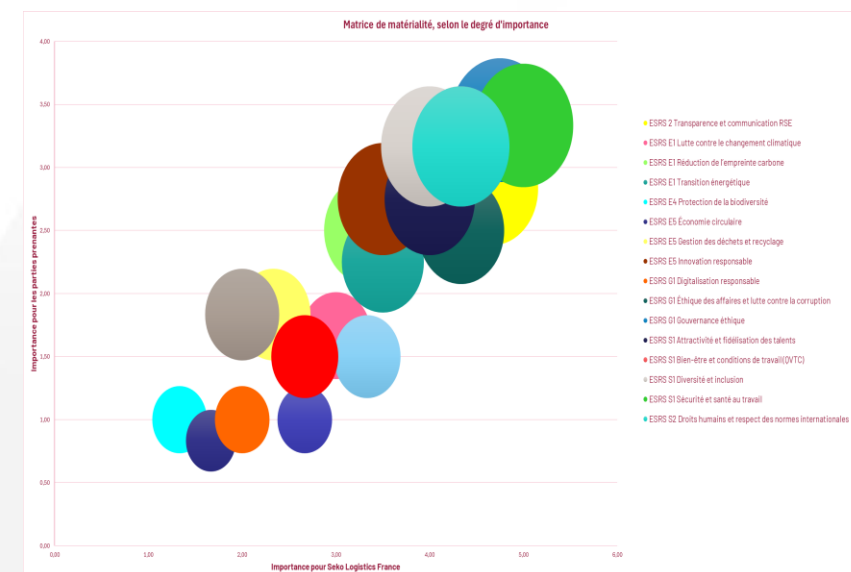
MATERIALITY MATRIX

The materiality matrix is a key strategic tool for identifying, prioritizing, and managing the most relevant CSR issues for our organization and stakeholders. It allows us to align internal expectations (employees, management, shareholders) and external ones (clients, partners, suppliers, civil society) with the real and potential impacts of our activities.

At SEKO Logistics France, this approach helps us focus our efforts on high-impact topics such as:

- Reducing our carbon footprint
- Quality of life at work and inclusion
- Transparency in our practices
- Responsible innovation
- Operational and data security

The matrix presented below is the result of collaborative work with our stakeholders and is part of a continuous improvement process. It guides our strategic priorities, commitments, and performance indicators while ensuring alignment with international standards (ISO 26000, GRI, etc.).

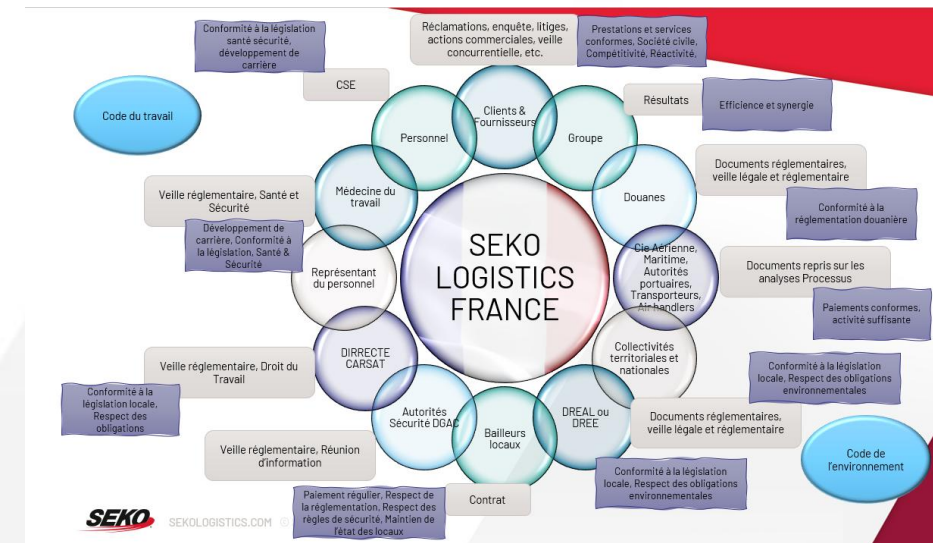


SUSTAINABILITY STAKEHOLDERS

Stakeholders are the actors who interact with the company. They include employees, but also suppliers, clients, public authorities, and unions. In this section, SEKO BANSARD explains why stakeholders are essential to CSR and details the interactions with each of them.

In 2022, SEKO published its first set of sustainability goals, covering multiple areas of ESG (Environmental, Social, and Governance). We believed it was important to include both long-term material objectives, shorter-term initiatives, and easily measurable targets.

As our sustainability journey progresses, we will create new goals that apply to our business and the world around us. When reviewing our current and future objectives, we keep in mind the United Nations Sustainable Development Goals (SDGs). These aim to transform our world by calling for action to end poverty and inequality, protect the planet, and ensure that all human beings enjoy health, justice, and prosperity.



SOCIAL ACTIONS & HUMAN RESSOURCES 🌟

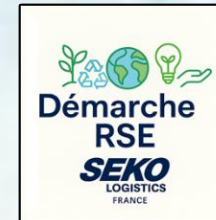
Professional Equality: Women-Men Agreement, Equality Index 83/100, 47.9% women.

Inclusion: Open to people with disabilities.

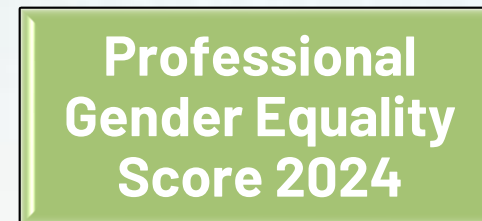
Training: Easy access, health and safety sessions, 920 training hours in 2024.

Well-being: Eurécia platform for monitoring quality of work life (QWL), anonymous indicators to anticipate risks.

Internal Mobility: Valued internal promotion paths (e.g., testimonials from promoted employees).



100% employees
made aware if
the CSR approach



ENVIRONMENTAL ACTIONS 🌿

Waste Reduction: Sorting, recycling, partnerships with PAPREC and Hello Mego.

Energy: Sites powered by 100% renewable electricity, installation of photovoltaic panels.

Sustainable Mobility: Charging stations, hybrid vehicle fleet.

Carbon Reporting: Dashboard to monitor CO₂ emissions, promotion of alternative transport modes (rail, river, biofuel).

Partnerships: Commitments with Air France-KLM (SAF), CMA CGM, MSC for transport decarbonization.



ENVIRONMENTAL ACTIONS

Solidarity: Participation in charity runs, support for Special Olympics France, Pink October.

Sports Partnerships: Support for Union Sportive Montalbanaise.

Humanitarian: Aid to Ukraine via Airlink, financial and logistical donations, shipment of medical supplies and toys.



KEY INDICATORS & RESULTS

Customer Satisfaction: 88.3% satisfied clients in 2025 (vs 73.2% in 2024), NPS of 33.

CO₂ Reduction: 40 tons/year saved thanks to green electricity and solar power.

Training: 920 hours, 134 people trained in 2024 (+123%).

Workplace Accidents: 4 work accidents, 27 days of absence in 2024 (-23%).

CSR Awareness: 100% of employees sensitized.

Evaluation moyenne 8,2 / 10



88,3% clients satisfaits

MEMBRE DU TOP 30%



ENTREPRISE ENGAGÉE DANS LA
TRANSITION BAS-CARBONE

CONCLUSIONS & FUTURE PERSPECTIVES

The past year marked a major step forward in SEKO Logistics France's CSR approach, successfully turning commitments into concrete, measurable actions. The company continues its active transition toward carbon neutrality by investing in renewable energy, hybrid mobility, and waste reduction, while developing responsible partnerships in air and ocean transport.

People remain at the heart of the strategy, with a strong focus on equal opportunities, inclusion, continuous training, and quality of work life.

SEKO also stands out for its societal engagement through solidarity, humanitarian, and sports initiatives, strengthening its local and international presence.

The success of this transformation relies on the involvement of all stakeholders and a dynamic of continuous improvement.

In the coming years, SEKO Logistics France aims to accelerate decarbonization, strengthen social innovation, and increase transparency in its CSR results.

The company reaffirms its conviction that the logistics of tomorrow will be sustainable, inclusive, and collaborative—serving a shared future.

THANK YOU!



+33 (0)3 20 02 92 42



France.rse@sekologistics.com



SEKOLOGISTICS.COM © SEKO LOGISTICS 2025