

CSR REPORT

2024

SHIPPZO

EDITORIAL

Corporate Social Responsibility (CSR) is deeply engrained in our mission to provide the best visibility solution for sustainable supply chains. Since our founding in 2014, we have been committed to positively impacting the environment and society.

Guided by our company values of **Ambition, Care, Deliver**, and **Collaboration**, we approach CSR with the same passion and precision that drives our business. As a multicultural company with over 200 employees from 30 countries, and speaking 27 languages, we understand that diversity and inclusion are not just values—they are the foundation of innovation and progress.

Our commitment to CSR extends beyond our walls, encompassing our employees' well-being, health, safety, and growth, while also caring deeply for our stakeholders, including customers, investors, partners, and carriers. We aim to shape a more sustainable and responsible future together.



"Since we began measuring our CSR initiatives, we have seen significant improvements that are visible and acknowledged internally and outside Shippeo."

But we want to go further; our goal is to create a virtuous circle with all our stakeholders, where every positive action drives even greater impact, fostering innovation, care for our people and planet, and a future where business success and social responsibility go hand in hand."

Pierre Khoury, CEO.



SUMMARY

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CSR COMMITTEE

We want to implement initiatives that have a real impact on all our stakeholders, and to which all collaborators can contribute, in order to encourage development and growth. This is why we have created the Internal Shippeo CSR committee, whose responsibility is to:

- Define which actions to implement
- Be the contact for any CSR-related initiatives within Shippeo
- Be the contact for external stakeholders
- Communicate internally on CSR program achievements
- Be guarantors of Shippeo CSR engagement

The committee is driven by the following members:

- Brice Hua, Co-Founder, VP of Product - CSR Executive Committee Sponsor
- Julia Overmars, SVP People - CSR Strategy Lead
- Aurélia Magron, Culture & Engagement Director - Program Leader



Brice HUA
CSR Executive
Committee Sponsor



Julia OVERMARS
CSR Strategy Lead



Aurélia MAGRON
Program Leader

ACCOUNTABILITY & MEASUREMENT

We believe that our contribution towards creating a sustainable future should be data-driven and rely on an extra-financial analysis of the three ESG pillars: Environmental, Social, and Governance. We are committed to continuous improvement and report annually on our CSR initiatives and results, ensuring transparency and accountability in our efforts.

Our 2024 CSR report covers all Shippeo entities and offices, offering a complete view of our sustainability and social responsibility efforts. While most initiatives are reported for the 2024 calendar year, some items may follow a different timeline to ensure precise and relevant reporting.

GLOBAL SDGS

Our commitment to Corporate Social Responsibility is aligned with the Global UN Sustainable Development Goals (SDGs), which serve as a guiding framework for our initiatives. By integrating these globally-recognized goals into our strategy, we can monitor and assess the impact of our efforts, ensuring that our actions contribute meaningfully to global sustainability.



ACCOUNTABILITY & MEASUREMENT

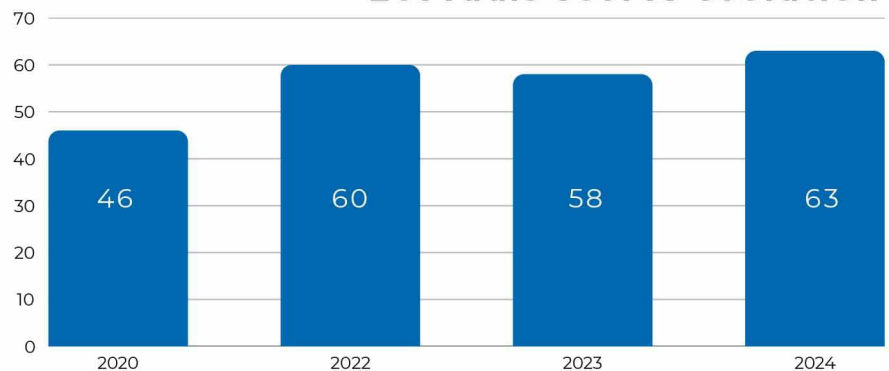
We annually complete an assessment of our business sustainability practices through EcoVadis, a third-party sustainability assessment platform. The EcoVadis assessment includes 21 sustainability criteria across four core themes.

21 Sustainability Criteria			
ENVIRONMENT	LABOR & HUMAN RIGHTS	ETHICS	SUSTAINABLE PROCUREMENT
Operations <ul style="list-style-type: none">Energy Consumption & GHGsWaterBiodiversityLocal & Accidental PollutionMaterials, Chemicals & Waste Products <ul style="list-style-type: none">Product UseProduct End-of-LifeCustomer Health & SafetyEnvironmental Services & Advocacy	Human Resources <ul style="list-style-type: none">Employee Health & SafetyWorking ConditionsSocial DialogueCareer Management & Training Human Rights <ul style="list-style-type: none">Child Labor, Forced Labor & Human TraffickingDiversity, Discrimination & HarassmentExternal Stakeholder Human Rights	<ul style="list-style-type: none">CorruptionAnticompetitive PracticesResponsible Information Management	<ul style="list-style-type: none">Supplier Environmental PracticesSupplier Social Practices

The scorings include five sustainability performance levels and the Ecovadis assessment methodology is annually reviewed and updated to reflect best practices and the latest sustainability standards.

- Outstanding (score 85-100);
- Advanced (score 65-84);
- Good (score 45-64);
- Partial (score 25-44);
- Insufficient (score 0-24).

Ecovadis scores evolution



Our 2024 scores across all criteria



ENVIRONMENT (2024)



LABOR & HUMAN RIGHTS (2024)



ETHICS (2024)



SUSTAINABLE PROCUREMENT (2024)

COMPANY OVERVIEW



KEY FIGURES



5 Offices

Paris, Düsseldorf,
Chicago, London,
Rotterdam.



240 Shippians

across Europe, North
America and
Singapore.



Our Shippians come
from **30 countries**
and speak
25 languages



35

Our employees'
average age.



We are tracking
46 million shipments
per year.



We are tracking in
150 countries
within EMEA, APAC, US,
LATAM, and including
China

SUSTAINABILITY MILESTONES

2020

We started our CSR journey by completing our first Ecovadis assessment.

2022

We conducted our first carbon footprint assessment in partnership with Sami.

2023

We joined the Handineo x French Tech program for disability and nominated our first Disability Advisor.

We created the Shippeo CSR committee.

We hosted our first Talk2Connect session on Diversity.

We organized our first climate workshops.

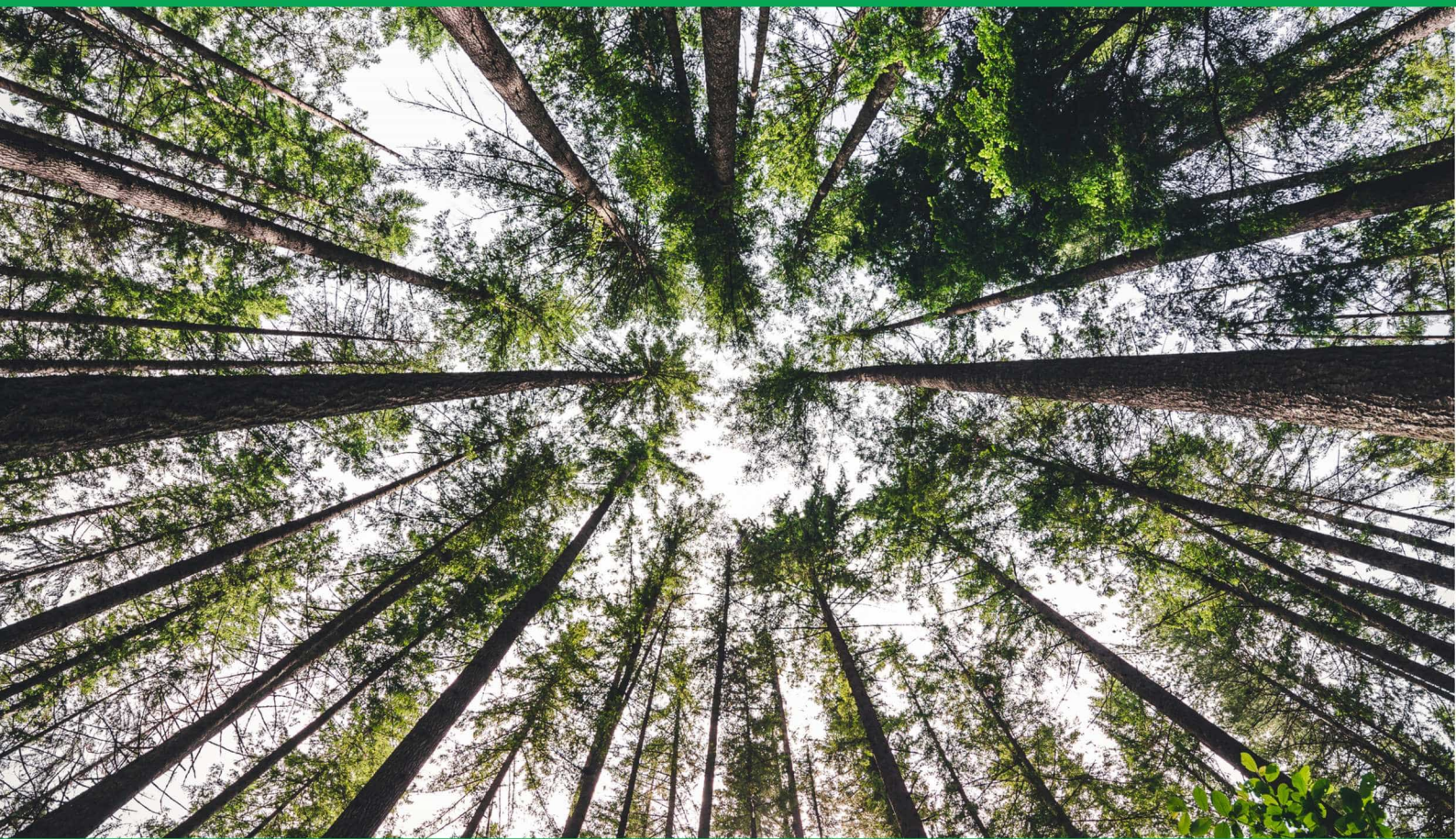
2024

We created our first Employee Resource Group to promote gender equity in the workplace.

We joined the Women's Empowerment Principles (WEPs) and the UN Global Compact.

We are certified with ISO 27001 and TISAX.

ENVIRONMENT



OUR COMMITMENTS

01. Resource Management

Our goal is to optimize resource utilization across all aspects of our operations by minimizing consumption, maximizing efficiency, and having 100% of our office's energy consumption come from renewable sources. We aim to actively reduce waste through comprehensive recycling, material reuse, and responsible disposal practices.

02. Carbon Footprint

We are dedicated to reducing our carbon footprint and transitioning to a low-carbon economy. Though regulations do not require a company of our size to have a net zero target, we are proactively preparing for its future adoption. Our goal is to achieve a reduction of Economic Intensity GHG emissions by 70% by 2026.

03. Employees' Enablement

Because we believe that sustainability is a collective responsibility, we want to equip our teams with the knowledge to do their part. Through climate workshops, dedicated team presentations, and learning sessions, our goal is to train 50% of Shippeo employees on environmental topics by the end of 2025.

04. Sustainable Supply Chains

We are dedicated to advancing sustainable supply chains through our Carbon Visibility product, which helps shippers and carriers track CO2e emissions across road and ocean transport. By using Carbon Visibility, companies can make informed decisions to cut emissions and promote a greener future.



Preparing for the future

We are committed to a comprehensive sustainability approach, aligned with the highest European standards, addressing both carbon emissions and broader social and environmental issues.

RESOURCE MANAGEMENT



In 2024, we upgraded our waste sorting system to boost recycling efficiency and minimize landfill waste. Additionally, we replaced the lighting system at our headquarters with energy-efficient LED lights and transitioned our office energy supply to 100% renewable sources.

Our headquarters run entirely on renewable energy since April 2024 with 100% of our energy consumption sourced sustainably. We also maintain the same ratio of overall energy usage (kWh), further increasing the share of renewable energy in our operations.



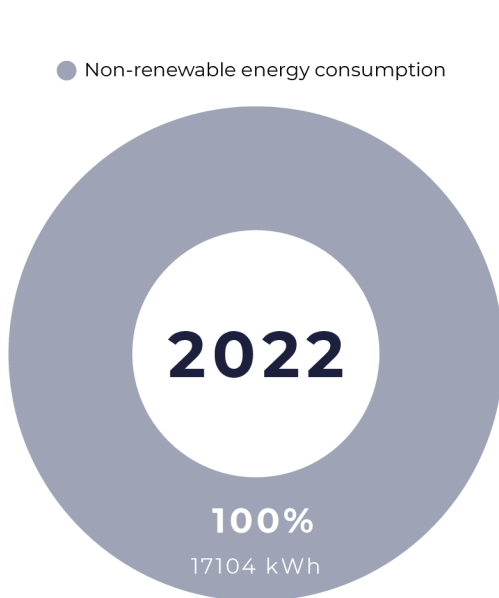
2024 RESULTS

(BASED ON 2023 DATA)

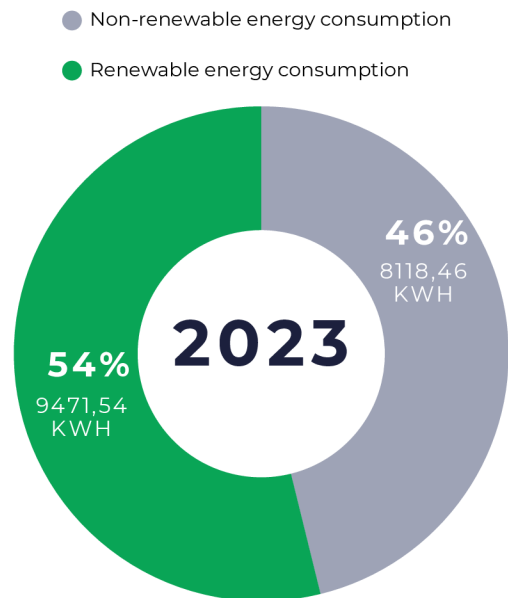


17590 kWh

ENERGY
CONSUMPTION
(+2.8%)



Breakdown of energy
consumption - 2022



Breakdown of energy
consumption - 2023



474 KG

WASTE
RECOVERED

CARBON FOOTPRINT

While we are currently not required to implement a Net Zero strategy due to our size and operational scale, we are proactively preparing for its future adoption.



In 2024, we intensified our carbon reduction initiatives with a series of targeted actions.

- Our travel policy was reviewed to limit air travel and encourage more sustainable business trips.
- To support green mobility, we promoted alternative transportation options for employees and provided bike parking equipment at our headquarters.
- Additionally, we reorganized team events to consolidate trips, further minimizing our carbon footprint.

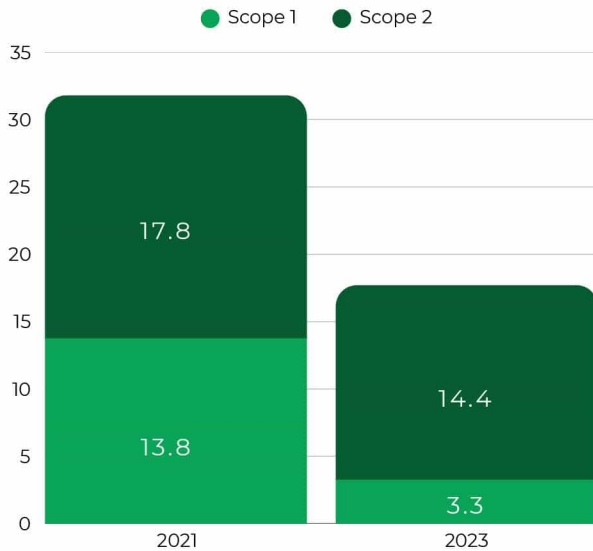
In our [latest Carbon Footprint Assessment](#) conducted by the Sami Platform (2023 data), we achieved remarkable progress:

- 59% reduction of our Economic Intensity, or emissions relative to company revenue (200 KCO₂e/k€ to 82)
- 15% reduction of our Employee Intensity, or emissions per employee (2.74 tCO₂ per collaborator to 2.7)

We've also drastically lowered our Scope 1 & 2 emissions to just 1% of our total footprint, with the remaining 99% now coming from Scope 3 emissions.

The daily actions of our Shippians, from thoughtful meal choices to greener commuting options, are pivotal in reducing our carbon intensity and driving Shippeo's sustainability efforts forward.

2024 RESULTS (BASED ON 2023 DATA)



Evolution of scopes 1 & 2 (tCO2e)

In 2023, we drastically reduced our Scope 1 & 2 emissions; they now represent 1.2%, with the remaining 98.2% (1434 tCO2) coming from Scope 3, the most indirect emissions



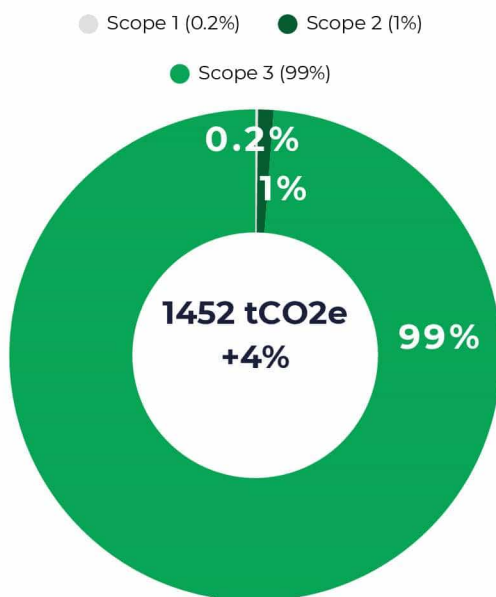
-59%
Economic
Intensity

From 200 KCO2e/k€
to 82.



-15%
Employees
Intensity

From 2.74 tCO2 per
collaborator to 2.7.



Overall 2023 emissions

Our commitment to corporate social responsibility has been recognized by NGP Capital, who have included us in their 2024 ESG Report, officially endorsing our efforts (right)

At NGP Capital, we have been impressed with Shippeo's ongoing commitment to sustainability particularly, in reducing carbon emissions. Externally, as part of their global logistics platform, Shippeo introduced a carbon visibility tool to measure CO2e emissions for different modes of transport. Internally, Shippeo not only tracks and reports its own emissions but is taking meaningful steps to reduce emissions through awareness efforts and use of renewable energy.

MONICA JOHNSON
Operating Partner & CFO



BUILDING SUSTAINABLE SUPPLY CHAINS

At Shippeo, we are dedicated to advancing sustainable supply chains through our Carbon Visibility product.

This tool helps shippers and carriers track CO₂e emissions across road and ocean transport, offering dashboards with key metrics to monitor and reduce their carbon footprint.

With calculations compliant with the GLEC framework, our product provides accurate emission calculations using various input parameters and offers tools to assess data quality.

By using Carbon Visibility, companies can make informed decisions to cut emissions and ultimately make their supply chains greener and more sustainable.



BUILDING SUSTAINABLE SUPPLY CHAINS

In 2024, significant enhancements were made to the Carbon Visibility solution, enabling more comprehensive and accurate emissions tracking for ocean and road shipments.

- The solution now includes the ability to calculate the carbon footprint for both pre-carriage and post-carriage legs of ocean freight, offering a more complete view of a shipment's environmental impact.
- New integration points have been added, allowing CO2 data to be received from and sent to third-party applications, facilitating seamless collaboration with external systems.
- The solution also expanded support for additional fuel types and introduced inseting capabilities, enabling users to specify the fuel type used at the shipment level. Furthermore, ocean flow models have been refined to account for the actual routes taken by vessels, providing more precise emissions data.

THESE UPDATES COLLECTIVELY ENHANCE THE ACCURACY AND FLEXIBILITY OF THE CARBON VISIBILITY SOLUTION FOR USERS, ALLOWING SHIPPERS TO SELECT THE MOST SUSTAINABLE CARRIERS



EMPLOYEE ENABLEMENT



In 2024, we organized 3 internal climate change workshops to raise awareness of this global challenge, equipping our team with the knowledge and tools to take action. These workshops offered Shippians the chance to:

- Understand the science behind climate change, including its causes and impacts
- Explore sustainable practices for both the workplace and daily life
- Collaborate and innovate by sharing ideas and experiences on sustainability
- Empower action through individual and team-based initiatives aligned with our sustainability goals
- Drive positive change within our organization and beyond, fostering a more sustainable future.

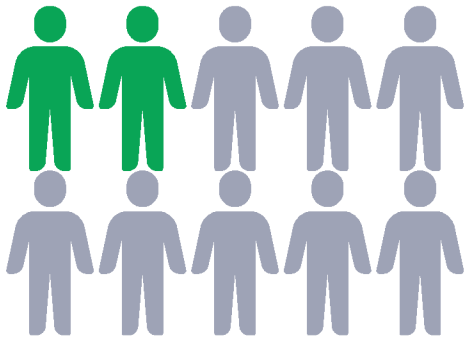
We also wrote and implemented an environmental policy to establish a clear framework and set of guiding principles for running our daily operations with environmental consciousness. This policy serves as a pillar for minimizing our environmental footprint and ensuring compliance with relevant laws and regulations. By adhering to these principles, we aim to integrate sustainability into every aspect of our business, reinforcing our commitment to responsible practices and continual improvement in our environmental performance.

2024 RESULTS



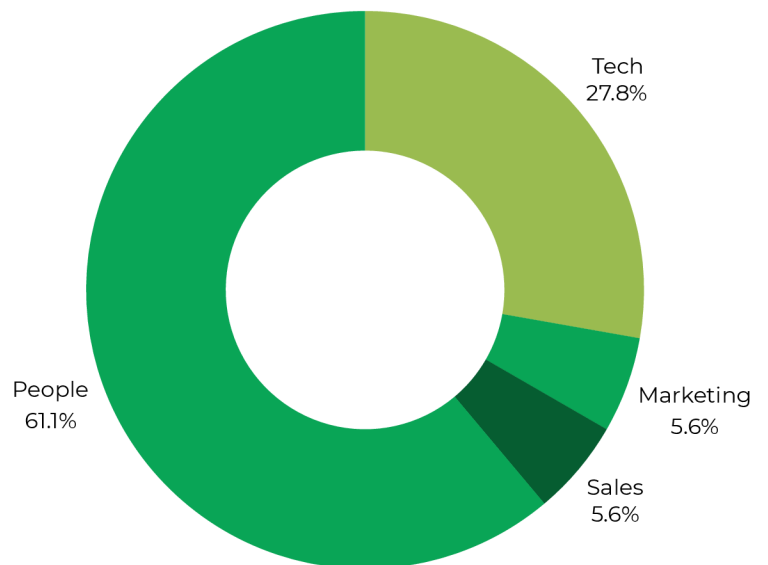
3

CLIMATE
WORKSHOPS



25%

OF SHIPPIANS
TRAINED



Trained employees per division

LABOR & HUMAN RIGHTS



OUR COMMITMENTS

01. Diversity & Inclusion

We believe that fostering a diverse and inclusive workplace is not just the right thing to do, it's essential for our success. Diversity of backgrounds, experiences, and perspectives fuels innovation, strengthens our decision-making, and fosters a vibrant company culture

02. Well-being & Safety

We prioritize the well-being and productivity of our employees by implementing comprehensive initiatives aimed at cultivating a healthy work-life balance. By doing so, we believe that we will not only enhance their quality of life but also maintain the overall productivity and success of our company.

03. Social Dialogue

We are committed to fostering open and transparent communication channels within our organization, encouraging employees at all levels to express their opinions, concerns, and ideas freely.

04. Growth & Development

We recognize that our most valuable asset is our people. We are committed to promoting an inclusive and supportive work environment where every individual has the opportunity to thrive and grow.

05. Compliance

To reinforce our commitment to compliance, we've established two key policies that form the foundation of our Social Pillar: the Anti-Harassment Policy and the Human Rights and Labor Policy. These policies are designed to maintain the highest standards of integrity and respect within our workplace. To further ensure a safe and supportive environment, we've appointed two Anti-Harassment Referents. Their role is to lead our efforts in creating a workplace where every employee feels secure and valued.



Shippians at a glance

As of 2024, our company is composed of 240 Shippians, with an average age of 35. There are 30 nationalities represented and 25 languages spoken.

DIVERSITY & INCLUSION GOALS

Our goal is to build a more diverse and inclusive workplace.



Gender Equity

Increasing female representation at all levels of the company.



Disability Awareness

Providing disability awareness training to 100% of managers by the end of 2025.



Employee Satisfaction

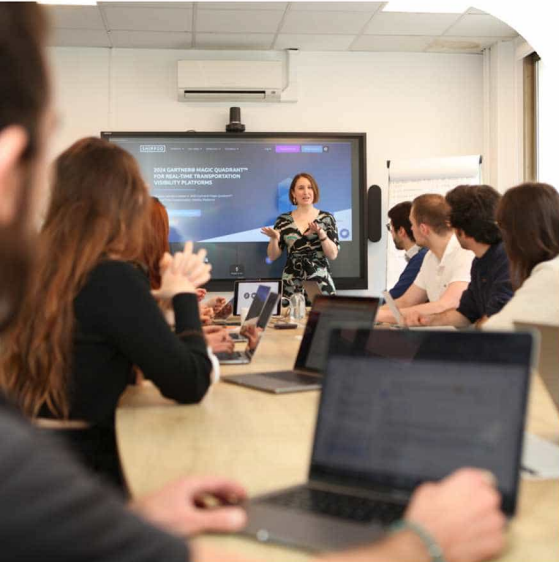
Reaching a 90% employee satisfaction score on diversity by the end of 2024.



No harassment

Maintaining zero reported incidents of harassment.

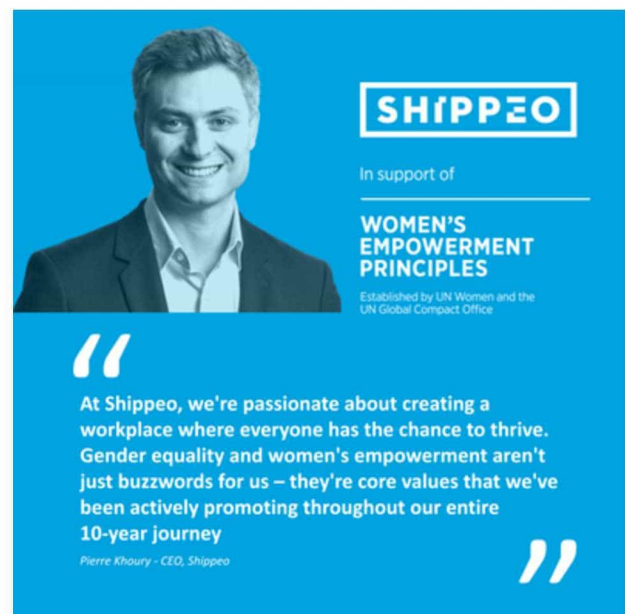
GENDER EQUITY



We've launched an Employee Resource Group (ERG) dedicated to advancing gender equity in the workplace. This ERG, comprised of both women and allies, is committed to fostering an environment where women can thrive as leaders.

One of the initiatives of the ERG has been to develop a dedicated Career Advancement Track tailored specifically for women. This initiative is designed to equip women with the tools, skills, and confidence to step into leadership roles and drive impactful change.

To strengthen our commitment, we proudly joined the Women's Empowerment Principles (WEPs), reinforcing our commitment to gender equality. By aligning with the WEPs, we pledge to uphold their key principles.

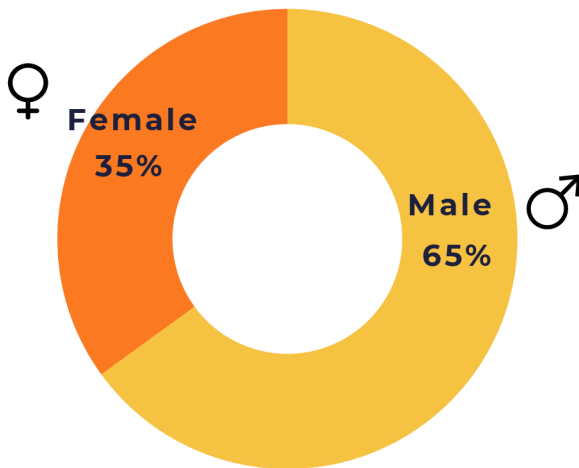


To further support our mission, we organized a series of webinars featuring expert speakers on gender equity, focusing on the importance and impact of women's leadership. Through these efforts, we aim to build a workplace where every woman feels empowered to reach her full potential.

2024 RESULTS

We increased the percentage of females in the workforce, rising from 29 % to **35%** within a year. Our satisfaction score related to diversity and inclusion increased from 81% to **89%** in 2024. And our EGAPRO “Index Egalité Homme Femme” score is **89/100**.

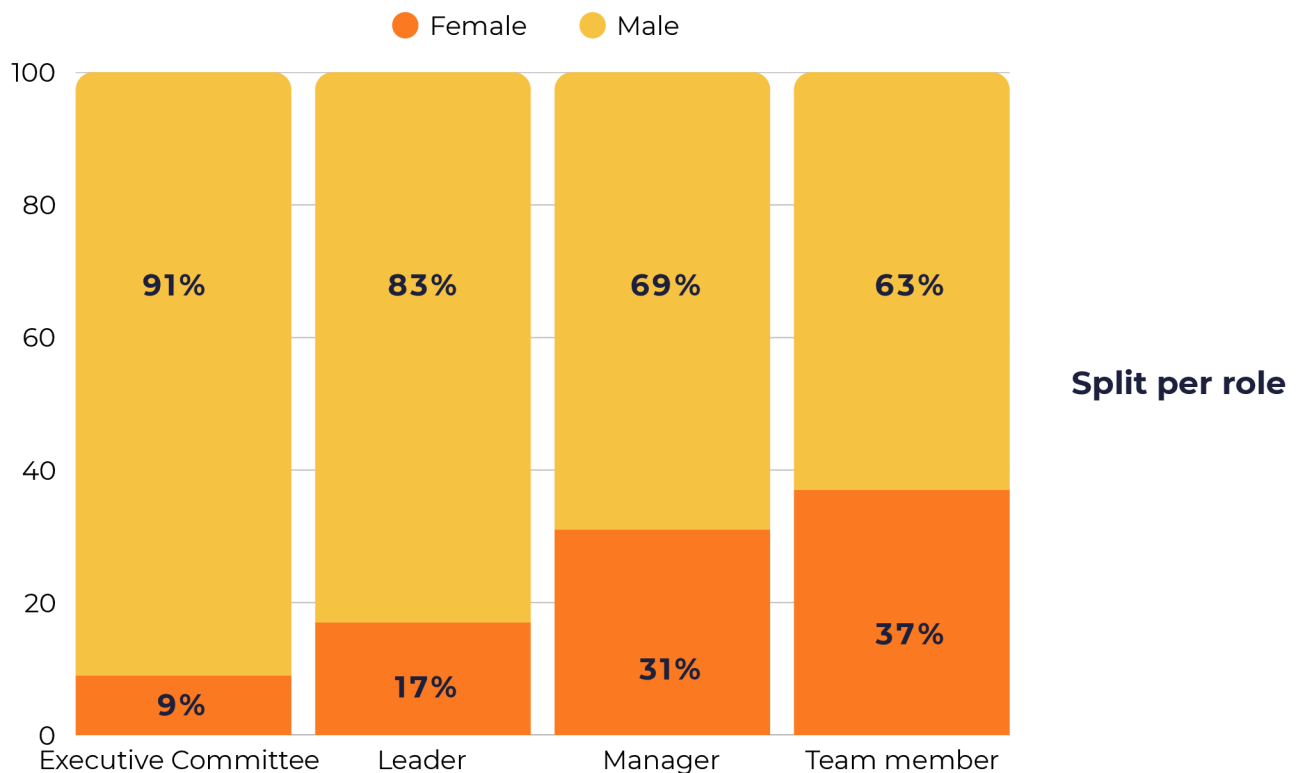
EGAPRO is a scoring system imposed by the French government, which evaluates factors such as salary gaps between genders, maternity leave policies and representation of women in leadership positions. Companies scoring under 75 must implement corrective measures. So we're on the right track!



Staff representation per gender



Satisfaction score related to diversity & inclusion



Split per role

DISABILITY INCLUSION

As part of our CSR commitment, we've expanded our focus to include disability within our diversity program.

MAY 2023

The journey began with the launch of a comprehensive disability awareness initiative, created in partnership with Handineo x La French Tech.

OCTOBER 2023

To ensure meaningful support, we appointed a dedicated Disability Referent, providing a clear and accessible point of contact for any disability-related concerns.

NOV. 2023

Recognizing the importance of equipping our team, we've provided dedicated training to our People team.

We added diversity statements to all job offers and made our Disability Advisor's contact details easily accessible

JAN. 2024

To amplify our message, we produced an [advocacy video](#), sharing it internally and externally to highlight our commitment and raise awareness to disability inclusion.

MAY-DEC. 2024

We've organized training to our managers, covering everything from inclusive hiring practices to supporting employees throughout their careers

In 2024, **17% of employees** and 55% of managers participated in formal training on the topic of disability. Additionally, **100% of our workforce** was engaged through internal awareness campaigns, ensuring everyone is included in this important conversation.

WELL-BEING & SAFETY GOALS

We aim to provide the right balance for our employees between work and private life.



Mental Health

Train 100% of Managers in burnout Prevention and mental health-related content by the end of 2025.



No Severe Accidents

Achieving zero severe accidents among our workforce in 2024



Work-Life balance

Maintain a Work-Life balance score higher than 80% in our Engagement & Satisfaction Survey and train 50% of our managers on work-life balance in 2024 and 100% in 2025

WELL-BEING & SAFETY INITIATIVES

01

We launched a focused study on mental health, diving deep into the unique challenges our team faces, and finding ways to better support their well-being.

We equipped our managers with training on mental health awareness and burnout prevention, empowering them to recognize and respond to signs of stress in their teams.

02

03

We introduced a dedicated learning path designed to help employees proactively identify and address mental health issues.

We made meaningful organizational changes to create a work environment where mental health is not just acknowledged, but actively supported.

04

05

We implemented a Harassment Prevention and Resolution policy, established clear reporting channels, and appointed two internal harassment officers as points of contact.

100% of managers have been trained on burnout prevention, we organized **3 workshops dedicated to mental health**, and there have been **0 reported harassment incidents**.

SOCIAL DIALOGUE



We regularly hold employee representative meetings and all-hands sessions. These gatherings ensure that every Shippian stays informed about the latest company developments and has the opportunity to voice their questions and concerns on any topic.

Twice a year, we conduct Engagement & Satisfaction surveys, including a pulse survey to track the success of initiatives inspired by previous feedback. These surveys are more than just check-ins; they are critical tools that help us measure the impact of our efforts.





2024 RESULTS

This year, we upheld our commitment to maintaining an open dialogue with our employees by holding

13 employee representative meetings,

organising

21 all-hands meetings,

and achieving

81% participation rate

in our annual Engagement & Satisfaction Survey.

We measure the success of the employee lifecycle at Shippeo through NPS campaigns, designed to assess and enhance the employee experience throughout their journey with us.

78%

**SATISFACTION
SCORE**

+20

EMPLOYEE NPS

+100

CANDIDATE NPS

+50

NEWCOMERS NPS

TRAINING & CAREER



We're dedicated to supporting our employees' growth and development. In 2023, we took a big step forward by implementing a new Learning Management System (LMS), laying the groundwork for a stronger learning culture within our company.

In 2024, our focus shifted to understanding the specific training needs of our employees and managers. We wanted to create learning opportunities that truly make a difference.

We started by identifying Subject Matter Experts within our team, who became key contributors to our internal training programs. To complement this, we also introduced specialized external training to cover areas where outside expertise was needed.



2024 RESULTS

Our employees completed a total number of 1640 hours of training on our internal Learning Management System “Shippeo Academy”.

**1630
HOURS
OF TRAINING***



**76%
EMPLOYEES
TRAINED ON
OUR INTERNAL
LMS***



**38
PUBLISHED
LEARNING
PLANS***

**Based on training material published on the Shippeo Academy platform.*

GOVERNANCE



OUR COMMITMENTS & INITIATIVES

At Shippeo, we prioritize integrity, transparency, and accountability in everything we do. We foster a culture where ethical behavior is expected, with a zero-tolerance policy against corruption and breaches of integrity. We're committed to sustainability by encouraging responsible practices among our suppliers and teams. Additionally, we take data privacy and security seriously, ensuring our stakeholders' information is always protected

01. Policies

Building on our foundational Ethics Charter and Suppliers Code of Conduct, which were established in 2023, we have introduced a Sustainable Procurement Policy and revised our Anti-Corruption Charter. These updates have been communicated across the organization to reinforce our commitment to ethical practices.

02. Enablement

Leveraging our Learning Management System, we have successfully trained our employees on these critical topics, fostering a culture that prioritizes integrity and high ethical standards in every aspect of our business. Through these efforts, we ensure that our team is not only informed but actively engaged in maintaining our core values.

03. Information Security

We are proud to be certified with ISO 27001 and TISAX, which highlight our strong commitment to information security and data protection. ISO 27001 shows that we follow international best practices in managing and safeguarding sensitive information. TISAX, designed for the automotive industry, confirms that we meet strict security standards. These certifications reflect our dedication to protecting the data of our customers, partners, and stakeholders.



2024 RESULTS



84%

**EMPLOYEES
TRAINED ON
CYBERSECURITY**

0

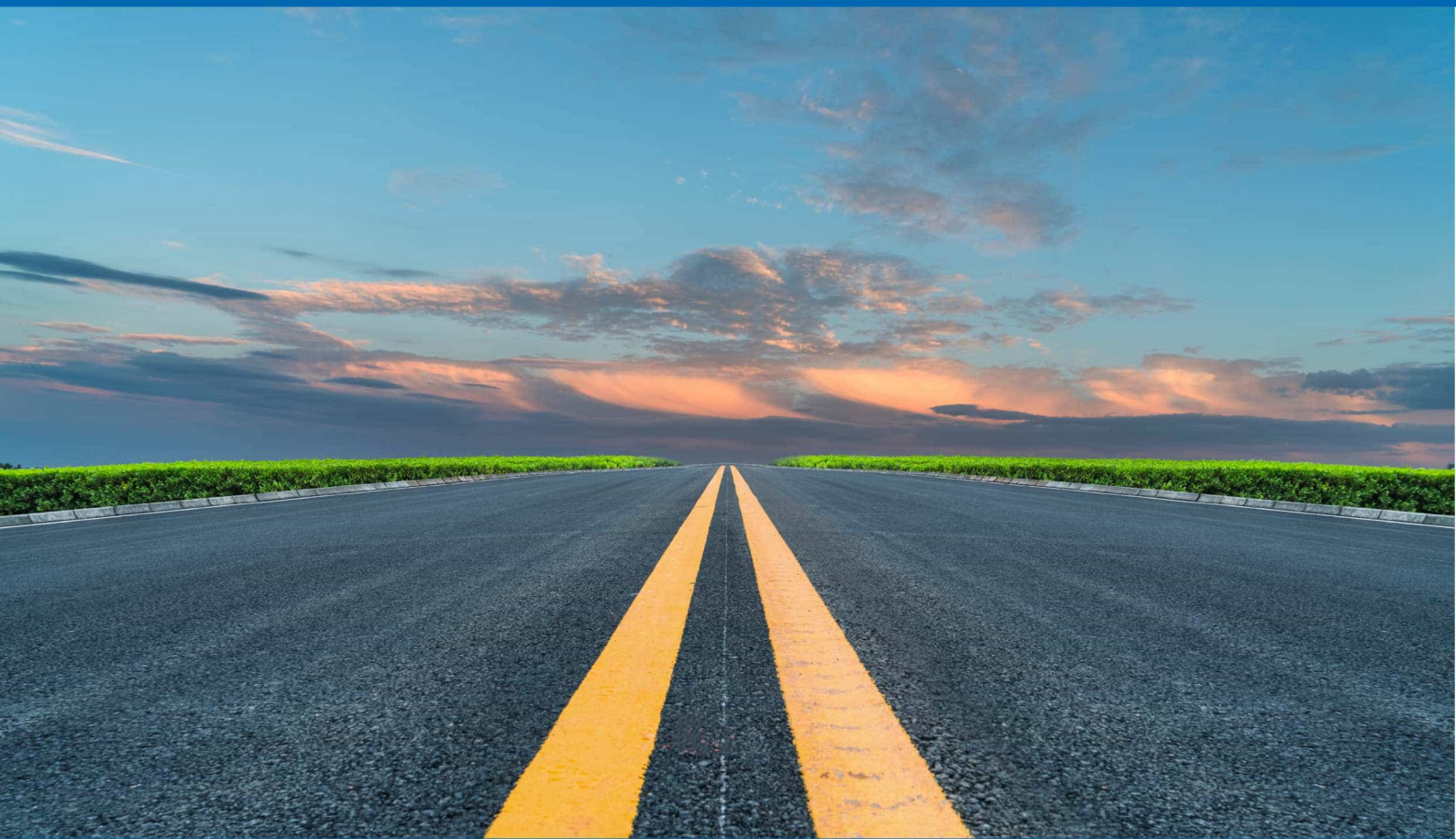
**Confirmed information
security incidents**

**Confirmed corruption
incidents**

**Reported cases of business
ethics-related violations**

**Reports related to
whistleblower procedure**

LOOKING AHEAD



OUR PLAN FOR THE FUTURE

In the coming months, we are committed to advancing our efforts across environmental, social, and governance areas.

Environmentally, we will focus on reducing our CO2e emissions relative to economic output, and on collaborating closely with our suppliers to raise awareness and foster a virtuous cycle of sustainability.

On the social front, we are dedicated to empowering women's leadership and enhancing our employees' career growth through external learning opportunities, while also strengthening our disability inclusion initiatives.

In terms of governance, we plan to further develop our employees' training programs and increase awareness among our suppliers to ensure alignment with our ethical standards.



Thank you!

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SHIPPEO