



POLICY

Executive Summary

ENVIRONMENTAL



1. INTRODUCTION

Geopost, as a leading international parcel delivery company, acknowledges its responsibility in addressing environmental challenges. Freight transport accounts globally for approximately 10% of global GHG emissions, making climate change action central to Geopost's strategy.

Through this Policy, Geopost commits to reducing and preventing Greenhouse gas (GHG) and air pollutant emissions, promoting more circular practices within its value chain and operating in an eco-efficient manner while complying with applicable environmental laws and regulations.

2. STRATEGY

Since 2016, Geopost's sustainability programme, **DrivingChange**, has been focused on creating shared value for people, planet and community and strives to integrate Environmental, Social and Governance (ESG) objectives into core business functions. It includes awareness and training programmes for key stakeholders. Geopost's aims to become the international reference in sustainable delivery.

To do so, Geopost constantly works to reduce any negative impacts its activity may generate and to promote positive impacts through responsible business practices. This is made possible through Geopost's Driving Change programme and the Company's associated initiatives, including net zero commitment, employer of choice and partner of choice.

Climate change, most material environmental issue for Geopost, is managed through a strategy that is built on three core actions:

1 Measure its carbon footprint.



2 Reduce GHG emissions within its direct and indirect operations.



3 Adapt to climate-related risks.



3. OBJECTIVES & TARGETS

To guide its efforts, Geopost has set targets to reduce its impact on the environment:

- **Climate:**

Net Zero by 2040:

-90%

in Scope 1, 2 and 3 emissions vs. 2020 baseline.

2030 target:

-43%

in Scope 1, 2 and key Scope 3 categories.

Our climate targets are aligned with the Science-Based Targets initiative (SBTi) and our greenhouse gas (GHG) reporting follows the GHG Protocol and ISO 14064.

- **Air pollution:**

-87%

NOx

-40%

CO

+22%

PM10: limit increase by 2030

- **Circular economy and resource use:**

Enable consumers shift to second-hand shopping.



Engage sustainable suppliers.



Promote reusable/recyclable packaging.



Improve waste sorting and recycling.



Performance is measured in terms of GHG emissions (tCO₂e), emissions per parcel, pollutant emissions, waste volumes, % recycled materials.

4. SCOPE

Geopost's Environmental Policy applies to Geopost's global operations, in majority owned subsidiaries and value chain partners. It covers direct operations (delivery, hubs, offices) and priority Scope 3 (indirect) emissions (subcontracted transport, leased assets). The Policy is aligned with Corporate Sustainability Reporting Directive (CSRD), EU Taxonomy and the Paris Climate Agreement.

5. MATERIAL IMPACTS, RISKS & OPPORTUNITIES

A materiality assessment of Geopost's activities found that the Company's main environmental impacts concern GHG emissions, air pollution, resource use, biodiversity loss. Extreme weather, flooding and heatwaves emerged as the main physical risks while regulatory changes, tech dependency and market volatility are the Company's main transition risks.

The opportunities for Geopost include low-emission delivery services, operational efficiency via electrification and route optimisation and access to sustainable finance and enhanced brand reputation.

6. GOVERNANCE & ACCOUNTABILITY

Sustainability is embedded in corporate governance as follows:

- Geopost's executive committee oversees strategy.
- Business Unit CEOs hold responsibility for effective implementation.
- Sustainability director & central team coordinates implementation.
- Local sustainability leaders ensure and follow up deployment.

The following practices ensure sustainability is integrated into the Company's operations:

- KPIs embedded in yearly management cycle and executive bonuses.
- Carbon budget supports aligning investments with decarbonisation goals.

Geopost's environmental performance is verified through annual third-party audits and CSRD-compliant reporting (published at La Poste level).





7. MONITORING & CONTINUOUS IMPROVEMENT

Geopost’s Environmental Policy and wider management system is based on continuously measuring and improving performance.

To do so, the Company uses:

- Tools to measure and track performance. These include an environmental performance management platform called SCALE and a Carbon Calculator for customer reporting.
- KPIs that are tracked quarterly and annually, and which are reviewed and audited to ensure data quality and compliance.
- Benchmarking and training to continually improve its practices and performance.

8. ACTIONS & LEVERS

Geopost drives towards its environmental sustainability goals by focusing on key impact areas, including:

<p>Transport decarbonisation</p> <ul style="list-style-type: none"> • Fleet electrification, • Alternative fuels, EV charging infrastructure, • Route optimisation. 	<p>Air quality</p> <ul style="list-style-type: none"> • Low-emission zones, • Urban micro hubs, • Electric vehicles and • Cycle logistics. 	<p>Buildings</p> <ul style="list-style-type: none"> • Energy efficiency retrofits, • Renewable energy sourcing, • Own energy production. 	<p>Circularity</p> <ul style="list-style-type: none"> • Sustainable packaging, • Reverse logistics.
<p>Procurement</p> <ul style="list-style-type: none"> • ESG criteria in tenders, • Supplier engagement. 	<p>Biodiversity</p> <ul style="list-style-type: none"> • Green roofs, • Ecological mapping. 	<p>Digital tools</p> <ul style="list-style-type: none"> • Carbon Calculator, • Energy management systems. 	<p>Training</p> <ul style="list-style-type: none"> • Climate Fresk workshops, • Eco-driving campaigns.

9. COMMUNICATION

Geopost's Environmental Policy is accessible on the Company's corporate website and intranet. It is also shared with suppliers and partners.

The Company ensures employees are familiar with the Policy and its contents through internal communication initiatives. Geopost communicates about its environmental performance to customers through its annual sustainability report and carbon reports. The CSRD-compliant report (URD) published at La Poste Groupe level includes all required information from Geopost.

10. REVIEW & UPDATE

This Policy is reviewed periodically or when required due to regulatory or strategic changes. Updates to the Policy are communicated through corporate channels and partner platforms.



RELEVANT CONTACTS

Sophie de La Roche

Head of Sustainability processes & reporting

sophie.delaroche@geopost.com

GEOPOST

Immeuble Le Lemnys, Bâtiment C, 26 rue Guynemer

92130 Issy les Moulineaux, France

Tel. : +33 (0) 1 41 33 90 00

www.geopost.com

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Geopost Headquarters Sustainability Team

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