

CSR OVERVIEW

20
24



100 YEARS



EDITORIAL
**Jean-Thomas
SCHMITT,**
Chief Executive Officer



What future are we aiming to build for our company? As we celebrate our company's centenary this year, this question underpins all our thinking. And one conviction remains: Heppner must be an agent of transformation and play an active role in the environmental, social, and societal challenges of our time. Driven by a commitment to action in our daily operations, we take steps every day to meet the goals set out in our CSR roadmap. Ambitious goals, which resonate with the momentum we have built throughout the years.

In 2024, first and foremost, we accelerated our energy transition. To reduce our CO₂ emissions and better protect the environment, our energy mix has continued to evolve, integrating new energy sources. Biofuels, clean mobility, and even electric solutions – as we laid the groundwork for our partnership with ADEME to deploy electric trucks. These ongoing efforts build on and strengthen our past initiatives, while laying the foundation for those to come.

In 2024, we also continued to care for our employees. To foster a shared corporate culture wherever we operate, we have consistently worked to build bridges between our teams, as exemplified by initiatives like the Heppner University. And these efforts have been recognized: we earned the Great Place To Work certification in three new markets, bringing the total to nine certified countries. A true acknowledgment of our commitment to our employees, who are at the core of our strategy.

In 2024, finally, we supported those in need more than ever. Going beyond our role as an economic player, we continued to put entrepreneurship at the service of meaningful causes. With Emmaüs Défi, Magie à l'Hôpital, Banques Alimentaires, and now Surfrider – as well as with many local organizations – we have stood firmly alongside those working every day to make our society a better place.

As we celebrate 100 years of history with Heppner, every success of our CSR policy is another step toward the future we want to build for our company, our society, and our planet. Driven by the unwavering commitment of our employees, this ambition is part of our DNA. United around a shared goal, we will continue to prioritize corporate responsibility.



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100 YEARS

ALREADY 100 YEARS, AND THE FUTURE AHEAD!

970 M€
In turnover in 2024

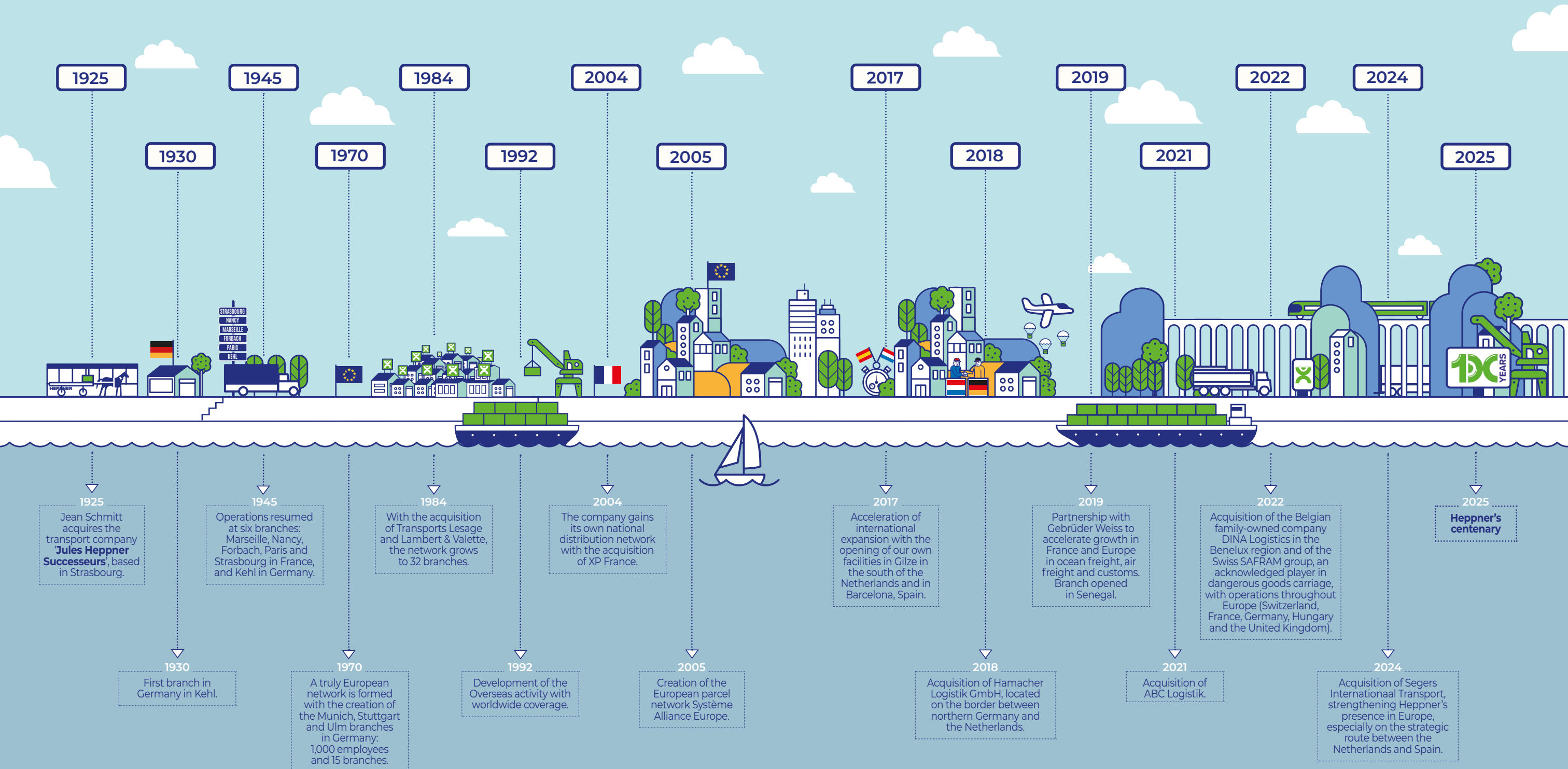
10,000
customers

157
countries

3,570
employees
worldwide

60 %
of turnover
generated
internationally

+100
branches
worldwide

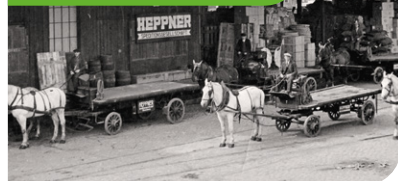


CSR APPROACH

Driven by a long-term vision, we have placed CSR at the heart of the Group's strategy and governance. Alongside our stakeholders, we work every day in an ecosystem based on responsibility. Heppner's business model is based on subsidiarity: involvement in the local ecosystem and the trust placed in employees close to the regions are sources of sustainable value creation.

ENVIRONMENT

COMMITTING TO THE ENERGY AND ECOLOGICAL TRANSITION



SOCIAL

SUPPORTING WOMEN AND MEN OF OUR COMPANY



SOCIETAL

CONTRIBUTING TO A MORE SUSTAINABLE SOCIETY



ECOVADIS GOLD CERTIFICATION



Heppner achieved a score of 75/100, earning it **ECOVADIS GOLD certification**. The Group is now ranked among the top 5% of the 125,000 companies assessed by ECOVADIS.

STANDARDS AND CERTIFICATIONS OF OUR COMMITMENTS



RFAR label
Heppner is the first company in its sector to be awarded the RFAR label for its responsible purchasing policy.



Global Reporting Initiative
Heppner uses the Global Reporting Initiative (GRI) framework for its CSR reporting.



RFAR Charter
Heppner is a signatory of the Responsible Supplier Relations and Purchasing Charter (RFAR).



Great Place To Work
9 countries certified (Spain, France, Hungary, Netherlands, United Kingdom, Senegal, Germany, Belgium and Switzerland).



Global Compact
Signatory of the Global Compact since 2019.



CO2 Objective Charter
Heppner has been a signatory of the ADEME's CO2 Objective Charter since 2010.



Carbon Disclosure Project
Rated 'C' in 2024 and aiming for 'B' in 2025.



Coq Vert
Heppner has been awarded the Coq Vert (by the BPI and ADEME) in recognition of its exemplary energy transition initiatives.

CSR DRIVES GLOBAL PERFORMANCE

To manage risk, attract talent, engage employees and improve overall performance, we have embedded CSR at the heart of the Group's strategy and governance.

Our progress in 2024

Heppner is certified ECOVADIS GOLD:

Heppner achieved ECOVADIS GOLD certification in 2024, improving its score by 7 points since 2023, with a score of 75/100. This ranks Heppner among the top 5% of companies assessed by the organisation (all sectors combined).

Heppner has conducted its double materiality assessment

A key exercise in any company's CSR strategy, the double materiality assessment involves defining both the financial materiality and the impact materiality of CSR issues, and identifying their Impacts, Risks, and Opportunities (IROs). With the support of a specialist consultancy, Heppner engaged 30 stakeholders across its international scope (including clients, suppliers, employees, financial partners, etc.), conducted 3 internal ESG workshops, and surveyed all Group employees via a questionnaire. This initiative enabled the identification of material ESG issues and will serve as a foundation for defining Heppner's new CSR policy in 2026, while ensuring alignment with CSRD regulations.

Tagetik: Heppner's new ESG data collection tool

Heppner has acquired a new Environmental, Social and Governance (ESG) data collection tool that will enable it to better structure and leverage its ESG data. Tagetik will be connected to other data software used by the Group, such as Deepki (energy consumption monitoring software) and MichelinConnect (on-board software that collects fuel consumption and CO2 data).

Heppner enters the scope of the CSRD

Heppner will be subject to the new European sustainability reporting regulation (wave 2). The main objective of the Corporate Sustainability Reporting Directive (CSRD) is to harmonise corporate sustainability reporting and improve the availability and quality of published ESG (Environmental, Social and Governance) data.

To prepare for this, Heppner has already conducted its double materiality assessment, identified its data points, and carried out a gap analysis. The Tagetik tool will be used to consolidate all the required data.



HEPPNER IN THE ECOVADIS Top 5% BEST COMPANIES



Achieving Ecovadis Gold certification is a huge recognition of our efforts and of our employees' commitment to CSR. Over the past year - and building on the momentum of previous years - we have improved our score by 7 points, largely thanks to our RFAR certification. This performance places us among the top 5% of the world's best-performing companies across all sectors. Since 2020, we have improved by 21 points, and our ambition is clear: to continuously improve our performance and strive for excellence.



Cédric FRACHET

Chief Operating Officer, Heppner

COMMITTING TO ENERGY AND ECOLOGICAL TRANSITION

OUR AMBITION

We are taking action to meet the challenge of the energy transition and reduce our carbon footprint wherever possible, with all the players in our value chain.



TARGET:
-30%
reduction in emissions
in France by 2030

ACHIEVED:
-53%
CO₂e emissions
(Scope 1+2) since 2019

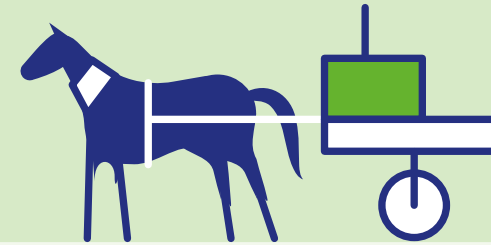


26%
of low-emission
delivery routes for
groupage services
in France.
Target
32% by 2025



VIEWPOINT Noémie FELDBAUER

Head of Energy Transition,
Heppner



You have been developing the energy transition pact for Heppner since 2019. Where is it still relevant?

Energy transition is one of the Heppner Group's strategic pillars. Promoted consistently since 2019, it has been a key asset in bringing our subcontractors on board and supporting them in this transformation. Despite the current unfavourable economic climate, we assist them in their investments and offer concrete solutions to expedite the implementation of clean, sustainable delivery methods. Thanks to this support, our whole ecosystem is now more resilient. Finally, the transition pact has been enriched over the years, integrating new low-carbon solutions such as cycle logistics and biofuels as complements to natural gas and biogas.

In 2024, Heppner laid out the roadmap for the internationalisation of this programme. What are its specific features?

Originally designed for France, the programme has had to be redesigned for international deployment, taking into account each country's specific economic, tax, energy and cultural particularities. This has meant identifying the transition energy that is most accessible at the present moment for each country, with the aim of using this as a lever to achieve gradual convergence of all countries towards electrification. At the same time, this energy transition process will be coupled with energy sobriety and energy efficiency actions in all places where this is possible: on the road through eco-driving, but also in buildings by installing less energy-intensive equipment.

Looking ahead, what are the main challenges facing our industry?

The industry's two main challenges are electrification and the modal shift. Regarding this last point, the French National Low-Carbon Strategy (SNBC) and the European Union are aiming to increase the share of rail by 50% by 2030 and double it by 2050 to achieve carbon neutrality. This is accompanied by massive investment: new rail lines, creation and renovation of multimodal hubs, etc. Everything is in place to make rail a realistic, reliable alternative to road. For our part, we are working with the National Grouping of Combined Transport (GNTC) (with support from the ADEME (French Agency for Ecological Transition)) to study the modal shift potential of our current flows, and to adapt our organisation to these new trends. The year 2030 may seem a long way off, but to be ready, we have to start today! We have also carried out essential preparatory work on electrification: adapting our organisation, modernising our fleets, testing and educating our teams about the new vehicles, installing tailored charging points and managing energy use in general. Admittedly, an electric truck is still 40% more expensive today*, but we know that manufacturers have reliable solutions, and that market growth will bring economies of scale (editor's note: by 2030, 50% of trucks put on the market by the manufacturers will have to be electric). In addition, the grant allocation process has been simplified, giving us visibility until 2029 and clarity in our decision-making processes. On top of that, electric vehicles provide undeniable user comfort and safety!

* Estimated in TCO (total cost of ownership: this includes the vehicle's purchase price, operating costs, subsidies and tax treatment).



CARBON FOOTPRINT AND TRACK RECORD

Carbon calculation methodology: a new standard for transport

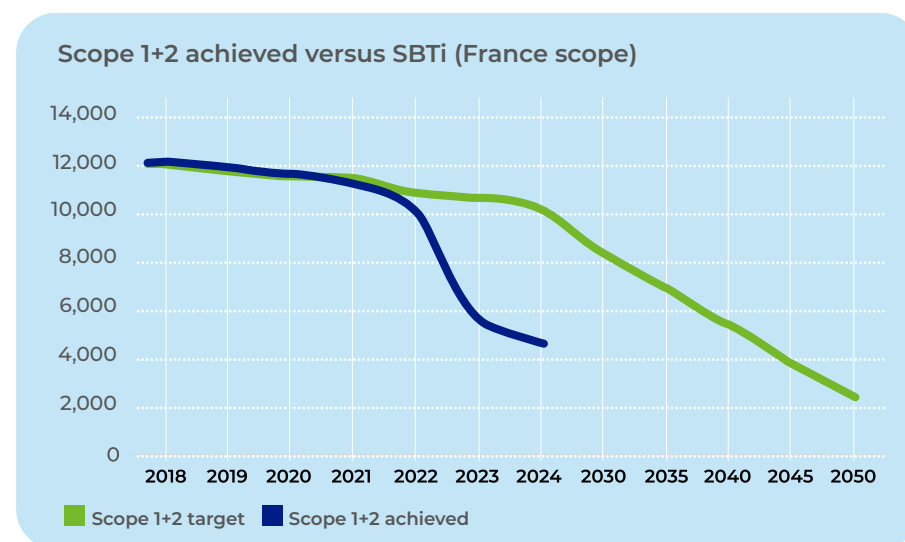
Since 2023, Heppner has been using the EcoTransIT calculation tool, whose methodology has been recently adapted to incorporate the requirements of the international ISO 14083 standard, which aims to increase the reliability of carbon data for transport and logistics by providing a precise, uniform framework.

Carbon trajectory: Scope 1 halved since 2019

Aligned with the National Low-Carbon Strategy and the SBTi, Heppner is pursuing a strategy to limit warming to +2°C maximum. The 56% reduction in scope 1 emissions in France since 2019 is evidence of this approach's effectiveness. Despite achieving reductions ahead of its targets, Heppner intends to maintain the pace of its decarbonisation actions.

HEPPNER EMISSION REDUCTION TARGETS

- **-30%** by 2030
- **-60%** by 2040
- **REDUCTION IN CO₂e EMISSIONS SINCE 2019**
- **SCOPE 1**
- **-56%**
- **SCOPE 2**
- **-44%**
- **SCOPE 3**
- **-15%**



HEPPNER GROUP'S CARBON FOOTPRINT (TCO₂e) – GHG PROTOCOL METHODOLOGY

| CARBON FOOTPRINT / COUNTRY TCO ₂ e | FRANCE* | SPAIN | BELGIUM | NETHERLANDS | SWITZERLAND** | GERMANY |
|---|----------------------------|-------|---------|-------------|---------------|---------|
| SCOPE 1 | 4,383 | 38 | 337 | 534 | 240 | 3,714 |
| SCOPE 2 | 293 | 18 | 29 | 46 | 56 | 699 |
| SCOPE 3 | 342,980 | 4,192 | 1,846 | 4,725 | 30,698 | 26,865 |
| TOTAL | 347,657 | 4,248 | 2,212 | 5,305 | 30,994 | 31,278 |
| | * Includes the Overseas BU | | | | ** SAFRAM BU | |

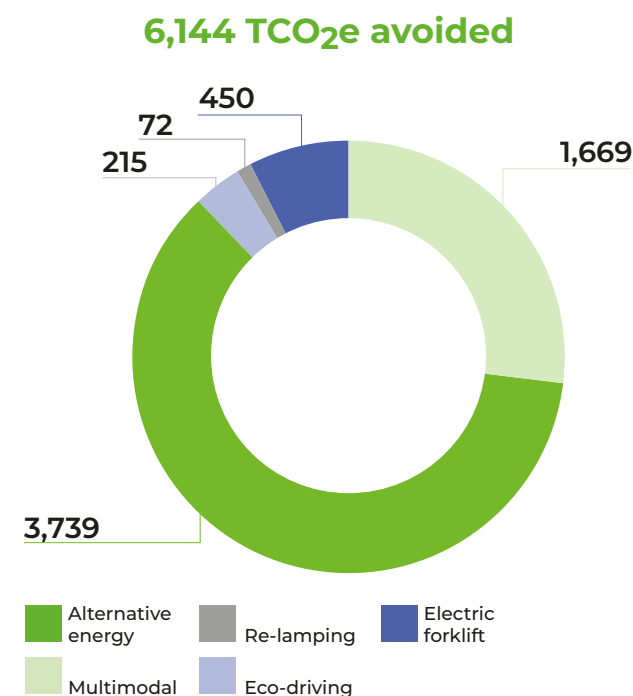
Heppner's decarbonisation plan

Defined in 2021, Heppner's decarbonisation plan is built around multiple international initiatives to reduce carbon emissions, with SBTi validation of its track record planned for 2025. These are the main actions that have been undertaken:

Scope 1: Energy transition of the company's own fleet, with conversion to CGN/bio-CGN and integration of XTL biofuels. The electrification of urban goods vehicles in France, scheduled for 2025, complements the deployment of Bio-CNG in Spain, HVO in Germany and B100 tanks at Safram. **The training provided in eco-driving** also significantly reduces fuel consumption.

Scope 2: The buildings' energy efficiency, monitored by the Deepki tool since 2021, is complemented with a sobriety plan led by 50 energy advocates and a thermal renovation programme. In addition, a budget of €2.5 million was allocated in 2023 to modernise our lighting using connected LED solutions.

Scope 3: Extending the strategy to partners with the development of modal shift and supporting subcontractors via the Energy Transition Pact. The approach includes moving forward in decarbonising charter operations and, within the framework of the Responsible Purchasing and Supplier Relations (RFAR) label, implementing a new climate assessment tool for non-transport suppliers in 2025.



FOCUS.....

Launched in 2015, **the Science Based Targets initiative** (SBTi) supports companies with a methodology aligned with IPCC recommendations. It provides guidelines for reducing greenhouse gas emissions and a carbon certification for organisations committed to combating climate change.



Assessing the carbon emissions of our customers' freight transport according to the ISO 14083 standard aligns with a context in which monitoring emissions is increasingly becoming a regulatory obligation. This calculation method provides a robust foundation for structuring both the Group's decarbonisation trajectory and the trajectories followed by our customers.

Antoine GUICHARD
Head of CSR, Heppner

EVOLUTION OF THE FLEET'S ENERGY MIX

Heppner has been diversifying the energy mix of its vehicle fleet since 2019. This gradual transition is bearing fruit, as today 57% of the Group's heavy goods vehicles use alternative energy sources (70% in France).

Biofuels and biogas account for nearly half of the Group's energy mix in 2024

As part of its energy mix strategy, Heppner significantly increased the use of biofuels in 2024. After introducing the XTL biofuel (HVO100) in 2022, the Group continued its rollout, with 24% of its fleet using the fuel by the end of 2024. At the same time, the use of biogas has intensified: while the first natural gas-powered vehicles were brought into service in 2021, half of them now run on biogas (a renewable version of natural gas), which emits 80% less CO₂ and is not a fossil fuel, unlike CNG, strengthening the Group's commitment to alternatives to diesel. Heppner's ambition is to reduce the share of CNG in favour of biogas for its vehicles.

Renault Trucks' electric range offers zero-emission vehicles that can meet all the restrictions in place in urban areas. Jointly with Heppner's teams, we have carried out over 3,500 km of demonstrations in 5 branches, dispelling many preconceptions and validated the new energy alternative brought for their daily transport operations.



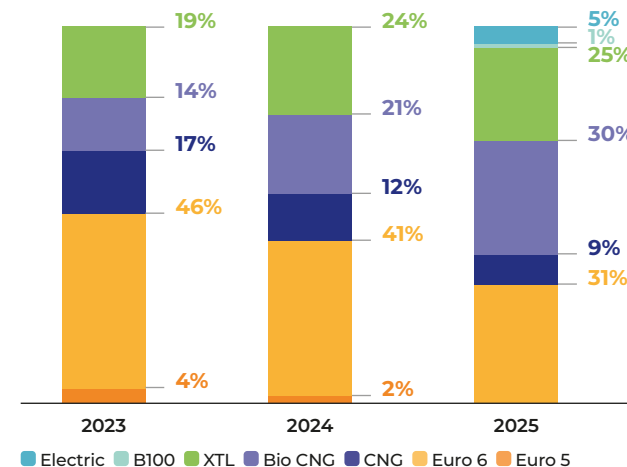
Loïc LOSINSKI

Sales Consultant, Transport Solutions, Renault Trucks

Focus on electrification despite challenges

Heppner has set itself the target of integrating 18 electric trucks in France by the end of 2025. This move will mark a decisive step towards more sustainable logistics, but challenges remain. The cost of purchasing and operating these vehicles is still 40% higher than that of a diesel model, despite the financial assistance available. To prepare for this arrival, Heppner launched a series of full-scale tests with drivers from target branches. These drivers were able to observe at first hand the benefits in terms of comfort and noise reduction, as well as today's electric vehicles' perfect fit with the needs of the parcels business. Heppner is also working on introducing charging solutions as early as 2025 to ensure these new vehicles' operability.

OUTLOOK FOR THE HEPPNER GROUP'S FLEET IN 2025



ACHIEVEMENTS 2024:

- Target of
- 100%**
- Euro 6 vehicles achieved (France)

- 70%**
- of the French fleet and
- 57%** of the Group fleet use
- alternative fuels to diesel
- Target for 2025

TARGET FOR 2025

- Put
- 18**
- electric trucks
- into service



THE DEVELOPMENT OF MULTIMODAL TRANSPORT

The complementarity of rail and river freight with road transport offers a competitive, high-performance transport alternative, in line with a sustainable approach based on ambitious regulatory objectives.

Heppner is working to develop piggyback (rail-road) and barge solutions

The main routes on which the Group uses modal shift are:

- Alsace <> Belgium <> Netherlands (30%)
- Germany <> Netherlands (18%)
- Germany <> Slovakia (12%)
- Southern France <> Lyon <> Northern France (13%)
- North of Switzerland <> South of Switzerland (7 %).

62% of flows originate and/or terminate outside of France.

70% of flows are organised by the Overseas BU.

43,400

tonnes transported in multimodal in 2024
+ 12% in volumes transported vs. 2023

RAIL



64%

represented by rail

27,700

tonnes by rail (vs. 30,600 tonnes in 2023 = -9%)

BARGE TRANSPORT



36%

represented by barge transport

15,700

tonnes by barge (vs. 8,000 tonnes in 2023 = +96%)

WHICH IS EQUIVALENT TO

1.5

million kilometres travelled, i.e. 4 times the distance between the Earth and the Moon

1,250

tonnes of CO₂ avoided, equivalent to the annual absorption of 60,000 trees

Heppner x GNTC: studying the development potential of multimodal transport

Heppner is taking part in the REMO study, funded by the ADEME, to assess its potential for increasing rail and river transport by analysing its regular long-distance flows. The preliminary conclusions are expected in 2025.

FOCUS.....

THE YEAR OF THE OLYMPICS AND CYCLE LOGISTICS!

For Heppner, 2024 was the year that cycle logistics took off. A total of 1.4% of the Heppner Group's deliveries were made by cycle logistics in 18 cities, significantly above the figures for 2023. The Olympic Games effect contributed to this, since Heppner chose to innovate with a system never used before in Paris, guaranteeing continuity of service for its customers during this exceptional period.

A recognition!

Heppner received an award at the National Meeting of the InTerLUD+ Programme – whose goal is to develop sustainable urban logistics – for its contribution to the success of the Paris 2024 Olympic and Paralympic Games.



18

towns and cities served by Heppner branches using cycle logistics

THE ENERGY TRANSITION PACT

Since 2019, Heppner has committed its partners to a joint process for reducing CO₂ emissions: the Energy Transition Pact. Heppner is now taking this strategy worldwide.



International deployment of the Energy Transition Pact

The Heppner Group validated its international energy transition roadmap in September 2024. The programme is tailored to each country's economic and energy particularities.

Most European countries have a less favourable energy situation than France (more carbon-intensive energy, more expensive alternatives). In view of this, the Group has chosen to couple energy transition actions on the road with energy efficiency actions in buildings with the aim of measuring the transition efforts from both viewpoints.

France remains the driving force behind the Group's energy transition

After 5 years of commitment to its Energy Transition Pact, the maximum number of low-emission vehicles at Heppner France in 2024* has reached 26%, up 3 points on 2023. For the Group as a whole, the figure now stands at 23.4%, up 6 points on 2023.



We are extremely pleased with our partnership with Heppner. Their commitment to CSR, their transparency and their determined approach to integrating sustainable and ethical practices strengthen our confidence in their ability to meet our needs, and motivate us to continue this fruitful collaboration.



Maison Jean Niel

Maximum share of low-emission vehicles at Group level in 2024:

23.4%
+ 6 pts vs 2023

93%
achievement of low-emission vehicle conversion targets (France)

43
new commitments from our subcontractors in 2024

FOCUS

INNOVATION: HEPPNER FRANCE X CENTRE OUEST CÉRÉALES

As part of the Energy Transition Pact, in 2022 Heppner began a partnership with Centre Ouest Céréales (COC), an agricultural cooperative specialising in the production of rapeseed and the B100 biofuel. Under this tripartite agreement, Heppner provides the necessary surface area for the installation of the tank supplied by COC, for the benefit of a subcontractor. This initiative guarantees use of a French-grown biofuel, with controlled traceability and precisely measurable carbon impact. In 2024, this initiative accounted for the lion's share of Heppner subcontractors' conversion to lower-carbon alternatives.

* Scope: Last mile, Heppner-owned fleet, subcontractors, local and national partners (including cycle logistics).

OPTIMISING ENERGY CONSUMPTION

Committed to reducing its carbon impact, Heppner has put in place an energy sobriety plan in recent years, while continuing to renovate its facilities and buildings and optimise their energy efficiency.

Tertiary decree: Heppner's on track!

By the end of 2024, they have achieved:

- **41% reduction in energy consumption for French sites**, compared with the reference years 2017-2021 (depending on the site).
- **78% of the m² are already compliant** with the relative or absolute energy performance targets set for **2030** (tertiary decree).
- **Average consumption** of sites with over 1,000 m² in France: **36.7 kWh/m²/year**.

- **78%** of the m² in France are already compliant
- Average energy consumption:
- **36.7 kWh/m²** in France
- **-19%** compared with 2023,
- **-41%** compared with each site's reference year
- **TARGET FOR 2025**
- Roll out smart lighting solution outside France

FOCUS

ECO-DRIVING: HEPPNER ACTS AND PROGRESSES

As part of a continuous improvement initiative, Heppner organised "Eco-Driving Games" in 2024 in all its French branches. This challenge enables the company to monitor driving behaviour and improve fuel consumption indicators.

The Eco-Driving Games

Thanks to the Masternaut boxes (Michelin Connected Fleet) installed on the vehicles, each branch was assessed on three key indicators:

- Smoothness: avoid abrupt accelerations and decelerations.
- Safety: limit speeding.
- Environment: limit waiting time with the engine idling.

The results are motivating and encouraging for the drivers and operators.

- 6 winning branches with €200 offered to each driver.
- A reduction in fuel consumption equivalent to savings of €117,000 over 8 months.
- The health benefits of smoother driving.

Building on this success, the Eco-Driving Games will be launched again in 2025 to take the benefits to more people and include Heppner's international branches in the initiative.



Heppner is committed to improving its practices and reducing its environmental footprint. Our branch is one of six winners of the eco-driving challenge; it is a tribute to our drivers, each one of whom is a role model in their day-to-day work. In 2025, we will continue to build on this momentum together to make deliveries even more efficient and environmentally friendly. Every gesture counts, and our drivers are our ambassadors!



Philippe RIGAUDMINET

Operations Manager, Annecy branch, Heppner

SUPPORTING WOMEN AND MEN OF OUR COMPANY

OUR AMBITION

In a spirit of dialogue and fostering personal initiative, we are committed to enabling each individual to find his or her place and gain fulfilment through working in our community.



76/100

Great Place To Work trust index result (group-wide)
+3 points compared to 2024

32%

of the Group's workforce are women
(vs. 20% for sector)



92/100
Gender equality index

#2

VIEWPOINT

Lysiane FROMENTIN

Head of Human Resources, Heppner



What does it mean for the Group to have all its countries certified Great Place To Work in 2024?

First and foremost, it is a source of great pride for the Group. It bears witness to a clear understanding and a consistent approach to the process wherever we operate. Real progress was made this year in both local and global communications, leading to improved delivery of the company's values and strategy.

What have been the main issues addressed by Human Resources in 2024?

There have been lots. First of all, from a structural viewpoint, we have continued to deploy our new HRIS, particularly for training and for annual and professional interviews. We have also been working on a better structure for recruitment, with implementation scheduled for April 2025. Ultimately, our goal is to align all HR processes at Group level. In this spirit of building a common framework, we have defined HR KPIs that will enable indicators to be read across the Group and reported monthly from 2025 onwards. From an organisational viewpoint, we have renewed our disability agreement, with the involvement of our elected representatives. The aim is to increase the presence of local disability advisors to improve the support provided to the employees concerned and dispel certain misgivings. Finally, we have stepped up training for field managers with the roll-out of stand-up meetings, and we have intensified training for customer relations managers, focusing on the handling of interactions, including at difficult times.

What are the major projects and challenges for 2025-2026?

Development of our new HRIS will continue, supporting various HR processes (People Review, Succession, etc.). We will also be modernising our payroll system in France, with operational implementation scheduled for July 2026. This is a pivotal project, as it will enable us to work on harmonising our HR databases, job classification and job mapping. Beyond payroll, this project aims to improve the onboarding of future employees by simplifying their administrative procedures, but also by sharing value-added content via a platform to facilitate their integration. France will play a pilot role in this project, before deployment in Switzerland and Germany. Last but not least, improving the visibility of vacancies both internally and externally is an important lever for capitalising on our talents or seeking them out externally. We would like to implement a more systematic follow-up of opportunities to optimise career paths within the Group. Finally, in the years to come, we will continue to digitise HR processes, progressively including international branches in the process. All these projects aim to structure and modernise our procedures to support the Group's growth.



HEPPNER BOOSTS ITS APPEAL AS AN EMPLOYER



The Heppner Group is committed to enabling each employee to flourish in their career and daily work environment.

Great Place To Work: 9 countries certified in 2025

In 2024, for the 5th year running, Heppner took part in the Great Place To Work survey, with employee satisfaction once again showing significant improvement.

Based on a very high participation rate (86%), the Group's trust index increased by 3 points in 2024, reaching 76/100. Calculated based on five dimensions (credibility, respect, pride, comradeship, fairness), all of which are on the rise, this index shows an excellent level of satisfaction among Heppner employees with their experience of working for the company.

In 2024, Germany, Belgium and Switzerland will join the 6 countries that have maintained their certification – Spain, France, Hungary, Netherlands, United Kingdom and Senegal.

Recognition of the Group's efforts to promote well-being in the workplace

Reflecting the well-being experienced within their company, 79% of employees recommend Heppner as a place "where it's good to work", up 5 points on 2023.

QWL 2024 challenge: It's your turn to be a hero!

For the 2024 Quality of Working Life (QWL) Week, Heppner had chosen the theme It's your turn to be a hero!

This year's event was marked by several high points and inspiring engagement:

- **Joining forces with the heroes of Magie à l'Hôpital.** Eric Frot, the NGO's founder, shared all the secrets of a magic trick and the children's dreams that his association transforms into reality. It was an emotional moment for the Group's employees
- **Putting the spotlight on SAUV Life**, whose ambition is to develop a community of people with first-aid expertise.



- **GREAT PLACE TO WORK**
- Participation rate in the GPTW survey: **86%** (+ 1 pt vs 2023)
- Heppner is GPTW-certified in **9 countries**
- **+3 points** compared to 2023 in the trust index: **76/100** (Group companies)

Obtaining the GPTW label this year testifies to our employees' commitment and motivation to make our company a great place to work. Management has responded favourably to our teams' requests by setting up internal events, which have multiplied and are now widely appreciated by all.



Jérôme DALLIÈRE

Import/Export Customer Services Administrator, Safram

INTEGRATE AND DEVELOP EVERY TALENT



Heppner makes room for all talents, ensuring that everyone is able to join the team, develop their skills and advance their career, regardless of their initial background.



- **23** students in 2024
- **40,426** hours of training
- **130** Work-study contracts

The 2024 training plan

At Heppner, training is primarily focused on safety, with 60% of the annual budget dedicated to this topic. In 2024, the training plan continued the effort initiated in 2023 by strengthening support for frontline managers. Particular attention was also given to upskilling customer relations officers.

Creating opportunities for young people through work-study programs

Heppner has implemented a proactive policy in favor of work-study programs, and the figures speak for themselves: between 2022 and 2024, the number of work-study students increased from 84 to 130.

HEPPNER UNIVERSITY, A SEEDBED FOR TALENT

A veritable laboratory for experimenting with the Group's entrepreneurial culture since 2017, Heppner University offers selected employees work sessions, collaborative exchanges, and project design workshops. For six months, "students" from different departments, regions and countries whose potential the Group wishes to develop take part in training modules ranging from the Group's strategic challenges to project management and public speaking skills.



Jenny GATZ

Management Control Coordinator, Gronau Branch, Heppner

I took part in Heppner University 2024 alongside more than 20 colleagues from various departments and countries. It was a truly enriching experience, characterized by modules on the Group's strategic pillars, opportunities for networking, and collaborative project work. We worked in teams to select and develop a project, and we are particularly proud that our initiative, HIT – Heppner International Talent, was selected and is now being implemented.

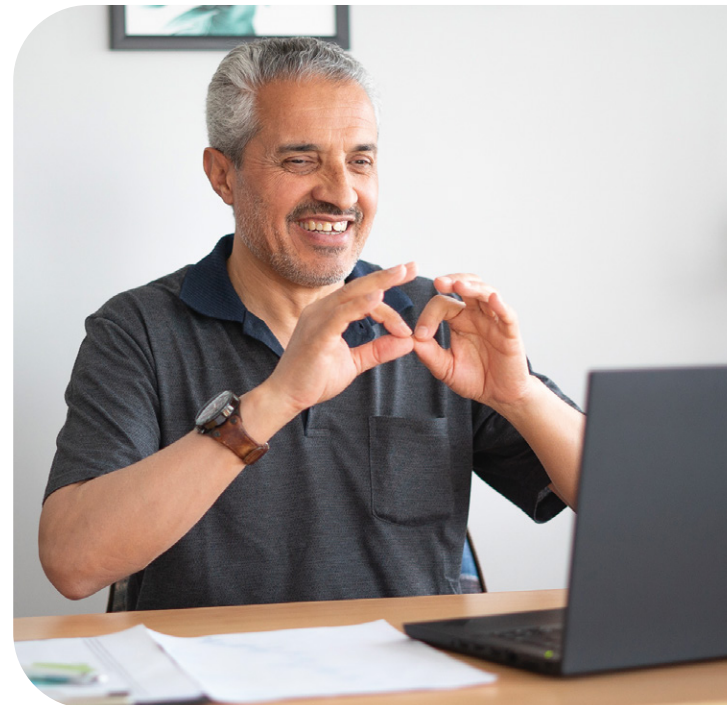
DISABILITY: SIGNATURE OF THE 2024-2026 PLAN

Launched in 2021, Heppner's voluntary drive for the integration of disabled people is based on 3 main areas monitored by the Group's disability community: recognition of disability, implementation of conditions for maintaining employment, and active recruitment. Continuing from the initial agreement, the new disability agreement has been signed for the period 2024-2026.

Main points of Heppner's disability agreement

Job retention actions:

- A new community of 21 disability advisors was recruited in 2024 and will be trained in 2025 in order to roll out the support system for the employees concerned in the territories: information and assistance in recognising a disability (dossier for recognition of disabled worker status - RQTH). Particular emphasis is placed on this issue: the presence of disability advisors in each branch will make it easier to tackle these issues and remove any apprehensions that the employees concerned may have.
- Financing of equipment to maintain employment: workstation improvements for administrative staff, bay personnel and drivers (sit-stand desks, ergonomic seats, hearing aids, renovation of handling equipment, etc.).
- Adapting working hours and facilitating medical appointments for people with disabilities.
- Support for training and/or skills assessment for people with disabilities, with up to 50% of training costs covered if the amount in the CPF (personal training account) is insufficient.
- Awareness-raising on disability issues for all employees, through e-learning sessions and awareness-raising workshops organised in the branches.



Recruitment actions:

- Partnerships with specialised recruitment agencies.
- Partnerships with several local ESATs (Work Assistance Centres for People with Disabilities) to promote supported employment.
- Development of an internal culture of inclusion through awareness-raising initiatives and training in discrimination-free recruitment.

INCLUSION AND DIVERSITY (FRANCE):

- Employment rate of people with disabilities

4.2%

TARGET END 2026:

6%

21

- local disability advisors

RECOGNITION OF HEPPNER'S SAFETY FIRST PROGRAMME

The result of a collaborative effort, Heppner's Safety First programme, launched in 2022, was given the "inspiring management" award at Preventica 2024.

Designed by and for employees, the SafetyFirst@Heppner programme is based on 4 pillars: induction, training, prevention and leadership. The Group has set up an ad hoc training programme to address safety issues in the field, as well as providing concrete communication tools.

This approach has proven its effectiveness, enabling the Group to reduce the number of workplace accidents by 11% and lower its accident frequency and severity rates by 6% between 2022 and 2023. Deployed in all the branches, this system is being progressively rolled out to the Safram branches, starting in 2024.

The "inspiring management" award at Preventica 2024

Heppner was recognised at the Strasbourg Preventica show for its innovative and inspiring SafetyFirst programme.



Training in "leading a stand-up": responding to realities on the ground

Every week, a 15-minute flash meeting is held in our branches' loading bays, the "stand-up". A safety topic is discussed and, once a month, the quality team adds a compulsory common theme. To ensure that these stand-up sessions are properly conducted and that safety issues are included in them, Heppner's Training and Quality teams developed a specific training course for bay team leaders.

Animated short: The safety minute

"That's happened in our branches"

Distributed monthly in all 9 countries and available in 4 languages (French, English, German and Dutch), "The Safety Minute" is based on real-life incidents and accidents that have occurred in the branches, and analyses the facts, their consequences and the best practices to be adopted, with supporting diagrams, to ensure that employees are safe in their work.

1,072

- participants
- in Safety Day 2024
- anniversary quiz

Responsibility is one of Heppner's core values, so it was essential to make employee safety a top priority. Our SafetyFirst@Heppner programme has been designed with input contributed by all our field, support and management teams, and with the support of the Group's Senior Management. Today, this new safety culture is taking root in our practices, with a real awareness of the issues at stake, and that's a real success. This award encourages us to continue our efforts to roll out this programme in all the territories where we operate.



Sofia BOUZIDI

QWE (Quality, Safety and Environment) and Performance Manager, Heppner

CONTRIBUTE TO A MORE SUSTAINABLE SOCIETY

OUR AMBITION

Driven by our purpose, we actively work to create a positive impact among our suppliers, customers, and in the local areas where we operate. We encourage entrepreneurial spirit.

#3



NPS customer satisfaction rating of **53** (vs 48 in 2023)

1st company in its sector to be awarded RFAR certification



79% of employees appreciate Heppner Group's civic engagement (76/100 vs in 2023)

VIEWPOINT

Eric HOUZARD

Logistics Support Officer, French Federation of Food Banks (Fédération Française des Banques Alimentaires)



What is the scope of action of the Food Banks?

France's leading food aid network, with 111 branches including the French overseas territories, the Banques Alimentaires, or Food Banks, collect more than 120,000 tonnes of products – the equivalent of 241 million meals – every year from the food industry, farmers, supermarkets and the general public, with the support of the European Union and the French Government. Thanks to more than 7,700 volunteers and 618 salaried staff, they support nearly 2.4 million people exposed to food insecurity through 6,060 partner associations, CCAS (Communal Social Action Centres) and social grocery shops. To meet food needs where current supplies are insufficient, in 2025 the Food Banks created RAYON®, a direct distribution network, particularly for young people and students. Providers of social support through food, notably via their flagship programme Bons gestes & bonne assiette®, which aims to rebuild social ties and help improve health, the Banques Alimentaires also develop innovative local projects with a strong social impact: food processing workshops, development of short, socially responsible supply chains, mobile units, workshops and social inclusion projects.

How did the sponsorship agreement with Heppner come about, and why is such a partnership important to you?

We had already worked with several local Heppner branches, and it was the East Division that put our two management teams in touch with each other. The logistics skills and capabilities of a group like Heppner are essential to us.

With the signature of a logistics partnership agreement in April 2024, we can now benefit from various forms of sponsorship, whether in kind, with free transport of goods where possible, technology, with the availability of employees as volunteers and the provision of vehicles during our national collection, or in the form of skills sponsorships. In addition, Heppner also provided financial support in 2024 in the form of a donation of €6,000.

How is the partnership going, and what are the next steps?

This partnership is based on a shared commitment, and we hope that each party will benefit from it and move it forward! We are in regular contact with Heppner's CSR department, particularly through our quarterly steering committees, which enable us to coordinate our joint actions as effectively as possible. These exchanges highlight the involvement of the Heppner Group's employees in the fight against poverty and hunger. Their commitment is a source of constant delight for us... With 10% of the French population suffering from food insecurity, we are very happy to have quality partners at our side who provide such valuable assistance.





MORE RESPONSIBLE PURCHASING

CSR commitments permeate Heppner's actions and ecosystem. The Group's responsible purchasing policy embodies these values, fostering fair, lasting relationships with suppliers.

Heppner's responsible purchasing policy

Heppner has made Responsible Purchasing a key lever for value creation and sustainable innovation. Guided by the ISO 26000 standard and the Responsible Supplier Relations and Purchasing label (RFAR), the Group actively engages its suppliers in ethical, environmental, and social practices—thus contributing to the Sustainable Development Goals (SDGs) and the principles of the UN Global Compact. This policy is built on long-term supplier relationships, the integration of CSR criteria into purchasing decisions, transparency, and continuous training for teams to support ongoing improvement and the transition to a more responsible economic model.

Revised in 2024, Heppner's Responsible Purchasing Charter sets out the mutual commitments between the Group and its suppliers and subcontractors as part of their business relationships.

Recognition for excellence: Heppner has been awarded the RFAR label and ISO 20400 certification

After signing the Responsible Purchasing and Supplier Relations (RFAR) charter in 2023, Heppner has actively pursued the integration of social and environmental criteria into its purchasing processes.

This was acknowledged in November 2024 with the award of the RFAR label, which testifies to a commitment to ethical, transparent purchasing in line with nationally recognised standards.

The Group has also obtained ISO 20400 certification, enabling it to meet international responsible purchasing requirements, integrating environmentally friendly and socially responsible practices.



FOCUS

WHAT IS THE RFAR LABEL?

The first and only label awarded by the public authorities in this field, it distinguishes French companies or public bodies that have demonstrably developed sustainable, balanced relations with their suppliers. Awarded for a period of 3 years, subject to annual reviews on major criteria by the Médiateur des Entreprises (Companies' Mediator) and the Comité National des Achats (CNA, National Purchasing Committee), this label rewards companies who show a strong commitment to responsible purchasing.

The assessment is based on the ISO 20400 standard, which comprises **5 assessment domains**:

- commitment to responsible purchasing,
- quality conditions for supplier and subcontractor relations,
- respect for suppliers' and subcontractors' interests,
- social responsibility integrated in the purchasing process,
- the impact of purchasing on the ecosystem's economic competitiveness.

650

responsible purchasing charters signed by suppliers in 2024

1st

company in its sector to receive RFAR label

• Heppner confirms its industry leadership in CSR: among the 116 RFAR-labelled companies in France, Heppner stands out as the first company in the transport industry to receive this label.

• Heppner continues its commitment to its partners: based on balanced relationships, respect and transparency with its suppliers, the business model developed by the Group aims to build solid, long-term partnerships.



FOCUS

HEPPNER SIGNS THE INSTITUT DU NUMÉRIQUE RESPONSABLE'S SUSTAINABLE IT CHARTER

The Sustainable IT Charter aims to reduce the environmental and social impact of digital technology, while promoting its ethical and sustainable use. Heppner's signature of the Charter in 2024 marks a step forward in the actions undertaken by the company since 2022 to measure digital technology's energy impact and reduce its material impact.

The Charter's main goals:

- **Reduce environmental impact:** by extending the hardware's service life and using renewable energy sources.
- **Inclusion and accessibility:** develop digital services that are accessible to all, and integrate social and environmental criteria into purchasing processes.
- **Ethical and responsible practices:** reasonable use of data, compliance with the GDPR, diversity in IT recruitment, management of artificial intelligence.
- **Transparency and measurement of impacts:** performance monitoring, collaboration to design services aligned with real needs.
- **Innovation and commitment:** foster social innovation, mobilise stakeholders and encourage responsible behaviour for sustainable IT.



Our wish is to develop business relationships that are consistent with our CSR strategy. Accordingly, we ask our suppliers to undertake to abide by it and apply practices in their work that align with it and comply with current regulations and ethical principles. When they sign our Responsible Purchasing Charter, suppliers commit both themselves and their subcontractors.



Stéphanie BERTHET

Head of Purchasing, Heppner

OPTIMISING AND MEASURING THE SUPPLIER EXPERIENCE

The supplier experience is strategic for Heppner, as it fosters long-term partnerships. It is built around four priorities, whose effectiveness is assessed every year to optimise quality.



Trophée Qualité Partenaire awarded to Transport Moulinois, in recognition of over 20 years' collaboration and sustained operational excellence on 9 performance indicators.

Four projects to optimise listening to the supplier

To ensure that the best service providers are committed to Heppner, four priority projects have been defined for 2022. A dedicated team tracks the projects and supports this approach to involve all employees in a continuous improvement process.

1. **Administrative efficiency:** simple processes and visibility for suppliers.
2. **Operational performance:** make processes more efficient.
3. **Recognition and consideration.**
4. **Onboarding and leadership:** fully integrate our new suppliers and interact with them seamlessly.

Heppner improves its NPS for supplier satisfaction

In 2024, Heppner obtained an NPS of 61 points for supplier satisfaction, up 10 points on 2023. This qualitative progression is complemented by a quantitative progression, with the overall participation of suppliers rising from 6% in 2023 to 40% in 2024. The progressive optimisation of supplier dialogue is a palpable fact: 43% of suppliers consider that the relationship is tending to improve over time, 10 points more than in 2023.

These figures underscore the trust and solidity that underpin the Group's relationships with its partners – charterers, haulage operators, last-mile carriers, and national and international partners. A detailed analysis of all the results has enabled us to identify the areas for improvement that require priority treatment in 2025.

- Supplier satisfaction score

• **61 pts**
up 10 points
vs. 2023

• **92%**

- of respondents spontaneously highlight the quality of their relations with Heppner's teams



Gebrüder Weiss' medium- and long-term objectives for reducing CO₂ emissions have been approved by the SBTi; they involve major investments in electric and hydrogen-powered trucks, infrastructure and alternative fuels. These objectives can only be achieved with a strong partner like Heppner, who is also actively committed to reducing its carbon emissions. That is why we're fully committed and proud to be working together to develop more sustainable logistics solutions.



Peter WALDENBERGER

Quality and Environmental Management Coordinator, Gebrüder Weiss



THE CUSTOMER EXPERIENCE, A STRATEGIC PILLAR AND LEVER OF CORPORATE SOCIAL RESPONSIBILITY FOR THE GROUP

Heppner, driven by the growing demands of e-commerce and rising societal expectations for service quality, is strengthening its commitment to delivering an enhanced customer experience.

Measuring for progress: an indicator to gauge satisfaction and CSR impact

Since 2019, Heppner has relied on the Net Promoter Score (NPS) to assess customer satisfaction and continuously adapt its services.

In 2024, 86% of customers reported being satisfied or very satisfied, with an NPS of 53 (+5 points vs. 2023, and +40 points since 2021).

This improvement was seen across all customer segments, with a particularly strong gain among strategic accounts (+12 points vs. 2023). All service areas benefited from this progress, notably:

- Handling of information requests and claims: **+4.73 points vs. 2023**
 - Claims compensation process: **+4.97 points vs. 2023**
- These results were obtained with a response rate of nearly 20%, providing excellent representativeness for this type of survey.

A stronger commitment to long-term customer relations

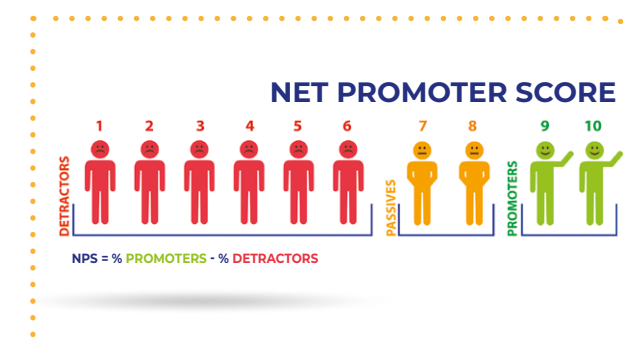
The strategic objectives defined in the 2025-2027 roadmap consolidate the momentum already gained and fully integrate CSR issues in the customer experience:

Develop a more responsible transport offering, integrating circular economy principles and giving greater prominence to low-carbon BtoC solutions.

Accelerate the digitisation of services to reduce paper use and improve energy efficiency: digitised handling of queries and tracking of compensation claims and transport orders from the Heppner portal.

Harmonising the customer experience worldwide

Heppner's commitment to a consistent, satisfying customer experience includes its branches in France, Germany, Spain, Switzerland, Netherlands, Belgium, the United Kingdom and Senegal. The Group deploys and leads a Group-wide Customer Experience community, with action plans defined and put in place at local level to complement projects throughout the Group. The 2025-2027 roadmap also provides for the progressive roll-out of digital services across all the Group's geographical areas.



- The Group NPS has increased to **53** in 2024 from 48 in 2023

- The NPS increased on all service types by an average of

• **3.9 pts**

Digitising customer journeys to reduce the carbon footprint and improve accessibility

Ongoing employee training to improve customer satisfaction and work conditions

ACTING IN SOLIDARITY: A CORPORATE VISION

Social commitment is part of Heppner's DNA. Local charity initiatives are encouraged, shared and developed by the Group, with the support of the CSR department and its network of representatives.

Combating poverty

Heppner x Emmaüs Défi - Banque Solidaire de l'Équipement (BSE)

In 2024, this renewed commitment resulted in: a donation of €10,000, transportation free or at preferential rates of 90 tonnes of donations from Emmaüs Défi's partners, the participation of employees in sorting and cataloguing donations at l'Équipage, Emmaüs Défi's back-to-work project, and free delivery to beneficiaries of the Roubaix BSE in the Lille metropolitan area. Finally, in collaboration with l'Équipage, the work-study training programme for a truck driver, started last autumn with the Heppner branch in Rungis, will lead to a permanent contract in 2025.

Sponsorship agreement signed with the French Federation of Banques Alimentaires

Already volunteering locally for the Banques Alimentaires (food bank)' collections in recent years, Heppner's employees will be able to strengthen their commitment with this sponsorship agreement signed in April 2024: volunteer work in stores during the national collection at the end of November, and the provision of vehicles and drivers for the event. In 2024, for the 40th National Banques Alimentaires Collection Drive, nearly 85 tonnes of foodstuffs and other supplies were transported free of charge by our teams throughout the country.

Magie à l'Hôpital: a lasting commitment

Since 2012, Heppner has unfailingly assisted the association in bringing joy to hospitalised children and their families. In 2024, Heppner contributed to the 6th Festival au Tours du Rire (Laughing Tours Festival), whose profits are donated to the association. A donation of €20,000 was made to support the association's projects, and a container containing 10,000 Christmas magic sets for hospitalised children was shipped from the port of Le Havre to Touraine at Heppner's expense. A great way to bring thousands of smiles to the faces of the children, their families and their carers! And to keep the magic going, this partnership will be formalised with a sponsorship agreement in 2025.



Presentation of the Trophée Acteur de l'Aide Alimentaire alongside FFBA partners in January 2024.

Solidarity with Ukraine

In 2024, alongside the NGO SOS Attitude, which specialises in emergency humanitarian aid, Heppner provided €30,000 in funding for a monthly operation to distribute parcels containing essential items to people with reduced mobility in the largely deserted region of Kherson, close to the front line.



• **24**
associations
supported locally

• **€202K**
in sponsorship
(2x more than in 2023)

• **82**
tonnes of goods transported
free of charge in 2024

BIODIVERSITY: GETTING INVOLVED TOGETHER

The degradation of ecosystems and the loss of biodiversity are major challenges for the future. Convinced of the need to act to reconcile the preservation of living beings with economic development, the Heppner Group is committed to working alongside recognised players in the field.

Heppner x Surfrider Foundation Europe: a partnership signed for 3 years

Just a few months ahead of the Third United Nations Conference on the Oceans, Heppner has signed a 3-year partnership agreement to provide long-term support for Surfrider Foundation Europe's actions. The Group will provide financial support each year to contribute to the Foundation's ocean protection and coastal preservation initiatives. Thematic programmes on climate change or water quality, with litter collection activities and "zero waste" workshops, will also raise awareness of these issues among all of the Group's employees.

Anchor biodiversity actions in local areas

Rungis branch x Faune ALFORT: as winners of the 2024 QWL challenge, the branch's teams were able to vote for the local NGO that would put into action the project closest to their hearts. An encounter and a donation ceremony highlighted the work of this NGO, which rescues local wild animals in distress with the goal of reintroducing them into their natural environment after they are healed.



WHAT IS SURFRIDER FOUNDATION EUROPE?

Founded by ocean enthusiasts, Surfrider Foundation Europe is a non-profit organisation that mobilises a community of over 230,000 sympathisers in 12 European countries. The NGO works to protect and draw public attention to the oceans and preserve the coastline and its users. Its actions are articulated around three main themes

- the fight against marine litter, in particular, plastic waste
- coastal planning to counter the challenges and threats posed by climate change
- water quality and user health, threatened by different types of pollution.

• **32%**
of financial sponsorship
for 2024 went to NGOs
committed to preserving
ecosystems and
biodiversity



While essential to life on Earth, oceans face many threats related with human activities. Surfrider Foundation Europe takes action every day to protect this common heritage of mankind and drive real change to the heart of our societies. As part of this dynamic, we are joining forces with Heppner to raise awareness among its employees and further support the company in its commitment to the environment and biodiversity.

Raphaëlle GENOUD

Corporate Partnership Coordinator, Surfrider Foundation Europe

Measure, act and progress

We closely monitor specific indicators (KPIs) across the three pillars of our CSR strategy, with the aim of effectively reducing our impact and continuously improving our processes.



ENVIRONMENT

| KPI | SCOPE | 2022 | 2023 | 2024 |
|---|--------|--------------------------|----------------------------|----------------------------|
| Energy intensity | France | 45.78 kwh/m ² | 37.50 kwh/m ² ↘ | 35.80 kwh/m ² ↘ |
| Tonnes CO ₂ e avoided | Group | 3,400 TCO ₂ e | 4,800 TCO ₂ e ↗ | 6,144 TCO ₂ e ↗ |
| Drivers trained in eco-driving | France | · | 100% → | 100% → |
| Waste recovery rate | France | 62% | 64% ↗ | 67% ↗ |
| % of fleet compliant with EURO6 standards | France | 95% | 97% ↗ | 100% ↗ |
| Multimodal tonnage (rail/barge) | Group | 27,600 | 38,600 ↗ | 43,400 ↗ |
| Support for biodiversity protection | Group | · | €37K ↗ | €69K ↗ |



SOCIAL

| KPI | SCOPE | 2022 | 2023 | 2024 |
|-----------------------------------|--------|--------|----------|----------|
| Number employees worldwide | Group | 3,400 | 3,570 ↗ | 3,570 → |
| Number employees France | Group | 2,341 | 2,287 ↘ | 2,333 ↗ |
| Number different nationalities | Group | 52 | 51 ↘ | 60 ↗ |
| Number GPTW-certified countries | Group | 4 | 6 ↗ | 9 ↗ |
| % employees on permanent contract | Group | 94% | 95% ↗ | 93% ↘ |
| % women in company | France | 34% | 39% ↗ | 34% ↘ |
| Gender equality index | France | 88 | 92 ↗ | 92 → |
| % employees with disabilities | France | 4.5% | 4.3% ↘ | 4.2% ↘ |
| Number professional transfers | France | 112 | 117 ↗ | 88 ↘ |
| Number work/study students | France | 84 | 89 ↗ | 130 ↗ |
| Number training hours completed | Group | 21,571 | 18,224 ↘ | 40,426 ↗ |
| Accident frequency rate | France | 17.85% | 16.8% ↘ | 25.84% ↗ |



SOCIETAL

| KPI | SCOPE | 2022 | 2023 | 2024 |
|---|--------|----------|------------|------------|
| NPS customers | Group | 24 | 48 ↗ | 52 ↗ |
| Group partnership agreements | Group | 2 | 2 → | 4 ↗ |
| Financial sponsorship provided to associations | Group | €113,000 | €104,000 ↘ | €202,619 ↗ |
| Tonnes of goods transported free of charge for benefit of non-profits | Group | · | · | 82 |
| % employees who appreciate company's civic engagement | Group | 76% | 76% → | 79% ↗ |
| Number of CSR supplier audits | France | · | · | 12 |
| NPS suppliers | France | · | 51 | 61 ↗ |

OUR CONTRIBUTION TO SDGs



LOGISTICS SUPPORT:

100 tonnes of donations transported in 2024.



INVESTING IN BETTER AIR QUALITY:

€15 million to convert 50% of our fleet to low-emission vehicles in 39 cities in France.



LOGISTICS SUPPORT:

88 tonnes of food transported for Banques Alimentaires in 2024.



6,144 TCO₂e AVOIDED as a result of our energy transition programme.



FINANCIAL SUPPORT

of €26,000 donated to the Magie à l'Hôpital charity in 2024 and €10,000 to the Medical Research Fund.



CONTRIBUTING TO OCEAN PROTECTION:

€50,000 donation to Surfrider Foundation Europe and local support for the Fondation de la Mer.



28 WORK-STUDY STUDENTS HIRED

by the Group in 2024 at the end of their work-study programme.



HELPING TO PROTECT BIODIVERSITY:

60 beehives, 450 trees planted and financial support for local biodiversity protection associations.



GENDER EQUALITY INDEX:

92/100 in 2024 (ISO 2023). 32% of the workforce are women, compared with 20% in the sector as a whole.



PARTNERING WITH EMMAÜS DÉFI

to actively combat poverty and exclusion, and with Banques Alimentaires to fight against hunger.

**EMBOLDEN THE
ENTREPRENEURIAL SPIRIT
OF OUR TALENTS, PARTNERS, CUSTOMERS
AND SUPPLIERS, AND CITIZENS OF
ALL GENERATIONS IN ALL THE TERRITORIES
WHERE WE OPERATE.**



www.heppner-group.com