



**2025
SUSTAINABILITY & ESG*
REPORT**

INTRO



YVES PETIN
Group CEO

“ Dear teams, partners and clients,

Fraikin is bolstering its position as a leader in the end-to-end management of industrial and commercial vehicle fleets by offering a comprehensive range of services, combining long-, medium- and short-term rental, fleet management services and concrete solutions for environmental, social and governance challenges.

In 2024, Fraikin has continued its transformation around services, consulting and energy transition to support its clients.

On the environmental front, decarbonising the fleet is one of the 5 major pillars of our DRIVE 28 strategic plan, with a strong ambition to **achieve 40% low-emission vehicles in our fleet by 2035**.

The aim for our future fleet is to embody **our commitment to greener, more innovative mobility**.

On the social front, we are proud to have been awarded the Great Place to Work label for all Group branches, including France. This represents highly positive recognition in terms of employee experience and has surely been at least partly thanks to the targeted HR policy that we've implemented, particularly in terms of workplace health and safety, with a target of **“zero accidents”**.

2024 also marked the celebration of our 80th anniversary: an opportunity to get our employees and clients involved in events reflecting our values of close connections, innovation and recognition.

Finally, this year saw the arrival of the CSRD (Corporate Sustainability Reporting Directive), which is a new European standard for non-financial reporting. This new framework represents an opportunity for us: beyond simple compliance, the CSRD is a leverage point for improving the management and steering of our social, environmental and governance initiatives.

By innovating every day and staying true to our values of integrity and transparency, Fraikin is shaping the future of fleet management, so that our clients can always stay at the top of their game.

Thank you to each and every one of you for your support and commitment. “

Yves PETIN
Group CEO

OVERVIEW

The Group

p.3

Key dates	3
Business model	4
2024 key events	5
Regulatory framework	6

PILLAR 1 Environment

p.7

Carbon footprint	8
Decarbonisation solutions	9
Energy optimisation	10
Resources & circularity	11

PILLAR 2 Human capital

p.12

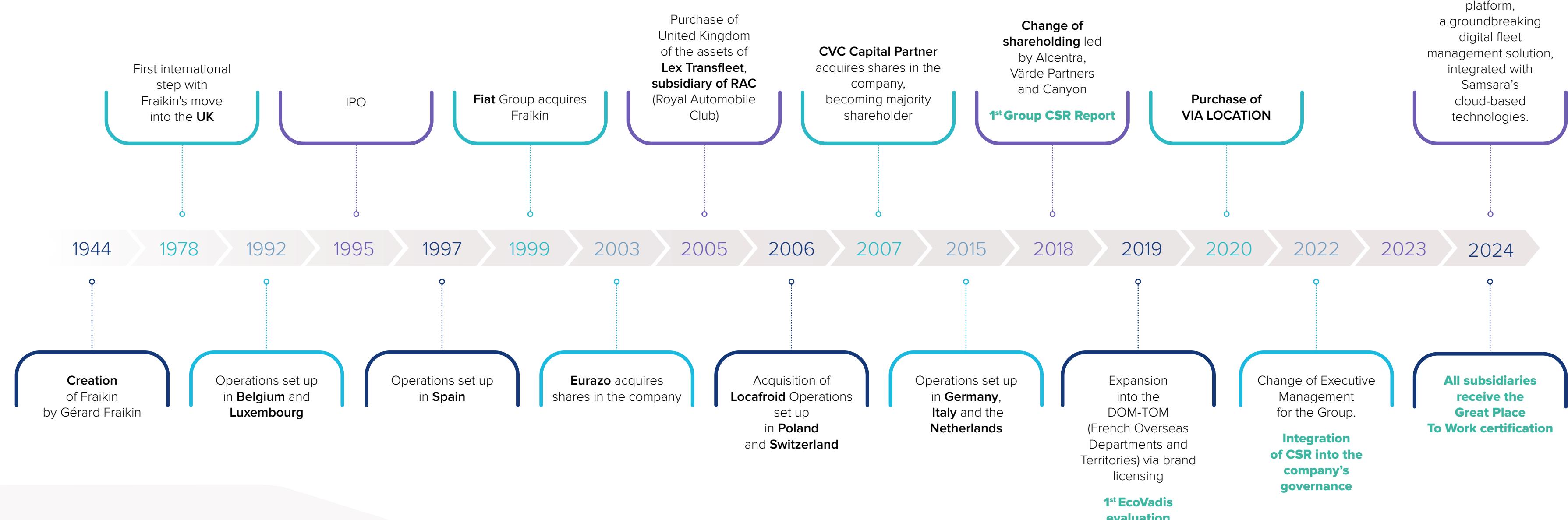
Talent development & engagement	13
Skills, integration and diversity	14

PILLAR 3 Acting responsibly

p.15

Responsible processes and compliance	16
Working towards safer mobility	17
Team health & safety	18
National initiatives	19

80 years of improving fleet management



Presence in 10 countries

Data at 01/01/2025



A business model built around the 3 lives of vehicles

RESOURCES



CLIENTS

11,200 clients
7 key markets
Transport & logistics - Construction & civil engineering
Environment - Trade & distribution Health -
Public authorities
Chilled goods & agri-food



10 countries
France, United Kingdom, Belgium, Luxembourg, Switzerland, Germany, Italy, the Netherlands, Spain, Poland

ASSETS



TALENTS

Nearly 3,000 employees
• 10% sales representatives
• 40% technicians
Support roles: research, finance, procurement, CSR, innovation, HR
Fleet management and operations
Management roles
In-house research department:
• 18 engineers
• 7,000 research projects completed

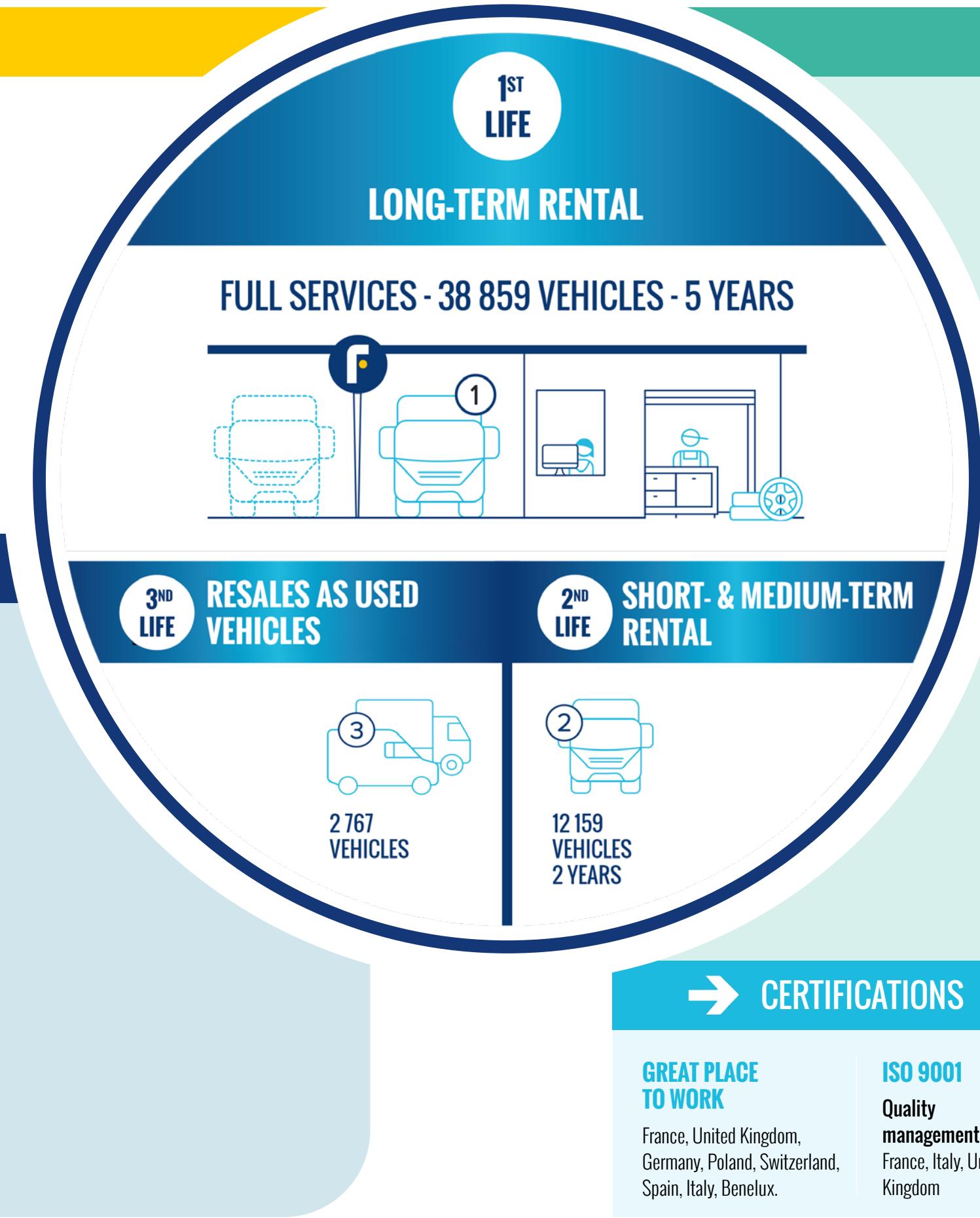


Chassis & pneumatics - Cold & dry Equipment -
Semi-trailers



INFRASTRUCTURE

62,035 vehicles
• 53,785 operated outright
• 8,250 in fleet management
Dry, chilled, hydraulic, special.
163 rental hubs



→ ADDED VALUE GENERATED



FOR OUR CLIENTS

Full Services
Rental - After-Sales Service - Insurance Replacement

Additional services:

- Fleet management (maintenance, upkeep, rental with driver)
- Digital (route planning management, telematics, BtoBtoC rental management)

Consulting: Fraikin Business Solutions

- Fleet audits
- Business development



FOR THE ENERGY TRANSITION

Innovation

- Energy Transition
- Fraikin Lab
- Carbon contribution My Planet with Wenow

Consulting: Fraikin Business Solutions

- Fleet plan
- Optimisation
- Technological choices
- Coq Bleu: innovation
- Giraudon bodywork



FOR OUR EMPLOYEES

1,957 training courses completed
14% women in the network
51% women at head offices.
89/100: EGA PRO INDEX
95% permanent contracts



FOR THE COMPANY

Training: Fraikin Safety Academy

- Getting to grips with alternative vehicles
- Eco-driving
- 100% of the Procurement team trained in sustainability
- Responsible Procurement Guidelines
- Code of Ethics and Anti-Corruption
- Code of Conduct

→ CERTIFICATIONS

GREAT PLACE TO WORK

France, United Kingdom, Germany, Poland, Switzerland, Spain, Italy, Benelux.

ISO 9001

Quality management: Spain, France, Italy, United Kingdom

ISO 14001

Environmental management: Spain, Italy, United Kingdom

ISO 39001:

Road safety management system: Spain

ISO 45001

Occupational health & safety management system: Spain, United Kingdom

2024 key events



Fraikin: 80 years of improving fleet management

In 2024, Fraikin celebrated its 80th anniversary and, to mark the occasion, the Group got both clients and employees alike involved in a series of events reflecting its values of proximity, innovation and recognition. These key moments have been designed to offer opportunities to share the Group's vision and values, to affirm its role in the energy transition and to strengthen ties with those who contribute to its success day in and day out.

In June, the Fraikin Tour brought together more than 900 clients across six regions, at the heart of the Group's branches. Talks by the Executive Committee and the Energy Transition and Innovation department, as well as a presentation of alternative energy vehicles, illustrated the way in which Fraikin supports its clients in their own transition. These meetings highlighted the desire to build long-term client relationships, through innovation and a close relationship.



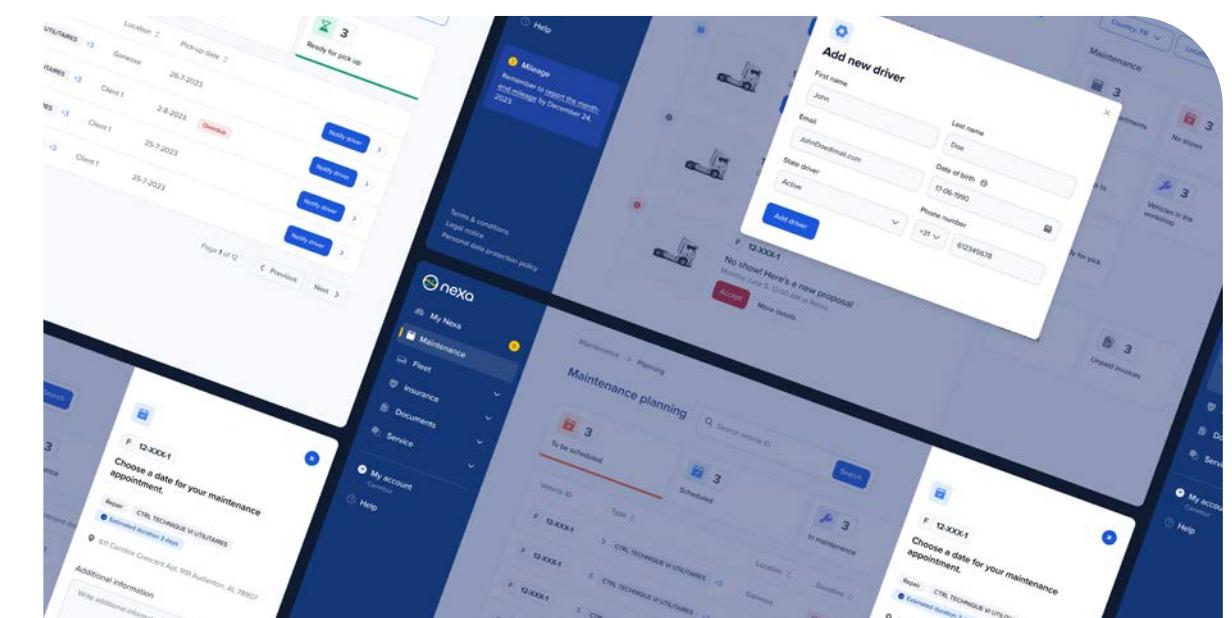
In September, a big in-house event brought together almost 1,100 employees at the Stade Jean Bouin stadium, made possible through a partnership with the Stade Français Paris. With a funfair theme, the day included activities, visits and festive moments, while honouring 80 employees from all regions and business lines who - among other things - received a signed Stade Français Paris top. Beyond the celebrations and fun, the day served as a reminder of the importance of nurturing talent and team spirit in collective performance. **For eight decades, Fraikin has kept up with developments in its sector, relying on its teams to ensure the long-term future of its business model.**

FRAIKIN RECEIVED THE GPTW CERTIFICATION IN ALL COUNTRIES IN 2024

All eligible Fraikin countries - Belgium, France, Germany, Italy, Poland, Spain, Switzerland and the UK - have been awarded the Great Place To Work certification, reflecting the consistency of the actions taken to promote employee well-being and quality of life at work (find out more, page 13).

Great Place To Work®

Certifiée
NOV 2024-NOV 2025
FRANCE™



Digitalisation to support the environmental transition: Fraikin strengthens its partnership with Samsara

In 2023, Fraikin launched the rollout of **neXa®**, a unified digital platform combining technological innovation and sustainable performance. Using artificial intelligence and on-board telematics, it optimises fleet management in real time, helping to reduce CO₂ emissions through improved overall monitoring of vehicles (find out more, page 17).

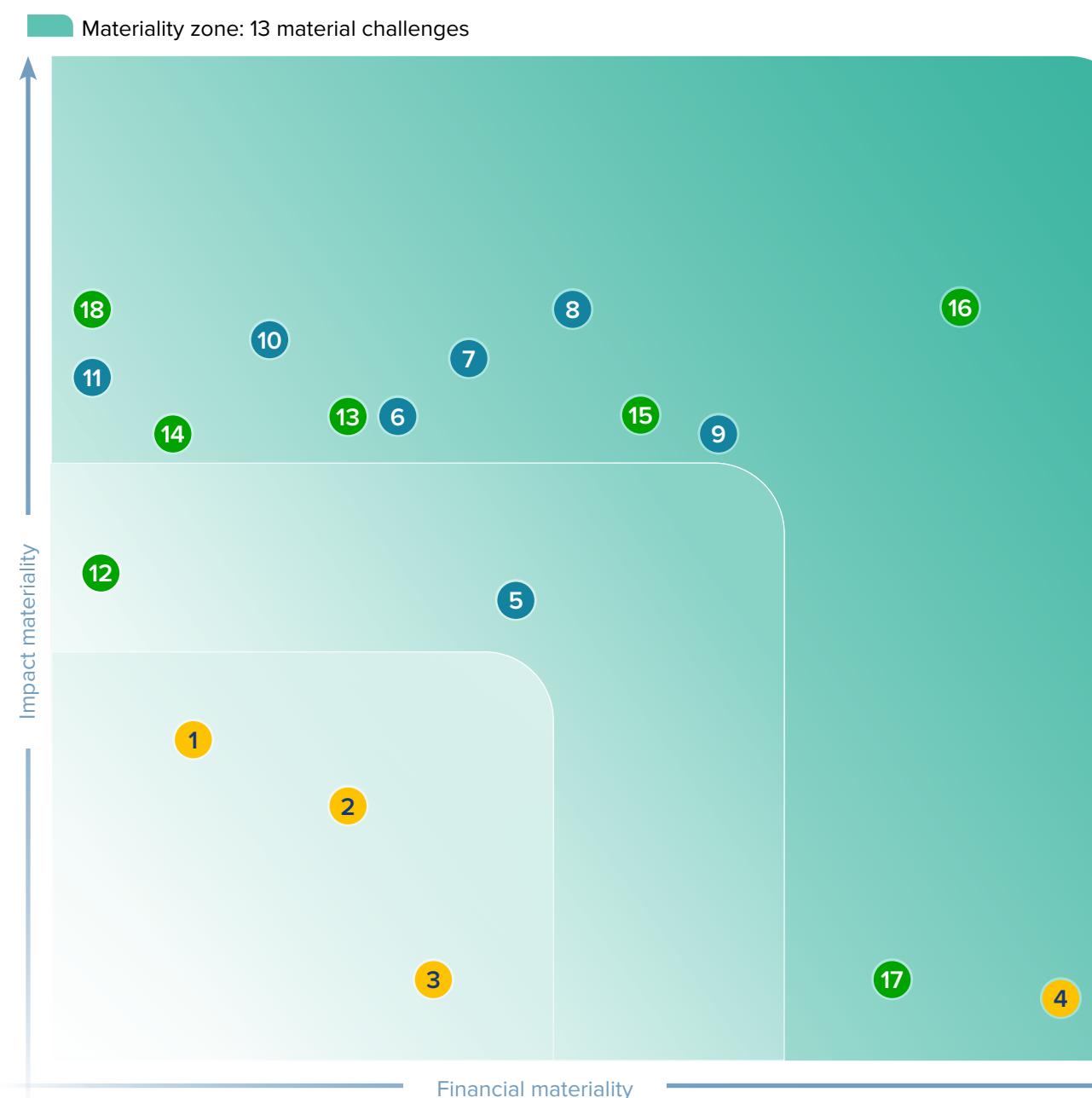


Regulatory framework: recap of the CSRD and double materiality

As part of the CSRD (Corporate Sustainability Reporting Directive), which reinforces the extra-financial reporting obligations of European companies, Fraikin has decided to voluntarily continue its work to analyse and structure its environmental, social and governance (ESG) impacts and governance (ESG) impacts by 2028.



Double materiality matrix 2024



GOVERNANCE CHALLENGES

- 1 Business ethics
- 2 Cybersecurity and data protection
- 3 Responsible procurement
- 4 Digitalisation of offers and vehicle fleets

SOCIAL CHALLENGES

- 5 Working conditions for employees and workers in the value chain
- 6 Employee health & safety
- 7 Diversity and equal opportunities
- 8 Road safety and accidents in the sector
- 9 Attracting and retaining talent
- 10 Health, safety and client satisfaction
- 11 Communities involved

ENVIRONMENTAL CHALLENGES

- 12 Water management and ocean preservation
- 13 Climate change
- 14 Water, air and soil pollution
- 15 Use of resources and circular economy
- 16 Energy transition and decarbonisation of the transport sector
- 17 Ecomobility and sustainable logistics in urban environments
- 18 Biodiversity and ecosystems

Assessing double materiality

As a fundamental principle for analysing sustainability issues, double materiality makes it possible to identify the most significant issues for the company, by combining 2 complementary perspectives:

1. Impact materiality (Inside → Out)

Evaluates the impact of the company's activities and its value chain (upstream and downstream) on society and the environment. It takes into account the positive or negative effects generated by the company on its stakeholders and ecosystems.

2. Financial materiality (Outside → In)

Analyses the impact of sustainability issues on a company's performance, financial position and value creation. It incorporates the risks and opportunities associated with the environmental, social and regulatory transition.



Double materiality

A challenge is considered to be material when it presents significance that is both:

- From the point of view of its impact on society and the environment.
- And from the point of view of its influence on the company's economic performance.

Environment



+11%

of alternative energy vehicles
versus 2023 (France,
Switzerland, Benelux).



99%

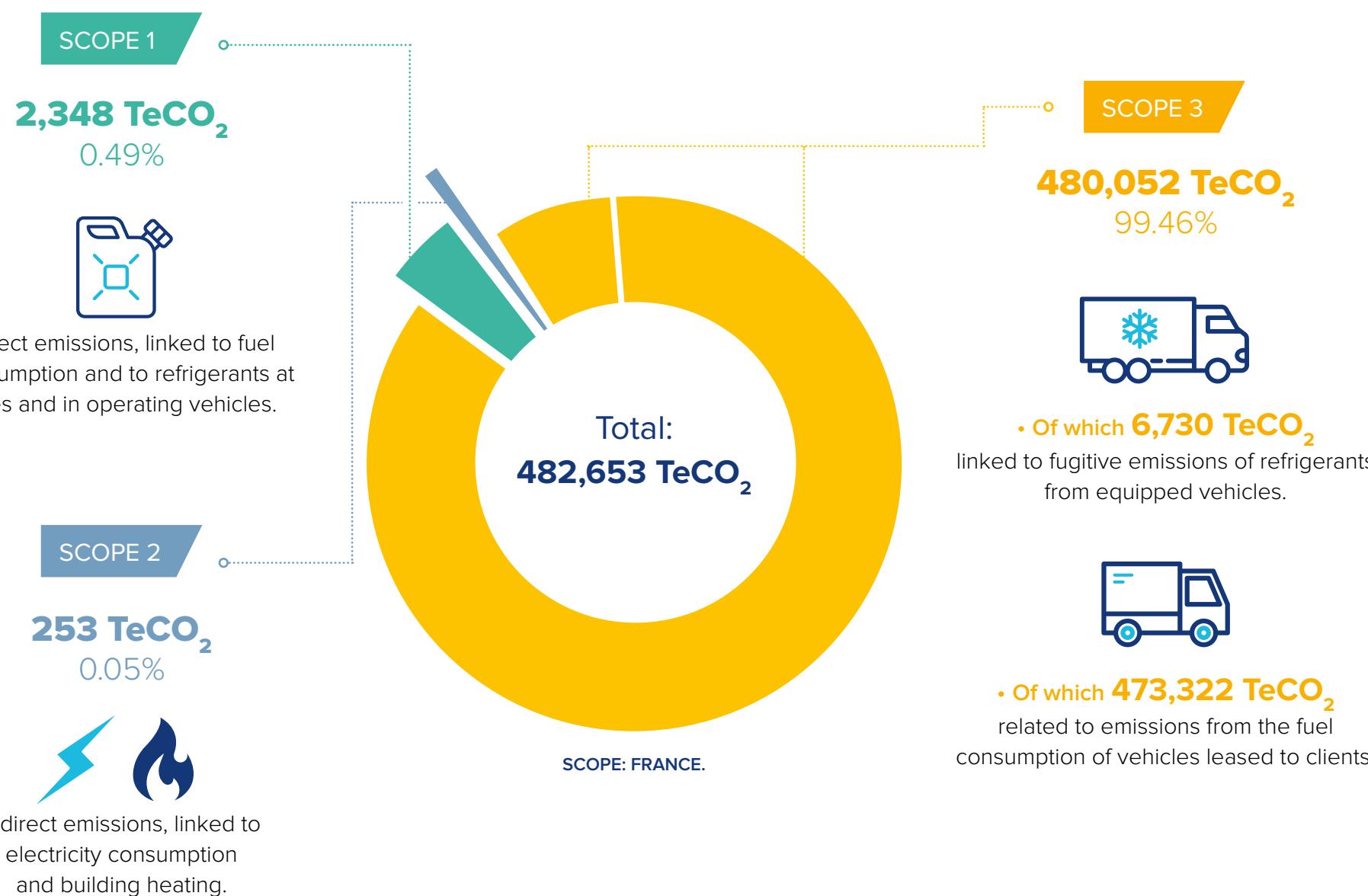
Scope 3 carbon footprint (indirect emissions)
mainly linked to the use of Fraikin fleet
vehicles by clients.

Carbon footprint

As a vehicle rental company, Fraikin makes its fleet available to its clients. Greenhouse gas emissions generated by the use of vehicles come directly from clients, but are included in Scope 3 of Fraikin's carbon footprint in the form of indirect emissions. This item represents the most significant part of the Group's carbon footprint.

In 2024, the Group's overall emissions rose slightly by 14.3%, due to the inclusion of all leased vehicles (short-, medium- and long-term) in the calculation scope.

Until 2023, only long-term leases were taken into account. **As a result, the number of vehicles taken into account in the Scope 3 calculation for Fraikin's client fleet will increase from 28,259 in 2023 to 38,897 in 2024.** This more representative view of the actual emissions of the leased fleet enables Fraikin to identify with greater precision the most effective levers for reducing this carbon impact.



Our methodology

In 2024, the methodology was strengthened to improve the accuracy of the carbon footprint. The scope now includes all rental contracts - short, medium and long-term - as well as the "relay" vehicles in the Fraikin fleet. The calculations are based on distances travelled, estimated consumption using ADEME regulatory ratios, fuel card data for vehicles leased with drivers (LAC) and data from the Databilan tool for fluids.

Please note: the scope 3 calculation is not yet exhaustive.

The upstream part, and in particular the impact of vehicle manufacturing, is not fully integrated due to the lack of standardised sector indicators.

Working towards decarbonisation with our clients

Transport accounts for 25% of CO₂ emissions in the EU*. Fraikin lends its expertise and independence to the energy transition, helping its clients to reduce the carbon footprint of their fleets.

A 4-step support protocol

- 1 **Study of client usage:** analysis of journeys, mileage, logistical and regulatory constraints (ZFE-m, LOM).
- 2 **Fleet diagnostics:** collection of real data on consumption, usage and the condition of the fleet.
- 3 **Recommending solutions:** multi-energy choices (electric, gas, biofuels, hybrid) tailored to the client and its sector. Audit of charging and fuelling infrastructure installation, in partnership with specialist players.
- 4 **Customised services:** installation of refuelling points and solutions, driver training, digital monitoring.

Which relies on expert advice and technical expertise



Green My Fleet: tailored support in decarbonising client fleets (recommendations, identification of grants/subsidies, operation of adapted vehicles).



Fraikin Lab: an in-house test laboratory for combustion and alternative vehicles (electric, hydrogen, gas) in real-life conditions, renowned for its reliability and independence from manufacturers. **In 2024, 3 Chinese vehicles were tested in response to a change in market supply.**

And which integrates services to boost safety, efficiency and safety, efficiency and reduce emissions

MYSMARTFLEET: digital fleet management solutions (telematics, real-time tracking, route optimisation). **Up to 10% savings in fuel/claims/insurance and up to 15% fewer accidents**.**

MYROUTE: organising and optimising routes. **Increase the number of deliveries per vehicle by up to 30%**.**



Fraikin Safety Academy: training drivers in eco-driving. **Up to 30% fuel savings and a significant reduction in accidents.**

Number of clients trained through WeLearn: 63 drivers (LOXAM, HANAC).

88%

of customers would select Fraikin to operate their future green fleet***.

+11%

of alternative energy vehicles versus 2023 (France, Switzerland, Benelux).

* Source: European Parliament figures, 2019

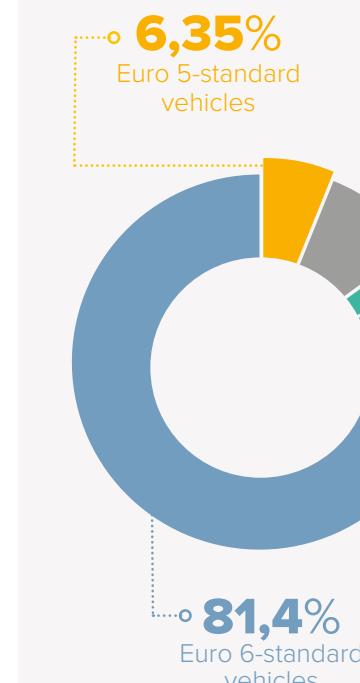
** Data observed on user clients

*** Customer Survey, Roland Berger, avril 2024

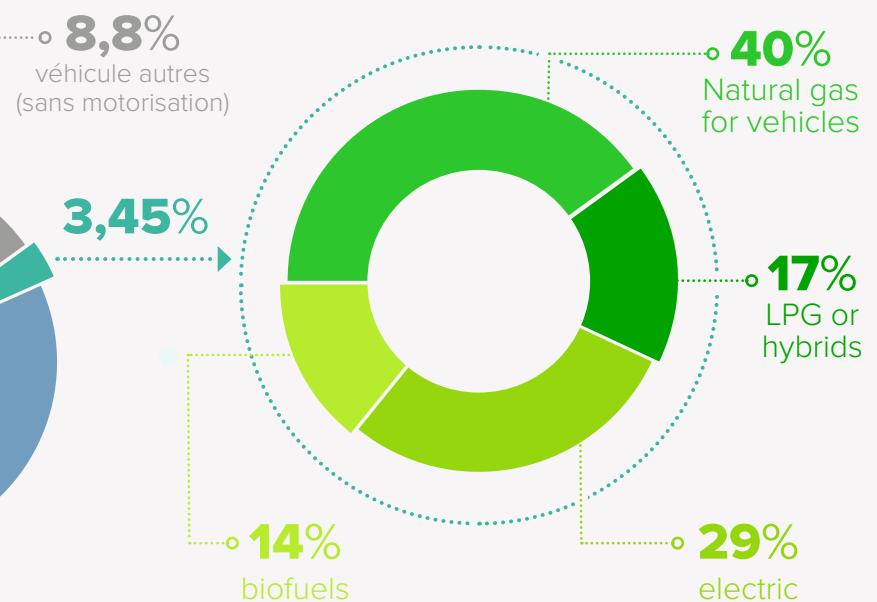
62,035
vehicles

2,100
alternative energy vehicles

VIEW OF THE 2024 VEHICLE FLEET



FOCUS ON THE DISTRIBUTION ACROSS ALTERNATIVE ENERGIES



TCO: a key lever for a successful energy transition

The **TCO** (Total Cost of Ownership) evaluates the **overall cost of a vehicle** (rent, energy, maintenance, insurance, residual value). It's an objective indicator that Fraikin uses to compare all types of engine - diesel, electric, gas, biofuels - according to client use, to help them make informed decisions and remove the uncertainties associated with alternative energies.

By providing a clear, quantified economic vision, the **TCO** reconciles economic performance and energy transition.

Energy optimisation, modernisation of sites and equipment

In 2024, Fraikin continued to modernise its sites and equipment, and to optimise the use of energy within its branch network and optimising energy use in its branch network.

The main actions focused on:

Modernising buildings and equipment:

Thermal insulation of buildings: although dependent on the landlords, Fraikin has initiated a comprehensive audit of each site to prioritise **energy efficiency improvements**.

Since 2022, more than **3 million euros** have been invested to modernise nearly **100 branches** in France.

Modernisation of heating and lighting equipment: The LED relamping plan launched in 2020 has continued, with 20 branches equipped by 2024 at a cost of **€450K**.

To date, **80%** of branches are equipped with LEDs.

In heating, 3 branches were renovated in 2024 at a cost of **€90K**.

Compressor optimisation

Launched at the end of 2023, this project aims to fit compressors with intelligent electronic cards to monitor consumption in real time, detect leaks and identify abnormal use.

The national rollout is scheduled for 2025, with a pilot site in Gennevilliers.

Development of renewable energies

Feasibility studies for photovoltaic installations are underway with 2 lessors, representing around 50 potential sites.



Resource conservation and circularity

Fraikin is committed to reducing its impact on the environment by conserving resources, controlling the treatment of waste and pollutants, and promoting circular recycling loops for certain materials.

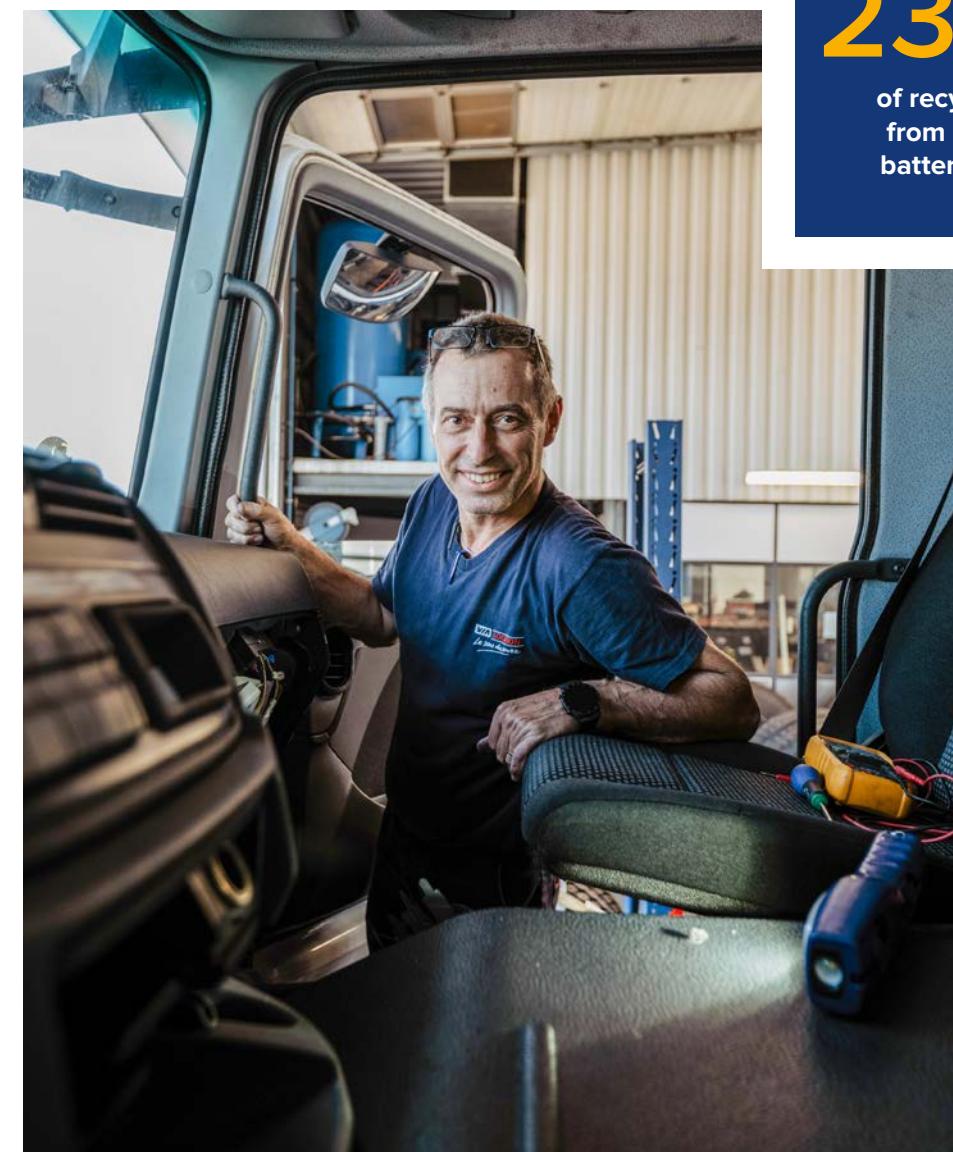
Collecting and recycling used lead batteries

Since 2011, Fraikin has entrusted its service provider STCM with the task of recycling of lead-containing batteries, in order to limit the carbon impact of extracting and transporting ores. This process is estimated to be 99% efficient and consumes 2 to 3 times less energy than primary lead production. In 2024, Fraikin managed to recycle **238.2 tonnes of lead** from the **8,181 batteries purchased**.



238.2T

of recycled lead from
from 8,181 batteries
batteries purchased.



Recycling: cleaning particle filters and catalysts

In 2024, Fraikin continued its collaboration with OPTYM-HA, a specialist in cleaning and renovating particle filters (PF) and exhaust systems.

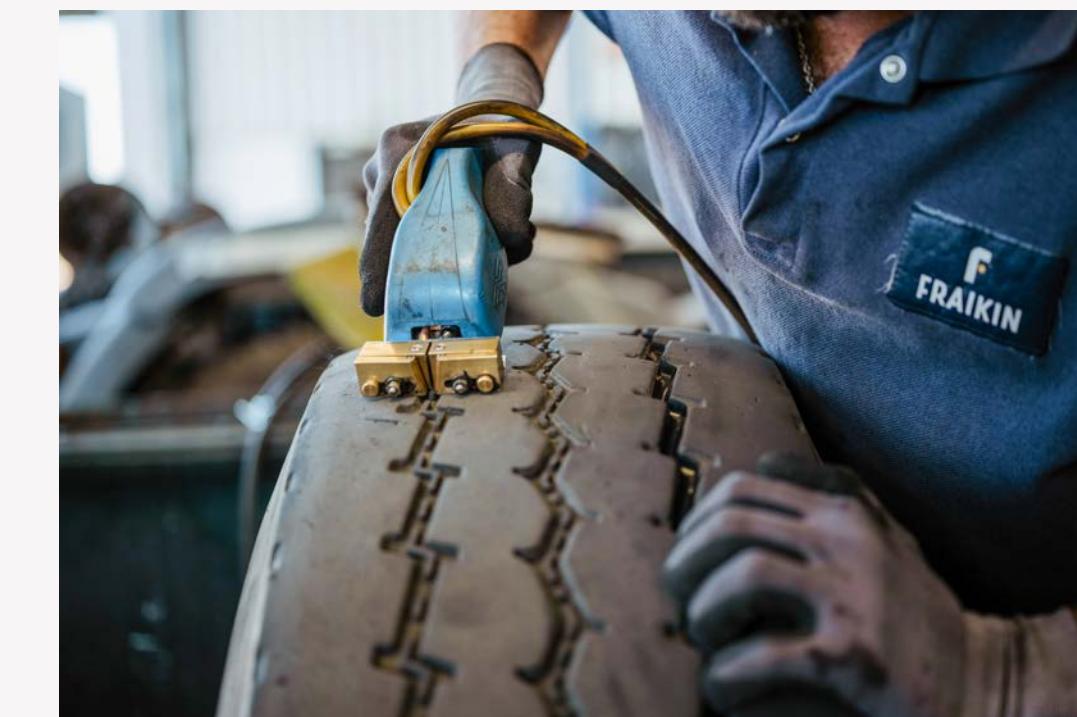
OPTYM-HA is the only company to not discard the entire faulty Euro 6 exhaust system. It only replaces defective components with used parts that are similar to new ones.

177 PF cleaning operations and 42 complete OPTYM'R renovations were carried out, helping to reduce particle and CO₂ emissions. In addition to the circular economy rationale, this approach also addresses a major health issue, as fine particles are known to have harmful and carcinogenic effects on the respiratory system.

19%
of light commercial vehicle
tyres retreaded in 2024
(compared with 0%
in 2023).

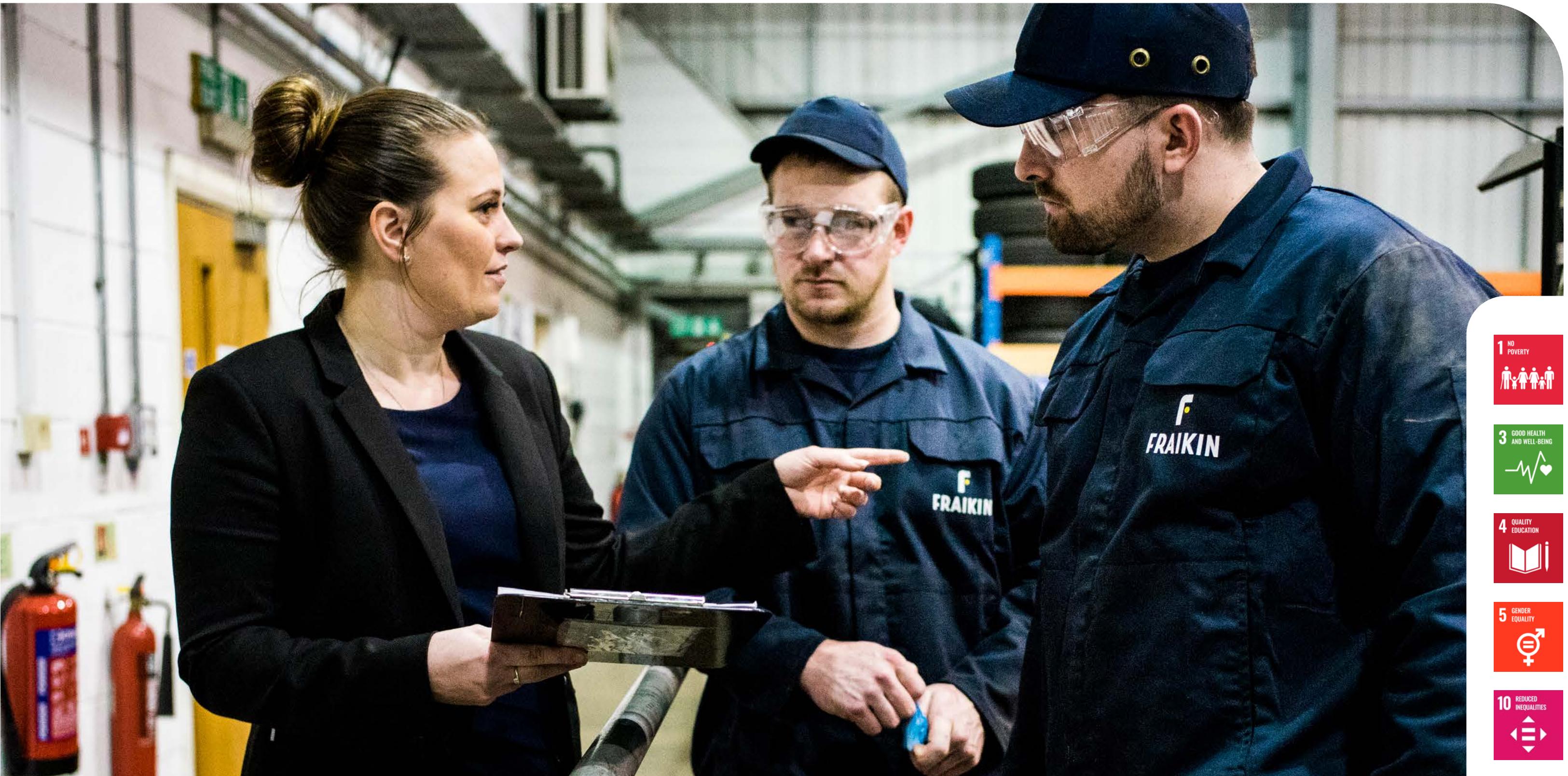
61%
of retreaded lorry tyres
in 2024
(compared with 45%
in 2023).

Retreading, a leverage point for ecological performance



In 2024, Fraikin reinforced its approach to tyre recycling and retreading. In accordance with European regulations banning the landfilling of used tyres, **1,172 tonnes were collected and recycled** by an accredited service provider. Retreading is becoming a major driver of ecological and economic performance: **increases tyre life by a factor of 2.5, while saving 35% in raw materials and 50% in waste**. Thanks to the integration of retreaded tyres by default in Fraikin's procurement tools, **the rate of retreaded truck tyres will reach 61% in 2024** (compared with 45% in 2023). Fraikin has also extended this strategy to light vehicles (LV) and commercial vehicles (LCV), with the arrival of supplier Blackstar, achieving a rate of 19% of retreaded tyres in this segment in the first year (compared with 0% in 2023).

Human capital



Nearly
3,000
employees, including
30% technicians.

21%
women in the workforce
(47% at head offices and 12% within the network).

Gender equality index
89/100

95%
of permanent contracts.

Engagement and talent development

In 2024, Fraikin continued with its policy of developing and retaining talent through structured initiatives in training, career development and employee commitment.

Training the talent of tomorrow through work-linked training

The École des Métiers (EDM), dedicated to mechanics, bodywork and technical acceptance, has taken on almost 50 work-study students in 2024-2025.

The aim: to double the number of work-study students by 2025 to 100.

In parallel, the Ecole des Ventes (EDV) reopened its doors in 2025 with 20 work-study students studying for a Bachelor's degree in Sales and Marketing. The rewards of these programmes are now being reaped: over the last 3 years, 30% of work-study students have been hired on permanent contracts.

A Graduate Programme to prepare the managers of tomorrow

In 2024, Fraikin launched its own Graduate Program, a 36-month programme designed to train future strategic managers and create a talent pool. The programme is split into 3 stages: 18 to 24 months as an Analyst at head office (Pricing/Market Intelligence), 9 to 12 months immersed in the French Network, then 9 to 12 months in an international subsidiary.

Rollout of People Reviews at Group level by the end of 2024

An opportunity for managers and Human Resources to discuss career paths, remuneration and development prospects, with a view to supporting each employee's career development.



Recognised collective dynamic

In 2024, Fraikin obtained Great Place To Work certification in its 8 eligible countries (Belgium, France, Germany, Italy, Poland, Spain, Switzerland and the United Kingdom). The GPTW survey, relaunched in October 2024, collected employees' perceptions of their working environment.

In France, the *Trust Index* reached **71%** and the *Overall Perception* **72%**, an increase of **10** points compared with 2023.

Following analysis of the results, each subsidiary defined a targeted action plan to continue this progress. In France, the priorities are management training, strengthening the integration of new arrivals, highlighting collective successes, improving internal communication and organising events to encourage cohesion and conviviality, both at head offices and within the network.

Skills, integration and diversity

In 2024, Fraikin continued to move forward with its efforts to help its employees develop their skills, support their integration and promote diversity within the Group.



Skills development

As part of the 2024-2026 training plan, through its WeLearn digital e-learning platform, Fraikin has stepped up training for new arrivals (head office and network) as well as training in alternative energies (gas engines, compressed natural gas, hybrid electric vehicles and maintenance).

A dedicated pathway for new arrivals

New managers at head office and in the network benefit from a 2-day course for workshop managers and a 3-day face-to-face course at head office for other functions with less than 6 months' seniority. For other functions in the network other than management positions, their integration programme is set up by their local managers.

Skills training and eco-driving

- ▶ Anticipating new environmental standards: training in new energies for workshop staff and sales representatives.
- ▶ Relaunch of the client training offer: eco-driving and road risk prevention via the Safety Academy, with individual coaching during the driver's route or group sessions using a simulator. By 2024, around 60 drivers had been trained.



Diversity and inclusion

Fraikin is committed to increasing the gender mix within all its teams. The integration of people with disabilities and gender equality are major issues in the transport sector, and Fraikin is pursuing its actions in this area. Here are the key figures for 2024.

Employment rate of disabled individuals:

4.5% (national average: 3.3%).

16 disabled individuals hired.

76 employees supported in maintaining employment (adaptation of workstations, adapted equipment, ergonomic studies) Gender equality index 89/100 (down slightly - to 92/100 in 2023 - due to movements).

21% women in the workforce (47% at head offices and 12% within the network).

Trade recognition:

Each year, the most responsible drivers in each region “Les volants d'or” (Gold Steering Wheels) are awarded according to 3 criteria:

- 1 **Client satisfaction.**
- 2 **Road safety:** number of offences and accidents close to zero.
- 3 **Compliance with Fraikin procedures**, in particular the weekly reading of the driver card.

In 2024, **16 drivers received awards** (from Angoulême, Caen, Le Mans, Lorient, Nantes, Rennes, Saint-Brieuc, Gonesse, Lille Lesquin, Metz, Reims, Auxerre, Bourges, Mions and Marseille).



Acting responsibly



26.7%

accident rate versus
target <29%.



79%

of strategic suppliers have signed the
guidelines, compared with 43% in 2023.

Responsible processes and compliance

Fraikin's ethical approach is in line with the Sapin 2 law, in order to prevent any risk of corruption and to promote a culture of integrity at all levels of the company.

The Group relies in particular on:

A code of conduct and ethical guidelines

Given to each employee, they cover the prevention of corruption, conflicts of interest and relations with third parties, and are complemented by a gifts and entertainment policy.

Corruption risk mapping

It identifies the main risk scenarios (collusion, misappropriation, over-invoicing) and guides control and prevention actions.

An internal whistle-blowing system

A platform which is accessible to all (employees, partners, clients) guarantees the confidentiality and protection of whistleblowers, with a systematic investigation in the event of a report.

Training for managers and staff exposed

Targeted at the populations at greatest risk (procurement, workshops, used vehicle sales), reinforced by e-learning modules dedicated to the prevention of corruption and conflicts of interest.

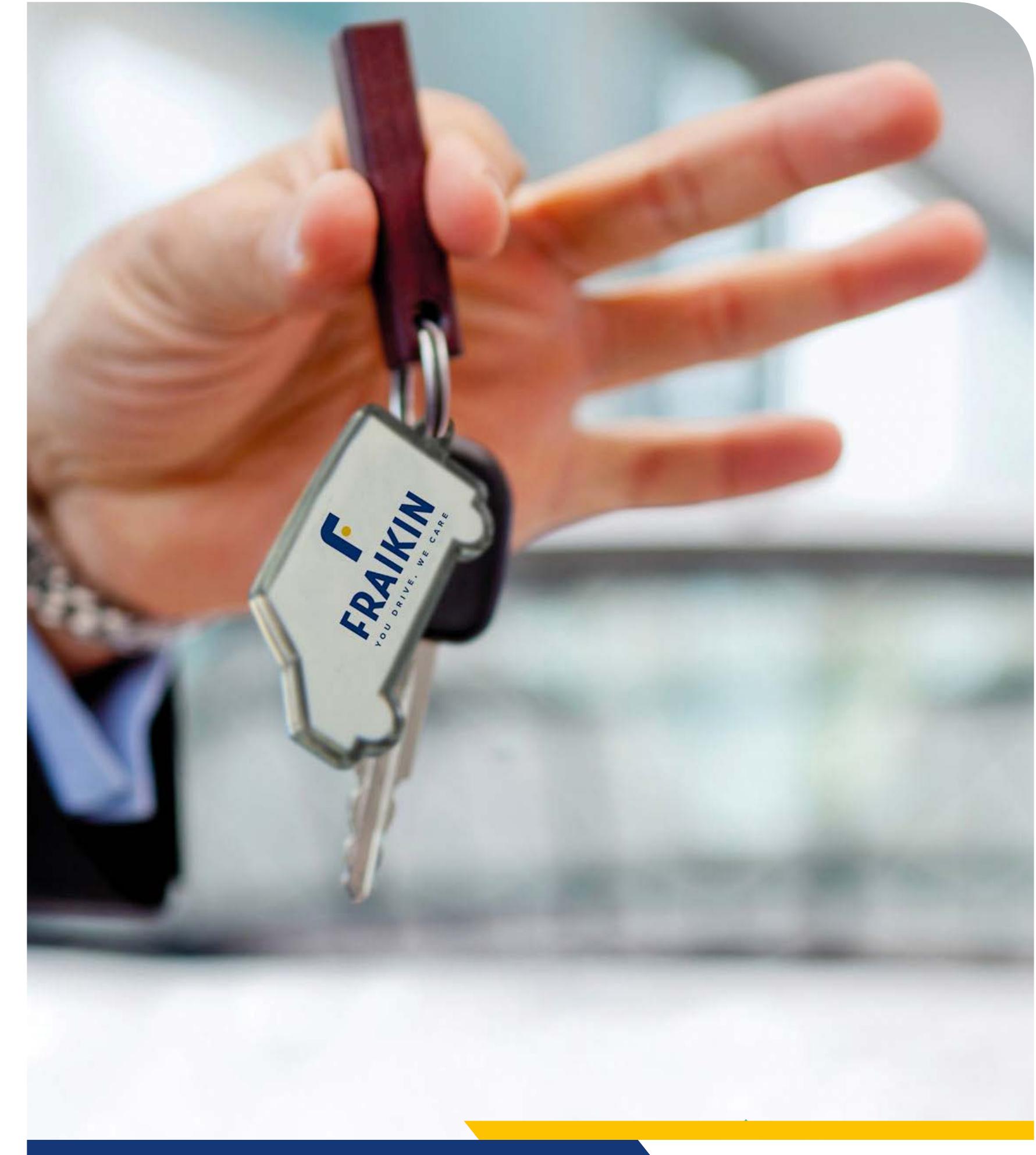
In addition, the Group has structured its continuous improvement approach through a quality management system - ISO 9001 - which enables it to assess the effectiveness of the measures in place each year and to strengthen the coherence of its CSR approach.



Responsible procurement:
supplier engagement on
the rise

79%

of strategic suppliers have
signed the "responsible
procurement" guidelines
versus 43% in 2023.



Working towards safer mobility

Fraikin places road safety at the heart of its CSR strategy by focusing on prevention, training and support for clients to ensure safer, more sustainable mobility.

Road safety initiatives

Since 2021, Fraikin has been rolling out initiatives to reduce accidents and the environmental footprint of travel. As a signatory of the Road Risk Prevention Charter, the Group is also a member of the **“Promotion et suivi de la sécurité routière en entreprise”** association (Promoting and monitoring road safety in businesses) and also offers a training and coaching programme called **“Eco-driving and road risk prevention”** (Eco-driving and road risk prevention).

Tools and expertise to support clients

Fraikin provides its clients with analytical reporting tools to monitor accidents, manage fleet claims and identify performance levers.

Tailor-made systems are deployed according to clients' needs:

- ▶ **Proactive analysis** of organisations and accident causes.
- ▶ **Training** for drivers for rental with driver services.
- ▶ **Audits** and regular monitoring of action plans.
- ▶ **Performance indicators** (types of vehicle involved, nature of claims, rate of repeat offences, bodily injury accidents) monitored by teams who have received training in the challenges of reducing insurance premium costs.

Indicator tracking

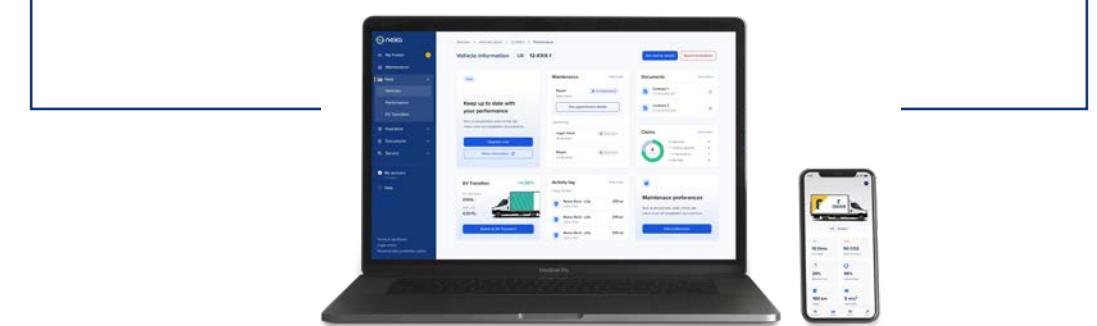
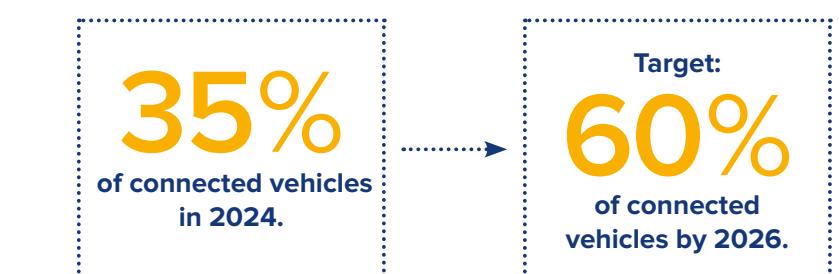
Objective since 2021: to maintain an accident rate below 29%.

2024 Results: 26.67% (excluding IBNR),
i.e. 6,299 claims recorded, compared with 27.49% in 2023.
These figures include data from the
merger with VIA Location (since June 2022).



Innovations and prospects

Announced at the end of 2024, the strengthened partnership with Samsara, an expert in connected cloud solutions, will provide new advanced navigation and route optimisation features. After fitting it for 5,000 vehicles in the UK, the Group is gradually rolling out the solution for all its vehicles in Europe (retrofit and integration of the solution in all new vehicles). In France, almost 2,100 vehicles were fitted with the solution at the end of 2024.



Team health & safety

The health & safety of its employees is one of Fraikin's core concerns. In 2024, beyond regulatory compliance, Fraikin strengthened its workplace safety initiatives and recorded a decrease in work-related accidents.

Compliance of buildings and equipment

- More than 1,400 interventions were monitored by the firm commissioned by Fraikin, at a total cost of €210K.
- Lighting upgrades: work was carried out on a smaller scale than in previous years, with a budget of €70K.
- Personal protective equipment (PPE): 100% of branches placed at least one order during the year. Total investment amounts to €336K.
- 60% of training delivered in 2024 focused on safety.

Accidents

In 2024, the frequency rate was **40.28*** a slight increase due to fewer hours worked. The severity rate of **2.94*** is lower than in 2023 (3.90), reflecting a reduction in the total number of days lost. With nearly 3,000 employees, and a majority of technicians, workplace safety is a major priority at Fraikin, particularly within our branches. A serious incident in 2024 further heightened the company's vigilance and commitment to preventing and managing risks.



Adapted equipment to work in complete safety

Fraikin is committed to providing personal protective equipment (PPE) tailored to each profession. In 2024, the catalogue was reorganised into 3 categories - drivers, branch staff and safety equipment - in order to better target needs. First-aid and restocking cabinets have been offered to sites, and the driver package has been reinforced with more resistant clothing and a high-visibility jacket, combining comfort and protection.

FREQUENCY RATE
40.3*
versus 39.60 in 2023.

SEVERITY RATE
2.9*
versus 3.9 in 2023.

€336K*
invested in PPE.

* France scope

European subsidiaries in action

In Spain, the United Kingdom, Benelux and Italy, our subsidiaries are involved at local level in putting our CSR commitments into practice. CSR officers implement initiatives tailored to the specific characteristics of their country and their clients.



SPAIN

Decarbonising the fleet

In 2024, as part of its energy transition strategy, Fraikin Spain has integrated 6 100% electric 7.5 tonne trucks into its fleet. This initiative supports the commitment to reduce CO₂ emissions, and enables us to strengthen our support for clients in decarbonising their activities.

Partnerships and social engagement

For several years, Fraikin Spain has maintained partnerships with local players and non-profit organisations. In 2024, amongst its many initiatives (Apadis Foundation, Reir Foundation, People in Red Foundation), Fraikin Spain supported the **Barcelona Food Bank** offering more than **10,000 km of electric vehicle use**.



BENELUX

Quality of life at work and employee engagement

In 2024, Fraikin Benelux deployed the Bundeling application, a community platform dedicated to internal communications. This new tool acts as a central hub for exchanges between employees, teams and departments. It aims to make information sharing more fluid, boost engagement, simplify internal processes and improve the transparency and clarity of communication within the organisation.



UNITED KINGDOM

Social engagement

In December 2024, Fraikin UK renewed its ISO 45001 (Occupational Health and Safety Management System) and ISO 14001 (Environmental Management System) certifications for a 3-year term. These renewals illustrate our ongoing commitment to ensuring the safety and well-being of our employees while protecting the environment.

In 2024, Fraikin UK was awarded the Great Place to Work certification, giving the company positive recognition of the pride and sense of belonging that its employees share. Fraikin UK has also reinforced its healthcare services for employees:

- ▶ Launch of the Health Shield health plan, facilitating access to everyday healthcare.
- ▶ Enhancing our SharePoint healthcare platform.
- ▶ Strengthening post-assessment medical monitoring to improve prevention.

Inclusion

Fraikin UK actively supports employment and inclusion in the areas where it operates. In partnership with Coventry-based organisation Employability, Fraikin UK supports foreign workers in the transport sector in their professional integration in the UK. In 2024, Fraikin UK also launched an internship and work immersion programme, offering mentoring and coaching to young talent to ease the transition between training and employment.

Fraikin UK also provides ongoing support to local youth sports teams through a number of partnerships that promote inclusivity. This approach helps to support and develop young athletes as engaged citizens of their communities.



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