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The Chairman of the Management Board

Courbevoie, November 19, 2018

Renewed commitment by Chief Executive Officer of GEFCO Group

As a global supply chain expert, GEFCO Group helps shape territories and strengthen local economies. Our business activities contribute to society and GEFCO is committed to making a positive difference throughout our operations in the world.

We strongly believe in the importance of being a socially responsible company. Since 2009, GEFCO is committed to the Global Compact and our teams are dedicated to the ten founding principles concerning human rights, working standards, safeguarding the environment and the fight against corruption.

I am proud to communicate four important milestones GEFCO achieved in 2018:

- In 2016, GEFCO launched its first global engagement survey for all employees. Participation rate was 76%. One thousand two hundred actions plans were developed and 63% are now complete. The survey, conducted every two years, achieved an 82% participation rate. The results showed that employee engagement increased in 2018 by 10 points versus 2016.
- Our GEFCO University learning platform is now live. GEFCO employees around the world can explore online training courses to grow and develop their professional skills. This user-friendly platform motivates employees to learn, with an open access to a large training portfolio. Ten days after opening, more than 550 employees were connected to the platform.
- GEFCO Innovation Factory was launched in June. Open to all employees, the Innovation Factory offers an opportunity to contribute their ideas for growing the business. In October, teams from five countries gathered in Paris to present and challenge their ambitious projects with the support of internal experts from GEFCO.
- In 2017, we launched a specific program to reduce our carbon emissions by 2% on our main business stream. The same objective is applied to all our 2018 activities.



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These milestones are directly related to GEFCO's unique Infinite Proximity™ (IP) culture. In 2017, our Executive Committee shared the ten IP principals that make up GEFCO's culture with 1,700 managers in 12 cities around the world. In 2018, we rolled out a company-wide engagement program to launch IP.

On behalf of the GEFCO Group, I would like to confirm our commitment to respect and promote the Global Compact principles.

Sincerely,

Luc Nadal