



AGL

AFRICA GLOBAL LOGISTICS

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Building a useful, resilient and responsible logistics



Philippe Labonne
President and CEO

The growth trajectory achieved by Africa Global Logistics (AGL) over recent years places an even greater long-term responsibility upon us. By joining the MSC Group, we have strengthened our capacity to serve the African continent and grow our services.

In an international environment marked by recurring disruptions to global supply chains, logistics has become a strategic necessity. It plays a critical role in market access, business competitiveness, regional integration and, more broadly, the economic sovereignty of nations. As a trusted logistics operator in Africa, our mission is to provide customers with reliable, sustainable solutions tailored to local realities.

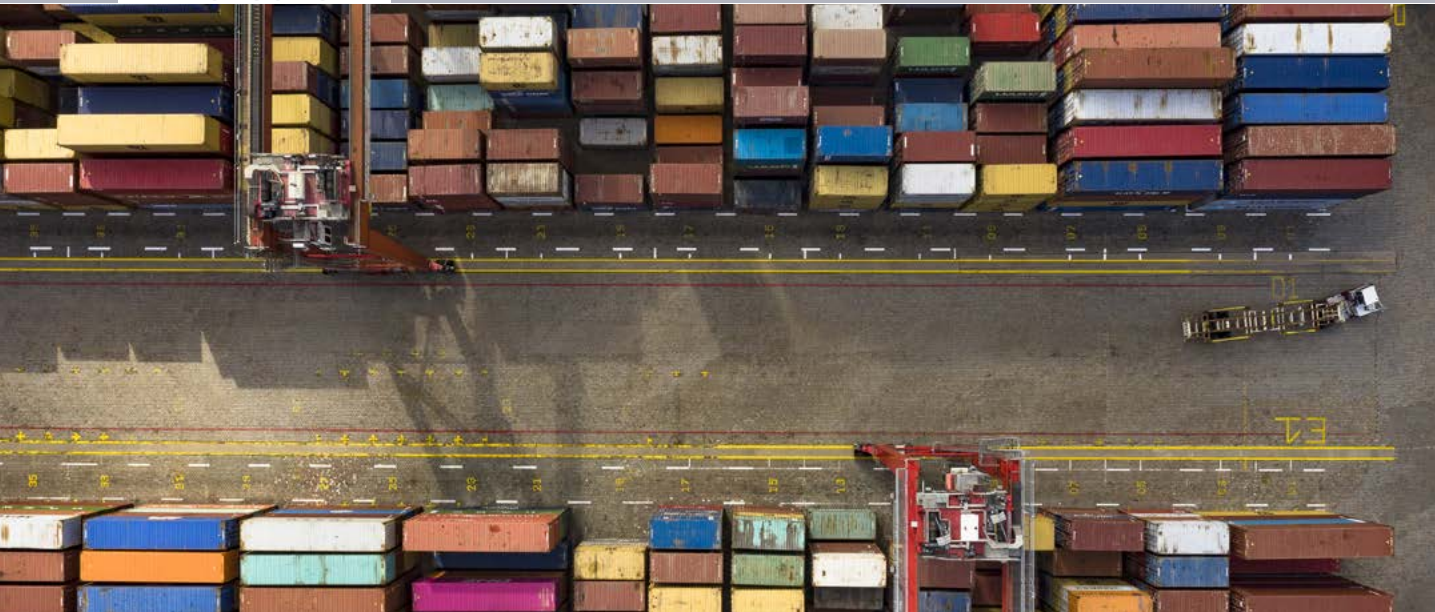
AGL's engagement is first and foremost reflected through transformative investments. Port terminals, transport corridors, multimodal solutions and logistics platforms are essential infrastructures that support trade growth and industrialisation, facilitate port-city integration, enhance territorial connectivity, reduce logistics costs and foster the development of intra-African trade. These investments address identified needs and follow the course of national and regional development strategies.

AGL is focused on expanding infrastructure capacity, accommodating more efficient vessels, fluidifying freight flows, strengthening the use of rail and inland waterway transport where relevant, and modernising industrial assets. Such efforts contribute to managing the environmental impacts of freight transportation. These operational choices balance performance, safety and service reliability.

People are at the heart of our approach. AGL relies on more than 24,000 employees, the vast majority of whom are African, whose expertise and commitment are part of the quality and success of our operations. Training, protecting, empowering and promoting local talent are important pillars of our model. Likewise, dialogue with stakeholders remains a key lever in our actions creating ongoing value.

Finally, innovation and digitalisation are powerful accelerators of our pledge. Enhancing supply chain predictability, improving cargo traceability, increasing transit-time reliability and optimising logistics networks are part of our transformation. By modernising our processes, we strengthen the efficiency of our services without losing sight of the social and environmental footprint of our operations.

AGL is committed to embracing its role as a trusted partner in a continent that is dynamic, connected and integrated. It is with this conviction, and in a spirit of long-term partnership, that we pursue our mission: building logistics that serves Africa, its youth and the transformations shaping the continent's future.



Looking back at the past year

NEW INVESTMENTS AND PARTNERSHIPS

Over the past year, AGL continued its ambitious growth trajectory, consolidating its position as a trusted operator of integrated logistics infrastructure through strategic investments and partnerships deployed across several continents.

This momentum was illustrated by the strengthening of our presence in Asia, with AGL becoming the lead operating partner of the Patimban Port Container Terminal in Indonesia (February), alongside Toyota Tsusho Corporation and Samudera Pelabuhan Indonesia. This development was supported by a local financing package of USD 73.6 million secured through PT Sarana Multi Infrastruktur (April). The funding will support the construction of superstructures and the acquisition of port equipment, laying the foundations for a major logistics hub in Indonesia.

In Africa, AGL continued expanding its port infrastructure capabilities through the mobilization of 230 million euros in financing for the extension of the Pointe-Noire Container Terminal (March). The East Mole project includes the construction of a new 750-meter quay with a depth of 17 meters, as well as 28 hectares of additional yard

space. Structured exclusively with African banks, this financing demonstrates our support to local financial ecosystems.

In addition, the commissioning of Terminal 3 at the Port of Tema, inaugurated in November in the presence of the President of the Republic of Ghana, marked the completion of a major infrastructure project. This USD 1.5 billion investment, covering 127 hectares and 1.4 km of quay length, gives Tema Port an annual capacity of 3 million TEUs and significantly strengthens its position as a leading maritime hub in West Africa.

The year was also marked by the launch of several major operations:

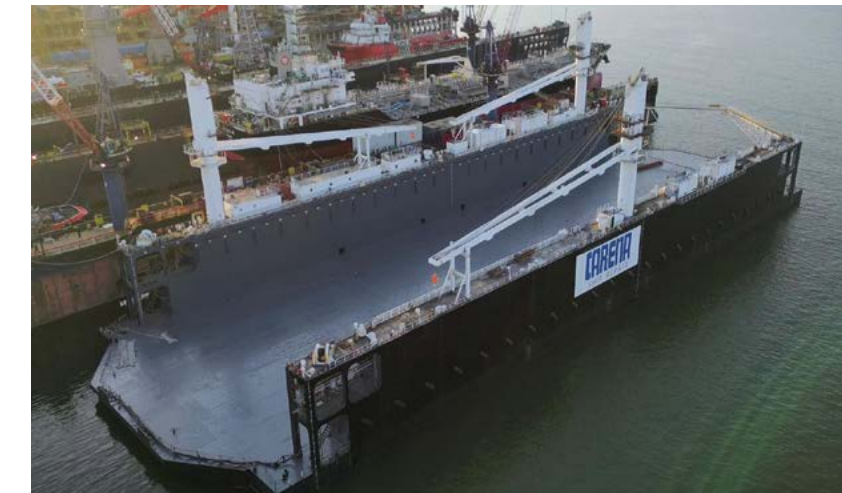
- **At the Port of Cape Town** (South Africa), with the commencement of operations at the Duncan Docks A-Berth Terminal (April).
- **At Port Said** (Egypt), with the launch of a Ro-Ro terminal capable of handling 50,000 vehicles per year (July, while the first vessel was welcomed in November). The project was developed through a joint venture with NYK and Toyota Tsusho Corporation.

Continuing this momentum, AGL signed a Memorandum of Understanding with the Tanzania Ports Authority (December) for the design, construction and operation of three new berths at Bagamoyo Port, illustrating AGL's positioning on the major logistics corridors of tomorrow in East Africa.

In the railway sector, Canyon Resources acquired a minority stake in CAMRAIL (March) as part of the development of the Minim Martap bauxite project. This investment highlights the structuring role of logistics infrastructure in strengthening African transport corridors.



Delivery of 7 reachstackers, AGL Conakry Terminal



CARENA, new floating dock, AGL Côte d'Ivoire

EQUIPMENT ACQUISITION

AGL continued investing in modernizing its equipment and improving the operational performance of its port terminals while integrating environmental standards. Key achievements include:

- **Abidjan Terminal** received 2 new Ship-to-Shore (STS) cranes, increasing the fleet to 7 units, as well as 9 fully electric Rubber-tyred Gantry (RTG) cranes.
- **Côte d'Ivoire Terminal** integrated 21 electric terminal tractors, participating in the decarbonization of port operations.
- **Congo Terminal** strengthened its operational capacity with the acquisition of 4 new RTG cranes.
- **Conakry Terminal** received 7 reach stackers, helping accelerate cargo handling operations and reduce port congestion.

In the railway sector, SITARAIL strengthened its fleet through the delivery of 4 GL30 diesel-electric locomotives and continued a procurement program for 260 flat wagons, forty of which have already entered service.

At the same time, CARENA, the shipyard operated by AGL in Côte d'Ivoire, commissioned a new 12,000-ton floating dock (October). Together with the existing 2,000-ton and 10,000-ton docks, this facility strengthens local industrial capabilities and supports the regional maritime ecosystem.

These investments reflect a strategy that combines industrial modernization, operational efficiency and energy transition. They also contribute to improved territorial connectivity and support local and regional economic development.

HIGHLIGHTS

The year was marked by the arrival of modern ultra-large vessels, notably the **MSC Diletta** (400 meters, 24,000 TEUs, which called at several AGL-operated container terminals (April) at the **ports of Abidjan** (Côte d'Ivoire Terminal), **Tema** (MPS) and **Kribi** (KCT).

These achievements demonstrate the growing integration of African ports into major international shipping routes and contribute to strengthening the competitiveness of global supply chains. They also highlight AGL's ability to support its partners in adapting to developments in world trade.



Finally, AGL became the Official Logistics Partner of the **Confederation of African Football (CAF)** for both the **2025 Africa Cup of Nations** and the **2026 Women's Africa Cup of Nations** (July). This partnership demonstrates the continuation of AGL's social dedication through impactful initiatives supporting local communities, youth and inclusion.



AGL also reaffirmed its support to Côte d'Ivoire during celebrations marking the **75th anniversary of the Port of Abidjan** (September). As a long-standing partner, the Group highlighted its central role in modernizing the port, developing more sustainable logistics solutions and strengthening connectivity between coastal and inland regions, helping consolidate Abidjan's position as a major logistics hub in West Africa.

Within this framework, the **AGL Moving Tour** (December) enabled concrete actions in 4 major Moroccan cities, combining renovation of sports facilities, improvement of school infrastructure and student living conditions, and professional integration support programs. This initiative reflects AGL's integrated approach, combining economic performance, social impact and local engagement.



Meanwhile, the **30th anniversary of SITARAIL** (December), celebrated in Côte d'Ivoire and Burkina Faso, provided an opportunity to honour employees through awards recognizing top performers, welcoming new talent and celebrating professional achievements. These initiatives reflect the Group's intention to placing human capital at the heart of its sustainability strategy by valuing skills and commitment.



OUR GOVERNANCE

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See also the 2025 Sustainability Report by Mediterranean Shipping Company (MSC), of which AGL is a part, on the company's website: <https://www.msc.com/en/sustainability>, or download it by scanning the QR Code:





Enabling Logistics decarbonisation and protecting our blue planet

Reducing the impact of our activities on climate

GREENHOUSE GAS EMISSIONS UPDATE (2025 CARBON FOOTPRINT)

As part of its decarbonization strategy, in line with the wider exercise undertaken at its mother company's, AGL pays particular attention to monitoring and managing indicators related to greenhouse gas (GHG) emissions. In 2025, the company carried out a complete update of its Carbon Footprint across all 3 scopes.

The 2025 GHG emissions calculation covers AGL activities: port, logistics, rail, and maritime solutions. The reporting scope was expanded by approximately 20%, mainly due to the integration of new entities acquired by the Group.

The 2025 GHG Assessment was carried out using the same methodology as in previous years, in accordance with the GHG Protocol, thus enabling the consistency and comparability of results over time.

BREAKDOWN OF EMISSIONS BY SCOPE

AGL's GHG emissions are distributed as follows:

Scope 1 - Direct emissions

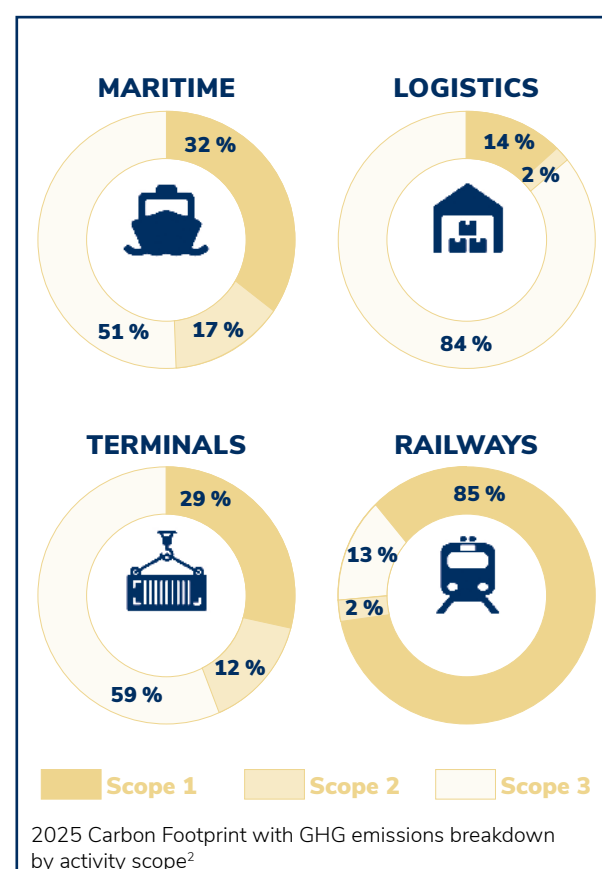
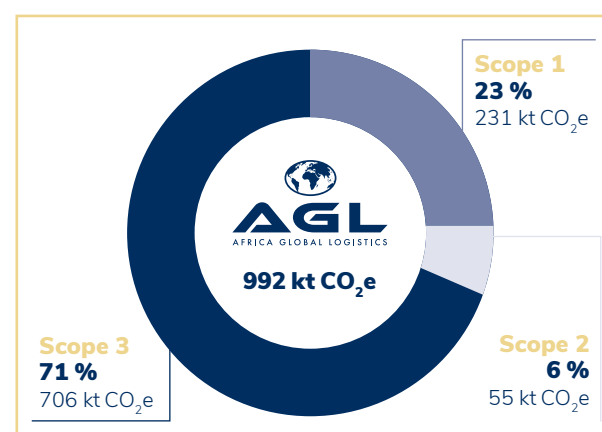
(accounting for about 23% of AGL's total emissions) Direct emissions are mainly related to the combustion of fuels used by port equipment, handling machinery, and truck fleets dedicated to freight transport.

Scope 2 - Indirect energy-related emissions

(accounting for about 6% of AGL's total emissions) These correspond to indirect emissions associated with electricity consumption at the Group's facilities.

Scope 3 - Other indirect emissions (of AGL's total emissions 71% of AGL's total emissions)

It includes emissions related to freight, fixed assets (equipment purchases, construction and port developments), as well as purchases of goods and services.



EVOLUTION OF EMISSIONS IN ABSOLUTE VALUE

In 2025, AGL's total CO₂ emissions increased by 10% compared to 2023 (baseline). This evolution is explained by several structural factors:

- Expansion of the reporting scope,
- Acquisition of new logistics and port equipment,
- Strengthening of truck fleets,
- Extension and modernization work on port infrastructure.

SCOPE OF ACTIVITY	Carbon footprint evolution 2025 vs 2023 (baseline)
AGL	+10%
Terminals	+6%
Logistics & Maritime	+7%
Rail	+0%

GHG Emissions Evolution

CARBON INTENSITY PERFORMANCE

Unlike emissions in absolute value, carbon intensity emissions (GHG emissions relative to activity indicators) show a decrease compared to the reference year (Scopes 1 and 2). This improvement is particularly notable in port activities.

The decrease in carbon intensity reflects AGL's sustained efforts in:

- Improving energy performance,
- Operational optimization,
- Progressive diversification of the energy mix.

SCOPE OF ACTIVITY	Carbon intensity evolution (scope 1 & 2, relative to revenue) 2025 vs 2023 (baseline)
AGL	-1,4%
Terminals	+0,7%
Logistics & Maritime	+2,5%
Rail	-3,9%

2- CO₂ reporting within the CSRD scope of MSC's cargo division.

FOCUS ON KEY DECARBONIZATION ACTIONS

Following its first Carbon Footprint assessment, AGL identified nine major decarbonization levers. Their deployment continues progressively within the Group's entities through concrete actions adapted to local realities.

Although the context remains challenging, notably due to the still limited availability of alternative solutions and inadequate local infrastructure, initiatives are multiplying to reduce the environmental footprint of operations.

Installation of solar panels at a Zalawi Whitehorse site



Renewable energy development

The transition to renewable energy is now well underway within AGL entities. The share of renewable energy in the Group's energy mix has increased, notably through the deployment of photovoltaic installations.

In Kenya, **Mombasa Container Terminal (MCT)** commissioned a solar power plant that now covers approximately 60% of its electricity needs. An energy management tool has also been deployed to enable real-time monitoring of production, consumption, energy purchased from the grid, and avoided CO₂ emissions.

In South Africa, **Whitehorse Carriers** continues to invest in installing solar panels at its depots, covering up to 100% of daytime electricity needs. This momentum is expected to extend to other Group sites.

These initiatives illustrate the mobilization of AGL entities to the energy transition. Beyond reducing CO₂ emissions, the use of renewable energy helps strengthen site energy independence and better control energy costs, while consolidating AGL's positioning as a sustainable logistics player.



Integration of alternative fuels, AGL Kenya

Alternative fuel integration

AGL Kenya is a successful example of integrating alternative fuels into transport operations. In 2024, AGL Kenya launched a biodiesel deployment test for its trucks. In 2025, this test became an operational reality with around twenty trucks in the fleet running entirely on biodiesel. Nearly 273,000 litres of biodiesel were consumed during the year, a volume twice that of 2024.

In Nigeria, AGL is also beginning its energy transition with LPG-powered equipment. In 2025, the entity doubled its fleet of LPG-powered forklifts, making AGL Nigeria one of the first Group entities to experiment with this alternative fuel.

Compared to diesel equipment, LPG enables:

- A reduction of approximately 20% in CO₂ emissions,
- A significant reduction in NO_x emissions, fine particles, and fumes, thus contributing to a notable improvement in air quality in warehouses.

The operational benefits are also tangible: cleaner combustion, reduced maintenance needs, extended equipment lifespan, and improved working conditions thanks to quieter operation.

Continued electrification of equipment

Equipment electrification is a structural pillar of AGL's decarbonization path. It allows for diversification of the energy mix while reducing dependence on fossil fuels.

Côte d'Ivoire Terminal fully embodies this ambition, with an entirely electric equipment fleet. This transformation was made possible by the reliability of the electrical grid in Côte d'Ivoire, an essential condition for large-scale electrification.

At the port activity level, more than 37% of equipment (STS, RTG, yard tractors, etc.) is now electric. In 2025, AGL invested in more than thirty new pieces of electric equipment, confirming the momentum underway.



Electric buses for free staff transport, AGL Cameroon and SOCOPAO

Other levers being deployed

Other levers are also being deployed to accelerate the environmental transition and strengthen the sustainable performance of operations.

Evaluation of green certificate use

AGL is actively exploring opportunities related to integrating green certificates into its energy projects. This approach aims to identify, within the various entities, existing or ongoing projects that could integrate certification mechanisms to valorise the use of electricity from renewable sources. The goal is to anticipate these opportunities of integrating such green certificates from the project design phase, to activate these mechanisms when technical, operational, and regulatory conditions allow.

By strengthening the traceability of electricity consumed and analysing available certification schemes according to local contexts, AGL continues its efforts to structure a more sustainable energy trajectory.

Development of sustainable mobility solutions for employees

Notably Through the progressive introduction of electric buses. Thus, AGL Cameroon and SOCOPAO have provided electric buses for free employee transport. A project that symbolizes our willingness to work towards the quality of life of our employees and reducing the environmental footprint of our activities.

Responsible digital practices

In March 2025, on Digital Clean Up Day, AGL's IT and QHSE & CSR teams jointly organized a collaborative workshop dedicated to responsible digital practices, focused on the presentation and application of the 5S method applied to the digital world. This event aimed to raise employee awareness of good digital practices, particularly in terms of data management, use of digital tools, and reduction of unnecessary uses. By encouraging more sober and responsible behaviours, this initiative's aim is to reduce the environmental footprint associated with the company's digital uses.



OBJECTIVES	PROGRESS AS OF 31 / 12 / 2025
Reduce carbon intensity (tCO ₂ /revenue) compared to 2019 (scopes 1 and 2)	In 2025, AGL's carbon intensity is 98.7 compared to 129 in 2019 (scopes 1 and 2). A decrease of almost 25%
Establish a climate trajectory harmonizing approaches across different entities	Objective achieved in 2024. By 2025, working groups focused on 9 major decarbonization themes had been established, and lead organizations had been identified for 4 of them. The first initiatives will be launched in 2026
Continuous optimization of GHG emissions reporting across all 3 scopes (accuracy, reliability, monitoring)	Objective achieved. AGL's carbon calculator was made more reliable in 2025. It will continue to evolve according to changes in emission factors and reporting standards. Data collection remains a controlled process to ensure source data reliability
Reduce the share of fossil-based energy in favour of electricity	The Green Terminal label has been revised and is now available in version 2, integrating a new theme related to energy performance. 38 AGL entities now hold at least one internationally recognized environmental certificate (ISO 14001, etc.)

Mitigating the risk of pollution and industrial accidents

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLANS (ESMP)

AGL establishes and deploys Environmental and Social Impact Assessments, accompanied by an ESMP for its development projects with environmental impact.

For example, the ESMP implemented by CAMRAIL reflects an integrated approach to responsible and sustainable management applied to all its rail activities. In 2025, actions outlined in the Annual Work Plans (AWP) achieved completion rates above 80%. These results reflect a concrete undertaking to industrial safety, environmental protection, and the well-being of neighbouring communities.

As part of the ESMP deployment, CAMRAIL strengthened its organizational structure by creating an Environment and Social Department, recruiting a permanent environmental consultant, and acquiring equipment dedicated to pollution risk prevention and management.

To this end, the company has now fifteen anti-pollution kits, four motor pumps, four 60 m³ reservoir tarpaulins for emergency transfer operations, as well as a contaminated soil treatment facility at the Bassa site.

In terms of industrial accident prevention, CAMRAIL strengthened controls on firefighting equipment and pollution control devices, particularly on trains transporting hydrocarbons, while optimizing storage times for hazardous materials.

Furthermore, the company structured the management of its rail waste through dedicated collection systems, secure storage areas, and partnerships with approved service providers for waste treatment and recovery.

Pollution prevention is another priority, with the establishment of secure handling areas, rehabilitation of water treatment infrastructure, and regular effluent analysis.



Anti-pollution kits, AGL Cameroon

ICMC CERTIFICATION DEPLOYMENT FOR MINING LOGISTICS

As part of developing its mining logistics activities, particularly for cyanide transport, AGL is strengthening its certification footprint according to the requirements of the ICMC (International Cyanide Management Code).

The Group thus plans to certify two new entities according to this international standard, AGL Guinea

and AGL Ethiopia. They will join the five already certified entities (AGL Ghana, AGL Senegal, AGL Côte d'Ivoire, AGL Burkina Faso, and SOGECO).

A structured ICMC requirements deployment program, jointly led by QHSE and Transport teams, has been defined according to a 2-phase approach:

PHASE 1 Preparation and Structuring

Identification of road-related risks and potential emergency situations, implementation of adapted control measures, development of transport and emergency response plans, deployment of associated training, and ensuring compliance of practices with ICMC requirements as well as applicable local regulations.

PHASE 2 Operational Deployment and Certification

Implementation of measures defined in the transport plan during convoys, conducting emergency exercises to test scenarios provided in the emergency plan, and certification audit by an accredited third-party organization.

This approach illustrates AGL's desire to position itself as a responsible partner in mining logistics, placing operational safety, personal protection, and environmental respect among its priorities.

ENVIRONMENTAL INDICATOR MONITORING AND TRACKING

AGL analyses and consolidates its main environmental indicators on a monthly basis, covering notably water, electricity, and fuel consumption. Each entity has set specific objectives that are monitored monthly, enabling:

- **Measurement** of progress achieved,
- **Identification** of gaps and areas for improvement,
- **Adaptation** of action plans as close as possible to operational realities.

This structured monitoring also allows AGL to have a consolidated view of its GHG emissions, on scopes 1 and 2, to better understand their origin and guide controllable reduction levers.

This approach aims at better controlling consumption, strengthening the company's environmental performance, and is inscribing its actions in a continuous improvement dynamic.

OBJECTIVES	PROGRESS AS OF 31 / 12 / 2025
All entities have communicated AGL's HSE policy (or adapted local policy) to their employees	Objective achieved with more than 95% of legal entities having communicated the HSE policy to their employees
More than 95% of legal entities covered by an environmental management system 70% of legal entities covered by an environmental management system have at least one site certified or labelled by an environmental standard (e.g., ISO 14001, Green Terminal, etc.)	Objective achieved: ■ More than 95% of legal entities apply AGL's integrated QHSE management system. ■ More than 75% of legal entities have at least one site certified or labelled environmental management system
More than 95% of legal entities required to store or transport hazardous materials equipped with pollution prevention devices	Objective achieved with over 95 per cent of entities involved in the handling and/or storage of hazardous materials reporting that they are equipped with a pollution prevention system
More than 95% of entities having declared at least one industrial site must have conducted an environmental analysis within the past two years	Objective close to be achieved with more than 95% of entities that specify having industrial sites declare having conducted an environmental analysis (assessment of significant environmental aspects), of which 92% declare having updated it within the past 2 years

Enhancing waste treatment and water management

Managing environmental impacts related to waste management and water resource use is a major challenge for AGL. To this end, the company deploys initiatives aimed at reducing waste production, strengthening waste recovery, and improving water consumption across all its sites.

Through an approach based on prevention, recycling, employee awareness, and continuous improvement of operational practices, AGL does its best to contribute to the preservation of natural resources and the responsible development of the territories where we operate.

RAISING AWARENESS AND MOBILIZING EMPLOYEES FOR THE ENVIRONMENT

AGL conducts numerous awareness and mobilization actions among its employees to strengthen the Group's environmental culture and encourage the adoption of responsible practices.

Through awareness campaigns, training, days dedicated to the environment, and local initiatives led by teams, AGL promotes everyone's involvement in reducing their environmental footprint and participating in achieving the Group's sustainable development objectives.

For example, AGL France organized interactive workshops at its headquarters (July 15 and 16), dedicated to plastic pollution. These discussion sessions raised employee awareness, encouraged collective reflection, and challenged individual practices through participatory formats, in a caring and collaborative atmosphere.

To anchor good practices, AGL Côte d'Ivoire launched a monthly environmental campaign, deployed from November 2025 to June 2026. The objective of this initiative is to raise employee awareness of more responsible water and energy resource management, through a progressive and educational approach. Each month, a specific theme is defined and serves as a guiding thread for awareness actions.

The campaign began in November with the theme of "awakening," focused on awareness of resource waste. It relies on a series of comic strips illustrating

concrete situations that employees may face in their daily professional lives.

This approach will be enriched by other complementary mechanisms, such as gamification actions, calls to action, dissemination of good practices, and eco-gestures.

Through this program, AGL Côte d'Ivoire aims to develop collective environmental awareness.



On World Clean Up Day (September 20), AGL Congo organized a large-scale cleaning operation over more than 40,000 m² of backfill area within its logistics zone.

This action demonstrates the strong mobilization of employees, subcontractors, and suppliers, collectively engaged in reducing the environmental impact of activities. It is part of the implementation of programs aimed at promoting eco-responsibility and strengthening the involvement of local stakeholders around environmental issues.

ACTING LOCALLY FOR BETTER RESOURCE MANAGEMENT

Because environmental issues are primarily addressed at the territorial level, AGL encourages its entities to develop initiatives adapted to local realities in order to preserve natural resources and reduce their environmental footprint.

"Cappy clippy, every cap counts" (AGL South Africa)

On World Environment Day, AGL South Africa launched the initiative "Cappy clippy, every cap counts," a project with dual environmental and social impact aimed at combating plastic pollution while addressing an inclusion issue.

The entity partnered with WastePlan and the Sweethearts Foundation to collect plastic caps intended to be recycled and to fund wheelchairs for people with disabilities. To symbolize the initiative, a heart-shaped collection point was installed on site.

Thanks to strong employee mobilization, the initial goal of 500 kg of plastic caps was largely exceeded, with 800 kg collected, thus enabling the funding of one wheelchair. Given the success of this initiative and the benefits generated, both environmental and social, AGL South Africa plans to make this action permanent in the long term.

Recovering paper and cardboard waste (AGL Senegal)

For several years, AGL Senegal has been pursuing a circular economy approach through a partnership with a local player specialized in the collection, recycling, and recovery of waste. Each year, the entity entrusts its paper and cardboard waste to this service provider, which transforms it into honeycomb egg trays used to protect and package eggs.

In 2025, this initiative enabled the recovery of more than 9 tonnes of paper waste, resulting in the production of approximately 150,000 honeycomb trays used by local farmers and producers. Beyond its environmental impact, this initiative also generates positive social outcomes by supporting local employment: more than 75 young people are mobilized within the waste treatment and recovery value chain..

Wastewater recycling (Pemba Terminal Services)

As part of its sustainability approach, Pemba Terminal Services (AGL Mozambique) has implemented a wastewater treatment system within its operational areas. This facility is dedicated to treating wastewater generated by office and warehousing activities, with a treatment capacity of 15 m³ per day. In 2025, nearly 2,793 m³ of wastewater were treated.

This initiative helps reduce polluting discharge into natural environments and limits the degradation of surrounding ecosystems. In the medium term, the treated water will be reused for operational purposes, particularly for cleaning storage areas, thereby contributing to more responsible, circular, and efficient management of water resources



On **World Environment Day** (June 5), Abidjan Terminal organized a cleanup operation of the water body located in the immediate vicinity of its quays. This initiative aimed to combat plastic pollution, particularly that from household waste deposited in the lagoon.

The plastic waste collected during this operation will be recycled and transformed into garbage bins, intended to be donated to local municipalities in support of their public sanitation actions. This approach illustrates AGL's willingness to combine aquatic ecosystem protection, circular economy, and support for local communities.

These workshops are part of a comprehensive approach aimed at strengthening environmental culture within the Group and promoting the adoption of more responsible behaviours daily.

OBJECTIVES	PROGRESS AS OF 31 / 12 / 2025
Implement a 4R strategy: reduce, repair, recycle, reuse	Implementation of the 4R strategy depends on locally available channels. Research to further optimize reuse and recycling is ongoing
Reduce water consumption by 3%	Local actions to reduce consumption, rainwater harvesting and treatment, etc. Water consumption remained stable compared to 2024 (+1.3%), for a higher volume of reported activity

Protecting and preserving biodiversity

AGL is committed to contributing to the preservation of ecosystems. Working closely with local stakeholders, the company is progressively integrating biodiversity considerations into our actions, and deploys concrete actions to restore ecosystems, protect species, and reduce the impact of its activities on natural environments.

CONDUCTING A BIODIVERSITY IMPACT STUDY

In collaboration with the MSC Cargo Division, AGL has launched a study aimed at analysing the impact of its activities on biodiversity and mapping sites located in areas of remarkable biodiversity. This process began with an analysis of numerous databases (in particular the Integrated Biodiversity Assessment Tool - IBAT), enabling the screening of Protected Areas and Key Biodiversity Areas (KBAs) and the creation of a biodiversity profile for each site analysed.

This profile identifies the main biogeographic and environmental characteristics of the areas concerned, including the potential presence of mangroves, coral reefs, seagrass beds, protected areas, and sea turtle nesting sites nearby that could be affected by the company's activities.

This initial analysis was supplemented by interviews with sites identified as priorities, to confirm the sensitivity of the environment and the mitigation or offset measures already undertaken.

The goal is to develop and roll out biodiversity management plans tailored to local specificities. Aware of the exceptional richness of the African continent in terms of biodiversity, AGL intends to strengthen its approach to reducing the impact of its activities on ecosystems, while relying, where possible, on a partnership-based approach that involves local communities.

Forest restoration initiatives (AGL Côte d'Ivoire)

AGL Côte d'Ivoire has launched an ecological restoration initiative in partnership with the YES Foundation, aimed at rehabilitating a two-hectare forest plot in Assinie that had been degraded by recurrent bushfires.

As part of a reforestation drive, AGL employees were mobilized to plant 2,200 young Gmelina saplings. The YES Foundation provides technical monitoring and maintenance of the plantations to enable their proper growth and long-term survival. According to available estimates, the restored area is supposed to start capturing CO₂ in year 4.

Beyond carbon sequestration, this initiative contributes to the regeneration of degraded soils, the strengthening of local biodiversity, and the restoration of the forest's ecological functions.

BIODIVERSITY PLAN: "NO NET LOSS FOR SEA TURTLES" (MERIDIAN PORT SERVICES)

The construction of Terminal 3 at the Port of Tema (operated by MPS) resulted in the alteration of certain beaches historically used as nesting sites by several species of sea turtles. To offset this habitat loss, a dedicated Biodiversity Action Plan (BAP) for sea turtle protection was implemented, with the goal of achieving no net loss of biodiversity.

This plan led to the creation of a compensation beach dedicated to nesting in the Ningo Prampram area. The approach adopted combines:

- Ecological monitoring of turtle populations,
- Restoration and protection of habitats,
- Community awareness-raising activities.

A central element of this initiative is the establishment and operation of the New Ningo hatchery, which has already enabled the release of more than 60,000



To mark World Mangrove Day, tree-planting initiatives were organised with riverside communities, AGL Benin

turtle hatchlings into the ocean. Through regular site monitoring and the active involvement of neighbouring communities, MPS has helped establish a sustainable and secure nesting environment.

Notably, 5 of the 7 sea turtle species found worldwide frequent Ghana's coastal waters, underscoring the strategic importance of these actions for marine biodiversity conservation.

Riverside fishing communities, AGL Ghana



Supporting fishing communities (MPS)

As part of its pledge to social inclusion and the resilience of vulnerable communities, MPS has developed an alternative livelihoods program for local fishing communities. This program addresses a dual challenge:

- **Social**, by offering new career prospects to young people from five fishing communities;
- **Environmental**, by helping

to reduce pressure on fishery resources affected by port activity.

In total, hundred beneficiaries were supported. Participants completed vocational training programs lasting 3 à 6 months, enabling them to transition to alternative economic activities beyond fishing. The training offered covered a wide

range of trades, including cosmetics and design, beauty and skincare, catering, and heavy equipment operation (cranes, forklifts, etc.).

This program is a concrete lever for diversifying livelihoods while contributing to the preservation of marine ecosystems through a gradual reduction in dependence on fishing.



Fostering inclusive trade

Connecting territories and contributing to local economies

DEVELOPING CORRIDORS THROUGH INTEGRATED LOGISTICS SOLUTIONS

Territorial connectivity is a key driver of economic development and regional integration. By linking production areas to national and international markets, the Group helps opening-up economies, streamlining trade, and enhancing the attractiveness of territories.

This ambition translates into an integrated logistics approach and investments aimed at reducing the fragmentation of supply chains by combining port infrastructure, rail networks, road and river transport solutions, and inland logistics platforms. By developing high-performance corridors, AGL helps facilitate and streamline the flow of goods, reduce transport costs, and improve the competitiveness of local sectors, particularly agriculture, industry, and mining.

Beyond infrastructure, AGL acts as a partner to governments and local economic players in building genuine ecosystems. This involves developing industrial and logistics zones, supporting local SMEs, and promoting solutions tailored to the specificities of each territory.

AGL also frames its actions within a logic of inclusive development, ensuring that projects benefit local populations and contribute to balanced territorial planning. By keeping on bringing production areas closer to consumption centres, the company actively participates in the economic transformation of the countries in which it operates.

Connecting territories sustainably and supporting local economies, AGL helps build more resilient value chains that create jobs and generate shared growth.



Logistics hub in Ferkessédougou, AGL Côte d'Ivoire

THE FERKESSÉDOUGOU LOGISTICS HUB

In Côte d'Ivoire, AGL has invested in a logistics hub in Ferkessédougou, including cold chain infrastructure and refrigerated warehouses. The company has also deployed its own teams on site to operate and supervise the cooling station, including engineers and agricultural engineers.

AGL has set up a network of local partners to manage the first link in the chain, from the production site to the cooling station. In doing so, the company has created jobs within these partner companies and trained their teams to improve both the speed of operations and product quality between harvest and refrigeration.

At the same time, by structuring these logistics corridors and giving producers access to international markets, they have been able to benefit from expanded commercial opportunities.



Delivery of a Sitarail wagon, AGL Côte d'Ivoire



Five-Year Plan, AGL Cameroon

CAMRAIL'S IMPACT ON ITS SUPPLIER ECOSYSTEM AND LOCAL VALUE CHAINS

Since the start of its concession, CAMRAIL has developed a local supplier ecosystem to meet the needs related to rail operations and reduce dependence on foreign providers. Today, CAMRAIL works with more than 300 Cameroonian companies to purchase of local goods and services.

In 2025, all repairs of General Electric (GE) locomotive compressors, previously sent to the United States (where they are manufactured), are now carried out locally by AGL staff in its own workshops, with support from the École Supérieure des Métiers du Ferroviaire (ESMF) in Bobo Dioulasso.

This strategy deployed by CAMRAIL helps strengthen operational autonomy and reduce turnaround times and costs. It also supports the launch of a pan-African rail maintenance centre in Douala (10 workshops, over 340 employees), serving the entire African rail market.

It should also be noted that in September, as part of the implementation of the Five-Year Plan 2 for railway infrastructure rehabilitation, a decisive step toward the modernization of Cameroon's rail network was taken through the organization of the Preliminary Market Consultation. This major modernization plan, worth nearly 490 million euros (financed by the World Bank, the EIB, and the AFD), in which CAMRAIL acts as delegated project owner, will have a significant impact on the local economic fabric.

Putting compliance at the heart of our activities

Compliance is a fundamental pillar of AGL's governance and business conduct. This pledge, driven by senior management, is embedded throughout the company and reflected in engagement at every level of the Group.

SETTING A CLEAR AND SHARED ETHICAL FRAMEWORK

AGL's compliance approach is based on its Code of Conduct, which sets out the company's core principles and commitments, particularly regarding:

- **The fight** against corruption and influence peddling;
- **Compliance** with international sanctions;
- **The prevention** of money laundering and terrorist financing.

Accessible to all stakeholders, both internal and external, in various languages, the Code of Conduct is published on AGL's website. It is also communicated to business partners and widely distributed among employees, particularly as part of onboarding programs for new hires.

Building on this approach, a Supplier Code of Conduct was developed in 2025 (and published in early 2026). This document, developed with input from all relevant support functions, aims to promote AGL's ethical and compliance requirements among its business partners.

Besides, AGL provides, via its website, a professional whistleblowing platform accessible to all its employees and third parties. By ensuring the confidentiality of reports and the protection of whistleblowers, the Group reaffirms its continued dedication to responsible governance in compliance with the requirements of the French Sapin II and Wasserman laws.

RAISING ONGOING AWARENESS OF COMPLIANCE ISSUES

The year is marked by several key moments that help strengthen the Group's compliance culture, including:

- **World Whistleblower Day** (June 23),
- **African Anti-Corruption Day** (July 11),
- **International Anti-Corruption Day** (December 9).

On International Anti-Corruption Day, AGL and its subsidiaries reaffirmed their commitment through a large-scale awareness campaign this year focused on combating money laundering and terrorist financing. Deployed in various formats to all employees, this initiative illustrates the Group's determination to sustainably promote ethics, integrity, and compliance.

AGL's Ivorian subsidiaries organized, in partnership with Côte d'Ivoire's National Financial Information Processing Unit (CENTIF) and in the presence of business partners, a seminar highlighting AGL's undertaking to combating corruption, money laundering, and terrorist financing.

AGL Liberia, in collaboration with the Office of the Ombudsman, brought together government officials, students, and civil society partners to raise awareness of the threats that corruption and money laundering pose to national development.

ROLLING OUT A STRUCTURED AND TRANSPARENT ANTI-CORRUPTION PROGRAM

AGL's anti-corruption compliance program, available on its website, reflects the Group's pledge to transparency toward all its stakeholders. It is built on three pillars and eight measures, covering the entire risk management cycle:



BUILDING AND REINFORCING A CULTURE OF COMPLIANCE TO DRIVE ACTION

AGL continues to actively spread a culture of compliance across all its entities. Regular awareness campaigns on the Code of Conduct and targeted training programs are implemented to help embed ethical practices for the long term.

In 2025, 2 e-learning courses on third-party management and international sanctions were rolled out, with a target of training at least 90% of exposed employees. These initiatives achieved high participation and completion rates:

95 %
for the third-party management training

92 %
for the international sanctions training

In parallel, various communications (compliance newsletter series, posters, animated videos, emails, e-learning modules) were distributed to reach as many people as possible, reinforce understanding of key messages, and strengthen employees' day-to-day vigilance.

PROMOTING RESPONSIBLE BUSINESS RELATIONSHIPS WITH OUR PARTNERS

AGL has strengthened its system for assessing and managing its business partners (customers, suppliers, intermediaries) through dedicated procedures and the deployment of new tools (cf "Strengthening our responsible procurement policy").

This approach aims to systematize and deepen due diligence, in a logic of risk management and compliance. In this context, almost all third parties working with French entities have been assessed. The rollout of this approach continues in other countries where the Group operates.

In addition, to carry out these third-party assessments, which are increasing in number each year, AGL has established a dedicated team of analysts within its Shared Service Centre based in Kigali, Rwanda. This team supports all Group subsidiaries in their compliance and third-party assessment efforts.

INTERNATIONAL SANCTIONS AND EXPORT CONTROLS

Given the growing number of applicable sanctions regimes, AGL has implemented a procedure covering international sanctions and export controls. This vigilance is exercised across our entities and activities of the Group, in compliance with applicable regulations (European Union, OFAC, SECO, among others).

Strengthening our responsible procurement policy

Building on actions already underway, 2025 marks a new stage in the structuring and rollout of AGL's responsible procurement approach, through the deployment of new tools, skills development, and continuous improvement of practices.

DEPLOYING NEW TOOLS

The implementation of the Third-Party Risk Management tool is one of the key levers for strengthening risk management and improving the fluidity of procurement processes across the Group.

It has enabled the centralization, within a single interface, of key supplier information (administrative data, required documents, compliance and sustainability checks) previously collected across three separate platforms.

BUILDING SKILLS AND A CULTURE OF RESPONSIBILITY

Awareness and training initiatives have also been strengthened to sustainably embed a culture of responsible procurement within teams and the supplier ecosystem. By the end of 2025, at the central purchasing level, all active suppliers had been sent the Responsible Procurement Charter, and over 95% of them had signed it.

These initiatives reflect AGL's ambition to make procurement a structuring lever for its overall performance, combining operational efficiency, risk management, and a positive contribution to environmental and societal issues.

An e-learning module on "Sustainable / Responsible Procurement" developed over the course of the year will be launched during 2026. It will help raise

awareness and train a larger number of employees on these issues and best practices. This initiative is complemented by the organization of Responsible Procurement webinars, fostering the sharing of experience and team alignment.

CONTINUING THE ELECTRIFICATION OF EQUIPMENT

In addition, the company has stepped up its equipment electrification efforts, with increased investment. In 2025, 60 electric vehicles were acquired for the Pointe Noire and Côte d'Ivoire Terminal (CIT) terminals, reflecting the Group's determination to reduce the carbon footprint of its operations while modernizing its equipment.



Terberg Terminal Tractors, Congo Terminal



Other entities have supported this fleet electrification effort, notably Freetown Terminal, which ordered 2 Shacman E/C electric terminal tractors (delivered in early 2025). 31 RTG were also ordered for the terminals of Pointe Noire (Mole Est project), Cotonou (extension project), and Tema.

In 2025, this momentum continued with an increase in electric investments, marked by the acquisition of 60 additional Terberg eTerminal Tractors for Congo Terminal and Côte d'Ivoire Terminal, confirming the Group's efforts for more sustainable operations and reduction in its emissions.

CONTINUING TO MONITOR RESULTS AND ANALYSE PRACTICES

Fleet management is evolving with the introduction of connected systems, including onboard tracking devices and telematics technology used to collect and analyse data.

These solutions provide precise monitoring of fuel consumption, help reduce accidents by using cameras, and make it possible to assess the impact of driving behaviour on fuel consumption.

The analysis generated by these tools supports the development of eco-driving training programs, route optimization, and more regular vehicle maintenance, delivering benefits in terms of safety and operational performance.

CONDUCTING SUPPLIER AUDITS

The first supplier audits have been carried out to compare formal commitments with practices observed in the field. In 2025, these audits, conducted by an independent firm over a period of approximately three months, covered ten strategic and new suppliers. They help verify the proper management of procurement and waste, as well as compliance with applicable environmental, social, and regulatory standards.

These assessments help identify concrete areas for improvement and support partners in a continuous improvement process, in line with AGL's requirements regarding ethics, respect for human rights, and environmental performance, while strengthening transparency throughout the supply chain.

Acting in favour of employment, skills development and local value creation

Skills development is a central component of AGL's sustainability undertakings. In 2025, the Group significantly expanded its training offering to support the upskilling of its employees and partners, everywhere it operates. In total, 577,000 hours of training were delivered.

EXPANDING THE TRAINING CATALOG AND OFFERING

The My A'cademy platform, a key digital pillar of the training strategy, has more than 12,500 active users and provides access to more than 5,000 soft skills resources. This reflects AGL's ambition to making training accessible to as many people as possible, fostering continuous learning.

My A'cademy by AGL now offers 117 training programs, combining in-person and e-learning formats, covering managerial, job-specific, and regulatory skills. This structured offering includes four management courses, a Sales Academy, as well as specialized paths in logistics, shipping, and port operations, along with regulatory training in compliance and QHSE (Quality, Health, Safety, Environment).

Sales A'cademy: a performance-driven training investment

In a competitive environment marked by strong growth in commercial activity, AGL continues to invest in developing its teams' skills. It was in this context that the Sales A'cademy was launched in 2025, a long-term program designed to strengthen commercial performance, harmonize practices, and instil a shared customer culture across

the Group. Its objective is twofold: to develop the key skills of our sales teams and generate a measurable impact on business results.

It is structured around 3 Sales & Customer Excellence pathways delivered in a hybrid format, and 12 days of training for the Sales Managers pathway, focused

specifically on performance management and the manager-coach role. Its multi-country rollout is progressive, prioritizing high-stakes business areas.

The Sales A'cademy positions training as a strategic investment, directly aligned with AGL's business priorities, performance expectations, and efficiency goals.

Spotlight on Senegal

Senegal, the first pilot country for the Sales A'cademy, has provided particularly encouraging feedback. After 8 months of implementation:

27 employees trained
(sales teams, Customer Operations, and managers)

6 modules completed, combining sales fundamentals, customer excellence, and sales management

These results confirm a key point: structured skills development for teams directly contributes to sales performance, provided it is supported and managed over the long term.

MANAGEMENT AND LEADERSHIP PROGRAM
This program offers 4 tracks tailored to the profiles of AGL managers:

- **To support** managers in their professional development,
- **To address** strategic challenges,
- **To develop** managerial skills like a tree grows: establish a strong foundation, strengthen stance, extend influence, and ultimately gain strategic perspective.



ENHANCING

the strategic impact and inspirational leadership of members of the Executive Committee and cross-functional managers.



DEVELOPING

a strategic management approach for department heads



STRENGTHENING

the key skills of executives and department heads.



LEARNING

the fundamentals of management for front-line managers.

STRENGTHENING AGL TRAINING CENTRES AND LOCAL ANCHORING

In addition to its overall training offering, AGL continues to strengthen its centres of expertise and skills development, closely aligned with operational realities and local needs. Numerous training and recruitment initiatives were carried out across several countries, illustrating the Group's aspiration to creating local value.

In Côte d'Ivoire, training programs were delivered for dockworkers, terminal tractor drivers, truck drivers, and port operators, including external partners. A'cademy Abidjan organized selection tests for 106

port operators in Pointe-Noire (Republic of the Congo) and 10 port operators in Cotonou (Benin), while also investing in train-the-trainer programs, including the training of 10 instructors in Congo to enable sustainable knowledge transfer.

These actions form part of a broader effort to support employment and professional integration through recruitment campaigns conducted with public employment agencies, locally organized job fairs, and support for vocational training programs, particularly in the railway and port sectors.

Engaging with local stakeholders to support development

Convinced that economic performance cannot be sustainable without strong local roots, AGL continues to work alongside communities, public authorities, and institutional partners to contribute to the economic and social development of the countries where the Group operates. This approach is based on a simple conviction: logistics infrastructure is a powerful driver of transformation whose benefits must sustainably serve local populations.

CONTINUING DIALOGUE WITH STAKEHOLDERS

In 2025, AGL continued implementing a stakeholder engagement policy based on dialogue, communication, and education to increase awareness of its activities and attempt to provide solutions tailored to local needs.

For example, SITARAIL's Executive Committee conducted an information tour from January 21 to 30 across the entire railway network between Abidjan and Ouagadougou, engaging with employees and promoting a positive social climate.

In January and February, Abidjan Terminal and the National Federation of Traders of Côte d'Ivoire (FENACI) also organized a national roadshow to explain cargo release procedures while promoting transparency and competitiveness for customers.

In February, CAMRAIL organized awareness campaigns with traditional authorities and communities living near railway lines to combat vandalism and protect railway infrastructure, passengers, and equipment.

Similar activities were conducted during the International Level Crossing Awareness Day (June 5).

STRENGTHENING RELATIONSHIPS WITH YOUNG PEOPLE

As part of its aspiration to developing human capital, AGL has continued its initiatives to engage with African youth, notably through field trips and open house events.

For example, SITARAIL opened its doors (April 17) to students majoring in transportation, logistics, and management at Umanis Business School and ISTAPEM (Higher Institute of Applied Technologies and Management) for a day of immersion in the world of rail operations. This event was part of their academic curriculum.

Similarly, the Port of Cotonou and Benin Terminal opened their doors (July 8) to students from Parakou to offer them an educational behind-the-scenes experience at a port hub.

These initiatives help align the needs of businesses with locally available skills, inspire career interest, and foster the emergence of new talent in the logistics, transportation, infrastructure, and digital sectors.



International Level Crossing Awareness Day, AGL Cameroon

STRENGTHEN SUPPORT FOR LOCAL ECONOMIC SECTORS

AGL aims to support strategic initiatives that foster the creation or growth of economic activities with a positive impact on local development.

In this spirit, AGL Côte d'Ivoire signed on (January) as a logistics partner for the National Cotton Producers' Days JNPCA (Africa's fourth-largest producer with 348,000 metric tons) and cashew producers (the world's largest producer with 1.2 million metric tons) by offering dedicated multimodal logistics solutions encompassing road and rail transport, warehousing, container loading, and export clearance procedures for shipping these products to Asia and Europe. This strong support for Côte d'Ivoire's export sectors was underscored by the company's participation and involvement in the Fruit Logistica trade show (February).

CONTINUE OUR EFFORTS TO SUPPORT ECONOMIC EMPOWERMENT

AGL continues its initiatives to promote the economic empowerment of local communities, notably by supporting entrepreneurship projects.

In May, Abidjan Terminal reaffirmed its pledge to education and entrepreneurship at the opening of the Élé Festival. On this occasion, 4 outstanding students from the Adiaké department and 6 young entrepreneurs were rewarded. The students received a laptop, a complete school kit, and a 100,000 CFA francs scholarship, while the entrepreneurs received financial support ranging from 250,000 CFA francs to 500,000 CFA francs to help bring their projects to fruition. This initiative illustrates Abidjan Terminal's undertaking to showcasing local talent and contributing to local economic development.

In July, in collaboration with the Fouban Multifunctional Youth Promotion Centre, SOCOPAO Cameroon provided integration kits (including industrial sewing machines, hairdressing and beauty supplies, and woodworking and mechanical equipment) to 53 young people, with the aim of fostering their empowerment and helping them realize their entrepreneurial projects.

In November, AGL Guinea, in partnership with the NGO "Les Icônes", supported 15 women who completed a training and social integration program in Boké. Upon completing the program, they received professional equipment, start-up funds, and training certificates, all designed to support the launch of their income-generating activities and strengthen their economic independence.

DEEPENING OUR APPROACH TO LOCAL CONTENT

In 2025, as part of the work carried out by AGL's Local Content task force whose mission is to support the structuring, alignment, and anchoring of local content challenges at every level of the company, from strategy to field operations AGL initiated the roll-out of an internal network of dedicated focal points.

This network is designed to pool expertise, foster knowledge sharing, and support initiatives across all subsidiaries through a co-construction approach. Its actions align with AGL's Local Content Policy, the strategic guidelines defined by the company, and a shared roadmap aimed at accelerating and harmonizing the implementation of our undertakings.

The ambition is to capitalize on the numerous initiatives and successes recorded across our various countries of operation to foster a genuine local content culture, driven by structured actions with measurable and lasting impacts.

More broadly, AGL continued its pledge to developing the local economy by prioritizing, whenever possible, the use of domestic suppliers and service providers, supporting the skills development of partner SMEs, and encouraging the emergence of local value chains.

Through this community-focused approach, AGL affirms its desire to be more than just a logistics operator: a trusted partner, involved alongside States, businesses, and communities to support the economic and social transformation of the regions where it operates.

Taking part in innovation

SUPPORTING TALENT: TECHNOLOGICAL INNOVATION AND ACADEMIC PARTNERSHIPS

In 2025, AGL strengthened its pledge to youth and innovation through robust academic collaborations.

In April, the Group won first prize in Kedge Business School's 2025 Corporate Open Innovation Challenge (competing against 73 other companies) thanks to a project co-developed with students. This project focused on improving performance management at our maritime agency in Walvis Bay, Namibia, through a smart dashboard. This success illustrates AGL's dedication to bridging the gap between academia and industry to collectively rethink the logistics of tomorrow" by placing young talent at the heart of its innovation initiatives.

In July, AGL Côte d'Ivoire also became the official sponsor of Technoxian 2025, the inaugural Ivorian edition of the international robotics competition. Hundreds of high school and university students developed robots designed for applications in agriculture, inclusivity, and industry. The top teams



From 28 to 31 July 2025, AGL Côte d'Ivoire was the official sponsor of the first Ivorian edition of the Technoxian international robotics competition, held at the Lycée Technique d'Abidjan.



Winning students of the KEDGE Business School's 2025 Open Innovation Enterprise Challenge

were selected for the world finals, confirming AGL's ambition to encourage STEM education, creativity, and technological entrepreneurship to prepare the next generation of African innovators.

YIRI AT THE HEART OF AFRICAN INNOVATION ECOSYSTEMS

In 2025, Yiri strengthened its integration into African innovation ecosystems by scaling up its open and collaborative initiatives. Its participation in VivaTech on June 11, 2025, marked an important milestone with the presentation of the Yiri model and the announcement of a strategic partnership between AGL and Digital Africa, a subsidiary of Proparco (Agence française de développement Group).

This collaboration aims to structure the identification, selection, and support of tech startups developing innovative solutions for the transport and logistics sectors on a pan-African scale. Within this framework, two innovation challenges will be organized in Côte



Signing of the partnership between AGL and Digital Africa at Vivattech 2025

d'Ivoire and Rwanda to select 10 high-potential startups. These companies will benefit from a dedicated support program, and the most promising among them will receive co-investment support to accelerate their growth.

The innovation centre also expanded its scope of action into Egypt. On June 24, Yiri represented AGL at the Innovation Logistics Summit Egypt in Cairo, where research work on port and supply chain optimization is an example for future cooperation with Egyptian universities and technology players.

ACCELERATING ENTREPRENEURIAL IMPACT: THE RISE OF THE ACCELERATE PROGRAM

The first edition of the Accelerate program highlighted AGL's ability to translate open innovation into concrete results. Over a 6-month period, 4 African startups received support at Yiri, including mentoring, workshops, and field trials.

During their final presentation (May 15), these companies demonstrated a strong alignment with the Group's operational needs, as illustrated by the integration of Alia, an intelligent legal assistant, and the deployment of the Tambour solution to improve the management of PPE (Personal Protective Equipment). These collaborations underscore the program's primary objective: to accelerate the adoption of innovative and relevant solutions for AGL's business lines.

Building on this success, AGL has expanded Accelerate to a pan-African scale, launching a call for applications from East African startups in Kigali (late November) as part of the Fuze x Accelerate program (in partnership with Digital Africa). The Group plans to continue this momentum in 2026 with a selection process dedicated to West Africa.



First cohort of the Accelerate programme at Vivattech 2025

This strategy reaffirms the program's mission to foster the annual emergence of African innovations applicable on a large scale, while strengthening ties between startups, industry experts, and the Group's logistics challenges.



Road Trace, the winning team of the AGL Group's first digital hackathon

UNLEASHING COLLECTIVE INTELLIGENCE: THE DYNAMICS OF AGL'S INTERNAL HACKATHON

In April, AGL brought its teams together for its first internal hackathon. Over the course of 48 hours, more than 50 employees (from Cameroon, Senegal, Morocco, and Côte d'Ivoire) brainstormed solutions aimed at transforming logistics operations. The winning team developed a smart mapping platform designed to optimize the planning of transport routes for oversized shipments.

This initiative illustrates AGL's support to fostering innovation on the ground and leveraging collective intelligence. This event helps strengthen employee engagement, stimulate cross-functional learning, and demonstrate that internal talent is a key driver of the Group's digital transformation.



The video link:
Hack'tion Recap - April 2025
English subtitles



Addressing social challenges

Promoting and safeguarding human rights

As an active participant of the UN Global Compact, AGL places the respect for and promotion of human rights at the heart of its sustainability approach. The Group therefore aligns with the UN Global Compact Ten Principles into its strategies, policies and procedures. In addition, the Group relies on key international frameworks, notably the International Labour Organization (ILO) conventions, and OECD recommendations, as well as applicable regulations, to promote responsible, ethical practices that respect fundamental rights across all its activities.

Among the measures implemented, the professional whistleblowing system serves as a key tool for detecting human rights violation risks. Accessible to all Group employees as well as external stakeholders, it is communicated regularly, notably during the integration of new hires via the welcome booklet, the intranet, and onboarding sessions.

In addition, AGL has developed an e-learning training module dedicated to human rights, integrated into its comprehensive sustainability awareness path. Intended for all employees, this training aims to strengthen their understanding of human rights issues in the professional environment, enabling them to identify at-risk situations and adopt appropriate behaviours to contribute to the respect and promotion of these fundamental principles daily.

CONTINUED IMPROVEMENT OF THE VIGILANCE PLAN

In accordance with the French Corporate Duty of Vigilance Law, AGL implements a vigilance plan designed to identify, prevent, and mitigate risks of severe violations of human rights, fundamental freedoms, human health and safety, and the environment. This system is part of a comprehensive due diligence approach covering all the Group's activities and its value chain.

Following the overhaul of the vigilance plan in 2024, the year 2025 was dedicated to extensive consolidation. Existing measures were enriched and better structured to more accurately reflect the operational frameworks effectively deployed within the Group. This approach notably made it possible to:

- **Provide** greater clarity on actions carried out under the human rights strategy,
- **Specify** the prevention, control, and mitigation mechanisms for the main identified risks,
- **Enhance** the visibility of monitoring and evaluation systems.

The review of the plan also improved consistency and alignment across the Group's various policies, procedures, and initiatives.

Measures relating to occupational health and safety, responsible procurement management, employee training and awareness, as well as supplier evaluation and support, were thus clarified and better integrated into the overall framework. Reporting, escalation, and grievance handling mechanisms were also strengthened.

The vigilance plan applies to all AGL subsidiaries and covers all Group activities (port, logistics, maritime, and rail), as well as suppliers and subcontractors with whom AGL maintains an established commercial relationship. It builds upon undertakings regarding respect for human rights, as formalized in its dedicated charter, and aligns with key international reference standards.

Through this continuous improvement approach, AGL reaffirms its pledge to strengthening the management of its non-financial risks and promoting responsible practices throughout its value chain.

REVIEW OF CSR CHARTERS

In order to strengthen the appropriation of its sustainable commitments by all its stakeholders (employees, clients, commercial and financial partners), AGL has updated its reference charters: the Sustainable Development Charter, the Human Rights Charter, the Diversity and Inclusion Charter, and the Responsible Procurement Charter.

Aligned with the sustainability strategy as well as key international regulations and standards, these charters form the foundation of AGL's continued dedication to sustainable development. They define the Group's strategic directions, their operational implementation, and the associated monitoring mechanisms:

- **The Sustainable Development Charter** formalizes AGL's ambition to contribute to inclusive, responsible, and resilient development, with a particular focus on reducing the environmental footprint of logistics activities. **The Human Rights Charter** reaffirms AGL's commitment to respecting and promoting human rights across all its activities and its value chain.
- **The Diversity and Inclusion Charter** reflects AGL's commitment to promoting equal opportunities, combating discrimination, and supporting the integration of young people.
- **The Responsible Procurement Charter** governs relations with suppliers and subcontractors to promote responsible practices.

LAUNCH OF A HUMAN RIGHTS AUDIT PROGRAM

As part of strengthening its vigilance plan, AGL launched a dedicated human rights audit program in 2025. To guarantee the independence, objectivity, and rigor of the process, these audits were entrusted to an external firm (Bureau Veritas) responsible for conducting on-site field assessments of its entities and partners.

In total, 5 AGL subsidiaries and 10 suppliers were audited. The selection of the concerned entities relies on a risk-based approach, integrating the results of the risk and impact mapping conducted as part of the vigilance plan, the geographical location of activities particularly in areas deemed high-priority, the sensitivity of the business sectors involved, and stakeholder expectations.

This program made it possible to evaluate existing practices and identify areas for improvement to strengthen the alignment of operations with the Group's human rights undertakings. The audits led to the implementation of action plans aimed at reinforcing prevention, improving risk management, and limiting potential impacts related to AGL's activities and its supply chain.

As part of a continuous improvement approach, AGL expects to sustain this program by, if possible, renewing it every year, in order to track progress, evaluate the effectiveness of the actions undertaken. These renewals' goal is to progressively mature the frameworks.

Beyond compliance with regulatory requirements, this program also serves as a lever for dialogue, awareness-raising, and support for subsidiaries and suppliers. It helps strengthen the understanding and appropriation of AGL's human rights undertakings, while promoting the dissemination of responsible and sustainable practices across its entire value chain.

Supporting excellence and professional integration

Diversity, fairness, and inclusion are key pillars of AGL's human resources strategy and social policy. Convinced that collective performance is built on a diversity of talent, the Group is implementing initiatives aimed at promoting pluralism, as well as a fair and inclusive work environment.

As part of this effort, AGL signed an agreement (April) with the labour unions at its headquarters regarding professional equality, quality of life at work, and

improved working conditions, reaffirming its support to equity, inclusion, and employee well-being.

In addition, the Group continued to strengthen its recruitment processes to promote transparent and non-discriminatory practices. Awareness-raising and training initiatives -notably through the "Recruiting Without Discrimination" module- were conducted for recruiters and managers to promote equal opportunity at every stage of the recruitment process.

PROMOTING WOMEN'S LEADERSHIP AND STRENGTHENING WOMEN'S ROLE IN LOGISTICS

AGL deploys numerous initiatives designed to promote diversity and strengthen the role of women in transport, logistics, and infrastructure professions. The Group carries out initiatives aimed at enhancing the attractiveness of its professions to women, supporting their professional development, and promoting female leadership paths at all levels of the organization.

In 2025, women accounted for nearly 20% of the Group's workforce and occupied 26% of management positions, demonstrating AGL's efforts to progressively reinforcing their representation in positions of responsibility and decision-making.

On International Women's Rights Day (March 8), AGL's subsidiaries organized multiple awareness-raising and professional equality initiatives: webinars, conferences, communication campaigns, mentoring programs, and partnerships with specialized associations. These initiatives notably aim to encourage women's access to technical and logistics professions as well as roles of responsibility.

On March 20, AGL organized, in partnership with Jeune Afrique and Women Working for Change, a webinar for all its subsidiaries dedicated to the theme "Women at the Heart of Intra-African Trade Development." This event highlighted the impact of female leadership on the economic transformation of the continent and on the development of regional trade.

Under the AG'elles initiative, several campaigns highlighting the role of women in African economic transformations were also conducted. In Kenya, for instance, communication initiatives showcased the essential contribution of women to the coffee industry. From production to export, they innovate, engage in entrepreneurship, and actively participate in the development of intra-African trade.



On March 7, **AGL's entities in Côte d'Ivoire** hosted a webinar titled "Will Women Drive the Transformation of Logistics in Côte d'Ivoire?" The event brought together several inspiring women leaders from the sector, including Asta-Rosa Cissé, AGL's Regional Director for Côte d'Ivoire and Burkina Faso; Colonel Aya Kouakou, Advisor to the Minister of Transportation; Aïssata Cissé, CEO of Pendis-Cl; Christiane Traoré, President of Women In Logistics Africa (WILA); Madina Alliali, Chief Administrative and Financial Officer of Côte d'Ivoire Terminal; and Adélaïde Tété, Director of Operations at Abidjan Terminal.

In Cameroon, **CAMRAIL** organized several activities across its entire network to promote the role of women within the company. Women currently account for 10% of executives, 45% of supervisors, and 45% of operational staff. Considering women's raising interest in railway careers, this representation will potentially grow in the coming years.



AG'elles Webinar, Côte d'Ivoire

A long-term partnership with Women In Logistics Africa

AGL is continuing its partnership with Women In Logistics Africa (WILA) in Côte d'Ivoire, Senegal, Cameroon, Guinea, and the Democratic Republic of the Congo to promote women's roles in the transportation and logistics industries.

At the 4th WILA Forum, held on May 3 in Abidjan, participants discussed the challenges of digitizing supply chains in Africa during sessions that brought together several key industry players.

Changing perceptions through sports

AGL has reaffirmed its pledge to women's inclusion in connection with the 2024 Women's Africa Cup of Nations, to be held from July 5 to 26, 2025. Through its "Moving Africa Forward" campaign, the Group sought to support the development of African women's soccer while highlighting the role of women in logistics.

As part of this initiative, AGL a sponsor of the competition and partner of the Ivorian Football Federation organized an exceptional panel discussion on July 24 as part of TiriTalk 4. The event explored the impact of women in African sports as well as their role as role models and sources of inspiration for younger generations, thereby illustrating the close links between performance, leadership, and inclusion.

Promoting academic excellence and career readiness

AGL actively contributes to the development of human capital through initiatives that promote education, academic excellence, and career development. Across all the countries where it operates, the Group supports concrete projects designed to improve access to knowledge, enhance employability, and foster local talent.

Supporting academic excellence

On July 10, Abidjan Terminal also supported the 19th edition of the Miss Mathématiques competition, organized by the Mathematical Society of Côte d'Ivoire. This competition, which brings together the top high school students each year, aims to promote science-related fields among young women and encourage greater female representation in scientific and technical disciplines.

As part of its partnership with Women In Logistics Africa (WILA), Abidjan Terminal also contributed to the start of the school year by donating about 100 school supply kits and inaugurating a bilingual library at the Gnoazané Vincent de Yaou Elementary School, thereby strengthening access to education and high-quality educational resources

Library,
Abidjan
Terminal

Promote learning and access to knowledge

Convinced that continuous learning is a key driver of personal and professional development, AGL has provided its employees particularly those at headquarters with subscriptions to the YouScribe digital platform. This digital library offers access to a wide range of content in French, English, and Arabic: books, audiobooks, podcasts, magazines, and educational resources.

This initiative has also been extended to the Group's subsidiaries. In Burkina Faso, for example, SITARAIL distributed (November 6) nearly 1,450 unlimited access codes to YouScribe to 15 educational institutions, as well as 300 additional access codes to three higher education institutions in Bobo-Dioulasso. This initiative helps democratize access to knowledge and enhance learning opportunities for young people.

Working to promote employment integration

AGL is actively working to promote professional integration through training, support, and job placement programs that benefit young talent and local communities. Here are a few examples not an exhaustive list of initiatives carried out over the past year in the field:

- **In February, SITARAIL** awarded diplomas to 70 students in the "operations," "track and structures," and "rolling stock" programs at the Ecole Supérieure des Métiers du Ferroviaire in Bobo-Dioulasso; the AGL subsidiary also presented career opportunities in the railway sector during National Information and Career Guidance Week
- **In October, CARENA** awarded a scholarship to a young student at the Koumassi Vocational High School to pursue training in metal fabrication at the Western Technical Training Institute; upon completion of his training, he will be hired by the company
- **In December, AGL Congo** through a job fair launched a large-scale recruitment campaign to fill more than 100 positions in coordination with the National Employment Promotion Program
- Also **in December, AGL Gabon and the National Employment Promotion Center** (PNPE) organized a similar recruitment drive, attracting more than 3,000 candidates for over 100 open positions

Promoting equal opportunities for young people

In France, AGL has undertaken several initiatives to promote social inclusion and equal opportunity. In January and February, the corporate headquarters hosted several young interns from priority neighborhoods in Nanterre, in partnership with the organizations Cerise, Authenti-Cité, and Zy'Va.

Some of these interns participated in a session to learn about careers at AGL and the opportunities available in the transportation and logistics sectors.

In May, about ten of them were welcomed at the Group's headquarters for a presentation focused on the design and construction of port infrastructure, enabling them to better understand the careers and challenges of the sector.

These various initiatives show AGL's dedication to contributing to skills development, promoting social inclusion, and creating sustainable opportunities for young people and the communities in which the Group operates.

Keeping on attracting and engaging talent

Recruitment is a strategic lever supporting AGL's growth and transformation. To harmonize practices and improve process efficiency, the Group relies on a single platform, A'Career, which centralizes recruitment activities across all entities. Common standards have also been implemented to professionalize recruitment practices and attract the profiles best suited to the company's needs.

A RECRUITMENT STRATEGY DRIVEN BY A STRONG EMPLOYER BRAND

In 2025, AGL completed more than 3,200 recruitments across Africa, receiving over 128,000 applications, including 73,000 new profiles registered on the A'Career platform.

The Group continues to strengthen its employer brand through an active academic partnership policy. In 2025, 108 partnerships were active across Africa, including 63 in logistics-related fields and 25 in port and terminal operations. At headquarters, around fifteen partnerships are in place, notably with KEDGE Business School, EDHEC Business School, and the ESSEC Africa Chair in Rabat.

AGL regularly takes part in forums and programs dedicated to youth employability. For example, the

Group participated in the 2025 African Mobility and Innovation Day (AMID) alongside the African Business Club to promote professional mobility, innovation, and entrepreneurship among African talent.

TURNING INTERNSHIPS AND WORK-STUDY PROGRAMS INTO A TALENT POOL

Internships and work-study programs are a key recruitment channel for AGL. In 2025, the Group welcomed more than 1,600 interns and 88 work-study students. On average, one in five young people is hired upon completion of their apprenticeship, helping to build a talent pool of employees who are already familiar with AGL's business lines and culture.



Campus France 2025 – Careers Forum, AGL Congo

AGL's subsidiaries in Congo participated in the **Campus France 2025 Career Guidance Forum** (October 7–11) in Brazzaville and Pointe-Noire to raise awareness among young people about career opportunities in logistics and future-oriented professions.

AGL Côte d'Ivoire and Abidjan Terminal participated in the **2025 Internship Forum** (July 4), which brought together 10,000 visitors and 80 companies, with the goal of identifying and recruiting young talent capable of meeting the challenges of the logistics and port sectors.



Graduate trainee programme, AGL Kenya

In March, AGL Gabon entered into a partnership with Jean Fidèle Otando High School to launch **a three-year work-study program** in industrial maintenance, combining classroom instruction with on-the-job training. This program underscores AGL's willingness to promoting youth employability.

Also in March, AGL Kenya signed a memorandum of understanding with Strathmore University as part of the **Graduate Trainee Program in Supply Chain**, which aims to train the next generation of logistics professionals.

SUPPORTING THE DEVELOPMENT OF AFRICAN TALENT

AGL also participates in several international talent development initiatives. Through MEDEF International's "Talents d'Avenir" program, 2 interns from AGL Rwanda and AGL Congo took part in a week-long immersive program in France in 2025, which allowed them to meet high-level public and private sector decision-makers, expand their professional networks, and showcase their academic work.

In March, as part of the "Young Talent Rail Program" led by CAMRAIL which invests 200 million CFA francs annually in training, 39 employees presented their group projects, marking the completion of their training program. This initiative aims to prepare tomorrow's managers and enhance the operational efficiency of Cameroon's rail system.

STRENGTHEN EMPLOYEE ENGAGEMENT AND RETENTION

To promote successful integration, AGL has rolled out a standardized onboarding program across the Group, including dedicated tools, a welcome booklet, and orientation days. All the new employees at headquarters benefited from this program in 2025.

The Group also places social dialogue at the heart of its HR policy. In 2025, 66 company-wide agreements were negotiated and finalized to support sustainable performance and improve working conditions. This initiative is supported by a network of more than 1,300 employee representatives elected or appointed across the various entities.

PROMOTING QUALITY OF LIFE AT WORK

AGL places special emphasis on the well-being of its employees. At headquarters, teams have access to a gym with membership fees partially covered by the Works Council (CSE) that offers group classes, sports equipment, and guidance from qualified trainers.

At subsidiaries, this approach is complemented by numerous initiatives tailored to local contexts: rest areas, dining options, sports facilities, and wellness programs.

Promoting health and safety for our people

For AGL, health and safety constitute an essential pillar of its sustainability approach. Beyond regulatory compliance and indicator monitoring, the Group deploys a prevention program aimed at strengthening risk management and changing behaviours.

BUILDING A STRONG AND SHARED SAFETY CULTURE

In 2025, AGL launched a safety culture transformation program aimed at strengthening HSE leadership, accountability, and the collective ownership of safety challenges. The analysis of serious accidents occurring over the past 3 years highlighted the weight of human and organizational factors, which were at the root of approximately 60% of the identified causes. This finding confirms that safety performance relies above all on a strong, shared culture embodied at all levels of the organization.

The "Safety Culture" program is based on the Bradley Curve³, a reference model for safety maturity, with the ambition of supporting all entities towards a level of interdependence where everyone feels responsible for their own safety as well as that of others. This transformation relies on three complementary levers: the human factor (leadership, behaviours, skills), the organization (roles and responsibilities, procedures, management), and technical resources (equipment, protections, and facility compliance).

Driven by Executive Management and sponsored by the President of AGL, this program places Managing Directors at the heart of the initiative. It notably relies on a Manager's Charter, regular reviews of QHSE action plans, a quarterly QHSE Committee bringing together the Group's executives, and a "Safety & Leadership" training program.

Several tools support this approach which facilitates the reporting and analysis of hazardous situations and near-misses to strengthen prevention and best-practice sharing. A program of internal, cross, and external QHSE audits also covers all entities. Starting in 2026, it will rely on a harmonized matrix for evaluating safety maturity (culture, progress of action plans, results achieved) to better guide improvement plans, managerial reviews, and incentive mechanisms.

By developing a demanding safety culture based on individual and collective responsibility, AGL seeks to strengthen the protection of its employees, the reliability of its operations, and the sustainability of its performance.

GOAL: ZERO ACCIDENTS

In 2025, AGL reaffirmed its "Zero Accidents" goal. This goal is reflected in clear objectives both qualitative and quantitative the implementation of the 14 Golden Rules of Safety, and the mobilization of the management chain around the Zero Accidents Plan.

The program has now entered Phase 4, which is specifically dedicated to strengthening risk assessment and the systematic reporting of near misses, considered key drivers of prevention.

As part of this effort, AGL has developed and rolled out a digital tool (Near Miss), accessible to all employees via a QR code that can be scanned with a cell phone. This tool allows employees to quickly and easily report any hazardous situation or near miss observed in the field. The goal is to anticipate risks before an accident occurs and to implement targeted corrective actions based on analyses led by the HSE teams.

This initiative is part of a comprehensive strategy to sustainably strengthen the safety culture, based on the voluntary reporting of field observations, prevention, and continuous improvement. It is grounded in a climate of trust, where prevention takes precedence over punishment and where everyone is recognized as a key player in safety.

DIGITALIZING HEALTH AND SAFETY PROCESSES

In line with efforts to simplify QHSE processes, AGL is committed to the progressive digitalization of its QHSE tools to enhance efficiency, traceability, and responsiveness. This transformation relies notably on:

- **An internally developed application** bringing together all digital QHSE tools (QHSE Hub);
- **Several digital tools** linked to this application, including an accident report, which is currently being tested prior to its Group-wide rollout.

These solutions enable simplified, rapid, and accessible information reporting while enabling structured and centralized monitoring of prevention actions. They help remove obstacles related to process complexity or information loss, and foster greater involvement from operational teams.

Beyond data collection, digitalization enables:

- **A more detailed analysis of trends**, with custom-designed dashboards tailored to the audiences they address,
- **The identification** of root causes,
- **The management** of corrective and preventive actions through appropriate monitoring tools,
- **Risk prevention** through data centralization and the dissemination of "flash alerts" incorporating key lessons learned across the entire AGL network.

By integrating these digital tools into its overall framework, AGL consolidates a proactive, data-driven approach to safety, supporting a safety culture that aims for "Zero Accidents."



WORLD DAY FOR SAFETY AND HEALTH AT WORK (28 APRIL)

On World Day for safety and health at work, AGL reaffirmed its pledge to a proactive and shared safety culture. This event brought employees together to focus on prevention issues, emphasizing the importance of reporting hazardous situations and near misses to anticipate risks and prevent accidents.

This day provided AGL with the opportunity to launch its "Near Miss" tool, featuring:

- **A training session** on the tool for all QHSE Managers across the Group's entities, delivered by AGL's QHSE Department,
- **The rollout of this training** by the QHSE Managers of the Group's entities to their respective Executive Committees,

The Day was also marked by numerous local initiatives focused on raising awareness of safety risks at the Group's various sites, including:

- **Dedicated** awareness sessions,
- **Events** featuring experts to promote the adoption of best practices,
- **Meetings** with partners to reiterate safety undertakings,
- **Health** check-up events for staff.

STRENGTHENING CERTIFICATIONS

As part of its second follow-up audit, AGL maintained its triple certification under ISO 9001, 14001, and 45001 in 2025. This renewal of certification follows an audit by Bureau Veritas Certification, which confirmed that our integrated QHSE management system complies with the ISO 9001, 14001, and 45001 standards. This certification now covers AGL's headquarters as well as 198 sites (155 in 2024) across 31 countries (29 in 2024).

In addition, 12 concessions (port and rail) are now ISO 9001 certified, including certifications obtained by CIT (triple certification to ISO 9001, 14001, and 45001), KCT, and SITARAIL. Six concessions are ISO 14001 certified, and seven are ISO 45001 certified. Certification efforts will continue through 2026, with the completion of ISO 14001 certification for Congo Terminal.

AGL also continues to pursue sector-specific certifications to demonstrate compliance with best practices in the relevant industries:

- **Security:** ISPS (15 entities), TAPA (2 entities),
- **Cyanide:** ICMC (5 entities + 2 in progress),
- **Pharmaceuticals:** GDP (4 entities),
- **Food safety:** ISO 22000 (1 entity)

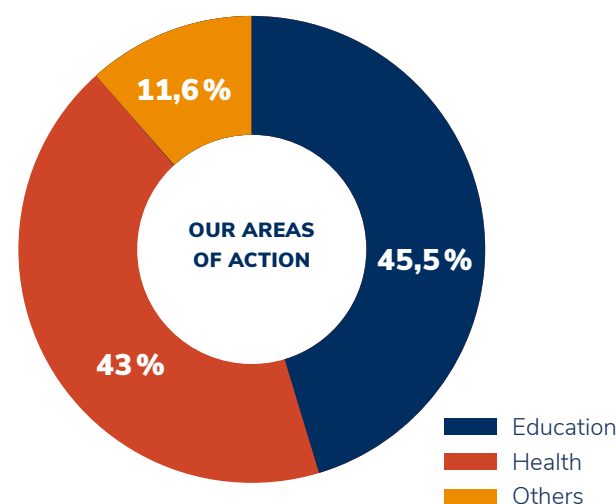
OBJECTIVES	PROGRESS AS OF 31 / 12 / 2025
Accident Statistics: ■ Overall accident frequency rate (TRCFR) < 2.60 ■ Frequency rate of lost-time injuries (LTIFR) < 1.70 ■ Severity rate (LTISR) < 0.022	Targets Exceeded by the end of 2025: ■ TRCFR = 2.34⁴ ■ LTIFR = 1,43 ■ LTISR = 0,020
More than 90% of the legal entities included in the sustainability reporting scope monitor their HSE performance annually at a high level	Target exceeded, with more than 95% of entities reporting that they monitor HSE performance at the Management Committee, Executive Committee, or Board of Directors level
More than 90% of the workforce within the sustainability reporting scope is covered by a health and safety management system	Target exceeded, with more than 97% of the workforce covered
At least 70% of the entities covered by an HSE management system have at least one site certified under one of the following standards: ISO 45001, SQAS, or ICMI	Target achieved: More than 75% of entities covered by an HSE management system have at least one site certified or accredited for health and safety under one of the following standards: ISO 45001, SQAS, or ICMI
Occupational risk assessments must be conducted by at least 90% of the legal entities included in the sustainability reporting scope Mandatory update every 2 years or in the event of a change in business activities	Target achieved, with over 90% of entities reporting that they carried out a workplace risk assessment in 2025, of which over 95% reported that they had updated it within the last 2 years
Track the number of people trained through HSE training programs	■ Tracking is integrated into the annual report. ■ AGL also tracks the number of HSE training hours, with more than 538,000 training hours delivered in 2025.
Where possible, at least 90% of the legal entities included in the sustainability reporting scope must display the HSE policy on their premises. Mandatory information for new hires Annual participation in World Day for Safety and Health at Work to raise employee awareness of the QHSE risks generated by the company (organization of an awareness-raising campaign)	Target achieved - Types of resources reported to be used to communicate HSE policy: ■ More than 95% of entities report displaying it on their premises; ■ More than 85% report informing new employees about it;

Working in proximity with local communities

SUMMARY OF CORPORATE PHILANTHROPY INITIATIVES

In 2025, 26 countries carried out corporate philanthropy initiatives, confirming AGL's growing impact and mobilization towards the development of the regions where the Group operates. In total, 116 projects were supported, representing a 53% increase in the number of corporate philanthropy initiatives compared to the previous year.

These initiatives have focused primarily on 2 fundamental areas: access to education and access to health care. AGL has thus worked to strengthen educational and health care infrastructure, support local institutions, and implement solidarity initiatives that directly benefit communities in its areas of operation. Among these initiatives, 15 schools received support for projects involving construction, renovation, and the provision of school equipment and supplies.



Renovation of the primary school classrooms at the Malian Union of the Blind



Construction of the Kribi International School



SOLIDARITY DAY: TAKING ACTION FOR HEALTH FOR ALL

For the second edition of Solidarity Day (A'Solidarity Day), employees were invited to choose the theme for the initiative through an internal survey. They selected health, a priority area on the African continent.

On September 25, AGL and its employees joined forces with local communities and healthcare facilities to expand access to care and improve local conditions. The teams participated in concrete, high-impact initiatives. Among them:

Renovation of health centres

Initiatives carried out in Nigeria, Burkina Faso, the DRC, Chad, Rwanda, and Liberia to improve access to care and local infrastructure.

Donation of medical equipment, supplies, and medications

Support provided in Tunisia, Cameroon, the Comoros, Gabon, Sierra Leone, Tanzania, Senegal, Uganda, and Morocco to equip health facilities and meet essential needs.

Awareness campaigns for children

Educational initiatives carried out in Ghana and South Africa to promote good health practices from an early age.

Support for children living with HIV in Benin.

Screening campaigns and blood drives

Prevention and solidarity initiatives organized in Côte d'Ivoire, Guinea, Congo, and Niger, contributing to public health and the health security of local populations.

Support for three organizations working to improve children's health in France

Mécénat Chirurgie Cardiaque, to help cover the cost of surgery for a child with a heart defect; Imagine for Margo, to support its research program against childhood cancers; and the Fondation des Hôpitaux, as part of its "Pièces Jaunes" program, which aims to improve the daily lives of hospitalized children and adolescents as well as their families.



Donation of medical equipment and medicines in Cameroon (photo), Tunisia, the Comoros, Gabon, Sierra Leone, Tanzania, Senegal, Uganda and Morocco.



Screening campaigns and blood donation drives in Côte d'Ivoire, Guinea, Congo and Niger.



See our staff in action in Uganda by scanning this QR code



From top to bottom and from left to right: AGI Moving Tour in Tangier, Casablanca and Marrakesh

AGI MOVING TOUR: A PLEDGE TO MOROCCAN YOUTH

In conjunction with the 2025 TotalEnergies CAF Africa Cup of Nations in Morocco, AGI, as an official sponsor, launched the AGI Moving Tour in December 2025. This initiative was designed to celebrate African soccer while making a tangible impact by engaging directly with local communities.

In partnership with the Tibu Africa association and with the participation of AGI employees in Morocco, a corporate philanthropy program was rolled out focused on three initiatives that directly benefit nearly 200 children and young people in three Moroccan cities:

- **Casablanca:** AGI equipped a sports-study dormitory at a school in Médiouna (with beds, closets, desks, and a fully equipped kitchen) to accommodate 20 students per year in an

environment that combines academic and athletic excellence.

- **Marrakech:** nearly 80 elementary school children participated in the Education Through Sports Festival, which featured agility and coordination workshops, health and nutrition awareness activities, and an introduction to careers in logistics and port operations, with sports equipment distributed at the end of the day.
- **Tangier:** the basketball court at Ibn Hazm School was completely renovated and made safer, benefiting more than 100 users. A mural created jointly by a local artist and AGI employees transformed the site into a living symbol of the company's civic values.

OTHER INITIATIVES CARRIED OUT DURING THE YEAR

Actions to Promote Women's Empowerment

Through various community outreach initiatives, AGI is also committed to empowering women across the continent:

- **DRC:** AGI supported the program run by the NGO Young Working Ladies, enabling 100 women to receive training in aquaculture, vegetable and subsistence farming, as well as sewing and crafts.
- **Ivory Coast:** AGI supported a technical training centre for women by equipping its workshops with computer, sewing, and nutrition equipment, thereby enhancing the quality of the training provided.
- **Guinea:** AGI supports the social and professional integration project run by the NGO Les Icônes, which is aimed at unemployed women and helps them return to the workforce and achieve economic independence.

- **Gabon:** Through education and basketball, young girls are developing their skills to qualify for merit-based scholarships in the United States and Europe.



Basketball coaching for young girls, Gabon

Saint Gabriel Maternity Clinic in Matoto, located in the Matoto district of Conakry



Support for the Activities of Children's Health Centers

AGI has partnered with the Nutrition Centre at the **Saint Gabriel Maternity Clinic in Matoto**, located in the Matoto district of Conakry, to support the sustainability of its medical services and day-to-day operations.

The financial support provided covers several key areas: regular nutritional monitoring of infants and young children, treatment of cases of acute and

chronic malnutrition, and support for families in preventing nutritional deficiencies.

Each year, the clinic provides consultations to more than 55,000 children and records nearly 1,500 births, reflecting the scale of the health needs it addresses in a densely populated area with limited resources.



Youth Employment Programme, Gabon

Youth Training and Integration

The **Ma Bannière Foundation** launched the Professional Opportunities for Youth program, aimed at combating unemployment and delinquency through vocational integration. As part of this initiative, AGI provided financial support for vocational training and certification for 45 trainees in the fields of sheet metal work, welding, and automotive mechanics.

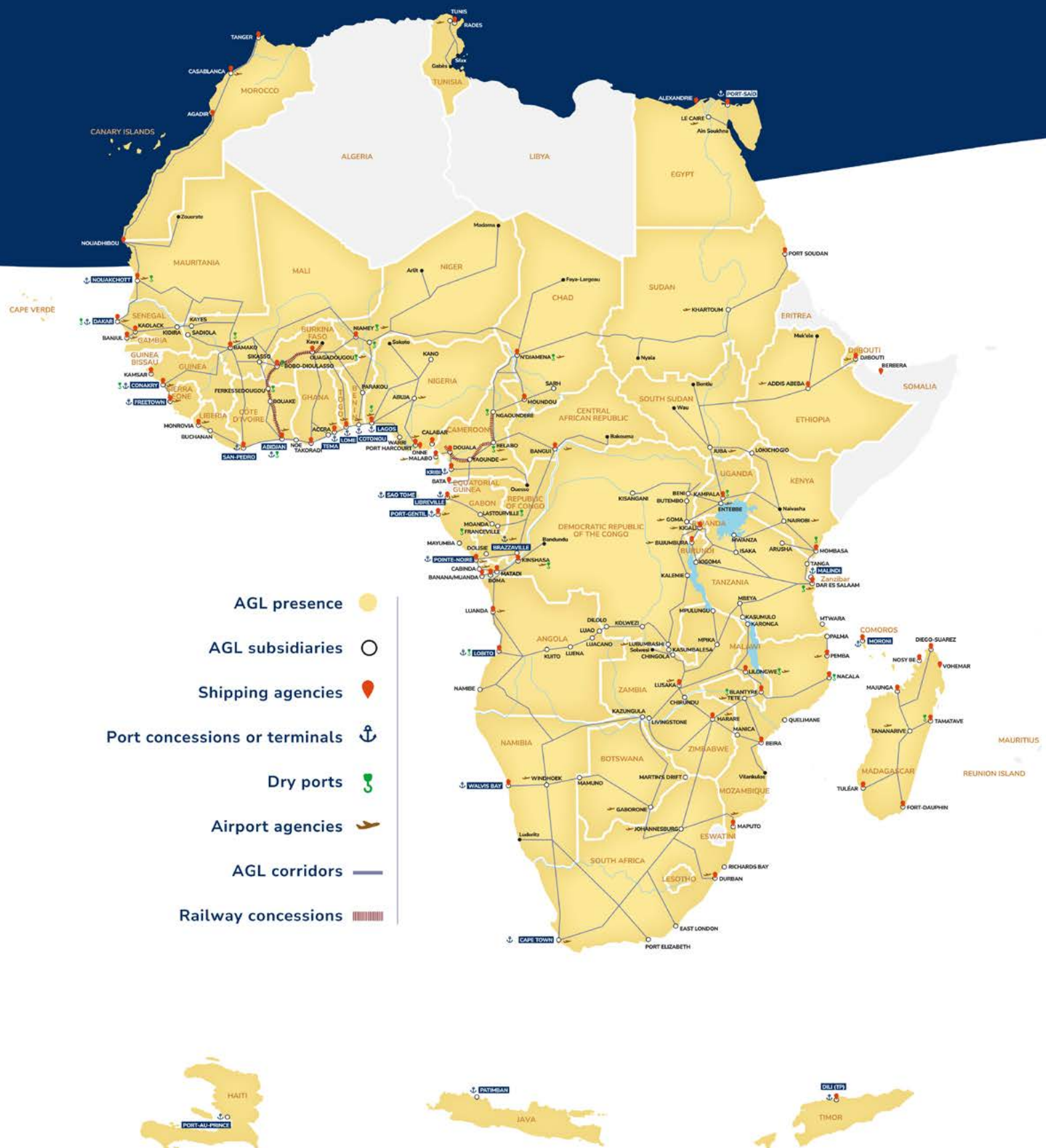


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