GETLINK

2030 CSR Roadmap

Review of the 2019-2025 CSR roadmap
and the outlook for 2030

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Samphire Hoe, Eurotunnel

"We are building a sustainable model that strengthens the Group's robustness and attractiveness."

2025 marks the end of the plan launched in 2019 to create a sustainable roadmap based on four pillars: governance, the environment, social issues and society. This is therefore an opportunity to measure the progress made since 2019 and to present the positive impacts of our businesses on these different pillars.

These results encourage us to continue with and expand our efforts.
Faced with growing uncertainty and the discrediting of certain transparency initiatives and environmental and social efforts we are reaffirming our sustainable model, which sets us apart and strengthens us, rather than falling back on traditional practices.

On the contrary, for Getlink, striving for greater sustainability is structurally a prerequisite for long-term success:

- Progressing towards achieving our objectives and fulfilling our mission with an approach that is more respectful of people and the planet.

- Committing to sustainability is also a guarantee of robustness in limiting risks, preserving social and environmental capital and gain competitiveness.

That is why we are renewing our roadmap and expressing new commitments for Getlink for 2030. This five-year horizon allows us both to give ourselves time to implement the ambitious projects we are launching and to maintain a high level of accountability for the management of the Group's entities and all those involved on a daily basis.

This roadmap sets out the main objectives we have set ourselves in response to the major sustainability challenges identified in the areas of social, environmental and governance issues with clear priorities for action agreed with our internal and external stakeholders.
Of course, the organisation will continue to report on its progress on a more detailed number of projects and indicators in its annual sustainability report.

It is also through the commitment and involvement of all employees in achieving these objectives that we are driven to deploy innovative solutions that are the pride of the Group.

This commitment is a collective one: we are taking it in conjunction with all the governance and management bodies that base their strategic decisions on these objectives and also in conjunction with our shareholders, customers and partners.
Together, we are committed to being a driving force in the sustainable transformation of transport in Europe, strengthening our ties and protecting our environment.

Yann Leriche
Chief Executive Officer of Getlink

2030 CSR ROADMAP

Accelerate and strenghten the Group's commitments

2025 is a key milestone in the transformation of Getlink's economic and societal models. It challenges businesses to question their role, their responsibility and their contribution to a sustainable and desirable future. It also marks the completion of Getlink's 2025 Environment Plan and opens a new strategic phase looking ahead to 2030.

Our 2030 environmental and societal roadmap

In an increasingly volatile context, the Group reaffirms its position as a leading player in low carbon transport in Europe.

This ambition, which is part of Getlink's DNA, guides strategic decisions with the conviction that economic and climate performance are inseparable.

The 2030 CSR roadmap is fully in line with this approach. It is based on a long-term vision and a commitment to take concrete action to address the material issues identified.

It is based on a double materiality analysis, incorporating both the Group's impact on its environment and the risks and opportunities that external issues pose to its activities.
The definition of the 2030 CSR roadmap has involved all operational departments, thanks to a continuous stakeholder dialogue and is monitored by the Ethics and CSR Committee and the Board.

The priorities for action, already set out in previous plans, remain highly relevant for structuring a strengthened sustainability approach.
They are based on four impact area: environmental contribution, social and societal contribution, cooperation for a robust value chain and sustainability culture and governance.

This roadmap embodies the Group's commitment to basing its activities on a sustainable approach, which is the bedrock of its resilience.
It aligns with the CSRD directive and the United Nations' Sustainable Development Goals (SDGs) to which Getlink has been contributing since joining the Global Compact in 2013.

"Getlink's business model helps to support the transition away from carbon dependence by developing uses related to rail infrastructure. We are continuing to expand this competitive advantage both in our traditional activities and in our new projects by providing our customers with the most efficient and sustainable services."

Jacques Goumon
Chairman of the Board of Directors

"In a context where extra-financial performance is becoming inseparable from corporate strategy, the Ethics and CSR Committee welcomes the achievements that Getlink has been able to implement over the 2019-25 period. The committee remains fully committed to making the 2030 objectives a priority for action within the board and its various committees, and thus ensuring the creation of sustainable value for the Group."

Corinne Bach
Board Member,
President of the Ethics & CSR committee

Summary of the 2030 CSR roadmap

Getlink's 2030 CSR roadmap is in line with the four pillars that have been the foundation of the Group's commitment for several years. The themes selected are fully aligned with the material issues identified for the Group.

To ensure clear and effective monitoring, the monitoring process will focus on a narrow set of indicators that will enable us to measure the progress of our actions and the real impact of our commitments.

Some flagship projects of our 2030 CSR roadmap

Environmental contribution

A global innovation to power trains using solar energy

By 2030, the Group will take a new step forward in decarbonising its electricity supply thanks to an ambitious solar self-consumption project. The installation of 80,000 photovoltaic panels at **the Coquelles terminal will cover nearly 12% of current annual electricity consumption** with additional renewable energy produced locally. This solar energy will power the overhead lines in the north and south tunnels, enabling trains to run on clean energy.
This innovative system, called Power to Traction, is a world first in the rail sector.
Work on the concession is scheduled to begin in 2026.

80,000
solar panels installed in Coquelles
Construction work begins in 2026

Architect's view illustrating the future solar programme at Coquelles terminal

Environmental contribution

Continuing key decarbonization levers

This solar programme contributes to the renewable electricity supply initiative launched by the Group in 2020 to decarbonise emissions linked to electricity consumption (Scope 2). Other actions to decarbonise the Group's intrinsic emissions (Scope 1) are continuing in line with the actions undertaken since 2019 namely: develop new electric traffics, use of alternative fuels, electrification of operating and maintenance equipment, control of coolant leaks and replacement of extinguishing agents (halon), control of rolling stock energy consumption and auxiliary uses (heating, lighting etc). **These actions will contribute to achieving the milestone of a 54% reduction in greenhouse gas emissions in Scopes 1 and 2 by 2030 compared to 2019.** This reduction value was set based on the absolute reduction targets expected across all sectors without distinction by the Science-Based Targets Initiative to help limit global warming to 1.5°C by 2050.

Environmental contribution
Social and societal contribution

Programme Renew: renovating our buildings and workspaces

Following on from the initial modernisation work carried out on the oldest buildings in the concession, a major programme called Renew will see the workspaces in three buildings renovated and refurbished between now and 2030 with the aim of improving quality of life at work by creating a comfortable working environment that is fit for purpose and co-designed with employees. This will be especially the case for the future crew and freight operations building at the UK terminal.

Social and societal contribution

Volunteering and skills sponsorship: getting involved locally, strengthening cohesion

In the United Kingdom, employees are entitled to one week of volunteering per year as well as team-building workshops organised in partnership with local stakeholders. The projects offered meet the Group's CSR criteria such as environmental protection, solidarity and territorial cooperation.
Encouraged by the very positive feedback on these experiences, the Group wishes to extend this initiative to its French employees by 2030.
The Group aims to exceed 1,500 hours of volunteering per year between France and the United Kingdom combined in order to strengthen employees' social commitment and their ties to their local community.

Our 2030 targets

Environmental contribution

Priorities for action	2030 targets
CLIMATE Continue decarbonising our own activities (Scopes 1 & 2)	• Reduce by 54% greenhouse gas emissions in Scopes 1 and 2 compared to 2019 • Achieve 10% of self-generated electricity
Continue decarbonisation of the value chain (Scope 3)	• Reduce GHG emissions linked to purchases and investments by 15% vs 2025 in intensity (tCO_2/€M of purchases)
NATURAL ENVIRONMENTS Limit impacts on natural environments and support the regeneration of natural environments	• Make progress towards eliminating substances of "very high concern" (excluding the Novec fire suppression agent) • Take action to increase biodiversity on specific sites
ADAPTATION Adapting operations to climate change	• Adapt infrastructure to 100% of new customer vehicle types (tunnel authorisation and charging stations at the terminal) • Maintain a high level of vigilance in the management of action plans relating to major physical risks (flooding, heatwaves)
CIRCULAR ECONOMY Limit the use of resources and promote the circular economy	• Achieve a material recovery rate of over 90% (reuse, recycling, energy recovery, upcycling etc) • Maximise reuse and recycled material rates on three Eurotunnel property projects

Culture and sustainability governance

Priorities for action	2030 targets
Foster a culture of sustainability	• Maintain a high level of priority and control over sustainability issues in decision-making and management processes • Build the skills of our teams and develop sustainability habits, particularly in relation to business
Maintain and strengthen ethical business practices	• Strengthen the whistleblowing process in the areas of business ethics and human rights for the Group's businesses and its value chain (and its stakeholders)

Social and societal contribution

Priorities for action	2030 targets
Ensure health at work and safety for all	• Obtain ISO 45001 certification on working conditions for Eurotunnel • Measure and improve awareness of human organisational factors in order to reduce the risk of accidents
Promote inclusion and diversity	Achieve a rate of : • 30% of women (all group employees) • 30% of women in the top three hierarchical levels (all entities) • More than 40% women on the EXCOM (the executive committee)
Attract and develop talent - Skills management	• Offer new onboarding process in place across all entities • Support teams in the appropriate use of AI
Create a fulfilling working environment	• Achieve a minimum engagement rate of 70% from our annual engagement survey • Modernise or build tree key buildings on Eurotunnel terminal • Roll out an action plan to support health & wellbeing in the workplace
Support local stakeholders and forge impactful partnerships	• Perform 1,500 hours per year of corporate volunteering in France and the United Kingdom • Focus local community support projects on achieving greater positive environmental and social impact

Cooperation for a robust value chain

Priorities for action	2030 targets
Support the transition away from carbon dependence by increasing rail usage	• Continue to offer attractive services to shift freight from road to rail (Europorte) • Intensify use of the Channel tunnel
Offer optimal service and a safe and secure reception for customers	• Renovate the passenger building and the area for drivers ("truck village") in order to improve their comfort • Train 100% of customer-facing staff in inclusive customer service
Cooperate within the rail sector and with stakeholders to promote sustainability	• Efficiently support players in the value chain to improve the impact of rail transport, in particular by participating in sectoral initiatives promoting sustainability.
Integrate sustainability into purchasing policy	• Assess 80% of active suppliers (over €150k/year) on their CSR performance • Link 80% of tenders (excluding intellectual services) to specific CSR impact criteria • Spend more than €1.2 million each year with the sheltered employment sector or activities supporting in the social and professional integration of people facing barriers to employment • Aim for 1/3 local purchases for Eurotunnel • Reduce the average payment period

2019-2025 Review

From ambitions to achievements

Between 2019 and 2025, Getlink rolled out an ambitious CSR roadmap structured around clear and measurable objectives. Reducing its carbon footprint, preserving biodiversity, strengthening its regional foothold and promoting responsible governance: the results of this roadmap, marked by field projects and innovative initiatives, confirm the Group's ability to place its activities on a sustainable path and prepare for 2030.

ENVIRONMENTAL PLAN

6 years of action for an accelerated transition

Since 2019, Getlink has taken concrete action across all its sites, driven by the daily commitment of its teams.

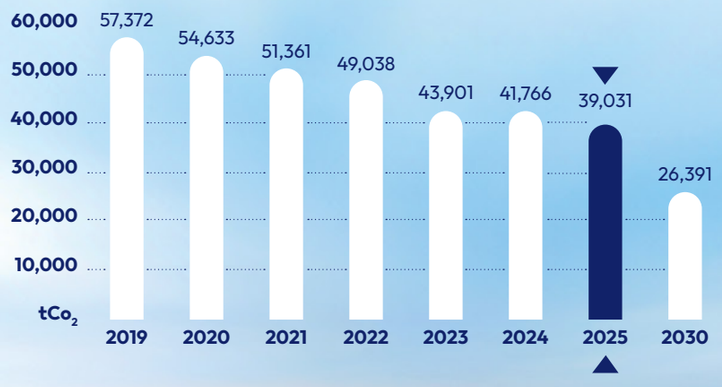
The 3 pillars of Getlink's 2025 environment plan

Energy transition and the fight against climate change with a strong ambition to reduce CO_2 emissions in order to contribute to the 2°C trajectory of the Paris Agreement across the entire value chain.

Preserving natural environments by managing resources sustainably and controlling impacts on natural environments.

Waste management and the circular economy aimed at controlling the Group's waste and promoting the circular economy throughout its ecosystem.

Getlink greenhouse gas emissions (Scopes 1 and 2) in CO_2



-32%
of greenhouse gas emissions in 2025 compared to 2019, for Scopes 1 and 2 in line with the trajectory validated by the Science-Based Targets Initiative (SBTi).

Energy transition and climate

Contributing to the Paris Agreement 2°C trajectory across the Group's entire value

2025 targets	2025 results	Statuts
Reduce our direct emissions (Scopes 1 and 2) by 30% compared		
-30% in Scopes 1 and 2 emissions by 2025 compared to 2019 in absolute terms	**-32%** **Additional performance :** • **-18%** electricity consumption (vs 2019) • **54%** low-carbon electricity • **21%** biofuel (Oleo100) used by Europorte	Achieved
Contribute to reducing our Scope 3 indirect emissions		
-7.5% Scope 3 emissions (purchases and investments) in absolute terms	**-20%** (vs 2019)	Achieved
100% of the Group's purchases and supplies (over €150k/year) include energy/climate performance	**36%** of suppliers (> €150k) assessed using CSR criteria 2025 **30%** of spend calculated based on supplier-specific or physical emission factors	In progress
Develop 2 new service offerings that encourage the development of low-carbon transport (passengers and freight) and a modal shift	EUROTUNNEL • Service for cyclists EUROPORTE • Flex Express service* • Low-carbon thermal freight service • 100% renewable electricity service	Achieved
Confirmation of the acceptability of all new forms of transport (gas, electricity, hydrogen) in the Tunnel	• Deployment of electric vehicle charging stations for passenger customers at terminals • Safety dossiers for LNG acceptability reviewed • First electric heavy-duty truck to cross the Tunnel in January 2026	In progress

* High-frequency rail shuttle between France, Germany and the Benelux countries covering single wagons and full trains, spot trains and regular services.

Our flagship projects

Europorte: first operator to run rail freight on biofuel

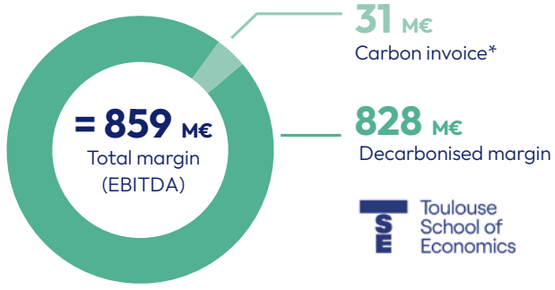
Since 2021, Europorte has been rolling out an innovative solution to decarbonise its rail freight activities by integrating Oleo100, a biofuel produced from 100% French rapeseed as a substitute for non-road diesel (NRD) used in its locomotives. This alternative enables **a reduction of around 60% in greenhouse gas emissions over the entire Oleo100 production life cycle.** Today, more than eight transport operations are powered by Oleo100 representing over 20% of the fuel used by Europorte thus avoiding the emission of nearly 4,510 tonnes of CO_2eq per year. A pioneer in this field, Europorte is the first operator to adopt this low-carbon alternative for rail freight, which is a major lever for decarbonisation for the Group.

Getlink invests in low-carbon energy and electric transport for its sites

Since 2019, Getlink has been undergoing a profound transformation of its electricity supply sources. Whereas no renewable electricity was consumed in 2019, **49% of the electricity used by the Group came from renewable sources in 2025.** This change is based in particular on the regular acquisition of guarantees of origin, part of which comes from a renewable electricity purchase agreement (Power Purchase Agreement – PPA) and an off-site solar park, which will be commissioned in 2024. By incorporating 100% nuclear guarantees of origin for electricity consumed in the United Kingdom, **54% of the Group's electricity consumption is now low-carbon** illustrating the Group's commitment to reducing its energy footprint across all its sites. This dynamic also extends to mobility at terminals. Since 2022, universal charging stations have been installed for customers', employees' and partners' vehicles. In 2025, **41% of the Group's light fleet consists of electric vehicles and the electrification of maintenance equipment is underway.**

Getlink partners with the Toulouse School of Economics to link financial and climate performance

As part of its commitment to effective climate action, Getlink has co-created the Initiative for Effective Corporate Climate Action in partnership with the Toulouse School of Economics.
This partnership has given rise to a unique indicator: the decarbonised margin, published annually since 2023. This indicator establishes a concrete link between financial performance and climate performance by incorporating the concept of "future carbon invoice".
In 2025, the decarbonised margin (on Scopes 1, 2 and 3) reached 96% of EBITDA.



* 4%: This is how much the Group's total virtual carbon costs, across Scopes 1, 2 and 3, would impact its financial margin in 2024.

Preservation of natural environments

Sustainable management of resources and control of impacts on natural environments

2025 targets	2025 results	Statuts
Improve performance environmental impact of our activities and control their impact on natural environments and biodiversity		
100% of the Group's sites/activities certified ISO 14001 or equivalent	**96% of Group sites**	In progress
100% of the Group's purchases and supplies (>€150k) incorporate environmental performance	**36% of suppliers assessed** using CSR criteria (>€150k)	In progress
100% natural and/or organic solutions for weed control and maintenance of green spaces, excluding safety issues	**100% substitution excluding safety areas** at the France terminal **Additional performance:** • Creation of a zero phyto service off for infrastructure managers • Sustained growth in alternative products: glyphosate's share declines from 37% in 2023 to **20%** in 2025 • **-80%** of phytosanitary products consumed by Eurotunnel since 2019	Achieved
-10% in drinking water consumption from the public network per customer (Eurotunnel)	**+9% in absolute terms** (at Group level vs 2019)	In progress
Preserving air quality at sites		
Improvement in air quality in the Tunnel	• **Commissioning of electrical maintenance modules** in the Tunnel • **Replacement of NRD** with GTL at the UK terminal • **Enhanced devices for capturing emissions at source** and ventilation systems	

Our flagship projects

Eurotunnel participates in the preservation of natural environments at its sites

Eurotunnel devotes a significant portion of its sites to preserving biodiversity. At the Calais/Coquelles and Sangatte sites, nearly **23% of the total area of the French terminal,** or more than **130 hectares**, consists of preserved natural areas.
Since 2021, **30 hectares** have been specifically dedicated to ecological restoration and biodiversity preservation initiatives in partnership with the Hauts-de-France Conservatoire des Espaces Naturels (conservatory for nature reserves), which is responsible for managing the sites. In addition, **the Samphire Hoe** site in the United Kingdom is a **30-hectare nature reserve** created from five million cubic metres of chalk and marl extracted during the construction of the Channel Tunnel, which is home to a remarkable biodiversity with **more than 400 species of birds and plants.**

130 hectares of preserved natural areas at the french terminal

Eco-grazing: an alternative to phytosanitary products for site maintenance

In addition to mechanical and manual weeding and clearance techniques, the Group is deploying alternative solutions to limit the use of phytosanitary products, such as **eco-grazing**, which allows for more sustainable management of green spaces.
For example, Highland cattle graze at the Coquelles terminal, while in 2025 Europorte used sheep from Cameroon on more than 2.5 hectares of the Sète site.

Waste management and the circular economy

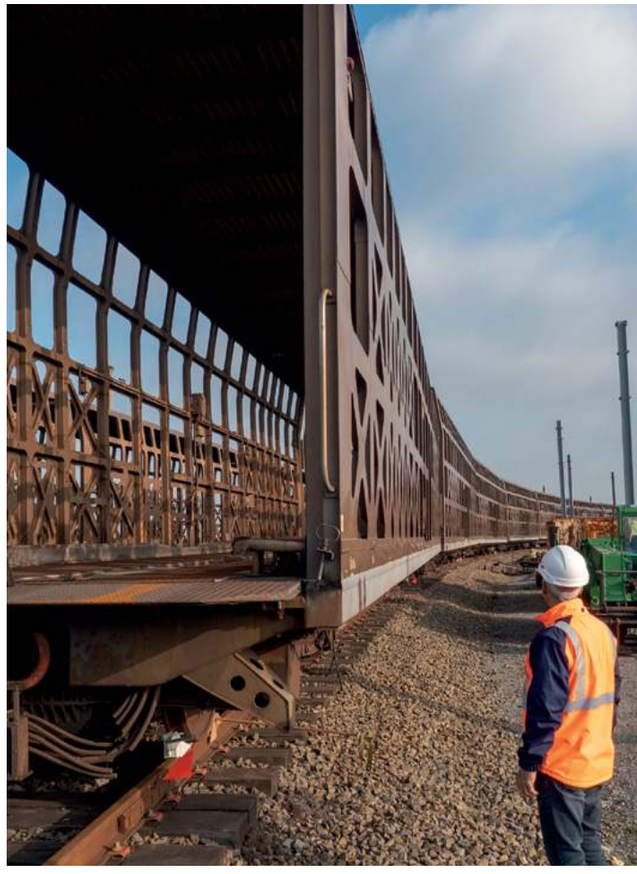
Controlling waste and promoting the circular economy throughout the Group's ecosystem

2025 targets	2025 results	Statuts
Avoid end-of-life waste by mobilising all available levers		
Control waste production (2025 values equal to 2019 values: in tonnes of waste relative to project amounts)	**33** **tonnes of waste per million euros of investment** (43 tonnes in 2019) **80%** **of waste recovered** across the entire Group	Achieved
Roll out comprehensive waste sorting (customers and staff)	**Implementation of selective sorting at all stages:** • Separation of waste at the Eurotunnel waste centre (more than 8 different categories) • Selective sorting (3 categories) in offices and workshops • Selective sorting along passenger and freight travel routes, including food waste from 2025 onwards • Implementation of Trackdéchets for hazardous waste and waste transfer notes for all waste	Achieved
Promoting a collective dynamic around the circular and territorial economy		
Establish 3 partnerships or service offerings related to the circular economy with a positive impact for the Group's stakeholders (regions, sub-concessions, suppliers, employees etc)	• Use of used rail on secondary lines (synergy between Eurotunnel and Europorte) • Re-machining of metal chocks to extend their service life* • Recycling of refractory ceramic fibres • Donation of furniture • Recycling of work clothes into rucksacks* and uniforms into insulating material	Achieved

Our flagship project

Reduce, reuse, recycle: a comprehensive waste management strategy

Numerous actions have been undertaken to improve the traceability, recycling and recovery of waste from the Group's activities. The recycling of Breda shuttles (truck shuttles) illustrates this approach with **a recycling rate of over 96% of their weight i.e. 7,400 tonnes over 4 years** (mainly steel, stainless steel and aluminium).
Other initiatives are being rolled out in line with the overall "reduce, reuse, recycle" strategy: reduction in hazardous waste production (-50% vs 2019), reuse of Eurotunnel rail tracks by Socorail on sections of track subject to lower mechanical stress, conversion of uniforms into insulating material (135 kg of personal protective equipment collected in 2025), donation of furniture and equipment to associations and schools.



96%
recycling rate
of Breda shuttles weight (freight)

About
7,400
tonnes
over 4 years

* Partnership with the sheltered employment sector and with "subsidised employment"

Social and societal plan

6 years of action for a stronger collective commitment

Since 2019, the Group has strengthened its ambitions in terms of social and societal support for its employees and local communities with renewed commitments on priority action areas aligned with the Group's material issues in these areas.

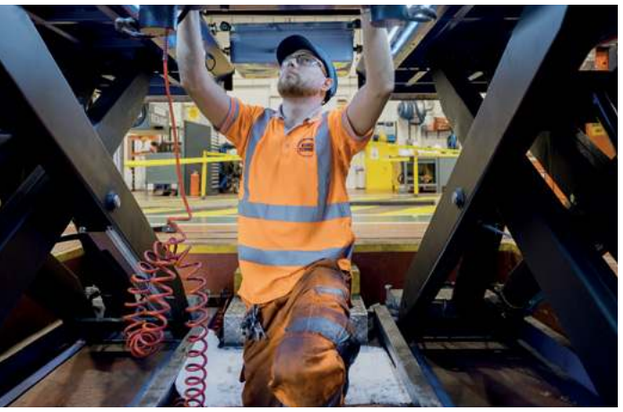
In concrete terms, Getlink works on a daily basis to:

- improve occupational health, safety and working conditions for teams working on its sites,
- promote inclusion and diversity,
- develop and grow their skills and
- ensure that social dialogue continues to take place.

The Group is implementing a fair policy on recruitment, access to training, remuneration and promotion throughout team members' careers.
Getlink is also promoting and raising awareness of the inclusion of minorities (such as people with disabilities and LGBTQIA+ individuals).

This helps to ensure a fulfilling working environment in addition to projects to improve working conditions and measures to promote well-being.

As part of Eurotunnel's initiative to prevent MSDs and lower-back pain, electric carts and tricycles have been made available to maintenance technicians to facilitate their movements and the transport of their equipment within the shuttle maintenance workshops.



The attractiveness of the Group's trades and professions is strategic for business continuity, which is why recruitment, training, team development and career management are at the heart of the human resources strategy.

Getlink strives to have a positive impact across its entire value chain from suppliers to customers. The Group has implemented responsible purchasing processes that incorporate CSR criteria.
It is also strengthening its role as a local economic player through its recruitment and regional partnerships, co-developing projects with a significant impact on local communities.

Improving working conditions for employees

2025 targets	2025 results	Statuts
Work on MSDs (musculoskeletal disorders) **and physical preparation before starting work**		
Study and diagnosis of MSDs for the rolling stock division (Eurotunnel)	An in-depth study of MSDs was conducted to identify ways of improving employee health and actions will continue after 2025 mainly for the rolling stock, logistics and supplies division	Achieved
Training on physical preparation before starting work	**135 persons** have completed the training (Eurotunnel) (81 in 2025 and 55 in 2024)	Achieved
Strenghten safety culture		
Strengthen actions to improve on-site safety in response to alerts received	**80% of alerts** result in improvement actions	Achieved

Our flagship project

Strengthening the safety culture through collaborative innovation

As part of the modernisation of alert reporting, monitoring and resolution processes, Getlink has launched an internal initiative aimed at strengthening the safety culture within its teams. This programme, called "Get Safer Stars", takes the form of an initiative designed to gather improvement ideas directly from employees. **More than 200 ideas were submitted during the 2024/2025 session.** The HSQE teams are reviewing the initiatives submitted and selecting the winners within each entity. The selection criteria are based on the level of risk reduction of the proposed measure, its impact and ease of integration into existing processes. This scheme encourages teams to get involved in risk prevention and workplace safety and illustrates the Group's capacity for transforming internal contributions into operational levers for action.
Among the winning ideas: equipment for loading damaged springs, rounded mirrors for the identification of vehicle types and any potential anomalies, an immersive safety walkthrough...

Promoting diversity, commitment and team development

2025 targets	2025 results	Statuts
Increasing the proportion of women in the Group's workforce		
40% of women on the EXCOM (Executive Committee)	44%	Achieved
> 30% of women in the top three hierarchical rungs (2030)	25%	In progress
30% of women in the total workforce (2030)	25%	
Monitor and improve employee engagement through the annual "Getlink Voices" survey		
> 72% participation rate	68%	In progress
> 65% of engagement rate	73%	Achieved
Maintain and increase the level of training for staff		
3 average days per employee per year	**4 days**	Achieved

Our flagship projects

Equality and diversity

Since 2019, the Group has strengthened its diversity and professional equality policy with:

- a budget dedicated to closing the gender pay gap (0.1-0.3% of the annual payroll)
- annual support for the Elles Bougent association and the organisation of events to promote careers in the railway sector to young girls.

Elles bougent

Governance: ensuring ethics and data protection

Targets	2025 results	Statuts
Cyber security and data protection: train teams to adopt the right reactions		
Training for all Group employees	An awareness campaign on the risk of cyber attacks was rolled out to employees to train them to respond appropriately to phishing. Newly-recruited employees are made aware of this issue when they join the company, demonstrating the significant effectiveness of this approach implemented in recent years. Training provided to data protection representatives	Achieved
Improving business conduct		
Expand the population of employees trained in corruption prevention	**100% of 48 top managers** in 2023 **98% of the targeted specific roles** in 2024 (marketing teams, human resources) **86% of the targeted population** in 2025 (Eleclink, Getlink Customs Services, procurement-related services) Implementation of policies and tools: gifts received, lobbying, ethical alert system and whistleblower protection, conflicts of interest and engagement with local stakeholders etc.	Achieved
Decrease in the number of days of payment time to suppliers	**40 days** (vs 47 in 2023) **85% of purchasing** aligned to standards conditions (30 days)	Achieved

Our flagship projects

Raising awareness and training employees on environmental issues

Since 2022, the Group has offered a training course dedicated to the environment via the Getlink Academy platform in partnership with AXA Climate School. **More than 300 modules and 2,200 hours of training are available to employees** on topics such as climate, the circular economy, responsible purchasing, water, oceans and the fight against greenwashing.

Committing to the social economy through responsible purchasing and local life

2025 targets	2025 results	Statuts
Participate in the social and solidarity economy through purchasing		
Over **€1 million of yearly revenue from local sheltered employment sector players** (Eurotunnel)	**1.8 million in turnover** Collaboration with stakeholders in the sheltered employment sector	Achieved
33% of local purchases (Eurotunnel)	**44%**	Achieved
Strengthening team spirit and motivation by taking part in local initiatives		
Increasing of hours spent volunteering as part of the policy in the United Kingdom	**1,136 hours** (vs 500 in 2024)	Achieved

Our responsible purchasing approach

Responsible purchasing (~1,800 active suppliers)

Ecodesign

- Analysis and precise definition of needs
- Internal guides for purchasers and project managers on sustainable choices:
  - sustainable construction guide
  - sustainable events guide

Training and tools

- Training module on responsible purchasing in the Gelink Academy training system
- Training for buyers (Total Cost of Ownership, measures for negative impacts)
- Procedure encouraging the application of an internal carbon price

Supplier selection incorporating a 5% to 10% CSR weighting in the overall score

- Supplier commitment to respecting the Group's compliance framework through the general purchasing terms and a commitment form (Ethics and Conduct Charter, combating forced labor/modern slavery risks, "Responsible Purchasing and Supplier Relations" Charter).
- Assessment of suppliers based on a generic or specific CSR questionnaire, depending on the issues at stake, to understand their policies and actions regarding decarbonization, biodiversity, resource management, health and safety, responsible purchasing, and to promote low-impact solutions.

For which actions?

Some examples of more responsible products and services	• Build wooden shelters using local resources, produced by *Le Chênelet*, a social enterprise established in the region • Optimize delivery to reduce transportrelated emissions • Promote local and vegetarian meal options
Promoting exchanges with suppliers to identify relevant issues and support them in making sustainable choices	• Monitor performance in relation to the identified environmental and social issues. • Install electric charging stations for service providers operating on site. • Share adaptation costs (e.g., modernization of a processing line for refractory ceramic fibers)
Strengthening conditions for becoming a Group supplier	• Integrating CSR performance criteria in the final supplier evaluation • Possibility of excluding a supplier from future calls for tenders

Our flagship projects

A strengthened system to promote the inclusion of people with disabilities

The Group's commitment towards disability has intensified in recent years, reflecting a desire to take concrete action to become a more inclusive business.
Several structural initiatives have been implemented to strengthen the support system for employees with disabilities:

- Creation of a network of disability ambassadors and adoption of a disability charter to raise awareness and strengthen collective commitment;
- Organisation of awareness-raising sessions for teams;
- Recurring commitment to the sheltered employment sector;
- Allocation of one-third of the apprenticeship levy to the sheltered employment sector in 2025;
- Annual target of €1 million in revenue generated with organisations in the sheltered employment sector, illustrating the concrete impact of this policy.

These actions are part of a comprehensive diversity and inclusion approach driven by the Group's values and integrated into its CSR strategy.

€1.8 million in revenue
generated with organisations in the sheltered employment sector in 2025
(temporary crew members, cleaning activities, various maintenance tasks)

A strong commitment to our local communities

Getlink is strengthening its regional foothold through local initiatives and community partnerships in both France and the United Kingdom.
Since 2024, the volunteering programme in the United Kingdom has enabled employees to get involved in projects with a strong local impact. This commitment has been recognised with the *Excellence in Volunteering Awards*, highlighting the quality and scope of the Group's volunteer work.

Getlink develops partnerships with schools, associations and other local stakeholders to support cultural, educational, solidarity-based and environmental projects. In France in 2025, a dedicated procedure was put in place to enable schools to benefit from crossings through the Channel Tunnel at no extra cost compared to other, more carbon-intensive modes of transport.

Visit of a group of middle-school girls to the Eurotunnel site as part of the partnership with the "Elles bougent" association.

Getlink S.E.
37-39 rue de la Bienfaisance
75008 Paris, France
Communications Department :
servicepresse@getlinkgroup.com

Graphic design : Patte Blanche
February 2026

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