



Impact Report

2025

AUTONOMY FOR HEAVY-DUTY

EasyMile's driverless technology powers heavy-duty vehicles that transport goods and material in complex environments making operations safer, and more efficient. Its use cases deliver real value. Our market-leading software has a lasting impact and it is our mission to unlock this potential.

The autonomous vehicles driven by our technology allow humans to refocus where they are needed most by replacing them on the most repetitive tasks, especially in harsh environments like airports and industrial yards. They increase overall safety and efficiency, while being cost-effective.

At the same time, our solutions drive a significant drop in carbon emissions thanks to electric power, while contributing to an overall more energy efficient system by facilitating better control of fleets of vehicles.

Since its inception, EasyMile has been part of an ecosystem. Relationships with our vehicle platform manufacturers are at the heart of our model. Our impact journey began in 2022 when we appointed a CSR Manager and added Social and Environmental questions in our Quality Management Manual. This annual Impact Report was first published in 2023.

We hope you enjoy discovering our impact journey.



Gilbert Gagnaire
Chairman & CEO



OUR APPROACH

Built on a startup mindset, EasyMile gives its employees autonomy, and encourages self-initiative to improve our environmental, social and governance (ESG) policy.

These include for example 'the Green team' (a task force of volunteer gardeners), bike repair workshops twice a year, and 'EZTalks' (presentations made by EasyMilers for EasyMilers to share their passions).

These kinds of initiatives have been in place for years, and are firmly embedded in our culture.

We have build a CSR Team that works on Environment, Social and Governance themes that have a direct impact on our activities contributing to operational excellence. Our yearly action plan is based on ISO 26000 auto evaluation and employee feedback, and has a dedicated budget.

This collaborative way of working helped us identify the key ESG challenges we face alongside our business and processes. From the use of natural resources to the quality of our working environment, we have focused on what matters most.

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OUR VALUES

Passion

Driven by an autonomous future

We are passionate people at work and beyond, driven by challenges that we meet with energy and creativity.

Our passion is contagious and we share it through our solutions with a commitment to excellence.

Each success we achieve toward an autonomous future drives our passion.



Trust

Commit, and deliver

We earn the trust of our customers, partners and employees with our commitment to excellence, quality, and the highest safety standards.

We deliver on promises through communication and vision built on this culture of trust.



Teamwork

We are one team

At EasyMile, we are one team. The diversity of each complements the other, and is our strength.

We deliver on our promises through mutual respect and collaboration.



Innovation

Create and be determined

Innovation is a path we shape with creativity and determination.

We are building solutions for real use cases using cutting-edge technology. At EasyMile, we go beyond limits with flexibility and open-minds.



Excellence

Always go the extra mile

We are making possibility reality. We define clear, challenging goals, and reach them.

We outperform, are masters in our field, and always ready to go the extra mile.

We strive to deliver the best technology and be at the top of our game.



OUR ESG PRIORITIES

EasyMile's collaborative way of working led us to thoroughly analyze our environmental, social and governance (ESG) challenges to define long-term ambitions and plan the way forward.

We will work on these in the five ways below, guiding our Impact Road Map:



Solutions impact

We take our products' social and environmental negative impacts throughout their lifecycle into consideration in order to minimize them. At EasyMile, we aim for an optimum balance between the social, environmental, technical and economic factors necessary to run our business.

Gender balance

We strive to support women in our organization as an answer to the low percentage of women in the company, and industry in general. To us, this cannot be justified solely by external factors such as the gender ratio among engineering students. EasyMile's work environment and culture need to become proactively supportive and equally favorable to all genders in order to reach an equitable balance.

Engaged employees

Passionate by nature, EasyMile's culture has grown organically. Now a stable company with a promising future ahead, we are focusing on employee satisfaction, encouraging our people to thrive both professionally, and personally.

Sustainable logistics

Sustainable procurement and logistics go hand in hand. They encompass EasyMile's commitment to an environmentally responsible supply of materials and components, the reduction of our logistics solutions impact as well as raising awareness of these questions among our suppliers.

Remote operations

Deployment is key at EasyMile as it alleviates the environmental impact of travelling during both the commissioning and support phases of our client pipeline. Thanks to the progressive evolution of our operating system and procedures, we are confident we can significantly curb the frequency and distances travelled by our employees and distribution partners.



Solutions impact

Actions in 2025

Double the number of driverless commercial services.

Keep our records at:

- 0 injury accidents
- 0 incidents related to EasyMile technology

Why it matters

We care about global energy consumption, people health and safety, and rationalisation of expenses.

Ambition

Autonomous vehicles, such as those developed by EasyMile, are safer by design than human drivers. Their strict adherence to traffic rules and security distances significantly reduces the likelihood of accidents and material damage, which is crucial. This increased safety not only enhances human well-being but also minimizes the need for repairs on heavy machinery, conserving raw materials.

EasyMile's solutions, like the "EZTow" used at large industrial sites and airports worldwide, play a pivotal role in fleet electrification, directly reducing CO2 emissions and overall air pollution. Additionally, EasyMile's autonomous vehicles accelerate more steadily and drive more smoothly than human-operated vehicles, resulting in greater energy efficiency.

Furthermore, automating transport services historically driven by humans can yield cost savings of 50 to 75% by eliminating driver salaries. This allows for improved service efficiency and frequency or the reallocation of staff to higher-value tasks.

Additionally, tow-tractors driving is a tedious job with night shifts and weekend work ; EasyMile offer opportunities to avoid people these impactful work schedules for the sake of their family lives and health.

Overall, EasyMile's autonomous solutions present a comprehensive approach to enhancing safety, efficiency, and sustainability in logistics transportation.



Gender balance

Actions in 2025

- Increase our Gender Equity Index to over 80.
- Setting up conferences to support parenting.

Ambition

IT engineering can be male-dominated so we are proud to have female engineers and managers in the top-tiers of our company.

We want our Gender Equality Index to be at the highest average for companies of similar size.

In order to encourage work-life balance, we have a flexible remote working policy. Many EasyMilers, male and female alike, have made the choice to work part-time, whether to take care of family or ensure a better work-life balance more generally. We support this and have developed a policy to formalize it.

Why it matters

Respect is rooted in our young, international culture, our tolerance of disability, and our emphasis on gender equality. People are our greatest asset and a driver of our success.

Because we believe diversity is key to open minds and stimulates innovation, we promote all kinds of it within EasyMile.

72/100

Gender Equity Index for 2024





Ambition

We believe that creating the right conditions for employees to thrive professionally and personally is also key to the company's overall performance.

Wellness at work is important as it enhances employee health, boosts productivity, and fosters a positive and supportive workplace culture.

We strive to engage our employees in a meaningful way so everyone feels connected and united.

With our values now clearly defined, a number of actions are already in place to live them and foster well being at work. These include an ergonomic office layout, a remote working policy and the possibility to work part-time, numerous social initiatives, webinars about quality of life at work.

We also want to raise awareness internally of environmental issues and do this during our regular "All Company Meetings".

Why it matters

EasyMile has always placed great importance on the well-being of its employees. We want EasyMile to be a great place to work, allowing employees to thrive professionally and personally.

77%
of employees undertook some form of training in 2024

15,4%
of employees recruited through our referral scheme since 2019

Engaged employees

Actions in 2025

Expand our offering in the areas of internal mobility, implementing a skills management approach.

Developing technical training and implementing coaching for management positions.





Sustainable logistics

Actions in 2025

Renew our carbon audit in 2025 in order to renew our actions and keep decreasing our emissions.

Why it matters

Eco-supply is one of the biggest challenges but also one of the strongest levers of opportunity for EasyMile in order to become a sustainable business.

- 80%
decrease in freight emission from 2021 to 2024

< 10%
of total ton.km freight moved by airplane

Ambition

We are committing to an environmentally-responsible supply of parts and materials. With an integrator business model where EasyMile purchases standard platforms upfitted to autonomy, our main environmental and social impacts are out of our value chain.

A carbon footprint audit is being done from 2021, mapping the year's CO2e emissions.

We will do our utmost to minimize carbon emissions and other impacts of all our logistics within our value chain. We will continue to transport by boat and/or train wherever possible, rather than by plane and road.





Ambition

Traditionally, the set-up and operation of fleets of autonomous vehicles has meant frequent travel for our deployment and maintenance teams.

Our long-term vision includes commissioning our autonomous vehicles locally through our clients and/or partners.

Not only does this have an obvious environmental impact, it can also prolong the various stages for our customers.

We are committed to reduce the carbon footprint of all our business travel with more and more remote diagnostics and maintenance.

Remote operations

Actions in 2025

Review of our remote maintenance policy to allow > 50% standard vehicle interventions to be performed remotely through software solutions.

Additionally, we are developing preventive maintenance solutions to anticipate issues and optimize on-site interventions

Why it matters

Allowing remote intervention on our vehicles is a crucial way to limit our travels and CO2 footprint.

Thanks to our software, we are more and more able to perform remote maintenance for standard software operations, and to put in place health monitoring to anticipate issues and avoid useless travels.



Thank you

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