



Impact Report 2026



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 autonomous driving software has a lasting impact and it is our mission to unlock this potential.

2025 was a year of major organizational change, including restructuring and a significant transition. Despite this context, EasyMile maintained its CSR commitments, including its annual carbon footprint assessment and structured environmental and social action plans.

2026 is a pivotal year for EasyMile. After years of proving the relevance and safety of our technology, our focus is now on validating scalability. This matters because the benefits of driverless electric fleets grow with scale. More vehicles in operation means safer workplaces, fewer repetitive and harsh tasks for people, better fleet control, smoother operations and lower carbon emissions.

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.

This report shares where we progressed in 2025 and where we are focusing in 2026.

We hope you enjoy discovering our impact journey.



A stylized, handwritten signature in black ink, appearing to read 'G. Gagnaire'.

Gilbert Gagnaire
Chairman & CEO



OUR APPROACH

Built on a startup mindset, EasyMile gives its employees autonomy, and encourages employee-led initiatives 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 built 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 self-assessment and employee feedback, and has a dedicated budget.

From the use of natural resources to the quality of our working environment, we have focused on what matters most.

A collaborative way of working helped us identify the key ESG challenges we face alongside our business and processes.



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 six 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.

Ethics & Responsible AI

As autonomous technology scales, trust must be built into both our software and the way we work — strengthening governance around safety, data, and AI, while keeping transparency and accountability at the heart of everything we do.

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. 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. As the company enters its next phase 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 alleviates the environmental impact of travelling. 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.



Ambition

EasyMile's autonomous technology improves safety through consistent driving rules, controlled speeds, safe distances, and monitored behaviour. By strictly following traffic regulations, it helps reduce accidents and equipment damage, enhancing safety while lowering repair needs and conserving resources.

Automation also increases operational efficiency and reduces costs, enabling more frequent services or allowing staff to focus on higher-value tasks.

Tow tractor driving is often repetitive and requires night or weekend shifts. EasyMile's technology reduces the need for people to perform these demanding schedules, supporting better working conditions and work-life balance.

Overall, EasyMile's autonomous solutions enhance safety, efficiency, and sustainability in logistics transportation. Deployed in vehicles such as the EZTow at industrial sites and airports worldwide, the technology supports fleet electrification, reducing CO₂ emissions and air pollution. Its smooth and steady driving style also improves energy efficiency compared with human-operated vehicles.



Solutions impact

Actions in 2026

Continue expanding driverless commercial services while maintaining a strong safety record through rigorous monitoring, incident analysis and continuous improvement.

Why it matters

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

125 tCO₂e

estimated avoided emissions for customers in 2025



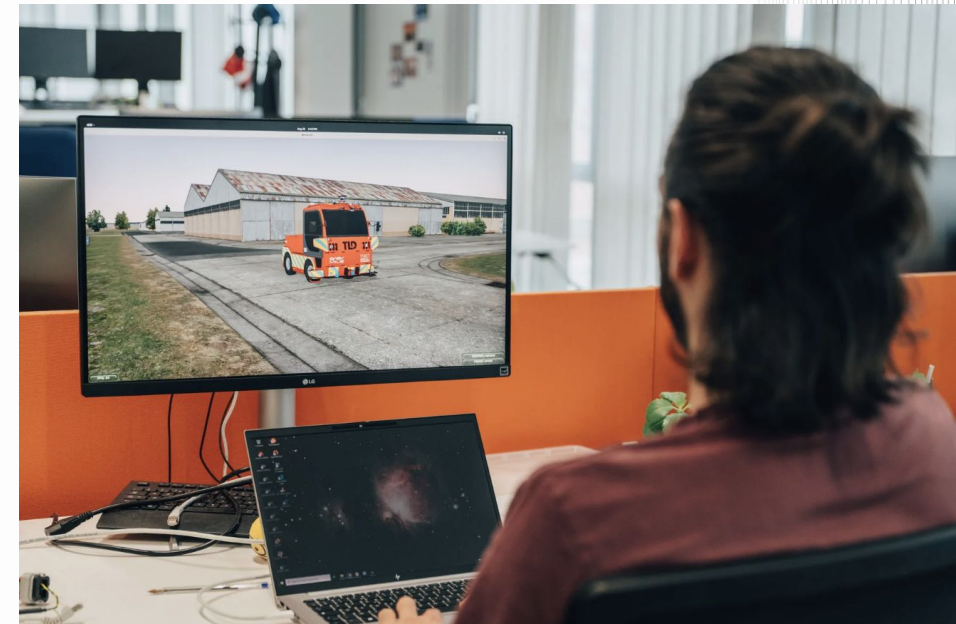
Ambition

Deepen our ISO 26000-based maturity assessment to guide progress across governance, environmental responsibility, labour practices and community engagement.

Strengthen EasyMile's position as a trusted and responsible company in autonomous technology by embedding ethics, transparency and accountability into our decisions, technology and partnerships.

Make AI a driver of performance and quality for every employee.

In 2025, we published an AI Policy and AI Charter governing the use of generative AI across the company – defining approved tools, data privacy rules, and ensuring human oversight at all times. We will continue to evolve this framework as technology and regulations advance.



Ethics & Responsible AI

Actions in 2026

Strengthen our data classification policy and cybersecurity governance to protect stakeholder data.

Equip all employees with AI-powered productivity tools (Google Gemini, coding assistants) under a clear governance framework with usage guidelines and budget controls.

Why it matters

Developing autonomous technology comes with a responsibility to operate with integrity and transparency.

Strong governance builds trust with customers, partners, and employees alike.



Ambition

IT engineering can be male-dominated so we are proud to have female engineers and managers in the senior levels 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.

Gender balance

Actions in 2026

Increase our Gender Equality Index to over 80.

Organise conferences and workshops to support parenting.

Why it matters

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.

73/100

Gender Equality Index for 2025

30%

Women in the top management team, 18% for the whole company





Ambition

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.

A number of actions are 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, our EZWellness program, psychosocial risk prevention workshops, and webinars about quality of life at work.

We are also committed to responsible choices in our daily operations – from sourcing our coffee through a socially engaged supplier, to procuring refurbished IT equipment, to organising onsite blood donation.

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

Engaged employees

Actions in 2026

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

Develop Technical training and implement coaching for management positions.

Why it matters

We want EasyMile to be a great place to work, allowing employees to thrive professionally and personally.

64%

of employees undertook some form of training in 2025, in a year of organizational transition.

4.2 / 5 Glassdoor score

90% reviews would recommend this company as of May, 2026, based on 42 reviews.





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 assessment has been conducted annually since 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.

Sustainable logistics

Actions in 2026

Integrate carbon criteria into supplier selection

Favour refurbished IT equipment.

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 emissions from 2021 to 2024 (data for 2025 not available yet)

< 10%

of total ton.km freight moved by air





Ambition

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

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

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

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 2026

Update our remote maintenance policy to enable more than 50% of standard vehicle interventions to be performed remotely.

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.

70 tCO2e

Business travel emissions are down from 235 tCO2e (2024) to 70 tCO2e (2025).

Thank you

Connect with us



Autonomy for
heavy-duty