



Together
for a European
supply chain

Rapport d'activité

Tätigkeitsbericht

Rapporto d'attivit a

Activity report

Reporte de actividad

Relat rio de atividade





TRANSPORT - LOGISTICS





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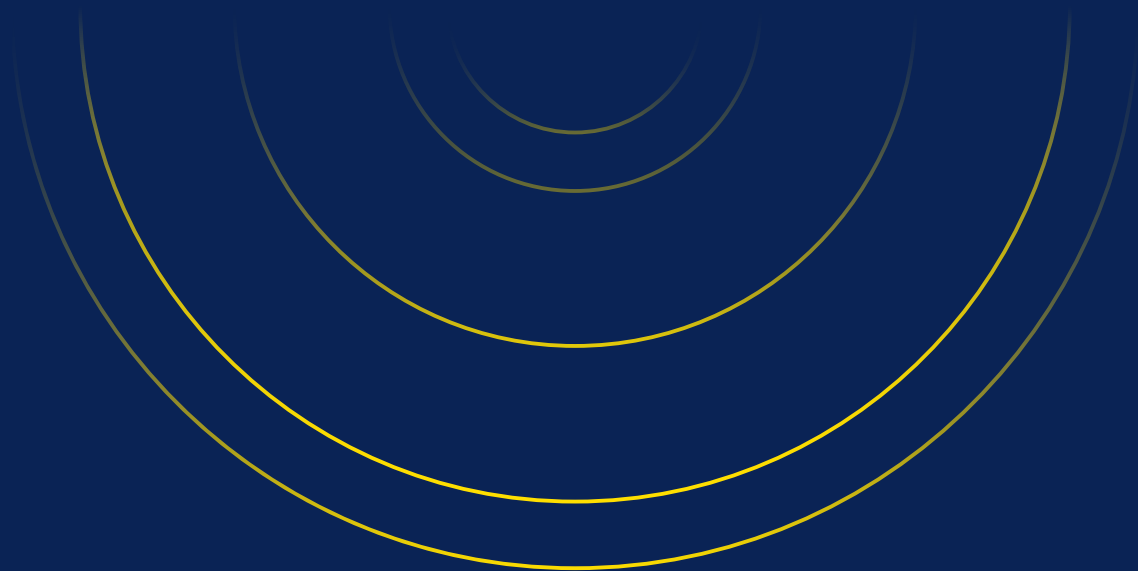
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OVERVIEW 2022

ASTRE is making its BIG MOVE!



*A unique
cooperative model*





EDITORIAL



Denis Baudouin
Chairman and CEO
ASTRE Group

For the seventh consecutive year, I am proud to present you with our business report, which will take place in a time that is, to say the least, uncertain and truly anxiety-provoking, between the pandemic and the war on our doorstep.

In the last financial year, I praised the values that make up our fine group in that they enabled us to remain strong collectively during the health crisis and finally end 2020 without too much damage to our businesses.

2021 will have been the year of a real rebound!

I think I can say that this year has been good, very good, and sometimes even excellent for almost all of our members, both in terms of the volume of activity handled and the results obtained.

All of this has been achieved by remaining solid on our foundations, without ever abandoning our DNA, and by simultaneously forging the qualitative links that are essential to our long-term survival.

In addition to its sustained activity, Astre is improving day by day to the point of becoming one of the most demanding players in the transport and logistics market in terms of organisation, innovation, quality of service and territorial presence.

And since we are on the eve of our thirtieth anniversary, without being overly self-satisfied, I think I can say that we will do even better in the future.

Our organisation is now established and fully operational. We have become more efficient with a single decision-making structure for all of Astre's legal entities and with management teams in place and staff ready to take on all the challenges that await us, with the members and for the members.

Another major element of the optimism that we claim is the control of our production chain, unlike many of our competitors. Some will say that it is difficult to recruit and that there is a lack of materials, but what if we were simply traders without human and technical resources?

We do have all the resources that make a difference to our customers. If I add to this the agility of our members to decide and make quick choices, we have a recipe for a winning cocktail.

Let's be proud of who we are! The figures for 2021 prove this once again. Our recurring ability to

generate profits, the systematic reinvestment of all these earnings in production tools and member services, and the proven satisfaction and renewed commitment of our customers are the best proof of our strength and belief in the future.

So everything is great except...

Europe. Unfortunately, it was not until war broke out on our doorstep that European countries realised the real importance of their common interests and reaffirmed their unity through concrete action. Will we have to wait much longer at Astre to give a real boost to our ambitions? We talk a lot, but we do little. Let's not throw stones at anyone, but let's invest now with vigour, together, at the same time and the same direction through common sense actions that will give everyone the desire to move forward.

The environment. We are committed to the energy transition, that's for sure! But are we doing this out of conviction or obligation? The various IPCC reports and the many whistleblowers should encourage us to make this the leading cause of our initiatives and not simply a forced commercial response. This is our moral duty.

The speed of implementation of our projects. How long it takes sometimes to get to the end of a topic! We have far too much inertia to carry out our programmes, from the simplest to the most complicated actions. All our stakeholders expect us to be more responsive.

But our ambition remains intact! It remains to not fail faced with the challenges, to select them and to prioritise them to ensure the durability of Astre and its members.

I will end by wishing Astre a very happy 30th birthday. The age of maturity has been reached, and it is appropriate to capitalise on the past to guide the future.

I would like to take this opportunity to thank all those who work on a daily basis, members and employees, to keep this beautiful machine alive and to ensure that the adventure continues with as much happiness.

Yours Astriously,

DENIS BAUDOQUIN

GOVERNANCE



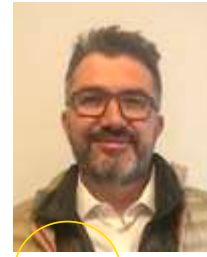
1 man, one voice
160 members

18 members of the
Board of Directors
of which **1** Chairman



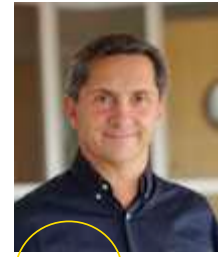
Denis BAUDOIN

*Chairman and CEO
ASTRE Group
BAUDOIN Group*



Olivier BOUEIX

BOUEIX Transport



Fabien CHAZOT

CHAZOT Transport



Xavier CHEUTIN

CTL CHEUTIN



Alain DUFOUR

PTS DUFOUR



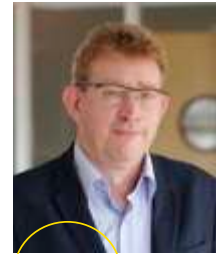
**Enrique
ELVAS MARTIN**

TMS Transport and
Logistics



Pierre FRATTA

FEUILLET Transport



**Jean-Christophe
GAVEND**

BELTRALOG



Giuseppe CURCIO

CURCIO Transporti



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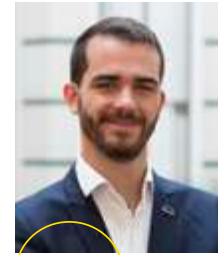
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GREININ Transport



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JOLIVAL Transport



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KLEYLING Transport



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GRIESHABER



Luc Van MIEGHEM

VAN MIEGHEM
LOGISTICS

OUR VALUES

ASTRE, a committed group

After a 2020 strongly impacted by Covid-19, 2021 promised to bring many hopes, at all levels. All members of the Group were eager to get back to their teams, to fully resume their activities and to implement all the projects that had been disrupted by the pandemic.

Unfortunately, Covid-19 had to be dealt with again. However, the past year was not a pale copy of 2020. It has been rich in many ways and has delivered in many areas.

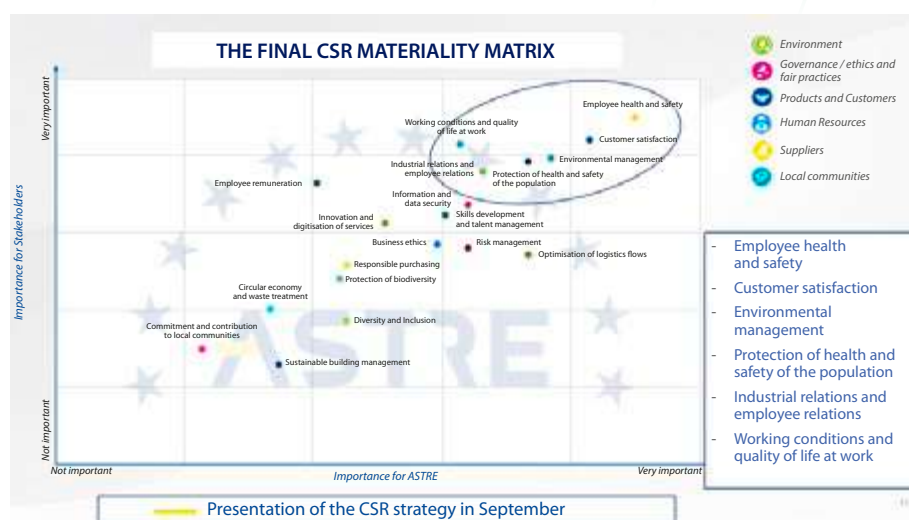
This is due to the ability of the members of the Group to adapt and to our collective, which creates value. Taking into account their experiences in 2020 and faithful to the foundations of the cooperative, all the entities have been able to be agile in moving forward. During 2021, our values have enabled us to undertake collectively in a still uncertain context. They are lived out on a daily basis and embodied by each of the Group's members.

Responsibility, diversity and tailor-made solutions, solidarity and mutual aid, proximity and European attachment: These are not just words, but a multi-faceted state of mind that characterises our group.



CSR strategy

The great consultation



The expectations of the Group's members in terms of CSR are high. They stem from both internal and external issues, expressed by our stakeholders (customers, employees, suppliers, etc.).

As the scope of CSR is immense, it was necessary to refocus our approach. Therefore, in order to implement a strategy corresponding to our group, a major consultation was carried out.

After a preparatory documentary work which enable us to select about twenty priority issues for the cooperative, all Astriens, partners and customers were asked to prioritise these issues.

The results of this major consultation, placed on a graph (called "materiality analysis"), enabled us to define the topics that will be addressed by our CSR strategy.

The CSR department

(Corporate Social Responsibility)

Accompanying

1 QSE unit
1 CSR unit

Since the beginning of 2021, the Group's CSR department has been twofold with a **QSE** (Quality, Safety and Environment) and a **CSR unit**.

This complementary organisation has made it possible to offer a range of services, resolutely oriented towards the benefits provided to members.

Informing

The regulations applicable to Astriens are numerous and sometimes complex. **An accessible and more pragmatic transcription** of these texts was **regularly offered to members**.

Publications or specific events (such as COP 26) have been given the same simplification treatment to make them easier to understand.

> For example, the tertiary decree, the first IPCC report, the AGECL law, COP 26 and Trackdéchets were discussed in this context.

Always in the spirit of transmitting the necessary information to Astriens **to facilitate their ecological transitions**, elements relating to available subsidies were also shared.

Organising

To be more efficient, Astre Cooperative, Astre Commercial and Astre Digital have chosen a common organisation according to **ISO 9001 and ISO 14001 certifications**. Certified in January 2021 on this new scope, the three entities have implemented the mandate established by the Chairman of the Group through harmonised roadmaps.

In order to meet the expectations of the stakeholders of the Group's members, the CSR department was the entry point for Astre Commercial in terms of CSR assessment. **Last year, a SMETA audit (Sedex Members Ethical Trade Audit) and an Ecovadis evaluation were used to qualify Astre Commercial's CSR practices. The results of these evaluations were positive, with Ecovadis awarding a gold medal for the fifth consecutive year (score: 66).**

Anxious to accompany Astriens in their necessary ecological transitions **the CSR department has organised the setting up of workshops for the climate fresco**. This activity, based on collective intelligence, allowed all participants to recall the mechanisms behind

climate change and its consequences. As a precursor in the world of transport and logistics, by choosing this workshop, the Group has enabled **175 people** to take part in a global understanding of climate change with a view to better understanding the changes that will have to be made at the heart of companies.



Providing solutions

To encourage dialogue on issues such as governance, human rights and the environment between the Group's members and all their stakeholders, a **new CSR charter** was launched in 2021. The result of a collaborative effort involving the CSR Committee and the Board of Directors, this CSR charter presents ASTRE's commitments in a detailed and accessible manner. Moreover, it can be personalised by each member so that the CSR dynamic can shine through both at the level of the Group and its members.

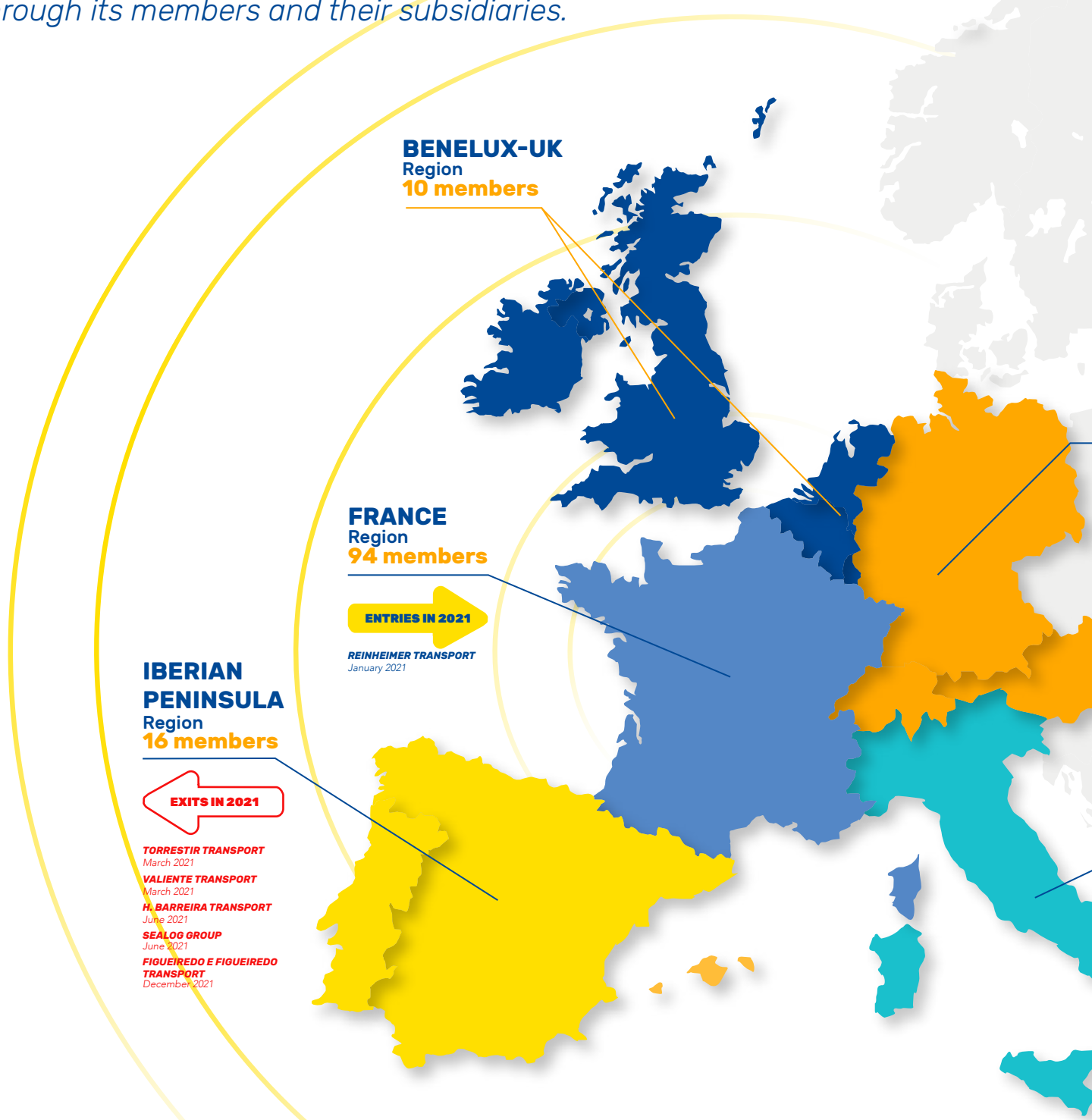
The simplified transmission of the regulatory requirements of the tertiary decree to the members of the Group was carried out via several media (documentaries and webinars).

It was also accompanied by the introduction of a specific solution for Astriens. Thus, **an IT and regulatory monitoring solution** was offered to them so that they could fully meet their obligations while at the same time complying with the spirit of this decree by reducing their energy consumption.

OUR EUROPEAN

State of the network 2021

Astre is present in **13 countries in Europe** through its members and their subsidiaries.



BENELUX-UK
Region
10 members

FRANCE
Region
94 members

ENTRIES IN 2021

REINHEIMER TRANSPORT
January 2021

IBERIAN PENINSULA
Region
16 members

EXITS IN 2021

TORRESTIR TRANSPORT
March 2021

VALIENTE TRANSPORT
March 2021

H. BARREIRA TRANSPORT
June 2021

SEALOG GROUP
June 2021

FIGUEIREDO E FIGUEIREDO TRANSPORT
December 2021

INFLUENCE

13 Country

5 Regions

1 Service dedicated
to the network composed of 4 facilitators,
1 coordinator and 1 director

Strategy and Development

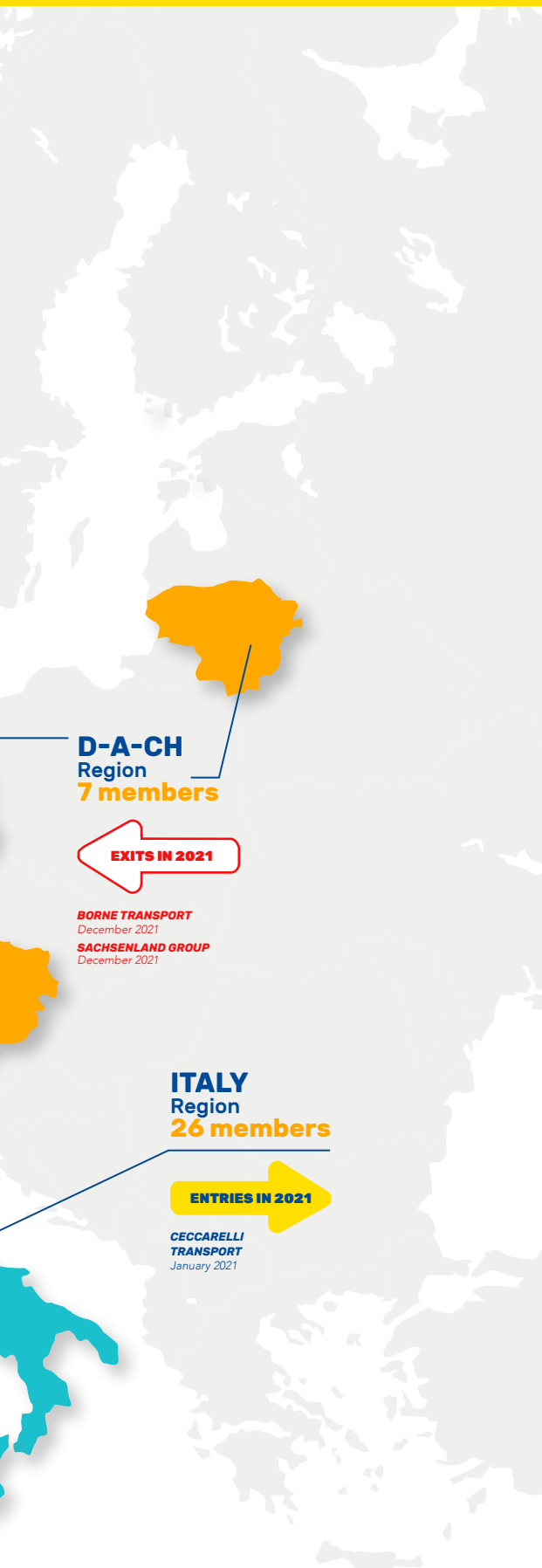
Ambitions and challenges

Europe's leading group of independent transporters Astre continues its development by recruiting new members in geographical areas where its presence remains weak and by accelerating exchanges between members in an unstable economic context.

Solidarity between members remains the Group's guiding principle, and the recruitment of new members over the past year has been based on existing partners already involved in exchanges with Astriens. Thanks to the numerous internal projects in the different Astrien regions, these partners have sufficient information and intelligence to ensure a quick and efficient integration.

Already with **153 members**, the development of the network must be carried out in a **qualitative** way in order to **strengthen commercial exchanges** and to make the tools and services offered in Europe more robust, which explains a smaller increase of less than 5 members per year.

In addition, the network **motivates and facilitates projects within each region** as well as between regions with the objectives of **business development, improving company profitability, finding innovative solutions** and reliable partners in a sector undergoing constant disruption.



Astre network: review and outlook

Review 2021

2021 will have allowed Astriens to meet and **consolidate their relations** after a year with a very particular context.

The regional meetings, technical commissions and ASTRE events will be resumed step by step in an imperative face-to-face format in order to rediscover the atmosphere and the exchanges that have made the Astrien network so strong. **More than 50 face-to-face meetings organised by the ASTRE group took place** in person in Europe, to which must be added more than 30 video-conferences due to health restrictions. Various **national and international projects** have enabled

Astrien members to **increase their exchanges considerably**. Thus, in 2021, these exchanges increased by **15.5%** compared to 2020, a year disrupted by health restrictions, and by 5.7% compared to 2019, the reference year.

The arrival of the **new network director in 2021** has also made it possible to homogenise the approaches of the facilitators in each Astrien region. It also launched a European approach to bringing supplier agreements closer together, particularly in the Group's Mediterranean regions, in collaboration with the Purchasing Department.

Outlook

2022

In 2022, there is a need to relaunch the recruitment of new members to compensate for the possible departure of members due to the recurrent restructuring of the transport industry and the absence of partners in several European regions. **The network's animation will thus be reinforced in the most sensitive regions (UK, DACH).**

In order to develop international exchanges within the Group, an **international steering committee** which will oversee the projects in each region will also be launched during the year.



2021

In 2021, the entire network team in France was dedicated to **supporting members, their development and their collaboration**. A major awareness-raising effort among the various managers of member companies (all functions combined) regarding Astre's services and tools has made it possible to **reinforce the technical and financial support** in a context of sudden economic recovery. The network service has organised new webinars on the subject of **alternative fuels called "Green Friday"** (5 sessions in the last four months) and launched the first regional meetings for human resources experts and workshop managers of members.

2022

*Following on from the events held in 2021, new webinars on topical issues will be held in the second half of 2022 and **the Young Leaders' Club will be relaunched** after an absence of 3 years. This club should enable new managers to create a more complete network with their colleagues in order to deal with common issues following their new position within their companies.*

Recruitment will also be accelerated to meet the geographical and support needs of Astre's activities in the form of sponsorship in association with historical members. The Astrien region of south-eastern France is targeted in particular to increase the density of members and to promote domestic South-North exchanges.



ASTRE FRANCE

OUR EUROPEAN INFLUENCE



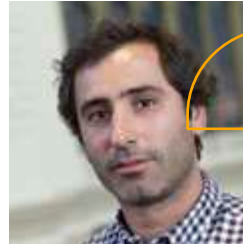
Giuseppe Curcio
ASTRE ITALY

2021

In a context of strong development in the country, Astre is committed to **improving the working conditions of its members throughout 2021**. 18 referenced contracts with strategic suppliers were signed, the Astre Plus pallet distribution network reached profitability with **a 50% growth in volumes** and a network of Astriens with workshops and intervention services was launched. With one additional member, **the Italian network now has 26 members** operating in the country and in Europe and represents the largest network of independent hauliers in the country.

2022

In 2022, Astre will seek to complete its national coverage with **the accession of new members** already involved in certain Astre tools or services, which will thus be better consolidated. **2022 will also see the return of the traditional events organised by Astre** such as the Managers' and Operators' Congresses. These congresses will be an opportunity to raise awareness among all participants of the need to take a very sustainable approach to the transport and logistics professions.



Enrique Elvas Martins
ASTRE IBERIAN PENINSULA

2021

The Iberian Peninsula will have experienced a more difficult economic recovery in 2021, with transport companies struggling to cope with the crisis experienced the previous year. Throughout the year, Astre IP has therefore been looking for ways to provide more profitable solutions and to participate in the development of new activities. In addition to regular meetings between members, the latest of which were face-to-face, **9 strategic suppliers have been referenced with favourable conditions for members**.

2022

In 2022, a **development of agreements with other suppliers** will be launched as well as the **creation of a trade commission** in order to propose complete offers operated by several members of the API region for domestic and international transport to Spanish and Portuguese manufacturers. Among the projects under study, a **distribution network that could be linked to the pallet system** will be proposed to Astre members.



Luc Van Mieghem
ASTRE BENELUX-UK

2021

Efforts in 2021 focused on **improving the service of the PALLET SYSTEM tool in the Benelux** to achieve an excellent level of quality as evidenced by the customers and consequently the growth in volumes. **The 4 countries have full coverage for pallet distribution with a very high standard**.

2022

In 2022, in addition to continuing the PALLET SYSTEM performance, the intensified recruitment of new members in the United Kingdom will enable the Group to better meet the needs of this region where trade conditions have changed significantly due to Brexit.



Ulf Tonne
ASTRE D-A-CH

2021

In an Astrien region undergoing major reconstruction, the need to strengthen communication through strong collaboration in 2021 with experts in the field has given **visibility on the Group's European potential**.

2022

Recruitment in the German regions will be intensified in 2022 in order to **to build a group of transporters focused on European activities and** and seeking sustainable partnerships in neighbouring countries.

OUR MEMBERS

Astre and its Astriens...



ASTRE BENELUX-UK



KNIGHTS OF OLD
DANDROY
GARSOU-ANGENOT
GHEERAERT

GOBO
JET NV
VAN MIEGHEM LOGISTICS
TS LUX

CTS GROUP EUROPEAN
KLG EUROPE EERSEL BV



ASTRE ITALY



ALPINA ITALIANA
AVANZINI
BENZAZZI
CAMBIANICA
CAMELLINI
CAREDIO GROUP
CAVALERI
CECCARELLI
CINQUINA TRASPORTI e SERVIZI
SRL

CIRAULO
CTF SOC. COOP. CONS.
CTS MILANO
CURCIO TRASPORTI e SERVIZI S.
DE ROCCO
DETASSIS
GIRAMONTI
ITALKAPPA LOGISTICS
PIERRI
RIBONI RBN SRL

SERAPIDE TRANS
SETTI TRASPORTI
SMANIA GROUP
STANTE
TABOGA
TAURO
TRANSCOOP



ASTRE IBERIAN PENINSULA



ALLIED
AUNDITRANS
BILDUTRUCK
CATOA
DELTA DIVISION
GENEBRANDO CASTRO

JOAO PIRES
OGX
ORCELITRANS
PLAZAOLA TRUCK
SAO LUIS
T.A.F.

TMS TRANSPORT ET
LOGISTIQUE
TRANSNABA
TRANSPAIS
TRANSPORTES RODRIGUES
e SANTIAGO



ASTRE D-A-CH



BRETALITA
GRIESHABER
GUSTAV MAEULER GMBH, CO.

MOELLER
NOTHEGGER
SIEGMANN

TRANSNEU



ASTRE FRANCE



ADAM
 AEM
 ALLEMAND
 ARCHER
 BARBERO
 BAUDOUIN
 BELTRALOG
 BERNARD G SA
 BERNARDI
 BERNON
 BERT TRANSPORTS SERVICES
 BLEGER
 BLIN
 BONNEVIALLE
 BOUDET
 BOUEIX
 BOURGEOIS
 BTL
 CABAILLE
 CAILLE LOTS INDUSTRIELS
 CHAVIGNY TPS ET T.P.
 CHAZOT
 COBIGO
 CONTIGNON TRANSPORTS
 CROUVEZIER
 CTL CHEUTIN TRANSPORTS
 DA SOLER
 DAVIN
 DENOUAL
 DESJOUIS TRANSPORTS
 DESORMEAUX
 DUCOURNAU

DUPAS LEBEDA
 EVENISSE
 EYCHENNE
 FEUILLET
 GAMBA ROTA
 GARIOU
 GENTES
 GILLOIS
 GORRON FRET
 GRENNIN
 HEINTZ
 IDEA TRANSPORT
 ILLE ET RANCE
 JAMES INTERNATIONAL
 JOLIVAL
 KLEYLING
 LANDRY
 LAPEGUE
 LAPORTE
 LAURENTIN
 LE GUEVEL
 LEGENDRE
 LIEBART
 LMIF
 MALGOGNE
 MANDICO
 MEUNIER
 OPTIROAD
 PIEJAC MAINGRET
 PRABEL
 PREVOTE TRANSPORT
 PROUHEZE PARADIS

PTS DUFOUR
 QUERE
 RAPITEAU
 RAUTUREAU
 REINHEIMER
 RICOUARD
 ROSELIER
 ROSSON
 ROUILLON
 ROULAUD
 ROUQUET
 ROUTIERS BRETONS
 SALLABERRY
 SARRION CHARBONNIER
 SAVIGNY-TRANSPORTS
 SENGLER SA
 SERGE DERVAL
 SIMON
 SOBOROUTE
 SODEL
 SOLETRANS
 STFV
 T.A.B.
 TCP DEVELOPPEMENT
 TENDRON
 THEVENET
 TRANS SCOP CANTAL
 TTM THIERRY MERCIER
 VERDIER
 VINGEANNE

OUR CUSTOMERS

2021

Business activity in figures

The business development team at Astre **identify business and growth opportunities** for the Group and its members in the transportation and logistics fields.

As a single point of entry for key accounts, **the Flow Management** unit based in Bouguenais **organises and optimises** customer flows, relying mainly on the members' own resources.

FLOW MANAGEMENT

Figures 2021

40,000
transport orders

20.5

M€ of turnover

↑ **15%** VS 2020

↑ **5%** VS 2019

ASTRE Palet system®

On the Palet System side, the palletised transport solution currently relies on **220 hauliers, 56 distributors and 8 hubs**, guaranteeing the **security** and **traceability** of shipments every day, from the collection of your goods to their delivery.

Figures 2021

1.7 MILLION
pallets distributed

850,000
shipments

220
hauliers
(Astriens and subsidiaries)

72 distributors
in Europe

8 hubs

5 in France, 1 in Benelux, 1 in Italy and 1 in Spain

Outlook 2022

Astre Commercial continues to work on **consolidating its customer portfolio** and **positioning the Group** on new markets and calls for tender.

The department diversifies the customer portfolio, implements contract management, KPIs and develops analysis and reporting tools.

Finally, commercial development goes hand in hand with the **leveraging of our know-how in logistics**.

Our multi-sectoral expertise

Our historical sectors continue and are being consolidated. These include, **DIY, beverages, construction, retail and FMCG**.

Fully meeting our objectives of opening up the sector, **new sectors have placed their trust in us, such as furniture, E-Commerce and automotive**.

After a 2020 marked by a slight drop in activity, **growth in 2021 will be +15% compared to 2020**.



OUR PARTNERS

Purchasing: the Group's DNA

The two founding pillars of the ASTRE group are freight exchange and of course purchasing.

"Mass purchasing is part of the cooperative's DNA. Whatever the size of the company, each Astrien member has an interest in playing together. For seven years now, grouped purchases have enabled our members to obtain economic and technical purchasing conditions similar to those of the large groups."

Denis Baudouin
Chairman & CEO
Astre Group

Today, the purchasing force is based on a Commission associated with an internal service.

The Purchasing Committee is composed of twelve members who are employees or managers of the member companies. The Commission meets at least four times a year to review potential suppliers. These are analysed to assess their products or services, their strategy, their geographical coverage and, above all, their relevance to the current range of 86 signed protocols. The latter are classified on the same criteria as well as on the turnover achieved. The categories range from bronze to silver to gold. This ranking provides increasing benefits and generates ambition in our suppliers to perform even better.

The contracts cover the scopes, with truck and semi-trailer manufacturers, fuel, AdBlue, tolls, tyres, spare parts, TMS, handling,

training, advice, etc., as the first priority **everything that a transporter needs in his daily life.**

Each supplier is monitored throughout the year by a reference person to renegotiate the framework contract with the application of the percentage or amount of the end-of-year discounts; and also to frame price fluctuations and **act as a moderator at the request of a member.**

One of the main annual tasks of the Commission and the Purchasing Department is to manage the tenders offered to engine manufacturers. A detailed specification is drawn up with the list of required or optional parts, guarantees, rental rates, comfort, safety, performance and economy packs, and buyback options. Each file is analysed, and after a presentation, discussion and negotiations, a winner is chosen to best serve the members in an ambitious group purchase.

Within the **Purchasing Department** the roles consist of the centralisation of all data to **calculating the end-of-year discounts** for the member and for the Cooperative, to providing all the **technical support** to the Astriens, to **boosting this triangle relationship** by training, information sessions for the workshops, communication of promotions or any other novelty, and **channelling all exchanges with suppliers.**

The Purchasing Department organises and runs the partners' showroom day during the annual managers' conference. This is the highlight of the year for suppliers!

Purchasing in 2021

2021 has been characterised by **increasingly long lead times and rising prices**, linked to the international context. Factories affected by long shortages have a full order book but cannot meet the needs of members. **2022 will be complex and challenging.**

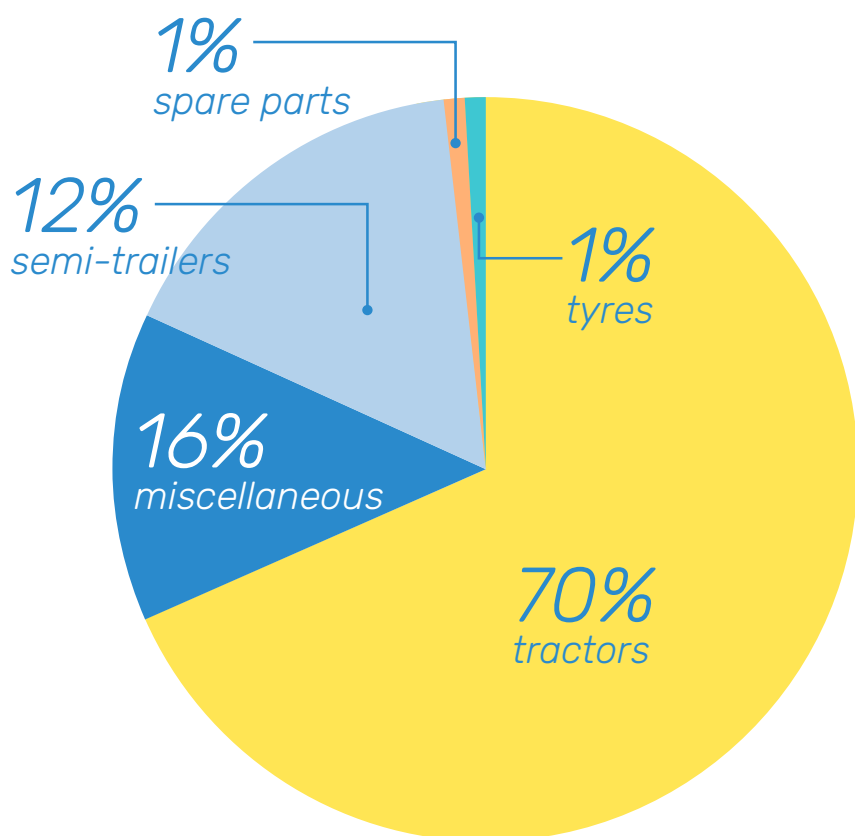


Partner showroom - ASTRE 2021

Consolidated turnover 2021

(2020: €2,836,553)

€2,909,957



1,019
Truck
tractors
purchased

669
semi-
trailers
purchased

- Tractors
- Semi-trailers
- Sundry
- Tyres
- Spare parts

Year-end rebate

Tractors	70%	€2,038,000
Semi-trailers	12%	€334,807
Sundry	16%	€479,135
Tyres	1%	€28,075
Spare parts	1%	€29,940
Total		€2,909,957

OUR ORGANISATION

Astre relies on **products, services and support functions** that work in synergy to best meet the **business challenges** of the Group and its members. For **30 years**, Astre has been structured around **services essential** to the functioning of a large group.

The words of the Deputy CEOs

Since 2019, the management of the Group's structures has been based on **two main complementary divisions**.

One under the responsibility of **Alexandre Demidoff** covers the members' network, the flow management commercial offer, the Palet System network and CSR.

The other is directed by **Nicolas Chartier** includes member services, accounting and finance, human resources, purchasing and information systems.



Alexandre DEMIDOFF

Nicolas CHARTIER

These two divisions deploy their expertise **in support of the strategy** led by the BOARD OF Directors. **The strategy of this mandate aims to:**

- > Increase the **performance and quality** of our services
- > **Develop and anchor a brand image** to increase awareness of the Astre brand
- > Develop and **diversify our offer** by **innovating**
- > **Densify the network** in Europe and be **attractive** for members
- > Increase **members' commitment** in cooperation
- > **Anticipate and secure the future**

Review 2021

In 2021, our efforts were focused on **strengthening the animation of networks** beyond the managers around the subjects of **CSR, training and human resources, digital, purchasing and workshops**.

The commitment of our members to the Palet System network and the leadership provided by our teams has enabled us **to establish our palletised parcel delivery network** as a recognised PREMIUMnetwork.

Our field forces remain mobilised to densify the network of members in Europe and to structure the

integration of potential new Astriens.

In the face of the exceptional events we have been experiencing for the past 3 years and the unstable economic context, we are mobilising around projects aimed at **strengthening the resilience of our members and the Group itself** while exploring ways to improve and innovate our offers and products.

The Group's ambition is still strong, supported by increasingly committed members and increasingly motivated operational teams.

Palet System

Since 2005, **Palet System** is the **European solution** for the routing of palletised freight from 1/4 pallet to 8 pallets with members committed to reducing CO², massification of batches reducing the number of vehicles on the road.

The solution is based on 220 delivering hauliers, 55 distributors and 8 hubs, which guarantees the security and traceability of your shipments every day, from the collection of your goods to their delivery.



Business development

The business development team at Astre **identify business and growth opportunities** for the Group and its members in the transportation and logistics fields.



Calls for tender

This department receives Transportation and/or logistics tenders and makes them available to members, enabling them to **participate in tenders from major national or European shippers**. The bids received are then compiled in order to submit an **overall proposal** in the name of the Group.



The Research Department

This cross-functional department **supports the commercial and operational departments**. It responds to calls for tender and **carries out studies** during consultations with customers or prospects, including in the context of upgrades to the Palet System integrated network.



Flow Management

As a single point of entry for key accounts, the Flow Management unit based in Bouguenais (44) **organises and optimises customer flows**, relying mainly on the members' own resources.



OUR ORGANISATION

CSR

The **CSR team's** missions range from **defining CSR*** and **QHSE*** strategies to their implementation, both by the Group's entities and as part of the support offered to each Astrien.

* **CSR** = Corporate Social Responsibility

***QHSE** = Quality-Health-Safety-Environment



Digital

Since 2016, Astre has benefited from an **organisation dedicated to IT systems**. A team of **9 professionals** prepare and deploy **digital tools and solutions** for the benefit of the Group and its members.

Anticipating and meeting requirements are the goals of the Astre Digital team, **who provide all IT and telecommunication** services needed by the other Astre departments and the Astre companies.

Finance

The purpose of the Astre Finance Committee is to **monitor members' financial health**. This is an essential activity, making it possible to detect any risks of an Astre Company failing and impacting the others.

The Astre Finance Committee also provides a **reporting and management control template** tailored to the Transport sector. It supports the Astre companies with their planned disposals or acquisitions, monitors corporate news and informs members of any emerging challenges. It can also provide assistance in times of economic hardship.



Communication

Promoting, bringing together and informing are the three main missions of the department. Given the task of protecting and forging the Group's image, **the communication department works closely with all operational and functional departments, both internally and externally.**

OUR ORGANISATION



Purchasing

As one of the Group's fundamental activities, **the Purchasing department enables members to benefit from all the advantages offered through the negotiation of contracts.** Its purpose is to enable the Astre companies to benefit from "major account" terms and **to enjoy the best conditions for services and products in addition to an end-of-year rebate.**

Network

The members of the Group and their employees benefit from the **services and products offered by Astre.** In order to promote its services and their operation, **the Group has been able to put together a team of facilitators,** who act as interfaces between the cooperative and the Astriens. Promoting respect for the rules, **collaboration, dialogue in addition to shared and individual know-how,** the facilitators develop, lead and maintain our collective efforts between the 160 members.

Academy

Astre Academy is an **e-learning solution** available to all members and their staff. From drivers to warehouse and administrative staff, **the system enables all employees to receive remote training on various subjects:** from languages to office solutions or specific occupational training.

Astre Academy also offers a varied **catalogue of attendance-based training adapted to the company's needs,** with approved partners whose prices have been competitively negotiated and adjusted.



Insurance

Astre Insurance **supports and supervises** the introduction of **insurance solutions for the Group's French members** working with partner brokers and specialist agents, by drafting their tenders.

Astre Insurance proposes full-scope audits: **Fleet, Property Damage, Civil Liability, Managers' Civil Liability, Environmental Liability and Cybersecurity Policies.**

OVERVIEW 2021

JANUARY

- > Arrival of Amandine Autret, CSR Coordinator
- > **ISO certification** (9001 and 14 001 for the three ASTRE entities)
- > Start of construction of a truck car park in Plessis Pâté
- > **2 new Astriens** join the REINHEIMER (FR) and CECCARELLI (IT) Group



CSR Coordinator
**Amandine
AUTRET**



FEBRUARY

- > **DSI Day**: Convention dedicated to the DSI of the Northern Region
- > Integration of the **new network director in charge of its development in Europe**: Christophe de Korver
- > Start of the major CSR consultation



Network Director
**Christophe
DE KORVER**

MAY

- > DSI Day Western Region
- > Conforama start-up

Conforama

MARCH

- > 1st **Climate Fresco** organised among the members of the Board of Directors
- > Launch of the Interstellar programme
- > Start-up with La Redoute
- > New Astre website

La Redoute



JUNE - JULY

- > **Digital Tour:** Digital Convention Day at the Astriens
- > Convention days for operators
- > SMETA audit
- > General Meeting of Astre Italy
- > Deployment of the Palet System information Feedback guide for hauliers/distributors
- > Climate Fresco with the Astriens
- > Validation of the **new CSR charter** of the ASTRE Group

NOVEMBER

- > Procter & Gamble start-up
- > Interstellar visits
- > Climate Frescos with the Astriens



SEPTEMBER

- > DLBC start-up
- > Congress of operators and buyers in Italy
- > **1st RH-day in France** (launched in the Eastern region)
- > **1st meeting of workshop leaders** (launched in the South Eastern region)
- > **Green Friday:** 1st webinar with Astriens on alternative fuels, on the theme "Full throttle on CNG"
- > Implementation of the new Palet System specifications

OCTOBER

- > Annual Leaders' Congress in Sicily
- > Participation **Top Transport Trade Fair**
- > Interstellar visits
- > New organisation of the Purchasing Committee
- > End of the major CSR consultation



HORIZON 2022

Astre is making its **BIG MOVE**

FEBRUARY

- > **Arrival of the new Chief Operating Officer:** Alexandre Demidoff
- > **Enig'Astre** launch of a competition between partners and Astrien workshops
- > Start of the **"GHG reduction" pilot**



Chief Operating Officer

Alexandre DEMIDOFF

MAY

- > 1st congress bringing together operators, charterers and sales representatives
- > Astre Italy congress
- > **Launch of the Big Tour:** 6-week roadshow across Europe
- > Establishment of the **Palet System Commission**



JANUARY

- > For its **30 year anniversary, Astre is renewing its visual identity:** new logo, new slogan and new vehicle covers



Together for a European supply chain



APRIL

- > Meeting of the Astrien Young Leaders Club
- > 23 April: **Astre celebrates its 30th anniversary**



JUNE-JULY

- > **Financial Tour:** 6 days of convention dedicated to management control for the Astriens
- > **Astre General Meetings:** renewal of part of the Board of Directors
- > Launch of the **Drivers' Challenge**
- > General Meeting of Astre Italy
- > Establishment of a CESI / ASTRE partnership
- > Release of the **1st catalogue of referenced partners**



NOVEMBER

- > **Drivers' Challenge Final**
- > 2nd meeting **CJD France**
- > Communication of the **responsible purchasing policy**

SEPTEMBER

- > **Astre Anniversary Day** for employees
- > Creation of an **online Astre goodies shop**



OCTOBER

- > **Astre Leaders Congress** in Edinburgh
- > Astrien workshop managers' meetings
- > Congress of operators and buyers of Astre Italy
- > Communication of the CSR strategy





Together
for a European
supply chain

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