INSTITUTIONAL BROCHURE **2025**















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MESSAGE FROM THE CHAIRMAN













MOBILITAS' 50th anniversary is an opportunity to recall that the group has been and remains driven by a constant quest for evolution, stability and prosperity. We have deliberately chosen the paths of diversification and internationalisation. We have expanded our field of activity by establishing ourselves in new markets and countries to build a group that is as dynamic as the world in which we operate.

From international removals and relocations to the management of corporate and institutional archives, and the preservation, digitisation and enhancement of heritage assets, our strategy combines organic growth with targeted acquisitions.

Our recent acquisition of the renowned global relocation brand Santa Fe has positioned MOBILITAS as one of the leading providers of international mobility services and demonstrates our determination and the relevance of our strategy.

At the same time, we continue to strategically develop our records management activities through the acquisition of selected companies in New Caledonia, Romania, Zambia and elsewhere. We have also deployed our expertise in heritage preservation, digitisation and enhancement in new international markets. By passing our skills onto our apprentices and local specialists, we pave the way for new opportunities around the world.

The dedication of our staff is pivotal to our performance. Using their considerable knowledge, they engage with our customers and partners to craft tailored solutions, ensuring exceptional delivery and therefore also satisfaction.

As a family-owned company now in its third generation, and with the fourth generation preparing to take the reins, we remain fully focused on the future. This long-term perspective allows us to continuously innovate, consolidate our presence in various sectors and countries, support the communities we serve, and invest in the dedicated employees who are the driving force behind our success.

Alain Taïeb

Chairman of the

Supervisory Board

MOBILITAS Group



REMOVALS AND STORAGE DIVISION













Moving services are not only the cornerstone of the MOBILITAS Group, they have also laid the foundation for our international development. Indeed, since our foundation in 1974, our brand stable has grown to include, amongst others, 17 removals brands operating in 103 countries.

Despite their varied locations, our removals subsidiaries have much in common: an expert knowledge of their local environments, a deep understanding of their clients' needs, and the ability to tailor their services accordingly.

INTERNATIONAL

Group subsidiaries AGS Movers, Froesch, the Laser Group, Meyer, the Noble Group, Pelichet, Santa Fe Relocation, and UniGroup Worldwide Moving Asia specialise in international removals, with particular expertise in:

- Organisation of air, sea, and road transport
- Furniture storage and warehousing
- Customs clearance, shipping, and installation
- Packing and containerisation
- Tracking

REGIONAL AND DOMESTIC

In France, our franchise network les déménageurs bretons is one of the most well-known domestic removals brands. Demenagerseul.com specialises in vehicle rental and the sale of packaging material to individuals who prefer to carry out their moves themselves, while Stockerseul.com offers self-storage solutions. Most of our international removals subsidiaries also carry out domestic removals in their markets.









BUSINESS RELOCATION





MOBILITAS companies Démépool Déménagement, Pélichet, and Sandton Office Removals specialise in helping businesses relocate to new premises. This involves the dismantling, transport, and reassembly of industrial, IT, and office equipment, sometimes for hundreds of employees.

To minimise the disruption to client operations during a move, thorough planning and preparation are key. To achieve this, a dedicated project manager works closely with the client and their employees in advance of moving day, conducting multiple meetings to create a detailed installation plan and labelling system to ensure a smooth transition.

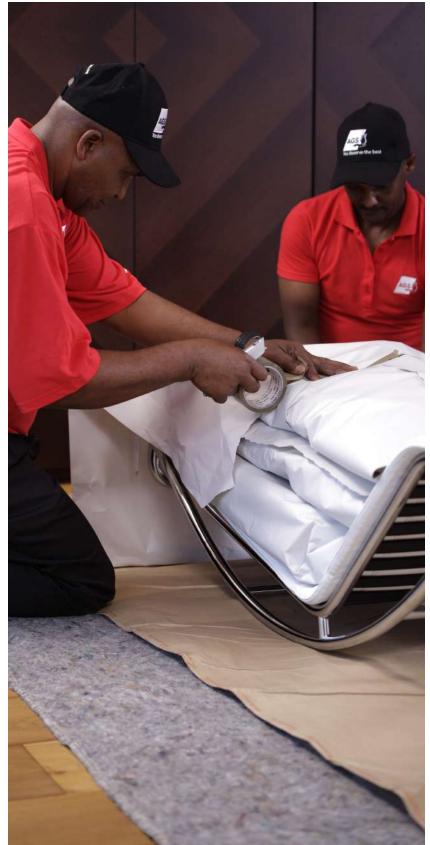
The move itself is executed in collaboration with the client's quality control team, taking precautions to protect and secure both the original and new sites. Complex operations, such as the relocation of industrial machinery or delicate IT equipment, are managed by dedicated technical experts.

Beyond office relocations, this business-to-business service can facilitate employee relocations within corporate mobility initiatives. In France, it is also used by landlords to relocate tenants in social housing programmes.









FF&E LOGISTICS AND INSTALLATION FOR THE HOSPITALITY SECTOR



Certain group companies also provide turnkey logistics support to the hospitality sector, handling the delivery and installation of Furniture, Fixtures, and Equipment (FF&E).

Tailored to client requirements, these services come with a dedicated project manager who supervises the supply chain from start to finish, offering clients the ease of coordinating all solutions through one central contact.

- **COLLECTION OF FURNITURE AND EQUIPMENT** from vendors, inventory management, and quality control.
- **TRANSPORT** by sea or air freight from origin to destination.
- CUSTOMS CLEARANCE including all import and export customs formalities.
- SECURE STORAGE in dedicated facilities.
- DELIVERY to client sites according to specification.
- **FULL INSTALLATION** of furniture, fixtures, and equipment, according to plan, in accordance with client specifications, daily progress reports.



- REMOVAL of unwanted or surplus furniture and equipment.
- **24/7 SUPPORT** for project-related requests, including in-person on-site assistance.











FINE ART LOGISTICS





MOBILITAS subsidiaries Stuttaford Van Lines Johannesburg (South Africa) and AGS Berlin (Germany) have skilled teams dedicated to the safe handling, transport, and delivery of fine art in all its mediums.

Certain other removals subsidiaries, particularly those in Africa, have also developed their expertise in this specialised service in recent years as demand has grown.

From museums and art galleries to auction houses, private collectors, and businesses around the world, our broad client base can be assured that their art pieces will be transported by a highly trained team who will manage every step of the process with care and precision.

- PACKING expert packers wrap each piece using specialised packing materials designed to minimise moisture, before cushioning them inside tailor-made wooden crates.
- **TRANSPORT** works are transported in temperaturecontrolled containers, by trucks equipped with air suspension to reduce jarring en route. Hand-delivery by courier is available for small objects.
- **STORAGE** state-of-the-art warehouses provide secure and well-ventilated storage. All facilities are equipped with

burglar alarms and 24/7 security monitoring, as well as smoke and fire detectors.

- **CUSTOMS ASSISTANCE** experienced coordinators, expert on the regulations governing the international transport of artefacts and cultural works, ensure that the required paperwork is correct and submitted timeously.
- DELIVERY AND UNPACKING upon delivery, another skilled team of packers unpacks the works, reassembles them if necessary, and mounts or positions them according to client instruction.
- **INSURANCE** clients can rely on comprehensive all-risk insurance cover in case of damage during operations.



RELOCATION DIVISION











Though the transport and delivery of household goods is a central element of international relocations, several other aspects also require careful attention. To manage this complexity holistically, group subsidiaries AGS Relocation, Executive Relocations, and Santa Fe Relocations offer fully integrated relocation services designed to support both relocating employees and their companies' HR and global mobility teams.

To ensure that assignees and their families can settle into and thrive in their new surroundings, our subsidiaries leverage their networks of the on-the-ground professionals to provide:

- Language training
- Intercultural training
- Area orientation
- School search
- Temporary housing
- Home search
- Spousal / partner support
- Settling-in services
- Repatriation services

For HR and global mobility teams, support is centred on controlling costs, ensuring compliance, and providing the global mobility expertise that may be missing in house. Services include:

- Immigration administration
- Supply chain management
- Expense management
- Tenancy management
- Tax consulting
- Relocation technology solutions
- Management reporting
- Mobility policy consulting
- Compliance audits



RECORDS MANAGEMENT DIVISION











Created in 2008, the MOBILITAS Records Management Division now includes multiple subsidiaries, collectively operating across Africa, the Caribbean and selected markets in Europe and Asia. Each specialises in providing the full suite

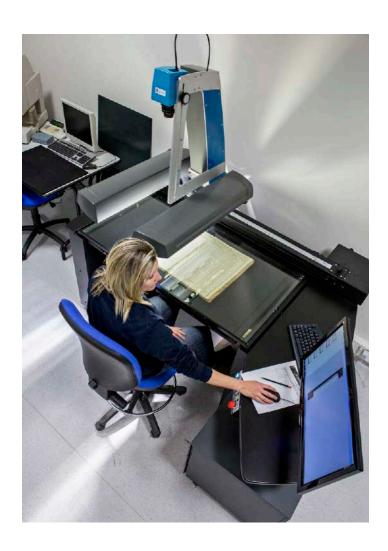
These services not only increase business productivity and efficiency but, critically, help ensure data security and legal compliance:

of physical and digital records management services.

- System audits, the creation of archiving plans, and team training
- Secure document storage
- Digitisation and Electronic Document Management (EDM)
- Communicating Electronic Safe (CFEC) and Electronic Archiving System (SAE)
- Document lifecycle management, from collection to secure destruction
- Daily collection and document delivery

In France, in particular, AGS records management is a leading provider, with at least one conservation centre in every major city and more government-approved sites for preserving public archives than any other provider in mainland France and the French Overseas Territories.

This comprehensive national and international network allows us to offer public and private clients, large and small, practical, cost-effective, and tailor-made solutions, for conserving, protecting, and managing their information.



HERITAGE DIVISION













The MOBILITAS Group's heritage division was created in 2016 in direct response to the growing demand from private and public institutions, in France and abroad, for a specialised service that would allow them to share their heritage with a wider audience

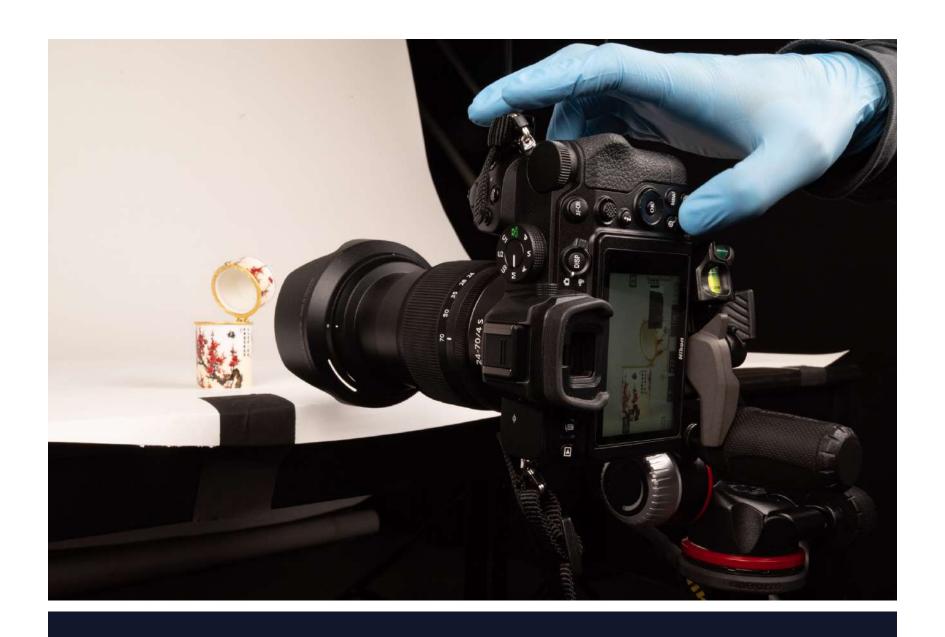
The division consists of five French companies, each recognised as a leader in its field. In France, each company operates under its own well-known identity. Internationally, the companies unite under a single unifying brand: MEMORIST.

As an ambassador of French expertise, MEMORIST prides itself on being agile, exportable, and customisable. Whether working in a MEMORIST workshop, on site at the client's premises, or on another continent, MEMORIST teams can expertly address every aspect of heritage conservation:

- **Preservation:** designing strategic and tailor-made conservation solutions for the custodians of all types of heritage collections.
- Restoration: restoring the appearance, and extending the longevity of, all types of ancient and contemporary documents, from parchments, fabrics, and iconographic documents to administrative documents and audio-visual media.

- **Digitisation:** carrying out the 2D-digitisation of paper, iconography, audio and film, and the 3D-digitisation of sculptures, monuments, and historical sites, for the purposes of conservation and distribution to different audiences.
- **Sharing:** enhancing artistic, cultural, and architectural heritage using the latest digital and immersive technologies and making it available to a wider audience.





MEMORIST

HERITAGE & BEYOND

THE 5 COMPANIES THAT MAKE UP MEMORIST



AGP

Established in 1994, AGP is the French leader in the 3D-digitisation of buildings, historical monuments, artefacts and statues, and a pioneer in augmented and virtual reality. As a certified Living Heritage Company, AGP deploys its expertise in the service museums, institutions, and the private sector, managing around 100 projects annually.

Arkhênum

Founded in 1999, Arkhênum is a European leader in the preservation of 2D heritage collections. Its services range from strategic consulting and the digitisation of all types of documents — parchments, registers, fabrics, and historical works — to the conservation and enhancement of historical collections, and the creation of virtual museums.

La Reliure du Limousin

Since its creation in 1950, La Reliure du Limousin has specialised in the restoration of books, parchments, engravings, and ancient documents. From the conservation of ancient collections to artisanal binding, the company makes every effort to appraise, preserve and restore our written heritage. La Reliure du Limousin has been recognised as a Living Heritage Company since 2010.

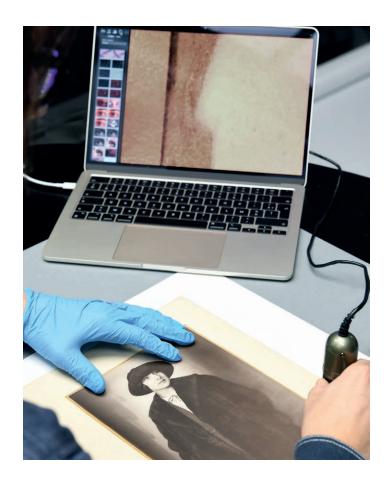


TRIBVN Imaging

The expertise of TRIBVN Imaging lies in the high-definition digitisation of noteworthy documents and objects (graphic and photographic collections, objects, and textile pieces), photogrammetry and preventive conservation. Founded in 1988, TRIBVN Imaging has worked, in France and internationally, for clients in the public, private, and luxury sectors.

Vectracom

Vectracom specialises in conserving, digitising, enhancing, and improving the accessibility of audio-visual heritage. Since its creation in 1991, the company has digitised more than two million hours of content thanks to an unrivalled range of equipment that can process all known audio-visual formats.















AGP was commissioned by UNESCO to create a precise digital twin of the Moroccan World Heritage site, the Ksar of Aït-Ben-Haddou. Dating from the 17th century, the group of mud buildings surrounded by a defensive wall showcases a wide range of pre-Saharan earthen construction techniques. Using terrestrial and drone photogrammetry, along with lasergrammetry, the AGP team digitally replicated the entire site and a selection of its iconic interiors. The results will be added to the UNESCO World Heritage Platform.

Arkhênum is collaborating with the German Book and Writing Museum in Leipzig to digitise its collection of printed materials and incunabula from 1467–1830. Over two years, a team of 10 experts will create 2.5 million digital images in a specially constructed on-site workshop. The project requires no less than six heritage scanners of four different types, all able to scan at a 45° angle. This functionality is essential to preserve the more fragile manuscripts that cannot open fully.

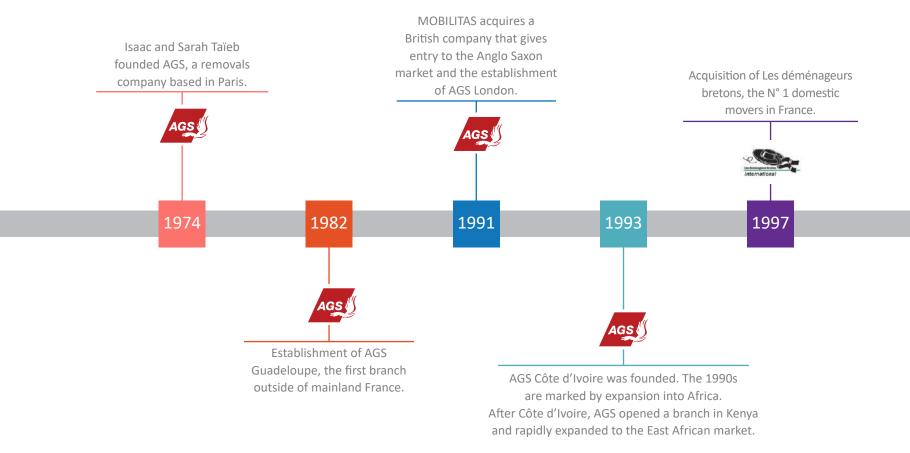
La Reliure has revived a stunning Lyon binding from the early 17th century. Characterised by leather strips that reinforce a supple parchment cover, this singular binding technique was traditionally used on administrative paperwork, particularly in Southern France. The exemplar entrusted to the team contains the deliberations of the council of Villeneuve lez Avignon from 1609-1625, now meticulously cleaned, flattened, and expertly reinforced.

TRIBVN digitised 60 maps, sketches, and plans of Asia for the France-Asia Research Institute. Dating from the late 19th and 20th centuries, the fragile and sometimes damaged documents required expert handling during the digitisation process. The digital files have joined the institute's existing map collection.

Vectracom recently completed the installation a cutting-edge restoration facility in Kuwait City to digitise the entire archival collection of Kuwait Television. Upon completion of this mammoth project, the team will have digitised approximately 220 000 hours of archival television content, preserving the Emirate's history for future generations.



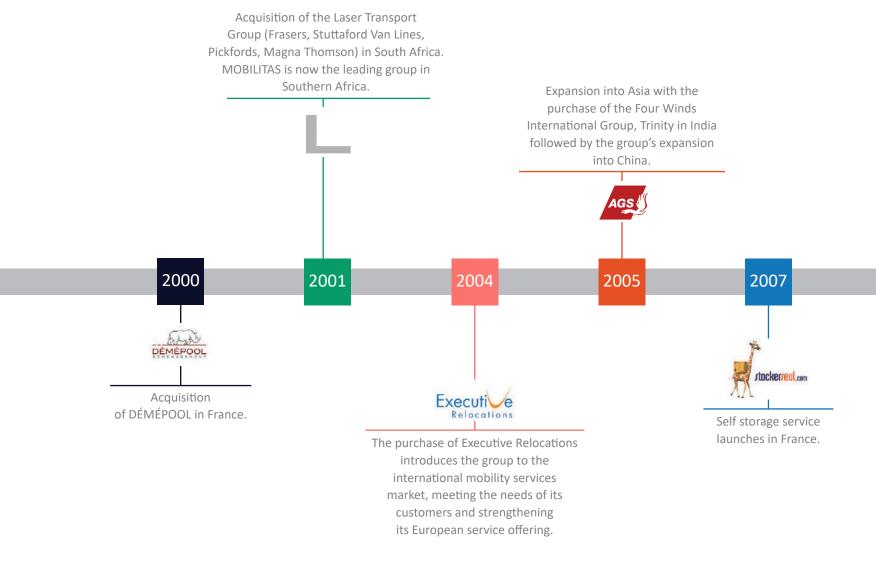
TIMELINE

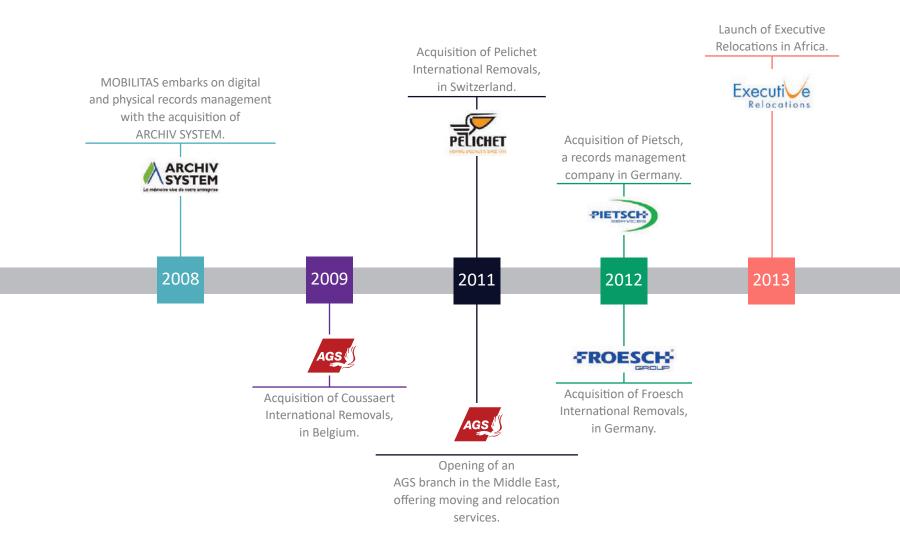


The MOBILITAS Group is a family-owned company founded 50 years ago. Originally a removals business founded in Paris by husband-and-wife-team André Isaac and Rosette Sarah Taïeb, the group is now led by the third generation of the Taïeb and Castro families, with Cedric Castro as CEO. The MOBILITAS Supervisory Board is chaired by Alain Taïeb.

MOBILITAS maintains a long-term vision in a constantly changing environment. Our legacy building philosophy drives major business decisions: strategic orientation, operational choices, investment decisions.



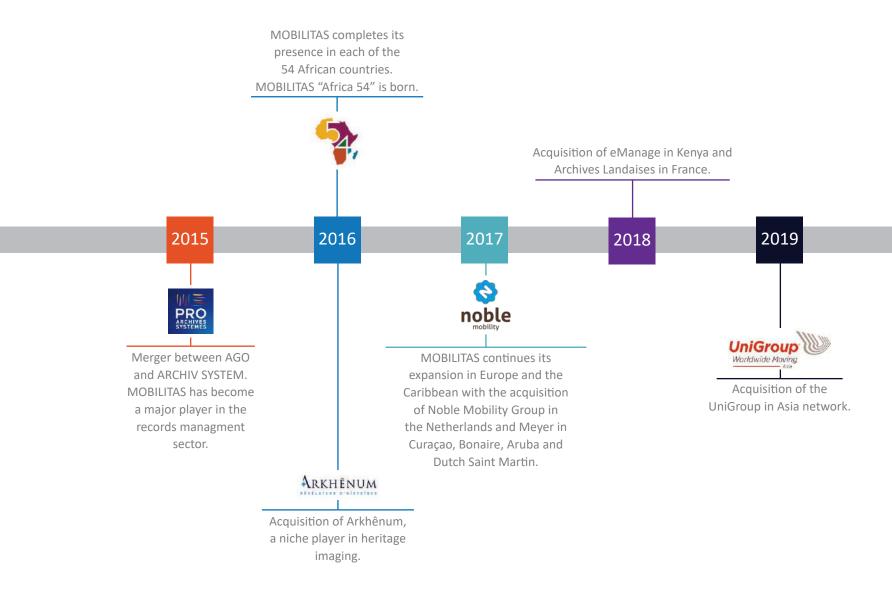


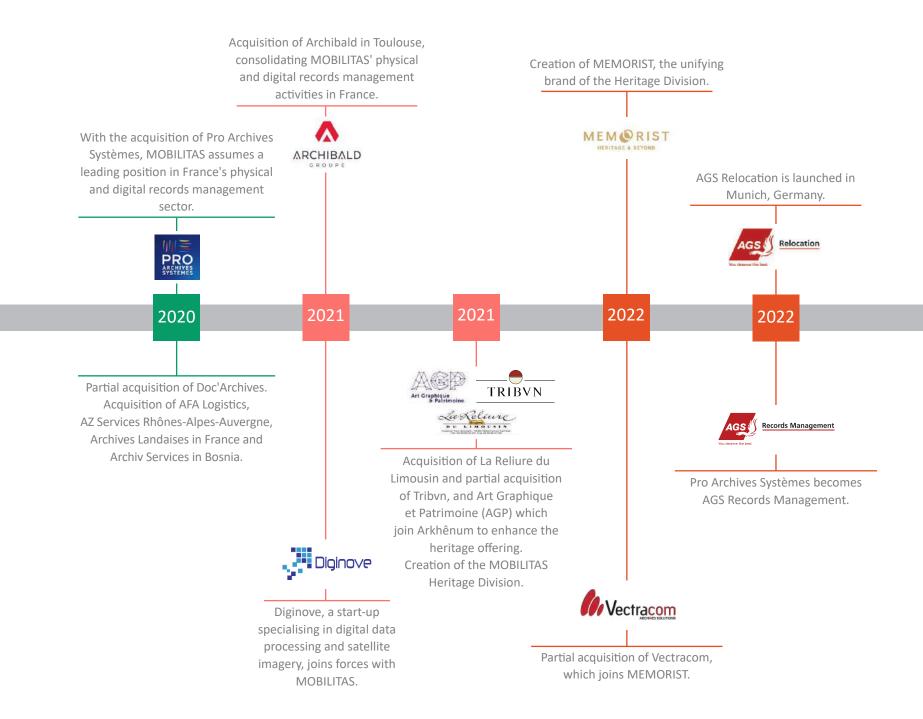


We derive our independence and resilience from our international ambitions, a strategy of diversification, and a philosophy of expansion and development.

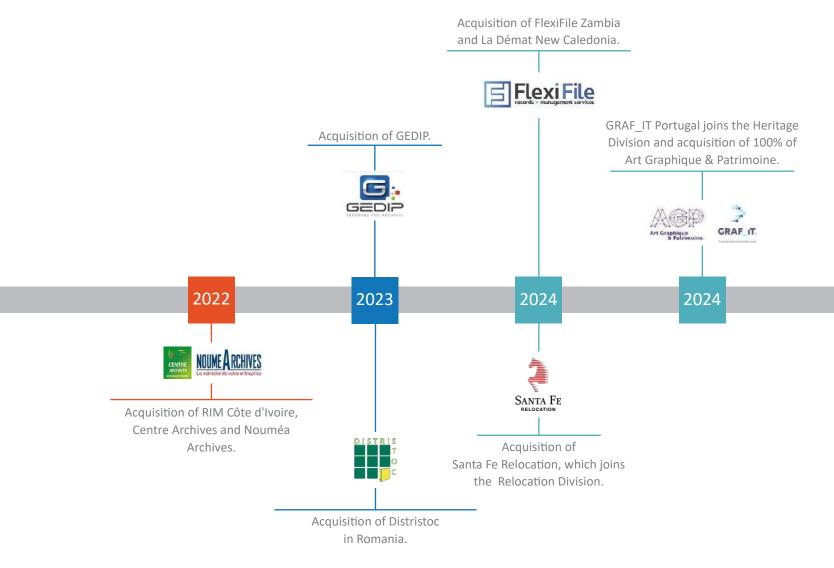
Thanks to our global entrepreneurial DNA, our group's strategy has always incorporated growth on a global scale. A continuous drive to innovate and sustained organic growth, complemented by acquisitions, allow us to develop new activities, both related and unrelated to our traditional core businesses.





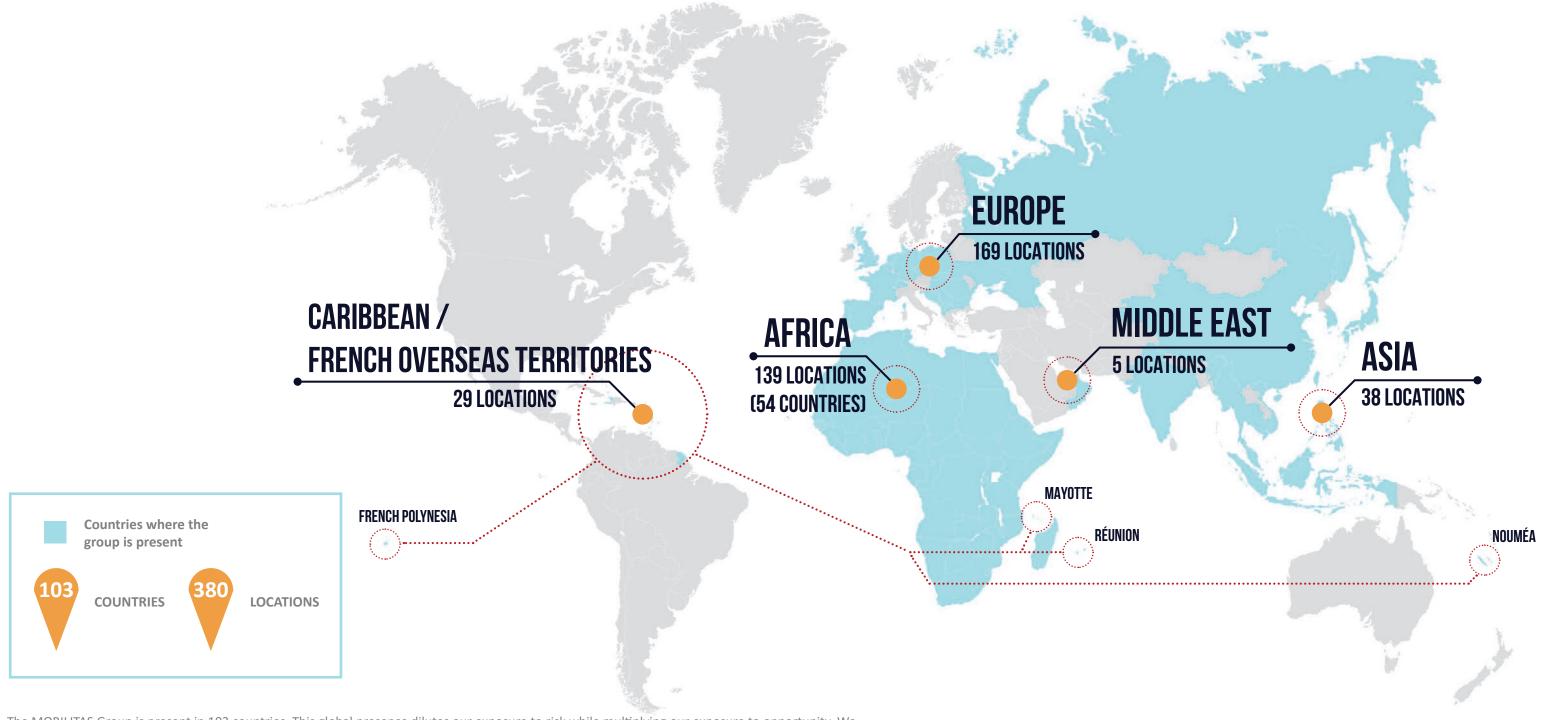






LOCATIONS AROUND THE WORLD





The MOBILITAS Group is present in 103 countries. This global presence dilutes our exposure to risk while multiplying our exposure to opportunity. We also leverage our independence and resilience, which we have achieved thanks to our international ambitions, our strategy of diversification, and our philosophy of expansion and development.

We continue to develop our removals network on the Indochinese Peninsula (Laos), and in the Middle East (Oman and Bahrain).

For records management, we intend to develop cross-trading between activities in many of the countries where we are present. The challenge is to grow vertically, to occupy more space in each market and blend into the local economic fabric.

The MOBILITAS presence in all 54 countries of the African continent presents another opportunity to further develop our traditional and niche activities.

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BRANDS

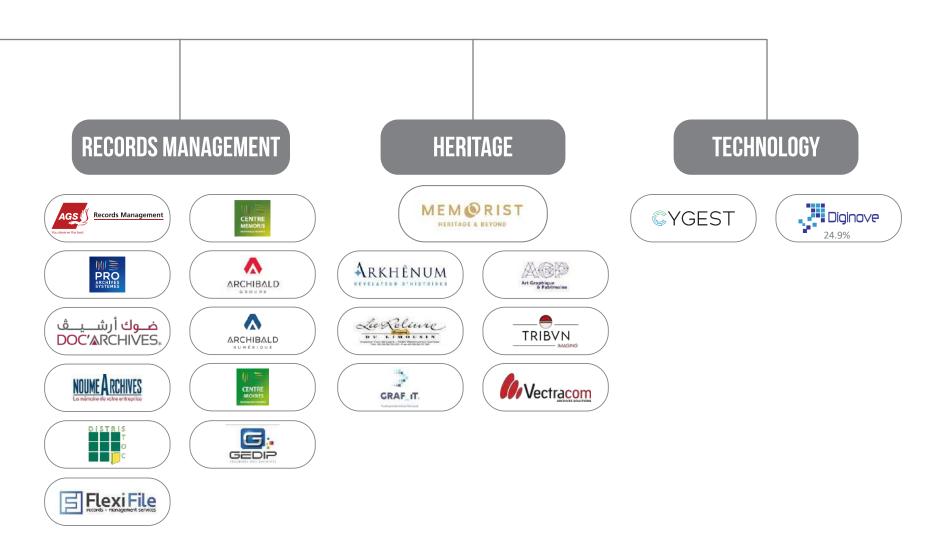
5 FIELDS OF EXPERTISE

AGS Relocation

SANTA FE

REMOVALS RELOCATION STUTTAFORD VAN LINES AGS Executive Relocations **Pickförds** MAGNATHOMSON DÉMÉPOOL PELICHET UniGroup Worldwide Moving PASSIES DE GRUÏJTER & Cº demenagerreul.com SANTA FE





Having regional, national and international brands allows MOBILITAS to build a strong international network while maintaining market proximity.

Our closeness to our clients ensures that they can relate to a local provider with a shared culture when using our services.

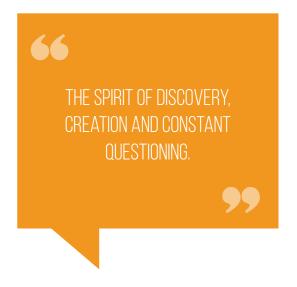
OUR VALUES & COMMITMENTS











The culture of the MOBILITAS Group is built on the values of resilience, legacy building, acknowledgement, stability, and humility.

These values manifest in our willingness to:

- Innovate: the spirit of discovery, creation and constant questioning regularly transforms our group, leading it towards new businesses and new markets.
- Learn from others, notably through acquisition
- **Find** new growth drivers to ensure the sustainability of the group
- Include our teams at all levels
- Train our employees and pass on knowledge to the next generation









SUSTAINABILITY





As a global organisation present on four continents, the impact of the MOBILITAS Group's international operations raises challenges that we are committed to addressing in a way that aligns with our core values.

To support this objective, the group formally adopted the ESG framework in 2022, and we are working to reach net zero emissions by 2050, in line with the objectives of the United Nations Paris Agreement (2016).

We have also been a UN Global Compact member since 2009. The Compact, with its 10 principles spanning human rights, labour, environment, and anti-corruption, was our first compass on our sustainability journey and aligns with our ESG strategy.

Our journey to sustainability is a joint effort between our management, employees, clients, and suppliers. After assessing the sustainability priorities of these stakeholders, we were guided to set our own sustainability objectives as part of our ESG strategy.

These objectives align best with UN Sustainable Development Goals 8, 10, 12, and 13, which we commit to support as part of our journey to sustainability.

GOVERNANCE

The Mobilitas ESG programme is overseen by a dedicated ESG team and an ESG Lead seated on the Mobilitas Executive Board. It spans more than 100 countries, encompassing every Mobilitas subsidiary.

We apply ESG governance at group and subsidiary level through sustainability policies that are implemented in conjunction with talent development and quality and supply chain management.

Our ESG team coordinates and monitors our environmental and social progress at all levels, reviews results, and advises next steps in conjunction with the Mobilitas Executive Board.













PROTECTING THE ENVIRONMENT

We are committed to protecting the environment by reducing our carbon footprint, educating our stakeholders on sustainable business operations, and reducing waste at our subsidiaries and throughout our supply chain.

We have therefore started measuring our impact, initially focusing on our largest subsidiaries and brands. We are now expanding this effort at group level, supported by our new partnership with a carbon accounting expert. This collaboration has helped us assess our global footprint more comprehensively and will help us set ambitious yet achievable reduction targets.

ENGAGING WITH PEOPLE

Our commitment to our people is reflected in our global training efforts, with our in-house training department and online training platform equipping our employees with industry-best practices and role-specific development programmes.

In 2024, we hosted more than 18,500 on-demand training sessions, equipping around 45% of staff across our global network with new skills.

Combined, these courses equate to more than 22,2348 hours of training, given across four continents, in 211 locations. Covering technical, administrative, legal, commercial, and managerial subjects, they cover all career paths and are applicable wherever MOBILITAS operates in the world.

ALETIA, the corporate university of which MOBILITAS is a co-founder, additionally offers training courses specifically designed to address the on-the-ground realities of doing business. Each course gives trainees the tools they need to face the challenges and concerns of today and tomorrow. In 2024, 133 group employees completed an ALETIA programme.

We also belong to various industry bodies, such as FIDI and IAM, to keep our workforce informed of the latest market requirements, trends, and new technologies. We encourage all our staff to take full advantage of the training courses available to them as part of our membership.

Annually, MOBILITAS invests €600,000 in staff training as part of our commitment to offer employees the best possible training tailored to their needs.













CORPORATE SOCIAL RESPONSIBILITY

Corporate Social Responsibility (CSR) has always been a priority for MOBILITAS. As such, as part of our ESG programme, we are continuing our strong support for CSR activities in our local communities, with a focus on environmental conservation education and training, and emergency aid.

To monitor our programme's effectiveness, our subsidiaries report the impact of their initiatives to the group's ESG team according to a set of predetermined indicators.

As a group, we promote sustainable development through our long-standing partnership with Planète Urgence. This NGO reforests areas vulnerable to climate change and provides affected communities with the skills and resources to develop a local economy that is environmentally sustainable. Our ESG objectives echo those of Planète Urgence and we continue to support their valuable work.

By the end of 2024, MOBILITAS had contributed 335 000 trees to various Planète Urgence initiatives.

EMERGENCY AID

Following the passage of Cyclone Chido, AGS Movers collaborated with several partners to send a 20-foot container of essential supplies to the island of Mayotte. The shipment

included tarpaulins, batteries, flashlights, hygiene products, as well as basic foodstuffs such as rice, pasta and bottled water.

Similarly, the AGS Spain team proudly contributed hygiene and household products to the La Petxina Sports and Cultural Complex in Valencia to help local residents displaced by the devastating DANA storm.













SUBSIDIARY INITIATIVES

Zambia: The AGS Zambia team has partnered with APTERS (Appropriate Paper-based Technology for Education and Rehabilitation), donating their used moving boxes to the NGO to make mobility aids more accessible to those who need them most.

From special chairs and standing frames to splints and walkers, APTERS staff handmake all equipment using locally available and often recycled materials, such as cardboard. Not only is this method cost-effective, but it also dramatically reduces waste.

South Africa: Pickfords Port Elizabeth continued to support the non-profit Love Story by transporting 100,000 litres of donated milk bound for feeding programmes running in 22 community kitchens and early learning centres in the city. The branch also serves as collection point for clothing, blankets, and food donations to aid underprivileged communities.

Hong Kong: UniGroup Worldwide Moving Asia provides logistical support for Redress, a circular fashion initiative dedicated to reducing textile waste and promoting sustainability in the fashion industry.

Through Redress's Takeback program, consumers can donate used clothing at one of 70 drop-off points across Hong Kong.

The UniGroup team collects full donation boxes, replaces them with empty ones, and delivers the donations to the sorting site. There, the items are processed for reuse, resale, or recycling. After sorting, the team delivers the salvaged clothing to designated charities.

Singapore: AGS Singapore participated in a beach clean-up on Pulau Ubin Island, to protect its diverse ecosystem composed of multiple habitats. The initiative resulted in the collection and disposal of more than 30kg litter.

The Netherlands: The Noble Group's CSR committee leant their support to the 2024 Beach Cleanup Tour, participating in two stages on two different days. At Katwijk, the committee, along with over 80 volunteers, removed 100kg of trash and collected 3,670 cigarette butts.









QUALITY IS OUR PRIORITY





The MOBILITAS Group is committed to distinguishing itself through exceptional service. As such, quality is a priority at every stage of our operations, no matter the subsidiary or activity.

To consistently ensure a superior customer experience across our global footprint, we have implemented a rigorous quality policy that follows global best practices and respects the national regulations governing our subsidiaries.

Quality control is applied at multiple levels and monitored by a dedicated, in-house quality team. A quality manual ensures that the operational teams and other stakeholders provide impeccable service. ISO certifications guarantee international compliance, and regular internal and external audits ensure that our quality system is respected by all our subsidiaries.

This quality assurance is further supported by an ambitious staff training policy, online support, and customer satisfaction surveys. Through our customer service department, we receive a comprehensive and continuous evaluation of our performance which allows us to measure and assess the quality procedures in place.









SUPPORTING YOUNG PEOPLE IN THE WORKFORCE





Granting young people opportunities is an integral part of the MOBILITAS DNA. With their fresh ideas and new perspectives, the new generation is the future. They allow companies to modernise, putting them at the forefront of innovation.

As an established French company, MOBILITAS has long partnered with Business France to recruit young graduates through the Volunteer for International Experience (VIE) programme, deploying them to our subsidiaries in Africa, Asia, Europe, and the Middle East.

Through the scheme, young people between the ages of 18 and 28 can work abroad in a French company for 18-24 months. During their internship they receive financial support while having a level of responsibility that has no equivalent in France at their level of experience.

MOBILITAS has hosted more than 300 VIEs since joining the programme. Of those, 42 now hold management positions within the group.



ACHIEVEMENTS AND PROJECTS











The MOBILITAS Group's expansion is guided by the straightforward yet effective strategy: combining organic growth with strategic acquisition. This approach has allowed us to not only gain new expertise but propagate it to new international markets while creating synergies that increase efficiency and reduce cost.

In the last 24 months MOBILITAS has acquired ownership of the following companies.

- Santa Fe
- Graf IT
- Architea
- Flexifile
- La Demat

In addition, we have expanded the footprint our flagship subsidiary, AGS, into Laos, Bahrain, Oman, and Kuwait.



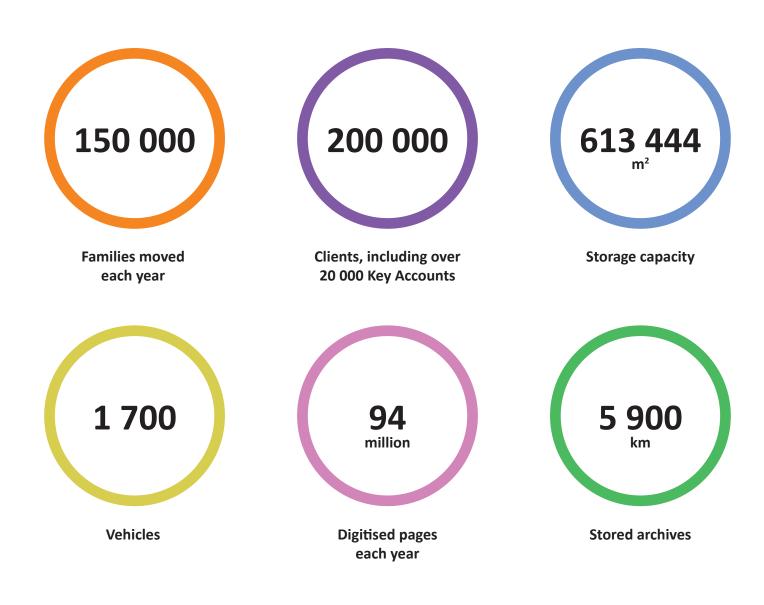
KEY FIGURES











GOVERNANCE

BOARD



Cédric CastroChief Executive Officer



Paul Massardier Chief Operating Officer



Grégory MasanetBoard Member & Director Laser
Transport Group & Director
Heritage Division

SUPERVISORY BOARD



Alain Taïeb Chairman



Gilles TaïebDeputy Chairman



Christophe Mordelet Supervisory Board Member & Director of Human Resources



Julie Taïeb
Supervisory Board Member
& Talent Management Director



Pierre NascimentoSupervisory Board Member
& Chief Financial Officer



Joseph TaïebSupervisory Board Member



Benjamin TaïebSupervisory Board Member



Joëlle Castro Supervisory Board Member



Alexa Attias Supervisory Board Member



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