

GRI 2-1, 2-6

# 1. Logista at glance

Key figures

Sustainability

Governing bodies



Logista is one of the **largest logistics operators in Europe**, specialising in distribution to local retail networks.

We offer our clients **innovation, sustainable growth and long-term value**. We adapt to our customers' needs and to their growing requirements in an ever-changing world.

In 2024, we continued to move forward with our **diversification strategy**, with new acquisitions.

In October 2023, we announced the acquisition of **SGEL Libros** by Logista Libros<sup>1</sup>, a 50% subsidiary of Logista. This acquisition allows us to consolidate **Logista Libros' leadership as the largest independent book distributor in Spain**, adding an important publishing fund, as well as the distribution and publishing of educational books.



## New acquisitions in 2024

During January 2024, we announced the acquisition of **Belgium Parcels Service (BPS)**, a company specializing in the express distribution of pharmaceutical parcels in Belgium and Luxembourg.

In May 2024, we acquired the remaining 30% of **Speedlink Worldwide Express (Speedlink)**, a Dutch company specializing in express (time critical) B2B deliveries, with origin and/or destination in the Netherlands. Following this partial acquisition, we own 100% of the company.

Additionally, as part of the initial agreement, an additional 26.67% was acquired in June 2024 reaching a 100% stake in Transportes El Mosca.



<sup>1</sup> Logista Libros is a 50% subsidiary of Logista, thus not fully consolidated within Logista and it is accounted for through equity method.

# Key figures

## Results in 2024

Economic sales

€ **1,757** M  
+4%

Adjusted EBIT

€ **385** M  
+5%

EBIT

€ **326** M  
+ 11%

Net profit

€ **308** M  
+13%

Earnings per share

€ **2.34**

Capex

€ **47** M

[Access Logista's results announcements](#)



## Stock market evolution

Dividend allocated to the 2024 financial year

€ **277** M  
vs. € 245 M en 2023

Share Price

€ **27.06**  
as of 30 September 2024  
+12%

Market cap

€ **3,592** M  
as of 30 September 2024

Contacts with financial market

**+370**

contacts with investors and analysts

**14**

analyst firms cover Logista's stock

Recommendations

**13**  
Buy

**1**  
Neutral

Average target price

**31.19** €

# Social

# 7,601

employees

# 88%

fixed employees

# 70

nationalities

# €442,567

in social actions

New agreements with foundations



# Environment

CO<sub>2</sub> emissions (Tm CO<sub>2</sub>e)

# 132,133

Scope 1

# 267

Scope 2

# 396,116

Scope 3

Top position in ESG ratings logo de CDP

**97%** of total energy consumption at Logista comes from **renewable energy with origin certification**



# Governance

# 50%

women in the board of directors

# 6

women in the board of directors

**Criminal offence prevention certification UNE 19601**

**UNE-ISO 37001 and UNE-ISO 37002 certifications:** anti-bribery and whistleblowing management systems



# Sustainability

Logista is fully committed to sustainability and to helping build a sustainable economic system that generates stability, social engagement, growth and sustainable investment.

In July 2023, the board of directors updated and approved the renewal of the **sustainability policy** outlining the company's key sustainability commitments and the management and oversight guidelines to be followed. This initiative

was intended to deliver long-term value for all stakeholders and favours stability and transparency, beyond the economic sphere, in order to contribute to the achievement of the **Sustainable Development Goals (SDGs)** approved by the United Nations (UN).





## Environmental commitments

- Integrate the battle against climate change into company strategy
- Build a circular economy and prevent and reduce the pollution generated through our operations
- Comply fully with both mandatory regulations and regulations we adhere to voluntarily
- Proactively manage risks and opportunities related to climate change, pollution, circular economy, biodiversity, and water
- Monitor key environmental indicators
- Work with organisations and stakeholders
- Integrate energy efficiency criteria systemically
- Advocate for environmental protection and integrate environmental sustainability criteria into the supply chain



## Social commitments

- Set up channels for interaction, dialogue, and participation with stakeholder groups
- Contribute to the socio-economic development of society
- Promote the creation of employment opportunities
- Ensure maximum transparency in the recruitment process and prevent the risk of fraud in procurement processes
- Identify the potential impact of our operations on human rights and have a due diligence system in place
- Implement and maintain mechanisms that ensure the data protection rights of all natural persons related to Logista



## Good governance commitments

- Promote best practices in corporate governance
- Integrate due diligence into corporate good governance policies to identify, prevent and resolve any adverse impacts for human rights and the environment
- Foster a culture of regulatory compliance
- Have an organisational model and management system in place for the prevention of corruption, fraud, and bribery
- A transparent tax compliance model based on best practices in taxation, in accordance with the requirements of each of the markets and countries where we operate
- Put in place the necessary internal systems for the control and management of the company's risks and society opportunities, including those in relation to sustainability
- Create long-term sustainable value, ensure data integrity and transparency, and guarantee equal treatment of shareholders and the protection of their rights
- Effective complaint handling and grievance mechanisms with appropriate safeguarding and resolution procedures to address any possible adverse impacts for human rights and the environment



In addition to updating the sustainability policy, we have defined a 3-year **ESG strategic plan (2024-2026)** with specific objectives and actions aligned with the sustainability commitments reflected in the policy. These targets add to the GHG emission reduction target of 30% by 2030 and 54% by 2050 which the company already had. Some of these goals include:

#### Environmental objectives of the sustainability plan

1. Travel 90% of the kilometres with sustainable vehicles<sup>2</sup> by 2026.
2. Promote decarbonization using biofuels, increasing the use of electric vehicles, as well as modal transport and duo-trailers.
3. Reach 33,800 points of sale involved in the recycling initiative for new generation products in Italy, Spain and France by 2026.

#### Social objectives of the sustainability plan

1. Achieve 95% talent density in critical positions by 2026, ensuring a successful expansion strategy.
2. Strengthen our diversity leadership with the goal of reaching 30% of women in upper and middle management positions by 2026.
3. Foster agreements with foundations and other organizations to promote the integration of vulnerable people.
4. We work under the objective of zero accidents, seeking the well-being of our employees.

#### Governance objectives of the sustainability plan

1. Evaluate all suppliers with more than €10M of procurement with Logista on sustainability matters by 2026.
2. Strengthen cybersecurity awareness, as well as training programs on this subject.
3. Implementation of the human rights policy and the due diligence policy.

We have obtained **criminal, anti-bribery and whistleblowing channel system compliance certifications**, further strengthening its position as a market leader and reinforcing our commitment to transparency and integrity in all activities.



<sup>2</sup> Kilometres rolled by Logista Freight, Transportes El Mosca, Logista Parcel, Carbo Collbatalle and Nacex with Euro VI

## ESG ratings and indices

Each year we participate in various **ESG ratings** reports prepared by reputable international firms, which assess our sustainability performance.

The scores obtained acknowledge our management of environmental, social and corporate governance matters.

In 2024, we participated in the S&P, Sustainalytics, CDP and Ecovadis<sup>3</sup> assessment processes.

We analyse each of the ratings obtained to set out action plans and continue to make further progress in sustainability and integrate best practices.

### S&P Global

We have participated in the Corporate Sustainability Assessment (CSA) of S&P, obtaining a **top position** in the sector. We obtained a score of 46 out of 100, achieving the 84<sup>th</sup> percentile of our sector.



Sustainalytics, after evaluating Logista’s ESG criteria, considers the company to have a low risk of material ESG-related financial impact. This rating ranks Logista in the 45 position out of a total of 414 transportation companies.

Sustainalytics has granted once again to the company the accreditation as **Industry Top Rated 2024**, valuing Logista’s high performance in its sector.



MSCI assessed Logista’s management of financially relevant ESG risks and opportunities, issuing an A rating (on a scale of AAA-CCC) making the company one of the **leaders in its sectors**.



We maintain our **leadership position** in CDP climate change, with A-rating.



In April 2024, Ecovadis awarded the **bronze medal** to Logista for its performance in sustainability.



Once again, Logista was recognised by the Financial Times as “leader in diversity” in February 2024.

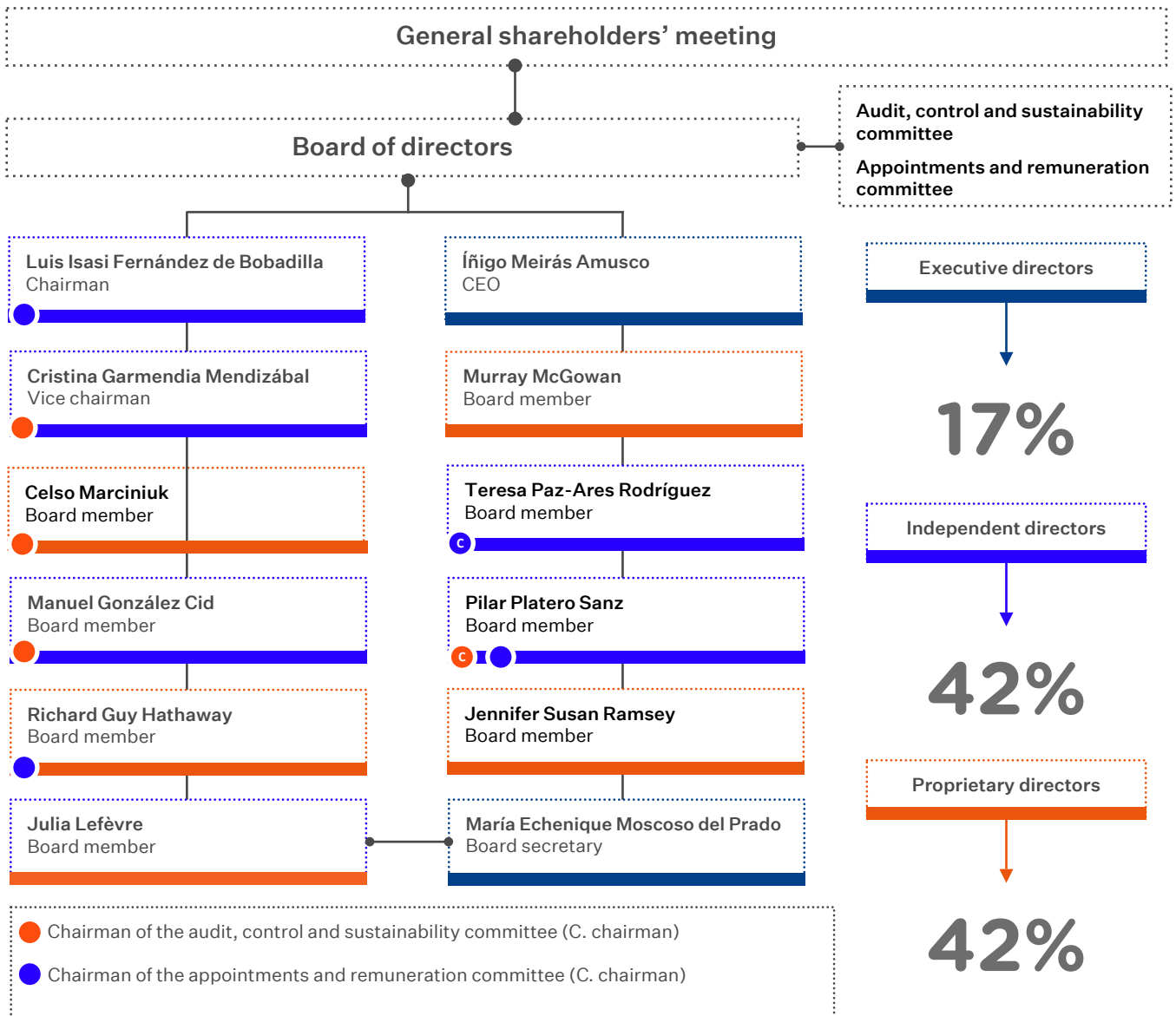
In addition, Logista is part of the following stock market indices: **FTSE4Good IBEX**, made up of companies listed on BME that comply with globally recognized **corporate social responsibility standards**, **IBEX Gender Equality**, made up of companies listed on BME that have a **female presence of between 25% and 75% on their board of directors and between 15% and 85% of women** in management positions and **Bloomberg Gender Equality Index (GEI)**, which includes companies that are recognized for disclosing gender data and for developing the **best policies and practices on gender equality**.

<sup>3</sup> Scores obtained in 2023: S&P: 48 points, Sustainalytics: Low risk, MSCI: AA, CDP: A-, Ecovadis: silver medal



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# Governing bodies



During this financial year, we highlight the incorporation as independent directors of **Ms. Teresa Paz-Ares** and **Mr. Manuel González Cid**, replacing **Mr. Gregorio Marañón** and **Mr. Alain Minc**, and **Ms. Julia Lefèvre** as proprietary director, replacing **Ms. Lillian Blohm**, all of them ratified and/or appointed by the ordinary general shareholders' meeting of February 2<sup>nd</sup>, 2024.

Likewise, this general shareholders' meeting agreed to the ratification of the

proprietary director **Mr. David Michael Tillekeratne**, the re-election of the executive directors **Mr. Íñigo Meirás Amusco** and **Ms. María Echenique Moscoso del Prado**, of the independent director **Ms. Pilar Platero Sanz** and the proprietary director **Mr. Richard Guy Hathaway**.

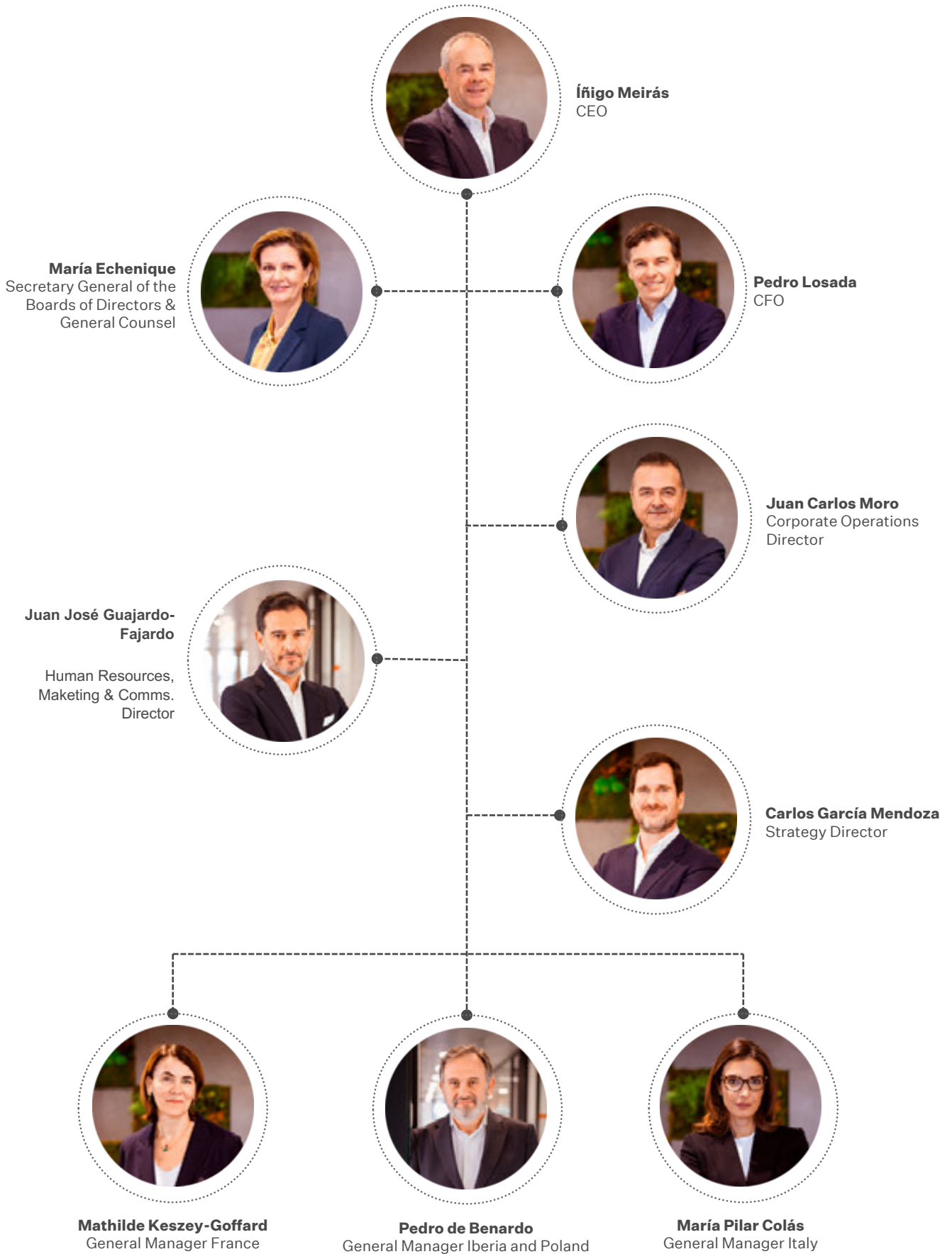
After this ratification, and within the fiscal year, the director **Mr. David Michael Tillekeratne** sent his letter of resignation due to his professional departure from the Imperial Brands group.

Percentages may not add to 100 due to rounding effect

[View biographical profile of the board members in the corporate website](#)



Management committee



During the financial year 2024, we highlight the incorporation of **Mr. Juan Carlos Moro** as corporate operations director and **Mr. Pedro de Bernardo** as general manager Iberia and Poland.

Logista