

2022
INTEGRATED
ANNUAL REPORT

Logista




Contents

Letter from the Chairman	4
Letter from the CEO	6
1. Logista at a glance	10
2. Strategy and value creation	20
3. Operational performance in 2022 	28
4. Corporate governance	32
5. Creating value for shareholders and investors	50
6. People development	56
7. Client satisfaction 	66
8. Collaboration with suppliers	70
9. Minimising environmental impact	74
10. Impact on the community	88

Appendix

I. About this report	92
II. Logista composition	95
III. Taxonomy	96
IV. Contents under act 11/2018 and GRI indicators and under EU Delegated Regulation (2020/852) - Taxonomy	100
V. Verification report	104

The  icon is used throughout the report to indicate the aspects that are considered the most material aspects.

Figures are rounded, except percentages and certain remuneration data.

Translation of a report originally issued in Spanish. In the event of discrepancy, the Spanish language version prevails.

Letter
from the
Chairman



Dear shareholders,

It is my pleasure to present Logista's 2022 Integrated Annual Report, which sets out the key information for all our business areas and operations and reports on the progress made in areas such as corporate operations, sustainability and talent among others as well as the financial information of this financial year.

Last year in this letter, we outlined how Logista was equipped to overcome the complexities brought about by the COVID-19 pandemic. One year on, while we may well have come out the other side of the pandemic – particularly since the start of H2 2022 – the onset of new macroeconomic and geopolitical challenges means we continue to face a complex landscape. The escalating cost of raw materials and fuel prices has led to soaring inflation and presented companies with an important challenge that has only been further exacerbated by the war between Russia and Ukraine. This is why I must take a moment to highlight Logista's ability to continue to prosper in the face of adversity and underline the effort that has been made to drive international growth and diversify. There is no better example of this than the acquisition of Speedlink Worldwide Express and the announcement to acquire 60% of Transportes El Mosca and the remaining 40% over the next three years and to acquire 100% of Carbó Collbatallé – in line with the inorganic growth strategy announced.

Logista's strength as a company is deserving of a particularly special mention, with its income statement highlights, economic sales and net profit, as well as its share price performance all paying testament to its resilience. As such, I would like to take this opportunity to extend a special thanks to each and every member of the Logista team, as it is thanks to their positive approach and dedicated teamwork that we can continue to forge a successful future together.

We are committed to offering our clients best-in-class services, deeply invested in innovation, sustainable growth and long-term value, tailoring our services to meet their specific and growing needs in a constantly-changing world.

As you will read further on, the board of directors has worked incredibly hard across all matters concerning corporate governance. However, of all the initiatives undertaken, I would particularly like to underline the approval of a new remuneration policy for 2022-2024, with the main aim of bringing the current policy into line with both the new requirements introduced by the Spanish Companies Act and Logista's unwavering commitment to transparency and good governance. The policies governing the whistleblower channel and the Company's internal auditing guidelines have also been updated.

We are more than aware of our role in society and we remain deeply committed to ensuring our Company has a positive social impact. Our business operations are one way in which we can do this, offering services to companies from a range of sectors that provide basic needs for society, such as the pharmaceutical and food industries for example. However, we must also focus on helping other groups in less

fortunate situations. That is why we have designed a sustainability policy that aims to help the social integration of these groups through collaboration with specialist organisations.

One of our other main commitments is to sustainable development. Our quality and environment master plan establishes guidelines and best practices to optimise the use of resources and prevent pollution caused by its business processes in order to minimise the environmental footprint of our business. Route optimisation and the use of sustainable vehicles and energy are just some of the initiatives we have rolled out, with the Company receiving a variety of national and international awards and recognition for both these and all the other initiatives implemented. CDP, for example, has included Logista in its prestigious "A List" as a global leader in tackling climate change – the only European distribution company to have achieved this recognition in the last six years. Logista has also been named a Supplier Engagement Leader in recognition of its work to make its clients' supply chains more sustainable. Our Company is also included in the FTSE4Good IBEX index, a list of organisations that demonstrate sound environmental, social and corporate governance practices, and has signed up to the 'manifesto for a sustainable recovery' in Spain.

Lastly, I would like to remind you of the Company's commitment to diversity and equal opportunities for all those forming part of the Logista team. The accolades it has received are testament to the hard work and dedication that has gone into achieving these goals. The Financial Times, for example, has named Logista as one of Europe's most inclusive companies, including it in its Diversity Leader ranking for a second consecutive year. Our inclusion programmes also earned us recognition as a Diversity Leading Company by the specialist publication Equipos y Talento. Lastly, it is also important to note that Logista is included in the IBEX Gender Equality Index, an index made up of the listed companies that have a ratio of between 25% and 75% of women on their board of directors and between 15% and 85% employed in senior management positions.

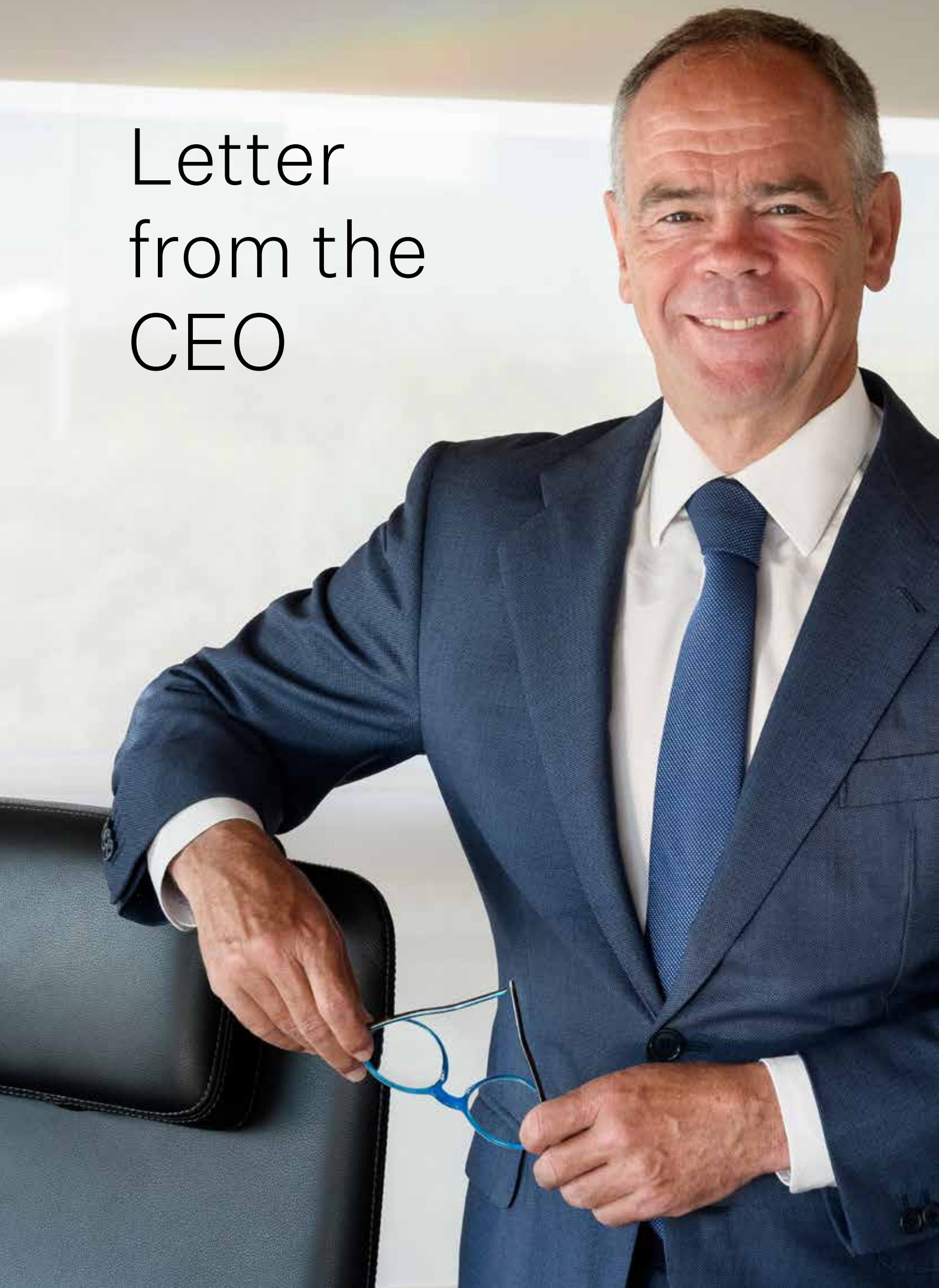
I would invite you to read this Integrated Annual Report to see a detailed account of everything the Company has achieved this financial year in terms of our operations, commitments and objectives, and to also take the time to consult our Annual Accounts, the Annual Corporate Governance Report and the Annual Board Remuneration Report.

Lastly, I would like to extend my thanks to you, our shareholders, for your continued support to Logista and its entire team. I am confident that we will continue to deliver, successfully achieving our goals that will allow us to continue to grow and offer value-add to our clients, society and you as shareholders, strengthening our leading position in the markets in which we operate as we do so.

Thank you.

Gregorio Marañón

Letter from the CEO



Dear shareholders,

D It is also my pleasure to present Logista's 2022 Integrated Annual Report in which we offer an account of the Company's operations during this financial year, as well as its economic performance and financial results.

This has without a doubt been a key financial year for Logista, with the Company posting positive results at a time of adversity. The war between Russia and Ukraine has only served to exacerbate the problem of spiralling fuel and energy costs and the inflationary environment that has taken hold not just in Spain but across all the countries in which we operate. In addition to this, in March this year, the transport sector also had to deal with the effects of a strike by lorry drivers in Spain who decided to take a stand against the soaring fuel costs. All this in a context in which the economy was expected to bounce back after overcoming the COVID-19 pandemic.

However, despite this unfavourable backdrop, at Logista, we haven't just been able to overcome the obstacles faced – achieving positive results that not only show growth at a rate that outstrips pre-pandemic levels – but we have also remained fully focused on our growth strategy and on bolstering our leading position in European logistics and distribution, successfully acquiring companies that we believe will lead to powerful synergies.

In this regard, Logista's inorganic growth strategy maps out a plan that will see us break into more countries and widen the scope of services offered across the different businesses. The announcement of three acquisitions that will play a key part in our performance show that this plan is already well and truly on track and carves out a very promising picture for the future of our Company.

The first was the acquisition of 70% of Speedlink Worldwide Express, a company specialising in time-critical deliveries that are sent to or from Belgium and the Netherlands. This acquisition allows Logista to internationally expand its Nacex services in Benelux, whilst also strengthening our position in medical-health distribution, by extending our portfolio of services beyond Spain and Portugal.

We will also strengthen our position in the national and international transport sectors for the food and pharmaceutical industries, becoming the second largest operator in full load and temperature-controlled transport thanks to the acquisition of 60% of Transportes El Mosca, a Spanish company specialising in goods transport and storage, the transport of refrigerated or frozen goods and high-

volume transport. With this acquisition, our Company will extend our catalogue of services, incorporating new capacities in temperature-controlled transport that complement our existing business lines, such as the refrigerated container sea freight service to the Balearic and Canary Islands and to other international markets, as well as a grouping service targeting the horticulture sector.

The acquisition of Carbó Collbatallé – a Spanish company specialising in cold chain transport and logistics for the food industry – will allow Logista to double down on the services offered in temperature-controlled transport by adding the shipping of frozen goods to its portfolio of services.

We expect to close and consolidate these last two acquisitions during Q1 FY2023.

I would also like to highlight on this letter the solid performance registered by Logista's businesses and mention some of the most noteworthy developments. Nacex remains deeply invested in innovation, launching a new sustainable electric micro-mobility vehicle in collaboration with Scoobic. The Scoobic eBox is the first vehicle to comply with the regulations governing the use of PMVs (Personal Mobility Vehicles) in the country and will help Nacex to carry out 30% more last-mile deliveries per hour than with a traditional van. This is just one example of how we are putting our steadfast commitment to ensuring we offer our clients the best possible service into practice, with the increased delivery rate and positive performance of rates in the B2B business leading to very strong results for this business.

Sales have also climbed in Logista Pharma, primarily on the back of the distribution of medicines to patients' homes from hospital pharmacies and the distribution of veterinary medicines. The tobacco and related products, convenience products, transport and publications businesses have all also grown in the Spanish and Portuguese markets.

In Italy, we have extended the services offered, adding new categories and products, and we have dynamised our sales force to continue growing our client base. In this regard, I would like to highlight our success in securing new points of sale in the HORECA channel.

Also, and consistent with last financial year, the Company has successfully increased the distribution of electronic transactions in France and has continued to grow in the categories of food, household products and electronic cigarettes, which have partially mitigated the decline in volumes of traditional business.



Logis

FRC
06-2027

Logista

Our unwavering commitment to excellence in client services has meant that the business has performed well and posted very positive financial results in a truly challenging context. To be precise, revenue came in at €11,464 million, up 6% on financial year 2021. Economic sales also rose 5% to €1,235 million and EBIT stood at €266 million, 11% more than in financial year 2021.

Economic sales increased in the Iberian market and in Italy, climbing by 9% and 2% respectively, while they were 4% down on the previous financial year's figure in France.

This year generated capital gains of €14 million, higher than the €2 million registered last financial year, due to the sale of three non-operating assets in Spain. This has allowed us to offset the rise in restructuring costs and the impact of the divestment in Supergroup, one of our businesses in France.

As a result, the adjusted EBIT came in at €312 million, 5% up year-on-year, in spite of inflationary pressures and the adverse business climate. Net profit for the financial year rose 14% to €199 million, which in line with our shareholder remuneration policy would result in the distribution of a dividend of €1.38 per share allocated to the financial year.

With these results we have once again shown that as a company, we are fully prepared to overcome adversities and continue to prosper in difficult and challenging times. This without a doubt serves as a testament to Logista's strength and resilience.

We have also continued to roll out our new branding this financial year, one which represents the exciting future that we have before us. Logista's growth story continues apace, conscious of the key role that we play in our sector and the importance of bolstering our leading position in southern Europe.

Our immediate future is closely linked with diversifying our business and growing it internationally via the strategic acquisition of companies with whom we share core values such as excellence in client service, innovation and respect for the environment.

I would invite you to read this report and also take a look at our consolidated annual accounts to gain a more in-depth insight into these matters.

I would like to dedicate these last few lines to thanking and congratulating every single member of the Logista team, as it is their hard work and professionalism that has enabled the Company to register such a good performance and consolidate our position as a benchmark across our industry and a strategic partner for all our clients. I would also like to extend my sincere thanks to you, our shareholders, for the trust you continue to place in Logista. Rest assured that we will remain focused on successfully implementing our growth and value creation strategy to ensure a future of success for our Company.

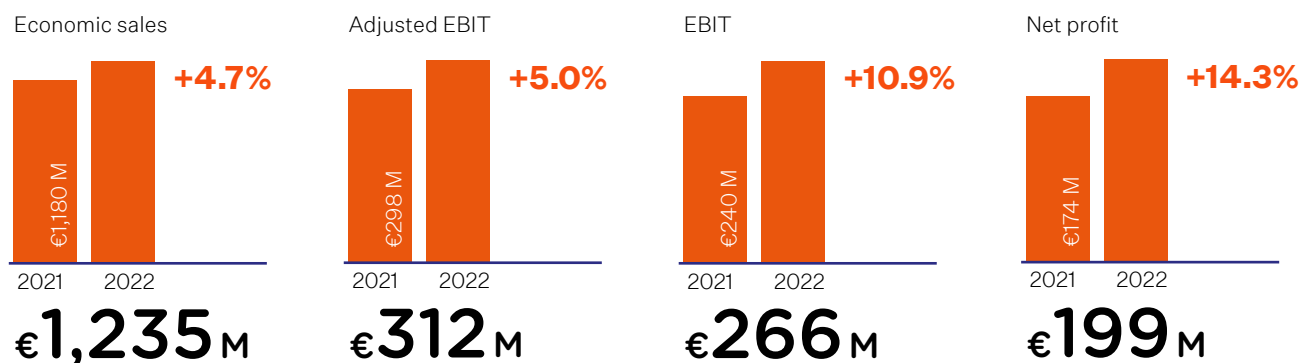
Thank you.

Íñigo Meirás



1. Logista at a glance



2022 Results 

Investments

€37 M
+3.3%

Good results
in an adverse climate

Share performance

Capitalisation
(30/09/2022)

€2,476 M
+2.4%

Dividends allocated to the
2022 financial year

€183 M
V. €164 M
in FY2021

Earnings per
share 2022

€1.51
+14.4%

Acquisitions announced in 2022

In line with the goals set out in our expansion plan, in Q2 FY2022 we announced the acquisition of 70% of **Speedlink Worldwide Express**, a Dutch firm specialising in B2B time critical deliveries that are sent to or from Belgium and the Netherlands with an agreement to acquire the remaining 30% in three years.

In Q3 FY2022 we signed an agreement to acquire the 60% of **Transportes El Mosca**, a Spanish domestic and international goods transport company, with an agreement to acquire the remaining 40% in three years. The acquisition of the 60% of Transportes El Mosca has been closed at the beginning of 2023 financial year (28 October, 2022).

In Q4 FY2022 we announced the acquisition of 100% of **Carbó Collbatallé**, Spanish company specialised in cold transport and logistics in the food sector. The transaction has been closed at the beginning of 2023 financial year (1 October, 2022)..

Corporate governance



Women on the board of directors

42%

We are included in the IBEX Gender Equality Index

Shareholders and investors

More than

€1,160 M
distributed as
dividends since
2014

Market contacts

More than
250

13 firmscovered Logista in 2022,
with**12**buy
recommendation and 1
neutralAverage price target
from research
companies**€25**

Employees

5,533

Men

Women

63%**37%**Permanent
employees**89%**

Nationalities

50

Training

**Training in
operational
excellence, sales,
leadership, project
management, etc.**

Hours of training

61,244

Clients

High client portfolio retention rate

Excellence and high-quality customer service

ISO 9001, GDP and GMP, OEA

Suppliers

Sustainable management of the supply chain



Number of suppliers in 2022

9,000

Audits to suppliers

708

Sustainability

Featured in indices

We are included in the **IBEX Gender Equality Index**, an index made up of the listed companies that have a ratio of between 25% and 75% of women on their board of directors and between 15% and 85% employed in senior management positions, and

in **FTSE4Good IBEX** index, a list of companies that demonstrate sound environmental, social and corporate governance practices.



High ESG ratings

We have obtained high ESG ratings in **MSCI (AA)**

Sustainalytics (Top 5 in our subindustry and Top 10 in Transportation industry)

S&P



Recognitions

Logista have won recognition from **CDP**, being included in its prestigious **“A List”** as a global leader in tackling climate change and as a **Supplier Engagement Leader**.

The Financial Times named Logista as one of Europe’s most inclusive companies, including it in its **Diversity Leader** ranking for a second consecutive year.



Unique business model

Inputs >

Our business

Financial capital

Strong balance sheet and significant capacity to generate operating funds. This enables the company to meet its business maintenance and growth investment needs.

Human capital

As a service provider committed to ensuring quality, having specialist human capital is key to offering a value-add service. Our capacities, skills, knowledge and development plans are focused on preserving, developing and **passing on know-how to ensure we remain head and shoulders above the competition over time.**

Physical capital

Our facilities, whether owned, leased or sub-contracted, enable us to develop the logistics strand of our operations according to **high quality standards.**

Intellectual capital

We develop internally and constantly improve the technology we deploy in our services, helping to preserve **our differentiation and competitive advantages.**

Natural capital

We use natural resources directly and indirectly for the running of our business, always ensuring an efficient usage that contributes to the **sustainability of our natural environment in the long term.**

Social capital and relationships

Relationships with all our stakeholders are based on **mutual benefit and respect** and are always focused on establishing relationships that are sustainable over time.



Omnichannel order-taking.
Product purchasing



Automated order picking



Real-time warehousing and stock management



Transport and distribution



Billing and payment



Business Intelligence

Outputs >

Outcomes

- **Physical distribution** of a broad range of products to **local retail networks**
- **Point-of-sale terminals** support business development and facilitate point-of-sale management
- Distribution of digital products (electronic transactions) through our **proprietary platform**
- Value-added **specialist transport**
- **Physical and thermal product traceability**
- **Business intelligence**/Information services
- **Customised services** for clients
- Home delivery for **online purchases and treatment of patients** from pharmaceutical service of hospitals and health centres



Reducing environmental impact

- **Route optimisation**
- **Reuse** of packaging
- Use of **sustainable vehicles and energy**
- Target to achieve a **54% reduction in emissions by 2050** compared with 2013



Creating wealth in the community

- Increased **revenue and savings** for manufacturers and retailers
- Support for **disadvantaged groups**, mainly in our local area
- Support for **exporting growth sectors**

Taxes paid in 2022

€20 M

Permanent employees

89%

Dividends distributed since 2014

More than €1,160 M



Developing talent

- Professional **development plans**
- **Internal promotion**
- Training

61,244 hours



Operational excellence

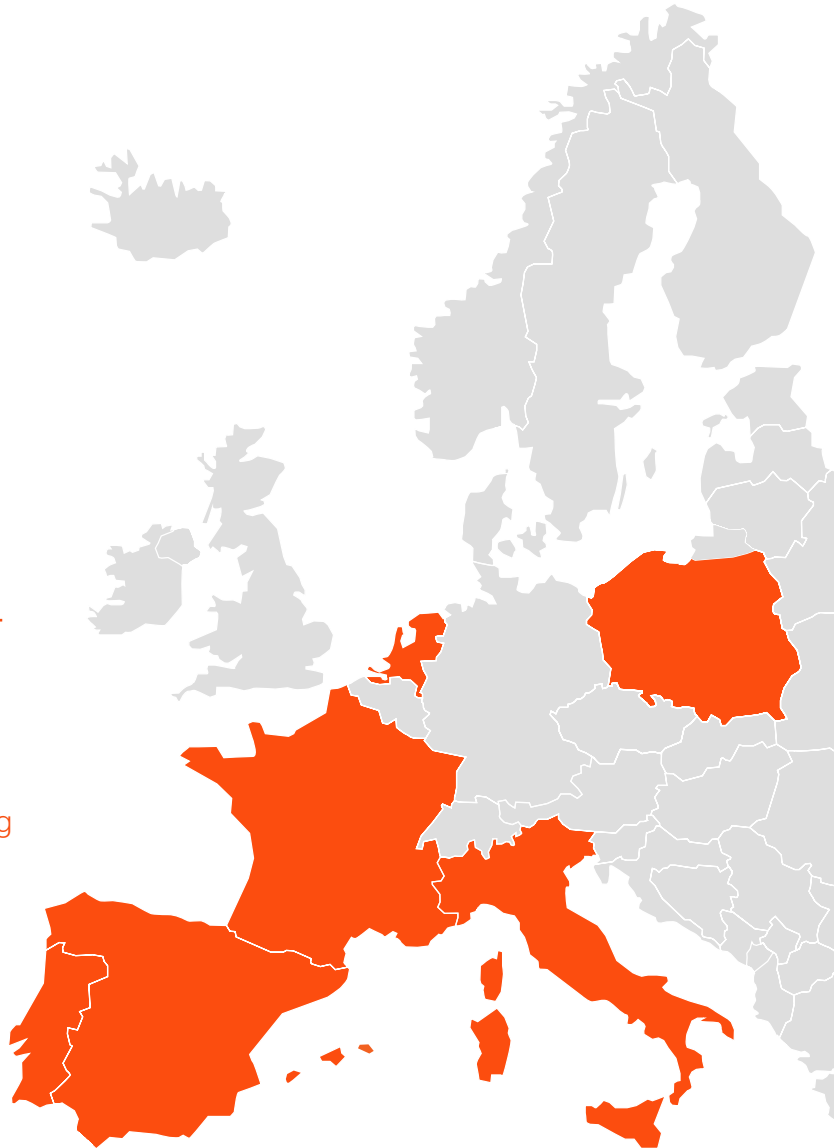
- Client **satisfaction** 🌸
- High proportion of **contract renewals**
- **Long-term relationships**

Market position

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

We regularly serve almost 200,000 points of sale in Spain, France, Italy and Portugal, facilitating manufacturers with the best and fastest access to a **wide array of convenience products**, pharmaceutical products, electronic top-ups, books, publications, tobacco and lottery markets among others. We also offer international and domestic high value-add logistics services. Our operations in the Netherlands and Poland complete our catalogue of services.

We offer our clients **innovation, sustainable growth and long-term value**, tailoring our services to meet their specific and growing needs in a constantly changing world.



⇒ **We are the preferred convenience product distribution partner for manufacturers**, providing their route to consumers through simple and rapid access to local retail channels. We offer all the services they need – from the most basic outlets to those with greater value-add – to reach hundreds of thousands of independent points of sale.

⇒ **As a hospital distributor and logistics operator**, we develop dedicated services for each sector and channel, working closely with clients to tailor our offering to their current needs and anticipate their future requirements.

⇒ **As a transport services operator**, we pursue a strategy of differentiation by specialising in the long-distance transport of high-value products that require a temperature-controlled environment, industrial parcel transport and by offering home delivery (B2C) and the highest standard of courier transport and small parcel express services to business-clients (B2B).

Differentiation

⇒ **We respect manufacturers' product strategies** in each channel and ensure specialist and transparent distribution of their products to retail channels through a single service provider, thus enabling them to focus on their core business and on achieving economies of scale.

⇒ **We have highly specialised staff** who are continually working to anticipate their clients' needs and offer new services that meet those needs.

⇒ The **broad portfolio of products and services** that we provide through a single point of contact, along with our omnichannel order-taking capacity for retail points of sale allows us to offer specialist technological solutions (with Point-of-Sale Terminals developed in-house, we provide day-to-day simplicity and bring our clients opportunities to grow their businesses), thanks to the extensive use of technology.

⇒ **Our operating model combines volume consolidation at large logistics centres**, where operations can be automated, with a presence close to the point of sale via the nationwide roll-out of service points. Working in this way helps create synergies and gives us the flexibility to be able to adapt quickly to changes in the level of activity.

This differentiation is reflected in **high retention rates of our client portfolio** and in our solid margins and levels of return on capital employed.

Main business lines



Tobacco and related products

Distribution of tobacco and other convenience products, including both tobacco and non-tobacco related products, to the tobacconist channels in Spain, France and Italy, and to the tobacco distribution channels in Portugal. In Spain and Italy, this also includes the distribution of convenience products to other local retail channels. It also includes logistic services in Poland.

Transport

Through this business area, Logista provides transport services to its other businesses and to third parties, including management of full load and long-distance transport throughout Europe, and industrial and small parcel transport services in Spain and Portugal.

Courier transport services have been extended to other European countries after acquiring 70% of Speedlink Worldwide Express in Q2 FY2022 - a Dutch firm specialising in B2B time critical deliveries that are sent to or from Belgium and the Netherlands.

Pharmaceutical distribution

Pharmaceutical product logistics and distribution services in Spain and Portugal.

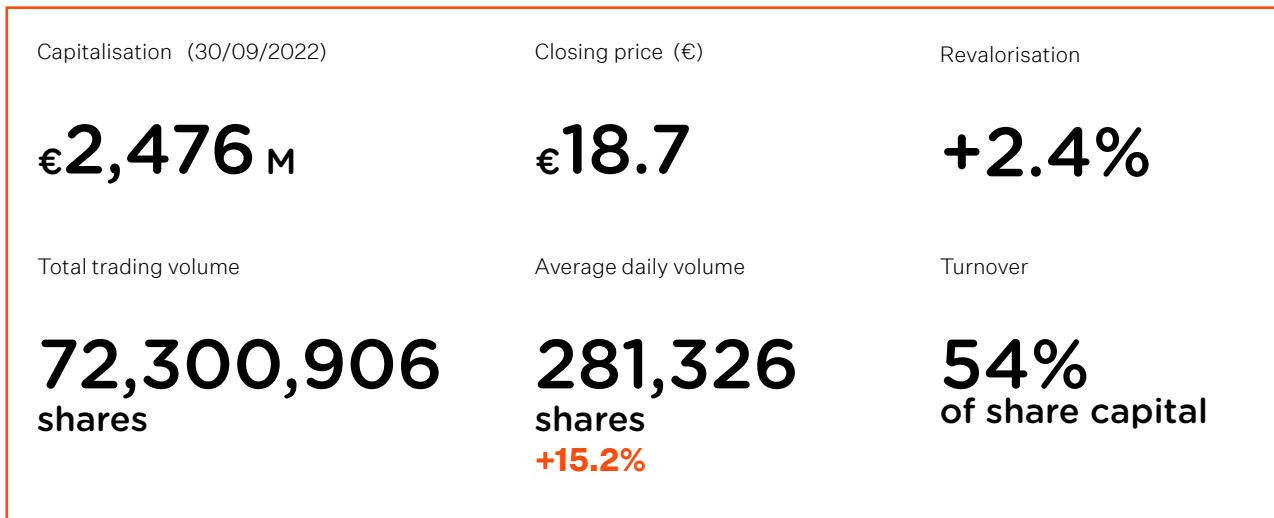
Other businesses

Publications logistics and distribution services in Spain.

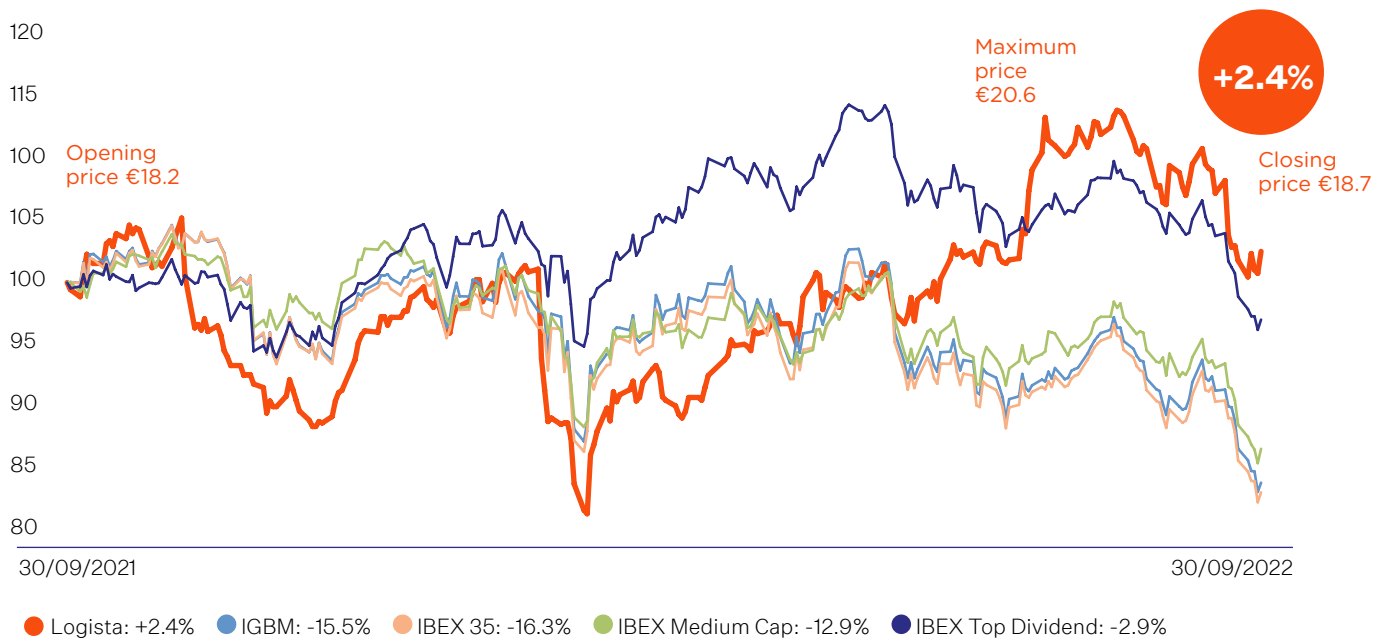
The accounting management report is completed based on a primary segmentation by geography, while a secondary report – detailing information on revenue and economic sales – is segmented by business line.



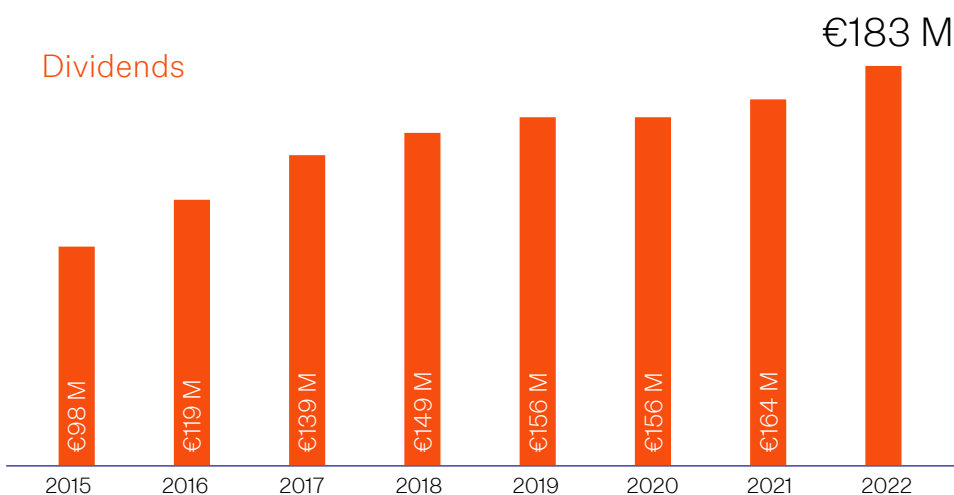
Logista and the stock market during the financial year 2022



Share price performance during the financial year 2022



Dividends

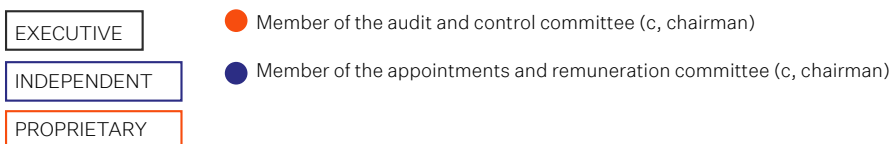
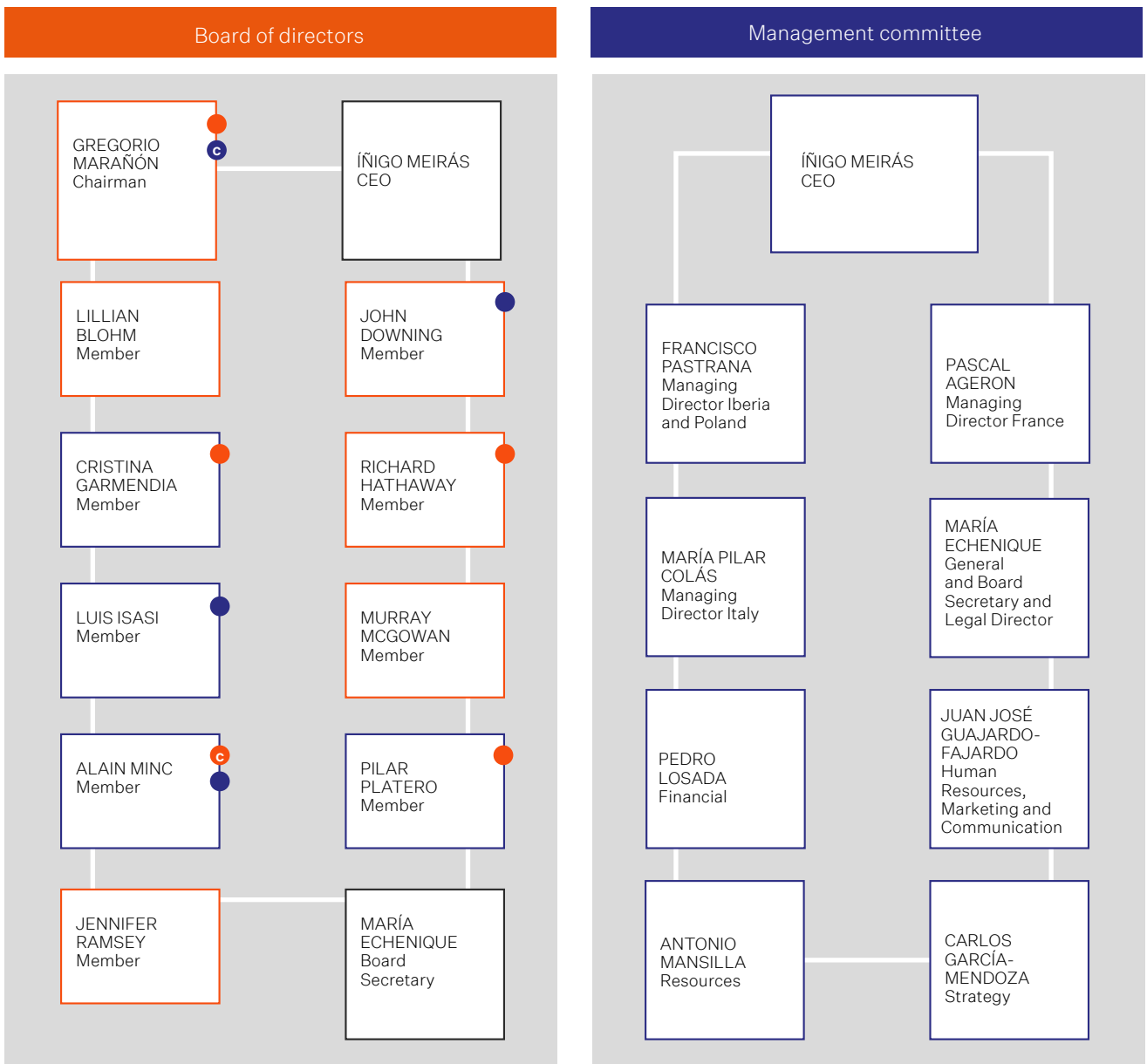


2022 Total shareholder return

9.4%

Dividends distributed allocated to each financial year.

Governing bodies



2. Strategy and value creation





Corporate purpose

We help make people's lives easier and are experts in offering specialist logistics services and sustainable solutions.



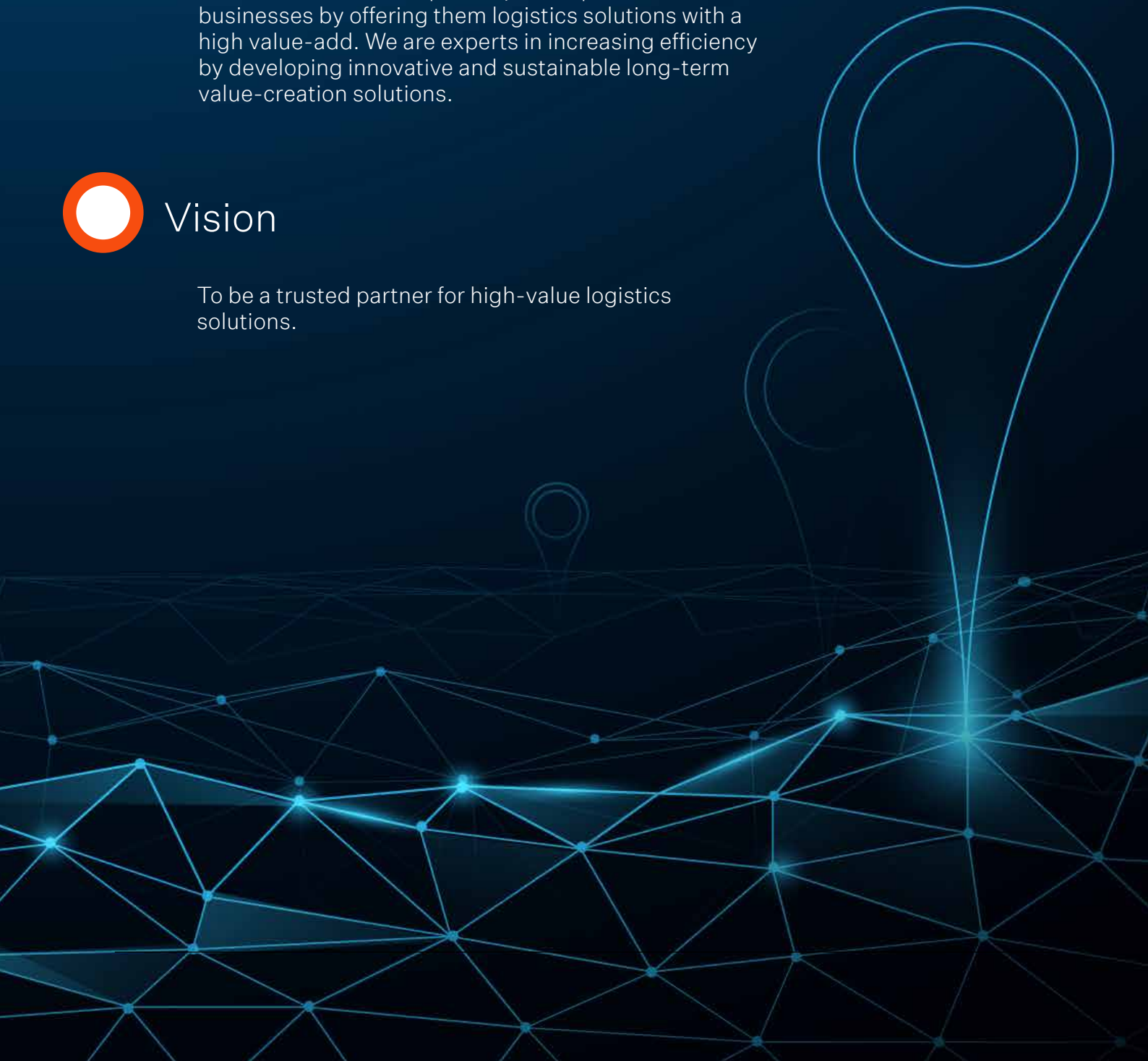
Mission

As our clients' trusted partner, we help drive their businesses by offering them logistics solutions with a high value-add. We are experts in increasing efficiency by developing innovative and sustainable long-term value-creation solutions.



Vision

To be a trusted partner for high-value logistics solutions.



Context

Macroeconomic context

Logista's many business operations around the world can be shaped by the international political, social and macroeconomic climate and the impact that this has at the European level. During the 2022 financial year, the macroeconomic climate of the post-pandemic economic recovery was marked by two key events, firstly soaring raw material prices, and the subsequent spike in fuel and energy prices, and secondly, the war which broke out on 24 February between Russia and Ukraine has only served to exacerbate this trend and increase uncertainty concerning the pace of economic recovery over the coming months. This uncertainty has triggered volatility in the markets and in the prices of raw materials and fuel. A problem that has in turn driven inflation up to levels far higher than anything seen in recent years and caused central banks to hike interest rates.

Although Logista was dealt a blow by this **complex macroeconomic climate** during the first few months of the year, efficient management has allowed the company to successfully offset its effects.

The **tourism sector has registered a positive performance** and even recovered pre-pandemic levels across the various regions of southern Europe. This has favoured overseas demand for tobacco and convenience products – one of our most important businesses in our main markets (Spain, France, Italy and Portugal). Meanwhile, **the Pharma business continues to benefit from the effects of the COVID-19 pandemic**. Lastly, we have **strengthened the solutions offered by the transport business lines, increasing the efficiency of our operations and acquiring Speedlink Worldwide Express at the start of the year**, which has allowed us to extend our platform to other countries and our logistics network in the European Union.

By continually improving the **efficiency** of our processes and our **business model**, we have successfully mitigated the **negative impacts** of the current **macroeconomic context** on the Company's results.

With regard to the short-medium term, we must also consider the possibility that the cost of the transport business will continue to climb on the back of rising oil prices. Although this complex backdrop is not expected to change over the coming months, **Logista should not be as adversely affected as other companies thanks to its equity structure and its ability to generate cash flow given that for the most part of its transport and distribution services involve non-cyclical products**. We also remain committed to investing in growing our businesses, as shown by the announcement of the agreement to acquire Transportes El Mosca and Carbó Collbatallé, acquisitions which we expect to help bolster our results in the short-medium term thanks to the synergies and the cost reduction they will generate. By continually improving the efficiency of our processes and our business model, we have successfully mitigated the negative impacts of the current macroeconomic context on the Company's results.

Regulatory context

As in previous financial years, the regulatory environment in the pharmaceutical and tobacco sectors has continued to introduce more stringent requirements for checks on the distribution of these products, and as such, any companies wishing to continue operating in the future must be able to comply with these requirements. **Logista has been actively involved in this process, both in terms of establishing internal systems and controls that will allow it to continue offering our traditional services**, but also in terms of acquiring new companies that allow us to break into new business areas such as the distribution of frozen goods.

This not only serves as a testament to our unwavering resolve to **comply in the strictest sense with regulatory requirements**, but also to our commitment to providing excellence in our client services via solutions that enable them to prepare for meeting such requirements.

Digital transformation and innovation

We are driving forward with our digital transformation of business processes to increase internal efficiency and we are deploying technical innovations for new client services.

The **most noteworthy projects** in 2022 were:

⇒ **Optimising transport management in the supply chain for pharmaceutical products**, maximising the potential of the routes and making best use of the available lorries for deliveries to pharmacies and hospitals. Entirely digitalised services include end-to-end temperature control in warehouses and lorries. Clients can track when their deliveries will arrive. The use of the digital twin in delivery services allows transport managers to simulate a number of scenarios to help them respond immediately to unforeseen circumstances.

⇒ Using huge amounts of sales data in pharmaceutical and convenience store businesses, allowing us to automatically **optimise how we segment points of sale and product groups with Artificial Intelligence (AI)**. As a result, the sales and marketing teams can launch highly targeted one-to-one marketing campaigns to thousands of retailers. Tailoring products and services to individual points of sale increases both sales and margins, with the latest AI-based technology guaranteeing high-quality data and reliable results.

⇒ Increasing our presence at the points of sale in different channels by carrying out a full-scale update of the POS platform. Using the latest software technology, optimising the user interface and rolling out **new hardware for 50,000 point-of-sale terminals reinforces Logista's presence and integration**. The POS platform offers new value-added payment and lottery services and also helps to generate huge amounts of data about consumer behaviour.

⇒ Supporting tobacco manufacturers' direct-to-consumer (B2C) business model for reduced-risk products and its related devices by **extending an express delivery platform in Italy**. We are optimising transport services from tobacconists to consumers by taking advantage of the wide coverage of convenience stores and using riders to maximise last-mile deliveries to consumers.

Internally, the business processes pertaining to support services such as finance, human resources, procurement and information technology are being fully integrated through the use of robotic process automation. The replacement of manual operations with automated processes is significantly reducing processing times and increasing efficiency. An integrated budgeting tool is also being rolled out, phasing out manual processes and supporting data-driven decision-making by enabling finance experts to simulate various business scenarios.

During 2022 financial year and in line with our commitment to digitalisation and the use of technology, the installation of the "SAP GRC Risk Management" system has been rolled out. The aim is for the integrated risk management system to be up and running in the 2023 financial year (see detailed information in the corporate governance chapter: process for identifying, evaluating and mitigating risks).

We are driving forward with our **digital transformation** of business processes to increase **internal efficiency** and we are deploying **technical innovations** for new client services.

Cybersecurity

We continue to improve **cybersecurity** at Logista, focusing on **three core pillars**: (1) **strengthening the overall internal structure** of our cybersecurity operations and ensuring we benefit from the expert services of the leading companies in the sector, (2) deploying **new security technology** and (3) raising **employee awareness** around the new emerging threats.

Four of the most significant improvements made this year include:

⇒ **Setting up a Security Operations Centre** that monitors, analyses and detects any possible cyber incidents 24/7 and is equipped to work together with Logista to deal with any potential threats, thus minimising the impact that any of these cyber incidents could have on Logista's operations.

⇒ **Adopting special measures to combat any threats of cyber-war related to the war in Ukraine**, with a view to primarily avoiding and responding to ransomware and denial-of-service attacks, which could potentially disable Logista's operations. All this in combination with the awareness campaigns given to staff on detecting phishing and other threats related to social engineering.

⇒ **Using encryption to increase the level of security for any clients or third-party information** held on our databases, as well as for information concerning our employees and suppliers.

⇒ **Taking measures to bring our policies into line with international cybersecurity standards**, such as obtaining ISO/IEC 27001 certification in Logista Pharma, in order to guarantee continued improvement in terms of security management.

E-commerce

The COVID-19 pandemic caused online sales to surge to unprecedented levels, and while the rate of e-commerce growth has slowed now that we are on the other side of the pandemic, online sales are still above the levels seen in 2019. As a result, we expect that the logistical needs of markets will continue to become ever more complex due to the last-mile deliveries' restrictions enforced by cities, and companies operating in this sector will be forced to offer quality solutions, a broad range of services and competitive rates. Against such a backdrop, **Logista is an attractive logistics partner, specialist in accompanying large manufacturers in their direct sales.**

Consumption in proximity retail channels

The end of the pandemic has seen consumers return to brick-and-mortar stores, with footfall levels returning to what they were in 2019. Small proximity retailers have particularly benefitted from this change in trend, winning back the loyalty of their customers. Logista distributes all types of products to almost 200,000 delivery points in France, Spain, Italy and Portugal, offering manufacturers simple, rapid access so that their products can be available in those establishments. **This positioning will allow Logista to continue to benefit from growth opportunities through proximity channels.**

Next-generation products

We continue to enhance our range of new tobacco-related products to complement the traditional products on offer. These innovative products call for new value-added services that in turn provide opportunities for Logista. **We offer manufacturers the fastest and most effective route to consumers in Spain, France, Italy and Portugal, thanks to our extensive distribution network in each of these countries.**

Environmental standards

There is **growing demand among clients for services that meet certain environmental standards**, a demand which has risen on the back of the COVID-19 pandemic and due to greater awareness about these issues in society as a whole.

Logista's actions are guided by a **quality and environment master plan, and a quality, environment and energy efficiency policy** that establish guidelines and good practices for optimising the use of resources and preventing pollution throughout its business processes.

We carry out **annual checks** in line with the ISO 14064-3 **standard on the main structures and processes for each business** in Spain, France, Italy, Portugal and Poland, using the GHG Protocol and the ISO 14064-1 standard itself as a benchmark.

We have significantly improved the **method used to calculate our carbon footprint**, now producing a far more detailed impact assessment for our main sources of emissions. This information will not only help us to identify the most effective action to take to reduce emissions, it will also allow us to calculate exactly how much the measures implemented have helped reduce emissions by.

In addition, we have made environmental concerns a key part of our strategy and have committed to **achieving a 30% and 54% reduction – compared**

with 2013 levels – in the direct and indirect emissions generated by our operations by 2030 and 2050 respectively. These targets have been set in line with the Paris Agreement and have been ratified and scientifically approved through the Science Based Targets initiative.

Logista's efforts in this area have won recognition from several international bodies. CDP, for example, has included **Logista in its prestigious "A List" as a global leader in tackling climate change** – the only European distribution company to have achieved this recognition in the last six years. This year, Logista has also been named a Supplier Engagement Leader in recognition of its work to make its clients' supply chain more sustainable, in line with a more responsible business model.

Logista is also included in the FTSE4Good IBEX index, a list of companies that demonstrate sound environmental, social and corporate governance practices, and has signed up to the 'manifesto for a sustainable recovery' in Spain.

This year, **KPI targets linked to environmental management have been included in employees' short-term incentive plans** – in addition to those already set out in their long-term incentive plans. This reflects the company's commitment to continuing to integrate environmental sustainability into the day-to-day management of its business.

During the 2022 financial year Logista has rolled out various initiatives in a bid to improve its environmental performance:

100% of the electricity at all of our warehouses

in the main markets in which we operate (Spain, Italy, France and Portugal) and in main warehouses in Poland, comes from **renewable sources**.

Plans to install solar panels in our main warehouses

– with the panels already up and running at our largest European facility (Leganés).

Actively promoting the circular economy

by improving the percentage of reusable boxes (Spain, France and Italy).

Setting energy efficiency standards for

all our new facilities, including BREEAM and LEED certification, such as the Excellent BREEAM certification rating obtained in Italy.

Championing intermodal transport

for long-distance routes, and the use of electric vehicles for last-mile logistics.



Business outlook and strategic goals

1. To strengthen our consolidated businesses

One of our main strategic goals is to **maintain our strong positioning in our most consolidated businesses**. However, given how mature some of these businesses are, it is vital to explore and develop new services that complement our distribution services. Extending our range of services can help us to position ourselves better in front of our clients and it allow us to generate growth opportunities.

2. To provide sustainable future growth, expanding our business base

Our long-term growth is based on continuing to develop the businesses that offer the greatest future growth potential – such as Business to Consumer (B2C) distribution and pharmaceutical product logistics – by optimising the distribution of complex products and increasing the range of logistics services offered, all while continuing to provide the required levels of security and quality for each business. In addition, both our long-distance and our industrial and small parcel transport and distribution businesses provide opportunities to distribute products that require special handling, either in terms of traceability or the cold chain.

As part of our **growth strategy**, we need to consider organic opportunities, by developing more specialist services, as well as inorganic opportunities that could help us to increase our capabilities and growth opportunities.

In this regard, in Q3 of the financial year we reached an **agreement to acquire the 60% of Transportes El Mosca, and the remaining 40% in the next three years**. Transportes El Mosca is a Spanish company specialising in goods transport and storage, the transport of refrigerated or frozen goods and high volume transport, primarily for the food industry. Additionally, it has also consolidated its position as a domestic and international shipping company, highly specialist in handling dry and temperature-controlled goods. This acquisition helps to consolidate our position as one of Spain's leading logistics companies, complementing and adding to our services already offered by entering into the shipping industry and introducing value-add logistics for the horticulture sector. The acquisition of the 60% of Transportes El Mosca has been closed at the beginning of 2023 financial year (28 October, 2022).

In the same vein, in Q4 of the financial year we announced an **agreement to acquire 100% of Carbó Collbatallé S.L.**, a leading Spanish company specialising in cold chain transport and logistics for the food industry and experts in offering bespoke solutions that ensure the cold chain and quality of the foodstuffs are preserved throughout the entire logistics process, and that all goods are transported in secure conditions. With this acquisition we are strengthening the catalogue of services offered to our clients, adding temperature-controlled services, mainly in the frozen food sector. The transaction has been closed at the beginning of 2023 financial year (1 October, 2022).

Expansion into new countries where we export our business model is another core component of our future development that will bring future growth and reduce and offset any macroeconomic risks that could affect the countries in which we operate. Based on this, in Q2 of the financial year 2022, we acquired 70% of **Speedlink Worldwide Express**, a Dutch firm specialising in B2B time critical deliveries that are sent to or from Belgium and the Netherlands, and agreed to acquire the remaining 30% over the course of the next three years. This acquisition will allow Logista to internationally expand its Nacex services in Benelux, whilst also strengthening its position in medical/health distribution, extending its portfolio of services beyond Spain and Portugal.

3. To offer excellence in our services and increase profitability through continued improvements in operational efficiency

Deeply committed to our clients and working closely with them to continually seek mutually beneficial outcomes, we are driven to ensure we continue to offer the highest level of quality when delivering our services and carrying out our operations. As a result, we must constantly strive to maintain and **increase profitability through continuous improvements in operational efficiency.**

Another fundamental aspect of our objective for **continuous improvement is our commitment to sustainable growth from an environmental perspective.** The Company has identified road traffic pollution as one of the areas in which it can make improvements to reduce its carbon footprint. We outline the initiatives that we have rolled out in this field in the Minimising environmental impact chapter of this report.

4. To remain financially sound in order to maintain our shareholder remuneration policy

As in previous financial years, **operational efficiency, and protecting and developing internal know-how, serve as a basis for maintaining sound financial profitability and creating long-term value** for all our stakeholders. This means it is important that we increase our revenue base at the right cost levels so that all those involved are remunerated fairly, and that we offer prices that reflect the level of service provided.

3. Operational performance in 2022



Positive results at a time of great adversity, growing in the income statement highlights.

Iberia

Economic sales

€692 M

+9.1%

Tobacco and related products

€332 M +9.5%

Transport

€318 M +9.5%

Pharmaceutical distribution

€90 M +8.6%

Other businesses

€18 M +1.6%

Adjustments

€(66) M (9.9)%

Adjusted EBIT

€154 M

+15.2%

Tobacco and related products

Economic sales rose thanks to the increase in tobacco volumes distributed, value-added services billed to tobacco manufacturers and growth in the distribution of convenience products in Iberia.

Transport

Double-digit growth in economic sales in Nacex (courier transport and small parcel express) and in **Logista Freight** (long-distance transport) and **high-single digit growth in industrial parcel** (Logista Parcel).

⇒ **Nacex:** in the Spain and Portugal business, growth in deliveries and tariff rises in the B2B business line offset the impact of the reduction in the number of B2C e-commerce deliveries following the significant increase in the previous year. The addition of the Netherlands business through the acquisition of Speedlink Worldwide Express also contributed to boost growth in economic sales.

⇒ **Logista Parcel:** the gradual recovery of the industrial parcel business (Logista Parcel) since the beginning of the year and the tariff increases to reflect fuel prices led to high single-digit growth in economic sales in the year. Deliveries performed well in both the pharmaceutical and food industries.

⇒ **Logista Freight:** performed well in all sectors served thanks to the increase in activity and to a larger proportion of high-value businesses.

Pharmaceutical distribution

Good performance thanks to the constant addition of new customers and the increase in business with current customers via new services i.e: distributing medicines to patients' homes for hospital pharmaceutical and health centre services, distributing veterinary medicines and managing logistics for cannabis-related products (raw and processed) for medicinal use.

Other businesses

Logista Publicaciones began to distribute for two new international publishers in the children's books sector during the year.

Italy

Economic sales

€331 M
+1.8%

Tobacco and related products

€331 M +1.8%

Adjusted EBIT

€101 M
+2.8%

Positive performance in tobacco and next-generation product volumes distributed, in revenue from value-added services to manufacturers and in revenue from the sale of convenience products.

In addition, double-digit **growth in convenience products** distributed in the current year and in economic sales continued.

The **strong pace of sales**, despite the negative external factors, was possible thanks to two key drivers:

⇒ our **commercial offering was widened by adding new products/categories** (for example, disposable electronic cigarettes and beverages by marketing new leading brands); and

⇒ the **sales force invigoration process** helped to achieve sales targets and continue to grow the customer base.

In parallel, the **launch of new services** designed for manufacturers, as an evolution of our business model, allowed us to start expanding our activities into new proximity channels.

France

Economic sales

€217 M
(3.9)%

Tobacco and related products

€217 M (3.9)%

Adjusted EBIT

€57 M
(12.5)%

Growth in the distribution of electronic transactions and convenience products offset the poor performance in economic sales from tobacco distribution.

Performance in convenience product distribution varied depending on the categories in question. The **increases in food and electronic cigarettes recorded increases** that offset the falls in products more directly related to rolling tobacco (RYO) consumption.

Consolidated income statement highlights

€M	1 Oct. 2021 – 30 Sept. 2022	1 Oct. 2020 – 30 Sept. 2021
Income	11,464	10,817
Economic sales	1,235	1,180
(-) Operating cost of logistics networks	(782)	(750)
(-) Commercial operating expenses	(54)	(48)
(-) Operating expenditure on research and central offices	(86)	(84)
Total operating costs	(923)	(882)
Adjusted EBIT	312	298
Margin %	25.3%	25.2%
(-) Restructuring costs	(11)	(9)
(-) Amort. assets from acquisitions	(53)	(52)
(+/-) Profit/(loss) on disposal and impairment	15	2
(+/-) Profit/(loss) from equity-accounting companies and other	3	2
Operating profit	266	240
(+) Financial income	22	22
(-) Financial expenses	(2)	(2)
Profit/(loss) before tax	286	261
(-) Corporate income tax	(75)	(67)
Effective tax rate	26.2%	25.8%
(+/-) Results of discontinued operations	(12)	(19)
(+/-) Other income/(expenses)	0	0
(-) Non-controlling interests	(0)	(0)
Net profit	199	174

Consolidated balance sheet highlights

€M	30 September 2022	30 September 2021
Property, plant and equipment and other fixed assets	322	321
Net long-term financial investments	21	20
Net goodwill	932	921
Other intangible assets	313	354
Deferred tax assets	11	15
Net inventory	1,529	1,467
Net receivables and other	1,917	2,151
Cash and cash equivalents	2,648	2,299
Held-for-sale assets	0	42
Total assets	7,694	7,588
Shareholders' funds	562	524
Non-controlling interests	5	1
Non-current liabilities	133	137
Deferred tax liabilities	232	239
Short-term borrowings	41	72
Short-term provisions	7	7
Trade and other receivables	6,715	6,566
Liabilities linked to assets held for sale	0	41
Total liabilities	7,694	7,588

4. Corporate governance

LogiSto



Duties of the board of directors

With the exception of matters reserved for the annual general shareholders' meeting, the board of directors is **Logista's highest decision-making body**. Its role is to represent the Company by carrying out all of the duties included in its corporate purpose, as set out in the articles of association.

It is the board's policy to **delegate the everyday management of Logista to the executive bodies and senior management team, focusing its own efforts on its overarching role in determining company strategy and overseeing the work of the senior management team**. At the same time, the board must duly attend to those matters which, pursuant to the law or to the Company's articles of association or regulations, cannot be delegated to other bodies.

Logista's board of directors includes an audit and **control committee and an appointments and remuneration committee**, tasked with carrying out the duties required by law. The majority of these committees comprise independent directors.

Assessment of the board of directors

In accordance with the recommendations contained in the Code of Good Governance for Listed Companies, **the board and its committees are evaluated on an annual basis to assess the quality and efficacy of their performance**. The chairman of the board, CEO and board secretary are also evaluated as part of this exercise. Every three years, this evaluation is reviewed by an external advisor.

In financial year 2022, Deloitte carried out this evaluation for the Company.

Board of directors' remuneration model

When determining its remuneration policy, the Company considers both the relevant regulations (particularly those applicable to listed companies) and to the objectives set out in its business plan, which in turn conforms to the principles and recommendations of good corporate governance, market best practices and the guidelines issued by institutional investors and proxy advisors.

Every year, the **Company publishes information on board member remuneration** in its integrated annual report, annual accounts and annual report on board remuneration.

Board members receive a fixed monthly salary plus an attendance allowance paid at a flat rate. They also receive an additional attendance allowance for any committees on which they sit. The proprietary directors waive the right to receive any remuneration as directors of the Company. Only executive board members receive performance-related pay.

The current remuneration policy, which was drafted with external advice, was approved at the annual general shareholders' meeting on 4 February 2022. The results of the vote were as follows:

Number of shares	Percentage of share capital in attendance
In favour: 99,801,362	97.5841%
Against: 845,370	0.8266%
Blank ballots: 0	0.0000%
Abstentions: 1,625,371	1.5893%

Diversity in board appointments and reappointments

In line with the board skills matrix, the board has been particularly careful to ensure it **upholds its commitment to diversity when considering procedures for board member reappointment this year**. In particular, when reappointing members, it has ensured female representation on the board remains at 42% and has strengthened profiles in investor relations and sustainability.

Female representation on the board

42%



Key actions taken by the board of directors in 2022

Business management

Throughout the financial year the board of directors has carried out its regular duties to **establish the Company's general policies and strategies, boost operations and business plans, and monitor the performance of the business areas and their economic and financial situation**. In this regard, the board is proud to report the Company's excellent results and Logista's steadfast commitment to growth and improving its positioning across its various businesses via the acquisition of third-party companies this financial year.

Logista has monitored the impact of COVID-19 across all its businesses, with findings showing both the resilience of the Company's business model and the excellent performance of its businesses. The health of the workforce has also been monitored, particularly during the first few months of the financial year, to ensure that the Company's operations did not suffer any significant disruptions.

The board of directors has been extremely active over the course of the year across its varied remit.

Initiatives relating to corporate governance and compliance

Firmly committed to transparency and good governance, the board of directors has approved a **new remuneration policy for 2022-2024**, with the main aim of bringing the current policy into line with the new requirements introduced by the Spanish Companies Act.

It has also updated the policies governing the **whistleblower channel** in a bid to increase its compliance with best market practices. Its **internal auditing guidelines** have also been updated, with the internal audit department taking on the responsibility of matters relating to conflicts of interest as per the provisions of the updated code of conduct and in its capacity as the risk control and management unit.

The board has also pressed ahead with developing a group compliance model. This has been managed primarily by the audit and control committee and the corresponding compliance units. In this regard, **the criminal risk prevention model** has been enhanced, various ethic and compliance training initiatives have been launched and the audit and control committee has continued its supervisory role. More information about trainings programmes is available in the people development chapter.



Strategic projects development

During the 2022 financial year, the board has continued to roll out its inorganic growth strategy already presented to the market, assessing and approving a number of acquisitions that will allow Logista to consolidate its position as one Spain's leading logistics companies, become one of the leading companies in full load and temperature-controlled transport companies in Spain and break into the time-critical courier service market in the Netherlands.

The following acquisitions were approved by the board:

⇒ the **acquisition of 70% of Speedlink Worldwide Express, with an agreement to acquire the remaining 30% over the course of the next three years.** Speedlink Worldwide Express is a Netherlands-based company specialising in express deliveries. This acquisition furthers the international expansion of Nacex (a Logista subsidiary) and guarantees the Company a strong foothold in Europe.

⇒ the **acquisition of 60% of Transportes El Mosca, with an agreement to acquire the remaining 40% over the course of the next three years.** Transportes El Mosca is a Spanish company with a large global footprint that offers domestic and international intermodal shipping, road and air transport, as well as transport services for refrigerated and frozen goods. The acquisition of the 60% of Transportes El Mosca has been closed at the beginning of 2023 financial year (28 October, 2022).

⇒ the **acquisition of 100% of Carbó Collbatallé,** Spanish company specialised in cold transport and logistics in the food sector. The transaction has been closed at the beginning of 2023 financial year (1 October, 2022).

The Company has also continued to work on other inorganic growth opportunities that it expects to see take shape in the near future.

Risk management

This year, the frequency with which risks are monitored by the audit and control committee and the board has been increased.

Board member remuneration

Logista has adjusted its 2021 board member remuneration policy to comply with the amendments introduced by Spanish Companies Act 5 of 12 April 2021 relating to the approval of remuneration policies. Accordingly, it has approved a new policy that broadly retains the approach taken in the version approved by the annual general shareholders' meeting in the last financial year, but that also introduces the changes required by the new legislation.

The new remuneration policy for 2022-2024 is therefore clearer and more transparent about executive directors' remuneration and goes into greater detail about how it aligns with best practices in corporate governance.

The specific changes introduced are as follows:

⇒ **including the new wording required by the Law,** in particular by more closely defining the objectives for variable remuneration and the related weighting.

⇒ **adapting executive directors' fixed remuneration** in line with the latest inflation forecasts applicable to the group's senior managers.

⇒ **setting out measures to align corporate governance with best practices,** such as introducing caps on severance payments for executive directors, in line with shareholders' expectations. With regard to this final point, we would note that although it was not explicitly stated in its policy, the Company was already complying with these caps.

External advisers have worked with the Company to draft this remuneration policy.

Agenda for the annual general shareholders' meeting on 4 February 2022

⇒ Examination and approval of the annual accounts (balance sheet, income statement, statement of changes in equity, cash flow statement and notes to the accounts) and management report of Compañía de Distribución Integral Logista Holdings, S.A. and the consolidated group, for the financial year ended 30 September 2021.

- Approval of the individual annual accounts and management report of Compañía de Distribución Integral Logista Holdings, S.A., for the financial year ended 30 September 2021.
- Approval of the consolidated annual accounts and management report of Compañía de Distribución Integral Logista Holdings, S.A., for the financial year ended 30 September 2021.

⇒ Examination and approval of the consolidated non-financial information reporting statement, included in the Integrated Report of Compañía de Distribución Integral Logista Holdings, S.A. and its consolidated group, for the financial year ended 30 September 2021.

⇒ Examination and approval of the board of directors' management during the financial year ended 30 September 2021.

⇒ Examination and approval of the board of directors' application of the result for the financial year ended 30 September 2021 of Compañía de Distribución Integral Logista Holdings, S.A.

⇒ Ratification, appointment and re-election of directors.

- Ratification and appointment of Lillian Alice Blohm as a proprietary director.
- Ratification and appointment of Murray Henry McGowan as a proprietary director.
- Reappointment of Cristina Garmendia Mendizábal as an independent director.
- Reappointment of Alain Minc as an independent director.

⇒ Examination and approval of Logista's board member remuneration policy for 2022–2024.

⇒ Advisory vote on the annual report on Company directors' remuneration for the financial year ended 30 September 2021.

⇒ Information for the general shareholders' meeting on the amendment of article 33.2 of the board of directors' regulations.

⇒ Delegation of powers to the board of directors to interpret, complete, correct, pursue, enforce, execute and register the above-mentioned agreements and record them in a public document, as well as substitute the powers granted by the general shareholders' meeting.



Tackling corruption and bribery

Logista has put in place a number of corporate policies and an internal control system aimed at preventing any conduct falling into the “criminal risks” category, whether on the part of managers, directors or any other employee. Examples of such criminal conduct include corruption, bribery and money laundering.

For the Company, issues relating to ethics and the fight against corruption are material concerns, and as such the board of directors is committed to fulfilling its social responsibilities by adopting all necessary measures to coordinate, oversee and monitor action in response to potential crimes or criminal risks, including those listed below.

⇒ The mandatory **Company’s code of conduct** is available on the group’s Intranet and corporate website (www.logista.com). Among other provisions, the code sets out the procedures to be followed when working with civil servants or government representatives. This document expressly forbids offering, giving or receiving payments, gifts or preferential treatment contrary to the law, which may have an influence on the normal course of business, governance or professional relationships or secure an undue advantage for Logista.

⇒ The **Company’s criminal risk prevention handbook**, which was updated in 2020, is available on Logista’s Intranet. This handbook sets out Logista’s principles and objectives concerning criminal risk prevention, and the main internal processes established to prevent and mitigate any action that could bring a risk of criminal liability.

⇒ It outlines an **anti-corruption policy** that establishes general principles for preventing corruption, guidelines on behaviour with third parties – whether they be public or private officials – and the rules concerning gifts, hospitality, promotional events and donations.

⇒ In addition, the **handbook for the prevention of money laundering and terrorist financing** complements and expands on obligations that apply to all Logista Companies in Spain regarding such matters.

⇒ The Company’s **compliance committee**, which reports to the audit and control committee, oversees the operation of and compliance with Logista’s organisational model and its regulatory compliance system. The Committee is built around three core pillars: the code of conduct, the criminal risk prevention model and the whistleblower channel. The Committee is formed of representatives from the following corporate areas: the legal department, internal control, resources and human resources.

Logista employees at all levels are informed of the importance of following the criminal risk prevention handbook, adopting the principles set out in the code of conduct and carrying out their professional tasks in an ethical and diligent manner.

In the event of a breach of Logista’s code of conduct, the relevant employee(s) will be subject to a disciplinary process and possible sanctions. Any incident involving the bribery of a public or private body or the failure to comply with the established collection and payments management policy will be treated as very grave misconduct.

⇒ There is a **whistleblower channel** that all directors, employees and authorised third parties (suppliers, clients, subcontractors, etc.) can use to submit an anonymous, confidential complaint about any form of irregular practice, breach or behaviour whatsoever that is contrary to Logista’s ethical values or internal policies, the code of conduct or the law.

The compliance committee **reports any complaints received, and any investigative action taken, or** procedures conducted by Logista, to the Audit and Control Committee on a regular basis.

No reports in relation to crimes of bribery, corruption or money laundering were received during the 2022 financial year.

Logista’s supervisory departments also carry out regular checks on any processes or activities that could potentially be affected by any of the criminal risks listed above, and the model is revised as necessary and checked to ensure it complies with the established Regulatory Compliance System.

During the financial year, the **Company did not detect any risks relating to corruption and/or bribery** that would require putting contingency plans or other measures in place.

Human rights

Logista conducts its business based on ethical values, transparency and active communication. These core values are at the heart of its corporate governance model. Its commitments include:

⇒ **Promoting best corporate governance practices** through ethical, responsible and honest management of the business.

⇒ **Encouraging transparency and communication** with its different stakeholders.

⇒ **Implementing the principles of the United Nations Global Compact into its business operations.** It also promotes and complies with the provisions set out in the fundamental conventions of the International Bill of Human Rights, the International Labour Organization (ILO), the UN Guiding Principles (UNGPs) on Business and Human Rights (UNGPs) and the European Social Charter.

All Logista employees have signed updated contracts and are represented by works councils and union officials, whom they may freely approach at any time. Various independent unions are active within the Company and frequently exercise their right to hold a meeting. The Company ensures that employees are fully aware of their right to collective association, which is fundamental for compliance with ILO provisions.

In addition to monitoring activities carried out by the compliance committee, employees can report any act, conduct or omission that could amount to a human rights violation to the whistleblower channel. All complaints received are also reported to the board of director's audit and control committee. However, given the nature and geographical range of our operations and the robust regulatory framework in place, Logista does not tend to encounter any risks such as those potentially associated with forced and/or child labour.

During the 2022 financial year, the Company did not receive any reports of incidents relating to respect for freedom of association and the right to collective bargaining, job discrimination, forced or child labour or any other human rights violation or concern in any country in which Logista operates.



Respect for **human rights** is a material concern for Logista.

Logista's commitment to complying with the provisions of fundamental ILO conventions and the United Nations Global Compact is reflected in the following procedures and the monitoring activities carried out by the compliance committee and the other supervisory bodies:

Code of conduct

This document establishes that Logista is committed to protecting and respecting human rights in everything it does, recognising the need to avoid violating the human rights of others and to appropriately addressing any adverse human rights impact that may be caused by its operations. It is expressly stated in the code that:

⇒ **Everyone at Logista must respect the dignity and human rights** of all other colleagues and of any third parties with whom they come into contact in the course of their work.

⇒ **Logista fully respects the fundamental right to form and/or join unions and manages relationships** with workers' representatives and the unions in a flexible and transparent way. All Logista employees are entitled to decide whether they wish to join a union or to have recognised representation in accordance with applicable law.

⇒ **Logista will never use, or permit the use of, forced labour or human trafficking.** It will never employ anyone under the age of 16, or minors under the local minimum employment age or the minimum school leaving age (whichever is higher), nor will it employ anyone under the age of 18 to perform work that is considered to be dangerous or potentially damaging to health and/or safety.

⇒ **Logista requires suppliers to comply with their employment obligations, to respect their employees' employment** and trade union rights and to pay salaries that are in line with the higher of the legal minimum wage or the amount specified in the applicable collective bargaining agreements. Human trafficking and forced labour are expressly prohibited. Logista also requires its suppliers to promote integrity, teamwork, diversity and trust, guaranteeing a fair, respectful workplace that is free from any kind of harassment, discrimination or any other form of degrading behaviour. Suppliers must also promote a positive health and safety culture, prohibiting unacceptable or potentially dangerous behaviour in the workplace.

General recruitment protocol, internal selection guide and employee competence guidelines

These documents establish a set of general principles for matters concerning people management, to be applied in recruitment and candidate selection. They also provide clear guidance on the correct approach, tools and allocation of responsibilities for recruitment, selection, onboarding and performance evaluation. They establish guidelines to ensure each position is held by qualified staff.

Logista promotes gender equality in candidate selection, including as standard practices that the shortlist of candidates for any post should include at least as many women as men.

General principles of conduct for suppliers

This document stipulates the minimum standards and requirements for everyday conduct that suppliers must observe at all times, both in their dealings with Logista and with respect to their own employees and any third parties involved in their operations.

All suppliers must understand and accept these standards of conduct, which are contractually binding on all suppliers who enter into an agreement with a Logista company. The Company may terminate its contractual or business relationship with any supplier that fails to either comply with the standards of conduct or, in the event of an accidental breach, not taking the necessary measures to resolve the situation.

Procurement guidelines

This document establishes that all suppliers must be duly authorised and have demonstrable financial and technical capacity. Furthermore, all contractual relationships are governed by the principles of ethical and professional conduct (among others), which states that employees must behave ethically and professionally at all times.

Risk and opportunity management

Logista’s corporate risk management system is an ongoing and **integrated risk management system** designed to help the company achieve its objectives and the goals set out in its strategy. It applies to every business area, department and country of operation, thus providing a global overview of all risks that Logista may encounter.

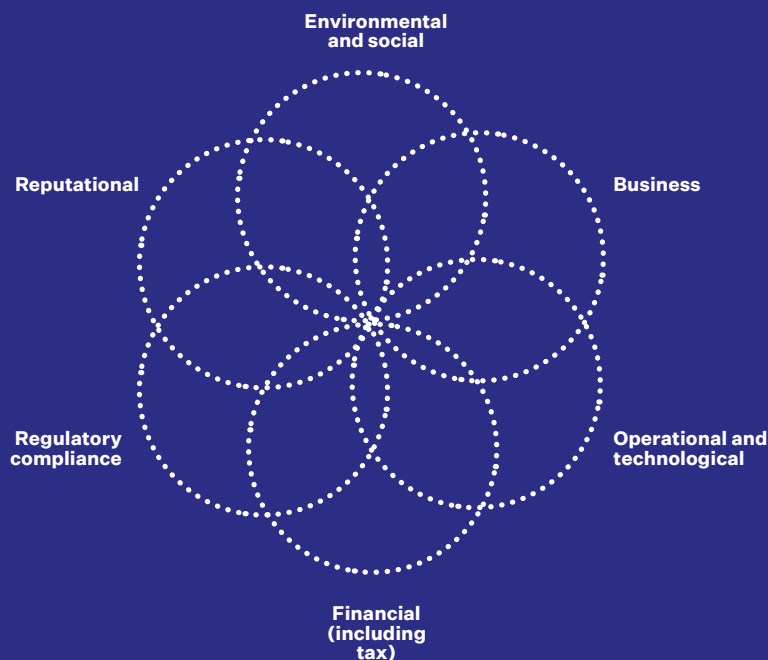
Logista’s corporate risk management system is outlined in its general **risk management policy** and procedures – approved and last updated by the board of directors on 22 September 2021 – and in its procedures, which are based on the 2017 COSO ERM Framework.

The policy’s overarching objective is to support the board of directors and management in their efforts to optimise results and ultimately enhance the Company’s capacity to create, sustain and realise value.

This policy sets out the general protocols for controlling and managing all forms of internal and external risk to which Logista may be exposed, at any point in time, in the pursuit of its objectives:

objectives

- ⇒ Identifying and managing risk across the group.
- ⇒ Determining risk profile and appetite.
- ⇒ Setting out planned risk management measures (risk mitigation).
- ⇒ Regularly monitoring the risk management model.
- ⇒ Facilitating efficient resource allocation.
- ⇒ Ensuring the reliability of financial and non-financial information.
- ⇒ Setting guidelines for transparency and good corporate governance.
- ⇒ Assigning responsibilities to participants.
- ⇒ Expanding the range of available opportunities.
- ⇒ Considering general predefined risk types.



Governing risk management

The corporate bodies responsible for devising and implementing the risk control and management system are as follows:

Board of directors

- ⇒ Determining the risk control and management policy, including fiscal risks.
- ⇒ Overseeing the internal reporting and monitoring systems.
- ⇒ Determining the risk level to be assumed by Logista.

Audit and control committee

- ⇒ Overseeing and evaluating financial and non-financial risk control and management systems.
- ⇒ Directly overseeing the risk management and control unit.

Management committee

- ⇒ Establishing a risk strategy and ensuring correct implementation of the Company's risk management systems.
- ⇒ Informing risk managers of the guidelines established.
- ⇒ Overseeing key risks and making decisions about major risks.
- ⇒ Encouraging a risk-awareness culture among its employees.
- ⇒ Advising the risk management and control unit on any material issues.
- ⇒ Draw up a risk appetite and risk tolerance proposal when required for its approval.

Risk management and control unit (carried out by the internal audit department)

- ⇒ Coordinates the process for identifying and assessing risks for Logista, helping risk managers with this process and ensuring the main risks are identified, evaluated and managed so that they remain within an acceptable level of risk and ensure that the risk management system operates properly.
- ⇒ Keeps Logista's risk map up to date
- ⇒ Works with the management committee to define Logista's risk strategy, providing support when it must make important decisions relating to risk management.
- ⇒ Ensures the measures set out in the risk management system to mitigate risks are in line with Logista's risk strategy.
- ⇒ Regularly updates the management committee on the status and development of the main risks, as well as on the progress made in updating and assessing risks, ahead of reporting to the audit and control committee and, if required, to Logista's board of directors.

Risk and process manager

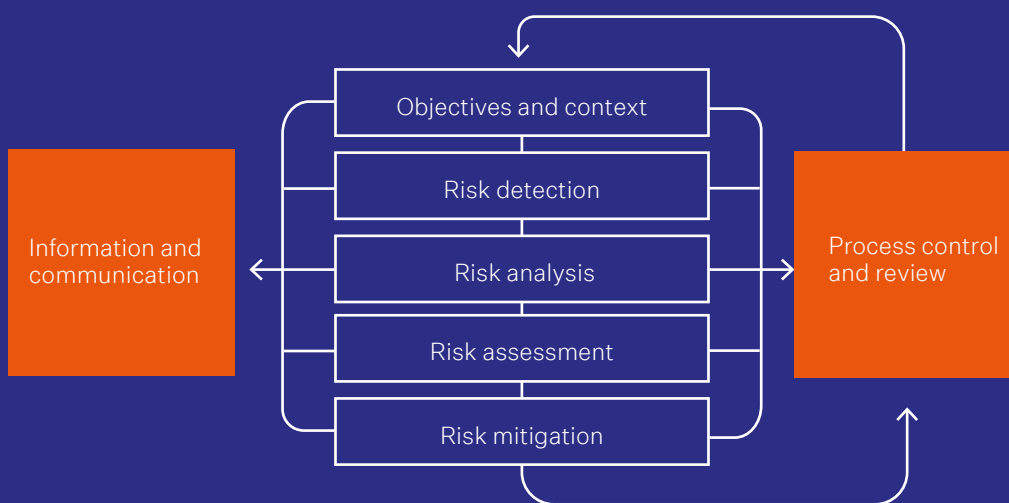
- ⇒ Executes the risk strategy defined by the management committee and ensures compliance with the risk-related guidelines defined by Logista's business units.
- ⇒ Identifies any potential risks and opportunities that could affect Logista's ability to achieve its objectives within its area of responsibility.
- ⇒ Informs of risks by taking part in the established risk reporting process and by using the tools available, flagging any new risks, and informing on the mitigation and action plans proposed, as well as on their implementation and progress.
- ⇒ Analyses and evaluates the identified risks that the Company faces in the process of achieving its objectives, according to the method available.
- ⇒ Defines the most appropriate response for each risk, identifying and/or, designing and defining the control activities and internal regulations required to manage these risks.
- ⇒ Ensures and promotes that the control activities designed for each identified risk are implemented appropriately.
- ⇒ Oversees the various action plans and corrective risk mitigation measures introduced.

Process for identifying, evaluating and mitigating risks

In line with our commitment to digitalisation and the use of technology, the **installation of the “SAP GRC Risk Management” system** has been rolled out in the 2022 financial year. The aim is for the integrated risk management system to be up and running in the 2023 financial year.

This tool will contain Logista’s entire risk management model via a set of features that will allow it execute the different risk management phases (from identification, analysis and assessment to mitigation and monitoring).

Logista’s risk management process is based on the following framework:



Objectives and context

Logista determines its strategic objectives and operational scope, both internally and externally, with due regard to stakeholder interests. In turn, this perspective has an influence on its risk management approach. The Company also defines its risk appetite, i.e. the level of risk it is willing to accept in the course of its operations and its risk tolerance. Broadly speaking, risk appetite is categorised as follows:

⇒ Low risk tolerance profile

Logista seeks to comply with all laws, regulations, standards and tax rules to which it is subject.

⇒ Moderate risk tolerance profile

Towards risks that allows:

- achieve its strategic objectives while limiting uncertainty;
- maintain the strongest possible shareholder guarantee;
- protect group’s results and reputation;
- defend the interests of shareholders, clients and manufacturers.

⇒ Higher risk tolerance profile

Towards plausible technological risks, that could arise as part of Logista’s strategic framework of providing high value-add logistics services and, therefore, involving advanced technological solutions.

These baselines for risk appetite and tolerance are a tool for achieving the optimum balance between risk and opportunity.

During Q1 FY2022, the management committee presented its risk appetite proposal, based on both quantitative (economic-financial) and qualitative (non-financial) criteria to the board of directors, after having presented it to the audit and control committee for prior consideration. This risk appetite proposal was approved and validated by the board of directors.

Risk detection

Risk detection refers to the identification of future events that could potentially pose a threat to Logista's objectives, whether through interviews or self-assessment questionnaires.

Risk analysis

All risks must be recorded in such a way that they can be readily understood and, especially, used to facilitate decision-making. Each risk should be defined by reference to its causes and contributing factors, as well as the consequences for Logista were it to materialise.

Risk assessment

During this stage, the severity of each risk is assessed in order to prioritise those of greatest concern. The criteria used to explore potential impacts on Logista are: regulatory compliance, economic/financial, health and safety, impact on operations, reputation and strategic context.

A parallel assessment looks at the mitigation measures adopted by Logista in response to the identified risks, to derive what is referred to as the "residual risk". This exercise also evaluates the speed with which the risk could potentially materialise, which determines its ranking in the overall risk appetite and risk tolerance framework.

Risk mitigation

Logista's response to the risk is analysed and categorised according to the following five response types:

- ⇒ **Eliminate:** take all possible measures to negate the likelihood of the risk occurring and/or its impact, so that the risk effectively disappears or is eliminated.
- ⇒ **Mitigate:** take any necessary action to lessen the potential consequences should the risk materialise.
- ⇒ **Transfer:** assign the consequences associated with the risk, should it materialise, to a third party.
- ⇒ **Accept:** take no action, absorbing the potential consequences should the risk materialise.
- ⇒ **Pursue:** accept a greater degree of risk where this is offset by a greater performance gain. When choosing to pursue a risk, managers must understand the nature and scope of any changes required to achieve the desired performance gain without exceeding the acceptable limits of tolerance.

Action plans should also be put in place.

Process control and review

The risk management process is continuously monitored and revised, with a particular focus on emerging risks, the ongoing development of known risks, obsolete risks and materialised risks.

Information and communication

The material information relating to risks, and concerning all parties involved in risk management at Logista, are managed via the risk management tool.

It fosters an appropriate setting and philosophy for risk management, through targeted communication with both senior management and the management committee, as well as the audit and control committee and the board of directors.

In this regard, the management committee has met each quarter to discuss the main risks and the Company's response strategies, and to also identify the most material risks for each business area, irrespective of its position on the corporate risk map, in order to facilitate lower-level decision-making. The committee has also approved Logista's risk map. It has drawn up a risk strategy and risk appetite proposal – both at Company level and in terms of each business line – which has been approved by the audit and control committee.

Four times a year, the audit and control committee also carries out a review of material risks, response strategies and mitigation plans, including those relating to fiscal and reputational matters, before approving and distributing Logista's updated risk map.

Twice a year, the board of directors receives additional information regarding the areas it is responsible for from the risk management and control unit regarding Logista's main risks.

This year, the frequency with which risks are monitored by the audit and control committee and the board has been increased.

Breakdown of main risks

The corporate risk map (among other documents) identifies the following risks, which are categorised as per the framework set out in the general risk management policy:

It also includes other risks that remain relevant, even though they may be at an acceptable level, such as specific financial risks and other non-financial (environment + climate change, etc.) risks.

Below, we detail the following risks and its mitigation measures:

Environment, social and business-related risks

Macro-economic, political and social context and changing consumer habits



Aspects such as inflationary pressures, supply chain disruptions and a negative performance of the main macroeconomic indicators affect how Logista's businesses perform, subjecting them to new regulations, rising costs, changes in consumer habits and even events such as sector specific or general strikes, all of which impact on the Company's operations and/or its need to restructure.



Logista continuously monitors the performance of its various businesses and any developments in the regulatory, social and political environment, adapting its strategy and objectives to changing conditions in the countries where it operates.

That said, the world's current adverse economic, political and social climate is having a direct impact on the countries in which Logista operates, with spiralling inflation being the most visible consequence and supply chain delays also causing disruptions, albeit to a slightly lesser degree. Meanwhile, soaring costs are being partially offset by transferring rising costs to clients, in line with the contracts signed, and by the cost reduction measures and restructuring and optimisation plans put in place by Logista, along with its drive to identify synergies.

Logista manages the potential shortfall in stock by signing agreements with its suppliers and ensuring adequate safety stock levels.

Development of other businesses



Risks inherent in the successful expansion of Logista's different businesses – to offset a possible faster rate of decline in the traditional tobacco market – together with a misalignment with the market with regard to sustainability policies.



The main measure is the rollout of the expansion plan, as established in Logista's strategic plan and implemented via the recent acquisition of SpeedLink Worldwide Express, and the agreement of acquisition of Transportes El Mosca and Carbó Collbatallé.

General situation in transport sector and lack of drivers



The transport sector is currently a very competitive environment, one which is being exacerbated by the worsening economic climate and the potential increase in costs (fuel prices, tolls, distribution costs, salaries...), which could push prices up further, affecting the costs structure and as a result the product mix and profitability.

The lack of drivers, the difficulty that Logista is having in finding new drivers that meet its requirements is another factor that affects costs and could even affect the operations of the transport businesses.



Logista specialises in providing its clients with value-add services and in the transport of high-value goods, guaranteeing the highest standards of service, making it less susceptible to potential price drops from its competitors and increasing its customer loyalty. In addition, it also has cost recovery mechanisms (transport tariffs indexed to fuel prices) and cost reduction measures in place.

The lack of drivers is dealt with by offering new drivers and transport companies approved long-term agreements that meet the standards established for all Logista's businesses – a process that is carried out by specialist departments.

Market liberalisation in countries where Logista operates



Market liberalisation of the main markets in which Logista acts as an authorised distributor of tobacco products within the context of a state retail monopoly could have an impact on the group's results if it fails to take certain measures, which have already been identified. However, the current trend in these countries is for greater regulation of the tobacco market.



The consequences of market liberalisation in the main markets in which Logista acts as an authorised distributor for tobacco products within the context of a state retail monopoly, may adversely affect its profits. However, such effects would be mitigated by the Company's capacity to distribute tobacco through an extensive network of outlets and an effective diversification strategy.

Operational and technological risks

Cybersecurity



Systems damage from deliberate third-party attacks. Logista is exposed to various threats and vulnerabilities due to its use of technology and information systems across all of its daily operations. This presents a risk to information security and to system continuity, and may lead to privacy breaches, information loss or the theft or fraudulent use of data.



Logista has a specific budget allocated to security area that has been activated in the further development and updating of the cybersecurity plan, which sets out measures such as external and internal intrusion testing, a cyber threat monitoring system, an incident response model and checks on the level of service delivered by the supplier contracted to manage and administer Logista's IT infrastructure among others. The budget is also used to offer a specific cybersecurity training plan.

Digital disruption and disruption to the business model



Aside from benefits and opportunities, digitalisation brings risks associated with having an unsuitable strategy for defining and implementing technology, which could affect the viability of our business models, as well as our competitiveness, due to costs associated with lost opportunities. The rapid increase in the use of new technologies in our operations, together with the inherent risks associated with such a change, impacts on organisational models and our control framework.



Digital transformation forms an integral part of Logista's strategy and is reflected in our new approach to client relationships, competition, data, innovation and values.

Risk of theft



Theft of tobacco from the Company's facilities or during transport may result in higher insurance premiums.



Adopting the most rigorous security standards possible and taking out insurance policies reduce both the likelihood of theft and the impact on tolerable risk levels.

Availability of information systems, safeguarding assets and business continuity



There is a risk that a shock event could bring the company's operations to a standstill, or that the business continuity plans designed to ensure a timely and appropriate disaster response fail to assure the continued availability of information systems, the level of service and safeguarding of assets.



Contingency plans in place are regularly tested to assess their effectiveness and the group continuously monitors the levels of service promised by Logista, allowing us to assess the need to invest in essential assets for the Company and ensure its stocks, among other things, are protected.

Committed to the environment and climate change



Growing concern in Logista and among stakeholders regarding the impact and consequences of climate change. Consequently, there is a risk Logista will not be able to fulfil its commitment to developing best practices with regard to quality and the environment. These practices are designed to reduce the impact our activities have on the environment, optimise the use of resources and prevent pollution in business processes, in accordance with strict regulation compliance (reducing our carbon footprint, using renewable energy sources, waste management, collaborating with environmental bodies and institutions and complying with energy efficiency standards).



Logista has developed a quality and environment master plan and a quality, environment and energy efficiency policy that establish guidelines and best practices for optimising the use of resources and preventing pollution throughout its business processes. CDP has included Logista in its prestigious "A List" group as one of the global leaders in the fight against climate change. Logista calculates its carbon footprint pursuant to the ISO 14064 standard (via the method set out in the GHG Protocol).

Ethical business conduct



Any irregular conduct or willful act that leads to a breach in internal or external regulations and/or market expectations in relation to business ethics, whether it be tender or contract fraud, asset misappropriation, conflicts of interest, tampering with financial statements or corruption and/or malpractice.

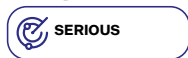


Logista has established general principles for ensuring an ethical business conduct, which must be followed both internally and externally. These general principles of conduct are all contained within its code of conduct.

Logista has several mechanisms in place to ensure that this code of conduct is duly observed. These include compliance training courses, the publication of these standards on the corporate intranet and supervisory measures within the Company's general internal control management system.

Regulatory compliance risks

Competition risk



Given the specific nature of its business and more precisely, the fact it operates in regulated markets in which it holds a significant share of the market, Logista is monitored by the respective national authorities in terms of competition. In this regard, the resolution of several proceedings and/or processes that are currently underway are yet to be announced.



Logista has support from third-party specialists in the event that it needs to defend the Company's position, which is always the strictest compliance with the Law.

Regulatory risk



Logista's business operations must be compliant with numerous laws and regulations, both general and sectoral. These may apply at the European, national, regional and local levels in any country of operation. This exposes Logista to risks arising from potential breaches and associated sanctions.



Logista continuously monitors the regulatory and legislative environment for changes that may affect its activities, aiming to anticipate such changes as early as possible to allow for effective management. The group has also produced various specific standards and procedures to govern its framework for action, in addition to criminal risk prevention models. These measures reflect a "zero-tolerance" approach to fraud and corruption.

Legal proceedings



In the normal course of its business, Logista may become involved in legal disputes, either as the claimant or as the defendant. These may arise from differences in the interpretation of laws, regulations or contracts or as the result of legal action brought against it, the outcomes of which are uncertain by nature.



Establishment of specific standards and procedures to govern the group's framework for action, in addition to criminal risk prevention models for each of Logista's companies.

Legal defence and procedures for managing and monitoring legal actions, with external expert advice as appropriate.

The corporate legal advice department coordinates a centralised review of the most significant contracts to ensure strict legal compliance.

Financial and tax risks

Annual accounts subject to audits and inspections



The group's primary activity is the distribution of tobacco, and as such it is subject to a specific fiscal model that can be complex due to its extensive geographical presence. In this respect, the group has various tax disputes pending resolution requiring value judgements as to the probability of being obliged to settle certain liabilities. Logista has made provisions for these risks based on expert legal advice and the potential for transferring them to third parties. Logista's returns from a number of financial years are currently subject to inspection with respect to certain taxes.



In discharging its fiscal obligations, the Company advocates strict compliance with all applicable tax requirements. It adopts a centralised approach to monitoring and verification, ensuring that all fiscal obligations across Logista are met. To this end, it draws on support from highly reputable tax advisors and law firms when preparing its tax reports and settling taxes owed. Such advice is also sought in the event of any special transactions and when mounting a legal defence of the Company's position, should this be necessary.

Changes to Logista's payment cycles or to fiscal policies



Like any other wholesale business, Logista's purchasing and revenue cycles are staggered. This means that outgoings to tobacco manufacturers and incomings from retail outlets may not always balance out. Moreover, Logista's tax obligations must be settled according to a different cycle again. Changes to the tax payment cycle or significant increases in tax (primarily in excise duties) could have a negative impact on the business by weakening the financial outlook, thus affecting the Company's operating profit and cash management.



Changes to Logista's payment cycles could force it to seek external financing in order to meet its obligations.

The businesses are developing more robust mechanisms for debt collection, with a view to shortening collection periods in business areas most exposed to client credit risk. In addition, they are lowering credit limits, monitoring credit lines more closely and seeking bank guarantees.

Impairment losses on fair value of assets, investments, goodwill and asset provisions



One of Logista's basic objectives is to preserve the value of its assets by analysing and preventing risks and optimising the management of the main claims. Nevertheless, there is a risk that the fair value of assets may deteriorate, particularly with respect to the carrying value of goodwill, which is high. This is because Logista has a significant volume of assets and investments that have a substantial impact on its income statement.



The finance department analyses potential accidental risks which Logista may be exposed to, both in terms of its assets and its business operations. Accordingly, it ensures that external insurance policies are in place as appropriate and commissions property valuations. With respect to the high carrying value of goodwill, Logista carries out impairment testing in accordance with International Accounting Standards.

Credit, liquidity and exchange rate risk



It is Logista's general practice to use only institutions with a high credit rating when depositing cash and equivalent liquid assets. Furthermore, Logista has a credit or counterparty risk exposure with Imperial Brands, by virtue of the signed agreements to transfer liquidity.

With regard to liquidity risk, Logista has sufficient reserves of cash and equivalent assets to cover payments arising in the normal course of its business operations.

Meanwhile, the exposure of Logista's equity and income statement to future changes in prevailing exchange rates is relatively slight, since so few of its transactions are carried out in currencies other than the euro.



If necessary, Logista has a number of credit lines available to it.

With regard to the credit risk represented by Imperial Brands, loan agreements are in place with recovery safeguards. Imperial's credit rating (investment grade), which has remained stable during the financial year, is regularly monitored.

Insolvency and default risk



When dealing with clients in the ordinary course of its operations, Logista is exposed to commercial credit risk.



Logista seeks to minimise insolvency and default risk by setting credit limits and imposing strict conditions with respect to collection periods. As Logista's main clients are licensed tobacconists, this commercial risk is spread over a large number of clients with fairly short collection periods. Consequently, the Company's exposure to third-party credit risk is not particularly significant. Where deemed necessary, insurance policies are in place to mitigate the impact of defaults on payments, although, historically, default rates in geographical regions where Logista operates have been consistently very low.

Opportunities within risk management

Logista's risk management system supports a comprehensive analysis of the group's business environment (its relationships and other factors with a bearing on current or future strategy or on company objectives). In turn, this has allowed the following opportunities to be identified:

1. Business expansion

Logista's growth strategy depends, among other factors, on its ability to expand its business areas such as transport and pharmaceuticals. This strategy will allow Logista to address one of the risks to which it is exposed, namely, the decline in traditional tobacco consumption in countries where it operates, in line with the market's focus on sustainability.

Certain market trends observed in these sectors present opportunities for sustainable and profitable growth. These include the significant increase in the volume of pharmaceuticals dispensed by hospital pharmacies, the relative rise in demand for OTC and personal care products, as well as medicines for veterinary use in pharmacies, and the growing demand for value-add transport services, such as time-critical deliveries or the transportation of goods requiring temperature-controlled conditions (more information available in strategy chapter, business outlook and strategic goals).

3. Competitive advantage in the regulatory environment

Due to the regulatory context in the pharmaceutical and tobacco sectors, there are increasingly exhaustive checks on the distribution of these products, and companies therefore need to be able to comply with those requirements if they wish to continue operating in the future. Logista not only acts in compliance with these requirements, but anticipates them by offering new services in each of its distribution sectors. The group also has the benefit of significant financial capacity and extensive market experience, that helps foster client loyalty and presents a barrier to entry for new competitors – due to, for example, the high investment costs involved in ensuring compliance with regulatory requirements.

2. Next-generation products

The pharmaceutical sector is developing a new generation of bespoke medicines and direct-to-patient delivery services which are an excellent opportunity for Logista given the Company's existing high quality distribution network.

New tobacco products are also emerging, with many more choices available to consumers than just a few years ago. Logista offers manufacturers the fastest and most effective route to consumers in southern Europe, thanks to its extensive presence in each of its national markets and its expert market knowledge.

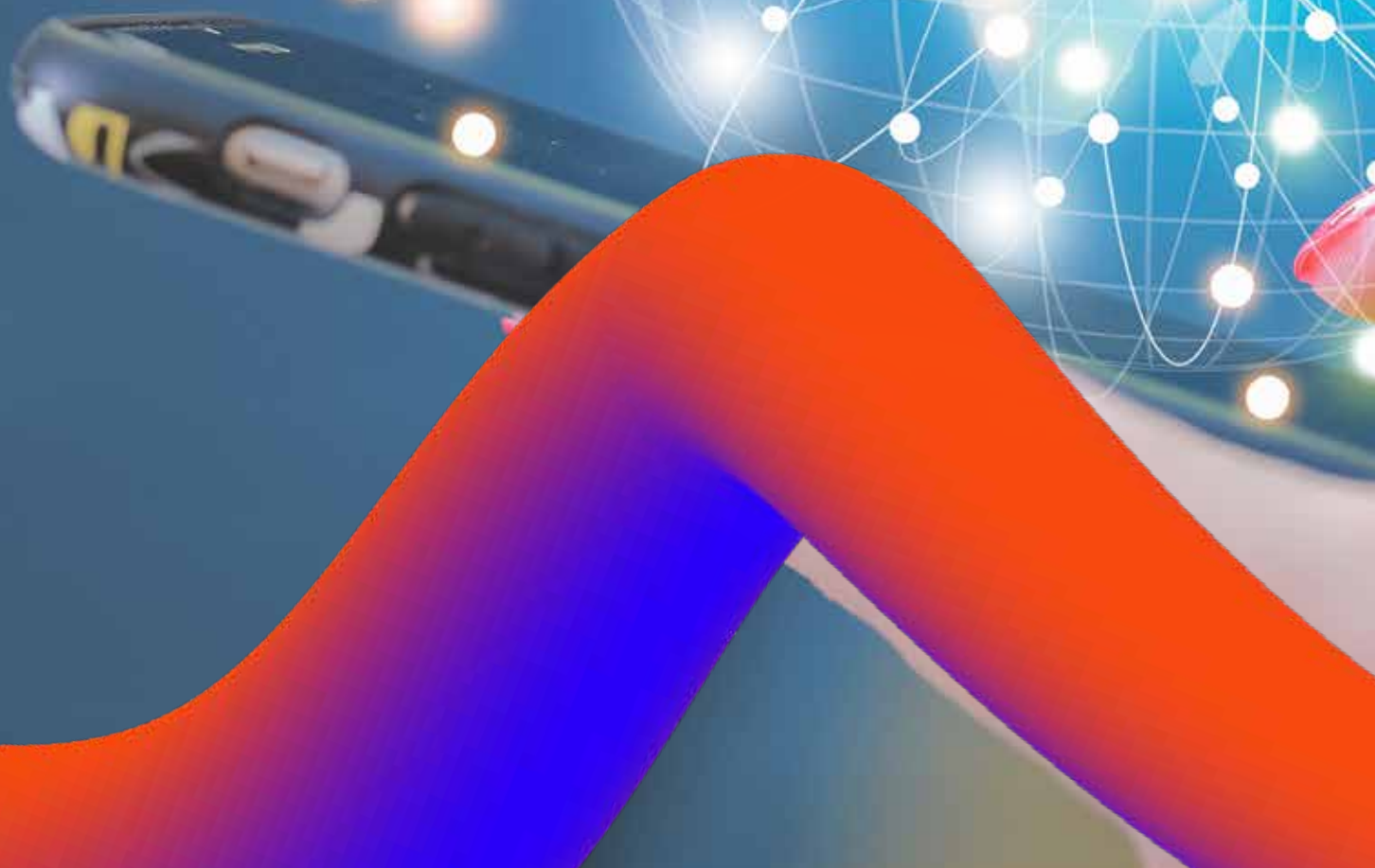
Logista actively participates in and supports the strategic transformation of the sector by offering consumers alternatives to traditional tobacco products, potentially with fewer health impacts. In its capacity as the preferred distribution partner for these kinds of products, Logista also works to foster a responsible approach to how they are sold.

4. Developing an economy with a low carbon footprint

Sustainability is a key element of Logista's strategy. This is evidenced by the fact that Logista has been recognised as a global leader in fighting climate change by CDP for the sixth consecutive year, and is included on its "A-list".

Logista includes opportunities arising from climate change among its risks and its environmental plan, for example, optimising routes, using sustainable vehicles and energy, and reusing packaging for its product distribution business.

5. Creating value for shareholders and investors.



Logista is deeply committed to creating short, medium and long-term value for its shareholders and investors.

Dividends allocated to the 2022 financial year

€1.38
per share
+11.3%

Earnings per share

€1.51
+14.4%

Capitalisation

€2,476 M
+2.4%

We work to ensure a **profitable business** and manage financial and non-financial risks carefully and responsibly.

We also maintain an **open dialogue with shareholders, investors and financial analysts** through the investor relations department, guided by the principles of maximum transparency in reporting and strict compliance with applicable law – one of the foundations on which its long-term sustainability promise is built.

In 2021 financial year, we updated our **information and communications policy with regard to shareholders, institutional investors and proxy advisors, as well as to sharing economic and financial, non-financial and corporate information**, in line with the good governance code for listed companies.

We therefore offer the investor community key information about the Company via notifications to the Spanish Securities Market Commission (CNMV), information published on our website, as well as in virtual and face-to-face meetings and by participating in conferences and seminars, etc.

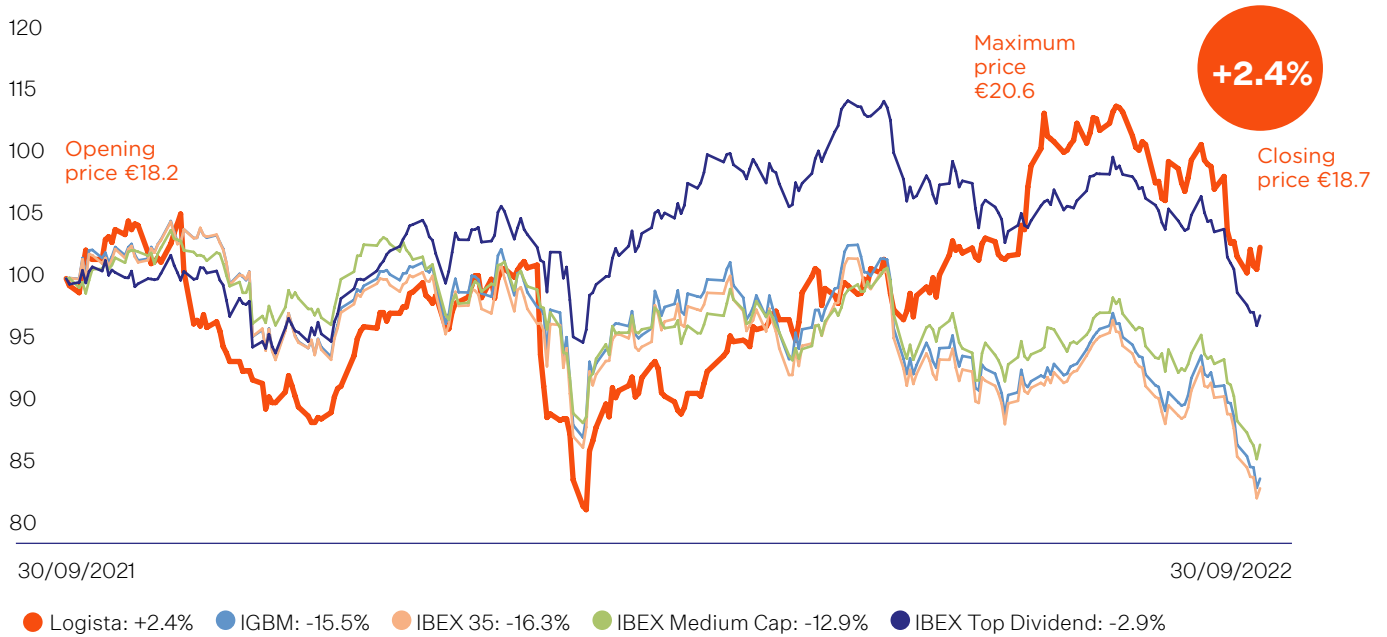
During the 2022 financial year, following the COVID-19 pandemic, a considerable number of our roadshows, along with **participation in conferences** and seminars, as well as one-to-one meetings continued to be carried out by phone and virtually. However, the number of meetings/events held and attended in person did increase. The company engaged in a total of more than 250 meetings/events throughout the financial year.



Investor calendar

4 November 2022	Announcement of H2 2022 Results (Oct-Sept)
24 August 2022	Interim dividend payment (€0.43 per share)
21 July 2022	Announcement of Q3 2022 Results (Oct-Jun)
9 May 2022	Announcement of H1 2022 Results (Oct-Mar)
24 February 2022	Additional dividend payment (€0.83 per share)
7 February 2022	Announcement of Q1 2022 Results (Oct-Dec)
4 February 2022	Annual General Shareholders' Meeting 2022 (second call)
3 February 2022	Annual General Shareholders' Meeting 2022 (first call)
5 November 2021	Announcement of H2 2021 Results (Oct-Sept)

Logista and the Stock Market



Since the 2014 financial year-end, the year in which the company relisted, Logista has increased its value by 3.3% (average annual appreciation), compared to an average annual decline of 5% on the Madrid Stock Exchange General Index. The IBEX 35 and the IBEX Medium Cap fell 4.7% and 2.1% respectively while IBEX Top Dividend had a slight increase of 1.1%.



Coverage by research companies

13 firms covered
Logista in 2022

12 buy

1 neutral

No selling recommendation

Average price target

25 €

Indices in which Logista is included

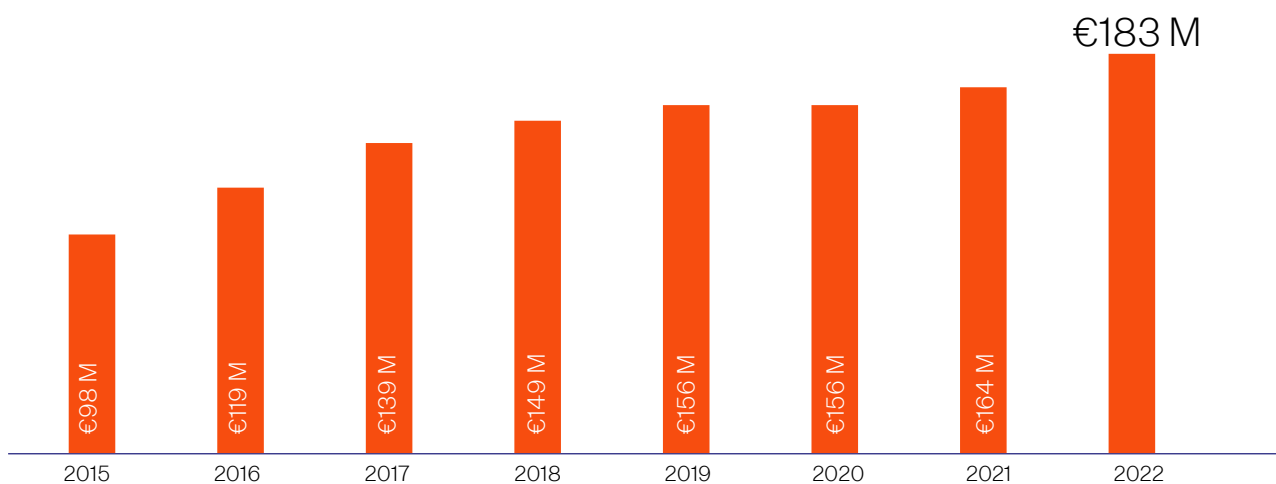
- Madrid Stock Exchange General Index
- IBEX Top Dividend
- IBEX Medium Cap
- FTSE4Good IBEX
- IBEX Gender Equality

	2020	2021	2022
Capitalisation at financial year-end (€ million)	1,938.2	2,417.4	2,475.8
Closing price (€)	14.6	18.2	18.7
Maximum price (€)	21.3	19.3	20.6
Minimum price (€)	12.9	14.0	15.0
Total trading volume (shares)	41,772,377	62,762,606	72,300,906
Average daily trading volume (shares)	163,173	244,212	281,326
Turnover (% of share capital)	31.5%	47.3%	54.5%

Source: Bloomberg

Dividends

According to the provisions set out in Logista's dividends policy, which is subject to approval by the Annual General Shareholders' Meeting, shareholders should receive a payout of at least 90% of the consolidated net annual profit.



Dividends distributed allocated to each financial year.



More than

€1,160 M

distributed as dividends since 2014

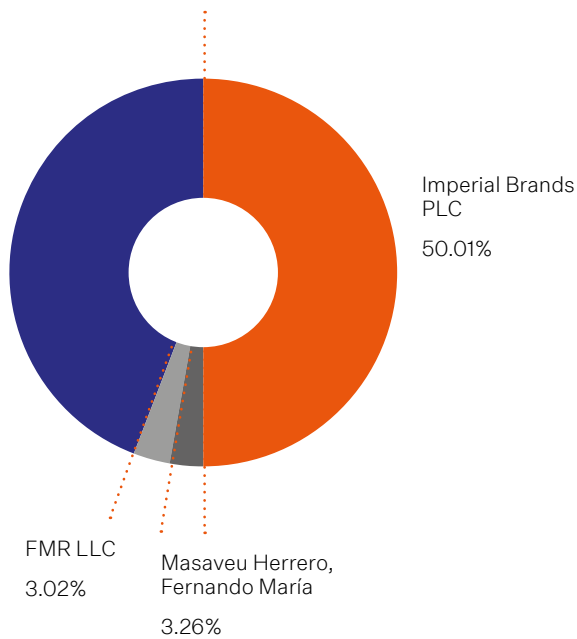
Capital structure

All Logista's shares belong to a single class and series with identical rights.

	2020	2021	2022
Number of shares	132,750,000	132,750,000	132,750,000
Share Capital	26,550,550	26,550,550	26,550,550
Par Value	0.20	0.20	0.20
Treasury Shares*	522,273	800,623	877,939
Treasury Shares as % of share capital	0.39%	0.6%	0.7%

*Primarily to meet the share distribution commitments resulting from the Company's incentives plans and to comply with the liquidity agreement entered into on 20 January 2021 with Banco Santander S.A.

Significant shareholdings



* According to information reported to the CNMV by the shareholders at 30 September 2022

⇒ On 16 March 2022 and 29 April 2022, FMR LLC and Fernando María Masaveu Herrero all reported that their respective shareholdings in the Company had risen above the 3% threshold.

⇒ On 18 July 2022, Capital Research and Management Company and Capital Income Builder Inc reported that their shareholdings in the Company had fallen below the 3% threshold.

Communications and other relevant information reported to the Spanish Securities Market Commission (CNMV) in 2022:

<p>▪ 23 September 2022 Logista acquires Carbó Collbatallé S.L</p>	<p>▪ 6 April 2022 Board member resignation and appointment</p>	<p>▪ 5 November 2021 Press release announcing results for the 2021 financial year</p>
<p>▪ 19 August 2022 Related-party transactions report</p>	<p>▪ 5 April 2022 Details of transactions completed under the liquidity agreement in Q1 2022</p>	<p>Results presentation for the 2021 financial year</p>
<p>▪ 21 July 2022 Press release announcing Q3 2022 results</p>	<p>▪ 16 February 2022 Acquisition of Speedlink Worldwide Express</p>	<p>Announcement of results for the 2021 financial year</p>
<p>Announcement of results for Q3 2022</p>	<p>▪ 15 February 2022 Press release naming Chief Financial Officer</p>	<p>▪ 4 November 2021 Share buyback</p>
<p>▪ 21 July 2022 Distribution of interim dividend for the 2021-2022 financial year</p>	<p>▪ 7 February 2022 Press release announcing Q1 2022 results</p>	<p>▪ 29 October 2021 Notice of presentation of the results for the 2021 financial year</p>
<p>▪ 4 July 2022 Details of transactions completed under the liquidity agreement in Q2 2022</p>	<p>Announcement of Q1 2022 results</p>	<p>▪ 28 October 2021 Share buyback</p>
<p>▪ 9 May 2022 Press release announcing H1 2022 results</p>	<p>▪ 3 February 2022 Agreements approved by the 2022 Annual General Shareholders' Meeting</p>	<p>▪ 21 October 2021 Additional information</p>
<p>Presentation of results for the H1 2022</p>	<p>▪ 5 January 2022 Details of transactions completed under the liquidity agreement in Q4 2021</p>	<p>Share buyback</p>
<p>Announcement of results for the H1 2022</p>	<p>▪ 14 December 2021 Call for Annual General Shareholders' Meeting</p>	<p>▪ 15 October 2021 Share buyback</p>
<p>▪ 3 May 2022 Invitation to take part in the H1 2022 Results presentation (audio-webcast)</p>		<p>▪ 8 October 2021 Share buyback</p>
		<p>▪ 6 October 2021 Details of transactions completed under the liquidity agreement in Q3 2021</p>
		<p>▪ 5 October 2021 Share buyback</p>

Announcements concerning inside information in 2022

▪ **17 June 2022**
Announcement of agreement to acquire Transportes El Mosca

6. People development



The people who integrate Logista are the force that guarantees the results and development of the business. Safety, talent development, diversity and inclusion are the axes of the people management strategy at Logista.



In 2022, we have continued to roll out our comprehensive **human resources plan** which, as in previous years, is aligned with our corporate objectives and business needs, incorporating people management and all that this entails as part of the Company’s general strategy.

The annual targets set out in this plan are included and further defined in our **human resources roadmap, which guarantees that the initiatives outlined within it will not only help to efficiently achieve goals** in terms of business operations, but also in terms of sustainability-related matters: employee health and safety, diversity and the attraction and development of talent.

The **centres for excellence established by HR management** set out and define the company’s people management processes. To do this, and based on the principle of continuous improvement, they are tailored to suit the specific needs of each business line and each market and designed to implement the best practices in each specialist area.

This year, a special effort has been made to **improve both our descriptive and predictive analytics** – improving our “Balanced Scorecard” – allowing us to enhance our overall ability to measure and analyse the impact of our practices over the upcoming years.

Logista employs a total of 5,533 employees of over 50 nationalities, figures that pay testament to the Company’s commitment to **diversity**. The Financial Times has once again officially recognised Logista’s commitment by including it in its listing of the leading European companies in diversity and inclusion for a second consecutive year.

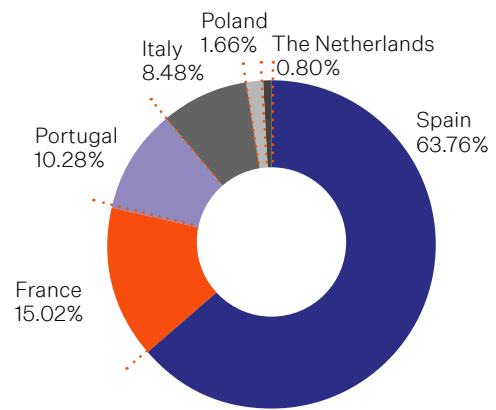
Employees

5,533

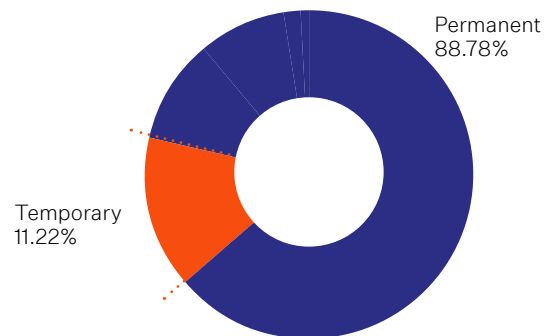
Nationalities

50

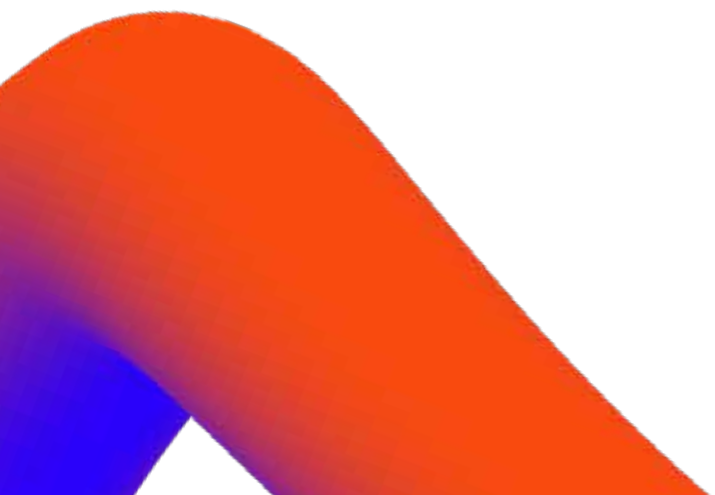
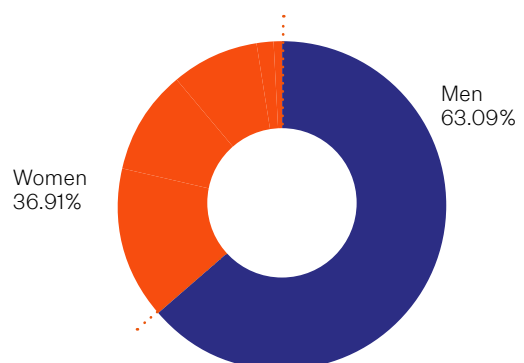
Employees by country



Distribution of work contract types



Employees by gender



Our comprehensive **human resources plan** is fully aligned with the sustainable development goals set out in the UN's 2030 Agenda. The following goals are the primary sources of inspiration for our main initiatives:



Health and well-being: guaranteeing the safety of our employees. This is why workplace accidents are incorporated into the way in which variable remuneration is calculated for the entire management and leadership team.



Decent work and economic growth: we have signed 672 permanent contracts in 2022, helping to create employment and a social environment contributing to our people development as part of our ongoing commitment to social compliance in the workplace.



Gender equality: incorporating the Rooney Rule into our selection processes to ensure that 50% of all our candidates are women. We also have dedicated programmes in place, such as the management development programme "Empowering Female Talent", together with the specific, customised development plans for women that are included as part of the succession plan.



Quality education: We help to integrate young professionals having the necessary technical and professional competences into the job market. We employ interns from a variety of educational institutions, including dual vocational students, creating specific professional development programmes for them. In 2022, a total of 67 students have worked with us as part of their course.

Developing **young talent** is one of the Company's key strategic goals. The "**Youners**" programme, first introduced four years ago remains one of Logista's flagship projects. Its aim is to ensure that employees enrolled on this programme work their way up to managerial roles or positions that require taking on greater responsibility within Logista, thereby strengthening succession plans and guaranteeing business continuity.

This year, we have welcomed 46 people to "Youners". This financial year events to bring together Youners and CEOs from the different businesses and countries were organised in a bid to give the youngest members an opportunity to get to know the top senior management of the group.

In order to ensure the sustainability and growth of the business, Logista is actively working on the succession plan for managerial and critical positions.

Once the Company's critical positions have been identified, we use the Talent Density indicator to determine the talent index in these critical positions. This indicator is the result of combining the level obtained in the annual performance review matrix with the potential for growth of people occupying these positions.

Thanks to the **individual development and action plans** put in place for those occupying critical positions, we have increased our talent density for this group by 22% over the course of the last two years. This indicator is one of the Company's sustainability goals, and as well as being linked to variable remuneration, it is annually reviewed by the Company's management committee and board of directors.

Organisation of working time

Over the past few years, we have rolled out **measures relating to the organisation of work and time worked across our businesses with a view to helping improve the work-life balance of our employees**. As an example of these measures, which are all tailored to the various businesses and sectors in which we operate, we would highlight the following: flexitime, reduced working hours during the summer months, at christmas and easter, as well as adapting working hours and granting unpaid leave to employees based on their personal circumstances and needs.

In 2022, Logista approved the option for employees to **work from home** in a bid to help improve their work-life balance. This initiative also helps to reduce the amount of people commuting on any given day, thus supporting the Company's commitment to environmental and social sustainability.

Remuneration policy

Logista remunerates its employees in line with their level of **responsibility, leadership and performance within the organisation**. When designing our remuneration policy, we take account of best market practice, with the aim of achieving a competitive compensation model that also promotes meritocracy and equal opportunity.

A **target of 90% has been set for this indicator, with 93% being achieved this year**.

This year **181 potential successors have been identified, +9% than last year** thanks to the previously mentioned Youners programme. Individually-prepared professional development plans have been drawn up and implemented to ensure that these employees have the preparation they need to take on the responsibilities required in the positions identified as critical for the business.

We remain **committed to designing and implementing digital tools that aim to improve people's work-life balance and ensure that the Company has the necessary mechanisms in place to allow its employees** to disconnect digitally and therefore from their work. Thus, rights such as digital disconnection and measures that promote conciliation and co-responsibility have been consolidated.

Absenteeism

Logista continually monitors the level of absenteeism, considering this as any absence from work due to an accident or illness that has an impact for social security purposes. During the 2022 financial year, there were 538,524 hours of absenteeism, compared with 558,223 hours in the previous year. Absenteeism therefore decreased by 3.5% during 2022, primarily due to two factors: less of an impact from COVID-19, as well as the reduction in the accident rate.

Our remuneration system is determined on a neutral and objective basis. It is founded on market recognised job evaluation methods to ensure there is no discrimination on the grounds of gender, age, background, sexual orientation, religion or race.

Logista's remuneration system consists of a **fixed annual salary, short- and long-term variable remuneration, remuneration in kind and different types of social benefits** that are tailored to the needs and local customs of each business and country. Some examples worth noting include social welfare, subsidised child support and health insurance schemes, etc.

Variable remuneration incentivises business growth through increasing operating revenue, cash flow and shareholder returns.

We also reaffirm our clear commitment to sustainability by including ESG objectives in the short- and long-term variable remuneration scheme for the entire management and leadership team. The Company incorporates benchmarks into its remuneration system to measure factors such as diversity, workplace health and safety, the fight against climate change and wage equality. **At Logista, we put the principle of equal pay for work of equal value into practice, meaning that our employees are paid equally irrespective of gender.**

In this regard, this financial year, the Company has embarked on a project to complete a **detailed analysis of the gender gap in each country and business**. The aim is to identify potential inequalities and implement the necessary measures to rectify them. During this financial year, the analysis has been focused on short-term fixed and variable remuneration and no specific gender inequalities have been found as the existing gap is predominantly defined by how long the employee has worked for the Company.

This analysis will continue in subsequent financial years and will include the total remuneration paid and a review of the current job map to ensure the value of each position has been correctly categorised. All of this will help to ensure the quality of this analysis.

Average remuneration by gender (€)	Total 2022	Total 2021
Men	39,430.95	39,282.97
Women	33,745.87	32,789.50

Average remuneration by professional category (€)	Total 2022	Total 2021
Senior management	300,558.82	285,238.52
Management	106,448.11	99,556.48
Professionals	63,226.02	59,485.81
Technical and administrative staff	33,884.52	33,564.18
Warehouse staff	27,293.40	28,102.99

Average remuneration by age (€)	Total 2022	Total 2021
Aged up to 30	22,337.19	23,703.33
Aged 30-50	35,688.62	35,234.14
Aged 51 and above	48,029.57	46,782.62

Average remuneration of management team by gender (€)	Total 2022	Total 2021
Men	303,743.91	292,373.88
Women	286,453.43	248,542.38

Average remuneration of board members by gender (€)	Total 2022	Total 2021
Men	198,135	194,664
Women	91,885	91,256

In average salary terms, the **global gender pay gap** is 14.42%, compared to 16.53% in 2021. To consider the average remuneration, all remuneration concepts are taken into account (except compensatory ones) of all employees active at the end of the year, considering them on an annualized full-time basis.

The most significant differences keep occurring in the categories of technical and administrative and warehouse, due mainly to seniority in warehouse and administrative staff. The category of technical and administrative staff brings together a diversity of positions with very different salary valuation in the market, from technical positions with a high degree of technical skills: engineers, etc. and administrative and business support positions, occupied mostly by female employees.

The overall median gender pay gap is 8.33%. This indicator is important as it takes into account the highest and lowest ends of the scale.

Health, safety and well-being

Logista regards the **health, safety and well-being** of its employees as one of its core values and is committed to providing a safe and secure working environment. Every one of us at Logista has a part to play in our **culture of health, safety and well-being**.

We have continued to bet on health and safety training as a basic element for the achievement of our objectives. In this period, a total of 3,500 training actions have been carried out that have reached a total of 5,500 people, representing a total of 20,919 hours of training.

The **centre for excellence** in health, safety and well-being has focused on the following priorities throughout the year:

Reducing the accident rate

As Logista's health, **safety and well-being policy** sets out, one of the Company's main priorities is to continually reduce the number of work-related accidents, with the ultimate aim of reaching "zero accidents". Based on this target, goals have been set for each one of Logista's businesses. In 2022, the Company successfully achieved the target set, reducing the accident rate down to 2.17% compared to the previous year's 2.22%.

Over the past five years, **Logista has managed to reduce its accident rate by more than 20%**.

ISO 45001 Certification

During the reporting period, Logista has continued to consolidate its management system for workplace health and safety, in line with the ISO 45001 international benchmark standard. The company is certified by this standard in a number of its business and facilities. In Spain, Logista, S.A., Logista Parcel, Logista Pharma, Nacex and Logista Freight are all certified. In Italy, Logista Italia. While in Portugal, Logista Portugal, Logista Parcel, Logista Pharma,

Nacex and Midsid, which are all located in the Alcochete (Lisbon) facility, have all obtained the certification. And in Poland, Logista Polska has also been certified.

In line with the guidelines established by its management system, in 2022, Logista carried out 6 initial risk assessments of its new facilities and 16 assessments of its existing facilities. In addition, 350 safety inspections have been carried out and 15 internal audits have been conducted.

In terms of measures taken to prevent work-related accidents, the Company has investigated a total of 92 accidents that led to sick leave, 75 accidents that did not lead to sick leave, 3 workplace incidents and 35 accidents involving contracted suppliers.

Well-being in the workplace

Logista considers a strategic pillar within the management of people the **implementation of measures that promote the well-being of its work teams, both in the physical and psychosocial field**. With this objective, during the financial year 2022, numerous measures have been implemented, among which we can highlight the following actions implemented in different centres of the Company: analysis of psychosocial risks and action plan, cardio protection equipment in all centres, healthy menus in the canteens of the centres, fruit available to employees, etc.

Management of COVID-19 pandemic

In 2022, the Logista's health, safety and well-being committee has continued to manage the effects of the COVID-19 pandemic, to guarantee **the health and safety of those working with the company against COVID-19**.

	Total 2022	Men	Women	Total 2021	Men	Women
Accidents	92	67	25	114	82	32
Frequency index	9.4	10.87	6.9	11.22	13.02	8.29
Severity index	0.29	0.3	0.28	0.2	0.25	0.12
Confirmed occupational illnesses	0	0	0	0	0	0
"Lost time accidents rate"	1.88	2.17	1.38	2.24	2.6	1.66
Fatal work-related accidents	0	0	0	0	0	0

Work-related accidents resulting in sick leave, excluding accidents while travelling to or from work and relapses.

Social relations

The centre for excellence in labour relations is tasked with **managing the prevention of any potential legal and reputational risks or social conflicts**, so that each business can function in the best possible way both from a strategic and operational point of view. As such, Logista seeks to operate in the market by offering a safe and stimulating environment for our investors and shareholders, as well as for our employees and all other stakeholders.

The centre for excellence **champions and shares best practices in terms of social and labour relations, as well as relations with trade unions**, based on the principles of **regulatory compliance, responsibility, transparency and due diligence**, acting across the entire organisation. Based on this, and thanks to an international and specialist team which is fully integrated across each business, we are able to identify potential conflicts and risks before they materialise, in order to avoid or mitigate them.

Logista is committed to continuing to champion a **stable and safe work environment under the principles and mandates of the United Nations Global Compact on Human Rights**, and the resolutions and recommendation of the International Labour Organization and the European Social Charter. In short, we manage our labour relations in accordance with regulatory frameworks at the international, European and local level, and we improve the employment conditions of our employees via internal and collective agreements aimed at achieving a work environment that is safe and that respects the personal life of employees, their health and professional development.

Furthermore, we also encourage relations with trade unions and workers' representatives on the basis of responsibility and transparency, cooperation and commitment.

98.32% of Logista's employees are covered by conventions and collective agreements, with the exception of those who provide services in Poland and some seniors from Spain.

Training

In 2022, Logista has continued to design and implement its **individual employee development plans** based on the 3Es model: Experience (70%), Exposure (20%) and Education (10%).

The **number hours of training** given this year reached 61,244, versus 44,740 in financial year 2021, up 37% y-o-y. These figures are testament to the effort made by the Company throughout the year to ramp up the level of training offered and help with the continued development of talent and, as a result, of Logista.

Our **training plan** focuses on areas such as operative excellence, sales, leadership and project management. However, the money invested in training in 2022 has also targeted other areas, such as improving employees' digital skills, languages, their workplace well-being etc.

The **training plan** is incorporated as part of our development model together with the individual plans drawn up for our critical positions, as well as those defined as part of the succession plans put in place for these positions. In this way, we manage the development of our employees via a cross-cutting model that encompasses a mix of both collective action aimed at enhancing our overall business strategy and targeted action aimed at helping the individual professional development of the Company's employees.

Training is offered both online and in person to ensure it is available to the entire Logista team and to guarantee access to as much content and as many courses as possible to all those employed across our businesses, irrespective of where they are.

It is important to highlight two global training initiatives carried out this year, which although not directly linked to developing specific skills, underline the corporate culture and values that this Company wants to impress upon all its employees:

➡ **Diversity and inclusion training:** this was given to all those employees responsible for managing teams to highlight the importance of developing a leadership style and culture that ensures an inclusive work environment. All those holding managerial positions at Logista will be ambassadors of these values, ensuring they form part of the Company's corporate culture.

➡ **Ethics and compliance training:** Logista employees were required to complete a training course on issues that are particularly important to our business model, such as tackling fraud, corruption and bribery, fiscal responsibility and respect for human rights among others. During this last year, Logista has provided training for its employees in two basic areas that form an integral part of the management and operation of its business, namely the code of conduct and the prevention of money laundering and the financing of terrorism.

Total hours of training by professional category	Total 2022	Total 2021
Senior management	549	571
Management	3,188	4,381
Professionals	7,288	7,477
Technical and administrative staff	32,381	20,673
Warehouse staff	17,840	11,639

Social strategy, diversity and inclusion

Logista is deeply committed to its **social strategy**, which outlines the framework for ensuring the Company is a truly diverse and inclusive organisation.

The success of this strategy can be seen from the widespread **recognition** that the Company has received both on the **international level and within Spain**. One of the most prestigious accolades is without doubt the recognition received from the Financial Times, which has named Logista as **one of Europe's most inclusive companies, including it in its Diversity Leader ranking for a second consecutive year**. Our inclusion programmes also earned us recognition as a **Diversity Leading Company** by the specialist publication Equipos y Talento. Lastly, it is also important to note that Logista is included in the **IBEX Gender Equality Index**, an index made up of the listed companies that have a ratio of between 25% and 75% of women on their board of directors and between 15% and 85% employed in senior management positions. We have 42% of women on the board of directors and 22% of women on the management committee.

This recognition highlights the concerted and continued effort that Logista makes via its action plan, that this year has included initiatives such as:

⇒ **Launching the “Leadership and Inclusive Environments”** training initiative designed to offer directors and managers a deeper appreciation of the personal needs and situations of the people forming part of their teams. The outcome is more flexible and better integrated teams throughout the Company.

⇒ **Rolling out the “Empowering Female Talent”** programme, which included events, awards, training videos and a mentoring programme to promote the professional development of women in Logista.

These new initiatives come in addition to others introduced in previous years, such as the initiative to ensure that **50% of all final-round candidates in selection processes are women; to include specific plans designed to guarantee professional development opportunities for female talent; and to tie equality and diversity objectives** to the variable remuneration received by the Company's directors and managers.

Another key objective of Logista's social strategy is to champion **the inclusion of socially-vulnerable groups** by working with a number of foundations and associations. As a result of this commitment, in 2022 172 people with disabilities have joined the Logista team, up 23% on the previous year (140 people).

In 2022, workplaces have continued to be improved by adapting toilets, ramps or specific parking spaces, among others elements, with the aim of **ensuring that all persons who are part of the Company, regardless of their different capabilities, can access and use the Logista facilities of a similar way**.

Lastly, **Logista's social commitment** can also be seen through its collaboration with various NGOs and organisations, as well as via the initiatives it undertakes throughout the year in fields such as health and illness prevention, education and training, and in childhood-related issues, to name just a few.

Inclusion

50%

of all final-round candidates in selection processes are women

Employment

Employees by gender	Total 2022	% 2022	Total 2021	% 2021
Female	2,042	36.91%	2,213	37.82%
Male	3,491	63.09%	3,638	62.18%
Overall total	5,533	100%	5,851	100%

Employees by age	Total 2022	% 2022	Total 2021	% 2021
Aged up to 30	633	11.44%	657	11.23%
Aged 30-50	3,478	62.86%	3,731	63.77%
Aged 51 and above	1,422	25.70%	1,463	25.00%
Overall total	5,533	100%	5,851	100%

Employees by country	Total 2022	% 2022	Total 2021	% 2021
Spain	3,528	63.76%	3,553	60.72%
France	831	15.02%	1,228	20.99%
Portugal	569	10.28%	526	8.99%
Italy	469	8.48%	458	7.83%
Poland	92	1.66%	86	1.47%
Netherlands	44	0.80%		
Overall total	5,533	100%	5,851	100%

Employees by professional category	Total 2022	% 2022	Total 2021	% 2021
Senior management	38	0.69%	43	0.73%
Management	188	3.40%	198	3.38%
Professionals	362	6.54%	369	6.31%
Technical and administrative staff	2,621	47.37%	2,611	44.62%
Warehouse staff	2,324	42.00%	2,630	44.95%
Overall total	5,533	100%	5,851	100%

Distribution of work contract types	Total 2022	% 2022	Total 2021	% 2021
Permanent	4,912	88.78%	4,999	85.44%
Temporary	621	11.22%	852	14.56%
TOTAL	5,533	100%	5,851	100%
Full-time	5,148	93.04%	5,446	93.08%
Part-time	385	6.96%	405	6.92%
TOTAL	5,533	100%	5,851	100%

Average no. of employees by gender	Distribution by gender 2022		Distribution by gender 2021	
	Men	Women	Men	Women
Permanent	3,180	1,781	3,217	1,813
Temporary	371	324	445	368
TOTAL	3,552	2,105	3,662	2,181
Full-time	3,436	1,830	3,536	1,890
Part-time	115	275	126	292
TOTAL	3,552	2,105	3,662	2,181

*This indicator is calculated using the annual average number of employees at the end of each month.

Average no. of employees by age	Distribution by age 2022			Distribution by age 2021		
	<30	≥30-<50	≥50	<30	≥30-<50	≥50
Permanent	364	3,156	1,441	353	3,280	1,398
Temporary	239	390	67	262	440	111
TOTAL	602	3,546	1,508	616	3,720	1,509
Full-time	575	3,265	1,426	588	3,419	1,419
Part-time	27	281	83	28	301	89
TOTAL	602	3,546	1,508	616	3,720	1,509

*This indicator is calculated using the annual average number of employees at the end of each month.

Average no. of employees by professional category 2022					
	Senior management	Management	Professionals	Technical and administrative staff	Warehouse staff
Permanent	41	189	374	2,477	1,881
Temporary		1	3	210	482
TOTAL	41	190	376	2,687	2,363
Full-time	41	187	358	2,500	2,180
Part-time		3	19	186	182
TOTAL	41	190	376	2,687	2,363

*This indicator is calculated using the annual average number of employees at the end of each month.

Average no. of employees by professional category 2021					
	Senior management	Management	Professionals	Technical and administrative staff	Warehouse staff
Permanent	44	197	384	2,328	2,078
Temporary	0	2	1	281	530
TOTAL	44	199	384	2,609	2,608
Full-time	44	193	362	2,427	2,401
Part-time	0	6	22	182	207
TOTAL	44	199	384	2,609	2,608

*This indicator is calculated using the annual average number of employees at the end of each month.

Dismissals by gender	Total 2022	Total 2021
Women	47	64
Men	83	111
Overall total	130	175

Dismissals by age	Total 2022	Total 2021
Aged up to 30	12	23
Aged 30-50	71	100
Aged 51 and above	47	52
Overall total	130	175

Dismissals by professional category	Total 2022	Total 2021
Senior management	3	1
Management	3	7
Professionals	6	14
Technical and administrative staff	59	75
Warehouse staff	59	78
Overall total	130	175

Turnover	Total 2022
Women	13.4
Men	13.0
Overall total	13.1

7. Client satisfaction



Clients are the core focus of Logista's business model. We have developed a unique business model, offering clients innovation, sustainable growth and long-term value in a constantly-changing world.

Excellence and the highest quality of service

Thanks to an **extensive use of technology**, we offer clients a bespoke service, specifically tailored to each sector: tobacco and related products, transport and pharmaceutical distribution among others.

We include sustainability in our objective to offer the highest quality of service, always seeking efficiency in our operations and to carry them out in the right social and environmental conditions.

We therefore promote ongoing **open and transparent dialogue** with our clients through a range of specific communication channels tailored to their circumstances (person-to-person contact, meetings, electronic mailboxes, call centres, etc.), or through shared communications channels for different stakeholders, such as the Company's corporate website (www.logista.com) or the websites of its different businesses.

Logista also has a range of **different systems for dealing with consumer complaints and claims**. Each business sets up these systems, tailoring them to suit its individual nature and that of its consumers.

During the 2022 financial year, Logista received 15,383 claims and complaints from consumers (15,691 in 2021). In total, these accounted for just 0.04% of shipments and consignments handled by Logista.

99.95% of these claims and complaints relate to operational incidents from the transport division, for example due to the loss of goods; and these were resolved through agreements with the clients, based on the contractual terms agreed in the service provision. The remaining 0.05% correspond to complaints and claims received by other businesses in Spain, Italy and France.

We apply our commitment to
**quality, sustainability
and continuous
improvement across all our business
activities and operations.**



Stable, long-lasting relationships

Logista seeks to **establish stable, long-lasting relationships with its clients.**

Relationships built on trust, that are beneficial to both parties and that always guarantee independent management and operational neutrality.

We apply our commitment to quality, sustainability and continuous improvement across all our business activities and operations and has numerous certifications to confirm this.

⇒ **ISO 14064:** verification of greenhouse gas emissions, including all Logista business and geographies.

⇒ **ISO 9001:** quality management system in place at more than 300 facilities belonging to a number of Logista's businesses in Spain (pharmaceutical product distribution, distribution of convenience products, tobacco distribution and transport services) and externally audited every year.

⇒ **GDP (Good Distribution Practices):** distribution of medication in accordance with European and Spanish regulations. This certification assures the quality and integrity of the pharmaceutical products throughout the supply chain. The businesses that distribute medical products are certified under this standard: Logista Pharma, Nacex, Logista Parcel and Logista Freight. Nacex has also widened the scope of its GDP certification to include for Best Distribution Practices for Medication intended for veterinary use.

⇒ **GMP (Good Manufacturing Practices):** correct handling, re-packaging and re-packing of medicines, awarded to Logista Pharma by the Spanish health authorities.

⇒ **AEO (Authorised Economic Operator):** the Agencia Estatal de Administración Tributaria (State Tax Administration Agency, AEAT), in its most stringent customs simplification, security and safety procedure, has certified Logista's pharmaceutical distribution and distribution of tobacco and related product businesses in Spain, along with its transport services businesses (Nacex, Logista Parcel and Logista Freight) and Logista Italia, as having appropriate customs control, financial solvency and levels of security and administrative management to ensure satisfactory fiscal compliance.

⇒ **TAPA:** certifies Logista Freight and Nacex's compliance with FSR (Facility Security Requirements) and TSR standards (Trucking Security Requirements) designed to guarantee the safe and secure transit and storage of assets of any member of TAPA worldwide.

⇒ **ISO 14001:** environmental management system in the businesses of pharmaceutical distribution and the distribution of tobacco and related products in Spain and in transport services (Nacex, Logista Parcel and Logista Freight).

⇒ **IFS Logistics:** accredits Logista Parcel for the security of its storage and transport operations and Logista Freight for the security of its storage and transport of foodstuffs and non-foodstuffs.

⇒ **ISO/IEC 27001:** information security management systems in Logista Pharma's medication storage and distribution operations at the Leganés headquarters.

New services in 2022

We offer a portfolio of client services specifically tailored to each sector and are committed to always delivering excellence and the most exacting standards of quality.

In a constantly changing world, we offer our clients innovation and sustainable growth, adapting and adjusting our services to make sure our solutions meet their ever-evolving needs.

During the 2022 financial year, we have continued to offer the services rolled out in previous years and also introduced important new additions.

For example, in **pharmaceutical distribution**, we would highlight:

⇒ the distribution of medicines to patients' homes from hospital pharmaceutical and health centre services,

⇒ the distribution of veterinary medicines, introduced on the back of the strong performance in the pet sector and the legislative change that came into effect in January, tightening requirements for the distribution of medicines for animal use. We have increased and strengthened our distribution services to veterinary clinics and, in particular, to pharmacies, where we expect to see an increase in our market share of medicines for animal use,

⇒ the logistics management for cannabis-related products (raw and processed) for medicinal use.

All of these services are offered ensuring the most exacting of traceability and security standards.

In the **transport business**, we have introduced new services and also widened the scope of the services we already offered, completing a number of acquisitions.

The **acquisition of Speedlink Worldwide Express** has given Nacex access to more international routes, improving the shipping routes of its international service, and allowing it to offer specialist services worldwide. Speedlink Worldwide Express is a Dutch company belonging to the express courier sector.

The agreement sets out the acquisition of 70% of the company's share capital, and the acquisition of the remaining 30% over the course of the next three years.

In the **long-distance freight services**, Logista Freight has rolled out **new routes that offer an alternative to road transport**, such as rail motorways in France, Luxembourg, Poland and the UK

and has acquired new P400 huckepack trailer units that allow the entire semi-trailer (chassis + bodywork) to be placed on the train. When the semi-trailers reach the end of their rail journey, they are then reattached to the lorry's cab and taken to their final destination. This type of transport reduces road mileage and therefore also helps to cut CO2 emissions, releasing circa 90% less CO2 into the atmosphere compared to road transport.

In June 2022 we announced the **agreement to acquire Transportes El Mosca**, a Spanish company specialising in goods transport and storage, the transport of refrigerated or frozen goods and high volume transport, primarily for the food industry. Transportes El Mosca has also consolidated its position as a domestic and international sea freight company, highly specialist in handling dry and temperature-controlled goods.

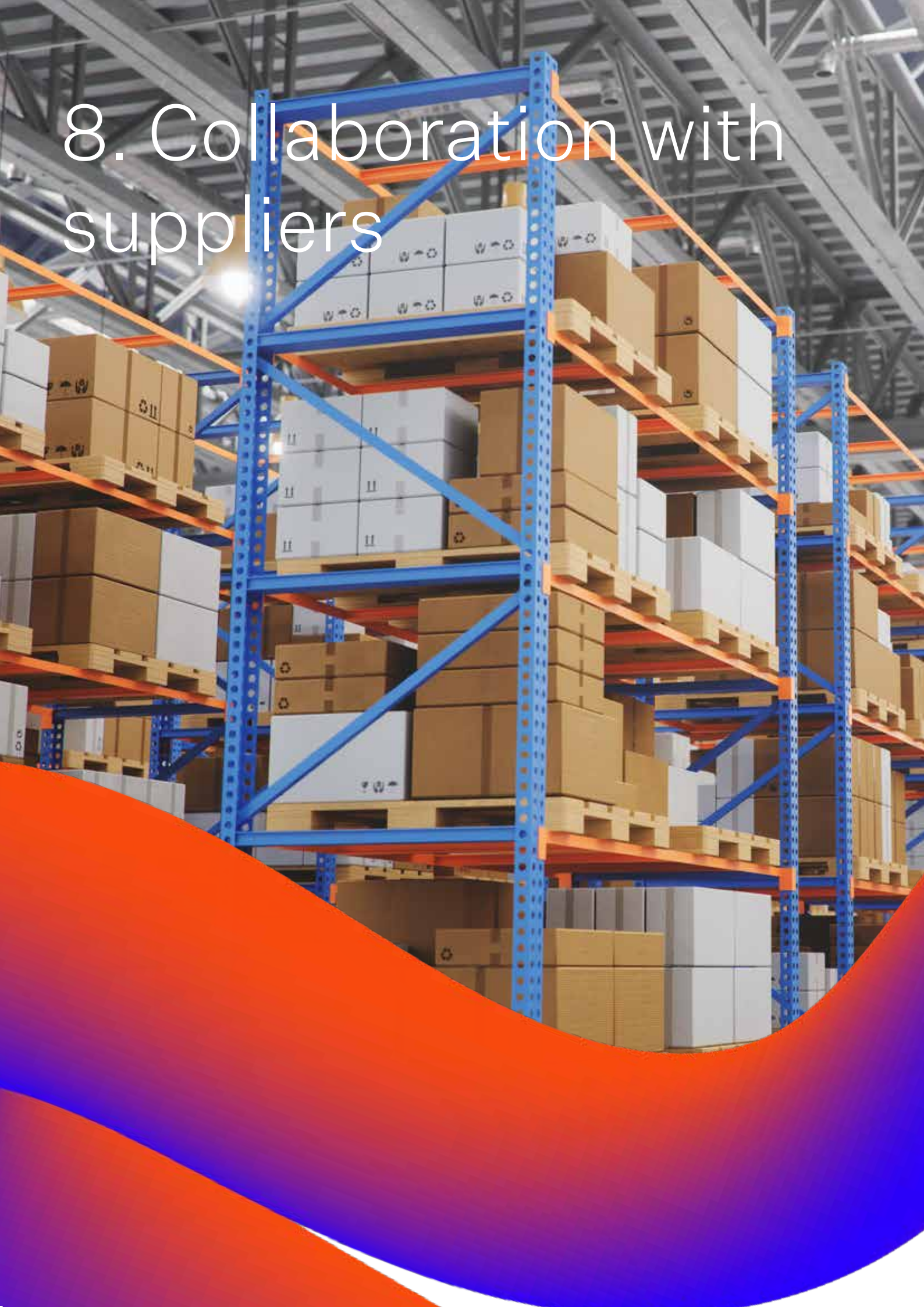
With this acquisition **we have extended our catalogue of value-add client services**, incorporating new temperature-controlled services which complement our existing business lines, particularly highlighting the refrigerated container sea freight service to the Balearic and Canary Islands and to other international markets, as well as a grouping service targeting the horticulture sector.

The agreement sets out the acquisition of 60% of the company's share capital, and the acquisition of the remaining 40% over the course of the next three years. The acquisition of the 60% of Transportes El Mosca has been closed at the beginning of 2023 financial year (28 October, 2022).

We have also announced the **acquisition of 100% of Carbó Collbatallé S. L.** The transaction has been closed at the beginning of 2023 financial year (1 October, 2022). Carbó Collbatallé is a Spanish company specialising in cold chain transport and logistics for the food industry.

This acquisition will help to bolster our position in the temperature-controlled transport sector in Spain, boosting our current capacity and extending the scope of the services offered to include the transport of frozen goods for the food industry.

8. Collaboration with suppliers



We ensure a responsible management of our supply chain, with sustainability representing a key element of our relationships with suppliers.

Logista's **general principles of conduct** set out the minimum standards and basic rules of conduct that must govern supplier operations – both towards their own employees and towards any third parties involved in carrying out their activities – in their dealings with Logista.

Compliance with these principles of conduct is **mandatory** and as such they must be understood and accepted by all of Logista's suppliers. To ensure they are publicly available, they are published on the Company's corporate website.

Procurement Policy

Logista's procurement policy also sets out Logista's guiding principles on ethics, labour, sustainability, quality and client satisfaction, and forms the basis for supplier tendering and selection.

Under the **procurement guidelines**, tendering must also be governed by the principle of ethical and professional conduct.

Supplier **tendering and selection** is conducted via an **objective and rigorous process**.

To evaluate how compliant suppliers are with **standards of quality, safety and professionalism**, as well as with all other standards required by Logista, we conduct regular evaluations.

In 2022, Logista carried out **708 supplier audits**, and did not identify any significant shortcomings in any of them. In 2021, 824 supplier audits were carried out.

The checks form part of the control systems put in place in each business. The regular checks include the evaluation of certified quality control systems, a review of the degree of compliance with regulatory strategies, and the monitoring and evaluation of delegates and other commercial representatives via unannounced on-site inspection.

Resource optimisation

In order to **optimise and streamline resources**, all significant purchases of goods and services corresponding to general purchases, supplies, maintenance services and information and communications technologies, as well as CAPEX, are centralised.

However, due to their nature or low cost, the procurement of some goods and services is not suitable for centralised management. In these cases, the established procurement process is followed, to comply with the general procurement guidelines set out in the procurement policy and **to ensure transparency, efficiency and equity in those purchases.**

1. Principles of ethical and professional conduct. Code of conduct

Objectives

Establishes ethical values and other guidelines and principles of responsible conduct, applicable to Logista's management

Area

General. All Logista employees

Scope

Criminal activities, theft of products by clients/suppliers, bribery, fraud, falsification of company accounts or records, facilitating incorrect data or information, theft of company information, breaches of security/health and safety/environmental rules, discrimination

2. Procedure and rules for reporting malpractice

Objectives

The code of conduct created a whistleblower channel for reporting any conduct, facts, omissions or non-compliance (malpractice) that constitutes an Infringement of the code of conduct

Area

General. All Logista employees

Scope

n/a

3. Procurement policy/guidelines

Objectives

i) Optimising and streamlining the use and availability of resources through centralisation (synergies, economies of scale), ii) Highlighting the importance of the procurement process (duties and responsibilities of those involved in the process), iii) Preventing risks of fraud in procurement processes, iv) Establishing basic principles of procurement: 1- competition, 2- publicity, 3- non-discrimination, 4- preventing conflict of interest, 5- ethical and professional conduct, 6- reasoned decisions, 7- separation of roles, 8- general principles of supplier conduct, v) creating a register of suppliers

Area

Procurement activities

Scope

Purchases included, purchases excluded

4. General principles of supplier conduct

Objectives

Minimum standards and basic rules of conduct that must govern the operations of Logista suppliers. Not just in relation to Logista, but also in terms of suppliers' relationships with their employees, third parties and the environment. Logista's principles are also the principles that we expect of our suppliers

Area

Suppliers

Scope

Compliance with laws, transparency in dealings with public authorities, freedom of competition, prevention of money laundering, compliance with tax and social security regulations, principles of honesty and transparency, confidentiality of information, respect for intellectual property rights, respect for personal and family privacy, compliance with labour obligations, respect for employees, safe and healthy working environment, protection of the environment

9. Minimising environmental impact



Logista is committed to minimising the environmental impact of its business operations.

Recognition

A-List

by CDP for sixth consecutive year

Use of electricity from renewable sources

100%

in all of our warehouses in our main markets



Our quality, environment and energy efficiency policy establishes guidelines and best practices that are designed to **optimise the use of resources and prevent processes from causing pollution** – in strict compliance with regulations and the voluntary targets we have signed up to.

We are therefore involved in various initiatives that **aim to control and manage the current and foreseeable impacts of our business activity on the environment**, and to address key environmental aspects.

Logista champions **respect for the environment** among our employees, clients, suppliers and society as a whole.

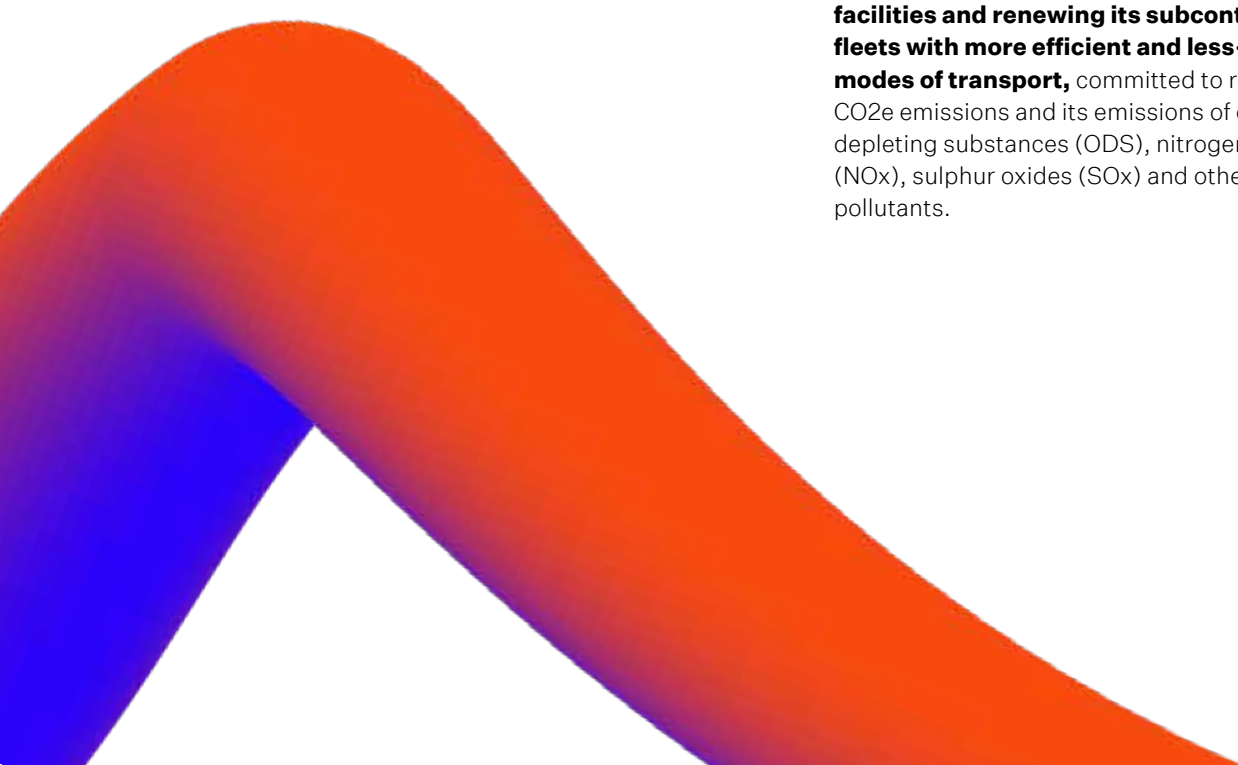
We have specified the **main environmental and quality indicators** relevant to a sustainable development, and monitor and evaluate these regularly, carrying out energy audits in each country and for each business.

In addition, we promote respect for the environment among our employees, clients, suppliers and society as a whole.

The quality, environment and energy efficiency policy is available for all employees and other stakeholders on the Intranet and on our corporate website.

Pursuant to the ISO 14064 standard, Logista has also calculated its carbon footprint, using the methodology set out in the GHG Protocol. The environmental management system of Logista’s businesses in Spain is also certified under the ISO 14001 standard.

Logista actively promotes modernising its facilities and renewing its subcontracted vehicle fleets with more efficient and less-polluting modes of transport, committed to reducing its CO2e emissions and its emissions of other ozone-depleting substances (ODS), nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air pollutants.



List of ISO 14001-certified centres

Business line	Centre	Address	Certifying body	Expiry date	Scope
Transport (Logista Parcel)	Sant Andreu de la Barca	Dronas 2002 S.I.U. / C/ Energía, 25-29 Pg Nordeste, 08740, Sant Andreu de la Barca, Barcelona	TÜV RHEINLAND	02/10/2025	Transport and distribution of temperature-controlled goods.
Transport (Logista Parcel)	Getafe	Dronas 2002 S.I.U. / P.I.La Carpetania C/Miguel Faraday, 32-34,28906, Getafe, Madrid	TÜV RHEINLAND	02/10/2025	Transport and distribution of temperature-controlled goods.
Transport (Logista Freight)	Leganés	P.I. Polvoranca, C/ del Trigo, 39, 28914 - Leganés (Madrid)	AENOR	30/06/2025	Management of national and international road transport of general goods.
Tobacco and related products (Spain)	Leganés	Compañía de Distribución Integral Logista S.A.U - Dirección de Zona Centro. C/ Trigo 39 Poligono Industrial Polvoranca, 28914 Leganés	BUREAU VERITAS	24/07/2024	The storage and distribution of tobacco and tobacco-related products, postage stamps, stamped and other documents, lottery tickets, food (excluding frozen products) and beverages, retail consumer products to retailers and management of the organisation's own collections and payments.
Tobacco and related products (Spain)	Riba-Roja	Compañía de Distribución Integral Logista S.A.U. - Dirección de Zona Levante. P.I. La Reva, C/ Mistral, 2 Naves A y B. Riba-Roja, 46190, Valencia	BUREAU VERITAS	24/07/2024	The storage and distribution of tobacco and tobacco-related products, postage stamps, stamped and other documents, lottery tickets, food (excluding frozen products) and beverages, retail consumer products to retailers and management of the organisation's own collections and payments.
Tobacco and related products (Spain)	Barcelona	Compañía de Distribución Integral Logista S.A.U. - Dirección de Zona Noreste. P. I. Parc Logistic. Avda 1 N° 5-7, 08040 Barcelona	BUREAU VERITAS	24/07/2024	The storage and distribution of tobacco and tobacco-related products, postage stamps, stamped and other documents, lottery tickets, food (excluding frozen products) and beverages, retail consumer products to retailers and management of the organisation's own collections and payments.
Tobacco and related products (Spain)	La Rioja	Compañía de Distribución Integral Logista S.A.U. - Delegación de Logroño. P. I. El Sequero, C/ Rio Leza, s/n, 26509 Agoncillo	BUREAU VERITAS	24/07/2024	The storage and distribution of tobacco and tobacco-related products, postage stamps, stamped and other documents, lottery tickets, food (excluding frozen products) and beverages, retail consumer products to retailers and management of the organisation's own collections and payments.
Tobacco and related products (Spain)	Sevilla	Compañía de Distribución Integral Logista S.A.U. - Dirección de Zona Sur-Sevilla. P. I. Aeropuerto, Cl. Rastrillo, s/n, 41020 Sevilla	BUREAU VERITAS	24/07/2024	The storage and distribution of tobacco and tobacco-related products, postage stamps, stamped and other documents, lottery tickets, food (excluding frozen products) and beverages, retail consumer products to retailers and management of the organisation's own collections and payments.

Business line	Centre	Address	Certifying body	Expiry date	Scope
Tobacco and related products (Sspain)	Andújar	Compañía de Distribución Integral Logista S.A.U. - Delegación de Andújar. Crta. Madrid-Cadiz, Km. 325, 23740 Andújar	BUREAU VERITAS	24/07/2024	The storage and distribution of tobacco and tobacco-related products, postage stamps, stamped and other documents, lottery tickets, food (excluding frozen products) and beverages, retail consumer products to retailers and management of the organisation's own collections and payments.
Pharmaceutical distribution (Logista Pharma)	Leganés	Oficinas Centrales/ Planta C/ Trigo, 39 - 28914 Leganés Madrid	SGS	12/03/2025	Pharmaceutical and healthcare product logistics (handover, warehousing, order picking and shipping), reverse logistics (returns of pharmaceutical and healthcare products), partial manufacture of medicines (handling) and investigational medicinal products.
Pharmaceutical distribution (Logista Pharma)	Piera	Planta Piera C/ Copérnico, 7 - 08784 Piera Barcelona	SGS	12/03/2025	Pharmaceutical and healthcare product logistics (handover, warehousing, order picking and shipping), reverse logistics (returns of pharmaceutical and healthcare products), partial manufacture of medicines (handling) and investigational medicinal products.
Pharmaceutical distribution (Logista Pharma)	Las Palmas Entrerrios	Planta P. I. El Sebadal C/ Entrerrios, 5 Nave 3 35008 Las Palmas de Gran Canaria	SGS	12/03/2025	Pharmaceutical and healthcare product logistics (handover, warehousing, order picking and shipping), reverse logistics (returns of pharmaceutical and healthcare products), partial manufacture of medicines (handling) and investigational medicinal products.
Pharmaceutical distribution (Logista Pharma)	Barberá del Vallés	Avda. Torre del Mateu, 107 Can Salvatella, Manzana 6, Parcela 2 - 08210 Barberà del Vallès Barcelona	SGS	12/03/2025	Pharmaceutical and healthcare product logistics (handover, warehousing, order picking and shipping), reverse logistics (returns of pharmaceutical and healthcare products), partial manufacture of medicines (handling) and investigational medicinal products.
Transport (Nacex)	Hospitalet	P.I. Gran Vía Sur C/ Pablo Iglesias 112-122. 08908 - Hospitalet de Llobregat (Barcelona)	AENOR	19/11/2025	Express documentation and parcel delivery service and associated activities (collection, handling, storage, distribution and delivery).
Transport (Nacex)	Coslada	P.I. Coslada, Avda. Fuentemar, 8-12. 28823 - Coslada (Madrid)	AENOR	19/11/2025	Express documentation and parcel delivery service and associated activities (collection, handling, storage, distribution and delivery).
Transport (Nacex)	Barberá del Vallés	P.I. Can Salvatella, Avda. Torre Mateu, 107. 08210 - Barberà del Vallès (Barcelona)	AENOR	19/11/2025	Express documentation and parcel delivery service and associated activities (collection, handling, storage, distribution and delivery).

Environmental management

We include environmental risks and opportunities in our multidisciplinary risk management procedure described in the risk management detailed in the corporate governance chapter.

In 2021, we carried out a first analysis in line with the recommendations issued by the “Task Force on Climate-related Financial Disclosure” (TCFD) when assessing risks and opportunities related to climate change.

These recommendations not only apply to financial institutions but also to any other organisation, particularly the four sectors potentially most affected

by climate change: energy, transport, materials and buildings, and agriculture, food and forestry. The objective of this initiative is to provide information about the economic impact of climate change on the organisation, so that the group’s stakeholders (whether they are clients, investors, etc.) can have a clear idea of the material risks that lie ahead.

During the TCFD analysis carried out by Logista, we have considered two sets of physical scenarios (low emissions and high emissions) and two sets of transition scenarios (“Stated Policies Scenario” and “Future Policies for Sustainable Development”).

Emissions scenarios

a) Low emissions: we have selected the RCP 4.5 scenario as the common scenario for lower emissions into the atmosphere. The outlook in the RCP 4.5 scenario includes major mitigation action and as a result sees emissions into the atmosphere peaking around the year 2040 before beginning to decline.

b) High emissions: we have chosen the RCP 8.5 scenario for analysing climate projections in a future with high emissions. The RCP outlook is a Business-as-Usual (BaU) scenario in which GHG emissions continue to rise at the current pace. This is a worst-case scenario of higher GHG emissions into the atmosphere and increased global warming.

Transition scenarios

a) Stated policies scenario: we have only considered policies that have been formally adopted by governments or are derived from current trends already observed in social, business, technological or market fields. For example, Spain’s National Energy and Climate Plans.

b) Future policies for sustainable development scenario: the scenario we have adopted includes more ambitious reductions than current policies, in which the rise in global temperatures is kept below the 2°C indicated in the Paris Agreement.

We have therefore completed an analysis of the above climate scenarios and transitional scenarios, as outlined by the TCFD through which future risks and opportunities were assessed from a general point of view.

We subsequently made an assessment, in accordance with the TCFD, of the economic impacts (impact on income, expenditure, assets, etc.) and the impacts on specific services (products and services, supply chain/value chain, adaptation and mitigation, investment in R&D and operations) were also assessed, together with our resilience to impacts, i.e. our capacity to respond to physical and transitional risks and to take advantage of opportunities identified.

In order to fulfil the TCFD requirements we will continue developing a cross-cutting procedure in the organisation involving all of its members in the identification and assessment of high-level risks.

Logista's risk and opportunities management system, includes climate change inside its climate-related risks (see risks detail in corporate governance chapter).

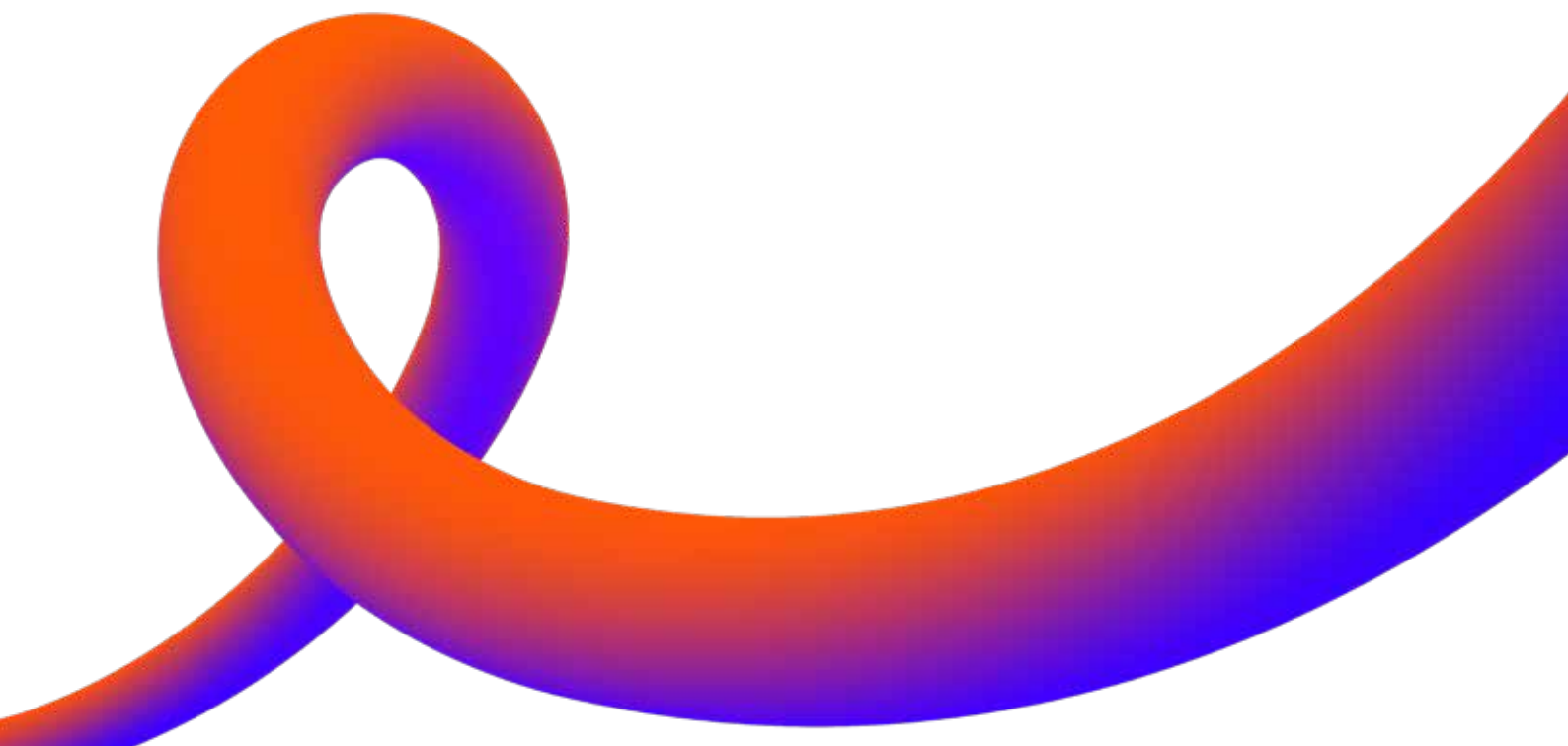
Procedure for prioritising climate-related risks and opportunities

Climate change risks and opportunities within the risk map are prioritised on the basis of the methodology described in the risks and opportunities management section from the corporate governance chapter.

Climate change's related risks generally cover a period of between five and seven years because a longer period would involve more uncertainties, although depending on the type of risk it could be longer.

The procedure for prioritising climate-related risks and opportunities follows the same stages as the risk management procedure applied across the group although it considers the casuistry and particularities of the recommendations.

Logista has prepared a TCFD-compliant report on climate-related risks and opportunities, fulfilling the requirements of the four declarations (governance, strategy, risk management and objectives and metrics).



Main environment-related risks and opportunities

Transitional risks

Current regulations



Logista analyses the impact of carbon taxes on fossil fuels. Although Logista sub-contracts vehicles for its transport activity, incorporating them into its activity, any carbon tax that is applied to fossil fuels will affect our operational costs through its impact on the tariffs of transport providers sub-contracted by Logista. Nonetheless, this type of risk has been identified as not relevant, with a “moderate probability” and a “low impact”.

New regulations



Europe’s strategy to be the leading carbon neutral economy by 2050, hence exceeding the initial commitment made in the Paris Agreement, will require new regulations affecting all business sub-sectors and companies. This strategy includes among others objectives decarbonising the road transport sector.

This will also be complemented by increasingly greater restrictions on vehicles’ access to cities. It is envisaged that these restrictions, until now isolated and supported by local regulations, may become widespread in all cities, supported by a common regulatory framework.

Logista may be indirectly affected by this risk, since its transport operations are sub-contracted, and account for more than 90% of all Logista’s emissions.

This type of risk has been identified as relevant, with a probable probability and a moderate impact.

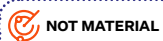
Technology



New technology designed to reduce carbon emissions from transport is relevant to Logista, since existing and future regulations are pushing in this direction, and 90% of the Company’s emissions are generated by its transport division’s operations.

This type of risk has been identified as “relevant”, with a moderate “probability” and a “moderate impact”.

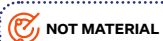
Legal



Legal risks have been identified as “not relevant” due to the nature of our business operations.

Moreover, Logista considers that there is “very little probability” of this risk materialising and the impact if it did would be “low”.

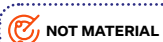
Market



Logista distributes different types of products, and a change in consumer behaviour may affect the business in question.

This risk has been identified as not relevant to Logista.

Reputation



This risk has been identified as not relevant, as our business model helps to minimise the main climate-related impact.

Physical risks

Acute physical

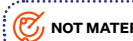


Acute physical risks mean those that are caused by climate events, including the greatest severity of extreme weather events such as snowstorms, storms and floods. These types of events are possible, although their probability is “low”.

Floods or snowstorms could cause an interruption to distribution operations at our warehouses.

However, the number and frequency of these events is very low. When these climate events have occurred, Logista’s rapid and effective response in the materialisation of this risk has resulted in a low impact. However, the fact that a service interruption may occur means that the impact of this risk should be considered “significant”.

Chronic physical



Temperature and rainfall patterns may change, affecting animal species such as *Lasioderma serricornis*, commonly known as the tobacco beetle. Logista stores and distributes the final tobacco product, so the probability and the impact of any plague is much lower than at the manufacturer’s premises. This risk has therefore also been identified as not relevant.

Opportunities

Efficiency of resources

Although Logista outsources its transport operations, this process is fully integrated into its business operations and taken into account when calculating the Company’s environmental impact. The group could reduce operating costs by using more efficient means of transport, which could also be key to allowing the group to meet its carbon emissions reduction targets.

In this regard, these savings could be achieved by using vehicles that are financed and/or partially subsidised, or by increasing Logista’s market share in cities with restricted access as a consequence of the definition of low emission zones.

Logista is also already developing its transport decarbonisation strategy to include measures such as transport by rail or switching to vehicles with low carbon technology.

Energy resources

Cost reductions in the very long term, resulting from falling production costs of electrical energy from renewable sources. 100% of the electricity consumed at all of our warehouses in our main markets comes from renewable sources, as well as in the main warehouses in Poland.

The resources that Logista allocates to the prevention of environmental risks include:

⇒ 94 people, with different allocation % (84 in 2021)

⇒ 2,962,981 € (1,822,573 in 2021)

Given the nature of our business operations, we do not have any environmental provisions or guarantees that could be significant in relation to the Company's assets, its financial position or results. However, Logista is insured, applying the precautionary principle, through a civil liability policy that covers claims for personal injury and damages accidentally caused by sudden or unexpected contaminating events.

Logista has not been subject to any significant environmental fines or sanctions during the 2022 and 2021 financial years.

Climate change

Logista **calculates and promotes the reduction of its carbon footprint**, as part of its initiatives to minimise the environmental impact of its operations.

We calculate the carbon footprint of all our businesses and operations in the different countries in which we operate. This calculation includes the most relevant of our outsourced operations, such as 100% of the emissions resulting from transport and franchise operations, as well as indirect operations such as the purchase of goods and services. **The calculation is made based on the following recognised reporting standards:** Greenhouse Gas Protocol, UNE-EN 16258:2013: methodology for calculation and declaration of energy consumption and GHG emissions of transport services (freight and passengers) and ISO 14064-1:2019: Greenhouse gases.

An independent accredited entity verifies the carbon footprint calculation under the UNE-EN ISO 14064-3 standard, confirming the figures, reliability and traceability of the process.

Our transport division also notifies its clients, free of charge, of the carbon footprint of their deliveries and routes.

Greenhouse gas emissions 2022¹

Direct stationary, mobile and fugitive GHG emissions

46,922

Scope 1 (t CO₂eq,) **45,268 in 2021²**

Indirect GHG emissions from imported energy

88

Scope 2 (t CO₂eq,) **290 in 2021²**

Indirect GHG emissions from the transport, purchase and use of goods and other sources

185,565

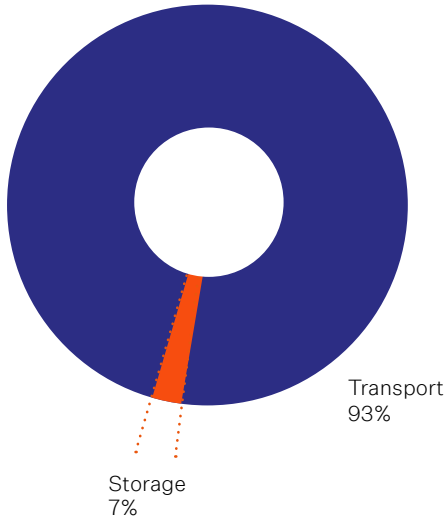
Scope 3 (t CO₂eq,) **194,634 in 2021²**

¹ For the months in which no current data is available, a calculation has been made based on estimated forecasts and/or data from the previous year.

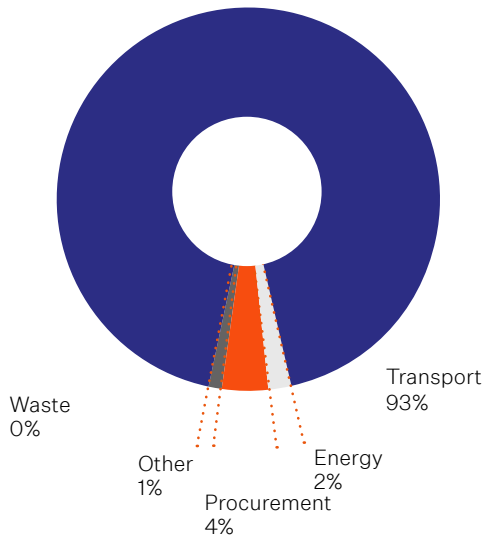
² The reason for the variation between the '2021' data reported in the non-financial reporting statement (EINF) for the 2021 financial year compared with those reported in the 2022 EINF is due to the adjustment of estimated data from the previous year to the updated data obtained in 2022.

Distribution of GHG emissions in 2022

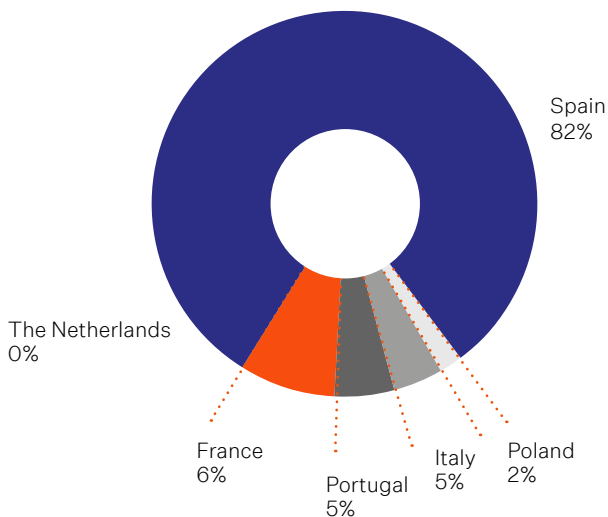
Emissions by operations



GHG emissions by source



GHG emissions by country



⇒ Noise and light pollution

Noise during daytime and night-time hours is measured at each of our facilities as per the frequency stipulated by environmental regulations. If the measurements show values close to the legal limit, there are action plans in place to correct the noise level.

Light pollution is not significant, we have made no specific arrangements for this aspect.

⇒ Measures adopted to adapt to the consequences of climate change

The **current risk management system** provides for the analysis and definition of action plans to address the consequences that climate change may have for the Company in the short and medium term.

⇒ Measures adopted to reduce carbon emissions

We reduce emissions by **continually optimising routes and renewing transport fleet agreements, including efficiency criteria**, promoting a gradual increase in the fleet of vehicles that operate with less polluting fuels.

In particular, we set ourselves the **target of increasing the number of low-emission vehicles** managed by our transport division by 15% in 3 years (2021-2023).

This year, Logista Freight has also strengthened its combined rail/road intermodal operations, enabling it to reduce CO₂ emissions for long-distance goods transport, in line with our environmental strategy.

100% of the electricity consumed at all of our warehouses in our main markets (Spain, Italy, France and Portugal) and our main warehouses in Poland, comes from renewable sources.

In addition, measures taken to improve energy efficiency and increase the use of renewable forms of energy, also foster the reduction of greenhouse gas emissions.

⇒ Awards

Logista was once again recognised in 2022 as one of the global leaders in combating climate change, having been included in CDP’s prestigious ‘A list’ on the basis of the Company’s 2021 climate report.

We are the only European distributor, and one of the only two global distributors, to be included in the ‘A List’ for the sixth year running. Only three Spanish companies, and 15 worldwide, have managed to maintain this distinction for six consecutive years.

Logista has also been recognised as a Supplier Engagement Leader again by CDP in recognition of its commitment to our suppliers and efforts to reduce emissions across the supply chain.

Every year, Logista sends CDP information about the Company’s management of climate change, both at corporate level and at individual business level. This information can be viewed on CDP’s website.



⇒ Emission reduction targets

We have developed our own sustainability index to identify opportunities for reducing emissions, based on the Science-Based Target (SBT) initiative.

After analysing the existing methodologies, we have taken the view that the GEVA method (Greenhouse gas emissions per value-added unit) is the most suitable method for our operations.

We have therefore reviewed this methodology and adapted it to include our transport operations within its reduction targets, since it is the most pertinent in terms of emissions. The proposed unit of reference therefore includes the distances covered.

This indicator shows the overall performance of Logista’s emissions because it includes scope 1 (that includes transport activities with operational control), scope 2 and scope 3 (that include all emissions related to transport activities without operational control: upstream and downstream emissions) emissions, as well as emissions from franchise transport.

We have considered CDP recommendations concerning year-on-year reduction and have set an annual emissions reduction target of 2.1%. We include the majority of scope 3 emissions in this target, exceeding the percentage recommended by SBTi, as 95% of Logista’s scope 3 emissions are included in this target. The result is an overall target that accounts for and includes 95.5% of all Logista’s emissions (considering scopes 1+2+3).

scope 1+2 (market-based)+ 3 (transport)

TmCO₂e per €M&Mkm

2030 target

30%

reducción (base year: 2013)

2050 target

54%

reducción (base year: 2013)

➡ Renewable energy consumption target

Logista is firmly committed to renewable energy.

100% of the electricity consumed at all of our warehouses in our main markets (Spain, Italy, France and Portugal) and our main warehouses in Poland, comes from renewable sources.

In the 2021 financial year, we consumed 51,438 MWh, of which 51,067 MWh corresponded to the purchase of renewable energy. In the 2022 financial year, our electricity consumption fell to 48,740 MWh, with the purchase of renewable energy accounting for 48,611 MWh. This renewable energy consumption entails an estimated saving of 13,698 metric tonnes of CO₂e compared with conventional energy consumption, taking into account the different emissions factors in each country.

A solar self-consumption renewable energy facility was also installed in Leganés in 2022, enhancing the Company's energy efficiency and reducing its consumption and operating costs. We are currently working on rolling out this initiative to more facilities.

➡ Sustainable use of resources

We are fully aware of how important the efficient use of resources is. As such, we compile and analyse information about water consumption, waste and about the materials that are most relevant for the group.

Renewable material (kg)

11,355,842¹

12,903,351 in 2021²

Non-renewable material (kg)

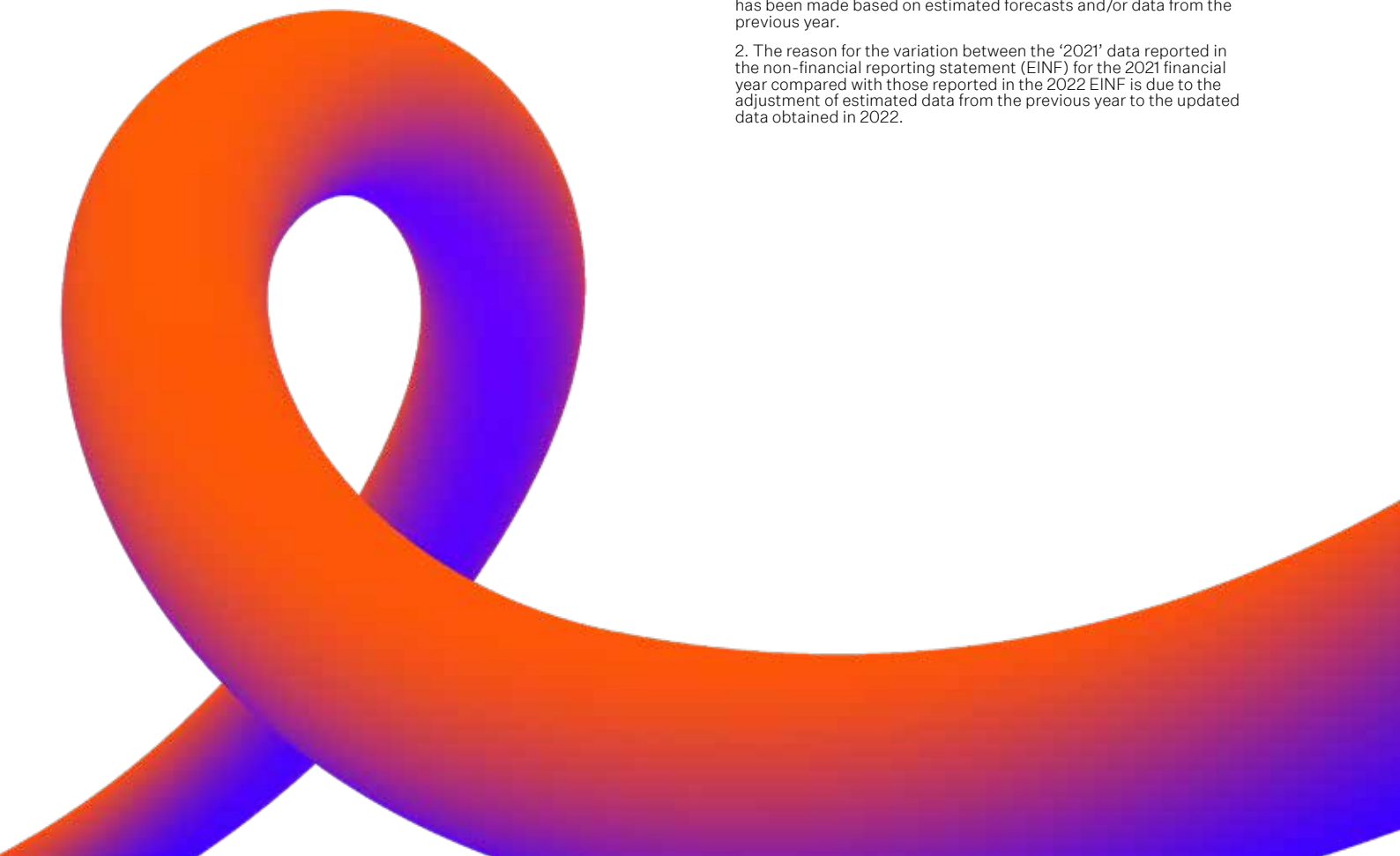
691,583¹

640,736 in 2021²

The following categories are classified as "Renewable material": Pallets, paper, cardboard boxes and lids. The following categories are classified as "Non-renewable material": Bags, wrapping film and airpad film.

1. For the months in which no current data is available, a calculation has been made based on estimated forecasts and/or data from the previous year.

2. The reason for the variation between the '2021' data reported in the non-financial reporting statement (EINF) for the 2021 financial year compared with those reported in the 2022 EINF is due to the adjustment of estimated data from the previous year to the updated data obtained in 2022.

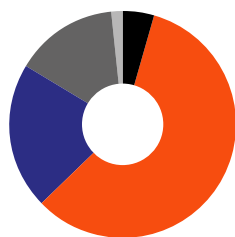


Energy management

The main sources of energy consumption in the Company are electricity, natural gas, diesel and fuel oil.

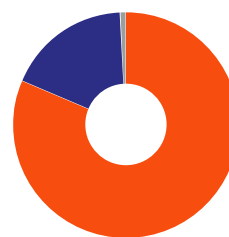
Total energy by country 2022 (Kwh)

	2022 ¹	2021 ²
● Portugal	3,268,242	2,848,240
● Spain	33,412,779	36,471,910
● France	5,626,804	13,853,079
● Italy	6,017,566	8,993,678
● Poland	251,486	1,234,383
● The Netherlands	33,712	-



Energy consumption 2022 (Kwh)

	2022 ¹	2021 ²
● Electricity consumption	48,739,931	51,438,049
● Natural gas	9,976,522	11,491,487
● Other energy consumption	631,564	471,754
	Diesel: 582,013	Diesel: 398,813
	Fuel oil: 49,551	Fuel oil: 72,941



1. For the months in which no current data is available, a calculation has been made based on estimated forecasts and/or data from the previous year.

2. The reason for the variation between the '2021' data reported in the non-financial reporting statement (EINF) for the 2022 financial year compared with those reported in the 2021 EINF is due to the adjustment of estimated data from the previous year to the updated data obtained in 2022.

Measures adopted to improve energy efficiency

We are carrying out various action plans aimed at reducing the amount of fuel and energy used, such as optimising routes, upgrading fleets, adjusting the volume of existing infrastructure, setting local targets and reduction initiatives at our main warehouses, implementing energy efficiency criteria in both new and existing premises, etc.

We regularly carry out energy audits of our main processes and at our main warehouses to identify and prioritise actions to reduce consumption.

Other actions undertaken to reduce energy consumption include, among others:

⇒ **All of our new facilities are LEED/BREEAM certified.** We have established a mandatory internal requirement that all new facilities are LEED/BREEAM certified, with a minimum efficiency classification of LEED silver or BREEAM Very Good.

⇒ **The continuous implementation of corporate and local projects** (monitoring consumption, lighting replacements, improving insulation, updating equipment, etc.).

In 2022, the new Anagni facility obtained BREEAM Excellent certification, becoming both the first Logista facility to receive such recognition and a benchmark for technology, sustainability and employee well-being.

Measures adopted to ensure sustainable mobility

Logista is part of the national mobility committee set up by Spain's General Traffic Directorate (DGT) and works on the 'Autonomous Ready' project driven by the DGT and Barcelona city hall.

This project aims to lay the foundations for the testing and approval of autonomous vehicles and to define a regulatory framework that guarantees safe and sustainable urban mobility.

Meanwhile, other measures introduced by Logista (flexitime, compressed hours, remote working) are in line with the needs of cities in relation to the staggering of employee travel around times of peak traffic and congestion.

Water consumption

Wastewater discharge is not considered a material aspect at Logista due to the fact that the group's operations produce sanitary wastewater and is discharged into municipal water systems.

The best practices introduced to reduce water consumption include the installation of water-saving devices, monitoring consumption, signage and campaigns to raise awareness and certification of all the group's new facilities under the LEED/BREEAM efficiency standards.

In the 2022 financial year, water accounted for 0.006% of Logista's environmental impact, because it is only used for sanitary purposes (0.007% in 2021).

During 2022, 98,331 * m3 of the supply network was consumed, in accordance with local limits. In 2021, water consumption from the supply network stood at 114,501 m3 and was in line with the established local limits.

* For the months in which no current data is available, a calculation has been made based on estimated forecasts and/or data from the previous year.

Consumption of raw materials

The principal raw materials consumed and their quantities are shown below:

	2022 ¹ (t)	2021 ² (t)
Airpad film	142.35	117.96
Cardboard boxes and lids	9,051.89	9,182.19
Pallets	2,085.71	3,400.66
Paper	218.25	320.50
Single-use plastic bags	11.31	15.41
Reusable bags	0.75	0.69
Wrapping film	536.76	506.52
Biodegradable bags	0.42	0.16

1. For the months in which no current data is available, a calculation has been made based on estimated forecasts and/or data from the previous year.

2. The reason for the variation between the '2021' data reported in the non-financial reporting statement (EINF) for the 2021 financial year compared with those reported in the 2022 EINF is due to the adjustment of estimated data from the previous year to the updated data obtained in 2022.

Efficiency measures for improving the use of raw materials include the recovery of reusable cardboard boxes through a system involving specific continuous improvement actions.

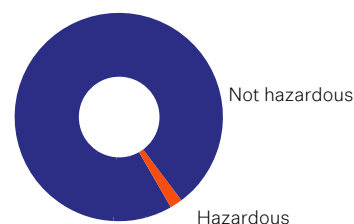
In addition, our environment, quality and energy efficiency policy includes, among its commitments, the implementation of policies and best practices for the rational use of resources, where the formula underpinning its processes is optimisation.

⇒ **Circular economy, waste prevention and management.** We have significantly reduced waste and emissions produced by our operations through the use and recovery of reusable cardboard boxes, via a system already implemented at Logista's centres in Spain, France, Italy and Portugal, and in its specialist express courier service for parcels and documents.

Due to the nature of its operations, the main types of waste currently generated by the Company are paper and cardboard, wood (pallets), municipal waste, plastics and oils, among others.

Hazard classification (Kg)

	2022 ¹	2021 ²
Hazardous	27,448	15,893
Not hazardous	18,112,488	18,850,845



The following waste materials are considered "hazardous": batteries, accumulators, absorbent materials, contaminated packaging and oils.

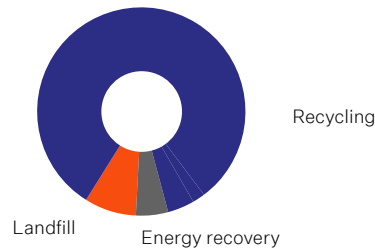
The following waste materials are considered "non-hazardous": tyres, urban waste, paper, cardboard, plastics and wood.

1. For the months in which no current data is available, a calculation has been made based on estimated forecasts and/or data from the previous year.

2. The reason for the variation between the '2021' data reported in the non-financial reporting statement (EINF) for the 2021 financial year compared with those reported in the 2022 EINF is due to the adjustment of estimated data from the previous year to the updated data obtained in 2022.

Classification by end use (Kg)

	2022 ¹	2021 ²
Recycling	15,776,447	16,272,380
Landfill	1,658,858	1,795,703
Energy recovery	704,631	798,654



The following waste materials are considered “hazardous”: batteries, accumulators, absorbent materials, contaminated packaging and oils. The following waste materials are considered “non-hazardous”: tyres, urban waste, paper, cardboard, plastics and wood.

1. For the months in which no current data is available, a calculation has been made based on estimated forecasts and/or data from the previous year.
 2. The reason for the variation between the ‘2021’ data reported in the non-financial reporting statement (EINF) for the 2021 financial year compared with those reported in the 2022 EINF is due to the adjustment of estimated data from the previous year to the updated data obtained in 2022.

⇒ Protection of biodiversity. Logista’s operations do not have a direct impact on protected areas, and as such biodiversity is not included in our material considerations.

There was no significant impact on biodiversity during the 2022 financial year.

Strategic Objective	Actions	2022 target	Future actions
CO ₂ e emissions	<ul style="list-style-type: none"> – Science-backed reduction targets approved by the Science Based Targets Initiative – Monthly calculation and monitoring of emissions – Calculation and reporting of emissions detailed in Scope 3 	<p>Target:</p> <p>-2.1% per year</p> <p>CO₂e/ Mkm&€M</p>	<ul style="list-style-type: none"> – Improving the emissions calculation methodology – Rolling out of low-level reduction targets
Renewable energy	<ul style="list-style-type: none"> – Purchasing electricity from renewable sources at all facilities directly managed by Logista in Spain, France, Italy and Portugal – Monthly monitoring and control of energy consumption sources at the group’s facilities 	<p>Target:</p> <p>100%</p> <p>Electricity from renewable sources</p>	<ul style="list-style-type: none"> – Continuing consumption of electricity from renewable sources
Low carbon transport	<ul style="list-style-type: none"> – Increase percentage of low emission vehicles 	<p>Target:</p> <p>+15%*</p> <p>Logista Freight, Logista Parcel and Nacex fleet</p> <p><small>*Three-year target</small></p>	<ul style="list-style-type: none"> – Renew fleet in accordance with sustainability criteria and introduce use of alternative fuel vehicles.
Climate change management	<ul style="list-style-type: none"> – Maintain our excellent ranking with regard to managing and reporting on climate change, and initiatives relating to it 	<p>A</p> <p>CDP score</p>	<ul style="list-style-type: none"> – Align CDP’s reporting and management requirements with Logista’s climate change strategy

10. Impact on the community



Long-term employment relationship with our employees

We foster a long-term employment relationship with our employees in a working environment with high levels of motivation and job satisfaction. We have signed 672 permanent contracts in 2022

89% of Logista's employees are permanent staff.

Employees with permanent contract

89%

Committed to diversity

Logista is deeply committed to diversity and ensuring an inclusive work environment, values for which it has received both national and international recognition:

⇒ **The Financial Times named Logista as one of Europe's most inclusive companies,** including it in its Diversity Leader ranking for a second consecutive year.

⇒ The Company's inclusion programmes also earned it recognition as a **Diversity Leading Company by the specialist publication "Equipos y Talento"**.

Logista is also included in the IBEX Gender Equality Index, an index made up of the listed companies that have a ratio of between 25% and 75% of women on their board of directors and between 15% and 85% employed in senior management positions.

Logista employs people of over 50 different nationalities and in the 2022 financial year, 172 people with disabilities (140 in 2021).

Employees with disabilities

172

Indirect local job creation

In addition to Logista's **5,533 employees in 2022, a large number of partner companies and individuals collaborate indirectly with us in our various operations and countries**, for example, Nacex franchisees, Logista Parcel agents, drivers, etc.

Minimising environmental impact

⇒ Included in **CDP's 'A List' for the sixth consecutive year**

⇒ Recognised as a **supplier engagement leader** by CDP

⇒ We are part of the **FTSE4Good IBEX** index, a list of companies that demonstrate sound environmental, social and corporate governance practices

⇒ **UNE-EN ISO 14064**

⇒ **100% of the electricity consumed** at all of our warehouses in our main markets (Spain, Italy, France and Portugal) and our main warehouses in Poland, comes from renewable sources.

⇒ **LEED/BREEAM** certification for new premises

Committed to helping society

We work with various foundations and associations, mainly focusing on local communities.

Contributions to foundations and non-profit organisations in financial year 2022 amounted to €260,398 (€331,726 in 2021), primarily to support humanitarian initiatives and social welfare and integration by helping to improve the quality of life of society's most vulnerable groups.

The majority of these contributions take the form of donations of consumer goods to local churches and social canteens among others.

Logista's sustainability policy is aligned with the United Nations Global Compact principles on human rights, labour, the environment and anti-corruption. This explicit commitment by the Company is integral to its business, and extends to all its employees, clients and suppliers that it works with, to respect and guarantee human rights compliance.

Contributions to foundations and non-profit organisations in 2022

260,398€

Fiscal reporting

Country	Pre-tax profit/(loss) (€ thousand) in 2022	Pre-tax profit/(loss) (€ thousand) in 2021
Spain	132,510	113,575
France	12,932	23,234
Italy	114,764	109,378
Portugal	22,304	13,378
Poland	1,568	966
The Netherlands	1,496	0
Total	285,574	260,531

Country	Corporate income tax paid (cash basis) (€ thousand) in 2022	Corporate income tax paid (cash basis) (€ thousand) in 2021
Spain	-27,127	2,935
France	11,369	24,955
Italy	30,882	33,220
Portugal	4,361	2,907
Poland	274	174
Total	19,759	64,191

In 2022, Logista received a public subsidy for development amounting to 14,097€ (in 2021, Logista did not receive any public subsidy).

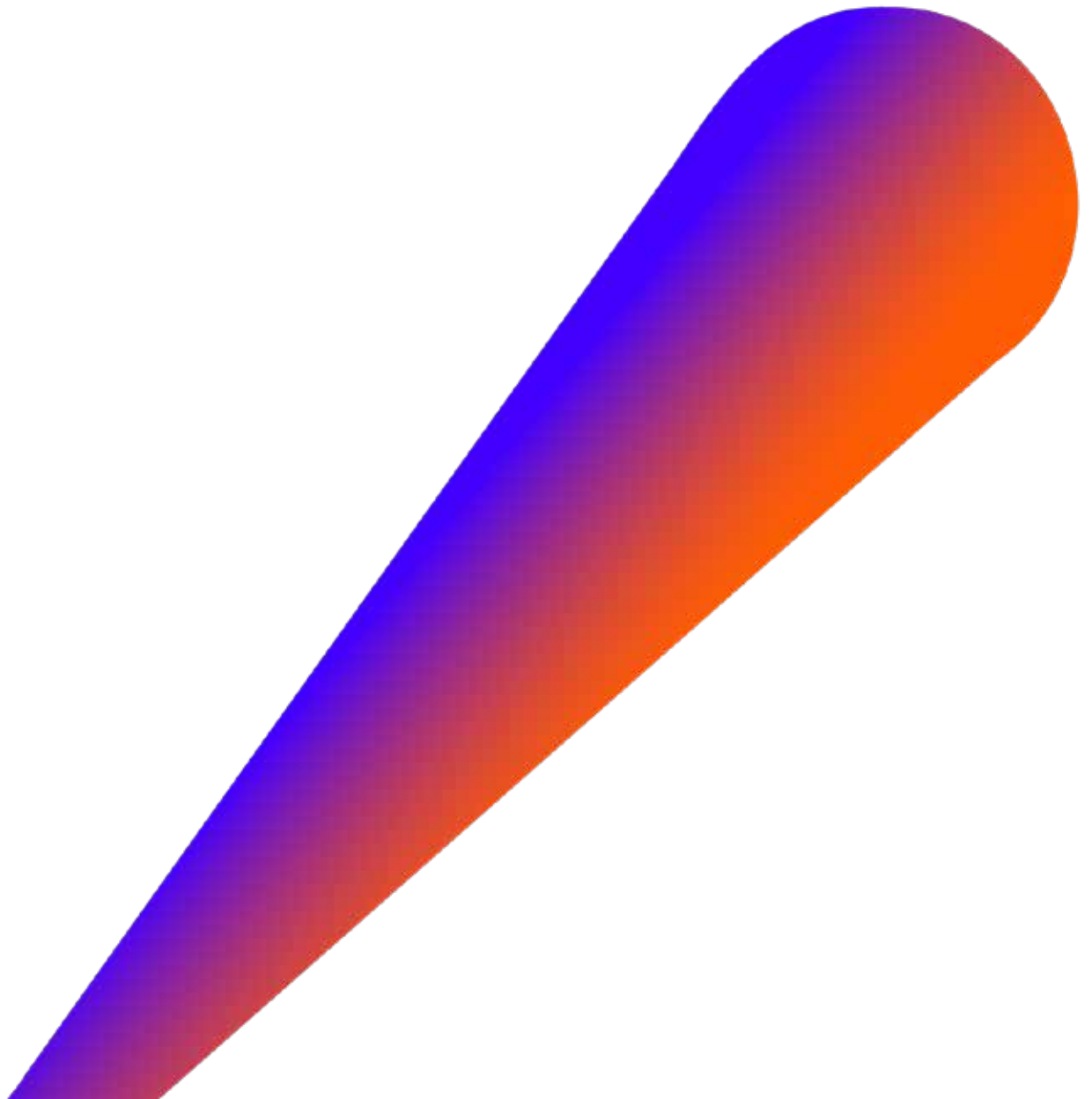
Partnership and sponsorship initiatives

⇒ We are a **founding member of Grupo Español para el Crecimiento Verde**, an organisation that works to convey its vision of a sustainable economic growth model compatible with the efficient use of natural resources to both society and government.

⇒ **We sponsor The Madrid Futuro non-profit association** which was founded by businesses and public organisations looking to boost Madrid's recovery following the health and socio-economic impact of the pandemic.

⇒ **Every year we take part in CDP's initiatives** and for the sixth year running the Company has been included in CDP's 'A List' for our climate change leadership. This financial year we have also continued to be named a CPD Supplier Engagement Leader.

⇒ **At sector level, we are also members of a number of associations**, such as Mesa del Tabaco, Farmaindustria, UNO, ANEFP, AESEG, AEFI and AECOC.



Appendix I:

About this report

This integrated annual report is drafted in accordance with the guidelines set out in the International Integrated Reporting Council (IIRC)'s framework for the preparation of integrated reports and in line with the GRI standards framework.

This report includes the updated non-financial information reporting statement and the annual CSR report, and has been subject to an independent external review. The independent assurance report, which includes the objectives and scope of the external review, as well as the procedures used and their conclusions, are attached as an appendix.

This document forms part of the FY2022 consolidated Management Report of Compañía de Distribución Integral Logista Holdings S.A. and its subsidiary companies. It is subject to the same criteria for approval, presentation and publication as the Management Report. By drafting this report, Logista complies with the provisions of Articles 262 of the Spanish Companies Act and Article 49 of the Spanish Code of Commerce, as amended by Act 11 of 28 December 2018 on non-financial information and diversity.

The report's quantitative data correspond to the year 2022 financial year – the period from 1 October 2021 to 30 September 2022. Figures are rounded, except percentages and certain remuneration data.

The qualitative information included in the report explains the historical performance and the performance expected by the Company from analysis of the current context. It does not make a commitment to attaining those objectives, since they are subject to risks and uncertainties.

The scope of this report encompasses all the operations carried out by 100% of Logista's subsidiaries included in the consolidation scope.

In addition, according to the analysis completed and as required by Law 11 of 28 December 2018, Logista companies which have a legal obligation to present a non-financial reporting statement in accordance with Law 11 of 28 December 2018, and the new wording of Article 262.5 of the Spanish Code of Commerce, are exempt from issuing a non-financial reporting statement as this information is included in the 2022 Integrated Annual Report, except for Logista Libros S.L. which will issue its own non-financial reporting statement given that it is equity-accounted by Logista.

For further information on the 2022 financial year, Logista also publishes the following reports, which are also available on our website.

⇒ Annual Accounts

⇒ Annual Corporate Governance Report

⇒ Annual Report on Board Member Remuneration

Materiality

During the 2022 financial year, Logista has reviewed the aspects identified as the most material aspects during the 2021 financial year, carrying out a materiality analysis on them once again in order to include any new aspects considered material and/or any that have emerged throughout the course of 2022, such as the macroeconomic context's potential impact on the Company's results due to inflationary pressures.

Both internal and external sources have been considered in order to update the aspects requiring assessment, as have the opinions and concerns expressed by the Company's stakeholders, primarily shareholders and investors.

Materiality analysis

For the 2022 financial year, Logista has applied the same double materiality analysis that it applied the previous year. It directly contacted its external stakeholders (analysts, investors, clients, suppliers and CSR agents) to hear their view on Logista's impact from an environmental, social and corporate governance standpoint; and it also consulted its internal stakeholders – its employees – in a bid to assess how these factors respectively affect the company in the short, medium and long term.

In order to broaden the scope of this analysis, Logista has increased the list of contacts for its various stakeholders, reaching out to a total of over 900 contacts to complete the analysis.

The conclusions drawn from this analysis indicate that client satisfaction 🌸 and financial performance 🌸 are the most material aspects overall. For external stakeholders, the most material aspect is client satisfaction 🌸, while employees consider financial performance 🌸 to be the most relevant.

Material aspects analysed

Environment

- ⇒ Minimising the environmental impact of our operations
- ⇒ Environmental risk management
- ⇒ Adapting to regulations aimed at combatting climate change

Social

- ⇒ Client satisfaction
- ⇒ Health, safety and well-being
- ⇒ Respect for Human Rights
- ⇒ Social impact
- ⇒ Attracting and retaining talented professionals

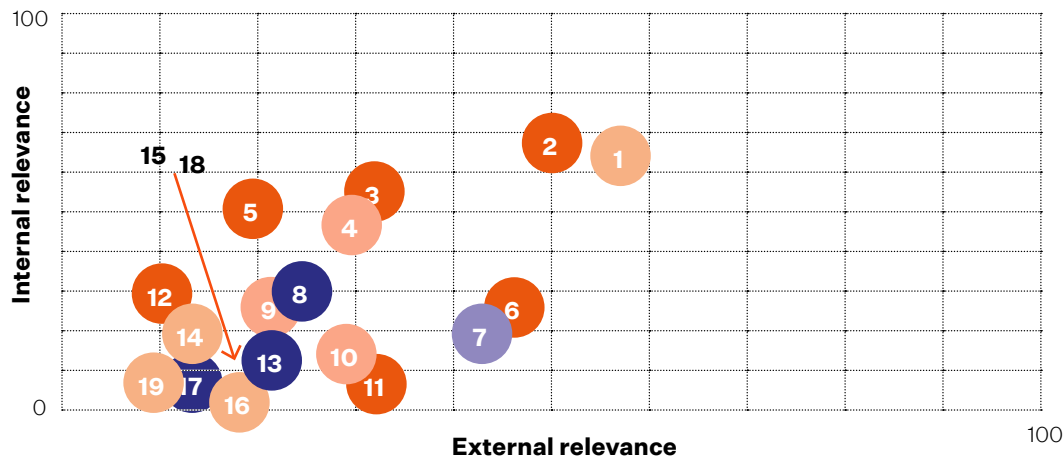
Corporate governance

- ⇒ Ethics and anti-corruption
- ⇒ Composition of the Board of Directors and Board Member Remuneration
- ⇒ Governance policies

Operations and financial

- ⇒ Financial performance
- ⇒ Innovation
- ⇒ Cybersecurity
- ⇒ Risk management
- ⇒ Sustainable supply chain management
- ⇒ Macroeconomic and geopolitical climate
- ⇒ Integration of acquisitions
- ⇒ Supply chain management

Materiality matrix



- 1 Client satisfaction
- 2 Economic performance
- 3 Innovation
- 4 Attracting and retaining talented professionals
- 5 Macroeconomic and geopolitical climate
- 6 Supply chain management (no disruptions)
- 7 Minimising the environmental impact of our operations
- 8 Ethics and anti-corruption
- 9 Integration of acquisitions
- 10 Health, safety and well-being
- 11 Sustainable supply chain management
- 12 Risk management
- 13 Governance policies
- 14 Cybersecurity
- 15 Environmental risk management
- 16 Social impact
- 17 Composition of the board of directors and board member remuneration
- 18 Adapting to regulations aimed at combatting climate change
- 19 Respect for human rights

This icon is used throughout the report to indicate the aspects considered to be most material overall

Participation of stakeholders and communication channels

Logista encourages a continued, open and transparent dialogue with all of its stakeholders and society as a whole.

As such, it maintains two-way channels of communication and dialogue with all stakeholders in order to take account of both their financial and their non-financial (environmental, social and corporate governance related matters) needs and expectations.

To ensure dialogue is open and ongoing, Logista has established specific communication channels tailored to the characteristics of each stakeholder, although it also has common communication channels for all of them, for example the Company’s corporate website (www.logista.com) and the company reports it publishes each year.

Information is mostly shared or published through the following channels:

- Spanish Securities Markets Commission (CNMV)
- Corporate website
- Other means of communication, for example, via the email address used by analysts and investors (investor.relations@logista.com)
- Logista’s investor relations department and corporate communications management team

Appendix II:

Logista composition

Compañía de Distribución Integral Logista Holdings, S.A.

• Compañía de Distribución Integral Logista, S.A.U. (100%)
└ Logista Strator. S.L.U. (100%)
• Logista Pharma. S.A.U. (100%)
└ Be to Be Pharma. S.L.U. (100%)
• Logista Pharma Canarias. S.A.U. (100%)
• Dronas 2020, S.L.U. (100%)
• Logista-Dis, S.A.U. (100%)
• Logista Libros, S.L. (50%)
• La Mancha 2000, S.A.U. (100%)
• Logesta Gestión de Transporte, S.A.U. (100%)
└ Logesta Italia, SRL (100%)
└ Logesta France, SARL (50%)
└ Logesta Deutschland GmbH (100%)
└ Logesta Lusa, Lda. (51%)
└ Logesta Polska, sp. z o.o. (51%)
• Compañía de Distribución Integral de Publicaciones Logista. S.L.U. (100%)
└ Logista Regional de Publicaciones, S.A.U. (100%)
└ Distribuidora Valenciana de Ediciones, S.A. (50%)
└ Distribuidora de Publicaciones del Sur, S.L. (50%)
└ Distribuidora de Aragón, S.L. (5%)
└ Sociedad Anónima Distribuidora de Ediciones (70%)
└ Publicaciones y Libros, S.A.U. (100%)
└ Distribución de Publicaciones Siglo XXI Guadalajara, S.L. (80%)
• Logista Payments, S.L.U. (100%)
• Logista France Holding, S.A. (100%)
└ Logista Promotion et Transport, SAS (100%)
└ Logesta France, SARL (50%)
• Logista France SAS (100%)
└ Société Allumetière Française, SAS (100%)
• Logista Italia, S.p.A. (100%)
└ Terzia, S.p.A. (100%)
• CDIL Companhia de Distribuição Integral Logista Portugal, S.A. (100%)
└ Midsid Sociedad Portuguesa de Distribuição, S.A. (100%)
└ LTTP - Logista Transportes Transitários e Pharma, Unipessoal, Lda. (100%)
└ Logesta Lusa, Lda. (49%)
• Logesta Polska sp, z o.o (49%)
• Compañía de Distribución Integral Logista Polska, sp. z o.o (100%)
• Logista Transport Europe, B.V. (100%)
└ Speedlink Worldwide Express BV (70%)
└ 24 Hours BV (70%)
└ German-Ex BV (70%)

Appendix III:

Taxonomy

The EU Taxonomy Regulation is part of the European Commission's action plan (EU Green Deal), which aims to redirect capital flows to achieve a carbon neutral economy by 2050 in a more sustainable economic framework aligned with the Sustainable Development Goals.

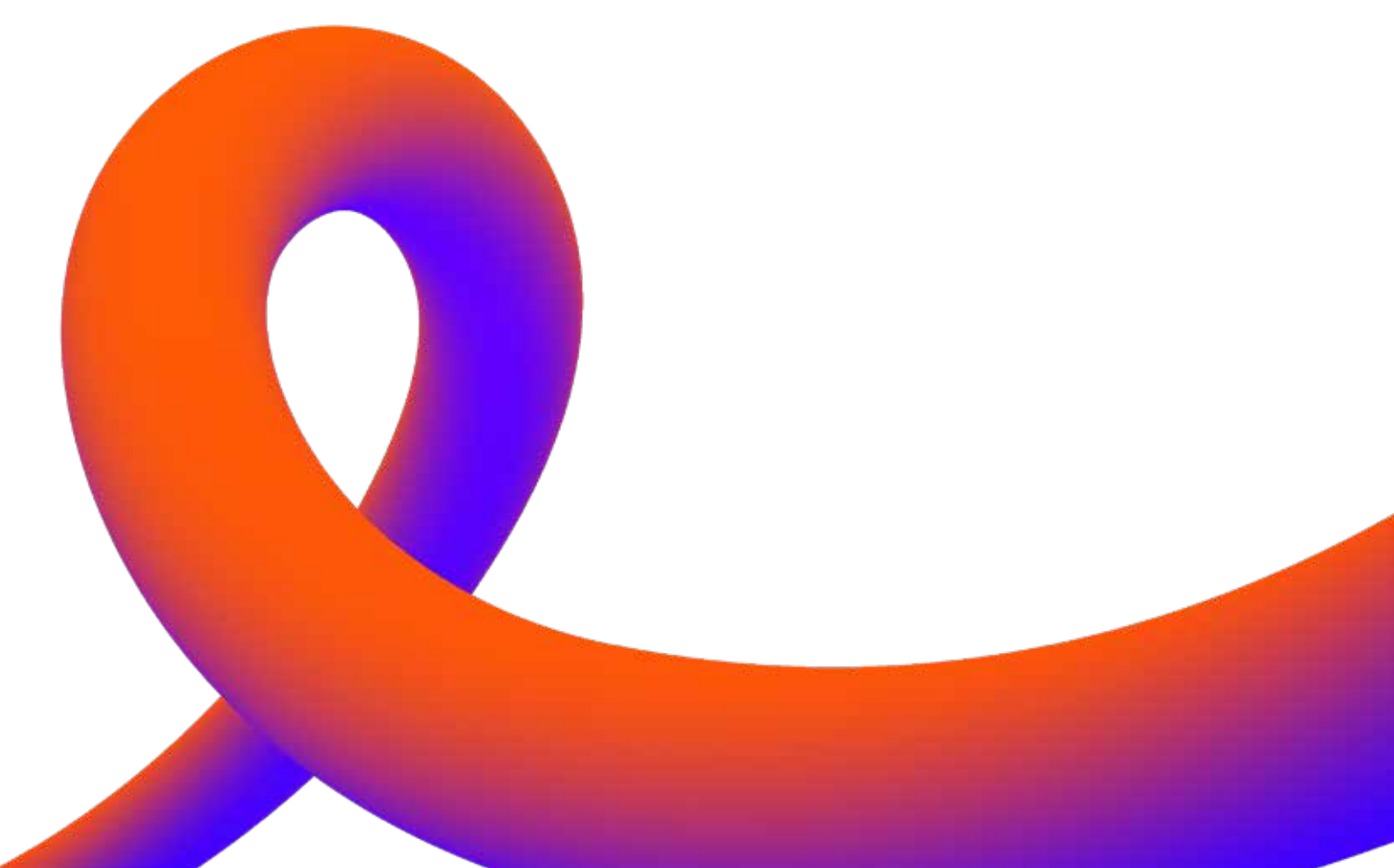
In line with this Regulation, we have consulted the list of economic activities described in Annexes I and II to Delegated Regulation (EU) 2021/2139 of 4 June 2021 concerning the European Union's first two environmental objectives (climate change mitigation and adaptation).

We have determined the Company's activities deemed eligible based on those annexes. We have considered the following aspects:

⇒ Economic activities eligible for the Taxonomy are described in Annex I and II to the above-mentioned Delegated Regulation (EU) 2021/2139 of 4 June 2021, regardless of whether the economic activity meets some or all of the stipulated technical selection criteria.

⇒ According to the Taxonomy, any economic activity not described in the annexes is a non-eligible economic activity.

For all economic activities identified as eligible, we have obtained the key performance indicators associated with turnover, capital expenditure (CapEx) and operating expenditure (OpEx) as laid down in Delegated Regulation (EU) 2021/2178 of 6 July 2021.



Identification of eligible activities

Prior to calculating the key eligibility indicators, we have assessed the potential eligibility of all economic activities relevant to our business in accordance with Annexes I and II to Delegated Regulation (EU) 2021/2139.

In this analysis we have taken account of both Logista's revenue-generating activities and cross-organisational activities that do not bring in revenues but incur capital and/or operating expenditure (CapEx and/or OpEx).

The following table describes the types of operations carried out by Logista that correspond to activities categorised as eligible under the above-mentioned regulation.

Regarding the activity "6.6. Road freight transport services", the Taxonomy activities attributable to Logista and thus eligible were identified as transport services in which the Company has operational control.

Logista prepared its own method to identify the transport services in which the Company has operational control. Using this method, Logista collected a set of predefined vehicle and route characteristics for each transport service. By reference to these characteristics, criteria were developed to determine whether the transport service is conducted under Logista's operational control, such as whether there is control over the route by defining the exact route to be followed by the carrier, over the vehicle or over the driver.

We effectively control the remaining (cross-organisational) operations. In particular our real estate department determines the technical specifications of projects and systems in place in the assets managed by the Company.

Activity description	Reference to the Taxonomy activity
Project aimed at improving the efficiency of the collection system of used boxes for subsequent recycling, developed at Logista Italia.	5.5 Collection and transport of non-hazardous waste materials in segregated fractions at source
Transport services under the operational control of the group. Investments made in semi trailers.	6.6 Road freight transport services
Adaptation of industrial warehouses to the needs of the Company's logistics activities.	7.2 Renovation of existing properties
Full refurbishment of office buildings.	7.3 Installation, maintenance and repair of energy efficiency equipment
Energy efficiency systems in warehouses in Spain and France.	7.6 Installation, maintenance and repair of renewable energy technologies.

Findings for key indicators (eligibility)

Set out below are the calculations for the eligibility KPIs based on Annex I to Delegated Regulation 2021/2178 of 6 July 2021, which specifies the calculation approach.

Revenue KPI

Delegated Regulation 2021/2178 defines this KPI as the ratio of revenues from eligible activities to total revenues at the group level. These are revenues recognised in accordance with International Accounting Standard (IAS) 1, paragraph 82.a), as adopted by Commission Regulation (EC) No 1126/2008.

The numerator for this KPI was calculated taking into consideration eligible revenue-generating activities. In view of the group's business model, the Company only identified as an eligible activity: "6.6. Road freight transport services", i.e. freight transport services categorised as under operational control and thus eligible.

Revenues from such activities (activity 6.6. according to the Taxonomy) amount to €9.5M.

The KPI denominator is include on the notes to Logista's consolidated financial statements for the financial year ended 30 September 2022 (see the income statement line "Net turnover").

	Eligible total (€ Million)	Total (€ Million)	Eligible economic activities according to Taxonomy (as a %)
Revenue	9.5	11,463.6	0.1%

Logista plays an important role as a wholesaler of tobacconists and other local retail establishments, which means that a large part of our turnover comes from the sale of the products we supply to our channels. This particularity of our business model explains the amount of eligibility reported.

CapEx KPI

The CapEx KPI is defined as the ratio of CapEx associated with eligible activities to total CapEx at the group level. Total CapEx covers asset additions before depreciation, amortisation, restatements and impairment losses (excluding fair value changes). The types of asset additions to be recognised, in accordance with the Taxonomy legislation, are defined by the following accounting standards:

⇒ IAS 16 Property, Plant and Equipment, paragraph 73, letter e), indents i) and iii);

⇒ IAS 38 Intangible Assets, paragraph 118, letter e), indent i);

⇒ IAS 40 Investment Property, paragraph 76, letters a) and b), (for the fair value model);

⇒ IAS 40 Investment Property, paragraph 79, letter d), indents i) e ii), (for the cost model);

⇒ IAS 41 Agriculture, paragraph 50, letters b) and e);

⇒ IFRS 16 Leases, paragraphs 53 letter h).

In Logista's case, only asset additions associated with property, plant and equipment (IAS 16), intangible assets (IAS 38) and right-of-use assets under long-term leases (IFRS 16) were identified. These three types of assets were therefore included in the calculation of both the numerator and the denominator of the CapEx KPI.

The KPI numerator was therefore calculated based on these types of asset additions (mentioned in the previous paragraph) relating to the identified set of eligible activities. The total of this numerator amounts to €10.4 million.

The KPI denominator is directly linked to the Logista group's consolidated financial statements for the financial year ended 30 September 2022 and is the sum of the costs reflected under "additions or charges" associated with the following headings: "Property, plant and equipment" (see the table for 2022 in Note 6.1, "Rights of use" (see the table for 2022 in Note 6.2 and "Other intangible assets" (see the table for 2022 in Note 8).

	Eligible total (€ Million)	Total (€ Million)	Eligible economic activities according to Taxonomy (as a %)
Capex	10.4	80.0	13.0%

In relation to these results, it should also be noted that most of Logista's eligible CapEx comes from activities: 7.2 Renovation of existing properties and 6.6 Road freight transport services.

OpEx KPI

Finally, the Taxonomy regulation defines the eligibility indicator KPI associated with total expenditure (OpEx) as the ratio between the operating expenditure defined by the Taxonomy (referred to below as: "Taxonomy OpEx") associated with eligible activities and total expenditure.

According to applicable legislation (Annex I to Delegated Regulation 2021/2178), Taxonomy OpEx is limited to non-capitalised operating expenses relating to research and development, building renovation measures, short-term leases, repairs and maintenance, and other direct expenditure incurred in the daily maintenance of property, plant and equipment by the company or a subcontracted third party, which must be necessary to allow the continued, efficient use of the assets.

In view of the group's business model and based on the provisions of paragraph 1.1.3.2 of Annex I to Delegated Regulation 2021/2178 of 6 July 2021, the Logista group reports this eligibility KPI as immaterial.

To support non-materiality, the Company calculated the ratio of the "Taxonomy OpEx" to the group's total costs. This ratio is well below the Company's materiality threshold of 5%. Specifically, only 0.2% of the Company's total costs meet the Taxonomy OpEx definition, as shown in the table below.

The result obtained is consistent with the type of total costs incurred by the Company and, in particular, with the relevance of procurement expenditure compared to other operating expenses, due to the business model of Logista, which plays an important role as a wholesaler of tobacconists and other local establishments, which implies that supplies are a necessary expense for the development of its activity.

Consequently, and considering the provisions of paragraph 1.1.3.2 of Annex I to Delegated Regulation of 6 July 2021, the Company reports the numerator of the OpEx KPI to be zero.

	Total (€ Million)	Ratio of operating expenditure as defined by the Taxonomy to total costs (as a %)
Total costs*	11,151.2	
Operating expenses according to the Taxonomy	20.7	0.2%

* Excluding restructuring, etc.

Appendix IV:

Contents required under act 11/2018 and GRI indicators and under EU Delegated Regulation (2020/852) - Taxonomy

Contents required under act 11/2018 and GRI indicators

Contents	Reference	Reporting framework
Business model		
- Business environment and business model	11-27	102-2
- Materiality analysis	93-94	102-47
- Organisation and structure	19, 95	102-2
- Markets in which the company operates	16-17	102-6
- Objectives and strategies	20-27	102-15
- Factors and trends affecting performance	20-27	102-15
Policies	These are set out in detail according to subject area in each of the respective sections of this report	102-15
Risks	These are set out in detail according to subject area in each of the respective sections of the report; in particular in Corporate Governance / Risk and Opportunity Management	102-15
Environmental matters		
Global		
- Effects of the company's operations on the environment, and on people's health and safety	75-87	Internal framework: qualitative description of the principle effects
- Environmental assessment or certification procedures	75-79, 83, 85	Internal framework: qualitative description of assessments and certifications
- Principle of precaution, number of provisions and guarantees for environmental risks	76-87	102-11
- Resources dedicated to environmental risk prevention	81	Internal framework: qualitative description of dedicated resources
Pollution		
- Measures associated with carbon emissions	78-87	Internal framework: qualitative description of key measures and action taken
- Measures associated with light, noise and other types of pollution	82	Internal framework: qualitative description of key measures and action taken
Circular economy and waste prevention and management		
- Initiatives aimed at promoting circular economy	84, 86	306-2

Contents	Reference	Reporting framework
- Measures associated with waste management	84, 87	306-2
- Actions to combat food waste	Not material, bearing in mind the company's business sector	n.a.
Sustainable use of resources		
- Water: consumption and supply	86	303-1
- Raw materials: consumption and measures	86	301-1
- Energy: consumption, measures and use of renewables	84-85	302-1
Climate change		
- Greenhouse gas emissions	81	305-1/ 305-2/ 305-3
- Measures to adapt to climate change	78, 83	Internal framework: qualitative description of measures
- Emission reduction targets	78, 84	Internal framework: Qualitative description of targets
Biodiversity		
- Conservation measures	87	Internal framework: qualitative description of measures
- Impacts on protected areas	87	304-2
Social and staff-related matters		
Employment		
- Total number of employees and distribution by gender, age, nationality and professional category	57, 64	102-8/405-1
- Total number and distribution of work contract types	57, 64	102-8
- Annual average of permanent, temporary and part-time employees by gender, age and professional category	64-65	102-8/405-1
- Number of dismissals by gender, age and professional category	65	Internal framework: total number of dismissals during the financial year broken down by gender, age and professional category
- Average pay and change in average pay by gender, age and professional category, or equivalent	60	Internal framework: average remuneration (including fixed and variable remuneration)
- Gender pay gap, remuneration for similar jobs or the company average	60	Internal framework: (1-(average male remuneration – average female remuneration)/average male remuneration)
- Average remuneration of board members and directors	60	Internal framework: average remuneration including fixed and variable remuneration
- Policies for disconnecting from work	59	Internal framework: qualitative description of policies in force
- Employees with disabilities	63, 89	405-1
Organisation of working time		
- Organisation of work	59	Internal framework: qualitative description of organisation of working time
- Number of hours of absenteeism	59	Internal framework: number of hours of absenteeism
- Measures for work-life integration	59	Internal framework: qualitative description of measures
Health and safety		
- Health and safety conditions in the workplace	61	103- Health and safety in the workplace

Contents	Reference	Reporting framework
		403-2
- Workplace accidents, particularly their frequency and severity	61	Internal framework: Frequency index: number of work-related accidents resulting in sick leave for every 1,000,000 hours worked. Severity index: number of working days lost due to work-related accidents resulting in sick leave for every 1.000 hours worked. Lost time accident rate: number of work-related accidents resulting in sick leave for every 200,000 hours worked.
- Professional illnesses, separated by gender	61	403-2
Social relationships		
- Facilitating social dialogue	62	Internal framework: qualitative description of the ways in which social dialogue is facilitated
- Percentage of employees covered by collective bargaining agreements by country	62	102-41
- Assessment of collective bargaining agreements on health and safety in the workplace	62	403-1
Training		
- Policies implemented in training	62	Internal framework: qualitative description of policies
- Total hours of training by professional category	62	Internal framework: total hours of training by professional category
Equality		
- Universal access for people with disabilities	63	Internal framework: qualitative description of measures
- Measures adopted to promote equality, plans for equality and policy against discrimination and diversity management	63	Internal framework: qualitative description of measures
- Equality plans and measures adopted to promote employment, protocols to prevent sexual and gender-based harassment	63	Internal framework: qualitative description of measures
- Policy against any form of discrimination and, where applicable, for diversity management	63	Internal framework: qualitative description of diversity management
Human Rights		
- Due diligence procedures in human rights matters and where applicable, in relation to their mitigation, management and remedy	38-39	102-16/102-17
- Complaints relating to human rights violations	38	406-1
- Promoting and compliance of ILO covenants relating to freedom of association and collective bargaining	39	102-16
- Elimination of employment discrimination, forced and child labour	38	102-16

Contents	Reference	Reporting framework
Corruption and bribery		
- Measures adopted to prevent corruption and bribery	37	102-16/102-17
- Measures to combat money laundering	37	102-16/102-17
- Contributions to foundations and non-profit organisations	90	Internal framework: amount of contributions in euros
Society		
Company commitments to sustainable development		
- Impact of the company's activity on employment and local development	89-90	Internal framework: qualitative description of impact
- Dialogue with the local community	90	Internal framework: qualitative description of dialogue
- Partnership and sponsorship initiatives	91	102-12/102-13
Subcontracting and suppliers		
- Inclusion of social, gender equality and environmental matters in the procurement policy	39, 71-73	102-9
- Consideration of social and environmental responsibility in relations with suppliers and subcontractors	71-72	102-9
- Monitoring and auditing systems and their results	71	Internal framework: qualitative description of the reviews forming part of the control systems in operation in each business
Consumers		
- Consumer health and safety measures	67-69	Internal framework: qualitative description of measures
- Complaints and claims systems and resolution process	67	102-17
Fiscal reporting		
- Profits by country	90	Internal framework: pre-tax profit/(loss) by country
- Income tax paid	90	Internal framework: corporation tax paid by country
- Public subsidies received	90	201-4

Contents required under EU Delegated Regulation (2020/852) - Taxonomy

Regulation requirements	Reference	Reporting framework
UE Taxonomy		
- Eligible and non-eligible economical activities according to UE Taxonomy	96-99	Article 8 of the EU Taxonomy Regulation (2020/852) and the Delegated Regulations (EU Delegated Act 2021/2139 – climate and EU Delegated Act 2021/2178 – disclosure), complemented with internal methodology explained in Appendix III: Taxonomy

Appendix V: Verification report

Independent Limited Assurance Report of the Integrated Annual Report
for the year ended September 30, 2022

COMPAÑÍA DE DISTRIBUCIÓN INTEGRAL LOGISTA HOLDINGS, S.A. AND
SUBSIDIARIES





Ernst & Young, S.L.
Calle de Raimundo Fernández Villaverde, 65
28003 Madrid

Tel: 902 365 456
Fax: 915 727 238
ey.com

INDEPENDENT LIMITED ASSURANCE REPORT OF THE INTEGRATED ANNUAL REPORT

Translation of a report originally issued in Spanish. In the event of discrepancy, the Spanish-language version prevails

To the Shareholders of COMPAÑÍA DE DISTRIBUCIÓN INTEGRAL LOGISTA HOLDINGS, S.A.

Pursuant to article 49 of the Code of Commerce we have performed a verification, with a limited assurance scope, of the accompanying Integrated Annual Report for the year ended September 30, 2022, of COMPAÑÍA DE DISTRIBUCIÓN INTEGRAL LOGISTA HOLDINGS, S.A. and Subsidiaries (hereinafter, the Group), which is part of the accompanying Consolidated Directors' Report of the Group.

The content of the Integrated Annual Report includes additional information to that required by prevailing mercantile regulation in relation to non-financial information that has not been subject to our verification. In this regard, our review has been exclusively limited to the verification of the information shown in the Appendix IV: "Contents required under act 11/2018 and GRI indicators and under EU Delegated Regulation (2020/852) - Taxonomy" of the accompanying Integrated Annual Report.

Responsibility of the Board of Directors

The preparation of the Integrated Annual Report included in the Consolidated Directors' Report and its content is the responsibility of the Board of Directors of COMPAÑÍA DE DISTRIBUCIÓN INTEGRAL LOGISTA HOLDINGS, S.A. The Integrated Annual Report was prepared in accordance with the content required by prevailing company law and in conformity with the criteria outlined in the *Global Reporting Initiative Sustainability Reporting Standards* (GRI standards) selected, as well as other criteria described in accordance with that indicated for each subject in the chapter Appendix IV: "Contents required under act 11/2018 and GRI indicators and under EU Delegated Regulation (2020/852) - Taxonomy" of the Integrated Annual Report.

The Board of Directors are also responsible for the design, implementation and maintenance of such internal control as they determine is necessary to enable the preparation of the Integrated Annual Report that is free from material misstatement, whether due to fraud or error.

They are further responsible for defining, implementing, adapting and maintaining the management systems from which the information necessary for the preparation of the Integrated Annual Report is obtained.

Our independence and quality control

We have complied with the independence and other Code of Ethics requirements for accounting professionals issued by the International Ethics Standards Board for Accountants (IESBA), which is based on the fundamental principles of integrity, objectivity, professional competence, diligence, confidentiality and professionalism.

Our Firm complies with the International Standard on Quality Control No. 1 and thus maintains a global quality control system that includes documented policies and procedures related to compliance with ethical requirements, professional standards, as well as applicable legal provisions



2

and regulations. The engagement team consisted of experts in the review of Non-Financial Information and, specifically, in information about economic, social and environmental performance.

Our responsibility

Our responsibility is to express our conclusions in an independent limited assurance report. Our review has been performed in accordance with the requirements established in prevailing International Standard on Assurance Engagements 3000 "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" (ISAE 3000 Revised) issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC) and the guidelines for verifying Non-Financial Statement, issued by the Spanish Official Register of Auditors of Accounts (ICJCE).

The procedures carried out in a limited assurance engagement vary in nature and timing and are smaller in scope than reasonable assurance engagements, and therefore, the level of assurance provided is likewise lower.

Our work consisted in requesting information from Management and the various Group units participating in the preparation of the Integrated Annual Report, reviewing the process for gathering and validating the information included in the Integrated Annual Report, and applying certain analytical procedures and sampling review tests as described below:

- ▶ Meeting with Group personnel to know the business model, policies and management approaches applied, the main risks related to these matters and obtain the necessary information for our external review.
- ▶ Analyzing the scope, relevance and integrity of the content included in the Integrated Annual Report based on the materiality analysis made by the Group and described in Appendix I: "About this report", considering the content required by prevailing mercantile regulations.
- ▶ Analyzing the processes for gathering and validating the data included in the Integrated Annual Report for the year ended September 30, 2022.
- ▶ Reviewing the information on the risks, policies and management approaches applied in relation to the material aspects included in the Integrated Annual Report.
- ▶ Checking, through tests, based on a selection of a sample, the information related to the content of the Integrated Annual Report for the year ended September 30, 2022 and its correct compilation from the data provided.
- ▶ Obtaining a representation letter from the Board of Directors and Management.

Paragraph of emphasis

Regulation (EU) 2020/852 of the European Parliament and the Council, June 18 2020, on the establishment of a framework to facilitate sustainable investments settles the obligation to disclose information on how and to what extent the company's activities are associated with economic activities that are considered environmentally sustainable in relation to climate change mitigation and adaptation objectives for the first time for the financial year 2021, provided that the Statement of Non-Financial Information is published as of January 1 2022. Consequently, comparative information on this matter has not been included in the accompanying Consolidated Management Report. Additionally, information has been included, for which the Shareholders of COMPAÑÍA DE DISTRIBUCIÓN INTEGRAL LOGISTA HOLDINGS, S.A. has chosen to apply the criteria that, in their



3

opinion, best enable compliance with the new obligation and which are defined within the Appendix III: "Taxonomy" chapter of the accompanying Consolidated Management Report. Our conclusion has not been modified in relation to this matter.

Conclusions

Based on the limited assurance procedures conducted and the evidence obtained, no matter has come to our attention that would cause us to believe that the Group's Integrated Annual Report for the year ended September 30, 2022 has not been prepared, in all material respects, in accordance with the contents required by prevailing company law and the criteria of the selected GRI standards, as well as other criteria, described as explained for each subject matter in the Appendix IV: "Contents required under act 11/2018 and GRI indicators and under EU Delegated Regulation (2020/852) - Taxonomy" of the Integrated Annual Report.

Use and distribution

This report was prepared in response to the requirement established by prevailing company law in Spain and may not be appropriate for other uses and jurisdictions.

ERNST & YOUNG, S.L.

(signed in the original version)

Alberto Castilla Vida

November 3rd, 2022