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Spanish version prevails over the English version

## **Annual Report on Corporate Social Responsibility 2015-2016**

LOGISTA

FISCAL YEAR END DATE: 30/09/2016

C.I.F. A87008579

COMPANY NAME

Compañía de Distribución Integral Logista Holdings, S.A.

REGISTERED OFFICE

Calle Trigo 39 - Polígono Industrial Polvoranca

28914 Leganés (Madrid)

# Annual Report on Corporate Social Responsibility 2015-2016

## LETTER FROM THE CHAIRMAN

Dear Shareholders.

As the Chairman of the Board of Directors of Compañía de Distribución Integral Logista Holdings S.A. (hereafter, Logista or the Company indistinctly), I have the honor of addressing you the Annual Report on Corporate Social Responsibility 2016 (hereafter, CSR indistinctly) of the Company and its subsidiaries (hereafter, Logista Group or the Group indistinctly) corresponding to the fiscal year 2015-2016.

In this report, you will find detailed information about the formulation, definition, management and execution of the Group's CSR during the fiscal year.

During the fiscal year 2015-2016, the Logista Group has formulated a Corporate Policy on Social Responsibility including the main Logista Group's commitments to the different stakeholders in corporate governance, economic, operating, environmental and social matters.

The formulation of the CSR Policy has been preceded by a dialog with each stakeholder in order to know and satisfy, if possible, the requirements of the different stakeholders regarding CSR.

As a result of this dialog, the Company's Board of Directors approved the CSR Policy in June 2016, setting a framework so the Group's CSR is coherently managed with the corporate strategy and establishing specific commitments to contribute to a sustainable business model and to provide the Group-related stakeholders with the maximum possible value.

The Logista Group's commitments to stakeholders are based on the values that characterize the Group of respect, initiative, professionalism and integrity in the management and transparency in the acts and relationships with the stakeholders, especially with its employees.

As main commitments adopted in the Logista Group's CSR Policy, I would like to highlight the promotion of the best Corporate Governance practices, promoting the transparency and bidirectional communication, the long-term sustainable value creation with a prudent risk management, as well as the talent attraction and management, fostering the motivation, training and qualification of our employees to achieve a long-term work relationship in a motivating, safe and healthy environment.

Likewise, the Group is committed to the promotion of service excellence and quality, establishing long-term relationships with clients and channels based on responsibility in the management and also fostering transparent relationships with suppliers to share the Logista Group's principles.

The Logista Group also establishes commitments to economic development, social wellbeing and respect for the environment in which it operates through the optimization and efficiency in the use of resources, the management of emissions for the environmental sustainability of the business, as well as the promotion of the corporate social responsibility culture with acts supporting humanitarian, cultural and sport initiatives.

Following the CNMV's (Spain's stock market supervisor) recommendations on the Good Governance Code of Quoted Companies, the Audit and Control Committee has been attributed with monitoring the compliance of the CSR Policy and annually reporting to the Board of Directors

about the implementation and monitoring of this Policy, according to internationally recognized methodologies.

The Logista Group's CSR Policy establishes the commitments to stakeholders and also defines the functions and responsibilities of every body involved in the CSR management to the highest level of the organization, and provides a periodical monitoring oriented to the achievement of these commitments and the identification of opportunities for the continuous improvement in the CSR management.

Along with this report, Logista prepares the Annual Report on Corporate Governance 2015-2016, the Annual Report on Remunerations of Directors 2015-2016 and the Annual Report 2015-2016, which includes the annual accounts and the complementary information about the company's profile and the businesses evolution during the fiscal year. All these reports will be available in the Group's webpage, [www.grupologista.com](http://www.grupologista.com), both in Spanish and English, as well as the annual reports of the previous fiscal years.

The development of the CSR strategy will continue contributing to reinforce the Logista Group's sustainable and excellence oriented business model and its position as the leading distributor of products and services to proximity retailers in Southern Europe.

## **INTRODUCTION**

The information in this Annual Report on CSR refers to the period comprising from October 1<sup>st</sup>, 2015 to September 30<sup>th</sup>, 2016, and covers all Group's activities, prioritizing the relevant information about CSR for the different stakeholders.

Logista understand the Corporate Social Responsibility as the integration of the ethical, business, social, environment, economic, transparency and Good Corporate Governance principles and values into its strategy, business model, activities and management, taking into account the requirements by its stakeholders, and always under a model of active contribution to sustainable development and compliance with regulations and regulatory recommendations on corporate governance.

The Logista Group published in 2015, its first Annual Report on CSR, although the CSR integration into the business development was not new for the Group. Its Annual Report 2013-2014 already included relevant non-financial information for its stakeholders, previously identified by the Group, showing the continuous work on this matter during the previous years.

The Logista Group's commitment, already expressed in its Annual Report on CSR 2014-2015, to deepen its transparency and social responsibility had a new momentum in June 2016, when the Company's Board of Directors formulated its CSR Policy in order to set a framework for the CSR management in the Group in accordance with its corporate strategy, and from which emanate all initiatives and projects in this matter.

At that end, the Logista Group has maintained an active dialog with the different stakeholders through several communications channels aiming to acquire commitments to contribute to a sustainable business model and provide Logista Group's stakeholders with the maximum possible value.

In addition, for this CSR Policy to be known and assumed by every employee, it is available in the Logista Group's Intranet both in Spanish and English since its approval by the Board of Directors.

## LOGISTA GROUP'S PROFILE

The Logista Group is the leading distributor of products and services to proximity retailers in Southern Europe, distributing to some 300,000 points of sale within capillary retail networks in Spain, France, Italy and Portugal. Logista also distributes tobacco products to wholesalers in Poland.

Thus, the Group provides the best and fastest market access for tobacco and convenience products, electronic top-ups, pharmaceuticals, books, publications and lotteries, among others.

The Group has developed a unique business model in Southern Europe, combining its integrated distribution and logistics services with exclusive added-value services.

The advanced services provided by the Group to its customers, both manufacturers and points of sale, include those real time services provided by Point-of-Sale Terminals (PoS Terminals), as well as Business Intelligence tools for facilitating the access of products from manufacturers to end-consumers and flexibly satisfying their clients' needs.

This makes the Logista Group the best partner for placing products and services available to end-consumers, boasting an intelligent and efficient distribution through a capillary network of points of sale near that end-consumer.

### Main figures

- **Economics**

(€ million)	2015-2016	2014-2015
Revenues	9,632	9,471
Economic Sales	1,038	1,010
Iberia	507	490
France	282	284
Italy	245	230
Corporate & Others	5	6
Adjusted EBIT	235	223
Iberia	95	98
France	76	73
Italy	76	63
Corporate & Others	(12)	(12)

There have been no significant changes in the Group's perimeter and no reformulation of the information in both periods.

- **Employees**

Headcount (average)*	2015-2016	2014-2015
Spain	3,325	3,238
France	1,452	1,476
Italy	323	313
Portugal	363	357
Poland	82	78
TOTAL	5,545	5,462

\* Figures rounded

- **Operating**

	<b>2015-2016</b>	<b>2014-2015</b>
Number of points of sale	c. 300,000	c. 300,000
Number of PoS Terminals	c. 47,000	c. 45,000

- **Market Capitalization**

	<b>30/09/2016</b>	<b>30/09/2015</b>
Market capitalization (€m)	2,636	2,238
Share price (€)	19.86	16.86

### **Logista Group's Companies**

The Logista Group is composed of Compañía de Distribución Integral Logista Holdings S.A. and its direct and indirect subsidiary companies:

Compañía de Distribución Integral Logista Holdings S.A.

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- Compañía de Distribución Integral Logista, S.A. U.
  - Grupo Dronas (100%)
    - T2 Gran Canaria (100%)
    - Logista Pharma (100%)
      - \* Be to Be Pharma (100%)
  - Logista-Dis (100%)
  - Logista Libros (50%)
  - La Mancha (100%)
  - Logesta (100%)
    - Logesta Italia (100%)
    - Logesta Francia (50%)
    - Logesta Deutschland (100%)
    - Logesta Lusa (51%)
    - Logesta Polska (51%)
  - Logista Publicaciones (100%)
    - Distribuidora del Este (100%)
    - Disvesa (50%)
    - Cyberpoint (100%)
    - Distrisur (50%)
    - Distribuidora de Aragón (5%)
    - Provadisa (90%)
    - Las Rías (90%)
    - Distribuidora de Ediciones Sade (100%)
    - Distriberica (100%)
      - \* Distribuidora del Noroeste (51%)
      - \* Pulisa (100%)
      - \* Provadisa (10%)
      - \* Las Rías (10%)
      - \* Distribuidora de Publicaciones Siglo XXI Guadalajara (80%)
  - Distribuidora del Noroeste (49%)
  - Logista France Holding (100%)
    - Logista Promotion et Transport (100%)
      - \* Logesta Francia (50%)
  - Logista France (100%)
    - SAF (100%)
      - \* Supergroup (100%)
  - Logista Italia (100%)
    - Terzia (68%)
    - Banca ITB (13,33%)

- Midsid (100%)
- Logista Transportes e Transitos (100%)
  - Logesta Lusa (49%)
- Logesta Polska (49%)
- Logista Polska (100%)
- UTE Logista – GTech (50%)

## Board of Directors and Committees

- **Board of Directors**

<b>Position:</b>	<b>Name:</b>
Chairman:	Mr. Gregorio Marañón y Bertrán de Lis
Chief Executive Officer:	Mr. Luis Egido Gálvez
Secretary Director:	Mr. Rafael de Juan López
Director:	Mr. John Downing
Director:	Ms. Cristina Garmendia Mendizábal
Director:	Ms. Richard Guy Hathaway
Director:	Mr. Nicholas Keveth
Director:	Mr. Stéphane Lissner
Director:	Mr. David Resnekov
Director:	Mr. Eduardo Zaplana Hernández-Soro

- **Audit and Control Committee**

<b>Position:</b>	<b>Name:</b>
Chairwoman:	Ms. Cristina Garmendia Mendizábal
Member:	Mr. Gregorio Marañón y Bertrán de Lis
Member:	Mr. Eduardo Zaplana Hernández-Soro
Member:	Mr. David Resnekov

- **Appointments and Remuneration Committee**

<b>Position:</b>	<b>Name:</b>
Chairman:	Mr. Gregorio Marañón y Bertrán de Lis
Member:	Mr. Eduardo Zaplana Hernández-Soro
Member:	Mr. Stéphane Lissner
Member:	Mr. John Downing

## Our values

The Logista Group acts responsibly and honestly in all of its activities. Our behaviour and decisions to attain the Group's objectives are based on some corporate deep-settled values in the Logista Group:

- **Respect:** as a multicultural Group, respect and tolerance are inherent to the Group and the attitude by its staff.
- **Initiative:** considered as a key factor for change, it promotes advance and prepares us for the future.

- Professionalism, integrity in management and transparency in the acts and relationships of the Group with its stakeholders, particularly with its employees.

Accordingly, the Group:

- Selects professionals and judges its employees' performance on the basis of merit and ability, company loyalty, honesty, frankness and responsibility in all their activities and practices, and respect and support for their legitimate professional and occupational interests.
- It bases its activity and management on the principle of business integrity, prevention of crime risks, internal control and corporate social responsibility.



## STAKEHOLDERS

The Logista Group identifies as stakeholders those groups that may influence or may be influenced by the Logista Group's activities from a social responsibility point of view.

The Logista Group's Management considers that these groups are diverse and numerous, although they could be gathered into the following groups: employees, shareholders and investors, customers and channels, suppliers and society in general, with particular emphasis in social action and environmental sustainability of the Group's activity. The CSR Policy approved in June of this fiscal year, has been harmonized accordingly.



The Logista Group holds a permanent dialog through a number of communication channels with the different stakeholders.

This continuous contact has allowed identifying relevant aspects in CSR for each stakeholder and, as a consequence, to establish commitments included in the CSR Policy, which aim at promoting stable and mutually profitable relationships.

### Main communication and dialog channels with stakeholders

- With employees: periodical meetings, surveys, suggestions boxes, intranet, web, newsletters...
- With shareholders and investors: personal contacts, participation in seminars and forums, meetings or audio webcasts to inform about results, specific email and phone for shareholders and investors, corporate website...
- With clients: call center, specific email and form in the corporate website, complaints and claims systems, satisfactions surveys, interviews...
- With suppliers: personal contacts, meetings, email, phone, suppliers' webs...
- With the society in general: relationships with different social organizations in the communities where the Group is present and direct relationships with the different public

administrations in the countries where the Group operates in; relationships with the media through press releases, meetings, corporate web and countries' websites, direct relationship... Regarding environment: specific email in the corporate website, participation in environmental organism, initiatives and associations...

## COMMITMENTS TO OUR STAKEHOLDERS

### 1. Commitments to Good Governance

The Logista Group's Good Governance model is based on the best practices in Corporate Governance and, consequently, on the Principles and Recommendations by the Good Governance Code of Listed Companies approved by the Comisión Nacional del Mercado de Valores (Spain's stock market supervisor), as well as on the Good Governance criteria and guidelines issued by markets supervisors and other operators such as business associations, proxy advisors, etc.

- **Corporate Governance best practices**

In June of 2016, the Company's Board of Directors approved the Policy on Corporate Governance with the objective of including the Company and its Group's main aspects and commitments regarding corporate governance.

This Policy on Corporate Governance establishes the criteria and principles serving as the basis for the Company governing bodies' organization, functioning and management. All in accordance with the corporate values, the applicable legal and internal regulations and the best practices in good corporate governance.

The main principles and practices of Logista's Corporate Governance are:

- Efficiency in the organisation and functioning of the Board of Directors.
- Balance and diversity in the composition of the Board of Directors.
- Diligent and loyal behaviour of the members of the Board of Directors.
- Proper remuneration to attract and retain Board Members with the desired profiles and to reward their dedication, qualifications and responsibility.
- Ethical, honest and sustainable behaviour of the Company and its Group.
- The fostering of the shareholders' trust, the protection of their rights and the encouragement of their participation in the Company.
- Observance of the current legislation and adoption of the best practices in good governance.
- Commitment to transparency and periodical information.

- **Transparency and bidirectional communication with stakeholders**

The Logista Group applies in its management the principles of transparency, ethics and good governance, and extends these principles to its shareholders, employees, clients, suppliers and the society in general.

At that end, the Group is committed to provide accurate information showing the true image of the Company and its Group, and uses different dialog channels with the different stakeholders so they may access communication and bidirectional communication with the Group.

- **Group's tax responsibility**

The Group complies with every needed requirement to operate in the different markets and industries it develops its activities in, having set through its organizational structure the proper procedures and controls allowing to identify, prevent and mitigate the risks of changes in the

regulatory framework and, also, fulfilling the obligations imposed by the different regulation applicable.

The Logista Group keeps direct relationship with the different public administrations in the countries where it operates in, whether national, regional or local authorities.

It must be noted that, as a consequence of the tobacco products distribution activity, the Logista Group makes payments to the corresponding Public Administrations as special taxes on the tobacco products it markets, which are also passed on to clients.

Aimed at assuming the Group's tax responsibility across the different countries where it undertakes significant operations, Logista has formulated a Group's Tax Policy to make explicit the Group's commitment to the strict compliance with the applicable regulations in the areas where it operates, in the matters subject to such Policy and according to Good Tax Practices, assuming those deriving of being an Authorized Economic Operator (AEO) and the tax regulations on commercial relationships with foreign countries.

This Tax Policy came into force on October 1<sup>st</sup> 2015, and this has been the first applicable fiscal year.

- **Incorporating the principles of the United Nations Global Compact**

The Logista Group incorporates the principles of the United Nations Global Compact in developing its activity regarding human rights, labour, environment and anticorruption.

The Company has developed different Corporate Rules and Policies applied to the Logista Group, which are explained in this report in their corresponding sections. Among others, it is worth noting:

- General Policy on Internal Control, including the Corporate Risks Management system.
- Policy on Risks Management, establishing the company's position in relation with the types of risks.
- Policy and Procedure on Complaints and Irregularities so any employee can report any inobservance, irregularity or behaviour contrary to the Group's ethics, regulations and rules.
- Policy on Information Systems Security to assure the integrity, availability, confidentiality and continuity of the corporate information, including financial information.
- Purchasing Policy which establishes the requirements when contracting third parties.
- Logista Group's Policy on Information and Communication with shareholders, stock markets and public opinion.
- Logista Group's Tax Policy.
- Policy on Corporate Governance.
- Code of Conduct.

## **2. Commitments to Shareholders and Investors**

The Company is very much aware of its shareholders and investors' interests, and endorses the principles of Good Corporate Governance, with special emphasis on transparency and responsibility to the community of shareholders and investors. That is why it approved in 2015 the Policy on Information and Communication with the Group's shareholders, stock markets and general opinion.

Since December 2014, Logista is included in the IBEX MEDIUM CAP index, which includes the largest companies in terms of market capitalization, adjusted by free float, after those included in the IBEX 35 index.

- **Creation of long-term sustainable value**

Logista has as main objective the creation of long-term sustainable value for shareholders and investors.

Logista so prudently and responsibly manages all risks, both financial and non-financial, while seeks out profitability in all its operations, analyzing them both individually and within the context of their value contribution to the Group.

- **Prudent and responsible risks management**

Logista has a Risks Management Policy which establishes the general framework for the Group's acts in the risks control and management, both internal and external risks, of any nature that may affect the Group, like environmental, business, decision-making, financial, regulation compliance, operational and reputational risks.

The main objective of this Policy is to integrate all the information originating from Logista Group's different functions and operations so that business managers and corporate managers attain an integrated and holistic view, improving the Management's capacity to manage risks efficiently and minimizing impacts in case the risks materialize.

The methodology for the Group's risk management is exhaustively explained in sections E and F of the Annual Report on Corporate Governance 2016.

- **Integrity and transparency in the information provided to shareholders and investors**

As part of the commitment to compliance with the Good Governance Code of Listed Companies recommendations, the Company's Board of Directors approved the Policy on Information and Communications with shareholders, the securities markets and public opinion in June 2015.

This Policy, available in the company's website both in Spanish and English, establishes the information, communications and contact instruments that the Company has, and defines the criteria when communicating and contacting shareholders, analysts and large investors.

According to this Policy, the Company works to provide the best service and information to its shareholders and investors, providing them with a quality and customized service, notwithstanding the number of shares of each shareholder.

This Policy also rules the information provided by the Company to the media through press releases on results and businesses developments, contracts signed or any other aspect deemed as relevant or interesting for shareholders, investors or the society in general, etc.

Every relevant fact for the Group will be communicated first to the Comisión Nacional del Mercado de Valores (Spain's stock market supervisor) and, as soon as possible, it will be published on the Group's corporate webpage ([www.grupologista.com](http://www.grupologista.com)). Afterwards, it may be sent to the media.

The company has different communications channels with shareholders and investors, allowing a permanent and bidirectional communication, aiming at knowing the expectations and concerns shareholders and investors could have and attending them quickly and effectively.

The Group's Investor Relations and Strategic Analysis department is in charge of managing the relationship with shareholders and investors with a commitment to maximum transparency in the diffusion of the information, made through different communication channels.

The Group's webpage, [www.grupologista.com](http://www.grupologista.com), provides basic information on the Group, its activities, relevant facts and most important news, as well as the Group's results presentation.

Likewise, the Annual Report comprising the Annual Accounts, Annual Report on Corporate Governance, Annual Report on Remunerations of Directors and Annual Report on Corporate Social Responsibility are available in the webpage both in English and Spanish.

The Annual Accounts are externally audited expressing their opinion that, in all significant aspects, they show the true image about the company's equity and financial position, according to the EU and Spanish financial information regulations.

The information related to the Internal Control System about Financial Information is also externally audited, expressing that there are not inconsistencies or incidences that may affect the information.

The Group also organizes in-person visits, participates in seminars and forums and makes its e-mail address, investor.[relations@grupologista.com](mailto:relations@grupologista.com) and the Investor Relations phone +34 91 481 98 26 available to shareholders and investors to answer any query.

In addition, the Group's management annually holds, at least, two in-person or through audio-webcast meetings with analysts and investors to inform about its first half and fiscal year-end results. These audio-webcasts are published in the Group's webpage, [www.grupologista.com](http://www.grupologista.com), along with the rest of information related to the results.

- **Equal treatment, facilitating the exercise of the shareholders' rights**

The General Meeting of Shareholders is the Company's sovereign body and the main participation channel for shareholders in the Company's decisions-making. During the General Meeting of Shareholders, the agenda is deliberated and submitted for approval, observing the obligations of the Group with shareholders and investors, one of the main stakeholders, who also have the opportunity of sharing their opinions and concerns with the Board of Directors and the rest of shareholders.

Logista grants the right to attend the General Meeting of Shareholders to every shareholder on an equal and equitable basis, notwithstanding their number of shares.

As of 30 September 2016, Logista had a share capital, fully subscribed and paid, of €26,550,000, represented by 132,750,000 shares of €0.20 per value each. All shares are of a single class and series and have the same rights.

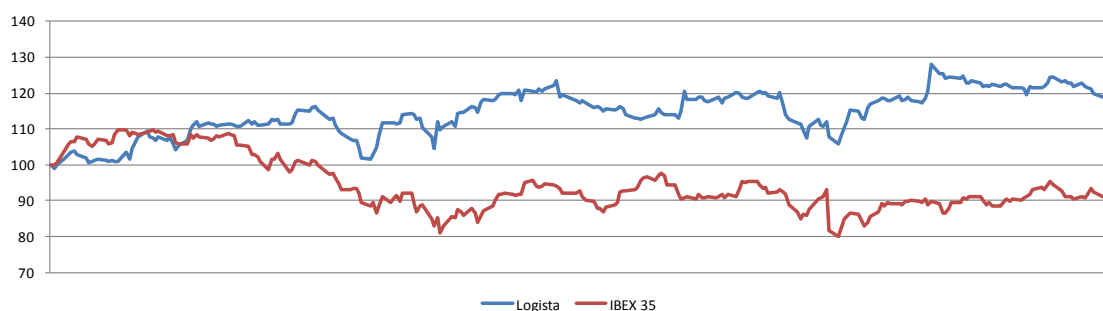
As of such date, and according to the information reported to the CNMV, the most significant shareholdings in the Group are:

Name of Shareholder	Number of direct voting rights	Number of indirect voting rights	% over total voting rights
IMPERIAL BRANDS PLC	0	92,925,001	70.00%
ALLIANZ GLOBAL INVESTORS FUND	4,197,259	0	3.16%
ALLIANZ GLOBAL INVESTORS GMBH	0	2,518,813	1.90%

During the fiscal year 2015-2016, the most significant movement in the shareholding structure has been the decrease of Fidelity International Limited's stake below 1%.

Logista has 275,614 own-shares, representing 0.21% of the Company's share capital, in order to meet the commitment of shares distribution resulting from the Company's 2014 General and Special Plans of Shares.

During the fiscal year 2015-2016, comprising from October 1<sup>st</sup> 2015 to September 30<sup>th</sup> 2016, Logista's share price increased by 17.8% while the IBEX index decreased by 8.2% in the same period.



Total shares traded during the fiscal year amounted to 40,296,050, representing a 30.4% rotation of the share capital, with a 100% trading frequency and an average volume of 156,186 traded shares per stock market session.

Logista's dividends policy, subject to approval by the General Meeting of Shareholders, consists in an annual payout of at least 90% of the consolidated net profit.

Thus, in August 2016, Logista paid a €0.25 interim dividend per share to be indebted to the fiscal year 2015-2016 results. Also, the Company's Board of Directors intends to propose the General Meeting of Shareholders the distribution of a final dividend for fiscal year 2015-2016, to be paid by the end of the first quarter of the year 2017.

### 3. Commitments to our Employees

The Logista Group's staff is one of the main assets in developing the Group's business model and in attaining its business objectives.

About 15,000 professionals habitually collaborate with the Group, being 5,545 the Group's direct employees. The Group's staff is distributed as follows in the 5 countries where it operates: 60% in Spain, 26% in France, 6% in Italy, 7% in Portugal and 1% in Poland.

Logista has a Code of Conduct establishing the general guidelines governing the conduct of the Group's directors, managers and employees in fulfilling their functions and their commercial and professional relations, acting according to each country laws and respecting the ethical principles of their respective cultures.

The Code is published in different languages in the Group's Intranet to ensure its diffusion and knowledge.

- **Fostering jobs and teams motivation**

The Logista Group is committed to promote jobs creation and the motivation of working teams, establishing a long term labour relation with its employees in a working atmosphere with high levels of motivation and satisfaction.

In terms of average staff during the fiscal year 2015-2016, 4,728 professionals have a permanent contract at the Logista Group, 85.3% of the total staff, whereas 816 professionals have a temporary contract, 14.7% of the total staff. The commitment with job stability is reflected on the Group's permanent staff percentage. Additional jobs creation is produced during the first quarter of the fiscal year due to certain business seasonality.

2015-2016	Staff							
	Average staff*				Staff as of 30/09/2016			
	Permanent		Temporary		Permanent		Temporary	
	Men	Women	Men	Women	Men	Women	Men	Women
Spain	1,676	1,060	398	189	1,692	1,050	395	248
France	905	453	53	41	884	447	59	41
Italy	194	115	10	5	198	116	13	8
Portugal	186	84	71	23	202	85	57	18
Poland	46	10	21	5	46	10	21	4
<b>Subtotal</b>	<b>3,007</b>	<b>1,722</b>	<b>553</b>	<b>263</b>	<b>3,022</b>	<b>1,708</b>	<b>545</b>	<b>319</b>
<b>Total</b>	<b>5,545</b>				<b>5,594</b>			

\* Figures are rounded

The Group's staff is made of professionals of 43 nationalities.

The Logista Group's transport networks are composed by companies keeping stable agreements with the company and its group, with the purpose of providing the quality and service levels offered by Logista, whereas Logista provides them and their employees with stability and visibility.

The main framework regulating labour relationships between the Group and its staff is the labour regulation in force and the corresponding collective labor agreement applicable. The Logista Group guarantees its employees' rights in every country where it operates. Collective labor agreements are signed whether by business or by industry depending on the companies and countries.

Logista believes that a corporate culture aligned with the business strategy is fundamental to contribute to attaining the Group's objectives.

The Group works to motivate its employees and to create trust and beneficial relations for both parties.



The Logista Group's Corporate Direction of Human Resources makes a biennial a Labour Climate Survey among all its employees, so that these may directly and confidentially express their opinion on relevant issues on their work in particular and on the Group in general.

This Labour Climate Survey has been made in February of 2016, with high participation from employees, reaching a 63% participation and being answered by 3,300 employees, who contributed with over 10,000 comments.

The average valuation of all analyzed aspects improved when comparing with the results obtained in the Labour Climate Surveys made in 2014 and 2012.

Employees positively assess the good welcome they receive when joining the Group, the relationship with their hierarchic superiors, the respect and the egalitarian treatment without distinction by gender or age and the vocation for continuous improvement. In addition, they declare to be proud of working in the Group.

The Corporate Direction of Human Resources, after analyzing the Survey's conclusions, has started several plans of action aimed at improving the communication across all levels of the organization, the professional development of our employees and the strengthening of the team spirit within the Group.

At these ends, the use of the Group's collaborative Intranet has been promoted, as well as the diffusion of monthly bulletins to improve the information and communication.

In order to strengthen team spirit, "Team Building" is fostered through actions, both indoor and outdoor, with activities promoting listening, collaboration and motivation; as well as initiatives approaching the employees' families to the Groups thus reinforcing their bond and their sense of belonging. Examples of these initiatives are the "Family Days" held in the Group's different countries, family retreats, contests for children, etc.

The "Knowledge Sessions" or cross-sectional meetings of employees from different countries, businesses and departments continued in order to exchange experiences from different businesses and countries while acquiring a deeper knowledge of the Group's different activities.

In addition, the Logista Group establishes other channels for bidirectional dialogue with its employees to promote communication, through mailboxes for suggestions, periodical meetings, communications through the Intranet, email, etc.

- **Talent Recruitment**

The Group develops actions focused on recruiting talent, implementing identification processes at the internal level and promoting continuous development opportunities.

Thus, the Group participates in different initiatives to promote labour and recruit external talent, keeping collaboration agreements with different universities and business schools to provide students the opportunity to apply and extend their knowledge, and to be able to identify and select new professionals for the Group.

The Group has participated in different forums, like the IESE Business School "Career Forum" and the ESIC Job Fair; while maintaining its "MBA Logista Group Management Program".

Through the "MBA Logista Group Management Program", the Group attracts talent from the main business schools it collaborates with.

Also, during fiscal year 2015-2016 the Logista Group participated in the Comunidad de Madrid III Job Activation Forum, fostering job search and improving work insertion, receiving the visit of a

great variety of professional profiles. Also, Nacex participated in RTVE's TV program "There are jobs here".

Regarding recruiting internal talent, the Logista Group keeps initiatives so that the Group's professionals are prepared to assume important positions within the organization:

- Short term assignments" program: the program, started in fiscal year 2014-2015, is focused on having international professionals with a global and strategic vision helping them to promote transformation and synergies within the Group. During the fiscal year 15 professionals were in the program, rotating through businesses and countries, training and working in specific Group's projects.
- Talent Committees: the Corporate Talent Committee and the Talent Committees by businesses or countries analyze professionals, their career and their development potential, and adopt measures that accelerate their professional career.

This identification of internal talent has allowed the internal promotion and cross-sectional mobility of more than 50 professionals within the Group during the fiscal year.

- **Ongoing training**

The Logista Group is committed to boost its employees' training and qualification, favoring ongoing training to obtain a better performance and professional promotion within the Group.

During 2016 approximately 75 different training plans were implemented throughout the Group, implying over 255 training actions and an average of almost 14 training hours per professional.

The Corporate Direction of Human Resources has designed a Global Training Plan including a Corporate Training Plan focused on Dealing and Sale Abilities, Client Orientation and Marketing Strategies, Creativity and Innovation, Communication and Leadership, Projects Management and Financial Control; as well as training programs by countries and businesses focused on the activity, competencies development, languages, safety and health...

The Logista Group implemented during the fiscal year 2014-2015 an e-learning platform at international scale that has allowed to lay the foundations, regarding training, for transmitting and spreading "know-how" among employees. Different Group companies train their employees with the platform, since it includes specific information for each business.

During fiscal year 2015-2016 the platform reached 3,900 active users, 70% of the Group's total staff and gave over 150 courses, with high satisfaction by users.

Advantages of this platform include:

- Ease to control the follow up of thousands of students by the Human Resources training department.
- Having an own platform for each company or country with its corporate image.
- Multi-language solution for every Logista Group language: Spanish, Portuguese, English, French, Italian and Polish.
- Full compatible with any browser in any device: tablet iPad, Android, Mac, PC, Smartphone.

- **Compensation and Benefits Policy**

The Logista Group commits to the establishment of a compensation and benefits policy favoring recruiting the best professionals and facilitating compatibility of professional and family lives.

At that end, the Logista Group's compensation model is based on the principles of internal fairness, external competitiveness, transparency, differentiation and confidentiality.

The Group seeks to stimulate employees through compensation plans linked to the individual performance and the Group's results.

During fiscal year 2015-2016 the tool "Success Factors" has been implemented to homogenize and optimize the management of certain key human resources processes.

The implementation of this tool has improved the determination of individual and group targets, the assessment of employees by its direct people in charge, and the vertical communication, while facilitating, among other initiatives, the selection of training actions and development plans better suited for each employee.

The Logista Group incorporates in its Human Resources policies criteria of labour flexibility and benefits that vary based on the country, the company and work center. The most usual ones include meal grants, life and accidents insurances, advance payments, loans, school grants, medical insurance, access to certain pension plan schemes, as well as improvements beyond regulations regarding leaves or permissions for flexible work schedules and facilitate the compatibility of professional and family lives.

- **Diversity and Equal Opportunities**

The Logista Group commits to promote diversity and equality of opportunities, keeping the commitment to non-discrimination, equal opportunities and respect in all its varieties.

The Group rejects any kind of discrimination and, particularly, because of age, gender, religion, race, sexual orientation, nationality or disability.

These principles of diversity, equal of opportunities and non-discrimination are expressly cited in the Group's Code of Conduct of the Group and are assumed by all the employees.

In order to advance in equality of opportunities between women and men, during fiscal year 2015-2016 several equality plans have been formulated in different businesses, encompassing the recruitment process to the professional development, while raising awareness on this matter.

The Logista Group promotes diversity and equal opportunities and fosters helping underprivileged groups with actions like recruiting young intellectually disabled people, groups in risk of exclusion (women victims of gender violence, long term unemployed, etc.) or groups with sensorial disabilities, among others.

- **Safety and Health**

The Logista Group assumes the employees' Safety and Health as a Group's core value, seeking a safe and healthy work environment.

The Group develops a healthy company Project, with the primary target of promoting and protecting its employees' health, safety and well-being, as well as the ongoing sustainability of the work atmosphere, mainly in matters related to the risks, the safety and health in the company, including the physical working atmosphere, psycho-social atmosphere, health resources, etc.

Thus, the Group undertakes a proactive management of work Safety and Health throughout the cycle of the activities aiming to prevent damages on people, goods and the environment. At that end, it systematically sets health improvement targets and goals, assessing the performance and applying the needed corrections to reach the proposed targets, defining verification, audit and control processes to assure them.

As a result of this management, during fiscal year 2015-2016, the index of accidents with labour leave frequency ("Lost Time Accident rate") within the Group stood at 2.65 and declined in Spain, Italy, Portugal and Poland.

The Logista Group undertakes an annual benchmarking of accidents comparing the Group's results with those of other companies whose activities are in similar industries to the Group's businesses. The report for the fiscal year 2015-2016 shows the Logista Group's commitment to preventing accidents as reflected in the reduction since 2010. Accordingly, the Logista Group's index of accidents is well lower than those of companies in comparable industries.

Within the Group's general target of watching over its employees' safety and health, certifications or certification renewals of the safety and health management systems are carried out according to the OHSAS 18001:2007 International Regulation.

In Spain, during the fiscal year 2015-2016 Logista Libros has been certified according to the OHSAS 18000 regulation, and it is also carrying out the certification audit for BetoBe Pharma, as well as joint the certification renewal audits for Integra2, Nacex and Logista Pharma.

In Portugal the follow up audit for the OHSAS certification of the Alcochete delegation was made, whereas in Italy the follow up audit for the OHSAS certification for all Logista's work centers has been carried out. And, finally, in Poland the management system is being adapted for the upcoming OHSAS certification.

By finishing these processes and audits, almost half of the Group's work centers will be certified, with an application scope exceeding 44% of the employees.

Additionally, the Group promotes a healthy life through sport activities for its employees, like the Sport Day, football tournaments, and participation in the companies' race or sponsoring the "Racing for Disabilities".

#### **4. Commitments to our Clients and Channels**

Clients are one of the Logista Group's main assets, and so it devotes its strongest efforts to continuous improvement, seeking service excellence and quality, interacting with clients and points of sale channels to know their needs, expectations and degree of satisfaction.

The Group involves its clients and points of sale channels in the activity's operating development and improvement to reach the highest reassurance and quality in the value chain.

The Legal Corporate Direction centralize the review of the most significant contracts throughout the Group to ensure strict law compliance.

- **Service excellence and quality**

The Logista Group continuously implements improvements in its processes and activities to reach service excellence and quality optimization.

The Group has certified systems according to national and international regulations, including:

- ISO 9001 certification of the Group's Quality Management System in over 300 premises.
- GDP (Good Distribution Practices) certification according to European and Spanish regulations for distributing pharmaceuticals.
- GMP (Good Manufacturing Practices) certification for a proper handling, relabelling and repackaging of pharmaceuticals, also granted by the Spanish health authorities.
- CCQI (Cold Chain Quality Indicator) certification granted to Integra2 guaranteeing the strict maintenance of the cold chain in warehousing and transporting.
- AEO (Authorized Economic Operator) granted by Spain's AEAT (State Agency for Tax Administration) in its most demanding Customs Simplification, Security and Safety version, guaranteeing a proper customs control, financial soundness, adequate security and administrative management to ensure a satisfactory tax compliance.
- TAPA (Transported Asset Protection Association) certification granted to Logesta, guaranteeing that Facility Security Requirements (FSR) and Trucking Security Requirements (TSR) designed to ensure security and safe transit and warehousing of assets of any TAPA member worldwide are applied.
- Carbon Footprint calculation certification according to UNE-EN ISO 14064 at Group level.

- **Clients satisfaction**

The Logista Group establishes trust relationship with its clients seeking to create long-term value for both parts, as well as for the end customers of the points of sale it distributes to.

Manufacturers, laboratories and other operators trust the Logista Group for distributing their products and services. The Group assumes this responsibility and works on a daily and long term basis for a distribution service satisfying the highest levels of requirement and efficiency.

The Group extends its commitment to quality and continuous improvement to points of sale channels supplied by the Logista Group.

The Group seeks full client satisfaction and a proper performance of points of sale channels. At that end, and in addition to its commitment to quality and continuous improvement, it develops national and international initiatives to know their satisfaction through, for instance, personal relationship and interviews, satisfaction surveys, a complaints and claims system, a box and specific form at the clients' corporate web, etc.

- **Stable and long term relationships**

The Logista Group has the aim of establishing and keeping stable and long-lasting links with its clients and points of sale channels, with honesty and responsibility as core drivers in its relationships and activities.

Logista seeks mutually beneficial relationships with its clients, allowing the relationship consolidation and loyalty and long term mutual value creation.

## **5. Commitments to our Suppliers**

The Logista Group has a Purchasing Policy in accordance to the Group's principles on ethics, labour, environmental responsibility, quality and vocation for clients that it applies to every purchase.

The Purchasing Policy ensures maximum transparency in the process of contracting suppliers, as well as in preventing fraud risks in purchasing processes, setting the basic internal control elements needed.

Contracting of goods or services is made by formulating Offers Requests, to which as many suppliers are called as possible. The selection process is always made according to quality criteria, including characteristics like technical, economic, environmental and contractual features, the supplier capabilities and references within the good or service being contracted and the supplier's economic-financial status.

The Purchasing Policy is available at the Group's intranet so it is known and applied by every employee.

- **Resources optimization and rationalization**

The Purchasing Corporate Direction manages the centralization of relevant acquisitions of goods and services for the Group aiming at promoting the optimization and rationalization of resources.

At this end, it has started a number of lines of action, such as an Annual Purchasing Plan, incorporation of the Investment Budget, definition of groups and subgroups and goods being centralized, as well as investments being centralized.

Aiming at formulating the selection criteria of relevant suppliers to the Group, the Purchasing Corporate Direction has materialized such criteria in a Decision Matrix to be applied since October 1st 2016 in every Offer Request for contracting goods or services relevant to the Group and being centralized, so improving the risks management in contracting suppliers by the Logista Group and the analysis of the exposure level.

It must be taken into account that there are local contractings by the Group that, due to its nature or reduced cost, are not suitable for a centralized management. These purchases must also be guided by the general principles for purchases established in the Purchasing Policy.

- **Maximum transparency in the contracting process and internal control to prevent fraud risks**

The application of the Purchasing Policy ensures that the purchasing process reaches high transparency, efficiency and fairness levels, since it establishes that every purchase decision, whether centralized or not, is taken based on the aforementioned criteria, such as quality, the supplier's capabilities and references on the good or service to be purchased and its financial status.

Transparency, efficiency and fairness are fundamental aspects in the purchasing process contributing to establish long term relations with the suppliers, advancing in the mutual confidence and increasing the visibility provided to suppliers in their respective activities.

- **Promoting the knowledge and application of the Code of Conduct**

The Logista Group assumes its responsibility at all levels of its activity's value chain.

The Group so fosters that its suppliers of relevant goods or services to the Group share the same principles than Logista Group's and applies to them the needed vocation for quality and the long term mutual creation of value.

Thus, the Group will promote among such suppliers the knowledge and application of Logista Group's Code of Conduct, by having it annexed to the documentation sent to them before sending the Offer Request.

## **6. Commitments to Society and the Environment**

For years, the Logista Group has been developing good practices included in its Quality and Environment Director Plan, as well as participating in some social initiatives. All these actions are within the framework of the Group's commitment to economic development, social wellbeing and respect for the environment in which it develops his activities.

### **Environment**

The Group integrates the environmental policy into its corporative strategy, as part of the added value characterizing its services and operations, through the Quality and Environment Director Plan.

The Group's Quality, Environment and Energy Efficiency Policy establishes the guidelines governing its activities that, within a continuous improvement process focused on excellence, includes implementing policies and good practices for optimizing the use of resources, supporting and contemplating energy efficiency in acquiring products and services, as well as promoting the prevention of pollution in the processes.

The Policy also contemplates the definition and control of environmental and quality indicators with periodic evaluation of the sustainability performance, as well as the evaluation and reduction of the carbon footprint.

It also establishes the strict regulatory compliance, extended to voluntary objectives subscribed by the company, as well as the collaboration with organisms and groups of interest favouring the improvement of quality and the environment.

The Group is committed to promote among employees, clients, suppliers and the society at large the respect for the environment.

Thus, the Quality, Environment and Energy Efficiency Policy is available in Spanish and English in the Group's Intranet and corporate web, so it is known and consulted by any employee and the rest of the Group's stakeholders.

In addition, the Quality and Environment Corporate Direction develops initiatives to raise awareness or to additionally disseminate the actions the Logista Group undertakes in this matter to increase the employees' knowledge and commitment in this matter.

With the purpose of promoting our commitment to quality and sustainable development, the Logista Group includes environmental requirements in the purchases tenders with greater impact, and so looks for the most efficient and sustainable solutions favouring the demand of products and services based on a low carbon economy like, for example, the acquisition of electricity with renewable origin.

In addition, the Quality and Environment Direction makes available to the public in general an email address to contact Logista on any doubt, suggestion or commentary related to the Group's management of quality and environment, [calidadymedioambiente@logista.es](mailto:calidadymedioambiente@logista.es).

- **Control of green house gases**

The Logista Group is calculating since the fiscal year 2013-2014 the Carbon Footprint of every business and service in the different countries where it operates through an operational control approach, including the Group's outsourced activities, as well as those by outsourced transport vehicles.

The calculation is based on the norm and emission factors for reporting Green House Gases by the Green House Gas Protocol and the UNE-EN-16258 norm to establish the calculation methodology.

In addition, the calculation is verified under the UNE-EN ISO 14064 norm by an independent audit entity, ratifying the figures and assuring the process reliability and traceability.

The Group calculates the Carbon Footprint by every activity in Spain, Portugal, France, Italy and Poland.

In addition, it integrates into its calculation the transporting operations, even when they are outsourced, as well as the development of indirect activities, such as the purchase of goods and services, the generation of waste and the transport activity, proving the Logista Group's clear will towards a comprehensive and full sustainability.

Integra2 and Logesta freely report to their clients the Carbon Footprint of their deliveries through the website and the invoices.

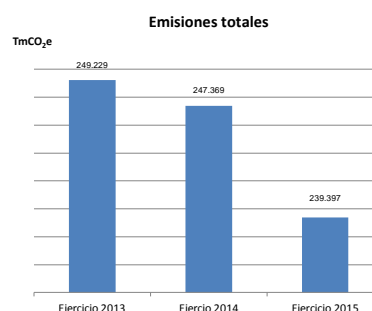
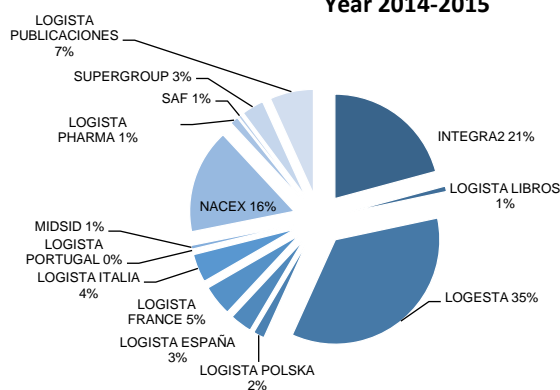
During the fiscal year 2014-2015, the latest with externally verified and certified information as of this report's date, the Group has reduced its direct emissions by 2.3%, cutting them by 823Tm of CO<sub>2</sub>e when comparing with the previous fiscal year.

	<b>Fiscal Year 2014-2015 (TmCO<sub>2</sub>e)</b>
DIRECT EMISSIONS	35,065
INDIRECT EMISSIONS	204,332
<b>TOTAL EMISSIONS</b>	<b>239,397</b>

This reduction in emissions implies that the Group has cut its direct emissions by 7.3% since the fiscal year 2012-2013 and by 43% the emissions derived from electric consumption, equivalent to a combined reduction of 6,135 Tm of CO<sub>2</sub>e in two fiscal years.



### Breakdown of emissions by business in Fiscal Year 2014-2015



During the fiscal year 2013-2014, the Logista Group began using renewable-produced electricity. During the fiscal year 2015-2016, the Group has increased the number of points supplied with renewable-produced electricity to more than 90% of the Group's facilities, including every Group directly managed center in Spain, France, Italy and Portugal.

Accordingly, 138 supplied points and 13 Group's businesses use 100% renewable-produced electricity, which has reduced by 43% the emissions generated, fostering the demand of clean energy and preventing the emission of over 15,700Tm of CO<sub>2</sub>e every year, equivalent to the fixing function of 27,000 trees and to the annual electrical consumption of over 16,000 households.

Also, the Group compiles and analyzes information about the water consumption, waste and most relevant materials consumed by the Group. During the fiscal year 2016-2017, the Logista Group will take a new step forward in this ambition by automating the process of periodic information compilation, calculation, reporting and external verification, which will be adapted and integrated into the Environmental Scorecard.

The following table shows the consumption of energy, water, waste management and consumption of goods during the fiscal year 2014-2015, the latest data available as of this report's date. Data of these consumptions during fiscal year 2015-2016 will be available during the fiscal year 2016-2017.

<b>ENERGY CONSUMPTION</b>	<b>GWh</b>
Electricity	53,747
Natural Gas	11,128
Other fuels	317
<b>WATER CONSUMPTION</b>	<b>m<sup>3</sup></b>
Network water	85,929
<b>WASTE</b>	<b>%</b>
Recycled	90
Energy Recovery	1
Neither recycled nor recovered	9
<b>CONSUMPTION OF GOODS</b>	<b>%</b>
Renewable Origin	92
Non-renewable Origin	8

- **Energy Efficiency Plan**

The Logista Group is committed to energy efficiency, establishing efficiency plans in the short, medium and long term by country both for its network of facilities and for its transport networks, even if outsourced, as well as defining individualized programs that include the follow-up and the systematic control of the attainment of the objectives.

For example, in its vocation for efficiency in the use of resources for transporting, it continuously works in optimizing routes and renewing transport fleets agreements introducing efficiency criteria.

According to this, Integra2 already has vehicles working with Compressed Natural Gas and it is committed to continue the process of incorporating more ECO vehicles to his fleet.

Meanwhile, Nacex is testing deliveries in urban areas with alternative vehicles. In this line, Nacex has made available to its franchises the possibility of testing a 100% electric delivery vehicle.

Regarding long-haul transport, it must be emphasized the constant incorporation to Logesta of the most efficient technology, prioritizing euro VI motorizations and Green Tech technology.

The Group periodically undertakes energy audits in every country and by each business. The audits, already made in France, Italy and Portugal and of imminent completion in Spain, will allow for a complete redefinition of the bases in the management of the Group's energy efficiency in the medium and long term, that will include the review of functions, roles, responsibilities, as well as a better planning, execution, follow-up and control of energy efficiency objectives.

- **National and international initiatives on environmental protection**

The Logista Group participates and promotes initiatives on environmental protection aiming at stimulating the relevance of the environmental sustainability in business activities.

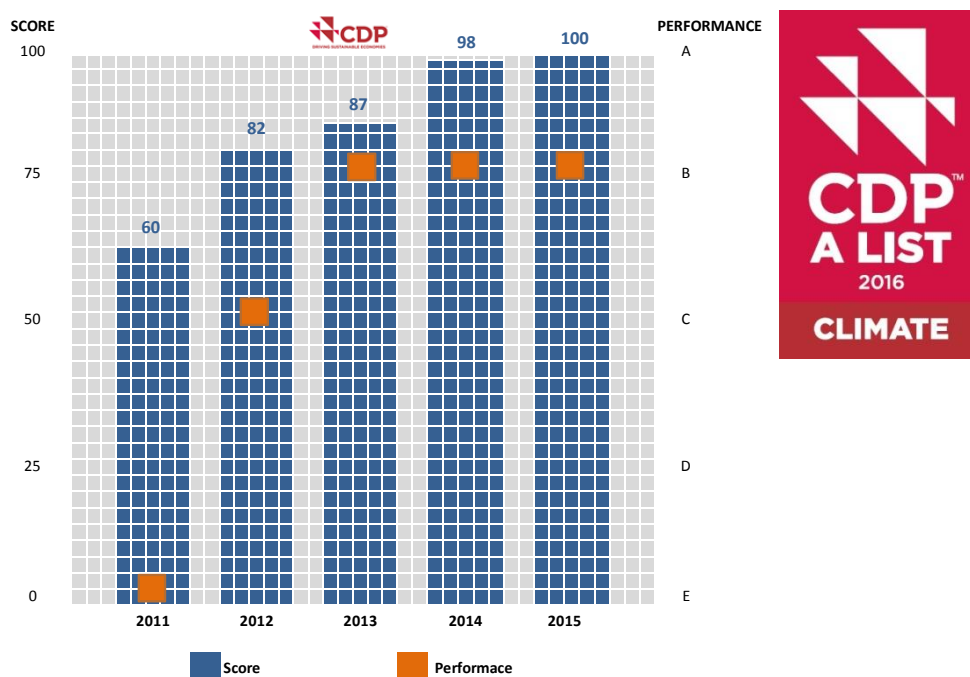
Thus, the Group participates in reports and technical, divulging and/or of environmental analysis reports, such as the Carbon Disclosure Project (CDP) or the FTSE4Good, sharing with transparency our vision on the climate change and its impact on the society and our business in particular.

CDP distinguished Logista as "Climate Disclosure Leader 2015" after analyzing the 125 largest companies by market capitalization in Spain and Portugal.

Additionally, in October 2016 CDP has recognized and included the Logista Group among the companies in its prestigious "A-List" group. CDP has assessed the Group's management and commitment, having evaluated the actions developed as good practices that identify and set Logista as a world leading company in managing Climate Change.

The information Logista annually sends to CDP on the climate change management the Group runs at corporate level, its application on the businesses and the actions developed in each fiscal year may be consulted in its page Web.

The global management of the information reported to CDP, including every Group's company, assesses the measures and improvements implemented in recent years, therefore extending the recognition to all of them. Also, the recognition awards the Logista Group's effort and evolution and sets it as a model and benchmark company for participant organizations in the Program.



The Logista Group has participated as founding member of the Grupo Español para el Crecimiento Verde (Spanish Group for Green Growth), a non-profit businesses association gathering among others 29 of Spain's largest companies, aiming at working together to transfer to the society and the Public Administration its vision on the sustainable economic growth model compatible with the efficient use of natural resources.

### Social Actions

- **Promoting CSR culture**

The Logista Group believes its activity is part of the community it integrates into and actively commits to economic development, the social well-being and respect to the environment in which it develops its activities.

One of the commitments adopted by Logista's Board of Directors regarding CSR Policy is to promote the culture of social responsibility within the Group, as well as the social development through voluntary activities.

Since it was approved, Logista's CSR Policy is available in the Group's Intranet so it is known and assumed by all the employees as their own.

Both Logista and its subsidiaries actively participate and provide support to humanitarian, cultural and sport initiatives, mainly solidarity actions at a local level.

Throughout the fiscal year, the Logista Group has continued being actively involved in participating and financing numerous projects devoted to improve the wellbeing and the integration of people.

The Logista Group actively collaborates with the oVIDAdos Association, a non-profit association focused on helping families in difficult circumstances, by donating its transport services by both Logesta and Integra2 to transport food to social lunch rooms, parishes or assistance points.

Also, the Group freely provides transport and logistics services to other initiatives for collecting food, particularly in Christmas campaigns, at supermarkets, hypermarkets and superstores to be delivered to the Madrid, Barcelona, Seville and Cádiz Food Banks through Integra2, as well as to the program “Entitats amb Cor” to collect food in collaborating sport clubs and Nacex agencies to be delivered to Càritas in Barcelona and Pamplona.

In addition, Nacex was Official Transport for the Ayuda en Acció Christmas campaign with free delivery of its catalogues to fight poverty through long term area development projects and social lunchrooms. It also collaborated with Huertea by sponsoring an area in an organic crop whose collection will be distributed to Càritas and/or to social lunchrooms.

The Logista Group also collaborated in improving the wellbeing of patients at hospitals by means of diverse actions. Thus, Nacex made the deliveries related to the awareness campaign by the Spanish Federation of Rare Diseases (FEDER) during the Rare Diseases World Day, a problem affecting 3 million people in Spain.

Nacex also freely delivered Christmas toys to hospitalized children by collaborating with “Let not lack anything” and sent material for La Cuentista to altruistically perform a play in a hospital. Integra2 gratuitously transported toys for Seville’s Fundación Pequeño Deseo, and Logesta kept supporting together with its staff the Juegaterapia Foundation, dedicated to improve the quality of life of hospitalized children with cancer.

The Group through Nacex helped the Josep Carreras Foundation by supporting and additionally disseminating its charity campaign “Fight Leukemia”, as well as the “Fight Cancer” charity campaign in TV3’s Marató, which also Logesta collaborated with. Also, Logista France sponsored the “Odyssey Race” against cancer.

Integra2 continued collaborating in the clinical investigation of the San Filippo rare disease by gratuitously transporting plastic caps for recycling and fund raising, and Nacex supported the Multiple Sclerosis charity campaign for its investigation and the improvement of the quality of life of the affected people.

Nacex also sponsored the “The Factory of Dreams” project by Get Your Dreams Fundació, by helping disseminating and knowing the foundation and its objectives. In addition, during the fiscal year 2015-2016 it specifically helped so that Madeleine, a Senegalese woman wishing to be cook of a great restaurant and help her family in Senegal, fulfilled her dream by starting her cooking studies at the Hoffman cooking school to obtain the Chef title.

It also collaborated for the second consecutive year with Recicla Cultura by facilitating used books to later sell them, as well as with a collection and ulterior charity sale among Nacex employees, raising funds so that Fundación Recicla Cultura volunteers give literacy courses to immigrants and so facilitate their first step forward towards social inclusion.

Meanwhile, it continued sponsoring the Nacex Challenge for former Real Madrid and Barcelona football players, raising funds for children at risk of social exclusion. It also collaborated with Gran Explorador and Transparencia Social y Solidaria in a project with young people with difficulties in social integration.

Logesta continued the support, started in 2002, of children in Cambodia, Peru and Guatemala thanks to the collaboration with Fundación Eco and Global Humanitaria.

Regarding sports, Integra2 sponsored the young rallies pilot Roberto Blach Jr, Roberto Ijalba's Boldor Rioja Classic team of vintage motorcycles, the Terrassa Padel Club and Logesta sponsored 4 mixed volleyball teams in Leganés.

Also, Nacex sponsored the IX<sup>o</sup> Kern Pharma International Meeting Great Prize "SAULEDA" of the Foundation Pere Suñé for disabled athletes, focused in promoting paralympic, elite, young people and children athletics.

Additionally, Integra2 participated with its delegates in numerous actions in sports. It collaborated with the Almería delegation in organizing and promoting the PRO-AM Golf tournament, which scores in the Spain Championship, as well as in diverse actions of child football and the II Chess Formative Journeys and Computers and the Indalo Chess Club.

It also collaborated with the Cáceres delegation in sponsoring the Integra2 Navalmoral Indoor Football team and promoting its lower teams, as well as with the Burgos delegation in sponsoring the AutoCross pilot David Urbán and in diverse actions in sports by the Vigo and Murcia delegations.

Meanwhile, the Group through Integra2 sponsored Miquel Silvestre and his "Nomad Journey" while he crossed America in motorcycle helping to let the Spanish explorers' history and places in the continent be known, that Televisión Española also broadcasted. Also in the cultural area, Logista Italia sponsored the Cervantes Institute in Italy.

## **CONTACT**

For general enquiries on this Report, you may contact the Investors Relations Department by mail (c\ Trigo 39. Polígono Industrial Polvoranca. 28914 Leganés, Madrid) or by email ([investor.relations@grupologista.com](mailto:investor.relations@grupologista.com)).

For specific enquiries on environmental issues, you may contact the Quality and Environment Corporate Direction by mail (c\ Trigo 39. Polígono Industrial Polvoranca. 28914 Leganés, Madrid) or by email ([calidadymambiente@logista.es](mailto:calidadymambiente@logista.es)).

The foregoing report was approved by the Board of Directors, following a favourable report of the Audit and Control Committee in its session of 25 October 2016.

Leganés (Madrid), October 25<sup>th</sup>, 2016

The Secretary Director,

Rafael de Juan López