

About this report

In 2020, Logista is presenting its first integrated annual report, 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. The aim is to report on the most significant aspects for the Company in the implementation of its core business activities, including detailed information on economic, social and environmental matters, on respect for human rights, combating corruption and bribery, and on corporate governance.

This report includes the updated statement on non-financial information 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 2020 consolidated Management Report of Compañía de Distribución Integral Logista S.A. and its subsidiary companies. It is subject to the same criteria for approval, deposit 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 Law 11/2018 of 28 December 2018 on non-financial information and diversity.

Scope of reporting

The report's quantitative data correspond to the year 2020 financial year – the period from 1 October 2019 to 30 September 2020.

The qualitative information included in the report explains the historical evolution and the evolution 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.

Scope

The quantitative and qualitative information in this report encompasses all the activities carried out by 100% of Logista's subsidiaries included in the scope of consolidation.

Materiality

To design the content of this report and select the significant aspects, Logista has carried out a materiality analysis to identify the most relevant aspects to report to its stakeholders, and to provide a response to non-financial information requirements under current regulations.

Materiality analysis

Logista has carried out a materiality analysis for the Company as a whole, taking into account each of the businesses within the Group.

The aim of this analysis is to understand the importance of the most relevant aspects from an internal vision of Logista's different businesses and corporate divisions, and from an external vision of the different stakeholders.

To gain a comprehensive overview of the importance of these aspects to the Company, members of the Management Committee were consulted about their importance (rating them from 0 to 10); while to gain a comprehensive overview of the importance of these aspects to the different stakeholders (employees, suppliers, clients, investors, society as a whole), the directors of the corresponding divisions were consulted, together with other personnel, to understand the views of stakeholders with whom we work closely.

Relevant aspects:

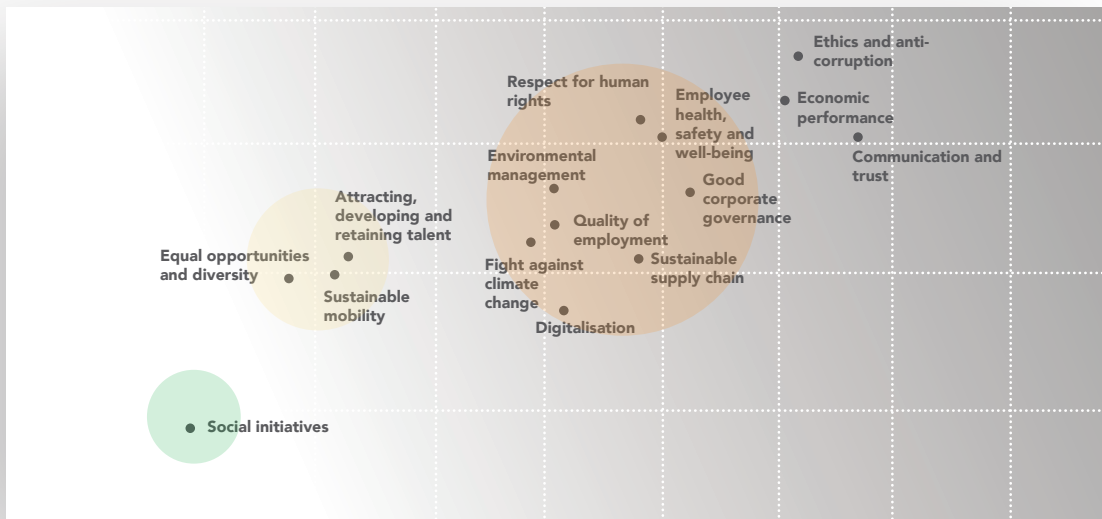


All these relevant aspects are marked with this icon throughout the report and the table below indicates the sections that provide more information about those aspects for ease of reference for readers.

Relevant aspect	Section of the integrated annual report
Economic performance	Logista At a Glance
Ethics and anti-corruption	Corporate governance
Good corporate governance	Corporate governance
Respect for human rights	Corporate governance
Equal opportunities and diversity	Employee development
Employee health, safety and well-being	Employee development
Environmental management	Minimising environmental impact
Sustainable mobility	Minimising environmental impact
Fight against climate change	Minimising environmental impact
Sustainable supply chain	Collaboration with suppliers
Quality of employment	Employee development
Attracting, developing and retaining talent	Employee development
Communication and trust	Client satisfaction
Social initiatives	Corporate governance
Digitalisation	Strategy

This report also covers the management approach for all aspects that are not material for Logista, but does not provide as much detailed information as it does for the relevant aspects.

MATERIALITY MATRIX



Connectivity

For further information on the 2020 financial year, Logista also publishes the following reports:

- Annual Accounts
- Annual Corporate Governance Report
- Annual Report on Director Remuneration

Contents required by Law 11/ 2018

Content	Reference	Reporting framework
BUSINESS MODEL		
- Entrepreneurial environment and business model	16-23	102-2
- Organization and structure	14-15	102-2
- Markets in which the company operates	8, 12	102-6
- Targets and strategies	22-23	102-15
- Factors and trends affecting evolution	20-23	102-15
POLITICS	It will be incorporated along those chapters related to the different topics.	102-15
RISKS	It will be incorporated along those chapters related to the different topics. Particularly, in Corporate governance / Risk and Opportunity Management	102-15
ENVIRONMENTAL ISSUES		
GLOBAL		
- Impact of the firm's activities on the environment, and health and security	62-73	Internal framework: Qualitative description of the main effects
- Environmental evaluation or certification procedures	62-63, 68	Internal framework: Qualitative description of evaluations and certificates
- Precautionary principle, quantity of provisions and guarantees regarding environmental risks	65	102-11
- Resources devoted to preventing environmental risks	65	Internal framework: Quantitative description of devoted resources
POLLUTION		
- Measures associated with carbon emissions	69	Internal framework: Qualitative description of main measures and acts
- Measures associated with light pollution, noise and others	69	Internal framework: Qualitative description of main measures and acts
CIRCULAR ECONOMY AND WASTE PREVENTION AND MANAGEMENT		
- Initiatives promoting circular economy	71	306-2
- Measures associated with waste management	71	306-2
- Actions combating food spoilage	Non material, taking into account the activity sector of the Company	n.a.
SUSTAINABLE USE OF RESOURCES		
- Water: consumption and supply	71	303-1
- Raw materials: consumption and measures	71	301-1
- Energy: consumption, measures and use of renewables	69-70, 72-73	302-1

Content	Reference	Reporting framework
CLIMATE CHANGE		
- Greenhouse gas emissions	68	305-1/ 305-2/ 305-3
- Measures for climate change adaptation	69-70	Internal framework: Qualitative description of measures
- Targets in reducing emissions	70	Internal framework: Qualitative description of goals
BIODIVERSITY		
- Prevention measures	73	Internal framework: Qualitative description of measures
- Impacts on protected areas	73	304-2
SOCIAL MATTERS AND PERSONAL-RELATED ISSUES		
EMPLOYMENT		
- Total number and distribution of employees by gender, age, country and professional category	48	102-8/405-1
- Total number and distribution of the different modalities of labour contracts	49	102-8
- Annual average of indefinite, temporal and partial contracts divided by gender, age and professional category	50-51	102-8/405-1
- Number of dismissals by gender, age and professional category	51	Internal framework: Total number of dismissals during the financial year by gender, age and role
- Average remuneration and evolution disaggregated by gender, age and professional category, or equal value	52	Internal framework: Average remuneration (including fixed and variable remuneration)
- Pay gap, remuneration of equal job positions or societal averages	53	Internal framework: (1-(Male average remuneration-Female average remuneration) / Male average remuneration)
- Average remuneration of Directors and Management team by gender	52	Internal framework: Average remuneration including fixed and variable remuneration
- Politics of occupational disconnection	54	Internal framework: Qualitative description of current policies
- Disabled employees	54, 57, 75	405-1
WORKTIME MANAGEMENT		
- Task management	54	Internal framework: Qualitative description of the worktime organization
- Number of absence hours	54	Internal framework: Number of absence hours
- Measures of familiar reconciliation	54	Internal framework: Qualitative description of measures

Content	Reference	Reporting framework
HEALTH AND SAFETY		
- Health and security conditions at work	55	403-2
- Work accidents by gender, highlighting their frequency and severity by gender	55	403-2 Internal framework: Frequency index = (Number of work accidents with sick leaves / Number of worked hours) * 1.000.000 Severity index= (Number of days lost due to work accident with sick leave / Number of worked hours) *1,000; Lost Time Accidents Rate = (Number of work accidents with sick leave / Number of worked hours) * 200,000
- Professional illnesses, separated by gender	55	403-2
SOCIAL RELATIONS		
- Organization of social dialogue	18, 56	Internal framework: Qualitative description of organization of social dialogue
- Percentage of employees covered by collective covenants by country	56	102-41
- Balance of collective covenants in work health and security	30	403-1
TRAINING		
- Implementation of politics related to training	56	Internal framework: Qualitative description of policies
- Total number of training hours by professional category	56	404-1
EQUALITY		
- Universal accesibility of disabled people	57	Internal framework: Qualitative description of measures
- Adopted measures to promote equality in treatment and opportunities between women and men	31, 53, 57, 76-77	Internal framework: Qualitative description of measures
- Plans for equality and measures for promoting employment, protocols against sexual and sex-based harassment	31, 57	Internal framework: Qualitative description of measures
- Policy against discrimination and in case, diversity management	57	Internal framework: Qualitative description of diversity management

Content	Reference	Reporting framework
HUMAN RIGHTS		
- Due diligence procedures in human rights matters and if required, in their mitigation, management and repair	30-31	102-16/102-17
- Complaints for the violation of human rights	30	406-1
- Promotion and compliance of covenants ILO associated with the freedom of association and collective negotiation	30-31	102-16
- Elimination of employment discrimination, forced and child labour	30-31	102-16
CORRUPTION AND BRIBERY		
- Adopted measures to prevent corruption and bribery	29	GRI 102-16/102-17
- Measures to fight money laundering	29	GRI 102-16/102-17
- Contributions to non-profit foundations and entities	29, 75	Internal framework: Amount of contributions in euros
SOCIETY		
BUSINESS COMMITMENTS WITH SUSTAINABLE DEVELOPMENT		
- Impact of activities on society: employment, local development, local populations and territory	9, 17, 74	Internal framework: Qualitative description of the impact
- Dialogue with local communities	18	Internal framework: Qualitative description of the relationships held
- Collaborative actions and sponsorship	75	102-12/102-13
SUBCONTRACTING AND SUPPLIERS		
- Inclusion of social aspects, gender equality and environmental matters in procurement policies	31, 60-61	102-9
- Consideration of environmental and social aspects in the relationships with suppliers and subcontractors	60-61	102-9
- Supervision systems and audits, and their respective results	60	308-2/414-2
CONSUMERS		
- Measures for health and security of consumers;	58-59	Internal framework: Qualitative description of measures
- Complaint system, received complaints and respective resolutions	58	102-17
TAX INFORMATION		
- Profits by country before taxes	75	Internal framework: Profits (losses) before corporation taxes by country
- Taxes over paid profits	75	Internal framework: Corporation tax paid by country
- Public subsidies received	75	201-4

Independent verification report

Independent Limited Assurance Report of the Integrated Annual Report
for the year ended September 30, 2020

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



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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, 2020, 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 chapter "Table of contents required by Law 11/2018" 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 "Table of contents required by Law 11/2018" 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 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 chapter "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, 2020.
- ▶ 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, 2020 and its correct compilation from the data provided.
- ▶ Obtaining a representation letter from the Board of Directors and Management.

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, 2020 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 chapter "Table of contents required by Law 11/2018" 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

October 28, 2020