

ANNUAL REPORT 2019/20

TAKE ACTION TO IMPROVE OTHERS' LIVES



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Take action to improve others' lives

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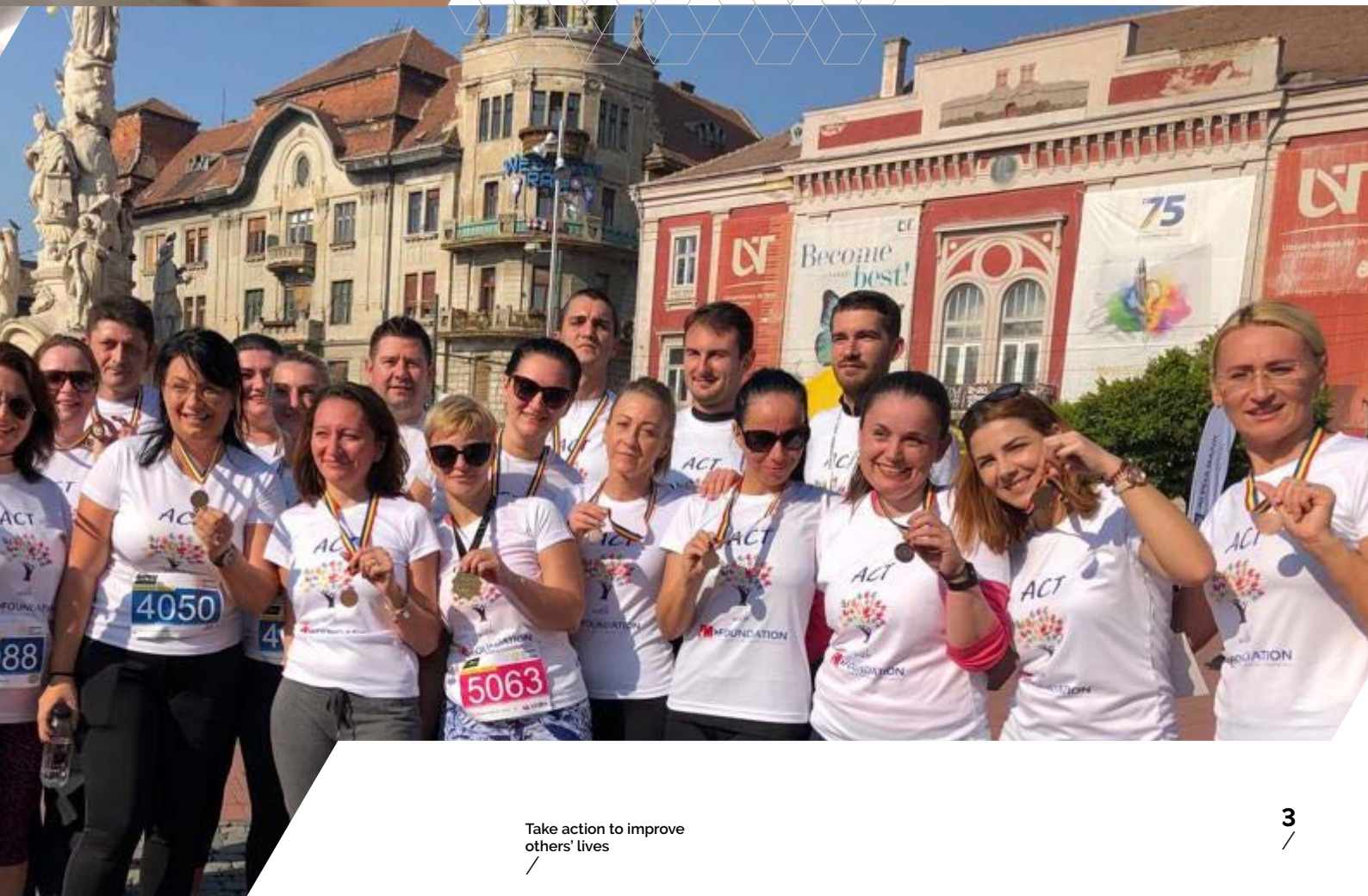
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Jean-Christophe Machet , Chairman of FM Foundation

" In creating our foundation, we wanted to reinforce the FM group's commitment to solidarity, by acting locally in the territories where we operate, in favour of the inclusion of people in difficulty and disadvantaged children."



“

I am particularly proud of how far we have come in 3 years. Having already supported 15 projects in 10 countries, FM Foundation has provided assistance to just over 780 beneficiaries near our sites.

With 8 new projects this year and 3 new countries involved, we are continuing to develop our network and to extend our actions to all the countries where the FM group is present.

The Foundation's team is working to develop its activities for each action and each employee involved in them contributes to improving lives around us. That is why we want to continue getting more and more employees involved in volunteering to support our Foundation's mission and why we encourage them to put forward new solidarity initiatives.

It goes without saying that we have to talk about the health crisis COVID 19 has caused after striking the whole world at the beginning of 2020 and which is now turning into an economic crisis.

This double crisis will affect those who were already the weakest in society unequally, often hitting them harder. The already difficult living conditions endured by people already at a disadvantage are set to become even harder.

Our Foundation and its mission are therefore even more relevant than ever.

As a result, I want our Foundation to have even more resources to do good work and have a real impact during this crisis. Financial resources, of course, but also the means to act, relying on the Foundation team, who will go out and support voluntary bodies, organisations and people who are in difficulty as a result of this crisis.

As CEO of FM Logistic and Chairman of FM Foundation, I want our company and our Foundation to take a responsible attitude and show an example in the face of this health, social and economic tragedy, and to do so, FM Foundation must be involved in strong and impactful actions. ●

Presentation of the Foundation

Our history

FM Foundation is the corporate foundation of FM group, a family transport and logistics company created in 1967. Today FM group is a renowned international supply chain operator.

In 2017, when the company celebrated its 50th anniversary, FM group created its own corporate foundation to enhance its social responsibility activities in order to put something back and participate in the fast pace of change in the countries where it operates, in line with the principles of sustainable development and the corporate values of trust, performance and openness.

The FM group has been involved in different solidarity initiatives and providing logistics services to charities and non-governmental organisations for many years.

The Group's aim in creating its corporate foundation was to combine the collective commitment of its employees, structure its sponsorship schemes and make the

donation process more professional in order to actively contribute to improving lives in the area around the sites where it operates.

Our missions

FM Foundation's mission is to support the inclusion of people in difficulties or to help vulnerable or disadvantaged children.

It accompanies and co-builds social innovation projects whose beneficiaries live in the vicinity of FM Group's existing or future sites, so that these actions have a real local social impact;

Finally, the charity projects supported by FM Foundation are driven and/or implemented by the company's own employees, encouraging skills-sharing schemes that enable these employees to give another meaning to their work in Group. ●





Marie-Laure Faure, Director

"Our Foundation is growing in line with the company's values"

What a feeling it gives to see all the Foundation's projects progressing perfectly in line with the company's values!

What a satisfaction to see that these values are alive and well and helping the Foundation to develop.

The multiplication of the number of projects in all the countries where we operate boosts the TRUST placed in the initiatives focused on inclusion and children. And that trust makes people want to go further, it reinforces the idea that we are «stronger together».

The people active in the Foundation, the firm's employees, show OPENNESS in the way they respond to different specific needs. The Foundation's actions therefore also help to contribute to cultural progress in a way specific to the country.

The testimonials of beneficiaries and stakeholders, the key figures that illustrate the projects in each country are ways of measuring and evaluating our Foundation's PERFORMANCE.

TRUST, OPENNESS and PERFORMANCE within FM Foundation also strengthen the DNA of the family firm. A DNA that helps to improve lives, especially during difficult times like those we are going through with the Coronavirus health crisis.

As Director of the Foundation and Values within the FM group, I am proud of those involved in the Foundation, who act with their heart and their intellectual and emotional intelligence.

Their example inspires us and drives us to set the bar of our ambitions even higher.

That's what FM Foundation is all about! ●





THE POINT OF VIEW OF DELEGATE GENERAL SABRINA KONRATH

"FM Foundation is a fantastic opportunity our company offers its employees to put something back and to work for charities with a local impact. And during the Covid-19 coronavirus pandemic, solidarity is a real strength. The areas in which our Foundation is active lend themselves to skills sharing, whether professional skills, since our business activities

are perfectly suited to aiding inclusion through work, or personal skills to help disadvantaged children thanks to our rich diversity as people and our values. It is clear to see that the actions undertaken contribute to well-being at work and boost the feeling of belonging to the company. The skills and talents of the employees involved are

valued and they are able to acquire new know-how and soft skills, thereby enhancing the capacity for innovation. While it is true that financial sponsorship is important for the organisations we support to be able to improve their operations and develop projects for their beneficiaries, the personal commitment made by our employees is a priceless gift to

the people supported. After getting off to a successful start, FM Foundation is now fully operational. The actions described in this report are proof of that. We will continue to ensure our Foundation thrives, encouraging initiatives from all our employees and supporting them in their volunteering".

An effective organisation

→ FM Foundation is governed by a board with 7 members: 2 qualified external members, 3 members representing the founders, 2 representatives of the staff. The board meets twice a year to decide on the main focuses of the foundation's activities, to decide on the budget and choose which projects to support.



Jean-Christophe Machet
Chairman
of FM Foundation
and CEO of FM Logistic



Pierre Orsatti
Vice-Chairman
of FM Foundation
and Managing Director
of NG Concept



Cécile Cloarec
Human Resources
Director of FM Logistic



Yannick Buisson
Managing Director
of FM France



Daniel Ciz
Treasurer of FM Foundation
Chief Financial Officer
of FM Logistic



Jean-Pierre Haemmerlein
Director of the Fondation
Décathlon



Vanessa Engel
Philanthropy Manager
at J.P. Morgan

5 permanent guest members also attend the board's meetings:



Axelle Ratte
 Manager of FM Logistic's Fontenay-Trésigny platform



Guillaume Carment
 Activity manager at FM Logistic's Crépy-en-Valois platform



Olivier Szyperski
 Operations Manager, FM Russia



Marie-Laure Faure
 Director of FM Foundation and Group Values & Shareholder Relations Director



Sabrina Konrath
 General delegate of FM Foundation

The foundation's operations are run by a team of committed "ambassadors"

A permanent team, consisting of the Director and the General Delegate, with the mission of ensuring the Foundation radiates through the FM group. They are backed by 14 local delegates, who represent

FM Foundation in each of its countries, promoting the Foundation, listening to local employees, supporting them in their search for local partners and helping them to set up and implement projects supported by the Foundation.

The country delegates in turn maintain relations with their correspondents on each site who are in close contact with staff and can take account of their proposals for projects. ●



Highlight of the year: organisation of *FM Foundation Day*

→ Over the course of September-October 2019, FM Foundation invited the FM group's staff to get involved in volunteering by participating in an event named *FM Foundation Day*.



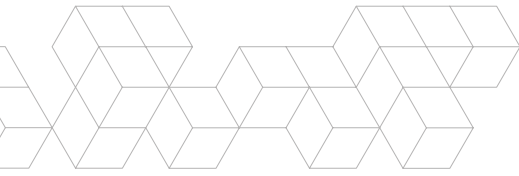
The aim of this day was to raise the awareness of as many employees as possible to the issues of inclusion and help for children in difficulties, by telling them about the foundation's work and giving them the chance to meet partners or other local voluntary bodies.

A great show of solidarity

With 13 countries each participating in its own way, across some 60 of the group's sites, the event was a success.

Each country organised the event in its own way. The actions were extremely varied:

- gifts and activities in child protection centres
- collection of food, toys or clothes
- for disadvantaged populations
- participation in workshops with disabled people
- visits to FM sites for disadvantaged young people



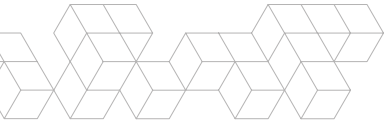
- sale of objects with the profits going to vulnerable young people and children
- relay runs and other activities involving both FM employees and young beneficiaries
- a demonstration of inclusive basketball
- participation in the restoration of the garden and playground at a children's centre, and so on.

These days were a way of promoting FM Foundation, contributing to improving lives, giving employees the chance to

meet the beneficiaries of the Foundation's actions and identifying potential future actions.

In every case, they provided a chance to have fun and to discover and share something new, and in many cases awakened a desire to get involved with FM Foundation! ●





The year's figures

€61,893

allocated to projects

12

projects supported

8

countries committed

271

FM employees involved

14

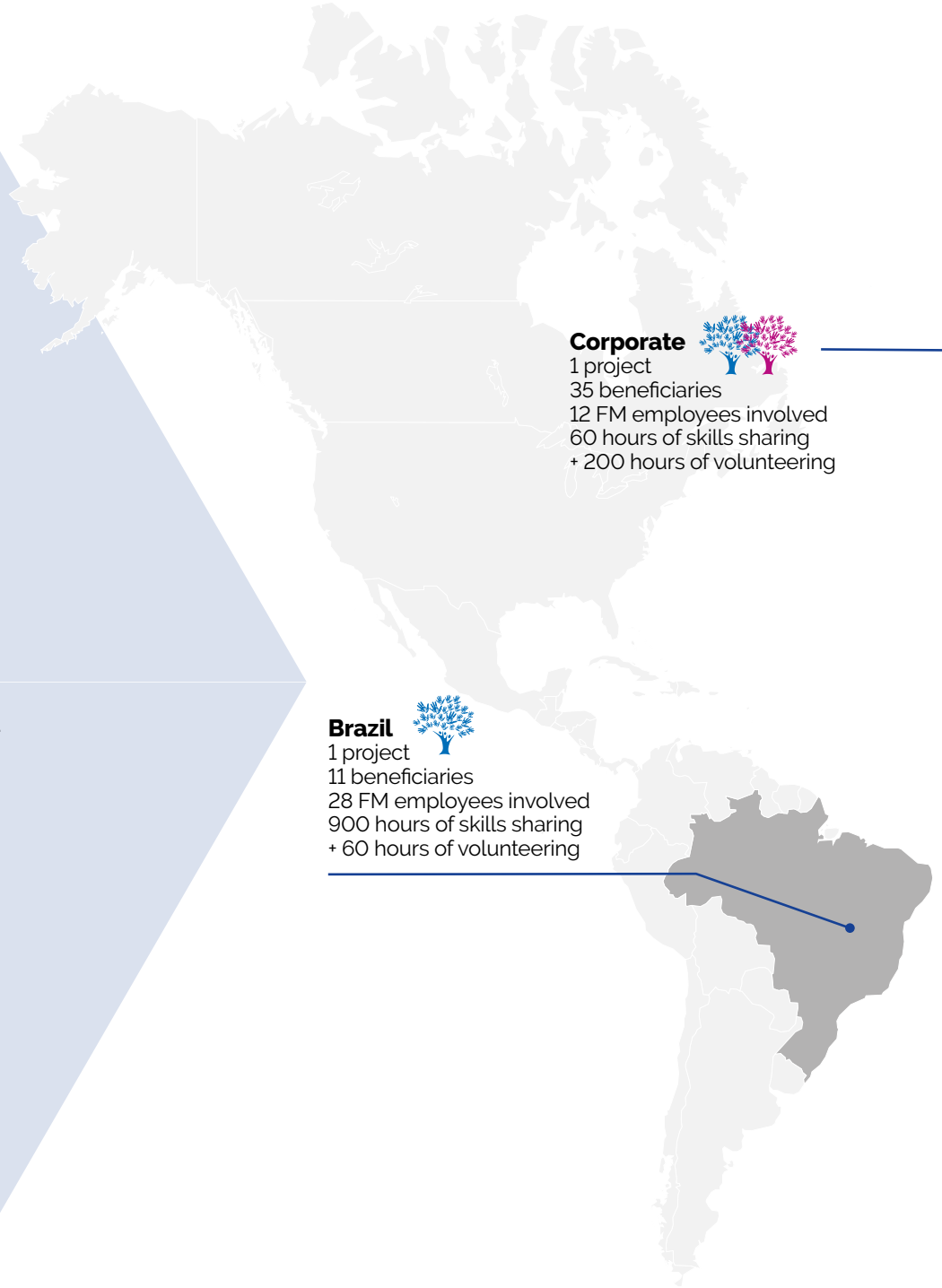
partner organisations

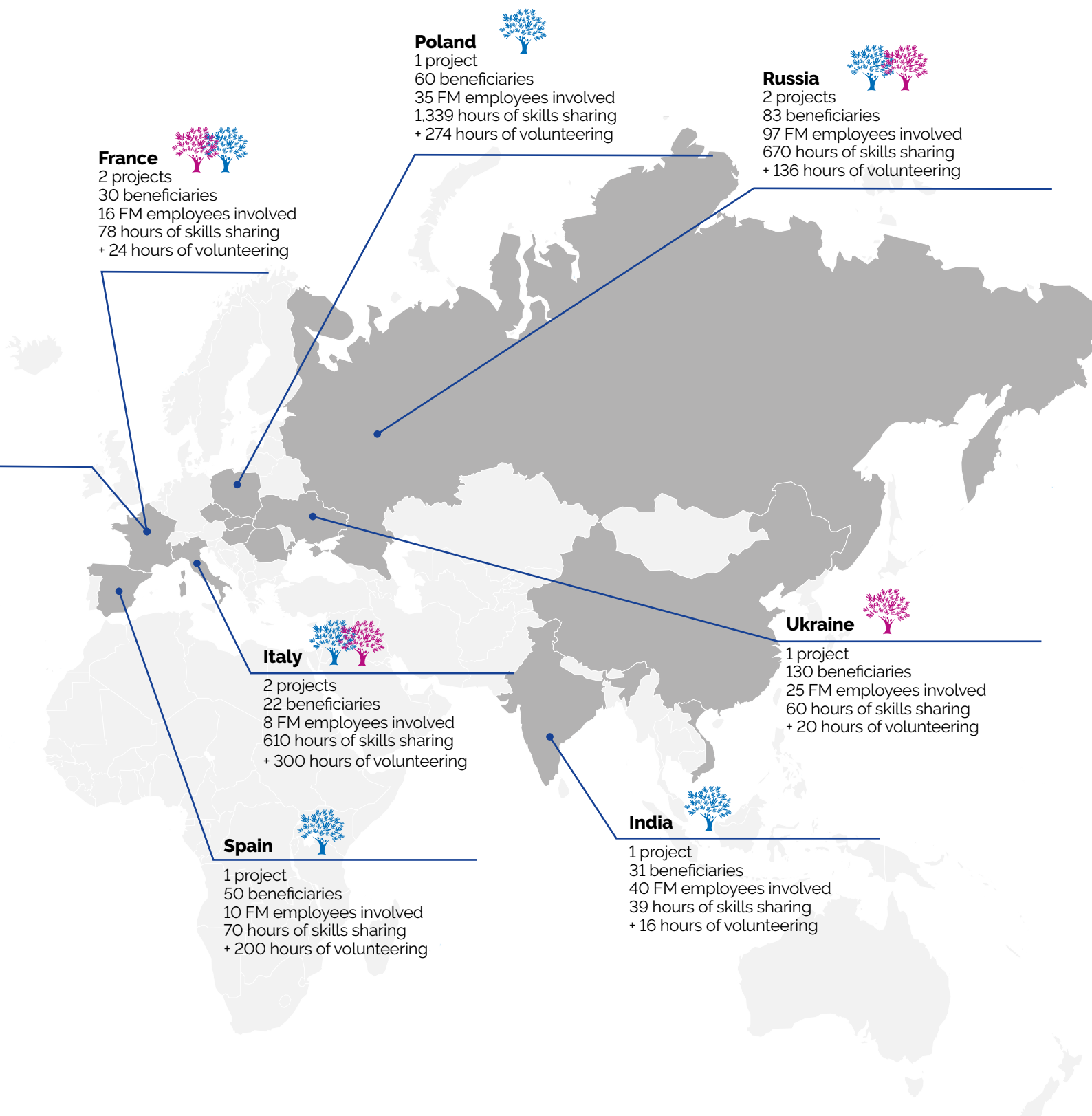
452

beneficiaries

478

days of skills sharing





France
 2 projects
 30 beneficiaries
 16 FM employees involved
 78 hours of skills sharing
 + 24 hours of volunteering

Poland
 1 project
 60 beneficiaries
 35 FM employees involved
 1,339 hours of skills sharing
 + 274 hours of volunteering

Russia
 2 projects
 83 beneficiaries
 97 FM employees involved
 670 hours of skills sharing
 + 136 hours of volunteering

Italy
 2 projects
 22 beneficiaries
 8 FM employees involved
 610 hours of skills sharing
 + 300 hours of volunteering

Ukraine
 1 project
 130 beneficiaries
 25 FM employees involved
 60 hours of skills sharing
 + 20 hours of volunteering

Spain
 1 project
 50 beneficiaries
 10 FM employees involved
 70 hours of skills sharing
 + 200 hours of volunteering

India
 1 project
 31 beneficiaries
 40 FM employees involved
 39 hours of skills sharing
 + 16 hours of volunteering

 Inclusion projects

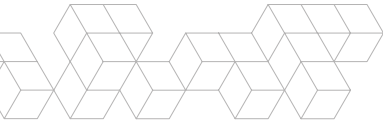
 Children's projects





→ *FM Foundation country by country*

OUR MULTICULTURAL ACTIONS



11 young people
/ €19,800

28 FM employees
/ 900 hours
+ 60 hours
of volunteering

BRAZIL

FM Logistic School with IOCHPE Foundation

→ *FM Logistic School* is a training programme leading to a supply chain qualification set up by FM Logistic in Brazil by FM Foundation and its partners, the IOCHPE foundation.



FM FOUNDATION'S PARTNER: THE IOCHPE FOUNDATION

The IOCHPE Foundation was created in 1989 to support the development of disadvantaged children and teenagers through artistic education and vocational training.

BENEFICIARIES

11 disadvantaged 17-18 year olds in Sao Paulo from economically and socially disadvantaged backgrounds.

PROJECT SUPPORTED

Logistics school certified by a Federal University of Brazil.

This is a 12-month programme which aims to enable participants to acquire the theoretical and operational skills they need to enter the world of work thanks to a diploma awarded by the Federal University of Parana and to see their lives undergo a social transformation.

Training modules were developed by FM employees in cooperation with the IOCHPE Foundation.

The young people benefit from 900 hours of classes divided between 3 types of modules:

- General training modules to help them integrate the world of work by developing and improving the life skills necessary to any kind of work
- Technical modules to develop skills specific to the activity of one company and the logistics sector

- Integration modules: creativity techniques, activities to introduce them to the world of innovation, personal development.

The course is completed by practical training in the field supported by the FM tutors.

This project is contributing to the creation by the FM group of a tolerant, inclusive learning environment within the company.

Volunteers from FM have been trained as tutors to support the young people over the year and to participate in their development by teaching them our values and giving them the chance to embark on a different future.

FM Foundation's funding covers the youngsters' transport costs and helps to cover the cost of running the programme. ●



TESTIMONIALS

Leandro - beneficiary:

"It was very productive to be part of the FM Foundation Logistics School. As well as what we learn in class, the course gives us the opportunity to meet several professionals. I have applied what I have learned on the course to how I organise my personal life and it has been very satisfying."

Daniel - beneficiary:

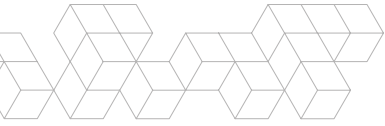
"It's very good. I'm learning a lot from real professionals in the field and it's very interesting to study at the logistics school. I know that I am doing something good and that I can have an opportunity to improve my chances on the job market and in my personal life."

Giovanna - beneficiary:

"Studying logistics is something very different - I had no idea what logistics was, and having the possibility of studying in a company where you see in practice all that goes on is very interesting."

Yan - beneficiary:

"I was already on a different logistics course, but with the FM Foundation logistics school, I've developed a real interest in the field. I can apply the lessons learned to my life every day. The classes constantly arouse my curiosity and make me more and more interested. In the future, I intend to continue in this field"



CORPORATE

An introduction to the world of business with the *Vincent de Paul* Foundation



FM FOUNDATION'S PARTNER: THE VINCENT DE PAUL FOUNDATION

The Vincent de Paul foundation is a recognised "public interest body" that operates in four fields in Greater Eastern France, running establishments approved by the public authorities.

The Foundation's employees and volunteers put their skills to work to serve the sick, children, the elderly and those living in precarious circumstances.

The Foundation's children's service helps vulnerable youngsters to grow up in a structured environment thanks to wide-ranging, multi-disciplinary support both at boarding school and in the home.

→ The partnership between the FM group and the Vincent de Paul foundation originated two years ago due to the geographical proximity between FM Group's corporate headquarters and several of the Vincent de Paul children's centres.

The initial aim is to introduce teenagers to what goes on in companies, to give them some markers and the desire to join the world of work. To do this, groups of young people regularly come into the company where they are given presentations on the group's activities by volunteer FM employees, who also talk to them about their career paths and life experiences.

Gradually, this partnership has been enriched with new actions.

To meet a need expressed by the Vincent de Paul foundation, during school term-

time, volunteers from FM support young people week to week by helping with their homework.

This one-to-one support is much appreciated, not only by the young people, but also by their support workers.

In order to create even stronger ties, the company and the Vincent de Paul Foundation invite each other to take part in their different events, such as the 10th anniversary of the Mathilde Salomon centre, the Christmas show at the children's home in Lettenbach or the *FM Foundation Days* and the Christmas market at FM.



35 young people
/ €500

12 FM employees
/ 60 hours + 200 hours
of volunteering

The bonds formed between the employees involved and the youngsters have also led to them organising fun activities together, including board games evenings, Halloween decoration afternoons, Christmas biscuit, planting and looking after a copse of fir trees. These shared activities are special moments for the children, some of whom never go home to their families. ●

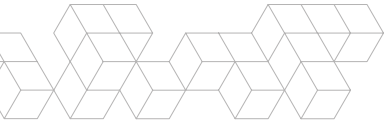


BENEFICIARIES

35 youngsters aged 14 to 19 years with physical, psychological or social issues who are placed with the Foundation by social services.

PROJECT SUPPORTED

Programme to give them perspectives on the outside world.



SPAIN

Integration of the *Castellers de la Ilusion*



FM FOUNDATION'S PARTNER: CASTELLERS DE LA ILUSION

Castellers de la Ilusion is a group that was created in 2012 and registered as an official association in 2014. Its members are disabled people, their family members and volunteers.

→ This is a local initiative sponsored by FM employees from the Valls site, whose aim is to use Catalan culture and the tradition of human towers to show how disabled people can be integrated into society. The group trains once a week and puts on between 10 and 25 human tower performances per year.



The project is organised by FM employees. It is also the knowledge and skills of FM's employees that have enabled the development and implementation of a training plan covering several fields: human resources, maintenance, safety, quality, operations.

To be able to carry out this training, FM Logistic Spain and FM Foundation have funded a room and all the supplies, equipment and documentation necessary.

In addition, to accompany the theoretical training with concrete examples, visits to two FM group logistics sites have been organised for the beneficiaries.



50 disabled people / €5,910
 10 FM employees / 70 hours + 200 hours of volunteering

Finally, FM Logistic has taken advantage of its relations with local voluntary bodies to round off the training with presentations of recruitment firms, companies that hire disabled people and customers in the region.

To enhance this partnership and contribute to the social inclusion of these disabled people, FM Logistic also plans to involve the Castellers de la Ilusion in the company's social events and activities whenever possible. ●



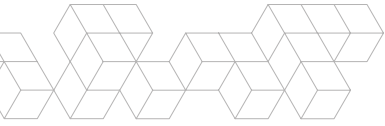
BENEFICIARIES

People with learning disabilities, men and women aged 25 to 55 years.

PROJECT SUPPORTED

Social integration of disabled people by providing them with training in logistics and empowering them to find work afterwards.





FRANCE

Blue Hope with the AFPA, OFII and OPCO Transport

→ FM Logistic France, supported by FM Foundation, has made a commitment to provide training, jobs and integration for political refugees by offering them vocational training contracts enabling them to gain a qualification in logistics.



BENEFICIARIES

12 refugees with an average age of 25, mainly from Afghanistan and Sudan

PROJECT SUPPORTED

HOPE, which stands for "Hébergement Orientation Parcours Emploi" (accommodation, guidance, route to work): a work-based support programme for refugees

Out of over 50 applications received by the OFII, 24 refugees pre-selected by Pôle Emploi met with FM Logistic employees accompanied by a representative of the Ministry of the Interior, the AFPA, the OPCO and Pôle Emploi.

The applicants were able to find out more about the company and visit one of the FM group's platforms. After individual interviews, 12 of them were chosen to join the first 9-month long training course, which took place in two phases.

The first phase ran from September to December 2019, when the beneficiaries received 400 hours of French language training, as well as life skills, culture, citizenship courses and instruction on how to take advantage of vocational inclusion schemes and acquire the necessary workplace culture

The second phase began in January 2020 to last 6 months, a period when the refugees benefited from 6 months of paid vocational training. They alternate periods of two weeks in a company and two weeks in the classroom. During this period, FM Logistic sets up an apprenticeship as a logistics forklift truck driver and provides one-to-one support through a tutor, on two platforms in Oise: Ressons-sur-Matz and Longueil-Sainte-Marie. FM Logistic is the first provider in the logistics sector to introduce such a scheme in France.

Blue HOPE is a project that reflects the company's values and its Foundation, by seeking to provide security through employment and facilitate the inclusion of these refugees. ●



12 refugees
8 FM employees
/ 78 hours



FM FOUNDATION'S PARTNER:

> THE AFPA, THE NATIONAL ADULTS VOCATIONAL TRAINING AGENCY, was created in 1949. It is a French vocational training organisation that serves the Regions, the State, different business sectors and companies. It offers vocational training that leads to qualifications sanctioned by vocational diplomas approved by the Ministry of Labour.

> THE OFII, FRENCH OFFICE FOR IMMIGRATION AND INTEGRATION, was created in 2009. This is the State operator responsible for integrating migrants during their first 5 years in France. It is also in charge of dealing with professional and family immigration procedures, managing the national scheme for receiving asylum seekers, the return assistance and reintegration schemes that are part of the solidarity development programme, as well as being responsible for the fight against illegal working.

> THE OPCO, SKILLS PROMOTION BODY, was created at the beginning of 2019 to replace the OPCA, the training funds jointly run by employer's bodies and unions. This is a State-approved organisation responsible for supporting vocational training. One of its missions is to fund vocational alternance courses.



18 children /
€2,000

8 FM employees
/ 24 hours
of volunteering

FRANCE

Thumbing our noses at illness together with *Les Clowns de l'Espoir*

→ Regular appearances by a clown and sandman duo in paediatric departments bring joy and sunshine to the rooms of children in hospital.



FM FOUNDATION'S PARTNER: LES CLOWNS DE L'ESPOIR

Created in 1996, *Les Clowns de l'Espoir* is an association that aims to improve the quality of life of children in hospitals in the Hauts de France region in northern France, with weekly visits from clowns and sandmen, during which they try to involve parents, the family and carers in active and appropriate ways.

In order to boost these rays of hope that give strength to these vulnerable children, an operations manager at the Ressons platform took the initiative of asking FM Foundation to support *Les Clowns de l'Espoir*.

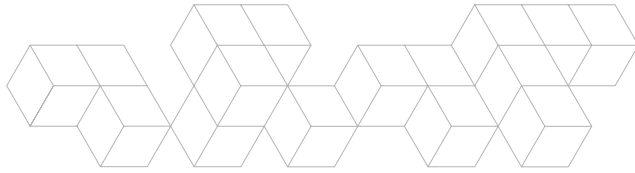
To raise money, he got some colleagues from FM involved in organising raffle on the site, which meant:

- setting up a task force to organise the raffle
- doing legal checks to ensure the rules of organising a raffle were complied with

- contacting the site's customers to set up a chain of solidarity and get them to contribute prizes
- selling tickets in pairs with volunteers from the association who could explain the work the clowns do.

2,000 raffle tickets were sold. FM Logistic France and FM Foundation made financial contributions by topping up the price of each ticket sold, which enabled a total of €6,000 to be raised for the *Clowns de l'Espoir*.

The funds raised will help the association to implement its projects, for example by



funding the visits by clown and sandman duos in paediatric departments for a certain length of time, improving the running of the association or opening an annex on the coast for example.

FM's employees would like to take the partnership further and are already thinking of new ways to help in the future, for example by getting a promotional film made by volunteers from FM France's

communication department to help the association promote its volunteering activities, or by collecting used pens to sell for recycling to raise more money, but also organising promotional actions to encourage employees to join the volunteers that support the association. ●



BENEFICIARIES

18 children in hospital in the Hauts de France region.

PROJECT SUPPORTED

Help for *Les Clowns de l'Espoir* to achieve its aims.





31 young people
/ €4,376

40 FM employees
/ 39 hours + 16 hours
of volunteering

INDIA

UDAY with SAMPARC



FM FOUNDATION'S PARTNER: SAMPARC

SAMPARC (Social Action for Manpower Creation) is a non-profit organisation founded in Pune in 1990, which provides rural community development services and rehabilitation services, care and education for disadvantaged and needy children, who are referred to SAMPARC by the district child welfare service.

BENEFICIARIES

31 young people aged between 18 and 25, orphans, children of sex workers or with parents in prison

PROJECT SUPPORTED

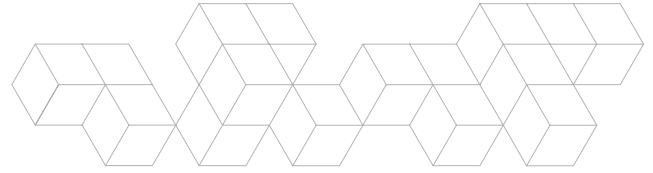
The aim of this project was to enable its beneficiaries to find a job by funding their studies and organising a logistics training course leading to the awarding of a certificate.

→ The young beneficiaries were all students in their last year of school or college.

FM's employees have contributed their skills by preparing and giving vocational training covering 14 trades represented at FM Logistic.

This gives the young people a basic educational grounding that will help them to get jobs on the open job market: genuine social transformation for them.

FM Foundation's contribution serves to fund grants for these students as well as covering their costs (food, clothes, medical expenses, etc.) ●



TESTIMONIALS

Durga - Beneficiary

"I'm in year 12. I was feeling a bit hopeless about my future career. The workshop has really helped me to think positively about my future. I also have some ideas about how to carry out different tasks in the workplace effectively and intelligently."

Suresh - Beneficiary

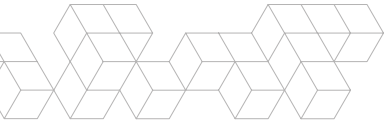
"During the training sessions, I got a clearer idea about how to manage huge accounts in a large company. It was also good to learn about the work culture, how the workplace is managed, coordination with other departments, etc. That was really worth learning."

Paresh - Coordinator on the SAMPARC programme

"This higher education support project is SAMPARC's effort alone, with no support from the government, as the beneficiaries are just over 18. Personally, I appreciate your concern for the higher education of children who are

orphans and in need. Your financial support enables us to do real work to ensure these children have a viable and dignified future in ordinary society. I hope FM Foundation will continue contributing to this noble cause."





14 refugees
/ €2,000

4 FM employees
/ 600 hours
+ 300 hours
of volunteering

ITALY

To start again! with the AVSI Foundation

→ The "To start again!" project was first launched by AVSI in 2018 and has been repeated since. It provides young refugees with training to help them get into the world of work and guarantee them a future.



FM FOUNDATION'S PARTNER: THE AVSI FOUNDATION

The AVSI Foundation is a non-governmental non-profit body which was founded in 1972 in Cesena in Italy. It runs cooperation, development and humanitarian aid projects in 31 countries around the world, placing particular emphasis on education, self-discovery and personal dignity.

BENEFICIARIES

14 young foreigners, male and female, who are under international protection, aged 18 to 35, who have been in Italy for less than 4 years and have a residence permit that allows them to work, take training courses and take part in extracurricular placements and inclusion programmes. With a low level or poor initial knowledge of the Italian language and low educational attainment.

PROJECT SUPPORTED

Classes and workshops for young refugees.

After developing their general skills, the young refugees were given some technical training and the opportunity to complete a internship. This year, two of these internships took place at FM Logistic.

FM Foundation's funding covers safety and general skills training for the 14 young people.

FM employees at the Pieve Emanuele and Vellezzo Bellini sites have gotten involved in the project as:

- trainers, teaching the main subjects of logistics and financial management
- tutors, receiving and supporting the beneficiaries during the internships
- project coordinators, monitoring the project with AVSI

On completing their internship with FM Logistic, the two young refugees were able to join the company. One of them even achieved one of the best performances in one of the picking activities in September and won a prize.

This is a sign of this beneficiary's motivation and the effort he has put into the opportunity given to him by FM, but also of the success of the scheme itself.

It is also worth noting that this project also innovated by being the first time the AVSI foundation had extended «To start again!» to the logistics sector, which was not part of the scheme until now. ●





Which language at home? Which language at school? with *La Nostra Famiglia*

→ Having been helped by La Nostra Famiglia in his own youth, an FM employee asked FM Foundation to support its work.



BENEFICIARIES

8 children from immigrant families, aged 4 to 7, born in bilingual settings, but who have been interrupted or fallen behind in learning Italian

PROJECT SUPPORTED

Organisation of language lessons for immigrant children.

FM FOUNDATION'S PARTNER: LA NOSTRA FAMIGLIA

Created in 1952, La Nostra Famiglia is a charity whose vocation is to protect the dignity and improve the quality of life of disabled people, children and teenagers in particular, through rehabilitation interventions. The family aims to provide assistance not only with the disability itself, but also the personal suffering and family difficulties that go with it.

The aim of the project was to carry out a preventive action. It consisted of setting up language workshops with writing and speaking exercises in the local language, which the children took part in with their parents.

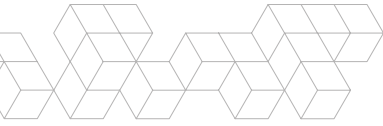
Volunteer FM employees in the Milan area helped the partner association to organise workshops for children, preparing equipment and helping the operational teams to interface with families thanks to their own linguistic abilities. The financial

contribution made by FM Logistic Italy and its foundation has funded the organisation of these workshops.

The lessons given saw positive progress in the linguistic production of all the participants. In additions, the information collected by the analysis and observation in real time of the children's speech allowed decisions to be taken on whether or not individual children required speech therapy. ●

8 children
/ €1,000

4 FM employees
/ 10 hours



POLAND

Safe internship with *Independant Robinsons Foundation*

→ The aim of this scheme set up in 2017 is to widen the horizons and promote the job opportunities that exist in logistics, but also to facilitate the career choices of the young beneficiaries by preparing them to leave the orphanage or their foster families and to build their own future.



FM FOUNDATION'S PARTNER: INDEPENDENT ROBINSONS FOUNDATION

Created in 2002 the Independent Robinsons Foundation organises educational programmes involving welfare institutions and companies to increase the number of young people prepared for independence and the world of work.

BENEFICIARIES

Sixty 18-year olds from orphanages and foster homes.

PROJECT SUPPORTED

Scheme to open up horizons onto the corporate world and learn independent life skills - 3rd year group.

FM Foundation's contribution helps to fund the running of the programme.

The scheme begins by introducing the participants to the jobs that exist in logistics through a collaborative educational game designed by FM and the Robinsons Foundation. This workshop enables the young people to get an understanding of the logistics sector and its specific features, whilst also learning about the jobs and activities it involves.

Then, during the winter and summer school holidays, the young people experience the world of work in the form of internships on FM sites to put the theory they have learned into practice. 80% of FM Logistic's Polish sites are already involved in this project.

These internships are an opportunity for the beneficiaries to gain a first professional experience, but also to gather positive experiences and reflections that will help them take the right decisions in life. In addition, each youngster is mentored by an FM employee whose role goes beyond that of a placement tutor.

They are mentors. As well as accompanying the young person as they learn about the jobs in logistics, they guide them and teach them values and life skills. Workshops are run by the Robinsons foundation to prepare the volunteers from FM for their role as mentors.

Furthermore, five of these employees, active participants and organisers of internship programmes in their units, have qualified as RSE-certified mentors through the International Mentoring Association.

The social ties that are created between the mentors and the beneficiaries are maintained in activities outside the workplace.

In the 3 years it has been running, this scheme has seen 232 beneficiaries and 100 FM employees take part as mentors, placement tutors and workshop organisers.

Currently the team are working on developing a «Safe internship» scheme to ensure continued monitoring of the beneficiaries by the mentors after their placements. ●



60 young people / €11,570

35 FM employees / 1,339 hours + 274 hours of volunteering



TESTIMONIALS

Grzegorz - Beneficiary
 "During the internship, what I appreciated was people's approach at work and the way they treated the trainee. I was surprised by people's knowledge, how open they were in talking to me, how committed to their work they were. I got on well with everybody. I learned a lot."

Ola - FM Mentor
 "A first time for me. A very good impression, but at the

beginning it wasn't easy. It was difficult to get through to Wiktoria, who was very rebellious and only interested in her telephone. But happily, after spending a lot of time talking, my friends and I managed to change that. Wiktoria started to participate in the team work and she communicated very well with the people in the team. She picked up new information very quickly and started to do the tasks entrusted to her

at her own initiative. A new experience for her and me."

Grażyna - trainee supervisor with Independent Robinsons
 "The mentor gave the trainees a lot of autonomy, without losing respect or trust at all. The trainees really appreciated his professionalism, the good contact and his optimism about life. They can count on him in different situations. He tries to understand the

trainees and help them to overcome routine difficulties, suggests what can be done in a given situation and shows a lot of empathy. He congratulates the trainees that deserve it, corrects their behaviour if necessary, but he does in a way that the youngsters accept."



RUSSIA

Successors Academy with *DetskieDomiki* Foundation

→ For the second year running, FM Logistic in Russia and its partner *DetskieDomiki*, supported by FM Foundation, are running the Successors Academy.



FM FOUNDATION'S PARTNER : DETSKIEDOMIKI FOUNDATION

The *DetskieDomiki* foundation, created in 2006, helps children from orphanages by helping to give them equal life chances regardless of their family problems.

Each beneficiary of the programme becomes a "successor", which means knowing your strengths, releasing and understanding how to realise your potential.

The objective of the Successors Academy varies according to the beneficiaries' age.

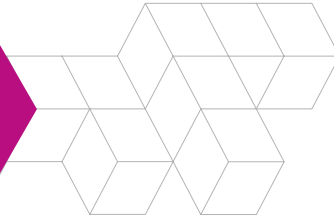
It is to show youngsters from year 8 upwards (age 14-16) the variety of emerging professions and jobs, whereas from year 9 (age 15-17) the aim is more to encourage them to apply to colleges and enable them to explore the skills identified as the most important for the employees of tomorrow's workers.

The methods used are trips to FM sites, training in general skills, vocational counselling sessions or consultations with a career coach.

Continuing on from the previous Successors Academy, three support sessions have been organised for the members of the previous group (age 16-18) to encourage them to share their experience, their achievements and their difficulties, and to counsel them on their future vocational choices. A final celebration is held so that their former teachers can proudly present them with their diplomas.

62 young
people
/ €3,880

70 FM employees
/ 298 hours
+ 58 hours
of volunteering



While DetskieDomiki provides organisational support for the vocational counselling and for the work done by the teachers:

- organisation of the communication between the teenagers and FM,
- coordination of the teenagers' transfers to the FM sites,
- provision of vocational guidance materials
- administrative handling of documents, etc.

The role of the FM employees involved in the project is more operational:

- management of the project and its planning
- creation of content (trips to the sites, materials for training, simulation and role play in the company)
- event management
- compiling reports on the work accomplished
- promotion of the project, etc.

FM Foundation's contribution helps to fund the running of the programme. ●



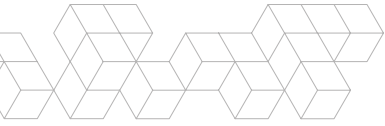
BENEFICIARIES

62 teenagers aged 14 to 18 from disadvantaged families and with developmental difficulties

PROJECT SUPPORTED

Process of vocational and social integration of teenagers in difficulties - 2nd year group.





RUSSIA

Supporting the children of Aistyonok



FM FOUNDATION'S PARTNER:

The government centre for the social rehabilitation of minors, the Aistyonok centre in Chekhov was created in 2000 with the aim of preventing child neglect and homelessness and of rehabilitating minors who find themselves in difficulties by providing social, psychological, educational and legal assistance.

BENEFICIARIES

21 children aged 3 to 13 years, whose parents are being stripped of their parental rights or who have shown deviant behaviour or who suffer from a disability.

PROJECT SUPPORTED

FM Chekhov's employees have been sponsoring and assisting children at the Aistyonok centre since 2017.

These are children who need to be loved and cherished, who need to communicate with adults, to get out and see new places, to learn right from wrong: needs that FM's volunteers are meeting, helping them to develop into rounded human beings

→ The centre is close to the FM site, making it easy for employees to get involved, enabling them to respond quickly if any urgent tasks arise and offering the possibility of looking after children in the region.

With the help of FM Foundation, the employees involved have been able to put in even more work to develop a fun, educational programme to support the sound, harmonious development of these children through:

- visits to the centre
- excursions to FM Logistic
- educational and entertaining trips and outings
- fun activities

As well as this donation of personal skills, the FM group and its Foundation have helped to renovate the Aistyonok centre, organising and funding the replacement of the windows and the ventilation system.

Employees from the group's platform design and construction arm, NG Concept Russia, also got involved, bringing their skills to the management of the renovation of the building and mobilising its suppliers to help out.

A touching project that combines the multiple skills of the different branches of the FM group with driving a solidarity network. ●



21 children
/ €7,300

27 FM employees /
372 hours + 78 hours
of volunteering



TESTIMONIALS

Mariya KUZMINOVA,
the Chekhov logistics site
manager's assistant,
FM Foundation's
representative on the site
and person in charge of the
Aistyonok project

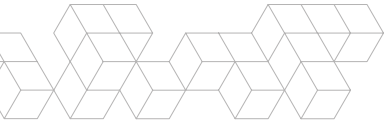
"It was in the second half of 2017 that Aistyonok asked us for all the help we could give before the winter arrived. Our colleagues really listened and paid attention to their needs and very quickly the children

were provided with clothes for the Russian winter. It is also crucial to give a clear, transparent view of the actions so that colleagues can keep up with the charity's latest news - who, when, what aid has been given. The FM employees are now becoming an important and active part of life at Aistyonok, which is great - and mutual, as the children are also becoming a part of our lives. "

Elena VOLKOVA,
Deputy director of the
government centre for
the social rehabilitation of
minors in Chekhov *Aistyonok*

"The FM Logistic employees are the people who are closest to our youngsters, the people that help, talk to and guide the children on their own paths. It is gratifying to see that every year more and more people want to open their hearts and give

these children love, care and time. We accept charitable aid from people who are not indifferent to the fate of a child, it shows a compassion that is good for the new generation of our country. We really appreciate the FM employees' cooperation with our centre."



130 children
/ €3,557

25 FM employees/
60 hours + 20 hours
of volunteering



UKRAINE

Psychological support for vulnerable children and their parents with *SOS Villages d'enfants*



FM FOUNDATION'S PARTNER: SOS VILLAGES D'ENFANTS UKRAINE

The international charity "SOS Villages d'Enfants" was set up in Ukraine in 2006 to provide each child with a loving family. It supports families with children and helps to create new families for children who have lost their parents.

→ The objective of the project is to improve the psychosocial condition of the children and their parents/ carers by providing them with quality psychological support adapted to their needs.

To do this, SOS Villages d'enfants calls up on professionals from outside the organisation to deal with the specific psychological problem of the child or adult.

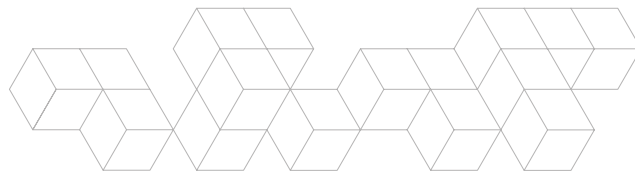
FM Logistic and its Foundation provide financial support for:

- the provision of psycho-social services
- individual psychotherapy consultations for children and parents and group therapy sessions for parents
- individual psycho-social activities with children with special needs (autism spectrum disorder)

- group art therapy sessions for children

As well as providing funding, the partnership between SOS Villages d'Enfants and the FM group takes on its real meaning with the creation of personal ties between the children at the Village and the volunteers from FM.

There are numerous shared moments throughout the year: an eco-picnic with all the beneficiaries and the FM employees, who bring along their children, the invitation of the children from the Village to the FM Family Day organised on one of the FM Logistic Ukraine logistics sites, with games and fun activities for children, construction of garden



furniture from pallets for the children's village.

There are also plans for the FM volunteers to be able to get more involved in the psychological monitoring of some youngsters, by taking part in group art therapy sessions or support groups using different methods such as yoga, mindfulness, positive psychotherapy, cookery evenings, etc.

This psychological support plan is a long-term project. The results of the psycho-social support will be measured by a psychologist and the social worker in charge of the family case, based on evidence such as changes in behaviour, educational achievement or communi-

cation models. All changes necessary to the successful development and social inclusion of these children. ●



BENEFICIARIES

130 children at risk of becoming "social orphans" and their parents/carers (100 adults)

PROJECT SUPPORTED

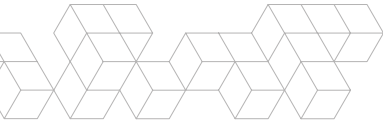
Psychological support for vulnerable children and their parents.





OTHER SOLIDARITY ACTIONS

The solidarity actions of FM staff are not limited to the projects that receive the backing of the Foundation's board. Teams from the firm are involved in wide range of other charity projects.



→ FM Foundation is keen to encourage and promote personal initiatives focused on social and vocational inclusion and children, as they are another fundamental part of the support FM Foundation can provide.

Donations in kind and sponsoring in favour of disadvantaged children or people



In China

Collection and provision of gifts, books and clothes to the children at a welfare centre.

83 beneficiaries / 12 employees involved

At Corporate

Collection of clothes, books and toys for Emmaüs, a charity leading the fight against exclusion and poverty.

12 beneficiaries / 2 employees involved / 15 hours of volunteering

Collection of toys and books for the "Rejoué" charity. By running an integration workshop that collects, cleans, reassembles and sells used toys, this association is developing reuse and recycling to protect the environment by reducing waste.

2 employees involved / 8 hours of volunteering

Collection of work clothes for "Cravate Solidaire", a charity that aids professional

integration by supporting jobseekers. Volunteer professional recruiters conduct mock interviews. They are provided with appropriate work clothes, collected in companies, and with monitoring and support by partner associations.

50 FM employees involved

In Spain

Collection of Christmas gifts for refugee children.

100 beneficiaries / 250 employees involved / 10 hours of skills sharing

In Romania

Transport of goods from our customers to two organisations:

- Concordia, an organisation that supports children and people and families in need, helping them to lead more independent, responsible lives
- SOS Villages d'Enfants, an international humanitarian organisation



whose goal is to offer orphaned children a family living environment and a guaranteed lasting emotional relationship and upbringing until they become independent.

100 beneficiaries/4 employees involved

Support for disadvantaged children, to encourage them to play chess and develop new skills. Funding to help them take part in several competitions.

30 beneficiaries/4 employees involved

In Russia

Collection of office supplies and other gift items for children from families in very precarious situations, at the "Albatros" centre, a government social rehabilitation centre for minors in Stupino.

31 beneficiaries/26 employees involved

Collection of basic necessities, toys and gifts for the children at the "Alexandrovsky orphanage, handed over during a visit

by the FM Logistic Russia management committee for a show put on by the children.

15 beneficiaries/15 employees involved/27 hours of skills sharing

Collection of computers and printers for the "Arithmetic of Good" foundation, which helps orphans to find their place in life.

25 beneficiaries/8 employees involved/36 hours of skills sharing

Support for the boarding school in Dmitrov for children with developmental difficulties (New Year's gifts, museum outings, a training project).

200 beneficiaries/24 employees involved

Blood donation for sick children being treated in a cancer department

73 FM employees involved

→ Other solidarity actions



Fundraising for disadvantaged children

At Corporate

Organisation of a raffle with FM's staff to raise funds to enable non-French speaking children from needy migrant families attending the local school to take part in an out-of-town educational week with the other children from their class.

5 beneficiaries

In Spain

Organisation of a cake sale and collection of plastic bottle tops for recycling to raise funds for La Casa de Aarón, a non-profit organisation that works to provide support and treatment for children suffering from rare illnesses and children with special needs.

*20 beneficiaries/3 employees involved
/10 hours of volunteering*

In Czech Republic

Organisation of a sale of home-cooked food or services using the personal skills or know-how of volunteer employees to raise funds for Nadani a Dovednosti, a charity that supports children from children's homes in the areas of social inclusion and happy childhood.

50 FM employees involved





Skills donations to aid social inclusion or assist disadvantaged children

At Corporate

Get to know the company scheme and two-week internships on logistics platforms for young adults with no qualifications completing voluntary military service.

*7 beneficiaries/9 employees involved
/100 hours of skills sharing*

Company discovery day for recipients of the RSA minimum income benefit

*6 beneficiaries/2 employees involved/8 hours
of skills sharing*

In Spain

Collaboration with town halls, social entities, education centres and universities to develop professional practices for young

people and/or persons experiencing difficulties accessing the job market.

*60 beneficiaries/10 employees involved
/300 hours of skills sharing*

In France

Duoday: a disabled person is invited to come and spend the day at FM to discover what we do and meet our employees.

*10 beneficiaries/10 employees involved
/25 hours of skills sharing + 25 hours of
volunteering*

Participation in setting up a logistics school for the unemployed, with donation of forklift trucks, manual pallet trucks and computers, in partnership with a "donations in kind" agency which collects new unsold non-food goods and redistri-

butes them to the less well-off in society through partners charities involved in the fight against exclusion.

*15 beneficiaries/3 employees involved/75 hours
of skills sharing*

Creation of an outdoor space with and for the children at a children's home (construction of a patio, tending a flower garden, outdoor seating), in partnership with "L'engagement Simone", a charity based in Hauts de France that links associations that have needs with companies that wish to contribute.

*12 beneficiaries/16 employees involved
/112 hours of volunteering*





FINANCIAL INFORMATION

Balance sheet

Assets	31.03.2020	31.03.2019
Intangible fixed assets	- €	- €
Tangible fixed assets	- €	- €
Long term investments	- €	- €
FIXED ASSETS	- €	- €
STOCK AND WORK-IN-PROGRESS		- €
Available funds	€434,381.44	€285,544.00
CURRENT ASSETS	€434,381.44	€285,544.00
OVERALL TOTAL	€434,381.44	€285,544.00

LIABILITIES	31.03.2020	31.03.2019
Association funds (non-returnable)	- €	- €
Carryforward	€267,144.46	€159,870.00
Profit/loss of the financial year	€133,813.35	€107,274.00
TOTAL	€400,957.81	€267,144.00
Dedicated funds	- €	€2,200.00
Provisions for liabilities and charges	- €	- €
TOTAL	- €	€2,200.00
Financial debt	€4,000.00	€6,000.00 (1)
Other debts	€15,573.63	- € (2)
Unbilled payables	€13,850.00	€6,000.00 (2)
Remainder still to be paid on a commitment given	- €	€4,200.00
TOTAL	€33,423.63	€16,200.00
OVERALL TOTAL	€434,381.44	€285,544.00

Income statement

	31.03.2020	31.03.2019
Founders' donations	€200,000.00	€200,000.00
OPERATING INCOME	€200,000.00	€200,000.00
Donations	€19,543.61	€73,334.00 (3)
Other expenses	€46,641.40	€19,389.00 (4)
OPERATING EXPENSES	€66,185.01	€92,723.00
OPERATING PROFIT/LOSS	€133,814.99	€107,277.00
Financial income	€0.60	- €
Interest and similar charges	€2.24	€3.00
FINANCIAL PROFIT/LOSS	€-1.64	€-3.00
NET PROFIT BEFORE TAX	€133,814.99	€107,277.00
Extraordinary income	- €	- €
Extraordinary expenses	- €	- €
PROFIT/LOSS ON EXTRAORDINARY ACTIVITIES	- €	- €
TOTAL INCOME	€200,000.60	€200,000.00
TOTAL EXPENSES	€66,187.25	€92,726.00
PROFIT OR LOSS	€133,813.35	€107,274.00

(1) Donations from the FM Overseas founder paid in one go for 4 years

(2) FM Foundation Day invoices

(3) Italian project - AVSI "To Start Again !"	€2,000.00
Italian project - La Nostra Famiglia "Which language at home ? Which language at school ?"	€1,000.00
Polish project - Robinson "Safe internship"	€3,927.86
FM Vostok project - DestskieDomiki "Successors Academy"	€2,250.00
Russia NG Stroy project - Aistyonok "Supporting the children of Aistyonok"	€7,300.00
Corporate project - Vincent de Paul Foundation "Ouverture sur le monde de l'entreprise"	€518.00
Corporate project - Ecole du Centre Phalsbourg "Educational week for non-French speaking children"	€520.00
Corporate project - Voluntary Military Service "Get to know a company"	€2,027.75

(4) Communication expenses (FM Foundation Day)

Other communication expenses	€31,694.10
Consulting expenses	€4,800.00
Auditing and publication expenses	€8,770.70
	€1,376.60

The annual financial statements for the financial year ended 31 March 2020 show a balance sheet total of €434,381.44 and an amount carried forward of €133,813.35

The amount allocated to FM Foundation for its multi-annual programme of action is €1,000,000, to be paid at the rate of €200,000 per year, as of the publication in the French official gazette and until 31 March 2022.

ACCOUNTING RULES AND METHODS

The accounting conventions have been applied in line with the principle of prudence and in accordance with the basic hypotheses: going concern principle, permanence of the accounting methods from one financial year to the next, independence of each financial year in accordance with the general rules for the drawing up and presentation of annual financial statements.

The basic method used to value the items recorded in the accounts is the historical cost method.

The financial period presented here covers 12 months, from 1 April 2019 to 31 March 2020.

Only significant information is mentioned.

Operating income

The operating income consists of the payments by the Founders for the multi-annual programme of action.

Operating expenses

The sponsorship operations are recorded as soon as the commitment is made to pay them within the financial year.

Change of methods of valuation

Note notable changes in presentation method occurred during the financial year.

Off-balance sheet commitments

1) Commitments received

In application of the articles of association, the founders will pay into FM Foundation for the multi-annual programme of action:

- €200,000, at the latest by 31 March 2018
- €200,000, at the latest by 31 March 2019
- €200,000, at the latest by 31 March 2020
- €200,000, at the latest by 31 March 2021
- €200,000, at the latest by 31 March 2022.

2) Commitments made

FM Foundation made €200,000 available for actions connected to the Covid-19 crisis.

**ANNUAL
REPORT
2019/20**

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