



Press Release
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PURES Trophy – PEPSICO France

20 years of STEF employee shareholding recognised by PEPSICO France

For the second consecutive year, STEF has been awarded first prize in the "social and societal initiative" category for their 20 years of employee shareholdings. In 2012, STEF was awarded a prize for their project which aimed to help disabled people. Organised by PEPSICO France, the PURES Trophy (PURES stands for Partners for making environmental and societal commitment a reality) rewards initiatives of partners of PEPSICO France in the field of sustainable development.

As part of its corporate vision "Performance With Purpose", PEPSICO France encourages initiatives run by its partners in the area of sustainable development. The jury is composed of independent individuals known for their work on sustainable development, as well as two members of the executive committee of PEPSICO France. This year, three trophies were awarded for the virtuous initiatives of PEPSICO's prize-winning partners – one for social and societal initiatives, one for environmental initiatives, and the Jury's Prize.

According to Céline Liégent, Director of Human Resources at the STEF logistics hub:

"Employee shareholding is one of the essential components to the success of the group. In addition to its incentivising nature – management and employees can receive a share of the wealth produced by the company – this strategy reinforces the independence of the group and allows it to share a long-term vision with all employees. The STEF Company Savings Plan is a fantastic asset for the stability of the group. A business that is controlled by its management and its employees receives a lot of attraction, respect and trust. It is a guarantee of stability and social responsibility for our staff, our customers, and our partners."

Overview of 20 years of STEF employee shareholdings

On 19th April, STEF employees celebrated 20 years of their Company Savings Plan. Through this scheme, 16.27% of STEF group capital is held by its employees and through a Company Investment Fund, STEF has invested more than 90% in group shares. 8,152 employees (60% of the workforce) are shareholders in the STEF Company Investment Fund (CIF).

In total, taking into account the 51.20% stake held by management, more than two thirds of STEF group capital is now owned by its management and employees.

The original allocation of capital represents an unprecedented share model in France amongst listed companies of a comparable size, and is unique in Europe in the logistics sector. For STEF, it is, above all, the building block of its human history and its desire for independence. As such, the 20th anniversary of its Company Savings Plan and the continuously growing number of members signing up to the scheme, illustrate the internal success of this model that allows employees to have a stake in the company.

Key Figures:

- In France, for the 20 YEARS of the STEF Company Savings Plan, the employer's contribution to employees who invest in the STEF Company Investment Fund, is equivalent to 100% of their initial investment for the first phase (0 to 200 euros).
- The average holding of an employee shareholder in the STEF Company Investment Fund is €11,300.

Key Dates:

- 1993: establishment of the STEF Company Savings Plan
- 1995: establishment of employer contributions to the STEF Company Investment Fund
- 1998: STEF group enters the Stock Exchange
- 2006: STEF wins the Employee Shareholding Prize
- 2008: STEF goes past the €3m mark for employer contributions made on behalf of employees in one year.
- 2013: STEF celebrates 20 years of employee shareholding

About STEF

STEF is the European specialist in cold logistics for food and temperature-sensitive products. Our aim is to create a safe link between the industry and the retail outlets. The group is active in, and brings together all areas of transportation, logistics and information systems for all temperature-controlled movement of goods (-25°C / +18°C). The group has a presence in 8 European countries (Belgium, Spain, France, Italy, the Netherlands, Portugal, the United Kingdom, Switzerland) and in Tunisia. STEF is able to draw upon the skills of 14,500 employees and specific technical innovations: 216 platforms or warehouses and more than 4000 HGVs, of which half are directly owned. STEF saw a turnover of 2,502.3 million euros as of 31 December 2012.

For further information, please visit the website: www.stef.com

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About PepsiCo

PepsiCo distributes the widest range of food brands worldwide, consisting of 22 different product lines, each generating more than a billion dollars in annual sales. Their leading brands – Quaker, Tropicana, Gatorade, Frito-Lay, and Pepsi Cola – also encompass hundreds of drinks and healthy food products, acclaimed by consumers throughout the world. As evidenced by net sales of nearly \$65 billion, PepsiCo employees share a common commitment to sustainable growth, the result of efforts to build a healthier future both for people and for the planet, something that is synonymous with future success for PepsiCo. They call this corporate vision "Performance With Purpose". This is the PepsiCo ambition to provide a wide range of food and beverage products adapted to suit local preferences, to minimise the impact on the environment in an innovative manner, notably by limiting consumption of energy and water and reducing the volume of packaging. Also, to offer employees a good working environment, and finally, to invest in the local communities, both as a sign of respect and support.

To find out more, please visit: www.pepsico.com.

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