

May 2023

Rubis Terminal Infra
Sustainability Report (data 2022)

Committed storage solutions for a sustainable future



About this report

This sustainability report describes Rubis Terminal Infra's objectives and commitments. This report covers the period from January 1st to December 31st, 2022.

In early 2022, we divested Rubis Terminal Petrol in Dörtyol (Turkey). In the interests of transparency and to better monitor the data evolutions in this report, the variations from 2021 to 2022 for the environmental and social data are presented in a constant perimeter. The presentation of variations is done with a recalculation of the 2021 relevant figures without Dörtyol terminal. When the ESG figures are presented with a comparison of 2021 data (including Dörtyol) as reported in the previous report, they are specifically marked so. In this report, all the data presented related to ITC Rubis, excepted for safety data, are consolidated at 50% (detention rate).

Rubis Terminal carbon accounting report is compiled in accordance with the methodology of ADEME (French Environment and Energy Management Agency) and the GHG Protocol, based on the recommendations of the ISO 14064-1 standard. The calculation method is standardised for each entry:

Emission source (corresponding to the activity data) x emission factor

The emission factors come from the following database:

- Ecological Transition Agency "ADEME" – a French and public institution supervised by the Ministry of Ecological Transition and the Ministry of Higher Education, Research and Innovation.
- International Energy Agency "IEA" – an autonomous organisation attached to the Organisation for Economic Cooperation and Development (OECD).
- The Intergovernmental Panel on Climate Change (IPCC), a United Nations body responsible for climate science.

These emission factors are regularly updated by the organisations mentioned above and are incorporated within the calculation tool.

Comparisons between one year and another will be made taking into account the same emission factors and, where possible, the same units.

Publication date: 24th May 2023

A reference to the global reporting initiative GRI standards and the definition of terminals, depots and sites and their categories are presented in the appendix at the end of this report.

Providing sustainable storage solutions for everyday life

Rubis Terminal Infra specialises in the storage and handling of bulk liquids and gases, such as chemicals, fertilisers, biofuels and fuels. We are the leading sustainable storage solutions provider for many industries across Europe. Through our flexible storage and multimodal options, our customers are able to support everyday life by having their products in the right place, at the right time. We see ourselves as a vital strategic partner within all our customer's supply chains. With a total storage capacity of 4.0 million m³, Rubis Terminal is the number one independent operator in France and the fifth in Europe.

We are headquartered in Paris and are jointly owned and controlled by Rubis SCA (55%) and Cube Storage Europe HoldCo Ltd. managed by I Squared Capital (45%). Rubis Terminal Infra, as a subsidiary of Rubis SCA, is included in Rubis' Universal Registration Document as per the equity method since April 2020 – although the Rubis Terminal Infra in this report is represented as a whole company.

After publishing our first Sustainability Mid Term Roadmap in October 2022, we are now proud to present our Sustainability Report.

For Rubis Terminal, sustainability means to participate in connecting industries to society. We enable the bulk logistics of liquid and gas products that are essential to the world economy. As such, we aim to operate at a sustainable level of profitability to ensure continuity, to invest in innovation, to decarbonise our activities and to contribute to the transition while upholding the highest standards.

Rubis Terminal's storage solutions can play a role in enhancing supply chain sustainability by improving the efficiency and safety of bulk liquid storage and handling, and by implementing sustainable practices across our operations. While providing a vital link in the value chains for energy, chemicals, and agrifood, we work to ensure prosperity for all our stakeholders.

.....
The commitments in terms of sustainability of Rubis Terminal are tangible and presented in a dedicated medium-term roadmap. These targets are also part of our business strategy based on consideration of environmental, social and governance issues driven by sustainable development goals (SDGs).
.....



Content

- 5 Letter from the CEO
- 7 Key figures 2022
- 8 ESG highlights 2022

About Rubis Terminal Infra



9

- 10 How we add value
- 12 Group Management Committee
- 13 Our purpose and Vision
- 14 Our values
- 15 Our History
- 17 Our highlights 2022
- 18 Our terminals Europe
- 19 Our terminals France
- 20 Our terminals Spain
- 21 Our terminals ARA-D
- 24 Challenges and Opportunities
- 26 Strategy
- 28 Operations
- 29 Our value chain
- 30 SDGs

Environment



31

- 32 Environmental key figures
- 34 Policy
- 34 Key assets
- 35 Our emissions 2022
- 37 Energy efficiency
- 41 Taxonomy

Social



42

- 43 Social key figures
- 44 Health and Safety
- 46 Diversity and Inclusion
- 47 Talent and Recruitment
- 48 Stakeholder diagram
- 48 Stakeholder dialogue
- 49 Associations

Governance



50

- 51 Governance key figures
- 52 Management Board
- 53 Policy
- 56 Our commitments
- 57 Our goals
- 58 **Appendix**
- 59 Materiality matrix
- 60 KPIs
- 63 Definition of Scopes 1, 2 & 3
- 65 Depots per product
- 66 Categorization of depots
- 67 Assurance report
- 68 List of indicators
- 71 GRI table
- 76 About this report

Letter from the CEO

Committed storage solutions for a sustainable future

2022 was an unprecedented year, full of challenges we all had to overcome. Supply chains were severely disrupted. All of Europe encountered energy supply problems with sharply rising costs.

Faced with these circumstances, the Rubis Terminal Infra teams once again demonstrated their quality, effectively mobilizing storage capacities and taking advantage of the multimodal capabilities of our sites to meet customer needs.

This crisis underlined the need for Europe to ensure the secure supply of essential goods. We participate in this on a daily basis. This situation, with rising energy costs, further justifies the energy transition, now for financial reasons.

Fully aligned

In 2022, we were fully aligned. We reinforced our commitment to sustainable development with specific objectives. We published a medium-term roadmap for sustainable development (2022-2030) outlining the risks and opportunities in three key areas: people, planet, and prosperity.

We also reviewed our corporate strategy, analyzed the challenges of the coming decades, and defined future areas for development.

We believe that the energy transition is an opportunity for growth for the hazardous liquid bulk tank storage industry. Nearly 70% of our storage revenues in 2022 came from sustainable products and activities. New product flows will emerge that Rubis Terminal Infra will be able to capture: those new flows will be related to new energies, new products and new technologies. As we all know, green hydrogen, ammonia and other carriers and CCS (carbon capture and storage) will play a role in the future. We are moving in that direction, and



Nearly 70% of our storage revenues in 2022 came from sustainable products and activities."

as an example, at the end of 2022, we signed a memorandum of understanding to conduct a joint feasibility study to develop a green hydrogen supply chain in Europe.

Sustainable storage solutions for everyday life

The energy transition takes time. We will keep working working on it for the decades and generations to come. But let us remember Jules Verne, the visionary French writer. In 1875, when Rubis Terminal was just about to be set up, in *The Mysterious Island*, the author wrote, "I believe that water will one day be used as a fuel, that hydrogen and oxygen, which constitute it, used alone or simultaneously, will furnish an inexhaustible source of heat and light of an intensity of which coal is not capable."

Here we are in 2023, ready to meet this challenge, with our "Sustainable storage solutions for everyday life".

Kind regards,

Bruno Hayem
CEO Rubis Terminal Infra



Key figures 2022

Storage capacity

4.0 MM m³

Countries

4

Facilities

15

Employees

573

Fuels 57% Chemicals 24% Biofuel 9% Agrifood 10%

France (#1 storage operator), Spain, Belgium, The Netherlands

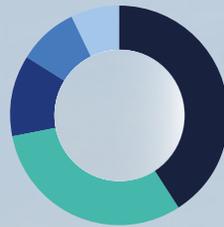
Strategically positioned in prime, increasingly irreplaceable locations

Experienced management with proven track-record⁽¹⁾

Storage sales revenue

€235 MM

- Chemicals 41%
- Fuels 31%
- Biofuels 12%
- Strategic storage 9%
- Agrifood 7%



Throughput - ITC Rubis 100% (in MM tons)

17.5

Fuels 9.41 Chemicals 5.18 Biofuels 1.49 Agrifood 1.43

70% of storage revenues now come from sustainable products

(1) Including 50% of ITC Rubis headcounts, work-study employees



ESG highlights 2022 Compared to 2021

Environment

GHG intensity (versus 2021)

Fuels products depots	▲ +1%
Chemical products depots	▼ -4%
Mixed products depots	▼ -28%
Global intensity	▼ -15%

Quantity of water used

▼ 20%

▼ 45% in variable perimeter including Dörtyol

Energy consumption across our sites

319,187 GJ

2021 343,505 GJ ▼ 7%

▼ 25% in variable perimeter including Dörtyol

Upcycled waste

51% ▲ 34%

Social

Total injury rate (TIR)

2.60 2021 2.69⁽¹⁾

Hours of training per employee

22 hrs ▲ 7%

Female executives

34% ▲ 18%

Governance

Females in countries management

37%

Females in Group Management Committee

25%

Set up of ESG Committee at group and country level: Group and France

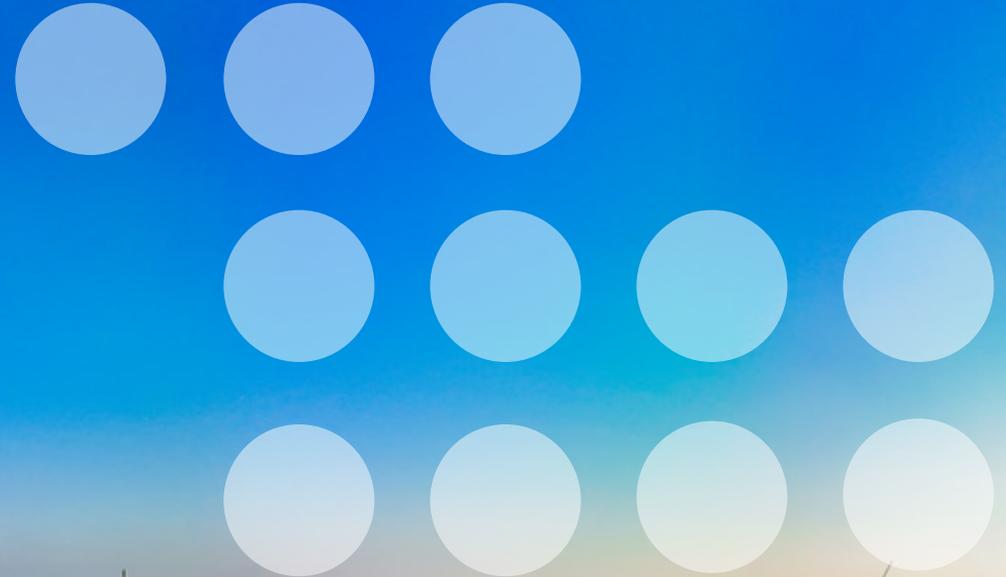
ESG performance:

- Ecovadis Silver medal
- CDP score climate: C

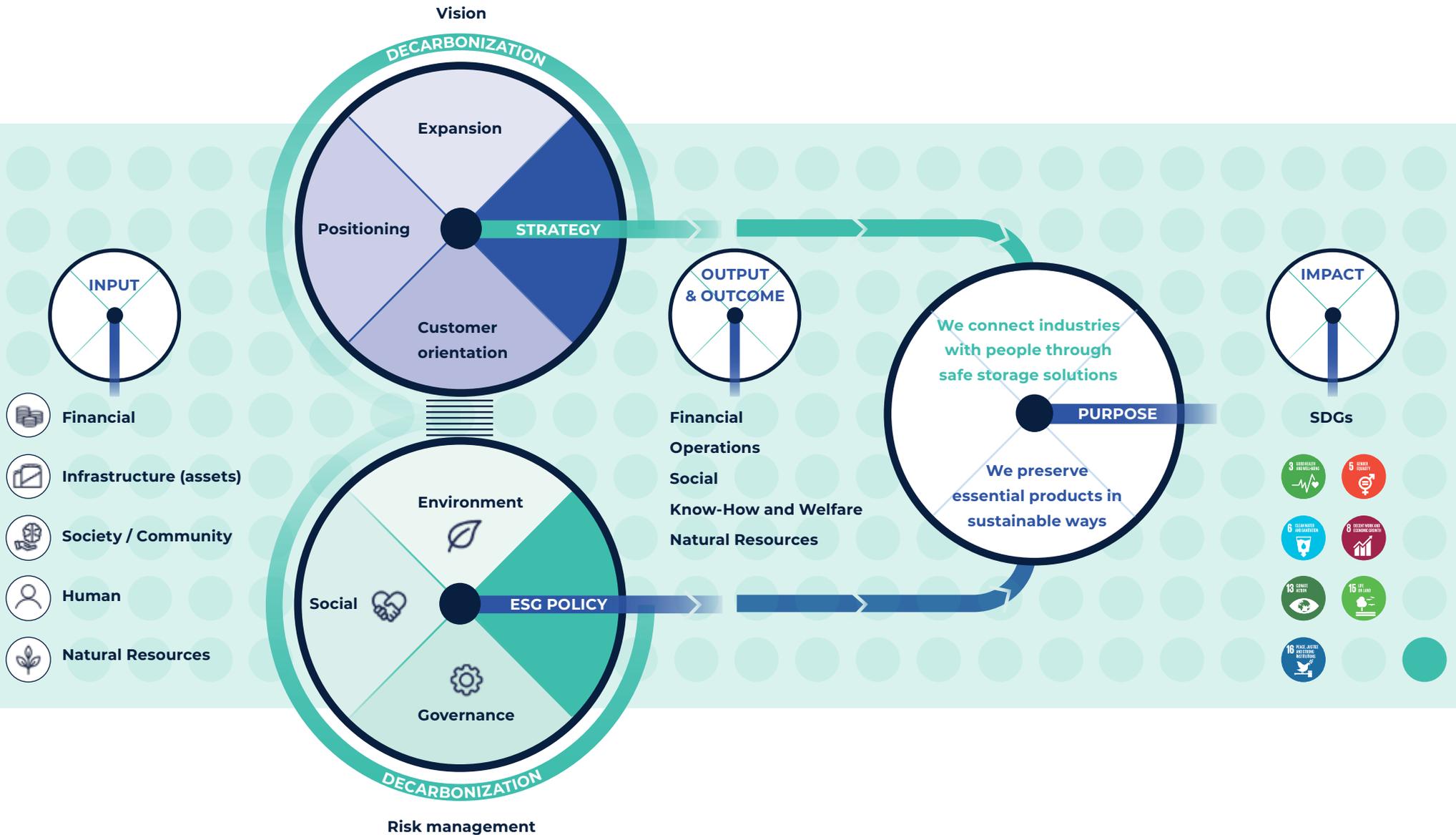


About Rubis Terminal Infra

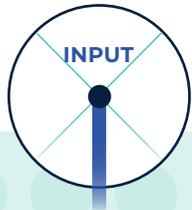
A common culture for a sustainable future



How we add value - overview



How we add value - insights



- Financial**
Strong financial position
- Infrastructure (assets)**
 - 4.0 MM m³ storage capacity
 - 15 terminals in Europe
 - Blending, laboratorium & added value services
- Social / Community**
 - > 145 years of experience
 - Strong stakeholder positions
- Human**
 - 573 employees
 - **Gender diversity (% women):**
 - Employees: 14%
 - Executives: 34%
 - Management: 25%
- Natural Resources**
 - Total GHG emissions: **68.478** (KtonCO₂eq, scope 1, 2, 3)
 - Total energy consumptions (GJ): **319,187**
 - Quantity of water used: **-20%**



- Financial**
Strong sales revenue: **€235 MM**
- Operations**
 - Throughput (in MM tons):
 - Fuels: **9.41**
 - Chemicals: **5.18**
 - Biofuels: **1.49**
 - Agrifood: **1.43**
- Social**
 - > 500 stakeholder dialogues
- Hum Know-How and Welfare**
 - Major Industrial Accidents: **0**
 - TIR (per 200.000 hours): **2.60**
 - Employees HSE Trained: **82.55%**
 - Suppliers based on CSR criteria: **> 50**
 - Employee awareness ethics & anti-corruption: **100%**
- Natural Resources**
 - Total GHG emissions: **-16%**
 - NOx: **-40%** at constant perimeter
 - VOC: **+8%**
 - Number of accident spill: **0**



Product mixed diversity strategy

● Fuels ● Biofuels
● Chemicals ● Agrifood

GHG intensity in depots

- Fuels: **+1%**
- Chemicals: **-4%**
- Mixed: **-28%**

Global GHG intensity -15%

PURPOSE

- We connect industries with people through safe storage solutions
- We preserve essential products in sustainable ways

SDGs

- 3 GOOD HEALTH AND WELL-BEING
- 5 GENDER EQUALITY
- 6 CLEAN WATER AND SANITATION
- 8 DECENT WORK AND ECONOMIC GROWTH
- 13 CLIMATE ACTION
- 15 LIFE ON LAND
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

How we support our team

Group Management Committee (GMC)



Luc Jorissen
Managing Director of
Rubis Terminal Rotterdam

Didier Clot
Managing Director of
Rubis Terminal France

Paul van Herrewegen
Chief Safety & Operations Officer
of Rubis Terminal Infra

Céline Delcros
General Counsel of
Rubis Terminal Infra

Bruno Hayem
CEO of Rubis Terminal Infra

Nuria Blasco Pastor
Managing Director at TEPESA
(Rubis Terminal Spain)

Gérard Lafite
Chief Asset Officer and Head of CSR
of Rubis Terminal Infra

Marc Jacquot
CFO of Rubis Terminal Infra

Our purpose and vision

Providing sustainable storage solutions for everyday life

As an independent liquid bulk storage company, we provide sustainable solutions for everyday life - by connecting industries with people through safe storage solutions and multimodal distribution options.



- ⊗ **Essential role:** We play a critical role as a mid-stream solutions provider across the fuels and chemicals industry with an ever increasing diversification of product mix for our customers.
- ⊗ **Highly skilled workforce:** We aim to create positive, long-term impact by deploying high safety and quality standards across all our operations. We do this by employing a highly skilled workforce who have a detailed knowledge of our operations. They know how to handle hazardous products and perform the complex processes required to store biofuels and chemicals. The success of our company depends on their diligence, expertise, and reliability.
- ⊗ **Creating an environment of trust and respect:** We trust our employees and their ability to support us through our transformation. Our employees bring a diversity of experience, and we ensure that everyone can develop and grow within the company. We aim to create an environment of trust and respect and encourage dialogue with our clients. We organise regular meetings to maintain a continuous discussion about potential areas of improvement.
- ⊗ **Developing a safe and responsible supply chain:** Empowering our suppliers is also essential to develop a safe and responsible supply chain. We make sure that everyone has the resources and support to think and act proactively and take decisions.
- ⊗ **Attracting the best talent:** We ensure that our approach to people helps us to attract the best talent to join our team, especially since we aspire to engage all our employees in helping to advance the energy transition.
- ⊗ **Positive and long-term impact:** We aim to do this by creating positive and long-term impact on the environment and communities through the highest safety and quality standards across all our operations, and by embedding ESG as standard across the organisation.

Our values

Our corporate values are the principles and beliefs that guide the behaviour and decision-making of our company. They represent the fundamental beliefs and ideals of Rubis Terminal Infra to uphold in all our interactions with our stakeholders, including customers, employees, shareholders, and the wider community.



Always safe

Safety is in our DNA: safety of our employees, of everyone involved in our operations, and of the wider communities in which we operate.

We employ rigorous standards to ensure the safety of every product in our care.

We actively promote a culture of prevention, health and safety.

Our entrepreneurial spirit

We endeavour to anticipate future trends and contribute to a rapidly changing sector.

We are agile, and quickly adapt to new challenges.

We are confident in our ability to forge a new path and make a real difference.

We promote a working culture that attracts innovative talent and empowers our people, so we can reach new levels of excellence for our customers and wider society.

Customer care

We are focused on being a long-term partner in our customers' supply chain.

We are committed to providing adapted, reliable and responsible solutions for every customer, foreseeing their needs.

We align ourselves to our customers' goals, and care for the quality of their products.

We work to maintain a high level of trust across every relationship and project.

Being respectful

We act with honesty because we have deep respect for what we do, for our colleagues and our customers, and for the communities we serve and for the environment.

We actively promote fairness and mutual respect in all our relationships.

We are committed to acting ethically, fairly and honestly, to make a positive impact on society, today and in the future.

Committed to sustainability

We live up to our commitment to creating a more sustainable industry.

This commitment is embedded at the centre of our long-term vision.

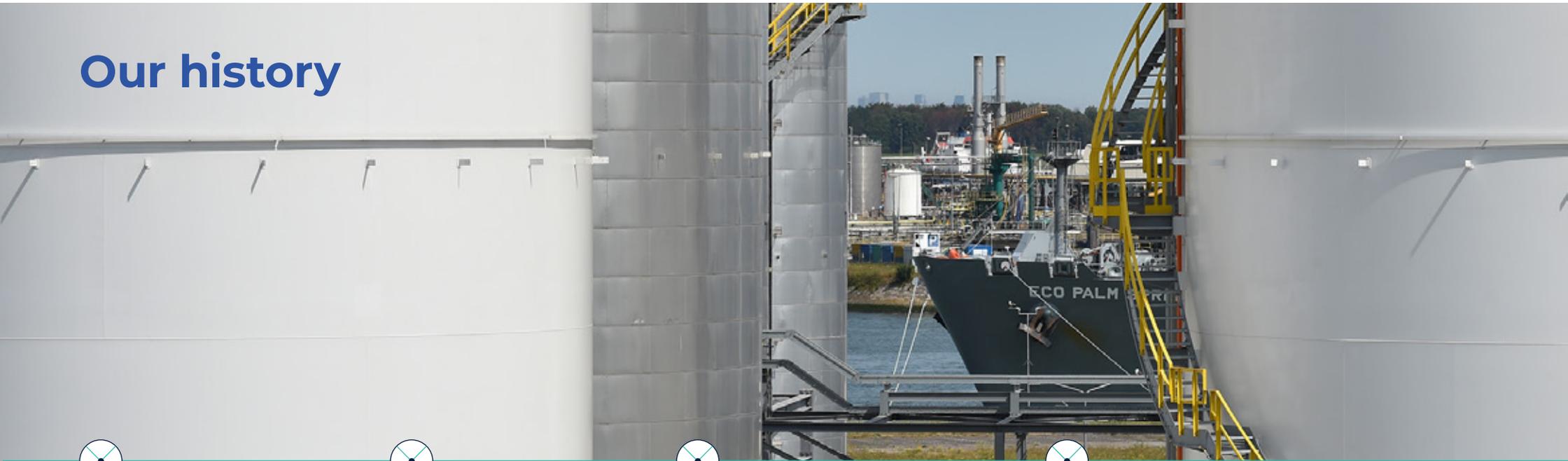
We believe everyone can prosper while also being respectful to people and the environment.

We are key enablers of the energy transition.





Our history



1877

Founded in 1877, Rubis Terminal Infra was formerly known as the Compagnie Parisienne des Asphaltes (CPA).



1992

In 1992 Rubis Terminal Infra had over a million m³ of storage capacity in Rouen and Dunkirk for oil products and chemicals for the French market.



1995 - 2002

Between 1995 and 2002 we acquired almost one more million m³ in France, bringing the total storage capacity to around two million.

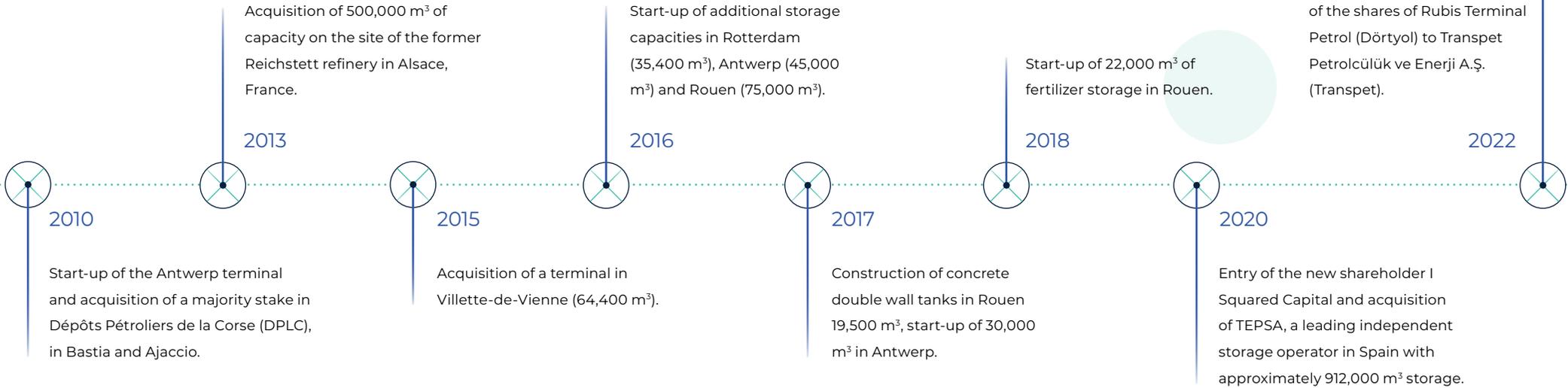


2007

Since 2007 we expanded in Europe, first by building a new terminal in Rotterdam, Europe's busiest port, and the third busiest in the world, and then in Antwerp, the second busiest port in Europe, in partnership with the Japanese Group Mitsui.

At this time, Rubis Terminal capacity grew to 2.6 m³ million capacity

Our history continued



Our highlights 2022

First half of 2022

We won the terminal innovation award for our zero product emissions terminal in Rotterdam at the **Tank storage awards** organised by Tank Storage magazine.

We commissioned a **photovoltaic installation at Bilbao** to deliver an estimated energy production of 75,3 MWh per year to help run this facility.

Across all our terminals and offices we participated in **World Day for Safety and Health at Work** organised by the International Labor Organization. We shared an encouraging message from our CEO and participated in a workshop related to safety culture.



WE WORK ALWAYS SAFE TOGETHER

We launched a new **online training platform in France** to enable more employees access to training to boost their skills and knowledge with full roll-out in 2023.

Second half of 2022

Opening of a new tank pit at **ITC Rubis Terminal in Antwerp** comprising 13 storage tanks for liquid chemical products and biofuels. This new addition to the facility offers 42,102 m³ storage for customers.

In our commitment to contributing to energy transition and to delivering on our SDGs, we published a **Sustainability Mid Term Roadmap (2022-2030)** outlining the risks and opportunities over the short and mid-term under three pillars; People, Planet and Profit.

We commissioned the second phase of an extra capacity of **photovoltaic installation at Valencia** to deliver an estimated energy production of 77MWh per year to help run this facility.

Rubis Terminal TEPSA terminal in Tarragona continues to expand with the completion of new tank pit 8, designed for the storage of flammable, toxic and corrosive liquids. Six new tanks have been built with a total capacity of 21,189 m³. This brings the terminal up to in excess of 107,000 m³ of storage capacity for 2023.

We signed a Memorandum of Understanding to conduct a joint feasibility study for the development of **green hydrogen supply chain in Europe**. This partnership is with Japanese Industrial conglomerate Sojitz Corporation and Spanish Infrastructure company Reganosa Asset Investments.

Rubis Terminal Rotterdam continued to expand with the construction of seven mild steel tanks, connected to two deep seagoing jetties, a dedicated barge jetty and with connections to rail and trucks. These provide additional storage capacity of 26,075 m³ for chemicals products and biofuels. Additionally, 76,000 m³ of capacity were switched from bunkering fuel to biofuels.

We marked **International Day Against Corruption** highlighting our commitment to fighting global corruption. France, Spain, Belgium and the Netherlands are among the 189 countries globally to have ratified the United Nations Convention against Corruption.

We have secured a new concession of 1ha in Tarragona Port and 4.8ha in Huelva in Spain.

Our terminals

Number of terminals

15

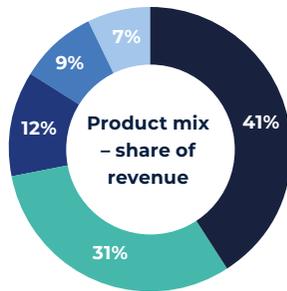
Total capacity (MM m³)

4.0

Terminals per location

France 9
Spain 4
Netherlands 1
Belgium 1

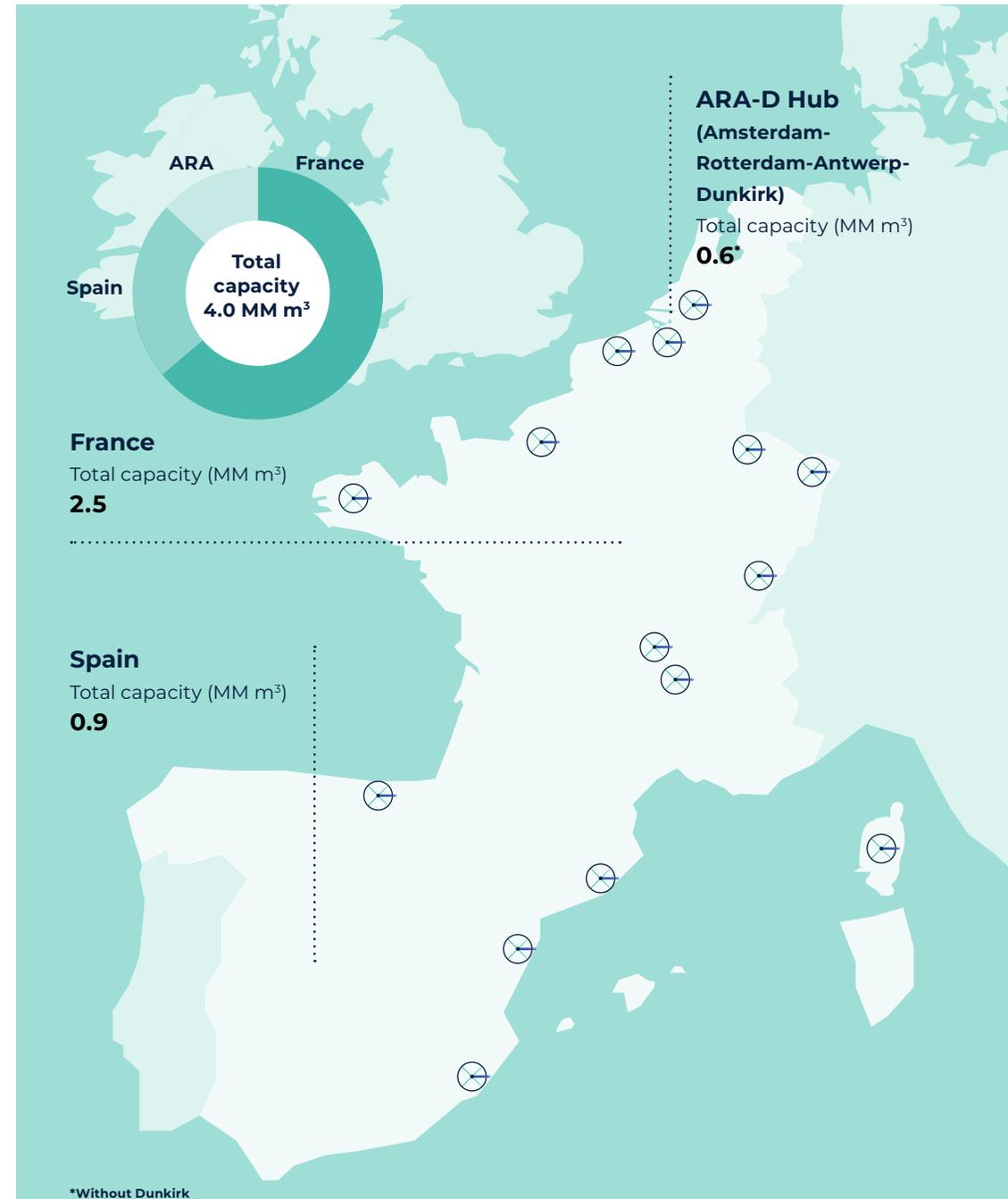
-  ● Chemicals
-  ● Fuels
-  ● Biofuels
-  ● Strategic storage
-  ● Agrifood



We offer our customers strategically located terminals across four countries in Europe: France, Spain, Belgium and the Netherlands. The total volume of storage capacity combined across all terminals at the end of 2022 is 4.0 million m³.

We play a critical role as a mid-stream solutions provider across the fuels and chemicals industry with a diversified product mix. Increasingly, we provide product diversification options to our customers for example natural gas and biofuels.

Serving as a regional distribution hub for retail markets and industrial customers, every terminal is multimodal. This offers flexibility for customers and efficient integration into their supply chain, be it sea, river, pipelines, rail or road connections. All of our continental locations now facilitate the general modal shift from road transport to river, marine or train transport - helping to decarbonise national and continental logistics. Each terminal operates to the highest level of safety, security and quality standards for our employees, contractors, customers and the local community.





France 51% of Rubis Terminal Infra storage sales

Thanks to the multimodal transport connections serving our nine terminals spread across 21 operating sites, we are the leading independent liquid bulk storage operator in France. Our infrastructure and our operation management systems enable the transfer of products in the most sustainable way. We have facilities covering all the main ports in France: Rouen, Dunkirk and Strasbourg as well as operations at two ports in Corsica.

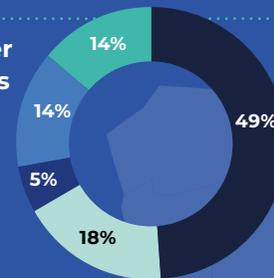
Our infrastructure facilitates the general modal shift from the road transport to river, marine or train transport helping to decarbonise the national and continental logistics.

Total capacity (MM m³)

2.5

Storage revenue per products categories

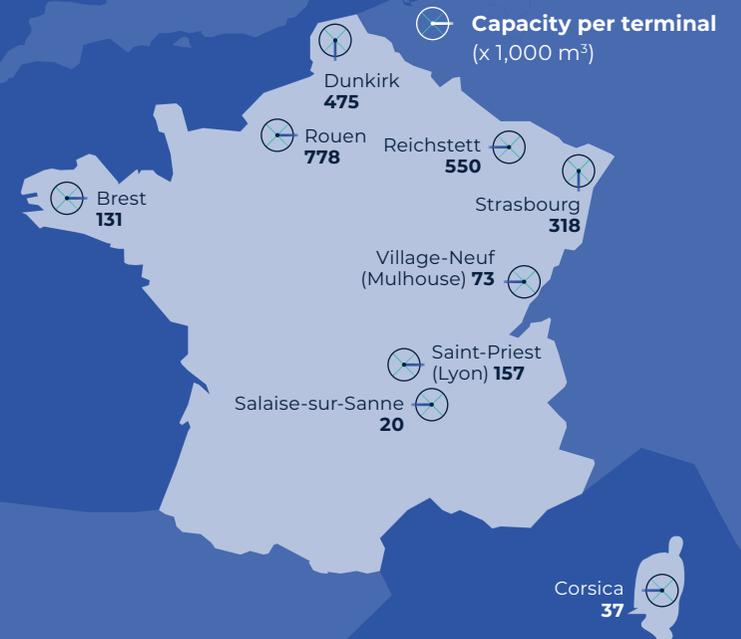
- Fuels
- Strategic storage
- Biofuels
- Agrifood
- Chemicals



Throughput (Kt)

9,405

Fuels	Biofuels	Agrifood	Chemicals
7,040	475	1,419	472
75%	5%	15%	5%



Our ambition

Remaining a market leader by consolidating our position in energy distribution and liquid fertilizers.

Grow: Chemicals, Biofuels and agrifood products

Diversify: New products and energy transition

Sustainability: Reducing our carbon footprint.



Spain 28% of Rubis Terminal Infra storage sales

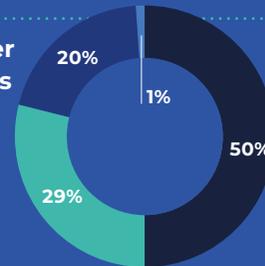
We have four state-of-the-art terminals with multimodal access in Spain. These are located in Barcelona, Tarragona and Valencia strategically interconnected to the Mediterranean and Spanish trading hubs, and Bilbao on the Bay of Biscay serving the Spanish and French markets. We acquired TEPSA's four terminals in 2020 and now with 927,000 m³ storage we are the largest independent provider of both oil and chemical storage in the region.

Total capacity (MM m³)

0.9

Storage revenue per products categories

- Chemicals
- Biofuels
- Fuels
- Agrifood



Throughput (Kt)

5,108

Fuels

2,375
46.5%

Biofuels

934
18.3%

Agrifood

13
0.2%

Chemicals

1,786
35%

Our ambition

Strengthening: Our advantage in the storage of chemicals and biofuels.

Sustainability: Reducing our carbon footprint.



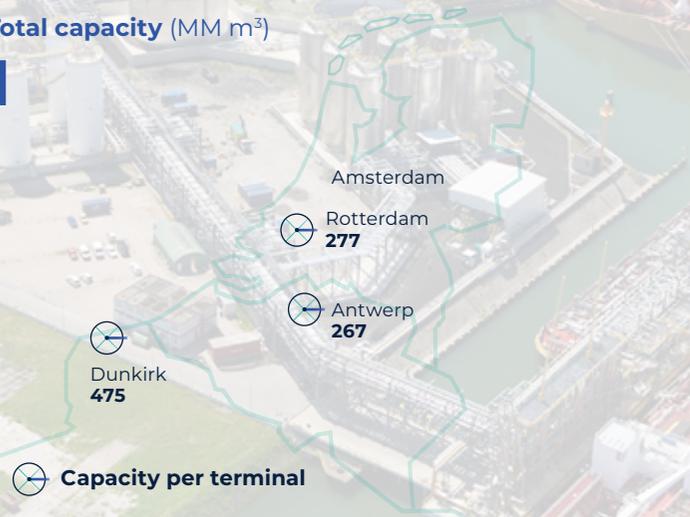
Capacity per terminal

Amsterdam-Rotterdam-Antwerp-Dunkirk (ARA-D) Hub

Our Antwerp and Rotterdam terminals are in the heart of North-Western Europe's product trading hub which comprises major ports of Amsterdam, Rotterdam, Antwerp and Dunkirk. These terminals were built according to the latest construction standards to limit environmental impact, including best-in-class Net Zero direct emission facilities. Moreover, with storage comprised entirely of chemicals and biofuels, we have ensured that our terminals are ready for the future of liquid bulk storage.

Total capacity (MM m³)

1



The Netherlands

13% of Rubis Terminal Infra storage sales

Our Rotterdam terminal, is a zero product emissions terminal located in Europe's largest bulk port in the midst of the Botlek petrochemical complex. It provides multimodal access for rail and trucks with an ample jetty capacity. It is a relatively new, state-of-the-art terminal that has transformed itself into a niche player for chemicals and biofuels with a strong safety record.

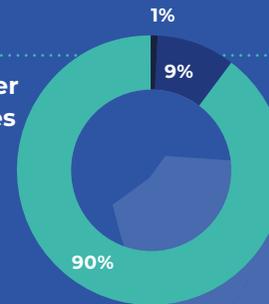


Total capacity (MM m³)

0.3

Storage revenue per products categories

- Fuels
- Biofuels
- Chemicals



Throughput (Kt)

1,275

Biofuels	Chemicals
85	1,190
7%	93%

Our ambition

Organic growth: in chemicals & biofuels - expanding the terminal while maintaining high customer service and safety track record.

Diversify: New products and energy transition

Sustainability: Reducing our carbon footprint.



Belgium

8% of Rubis Terminal Infra storage sales (ITC Rubis 50%)

Our Antwerp terminal is 50% owned by Rubis Terminal Infra in a joint venture. It is located in Europe's second busiest port and busiest chemical product hub. It provides multimodal access with privileged rail and sea connections and is also a Net Zero terminal.

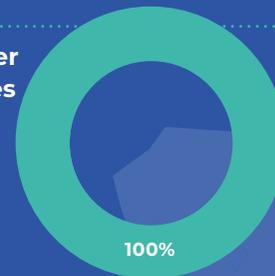


Total capacity (MM m³)

0.3 (ITC Rubis 50%)

Storage revenue per products categories

● Chemicals



Our ambition

Grow: chemicals and biofuels

Develop: our capacities

Sustainability: reducing our carbon footprint.

Throughput (Kt)

867 (ITC Rubis 50%)

Chemicals

876
100%



Our value chain certified by international standards

ISO 9001 (Quality Management Systems Standard)

France: Bastia, Ajaccio, Salaise-sur-Sanne, Saint Priest, Villette-de-Vienne, Brest (x2), Grand Quevilly (x4), Petit Quevilly, Val-de-la-Haye, Strasbourg (x4), Reichstett, Village-Neuf, Dunkirk (x2)

Belgium: ITC Rubis

Netherlands: Rotterdam

Spain: Tarragona, Barcelona, Valencia, Bilbao

ISO 14001 (all our terminals with chemicals activity)

France: Salaise-sur-Sanne, Grand Quevilly (x1), Val-de-la-Haye, Strasbourg (x1), Dunkirk (x1)

Belgium: ITC Rubis

Netherlands: Rotterdam

Spain: Tarragona, Barcelona, Valencia, Bilbao

CDI-T

France: Salaise-sur-Sanne, Grand Quevilly (x1), Val-de-la-Haye, Strasbourg (x1)

Belgium: ITC Rubis

Netherlands: Rotterdam

Spain: Tarragona, Barcelona, Valencia, Bilbao

EU-ISCC Certification of sustainability of biofuels

France: Dunkirk

Spain: Tarragona, Barcelona, Valencia, Bilbao

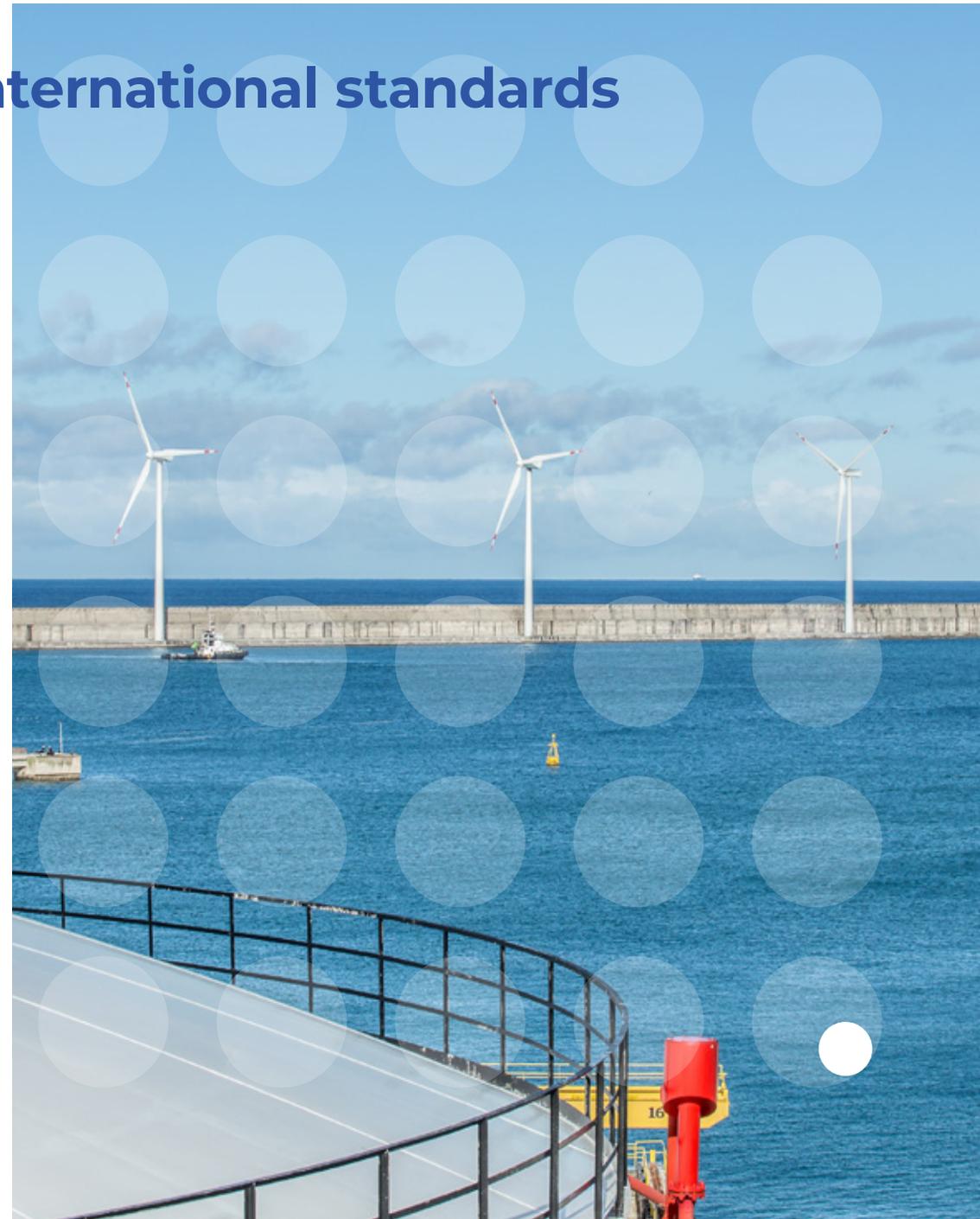
AEO (Authorized Economic Operator)

Belgium: ITC Rubis

Spain: Tarragona, Barcelona, Valencia, Bilbao

HACCP/GMP+

Dunkirk



Overcoming our challenges and maximising opportunities

Over the next 25 years there will be significant challenges that we and our customers will need to face and overcome. At the same time, these present opportunities for Rubis Terminal Infra are to innovate both now and in the future, to become an industry disruptor, and to strengthen our leading position.

In the markets, we see the following challenges and opportunities:

Challenges

What we will face is energy transition, decarbonisation, and a slow decrease of fuels with new fuels coming in market. This will evolve into a mature market development.

Disruption from energy transition

- Energy transition and decarbonisation in Europe, which is also a developing itself to a mature market.
- Regulation and policy / EU “fit for 55”.
- Competitors will position themselves as an energy transition solution provider to the market and their customers.

Declining fuel demand and transfer from diesel to gasoline

- Rise of electric vehicles.
- Supply disruptions: more imports and future fuel market becoming “less negative”, closer to flat.
- Declining fuels market: regular but slow decrease.
- Increase in gasoline and ethanol fuel storage.

New fuels coming

- Ammonia, including LPG as initiator.
- E-fuels, e.g. e-methanol.
- LOHC (Liquid Organic Hydrogen Carrier).

Potential recession and energy price

- Facing potential recession and volatility in energy prices in the short-medium term.
- Rubis Terminal Infra will be impacted if clients come into recession.
- Also potential over-capacity in the storage market.





Opportunities

On the other hand there are ample opportunities for Rubis Terminal Infra to expand and develop new capabilities and grow business scale to support the business transition.

Develop new capabilities

- Expand and develop beyond existing portfolio and products.
- Capitalise on main strengths.
- Protect business from competition.

Attract market talent

- Strong growth objectives to retain and attract existing market talent.
- Use developing green credentials to attract new talent to our market.

Increase scale

- Leverage benefits of scale and growth to support business transition.
- Financial scale to capture inorganic growth opportunities.

Maintain safety standards

- Focus on safety high standards: no safety, no business.
- Continued need of capital to ensure high standards of maintenance.

Looking ahead in the short-term, we are closely monitoring the economic and political circumstances in Europe - in particular the impact of the ongoing war in Ukraine on energy supplies and prices, and the continued potential for a recession across the continent.

There is also the potential for over-capacity in the storage market which we will have to monitor and mitigate. Despite this, there are certain market opportunities which can act as a game-changer for the future and make it possible to stand out from our competitors. Because our successful growth strategy of the last years, we firmly believe that we are able to precede a strong strategy facing all the challenges and opportunities.

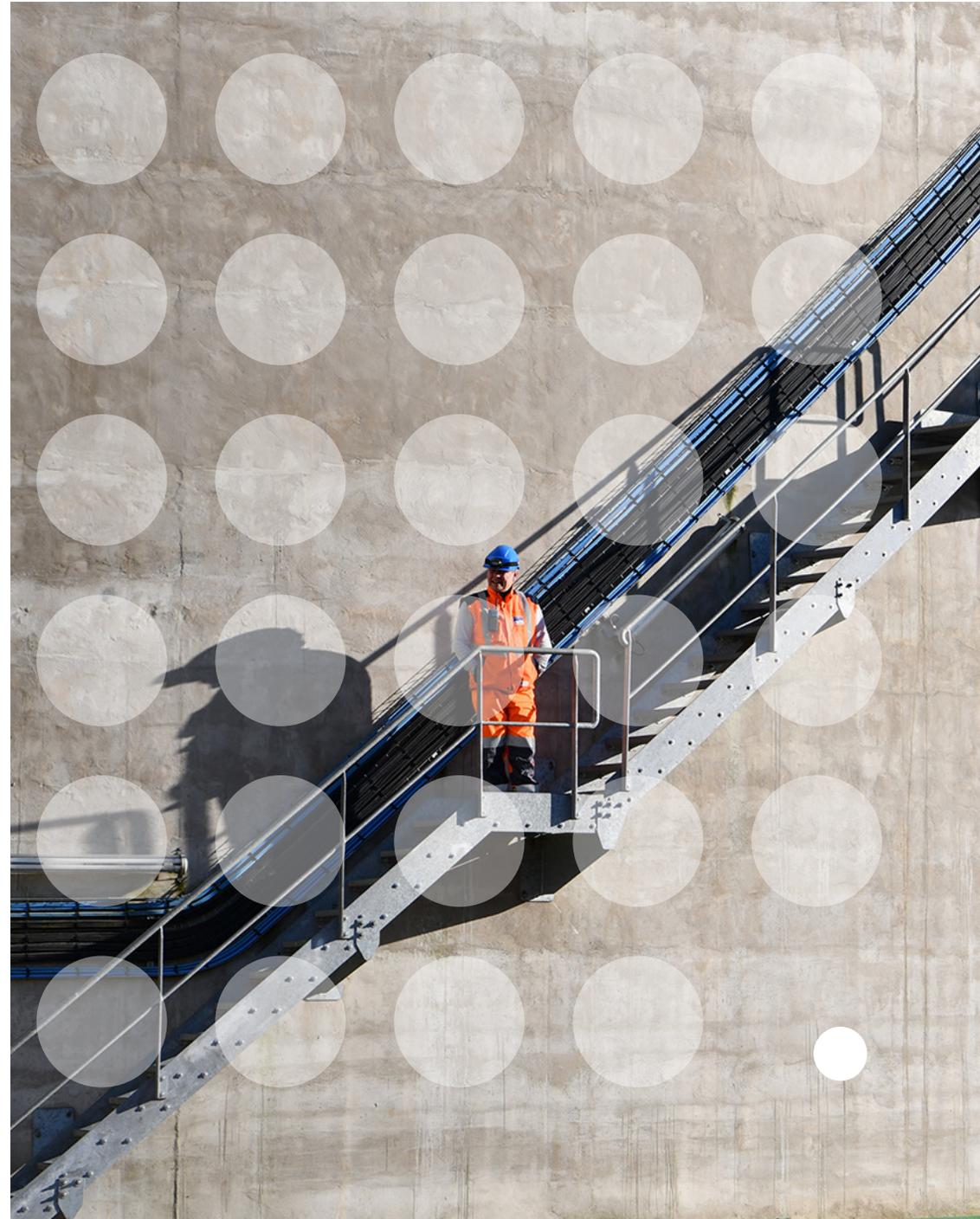
Our strategic goal

Become the leading European provider of safe and decarbonised storage and handling of bulk liquid products.

Our strategic goal is to become the leading European provider of safe and decarbonised storage and handling of bulk liquid products; from fuels to tomorrow's sustainable products.

Strategic objectives

- Providing a premium quality service to our diverse customers base.
- Adhering to high safety, security and quality standards.
- Diversifying our product and geographical mix.
- Enabling decarbonisation of storage and handling chains as they transition to Net Zero.
- Maintaining prosperity along the energy transition.



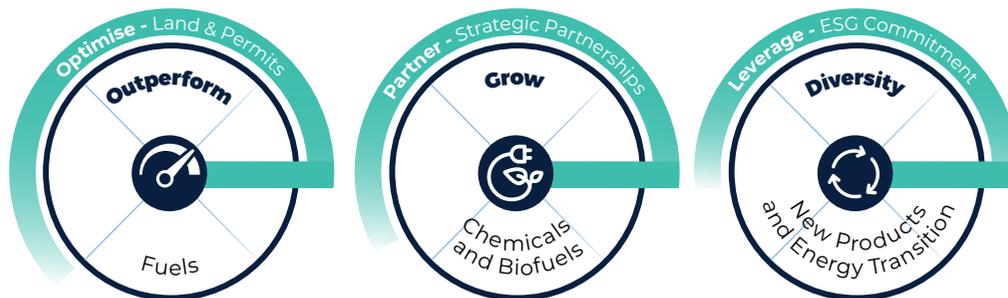
Building a sustainable future

Strategy pillars

In 2022, we developed a new corporate strategy which outlines how we will achieve our sustainable growth at mid-term. Integrated to our business objectives, we outline how we will leverage our ESG commitments in this context.

We will play a key role in enabling the energy transition, while managing our energy consumption and carbon footprint is at the heart of our sustainability strategy.

To provide focus for everyone within the organisation, we have distilled this strategy into three business focused pillars and their enablers. These take into account all the market challenges and opportunities we identified to create a robust and workable strategic vision for the future.



We enable the bulk logistics of liquid and gas products that are essential to the world economy. As such, we aim to operate at a sustainable level of profitability to ensure continuity to invest in innovation, decarbonise our activities and contribute to the transition while upholding the highest standards of safety and efficiency. While providing a vital link in the value chains for energy, chemicals, and agrifood, we work to ensure prosperity for all our stakeholders. We are committed to providing flexible, reliable and responsible solutions for our customers, connecting industries to society.

Enabling energy transition

- Target 2025: to shift our product mix to increase to 60% in revenue our activity to store chemicals, biofuels and agrifood products.
- Propose storage solutions for products eligible to the European taxonomy.

Providing reliable, adaptive and responsible solutions

- Increase the capacity of non-fossil fuels at our current terminals.
- Seize development opportunities in new storage segments (renewable energy).
- Participate in continuous energy supply by providing the necessary storage capacity to the market.
- Measure the sustainability impact of our CAPEX and OPEX with a new KPI (CO₂ Scope 3/m³ installed).

Caring for our customers

- Support our customers in their projects for energy transition.
- Contribute to limiting the CO₂ footprint coming from storage in our clients' supply chain.
- By 2025: develop new services to assist our clients in their transition process as well as to reduce and estimate emissions due to the storage of their products with Rubis Terminal Infra.

Our operations

We are responsible for supplying major centres of consumption and industrial activity in Europe (France, Spain and ARA-D). We do that by developing tailored, effective and reliable storage solutions that best support our customers' and partners' operations.

In addition to offering specific types of storage, all complying with stringent technical standards, we provide loading and unloading infrastructure as well as maritime, river, road, rail and pipeline connections.

We serve as an essential link in the logistics chains of energy companies, chemical groups, agricultural cooperatives, supermarkets and traders, by storing local and imported products for as long as needed.

We also provide services such as blending, additivation and marking and ensure a bulk transport connection is as close as possible to the product's destination.

Best logistics solutions

We continuously adapt our services and assets to deliver the best logistics solutions, favouring timely bulk transport for upstream sourcing and/or downstream deliveries. Our logistics tools are responsive and efficient, allowing us to optimise both our own and our clients' environmental footprint. Our comprehensive range of services ensures we meet our customers' needs and contribute to their value chain and overall economic growth.

Strong position in HVO markets

Rubis Terminal Infra has received and blended HVO (biodiesel from hydrotreated vegetable oil) with diesel in Dunkirk and Rouen for years, and we are now also active in HVO 100.

Our diversification strategy has led to a significantly modified product mix, including:



Fuels (motor and heating fuels)

Diesel and gasoline supplied in gas stations, aviation fuels, marine fuels, and domestic heating fuel.



Chemical products

We plan to significantly increase the share of chemicals in our product mix already by 2025 through a combination of acquisitions, organic growth, and diversification.



Sustainable fuels

Rubis Terminal Infra now handles all types of sustainable fuels and feedstocks:

- **First-generation biofuels** (e.g. FAME – Fatty-acid-methyl-esters).
- **2nd generation biofuels** (e.g. UCOME – Used Cooking Oil methyl-esters, TME – tallow methyl-esters, HVO –Hydrotreated Vegetable Oil).
- **Feedstock of first and second-generation** (UCO, Tallow, etc.)
 - Sustainable alternative fuels (e.g. e-fuels).
 - Rubis Terminal Infra was the first company in France to successfully store E85 (gasoline containing 85% ethanol).

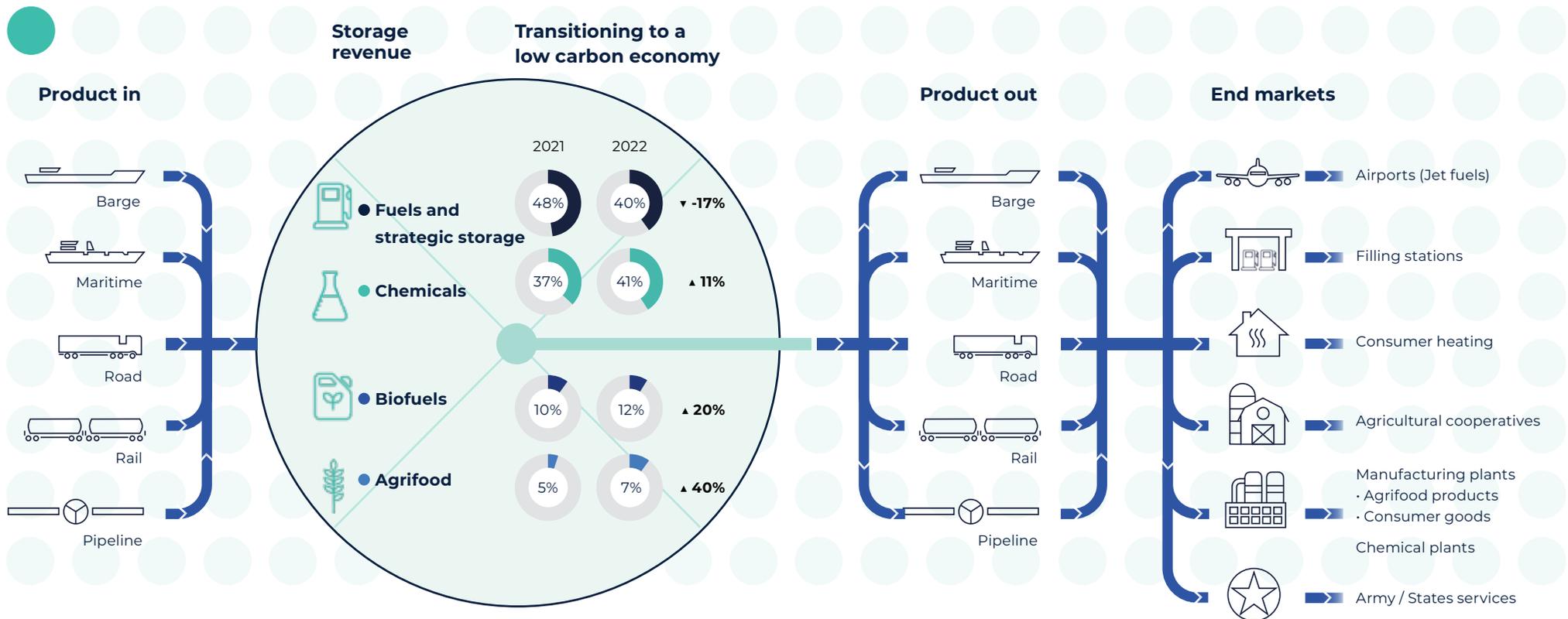


Agrifood products

Liquid fertilizers, edible vegetable oils, edible animal fats and molasses for various industrial applications.

Our value chain

We collaborate with various strategic operators, suppliers, and contractors along the value chain to help us provide a high-quality, safe and flexible services. These operators include shipping lines as well as national and international pipeline operators. We also store strategic reserves that ensure continuity of supply.



Our commitment to the Sustainable Development Goals

The United Nations' Sustainable Development Goals (UN SDGs) are a collection of 17 interlinked goals designed to be a blueprint to achieve a better and more sustainable future.

When developing Rubis Terminal Infra's sustainability approach, we used the 2030 UN SDGs as a reference and focused on those most related to our activities to address the associated challenges most effectively.

The SDGs we focus on cover the following areas of commitment:

- **Health, Safety and Environment Standards** to limit the impact of our activities on people (SDG 3 – Good Health & Wellbeing) and the environment (SDG 6 – Clean Water and Sanitation & SDG 15 – Life on Land).
- **Policies to promote team diversity** (SDG 5 – Gender Equality).
- **Increase sharing of the value we create** (SDG 8 – Decent Work and Economic Growth).
- **Combatting climate change** (SDG 13 – Climate Action).
- **Anti-corruption standards in line with the best international standards** (SDG 16 – Peace, Justice and Strong Institutions).

In 2022 we published a [Sustainability Mid Term Roadmap \(2022-2030\)](#) outlining the risks and opportunities over the short and mid-term under three pillars; **People, Planet and Profit**.



SDG 3 – Good Health & Wellbeing

SDG 5 – Gender Equality

SDG 6 – Clean Water

SDG 8 – Decent Work and Economic Growth

SDG 13 – Climate Action

SDG 15 – Life on Land

SDG 16 – Peace, Justice and Strong Institutions



Environment



Environmental performance 2022



GHG emissions

Fuels distribution products depots (kg CO₂/t throughput out)



Chemical products depots (kg CO₂/t throughput out)



Mixed products depots (kg CO₂/t throughput out)



Energy consumption

Energy consumption of industrial sites⁽²⁾ (GJ) At constant perimeter



Scope 1 (tCO₂eq) At variable perimeter



Scope 2 (tCO₂eq) At variable perimeter



Scope 3⁽¹⁾ (tCO₂eq) At variable perimeter



Scope 3 intensity (kgCO₂eq/m³ installed)



Scope 3 end use of products sold (tCO₂eq)



NOx (t) At constant perimeter



VOC (t)



(1) Purchases of goods and services, employee travel, upstream and downstream transportation of goods, immobilization of production goods and equipment

(2) Industrial sites: storage site of liquid motor (including biofuels) and heating fuels, chemical products, bitumen, agrifood products and fertilizers. The data are the sum of the quantities of fuel or electricity purchased, converted into GJ, with the exception of fuel used by administrative staff (headquarters and site management) for transportation.

Environmental performance 2022



Natural resources & air, water, and soil pollution

Number of air quality incidents

0

2021 0

Number of accidental spills

0

2021 1

Suspended solids released into water (kg)

4,296

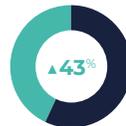
2021 4,639



THC released into water (kg)

384

2021 269



Quantity of water used (m³)

180,309

2021 225,815



Quantity of wastewater treated (m³)

386,655

2021 354,692



Waste

Quantity of hazardous waste generated (t)

2,964

2021 3,002



Quantity of non-hazardous waste generated (t)

1,363

2021 432



Quantity of waste upcycled (t)

2,207

2021 1,300



Percent of upcycled waste relative to hazardous and non-hazardous waste generated (excluding C&D*) (%)

51

2021 38



Quantity of hazardous waste generated (C&D*) (t)

1,041

2021 1,004



Quantity of non-hazardous waste generated (C&D*) (t)

59.9

2021 115



* C&D: Construction and demolition

Environmental policy

Over the last 13 years, we have been working on reducing our environmental footprint and this has led to a significant reduction in our carbon emissions.

In 2021, we consulted with key stakeholders (employees, partner, investors) to measure the environmental materiality of our company (See Materiality assessment in the Appendix). From this, we published our first standalone sustainability report, and our Sustainability Mid Term Roadmap in 2022.

After identifying areas of risks and opportunities, we aligned the growth of our business and that of our customers with the expectations of our stakeholders in this roadmap. This represents a real commitment that takes into account the materiality of our company's impact on its environment.

Focus

Within the planet section of our roadmap, we aim to continue focusing on:

- Reducing our emissions.
- Operating in a sustainable and safe manner.
- Mitigating our impact on the environment.

Environment key assets

We work to best use our natural resources and protect in a broader manner the environment in which we work. Our objective is to reduce our energy consumption and reduce our environmental impact (carbon footprint, emissions, water and soil pollution) while increasing our waste recycling. We aim to do this while also meeting the changing needs of our clients.

As part of this, we will facilitate the handling and storage of new, more sustainable energy products.

Our goal

We aim to create positive, long-term impact by employing high safety and quality standards across all our operations. Our values 'Committed to sustainability' and 'Being Respectful' help to ingrain sustainability and respect of the environment at the core of every activity we undertake.



Reducing our emissions

Our emissions 2022

GHG emissions

We are continuously refining the quality of our GHG emissions reporting which can lead to an increase in the results over the years as the scopes evolves. Our goal is to ensure accurate tracking so that we can develop appropriate solutions.

GHG emissions of Rubis Terminal Infra storage activity:

Scope 1 (tCO₂e)

14,331

2021 20,853 2020 18,050



Scope 2 (tCO₂e)

6,565

2021 8,574 2020 6,325



Scope 3 (tCO₂e)

47,582

2021 51,866 2020 44,788



Carbon intensity global of activity (kgCO₂/throughput out)

1.25

In 2022, we note a global improvement thanks to switching boilers from fuel to gas and the optimisation of heating facilities. On constant perimeter, the overall intensity reduction is 15.2%, the reference value for N-1 without Dörtyol being 1.47kgCO₂/ton of throughput out.

Mixed carbon intensity

Mixed products depots (kgCO₂/throughput out)

0.71

2021 0.98 2020 2.02



The year 2022 presents a change in scope with the sale of the activities in Turkey (Dörtyol).

We reach a reduction of 28% with one site showing particular improvement: Dunkirk. The heating activities have been optimised due to the upgrading of bitumen tanks insulation and the heating optimisation through boiler adjustments.

Chemicals carbon intensity

Chemical products depots (kgCO₂/throughput out)

4.62

2021 4.81 2020 5.82



We measure a 4% reduction mainly due to an amelioration of our heating system in ITC Rubis and Rouen VDH.

Carbon intensity fuels

Fuels distribution products depots (kgCO₂/throughput out)

0.1

2021 0.099 2020 0.11



There is no significant intensity variation on this category of depots. Fuel storage is quite passive with a low carbon intensity. For this reason, we focused our efforts and investment this year to change the performance of other depots.

Our commitment to reduce emissions

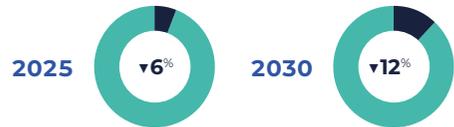
We play a key role in enabling the energy transition. Managing our energy consumption and carbon footprint is at the heart of our sustainability strategy. We took commitments to improve it at mid-term with the goal to:

Reduce carbon intensity of our storage operations (Scopes 1 & 2), compared to 2020

Chemical products depots



Mixed products depots



Fuels products depots



Reduction CO₂e Scope 3 absolute emissions of wholesales (baseline 2020)



We improve our supply chain and that of our customers by reducing the emissions per tons of throughput out of their products.



Energy efficiency

In 2022, the net energy consumption of Rubis Terminal represents a reduction of 7%. Moreover, we measured the divestment of Dörtyol represents at variable perimeter a reduction of 25%.

In fact, despite the moderate increase in throughput in 2022 of 2%, we note a general decrease in electricity consumption. This is explained in particular by a change of contract in Rotterdam and the suspension of the bunkering activity which led to the shutdown of a blending compressor and a vapour treatment system which generated very high consumption.

The sharp increase in the price of all energy sources has accelerated investments to reduce their consumption.

Switch to renewable energy

In terms of energy use, two strategies are our pillars to reduce emissions: reduce our consumption by improving energy efficiency and switch to renewable energy. During 2022, 10% of the consumption of the group came from renewable sources (9,103 MWh). One of our aims is to edge up this percentage by investing in solar panels in our terminals (like in Bilbao and Valencia).

Energy consumption of depots (GJ)

319,187

2021⁽¹⁾ 343,505 2021 423,631 2020 363,155



(1) without DOR
(2) Change at constant perimeter

Scope 1⁽³⁾ Reduction – emissions improvement:

In 2022 to increase our energy efficiency across our operations, we have invested or implemented several infrastructure improvements:

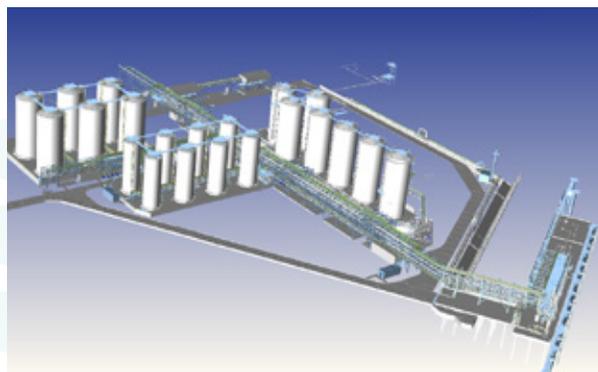
- ITC Rubis saw 17% reduction thanks to the improvement of the treatment system of gas transfer vapours, optimisation of the heating system, improvement of the gassing system of gas carriers.
- There was a reduction of 23% at Dunkirk due to the insulation improvement work on the bitumen tanks and to the optimisation of heating reflectors on the bitumen.
- Replacement of a heavy fuel boiler by a new gas boiler with an improvement of heating performance in Rouen permitted a reduction of 24% of emissions.

Scope 2⁽⁴⁾ Reduction - emissions improvement:

- In **Rotterdam**, there was an emission reduction of 18% due to a change of contract and the suspension of the bunkering activity. These led to the shutdown of a blending compressor and a vapour treatment unit which generated very high electricity consumption.
- In **Barcelona**, we started using partial electric metres, variable frequency drives, LED lighting. We improved insulation as well as installing new aérothermal systems for heating and hot water.
- In **Bilbao**, we have commissioned photovoltaic installation with 132 modules of 540W with an estimated annual production of 75,3MWh.
- In **Rotterdam and Dunkirk**, we obtained ISCC EU certification: proof of compliance with environmental, social and traceability criteria. In 2023, there will be a focus at these facilities on reducing electricity consumption and improving the ecological efficiency of vapour treatment.

We are always improving our tools to reduce our emissions while at the same time looking at how we can add a decarbonisation element to monitor it through our maintenance and construction operations with the measurement of scope 3 per m³ installed.

(3) (Direct emissions from fixed or mobile installations located within the organisational perimeter, i.e. emissions from sources owned or controlled by the organisation such as: combustion generated by the installations industries, industrial processes)
(4) Volume of Scope 2 emissions (Indirect emissions associated with the production of electricity, heat or steam purchased for the organisation's activities)



Hugues Baillet
Technical Director
Rubis Terminal Infra

Sustainability in maintenance, tools and construction

“Ensuring a high level of maintenance and controlling our growth in terms of construction is an issue of sustainability. A well-maintained industrial tool will last over time and, in addition to ensuring secure storage, will have a low carbon impact over its lifetime. The development of new tools such as digital twins allows us to better collect, analyse and monitor our technical, operational and CO₂ data and share it with a wider audience.”

The carbon impact dimension is also integrated into our new construction projects for which we study the best available technologies, both for the pure construction (scope 3) and in the technical and operational choices of the installation once the project is completed (scope 1 and 2).”

Operating in a sustainable and safe manner

Pollution prevention and control measures

A preventive maintenance programme is in place for all tanks and equipment containing hazardous products at the storage sites and on the transport pipelines in the public domain.

Systematic inspection of tanks containing hazardous products and their associated pipelines is carried out in accordance with international standards, during the various periodic inspections. In addition, in order to avoid groundwater and soil pollution in the event of accidental spillage, the storage tanks are, with some exceptions, installed in watertight retention basins (concrete or clay liners). These retention basins are kept closed. They are opened manually, after a preliminary check for the absence of pollutants.

In the loading and unloading areas for tank trucks and railcars, and on each ship and barge landing for hazardous products, the retention platforms are designed according to the products handled and are generally connected to oil separators linked to treatment stations or buffer basins. At the discharge points, water analyses are carried out at least every six months, and monthly at the outlet of the treatment plants. At least monthly monitoring of the absence of floating pollution in the groundwater monitoring wells, located downstream of the facilities, is carried out on almost all sites.

Our commitments

- Have 0 leakage accidents, outside of any retention area, leakage classified according to the GHS system.
- 0 major accidents.
- By 2030: Track fugitive emissions at all sites.

Water pollution

The volume of suspended solids discharged into the water is very low compared to the volume of water discharged (more than 380,000 m³). The variation between 2021 and 2022 is 7%.

Soil pollution

The incidents of soil pollution by hazardous products reported correspond to pollution of a volume greater than 200 litres occurring out of containment during the year. In 2022, no incidents were reported.

Air emissions

Risks

The storage activity emits VOCs (volatile organic compounds) on the surface of the volumes of stored products which, depending on their physio-chemical properties, may vaporize depending on the storage and handling conditions.

Limiting measures

Gasoline vapours are collected when tank trucks are unloaded and sent to vapour recovery units (VRU) which condense them into liquid gasoline before reinjecting them into the storage tanks.

In addition, the gasoline storage tanks are equipped with floating screens and loading is carried out through loading stations at source to reduce VOC emissions into the atmosphere as much as possible. On the storage of chemical products, the vapours of toxic products are collected. In addition, all chemical vapours, including VOCs, are collected, and treated at the Antwerp and Rotterdam chemical depots. These two sites were designed, from the outset, to collect and treat all vapours including VOCs above the liquids and pushed out of the tanks during transfers.

Mitigating our impact on the environment

The low values calculated still show in 2022 a very limited NOx impact of our activity with a more moderate decrease considering the N-1 value for the Rubis Terminal at 8.2 tons at constant perimeter. That is a reduction of 40%

At terminals where boilers are in place, such as chemical and mixed terminals, NOx emissions have been reduced due to the commissioning of gas boilers in Strasbourg and Rouen to replace boilers running on heavy fuel oil.

As regards VOCs, the reduction of more than 13% observed in 2021 still corresponds to the full-year operation of a more efficient URV system for treating gasoline emissions at the Rouen site. There is an increase of 7.8% in 2022 which is explained by a structural increase of 21% in gasoline activities at the terminals in France over the same period.

Water

Since 2018, our water consumption has been optimised. The cessation of a major groundwater drawdown pumping operation to protect groundwater from surface pollution after the clean-up of a large area of land has reduced water consumption by 98% since 2013.

On a constant perimeter, the 9% increase in treated water corresponds to a high level of rainfall in France not recorded since 1959. The 20% reduction in water used corresponds to a year in which fewer new tanks were commissioned than the previous year, generating less water consumption associated with hydraulic tests.

Waste

Rubis Terminal is stable on a like-for-like basis. The significant increase in the waste recovery rate is explained by an additional management effort made at several sites as well as by an exceptional event, the washing of several molasses tanks at the Rouen site (VDH), for which the waste from the bottom of the tanks was fully recovered.



Tomas Rocha
Head of Maintenance
Bilbao



Use of rainwater

“In Rubis Terminal TEPESA Bilbao, since 2002, we have been using rainwater for our freshwater storage tank. Through a network of pipes and pumps, we are able to recover the rainwater retained in some of our tanks and then take it to the aforementioned tank whose capacity is 400m³. This water is reused for some cleaning, garden irrigation, pressurisation of the fire-fighting piping system and the sweetening of the fire-fighting circuit. Bearing in mind that our fire-fighting network has seawater as its primary source and that the freshwater tank is used for sweetening the lines, we reduce the consumption of this precious resource as much as possible.”

Biodiversity

The nature of our business involves being in contact with areas of high biodiversity (sea, rivers, aquifers, etc.). Therefore, we realize how important it is to reduce the risks of contamination of seas and rivers, as well as the regeneration of areas with fauna and flora we may impact. This care and responsibility for biodiversity has always been integrated into our way of thinking and working. And it is also integrated into our Roadmap for further improving our relationship with nature.

Reducing pollution in discharged water, avoiding discharges into the sea, rivers and land, as well as getting involved in biodiversity improvement projects are our improvement goals for the future.

We are committed to:

- Upcycle 44% of our waste (increase the rate of upcycled waste by 100% from baseline 2020) by 2025 and 50% by 2030.
- By 2030:
 - Measure water quality annually, including control of THC and suspended matter.
 - Develop phytoremediation systems at our industrial sites wherever possible.
 - Identify additional areas surrounding our sites that could be used to develop carbon credits and promote more biodiversity related projects.

Taxonomy

Looking at diversifying towards more sustainable products, we have reviewed our activities to determine their share eligible to the European Taxonomy.

Under the European Taxonomy, Rubis Terminal Infra's revenue generating activities were not identified as eligible because storage activities are only partially and specifically taken into account in the Commission Delegated Regulation on climate. The taxonomy does not necessarily include the activities along the production chain and as a result, the finished product is the only eligible activity. The storage of raw materials to produce biofuels or other products and energy was the only potentially eligible activity for Rubis Terminal Infra. Storage activities as they are not explicitly described in the European Taxonomy are not part of the eligible activities. However, discussions with professional storage organisations are underway to clarify the role of storage activities under the European Taxonomy. It is important to highlight our essential contribution in the value chain of those products eligible under the EU Taxonomy.

In particular, we handle the following eligible products through our:

- Chemical storage activity (41% of revenue) with products subsequently used in various industries, such as:
 - Carbon black (3.11 under the Commission Delegated Regulation 2021/21394).
 - Nitric acid (3.16).
 - Plastics in primary form (3.17).
- Energy and biofuel storage activity with biofuels for use in transport (12% of our revenue) (4.13 under the Commission Delegated Regulation 2021/2139).
- Blending and rebalancing activity allowing the resale of the processed products. Rubis Terminal Infra blends a proportion of regulatory biofuel into marketed fuels (4.13 under the Commission Delegated Regulation 2021/2139).





Social



Social performance 2022



Safety

Major industrial accidents⁽¹⁾
(Number)

0

2021 0

Total injury rate employees
(TIR)

2.60

2021 2.69



Training

Total training hours
(Number)

12,557

2021 12,740



Purchase

Share of local purchases
(%)

>50

2021 >50

Accidents at work⁽²⁾ - Employees
(Number)

13

2021 8



Accidents at work⁽²⁾ - External personnel
(Number)

9

2021 8



Employee recipients
(Number) At variable perimeter

473

2021 502



Share of suppliers selected based on CSR criteria (%)

>50

2021 >50

Inter-generational diversity

- < 30 years **11%**
- 30-39 years **25%**
- 40-49 years **33%**
- > 50 years **31%**



Employees trained
(%) At variable perimeter

83

2021 80



(1) A major industrial accident is defined as an accident causing 3 or more fatalities and damages ≥ US\$10,000,000.
(2) Accidents at work that required more than one day of absence.

Health & safety

Our success depends on the skills and dedication of our people. We have strong ethical, social, and environmental values and we empower those who work in our company to uphold and promote them. Our corporate culture emphasises diversity, innovation, and efficiency, and we invest in the growth of our teams through training. Our values ‘Always Safe’ and ‘Being Respectful’ embed safety and respect at the core of all our activities, reinforced by our nine rules of safety.

“Our approach to safety is based on collecting information from the field, taking into account all anomalies and deviations in order to analyze the causes. This shared database allows the transfer of knowledge and the communication of lessons learned.

At Rubis Terminal, we believe that individual awareness and ownership of essential protective measures to prevent unforeseen events is the path to a common language of safety across our entire business.

For us, this is an integral part of our culture and it is in this spirit that we deploy an awareness campaign on the Life-Saving Rules throughout the year and simultaneously on each of our sites. With videos, posters, testimonials and toolbox workshops, it targets both our workforce at the sites and office employees as well as our suppliers.

Collecting, understanding and sharing the Best Practices with our operators and contractors in carrying out their daily work in order to achieve and maintain the highest level of Safety: such is our goal and ambition.”

Hervé Dalga

HSE & Operation Group Coordination

We are committed with social issues in three main areas:

Ensuring the safety of people

- By 2025: Decrease TIR (Total Incident Rate) of employees by 25% (baseline 2020). Achieve 0 accidents with lost time.
- By 2023: Extend the TIR metric to contractors and sub-contractors.
- By 2023: Monitor the Process Safety Event.

Promoting diversity and integrity

- Improving diversity in our management - By 2030: Have 40% of women in the Group Executive committee.
- Training our employees - By 2023: Train 100% of employees on compliance.

Supporting local development

- By 2023: Formalise a responsible procurement charter with the goals to:
 - Continue to work with local suppliers and contractors.
 - Enact a purchasing target to increase suppliers selected based on CSR criteria.
- By 2025: Have more than 50% of our terminals implement societal actions that meet local needs.

Health & Safety

Health & Safety is paramount to us. With ‘Always safe’ as one of our core values, we embed safety into every aspect of our corporate culture and daily activities. We ensure that everyone who works for us does so in the safest conditions reinforced with regular health and safety training and awareness. We want safe operations, projects, designs and a safe and healthy workforce.

We have a safety culture principles “Always safe”. These three principles of safety that we promote throughout the organisation to foster a robust safety mindset and focus among all employees: ‘Safety is in our DNA’, ‘Prevention Culture’, ‘Proactive Attitude’.

Safety is in our DNA

- Safety is in our DNA.
- Safety is everywhere: in our operations, in our meetings, in our thoughts, in our conversations.
- Safety is everyone's concern be they shareholders, employees, contractors, customers, or neighbours.
- We all need to think about safety and hence integrate the "safety thinking" in all we do and then, act accordingly.

"Always safe" is not just for our terminal operations. Our headquarters and all our departments are on the same page for safe operations, safe designs, safe projects, health at the workplace, and a healthy lifestyle.

Health and well being

Looking after the health and wellbeing of our employees is important to us, for example in 2022 we provided:

- **Healthy snacks** – fruit was offered each week to all employees across our sites.
- **Childcare** places were reserved for employees across our sites.
- **World Bicycle Day** in The Netherlands and Belgium we encouraged employees to come to work on a bicycle.
- **Physiotherapy** was offered across all workplaces in Spain.

Prevention Culture

- Better safe than sorry.
- Prevention before correction. Prevention before protection. Protection always comes first. Risk analysis is carried out prior to design and operations.
- The best way to achieve full safety is Prevention.
- The best way to prevent is through continuous training and learning from near misses.

Openly sharing knowledge and experiences is a good way to improve prevention. Our culture of prevention is enriched with lessons learned in which everybody participates: prevention is everywhere, and all contributions are considered. The detection of near-misses is paramount to enhance prevention. With this aim in mind, all contributions are valuable.

In 2022, we recorded no major industrial accidents. Among our employees there were 13 accidents and nine among external personnel.

Proactive Attitude

- Not waiting for the risk to occur.
- Think and analyse, act before anything can happen. Our goal is to minimise risks for people (and the environment) based on proactivity and prevention.
- We always keep a positive attitude with honesty and transparency, to help each other detect unsafe conditions and correct them promptly.
- Accidents can happen and it is within our nature to learn from the causes and from the unsafe conditions.
- We encourage every employee or third party to contribute to safety, with a positive and constructive attitude. We need all contributions with total transparency to achieve full safety.
- We believe that employees' proactive contributions can help prevent accidents before they occur.

Our employees are trained in Health, Safety and Environment (HSE). As a result, we conduct regular compliance audits at each facility and set annual commitments jointly with operational teams and management to ensure the safety and wellbeing of everyone on our premises. Employees are covered by an occupational health and safety management system.

Diversity & inclusion

We have a target to achieve zero discrimination. We believe that diversity and inclusion is key to helping create a more sustainable and thriving business and supply chain. We aim to address all areas of possible discrimination so everyone who works for, or at Rubis Terminal Infra, is treated fairly and respectfully.

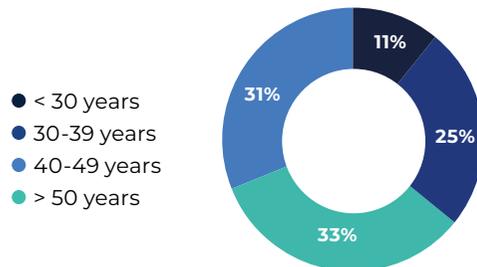
To enable our employees as well as external contractors to alert us to any possible examples of discrimination, corruption, fraud, conflict of interests, and anti-competitive practices, we have set up 'Integrity Line'. This confidential platform enables us to monitor all these areas with the support of those who work for or with us. There is no reprisal, harassment, or discrimination for issuing an alert.

Our Code of Ethics bans discrimination based on ethnicity, religion or religious beliefs, gender, sexual orientation, state of health and/or disability, political opinions, or family situation. We have a zero tolerance policy for any violation of this code.



Generational split of employees

We believe that a multi-generational workforce is a better workforce, and this is reflected in the figures that show the split of employees by age in 2022:



99 out of 100 for Gender Equality in France

In France it is mandatory for us to publish our gender equality figures each year. We are very proud in 2022 to have obtained a gender equality score of 99 out of 100 – up from 88 out of 100 in 2021.

The index is calculated using four to five criteria depending on the company's workforce – these are:

- The pay index gap between women and men.
- The difference in the rate of individual pay increases between women and men.
- The gap in promotion rate between women and men.
- The share of employees increase on their return from maternity leave.
- The number of women represented among the 10 highest salaries.

Talent & recruitment

The expertise and commitment of our employees is key to our success and continued growth as well as our customers. We give our employees access to opportunities to improve their personal and professional development through training and mentoring. We encourage all employees to actively take part in training to attain qualifications and accreditations within their specific fields - such as newly acquired technical skills.

In 2022, our employees benefitted from training and with the introduction of new online training platform in France, called Cornerstone, we hope to encourage more employees to access training to boost their skills and knowledge.

We will continue to invest in training for all employees to ensure their safety, their growth and to help us attract and retain new talent.

Creating sustainability culture

Sustainability is one of our values and a key aspect for the future of our organization. We are proud in involving our people in our ESG commitments and creating a culture based on a sustainable way of thinking for the future. An essential part of this process is explaining the background of the strategy, sharing information, encouraging our teams to bring their ideas and suggestions, and emphasizing how sustainability will benefit both the organization and the employees in the long term. Therefore, we must continue reinforcing the communication and training regarding ESG at all levels.

Sharing know-how

As a multinational company, RTI is convinced of the value of sharing knowledge and expertise. Having the same culture facilitates the relocation of our talent within the different sites and international offices of the company; and we are promoting these exchanges to also develop our collaborators professionally.

Training highlights of 2022:

Number of trainings sessions

12,557 hours

Hours of training per employee

22 hours

2021 20.5 hours ▲ 6.8%

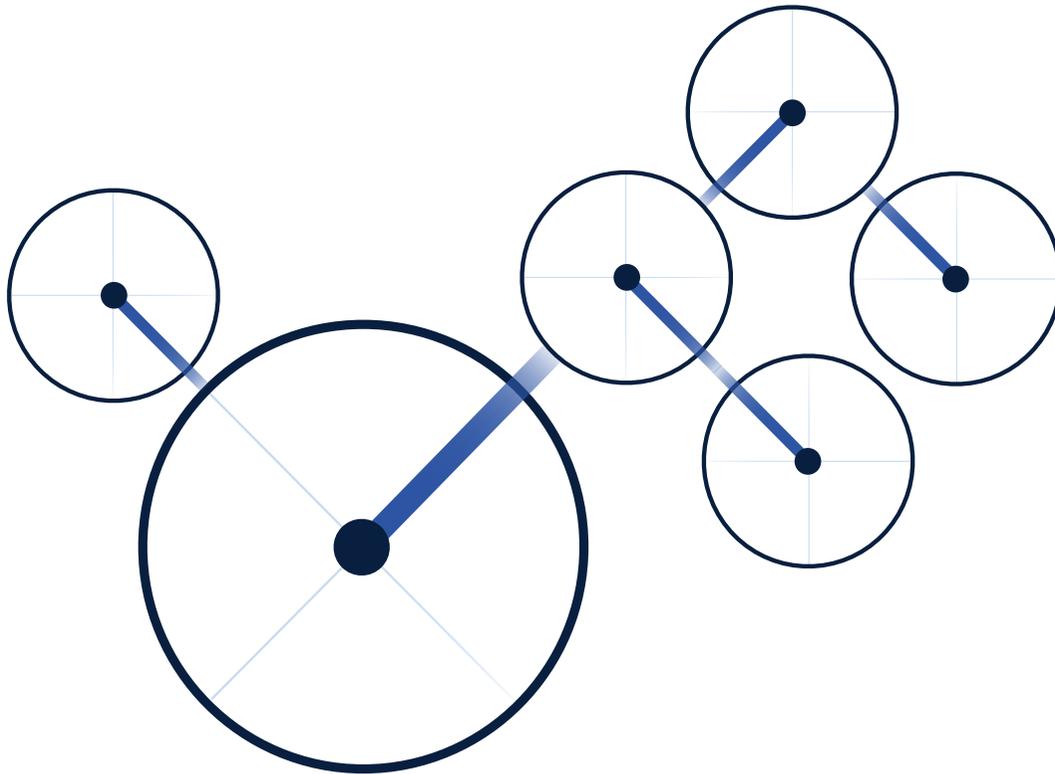
Training ESG during 2022 to:

- Executives TEPSA
- Group Sales department
- Operations France
- Terminal Managers in France
- Management Committee France
- Group's Sales Manager training on Roadmap 2022-2030
- Management Committee France training on Roadmap
- Purchase department



Stakeholders

Our stakeholders are wide ranging from employees, shareholders, local and national government bodies, regulatory agencies to the communities living near our facilities.



Stakeholders dialogue

We continuously engage with all our stakeholders to build trust and transparency. Our dialogue with them relates to our operations, the products we store, their hazards and the safety protocols we have in place.

We do this by working closely with authorities, local councils and communities – holding local information campaigns run through each of our facilities and through consultative committees.

We also participate in site monitoring commissions in areas which have Seveso high threshold sites. The commissions aim to improve communication around the prevention and reduction of risks and actions to be taken in case of an accident.

We carry out an impact assessment of our sites every five years.

As part of our materiality assessment, in 2021, we survey our employees and shareholders about how which aspects of our ESG activity will have most impact on them. From this, we developed our Sustainability Roadmap. The results of the materiality assessment can be found in the Appendix.

It is vital that we also cooperate closely with port authorities and management so that we can contribute to regional growth of the areas in which we operate.

The wider community is also a key stakeholder for us, so we support humanitarian and environmental causes through various social and cultural projects (through the Rubis Group). For example, The Rubis Mécénat endowment fund, created in 2011, allows artists to display and market their work.

.....

Associations

Across our organisation we support a variety of organisations and charities as well as awareness months and days as outlined below – being an active and responsible supporter of the community is important to us.

France (supported by Rubis shareholders)

Education: Surf Insertion (2013), l'École à l'Hôpital, Le Collège des Bernardins, Démos.

Health: IHU Liryc.

Other: CAVEX, Fondation de France – donation in solidarity to Ukraine.

Fondation ARC – exceptional donation.

Rubis Terminal France

Health: Nagez Forme Santé.

Spain supported by TEPESA

Breast cancer month – awareness programme and donation to association.

Down syndrome day – donation to association and family day for TEPESA employees.

Donation to local organisations in Bilbao (sports and cultural association in Zierbena).

.....





Governance



Governance performance 2022



Compliance

Employees with access to anti-bribery system

100%

2021 97%



Gender diversity

Female employee category

14.3%

2021 17%



New employees who received the anti-corruption guide

100%

2021 87%



Female executive category

34%

2021 29%



New employees who received Code of ethics

100%

2021 96%



Female in Group Management Committee

25%

2021 25%



Management Board: structure and profiles



Bruno Hayem

CEO of Rubis Terminal Infra: graduated from Sciences Po Paris, 25+ years' experience in the terminal business since joining Rubis Terminal in 1996. Has held different roles in Rubis Terminal HQ in the areas of Finances, HR, legal and M&A before becoming current group CEO in 2018.



Nuria Blasco Pastor

Managing Director at TEPSA (Rubis Terminal Spain): graduated in Industrial Engineering from UPC (Politécnica Catalunya) and has 25+ years' experience in the tank storage business. Before becoming Managing Director in 2014, she held other positions at TEPSA in the Business Development area, and as Technical and Terminal Manager. Before joining TEPSA, she worked in various international industrial companies in the consultancy and logistics businesses.



Didier Clot

Managing Director of Rubis Terminal France: graduated from Arts & Métiers ParisTECH. In 1990, he joined a large French company to provide public lighting services for two years. He then spent seven years in a petroleum and steelmaking firm before joining the Rubis Energie branch of the Rubis group as International Technical Director. In 2003, after Rubis acquired a subsidiary of Shell Gas in Senegal, he moved to that country as its Managing Director. He returned to France in 2012 as Operations Director France for Rubis Terminal before becoming Managing Director in 2020.



Céline Delcros

General Counsel of Rubis Terminal Infra: graduated from the University Paris I Panthéon-Sorbonne and the Paris Bar Association; 20+ years' experience in Rubis Terminal Infra where she was previously in charge of securing the various legal aspects of the activity. Before joining Rubis Terminal Infra she practiced for seven years as a lawyer at the Paris Bar.



Marc Jacquot

CFO of Rubis Terminal Infra: graduated from Paris Dauphine University, 18+ years' experience in finance. Before joining Rubis Terminal in 2020, Marc worked in the geosciences industry for 11 years, holding various corporate finance roles both in France and Houston TX, as well as four years in investment banking in New York. Marc focuses on finance and administration, notably reporting, financing (bonds and loan issuances), and M&A projects.



Luc Jorissen

Managing Director of Rubis Terminal Rotterdam: graduated from University of Louvain and has 20+ years' experience in the tank storage industry. Before joining Rubis Terminal five years ago, where he is also the Commercial Coordinator, he worked in various companies related to the terminal business in Latin America, the UK and Germany. His areas of expertise are sales and business development.



G rard Lafite

Chief Asset Officer and Head of CSR: graduated from Arts & M tiers ParisTECH and has 10+ years' experience in the terminal business. He has held several positions in Rubis Terminal including in the areas of operations, new projects and HSE. Before joining Rubis Terminal, he gained international and technical experience in the gas and energy business in several companies including Rubis Energie.



Paul van Herrewegen

Chief Safety & Operations Officer of Rubis Terminal Infra: graduated in Business Economics from the Erasmus University in Rotterdam, 10+ years' experience in Rubis Terminal and 20+ years in the terminal business. At Rubis Terminal he has been both Business Development Director at group level and Managing Director in Rotterdam. Before joining Rubis Terminal he worked in several companies related to the terminal business, mainly in terminal management positions.

Governance policy

The Board of Directors of RT Invest SA (the holding company of Rubis Terminal Infra) is our highest governance body. The board members are appointed by our shareholders (Rubis SCA and Cube Storage Europe HoldCo Ltd), with the chairman selected from the Directors appointed by Rubis SCA. The chairman does not have an executive role within Rubis Terminal Infra Group. RT Invest SA's CEO (Bruno Hayem) and delegated CEO (Didier Clot) are responsible for the implementation of the strategy decided by the Board of Directors. Both are senior executives chosen by the Board and do not serve as Directors of RT Invest SA. Since RT Invest SA is a French company limited by shares, common rules contained in the French Code of Commerce also apply to the appointment of its directors. As such, our board members people declare they have no conflicts of interest and they do not have any criminal or civil court judgements against them.

Moreover, we have established two committees which oversee our sustainability initiatives:

- **A Sustainability Steering Committee**, comprising members of the management team. It sets objectives and monitors the associated actions. The steering committee also monitors regulatory and technical developments to inform our strategic thinking on how to improve climate resilience and measure progress over the long-term.
- **A Climate Committee and an ESG Committee**, created in 2021 and complementing the responsibilities of our existing team. It currently includes a Health, Security and Environment (HSE) Coordinator, in charge of gathering HSE data throughout the company, and a CSR project manager, in charge of coordinating Rubis Terminal Infra's sustainability strategy, reporting directly to the CEO and COO. To illustrate our dedication to reducing our carbon footprint, we will include a CO2 emission reduction target (Scopes 1 and 2) in the variable compensation criteria of our management team from 2022.

Ethics and Anti-Corruption

We have a Code of Ethics that unites all of our employees behind a set of core common values - social, ethical and environmental. We expect everyone throughout Rubis Terminal Infra to adhere to and respect them at all times. Within this code we also set out our anti-corruption guidelines.

.....

In December 2022, we marked International Day Against Corruption. France, Spain, Belgium and the Netherlands are among the 189 countries globally to have ratified the United Nations Convention against Corruption.

It's a day where we actively support and highlight the importance of fighting corruption - something which is at the very heart of our ethical principles and in line with SDG 16 – Peace, Justice and Strong Institutions.

We believe that everyone benefits if we tackle corruption, with every citizen getting more equal access to essential services. The day also focuses on promoting sustainable development, job creation and gender equality.

This year we sent out a message to everyone at Rubis Terminal Infra about our anti-corruption commitment and ethical principles, which was accompanied by a quiz for greater engagement. In France, this coincided with the launch of the Cornerstone online digital training platform, enabling employees to take part in anti-corruption training.

.....

Code of Conduct

We have a code of conduct that sets out the values and principles that Rubis Terminal considers to be fundamental. The full code of ethics is available on the website and is given to every new employee joining the organisation. We provide training to explain why it is important and how it can be adhered to. Rubis SCA's CSR & Compliance Department is the point of contact for Group subsidiaries and employees regarding ethical issues.

The Code outlines what is expected in order to adopt ethical behaviour in line with the values of the Group, collective and individual. Among the principles are:

- Compliance with the laws and regulations in force wherever the Group operates.
- The fight against corruption, fraud, embezzlement, and money laundering
- Prevention of conflicts of interest.
- Compliance with the rules of competition, confidentiality, insider trading, as well as specific legislation in war zones and/or under embargo.
- Respect for individuals, including, in particular, respect for fundamental rights and human dignity, the protection of privacy, as well as the fight against discrimination and harassment.
- Compliance with occupational health and safety rules, as well as those relating to the protection of the environment.
- Supervision of relations with external service providers.
- The requirements of reliability, transparency and auditability of accounting and financial information.
- Protection of the Group's image and reputation.



Our commitments

Roadmap 2022-2030

People



Our success depends on the skills and dedication of our people. We have strong ethical, social, and environmental values and we empower the women and men who work in our company to uphold and promote them. Our corporate culture emphasizes diversity, innovation, and efficiency, and we invest in the growth of our teams through training. Our values 'Always Safe' and 'Being Respectful' ingrain safety and respect at the core of our activity.

Ensuring the safety of people

- By 2025: Decrease TIR (Total Incident Rate) of employees by 25% (baseline 2020).
- Achieve 0 accidents with lost time.
- By 2023: Extend the TIR metric to contractors and sub-contractors.
- By 2023: Monitor the Process Safety Events.

Promoting diversity and integrity

- Improving diversity in our management:
 - By 2030: Have 40% of women in the Group Executive committee.
- Training our employees
 - By 2023: Train 100% of employees on compliance.

Supporting local development

- By 2023: Formalize a responsible procurement charter with the goals to:
 - Continue to work with local suppliers and contactors.
 - Enact a purchasing target to increase suppliers selected based on CSR criteria.
- By 2025: Have more than 50% of our terminals implement societal actions that meet local needs.

Planet



We work to best use our natural resources and protect in a broader manner the environment in which we work. Our objective is to reduce our energy consumption and reduce our environmental impact, all while meeting the changing needs of our clients. We aim to create positive, long-term impact by employing high safety and quality standards across all our operations. Our values 'Committed to sustainability' and 'Being Respectful' ingrain sustainability and respect of the environment at the core of our activity.

Reducing our emissions

- Reduce carbon intensity of our storage operations (Scopes 1 & 2)
 - For chemical terminals by: 13% in 2025 compared to 2020, 26% in 2030 compared to 2020.
 - For mixed terminals by: 6% in 2025 compared to 2020, 12% in 2030 compared to 2020.
 - For fuel terminals by: 5% in 2025 compared to 2020, 10% in 2030 compared to 2020 on a constant perimeter.
- Reduce CO₂e Scope 3 absolute emissions of wholesales (baseline 2020) by 5% by 2025 and 25% by 2030.

Operating in a sustainable and safe manner

- Have 0 leakage accidents, outside of any retention area, leakage classified according to the GHS system.
- 0 major accidents.
- By 2030: Track fugitive emissions at all sites.

Mitigating our impact on the environment

- Upcycle 44% of our waste (increase the rate of upcycled waste by 100% from baseline 2020) by 2025 and 50% by 2030.
- By 2030:
 - Measure water quality annually, including control of THC and suspended matter.
 - Develop phytoremediation systems at our industrial sites wherever possible.
- Identify additional areas surrounding our sites that could be used to develop carbon credits and promote more biodiversity related projects.

Prosperity



We enable the bulk logistics of liquid and gas products that are essential to the world economy. As such, we aim to operate at a sustainable level of profitability to ensure continuity to invest in innovation, decarbonize our activities and contribute to the transition while upholding the highest standards of safety and efficiency. While providing a vital link in the value chains for energy, chemicals, and agrifood, we work to ensure prosperity for all our stakeholders. We are committed to providing flexible, reliable and responsible solutions for our customers, connecting industries to society.

Enabling the energy transition

We aim

- Target 2025: to shift our product mix to increase to 60% in revenue our activity to store chemicals, biofuels and agrifood products.
- To propose storage solutions for products eligible to the European taxonomy.

Providing adapted, reliable and responsible solutions

- Increase the capacity of non-fossil fuels at our current terminals.
- Seize development opportunities in new storage segments (renewable energy).
- Participate in continuous energy supply by providing the necessary storage capacity to the market.
- Measure the sustainability impact of our CAPEX and OPEX with a new KPI (CO₂ Scope 3/m³ installed).

Caring for our customers

- Support our customers in their projects for energy transition.
- Contribute to limiting the CO₂ footprint coming from storage in our clients' supply chain.
- By 2025: Develop new services to assist our clients in their transition process as well as to reduce and estimate emissions due to the storage of their products with Rubis Terminal Infra.

On our way to achieve our goals

		2022 Achievements
People	Reinforcing social development	Ensuring the safety of people <ul style="list-style-type: none"> • Kick off the awareness campaign on the Life-Saving Rules to reinforce our safety culture. • Increase in the number of training hours for our employees. • We launched a new online training platform in France to enable more employees access to training to boost their skills and knowledge (Cornerstone). • Organization of events around safety culture for the international Safety Day.
		Promoting diversity and integrity <ul style="list-style-type: none"> • We are very proud in 2022 to have obtained in France a gender equality score of 99 out of 100 - up from 88 out of 100 in 2021.
		Supporting local development <ul style="list-style-type: none"> • Set up a Responsible Code of Procurement to involve our suppliers in our CSR principles. • CSR internal training for buyers, sales, and managers. • We continued supporting a variety of organizations and charities as well as awareness months and days, that are important for the community. • Receive students in Master of Science in biodiversity in our biodiversity compensation area of Reichstett.
Planet	Managing our climate impact and decarbonization	Reducing our emissions <ul style="list-style-type: none"> • Reducing our activity carbon intensity (15%). • Reducing our Scope 1+2+3 total emissions in 15% (variable perimeter). • Switching our liquid fuel heating systems in different terminals to gas.
		Operating in a sustainable and safe manner <ul style="list-style-type: none"> • We won the Terminal Innovation Award for our zero product emissions terminal in Rotterdam at the Tank Storage awards organized by Tank Storage magazine. • In our commitment to contributing to energy transition and to delivering on our SDGs, we published a Sustainability Mid Term Roadmap (2022-2030). • Publishing our first Sustainability Report 2022 for 2021 data.
		Mitigating our impact on the environment <ul style="list-style-type: none"> • We reduced our energy consumption in 2022. • We commissioned a photovoltaic installation at Bilbao and a second phase in Valencia to deliver renewable energy to the facility. • Minimizing the use of natural resources: <ul style="list-style-type: none"> • reducing consumption of water (-20%). • Promoting the upcycling of waste (+38%).
Prosperity	To be sustainable is to endure	Enabling the energy transition <ul style="list-style-type: none"> • 70% of storage revenues now come from sustainable products. • We signed a Memorandum of Understanding to conduct a joint feasibility study for the development of green hydrogen supply chain in Europe. • We switch fossil bunkering fuel storage to sustainable fuels (biofuels) in Rotterdam. • Start an ethanol hub in Rouen for gasoline blending. • B100/HVO100 (Biodiesel/HVO) new activities in 3 French terminals for road and marine transportation.
		Providing adapted, reliable and responsible solutions <ul style="list-style-type: none"> • We developed a new corporate strategy which outlines how we will achieve our sustainable growth at mid-term. • Set up of ESG Committee at group and country level. • We have established two committees which oversee our sustainability initiatives: <ul style="list-style-type: none"> • A Sustainability Steering Committee. • A Climate Committee and an ESG Committee.
		Caring for our customers <ul style="list-style-type: none"> • Expansions on different sides (Rotterdam, Antwerp and Tarragona) and a new concession in a new location (Huelva-Spain) to offer new services and capacity to our clients.

Appendix



Materiality assessment

As part of our ongoing dialogue with key stakeholders, we conducted our first materiality assessment in 2021. After carrying out our own assessment, we complemented our findings with a survey and interviews with our key stakeholders to identify their sustainability priorities. We received more than 100 responses to our survey. This enabled us to ensure that we were responding to our stakeholder’s sustainability priorities. We sought to identify topics that simultaneously have significant economic, environmental, and social impacts,

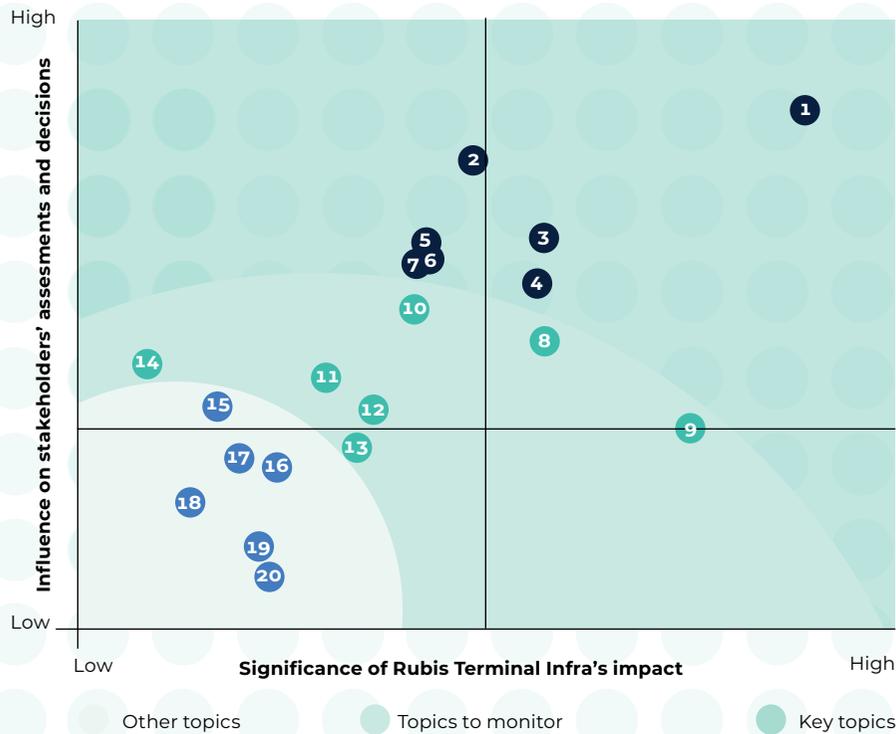
and that influence our stakeholders’ views and decisions. The results of this exercise will contribute to a more durable sustainability strategy that takes into account the opinions of our stakeholders.

Following the assessment, **seven topics** were identified as most material according to our stakeholders. We will base ourselves on the results of this assessment to refine our sustainability strategy and drive the choice of key sustainability reporting subjects.

ESG topics materiality ranking

(Based on the sum of impact and influence scores)

- 1. Occupational health and safety
- 2. Asset integrity and critical incident management
- 3. Environmental protection
- 4. Business ethics & integrity
- 5. Energy use and saving
- 6. Water, soil and groundwater pollution
- 7. Application of best practices
- 8. Customer acceptance and continuation
- 9. Employment practices
- 10. Air emissions
- 11. Non-discrimination and equal opportunity
- 12. Water and effluents – use
- 13. Climate adaptation, resilience, and transition
- 14. Waste
- 15. Anti-corruption
- 16. Biodiversity
- 17. Scopes 1 & 2 CO₂ emissions
- 18. Scopes 1 & 2 GHG emissions (except CO₂)
- 19. Scope 3 GHG emissions
- 20. Local communities



These topics will help focus our sustainability strategy so that it best reflects our stakeholders' priorities. Our performance under these seven headings is detailed throughout this sustainability report. Other topics are reported based on compliance with regulatory requirements and our response to actual societal topics.

The survey highlighted our stakeholders' view that most of the topics that are most material in sustainability terms, are also fundamental to Rubis Terminal Infra's ability to create long term-value.

The respondents were also given the opportunity to propose topics that Rubis Terminal Infra should report on for the next iteration of our materiality assessment, which is a continuous exercise that evolves to reflect the transformation of our activities.

We intend to use this tool more actively in the future as a driver of the choice of key sustainability reporting subjects.



Indicator	Unit	2022	2021	2021 excl. Dört Yol	Change at constant perimeter	Change at variable perimeter
Environmental KPIs						
GHG emissions						
Carbon intensity of activity / Fuels distribution products depots	kg CO ₂ / throughput out	0,1	NA	0.099	1%	NA
Carbon intensity of activity / Chemical products depots	kg CO ₂ / throughput out	4.62	NA	4.81	-4%	NA
Carbon intensity of activity / Mixed products depots	kg CO ₂ / throughput out	0.71	0.98	1.34	-28%	NA
Carbon intensity global of activity	kg CO ₂ / throughput out	1.25	1.47	NA	-15%	NA
GHG Emissions Scope 1	tCO ₂ eq	14,331	NA	20,853	NA	-31%
GHG Emissions Scope 2	tCO ₂ eq	6,565	NA	8,574	NA	-23%
GHG Emissions Scope 3	tCO ₂ eq	47,582	NA	51,866	NA	-8%
GHG Emissions Scope 3 end use of products sold	tCO ₂ eq	897,483	NA	968,750	NA	-7%
Nox	t	4.93	8.2	10.5	-40%	-53%
VOC	t	290	269	269	8%	8%
Energy consumption						
Energy consumption of industrial sites	GJ	319,187	343,505	423,631	-7%	-25%
Natural resources & Air, water, and soil pollution						
Number of air quality incidents	Number	0	0	0		
Number of accidental spills	Number	0	1	1		
Suspended solids released into water	kg	4,296	4,639	4,672	-7%	-8%
THC released into water	kg	384	269	274	43%	40%
Quantity of water used	m ³	180,309	225,815	308,370	-20%	-42%
Quantity of wastewater treated	m ³	386,655	354,692	465,692	9%	-17%
Waste						
Quantity of hazardous waste generated	t	2,964	3,002	3,032	-1%	-2%
Quantity of non-hazardous waste generated	t	1,363	432	436	216%	213%
Quantity of waste upcycled	t	2,207	1,300	1,304	70%	69%
Percent of upcycled waste relative to hazardous and non-hazardous waste generated (excluding C&D*)	%	51	38	38	35%	36%
Quantity of hazardous waste generated (C&D')	t	1,041	1,004	1,180	4%	-12%
Quantity of non-hazardous waste generated (C&D')	t	59.94	115	115	-48%	-48%

* C&D: Construction and demolition

Indicator	Unit	2022	2021 excl. Dörtüöl	2021	Change at constant perimeter	Change at variable perimeter
Social KPIs						
Safety						
PSER Process Safety Event Rate	Number		NA	NA		
Major industrial accidents ⁽¹⁾	Number	0	0	0		
Accidents at work ⁽²⁾ – Employees	Number	13	8	8		
Accidents at work ⁽²⁾ – External personnel	Number	9	8	8		
TIR employees TIR	TIR	2.6	2.69	2.37	-3%	
Inter-generational diversity						
<30 years	%	11%	NA	10.60%	NA	4%
Between 30 and 39 years	%	25%	NA	25.20%	NA	-1%
Between 40 and 49 years	%	32.60%	NA	35.60%	NA	-8%
>=50 years	%	31.35%	NA	28.60%	NA	10%
Training						
Total training hours	Number	12,557	NA	12,740	NA	-1%
Number of employee recipients	Number	473	NA	502	NA	-6%
Percentage of employees trained	%	82.55%	NA	80.10%	NA	3%
Purchase						
Share of local purchases	%	>50	>50	>50		
Share of suppliers selected based on CSR criteria	%	>50	>50	>50		
Governance KPIs						
Compliance						
Share of employees with access to the anti-bribery system	%	100%	NA	97%	NA	
Rate of employee awareness of ethics and anti-corruption rules during the reporting year	%	100%	NA	97%	NA	
Share of new employees who received the anti-corruption guide	%	100%	NA	87%	NA	
Share of new employees who received the Code of ethics	%	100%	NA	96%	NA	
Gender diversity						
% Female in employee category	%	14.38%	NA	17%	NA	-15%
% Female in executive category	%	34.09%	NA	29%	NA	18%
% Female in Group Management Committee	%	25%	NA	25%	NA	0%

(1) A major industrial accident is defined an accident causing 3 or more fatalities and damages ≥ US\$ 10,000,000.

(2) Accidents at work that required more than one day of absence.

Definition of Scopes 1, 2 & 3

Scope 1

Direct emissions from fixed and mobile facilities within the organizational scope, i.e. emissions from sources held or controlled by the organization, such as combustion generated by own industrial facilities or trucks, industrial processes, etc.

Scope 2

Indirect emissions from the generation of electricity, heat or steam purchased for the organization's activities.

Scope 3

Other emissions indirectly caused by the organization's activities that are not accounted for under Scope 2 but are linked to the entire value chain such as the purchase of raw materials, services or other products, employee travel, upstream and downstream transportation of goods, management of waste generated by the organization's activities, use and end of life of products and services sold, capitalization of goods and production equipment, etc.

The following items are included in Scope 3 of Rubis Terminal Infra: purchases of goods and services, fixed assets, upstream energy, upstream and downstream transportation of goods, waste generated, use of products sold.



Definition of terminals, depots and sites

Terminal

A grouping of depots in a close geographical area with an assigned director.

Depot

Storage unit within a terminal. A depot is identified as a standalone unit. To monitor GHG emissions, depots have been assigned to a category (fuel, chemicals, and mixed) depending on the type of product stored.

Site

Facilities delineated according to regulations with each site subject to its own local authority operating permit.

Categorization of depots per product

Fuel Distribution Depots

AMO – Rubis Terminal Petit Quevilly

DKU – RTD Unican

SB1 – Stockbrest 1

SB2 – Stockbrest 2

SSP – SDSP Saint Priest

VDV – SDSP Villette de Vienne

SD1 – SES D1

SD2 – SES D2

WTR – Wagram Terminal in Reichstett

WTP – Wagram Terminal in Port of Strasbourg

D2A – DPLC Ajaccio

D2B – DPLC Lucciana

DVN – Rubis Terminal Village-Neuf

Chemical Products Depots

CEN – Rubis Terminal Grand Quevilly Centrale

VDH – Rubis Terminal Val-de-la-Haye

DS1 – Rubis Terminal Strasbourg

DSA – Rubis Terminal à Salaise-sur-Sanne

ANT – ITC Rubis Terminal Antwerp

ROT – Rubis Terminal Rotterdam

TGN – TEPSA Tarragona

Mixed Products Depots

AVA – Rubis Terminal Grand Quevilly Aval

CRD – Rubis Terminal Grand Quevilly CRD

HFR – Rubis Terminal Grand Quevilly HFR

DKM – RTDMoleV

BCN – TEPSA Barcelona

BIO – TEPSA Bilbao

VLC – TEPSA Valencia



Categorization of depots

Country	Terminal	Depot
France	Rubis Terminal Rouen	VDH – Rubis Terminal Val de la Haye
		AMO – Rubis Terminal Petit Quevilly
		AVA – Rubis Terminal Grand Quevilly Aval
		CEN – Rubis Terminal Grand Quevilly Centrale
		HFR – Rubis Terminal Grand Quevilly HFR
	CRD – Rubis Terminal Grand Quevilly CRD	
	Rubis Terminal Brest	SB1 – Stockbrest 1
		SB2 – Stockbrest 2
	Rubis Terminal Dunkirk	DKU – RTD Unican
	Strasbourg	DKM – RTDMoleV
		SD1 – SES D1
		SD2 – SES D2
		DS1 – Rubis Terminal Strasbourg
		WTP – Wagram Terminal in Port of Strasbourg
Rubis Terminal Depots Pétroliers de La Corse (DPLC)	D2A – DPLC Ajaccio	
	D2B – DPLC Lucciana	
Société du Dépôt de Saint-Priest (SDSP)	SSP – SDSP St Priest	
	VDV – SDSP Villette de Vienne	
Rubis Terminal Village Neuf	DVN – Rubis Terminal Village Neuf	
Wagram Terminal Reichstett	WTR – Wagram Terminal in Reichstett	
Rubis Terminal Salaise	DSA – Rubis Terminal à Salaise sur Sanne	
Spain	Tarragona	TGN – TEPSA Tarragona
	Valencia	VLC – TEPSA Valencia
	Barcelona	BCN – TEPSA Barcelona
	Bilbao	BIO – TEPSA Bilbao
The Netherlands	Rubis Terminal Rotterdam	ROT – Rubis Terminal Rotterdam
Belgium	ITC Rubis Terminal	ITC – ITC Rubis Terminal Antwerp

This list corresponds to the entities included in the sustainability reporting for 2022.

Assurance report

Rubis Terminal Infra

Independent Limited assurance report on the *Sustainability Report* of Rubis Terminal Infra

For the year ended December 31, 2022

To the shareholders,

In our capacity as Statutory Auditor of Rubis Terminal Infra (hereinafter the “Company”) and in accordance with your request, we have undertaken a limited assurance engagement on the information presented in the *Sustainability Report* of Rubis Terminal Infra as for the year ended December 31, 2022 (the “Sustainability Information”).

The reviewed quantitative and qualitative indicators have been selected in accordance with Rubis Terminal Infra management and for the need of Rubis group sustainability report review. They are presented in appendix.

Our assurance does not extend to information in respect of earlier periods or to any other information included in the Company’s 2022 Sustainability Report.

Our Limited Assurance Conclusion

Based on the procedures we have performed as described under the section ‘*Summary of the Work we Performed as the Basis for our Assurance Conclusion*’ and the evidence we have obtained, nothing has come to our attention that causes us to believe that the *Sustainability Report* for the year ended December 31, 2022 is not prepared, in all material respects, in accordance with the reporting framework.

We do not express an assurance conclusion on information in respect of earlier periods or on any other information included in the Company’s 2022 Sustainability Report.

Comments

Without contradicting the conclusion expressed above, we make the following comments:

1. Hazardous waste, consolidated Volatile Organic Compound (VOC) emissions, quantities of water used and treated, and discharges into water are published on a one-year lag: the published values correspond to fiscal year 2021, for all sites in France, Antwerp, and Rotterdam.

Understanding how Rubis Terminal Infra has prepared the Identified Sustainability Information

The absence of a commonly used generally accepted reporting framework or a significant body of established practice on which to draw to evaluate and measure Identified Sustainability Information allows for different, but acceptable, measurement techniques that can affect comparability between entities and over time.

Consequently, the Identified Sustainability Information needs to be read and understood together with Guidelines available upon demand at the headquarters of the group.

Inherent limitations in preparing the Identified Sustainability Information

The Identified Sustainability Information may be subject to inherent uncertainty because of incomplete scientific and economic knowledge and the quality of external data used. Some information is sensitive to the choice of methodology and the assumptions or estimates used for its preparation and presented in the Sustainability Report.

Rubis Terminal Infra Responsibilities

Management of the Company is responsible for:

- selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable law and regulations related to reporting the Identified Sustainability Information;
- the preparation of the Identified Sustainability Information in accordance with the Reporting Criteria;
- designing, implementing and maintaining internal control over information relevant to the preparation of the Identified Sustainability Information that is free from material misstatement, whether due to fraud or error.

Our Responsibilities

We are responsible for:

1. planning and performing the engagement to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement, whether due to fraud or error;
2. forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
3. reporting our conclusion to the Board of Directors of the Company.

As we are engaged to form an independent conclusion on the Identified Sustainability Information as prepared by management, we are not permitted to be involved in the preparation of the Identified Sustainability Information as doing so may compromise our independence.

Professional Standards Applied

We performed our limited assurance engagement in accordance with the professional guidance issued by the French Institute of Statutory Auditors (Compagnie Nationale des Commissaires aux Comptes) applicable to such engagement and the International Standard on Assurance Engagements 3000 (Revised), *Assurance Engagements other than Audits or Reviews of Historical Financial Information* issued by the International Auditing and Assurance Standards Board (IAASB).

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the French Code of Ethics for Statutory Auditors (*Code de Déontologie*) as well as the provisions set forth in Article L.822-11 of the French Commercial Code (*Code de Commerce*) and the *International Code of Ethics for Professional Accountants (including International Independence Standards)* issued by the International Ethics Standards Board for Accountants (IESBA Code) which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies International Standard on Quality Management, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our work was carried out by an independent and multidisciplinary team with experience in sustainability reporting and assurance.

Summary of the Work we Performed as the Basis for our Assurance Conclusion

We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the Identified Sustainability Information is likely to arise. The procedures we performed were based on our professional judgement. In carrying out our limited assurance engagement on the Identified Sustainability Information, we have performed the following procedures:

1. We examined the appropriateness of the reporting procedures drawn up by Rubis Terminal Infra at Group level with regard to their relevance, completeness, reliability, neutrality and understandability.
2. We verified the implementation of a collection, compilation, processing and control process aimed at ensuring the completeness and consistency of the indicators and understand the internal control and risk management procedures relating to the preparation of these indicators.

3. We performed analytical procedures and verified, on a test basis, the calculations and consolidation of the data. This work was based on interviews with the people in Rubis Terminal Infra's Corporate Social Responsibility (CSR) Department, who are responsible for preparing and applying the procedures and consolidating the data.
4. We performed analytical procedures and verified, on a test basis, the calculations and variations to make sure that they were expressed at constant scope, which means excluding the site of Dörtyol that was sold in 2022.
5. We have selected a sample of entities:
 1. Rubis Terminal Strasbourg
 2. Rubis Terminal Rotterdam
 3. Rubis Terminal Spain (Tarragona, Valencia, Barcelona, Social)
 4. Rubis Terminal France (social)
6. At the level of the selected entities:
 1. We verified, based on interviews with the persons in charge of preparing the data, the proper understanding and application of the procedures;
 2. We carried out tests of detail, based on samples, consisting of verifying the calculations made and reconciling the data with supporting documents.
 3. These Rubis Terminal Infra entities represent between 20% and 100% of the selected indicators relating to the implementation of the climate strategy.
7. We verified the consistency of the ESG Indicators used in the ESG Compliance Certificate with the indicators presented in your Company's Sustainability Report for the financial year concerned.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

Neuilly-sur-Seine, 25th April 2023
The Statutory Auditor
PricewaterhouseCoopers Audit

Cédric Le Gal
Partner

Sylvain Lambert
Partner Sustainable Development



Appendix: List of indicators considered as most important

Key performance indicators and other quantitative results:

Social:

- Total headcount at end of fiscal year, gender distribution.
- Number of arrival and departure in the headcount, gender distribution.
- Number of training hours, including Health & Safety trainings.
- Rate of employees trained to the transformation of our job (energetical transition, CSR...).
- Number of work accidents.
- Number of days lost to work accidents.
- Total Injury Rate (TIR) (*KPI 3 ESG Compliance Certificate*).
- Share of women in the Management Committee and the Board of Directors, executives and nonexecutives.

Environment:

- Energy Consumption.
- GHG Emissions (scope 1 and 2) (*KPI 1 ESG Compliance Certificate*).
- VOC Emissions (Volatile Organic Compounds).
- Total weight of hazardous and non-hazardous waste generated (*KPI 2 ESG Compliance Certificate*).
- Percentage of upcycled waste.

Anti-corruption:

- Number of employees having received the gifts and invitations procedure.
- Number of employees having received the conflict-of-interest prevention procedure.
- Number of employees made aware of ethics and anti-corruption rules during the year.
- Number of employees with access to the anti-corruption system.
- Number of employees trained in ethics and anti-corruption rules during the year.

GRI table

GRI Standard Number	GRI Standard / Topic Standard for Material Topics: GRI 11 – Oil & Gas	Category	Disclosure Number	Disclosure	Location	Page
102	Organisation	General disclosures	102-1	Name	Cover	1
			102-2	Activities	Providing sustainable storage solutions for everyday life	3
			102-4	Location of Operations	Definition of terminals, depots and sites	64
					Categorization of depots per product	65
					Categorization of depots	66
			102-5	Ownership and legal form	Providing sustainable storage solutions for everyday life	3
			102-6	Markets served	Key figures 2022	7
					Our terminals	18
			102-7	Scale of the organisation	Key figures 2022	7
					Our terminals	18
		102-8	Information on employee and other workers	Social	42-47	
		102-9	Supply chain	Our value chain	27	
		102-10	Significant changes to the organisation and its supply chain	About this report: divestment of Rubis Terminal Petrol in Dörtyol	2	
		102-13	Membership and associations	Associations	49	
		Strategy	102-14	Statement from Senior decision-maker	Letter from the CEO	5-6
			102-15	Key impacts, risk and opportunities	How we add value	10-11
		Overcoming our challenges and maximising opportunities			24	
		Ethics and integrity	102-16	Values, principles, standards and norms of behavior	Social Code of Conduct	42-47 55
102-17	Mechanisms for advice and concerns about ethics		Governance policy	54		
Governance	102-18	Governance structure	Management Board: structure and profiles	52		
			Governance policy	54		
			Governance KPIs	62		

GRI Standard Number	GRI Standard / Topic Standard for Material Topics: GRI 11 – Oil & Gas	Category	Disclosure Number	Disclosure	Location	Page
		Stakeholder engagement	102-40	List of stakeholder groups	Stakeholders	48
			102-42	Identifying and selecting stakeholders	Stakeholder dialogue	48
			102-43	Approach to stakeholder engagement	Stakeholder dialogue	48
			102-44	Key topics and concerns raised	environmental performance Social performance Governance performance Materiality assessment	32-33 43 51 59
		Reporting practice	102-46	Defining report content and topic boundaries	About this report	2
			102-47	List of material topics	environmental performance Social performance Governance performance Materiality assessment	32-33 43 51 59
			102-50	Reporting period	About this report	2
			102-52	Reporting cycle	About this report	2
			102-53	Contact point for questions regarding the report	Backpage	76
			102-55	GRI content index	GRI table	71
103		Management approach	103-1	Explanation of the material topic and its boundary	Environment Social Governance	31-41 42-49 50-57
			103-2	The management approach and its components	Environment Social Governance	31-41 42-49 50-57
			103-3	Evaluation of the management approach	Environment Social Governance	31-41 42-49 50-57
201	Economic	Economic performance		Economic performance Financial results are reported to financial investors	Key figures 2022	7

GRI Standard Number	GRI Standard / Topic Standard for Material Topics: GRI 11 – Oil & Gas	Category	Disclosure Number	Disclosure	Location	Page
203		Indirect economic impact		Indirect economic impact 203-1 Infrastructure investments and services supported	How we add value Our value chain	10-11 27
			Energy	302-1	Energy within the organization	Environmental performance Environmental KPIs
		302-4		Reduction of Energy consumption	Environmental performance Environmental KPIs	32 61
		302-5		Reductions in energy requirement of products and services	Environmental performance Environmental KPIs	32 61
303	Water and effluents	Management approach disclosures	303-1	Interactions with water as a shared resource	Environmental performance Environmental KPIs	32 61
			303-2	Management of water discharge-related impacts	Environmental performance Environmental KPIs	32 61
		Topic-specific disclosures	303-5	Water consumption	Environmental performance Environmental KPIs	32 61
304	Biodiversity			Biodiversity	Biodiversity	40
305	Emissions 2016	Emissions	305-1	Direct (Scope 1) GHG emissions	Environmental performance Environmental KPIs	32 61
			305-2	Energy indirect (Scope 2) GHG emissions	Environmental performance Environmental KPIs	32 61
			305-3	Other indirect (Scope 3)	Environmental performance Environmental KPIs	32 61
			305-4	GHG emissions intensity	Environmental performance Environmental KPIs	32 61
			305-5	Reduction of GHG emissions	Environmental performance Environmental KPIs	32 61
			305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental performance Environmental KPIs	32 61

GRI Standard Number	GRI Standard / Topic Standard for Material Topics: GRI 11 – Oil & Gas	Category	Disclosure Number	Disclosure	Location	Page
306	GRI 306: Waste 2020	Waste	306-1	Waste generation and significant waste-related impacts	Environmental performance Environmental KPIs	32 61
			306-3	Waste generated	Environmental performance Environmental KPIs	32 61
			306-4	Waste diverted from disposal	Environmental performance Environmental KPIs	32 61
			306-5	Waste directed to disposal	Environmental performance Environmental KPIs	32 61
			306-3	Significant spills	Environmental performance Environmental KPIs	32 61
401	Employment 2016	Employment	401-1	New employee hires and employee turnover	Social	42-47
403	Occupational Health and Safety 2018	Occupational Health and Safety	403-1	Occupational health and safety management system	Health & Safety Social KPIs	44-45 62
			403-10	Work-related ill health	Health & Safety Social KPIs	44-45 62
			403-2	Hazard identification, risk assessment, and incident investigation	Health & Safety Social KPIs	44-45 62
			403-3	Occupational health services	Health & Safety Social KPIs	44-45 62
			403-4	Worker participation, consultation, and communication on occupational health and safety	Health & Safety Social KPIs	44-45 62
			403-5	Worker training on occupational health and safety	Health & Safety Social KPIs	44-45 62
			403-6	Promotion of worker health	Health & Safety Social KPIs	44-45 62
			403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health & Safety Social KPIs	44-45 62
			403-8	Workers covered by an occupational health and safety management system	Health & Safety Social KPIs	44-45 62
			403-9	Work-related injuries	Health & Safety Social KPIs	44-45 62

GRI Standard Number	GRI Standard / Topic Standard for Material Topics: GRI 11 – Oil & Gas	Category	Disclosure Number	Disclosure	Location	Page
			403-10	Work-related ill health	Health & Safety Social KPIs	44-45 62
404	Training and Education and Education 2016	Training and Education	404-1	Average hours of training per year per employee	Our highlights 2022 Social performance 2022 Health & Safety Talent & Recruitment Social KPIs	17 43 44-45 47 62
			404-2	Programs for upgrading employee skills and transition assistance programs	Our highlights 2022 Health & Safety Talent & Recruitment	17 44-45 47
405	Diversity and Equal Opportunity 2016	Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Health & Safety Diversity & Inclusion Governance performance 2022 Social KPIs	44 46 51 62
413	Local Communities 2016	Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	Associations	49
414	Supplier Social Assessment 2016	Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	Social KPIs	62

