



Enabling Essential Flows Sustainability Report 2022

EVOS

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Year in review: Putting sustainability at the heart of our business

Welcome to the 2022 Evos Sustainability Report. After another challenging and exciting year for the business, this report aims to provide stakeholders with an overview of our sustainability ambitions and progress, and gives an update on our performance.

I joined Evos in late 2022 in what was by no means a typical year for the company. Following two challenging pandemic years, we, along with the rest of the sector, faced unprecedented volatility and significant supply/demand disruptions arising from the invasion of Ukraine. This was Evos' first full year with our current footprint of eight terminals. Our new scale brought with it organisation changes. I was appointed CEO and we recruited a number of managers in Health, Safety, Security, Environment and Quality (HSSEQ), Legal and Human Resources (HR) to co-ordinate and manage



these functions consistently across the entire group.

Solid sustainability performance

I am very pleased that in 2022 we took significant steps on our journey to establish a company-wide approach to sustainability. This was also recognised by our customers as our zero emission status contributed to Evos being their partner of choice. Our

customer satisfaction score, covering also our HSE performance, increased from 4.2 to 4.5 in 2022, mainly driven by our improved customer relationship process we enrolled at all our terminals. Sustainability is now fully integrated into our business cycle and is deeply embedded in our planning, monitoring and reporting processes. We have also put important governance structures in place.

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Introduction

Sustainability has swiftly migrated from being primarily an HSSEQ responsibility to being core to how we run our business. It is woven throughout our governance and processes and is embedded in the Evos Code of Conduct. In 2022, more than 78% of our employees participated in our conduct and ethics training.

We successfully conducted our first internal HSSEQ and sustainability audits across all eight terminals to assess compliance with our policies and governance structure. The results were discussed with the Management Board, the Supervisory Board, as well as the Sustainability Board and then used for setting challenging 2023 HSSEQ and sustainability objectives and targets.

At Evos, safety is more than a priority, it is a way of life. This is reflected in our 2022 safety performance where we significantly reduced both the number of Lost Time Incidents by over 64%, from 14 in 2021 to five in 2022, resulting in an LTIR of 0.51 which is in line with sector (VOTOB) average. As always, we want to get better and to keep everyone safe, so we have now set even more ambitious targets for the coming years.

Governance for excellence

We have established new procedures to measure our sustainability progress (see the table on page 19) across our business. We have fully implemented five ESG standards across all terminals. This is a significant achievement for what is essentially a young, growing company.

Our Supervisory Board Sustainability Committee provides challenge, guidance, supervision and oversight to my management team. Meeting at least twice a year, this committee frequently challenges the whole organisation on the delivery of our initiatives at the different terminals, together with other potential local developments, opportunities and trends. It also sets demanding targets, analyses results, and assesses wider benchmarked objectives, trends and developments.

Our ambition for the coming year is to implement a framework for the organisation which supports our stakeholder requirements, further strengthens our performance and ensures compliance with future regulatory requirements such as the Life Saving Rules, other HSSEQ requirements and the future CSRD reporting.

Renewable energy developments

Our shift to renewable energy is a major part of the Evos sustainability agenda and 2022 saw us maintain our share of sustainable products that we store for our customers, while investing heavily in projects to increase our volumes of sustainable aviation fuel and bioethanol. I have truly enjoyed working with my colleagues and partnering with others to build the new supply chain structures of tomorrow. In particular, we have taken a leading role in exploring options for the storage and delivery of hydrogen in Amsterdam.

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To achieve our long-term NetZero objective, Evos has continued to increase the use of green electricity at our terminals from 38% in 2021 to 65% in 2022. At the same time we expanded the number of solar panels at our terminals, with investment in new panels at Algeciras, Malta, Rotterdam and Amsterdam. Our focus on sustainability, together with record utility prices, ensured that we increased our focus around energy usage. We saw the benefits when our scope 1 and 2 emissions reduced by 34% compared to our 2019 baseline. We will continue to strive, where economically feasible and practicable, to reduce our CO₂ emissions, as demonstrated by our CO₂ emission intensity which vastly improved by 27% to 4.8 tCO₂ per 1,000 cbm of storage capacity in 2022.

The Green Hub

We are committed to playing our part in the energy transition and nothing embodies this more than our terminal at Ghent,

known as The Green Hub. Here, Evos has pioneered the storage of Sustainable Aviation Fuel (SAF), which is piped directly from the terminal to Brussels airport. We have exciting plans for the terminal in the fields of carbon capture, the storage of CO₂, hydrogen and ammonia, and new techniques for heat collection.

We are proud of the sustainability foundations we have put in place. Of course there is work to do, and we are fully aware that we need to step up our efforts if we are to make a real difference. We have therefore set ourselves ambitious new 2023–2025 targets for Health & Safety, Environment, Energy Reduction/NetZero, Diversity, Governance and People Engagement across Evos.

Our next step is to get sustainability thoroughly embedded in our DNA. I look forward to being fully involved and playing my part in our journey to NetZero.



Harry Deans,
CEO Evos

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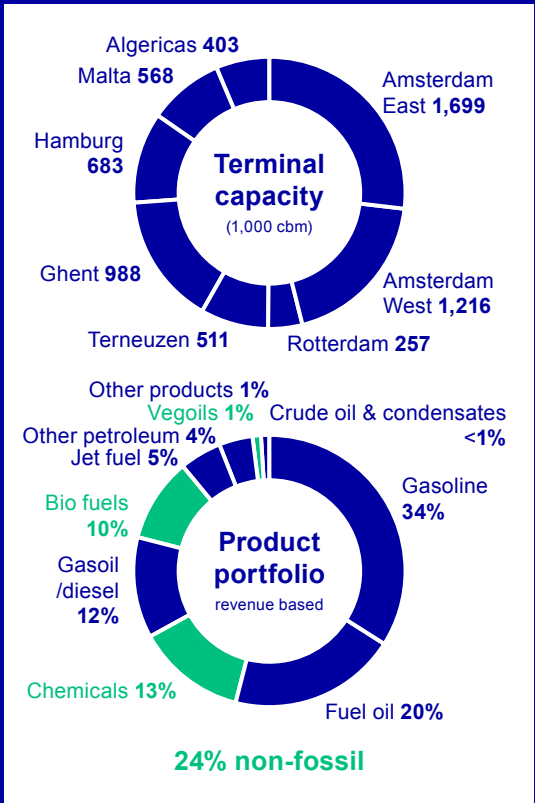
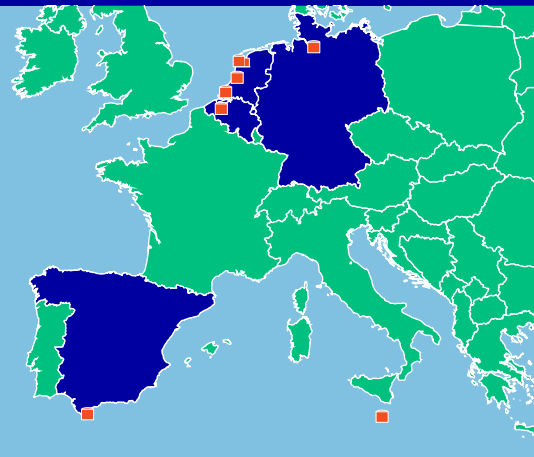
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Our terminal network

The products stored in our tanks are a mix of fuels used in road and marine transport, jet fuels (including Sustainable Aviation Fuel (SAF)), biofuels (biodiesel, such as Hydrotreated Vegetable Oil (HVO), bioethanol), chemicals, petrochemical feedstock, other petroleum products and vegetable oils.

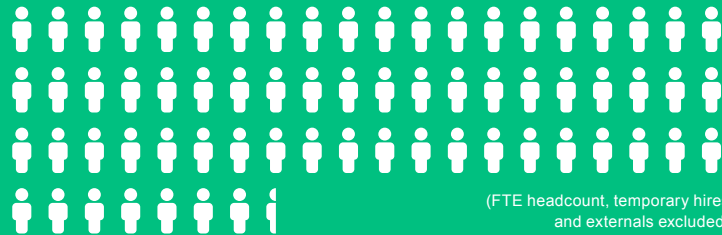
8 terminals established in 5 countries



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675 employees

i=10



465 tanks

🗑️=20



Key performance indicators

We achieved significant progress in Lost Time Injuries during 2022 as well as in our Reduction of CO₂ emissions and increase of the use of renewable energy. We were also pleased to see an improvement in our customer satisfaction score.

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<p>Total Incident Rate</p> <p>0.93 (0.76)</p>	<p>Lost Time Injuries >5 days</p> <p>5 (8)</p>	<p>Process Safety Events (Tier 1 & 2)</p> <p>4 (0)</p>
<p>Net CO₂ emission intensity reduction*</p> <p>49% (30%)</p>	<p>CO₂ emission intensity</p> <p>4.8 (6.6)</p>	<p>Renewable energy**</p> <p>65% (38%)</p>
<p>Customer satisfaction CY22</p> <p>4.5 (4.3)</p>	<p>Female management</p> <p>23% (23%)</p>	<p>Female new hires</p> <p>24% (39%)</p>

2022 (2021) *Ton CO₂ emissions per 1,000 cbm of storage capacity, base year 2019. **Renewable energy through purchase of Guarantees of Origin.



Responsible business

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Stakeholder interaction and partnership

Evos is a multi-faceted business with a wide variety of stakeholders. They include customers, employees, communities, and companies near to our terminals, port authorities and operators, governmental bodies, suppliers, financial parties and investors. All these groups are valued for their insights and expertise, and we interact with them on a regular basis. In doing so we share our plans and

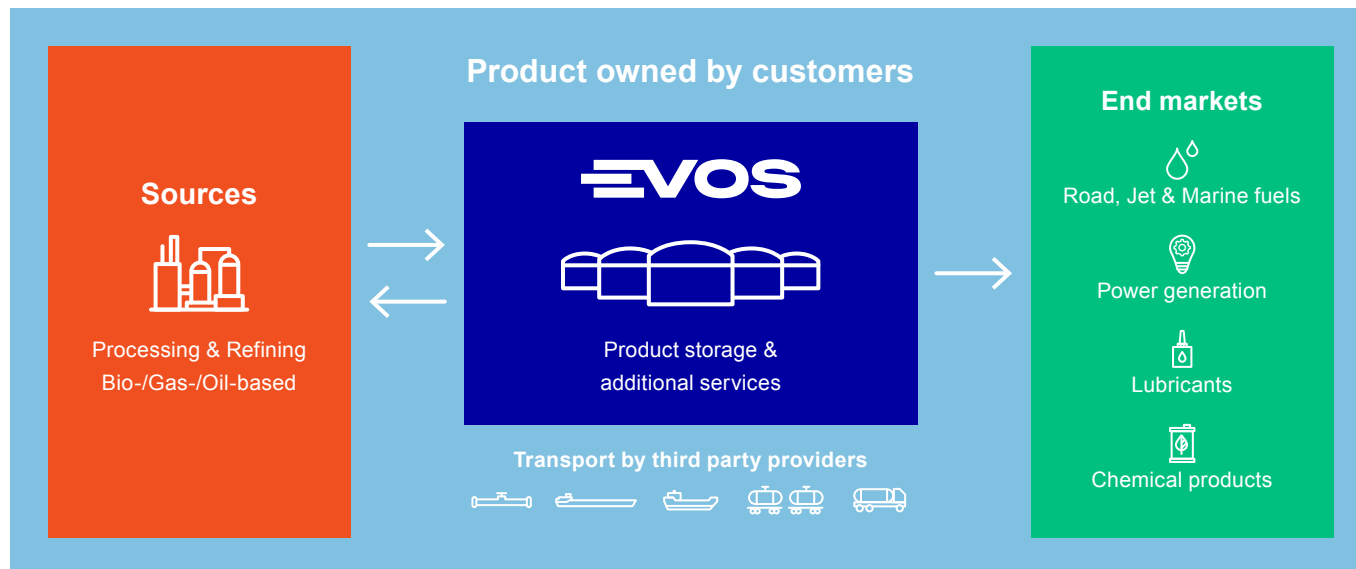
ambitions whilst receiving feedback that enables us to adjust and improve the way in which we conduct our business.

Our sustainability objectives and ESG targets are at the heart of this process. Through periodic reviews with customers, suppliers, and other stakeholders we evaluate performance and identify areas for improvement. We work closely with authorities and industry associations to

ensure that we are aligned with, or prepared for, the latest environmental standards and regulations. And our investors and lenders act as the long-term partners who do so much to help us fulfil our ambitions.

At Evos we know we cannot act alone. We are all in this together and we are proud to have the support of so many outstanding stakeholders who share our commitment to a greener world and a better tomorrow.

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A diverse, responsive and growing business

Evos is a leading liquid energy and chemical storage company. Our focus is to enable the constant movement of goods and resources that power our customers' business.

Through our critical infrastructure and unique expertise, with hubs in strategic locations across Europe, we deliver flexible and sustainable storage solutions. We continuously develop and invest in energy efficiency and renewable technology.

A versatile partner

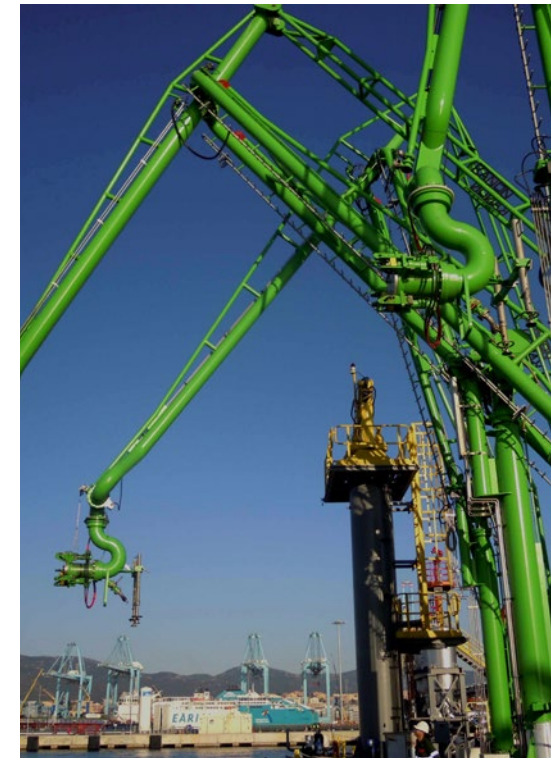
The Evos terminals are essential links between sea, road, rail and pipeline logistics for the movement of liquid energy products and chemicals in and out of Europe. Our terminals are considered critical infrastructure required for the import, export and distribution of transportation fuels, lubricants, marine bunker fuels, biofuels and chemicals. We store these intermediate or finished products for our

customers at various stages of supply chains, accommodating base, intermediate or finished products. In addition to facilitating product storage and movement, some of our terminals are integrated with neighbouring industrial sites or are involved in production activities.

Ensuring the safe and reliable storage and handling of products while causing no harm to people and the environment is always our top priority. This is only possible thanks to the continuous drive of our experienced and passionate employees.

Founded in 2019, Evos is the fastest-growing independent storage platform. We are owned by investment funds managed by Igneo Infrastructure Partners (part of the First Sentier Investors Group), a long-term infrastructure asset manager.

We currently have eight tank terminals with a combined storage capacity of 6.3 million cbm.



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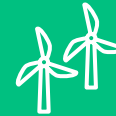
Adding sustainable value across five focus areas



Ensuring safe and secure operations at all times



Facilitating essential product flows in a sustainable and efficient manner



Contributing to the transition to cleaner resources and a decarbonised energy system



Building responsible and ethical supply chains



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Evos does not exist by and for itself. We are part of the societies in which we operate, and it is incumbent upon us to act as an active and responsible ‘citizen’ by contributing to those societies.

It is this philosophy that underpins the five focus areas where we strive to make a sustainable environmental, societal and positive economic impact. We recognise that this is an essential part of building a sustainable business.

Clear objectives have been set and 2022 saw solid progress in each area. Close collaboration with customers and other partners led to the increased use and storage of new and renewable energy products. Initiatives with key contractors have improved our procurement practices through higher standards of education, diversity and inclusion. And 2022 saw improvements to our safety record as well as reductions in our CO₂ emissions.

Our targets:

- Reduce our energy consumption year-to-year and to achieve 65% intensity reduction (scope 1 and 2 emissions) by 2030 compared to base year 2019
- Reduce our Total Incident Rate (TIR) to 0.6 by 2025
- Reduce our Total Absence Sickness Rate to 4.0% by 2025



Safety & Security

Enabling safe and secure operations at all times

Nothing is more important to Evos than the safety of all our operations and every single one of our people. We store and handle a wide range complex and potentially hazardous products, and one mistake can have serious consequences not only for Evos but also for the communities near to our terminals. That's why, 24/7, our focus is to eliminate any and every possible risk that might arise.

Naturally, our terminals meet all the regulatory requirements that come with the granting of our permits to operate. In order to retain these permits we are regularly audited by authorities. Moreover, all our operations are in the EU and subject to the EU SEVESO III Directive that sets high HSSEQ standards for industrial sites.

Our objective is zero incidents

But it's not enough to simply 'tick the boxes'. So, wherever necessary or possible, we apply safety procedures and precautions even more rigorous than the rules and regulations established by the authorities.

Our aim is to reduce our Total Incident Rate (TIR) to 0.6 by 2025

The objective of this approach is 'zero incidents', with safety performance results linked to the bonus scheme for senior management. This calls on everyone to continuously seek ways in which to improve process and occupational health and safety. No detail is too small and there are standardised systems for reporting and following up incidents and near misses across Evos. Townhall meetings, toolbox meetings, Safety Observation Rounds are used to promote the 'zero incident' objective.

Learning and sharing

At the same time, we actively share safety learnings and best practices amongst teams and across terminals to raise awareness. A working group comprised of representatives from all HSSEQ functions from all terminals collates this input and keeps everyone up to date with the latest safety thinking.

The Evos Safety Fundamentals

The eight Evos Safety Fundamentals focusing on the high risk activities, form a uniform body of basic guidelines for everyone who works at or visits our sites. They were introduced in 2021 and are constantly reinforced via training courses attended by employees and contractors. They also evolve as circumstances change and are adapted to the needs of different terminals. For instance, some terminals experienced an uptick in their Safety Statistics (LTIs, RWCs, FACs and near misses, unsafe conditions and unsafe acts)

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Safety & Security

in 2022 and developed targeted campaigns to address this.

All our safety focus comes together at our annual Safety Day when the whole company takes part in a multi-media safety experience that involves local authorities and local fire brigades. It is an excellent way to create an environment in which everyone recognises and reports hazards so that we protect ourselves, our colleagues, customers, contractors, suppliers and all other parties. The improved incident

64% reduction in LTIs & 33% reduction in TRIs

reporting, supervision and visible leadership contributed to the reduction in LTIs and TRIs compared to previous year. Our TIR increased compared to last year mainly due to the four Tier 2 process safety events reported in 2022. And Evos Rotterdam completed the construction of four new storage tanks without incidents.

Safety	2022	2021	2020	2019
Fatality (FAT)	0	0	0	0
Lost Time Injury (LTI)	5	14	1	7
Lost Time Injury Rate (LTIR)	0.51	1.34	0.23	1.73
Total Recordable Injuries (LTI+MTC+RWC)	14	21	4	7
Total Recordable Injury Rate	1.44	2.00		
Process Safety Event Count (PSEC)	4	0	0	1
Process Safety Event Rate (PSER)	0.41	0	0	0
Total Incident Rate (TIR)	0.93	0.76	0.00	1.24

Certifications and recognitions

Evos Rotterdam achieved its ISCC certification for the storage and handling of (bio) methanol and ethanol. The company now has two terminals that are ISCC certified and most of the terminals hold certifications for quality, environmental, occupational health and safety and or information security management systems.

Combining physical and cyber security

Evos terminals are designated as 'critical infrastructure'. As such, they are certified with the International Ship and Port Facility

Security (ISPS) Code for the security of ships and port facilities.

These assets are increasingly automated and digitised. Cyber security is therefore key and the safeguarding of data and systems is every bit as important as the security of physical assets.

In 2021 we embarked on a dedicated cyber security programme and ran a phishing awareness campaign. This was followed in 2022 by an organisation-wide cyber risk assessment as the basis for an improvement programme. Further checks and controls have been rolled out and also the ISO27001 certification was acquired.

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Safety & Security

Golden recognition for Evos Hamburg

Unloading hot fuel oil from rail tank cars at Evos Hamburg was always a strenuous and potentially dangerous process. A terminal team led by Michael Lübke, Operations Manager, decided to make the process much safer and easier. The result is a supremely effective innovation that won one of Germany's most important safety awards.

Different products – mainly gasoil and heavy oil – arrive day and night at Evos Hamburg by ship and rail tank cars. These products are stored, blended and pumped onto bunker barges which then supply a wide variety of ships in the port.

Unloading hot fuel oil from the rail cars has always demanded the highest levels of concentration. Before the hot fuel oil could be unloaded, the dome lids on top of the

rail tank cars had to be opened to equalise the pressure. Michael Lübke explains: “Previously, this was done via a ladder in combination with a safety harness and an inertia reel for each rail tank car. Operators had to climb up the ladder onto rail tank cars that are over four meters high, then open the dome lids with a hammer. They then had to climb down the ladder and repeat the process for each rail tank car.”

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A better way

This was a strenuous and potentially dangerous activity that took up to eight hours for a train with 24 rail tank cars. There simply had to be a better way so the team at Hamburg put their heads together to come up with a tailor-made and innovative solution that was installed in 2019.

Their ingenious idea takes the form of a specially designed fall protection system that moves on separate rails four meters above ground. This allows the operator to safely and comfortably reach all rail tank cars along tracks eight and nine.

Safer, smarter, sophisticated

At the heart of the system is a hydraulic lift for the individual cages that can be extended up to four meters and has a platform for the operator to stand on. The dome lids can be opened from this safe position.

The system includes a smart alarm system that warns an approaching locomotive about activities at heights and vice versa. In case of an emergency, a rescue system allows operators to leave the fall protection system quickly and safely.

From risk assessment to implementation, the invention and creation of this sophisticated safety concept was a joint effort by all departments at Evos and highlights our commitment towards safety and health at work.

The innovative approach towards safety was recognised by the German employer’s liability insurance association and Evos received the well-known ‘Goldene Hand’ (Golden Hand) award for outstanding safety innovation.

» [Read more about ‘Goldene Hand’ award](#)





Product Flows

Facilitating essential product flows in a sustainable and efficient manner

Evos manages critical infrastructure for the seamless supply of liquid bulk products. We develop, maintain and operate reliable and sustainable terminal infrastructure in ports around Europe.

This means adopting and investing in environmentally sound technologies and processes, with both energy efficiency and emission reduction identified as important objectives.

The offsetting of scope 1 emissions is counted only as an interim contribution to counter our CO₂ emissions that cannot be eliminated at this point in time. We aim for CO₂ reduction where possible and aspire to net zero emissions by 2045 or sooner. The solutions necessary to deliver this are being developed with our partners, as are the assessments of the economic feasibility of the solutions.

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Climate Action 1, 2, 3!	2022	2021	2020	2019
Scope 1 emissions (direct GHG emissions, tCO ₂ e)	23,746	25,481	17,087	27,117
Scope 2 emissions (purchased electricity, tCO ₂ e)	6,855	15,944	23,390	32,103
Total scope 1+2 emissions (tCO ₂ e)	30,602	41,425	40,477	59,220
Scope 1+2 emission reduction	34.4%	21.2%	31.6%	-
Intensity (tCO ₂ /1,000 cbm) scope 1+2 emissions	4.8	6.6	6.5	9.5
Net CO ₂ emission intensity reduction	49.0%	30.0%	31.5%	-

Energy Usage	2022	2021	2020	2019
Energy purchased – Electricity (MWh)	61,653	67,245	40,477	41,713
Renewable electricity (GoO)	64.8%	38.1%	41.6%	10.6%
Renewable energy produced on-site (KWh)*	207,000	222,079	-	-
Diesel/fuel oil (cbm)*	2,296	2,281	-	-
Water consumed (m ³)	248,000	280,000**	184,305	209,875

Unaudited data. Reductions compared to base year 2019.

*Data for 2019 and 2020 not monitored/available. **Including 42,000 m³ for testing new tanks.

Substantial improvement demonstrates our commitment to Net Zero by 2045.



Product Flows

The shift to renewable energy

The shift from fossil fuels to renewables is a fundamental aspect of Evos' sustainability ambitions. We are therefore pleased to say that over the course of 2022 we continued to make meaningful progress on this journey.

In doing so we harnessed significant new levels of renewable energies such as solar power, wind and biomass following the renewal of some of our electricity supply agreements.

The new supply agreements saw us achieve an intensity rate of 4.8 tCO₂/1,000 cbm storage for 2022 (2021: 6.6 tCO₂/1,000 cbm). In addition, We invested further in LED lighting and have installed even more charging points for electric vehicles at our sites.

As of 2022, six of our eight terminals run exclusively on renewable electricity and five out of eight terminals have now installed solar panels for the generation of renewable energy on-site. Our ambition is that 15% of our renewable energy consumption will be generated on- or near-site by 2025.

Next to above all our locations did invest in the electrification of the their fleet and do facilitate electric driving.

Solar panels installed at the Malta terminal in 2022.



Our targets:

- 75% of energy from renewable sources by 2030 or sooner
- 65% intensity reduction by 2030 or sooner
- Net zero by 2045 or sooner

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Clean energy

Contributing to the transition to cleaner resources and a decarbonised energy system

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The transition to renewable energy sources and cleaner, low carbon products is gathering pace worldwide. However, progress varies from region to region, as the increase in population and prosperity in some parts of the world continues to fuel new and increased demands for energy.

Within this context, Evos is well positioned to bridge today's need for fuels and chemicals with tomorrow's need for cleaner alternatives. In the more 'advanced' renewable markets, we service and facilitate the uptake of storage demand for ethanol, methanol, bio- and renewable fuels and sustainable aviation fuel. In anticipation of the demand for synthetic fuels, hydrogen and ammonia, we are building energy transition partnerships in the public and private domains.

Serving markets at scale

With eight terminals at key European hubs, Evos is well situated to play a significant role in serving this growth market by utilising existing infrastructure such as our import/export coastal tank terminals. We follow market trends and develop valuable new knowledge through early-stage feasibility studies in which we act as a knowledge partner to explore new market opportunities and storage solutions for liquid bulk products.

Methanol and biofuels

We have a strong track record in the storage and handling of methanol for industrial applications and in response to customer demand we successfully constructed four new tanks for methanol storage in Rotterdam. We also introduced in 2022 certificate-based bio-methanol storage at the site, a strategic

step which exemplifies our commitment to expanding our biofuels portfolio. Bio-methanol is an important transition fuel within the maritime sector and also has applications in road fuel blending, notably in the UK. New storage capacity equipped with segregated lines to facilitate various methanol grades has enhanced our capabilities at Rotterdam and will elevate our biofuels capacity from its current 176,500 m³ to 239,500 m³ by 2025. This ambitious growth plan underscores our unwavering commitment to sustainable energy solutions.

Our membership of the Methanol Institute allows us to develop and share our knowledge, one aim being to drive the uptake of methanol as a clean and alternative fuel for marine transport as well as a hydrogen carrier. Through this and many other steps our ambition is to become a front runner in the energy transition.



Clean energy

The Green Hub – Evos Ghent takes off into a greener future

The Evos terminal at Ghent in Belgium is an outstanding example of the transition to cleaner resources and a decarbonised energy system. It has successfully positioned and proved itself as a partner for the storage, processing and distribution of a wide range of renewables. And ever since 2018 it has taken big steps forward in the supply of Sustainable Aviation Fuel (SAF).

For 10 years, Evos Ghent has invested carefully and expertly in infrastructure for the storage, processing and distribution of renewables and biofuels. As a consequence, the terminal is now one of the world's largest SAF terminals and offers the facilities and flexibility to load/unload SAF for all transport modes including trucks, containers, barges and seagoing shipping, and railcars. The infrastructure includes a connection to the NATO Central European Pipeline System (CEPS) used for supply of Jet fuel to a large number of European airports.

This investment made headlines on 1 January 2023 when the first-ever batch of Sustainable Aviation Fuel (SAF) was delivered through the pipeline to a commercial airport in Europe. Evos Ghent is proud to have enabled the ambitions of its customer in this way.

Green ambition and the North Sea Port

The ambition at Evos Ghent is to be a completely green terminal through further growth in the field of SAF as well as the storage and handling of future

products evolving out of carbon capture and renewables. To make this happen, the terminal is cooperating with multiple partners across the region and what is known as the North Sea Port.

The North Sea Port is the 60-kilometre cross-border port area that stretches from Vlissingen in the Netherlands on the North Sea to Ghent. The energy transition and circular economy are a major focus for the area and it has developed an advanced eco-system that produces biofuels from waste and renewable feedstocks. These products are shipped to the rest of Europe.



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Supply chains

Building responsible and ethical supply chains

As well as taking responsibility for our own actions, it is essential that Evos works with companies who embody a similarly ethical approach to their operations. To this end, 2022 saw the roll-out of a rigorous Supplier Code which applies to major suppliers as we further integrate ‘Building responsible and ethical Supply Chains’ into our Sustainability programme.

The Supplier Code applies rigorous due diligence criteria to all procurement practices and tender selections. And not just to quality, safety records, financial resilience and cost, but also to diversity, inclusion and human rights. For instance, in 2022 the company turned down specific solar panel suppliers at two of its terminals partly on the basis of human rights and modern slavery concerns. Suppliers assessed as lower risk on this issue were preferred.

Deep impact

In addition, counterparties are expected to address and mitigate the potential environmental impact of their work, including CO₂ emission reduction. Further, we expect them to apply the same principles to their subcontractors and suppliers. In this way we can make a deep and far-reaching impact on supply chains via the responsible procurement of goods and services.

At contract renewal, and on an ongoing basis, performance is evaluated and opportunities for improvement discussed. This incorporates our framework for gathering sustainability information and performance data from new and key suppliers.

Training and awareness

We are determined to embed these principles across Evos and 531 of our 675 employees attended code of conduct and ethics training in 2022, with an aim of 100% in 2023. Building on the release of our

Making a positive impact on the supply chain

Diversity & Inclusion policy in 2021, we also developed the following set of governance policies: Code of Conduct, Anti-Money Laundering, Speak Up, Confidentiality, Anti-Bribery and Anti-Corruption, Export Controls and Sanctions, Privacy Statement, Antitrust and Competition.

Contractor partnerships

The employees of contractors are considered part of our team and offered respectful behaviour, safe and effective tooling, proper housing, and regular breaks. We also provide development opportunities in collaboration with our contractors. Removing barriers or creating special job placements and training opportunities is best achieved in true cooperation and partnership.

Fundamental to this process and spirit is the open reporting of concerns and breaches via our ‘Seek advice and speak up’ policy. This policy is published on our website and open to any business partner and contractors.

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Equal opportunities

Offering equal opportunities and an inclusive work environment

Our employees, and the contractors who work alongside them, form our most valuable infrastructure. They are the ones who provide outstanding customer service; who are continuously improving, and who accelerate our projects towards fulfilment.

Every individual counts. We embrace every person for their own uniqueness and their talents. Equal opportunities, diversity and non-discrimination are embedded in our policies here, and we constantly strive to make progress in all of these areas, as shown in 2022 by our appointments of women to senior positions, including at supervisory board level. We welcome all cultures, and as we grow, so does the diversity of national backgrounds of the people who work here. In 2022 the number of different nationalities within the company rose by 25%.

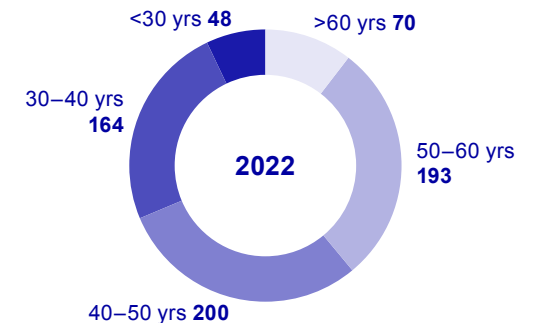
A diverse, free and open workplace

Diversity brings us a variety of valuable competencies and perspectives. We're proud that Evos is home to different generations, genders, nationalities, ethnicities and cultural backgrounds, as well as different levels of education and experience. Knowing that everyone has something to contribute makes us stronger and more resilient.

An environment that is open to all

We do not tolerate discrimination against any individual for their appearance, lifestyle choices, sexuality or background. Everybody is free to have an opinion and to speak their mind. This is also the approach that we take in our active engagement with the urban communities living close to our terminals.

Employee age distribution (in FTE)



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Equal opportunities

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Recruiting and reporting

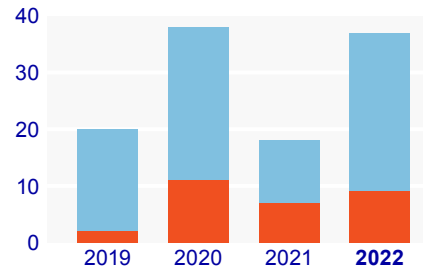
Embedding diversity and inclusion in our workplace is an ongoing process: we are continuously exploring ways of offering opportunities to all. Our recruitment taps into the greatest possible variety of channels so we can access a wide range of people – and encourage them to access us.

It is how we have seen a positive change in the number of female hires, including into operations functions that previously and traditionally have been almost 100% held by men. This report, in line with our shareholder's ESG requirements, sets out our numbers on gender equality as well as our age distribution.

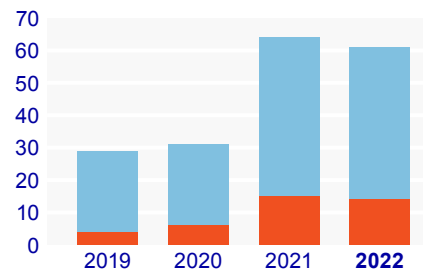
People development in 2022:

- Average 3 days training per employee
- 26 apprenticeships

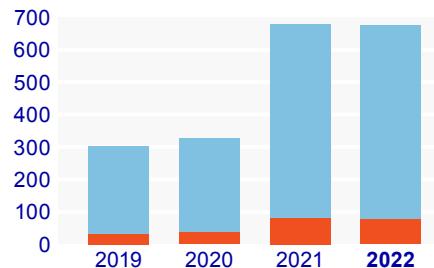
New hires



Management



Employees



■ Total
 ■ Female





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Glossary and abbreviations

Cbm or m³: Cubic metres (storage or used volume).

Contractor: Supplier of (outsourced) engineering and maintenance activities on a terminal site.

CO₂: Carbon Dioxide.

CO₂ emission scope: Scope 1, 2 and 3 according to GHG Protocol.

CO₂ emission intensity: Ratio for: net CO₂ emissions, of scope 1 and 2, per 1,000 cbm storage capacity.

CSRD: Corporate Sustainability Reporting Directive.

EIA: Environmental Impact Assessment Notification. Mandatory for all physical expansion projects in EU.

ESG: Environment, Social and Governance.

EV: Electric Vehicles.

FTE: Full-time equivalent, measures the total amount of full-time employees (headcount).

GHG: Greenhouse Gas Emissions.

GoO: Guarantee of Origin (certificates for origin of renewable energy/electricity sources).

HSE: Health, Safety and Environment.

HSSEQ: Health, Safety, Security, Environment and Quality.

H₂: Hydrogen (gas).

HVO: Hydrotreated Vegetable Oil.

ISCC: A globally applicable sustainability certification system.

ISO27001: ISO27001 is the international standard for information security.

KPI: Key Performance Indicator.

kWh: Kilo Watt Hour.

LED: Light-Emitting Diode.

LNG: Liquefied Natural Gas.

LOPC: Loss of Primary Containment, unplanned or uncontrolled release of material (liquid) from primary containment.

LTI: Lost Time Injury.

LTIR: Lost Time Injury Rate (number of LTI incidents per 200,000 hours worked).

Management: Management is CEO and anyone who reports directly to them or the Managing Director of the terminal.

MI: Methanol Institute.

Mt: Metric ton.

MTC: Medical Treatment Case (consultation or appointment of a doctor, in a hospital).

MWh: Mega Watt Hour.

Offset CO₂: Compensation of CO₂ emissions scope 1 that cannot be avoided. E.g. by planting trees.

Petrochemical Feedstock: Feedstocks derived from petroleum for the manufacture of chemicals, synthetic rubber, and a variety of plastics.

Product: Liquids from customers that are stored in bulk in the storage tanks.

PSEC: Process Safety Event Count (number of incidents Tier 1 and Tier 2, API RP754).

PSER: Process Safety Event Rate (PSE T1&2 per 200,000 hours worked).

PRI: Principles for Responsible Investment.

PV: Photo Voltaic (Solar power generation).

RED: Renewable Energy Directive (EU).

Renewable Energy: Energy generated by solar, wind, water power or biomass sources.

RWC: Restricted Work Case (when an employee can perform selective work tasks).

SAF: Sustainability Aviation Fuel.

Scope 1 emissions: Direct greenhouse (GHG) emissions that occur from sources that are controlled or owned by an organization (e.g., emissions associated with fuel combustion in boilers, furnaces, vehicles).

Scope 2 emissions: Indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling.

SDG: UN Sustainable Development Goals.

SEVESO: EU Council Directive for the control of major-accident hazards involving dangerous substances is a European Union law aimed at improving the safety of sites containing large quantities of dangerous substances. It applies to establishments that have an activity linked to handling, manufacturing, using or storing dangerous substances (i.e. refineries, petrochemical sites, oil depots or explosives depots).

Supply chains: End to end activities from extraction to refining and delivery to end consumers of liquid products.

tCO₂: Ton CO₂.

Tier (1, 2 and 3): Incident Classification standard from the American Petroleum Institute (API).

TIR: Total Incident Rate (Severe LTI + PSER 1&2).

Vessel: Large boat with curved container to transport liquids.

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Accuracy and materiality

Our systems allow us to measure and monitor many aspects of our operational performance in detail. Where such measurements are not yet possible, we have used recognised, publicly-available conversion factors for presenting data calculations. Conversion factors and recognised ratios have been used to calculate our carbon footprint, our electricity, water and paper consumption, and the waste produced in our office. All measured and/or calculated non-financial data presented in this report are unaudited. Reported figures and facts may differ from previously published figures.

Transparency

Our 2022 report aims to provide a full and transparent picture of the company's performance for the year. In drafting this 2022 report, the following guidelines and standards have been considered. This has all been completed in accordance with the principles of transparency:

- GRI Sustainable Reporting Guidelines
- Greenhouse Gases Protocol

Contact

Any questions or comments about this report or the company can be raised with:

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