

Enabling Essential Flows

Sustainability Report 2021

The logo for EVOS, featuring the word "EVOS" in a bold, white, sans-serif font. The letter "E" is stylized with three horizontal bars of varying lengths extending to the left, creating a unique graphic element.

EVOS

Content

— Content

Introduction

Evos at
a glance

Responsible
business

Sustainability
focus areas

– Safety & Security

– Operations

– Clean energy

– Supply chains

– Equal opportunity

Report references

03 Introduction

04 Year in review

05 Expanding our platform for a sustainable future

07 Evos at a glance

08 Our terminal network

09 Key performance indicators

10 Notable events

11 Responsible business

12 Stakeholder interaction and partnership

13 A diverse, responsive and growing business

14 Sustainability focus areas

15 Adding sustainable value across five focus areas

16 Ensuring safe and secure operations at all times

18 Facilitating essential product flows in a sustainable and efficient manner

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

25 Building responsible and ethical supply chains

27 Offering equal opportunity and an inclusive work environment

32 Report references

33 GRI reference

35 Glossary and abbreviations

Introduction

Content

— Introduction

Evos at
a glance

Responsible
business

Sustainability
focus areas

– Safety & Security

– Operations

– Clean energy

– Supply chains

– Equal opportunity

Report references

Year in review

2021 was another stretching year for Evos as we continued to steer our operations 24/7 while maintaining full focus on the COVID-19 pandemic.

All our staff showed exceptional resilience in keeping our critical terminal operations going during this challenging period. It was also another milestone year for Evos as we completed the process of acquiring full ownership of four new terminals in the Netherlands, Belgium and Malta.

We are pleased to say that throughout all this we continued to work on our Sustainability strategy and initiatives. In doing so we played our role in raising the profile of some key issues across the industry and global markets.

Last year we presented our first Sustainability Report following the establishment of Evos in 2019. This second Evos Sustainability Report outlines the progress made during 2021. As you will see, we have taken a number of positive and significant steps in our Sustainability programme.



This has enabled us to achieve responsible growth as a company while limiting the impact of our business on the precious resources of the world we live in.

About this report

This report presents the full year 2021 performance results of the eight Evos terminals. Our terminals are located in the ports of Algeciras, Amsterdam (Amsterdam West), Hamburg and Rotterdam, and the full year 2021 results of the newly acquired

Evos terminals in the ports of Amsterdam (Amsterdam East), Terneuzen, Ghent and Malta. Evos obtained full ownership of these terminals on 29 October 2021, followed by a programme to integrate the terminals onto the Evos platform.

We also present examples of important initiatives and projects completed or started in 2021 as cases. These initiatives and projects demonstrate the progress our company is making as a sustainable business.

- Content
- Introduction
- Evos at a glance
- Responsible business
- Sustainability focus areas
 - Safety & Security
 - Operations
 - Clean energy
 - Supply chains
 - Equal opportunity
- Report references

Expanding our platform for a sustainable future

A message from the Executive Leadership team.

2021 was a landmark year for Evos as we acquired four new terminals in the Netherlands (Amsterdam, Terneuzen), Belgium (Ghent) and Malta. It was a great pleasure to welcome so many valued new customers and 335 great new colleagues.

The acquisition is a significant contribution to our ambition of creating a leading tank storage platform with a presence in the key European liquid bulk hubs. The increased scale will enable us to provide an even better service offering to our customers. It will also facilitate the pursuit of energy transition opportunities, together with our customers, in line with our ambition to be

Facilitate the pursuit of energy transition opportunities, together with our customers

a frontrunner in sustainable new energy products.

Integration and determination

A huge amount of work went into the successful completion of this transaction. It was a major project and the integration of all eight terminals into one growing Evos network continues. In carrying out this task we remain focused on the highest industry safety standards while adopting sustainable practices wherever possible. In that respect the new terminals have doubled our physical size, but our environmental footprint has not increased to the same extent.

Always and everywhere, Evos continuously strives to improve our performance and to prevent pollution and work-related injuries or ill-health. It's all part of our commitment to causing zero harm to people, the environment and the business.

Staying healthy and safe

In 2021 we were still operating under restrictions related to the ongoing COVID-19 pandemic. Our staff displayed remarkable endurance and maintained a real focus on safety and excellent 24/7 service delivery.

Unfortunately, 2021 saw an uptick in the number of LTIs. These incidents were mainly slips and trips and not related to process events. Our goal is always zero accidents hence we continue to embed an uncompromising safety culture built on training, procedures and awareness. This applies to every employee and all contractors. To this end, the Evos Safety Fundamentals were launched at our annual Evos Safety Day. We also introduced a uniform standard and tool for Incident Reporting Management (IRM) across Evos.

- Content
- Introduction
- Evos at a glance
- Responsible business
- Sustainability focus areas
 - Safety & Security
 - Operations
 - Clean energy
 - Supply chains
 - Equal opportunity
- Report references

Introduction

Sustainability objectives

Our mission to facilitate the continuous flow of products that enable our flow of life remains uncompromised. At the same time, we are fully aware that the energy landscape is changing, with a greater focus on decarbonisation and energy efficiency. Ambitious government policies and technological developments present new responsibilities but also new opportunities for responsible market participants like Evos. Within this context, 2021 saw Evos anchor a number of sustainability targets and drivers in the business. We announced serious CO₂ reduction and renewable energy targets. These are further presented in the Sustainability focus areas in this report. We firmly believe that our advanced terminals and professional expertise will enable us to meet these targets.

2021: Double volume growth, with >50% reduced CO₂ emission intensity

Building the energy transition into our business

Central to CO₂ reduction is the movement to diversify our customer and products portfolio with a growing portion of biofuels, renewable fuels and vegetable oils. The expansion project for methanol in Rotterdam, along with the tank conversion project at Amsterdam East, pave the way for renewable products and signal our determination to play a role in the energy transition. Several other forward-thinking initiatives covering the broad energy transition are being pursued across Evos, including hydrogen, ammonia, carbon capture, renewable and biofuels and various new bunker fuels.

Evos has the ambition, competencies and investment capabilities to be a frontrunner in new energy markets. We are well positioned to utilise our quality assets and comprehensive skill base for storing and distributing future-forward resources that respond to the world's changing needs.

A socially engaged Evos

Our workforce reflects the societies and communities in which we operate and we take great satisfaction from our longstanding relationships with community partners. In 2021 we increased our contributions to social organisations that promote education and inclusion. Even better, we are delighted to have added new partners that will further enhance mutually rewarding relationships with local communities.

Everyone at Evos can take considerable pride in the real advances we made in 2021

Everyone at Evos can take considerable pride in the real advances we made in 2021. It goes without saying that there remains more work to do. We are fully engaged and motivated to further advance in our sustainability focus areas.

**Signed, Evos Management Board,
Peter van der Brug and Koert Schouten.
Amsterdam May 2022**

- Content
- Introduction
- Evos at a glance
- Responsible business
- Sustainability focus areas
 - Safety & Security
 - Operations
 - Clean energy
 - Supply chains
 - Equal opportunity
- Report references



Evos at a glance

Content

Introduction

— Evos at
a glance

Responsible
business

Sustainability
focus areas

– Safety & Security

– Operations

– Clean energy

– Supply chains

– Equal opportunity

Report references

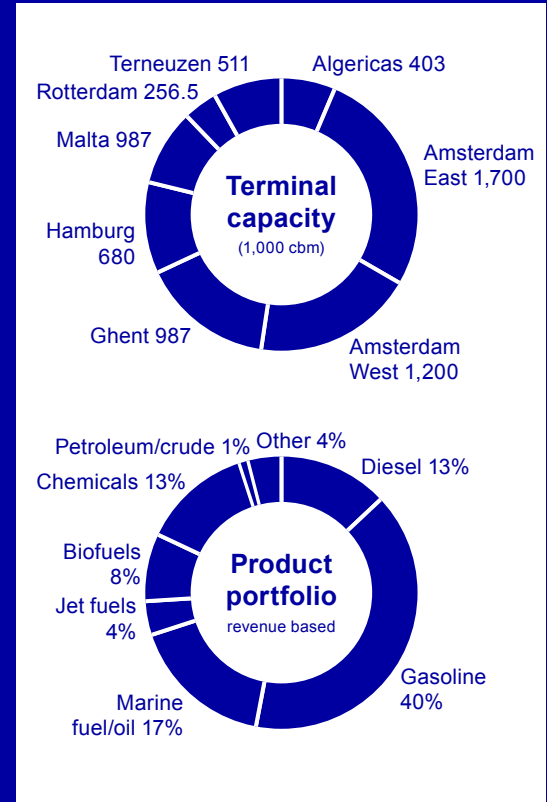
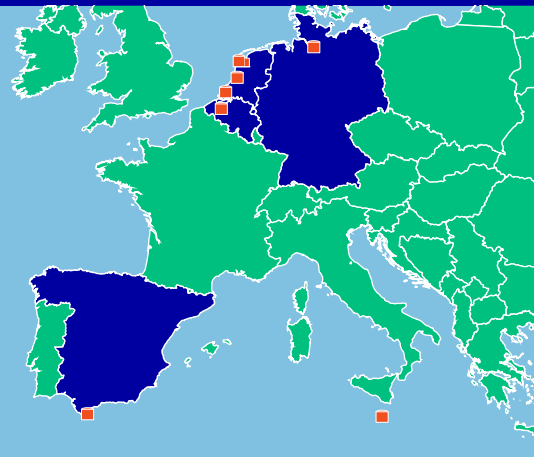


Enabling Essential Flows: Sustainability Report 2021

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.

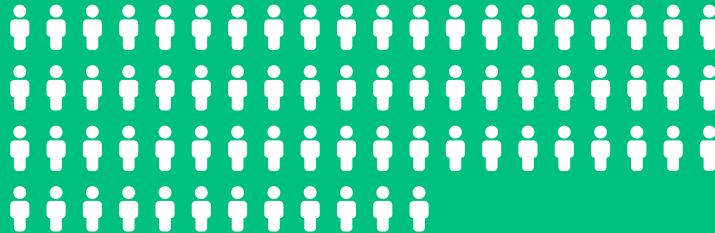
8 terminals established in 5 countries



- Content
- Introduction
- Evos at a glance
- Responsible business
- Sustainability focus areas
 - Safety & Security
 - Operations
 - Clean energy
 - Supply chains
 - Equal opportunity
- Report references

720 employees

i=10



465 tanks

🛢️=20



Key performance indicators

- Content
- Introduction
- Evos at a glance
- Responsible business
- Sustainability focus areas
 - Safety & Security
 - Operations
 - Clean energy
 - Supply chains
 - Equal opportunity
- Report references

<p>Total Incident Rate</p> <p>0.76 (0.0)</p>	<p>Lost Time Injuries >5 days</p> <p>8 (0)</p>	<p>Process Safety Events (Tier 1 & 2)</p> <p>0 (0)</p>
---	--	---

<p>Net CO₂ emission intensity reduction*</p> <p>54% (25%)</p>	<p>CO₂ emission intensity</p> <p>6.5 (12.5)</p>	<p>Renewable energy**</p> <p>40% (37%)</p>
---	---	---

<p>Customer satisfaction</p> <p>4.3 (out of 5)</p>	<p>Female management</p> <p>23% (19%)</p>	<p>Female new hires</p> <p>39% (29%)</p>
---	--	---

2021 (2020) *Ton CO₂ emissions per 1,000 cbm of storage capacity, base year 2019. **Renewable energy through purchase of Guarantees of Origin.

≡ Notable events

June – Evos Amsterdam West completed another step towards **next-generation sustainability** with the installation of new purging and inerting systems that promote emission reductions of barges.

July – Evos completed its refinancing. The financing includes a **sustainability-linked**

loan and note with rates dependent on the performance of Evos on its ESG metrics.

July – New railcar loading station operational at Hamburg terminal. The new facility increases railcar loading capacity by 40% and is equipped with various **technological innovations**.

These innovations include simultaneous loading of two tank cars and **bio-blending** applications with direct injection in tank cars. The use of a cable pull system instead of diesel locomotives brings a **CO₂ emission saving of 50%** on this section of the terminal.

September – **Evos Safety Day** was celebrated with the participation of Evos employees, contractors and representatives from local port authorities and fire departments. All terminals hosted presentations and workshops on site. One highlight was the (re)launch of the Evos Safety Fundamentals.

October – Evos acquired full ownership of **four new terminals** in Amsterdam and Terneuzen (NL), Ghent (BE) and Malta.

December – Build and cold commissioning of **four new tanks**, each of 21,000 cbm, for **methanol** storage at Evos Rotterdam. The project was completed in January 2022.



- Content
- Introduction
- Evos at a glance
- Responsible business
- Sustainability focus areas
 - Safety & Security
 - Operations
 - Clean energy
 - Supply chains
 - Equal opportunity
- Report references



Responsible business

Content

Introduction

Evos at
a glance

— Responsible
business

Sustainability
focus areas

- Safety & Security
- Operations
- Clean energy
- Supply chains
- Equal opportunity

Report references

Stakeholder interaction and partnership

Evos operates in a multi-stakeholder environment. Our activities have, or can have, an impact on a variety of stakeholder groups: customers, employees, surrounding communities and companies, port authorities and operators, governments and authorities, suppliers, financial parties and investors.

In turn we are influenced by the expectations of these stakeholders. Hence

open dialogue and close and respectful relationships with all our stakeholders is in everybody's interest.

We have frequent interactions with our stakeholders in the course of regular business and through projects or new initiatives. Beyond daily collaboration we hold periodic reviews with customers and suppliers to evaluate performance and discuss improvement opportunities. In liaison with authorities and industry

associations we are always attuned to the latest environmental standards and regulations. Furthermore, our investors and lenders support our sustainability objectives and targets for ESG.

All of this enables us to commit to active engagement with our stakeholders and customers to innovate the solutions of tomorrow, acting as the long-term partner with the skills to support them through the energy transition.

Content

Introduction

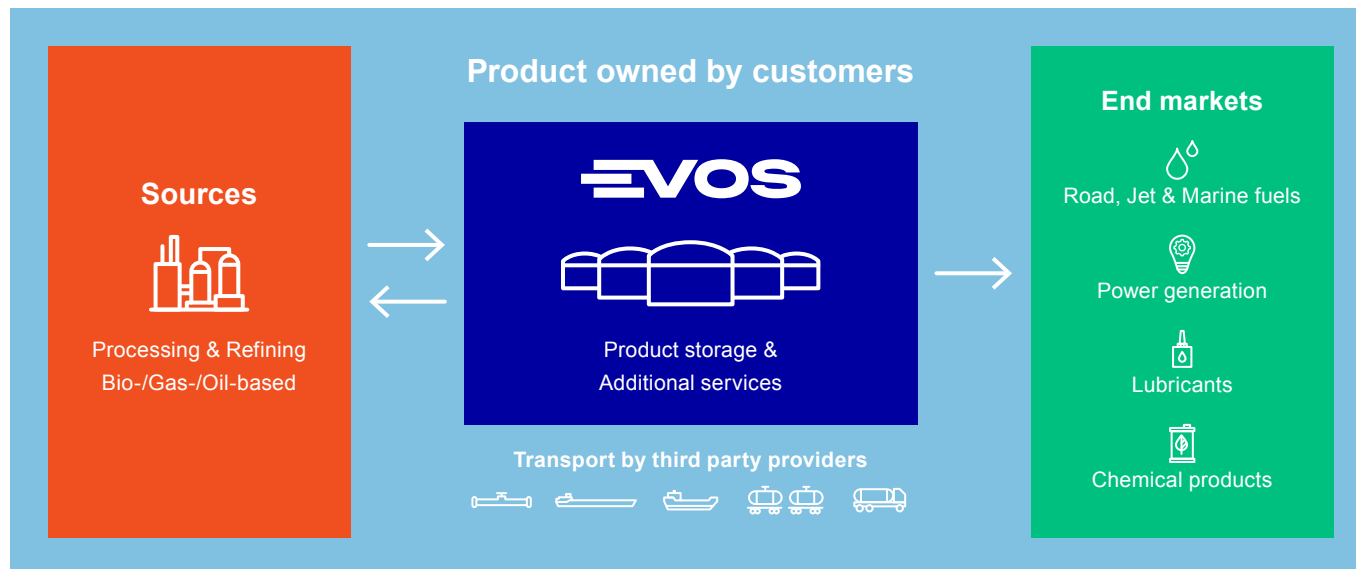
Evos at a glance

— Responsible business

Sustainability focus areas

- Safety & Security
- Operations
- Clean energy
- Supply chains
- Equal opportunity

Report references



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 powers 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 different 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 with the continuous drive of our experienced and passionate employees.

Our tank terminal network consists of eight terminals to date, with a combined storage capacity of 6.3 million cbm. 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 oriented infrastructure asset manager.



- Content
- Introduction
- Evos at a glance
- Responsible business
- Sustainability focus areas
 - Safety & Security
 - Operations
 - Clean energy
 - Supply chains
 - Equal opportunity
- Report references



Sustainability focus areas

Content

Introduction

Evos at
a glance

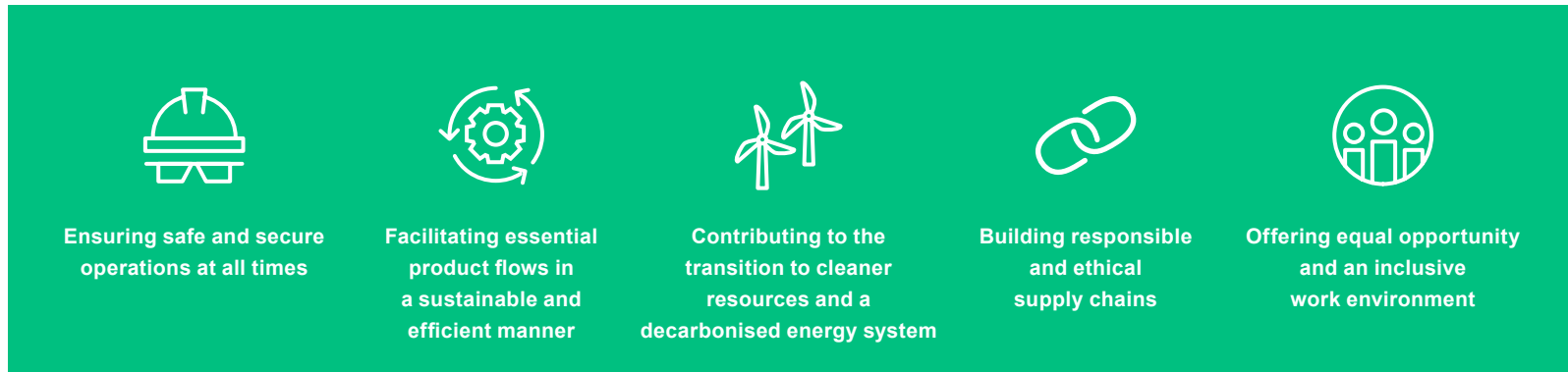
Responsible
business

— Sustainability
focus areas

- Safety & Security
- Operations
- Clean energy
- Supply chains
- Equal opportunity

Report references

Adding sustainable value across five focus areas



- Content
- Introduction
- Evos at a glance
- Responsible business
- Sustainability focus areas
 - Safety & Security
 - Operations
 - Clean energy
 - Supply chains
 - Equal opportunity
- Report references

At Evos we believe it is our responsibility to create value for all stakeholders while positively contributing to society at large. We have therefore developed an approach to sustainability that encompasses five focus areas.

Between them, these areas cover the environmental, societal and economic impacts of our activities. Areas 1 and 2 have always been an integrated part of our daily operations remit.

Building on this, we are currently working with customers and other partners on initiatives related to the new energy products that will define the future. The same applies to the implementation of different supply chain initiatives through our procurement practices and collaboration with key contractors, e.g. on education opportunities and diversity and inclusion.

We have established clear objectives that will guide our efforts in each focus

We believe it is our responsibility to create value for all stakeholders

area. In doing so we have committed to improvements on safety, CO₂ emissions reduction, and to an increase in the use of renewable energy in our operations.



Safety & Security

Ensuring safe and secure operations at all times

Safety is central to our business given the nature of the products we store for our customers. We are committed to eliminating hazards and reducing and managing risks inherent to our activities. Our terminals operate in compliance with regulatory requirements as part of their permit and are regularly audited by authorities.

All our sites fall under the scope of the EU SEVESO III Directive, which sets high HSE standards for industrial sites. Where necessary we go above and beyond compliance with existing rules and regulations and, as a responsible partner, encourage others to follow this example.

Further, we aim to preserve and nurture the wellbeing of everyone present at our workplace locations at all times. Everyone at Evos is called upon to recognise and report hazards, contribute to a healthy working environment, and protect colleagues, customers, contractors, suppliers and all other concerned parties.

Safety	2021	2020	2019
Fatality (FAT)	0	0	0
Lost Time Injury > 5 days (LTI>5d)	8	0	4
Lost Time Injury (LTI)	14	1	7
Lost Time Injury Rate (LTIR)	1.34	0.23	1.73
Lost Time Injury Rate 1 (LTIR1)	0.76	0.00	0.99
Total Recordable Injuries (LTI+MTC+RWC)	21	4	7
Total Recordable Injury Rate	2.00		
Process Safety Event Count (PSEC)	0	0	1
Process Safety Event Rate (PSER)	0.00	0.00	0.25
Total Incident Rate (TIR)	0.76	0.00	1.24

**Total Incident Rate Targets:
1.00 by 2025, 0.75 by 2030**

**Our aim is always
zero incidents**

- Content
- Introduction
- Evos at a glance
- Responsible business
- Sustainability focus areas
- Safety & Security
 - Operations
 - Clean energy
 - Supply chains
 - Equal opportunity
- Report references

Sustainability focus areas



Safety & Security

A relentless safety focus

Evos has a zero incidents target, with safety performance results anchored in the bonus scheme for senior management. It is our goal to continuously improve process and occupational safety at our terminals. This includes the active sharing of safety learnings and best practices amongst teams and across terminals to raise awareness and the imperative to work safely at all times. We report and follow up incidents and near misses in a uniform manner across the

Evos group. The working group of HSSEQ functions from all terminals unites the strengths and bridges gaps.

The Evos Safety Fundamentals form the basis for everyone that comes to work at or visits our sites. They were introduced in 2021 and will be further embedded in trainings with all our employees and contractors.

Terminals that experienced an uptick in slip and trip incidents in 2021 have developed

more intensive campaigns for incident prevention and safety awareness.

Evos Rotterdam completed the construction of four new storage tanks without incidents.

Security for critical infrastructure

Evos is certified with the International Ship & Port Facility Security (ISPS) Code on the security of ships and port facilities. The critical nature of our infrastructure also requires the safeguarding of data and systems to operate our terminals. Due to the increased automation and digitisation of our business, effective cyber security is key. In 2021 we started the safeguarding programme and launched a phishing awareness campaign. Further enrollment for checks and controls is lined up for the following years. This also includes acquiring ISO27001 certification.

The IT carve out programme for the four newly acquired terminals brings an increased scope for further security. In 2022 we will complete a cyber risk assessment across the entire organisation as the basis for developing a priority-based implementation programme.



Content

Introduction

Evos at a glance

Responsible business

Sustainability focus areas

Safety & Security

Operations

Clean energy

Supply chains

Equal opportunity

Report references



Operations

Facilitating essential product flows in a sustainable and efficient manner

Evos manages critical infrastructure for the seamless supply of liquid bulk products. To achieve this we develop, maintain and operate reliable, 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 2050 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.

CO ₂ emissions	2021	2020	2019
Scope 1 emissions (direct GHG emissions, t-CO ₂ e)	19,332	18,210	18,824
Scope 2 emissions (purchased electricity, t-CO ₂ e)	21,404	12,842	22,366
Total scope 1 & 2 CO ₂ emissions (t-CO ₂ e)	40,736	31,052	41,190
CO ₂ emission rate (/1,000 cbm)	6.5	12.5	16.7
Offset scope 1 emissions (t-CO ₂ e)	12,107	10,962	962

Energy consumption	2021	2020	2019
Energy purchased – Electricity (MWh)	63,631	39,544	41,713
GoO for renewable electricity	39.5%	41.6%	17.4%
Renewable energy produced (KWh)	222,079	0	0
Energy purchased – Natural gas (Nm ³)	2,745,324	2,701,451	2,580,337
Diesel (ltrs)	485,434	384,633	423,048
Water consumed (m ³)	280,000*	184,305	209,875

*Including 42,000 m³ for testing new tanks in Rotterdam.

>50% CO₂ emission intensity reduction in 2021

Content

Introduction

Evos at a glance

Responsible business

Sustainability focus areas

– Safety & Security

— Operations

– Clean energy

– Supply chains

– Equal opportunity

Report references

Sustainability focus areas



Operations

We concluded 2021 with new energy contracts for renewable energy at four terminals. The next phase in our CO₂ reduction strategy will be a roadmap for the long-term replacement of the diesel and natural gas used at some of our sites, mainly for product heating, power backups and operating vehicles.

Adopting and investing in environmentally sound technologies and processes

All our facilities operate under the European Energy Directive, with the following standards in place:

- Energy consumption is monitored closely at all terminals.
- LED lights have been widely implemented at our sites.
- CO₂ emissions are tracked and reported on a quarterly basis.
- Increasing renewable energy in our own operations.

We are driving for more renewable energy within our own energy consumption by gradually increasing the amount of wind and solar power in our energy mix. Our interim goal is to use 30% renewable energy for our operations by 2030. We are adopting a balanced approach of renewable energy production at our sites as well as purchased green energy. This involves exploring opportunities to add PV capacity to our sites, including innovative solutions that make use of the large surface areas of our tanks.

For some years our Malta terminal has benefitted from installed PV panels that provide all the power needed for the office. Multiple terminals have advanced-stage project plans to install PV panels on office roofs during 2022.

Target 2030:
30% renewable energy
50% net CO₂ intensity reduction



Content

Introduction

Evos at a glance

Responsible business

Sustainability focus areas

- Safety & Security

Operations

- Clean energy
- Supply chains
- Equal opportunity

Report references

Sustainability focus areas



Operations

Content

Introduction

Evos at a glance

Responsible business

Sustainability focus areas

- Safety & Security

Operations

- Clean energy
- Supply chains
- Equal opportunity

Report references

Responsible management of waste and use of water

The majority of the waste from our activities comes from tank and equipment cleaning and maintenance. These components contain oil or chemical residual and are therefore classified as hazardous waste under EU legislation. The handling of this waste is performed under strict conditions and contracted 100% to specialised and certified parties.

Rainfall or other water passes through a wastewater treatment unit above a certain measurement threshold. All our sites have wastewater treatment installations that filter water in accordance with applicable environmental standards.

We also adhere to EU waste and recycling standards for other waste materials, following the Lansink ladder for waste:

- Prevention of waste – no single use and increased re-use.
- Recycle – e.g. paper and cardboard, metals, cardboard drinking cups and electronic equipment.
- Responsible waste handling – certified and safe disposal, no landfill.

Managing climate risks

We undertake periodic reviews of climate risks, specifically extreme weather conditions which might impact terminal operations. In 2021 this concerned frost, heavy winds and storms. Emergency response plans are updated with actions and mitigation measures accordingly.

Protecting biodiversity

Our terminals are in ports and close to open water in which fish swim. This makes the

terminals an attractive place for nesting birds and many of our sites are home to a variety of bird species, some with protected status. We carry the responsibility of ensuring the protection of birds in their habitat. Moreover, employees, contractors and visitors get to experience a little piece of the natural world amidst the industrialised concrete and steel of our sites.

Even in these industrialised areas, the majority of expansion projects is subject to an Environmental Impact Assessment (EIA) notification together with surveys for environmental impact, including biodiversity. At the terminal in Hamburg we created a green compensation area to balance the expansion of the new railcar loading station. Malta has contributed several donations to local organisations that support nature conservation, wildlife, habitats and ecosystems on the island.



Operations

Our terminal in the Port of Rotterdam has a function beyond storing bioethanol and methanol for customers. The site also produces methanol derivatives that are used for application in timber products for the construction industry as well as in pharmaceutical and other consumer products. With these production activities comes a range of requirements to prevent any negative environmental impacts.

High scoring environmental operations

As a responsible and concerned organisation, Evos Rotterdam is a participant in the European Emission Trading Scheme and runs an ISO14001 certified CO₂ reduction management programme. In May 2021 the site renewed its Ecovadis rating with a silver medal award for its efforts to improve sustainable/responsible business operations. The

company's best scores against 21 sustainability criteria were for efforts in environmental operations including: energy consumption, local and accidental pollution, materials, chemicals and waste. Evos Rotterdam was recognised as being strong in 18 areas with clear policies in place as well as the monitoring and active prevention of emissions to air and pollution.

One improvement focus is the performance of suppliers in environmental and social practices. Evos will therefore further assess the supplier base and materiality of issues in supply chains to develop a programme for responsible supply chains. This will begin with the implementation of a Supplier Code and project initiatives with key contractors, e.g. on Diversity & Inclusion or the training of Operations and Maintenance workers. This is part of our focus area for responsible and ethical supply chains.



Content

Introduction

Evos at a glance

Responsible business

Sustainability focus areas

– Safety & Security

— Operations

– Clean energy

– Supply chains

– Equal opportunity

Report references



Clean energy

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

Supporting the shift to more renewable products

There is an urgent need to take global action to address climate change by reducing greenhouse gas emissions. Yet at the same time there is an increase in population and prosperity, leading to a growth in the demand for energy. Consequently, the transition to renewable energy sources and cleaner, low carbon products is occurring at varying rates in different regions of the world. Markets and industries will shift to new, lower carbon emission products over time, some of these are served by Evos today (ethanol, methanol, bio- and renewable fuels). Other markets for energy transition products will take longer to develop (hydrogen and ammonia). Evos will play an important role here with its import/export coastal tank terminals.

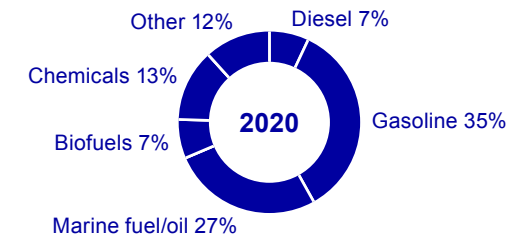
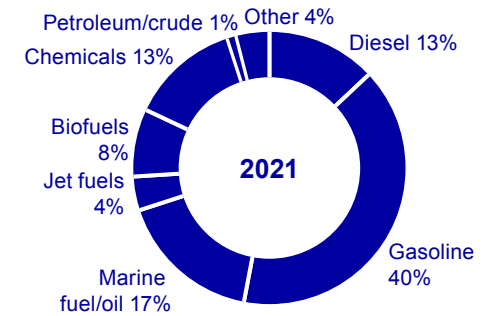
Preparing for the future

To reflect these trends we aim to bridge today's need for fuels and chemicals with tomorrow's need for cleaner alternatives. We already service and facilitate the uptake of storage demand for biofuels, sustainable aviation fuel and methanol. In the mid to

Actively building energy transition partnerships

longer term the demand for products is expected to move towards synthetic fuels and hydrogen carriers. We are actively building energy transition partnerships, both in the public and private domain, with the ambition of contributing to new energy developments of the future. Our focus is on business development opportunities where part of the existing infrastructure can be utilised and sustainable demand is predicted.

Product portfolio – revenue based



Content

Introduction

Evos at a glance

Responsible business

Sustainability focus areas

- Safety & Security
- Operations

Clean energy

- Supply chains
- Equal opportunity

Report references

Sustainability focus areas



Clean energy

New capacity for growing markets

Our objective is to serve these new markets at scale with our infrastructure. By extending our network to eight terminals across the hub network in Europe we have strengthened our capacity and ability to serve a range of customers and products. Within this process we actively explore new market opportunities for liquid bulk products and contribute as a knowledge and infrastructure partner in feasibility studies at an early stage. We follow

market trends closely and work with our customers to develop storage solutions for these products. Our portfolio includes an increased proportion of biofuels, bioethanol, sustainably aviation fuel and vegetable oils.

To service the growth market for methanol we have accelerated our footprint in this domain. This is manifested in the completion of four new tanks for methanol storage in Rotterdam, our partnership with the Methanol Institute, and uptake for bunkering methanol in the Mediterranean region.

Our portfolio includes an increased proportion of biofuels, bioethanol, sustainably aviation fuel and vegetable oils

The expansion investment in Rotterdam is made in response to the growing customer demand for methanol. By using the latest technology with floating tank roofs, vapours can be reduced to near zero, making the storage tanks almost emission-free. The site also offers services for storing bioethanol.

Joining the international Methanol Institute (MI) is part of our strategy to be a key partner in the energy transition. It builds on our strong track record in the storage and handling of methanol for industrial applications. This is another example of Evos moving with developments for the energy transition, in which the application of methanol is taken forward as a clean alternative fuel, for marine transport as well as hydrogen carrier. Evos has the ambition to be a frontrunner in the energy transition. The partnership is an important step towards further supply chain collaboration/co-creation for new and innovative solutions.



Content

Introduction

Evos at a glance

Responsible business

Sustainability focus areas

- Safety & Security
- Operations

Clean energy

- Supply chains
- Equal opportunity

Report references



Clean energy

Content

Introduction

Evos at a glance

Responsible business

Sustainability focus areas

– Safety & Security

– Operations

— Clean energy

– Supply chains

– Equal opportunity

Report references



Sustainable aviation fuel project

In the summer of 2021 the terminal in Amsterdam East completed the conversion of four tanks, each of 36,000 cbm, from diesel to jet fuel.

The tanks are connected to a pipeline for direct delivery to aviation customers at Schiphol International Airport. As such, this conversion will help us to claim a growing future position in the market for sustainable aviation fuel.

Hydrogen import project

Early in 2021 Evos and the Port of Amsterdam, together with three hydrogen carrier technology companies, formed a consortium to investigate the possibilities of importing large volumes of green hydrogen via the port of Amsterdam and destined for North-West Europe.

The project is delivering valuable insights for the technical, commercial and logistic feasibility of large flows of hydrogen carriers

that might be stored at new or existing storage facilities.

Green hydrogen can be imported using multiple carriers that are intrinsically safe. Existing storage infrastructure and transport methods can be utilised, delivering synergies across the value chain. The next phase of the project focuses on the launch of proof-of-concept and pilot projects for the storage and processing of hydrogen carriers. To facilitate this, the platform and partnerships are to be expanded.



Supply chains

Building responsible and ethical supply chains

Ensuring responsible business conduct is not limited to our own premises. We uphold high environmental, social and governance standards for doing business and expect the same from our business partners, including suppliers.

We are therefore taking these standards forward from our Code of Conduct into a Supplier Code and procurement policies. Through the implementation of this Supplier Code and policies, together with selection criteria, we can make a further impact on key supply chains via the responsible procurement of goods and services.

We expect our key suppliers to comply with the Supplier Code, and we also expect this from their subcontractors and suppliers.



Objective: Adoption of the Supplier Code and supplier screening to embed responsible procurement

Content

Introduction

Evos at a glance

Responsible business

Sustainability focus areas

- Safety & Security
- Operations
- Clean energy

Supply chains

- Equal opportunity

Report references

Sustainability focus areas



Supply chains

Content

Introduction

Evos at a glance

Responsible business

Sustainability focus areas

- Safety & Security
- Operations
- Clean energy

Supply chains

- Equal opportunity

Report references

As a key part of international supply chains we are assessing the issues and risks related to doing business. Key themes for responsible supply chains are:

- Respecting human rights including safe, fair and equal working conditions and treatment;
- Eradicating Modern Slavery including child labour, human trafficking and exploitation;
- Business integrity including export controls and sanctions, anti-bribery and anti-corruption, antitrust and competition and anti-money laundering/financing of terrorism;
- Safeguarding assets and information including fraud prevention, responsible communication, privacy and data protection;
- Reducing CO₂ emissions and other negative environmental impacts from the use of natural resources in the production and transport of materials and goods.

Incorporating sustainability in procurement decisions

We apply a balanced set of criteria for procurement decisions. In addition to

quality, safety records, financial resilience and cost, we expect suppliers to adhere to human rights and have a vision diversity and inclusion. We also require counterparties to address and mitigate the potential environmental impact of their work, including CO₂ emission reduction.

Contract performance is periodically evaluated and discussed. At contract renewal we mutually discuss opportunities for improvement. Furthermore, we are developing a framework for gathering sustainability information and performance data from new and key suppliers and at contract renewal.

A determined approach

The implementation of these supply chain initiatives is founded on a risk-based approach. The Supplier Code and supplier screening will be rolled out to major suppliers during 2022. Related procurement practices and tender selection criteria will be applied.

We foster longstanding partnerships with our maintenance and engineering contractors and support an open dialogue about work conditions and quality of work. Employees from these contractors work

side-by-side with our colleagues and we expect them to adhere to the same high safety and quality standards. At the same time, we offer them the same preconditions for a safe and dignified stay at our sites. This means, among other things, respectful behaviour, safe and effective tooling, proper housing, and regular breaks.

Everybody is included

The staff of maintenance contractors work on our terminals every day and are considered part of our team. We encourage and support open dialogue in the work environment we create together. That means promoting an inclusive environment and offering development opportunities in collaboration with our contractors. Finding solutions together for removing barriers or creating special job placements and training opportunities is best achieved in true cooperation and partnership.

A fundamental standard is the open reporting of concerns and breaches, supported by a policy of 'Seek advice and speak-up'. This policy is published on our website and open to any business partner.



Equal opportunity

Offering equal opportunity and an inclusive work environment

When you think of Evos what comes to mind is the large tanks and other infrastructure that characterise our terminals. But we are a service business and our colleagues are our most valuable assets. Not only our employees but also the contractors who work to service our customers. And it is they who drive continuous improvement and are the accelerator of projects.

We embrace the uniqueness and talents of every individual who contributes to the Evos collective. We have expanded this inclusive approach through being strongly grounded within the urban communities of each port and by playing an active role in society.

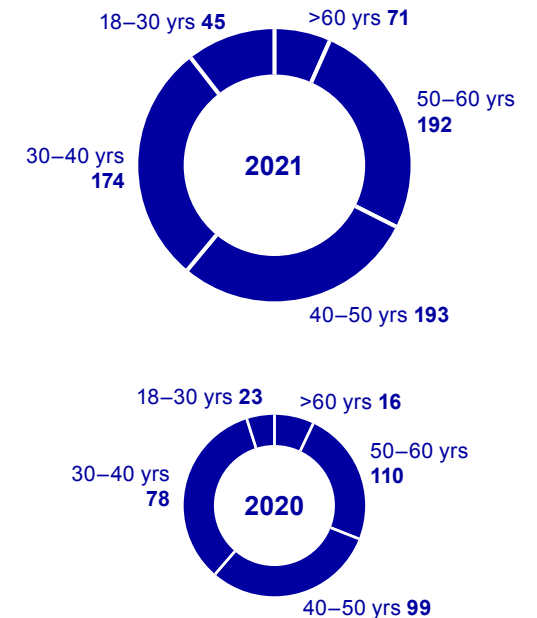
Within this context we attach great importance to equal opportunities, diversity, and non-discrimination. We strive to create a working environment in which every

We embrace the uniqueness and talents of every individual

employee has an equal opportunity to grow and succeed by making the best use of their talents. We do not accept or tolerate any discrimination against any individual based on their appearance, lifestyle choices or background. Everybody is free to speak their mind and have an opinion.

Because that is what makes our company stronger every single day.

Employee age distribution



Content

Introduction

Evos at a glance

Responsible business

Sustainability focus areas

- Safety & Security
- Operations
- Clean energy
- Supply chains

— Equal opportunity

Report references

Sustainability focus areas



Equal opportunity

Diversity in our workforce

We believe in diversity in many different aspects that leads to a variety of valuable competences and viewpoints. This encompasses all the differences in generations, gender, nationalities, ethnic or cultural backgrounds, education level and experience that are present in our organisation. In line with our owner's ESG

Employee engagement:
68% of respondents
awarded ≥8 out of 10
 – First Evos survey across 4 terminals

requirement to report on gender equality, we include these numbers in this report together with age distribution. In 2021 we continued to attract a good representation of new female hires to an industry that has traditionally employed a low proportion of women.

Working on diversity and inclusion in our workplaces is a continuous effort. We constantly explore where and how we can do more to offer opportunities to all. The

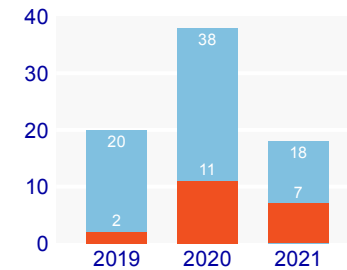
inclusion of four new terminals, with 335 employees between them, has diversified our employee group with new nationalities, backgrounds and talents that bring fresh and diverse perspectives to our company. In our recruitment approach we have continued to tap into a variety of recruitment channels, opening the way for more people to be included in our recruitment processes.

We have identified equal opportunity and inclusion as a priority area in our Sustainability strategy. As part of that, we are driving the implementation of balanced recruitment practices. Consequently, the last two years have seen an increase in women amongst our new hires, including in the Operations functions.

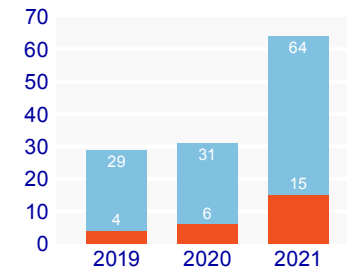
People, projects and passion

Everywhere you look at Evos there is a new project being planned or built. Talk to any one of our employees and you are likely to find that they are developing themselves and/or making a social contribution that connects Evos to wider society. Here are just some of the highlights from 2021.

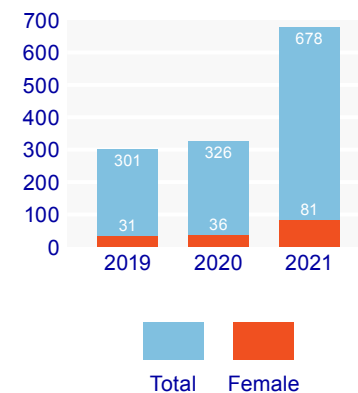
New hires



Management



Employees



Content

Introduction

Evos at a glance

Responsible business

Sustainability focus areas

- Safety & Security
- Operations
- Clean energy
- Supply chains

Equal opportunity

Report references



Equal
opportunity

Evos welcomes another female First Operator

Amy joined Evos Rotterdam as First Operator in training in June 2021. She works in the control room, coordinating all the logistics and maintenance work that takes place 24/7.

She is following an internal training trajectory to become fully authorised for the role in two to three years. A young talent who can stand her ground in the team of seasoned men, but she is used to this as she started her professional education as one of just five women in a group of 60 students.

At school she enjoyed mathematics, natural science and chemistry. This led her to start the Process Operator education encouraged by her parents. She was highly motivated and carefully considered the subjects she would have to pass. Job opportunities are plentiful in this field but it is also one of the toughest MBO educations. (An MBO is a Dutch vocational education.)

Variety and responsibility

Amy previously worked at an energy company where she learned more about subjects such as steam techniques and

energy. But her real interest lies in chemistry and being responsible for a variety of professional tasks. It was this combination that attracted her to Evos. When on duty she is responsible for loading of ships and trains, production, communications and official paperwork. She is also the back up for the 'Wachtchef', the team lead/manager.

"My colleagues have taken a sincere interest in my development," she says. "There is a willingness to help each other and they take you seriously. I'm happy with my career and the opportunities available to me." The opportunities she gets to professionally develop herself, continue to learn or take courses, is why she prevails working experience over more diplomas.

Amy is an example of the young talent that Evos is seeking to attract to its workforce. Though she is the first female Operator in Rotterdam, Amy is not the first female Operator at Evos. In 2021 we welcomed 28% female new hires, in Operations as well as other functions. This growing trend of female hires is clearly benefiting the diversity of the Evos workforce.



Content

Introduction

Evos at a glance

Responsible business

Sustainability focus areas

- Safety & Security
- Operations
- Clean energy
- Supply chains

Equal opportunity

Report references



Equal
opportunity

Apprenticeships and MBO certifications

It is important to Evos that we equip the workforce of the future with the right skills and provide equal opportunity for all.

Succession planning and a multi-year training program are especially key for employees in Customer Service and Terminal Operations. We therefore extended the apprenticeship program in Hamburg in 2020 to the Operations workforce. This quickly proved successful and two new Operations apprentices started in 2021.

An advanced training institute

Evos terminal Amsterdam East functions as a certified training institute for process operators. The institute offers a unique tailored apprenticeship programme that

combines working as an operator with school-based education and examination. The programme started a few years ago with the development of a complete e-learning program. This was a co-creation with official industry education and examination institutes. All 59 operators were then trained in the fundamental programme that leads to a terminal industry certificate. Since then, five operators have completed the full trajectory for advanced certification and two more are in progress.

Combining work with study

The practical part of the education is the responsibility of the operators who work in teams in the 24/7 shifts. This mentorship involves many colleagues and fosters team

building and learning exchange. It is not an easy task to study and take the 10 to 12 theoretical examinations on top of a full working day. “It requires good discipline”, says certified internal examiner Remon Voorbij. “I am proud when they pass and I feel gratification at the graduation ceremony.”

Attracting new process operators and keeping them qualified for the tank storage industry is also essential in the tight labour markets of North-West Europe. The multi-stakeholder collaboration to this certification programme positions Evos as an attractive employer while combining continuous learning for operators and sustainable succession planning. New candidates to the apprenticeship programme can be introduced by the terminal organisation as well as the education partners. We are exploring opportunities to extend the programme for Process Operators to other terminals.



Content

Introduction

Evos at a glance

Responsible business

Sustainability focus areas

- Safety & Security
- Operations
- Clean energy
- Supply chains

Equal opportunity

Report references

Sustainability focus areas



Equal opportunity

A social business connected to local communities

Our employee base reflects the socio-demographics of the surrounding areas. This creates a strong connection and engagement with local communities. In particular, our terminals in the Mediterranean have a long history of supporting social and community organisations.

for mentally impaired or disabled people, such as those with Down Syndrome.

All programmes are coordinated with the city counsel of Algeciras.

organisations. In 2021 10 organisations received a donation. The work of these organisations supports a range of beneficiaries, offering solidarity and inclusion to primary and special need education institutes, from nature conservation to animal shelters.

The community support for Inspire, MCCF, Nature Trust, Foodbank, Puttinu and Dog shelter AAA are multi-year relations. The local primary school, Park Rangers and the Paolo Freire Institute Foundation were added as new beneficiaries in 2021. While the business and trade relations of the terminal on the island are all international, the social programme connects the terminal to local communities that are essential for its people and operation.



Algeciras – Youth sport development and caring

Evos Algeciras has been a sponsor of the local Youth Athletics Club since the terminal was founded. This contributes to a valuable community and cohesion for the young people, not just for the athletic success but also in their personal development and professional careers.

Algeciras has also entered into a partnership programme with a social organisation to develop employment skills

Malta – New and established partnerships

Our terminal in Malta makes annual contributions to a variety of care

Content

Introduction

Evos at a glance

Responsible business

Sustainability focus areas

- Safety & Security
- Operations
- Clean energy
- Supply chains

— Equal opportunity

Report references



Report references

Content

Introduction

Evos at
a glance

Responsible
business

Sustainability
focus areas

- Safety & Security
- Operations
- Clean energy
- Supply chains
- Equal opportunity
- Report references

Report references

GRI reference

	Standard	Disclosure	Report page	
Content	102 Organisation	General disclosures	102-1 Name	4, 36
			102-2 Activities	8, 13
			102-4 Location of Operations	4-5
			102-5 Ownership and legal form	13
			102-6 Markets served	8, 12-13
			102-7 Scale of the organisation	8
			102-8 Information on employee and other workers	8, 27, 28
			102-9 Supply chain	25-26
			102-10 Significant changes to the organisation and its supply chain	4-6, 10
			102-13 Membership and associations	
			102-14 Statement from Senior decision-maker	5-6
			102-15 Key impacts, risk and opportunities	9-10, 12-31
			Introduction	Strategy
102-17 Mechanisms for advice and concerns about ethics	13			
102-18 Governance structure	12			
102-40 List of stakeholder groups	12			
102-42 Identifying and selecting stakeholders	12			
102-43 Approach to stakeholder engagement	12			
102-44 Key topics and concerns raised	13-31			
102-46 Defining report content and topic boundaries	4			
102-47 List of material topics	15			
102-50 Reporting period	4			
102-52 Reporting cycle				
102-53 Contact point for questions regarding the report	36			
102-55 GRI content index	33			
Evos at a glance	Governance	103-1 Explanation of the material topic and its boundary	16-20, 22-23, 25-28	
		103-2 The management approach and its components	13	
		103-3 Evaluation of the management approach	5-6, 13	
Responsible business	Stakeholder engagement			
Sustainability focus areas	Reporting practice			
– Safety & Security	Reporting practice			
– Operations	Reporting practice			
– Clean energy	Reporting practice			
– Supply chains	Reporting practice			
– Equal opportunity	Reporting practice			
Report references	103 Management approach			

Report references

	Standard		Disclosure	Report page	
Economic	201	Economic performance		Financial results are reported to financial investors	
	203	Indirect economic impact	203-1	Infrastructure investments and services supported	4-5, 10, 24
Environmental	302	Energy	302-1	Energy within the organization	18
			302-4	Reduction of energy consumption	18
			302-5	Reductions in energy requirement of products and services	18
	303	Water and effluents (2018)			18
	304	Biodiversity			20
	305	Emissions	305-1	Direct scope 1 emissions	18
			305-2	Indirect scope 2 emissions	18
			305-4	CO ₂ emissions intensity	18
			306	Waste (effluents)	306-3
	307	Environmental compliance	307-1	Environmental non-compliance	
Social	401	Employment	401-1	New employee hires and employee turn over	28
	403	Occupational health and safety (2018)	403-1	Occupational Health and Safety Management System	16-17
			403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	16-17
			403-4	Worker participation, consultation and communication on occupational health and safety	16-17
			403-5	Worker training on occupational health and safety	16-17
			403-6	Promotion of worker health	16-17
			403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	16-17
			403-8	Workers covered by an occupational health and safety management system	
			403-9	Work related injuries	16-17
			403-10	Work related ill-health	16-17
405	Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	27-28	
	410	Security practices			
	413	Local communities	413-1	Operations with local community engagement, impact assessments, and development programs	30-31

Content

Introduction

Evos at a glance

Responsible business

Sustainability focus areas

- Safety & Security
- Operations
- Clean energy
- Supply chains
- Equal opportunity

— Report references

Glossary and abbreviations

API: American Petroleum Institute.

Apprenticeship: A learning work placement for training a new practitioner of a trade or profession with on-the-job training and some accompanying study.

Barge: Long flat-bottomed boat for inland ship transport on canals and rivers.

Biofuels: Transport fuels that are generated from an organic source, plants or algae, such as corn, sugarcane, vegetable oil or animal waste.

Bunkering: Supplying of fuels for use by ships, including storage and provisioning of fuel to vessels.

cbm: Cubic metres (storage volume).

CDI-T: Chemical Distribution Institute – Tanks.

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

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.

EED: Energy Efficiency Directive (EU).

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

ESG: Environment, Social and Governance.

ETS: Emission Trading Scheme. EU trading scheme for annual CO₂ emissions rights of energy intensive companies, such as electricity production, refining and chemical production.

EV: Electric Vehicles.

FSI: First Sentier Investors.

GHG: Greenhouse Gas Emissions.

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

HS&E: Health, Safety and Environment.

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

H₂: Hydrogen (gas).

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 (# of LTI incidents per 200,000 hours worked).

MBO: Middelbaar BeroepsOnderwijs (Dutch Practitioner education).

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

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 (# of incidents Tier 1 and Tier 2, API RP754).

PSER: Process Safety Event Rate (PSE T1&2 / 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).

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.

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

TIR: Total Incident Rate (LTIR1 + PSER).

Vessel: Large boat with curved container to transport liquids.

Content

Introduction

Evos at a glance

Responsible business

Sustainability focus areas

- Safety & Security
- Operations
- Clean energy
- Supply chains
- Equal opportunity

— Report references

Contact

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

communication@evos.eu

Evos Management B.V.

Westpoortweg 480

1047 HB Amsterdam, the Netherlands

Harbour No. 7750

Publication date: May 2022

