

Sustainability Report 2022



ADVIRIO

Partners for progress

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INTRODUCTION

At Advario, our vision is to be the partner for progress in the energy transition, helping our partners transform to better business and bring positive change for people and the planet. We bring decades of experience, a future-focused, holistic approach and a truly ambitious sustainability agenda.

Advario is a future-focused, leading provider of liquid energy storage logistics. Launched in 2022, and building on the heritage of Oiltanking, Advario operates a global network of terminals. We handle a broad range of products, from chemicals, gases and fuels to new energy products.

Our vision is to be the partner for progress in the energy transition, and our ambitious sustainability strategy underpins everything we do.

We are pleased to present our sustainability report for the year 2022. Because to continue to build close partnerships, we must build trust. And trust is built by being transparent and accountable.

This is our first standalone sustainability report, showcasing our commitment to being a frontrunner in the sustainable energy transition, caring for people and the environment and applying fair business practices.

About this report

This report provides an overview of our sustainability ambition, focus areas and actions in 2022. Throughout, we follow the internationally recognized Global Reporting Initiative (GRI) standards. The GRI content index at p. 52 outlines where specific GRI reporting elements and indicators are addressed in this report.

In 2022, Advario had 13 terminals under its scope. This report covers the performance of the 12 terminals and joint ventures (JVs) that Advario has operational control over (see p. 54 for a comprehensive list). Performance information for these operating entities in prior years is also provided for comparison. All key performance indicators (KPIs) applicable to Advario, including JVs, equity holdings and locations where we have operational control, are included.

For consistency, our minority holding of the terminal in Singapore, where we do not have operational control, is not included. The 2021 reference data has been updated to reflect this for accurate comparison. All financial information is given in euros (€). Foreign currencies have been converted to euros at the average exchange rates for 2022.

This report is available in English and digital format only. The Sustainability team, which forms part of our Strategy, Mergers & Acquisition, and Sustainability department, is responsible for its contents. We did not seek external assurance; however, this option is under review for future reporting requirements.

Advario is committed to operational sustainability and high-quality reporting. We will continuously strive to improve the accuracy, comparability and timeliness of future reports. We welcome any questions or feedback you may have – please email us at communication@advario.com.

For more information about Advario, visit our website: www.advario.com.

CEO foreword

Dear readers,

2022 was a year of significant change worldwide; change that globally impacted people, societies and economies.

The energy sector was at the heart of this change: energy powers the life of people, powers societies and economies. I saw positive developments in the sector in 2022. There was real momentum and a sense of urgency regarding the energy transition, and demand for sustainable solutions and future fuels is growing.

To capitalize on the opportunity to further the energy transition, investment and innovation in infrastructure is crucial. Rapid development of sustainable storage solutions is needed to make the growth of the demand for chemicals, gases, future fuels and new energy products possible.

Russia's invasion of Ukraine shocked the world in 2022. I feel for the people in Ukraine who suffer the consequences of this senseless war.

The war in Ukraine, and other global crises, negatively impacted people, societies and economies. The world has been reminded of the importance of energy security. The safe and reliable supply of liquid energy products is not a luxury, but a necessity.

The storage industry plays a pivotal role in both the assurance of energy security and the acceleration of the energy transition. And Advario, a future-focused global player, is at the forefront of positive change in the storage industry.

Our commitment to sustainability

Advario is a partner for progress. We develop, innovate, build and operate storage infrastructure to provide our customers and partners with a reliable supply of liquid energy and chemicals and make it possible for them to progress their energy transition ambitions.

Our commitment to sustainability shows in the growth opportunities and sustainable supply chains we pursue, the partnerships we develop and the projects we invest in. A penny can only be spent once: we invest our capital in future-focused products and services in petrochemicals, gases and new energies. We will grow the share of sustainable revenues from renewables significantly.

In 2022, we started a partnership with the Belgian gas network operator Fluxys, jointly investing in a feasibility study that explores the opportunity to build a green ammonia import terminal in Antwerp. In Mexico, we partnered with Braskem Idesa to build an ethane import terminal. And in Singapore, working together with Neste, we upgraded our



“
**Working with our
customers and
partners, we progress
towards future-focused
solutions, together**
”

facilities to be able to store sustainable aviation fuels (SAF). You can see the theme: we invest in partnerships, in growth and in progress. Read more about these projects, and many others, from p. 16.

Globally, our terminals provide the safe and reliable storage solutions needed to ensure energy security. We maximize the efficiency and reduce the environmental impact of these existing assets, delivering value for all stakeholders involved. Over time, as we continue to deliver on our strategy, our terminals will develop and transition, lowering their emissions and becoming fit for a future of cleaner energy.

Achieving Net Zero

Advario is determined to achieve Net Zero from our own operations by 2040. Initially, our focus is the reduction of Scope 1 and 2 greenhouse gas (GHG) emissions arising from our operations.

In 2022, we have defined the roadmap toward the Net Zero target with decarbonization opportunities per terminal – putting plans in place now to achieve our 2040 target. We actively make an impact today. Measures already taken include the installation of solar panels, the sourcing of electricity from carbon-free sources, the substitution of combustion-engine driven carts with electric carts and the use of LEDs for lighting.

We see good opportunities in technology improvements, market developments and collaboration with customers and suppliers. These efforts are also covered extensively in this report: learn more about them from p. 23.

Proud of our people

None of this would have been possible without our people. Reflecting on how much we have achieved since we launched Advario nearly one year ago, I feel proud. We have made great progress establishing Advario as a new company. We established our company culture. And we have welcomed talented new colleagues, growing the diversity of background and thought in Advario.

2022 tested the resilience of our organization and people. The Russian invasion of Ukraine has impacted our operations. I admire the strong teamwork and resilience shown by our people across the organization, especially at our Finnish Kotka and Hamina terminals.

The after-effects of the COVID-19 pandemic also influence the work we do, and how we do it. For a new company with a global presence, it is important to create a meaningful connection between our different locations. We have worked hard – together, across terminals and office locations – to create these connections in an increasingly digital-first world.

Lastly, I want to recognize the effort by our people in Hamburg. The decision to locate Advario's headquarters in Rotterdam will lead to the closure of our office in northern Germany. The effort and significant impact our people in Hamburg made in 2022, and continue to make to this day, is testament to their loyalty and professionalism.

As Advario, we have supported our employees where we could. We provide flexibility and look to connect digitally. Advario stimulates work-life balance and emphasizes the importance of mental health. Learn more about how we care for people at Advario from p. 31.

Looking forward with confidence

Advario arrived in 2022, and made great progress throughout the year. I believe our future is bright. We delivered strong business performance and excellent improvement on safety performance. We progressed our long-term strategy, a strategy with sustainability at the core. And we have shown growth, as a company, and as a community of people pulling in the same direction.

More is to follow. Keep your eye on Advario.

Best wishes,
Bas Verkooijen, Advario CEO

ADVARIO AT A GLANCE

Advario is a leading partner in liquid storage logistics and aims to be a frontrunner in the global energy transition for supply chains in energy and manufacturing. Because we store products that are essential to peoples' day-to-day lives, key infrastructure and the global economy, we play an important role in the energy value chain.

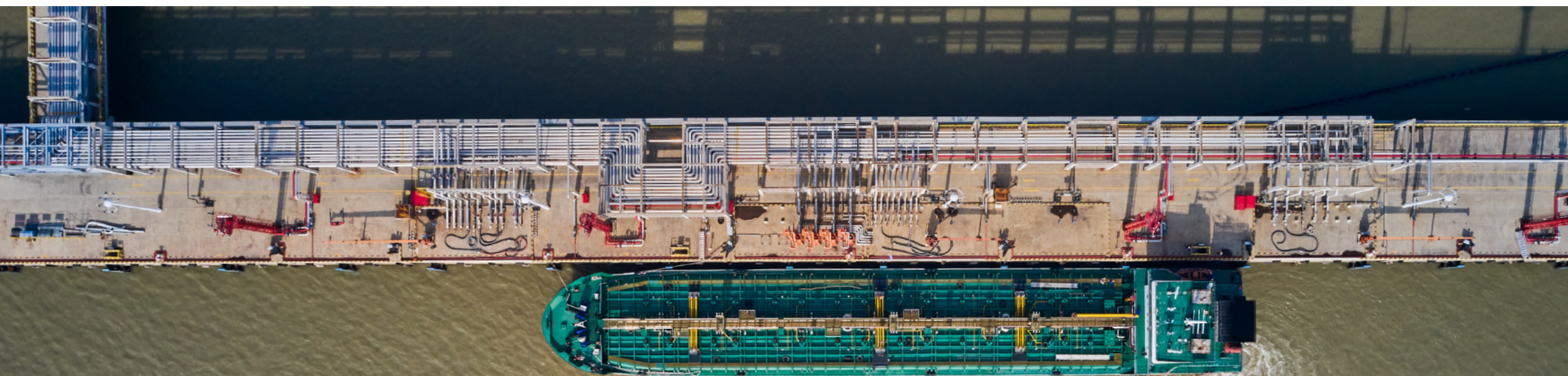
Who we are

Advario is a large, independent liquid and gas storage logistics provider. Headquartered in Rotterdam, the Netherlands, Advario has 13 terminals under its scope across eight major international energy hubs in Belgium, Finland, Oman, Singapore, the United Arab Emirates (UAE) and the United States, as well as two in China in different regions.

With this strong hub presence, all of our terminals are excellently integrated into existing infrastructure, primed to lead the way in the global transition to new energy.

We build on the strong foundation of Oiltanking's expertise gained over decades of designing, commissioning and operating tank storage solutions with our forward-looking strategy. One that is focused on sustainable growth in chemicals, gases and new energy products.

We offer the highest quality of service to our customers, which include private and state energy companies, new energy companies, petrochemical companies and traders in oil and gas products and chemicals. Our deep market and product knowledge, efficient and safe operation and close cooperation with our customers are part of our ongoing commitment to add value wherever possible.



What we do

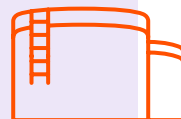
Advario builds and operates a global network of multi-modal terminals for the storage and handling of a broad range of feedstock or rundown products for refineries, crackers and chemical plants. As such, we play a key role in global energy and chemicals value chains, connecting supply and demand of essential products, including traditional petroleum products, biofuels, gases and chemicals.

We have proven expertise in the development and operation of sophisticated cryogenic infrastructure for ammonia, propane, butane and other gases, from conceptualization and design to construction, operations and maintenance. Besides tank storage, we also operate and maintain jetty infrastructures, industrial pipelines and loading/unloading infrastructure. Our service spectrum ranges from storage and handling to blending and additivition.

The storage and handling of fuel products, gases and chemicals entails potential environmental and, in some cases, social risks. It is our responsibility to ensure that the products we handle, in liquid or pressurized form, are stored and transferred safely. It is also our responsibility to make sure no harm is caused to people or the environment.

Key facts and footprint

13
terminals



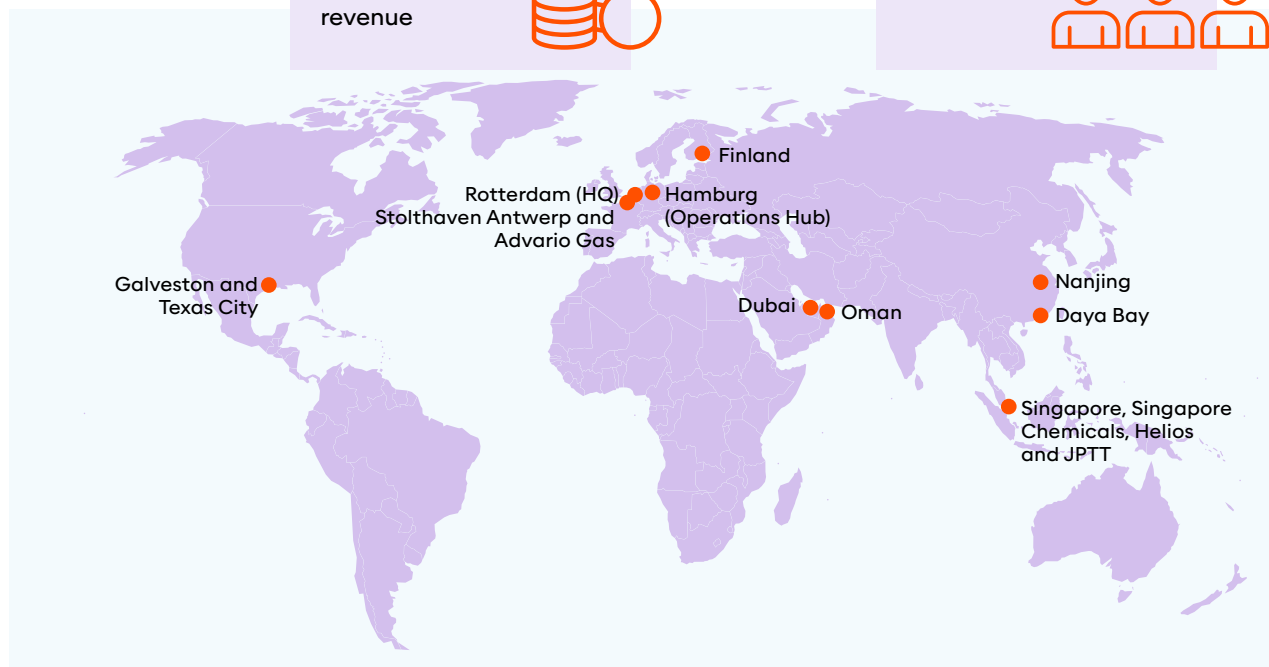
9
countries



€447m
consolidated
revenue



1,126
employees



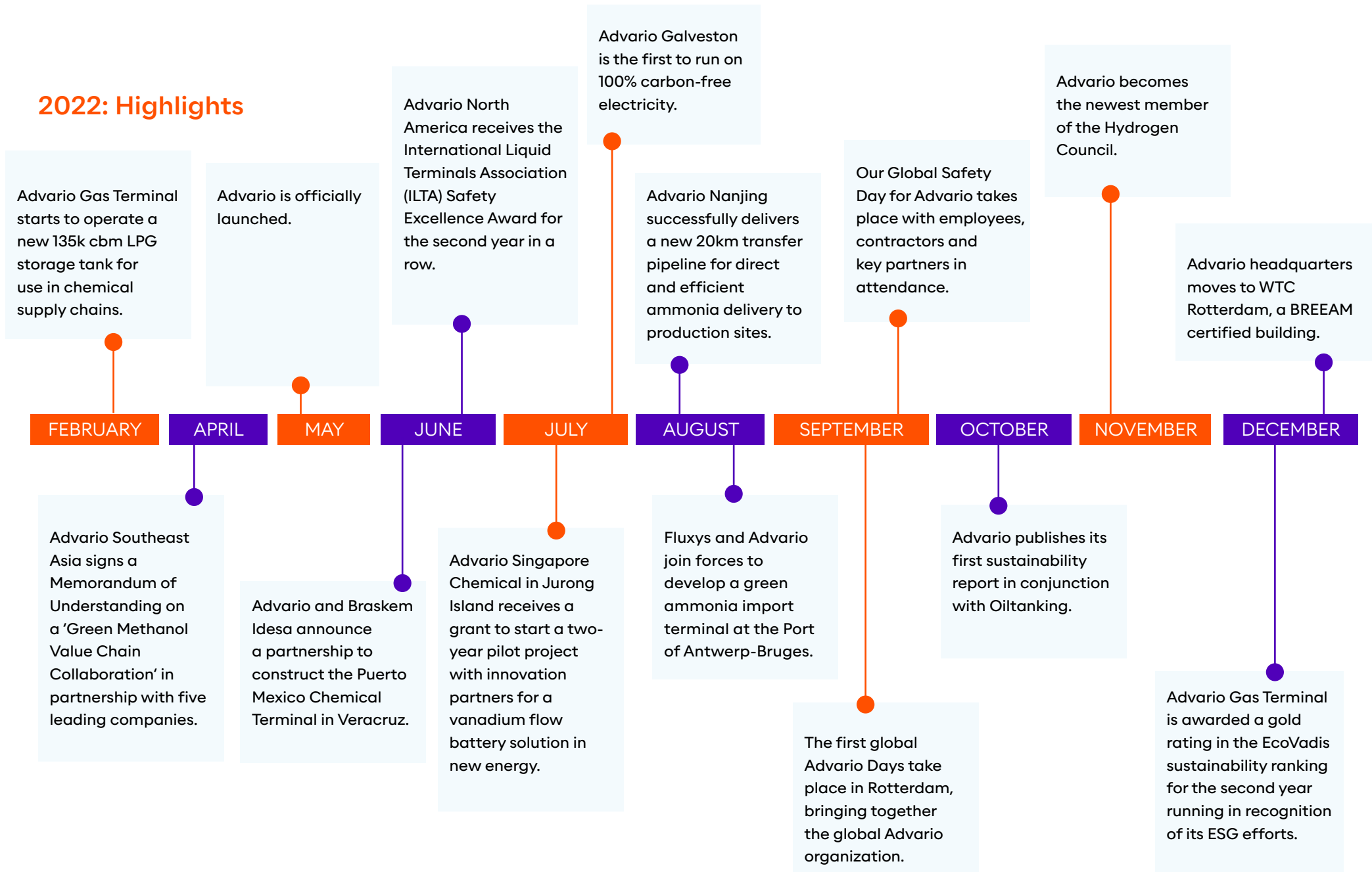
Governance

Advorio B.V. is a 100% subsidiary of Oiltanking GmbH. Oiltanking GmbH in turn is a 100% subsidiary of Marquard & Bahls AG (M&B), a 100% privately owned holding company. M&B AG acts as an ethical investor in the energy and chemicals sector, aiming to create value over generations.

Our CEO, Bas Verkooijen, is responsible for the independent business unit, Advorio, under the supervision of a Supervisory Board made up of four members: Stacy Methvin (independent chair), Daniel Weisser, Christoph Witte and Markku Korvenranta.



2022: Highlights





IN ACTION: GEARING FOR GROWTH IN CHEMICALS

In Mexico, we have partnered with Braskem Idesa to invest in two 50,000 cbm feedstock tanks for ethane. Not only is this an expansion of markets and geographies, but the partnership also strengthens our network for servicing key supply chains of petrochemicals. Construction (pictured left) is expected to be complete by late 2024.

At our Texas City complex, construction started in 2022 for a new 100,000 cbm storage tank for ammonia. Commissioned for operation in 2023, this will be the largest ammonia tank in the world. This is in addition to our existing ammonia storage tank in China, where in 2022 we commissioned a 20 km pipeline for ammonia transport, thereby eliminating CO₂ emissions from truck transport.

In Germany, we are collaborating with Sasol Germany GmbH to explore the building of an ethylene facility in Brunsbüttel. The facility will supply ethylene to Sasol Germany's site at ChemCoast Park, which has been operating since 1961. The facility, which will include a tank with a capacity of 30,000 m³, can store conventional ethylene and green ethylene, produced from biobased or recycled sources. Planning and construction is expected to take place over the next four years.

STRATEGY AND SUSTAINABILITY APPROACH

We are committed to advancing in a sustainable way. This means creating value for our employees, our business partners and society at large without compromising the prospects of future generations.

Strategic ambition

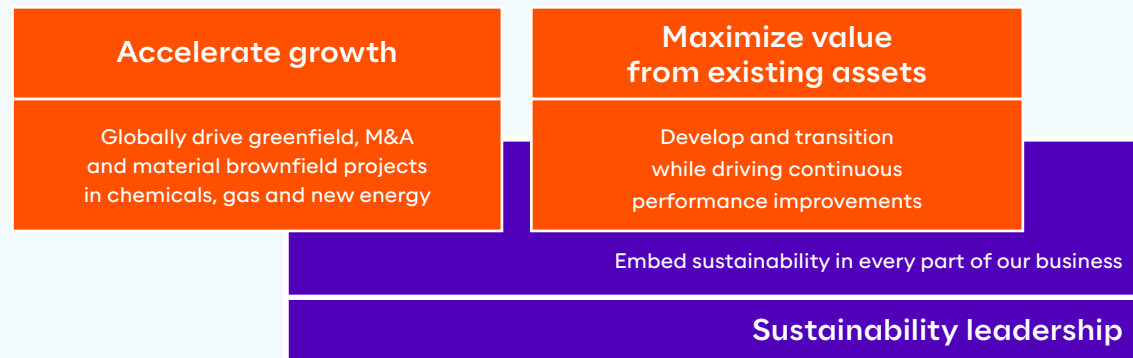
We continue to drive large-scale greenfield and brownfield development projects as well as mergers & acquisitions globally, with the objective of doubling our business by 2030. In addition, we continuously develop, improve and transition our existing assets.

To achieve our growth target, we have an adaptive and customer-focused approach and prioritize selective growth tailored to region-specific energy supply and demand. We continue to expand our


capabilities in sustainable chemicals, gases and new energy products, such as ammonia, hydrogen and bio-fuels. Our objective is to have a material share of our revenue from renewable products.

We have anchored sustainability as a key priority in our business strategy, and are committed to embedding sustainability in every aspect of our business. We have a firm objective to reach Net Zero, in terms of GHG emissions from our operations, by 2040 at the latest.

PRIORITIES



OBJECTIVES

 **Double business by 2030**

 **Net Zero by 2040 latest**

 **Material share of renewable revenues**

"If we cannot do it safely or ethically, we don't do it at all."

Stakeholders

Our overall performance, including economic, environmental and social impacts, is of a vested interest to our stakeholders as well as influenced by them. That is why we frequently engage with stakeholders, to better understand their needs and ensure our organizational goals and strategies are aligned.

Advorio's stakeholders are:

- ▶ Customers
- ▶ Shareholders and other JV partners
- ▶ Employees
- ▶ Suppliers
- ▶ Authorities
- ▶ Financial institutions/banks
- ▶ Labor unions/works councils
- ▶ Communities

Throughout 2022, stakeholders showed immense interest in, and support for, our efforts to become a frontrunner in sustainable energy storage. This has further fueled our motivation to live up to our ambition, and we are actively involving key stakeholders, such as employees, customers, JV partners and suppliers, in the development of new projects that advance our progress.

We pursue two-way communication with our stakeholders wherever possible, maintaining

an open dialogue across multiple channels. We also keep up a regular exchange with our sustainability counterparts via our shareholder's group of M&B and its subsidiary, Mabanaft. Here, we discuss Environmental, Social and Governance (ESG) topics, such as reporting on sustainability focus areas and ESG KPIs.

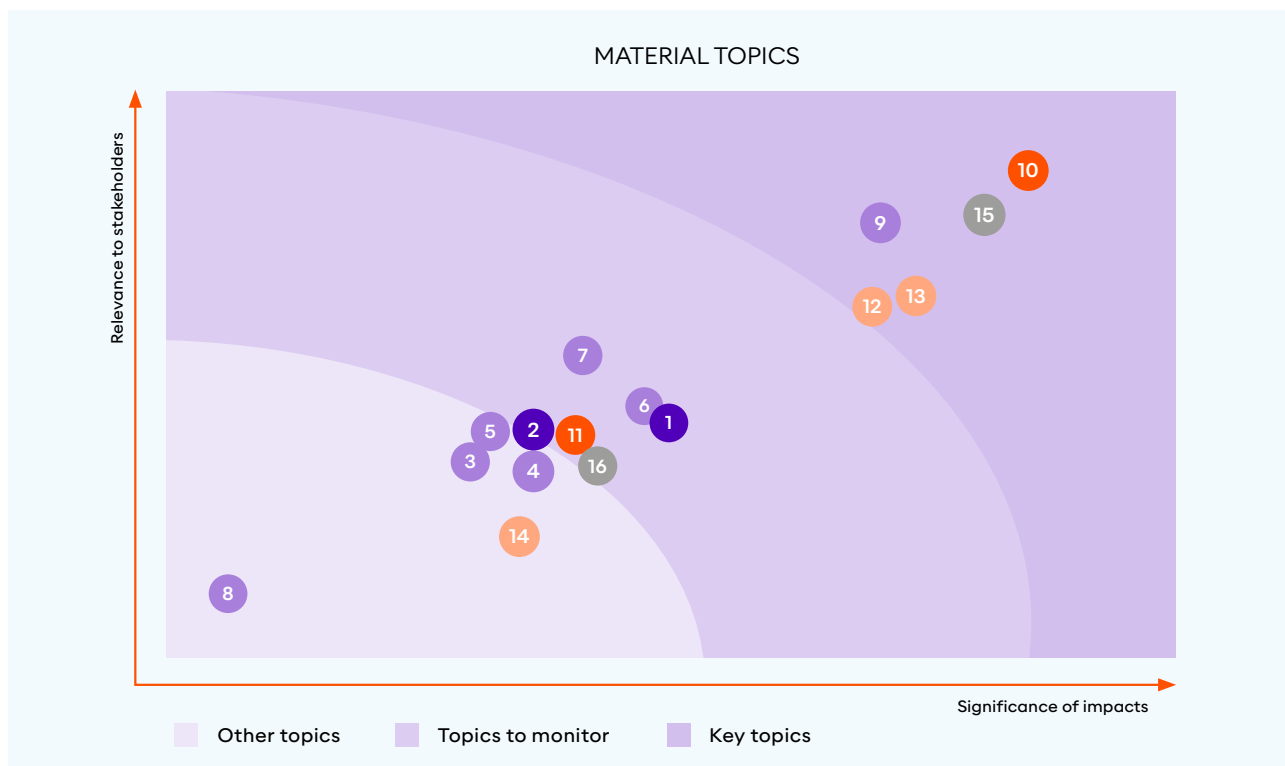


Material topics

Given that we are a new company, we conducted an informative materiality assessment with internal stakeholders across all our functions early 2022, to further guide our sustainability approach. We scored sustainability topics across two axes: 1) the relevance of the topic to our stakeholders and 2) the level of impact of Advario's operations on the topic.

Based on the assessment, we grouped material topics into five sustainability focus areas, which together make up our sustainability strategy. We are addressing each of these material topics in different ways in line with the focus areas.

As our organization continues to grow and evolve, we will run an extended materiality assessment with more stakeholders in future.



Growing with a clear sustainability focus toward new energies

- 1 Economic impacts
- 2 Climate adaptation, resilience and transition

Reducing our environmental footprint while driving innovation

- 3 GHG emissions
- 4 Supplier environmental assessment
- 5 Air emissions
- 6 Waste
- 7 Water and effluents
- 8 Biodiversity
- 9 Asset integrity and critical incident management

Caring about individuals and communities

- 10 Occupational health and safety
- 11 Local communities

Fostering talent while being inclusive and diverse

- 12 Employment practices
- 13 Non-discrimination and equal opportunity
- 14 Freedom of association and collective bargaining

Committing to good corporate governance

- 15 Anti-corruption
- 16 Anti-competitive behavior

Sustainability framework

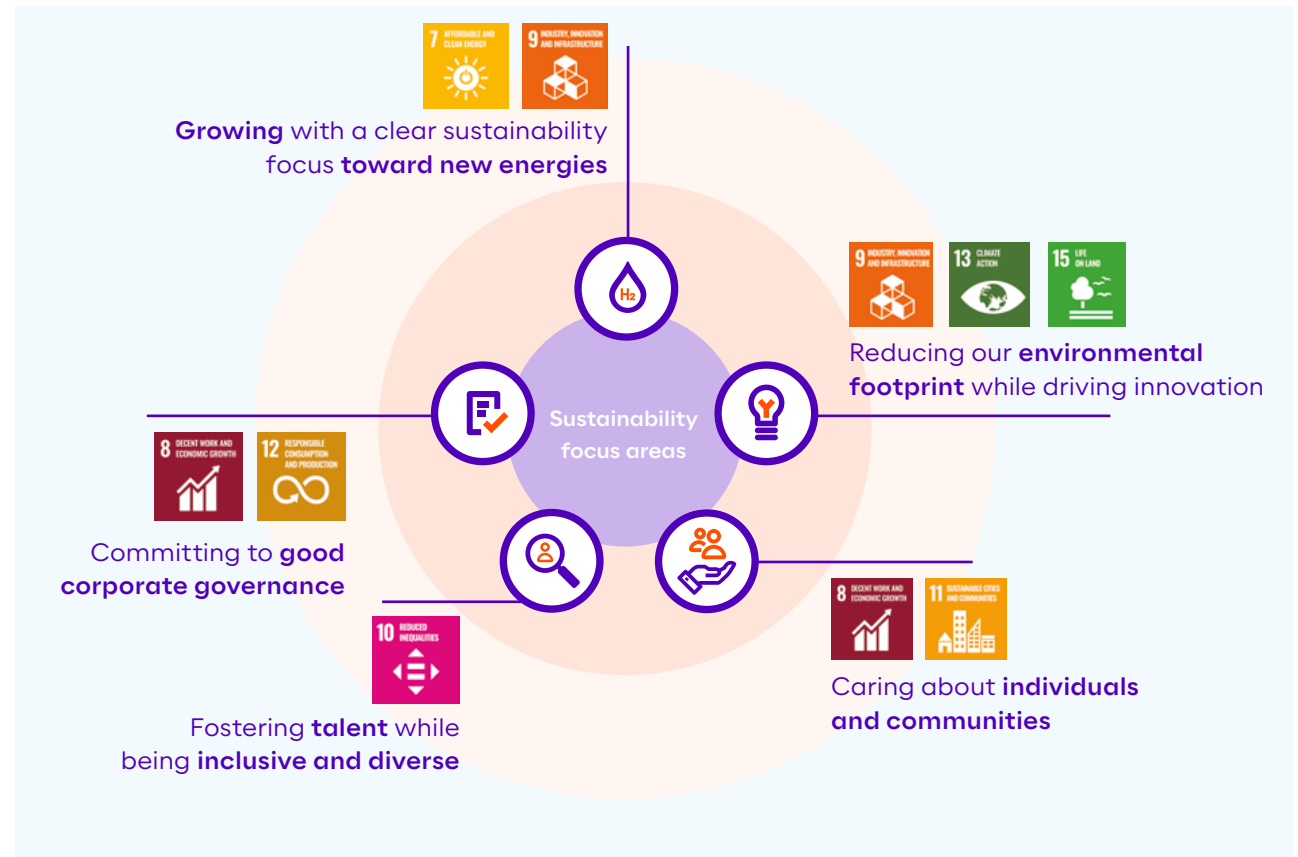
We are committed to building better business for our customers and partners, our employees, our shareholders and society at large. To achieve our ambition to be the partner for progress in the energy transition and sustainable supply chains, we have developed a strategic framework for advancing sustainability across our business and supply chains.

Five focus areas each address specific sustainability themes and we also make the connection to the United Nations Sustainable Development Goals (UN SDGs) where we can make the most impact. This sustainability report covers our overall approach and priorities per focus area and reports the performance and achievements in 2022 for material topics.

We know that achieving sustainability leadership will not happen overnight, and we are at the very start of the transformative journey to live up to our ambition. To realize our long-term sustainability goals requires collaboration: sharing capabilities, opportunities and risks to develop new economic business models in the energy transition. (See p. 17 for a breakdown of our revenue by product in 2022).

In 2023 and beyond, we will continue to establish partnerships across the value chain to jointly develop new solutions and put the entire industry on the path to a more sustainable world.

Sustainability is a joint agenda for us and our customers, so we will continue to ensure that our business model supports our customers in advancing their own sustainability initiatives and environmental protection programs.





Growing with a clear
sustainability focus
toward new energies





Growing with a clear sustainability focus toward new energies

As global markets transition away from fossil fuels, demand for biofuels and new energy products will continue to rise. We are gearing for sustainable growth, prioritizing the partnerships, business models and products that will help to advance this transition – thereby living up to our ambition to be a partner for progress.

We are actively driving progress in the energy transition by:

- ▶ Working with cleaner fuels and energy products that further progress toward sustainable energy
- ▶ Seeking out, and influencing, partnerships that help us progress research and development into new business models



We joined the Hydrogen Council to partner in new energy development

We have the ambition to double our business by 2030 with sustainable growth. This means we seek to grow in chemicals, gases and new energies and to have a material share of our revenues coming from renewables.

2022 results prove to be in line with our ambition. We grew our overall portfolio, particularly in storage capacity of gases, which grew by 19%. Revenue from chemicals storage increased by 27%. Seizing new business opportunities in Finland, following the sanctions setback, included biofuels for the paper industry.

We continued to drive greenfield and brownfield investments in chemicals, gas and new energy infrastructure throughout the year. In addition, we began to repurpose existing fuel infrastructure at our terminals for the storage of biofuels and synthetic fuels.





Growing with a clear sustainability focus toward new energies

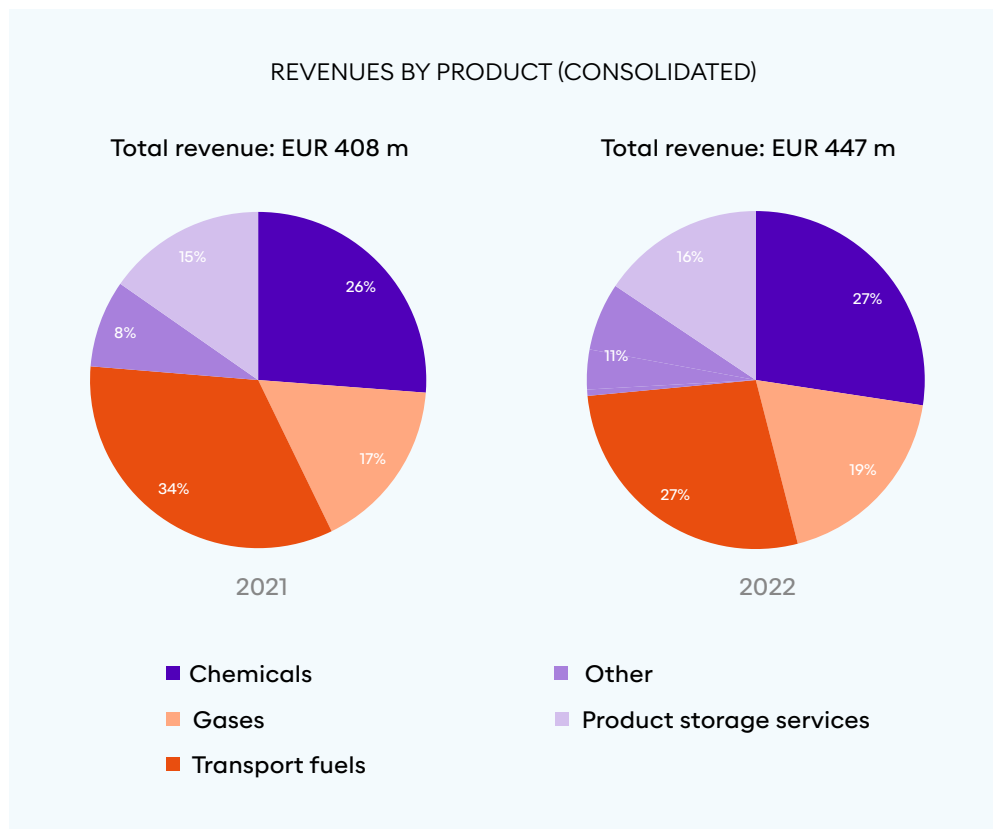
Our 2022 results underline our strategy and sustainability ambition. We have grown our overall business by almost 10% (9.7%) in revenue increase from existing assets with an increased share of chemicals and gases in our portfolio. The portion of transport fuels reduced to 27%, (compared to 34% in 2021 over the same asset base).

We have turned challenges into opportunities. Responding to disruptive change in the market, our Finland business shifted to sustainable alternative revenue streams, from biobased fuels as well as organic sourced liquids. These show the first steps to increasing our share of renewable revenues. We are also continuing with sustainable aviation fuel (SAF) and other biofuels.

As part of our commitment to play an active role toward global decarbonization, we became the newest member of the Hydrogen Council in 2022. Founded in 2017, the platform is made up of industry leaders with a strong and active ambition to drive the energy transition. We will actively contribute to the platform, sharing our experience and knowledge of designing, building and operating low-carbon infrastructure.

At the same time, we have also invested in growing our internal expertise. We have grown our business development teams in chemicals and gases, for example. And in new energy, we have expanded

our dedicated team focused on development opportunities in this area, as well as invested further in our technical and commercial knowledge around new energy products and value chains.





Growing with a clear sustainability focus toward new energies

IN ACTION: POWERING UP WITH NEW ENERGY

In Belgium, we partnered with national gas network operator Fluxys to explore and implement suitable infrastructure for blue and green ammonia import at the Port of Antwerp-Bruges. The aim is to provide the optimum ammonia terminalling solution for Northwest Europe, in operation by 2027. We are currently exploring the most suitable role for its business in this new supply chain, whether that is cracking the ammonia back into hydrogen, feeding into the hydrogen grid or directly supplying consumption markets.

In Singapore, we are accelerating clean energy innovations through a partnership with Energy Market Authority (EMA) and other project partners. The project aims to demonstrate the innovative deployment of Vanadium Redox Flow Battery energy storage systems (VRFB-ESS) by leveraging existing storage tank infrastructure on Jurong Island. ESS electrolyte will be stored in specially designed storage tanks, which can potentially be scaled up to raise the ESS capacity from MWh to GWh scale. The solution is intended to be 100% recyclable, as the vanadium electrolyte will be synthesized from industrial waste on Jurong Island.

Also in Singapore, we partnered with an industry leader to store and handle biofuels, including Sustainable Aviation Fuel (SAF). We will make modifications to our existing facility to cater for the replacement of traditional fossil fuels to low-carbon fuels, supporting Southeast Asian markets – in particular, the aviation industry – in their transition.





Reducing our environmental footprint while driving innovation





Reducing our environmental footprint while driving innovation

From protecting our waterways to managing our waste, we work to minimize our environmental impact, promote awareness among our employees and drive impact along the value chain.

At Advario, we are committed to reducing our environmental footprint, which consists of our air emissions, our consumption of energy, nitrogen and water, and the waste we produce. We have the firm ambition to double our business, with a material share of revenue coming from renewables, while achieving Net Zero by 2040 the latest. This puts

sustainability at the heart of our way forward. It is our firm ambition to achieve Net Zero with regard to our greenhouse gas (GHG) emissions by 2040 at the latest.

We store large volumes of potentially hazardous products. As our infrastructure is located near large and open waterways, protecting the quality and biodiversity in these areas is a priority for Advario. Our commitment to the environment is laid out in the highest-level policy statements for Health, Safety, Security and Environment (HSSE) and Sustainability, which are part of our Integrated Management System (IMS).

We have committed to Net Zero by 2040 at the latest





Reducing our environmental footprint while driving innovation

Our objective is to cause no harm to people or the environment from the pollution of air, water or soil. Preventing such negative impacts is a top priority for us and is in the scope of the HSSE management and function, which is present at all our sites, ensuring the highest health and safety standards.

All employees at Advario adhere to the following commitments:

- We evaluate, manage and minimize our environmental impacts
- We assess the current environmental conditions and liabilities of our assets
- We strive to ensure that the design, change, operation and maintenance of our assets follow applicable environmental regulations and international best practice
- We are good neighbors wherever we operate

These commitments are part of our HSSE framework, read more on p. 32.

Protecting our environment

In line with our Emergency Response and Crisis Management Standard and our Major Accident Hazards Management, we have identified scenarios with potential impact on people, environment, assets and reputation (PEAR). For these scenarios, we have drafted response plans, which we practice regularly.

Any incident in a process installation that results in a recordable injury, admission of people in a hospital, fire or explosion, officially declared shelter in place, significant material damage or a release of chemical substances above certain thresholds are considered to be process safety events.

We use the internationally accepted API Recommended Practice (RP) 754 (2016), Process Safety Performance Indicator for the Refining and Petrochemical Industries, to classify any process safety event. From 2023 onward, we will use the Process Safety Events (PSE) as defined in the API RP 754, a widely international accepted and used industry standard, as monitoring parameter to track process safety performance. It will replace our existing internal standard, Process Safety Incident (PSI).

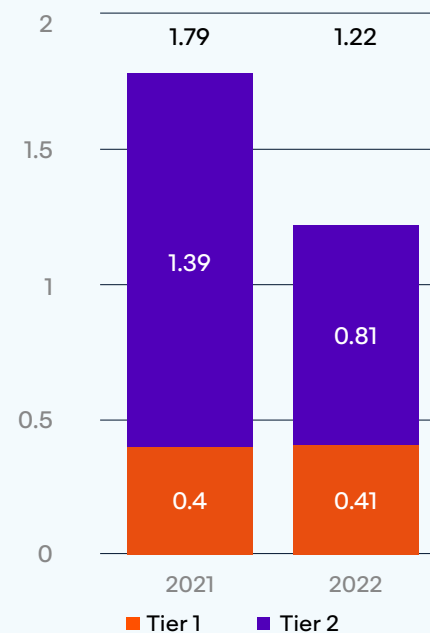
In 2022, we recorded four process safety incidents. In these events, small amounts of products were released. Our spill response procedures ensured effective mitigation and impact minimization.

Spills and leaks are commonly classified as Losses of Primary Containment (LOPC) in the industry. We keep track of these LOPCs, which allows us to compare ourselves with our peers in the industry. According to our internal definitions, spills with volumes larger than 0.1 cbm are registered as KPI relevant; however, all product

leaks, regardless of volumes, are internally reported and investigated.

In 2022, the number of spill incidents was eight, with a total spilled volume of 22.6 cbm, of which 21.1 cbm were immediately recovered.

TOTAL PROCESS SAFETY EVENT RATE (PSE-R)



Per 1,000,000 working hours of Advario employees and contractors



Reducing our environmental footprint while driving innovation

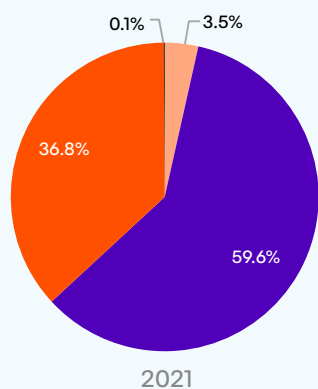
GHG emissions from our operations

About two-thirds of our yearly carbon footprint derives from the electricity consumption necessary to operate large pumps and compressors and to light terminals and other building facilities, as well as the consumption of support gas for flaring at our terminals. In addition, we use natural and other gas, heating oil and steam for heating products at the right specifications and temperatures. Fuels are also used to run backup power generators and the operations vehicles on-site.

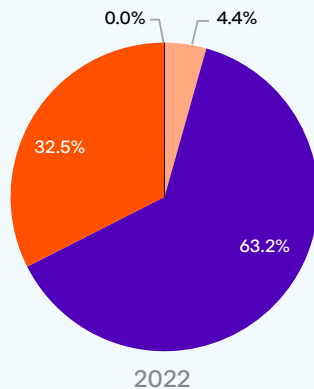
In 2022, our absolute energy consumption increased. The energy intensity ratio, measured in gigajoule (GJ) per 1,000 ton throughput, remained 9.21 in 2022. The growth in absolute consumption is due to business growth in energy-intensive gases, including refrigerated ammonia gas and LPG.

Flaring of residual gases cannot always be avoided. It is sometimes in place as a stringent safety measure to prevent immediate hazards for people and the environment.

ENERGY CONSUMPTION BY TYPE (GJ)



Absolute energy consumption: 460,584



Absolute energy consumption: 497,312





Reducing our environmental footprint while driving innovation

Flaring however has an impact on direct GHG emissions from our operations. We continue to assess the opportunities for, and feasibility of, alternative installations for vapors and gases at our sites, in adherence with local environmental legislation and permit requirements.

The energy consumption for our operations causes GHG emissions in Scope 1 (direct emissions from owned or controlled sources) and Scope 2 (indirect emissions from the generation of purchased energy) of the Greenhouse Gas Protocol. In our case, these are primarily CO₂, methane (CH₄) and nitrous oxide (N₂O).

We calculate the GHG emissions based on the latest Intergovernmental Panel on Climate Change (IPCC) emission factors and the GHG Protocol to CO₂ equivalents (CO₂e). In the case of emission factors for electricity, we take the energy mix of the relevant countries into consideration as reported by the International Energy Agency (IEA). 2021 CO₂ numbers have been corrected for IEA 2021 electricity emission factors.

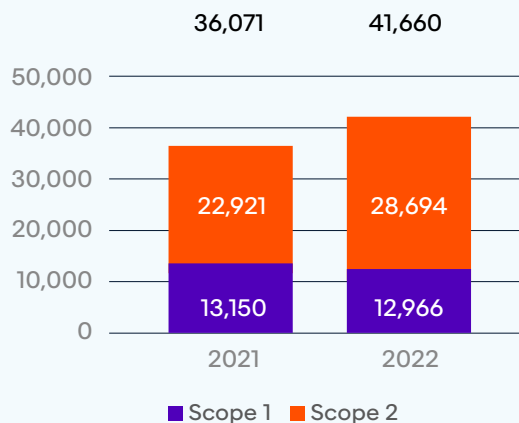
We see an increase in absolute GHG emissions, as well as emission intensity in 2022. This is due to increased business activity, which includes more energy intense products such as pressurized LPG and refrigerated ammonia gas.

Reducing our carbon footprint

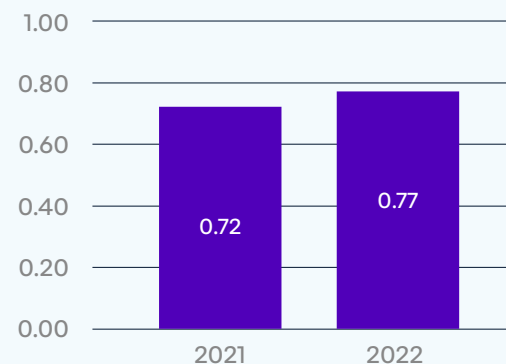
As part of our ambition to achieve Net Zero by 2040 at the latest, we completed a detailed study of our terminals in 2022, to define the baseline of Scope 1 and 2 GHG emissions and identify the main drivers from our operations. These were mapped alongside decarbonization opportunities, to build a roadmap to reduce our absolute CO₂ emissions. This exercise will be followed up with detailed decarbonization plans for all existing assets over

the course of 2023, taking into consideration the required capital expenditure. Measures already taken include the installation of solar panels at selected terminals – three terminals in Singapore have an installed solar panel capacity, providing approximately 5.7% of their annual consumption – the substitution of combustion engine vehicles with electric carts and the use of LED lighting. We are working on further steps to drive down our carbon footprint, which includes advancing

TOTAL GHG EMISSIONS (TON CO2E)



CO₂ EMISSIONS INTENSITY BY THROUGHPUT (TCO2E/1000 T)





Reducing our environmental footprint while driving innovation

our energy monitoring and management at our terminals – both of which are crucial to this effort. Gradually switching to more renewable electricity for our operations is considered the major lever to drastically reduce the CO₂ emissions from our electricity consumption. In the mid- to long-term, we are looking at 100% renewable energy purchase contracts at multiple sites.

In mid-2022, our Galveston terminal in Texas was the first to operate using 100% carbon-free electricity sourced from a non-fossil fuel power mix. Texas City will follow, operating under a carbon-free electricity contract by mid-2023.

Alongside reducing our energy consumption at our existing sites, we are also developing plans and standards for energy intensity and emissions profiles for new assets, greenfield projects and M&A. For example, new standards for tank design include better insulation and pressured tanks, which reduces the occurrence of volatile organic compounds (VOC) and eliminates the need for extra installations for treatment as well as the related gas consumption for flaring.

We will develop further tracking methods for Scope 3 indirect GHG emissions with our main suppliers in 2024. This includes new build projects using steel and concrete, the transportation of these goods, as well as the handling of waste produced at our sites.





Reducing our environmental footprint while driving innovation

We offset Scope 3 CO₂ emissions from our flights in 2022 with a selection of reforestation projects by TreeNation, planting more than 4,000 trees and offsetting 501 tons of CO₂e. Other benefits include the empowerment of local communities, enhancing their connection to nature, raising awareness, and providing hands-on education to students about de(re)forestation and environmental degradation.

Other air emissions

The emission to air from storage operations of products for our customers are only partly about GHG emissions. Other emissions include Volatile Organic Compounds (VOCs), which can form at our tank terminals through tank breathing and during loading and unloading. These vapors need to be controlled and minimized to prevent any negative impact on people's health and the environment. The majority of our terminals are in hubs that are subject to strict local and environmental legislation to manage VOCs, keeping them at controlled and safe levels.

To avoid product losses, internal floating roofs have been installed on almost all tanks containing volatile products, which prevent evaporation by covering the surface of the liquid. Other techniques used to reduce VOC emissions include vapor

balancing, vapor treatment and the vapor recovery systems installed at many of our sites.

We keep our Engineering Technical standard up to date with the latest safety, environmental and energy standards, including improved standards for reducing and controlling VOCs for the construction and conversion of tank terminals.

Determining VOC emissions is based on complex calculations, as the emissions are highly dependent on factors such as the vapor pressure of the product, the size, paint and insulation of the tanks, the average ambient temperature and the efficiency of the vapor recovery system. Total VOC emissions in 2022 were calculated at 169 tons, consolidated from six terminals.

These six terminals are subject to local VOC emission regulations, which have developed accurate methods to determine and measure VOC emissions, such as special infrared gas detection cameras that detect escaping VOCs. In this way, even the smallest gas leaks can be identified and repaired, further minimizing emissions.

Going forward, we will apply more focus to measuring VOC emissions and introducing options to reduce their impact across all our terminals.





Reducing our environmental footprint while driving innovation

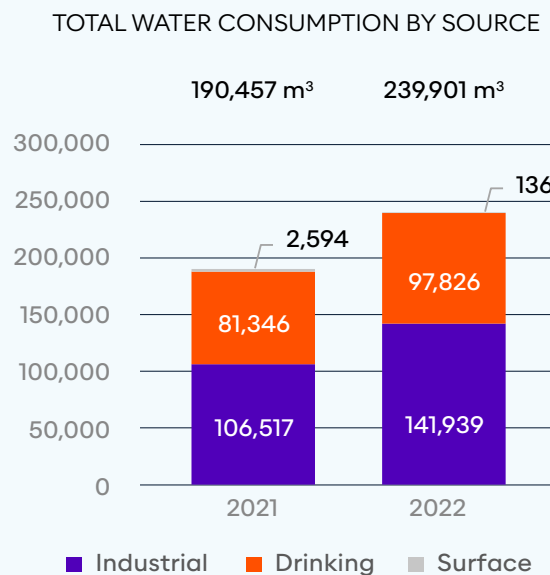
Responsible water consumption

Water is a crucial resource for our operations, used mainly for cleaning tanks and pipelines prior to maintenance or product changes, as well as for hydrostatic tank tests, steam, fire drills and sanitary facilities in our offices. Fresh water is used for all these activities as salty seawater can cause corrosion to tanks and other parts. The hydrostatic tank tests usually have no environmental impact because the water can be reused as industrial water after the tests are completed.

Our total on-site water consumption was 239,901 cbm in 2022, compared to 190,457 cbm in 2021 – an increase of 49,444 cbm. This increase can be attributed to increased throughput which comes with more operations activities such as cooling and cleaning of tanks and lines, for which water is used.

The use of surface water declined as no hydrotesting was carried out in 2022. Our Gas Terminal in Antwerp uses an additional 15.38 mio cbm of dock water in a closed-circuit system for heating and cooling, which keeps the water clean before going back to the dock. Regardless, we aim to reduce the volumes of this water needed for our operations.

Classified wastewater – which consists of the other water used at our terminals, together with rainfall that needs to pass through the water treatment





Reducing our environmental footprint while driving innovation

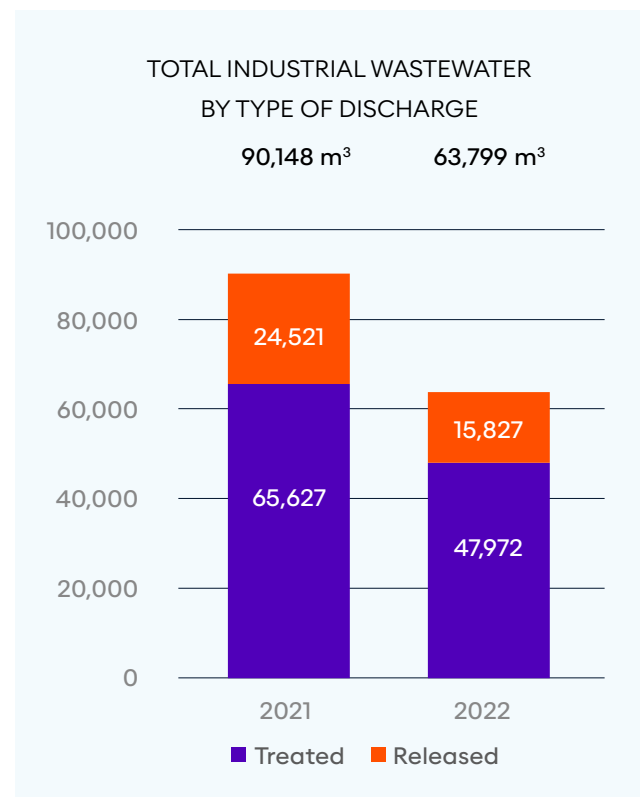
system – was 83,245 cbm in 2022 compared to 104,932 cbm in 2021. The reduction is due to significantly less rainfall at the Advario Stolthaven Antwerp (ASA) terminal, which limited the volume of water passing through the wastewater treatment installation, plus reduced wastewater at the Advario Oman (ADO) site.

The majority of our facilities operate under the directive of local regulations, which determine the limits and quality specifications for the discharge of wastewater into surface waters. In geographies where such legislation is not in place, we adhere to maximum permissible limits from the technical standard: “Storm effluent wastewater treatment and slop systems.” This standard is based on international standards, robust engineering practices and Advario’s long experience in operating terminals. It includes maximum permissible limits

for discharges of wastewater in cases where local legislation does not indicate them.

All our terminals use wastewater treatment units, located either on-site or at neighboring facilities.

“
Reducing the volume of water we use is one example of responsible operatorship





Reducing our environmental footprint while driving innovation

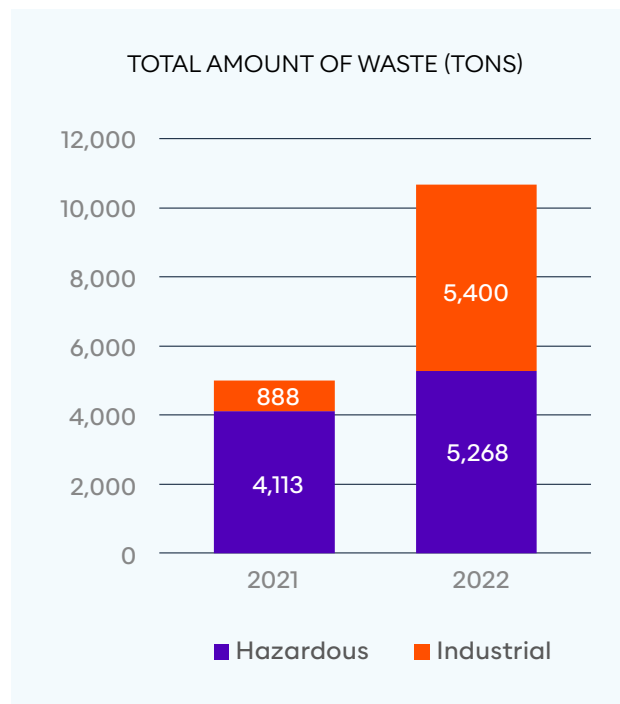
Managing our waste

Due to the nature of the products we store, the majority of our waste streams contain a residual trace of oil or chemicals. In addition, all replaced parts or dismantled assets will contain an element of product residual (oil, chemical, etc). Thus, they are classified as “hazardous waste” and require certified handling and treatment.

New build project developments at our facilities are occasional but have an attributed volume of waste from construction residual materials that are classified as industrial waste. Moreover, water used for activities such as tank and pipeline cleaning is classified as hazardous waste due to residual product. Local regulations and facilities for handling waste materials vary greatly, which can limit the potential for recycling. However, developments to better address the negative impact of waste are occurring in different geographies.

In 2022, we began to explore partnership opportunities involving innovative waste-to-value supply chain solutions. This work began with further analyzing our waste streams and use of raw materials, as well as opportunities to increase reuse and recycling together with waste management partners.

A standard practice across all our sites and offices is the segregation of waste into different recycling streams, such as iron, wood, paper and cardboard and consumer plastics. Our employees are driving initiatives to further minimize these waste categories. Examples include the banning of single-use plastics and other disposables on-site; instead encouraging all colleagues to bring in reusable items.



In 2022, we began to explore innovative waste-to-value solutions



Reducing our environmental footprint while driving innovation



IN ACTION: ENVIRONMENTAL FOOTPRINT IMPROVEMENT IN ANTWERP

At our Advario Gas Terminal, multiple initiatives work together to reduce the environmental footprint of our activities.

At operational level, the dock water used for the gas compressor and temperature control system passes through 100% clean lines, in order that it is not affected in any way by the product or other additives before being released back into the dock. The water is also cooled to the correct temperature before being released, so that it does not affect the biodiversity of the aquatic species in the local waterways.

These efforts are further boosted by employee-led projects. In 2022, for example, colleagues joined a local clean-up initiative in partnership with nature conservation organization, Natuurpunt. This kickstarted a longstanding collaboration to assess other opportunities to enhance aquatic biodiversity at the site, which is ongoing.

In recognition of its sustainability efforts, the universal sustainability ratings provider EcoVadis awarded the Advario Gas Terminal a renewed gold rating in 2022.



Caring about individuals and communities



Caring about individuals and communities

Caring for the planet goes hand in hand with caring for people. As a responsible employer, we believe in creating a safe, engaging and inclusive work environment for our colleagues, as well as building trust and good relations with local communities.

At Advario, we operate our business with the highest care for our colleagues and the communities we work in.

As a liquid storage company, our operations carry a risk of harm to people and the environment. As a top priority, we ensure a safe and healthy work environment for colleagues and contractors. Dedicated local Health, Safety, Security and Environment (HSSE) teams at each site work to increase awareness and make improvements that better prevent incidents that could lead to personal injury. They are supported by our central HSSE function, which is made up of designated experts in the field of occupational health, safety and security, as well as process safety and environment. This central organization also facilitates cross-border alignment and collaboration when it comes to health and safety. It is part of our promise that everyone returns home safe and well after work.

It is important that we are a trusted global citizen as well as a good employer. We therefore take responsibility for the health and wellbeing of the communities who live near our sites. As part of our Corporate Social Responsibility (CSR) framework, we partner with non-profit and community organizations on a rich program of initiatives, offering charity donations to volunteering drives, that provide local people with the support, resources and education they need to thrive.

We know that mental health is an equally important component of people's overall health, which is why we also focus on supporting colleagues' mental wellbeing. Contented employees are committed employees, and employees who are properly rested are less likely to make mistakes that lead to accidents. To this end, we offer flexible working solutions that promote a better work-life balance, as well as a suite of programs focused on boosting health and wellbeing.

Occupational health and safety

Advario handles large volumes of potentially hazardous liquids and gases. Adhering to the highest levels of safety across our terminals and offices is therefore paramount. In 2022, we started to restructure our Information Management System (IMS). We rebranded our HSSE policy and began to revise existing or write new HSSE standards based on industry best practice.





Caring about individuals and communities

Our HSSE framework

Potential hazards arising from the products we store, and their operations, including loss of containment, product fires and explosions, and chemical contaminations. All these have potential PEAR consequences. Advario's integrated HSSE framework addresses and manages these risks. It consists of:

- ▶ Standard operating procedures and work instructions for routine tasks.
- ▶ Our Permit to Work system, covering high-risk activities with detailed procedures to ensure the implementation of all control measures. This applies especially to hot works, works at height, confined space entry and exit, electrical works, excavations, working with energized equipment (isolation of hazardous energies and materials) and radiation works, among others.

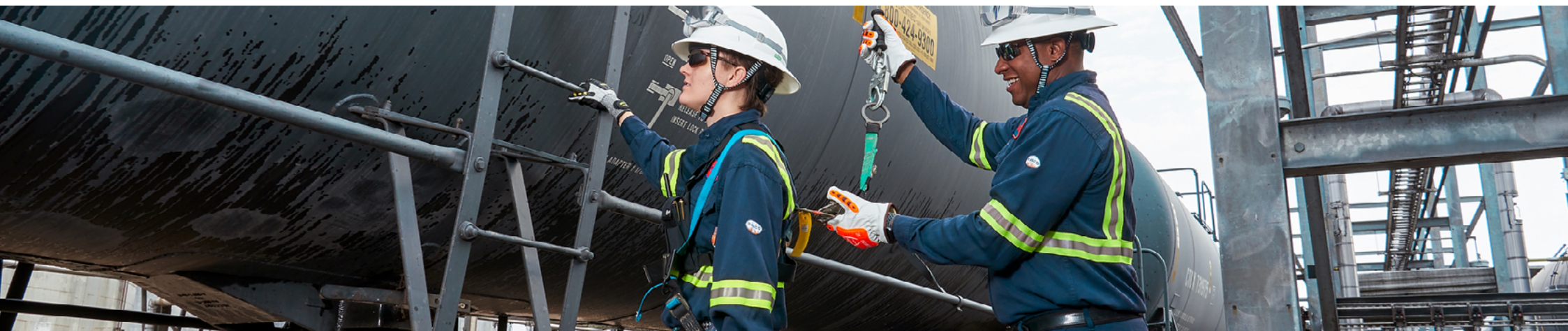
- ▶ Risk assessments for non-routine tasks, such as changes, projects or high-risk activities.
- ▶ Regular external and internal audits are conducted by experts to ensure that both our company standards and local requirements are adhered to. If audits reveal any gaps, we support the preparation and execution of improvement plans.

HSSE induction and onboarding

Before any individual (be they an employee, contractor or visitor) can even gain access to one of our premises, they must take part in a strict safety onboarding and induction program. Minimum mandatory requirements include suitable personal protective equipment (PPE), while additional safety gear is allocated according to the risk level of the task at hand.

Following the onboarding process, there are ongoing efforts to maintain a rigorous safety culture. This involves the continued promotion of safety awareness, knowledge-sharing and socialization through campaigns, health checks and evaluation programs. All employees are required to complete the annual HSSE/safety training refresher as part of their mandatory compliance training.

The contractors who work on our premises on maintenance, repairs or other projects are key to our operations. As such, we include contractors in many of our ongoing safety efforts, such as our safety induction, periodic training, risk assessments and Global Safety Day. The safety performance of a contractor company is also a key part of the selection and evaluation of our partners.





Caring about individuals and communities



IN ACTION: GLOBAL SAFETY DAY

Every year, Advario invites its employees and contractors to celebrate a Global Safety Day. In 2022, the theme was the “Human Factor,” with a focus on empowering employees to create an incident-free organization.

Activities such as behavior observations, management safety walks and teamwork exercises aimed to showcase operational excellence by putting best practice into action across our daily operations.

For example, in Singapore, colleagues put on a short skit about human factors, followed up by a quiz to test people’s knowledge. In Dubai, colleagues participated in a series of fun and practical games that helped cement their understanding of human factors in safety.

Other teamwork activities included a truck-loading task list at Stolthaven Antwerp, as well as a psychology talk on work-related human factors such as fatigue and stress in Oman.

Caring about individuals and communities

Safety principles

We believe that Target Zero (zero harm to people working on our sites and in our offices) can be achieved sustainably and with the full commitment and engagement of all stakeholders. This starts with top management and runs through to site management and front-line workers.

As such, we encourage a proactive, company-wide safety culture with the goal of preventing accidents, injuries and work-related health problems. We only conduct business if we can do it safely and ethically, in line with a deep commitment to our safety principles, including our STOP Unsafe Work policy.

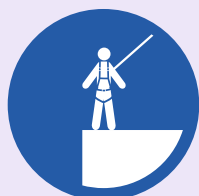
Our safety principles reflect the value we place on the health and safety of our employees, contractors and partners, as well as the communities we operate in. Our safety principles are:

- ▶ All incidents can be prevented
- ▶ Management at all levels is accountable for safety and leads by example
- ▶ We plan and train for safety
- ▶ Everyone looks out for each other, no matter who they work for
- ▶ Everyone has the authority to STOP any unsafe work
- ▶ Safe behavior is recognized, acknowledged and reinforced
- ▶ Zero tolerance for safety breaches



Life-saving rules

In 2020, Advario introduced six life-saving rules, adapted from the IOGP industry standard. These industry-standard rules provide a common language for Advario employees, contractors and third parties working on company premises.



Working at Height



Safe Driving



Safe Lifting



Permit to Work



Confined Space



Energy Isolation

Caring about individuals and communities

Safety performance

Our ultimate objective is Zero accidents that cause any harm. We continuously track our safety performance. This includes monitoring of KPIs such as Total Recordable Injuries (TRI) and the TRI-Rate, TRI per million working hours. These indicators include both our employees and contractors.

We significantly improved our safety performance with the reduction of our TRI rate in 2022. These improvements reflect our continued efforts to raise the level of occupational health and safety throughout our operations.

Incident management and emergency response

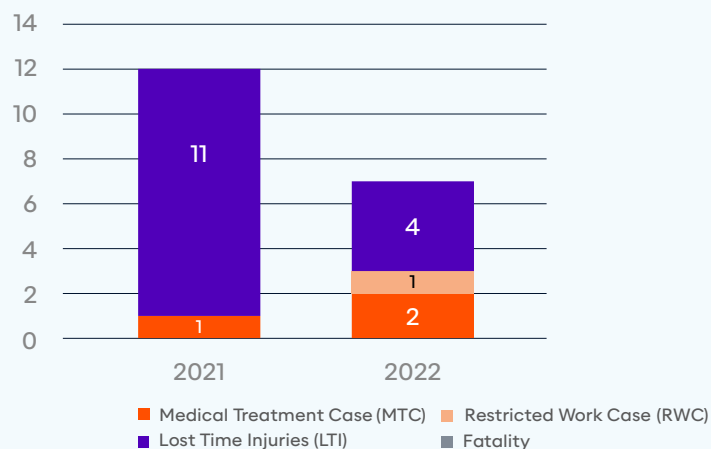
An open incident reporting culture is essential for continuous improvement. While all personnel undergo emergency preparedness and response training, local HSSE teams, supported by the central HSSE function, work together to support the organization in incident management.

In the unlikely event that a severe incident occurs, the HSSE teams lead on a rigorous investigation to address the most suitable and sustainable corrective measures to prevent any reoccurrence of faults. Local HSSE managers are part of the

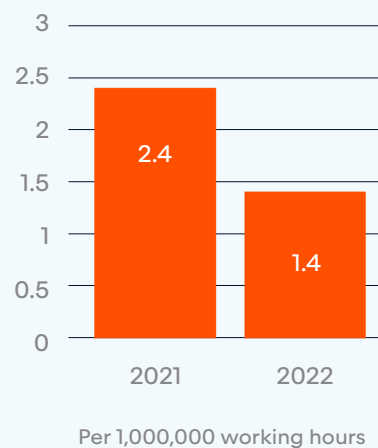
local crisis management teams, which liaise and coordinate on strategic decision-making processes with our central office. Communication with the media and other relevant stakeholders is part of our crisis management procedures.

A strong safety culture makes strong safety performance possible

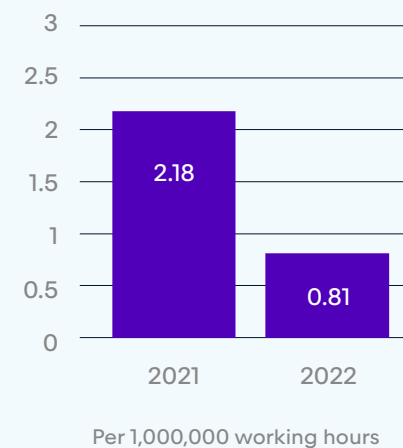
TOTAL RECORDABLE INJURIES (TRI)



TRI-RATE



LTI-RATE



Caring about individuals and communities

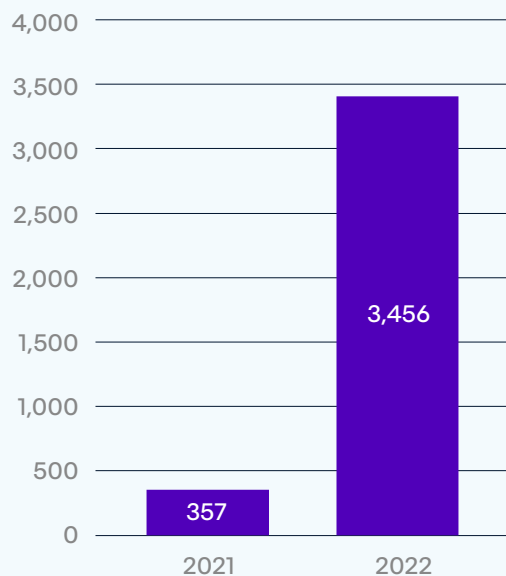
Caring for communities

In 2022, we defined a comprehensive framework to guide our CSR activities, with the overall objective to “contribute to a healthy natural environment and resilient and inclusive communities.”

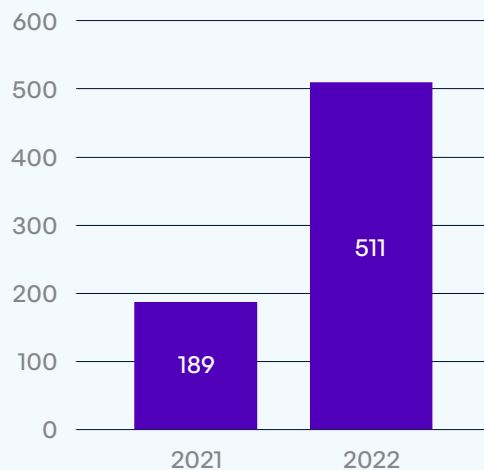
We therefore balance our CSR initiatives to have positive impact on three strategic themes:

- ▶ Sustainable and healthy environmental habitats
- ▶ Socio-economic inclusion and equal opportunity
- ▶ Ad-hoc emergency relief and crisis support

EMPLOYEE VOLUNTEERING HOURS



NUMBER OF STAFF VOLUNTEERS



Caring about individuals and communities

We support global and local organizations via financial contributions or by offering (corporate) volunteering opportunities for our employees. Through these contributions, we aim to touch what we cannot influence directly through our business decisions or through our business partners.

For ad hoc local crisis situations, we will make occasional contributions to support emergency care and humanitarian relief. At the beginning of 2022, following news of the invasion of Ukraine, Advario together with the other Oiltanking entities made a financial donation to Aktion Deutschland Hilft e.V. in support of those suffering from the escalation of the Russo-Ukrainian war.



It is important that we are a trusted global citizen as well as a good employer



Caring about individuals and communities

IN ACTION: HELPING COMMUNITIES AROUND THE WORLD

Our first global CSR Summer volunteering initiative saw 250 Advario employees take part in a collective clean-up of their local environments. In China, 104 employees cycled along the Yangtze River and Xiaojing Bay to collect trash from the roadside and raise awareness about the importance of waste reduction among local communities. In Singapore, two beach clean-ups took place in collaboration with Green Nudge. In Texas, the team kickstarted a quarterly commitment to collect trash from the local highway over the next three years. In total, colleagues collected 400kg of trash from local landscapes.

We also encouraged colleagues to take part in local CSR initiatives that mean something to them. For example, in Nanjing, 36 employees continued a yearly tradition by volunteering an hour of their time to plant 30 yellow peach, pomegranate, apricot, red maple and wintersweet trees. Meanwhile, in Oman, 2,500 primary school children were provided with smart TVs, laptops and other school equipment in support of a local return-to-school initiative.

In December, we made a donation to the WakaWaka Foundation to support the shipment of 5,000 solar-powered lights to 125 rural schools in Rwanda, which were then distributed to local families. The lights offer a sustainable alternative to kerosene lamps and allow schoolchildren to continue their studies after dark.





Fostering talent while being inclusive and diverse





Fostering talent while being inclusive and diverse

We work to promote equality and fairness, celebrate differences and create an environment that is supportive and empowering for all. By embracing diversity and promoting inclusivity, we build strong, effective teams that are better equipped to further our company ambition.

A diverse workforce is critical for innovation because it brings unique perspectives, ideas and experiences to the workplace. As such, we seek to foster it in our workforce.

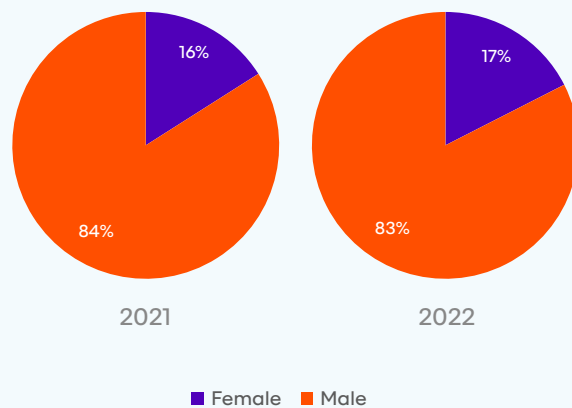
We are a truly multicultural company, with 37 nationalities across the nine countries where we work. At our global headquarters, we have colleagues from 17 national backgrounds other than Dutch and German. Our leadership team

is balanced with three women and four men. With regards to seniority, our organization shows a healthy mix of skilled senior professionals and talent for the future, across all layers.

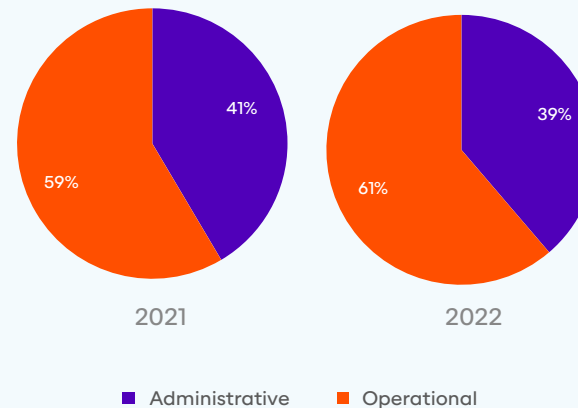
We believe we can do more to foster a varied workforce composed of people with different mindsets, lifestyles and life experiences. An open culture and conversation are key to nursing such an inclusive workplace.

DIVERSITY ACROSS OUR 1,126 EMPLOYEES

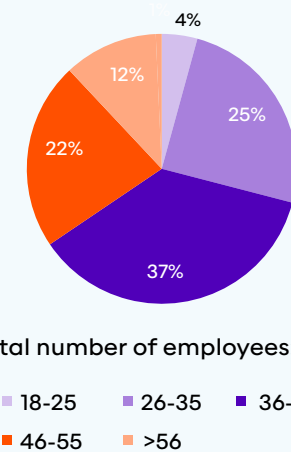
1) GENDER BALANCE



2) ADMINISTRATIVE VS OPERATIONAL



3) AGE



Total number of employees: 1,126

18-25 26-35 36-45
46-55 >56



Fostering talent while being inclusive and diverse

By investing in the professional growth of our people, we create a skilled and knowledgeable workforce that can adapt to changing business environments and contribute to our overall success. We therefore actively promote equal opportunities and professional development, empowering colleagues to take responsibility for their career progression.

In this way, we drive the entrepreneurial spirit, collaborative mindset and customer focus that sets us apart. For example, through active collaboration in global teams, our employees find innovative solutions that benefit our business and increase productivity. And, of course, being an attractive employer attracts diverse, talented people and secures our long-term competitiveness in the market.

Actively develop talent

We know that employee development is essential to our success. That is why strategic personnel planning, recruitment and talent development, and compensation management were prioritized in 2022 as part of the launch of Advario. A new talent management cycle will provide the framework for ongoing employee development across 2023 and beyond. This includes goal setting, continuous dialogues, individual development programs and performance reviews, all of which are managed with the support of the global People Function.

We provide a comprehensive set of mandatory and voluntary e-learning modules across a range of functional areas. These include 215 open programs on topics such as management, ethics and compliance, operations and Health, Safety, Security and Environment (HSSE), as well as a further 30 programs targeted at expert functions and our leadership team. We also give employees the opportunity to participate in external courses and seminars to enhance industry knowledge. Where relevant, we invite external providers to run face-to-face training and coaching on topics such as operational processes, new system implementations and misconduct. Where required by country/collective labor agreements, specific training budgets and programs are implemented at a local level.

Beyond functional expertise training, we empower colleagues to grow in their professional careers by encouraging everyone to create a personalized development plan.

Drive inclusion and diversity

The application and promotion of equal opportunities is part of our corporate culture and set out in our upcoming Code of Conduct. We make employment-related decisions such as hiring, promotion, evaluation, compensation and termination solely on the basis of talent, performance and success.





Fostering talent while being inclusive and diverse

We do not tolerate any form of misconduct at Advario. Employees and external individuals are encouraged to report any violation of the M&B Code of Conduct, such as discrimination, bullying or harassment, via the Speak Up platform. Reports may be made anonymously and at any time.

We promote equal opportunity for new hires across gender, ethnicity and socio-economic background. As the energy and chemical industries continue to be male-dominated, especially in operating functions, our recruitment process includes special efforts to achieve a gender balance across technical positions, as well as a specific ambition to attract and retain diverse senior professionals.

We plan to assess other levers, such as specific educational training initiatives or leadership programs, to further improve diversity across our organization as we continue to grow.

Promote a compelling company culture

A compelling company culture is essential for creating a positive and productive work environment that fosters employee engagement, job satisfaction and overall business success. It encompasses the shared values, beliefs, behaviors and practices that define an organization's identity and guide its interactions with employees, customers and stakeholders.

Advario is a new company, launched in 2022. The values of our parent company M&B form Advario's solid foundation, on which we are building our own company culture. We are currently developing our target behaviors - Teamwork, Inventive, Growth Mindset, External Focus and Result Oriented - and will involve our employees in shaping our unique culture over 2023 and beyond.

Employee benefits

As a global organization with sites across the world, our employee benefits package varies based on local regulations. In addition to legally required benefits in each country, we endeavor to provide additional benefits including some level of health/medical provision at all locations, pension schemes, life insurance and disability and invalidity schemes, parental leave programs and other benefits, such as flexible working locations or mobility compensation.

**Highly engaged
people deliver
high performance**



Fostering talent while being inclusive and diverse

Our employees are free to associate with a union or work council. As a global business, we must comply with local regulations on freedom of association and collective bargaining. Where necessary, we partner with work councils to provide the required training needed to enable participants to fulfill their roles effectively.

Work-life balance

We are committed to an optimized work-life balance that supports the wellbeing of all employees. Where possible, we enable hybrid

and more flexible ways of working for employees. However, the majority of our staff work in 24/7 rotational shifts at our operations. For this segment of the workforce, part-time contracts and working from home are rarely feasible. Nevertheless, we believe in the importance of ensuring that everyone gets sufficient time off to “switch off” from work and spend time with family and friends.

Absence rate

We calculate an absence rate based on the number of absence days in relation to the absolute

number of days staff were expected to work. This includes absences caused by work-related injury or illness. Non-health-related leaves of absence, such as annual leave, study leave, maternity/paternity leave and compassionate leave, are excluded.

The sickness absence rate in 2022 was 3.1% compared to 2.9% in 2021. In 2023, we will give extra attention to work-life balance, mental well-being and safety behavior.



Fostering talent while being inclusive and diverse

IN ACTION: RECONNECTING WITH GLOBAL COLLEAGUES IN ROTTERDAM

Following two years of remote working, we hosted our first Global Advario Days in September 2022 in Rotterdam, the city where our new headquarters is located.

The event brought together 100+ senior staff from all our terminals and central functions over the course of three days, giving employees the opportunity to reconnect, engage in open dialogue and have fun.

Across workshops and booth sessions, employees and the Leadership team discussed sustainability leadership, how to accelerate growth and our unique culture. Feedback from the sessions is used to further sharpen our strategy and ways of working going forward.

The event was instrumental to bring together key people from different functions, clusters and experience across our company and business to reconnect and collaborate on input for the way forward. The spirit is up.





Committing to good corporate governance





Committing to good corporate governance

Good corporate governance is not only a legal and ethical obligation but is essential to our long-term success. By adhering to a robust set of practices, principles and policies, we ensure our company's future viability and strong reputation as a responsible partner for progress.

Corporate compliance and business ethics are integral to being a responsible business partner. They have always been, and always will be, a core principle for Advario as part of the M&B Group.

The M&B Code of Conduct and values are our guidance for responsible and ethical business. On this foundation we further develop our Codes and Policies framework in line with an Integrated Management System (IMS).

We share a common set of values across the M&B Group, guiding our actions and our behavior: we treat one another with respect, we take full ownership, we stand by our commitments and we act with integrity and responsibility towards all our stakeholders.

Corporate values



Respect

- We have high respect for the individual and care for our people.
- We foster equal opportunity and diversity.
- We empower and promote our employees based on their talent, effort and achievements.



Accountability

- We take ownership of what we do and live up to our high reputation.
- We stand by the commitments we undertake.
- We expect our employees to be accountable for their decisions and actions.



Integrity

- We act ethically and comply with all legal requirements.
- We deal with all stakeholders honestly, fairly and transparently.
- We believe that trust is the foundation for long-term partnerships.



Responsibility

- We commit ourselves to excellence in health and safety and continuous improvement.
- We strive to minimize our environmental impact and drive sustainability.
- We are good neighbors wherever we operate.

Committing to good corporate governance

Building on Ethics and Compliance, we focused our activities on three themes in particular:

- ▶ Ensure ESG integrity in our own business and projects
- ▶ Enhance ESG integrity with business partners and suppliers
- ▶ Embed ESG metrics into performance scorecards

Ensure ESG integrity in our own business and projects

Ethics and compliance

In our own business, we continue to enforce strict environmental, legal and regulatory compliance as well as make continuous improvements to our policy framework and standards. Mandatory ethics and compliance training is part of the onboarding process for new employees, who also undergo annual refresher training.

In 2022, we focused in particular on implementing policies, campaigns and trainings on harassment, anti-trust and sanctions (including those developed following the invasion of Ukraine). All teams and departments involved in anti-trust and sanctions have undertaken these trainings, and all relevant/affected transactions continue to be closely monitored.

Advorio is committed to meeting all applicable trade sanction and embargo regulations worldwide. We have installed processes and systems that allow us to check vessel and business partners against sanctions. All incoming vessels will be checked before mooring at our jetties and all products checked before entering our terminals.

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If we cannot do it safely or ethically, we don't do it at all

Our values are underpinned by a robust policy framework, which stipulates how we conduct business. The framework includes the following policies and procedures:

- ▶ **Anti-Money Laundering:** preventing money laundering and financing of terrorism in line with the principles and standards of applicable legislation and industry practices
- ▶ **Anti-Bribery and Corruption:** conducting business in compliance with all applicable anti-bribery and anti-corruption laws
- ▶ **Speak Up:** fostering a work environment in which all employees feel professionally responsible, empowered and able to safely express any concerns with respect to business decisions or suspicions of unethical or illegal behavior
- ▶ **Anti-Retaliation:** (to be published in 2023) prohibiting retaliation and outlining the procedure for reporting retaliation
- ▶ **Preventing Discrimination and Sexual Harassment:** a zero-tolerance approach to discrimination, harassment or bullying, including sexual harassment
- ▶ **Third-Party Management:** the mandatory rules and requirements to be followed prior to engaging with any business partners and until the conclusion of the relationship
- ▶ **Conflict of Interest:** addressing how conflicts of interest can be identified, avoided and successfully mitigated
- ▶ **Mandatory procedure for extending gifts, hospitality and other benefits:** rules and processes regarding extending and receiving gifts and hospitality for employees



Committing to good corporate governance

This does not only detect sanctioned vessels or products, but also considers the Office of Foreign Assets Control (OFAC) Guidance to Address Illicit Shipping and Sanction Evasion Practices.

Business partners and, where available, their ultimate beneficial owners (UBO) will be checked daily against sanction and embargo lists, including lists from Australia, Canada, the EU, Japan, Switzerland, the United Kingdom, United Nations and United States. Automatic blocking systems ensure that all our entities worldwide are safeguarded from any potential sanction exposure.

We regularly train our people and inform them about changes in sanction regulations. Along with a constant exchange with our customers, we are ensuring full compliance with all applicable sanction regulations worldwide.

Following the sanctions regimes established after the invasion of Ukraine, our Finnish business was

affected. The Advario Finland team magnificently joined efforts and secured strong and sustainable new business commitments, including biofuels.

Whistleblowing cases

In 2022, there were five whistleblowing cases across all our entities. It is very important to us that whistleblowing channels are fully and rightly utilized, so we can address any potential misconduct.

The addressed cases are valuable as we aim to foster and maintain an open, respectful culture where people are comfortable and feel safe to report any misconduct or misbehavior. However, there are no objectives or conclusions to be made from the number of cases reported.

One reported case alleged corruption within our purchase process, where irregularities, but no non-conformance has been identified and subsequently mitigated. No legal cases were brought against us.



Committing to good corporate governance

Enhance ESG integrity with business partners and suppliers

We undertake regular risk assessments to identify, help mitigate and prevent potential governance risks across our operations. This includes a risk-based approach to the acceptance and review of our business partners, which entails a rigorous background check prior to commencing the relationship. Classified solutions, such as a third-party check system, vessel check system and a KPI and incident reporting system, allow us to identify, among others:

- ▶ Sanctions and embargo risks
- ▶ Money laundering exposure
- ▶ Specific country and corruption risks
- ▶ Human rights and supply chain risks

Moreover, as part of the M&B Group, which has >1,000 employees in Germany, the stipulations set out in the German Due Diligence Supply Chain Act will apply to all our operations worldwide. The directive requires large companies to make sure social and environmental standards are observed in their supply chain. The Legal and Ethics & Compliance functions at Advario have, therefore, been adapting all contracts to ensure compliance with the directive in 2022.

Further initiatives are planned by the Ethics & Compliance, Procurement and Sustainability functions in 2023 to ensure compliance in our supply chain with environmental and human rights standards. For example, in line with the upcoming Advario Code of Conduct, a supplier code of

conduct is under development, to be rolled out in the vendor qualification process in 2023.

We are also looking into high-risk supply chain issues, such as human rights and labor conditions, to be made subject to audits or third-party checks.



Committing to good corporate governance

Advorio's suppliers and contractors must have adopted best practices and the highest ethical standards, including but not limited to environmental management and sustainable health and safety measures.

In 2022, all engineering, procurement and construction (EPC) contractors (vendors for maintenance and repair) underwent a requalification process, which included a financial assessment as well as an assessment of Health, Safety, Security and Environment (HSSE) compliance for safety and environment. This contractor requalification is carried out every two years.

In 2023, we plan to apply a wider ESG qualification for key suppliers, where the evaluation of sustainability efforts and achievements will be implemented for a first batch of suppliers.

Embed ESG metrics into performance scorecards

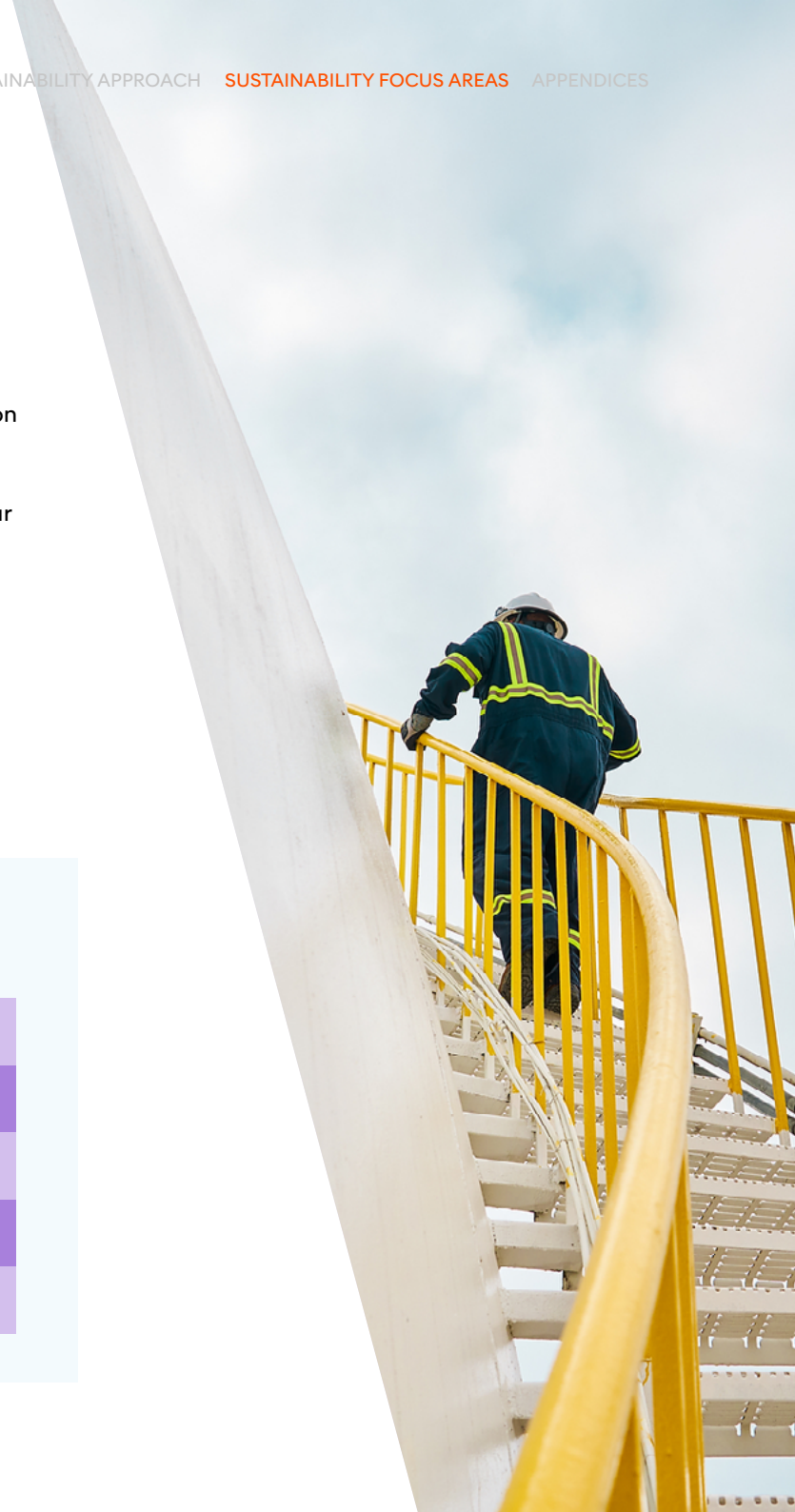
Certifications are a good starting point, from independent measurements that indicate the process, quality and performance of business operations against predefined and international standards. We adhere to ISO 9001 for Quality Management and ISO 14001 for Environmental Management with several certifications in place and we plan to acquire ISO 14001 certifications for all our terminals by end of 2025.

International Sustainability and Carbon Certification (ISCC) is the sustainability certification for all feedstocks and markets on a global scale. It covers traceability of all sustainable feedstocks, including agricultural and forestry biomass, circular and bio-based materials and renewables.

EcoVadis recognizes company performance across the full spectrum of ESG topics. Advorio Gas Terminal was the first to acquire the EcoVadis gold rating at the end 2022 for the second time. More terminals are lined up for EcoVadis certification in 2023.

CERTIFICATIONS

| Certificate | 2021 | 2022 |
|-------------|------|------|
| ISO 9001 | 6 | 8 |
| ISO 14001 | 5 | 5 |
| ISO 45001 | 2 | 4 |
| ISCC | 0 | 1 |
| EcoVadis | 1 | 1 |





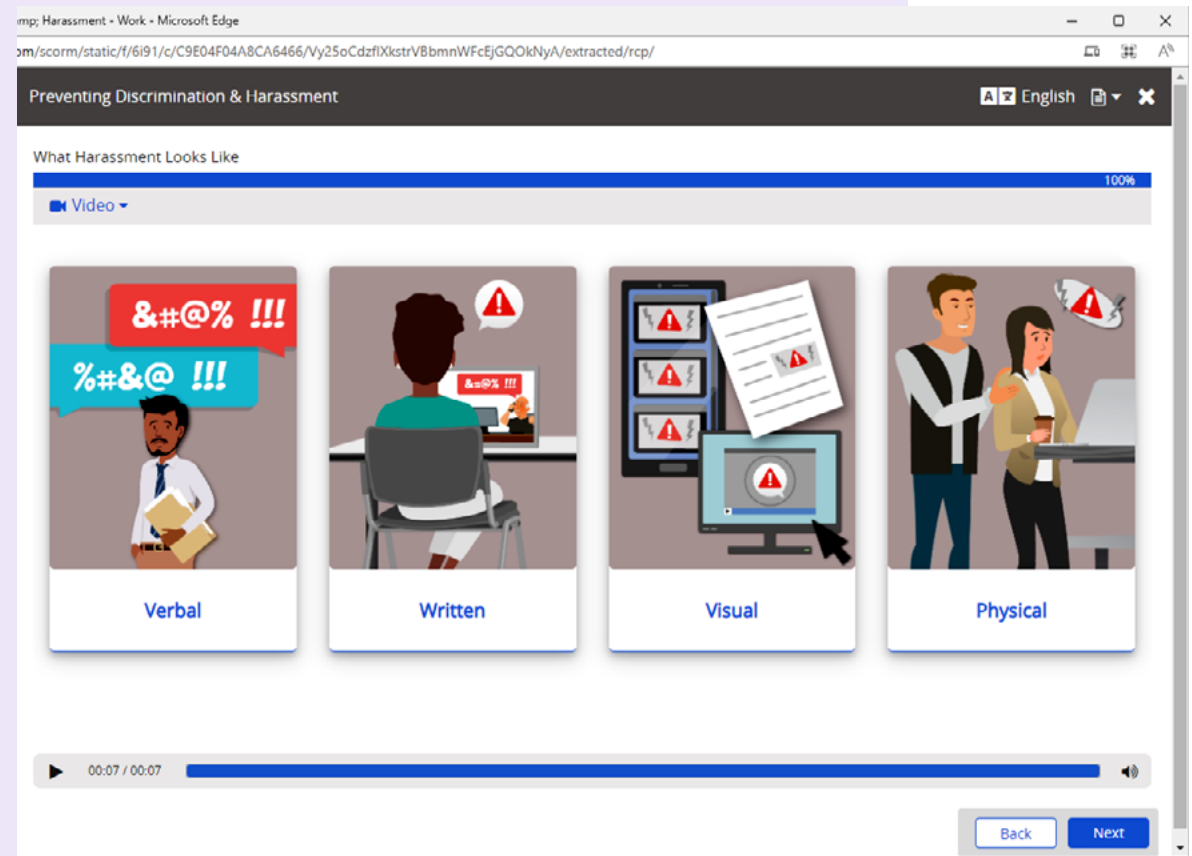
Committing to good corporate governance

IN ACTION: TRAINING AND AWARENESS ON HARASSMENT AND DISCRIMINATION

In 2022, we rolled out a training and awareness campaign on anti-harassment as part of our ongoing focus on creating a safe and respectful workplace for all. The aim was to educate employees about what constitutes harassment and empower everybody to speak up if they suspect illegal or unethical behavior.

As part of the campaign, all employees completed our mandatory e-learning modules on compliance. Senior leaders issued statements on discrimination and harassment, and invited colleagues to share their own thoughts via a dedicated email address.

Further activations included posters and handout materials, such as an information sheet with the dos and don'ts of workplace behavior and three tips for confronting any harassment. A second phase of the campaign will roll out in 2023, with a focus on diversity and inclusion.



GRI content index

Statement of use

Advorio has reported the information cited in this GRI content index for the period January 1, 2022 to December 31, 2022 with reference to the GRI Standards.

| GRI | Code | Disclosure | Page | GRI | Code | Disclosure | Page |
|----------------------------------|----------|--|---------------------|---------------|---------|---|-----------|
| GRI 2 – General Disclosures 2022 | GRI 2-1 | Organizational details | 06-08 | GRI Standards | GRI 201 | Economic Performance 2016 | 07, 17 |
| | GRI 2-2 | Entities included in the organization's sustainability reporting | 03, 54 | | GRI 202 | Market Presence 2016 | 07, 17 |
| | GRI 2-3 | Reporting period, frequency, contact point | 03 | | GRI 203 | Indirect Economic Impacts 2016 | -- |
| | GRI 2-5 | External assurance | 03 | | GRI 204 | Procurement Practices 2016 | 49-50 |
| | GRI 2-6 | Activities, value chain and other business relationships | 06-07, 12 | | GRI 205 | Anti-corruption 2016 | 47 |
| | GRI 2-7 | Employees | 07, 40 | | GRI 206 | Anti-competitive Behavior 2016 | 47 |
| | GRI 2-9 | Governance structure and composition | 08 | | GRI 302 | Energy 2016 | 22 |
| | GRI 2-10 | Nomination and selection of the highest governance body | -- | | GRI 303 | Water and Effluents 2016 | 26-27 |
| | GRI 2-15 | Conflict of interest | 47 | | GRI 305 | Emissions 2016 | 23-25 |
| | GRI 2-22 | Statement on sustainable development strategy | 11-14 | | GRI 306 | Effluents and Waste 2016 | 28 |
| | GRI 2-23 | Policy commitments | 20, 46-47 | | GRI 306 | Waste 2020 | 28 |
| | GRI 2-24 | Embedding policy commitments | 20-21, 31-34, 46-48 | | GRI 308 | Supplier Environmental Assessment 2016 | 49-50 |
| | GRI 2-25 | Processes to remediate negative impacts | 23-25 | | GRI 401 | Employment 2016 | 40-43 |
| | GRI2-29 | Approach to stakeholder engagement | 12 | | GRI 402 | Labor/Management Relations 2016 | 42-43 |
| | | | | | GRI 403 | Occupational Health and Safety 2016 | 31-35 |
| | | | | | GRI 404 | Training and Education 2016 | 41-42 |
| | | | | | GRI 405 | Diversity and Equal Opportunity 2016 | 40-42 |
| | | | | | GRI 406 | Non-discrimination 2016 | 42, 47-48 |
| | | | | | GRI 407 | Freedom of Association and Collective Bargaining 2016 | 43 |
| | | | | | GRI 414 | Supplier Social Assessment 2016 | 49-50 |

List of abbreviations

| | | | |
|-----------------------------|---|----------------------------|---|
| API | American Petroleum Institute | LPG | liquefied petroleum gas |
| BREEAM | Building Research Establishment Environmental Assessment Method | LTI | lost time injuries causing an employee to miss work days |
| cbm | cubic meters | LTIR | lost time injuries rate: LTI per 1 million work hours |
| CH ₄ | methane | LWD | lost work days |
| CO ₂ | carbon dioxide | M&A | mergers and acquisitions |
| CO ₂ e | carbon dioxide equivalent | M&B | Marquard & Bahls |
| CSR | corporate social responsibility | mio t. | million ton |
| EPC | engineering, procurement and construction | OFAC | Office of Foreign Assets Control |
| ESG | environmental, safety and governance | N ₂ O | nitrous oxide |
| EUR | euros (€) | PEAR | people, environment, asset and reputation |
| GHG | greenhouse gas | PPE | personal protective equipment |
| GJ | gigajoules | RWC | restricted work case: an injury that prevents a worker from performing their routine functions but allows them to perform alternative functions |
| GRI | Global Reporting Initiative | TP | throughput, the volume of product transferred through terminal logistics (cbm) |
| HR | Human Resources | TRI | total recordable injuries: any incident that leads to death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid or loss of consciousness |
| HSSE | Health, Safety, Security and Environment | TRIR | total recordable injuries rate; TRI per 1 million work hours |
| ILTA | International Liquid Terminals Association | UBO | ultimate beneficial owners |
| IMS | Integrated Management System | UN SDGs | United Nations Sustainable Development Goals |
| IOGP | International Association of Oil & Gas Producers | VOC | volatile organic compound |
| IPCC | Intergovernmental Panel on Climate Change | VRFB-ESS | Vanadium Redox Flow Battery energy storage systems |
| ISCC | International Sustainability and Carbon Certification | WRI | World Resources Institute |
| ISO | International Organization for Standardization | | |
| KPI | key performance indicator | | |
| LOPC | loss of primary containment | | |

List of terminals

| Countries | Terminals |
|----------------------|---|
| Belgium | Advorio Gas Terminal N.V. Advorio Stolthaven Antwerp N.V. |
| China | Advorio Daya Bay Co. Ltd. Advorio Nanjing Co. Ltd. |
| Finland | Advorio Finland Oy |
| Oman | Advorio Terminals LLC. |
| Singapore | Advorio Helios Singapore Pte. Ltd. Advorio Singapore Chemical Pte. Ltd. Advorio Singapore Ltd. Jurong Port Tank Terminals Pte. Ltd.* |
| United Arab Emirates | Star Energy Resources Ltd. |
| United States | Advorio Galveston County, LLC. Advorio Texas City, L.P. |

* Advorio does not have operational control over Jurong Port Tank Terminals, which is a minority holding. For consistency, it is not included in the KPIs.





Advario B.V.

WTC Rotterdam

Beursplein 37 (5th floor low rise)

3011 AA Rotterdam

The Netherlands

For contact and inquiries:

communication@advario.com

www.advario.com

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