

About this report

Alkion's Environmental, Social, and Governance (ESG) Report details our commitments, programmes, and performance as they relate to ESG priorities. All information reflects Alkion's operations based on calendar year 2021, unless otherwise noted.

Any statement, presentation or other information contained herein that relates to future events, goals or conditions is, or should be considered, a forward-looking statement. Where, in any forward-looking statement, an expectation or belief as to future results or events is expressed, such expectation or belief is based on the current plans and expectations of management and expressed in good faith and believed to have a reasonable basis, but there can be no assurance that the expectation or belief will result or be achieved or accomplished. Readers are cautioned against placing undue reliance on these forward-looking statements. The actual outcomes, results, timing and commitments of a forward-looking statement may vary from those indicated in the report subject to numerous factors. These factors include but not limited to macro and microeconomic trends, sociodemographic and technological trends, changes in energy markets, geopolitical situation, legislative and regulatory changes on local, national and international levels, climate-related risks, changes in storage industry landscape and our stakeholders' preferences and any other unforeseen events or conditions.

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Listening is everything.

Listening


ALKION
TERMINALS
ESG report 2021



A message from Rutger van Thiel

It gives me great pleasure to introduce Alkion's first ESG Report. This important step marks five years of Alkion's adventure since the acquisition of Alkion's assets in 2017, and six years since our foundation in 2016. Building Alkion from concept to a leading European player for bulk liquid storage has been a great journey together with our partners, management and, most importantly, the Alkion team spread across five European countries and nine terminals.

In our first years we focused on company consolidation, performance improvement and common vision creation. At the same time, we began the process of embedding the key pillars of ESG into every aspect of our business. This is because we have always believed that long-term business growth and success is only possible if we commit to the principles and challenges of sustainability.

I am pleased to say that we can show demonstrable progress across all areas of safety, environmental and societal awareness. Above all, our sustainability pillars are firmly embedded within the organization and reflect the beliefs and vision of our people.

Real ESG progress

Our ESG-strategy is based on three pillars: Foster Wellness, Empower People, and Reduce adverse climate impacts.

We make determined efforts to reduce our own ecological footprint through tangible climate actions. We measure and record our CO2 footprint and we are taking meaningful steps towards CO2 reduction. This contributed to the Alkion Group being granted a CO2 Performance Ladder in September 2021.

Moreover, in 2021 we secured a €100M ESG-based refinancing that enables us to invest in the processes and infrastructure that support sustainability and the energy transition. At the same time we strive continuously to improve our safety record, develop leadership skills and empower our people, and we are proud of our links with the communities close to our terminals.

All of this has been achieved through the prism of our company motto: Listening is everything. As our Manifesto says:

"We listen to society and the wider world. Consciously and unconsciously, we hear what the planet and its people need and believe."

Looking forward with confidence

The changing climate has generated massive public awareness and requires mankind to rethink the supply of energy commodities and base materials.

Alkion therefore invests across the group to offer our customers the ability to source, produce and distribute a growing range of renewable fuels and chemicals. Biofuels, sustainable feedstocks, green gases, bio-methanol, e-fuels, SAF and other products require tailored logistics solutions. This means smaller tanks, segregated systems, heating and blending capabilities. Above all, it requires operational flexibility. To these ends we have advanced several projects that you can read more of in the report. For instance, new logistics services such as an Isotank-storage platform and several investments in biofuels projects.

Enjoy reading

The first six years of Alkion have been a remarkable journey. This Sustainability Report represents an important milestone and owes itself to the work of everyone at all our terminals across Europe. With that in mind, I hope you will take some time to read about the steps Alkion has implemented in the interests of ESG, and the ambitious plans we have in place for the coming years.

Sincerely yours,

Rutger van Thiel, CEO, Shareholder and Board Member

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1 Listening is everything

“Meaningful responsibility starts with listening.”

Everything that Alkion stands for is expressed in our company motto:

Listening is everything.

This is the identity that aligns with our true vision of the world and lies deep within the people of Alkion. It is the vision that unites Alkion terminals that are spread across Europe, and which brings together the different cultural backgrounds and languages to be found within our company.

Thus we listen to each other in our endless search for improvement, safety and responsibility. If someone comes up with an idea, big or small, we treat it as an opportunity for evolution and improvement. It doesn't matter if the idea comes from someone who has been in our team for 20 years or two days. Nor does it matter if they work in the field or in the office.

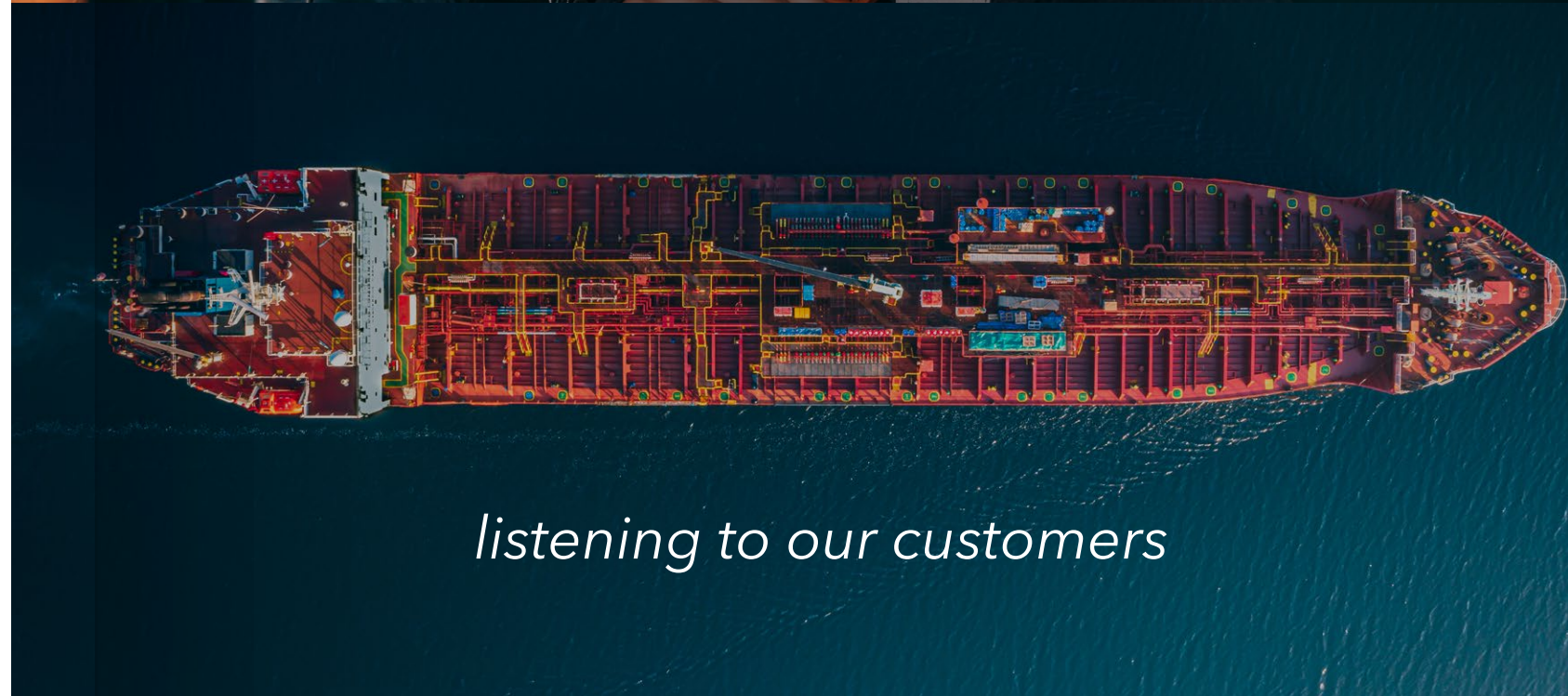
We listen, of course, to our customers, contributing to their goals and helping them to flourish. But above all, 'Listening is everything' expresses the way in which, consciously and unconsciously, we hear what the planet and its people need and believe.

We respond by acting and defining our targets in terms of long-term environmental and business sustainability. We engage and enable employees so that they feel empowered to take responsibility and tackle the climate and environmental challenges we face. We strive for resource efficient operations with lower emissions. And we look at and invest in storage solutions that expedite the energy transition.

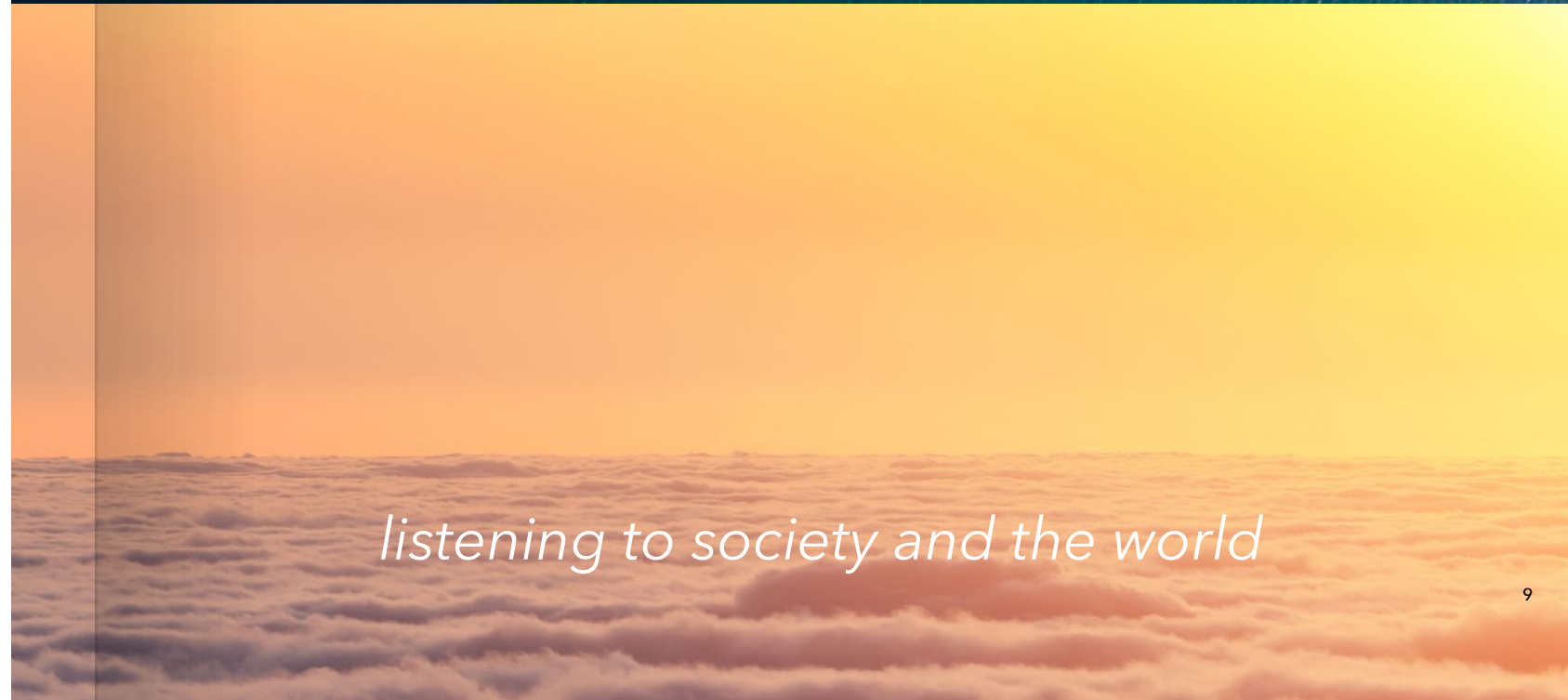
In doing so, we contribute to a prosperous and healthy future for all.



listening to each other



listening to our customers



listening to society and the world



All about our bird

Alkion's colourful bird logo has been with us from the start (2016) because it inspired the name of the company. The story begins in Ancient Greece, a period when 'Alkionides' were the 'halcyon days.' According to Greek mythology these calm, bright days in the middle of winter were granted by the gods so that the kingfishers would be able to hatch their eggs. The Greeks believed that it was a mythical bird, usually identified with the kingfisher, who had the power to create the halcyon days by softening the winds and calming the waves.

So the halcyon days have always been associated with

**Calmness, serenity,
and prosperity.**

And it is these benefits that we want to bring to our customers, our people, our communities and our planet through operational excellence and a sustainable business model. In this way, we play our part in contributing to a prosperous and healthy future for everyone.

Alkion on film!

Our new Brand Movie

Our brand movie showcases our company, its spirit, its vision and its purpose. The film follows our Kingfisher as he flies to our terminals and observes the way in which the people of Alkion work responsibly and smoothly to support the supply chain networks that underpin our modern lives. Flying everywhere he uses his 'birds-eye perspective' to listen out for all that needs to be heard. To see the film, go to [our website](#).



Values for everyone

Everything Alkion does is underpinned by six core values shared by everyone who works at Alkion:



Your safety is our only way
Ensure that everyone returns home safely each day.



Discipline
Work smart, not hard.



Customer-centric
Be approachable with a no-nonsense personal touch.



Freedom to act
Act while you can.



Can-do-together
Go the extra mile.



Respect and equality
Listen actively.



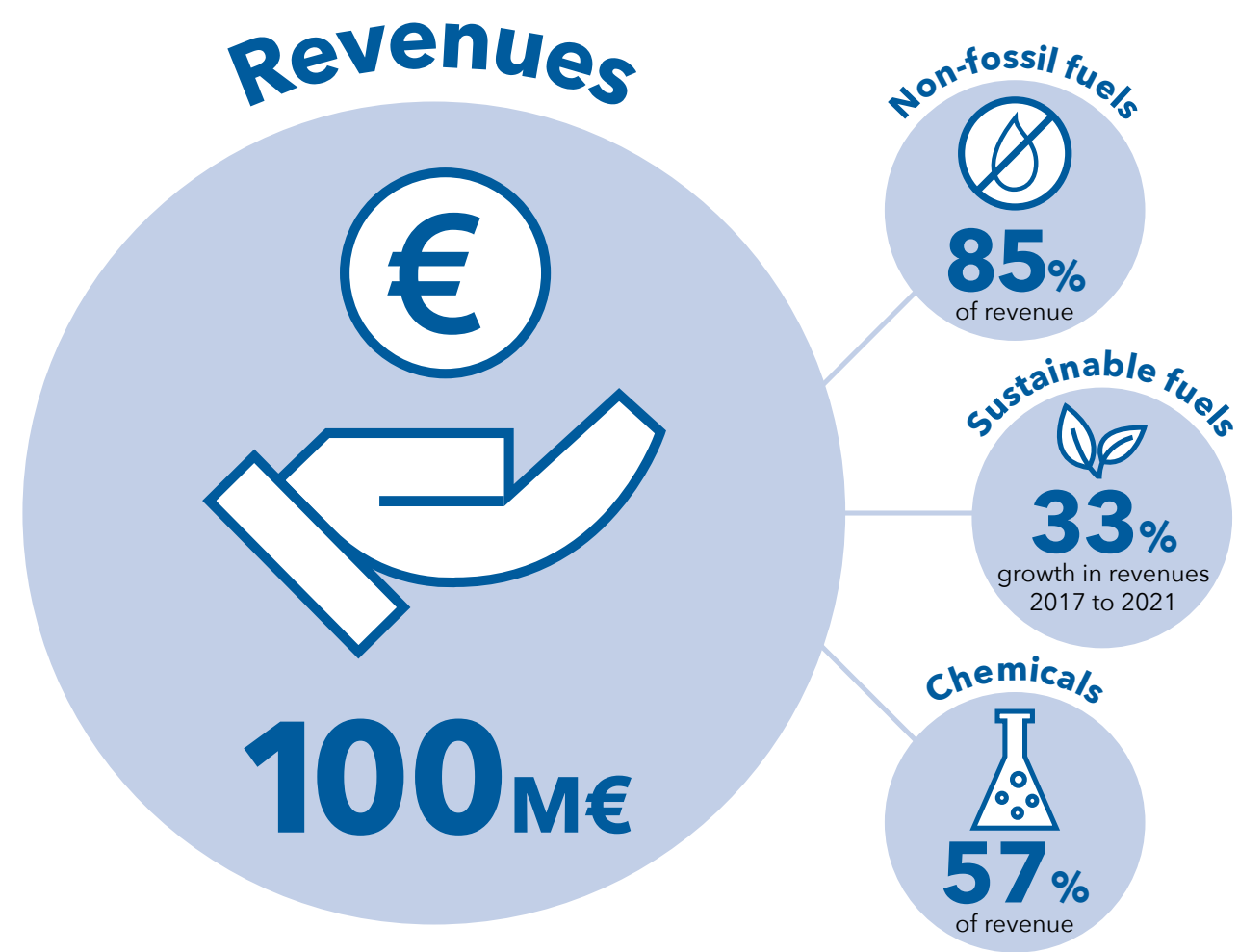
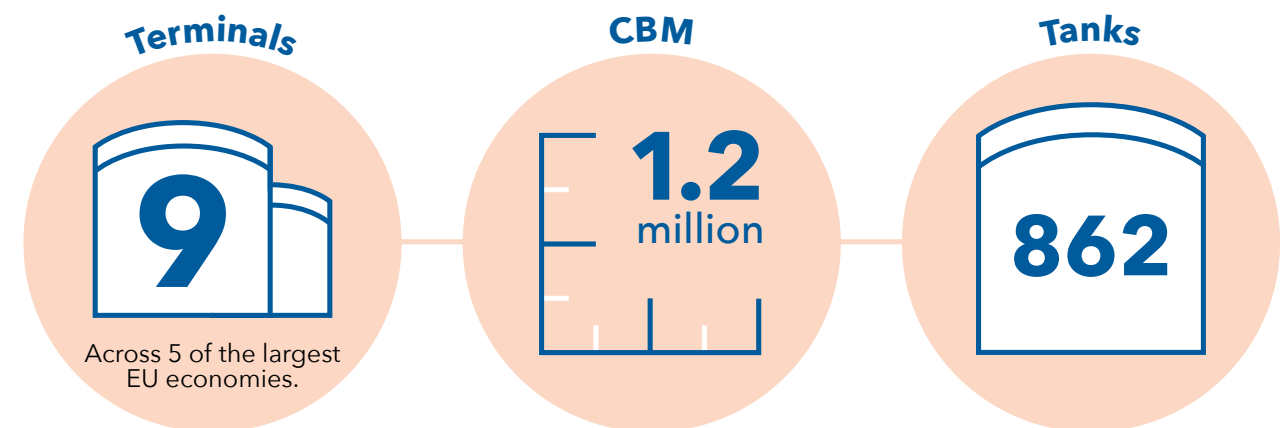


2 Alkion at a glance

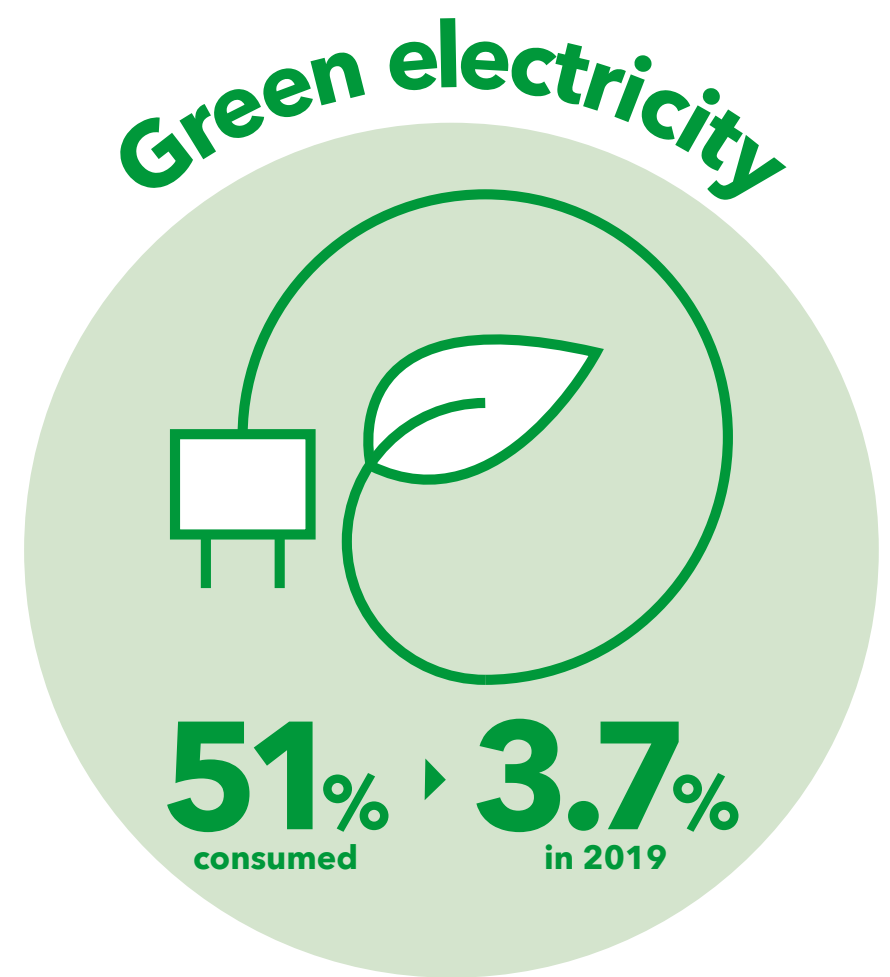
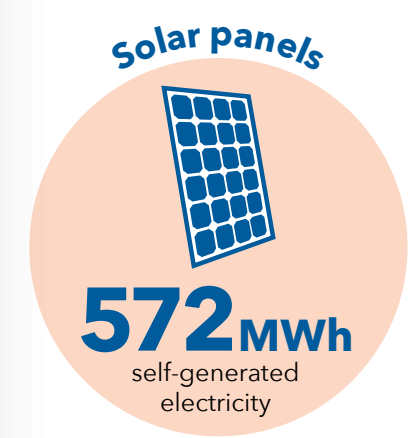
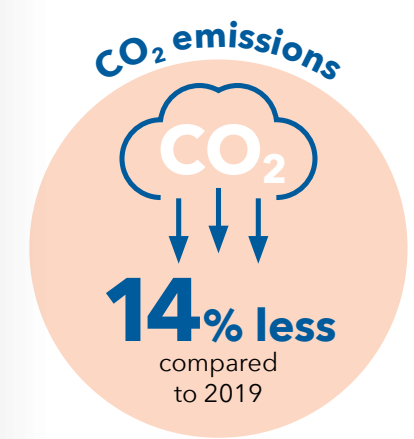
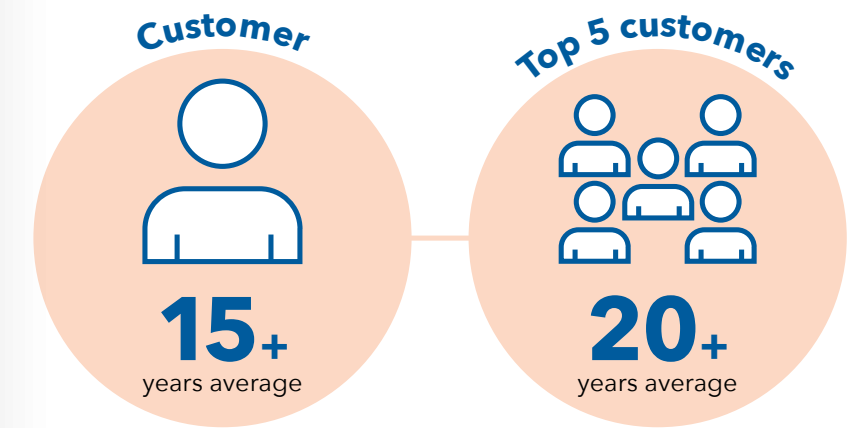
"It is a responsibility that we can never do enough to live up to."



Alkion 2021. The highlights in numbers.



ESG-linked financing with 100M€ CAPEX LINE



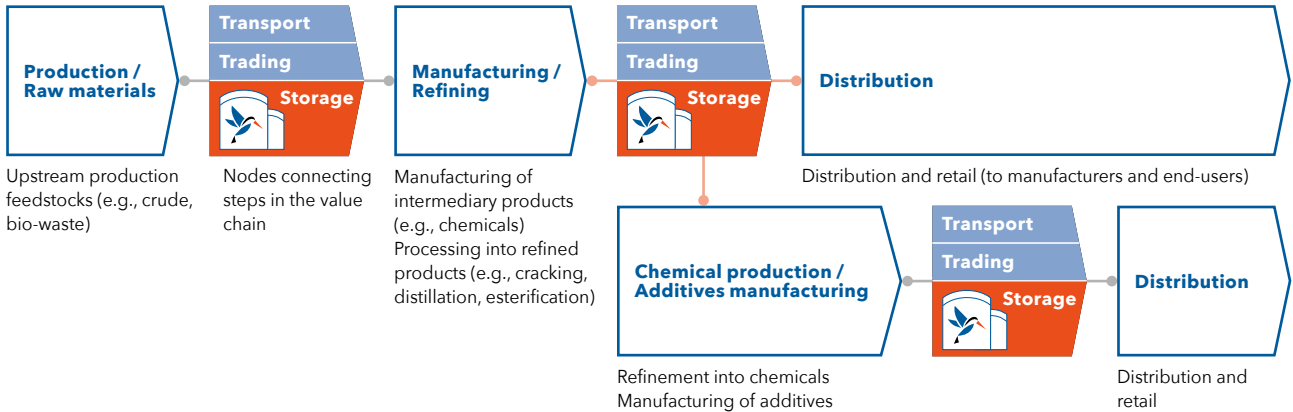
A key hub for industrial supply chains

Alkion's core business is the safe storage and handling of a wide variety of bulk liquid products in strategic hubs across western Europe. This makes us an essential link in the global network that enables modern life. Acting as a reliable and committed partner for a wide range of customers, we constantly listen to customer needs and tailor solutions to their individual requests. As a future-focused company we are investing in the new storage solutions and upgraded equipment that will support the energy transition.

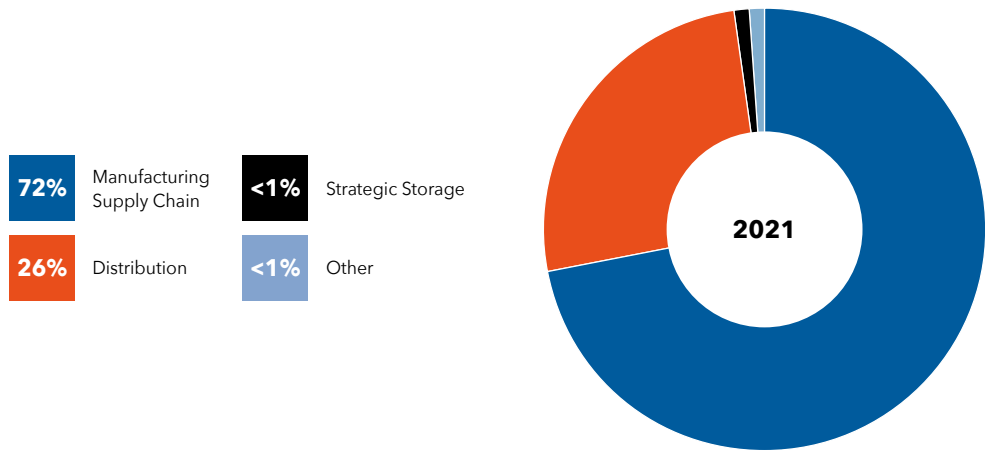
Always and everywhere our objective is straightforward: to support our customers so that they are in a position to run secure and seamless supply chains at locations that are convenient for them. To this end we operate nine terminals in five European countries. All our terminals are located in regional hubs with good connections to important transport nodes. Thus they are fully integrated into customers' operations and serve economically significant industrial hinterlands and consumer end markets.

The products we handle are crucial to industries including automotive, chemicals, construction, textile, packaging, agriculture, cosmetics and transport, as well as to the functioning of global markets. During the COVID-19 pandemics Alkion Terminals was recognized as an essential business and all our terminals remained operational.

Alkion's role in the value chain as a storage provider

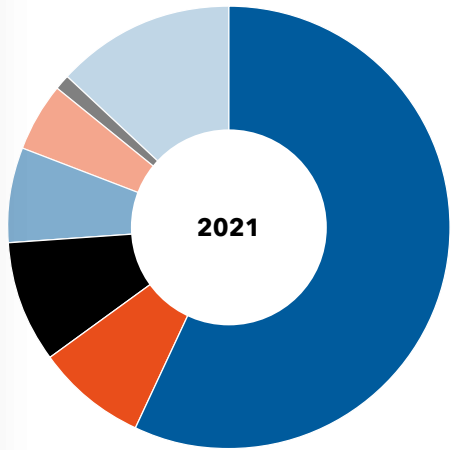


The majority of Alkion's storage capacity serves the Manufacturing Supply Chain and Distribution sectors. We have minimal exposure to arbitrage markets.

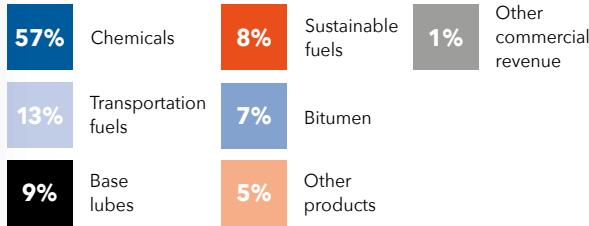


The majority of our revenue is based on long-standing customer relationships. This makes us better positioned to build a resilient, growing, successful and sustainable platform. Chemicals generate 57% of our revenues. The storage and handling of biofuels for the energy transition is a growing part of our business and we experienced a 33% growth in revenues from sustainable fuels from 2017 to 2021.

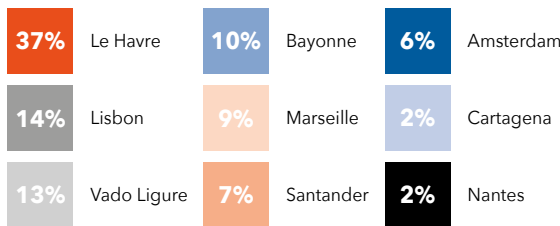
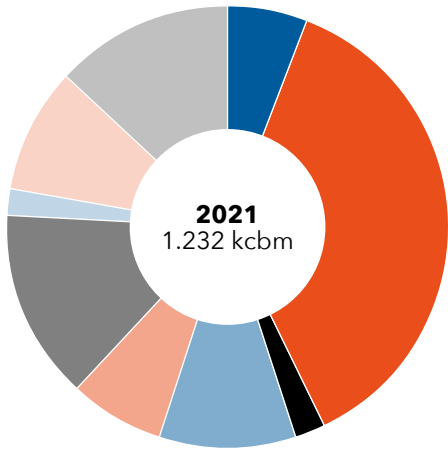
Alkion is a high-performing bulk liquid storage platform with a diverse chemicals and sustainable fuels focused portfolio.



2021 Revenue Split by Product Categories (%)



The share of overall Alkion capacity per terminal.

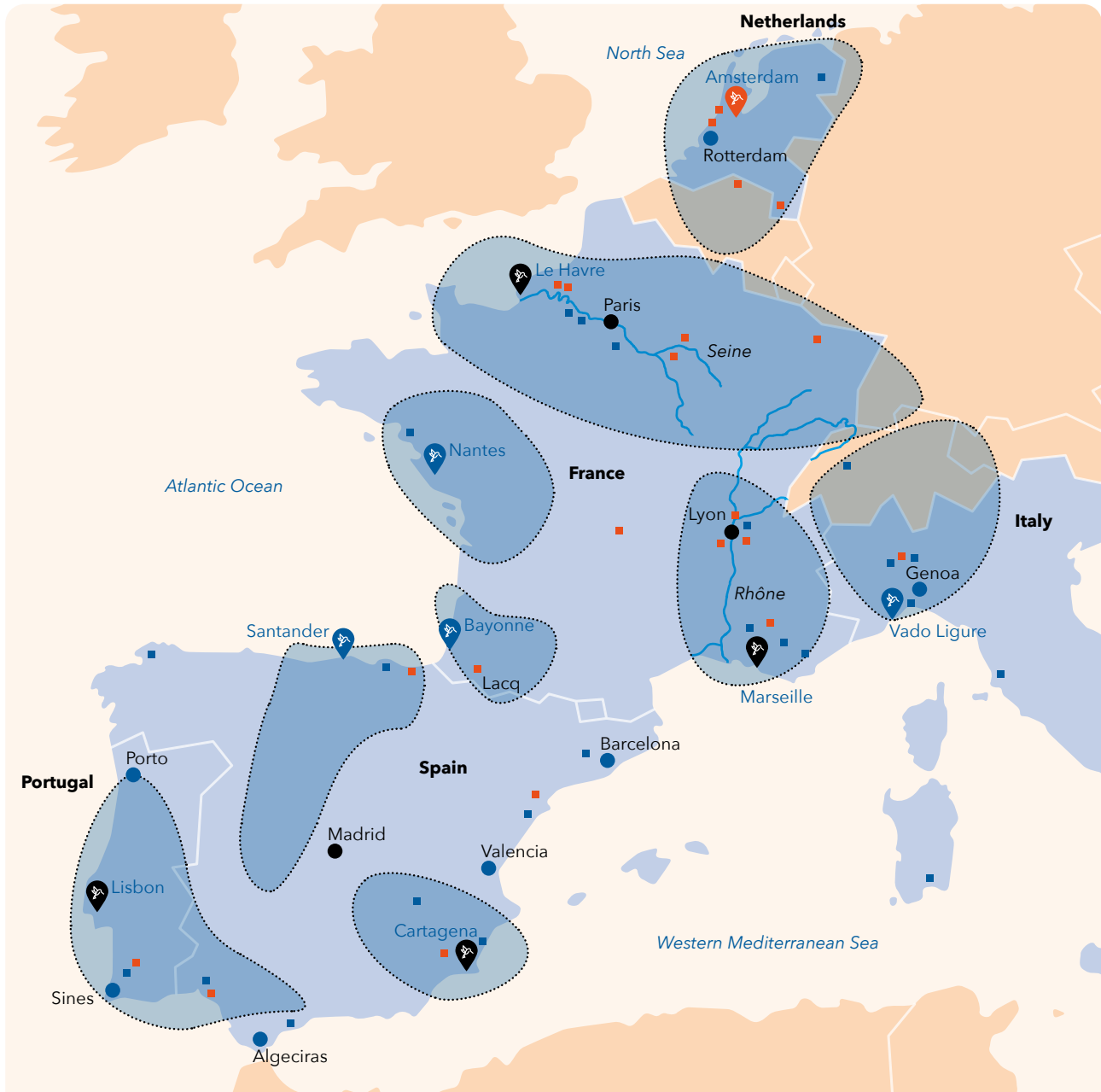


9 terminals in 5 countries

An integrated, bulk liquid storage network encompassing France, the Netherlands, Spain, Italy and Portugal. All terminals are strategically located in key ports on the Atlantic and Western Mediterranean coasts.



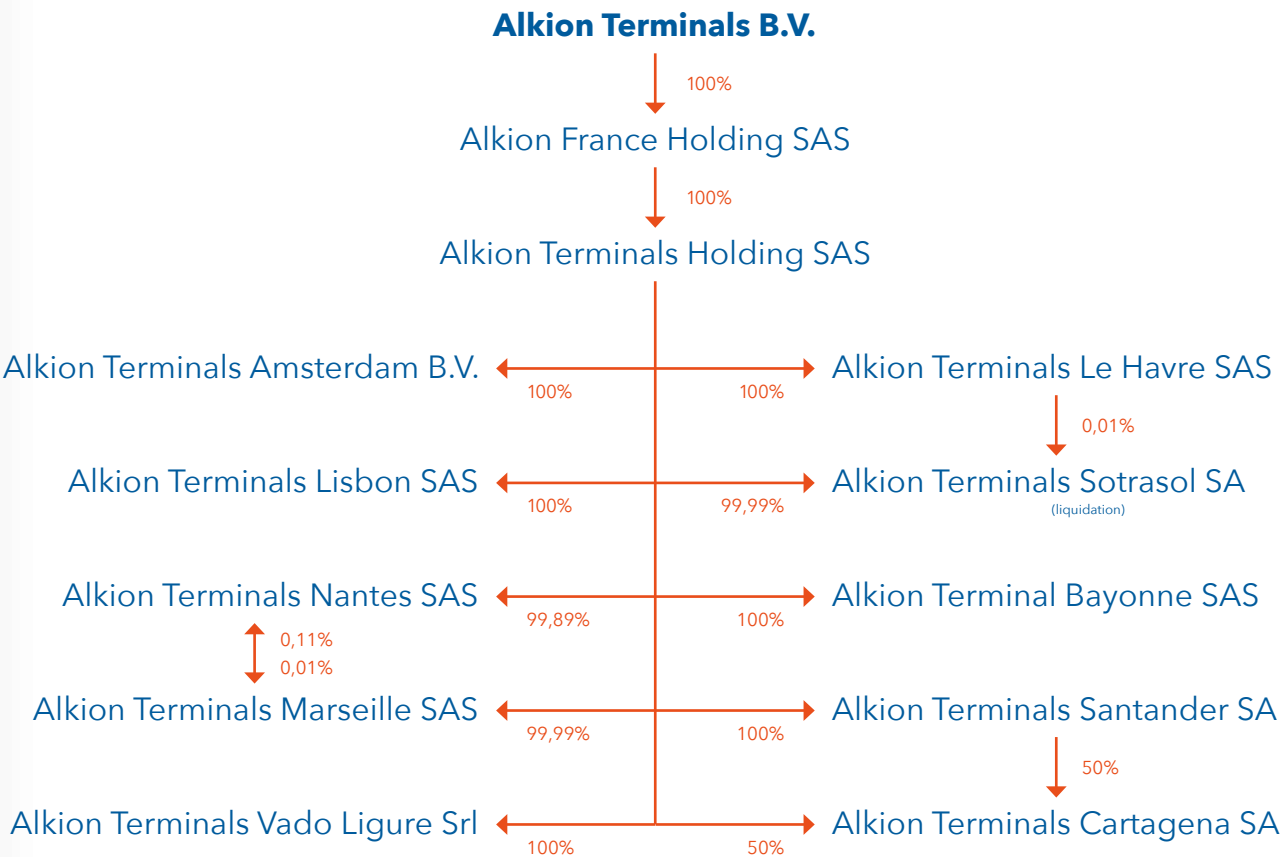
Strategically located regional hub terminals, near to industrial and chemical clusters.



Group composition

Alkion Terminals B.V. is headquartered in Amsterdam, the Netherlands. The Group, through Alkion France Holding SAS (ATF) and Alkion Terminals Holding SAS, possesses 10 subsidiaries: AT Amsterdam B.V. (ATA), AT Lisbon SAS (ATL), AT Nantes SAS (ATN), AT Marseille SAS (ATM), AT Vado Ligure Srl (ATVL), AT Le Havre SAS (ATLH), AT Terminal Bayonne SAS (ATB), AT Santander SA (ATS) and AT Cartagena SA (ATC). Each subsidiary is in possession of one or more terminals in the respective city and some of them (i.e. ATN, ATM, ATS) own shares in some of the other subsidiaries (i.e., ATC, ATM, ATN) as displayed below.

There is also one subsidiary, AT Sotrasol SA (ATSOT), currently under liquidation. The decision to close the Sotrasol Terminal was made in 2015 at the request of Le Havre Port Authority, which had designated an alternative use for the plot. We closed ATSOT in 2021 and successfully migrated customers to the Le Havre terminal. The decommissioning is ongoing according to plan and the plot will be handed over to the Port Authority in 2023.



3 Sustainability Vision

"Hearing what the planet and its people need and believe."


Our sustainability strategy is based on three pillars.

By caring for People, Planet & Profit we believe that we contribute to the creation of prosperity, durability and well-being for our business partners in the public and private sectors, the communities in which we operate, and investors. The Alkion Sustainability Vision has been developed to address and monitor important topics within the dimensions of Environment, Social and Governance.

Alkion contributes to UN Sustainable Development Goals

Through our actions and commitments, based on defined pillars, we believe we can best contribute to three UN Sustainable Development Goals (SDGs). Thus we focus on: Good Health and Well-being (SDG-3), Decent Work and Economic Growth (SDG-8) and Climate Action (SDG-13). However, it should also be mentioned that we contribute to a number of further UN SDGs through our work across ESG topics.

The implementation of each pillar is monitored by the company on an ongoing basis.



Foster Wellness

Safety and Health
Sports, Lifestyle and Well-being

3 GOOD HEALTH AND WELL-BEING

Icon: A heart with a pulse line.

The pillar features a background image of a family (a woman, a child, and a man) walking on a beach and holding hands. The bottom of the pillar has a green bar with the SDG number 3, the text 'GOOD HEALTH AND WELL-BEING', and a white icon of a heart with a pulse line.



Empower People

Recognition
Authority delegation
Developing skills and Leadership talent

8 DECENT WORK AND ECONOMIC GROWTH

Icon: A hand holding a lightbulb.

The pillar features a background image of a person in a hard hat and safety gear standing on a metal structure. The bottom of the pillar has a red bar with the SDG number 8, the text 'DECENT WORK AND ECONOMIC GROWTH', and a white icon of a hand holding a lightbulb.



Reduce adverse climate impacts

Inwardly, by reducing the effects of our own operations.
Outwardly, by facilitating storage solutions for the energy transition.

13 CLIMATE ACTION

Icon: An eye with a globe as the pupil.

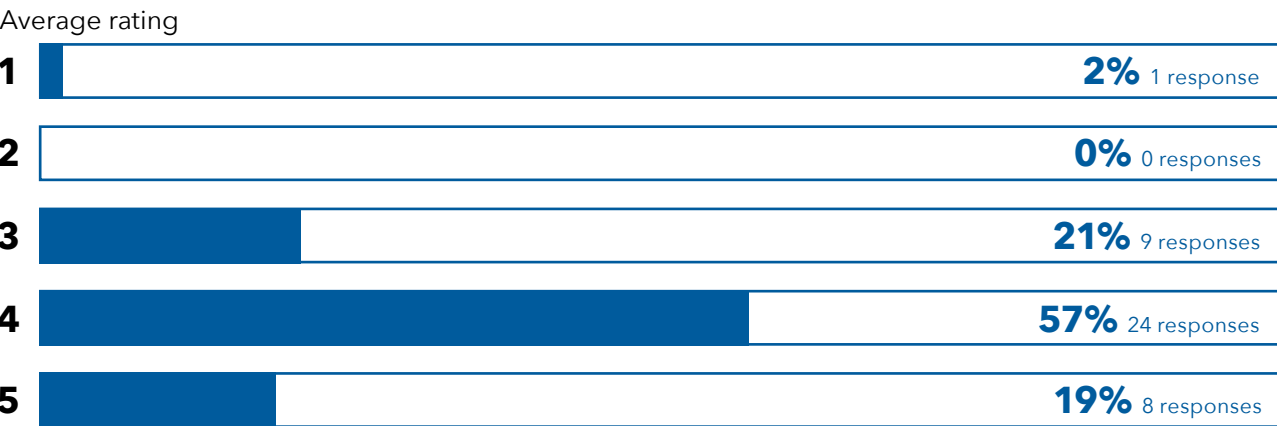
The pillar features a background image of an industrial facility with large storage tanks. The bottom of the pillar has a green bar with the SDG number 13, the text 'CLIMATE ACTION', and a white icon of an eye with a globe as the pupil.

Embedding employee priorities in the Sustainability Vision

Our Sustainability Vision (strategy) has been developed from within. 50 managers from across Alkion were invited to participate in an important survey – The Purpose Accelerator. The objective was to uncover everybody’s personal and collective drives and motivations. We also wanted to enable the participants to share what they truly find important in life and for Alkion, and to discover which UN SDGs they find important. The results formed a solid base from which a coherent Alkion narrative unfolded, and which shows that Alkion is a company dear to its employees’ heart.

A real bond
76% of respondents have an above-average strong emotional bond with Alkion.

Question: *How dear is Alkion Terminals to your heart?*

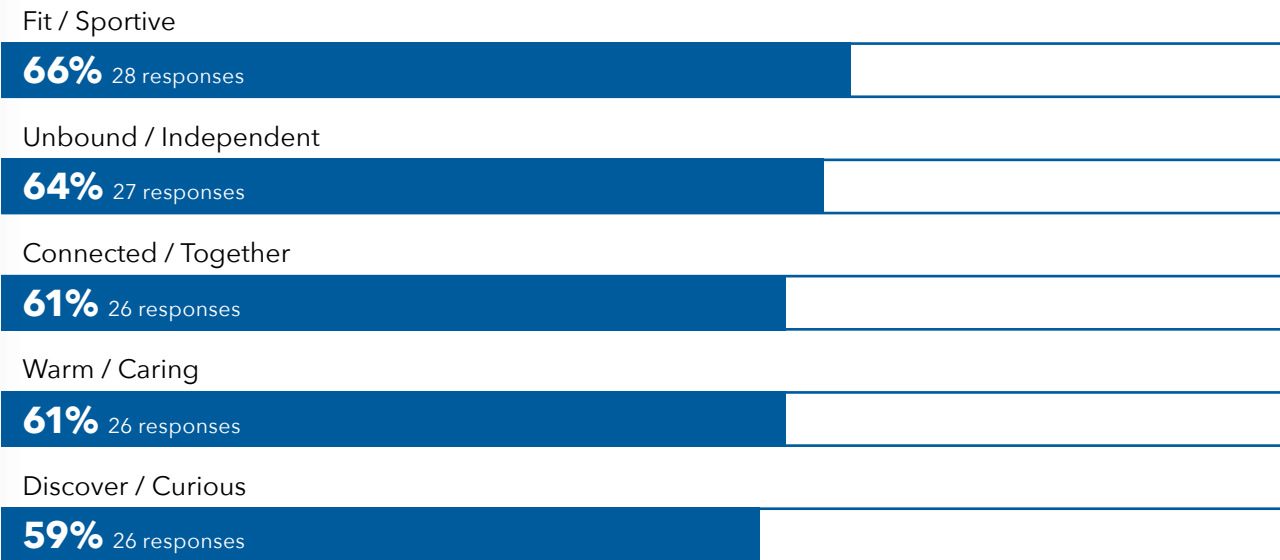


Discovery of values

Employees were presented a list of 24 human drives and asked what they found important in their own lives and what they wish for the company.

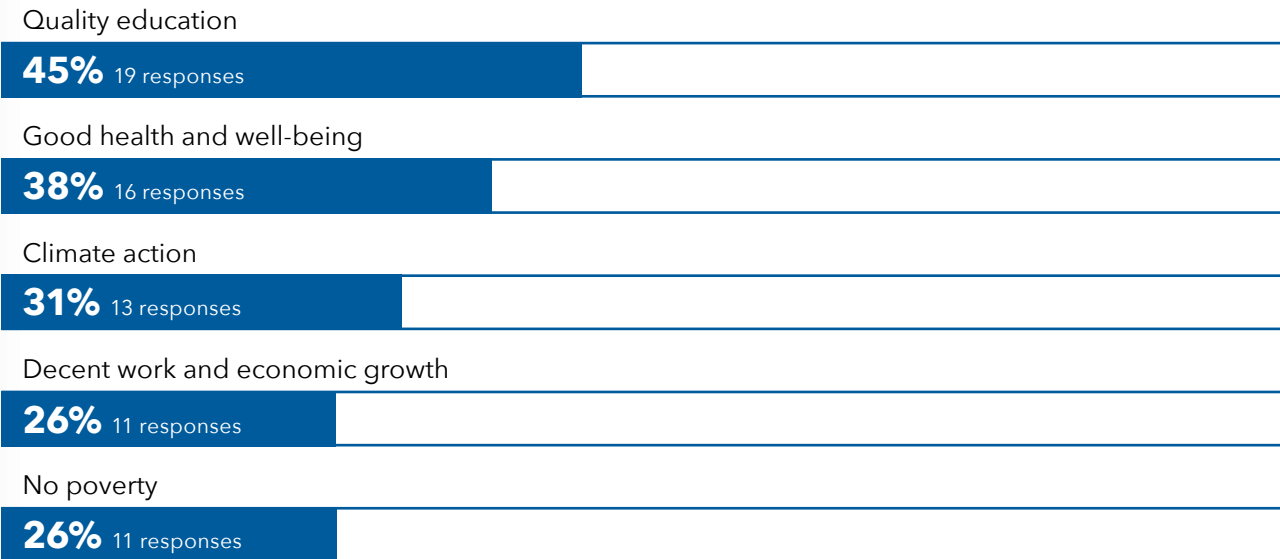
The results indicate that they find motivation through a good mix of values. Fit / Sportive scored highest and is strongly aligned with our first environmental pillar Foster Wellness.

Question: *According to you, which of these types suit Alkion Terminals best? Think about how you normally experience the organization.*



Top rated Sustainable Development Goals

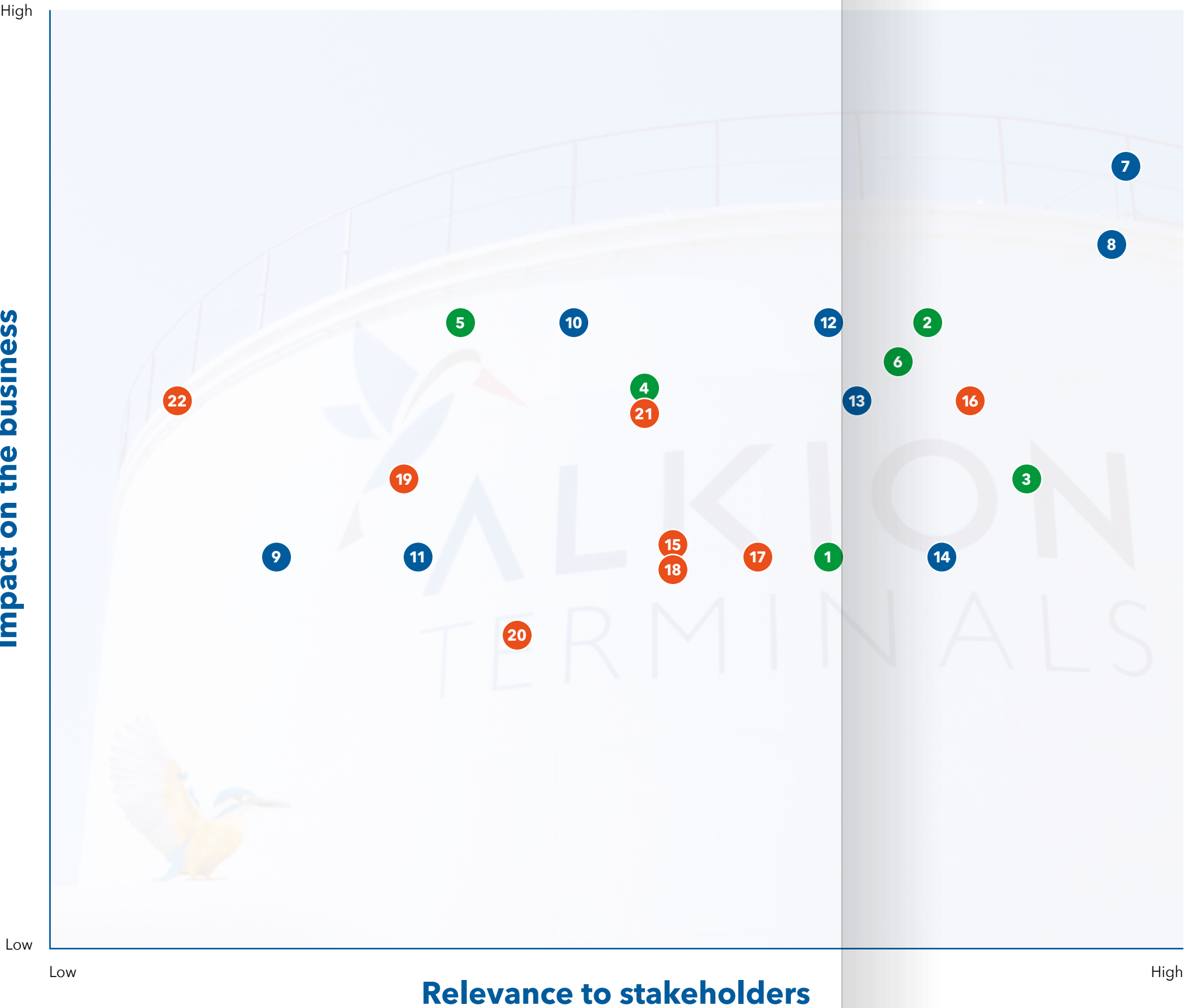
Question: *Which of the Sustainable Development Goals are close to your heart?*



Quality education as a top response is seen in Alkion’s “Empower People” Sustainability Pillar.

Materiality Assessment

We conducted our first double materiality assessment in 2022. We strived to identify and prioritize topics that have significant economic, environmental and social impacts on our business. This enabled us to further develop a durable ESG agenda that responds to relevant sustainability priorities and drives the agenda of key reporting subjects.



Environment

- 1 Waste Management
- 2 GHG Emissions & Energy Use
- 3 Water Management and Soil Pollution
- 4 Adaptation to climate change
- 5 Biodiversity
- 6 Investment in the energy transition

Social

- 7 Occupational Health & Safety
- 8 Process Safety
- 9 Community engagement & charity
- 10 Talent attraction, development & retention
- 11 Diversity & Inclusion
- 12 Customer focus & Operational excellence
- 13 Working Conditions
- 14 Well-being and Sport

Governance

- 15 Application of best practices
- 16 Cybersecurity
- 17 Business ethics & integrity
- 18 Anti-corruption
- 19 Procurement & Supply Management
- 20 Privacy
- 21 Governance
- 22 Digitalization



4 Foster Wellness

"Prosperous and healthy future for everyone."



Alkion is committed to an approach in which we Foster Wellness in terms of the Safety, Health and Well-being of everybody on and around our premises.





Foster
Wellness

4.1 Safety and Health

Central to the Foster Wellness pillar is Safety.

Alkion operates in a complex industrial environment where safety is everything. Since our formation in 2016 we have deployed a responsible and sustainable business strategy based on risk mitigation.

This approach is defined as:

**Safety, Security, Health,
Environment, Compliance and
Quality (SSHECQ).**



**Our safety motto is:
"Your Safety is
Our Only Way"**



“

We operate in an industry where the slightest inattention can have major consequences. Consequences for people, our customers, the environment and even society. The stakes are high and it is incumbent upon us to keep everything under control at all times. It is a responsibility that we can never do enough to live up to. That we accept this responsibility goes without saying.



”

“At Alkion we have the firm belief that all incidents are preventable, and that we can and must conduct our activities and business without harming our employees and contractors, the environment, our customers, our neighbors, the community and the authorities. As such, we set high SSHECQ expectations, make them very visible in our organization and hold everyone responsible for her/his safety performance. All this is summarized in our safety motto: “Your Safety is Our Only Way.”

Jean-Michel TREMSAL, SSHECQ Group Director

Everyone’s responsibility

We are strictly compliant with SSHECQ regulations and appropriate standards in the design, construction, operation, maintenance and inspection of our assets and facilities. We always strive to achieve a solid SSHECQ performance that aligns with the interests of our customers and other stakeholders. Our employees and contractors know, understand and strictly adhere to our rules. Alkion employees are visible safety leaders and we hold individuals accountable for their safety performance. Each employee is part of an SSHECQ-linked bonus scheme as we believe safety is everyone’s responsibility.



Safety posters at Alkion sites.



Alkion’s 8 “Golden Rules” of Safety

To prevent serious injuries and fatalities we introduced the 8 Safety Golden Rules (or Life Saving Rules).

In our action plan for 2022-2023 we established as a priority the further development of the “Golden Rules” with gap analysis and gap closure plans at each terminal. The action plan also includes an extensive training program and cross audits by Terminal and SSHECQ managers.

Well-developed corporate SSHECQ management system

The system includes the following set of tools and methods:

- Slogans and posters in common areas at each site.
- A half-yearly CEO safety video watched by all staff and discussed in operational toolbox meetings.
- Corporate SSHECQ calls and/or face to face meetings with site management.
- Monthly progress calls by COO and SSHECQ Director with Terminal Directors to review performance based on reported KPIs.
- Reporting: setting a standard on incident reporting and classification as well as an incident notification system.
- Monthly report to inform about YTD results versus the set target to provide visibility in a corporate dashboard.
- Near-misses and incident investigation by implementation of Root Cause Analysis tool and development of specific trainings.
- Voluntary push to operational excellence assessments, e.g. through CDI-T inspections.
- Risk assessment: Development of the Alkion Risk Matrix and specific attention to SSHECQ in the Alkion Project Management Guideline (APMG).
- Process safety culture: emphasis on reporting of PSE/ LOPC¹ incidents according to the API² RP 754 guideline.
- Learning and sharing: providing internal safety sharing bulletins.
- Close adherence to regulatory requirements: regular monitoring and response to changes in regulatory landscape and the development of an audit tracker.
- Corporate crisis management, including exposure to media (e.g. media training), emergency training at terminals more often than required by law, and continuous safety trainings.
- Promoting a 'Just Culture' concept where reporting and sharing is the keystone for continuous improvement.
- Introduction and promotion of the "last minute risk assessment" tool to embed a safety mindset and influence behaviours.

We are constantly working to improve SSHECQ (Safety, Security, Health, Environment, Compliance and Quality) performance.

¹ PSE/LOPC: Process Safety Event / Loss of Primary Containment.

² API: American Petroleum Institute.



Our well-developed management system allowed us to properly manage the COVID-19 crisis and to optimally protect the health of our employees while maintaining operations. We activated the pandemic contingency plan and held regular coordination meetings. We optimized and shared PPE products between our terminals so that each terminal had sufficient protective and sanitizing equipment at all times.

Reporting and monitoring safety KPIs

We measure, monitor, report, benchmark and communicate our performance honestly and transparently. We monitor KPIs on a monthly basis and in recent years we have significantly improved the accuracy of the reporting in the field of occupational safety, process safety and customer service quality.

KPI Name	2020	2021
Occupational safety		
Total recordable cases count (LTI+MTC+RWC) Employees + Contractors	8	12
Total recordable cases rate per 200.000 working hours (Rate)	1.91	3.0
First aid cases	21	22
Process safety		
Process safety events count (Tier 1 & 2 API 754)	0	4
Process safety events count per 200.000 working hours (Tier 1 & 2 API 754)	0	1
Process safety events count (Tier 3 API 754)	55	45
Leading KPI		
Safety & Process Observation Rounds count	881	1197
Emergency Response drills count	60	65
Security Drills count	18	24

All our sites comply with the strict EU requirements for major hazards facilities, for safety and handling hazardous substances, and for the protection of the environment.



Cybersecurity: Increasing focus on Cybersecurity for safe and continued operations

In our digital and connected world there is even more to safety and security than the physical protection of people and products. Cybersecurity is an important element in the delivery of uninterrupted services to our customers. It is also essential to ensuring safety on our sites. As a crucial link in the supply chain we acknowledge responsibility for the smooth operation of our industrial network (OT) hardware and software, which monitors and controls equipment, assets and processes. Alkion acknowledges the potential risks through the risk assessment matrix and takes actions to mitigate those risks. Cybersecurity is therefore embedded into Alkion’s governance system, and we have put in place an effective cybersecurity strategy which identifies present and potential vulnerabilities. This program is driven by actions through efficient lean governance led by our IT Team. Alkion locations were successfully audited by a third-party with regards to cybersecurity topics. In addition, we carried out multiple rounds of Security Awareness Training (SAT) and conduct ongoing phishing tests to increase employee awareness and knowledge of cybersecurity threats.



Foster
Wellness

4.2 Sports, Lifestyle and Well-being

Another aspect of Foster Wellness is sports, lifestyle and well-being.

An employee survey showed that sports is a high priority for many Alkion employees, and we encourage them to exercise and play sports as often as possible. This helps them to be more productive and creative at work, and to thrive both personally and professionally.

Supporting well-being initiatives

Many of our employees are active in sports at different levels and are involved in the running of local sports clubs. Alkion is an enthusiastic sponsor and supporter of some of these clubs.



Club name: HAC
Terminal: ATLH
Rugby



Club name: HLHEVB
Terminal: ATLH
Volleyball



Club name: Saint Thomas
Terminal: ATLH
Basketball



Club name: Boucau-Tarnos
Terminal: ATB
rugby team



LHEVB Junior Volleyball team during the first round of the Coupe de France. Véronique DEFERT, SHEQ Manager Le Havre and member of the LHEVB Volleyball Club, can be seen to the right of the picture.

"A volleyball player for more than 30 years, I joined the Le Havre volleyball club when I arrived here in 1999. I have been its secretary for more than 20 years and the club now has more than 150 members. My daughters have evolved in this structure up to the National 3 level and I am very proud that Alkion supports the only club in the Seine Estuary and is integrated into the local community of Le Havre."

Véronique DEFERT, SSHECQ Manager Le Havre



The Boucau-Tarnos Rugby Team

"For many years, Alkion Terminal Bayonne has sponsored the Boucau-Tarnos Stadium. The stadium is home to the local rugby team and close to the terminal. This sponsorship began when some employees played in the team some years ago. It's a great match because so many of rugby's values are the same as ours: humility, team spirit and taking pleasure in sharing time with people.

Indeed, to play together as a team is necessary to win matches, in the same way that we win together every day at the terminal!

We take great satisfaction in helping young players to develop their skills and represent the South-West of France."

Fabien LUSSON, Terminal Manager Nantes and Bayonne

In addition to sponsoring teams, Alkion also supports individual employees in their competitive sport activities and to help them achieve defined personal goals. We sponsor Diogo Godinho, Terminal Manager Lisbon. A passionate bodybuilder, Diogo came second in NPC Nationals 2021 in the category "MEN'S PHYSIQUE."



"Be focused and always dream of achieving more and more is my key for success! Being active is my system for relieving pressure and it allows to reach the heights in my personal life and at Alkion."

Diogo GODINHO, Terminal Manager Lisbon

A team from the Le Havre terminal participated enthusiastically in the annual running challenge 'Trio des entreprises', organized by Synerzip Le Havre.



Julien LEBLOND, Justine WISNIEWSKI, Sébastien BANVILLE teamed up to run for Alkion.

Lifestyle habits and working environment

We provide coaching, awareness sessions and presentations to increase knowledge around healthy lifestyles, physical activity and mental health. At some terminals we arranged a survey with an external company to analyze the habits and conditions of employees¹. We also organize gymnastics and sports during working hours, along with the provision of fresh fruit.

During the COVID-19 lockdown we created and shared a 'keeping your body active and your mind healthy' presentation with all employees to help keep them on the move. All teleworkers were provided with fitness equipment.

We appreciate the importance of the office environment. To this end we have introduced more ergonomic furniture and improved brightness.



Colleagues exercising together during the lunch break

¹ Voluntary measure for employees willing to participate anonymously.



Social well-being

We consider social well-being to be an important part of overall well-being. Our employees should feel happy as well as healthy. We therefore take steps to improve interaction between colleagues and to generate team spirit. Budgets are allocated for team-building events such as canoeing, and for social events outside the workplace such as bowling and quizzes. Regular (quarterly or bi-annual) team meetings such as commercial, financial, technical, SSHECO, general management are also part of this vision.

In addition, we are working to increase the number of unifying events such as joint lunches or organized coffee breaks with all employees.

That's just a start, we keep on moving

Our roadmap includes:

- Developing sport events with neighboring companies.
- Participation together with employees in sport challenges.
- Increasing further the number of 'corporate participations'
- Extending support to local sport clubs in which employees are active.
- Improving company fitness cooperation.
- Increasing joint sports activities during lunch times.
- Continuous improvement of working environments.
- Increasing the number of health and lifestyle coaching sessions and practices.

"Endurance sports form an integral part of my life. As an enthusiastic triathlete I am always looking for efficiency and optimization. As I work at Alkion in Amsterdam and live in Rotterdam, personal transportation is an important (in itself inefficient) portion of that same life. I therefore commute by bicycle. This means that I am en route for longer, but I cut out a 3 hour + commute by train (or car) and gain approximately 5 hours of exercise (on a working day!). This brings time-efficiency right up to 100%! At the same time, I am not putting additional stress on busy transport networks and I minimize environmental pollution, all on a plant-based diet".



Job BIERSTEKER, Business Development Manager



5 Empower People

"It is them, the people of Alkion, who make the difference."



Alkion is only as good as its people. And the more our people are empowered to think and act in their interests and ours, the better our company will be. This also applies to contractors and anyone else who works alongside us. We therefore Empower People by listening to their suggestions for improvements to the ways in which we work and think.



People of Alkion



People close to Alkion



**Empower
People**

5.1 People of Alkion

Recognition, Authority Delegation, Developing skills and Leadership talent.

Alkion is proud of its people and acknowledges that they are our most precious asset, making an essential contribution to company's success. We therefore Empower People through recognition, delegating authority, and developing skills and leadership talent.

The result is a process of continuous improvement that enables us to respond with agility to the changing needs of our customers. It also promotes higher standards in terms of safety, efficiency, and environmental and social responsibility so that Alkion becomes a great place to work.

“



It is them, the People of Alkion who make the difference. Together they are the core of the company. They guide each other. They trust each other. Yet more than anything else, they listen to each other. Because, for everyone at Alkion, real responsibility starts with listening. Only then will the company embed responsibility within its DNA.

”



‘Listening is everything’ means nothing if we don’t do all we can to ensure that everybody’s voice counts. We therefore encourage open and transparent discussion, sharing and listening between everyone at Alkion. This applies 24/7 to all processes and disciplines, and between different levels of seniority. Good ideas can come from anyone, and it is often the people who are closest to our day-to-day activities at the terminals who are best placed to propose new ways of working.

Human Resources (HR) Management

Alkion manages its HR in a structured manner and adopts advanced initiatives in line with sectoral best practices. Alkion is compliant with local legislation and has adopted the Equator Principles framework as a baseline for its HR management. The ultimate responsibility for HR matters falls on Alkion’s CEO, who administers all important HR matters together with other directors and local HR departments. An internal succession plan is in place for each terminal.

KPI Name	2020	2021
FTE	351	346
Headcount at the end of the year (31/12)	349	335
Permanent contract	328	320
Non-permanent contract	23	16
Full-time employees	330	322
Part-time employees	19	13
New hires	13	13
Out of which women	6	4
Employee turnover (%)	N/A	5.37
Employees covered by collective bargaining agreements (%)	100	100
Absenteeism Global rate ¹ (%)	11	7.7

¹ Includes sick leave, work accidents, COVID-19 cases, disability, paternity/maternity leave.

Recognition of our people

Employees in Alkion value creation

We believe that effort should be recognized and rewarded. Alkion therefore has an extensive and structured bonus system. Every employee is engaged in annual face-to-face performance assessment with their line manager to discuss the previous year’s performances and provide feedback. During this interface, the employee’s targets for the following year are jointly defined. Those targets are linked to an economic bonus. Targets comprise both corporate (financial and safety targets) and individual objectives. During the COVID-19 pandemic, Alkion paid a bonus (namely “Black Swan Premium”) to all terminal staff as an appreciation for their efforts in tough times.

Listening to our employees

Non-monetary recognition is equally important. Internal merit-based promotions are often used to fill senior positions. Management makes every effort to notice and compliment achievements on a daily basis. We are working towards more regular meetings with employees to exchange ideas, assess employee satisfaction, follow up on suggestions and listen to the needs of employees. To facilitate this we have opened a mailbox: askmeanything@alkion.com.

Speaking to our employees

We aim to keep employees engaged while better communicating the company’s objectives and performances, as well as updating them on important company projects and successes. To improve internal communication and value alignment we introduced the periodic newsletter “Listen Up”. The newsletter is distributed to each location in the local language. To increase employee engagement and share ideas we have introduced an Alkion photo competition: “Through Your Eyes”.

Listening to workers councils

Historically, the terminals are highly unionized, with up to three unions present at some sites. No strikes have occurred at any of the terminals since Alkion took ownership of the terminals. Terminal managers organize regular meetings with workers councils to discuss remuneration, working conditions and other employee needs and expectations.

Developing skills and leadership talent

Training opportunities and talent developments are key for empowering people and ensuring long-term business sustainability. Some mentoring and coaching sessions have been introduced.

The training needs of employees are based on organizational needs, job requirements and personal interests. Individual development programs are put in place for high-impact workers.

Training initiatives include:

- Trainings appropriate to the job, such as Health and Safety, First Aid, Firefighting and Cybersecurity.
- In 2021 terminal managers performed media trainings in case of Crisis Management scenarios.
- Starting in 2017, a group of employees at the Vado Ligure and Le Havre terminals took English lessons to better communicate with HQ and other terminals.
- Sponsor of Advanced Management in Energy at the AESE Business School for an employee in Lisbon.
- Training for an employee in Le Havre to become a drone operator. This is a good example of combining the employee's personal passion for photography and drone operations with his professional responsibilities. As a member of the SSHECQ team he can deploy drone technology to improve the emergency management and maintenance in Le Havre. Read an interview with the employee [here](#).



"Alkion Vado Ligure decided to start the English courses when it became part of Alkion in 2017. This was due to the importance of English in communications with the headquarters in Amsterdam as well as with the other terminals across Europe. Learning English quickly went beyond the language itself and became a way to work on team building, strengthening the relationship among the employees. The results are very visible. ATVL is perfectly integrated in Alkion group and the relationship among our team improved noticeably."

Alessandro SISTI, Terminal Manager Vado Ligure

"English classes at the terminal are a great opportunity to practice my English speaking skills! It's always a stimulating experience and I get to know colleagues better and better in the informal class environment. I also passed the Cambridge exam certificate, which is a great achievement in terms of my personal growth."

Elisabetta BRUZZONE, Administration Vado Ligure

"I have already been a leisure drone remote pilot for some time. I wanted to acquire more professional skills and bring them to Alkion for emergency management as well as infrastructure inspection missions. My management was immediately enthusiastic and supported the project."

Sébastien BANVILLE, Le Havre SSHECQ Team

KPI Name	2020	2021
Average hours of training per employee	N/A	12
Portion of payroll budget devoted to training ¹ (%)	0.40	0.46
% of total employees that received a regular performance and career development review	100	100

Leadership talent

Leadership is crucial for driving business strategy and innovation. We have taken steps towards developing leadership talent and it is a specific point of focus in our roadmap. In Lisbon we are organizing trainings in Lean tools (Six Sigma and Lean Management, using the Kaizen and 5S methods) for operations management. In 2020-2021 we sponsored Executive MBAs at Business School University of Navarra for a Terminal Manager, and at University of Amsterdam for an HQ employee.

“Even after 25 years of managing operations I felt that I could add more value to the company and my team. I found the solution in an IESE Executive program: Training to Lead with Strategic Vision and Values. Today’s connected and fast-moving business arena calls for leaders who can respond rapidly to new challenges while embodying the excellence and integrity that engages diverse and geographically disperse teams. The Program empowered me to grow as a leader and I am applying its learnings to manage more effectively while paying more attention to the social impact of our company and Alkion’s global corporate vision”.

Agustin MORENO ROLDAN, Terminal Manager Santander and Cartagena



“I was fortunate to take part in the University of Amsterdam’s parttime EMBA thanks to the support of Alkion. The course, which stretched over a two year period, enabled me to further develop skills in leadership (including authentic leadership), strategy, analytics and change management amongst others while it also allowed me build relationships with a fantastic network of people from a broad spectrum of life which is invaluable. Furthermore Alkion provided me with the opportunity to complete my final thesis project focusing on changes in the ESG reporting area allowing me to immediately use some of the newly acquired skills.”

Sonica GRIESEL, Consolidation and Reporting Manager



¹ 100* "Training budget (€)" / "Payroll (€)".

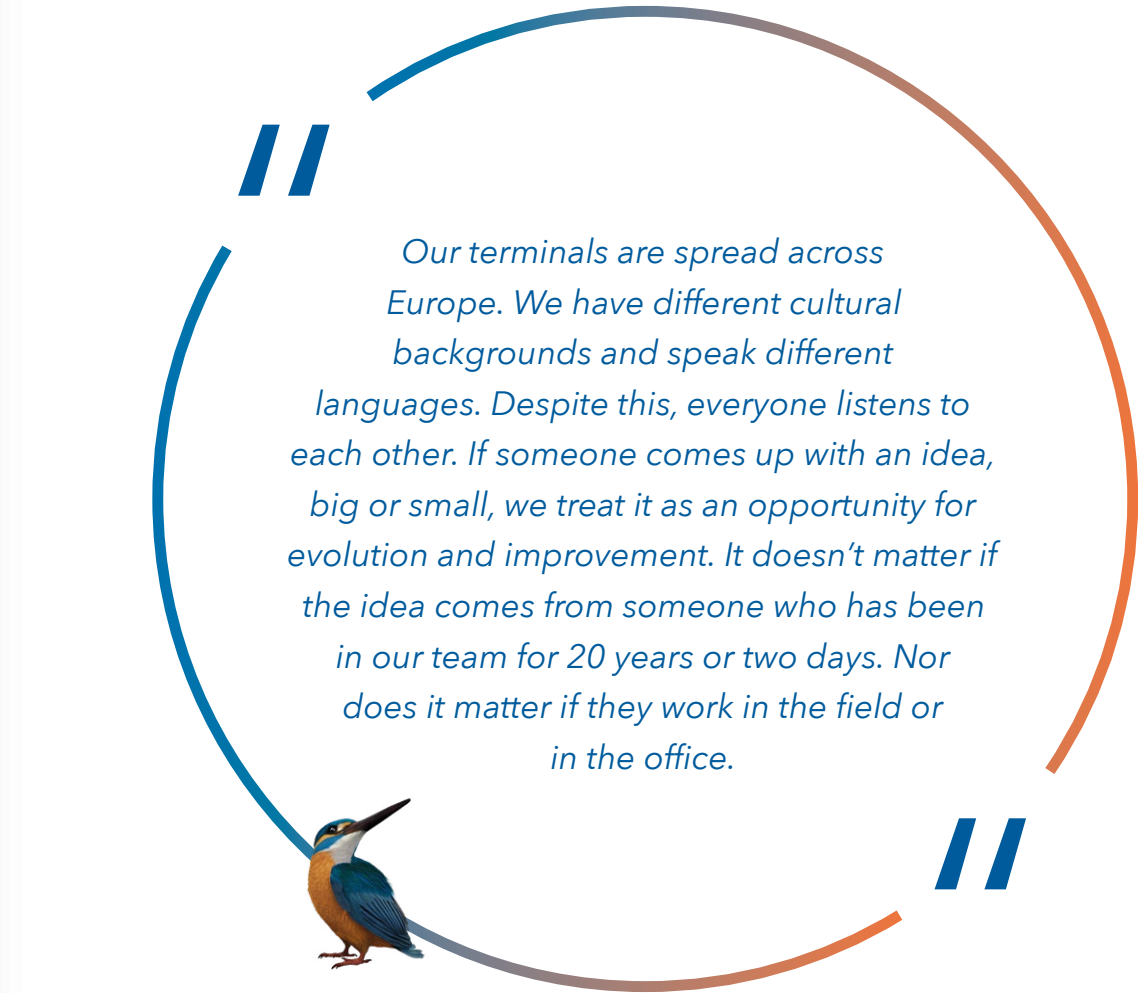
Diversity and equal opportunities

Policies regarding inclusion and discrimination are clearly defined in the Alkion Code of Conduct. These principles are incorporated in all HR processes, including recruitment. No violations of these values are tolerated and we have set a zero-discrimination target. Alkion has a high level of national origin diversity at HQ. We celebrate our differences as they drive our forward-looking thinking and create a vibrant and stimulating working environment.

Gender and intergenerational diversity

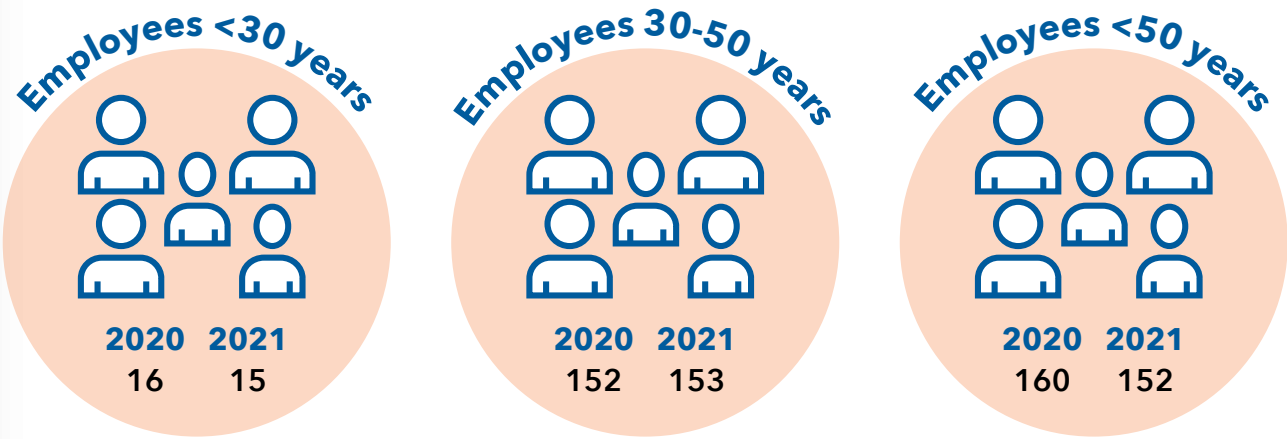
We embrace the gender and generational diversity. 70% of white collars are women, with many of them in management positions and one appointed as terminal manager in Amsterdam. We aim to increase the share of female blue collars.

KPI Name	2020	2021
Women at CEO positions	0	0
Number of women in the company	55	56
Ratio of women in the company (%)	16	16
Remuneration ratio women to men "White collars" (%)	N/A	80
Remuneration ratio women to men "Blue collars" (%)	N/A	94
Remuneration ratio women to men "Technicians" (%)	N/A	88



A symbiosis of fresh ideas from younger generations and profound industry knowledge creates added value. We support knowledge exchange between colleagues and listen with the same attention to people with any level of experience. We look forward to attracting younger generations to our industry.

Our generational mix



Note: Permanent contract employees.



**Empower
People**

5.2 People close to Alkion

Local communities and stakeholder engagement.

Alkion is part of something much bigger than itself. We work closely with multiple contractors and partners, and we interact constantly with the people who make up the communities around us. We value them all. We listen to their ideas and input, and we are committed to their empowerment and development. That's because we know from experience that by improving their prospects, we improve our own prospects.



//

*We also listen to society and the wider world.
Consciously and unconsciously, we hear what the
planet and its people need and believe.*



//

Active participation to listen and to be heard

Alkion is an active member of many local, regional and national associations and platforms. This is in order to strengthen the collaboration within the sector and its stakeholders. Through active participation in working groups and knowledge exchange we broaden the opportunity to listen more carefully to local communities and maintain relationships based on trust.

We also believe that positive and proactive participation allows us to listen to, and be heard by, our stakeholders. This includes employees, local and national government bodies, regulatory agencies, ports, and the communities living near our facilities.

Alkion takes into account stakeholder engagement within its management decisions, at both corporate and terminal levels.

We participate in organizations covering a broad variety of topics from sector associations focusing on safety and legislation updates to organizations focusing on the energy transition and sustainability.



Organization

USI

Terminal:

ATLH

Organization description

French Terminals are full members of the Union of Tank Storage operators (USI), a joint representation of all storage operators in France. USI is represented at European level through FETSA, which represents the bulk liquid storage sector at European level.



Organization

Synerzip-LH

Terminal:

ATLH, ATM

Organization description

An association aiming to proactively inform the local community of any unusual event.



Organization

Allo Industrie

Terminal:

ATLH

Organization description

Contributes to the attractiveness and competitiveness of the Industrial and Port Zone of Le Havre.



Organization

SPPPI (Secrétariat permanent pour la Prévention des Pollutions Industrielles Estuaire de l'Adour)

Terminal:

ATB

Organization description

An association that promotes consultation and deepens knowledge, directing the necessary actions and informing the public regarding the industrial environment close to the Adour estuary.



Organization

Nederland CO2 Neutraal

Terminal:

ATBV

Organization description

A network of companies committed to sustainability and the reduction of CO2.



Organization

ORAM

Terminal:

ATA

Organization description

Leading business network in the Amsterdam Metropolitan Area.



Organization

UNEM

Terminal:

ATVL

Organization description

Association bringing together and representing key companies operating in Italy for the processing, logistics and distribution of petroleum and low carbon energy products. Alkion participates in working groups of biofuels and e-fuels.



Organization

Sustainable Port of Cartagena (Cartagena Puerto Sostenible)

Terminal:

ATC

Organization description

This initiative is committed to incorporating the 2030 Sustainable Agenda, based on 17 UN Sustainable Development Goals, into the port's strategy. This will be pursued through collaboration with multiple entities, including those in the private sector such as Alkion.



Donations and sponsorships currently in place to address local and societal needs

Each terminal, including the holdings ATBV and ATF, has a budget to be freely allocated to support local communities. Besides local support and donations for sport teams of its employees (read [more](#) in 4.2), Alkion supports a wide range of local NGOs and organizations, amongst which:

Contributions	Terminal
Donations to fire brigade	ATLH
Support to education institutes: ADEM, EM Normandie, ENSAM, Lycee Jules Siegfried.	ATLH
Protection and diagnostic equipment to Marques de Vadecilla Hospital in Santander.	ATS
Boucau rugby team.	ATB
Donations to Local firefighting bridgade Bombeiros Voluntários do Sul e Sueste in Barreiro.	ATL
Single mother association Associação Portuguesa de Apoio às Mães Solteiras.	ATL
Kids/parent support projects at Duchenne Heroes.	ATA
Intervention equipment to the civil defence volunteers organization of Nantes.	ATN
Donations to APESA (Psychological Assistance to Entrepreneurs in Acute Suffering) which helps to prevent the suicide of entrepreneurs confronted with bankruptcy filings.	ATM

During the COVID-19 pandemic, Alkion strongly committed to helping communities with frequent donations, in particular by providing equipment to local hospitals. Donations were allocated at terminal level.

ATS Protection and diagnostic equipment to Marques de Vadecilla Hospital in Santander.
ATLH Aid to local agricultural companies by buying and donating local production.
ATN Intervention equipment to the civil defence volunteers organization of Nantes.
ATL Capnograph and protection equipment to Barreiro hospital.
ATC Resuscitation ventilators to Santa Lucia Hospital in Cartagena.
ATB Resuscitation ventilators to Bayonne hospital.
ATM Resuscitation ventilators to Martigues hospital.
ATVL Oxygen helmets and flowmeters to Savona Hospital.
ATA Donations to the Voedselbank in Amsterdam.



6 Reduce adverse climate impacts

"Looking further than today or tomorrow."



Reduce adverse climate impacts

To reduce the adverse impacts of climate change, Alkion focuses on:

Inwardly

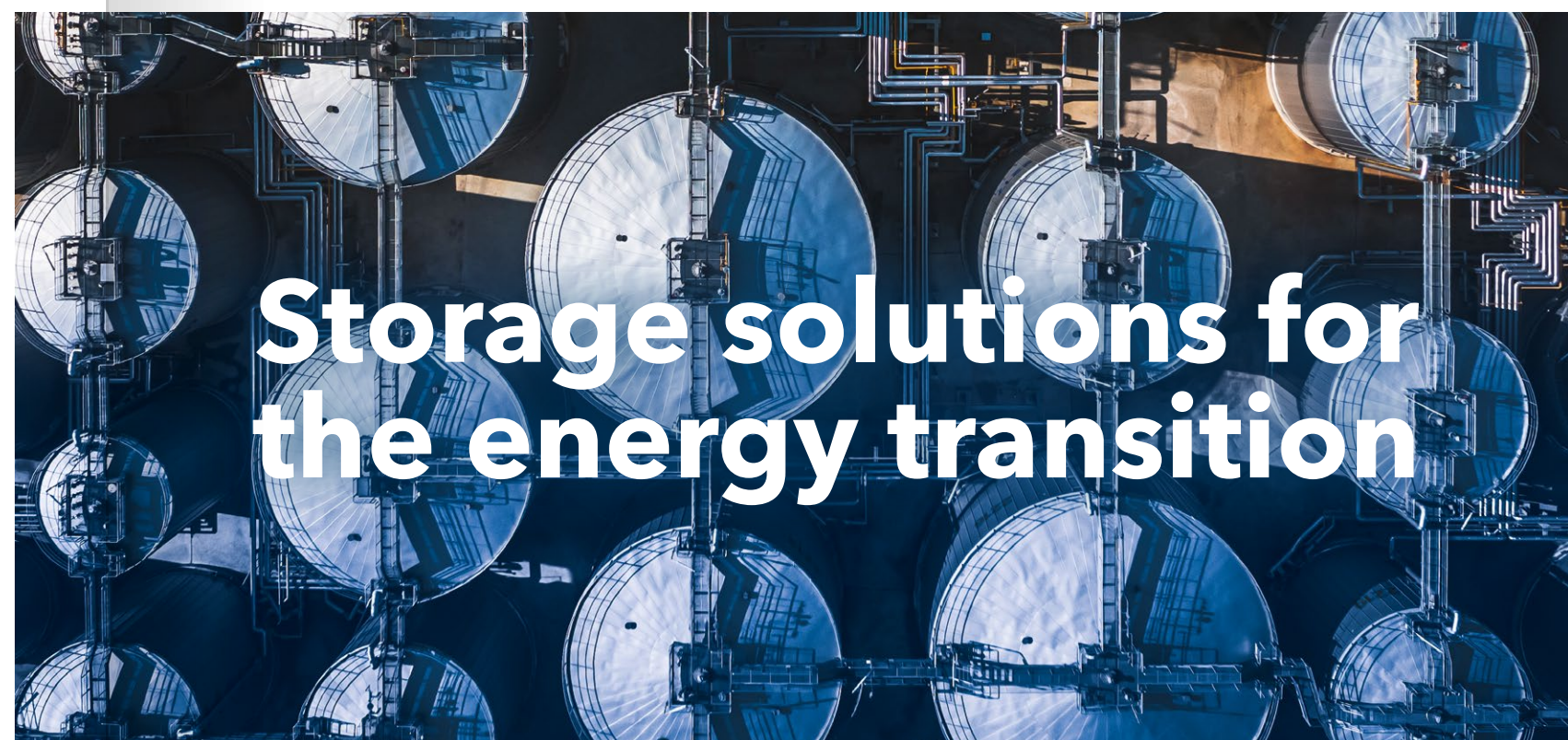
Reducing the effects of our own operations.

Outwardly

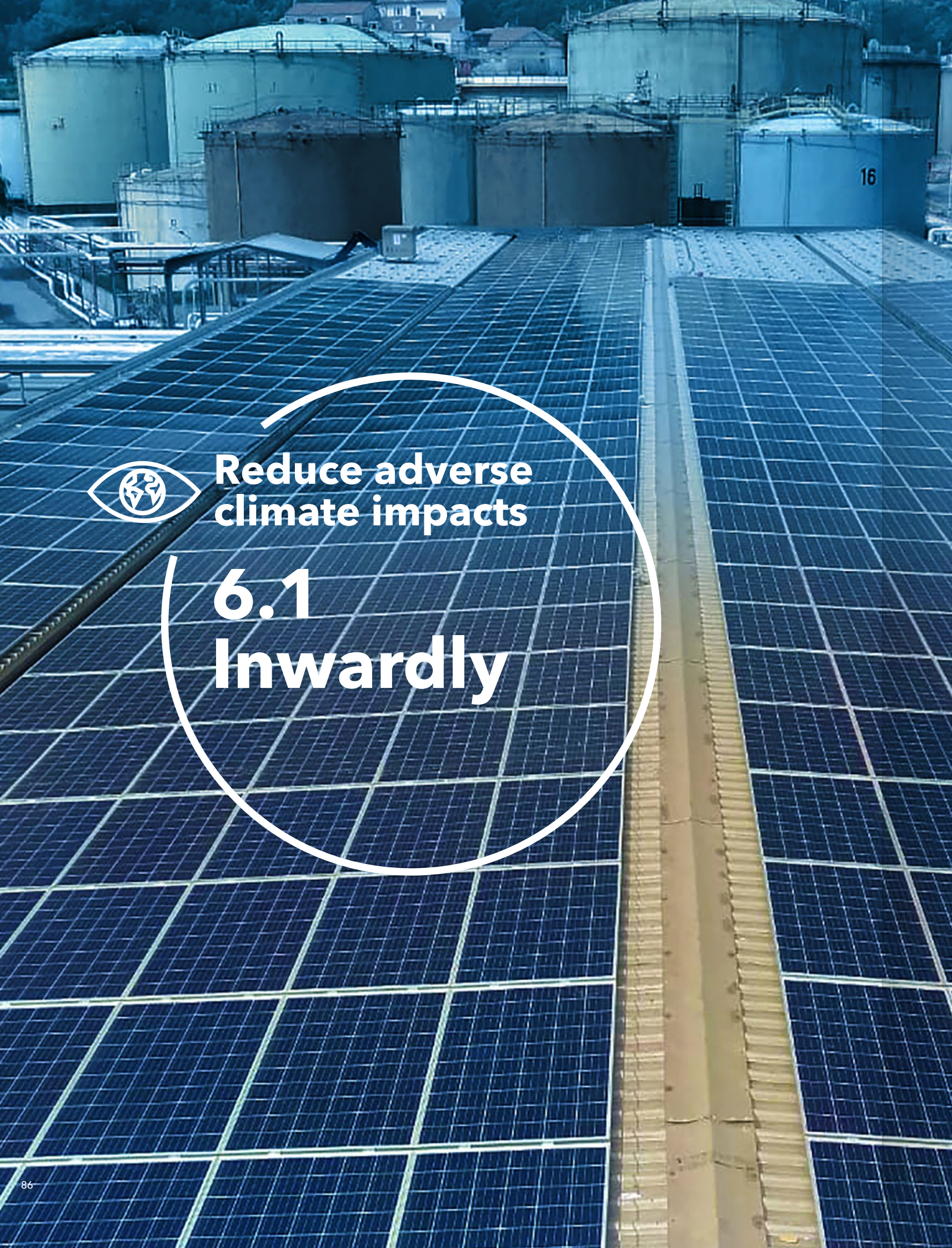
By facilitating storage solutions and infrastructure for the energy transition.



Resource-efficient operations



Storage solutions for the energy transition



**Reduce adverse
climate impacts**

**6.1
Inwardly**

Resource-efficient operations

Owing to a variety of environmental and geo-political factors, Alkion is aware of the need to become more energy efficient. We are therefore pursuing more sustainable electricity and heat sources while upgrading to more energy-efficient assets. We are also striving to reduce the negative impacts of our own operations by taking meaningful steps to reduce our ecological footprint in terms of the quality of air, water and soil pollution and waste.



Physical climate-related risks

Our terminals are located at coastal locations and depend heavily on river and seaway logistics infrastructure. As such, they are potentially vulnerable to climate risks.

For example, water level fluctuations of the Rhine, Seine and Rhône rivers have a significant impact on logistics. Both draughts and floodings can cause disruptions to regular barge and vessel activity. Heat waves can restrict shipping operations and drive increased demand for railway activity. Strong winds, thunderstorms, heavy rains, frosts and other severe weather conditions can temporarily impact terminal operations. Although our terminals are designed for such weather conditions, the increasing frequency and/or intensity of extreme weather events imposes additional risk.

We have included a more detailed climate risk assessment into our 2023 terminal risks matrix so that we have a better view of the climate risks we face.

Reducing the effects of our own operations

In terms of tangible climate actions this means a permanent focus on managing and reducing our ecological footprint (air, water, soil, wastes). We are also pursuing the efficient use of energy.

Climbing the 'CO2 Performance Ladder'

The CO2 Performance Ladder (CO2 - Prestatieladder) is a CO2 Management System for organizations based on international standards and a GHG protocol that helps to incorporate CO2 reduction objectives and measures into the business strategy.

The certification scheme is Dutch based and the Alkion Group was awarded certification in September 2021. Alkion thus became the first liquid-bulk storage company to receive CO2 Performance Ladder certification.

In order to maintain the certification we are audited every year by an independent party. Our commitment relates to 4 areas: insight on emissions, emissions reduction, transparency towards stakeholders and active participation.

By 2025 we aim to emit 20% less CO2 than in 2019 by targeting reductions in CO2 emissions.

In 2019, defined as our baseline, we emitted 11.354 tonnes of CO2, with Scope 1 Emissions accounting for 8.272 tonnes CO2 (73%), Scope 2 Emissions for 2.917 tonnes of CO2 (26%) and 164 tonnes of CO2 for Business Travel. We are targeting reductions of CO2 Emissions of Scope 1 by 10.5% and Scope 2 by 8.2%.

In 2020 Alkion emitted 12.215 tonnes of CO2. The increase in comparison to 2019 accounts for Scope 1. This is explained by the growing gas consumption required to handle higher throughput volumes and tank occupancy for heated products and more viscous products.



In 2021 we emitted 9.753 tonnes of CO2, reducing our emissions by 14% in comparison to the baseline year 2019. The decrease is mainly driven by:

- 1 Transition of the business into a newly built and more energy efficient tankpit in Le Havre
- 2 Switch of the source of the steam supply at Le Havre terminal - from gas origin to waste incineration production
- 3 Increasing share of Green Electricity supply

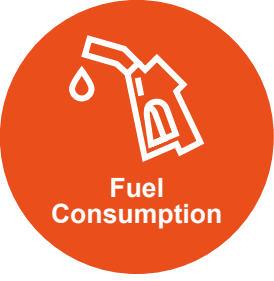
How we reduce CO2

We have put meaningful CO2 reduction measures in place. Each terminal has a detailed implementation plan and timeline, according to local agenda and priorities.

Reducing Scope 1 Emissions



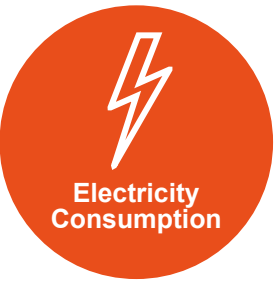
- Reassess the most efficient and sustainable heating option (electricity sources, neighbouring plants)
- Improve insulation on tanks and pipelines
- Assess the impact of replacing boilers or burners for more efficient versions
- Cover part of the natural gas consumption by biogas



- Install charging stations at the terminals, powered by solar energy
- Revise the corporate policy to improve the maximum requirement CO2/km
- Focus on leasing/renting hybrid and electric cars
- Promote the leasing of e-bikes

Reducing Scope 2 Emissions

Increasing the amount of green electricity and improving energy efficiency



- Preparing business case and acquiring permits for solar panels
- Installing and commissioning solar panels capacities
- Looking for energy suppliers able to ensure Green Electricity
- Confirming green energy consumption with Guarantees of Origin (GOs)
- Progressive switch to LED lightning
- Pumps variable speed drive (inverters) and/or automatic pumps flow regulation
- Smart lightning at night at the terminals/Switch off lighting at night where possible

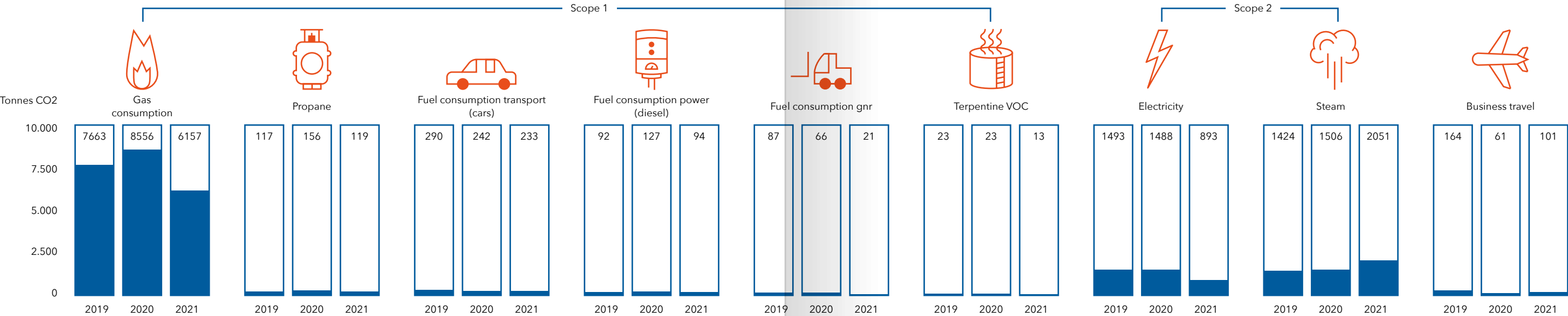
First e-car charging stations at Alkion

Our Amsterdam, Bayonne and Lisbon terminals have taken a step towards greater sustainability by installing charging stations for hybrid and electrical cars. This allows some employees to recharge their cars during working hours at the terminal. We have also introduced several hybrid and electrical cars in Alkion’s lease cars pool. This enables us to target the reduction of the CO2 emissions within the ‘Business travel’ scope of the GHG protocol. Sustainable commuting and travel is part of the energy transition and a factor in reducing Alkion’s CO2 footprint. Of course, it is even better travel to work by bike as some of our colleagues do in Amsterdam.




Organizational measures


- Inform employees about sustainability behaviour at the office
- Replacement of plastic cups
- One Sustainability workshop/education/quiz for employees
- Posters promoting sustainability in offices and common areas
- KLM Biofuels Program for Business Travel




Our emissions in 2021 are equivalent to:




5.595 return flights
Amsterdam – New York




2,9 million kg normal
office paper consumed




Gas and electricity for
one year of 2.071 houses



482.580 trees growing
one year



1.237 tours around the earth
in an average car



975 days of operation of
one windmill



“Two years ago we identified a need to create additional awareness and ambition within Alkion in terms of reducing the CO2 footprint of our tank storage and handling operations. We had already done some good things, including the installation of Solar PV for electricity production at ATVL. And we were in full swing at ATL, but we believed we could do more.

We therefore decided to seek CO2 Performance Ladder certification. This would require us to regularly measure our CO2 footprint and set an ambitious but realistic CO2 reduction target for Alkion with a clear set of initiatives. With this certification we achieved broad awareness on this topic within the Alkion organization,

created a tool for active management to reduce our CO2 footprint, and made it a leading element of the corporate agenda. We see this as an important step in our commitment and active participation towards a net zero world by 2050.”

Dr. Kimon PALINGINIS, CCO, Shareholder and Board Member



“Setting up the CO2 Management System at Alkion has been a fun and enriching experience. Importantly, I was able to increase awareness across different departments and create brainstorming opportunities on what we believe our best contributions to be. There are some great ideas out there! Not only regarding CO2 but also other ESG topics. The preparation of our first sustainability report has demonstrated the strength and honesty of our sustainability agenda. At the same time it has enabled us to identify the required improvements, which we are taking forward with confidence. It is truly rewarding to see everyone becoming increasingly proactive and engaged around the topic so that it becomes more firmly embedded into the organizational processes. And the future is unwritten so there is always so much more to be done.”

Tatiana SHAKHOVA, Commercial Manager and ESG Project Lead

To monitor relative progress we have established KPIs.

	2019	2020	2021
CO2 Footprint (Tonnes CO2)	11.354	12.215	9.753
Emission per FTE (CO2/FTE)	34.3	37.3	30.6
Emission per revenues (CO2/revenues)*1000	113.2	121.9	99.3
Emission per throughput (CO2/throughput)*1000	3.6	4.6	3.6



From Grey to Green Electricity

Target: 100% of electricity from renewable energy sources in 2023.

Alkion strives to ensure that the electricity used by our terminals comes from renewable energy sources. We achieve this through: 1) self-production and consumption of solar energy and 2) securing the use of Green Electricity through Guarantees of Origins (GOs).

Harnessing the power of the sun

Alkion is proud to have solar panels operational at two sites. The first mover was Vado Ligure in 2018 when Alkion became the first Seveso-regulated plant in Italy to install solar panels. In December 2021 Lisbon became the second terminal to start solar energy generation.

Panel locations are carefully analyzed to optimize efficiency and to ensure compliance with Seveso-regulation. We have solar panels on office buildings, car parking roofs and other suitable locations.

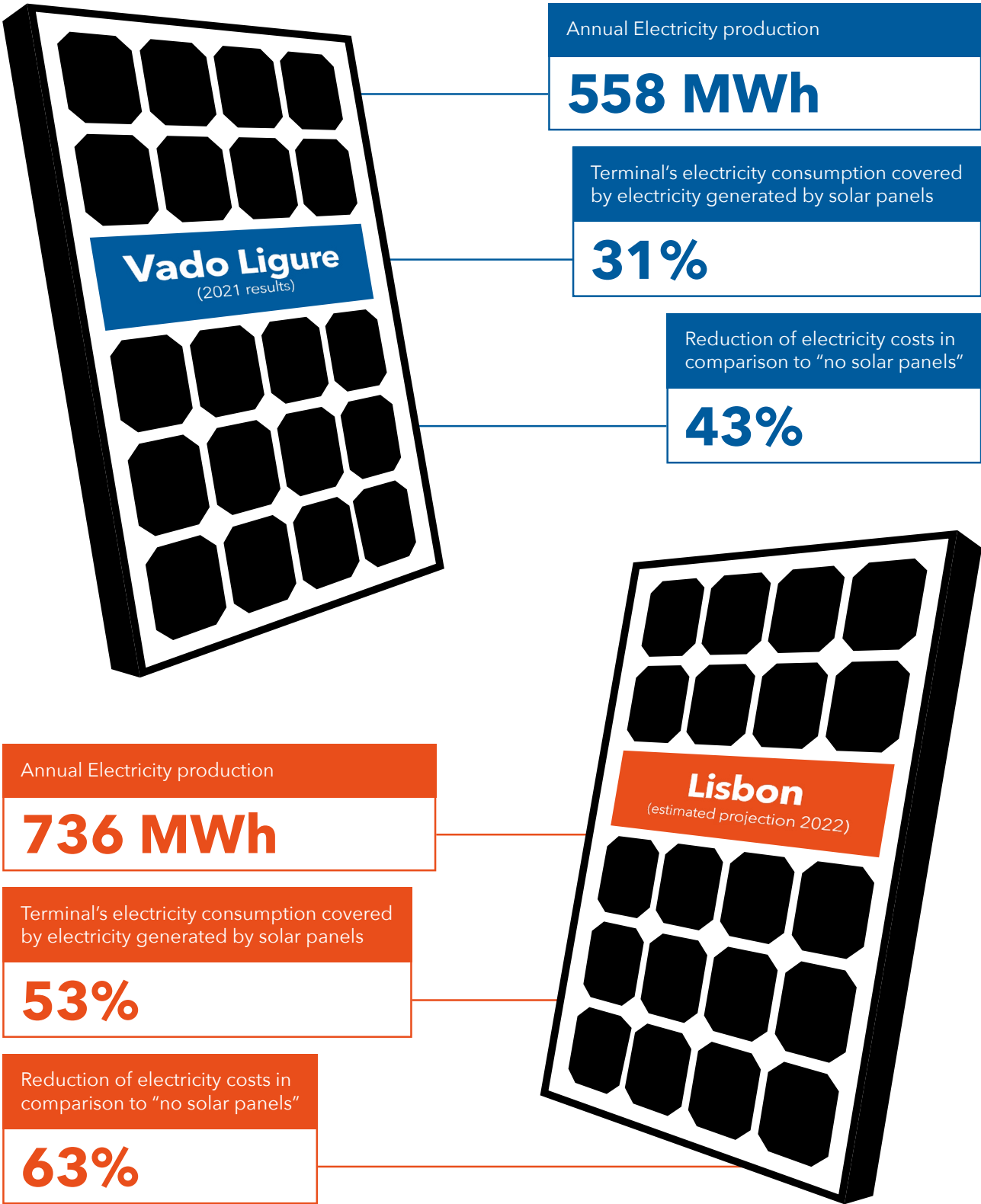
In 2021 we produced 572 MWh by solar energy. The majority is used for self-consumption. The surplus energy is sold to the grid, generating additional revenues.

"The solar panels project demonstrates Alkion's commitment to the environment and our clients, because when we improve so do they. In addition, solar panels on the car parking provide welcome shade!"

Telma BRANCO,
SSHECQ Manager Lisbon



CO2 reduction, energy savings and higher energy self-sufficiency



Feasibility studies are ongoing at other terminals. The third Alkion terminal to install solar panels will be Amsterdam in 2022.



Guarantees of Origin

Guarantees of Origins (GOs) is an EU digital certificate which guarantees that energy has been generated in a renewable way, indicating the precise method and source of consumption. In 2021, 50% of purchased electricity was GO-assured as being generated by renewable energy source. In 2023 we aim to cover 100% of purchased electricity with GOs. We apply strict criteria to GOs choice: the renewable energy should be generated in the country of consumption. This is to follow the principle of additionality¹.

	2019	2020	2021
Total Electricity consumption (MWh)	12.831	12.736	14.241
Grey Electricity purchased (MWh)	12.371	12.380	7.020
Green Electricity purchased (MWh)	-	-	6.772
Self-generated electricity by solar (MWh)	575	502	572
Out of which self-consumed (MWh)	460	356	449
Out of which exported to the grid (MWh)	115	146	124
Percentage of green electricity out of total electricity consumption (%)	3.6	2.8	50.7

¹ Principle of additionality implies that the procurement of green electricity actually leads to the increased local production of green electricity and supply to a national grid. Following this principle, and in line with our desire to boost investments in renewable energy, Alkion does not use general EU GOs. For instance, to cover our consumption in Spain we will select the energy produced locally.



ISO-14001 Certificate

Two of our terminals are individually ISO-14001:2015 certified – Vado Ligure for over 15 years and Le Havre since 2021.

Volatile Organic Compound (VOC)

The storage and handling of volatile products generates VOC emissions to the atmosphere. Alkion permanently seeks to control and reduce these emissions through the proper design, operation and maintenance of its assets. We also measure and monitor VOC emissions, constantly seek to improve the performance of vapor recovery units in compliance with regulation, install more efficient vapor recovery units, and provide more tanks with floating screens. In addition, we maintain close contact with nearby communities to communicate and explain any VOC-related impacts.

Waste streams

Our activities generate numerous waste streams, both hazardous and non-hazardous. We adhere closely to a Reduce and Recycle waste management approach.

Hazardous waste

Includes mainly:

- Remains of products: Residues, sludges, liquid waste from tank cleanings. The number of tanks under inspection in a given year can strongly impact annual fluctuations. This explains, to some extent, the fluctuation between 2020 and 2021.
- Construction and decommissioning (C&D) of waste such as contaminated scrap and concrete, materials containing asbestos, and contaminated soil. The decommissioning of the Sotrasol terminal accounted for almost half of our hazardous waste in 2021 and we will see an increased level of hazardous waste in 2022 as decommissioning continues.

All waste is processed in compliance with the highest standards required by legislation and with the use of authorized waste disposal and recycling companies.

In Le Havre we send some of the collected waste into the waste incineration plant at the Port. Our terminal buys steam from this waste incineration plant.

Non-hazardous waste

Includes mainly plastics, paper and cardboard from our offices, other garbage, non-contaminated soil, and steel. We have separate waste collection system in place. At almost all terminals we have replaced plastic cups with recyclable cups and/or promoted conventional repeat-use mugs and plates etc.

	2020	2021
Hazardous waste (tons)	1.049	3.734
Non-hazardous waste (tons)	2.046	1.318

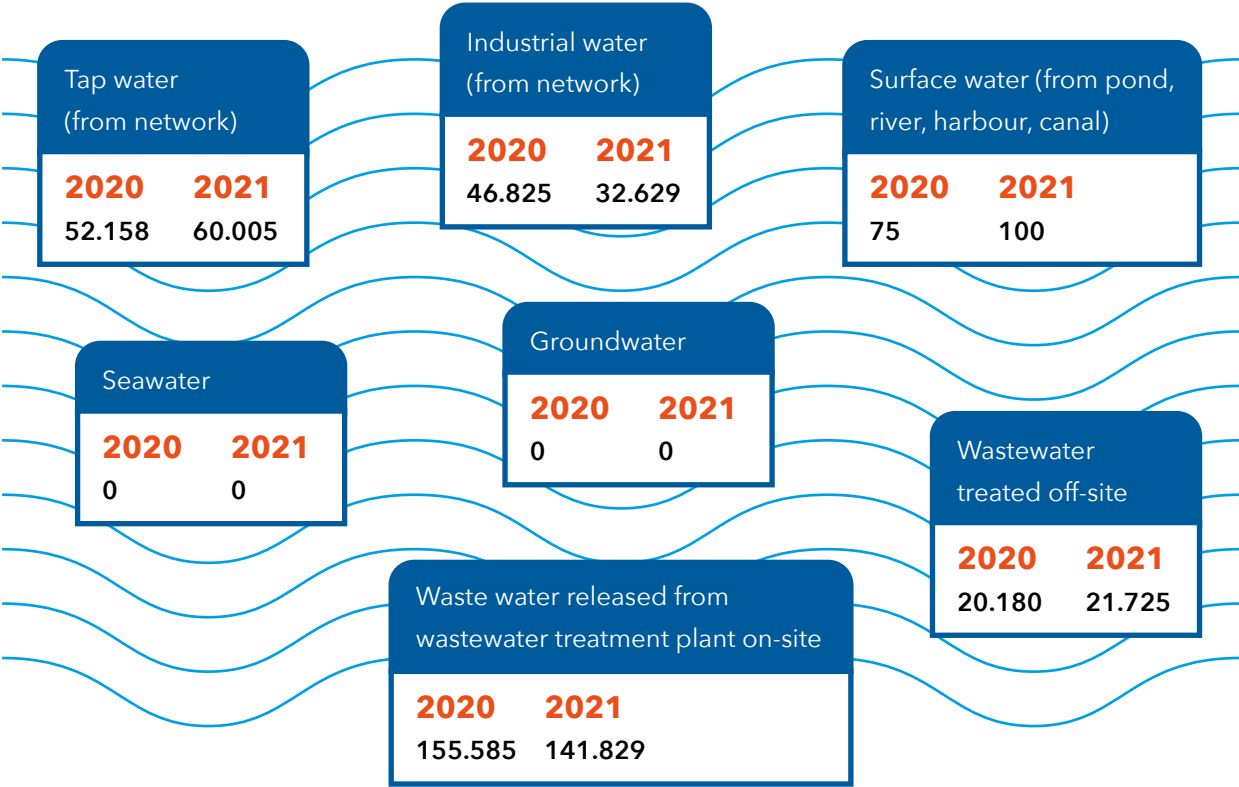
Small actions count

Our terminals are located at coastal sites and Alkion fully recognizes that marine waste continues to be a major concern worldwide. In 2021 we participated in a clean-up of the banks of the Durance river near Aix-en-Provence, close to our terminal in Marseille. The waste collection was planned with Ocean Initiatives. The team counted and sorted the collected waste to identify the most frequent pollutants. This contributes to statistics that help local and national governments to make policy decisions regarding marine waste.



Water management

Water is a resource used in Alkion’s operations for tank cleanings and inspection (water tests), product dilution (mainly for caustic soda), firefighting systems, and domestic usage. We try to minimize water usage wherever possible. Wastewater is typically treated on-site with the use of various processes, and/or sent to water treatment units off-site.



Note: Some part of industrial water is accounted for in tap water as no split is yet available. Rainwater released and/or treated is accounted for in the final two categories.

Biodiversity

All Alkion terminals are located in the vicinity (distance less than 4 km) of Natura 2000 sites. Natura 2000 sites are to be found throughout the EU and aim to protect plants and their natural habitat to preserve biodiversity. Natura 2000 sites are divided into two categories: Special Areas of Conservation (SAC) under the Habitats Directive (Council Directive 92/43/EEC) and Special Protection Areas (SPAs) under the Birds Directive (Directive 2009/147/ECC).



There are a total of 16 protected areas close to Alkion terminals. Protected areas directly border the terminals in Nantes and Bayonne where additional, site-specific regulations are set by port authorities. Alkion is aware of the topic and manages it in a structured manner with regards to current operations and when it comes to extending our License to Operate for growth projects.



“We are fully aware of the potential impacts, and the potential for operational damage concerning biodiversity and Natura 2000 areas. Alkion Terminals constantly monitor all the natural areas close to their sites, all of them located in historically industrial areas, and complies with local legislation.”

John VAN SOEST, COO

Terminal:
ATN
Protected site:
Estuaire de la Loire ([FR5200621](#)), ([FR5210103](#))

Terminal:
ATB
Protected site:
L'Adour ([FR7200724](#))

Terminal:
ATVL
Description:
Close to two protected areas both classified under the Habitats Directive. Furthermore, the entire stretch of sea between Liguria and Corsica is protected by IUCN as a Sanctuary for marine mammals named “Santuario Pelagos”.
Protected site:
Fondali Noli - Bergeggi ([IT1323271](#))
Rocca dei Corvi - Mao - Morto ([IT1323203](#))

Terminal:
ATC
Description:
0.5 km from a Birds Directive protected area and 1 km from two Habitats Directive protected areas
Protected site:
Valles submarinos del Escarpe de Mazarrón ([ES6200048](#))
Islas e Islotes del Litoral Mediterráneo ([ES6200007](#))
Sierra de la Fausilla ([ES0000199](#)), ([ES6200025](#))

Terminal:
ATS
Description:
3 km from one site protected by the Birds Directive and one protected by the Habitats Directive
Protected site:
Espacio marino de los Islotes de Portios-Isla Conejera-Isla de Mouro ([ES0000492](#))
Dunas del Puntal y Estuario del Miera ([ES1300005](#))

Terminal:
ATA
Description:
Close to 3 protected areas under both Birds and Habitats directives
Protected site:
Ilperveld, Varkensland, Oostzanerveld and Twiske ([NL2003023](#)), ([NL1000007](#))

Terminal:
ATLH
Description:
Located 1.5 km from protected sites under both Habitats and Birds Directives
Protected site:
Estuaire et marais de la Basse Seine ([FR2310044](#))
Estuaire du la Seine ([FR2300121](#))

Terminal:
ATL
Description:
Protected areas located between 1 and 3 km from the terminal
Protected site:
Estuário do Tejo ([PTCON0009](#)), ([PTZPE0010](#))

Terminal:
ATM
Description:
4 km north of a site protected by Habitats Directive and 4 km south of a site protected by Birds Directive
Protected site:
Étangs entre Istres et Fos ([FR9312015](#))
Côte Bleue Marine ([FR9301999](#))





Reduce adverse
climate impacts

6.2 Outwardly

Storage solutions for the energy transition


The energy transition will be delivered via new forms of energy. This, in turn, requires new energy infrastructures for the sourcing, storage, blending and distribution of those energy products. Alkion was an early mover in terms of identifying the need for these infrastructures.

Working closely with our customers we are investing in various projects to facilitate and support the transition that is taking place across the energy industry. For instance, we have invested in tailor-made solutions for biofuels and advanced feedstocks storage. We are also focusing on diversifying the services for our customers.

Facilitating storage solutions for the energy transition

Alkion is positioned to play a significant role in the energy transition by offering tailor-made and flexible terminal infrastructure that meets the evolving demand of today's environmentally-focused energy markets.

Our customers have been among the first to pioneer and react to this changing landscape. In response, Alkion has moved quickly to offer the flexibility and capability that will enable them to produce, develop, source and blend a growing range of renewable fuels and chemicals. The demand for storage solutions tailored to more sustainable energy sources will grow substantially in the years to come.



Beyond listening to each other, we listen above all to our customers. By doing so we contribute to our customers' goals and help them to flourish.

Alkion has demonstrated foresight and growing expertise in this area by, for instance, diversifying our product portfolio. Thus we are working on projects such as new SAF infrastructure and synthetic fuels, as well as pilot projects for methanol bunkering. Our business development unit is accessing opportunities for new energy-carriers as such as ammonia, hydrogen, and methanol.

We have invested in, and continue to develop, greenfield and brownfields projects supporting the growth of our customers' business. Below are just some of the examples.

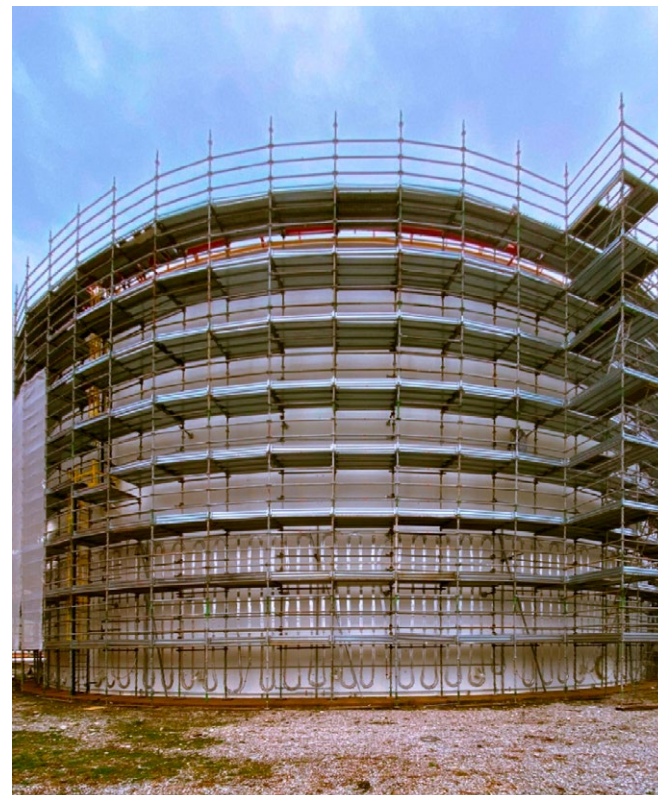
Amsterdam biofuels hub

Biofuels have an important role to play within the energy transition by helping to reach ambitious EU and Paris Agreement targets. However, significant new infrastructure is necessary if they are to fulfil their potential. Alkion Terminal Amsterdam is helping to make this happen by redeveloping an unused plot of land adjacent to the existent terminal site. We are adding 23 more tanks and increasing by 58,000 cbm the storage capacity dedicated to biofuels and various feedstocks, especially the advanced varieties. Smaller, heated, and dedicated tanks create the flexibility that enables blending to the right product quality specification. An extensive service offering will be provided at the terminal.



Establishing a biofuels hub at Vado Ligure

Southern Europe is progressing quickly in terms of meeting the needs of the growing biofuels industry. Alkion Terminal Vado Ligure invested in the energy transition by completely refurbishing a tank to accommodate the storage of the heated biofuel Fatty Acid Methyl Esters (FAME). The project was executed in co-operation with a major and long-standing customer. The heating for the tank is performed with an electrical heat tracing system. This system allows the product to be heated more sustainably, especially that part of the electricity generated by our own solar panels on the site. Further projects to strengthen the biofuel hub are ongoing at Vado Ligure.



In Santander we converted several tanks so that they can be heated and made fit-for-purpose to accommodate bio-feedstocks. In Marseille we invested in infrastructure to grow further chemical and biofuels hub. Bioethanol is a significant and growing market in France, with various growth projects at our French terminals.



A state-of-the-art new tankpit at Alkion Terminal Le Havre

A major new Tankpit at Alkion Terminal Le Havre became operational in early 2021. This Tankpit replaces the capacity lost due to the closure of Alkion Terminal Sotrasol in Le Havre.

The new Tankpit offers 33,000 CBM of storage capacity in 24 tanks and is tailor-made for high value heated products such as additives and lubricants. The new asset features state-of-the-art energy-efficient equipment and insulation. The heating is delivered by steam from waste incineration instead of the natural gas used at the old asset.

We continue to carry out the environmentally responsible closure of Alkion Terminal Sotrasol.

Watch the video [here](#).



Decarbonising supply chains

New Isotank Storage platform

Alkion Terminal Marseille is the first location in the South of France to receive authorization from DREAL (the regional directorates for the environment, planning and housing) to construct and operate a major Isotank storage platform in 2023. The new storage platform will offer 204 spaces for multiple product types: flammable (84 spots), toxic products (60 spots) and corrosive (60 spots) significantly increasing safety regarding the storage of dangerous goods.

Isotanks are multimodal. This means that the product does not have to be discharged and reloaded, which creates multiple options for supply chain optimization. For instance, switching from truck to rail becomes easier. This can lead to the increased use of rail, which can significantly reduce CO2 emissions and contribute to decarbonization of the supply chain.



Receiving LNG trucks

One of our key objectives is to help our customers decarbonize their supply chains. To this end, 2021 saw the first loadings of LNG-fueled trucks at our Bayonne and Nantes terminals. We are adjusting SSHECO procedures at some of our other terminals so that they, too, can offer this service.

In addition, we are reducing our own footprint (read [more](#) in 6.1) and taking steps to provide more sustainable solutions for electricity generation and heating, especially for the growth projects. This contributes to our customers' decarbonization efforts as we work together towards a greener future.

"Perhaps the most exciting prospect are the many major CAPEX projects made possible by the ESG-linked financing we secured in 2021.

A number of these projects will contribute to our efforts to work towards reducing our ecological footprint and provide safe, reliable and flexible logistics solutions to our customers."

Mats HAGSTRÖM, CFO





7 Governance and Business Ethics

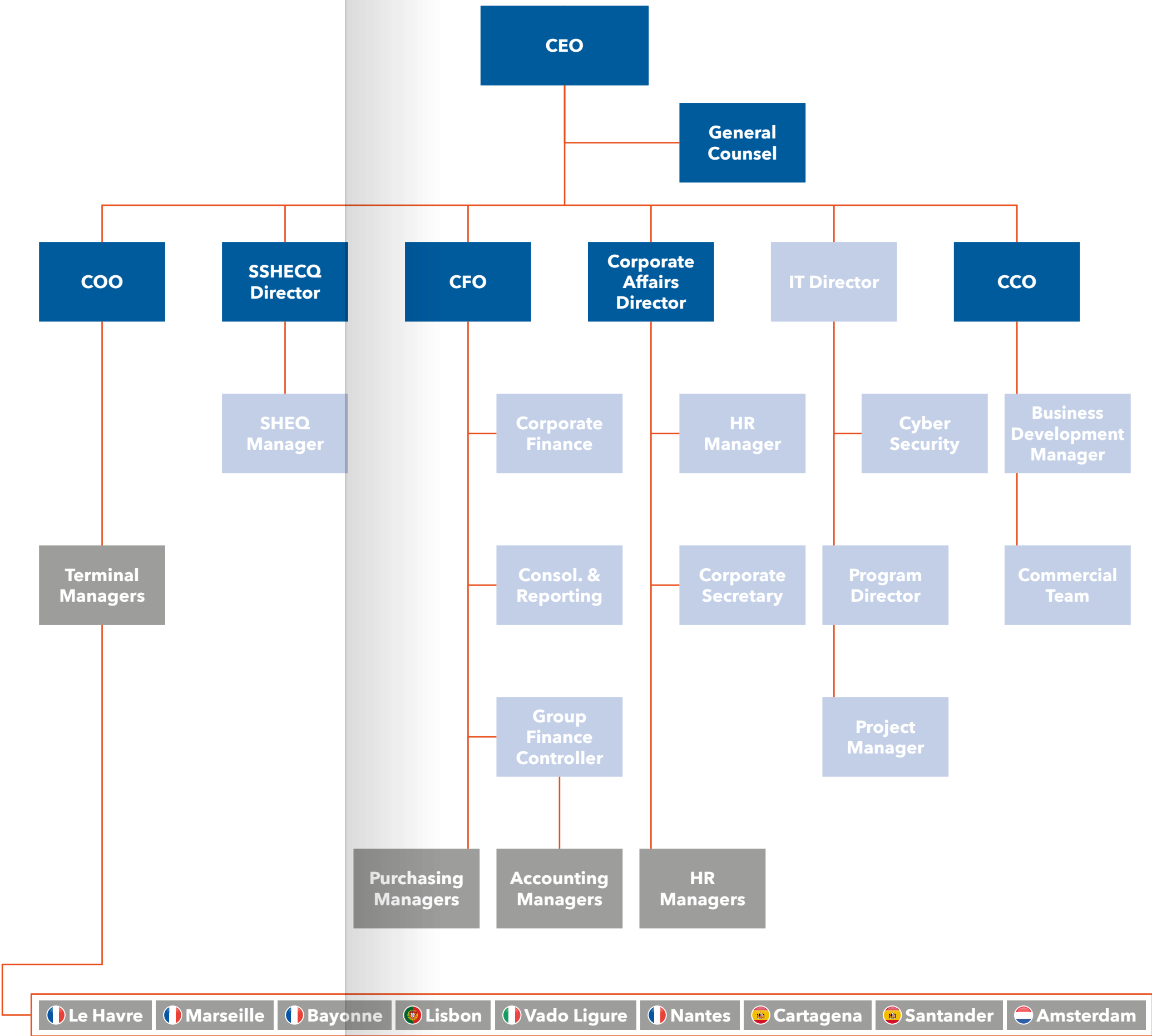
Strong Governance

Alkion Terminals has put in place a governance structure designed to ensure the smooth and efficient running of the organization. At the core of this structure is an experienced management team with profound and long-standing industry experience.

A well-developed approval system allows for quick decision-making. Every Terminal is equipped with an integrated management system, and quality management system certifications are in place.



Strong and lean organization with experienced management.



ESG Management

Our ESG management is incorporated within the organizational structure. Sustainability Management responsibilities are shared by the CEO, the SSHECQ director and terminal managers. Further, ESG topics are frequently discussed during board meetings and the bi-weekly meetings of the management team and terminal managers team. ESG topics are also highlighted in presentations, updates and quizzes during in-person management meetings to increase awareness and improve the information exchange. All policy and internal documents are accessible to every employee through the Alkion intranet.

Senior management team with unparalleled industry expertise.



Orange circle: Number of years Industry Experience
Blue circle: Number of years with Alkion Terminals

For the last 3 years Alkion has monitored and collected ESG KPIs for internal reporting and shareholder reporting. Since 2021 this information has also been shared with banks within the framework of ESG-linked financing.

Implementing ESG topics

Implementation of ESG topics is incorporated into our budgeting process. Every terminal has an individual implementation plan for each of Alkion's sustainability pillars. CAPEX and OPEX budget and MTP (medium term planning) account for the initiatives planned. This enables a forward thinking view on the agenda and local priorities, helping us to better monitor our progress and to set and correct sustainability goals.

Crisis Management

In the case of a major incident, Alkion Terminals has a corporate crisis management and crisis communication protocol in place. This protocol is supported by an external strategic communications consultancy. We have a sleeping crisis management page on the Alkion website and management has received media trainings.

Code of Conduct: Anticorruption, Antibribery, Anticompetition, Antimonopoly

The Alkion core principles concerning business ethics topics is included within the Code of Conduct. Established in 2018, the Code of Conduct sets outs Alkion's core values and regulates, among others, anti-corruption and ethical behaviours. In addition, the Vado Ligure terminal has in place a Code of Ethics together with the Organizational, Management and Control model pursuant to the Legislative Decree 231/2001. Since the establishment of Alkion in 2016 no corruption or bribery incident has ever been reported at Alkion.

Privacy

Alkion respects to the utmost personal data and pays great attention to compliance with the GDPR and relevant local regulations in order to protect the data and privacy of its employees, customers, contractors and any other stakeholders. Alkion has strict policies in place which are applied daily throughout its operations including in digital spaces such as our website.

Digitalization and automation

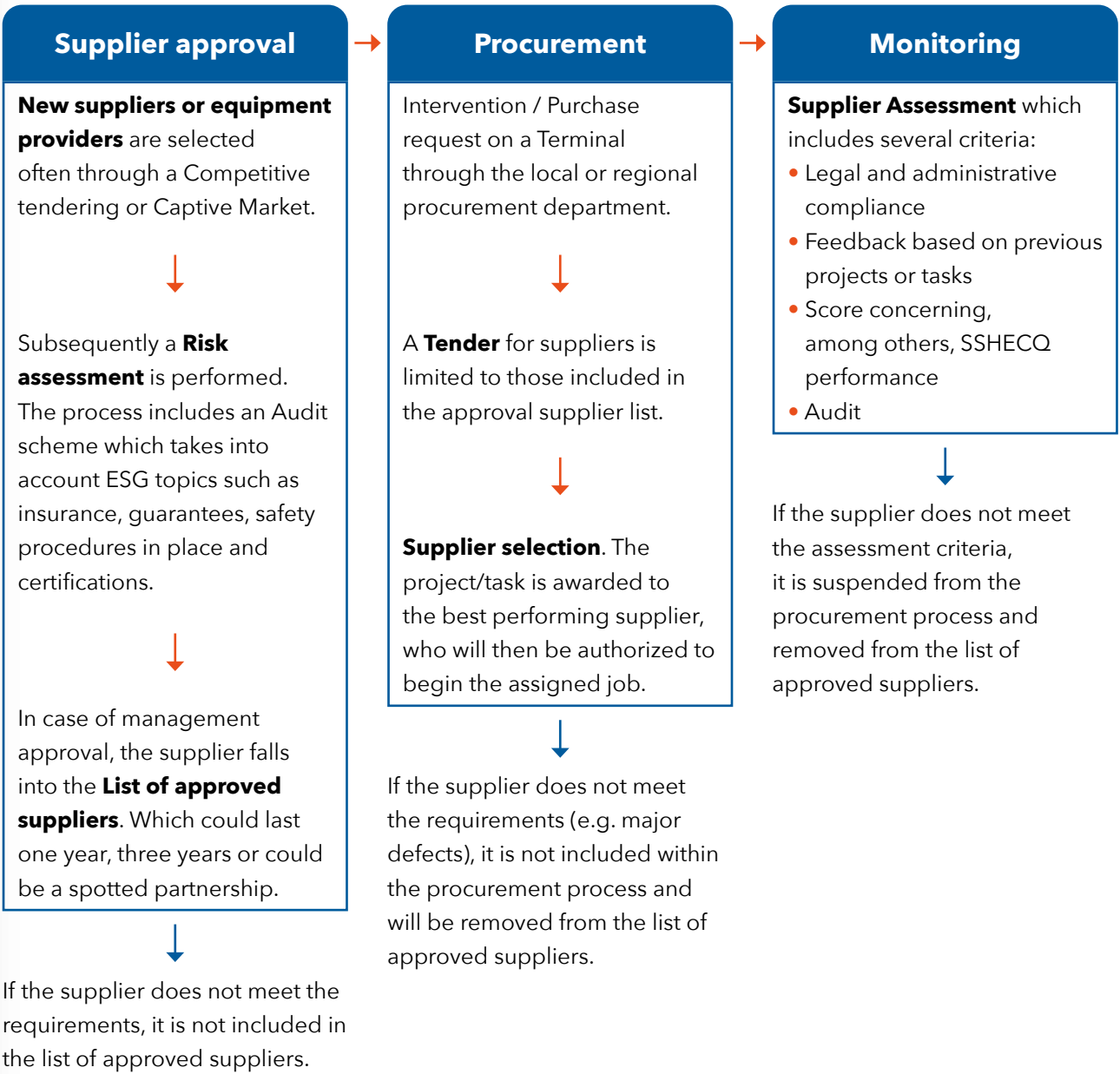
IT infrastructure is key to efficient business processes. Alkion is constantly improving and implementing new IT systems. For example, KissFlow allows efficient approval of expenditures, contracts and holidays. In the financial domain, Microsoft Dynamics 365 has been successfully integrated at all terminals, and Blue10 for accounts payable automation has been launched. A roll-off plan is in place for each terminal to improve maintenance software, launch a new terminal management system, and improve automation at terminals.



Supplier Management

Alkion’s 10 largest suppliers for 2021 were located in France. The top 5 accounts are providers of utilities, followed by maintenance services and employment services.

The process in place to assess Alkion’s suppliers is divided into 3 main steps: Approval, Procurement and Monitoring. If the supplier is not fully compliant with Alkion requirements, the process concludes with a suspension. Suppliers are required to sign a general terms and conditions policy (T&C), which includes ethical, environmental, health and safety requirements.





A formalized supplier audit system is in place and includes administrative, planning, service, quality, safety and environmental criteria. Each criteria is evaluated via a 4-level scale of satisfaction.

- In the last 3 years Alkion performed 12 supplier audits, in line with our aim of performing 1 audit per quarter.
- No supplier or contractor has ever been blacklisted from the approved supplier list.

Corporate Sustainability Reporting Directive (CSRD)

Alkion falls under the new EU legislation requiring companies to publish reports regarding ESG topics. As such, we closely monitor all European regulation covering this area.

To prepare the organization for efficient and consistent reporting we have started to work on the reporting implementation plan. The plan focuses on studying in detail the reporting obligations and on selecting an IT programme to accurately report the required KPIs from all our locations.



*And we look further than today or tomorrow
by defining our targets in terms of long-term
environmental and business sustainability. In doing
so, we contribute to a prosperous and healthy
future for all.*



8 GRI Reference

GRI Standard number	GRI Standard	Category	Disclosure number	Disclosure topic	Page in the report
2	GRI 2: General Disclosures 2021	1. The organization and its reporting practice	2-1-a	Legal name	25
			2-1-b	Nature of ownership	25
			2-1-c	Location of headquarters	Back cover
			2-1-d	Countries of operation	22-23
			2-2	Entities included in the organization's sustainability reporting	25
		2. Activities and workers	2-3	Reporting period, frequency and contact point	Back cover
			2-4	Restatements of information	Our first ESG report
			2-6	Activities, value chain and other business relationships	20-21, 24
			2-7	Employees	66
		3. Governance	2-8	Workers who are not employees	66
			2-9	Governance structure and composition	117-118
			2-14	Role of the highest governance body in sustainability reporting	118-119
			2-15	Conflict of interests	119
		4. Strategies, policies and practices	2-16	Communication of critical concerns	67, 119
			2-19	Remuneration policies	67, 72
			2-22	Statement on sustainable development strategy	2-3, 28-31
			2-24	Embedding policy commitments	119, 122
			2-26	Mechanisms for seeking advice and raising concerns	67, 119
			2-28	Membership associations	78-79
		5. Stakeholder engagement	2-29	Approach to stakeholder engagement	75-81
			2-30	Collective bargaining agreements	66
3	GRI 3: Material Topics 2021	Disclosures on material topics	3-2	List of material topics	32-33
201	GRI 201: Economic Performance 2016	Economic Performance	201-1-a	Direct economic value generated	18-19
			201-2	Financial implications and other risks and opportunities due to climate change	88-89
203	GRI 203: Indirect Economic Impacts 2016	Indirect economic impact	203-1	Infrastructure investments and services supported	80-81, 108-113
205	GRI 205: Anti-corruption 2016	Anticorruption	205-3	Confirmed incidents of corruption and actions taken	119
206	GRI 206: Anti-competitive Behavior 2016	Anti-competitive Behaviour	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	119
302	GRI 302: Energy 2016	Energy	302-1	Energy consumption within the organization	98-99
303	GRI 303: Water and Effluents 2018	Water and Effluents	303-1	Interactions with water as a shared resource	103
			303-5	Water consumption	103
304	GRI 304: Biodiversity	Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	103-105
			304-2	Significant impacts of activities, products and services on biodiversity	103-105

GRI Standard number	GRI Standard	Category	Disclosure number	Disclosure topic	Page in the report
305	GRI 305: Emissions 2016	Emisisions	305-1	Direct (Scope 1) GHG emissions	91-93
			305-2	Energy indirect (Scope 2) GHG emissions	91-93
			305-4	GHG emissions intensity	95
			305-5	Reduction of GHG emissions	92-94
			305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	100
306	GRI 306: Waste 2020	Waste	306-1	Waste generation and significant waste-related impacts	101
			306-2	Management of significant waste-related impacts	101
			306-3	Waste generated	101
308	GRI 308: Supplier Environmental Assessment 2016	Suppliers	308-1	New suppliers that were screened using environmental criteria	121
401	GRI 401: Employment 2016	Employment	401-1	New employee hires and employee turnover	66
403	GRI 403: Occupational Health and Safety 2018	Occupational health and Safety	403-1	Occupational health and safety management system	39-46
			403-2	Hazard identification, risk assessment, and incident investigation	39-46
			403-4	Worker participation, consultation, and communication on occupational health and safety	39-46
			403-5	Worker training on occupational health and safety	39-46
			403-6	Promotion of worker health	39-57
			403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	39-46
			403-9	Work-related injuries	46
			403-10	Work-related ill health	46, 66
404	GRI 404: Training and Education 2016	Training and Education	404-1	Average hours of training per year per employee	70
			404-2	Programs for upgrading employee skills and transition assistance programs	68-69
			404-3	Percentage of employees receiving regular performance and career development reviews	70
405	GRI 405: Diversity and Equal Opportunity 2016	Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	72-73
			405-2	Ratio of basic salary and remuneration of women to men	72
406	GRI 406: Non-discrimination 2016	Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	72
413	GRI 413: Local Communities 2016	Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	75-81
416	GRI 416: Customer Health and Safety 2016	Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	46



Alkion's Vision

"It does everything possible to live up to its responsibilities."



As a forward-thinking bulk liquid storage company, Alkion forms an essential link in the global network that enables our modern life. Alkion considers this to be a great privilege, yet also a great responsibility. Because this is an industry where the slightest inattention can have major consequences. Consequences for customers, the environment and even society. The stakes are high, and it is essential to keep everything under control at all times.

It is a responsibility that it can never do enough to live up to.

It goes without saying that Alkion accepts this task gratefully. And that it does everything possible to live up to its responsibilities. Perhaps more significant is the way in which this is achieved.

Of course, Alkion deploys reliable equipment, technology and processes. However, these alone will not make the difference.

It is them, the people of Alkion, who make the difference.

Together they are the core of the company. They guide each other. They trust each other. Yet more than anything else, they listen to each other. Because, for everyone at Alkion,

meaningful responsibility starts with listening.

Only then will the company embed responsibility within its DNA.

Its terminals are spread across Europe that's why its employees are drawn from different cultural backgrounds and speak different languages. Despite this, everyone listens to each other. If someone comes up with an idea, big or small, this is seen as an opportunity for evolution and improvement. It doesn't matter if the idea comes from someone who has been with the company for 20 years, or two days. Nor does it matter if they work in the field or in the office.

Beyond listening to each other, everyone at Alkion listens above all to their customers. This contributes to their customers' goals and helps them to flourish. But Alkion also listens to society and the wider world. Consciously and unconsciously,

**it hears what the planet and its people need and believe.
And it looks further than today or tomorrow,**

by defining its targets in terms of long-term environmental and business sustainability. In doing so, the company contributes to a

prosperous and healthy future for everyone.

