



Rising to the challenge

Energising our future





Welcome

We are Evos, a leading liquid, energy and chemicals storage company, operating right at the heart of Europe's energy supply chains. Our landscape is evolving fast – and so are we. There is plenty of work in progress – especially when it comes to having a positive impact on our people and our planet.

In this report, we want to share our sustainability progress from 2024. Along with some real-life case studies that bring to life the day-to-day impact of our work across the continent. We are proud of the direction that we are going in – and know that this exciting journey has only just begun...



Sustainability is not just the right thing to do. It is one of the most important strategic opportunities of our time.



Foreword from Evos' Management Board

An exciting company, with a rich heritage

Evos is committed to addressing challenges and opportunities, with pace and dynamism. Our collective transition towards net zero is both the greatest challenge of our time and a meaningful opportunity for our industry.



Evos was established in 2019 as a new platform. It would bring together terminals with a strong heritage under different ownership, positioning them as a leading force in the European liquid energy and chemicals storage industry. In 2024, we celebrated our fifth anniversary – and our position as a key player in Europe's energy supply chain, successfully operating eight terminals across five countries. And every day we have developed further.

Guided by a unique blend of inherited experience and fresh perspectives, we continually evolve to meet the changing needs of our industry and society. Net zero is at the heart of this change. Its success depends on strategic partnerships and overcoming challenges towards common goals. And there is one thing you can be sure of. Evos will meet both the challenges and the opportunities head-on, with pace and dynamism.

We have the team to deliver. As our experienced professionals bring innovation and energy to everything they do, our emerging talent helps us push boundaries, driving us towards sustainable, forward-thinking solutions. It is this dynamic synergy, that lets us adapt and grow while shaping the future of energy storage.

We would like to take this opportunity to sincerely thank our employees, customers, and partners. Your dedication and collaboration have been essential to our progress, and we are truly grateful. Moving forward, we encourage all of you to continue your active participation in Evos' sustainability efforts.

For us, sustainability is not just the right thing to do. It is one of the most important strategic opportunities of our time. It energises our leaders, co-workers and communities. It shapes our decision-making and processes. And it helps us align to the long-term needs of our partners. As Europe shifts toward net zero, we will collaborate with our industry partners to inspire and energise a more sustainable future for generations to come.

Regards,
Management Board

Our management board



Juliana Manolova – Oostdijk
Chief Commercial Officer



Koert Schouten
Chief Financial Officer



Peter van den Bent
Chief Operating Officer



2024 highlights

Supporting the
energy transition

27%
of our product mix
is non-fossil fuels

We successfully increased renewables, biofuels and chemicals capacity by 115 thousand cbm since the end of 2023 to 1.7 million cbm. This means the share of non-fossil fuels and chemicals in our storage mix has increased from 13% in 2019 to 27% in 2024.

A solar-powered boost

650 MWh

We went live with 1,500 solar panels (covering 5,200 m²) at Evos Amsterdam, bringing the total number at this terminal to 1,700. These panels are expected to generate approximately 650 MWh of renewable energy annually – enough to power over 160 households.

Strengthened our
compliance efforts

100%

We have updated and aligned our Code of Conduct with the Evos Strategy. We continued ongoing employee training, for example, anti-corruption modules, and 100% of our employees completed the Code of Conduct training.

Reduction of CO₂
emissions:

-10%

In 2024 our carbon intensity (tCO₂/1000cbm) was 4.0, down from 4.5 in 2023 and 9.5 in 2019. We also reduced our Scope 1 and 2 emissions by 10% compared to the previous year and increased the amount of renewable electricity that we produce ourselves.

Our best-ever safety
performance

0.2 LTIR **0.1** PSER

Keeping our people safe at work is what matters most. In 2024, our total safety incident rate, which includes the Lost Time Incident Rate (LTIR) and the Process Safety Event Rate (PSER), was 0.3. This rate represents the best safety performance in Evos Group's history.

Ahead of the reporting curve

We have conducted a Double Materiality Assessment (DMA) which brings greater focus to our sustainability strategy, and helps us understand and prioritise the concerns of our stakeholders, leading to better engagement and trust.



Foreword from Chair of the Supervisory Board

A future powered by progress

As we present our Evos Sustainability Report for 2024, we are filled with pride for all that the company has achieved in the past year – and incredibly optimistic about the year ahead.

Every detail in this report shows our commitment to improving our impact, both environmentally, and among our partners, people and neighbouring communities. Because, for us, sustainability is not just about compliance or strategic priorities. It is something that is embedded in the way we run our company. It is at the heart of our decision-making processes. It is evident in our dedication to talented leadership. And it is the only way we can make progress.

Reducing our own carbon footprint and investing in renewable energy sits at the heart of the business strategy. And crucially, sustainability is a commitment shared by Igneo Infrastructure Partners, who manage the investment funds that own Evos. Like us, Igneo understands that managing environmental and social risks and opportunities is essential to create, protect and enhance long-term value in infrastructure investments – and lead the way towards a cleaner, more sustainable future.

The Supervisory Board guides our sustainability journey. With a representative from Igneo and independent industry experts, it plays a pivotal role in spearheading our company's strategy. In particular, the Sustainability Committee provides dedicated focus and strategic planning to help the company drive continuous improvement – while challenging Evos to go further, faster.

The progress we have made in 2024 is a testament to the collective efforts of our management team, colleagues and partners, whose support and collaboration have been instrumental in driving our sustainability agenda forward. We are also grateful to our customers, whose recognition of our sustainability efforts reinforces our position as their partner of choice.

As we look to the future, we remain steadfast in our vision of partnership to fuel our progress. We know that by working together across all levels of our value chain, it is possible to build a future that is safe, secure, stable, energy-efficient and sustainable. It is a work in progress, but one that we are 100% committed to.



Jesper Lok
Chair of the Supervisory Board



Sustainability is at the heart of our business strategy. Our efforts to reduce our carbon footprint and invest in renewable energy are not just about compliance; they are about leading the way towards a cleaner, more sustainable future."

Jesper Lok
Chair, Evos Supervisory Board

Sustainability Committee focus for 2024



Occupational Health and Safety

Ensuring we continue to prioritise the health and safety of our people by implementing rigorous standards and nurturing a culture of health and safety across all our operations.



Reducing our carbon footprint

Increasing energy awareness and searching for innovative solutions to lower our emissions.



Decarbonising our product portfolio

Investing in emerging sustainable liquid energy markets to meet evolving demands and support future liquid energy and chemical needs.



Get to know Evos

Evos is a leading liquid energy and chemicals storage company, operating at the heart of Europe's energy supply chains. We are the partner you can trust to deliver safe and reliable solutions – now and for many years to come.

Working across **8** terminals
in **6** strategic European ports
Across **5** countries



Our purpose

To deliver cleaner energy to empower society, every day looking for better solutions, better service and better performance.



700+

Colleagues



Our values

We are guided by a strong set of values that show what we stand for and what we expect from each other, both individually and as a team. And we only work with businesses, partners and stakeholders who share this ethos and are willing to sign up to our Code of Conduct.



We act responsibly

We offer sustainable solutions for our people, customers, other stakeholders and society.



We create wow

We offer our customers value beyond their expectation.



We always improve

When we see things can be done better, we take the initiative and make it happen.



Storage capacity



6.3_{CBM}



Get to know Evos

What we want to achieve

Our strategic ambition is focused on three pillars:

Transition partnerships

We strive to be the preferred partner in the energy transition. We will aim to offer the best value proposition and work closely with partners to adapt our operations to meet evolving liquid energy and chemical market needs.

Customer excellence

We always aim to meet and exceed our partners' expectations by providing reliable, on-time services for the best customer experience at our terminals.

Seamless operations

We ensure future flexibility by running our operations in a smooth, safe, efficient and sustainable way, creating value for our customers.

What makes us different?

It is in our DNA

When you pair our decades of experience with an energetic entrepreneurial mindset, you have a team that can provide stability and reliability while forging a path into this new energy revolution. Because we know that innovation is not enough. Our essential role in Europe's fuel supply chains means we must govern with the utmost care, pairing customer excellence with resilient processes, designed to mitigate risks and withstand market shocks.

It is in our partnerships

We don't just work with our customers — we evolve with them. Our long-term 'transition partnerships' are all about progress and shared wins in an ever-changing world that is full of opportunity. And we are here for it, always reimagining and reconsidering what storage can be to help our partners move to a more sustainable future.

It is in our customer excellence

Our people understand and anticipate customers' needs, and they also have the flexibility to respond to them. So, whether a request is around operations, stricter regulation or other business challenges, we can respond quickly and effectively, driving customer satisfaction, adding value and allowing our customers to excel in their business.

We promise...

There are some things that we stick to no matter what – the promises that we make to our people, our partners and to society.



We operate safely, securely and sustainably.



We are committed to creating an exciting, inclusive workplace.



We act with integrity.





A changing landscape

While fossil-based products continue to dominate society and global industry, the pace is gathering towards net zero. Change is faster and more omnipresent than ever before, whether political, economic, social, or technical. In this sea of change, readiness is everything.



As our partners adapt, innovate and move towards these emerging markets, Evos is ready to move with them. In fact, significant progress has already been made at each of our strategic locations, and we continue to decarbonise our own operations, while enabling the wider energy transition.

As demand changes, so does our storage capacity, which has expanded in the non-fossil fuels segment: already 27% of our product mix. We expect international value chains of fuels and chemicals will continue to be transformed over the coming years. Our response is to optimise our capabilities towards the market needs of tomorrow, enabling progress, one step ahead.

In doing so, we will continue our trusted and supportive role, helping our partners maximise opportunity while placing sustainability at the centre of everything we do.

Non-fossil fuels storage capacity

2024

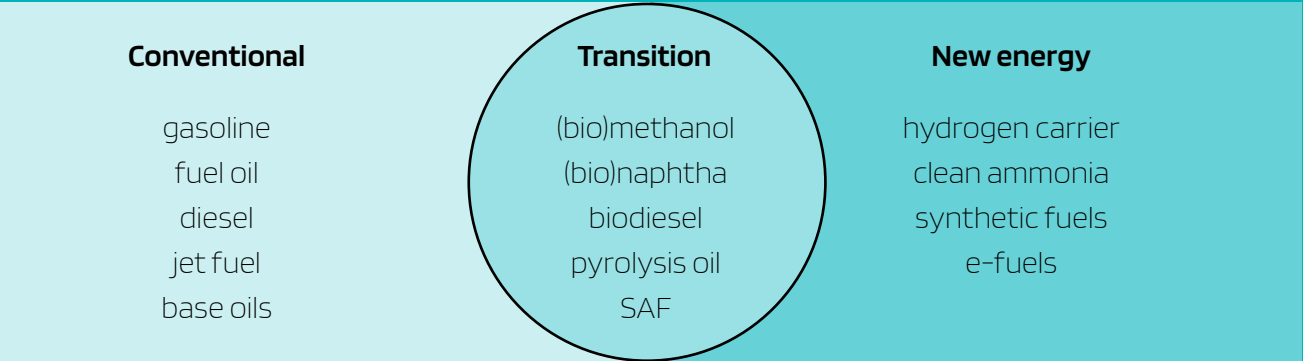
27%

2019

13%

Strategy – Identifying new products

Evos continues to invest in new sustainable liquid energy markets to meet evolving demand.





A changing landscape

Reporting that is ahead of the curve

Just as our business is rising to the challenges and opportunities presented by sustainability, so is our reporting. That is because, at the end of 2024, we embarked on a project to implement the European Union's Corporate Sustainability Reporting Directive (CSRD).



CSRD requires that we openly report on the range of environmental, social, and governance (ESG) topics with greatest materiality, both for our business and society. These topics are determined via a Double Materiality Assessment (DMA), a detailed process, documenting sustainability impacts, risks and opportunities, in alignment with the European Sustainability Reporting Standards (ESRS).

In early 2025, the European Commission's Omnibus proposal looked at reducing the regulatory burden and adjusting the requirements of the CSRD. If implemented, Evos would no longer be in scope. However, like other progressive businesses, we decided to continue with our Double Materiality Assessment, in line with CSRD, because it will help us build a comprehensive strategy to enhance our sustainability profile. We also believe in transparency and think it is the right move to share our experiences, achievements and challenges in this area – especially as many of them will also be relevant to our customers and suppliers.

What is CSRD?

The Corporate Sustainability Reporting Directive (CSRD) is a European Union law that requires financial institutions and large companies to disclose the impact of their activities upon people and the environment, alongside financial risks and opportunities. Strategies and governance structures and processes must also be included. The European Sustainability Reporting Standards (ESRS) are designed to make sustainability information more reliable and comparable. Something that should help investors, customers and other stakeholders better understand a company's sustainability performance and make informed decisions.

A changing landscape

Our Double Materiality Assessment

Working alongside our suppliers and customers, this assessment has helped us understand the sustainability Impacts, Risks and Opportunities (IROs) faced by our business. These are studied from two different perspectives:

Financial materiality

An 'outside-in' view which shows how sustainability issues affect our company's financial performance, position and development

Impact materiality

An 'inside-out' view which shows how our operations impact society and the environment

Key materiality topics

From this assessment, we have identified the six key materiality topics that are of greatest priority to our business:

1. Facilitating the energy transition

ESRS: Environmental 1

Increase renewable energy in storage portfolio

2. Energy use and GHG emissions

ESRS: Environmental 1

- Net Zero
- Renewable energy usage
- Energy awareness

3. Environmental impact of spills and emissions (non GHG)

ESRS: Environmental 2

Reducing spills and emissions

4. Occupational health and safety

ESRS: Social 1

Accident prevention

5. Process safety and effects on local communities

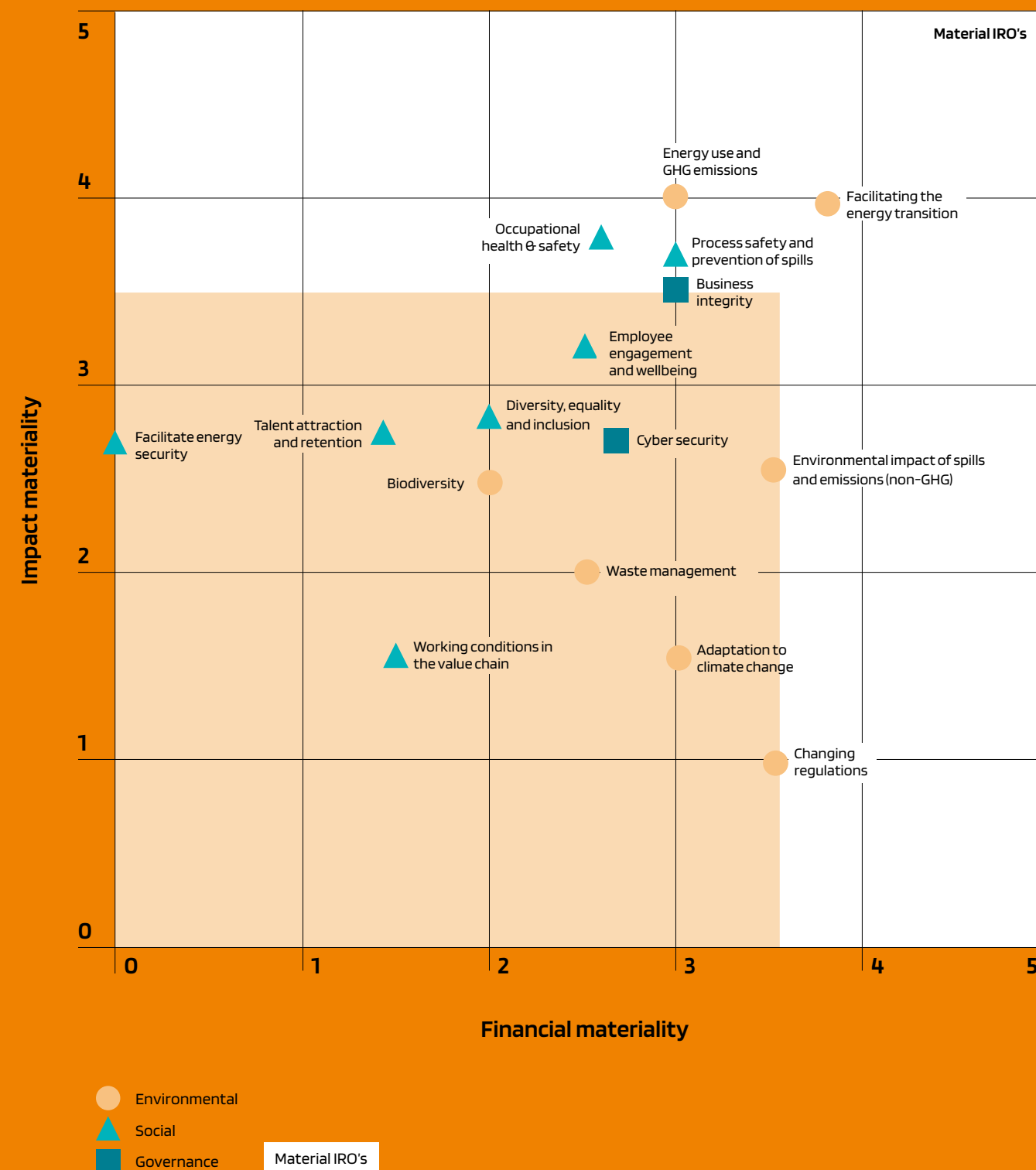
ESRS: Social 3

Prevention of impacts affecting local communities

6. Business integrity

ESRS: Governance 1

- Sustainability Management System
- Customer satisfaction
- Code of conduct



Additional IROs

In addition to our six core materiality topics, we identified a further 10 IROs we will continue to focus on. These topics closely align with our purpose, values and vision for our business:

- Adaptation to climate change
- Waste management
- Biodiversity
- Employee engagement and wellbeing
- Diversity, equity and inclusion
- Talent attraction and retention
- Cyber security
- Changing regulations
- Working conditions in the value chain
- Facilitate energy security



Our Sustainability Strategy

Each year, our Management Board reviews our Sustainability Strategy and updates it where necessary.

This includes a set of goals, objectives and targets for the year(s) ahead. Once this is done, the Management Board then uses it to set group targets which are reviewed and approved by the Evos Supervisory Board, based on the advice of the Sustainability Committee. The Group Manager of Strategy and Sustainability then works with the group functional leads and each terminal to align their specific goals with the broader group targets.



Our Sustainability Strategy is always aligned with the overall Evos Strategy and firmly rooted in our business fundamentals. These are the principles we stick to, no matter what!

We operate in a safe, secure and sustainable way

- Safety first always in everything we do: We protect our people, the products we handle, and our planet
- We protect our planet by minimising emissions and reducing and using our energy wisely. We include sustainability in every part of our operation, working closely with our partners
- We factor Environmental, Social and Governance (ESG) factors into our daily decisions to address our impacts and create lasting value for everyone
- We take cybersecurity seriously

We are committed to building an exciting workplace and a culture of belonging

- We prioritise employee wellbeing, stimulate professional growth and promote a culture of respect and collaboration
- We engage with employees via an open, inclusive, empowering workplace
- We value diversity and champion equal opportunities

We act with integrity

- We work with the highest standards of honesty, transparency and integrity
- We adhere to all applicable laws and regulations
- We seek to embed a culture of integrity at all levels
- We encourage employees to speak up and give voice to their values

Additionally, the sustainability Impacts, Risks, and Opportunities (IROs) are key elements of this year's Sustainability Strategy. Developed through a bottom-up exercise with our stakeholders, it accurately represents our business priorities and enhances our resilience and ability to seize new opportunities.

Sustainability aims, objectives and goals

This year, we have set aims, objectives and goals for each of our six key material topics, allowing us to monitor the effectiveness of our strategies, while adopting a dynamic approach to a rapidly evolving market.

Our insight-led approach will help us to drive sustainability across every part of our operations – and in the wider communities we are a part of.

	Aims	Objectives	Goals	Achievements	Key results 2024	Sustainable development goals
Environment	We work closely with our partners to ensure that environmental sustainability is integrated into every part of our operations.	Facilitating the energy transition Continue to invest in new sustainable liquid energy markets to meet evolving demand. And to identify and capitalise on new molecules to support future liquid energy and chemical needs. Energy use and GHG emissions Reduce CO ₂ emissions by purchasing renewable electricity, generating renewable electricity at our own sites, and improving energy efficiency. Environmental impact of spills and emissions (non GHG) Enhance process safety and reduce our environmental impact while meeting the changing needs of our customers.	Aspire to achieve a 50% share of non-fossil fuels and chemicals in our product portfolio by 2035 (up from 13% in 2019) driven by evolving market demand Net zero operations by 2045 (Scopes 1, 2 and 3) 50% renewable energy usage by 2030 Annual reduction of energy usage Aim for zero process safety incidents (Process Safety Event Rate < 0.20)	Increased from 25% 2023 to 27% 2024 due to product switches/conversions Decrease of 31% from 198 Kt CO2 in 2023 to 137 Kt CO2 in 2024 (scope 1,2,3) 41% of the total energy consumed comes from renewable energy sources. Reduced by 4.9% from 2023 to 2024 due to implementation of energy efficiency plans The Process Safety Event Rate per 200,000 worked hours reduced significantly from 0,47 in 2023 to 0,10 in 2024	<div>41% renewable energy usage</div> <div>27% non-fuels in our product portfolio (from 13% in 2019)</div>	<div><div>7 AFFORDABLE AND CLEAN ENERGY</div><div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div>13 CLIMATE ACTION</div></div>
Social	We work to create a safe environment and an engaging workplace, with a culture of inclusivity.	Occupational health and safety Work towards zero harm, protecting people on our sites from accidents and fatalities. And build a culture of safety and security, encouraging everyone to adhere to our life saving rules. Process safety and effects on local communities Improve process safety fundamen-tals and prevent impacts affecting local communities.	Zero Harm: 0 fatal injuries. Aim for zero Lost Time Injury (Lost Time Injury Rate <0.3) 70% employee engagement score Employee wellbeing: Sickness Absence rate <5.0% Diversity, equality and inclusion: Women make up at least 30% of senior positions Aim for zero process safety incidents (Process Safety Event Rate < 0.20) Aim for zero significant or major nuisance incidents	There have been no fatalities since the formation of Evos in 2019 The Lost Time Injury Rate (LTIR) in 2024 was 0.2 which is significantly better than the sector average of 0.44. It was also the lowest LTIR achieved by Evos since its formation in 2019. There were two Lost Time Injuries. The response score of the latest employee survey (2023/2024) was >70% The Sickness Absence Rate at the end of 2024 was 6.2%, which is slightly higher than the sector average. This increase is predominantly attributed to long-term sickness, primarily stemming from non-work-related causes In 2024, 28% of the Leadership team (ELT) were female The Process Safety Event Rate (PSER) per 200,000 worked hours reduced significantly from 0,47 in 2023 to 0,10 in 2024 No significant or major nuisance incidents (e.g. Accidents, noise or odour) that affected local communities, have been reported in 2024	<div>0.20 Lost Time Injury rate</div> <div>>70% employee engagement score</div>	<div><div>3 GOOD HEALTH AND WELL-BEING</div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>10 REDUCED INEQUALITIES</div></div>
Governance	We operate with the highest standards of honesty, transparency and integrity.	Business integrity Establish a Sustainability Management System as the standard for all terminals, aim for outstanding customer service and ensure all colleagues, customers and suppliers commit to our Code of Conduct.	All terminals obtain an EcoVadis rating by 2025 (EcoVadis is a Sustainability Management System) 80% customer satisfaction score 100% of colleagues understand and follow our Code of Conduct 100% of customers agree with the principles described in the Evos Code of Conduct 100% of suppliers agree with the principles described in the Evos Supplier Code of Conduct	In 2024, seven out of eight terminals had obtained an EcoVadis rating: 4 Bronze, 2 Silver, and 1 Gold. Evos aims to reach EcoVadis Gold rating, or similar rating from other Sustainability/Quality Management System, by 2030 88% customer satisfaction score Evos complies 100% (all Evos employees completed Code of Conducts e-learning or participated in workshops) Evos complies 100% (Code of Conduct is integral part of contracting of all new contracts) Evos started implementation of Sustainable Procurement The Supplier Code of Conduct is integral part of contracting	<div>88% customer satisfaction score</div> <div>100% of colleagues understand and follow our Code of Conduct</div>	<div><div>13 CLIMATE ACTION</div><div>17 PARTNERSHIPS FOR THE GOALS</div></div>

Our unique role in energy transition continued...



Working with communities
 Our terminals are near large urban areas, and we are responsible for ensuring a safe and healthy environment for nearby residents. We maintain close relationships with local community organisations and support local welfare institutions, sports clubs, and schools.



Working with investors
 Igneo Infrastructure Partners places a strong emphasis on Environmental, Social and Governance (ESG) principles. As part of Igneo's investment portfolio, we maintain a long-term business perspective based on these principles, which helps drive a more sustainable business that serves all stakeholders and society. We work with Igneo's responsible investment specialists to shape our strategies.

Institutional lenders and banks also increasingly prioritise responsible finance and are being kept updated on our sustainability developments. Our sustainability initiatives are important contributors for them to continue investing in and lending to Evos.



Working with customers
 Our customers are established companies in international energy and chemical production. They expect us to store their products safely and securely, meeting all regulations and best practices. We aim to always exceed their expectations. Our dedicated customer service teams are in contact with our customers daily, and we monitor our performance with regular surveys.

Our customers are at the forefront of the energy transition. Each has its own strategic path, and we must be proactive and develop solutions for future market needs together. New developments also bring new players into the market – so we are always looking for new partners to explore opportunities and drive sustainability.



Working with colleagues
 Our people are vital to our success. They are the backbone of our company, working around the clock to deliver our services. Many of our employees have been with us for a long time and have a deep knowledge of our terminals and customers. Many also live near our terminals, connecting us to local communities.

Our colleagues appreciate a company that prioritises a safe and healthy workplace. Good teamwork and a pleasant work environment foster strong bonds and a sense of inclusion. Employees seek stability and opportunities for personal growth and development. They also value working for a company that acts responsibly and considers the wellbeing of surrounding communities, the environment, and society.



Working with suppliers
 Our maintenance contractors and engineering partners are key to our business. We build long-term, trusted relationships to ensure high-quality service, safe working conditions and respectful treatment. We are working to include ESG considerations in the selection and monitoring of relevant suppliers.



Working with ports
 Our facilities are in ports that serve as logistics hubs for international energy and chemical supply chains. The role of each of our ports varies, and we align our terminal strategies with the goals of local port operators and partners. Sustainable economic development, operational safety and environmental protection are key priorities for our operators and port authorities.

Our terminals actively participate in local business networks and collaborate on economic development, the energy transition, circular economy and employment opportunities. As public policymakers emphasise sustainable economic development, we aim to be a responsible and proactive partner.



Working with government bodies
 National governments have strict safety and environmental regulations for our industry, including around health and safety, emissions and soil or water protection. We aim to not only comply with local laws and regulations but exceed them as well as the ambitious decarbonisation targets set by the EU, whilst setting an example for industry best practice.



Working with industry associations
 We are members of national tank storage associations in the countries where we operate, including the Vereniging van Onafhankelijke Tankopslagbedrijven (VOTOB) in the Netherlands, the Union der Deutschen Tanklagerunternehmen (UTV) in Germany, Belgische Associatie Tank Opslag (BATO) in Belgium, and the Asociación de Empresas de Almacenamiento de Líquidos a Granel (ATLiQ) in Spain. In turn, these associations are part of the Federation of European Tank Storage Associations (FETSA). We work closely with these industry associations to ensure that their position on key ESG issues aligns with our own commitments.



Growing the trend

In 2024, we increased our share of non-fossil fuels to 27% (from 13% in 2019), mainly driven by the transition from conventional road fuels to renewables and chemical feedstock storage. Across the group, we now support a wide range of lower-carbon and renewable fuels.



Ethanol – Rotterdam, Amsterdam

Blending ethanol with gasoline reduces carbon intensity in road transport. Ethanol is produced from renewable resources like corn or sugarcane, which cuts greenhouse gas emissions by approximately 50% compared to conventional road fuels. As a biomass-derived fuel, it supports energy diversification and reduces dependence on fossil fuels.

In the future, ethanol's role may extend beyond road transport. With the advancement of Alcohol-to-Jet (AtJ) technologies, ethanol could serve as a key feedstock for producing synthetic aviation fuels. This offers a promising pathway to further decarbonise the aviation sector using existing renewable resources. Ethanol is stored at many Evos terminals, but Evos Rotterdam is one of the largest ethanol storage providers in Europe.

Sustainable Aviation Fuel (SAF) – Ghent, Amsterdam

SAF is blended with traditional jet fuel to help reduce the environmental impact of aviation. It can lower lifecycle greenhouse gas emissions by up to 80% compared to fossil-based jet fuel, thanks to sustainable feedstocks like used cooking oil, plant oils, and municipal waste. SAF also burns cleaner, producing fewer air pollutants such as sulphur oxides and particulate matter, and is made from renewable sources, supporting a circular economy.

Aligned with the European SAF mandates started in 2025, we expanded our storage capacity for SAF components. Evos Ghent in particular, has become a key hub for green aviation fuels, supporting the growing SAF market and contributing to the decarbonisation of the aviation supply chain. In August 2024, Evos Ghent became the first European storage partner for a leading Asian renewable fuel producer. In December 2024, we began progress on expansion for Synthetic Blending Components (SBC) storage, a critical element in SAF production. SBC is derived from advanced technologies like HEFA, Alcohol-to-Jet (AtJ), and Fischer-Tropsch (FT), converting renewable feedstocks such as used cooking oil, municipal waste, and energy crops into synthetic kerosene.

Looking ahead, Europe is expected to lead the adoption of synthetic or e-fuels, driven by strong regulatory support. Policymakers are relying on a substantial increase in e-SAF capacity over the next decade, with the EU's synthetic SAF sub-mandate set to begin at 1.2% in 2030 rising to 35% from 2050. We remain committed to meeting evolving SAF demand and driving sustainability in the industry.

Minimum SAF blending mandate

2%

of all jet fuel supplied at EU airports must be SAF starting in 2025

Bio and green methanol – Rotterdam

As a promising alternative to fossil fuels, green methanol plays a critical role in sectors where decarbonisation is challenging, serving as a clean bunker fuel in marine transport and even as an intermediate product in sustainable aviation fuel production, particularly within innovative e-SAF pathways. Evos Rotterdam is a dedicated multimodal hub that provides storage for renewable methanol that meets International Methanol Producers and Consumers Association (IMPCA) specifications.

Chemical feedstock – Terneuzen, Amsterdam

Following the conversion of gasoline tanks to naphtha and renewable naphtha storage, this capacity at Terneuzen has seen strong demand from the chemical industry. The increased need for flexible chemical feedstock storage comes at a time when refining capacity in the region is being reduced, making Terneuzen an important hub in a shifting supply chain. The tanks now also handle pyrolysis oil – a recycled feedstock produced through the chemical recycling of mixed plastic waste. Used to create new plastics that match the quality of those made from fossil-based materials, this solution supports a more circular and sustainable value chain. By the end of 2024, we finalised the transition to chemical feedstock storage in Amsterdam, aligning with the needs of our customers and reinforcing our role in the sustainable chemical supply chain.





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At Evos, we hold ourselves to the highest standards as we work towards our ambitious sustainability targets.

We act with integrity

We work with the highest standards of honesty, transparency and integrity

We adhere to all applicable laws and regulations

We seek to embed a culture of integrity at all levels

We encourage employees to speak up and give voice to their values

We take cyber security seriously



Good governance is essential to our business success, making us competitive for now and the future."

Edwin Damen
Evos General Counsel

Governance



Meet our Management Board

The highest executive body within our organisation, the Management Board is responsible for day-to-day management. It consists of the CEO, CFO, COO and CCO. The CEO position is currently waiting to be filled.



It is exciting to grow and develop our company and create solutions to invest in its future."

Koert Schouten Chief Financial Officer

Koert joined Evos in 2020 and has been in the industry for more than ten years. Prior to joining Evos, he was CFO at Odjell Terminals for four years, with a strong focus on M&A and financing. Koert started his career at AkzoNobel and has since gained international experience in roles across Canada, Belgium, Brazil and France.



We partner with our customers, stakeholders and investors to evolve together."

Juliana Manolova – Oostdijk Chief Commercial Officer

Juliana joined Evos in 2022 and has been in the industry for 20+ years. Prior to joining Evos, Juliana was commercially responsible for Vesta Terminals for four years, with a strong focus on commercial performance and business development. Juliana started her career at Maersk Line, followed by the Port of Rotterdam, Vopak, APM Terminals in various senior roles related to commercial/business development.



Through continuously improving our operations, we are building a resilient, high-performing and more sustainable organisation."

Peter van den Bent Chief Operating Officer

Peter joined Evos in 2025 taking responsibility for leading our operations and technical services across the portfolio. He is an experienced executive with wide industry experience in A.O. production and technical services. He held executive director positions in companies like Brand Energy & Infrastructure Services, Eriks and Stork. Peter has been working as an interim executive since 2015. He holds a Master's in Mechanical Engineering from the Technical University of Delft, the Netherlands.





Group policy framework

At Evos, we know that transparency, clarity and consistency is essential to us operating safely, responsibly and effectively across all our terminals. That is why we have a clear Group Policy Framework in place. It is there to guide how we work, who is responsible and how decisions are made across our organisation.

The framework is built on four levels:

- **Group Policies** – these set the direction for our overarching Group activities
- **Terminal Policies** – these set the direction for individual terminals
- **Procedure Documents** – these set out how we carry out our activities and set consistent ways of working
- **Working Instructions** – these break our procedures down into step-by-step tasks, including checklists or standard forms

The framework is relevant for all areas of our business, from commercial, business development and legal, to compliance, HSSEQ, sustainability, IT, asset management, talent, communication and procurement.

Our terminal policies are a key part of this framework. They apply to the top company Evos B.V. and all its subsidiaries, detailing our approach to governance, appointments and authorisations across the Group. These policies clarify both the corporate powers and the day-to-day managerial responsibilities of individuals – and serves as the foundation for our Reserved Matters List, which defines internal authorisation levels.

The Group policy framework is here to help us stay compliant, agile and aligned. And so that everyone across the Evos business knows what's expected of them and how to get things done the right way.

Policy Document

Provides guidelines and norms for Evos platform:

- HSSEQ policies
- Evos governance
- Commercial T&Cs
- Procurement T&Cs
- Travel
- Gifts and entertainment
- Anti-bribery, anti-money laundry and corruption
- IT structure and securities
- Treasury
- Accounting
- Credit rating

Group Procedures

Provides detailed procedure for group processes:

- Lender management
- Financial reporting
- Cap ex approval procedures

Group Work Instructions

Provides work instruction for specific operations by a Group department:

- Banking and cash management
- Know Your Customer
- Safety Observation Round

Terminal Procedures & Policies

Provides procedures tailored for the specific terminal's situation, supported by local work:

- Jetty operating procedures
- Emergency power supply

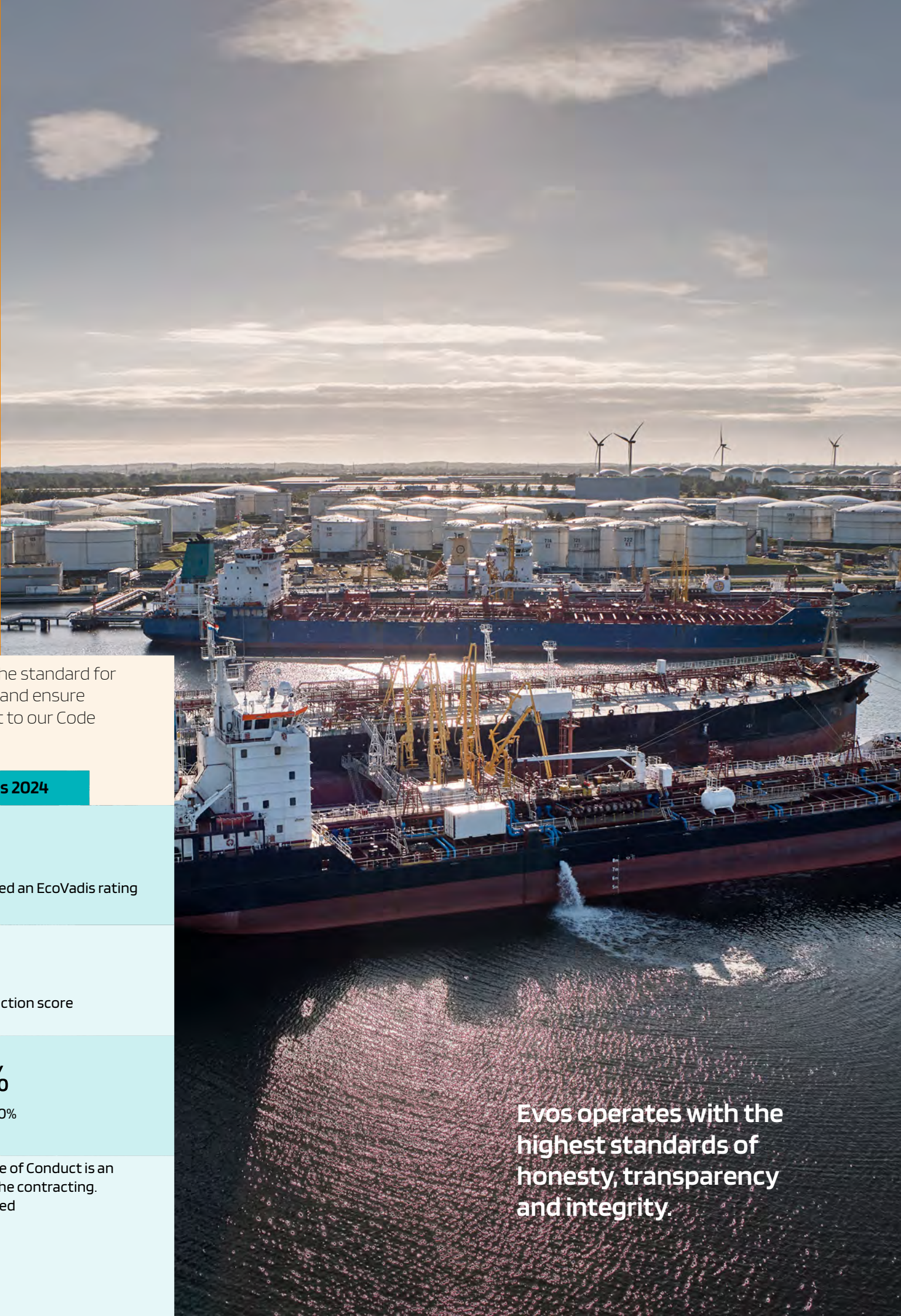
Materiality focus point 6

Business integrity

Our objectives

Establish a Sustainability Management System as the standard for all terminals, aim for outstanding customer service and ensure that all colleagues, customers and suppliers commit to our Code of Conduct.

Targets 2024	Achievements 2024
8/8 terminals obtain a EcoVadis rating by 2025	7/8 terminals obtained an EcoVadis rating
80% customer satisfaction score	88% customer satisfaction score
100% of colleagues understand and follow our Code of Conduct	100% Evos complies 100%
100% of suppliers agree with the principles of the Evos Supplier Code of Conduct	Our Supplier Code of Conduct is an integral part of the contracting. Monitoring started



Evos operates with the highest standards of honesty, transparency and integrity.

Working towards EcoVadis Gold

It is our ambition that all our terminals will achieve EcoVadis Gold (or similar sustainability/quality management system) by 2030. To meet this benchmark, we will use the experience and lessons learnt at Evos Rotterdam which held silver for many years before being awarded EcoVadis Gold in 2023.

Targets 2024
All terminals obtain EcoVadis rating by 2025
Achievements 2024
Seven out of eight terminals had obtained an EcoVadis rating: 4 Bronze, 2 Silver, and 1 Gold

Customer satisfaction

Our aim at Evos is to retain a customer satisfaction score of above 80%, and we carry out regular Customer Satisfaction Surveys across all our terminals to check on our performance. In 2024, our group's average customer satisfaction score was 88%, with an average Service Index result of 4.3 out of 5 (where 5 means very satisfied and 4 means satisfied).

This feedback shows that overall, our customers are satisfied with our performance. Which is great news because nothing is more important than service delivery if we want to keep our customers and attract new ones. This year also marks a significant milestone: for the first time, three Evos terminals – Hamburg, Malta, and Algeciras – achieved a perfect Customer Satisfaction score of 100%. Notably, Evos Algeciras has now reached a 100% satisfaction score for the second consecutive year, demonstrating a consistent commitment to customer service excellence.

Some customers did highlight areas for improvement, particularly around communication proactiveness and operational flexibility. We will be reviewing how we can improve our performance in these areas and will share our plans back to those customers.

Targets 2024
80% group average customer satisfaction score
Achievements 2024
88% group average customer satisfaction score



Spotlight

Customer-focused transition at Amsterdam East

By the end of 2024, we completed a successful and significant operational shift at our Amsterdam East site. Working closely with our customers, we finalised a transition towards greater chemical feedstock storage capacity, reinforcing our role in the sustainable chemical supply chain.

This transition was no small task. A total of 39 tank conversions took place (out of 91 tanks in total at the terminal), with nine tanks were repurposed to store non-fossil fuels products, while the other 30 tanks were made available for new customers. Our success was the result of seamless collaboration across sales, customer service, operations (including cleaning), and our technical teams. Our priority was twofold: delivering on our commitments to both new and existing customers while maximising the utilisation of available capacity.

Chemical feedstocks are crucial for the chemical industry, driving the production of essential materials such as plastics, coatings and automotive components. By storing both conventional and bio-based feedstock, Evos supports the sector's move towards lower-carbon solutions. Our facilities provide the flexibility and logistical efficiency needed to accommodate shifting global demand, particularly as markets navigate economic fluctuations and security of supply.

Our teams completed all tank switches in a very short timeframe, and with no safety or environmental incidents – a testament to our adaptability and expertise. As we reached the final stages of this transformation, our focus remained on ensuring a safe, smooth and efficient process. A special thanks goes to our dedicated teams for their contributions in making this transition a success. Together, we positioned Evos as a key partner in the sustaining chemical supply chain.



Meet Chas Hecker

Assistant Manager Operations,
Amsterdam East

Q

What has been the key to this project's success?

A

Great communication. This ensured everyone was aligned on the importance of the transition – both internally among our teams and externally with customers. Clear communication also helped maintain safety throughout the process, right up to the final tank switch.

What are the biggest challenges in managing such a large-scale operational change, and how did you ensure a smooth transition?

One of the biggest challenges was managing the dynamic schedule of tank switches. A minor delay, such as cleaning taking longer than expected, can affect the entire timeline and make meeting deadlines difficult. To ensure a smooth transition, it is crucial to prioritise safety awareness, efficiency and the willingness of all teams to work together towards the common goal.

The transition required close coordination between multiple teams. How did you ensure this went to plan?

Maintaining close and direct communication with all operational teams is essential. As a leader, it is important to stay connected to what is happening on the ground and act accordingly. To improve collaboration, we increased the frequency of our meetings from weekly to twice daily.

What lessons have you learned from previous tank switches?

The key lesson is ensuring that everyone is on the same page and understands the importance of completing the tank switches safely and on time. From operators to shift leaders, contractors, and managers: every team member must feel responsible for the process.

How do you keep teams motivated and engaged during such a significant operational shift?

Setting clear and realistic short-term goals keeps the process manageable and structured for the teams involved. Additionally, celebrating interim successes helps maintain motivation and team spirit.

Delivering a seamless experience for new and existing customers is key. What steps guarantee a high level of service from day one?

One of the most important steps was defining and aligning responsibilities with all involved teams beforehand. This clarity ensures there are no gaps in communication, particularly when addressing customer needs.

With 39 tank switches planned, how did you ensure that safety remains the top priority?

Transparent updates are crucial, as is the creation of a safe working space, in which our people are free to share setbacks without fear of reprisal. Keeping our customers informed with integrity and honesty builds trust, reduces stress and improves operational safety.

How do you see safety, operational & customer excellence evolving?

How is Evos Amsterdam preparing for these changes?

The future of the industry will be more data-driven, with optimised and automated operations and personalized digital customer interactions. Evos Amsterdam is preparing for these changes by investing in technology, talent, sustainability, and a strong safety culture, always keeping the customer at the centre of our strategy.

What advice would you give to other teams striving for excellence?

Engage everyone in the challenge ahead. Create support within the team. Be open and clear in communication. And set realistic and manageable goals. Success is never achieved alone – it is always a team effort!



Business integrity continued...

IT and operational excellence

At Evos, we prioritise operational excellence by ensuring our operations run smoothly, safely and sustainably. We adhere to stringent safety protocols to protect our employees and the environment, while implementing efficient processes that minimise downtime and maximise productivity.

Our commitment to sustainability is reflected in our efforts to reduce emissions, optimise energy use and responsibly manage resources, ensuring that we meet the highest standards of environmental stewardship. We are also committed to embracing innovation and digitisation to improve the safety of our operations and improve working conditions. In 2024, we launched DigiTank, a groundbreaking research initiative, supported by the IHATEC II programme, that will provide valuable insights and information for Evos in the future.

Evos Code of Conduct

At Evos, business integrity is at the heart of how we work. Our Code of Conduct guides the way we behave every day, the decisions we make and the way with work with others, whether that is colleagues, customers, suppliers or partners.

It is more than a set of rules. It shows us how to recognise critical situations, listen to our instincts, know where we can find help if we need it, or how to speak up if there are any concerns about misconduct. And it is here for everyone who works at Evos – no matter at what level or where in the world.

We expect all our colleagues to embrace our Code of Conduct, play an active part in training, stay informed and ask questions when in doubt. Because we all play a part in ensuring Evos continues to work to the highest standards.

It does not matter if our colleagues are working individually or as part of a team, our Code of Conduct shows them who we are, how we work – and how we want to be seen. By living it every day we can do our best work, protect our reputation and build a stronger, more sustainable future together.

Targets 2024

Ensure 100% of colleagues understand and follow our Code of Conduct

Achievements 2024

100% of colleagues completed e-learning to understand our Code of Conduct

Supplier Code of Conduct

At Evos, we believe that our Supplier Code of Conduct plays an important part in responsible procurement. It ensures that all of our business partnerships are built on transparent, ethical practices and focused on sustainability. It also sets out clear expectations for our suppliers, ensuring there is fairness and accountability across the supply chain. By including the Code of Conduct in our supplier contracts, we are building a resilient and sustainable supply chain that works to our values and meets the expectations of our stakeholders.

Targets 2024

100% of suppliers agree with the principles described in the Evos Supplier Code of Conduct

Achievements 2024

Our Supplier Code of Conduct is an integral part of contracting and Evos started monitoring compliance with Suppliers Code of Conduct

Spotlight

DigiTank

Shaping the future in Hamburg

This year we announced the launch of DigiTank, a groundbreaking research initiative that will provide valuable insights and information to drive our work in the future.

This work was launched at Evos Hamburg and is supported by the IHATEC II programme, an initiative by the German Federal Ministry for Digital and Transport that aims to support research and development projects focused on innovative technologies for sea and inland ports in Germany. It will help us embrace cutting-edge technologies like digital twins, artificial intelligence and robotics to tackle key challenges in tank storage logistics, including environmental risks, operational inefficiencies and workforce shortages.

Over the next four years of intensive collaboration, DigiTank will transform our terminal into a state-of-the-art facility, delivering safer, more efficient and sustainable operations. This initiative not only advances technology but also reduces environmental risks, eases control room pressures and enhances working conditions for our team.

We are proud to partner with Hamburg Port Authority (HPA) Anstalt öffentlichen Rechts, Schotte Automotive GmbH & Co KG, University of Duisburg-Essen, Hafen Hamburg Marketing e.V., ma-co maritimes kompetenzzentrum GmbH and Unabhängiger Tanklagerverband e.V. (UTV), combining expertise in digitalisation, sustainability and workforce training. Together with Bundesministerium für Verkehr und digitale Infrastruktur and with the vital support of the IHATEC II programme, we are setting a new standard for the industry.



“Greater automation and digitalisation is key to improving the long-term viability and security of our operations. This challenge presents an opportunity – to create one of the most modern and efficient terminals in the industry.”

Michael Lübke,
Managing Director of Evos Hamburg



Business integrity continued...

Sustainable procurement

At Evos, we work hard to ensure that every link in our value chain reflects our commitment to environmental stewardship and social responsibility. So as part of our procurement process, we have a set of principles and guidelines that help us meet our aims:

Terms and conditions

These describe our business conduct, safety and environmental and reporting obligations. They also include safety, health and environmental requirements for equipment and site work providers.

Procurement policy

This sets out our commitment to ensuring our supplier selections include objective evaluations of compliance and sustainability performance.

Procedures

These make sure our suppliers are only approved if they demonstrate best practices and ethical standards.

Global agreements

We adhere to the United Nations Global Compact (UNGC) and the OECD Guidelines for Multinational Enterprises and have implemented a group-wide programme, including colleague training, to ensure we comply with their principles. We also have a 'speak up' policy to help people spot and address any violations.

In 2024, there were no recorded incidents that would constitute a breach of any of these principles within our operations.

Human Rights

Evos cares about human rights throughout our operations and supply chain. Our care is reflected in our values, policies and standards, with complete respect for people's fundamental dignity. That means that we will not engage in child labour, slavery or forced labour, dishonest remuneration, non-compliant environmental pollution or other breaches of basic human rights. We are an organisation that values honesty and responsibility, always following best practice and treating everyone we work with fairly and with respect. We expect that they do the same in return, knowing they can speak up if they suspect or observe any potential breach of human rights.

Anti-slavery training

In 2024, Evos representatives participated in a specialised training session with a leading international non-government organisation focused on modern slavery and human rights. The training focused on the risks of modern slavery in global supply chains, particularly within the solar panel industry.

Inspired by what they learned, the Evos team took a closer look at the company's procurement practices. As a result, we decided to partner only with solar panel suppliers who could demonstrate strong commitments to ethical labour practices and transparent sourcing. We also put this commitment into practice in 2024, integrating human rights and supply chain transparency considerations into our solar procurement process for the Ghent terminal.

For Evos, clean energy means more than just reducing carbon emissions, it means working to ensure that every panel we buy is made without the exploitation of workers.

More guidance can be found in the Evos Human Rights Policy and the Evos Supplier Code.

Enterprise Risk Management

It is crucial that we have a very clear view of the risks we face across Evos. By working closely with our colleagues, our board and our partners, we are able to build a complete picture of risks faced at our terminals. With this information, our Evos Management Board can make informed decisions and make sure our business strategy is aligned with real-world risks.

Each quarter, our terminal management team review and discuss our main risks. These assessments are shared with the Management Board and the Supervisory Board to ensure that our leadership is always aware of potential risks – and of any cross-terminal challenges and opportunities.

As well as this input from our terminals, we discuss risks with people from HSSEQ, HR, IT, Communications, Commercial, Engineering, Finance, Legal, and Procurement. This gives us a 360-degree view of all potential risks to our business.



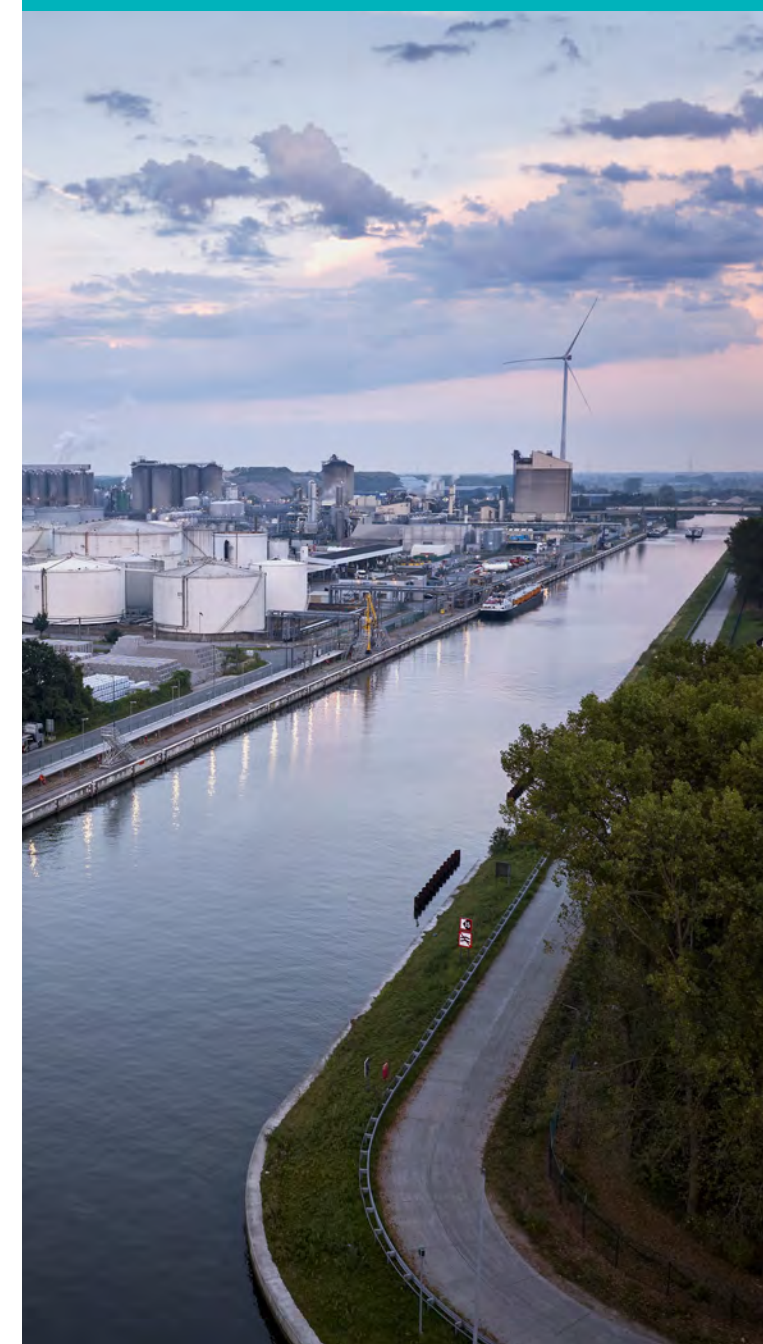
Cyber security

As a company operating in the critical infrastructure sector, Evos faces significant risks and responsibilities regarding data and cybersecurity. A cyber security breach could compromise safety systems, resulting in potential hazards to customers, employees and surrounding communities as well as financially impacting Evos. It is something that we take very seriously – and in 2024 we took the following steps to keep us and everyone we work with safe:

- **Increased monitoring and insight:** We successfully integrated a Security Information and Event Management (SIEM) system, enhancing real-time monitoring and threat detection capabilities. This included partnering with an external Security Operations Centre (SOC) to ensure 24/7 monitoring, incident response and threat intelligence support.
- **Continuous securing the environment:** We fully implemented Multi-Factor Authentication (MFA) and strengthened user authentication to reduce the risk of unauthorised access. We further reduced risk through the rollout of a comprehensive vulnerability scanning system and by implementing the appropriate network-level security measures.
- **Training exercise:** We carried out training exercises (cybersecurity tabletop exercises) and tested incident response across the organisation. This was supported by a continued cyber security awareness programme for all colleagues.

Keeping our terminals safe

Our terminals are located at the borders of the European Union and are considered critical infrastructure for energy and chemical supply chains. To protect these facilities and all people involved, the boundaries of the terminals are protected and monitored, and we have strong security plans in place. We are also certified with the International Ship and Port Facility Security (ISPS) Code and our Port Facility Security Officers meet regularly to discuss recent developments, share lessons learnt and agree on safety exercises and drills. We also collaborate closely with the Port authorities and public security services.





Introduction

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Social

Environment

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We aim to have a positive impact on our colleagues, our communities and everyone we work with.

We are committed to creating an exciting, inclusive workplace

We prioritise wellbeing, stimulate professional growth and promote a culture of respect and collaboration

We engage with colleagues through an open, inclusive and empowering workplace

We value diversity and champion equal opportunities

“Creating a safe, inclusive workplace culture, in which people are free to share challenges without fear, reduces stress and facilitates a positive, transparent and trusted dialogues among our teams and customers.”

Anne Hendrikson,
Group HSSEQ Manager

Social



Materiality focus point 5

Process safety and prevention of spills

Our goal is to protect and enhance the safety, health and quality of life of the people living in the vicinity of our operations.

Our objectives

Improve process safety fundamentals and prevent impacts affecting local communities

Targets 2024	Achievements 2024
No significant or major nuisance incidents (e.g. accidents, noise or odour that affected local communities)	No major nuisance incidents have been recorded in 2024
<0.20 Zero process safety incidents (Process Safety Event Rate <0.20)	0.10 The Process Safety Event Rate per 200,000 worked hours reduced significantly from 0.47 in 2023 to 0.10 in 2024



Keeping our communities safe

We are very aware that our Evos tank storage activities could have an impact on the health and wellbeing of surrounding communities. Some of our facilities are located near residential areas, where noise or odour – or while highly improbable – an accident, could affect local communities.

At Evos we always aim to provide a safe reliable and responsible storage and handling services. So that makes us responsible for anything that goes wrong. Just as we work to provide sustainable services that do not harm the environment, we are similarly committed to minimising any potential negative effects on individuals or the wider community.

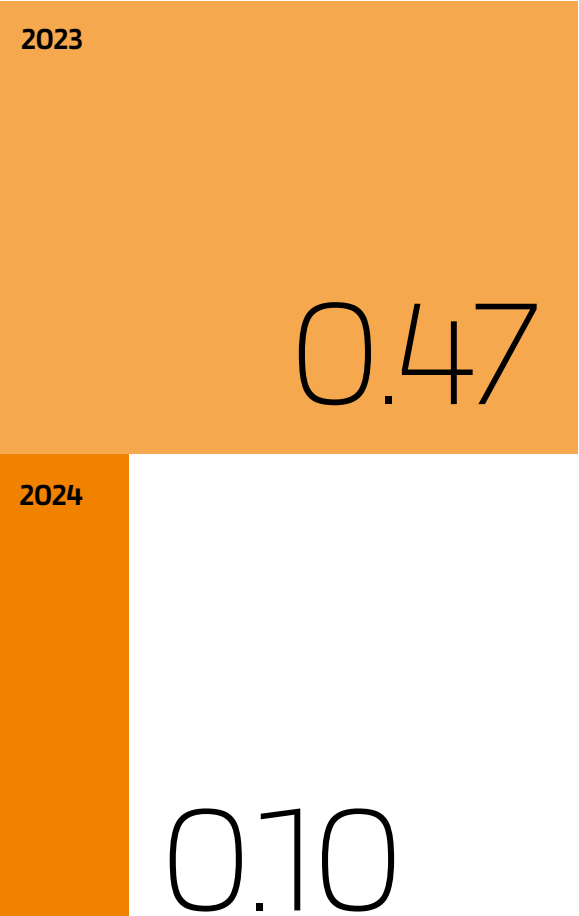
To help us stay on top of this, we install 'E-Noses' that can detect fumes at and near a site. Then if anything is detected we can act immediately before the fumes reach employees or the community. We also make sure we quickly respond to any complaints from local communities – and if there are any complaints we follow these up immediately to find a resolution.

The Process Safety Event Rate (PSER) is a key performance indicator used to measure the frequency of process safety incidents within a certain timeframe. These incidents can include events such as spills, fires, explosions, or any other occurrences that compromise the safety of the process and potentially lead to significant harm or damage.

At Evos, the Process Safety Event Rate per 200,000 worked hours reduced significantly from 0.47 in 2023 to 0.10 in 2024. This shows how we promote our safety culture and continuously work to make our operations safer and more reliable. This helps to protect and enhance the safety, health and quality of life of the people living in the vicinity of our operations.

➔ See **page 38** to find out more about the actions we took to improve process safety and the prevention of spills.

Process Safety Event Rate



No significant or major nuisance incidents that affected local communities were reported in 2024.

We also significantly reduced our Process Safety Event Rate per 200,000 worked hours from 0.47 in 2023 to 0.10 in 2024.



Occupational health and safety continued...

Health and safety – every day

Our people are our greatest asset – without them there is no Evos. So we put a lot of effort into making sure their working environment is safe, healthy and a nice place to be. We also know that when people are happy at work, they're more likely to be engaged and take less time off sick – so it is a win for everyone.

We have adopted the IOGP Life-Saving Rules to ensure a safer work environment and to prevent serious incidents by promoting consistent and proven safety practices across our operations. We have also improved our processes to reduce spills, reduce emissions to keep both our colleagues and our communities safe.

In 2024 we were particularly proud of our safety record. Our total incident rate (which combines Lost Time Injury Rate and Process Safety Event Rate) was 0.3. That is the best performance ever across the Evos group. In 2024, we also had eleven months without a Lost Time Injury incident.

We have structured risk-based procedures in place to identify, classify, prioritise and control any hazards and risks at our terminals and in our workplace. And we continually work with our colleagues to get their advice on ensuring a safe working environment – always looking to do more than is legally required of us.

As part of this commitment, we expect our colleagues and business partners to attend all the required safety training courses that are mandatory for our sector and locations. And to follow all safety fundamentals, reporting any incidents, unsafe situation or near misses.

Celebrating Safety Day at Evos

Once a year there is a special day where Evos and its partners pay extra attention to the safety and health of everyone who works at or for Evos. This day is Safety Day, where we run a special programme at all our terminals in which a safety or health theme is emphasised, and extra attention is paid to the conversation about safety. On top of safety, it is also a day of coming together, to enjoy each other's company, and have a lot of fun.

The 2024 theme, "Line of Fire", focused on identifying and mitigating potential hazards in our daily work environments. Our commitment to safety is unwavering because we believe that zero incidents are possible. The day was filled with engaging activities, teamwork and fun, all aimed at reinforcing our Life-Saving Rules and ensuring that every Evos team member stays safe at work for all those at home.



Evos Rotterdam wins Equinor Safety Award

Evos Rotterdam has been honoured with the Equinor Safety Award at the Working Safely with Suppliers (WSWS) conference, recognising our strong safety culture, leadership, and operational excellence. Equinor's WSWS programme promotes collaboration and best practices across the energy value chain. Being recognised through this platform is a testament to the trust placed in our team and our consistent approach to safety.

This award highlights the impact of active engagement, open communication, and shared responsibility at every level. A key driver of success has been our focus on leading indicators, including strong safety leadership and regular Safety Observation Rounds (SOR) by management. These are supported by toolbox talks, audit feedback, and open dialogue about incident prevention and improvements.

The audit results confirmed that a strong safety culture leads to strong outcomes.

The award reflects Evos' broader commitment to operational excellence, sustainability, and a responsible energy transition. We believe safety, trust, and performance go hand in hand.

Our commitment to safety is unwavering because we believe that zero incidents are possible.

Leadership continues to play a vital role in shaping this culture. Our managers lead by example – staying present in the field, encouraging conversations, and driving accountability. Inspired by the collaborative nature of Equinor's programme, we will continue to share knowledge and best practices with customers and partners. As the energy and storage sector evolves, we remain committed to continuous improvement and maintaining the highest standards in everything we do.



Performing work at Evos is not without danger. Evos' installations are large and heavy and the products that Evos stores for our customers have hazardous properties. For example, Evos stores products that can easily catch fire and products that have negative effects on health if not handled properly.

The success of the Safety Day event lies in our shared dedication and proactive approach to safety. Every location organised unique programmes, fostering collaboration and bringing innovative safety ideas to the forefront. It was an exhilarating experience, proving that safety can be dynamic and enjoyable.



Additional IROs

Employee engagement and wellbeing

We are committed to building an exciting workplace by prioritising employee wellbeing and stimulating professional growth. Each terminal has strong initiatives for employee wellbeing, such as preventive medical check-ups, fruit basket programmes, physical activity support, and mental health and family coaching. We also offer formal training and on-the-job learning, and in 2024 and 2025, we will streamline these initiatives across our company.

Monitoring and reducing absences and sickness

In 2024, we began to monitor absences as part of our analysis and improvement plans. The Sickness Absence Rate at the end of 2024 was 6.2%, which is higher than the sector average. This increase is predominantly attributed to long-term sickness, primarily stemming from non-work-related causes. While we strive to understand and address these absences, certain circumstances remain beyond our control.

However, we have implemented initiatives to reduce our sickness absence rate, including a frequent sickness absence meeting, and the training of managers to help them identify, prevent and guide a sick employee. We have also offered influenza vaccinations at the terminals. To focus on this further, we plan to conduct workshops on our terminals related to health and wellbeing in 2025.

Targets 2024

70%
employee engagement score

<5%
Sickness Absence rate

30%
Women make up at least 30% of senior positions

Achievements 2024

>70%
The response score of the latest employee survey

6.2%
We began to monitor absences as part of our analysis and improvement plans. At the end of 2024, the Sickness Absence Rate was 6.2% which is slightly higher than the sector average. This is predominantly because of long-term sickness, primarily stemming from non-work-related causes

28%
of the leadership team were female



Some of the highlights of 2024 were:

Leadership conference in Portugal:

In March, about 100 leaders and potential leaders gathered near Lisbon for the launch of our updated Evos Strategy. As well as in-depth discussions and team building exercises it was a great opportunity to connect, share ideas and have some fun.

New office in Rotterdam:

At the end of October 2024 we opened our new office at the Evos Rotterdam site. Built with a timber frame and fitted with solar panels, the building is nearly energy-neutral, making it a great place to work.

Celebrating safety successes:

We held small parties at all our terminals to celebrate our many safety achievements.

Bike scheme:

Evos Hamburg offered its employees the chance to lease a bike to promote a healthy lifestyle.

International lunch:

At our headquarters, the workforce includes a wide variety of nationalities. A 'bring your own food' lunch was organised in September where we shared fantastic food from at least 18 different countries – a wonderful experience that helped to build our Evos togetherness.

Diversity, Equality and Inclusion (DEI)

At Evos, we treat people fairly and as equals. We aim to create a working environment where everyone can make the best use of their skills, free from discrimination, harassment or victimisation – and where every decision is based on merit. That means that we employ, reward and promote people based on their competence and the principle of equal opportunity. And we will not let anyone be treated differently due to their gender, race, skin colour, national or social origin, age, disability, sexual orientation, beliefs or political convictions. The aim is that at Evos, every person has an equal opportunity to join in, grow and succeed.

Targets 2024

Women make up at least 30% of senior positions

Achievements 2024

We already have 28% women in senior positions





In conversation with

Stefan Koning

Group HR Manager

We believe our industry is likely to face significant challenges with staff shortages in the coming years. This is driven by two key factors – attracting talent into the industrial sector and wider workforce trends.



Stefan Koning, Group HR Manager at Evos has more than 20 years of international experience in the energy infrastructure sector, including leadership roles in key energy storage companies, and brings a wealth of expertise in shaping people strategies and fostering a strong workplace culture. Here he outlines our key strategies to address the challenges we face, sharing his vision for talent acquisition, employee leadership development, and diversity and inclusion at Evos.

Attracting the best people

Evos has a very attractive proposition: a multinational young group of companies with strong assets on key strategic locations, a great legacy and a rapid growth strategy. We are a substantial player in the European energy market, with rapidly evolving technologies and partnerships that offer a compelling platform for learning and development, toward net zero.

The dynamics of the markets we operate in can be a big driver. And there is never a dull moment: always turbulent and rapidly changing. We offer an environment in which people can be a part of world-class operations and simultaneously, some very exciting innovations, shaping our future together.

Diversity and inclusion are at the forefront of our hiring practices

As a young company, building a safe, secure and inclusive workplace environment is at the forefront of our HR practices. Our aim is to create a workplace where people can bring their true selves; a place where they feel heard and accepted. We ensure our people feel free to speak up and to explore and deploy their full potential. As our people are our main success story, there is no other way.

Developing our people

Our development programmes extend beyond those with highest leadership potential. A growth mindset allows us to retain and always improve skills and knowledge within the business. After all, the company depends on the contributions of strong and experienced professionals, from operations, right the way through to our board.

Creating equal opportunity for all

Diverse teams, perspectives and skills are essential to our businesses. However, we are conscious that bias exists in all of us. Therefore, our efforts to remove bias must be conscious and purposeful. We are working hard to address any existing patterns and to prevent the classic pitfall: “People who are like each other, tend to like each other”. Our teams must be both cohesive and diverse. More importantly, we work hard to ensure equal opportunity, based on value, capability, potential and commitment alone.

A progressive culture, now and for the future

As our business addresses changing needs, so must it address the shift in workforce dynamics. We recognise our people have great potential in many industries and so we must always strive to be an employer of choice. This means putting the needs of our people at the heart of our organisation, continually assessing trends and ensuring

we live up to our promise. For example, enabling remote and hybrid work and utilising AI and digitalisation as an enabler, which benefits wellbeing and progress toward our strategic goals. The need for up and re-skilling during the energy transition. And nurturing strong values and perspectives among our young workers and leaders of tomorrow.

Digitalisation in particular offers improved learning platforms, knowledge retention and pathways for personal and business growth. On top of that, we will need to further enhance our employee experience through personalised, flexible work options where possible.

Another key challenge is addressing mental health and wellbeing, which has been worsening at a societal level, particularly among younger people. We must be conscious of where technology can be detrimental as well as helpful in this regard.

Finally, we aim to integrate improved analytics and further digitalise our people related processes. In short: we have a proactive and determined approach, however, there is still much to do!

People work for and with other people

Our approach is to ensure we have the right people at the right place, at the right moment. Skilled people, feeling engaged, with the will to help and support others. Playing a valued role in a forward-thinking, but always dependable culture.

The ambition is to stay close to what I believe in: be kind and honest, listen well, be sensitive to what people say and do, ask questions and have trust that this will further shape Evos’ ambitions. To genuinely care about our people, is to genuinely care about our business.



Only when people feel at home, where they feel heard and accepted, where they can speak up... people will be able and willing to explore their maximum potential.”

Stefan Koning
Group HR Manager



Additional IROs continued...

Training and internships at Evos Hamburg

Evos Hamburg is dedicated to introducing young people to the working world. To this end, there is a program that offers students the opportunity to do internships on-site and get to know working life. The goal is not only to make Evos more well-known but also to provide insight into the diverse positions within a company. During the two three-week internships, a varied programme is offered within the terminal. Another aim is to highlight the opportunities and possibilities of the Port of Hamburg and bring them to the attention of young people.

The Port of Hamburg remains the largest employer in the region and offers numerous companies with great development opportunities. Unfortunately, the port is no longer well known to young people as an employer, so Evos tries to actively encourage opportunities and make students more aware of the port.

These initiatives are supported by the training program that started four years ago, in which Evos trains two apprentices per year in the terminal in a three-year dual apprenticeship to become specialists in port logistics. The first apprentices have already completed their training and now work as permanent specialists in the terminal, helping to successfully implement demographic change at the site.

To motivate young people of the future, Evos participates in the training fair of the Hamburg Chamber of Commerce, where several thousand students inform themselves about training opportunities in Hamburg every year. The booth is supervised by our apprentices from Evos.

In 2024, these efforts were recognised when the press conference of the School Senator and the Employment Agency on the state of training in Hamburg was held at the Hamburg site. Niclas Dreier, an apprentice from Evos in the second year of training, acted as the moderator for the event.

Through this initiative, we are shaping not only the future of the terminal, but also the future of work for our employees by creating apprenticeships, traineeships and graduate positions at Evos Hamburg. In the years ahead, our young leaders will be the driving force of our sustainability efforts, providing jobs with purpose and strong prospects for the future.

Working with our communities

In 2024, we spent a lot of time working with people in our communities. Here's just a snapshot of everything we achieved.

Evos Hamburg Cooperation Wilhelmsburg

As an operator of assets where technology plays a significant role, we are keen to promote technical professions to young people who have not recently been in the spotlight. That is why we are working with one of the largest high schools in Hamburg. As well as two days when pupils from the school visit the terminal, there is close interaction as we get involved in school events and run other smaller projects. Evos has also contributed to the equipment of the school's STEM area to bring technical education and professions closer to the students.

Algeciras training workshop for upper secondary students

Together with the Port of Algeciras and in alignment with its green strategy, we participated in a training workshop for upper-secondary vocational students. Around 50 students visited our terminal to gain insight into our operations and observe firsthand how we incorporate responsible practices at every stage of our activities. This initiative reflects our ongoing commitment to environmental stewardship and a sustainable future.

VRU – on the way to zero emissions

Many of the products we store contain hydrocarbons which evaporate into the atmosphere and cause air pollution and potentially result in odour nuisance for local communities. To prevent this from happening, and in alignment with applicable regulations, we have installed several Vapour Recovery Units (VRU) at our sites. These capture the product vapour and convert it back into the



Spotlight

Future Day at Evos

Future Day in Germany is a nationwide initiative aimed at giving students an insight into various professions and providing them with the opportunity to gain practical experience. On this day, companies, universities, and research institutions open their doors to show young people the diversity of career opportunities and to inspire them for professions they may not have considered before.

product, meaning that the hydrocarbons do not enter the air and emissions are prevented. Not all Evos storage tanks are connected to a VRU but we are gradually connecting more and more so we can lower our impact on the environment and reduce the chances of odour nuisance for local communities.

At Evos Hamburg, we used Future Day to welcome 11 teenagers to our site and give them an exciting insight into our work. The day began with an informative introduction, where the young guests learned more about our activities and the importance of our work. This introduction helped the participants develop a basic understanding of our processes and the significance of our work.

After the introduction, we went on an extensive tour of our terminal. A special highlight of the day was climbing a tank, where the students could enjoy an impressive view of the site. Equally exciting was the ride on one of our locomotives, which caused great enthusiasm among the young guests. These practical experiences allowed the students to experience the technology and process up close and gain a better understanding of the various areas of responsibility at Evos.

Positive feedback from the students showed us that the day was a big success. All participants were very satisfied and happy, and we could see how much they enjoyed the experiences and insights.

We are already looking forward to the next Future Day and to inspiring even more young people with our work. Such events are not only a great opportunity to present our company but also to spark the interest and curiosity of the next generation and to inspire them for technical professions. At Evos, we are proud to contribute to the career orientation of young people and to show them the diverse opportunities in technology and logistics.

Seamen's Centre Amsterdam

Every day, ships moor at the terminals of Evos. These ships have often been at sea for a long time and come from every corner of the world. We are a proud partner of the Seamen's Centre in Amsterdam. It is a place where sailors can go to relax with like-minded people, get advice and support and contact their family and friends back home. The Seamen's Center in the Port of Amsterdam receives approximately 10,000 visitors annually. We believe it is important that the crew members of these ships are appreciated for the hard and important work they do for our industry and society and are happy to do our bit to help.

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Environmental impact of spills and emissions (non GHG)



We are working alongside partners and stakeholders to support the energy transition and reduce our environmental footprint.

We operate safely, securely and sustainably

- Safety first always in everything we do
- We protect our people, the products we handle and our planet
- We protect our planet by reducing and using our energy wisely
- We include sustainability in every part of our operation, working closely with our partners
- We factor environmental, social and governance (ESG) factors into our daily decisions to create lasting value for everyone

“
We continuously improve our carbon footprint by purchasing renewable electricity and enhancing energy efficiency.”
Jan Willem van Velzen,
Group Strategy and Sustainability Manager

Environment



Materiality focus point 1

Facilitating the energy transition

At Evos, environmental sustainability is integrated in every part of our operations, working closely with our partners

Our objectives

Continue to invest in new sustainable liquid energy markets to meet evolving demand. And to identify and capitalise on new molecules to support future liquid energy and chemical needs

Targets 2024

50%

non-fuels in our product portfolio by 2035 (from 13% in 2019)

Achievements 2024

27%

increased from 25% in 2023 to 27% in 2024 due to product switches and conversion



Facilitating the energy transition

It is our goal to be the preferred partner in energy transition. That is why we are working closely with our partners to support the move to more sustainable forms of liquid energy, such as biofuels and hydrogen. This means that our green portfolio is growing – and we are continuing to invest in new sustainable liquid energy markets so that we are well-placed to meet demand as it evolves.

As a tank storage provider, we can help our partners make the transition to a low-carbon economy by enabling the large-scale distribution and storage of more sustainable forms of energy such as biofuels, ammonia, and hydrogen. And by providing the critical infrastructure for these alternative energy carriers, supports emissions reductions across the broader energy value chain. In turn, this contributes positively to our climate change goals and the decarbonisation of sectors that rely heavily on liquid or gaseous fuels, such as transport and industry.

We see this as an exciting opportunity. By proactively investing in infrastructure for low-carbon fuels, such as dedicated terminal capacity for biofuels or green hydrogen carriers, we can position ourselves as a key enabler of the energy transition. This can attract new customers from emerging energy markets, strengthen stakeholder trust, and potentially enhance access to sustainability-linked financing. It also opens avenues for partnerships with governments, energy innovators, and industrial players leading the decarbonisation effort.

Making progress with sustainable products

To support the energy transition, we are committed to adopting sustainable liquid energy sources like biofuels and hydrogen. In 2024, we focused on expanding and repurposing assets to meet market needs and collaborated closely with customers. We successfully converted tank storage capacity to renewables and biofuels, partnering with existing and new customers and leading the energy transition.

We are proud to have increased the proportion of our non-fossil fuel portfolio to 27% of our total storage mix.



A snapshot of our energy transition projects

Here are some of the exciting energy transition initiatives and partnerships we are involved in that we can tell you about:

Evos Hamburg – liquid CO₂ storage hub

We are developing a project for a liquid CO₂ hub concept to meet industrial demand and strengthen Hamburg's role in Carbon Capture & Storage (CCS). The captured CO₂ will be transported by rail, consolidated at Evos Hamburg and sent to long-term storage sites. By working with key stakeholders, including the Hamburg Port Authority and CO₂ storage providers, this project is driving the development of a rolling pipeline for liquid CO₂ transport – with several other partners interested in securing similar deals with Evos.

Evos Ghent – sustainable aviation fuel (SAF) storage

We have been busy repurposing storage capacity for Synthetic Blending Component (SBC), a key ingredient in SAF – and will have four tanks totalling 76,000 cbm, operational by Q3 in 2025. SBC is derived from renewable feedstocks and blends with conventional jet fuel to reduce lifecycle carbon emissions by up to 80%, supporting aviation decarbonisation.

Evos Rotterdam – green methanol bunkering solutions

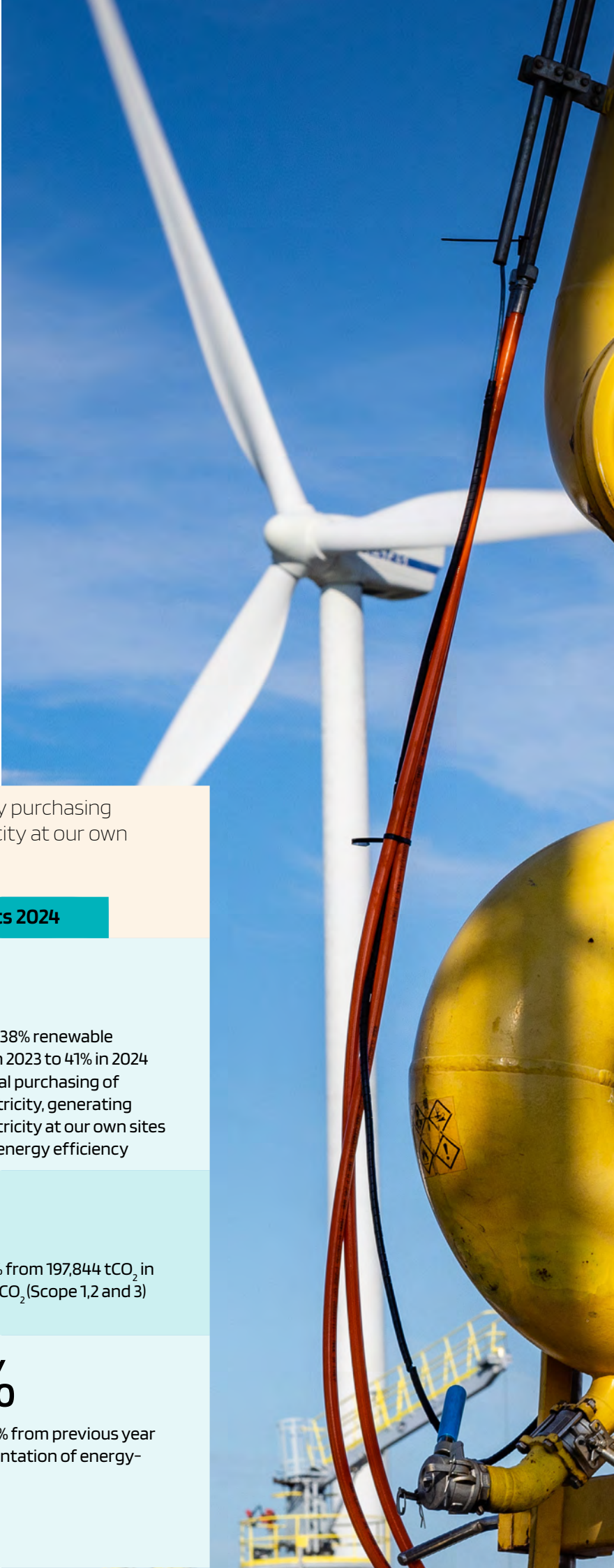
We are planning to expand our terminal capacity to meet the growing demand for methanol storage and bunkering, including five new tanks and a dedicated berth. Customers will be able to store bio-, e-, and grey methanol, with options for segregated or co-mingled storage based on biogenic content.

Evos Ghent – ethanol storage expansion

As Europe's largest bioethanol storage provider, Evos is increasing ethanol capacity to support its use in blending in road fuel, sustainable aviation fuels, green chemicals, and plug-in flex-fuel hybrid vehicles.

Materiality focus point 2

Energy use and GHG emissions



Our objectives

We are committed to reducing our CO₂ emissions by purchasing renewable electricity, generating renewable electricity at our own sites, and improving energy efficiency

Targets 2024

50%
renewable energy usage by 2030

0
Net zero operations by 2045
(Scopes 1, 2 and 3)

Annual reduction of energy usage

Achievements 2024

41%
Improved from 38% renewable energy usage in 2023 to 41% in 2024 due to additional purchasing of renewable electricity, generating renewable electricity at our own sites and improving energy efficiency

31%
Decrease of 31% from 197,844 tCO₂ in 2023 to 137,145 tCO₂ (Scope 1,2 and 3)

4.9%
Reduced by 4.9% from previous year due to implementation of energy-efficient plans

Energy use and GHG emissions

At Evos, we focus on being energy efficient and reducing CO₂ emissions. That ethos is integrated into every step of our operations, how we work with our customers, and in our strategy for the future. We protect our planet by minimising emissions and reducing and using our energy wisely.

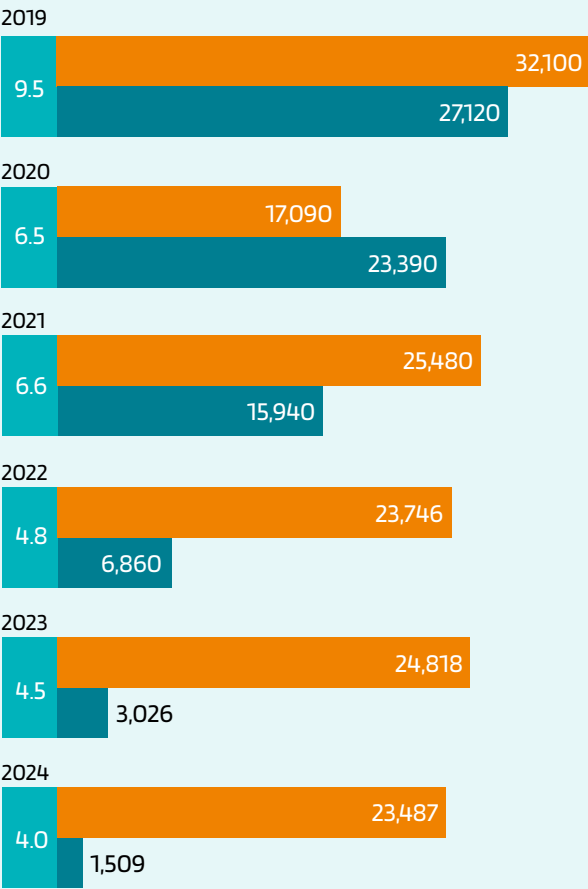
Our commitment to reduce greenhouse gas emissions spans our entire operations and supply chains. Our goal is to reach net zero emissions by 2045 or sooner. To reach this goal, we are committed to reducing our energy consumption year-on-year. By 2030, we are striving for 50% of our energy usage to come for renewable energy usage – by purchasing renewable electricity and generating renewable electricity at our own sites. We aim to reach net zero emissions in our operations by 2045.

Most of our greenhouse gas (GHG) emissions come from energy use for pumping, heating, cooling and maintaining pressure in the tanks, contributing to Scope 1 and 2 emissions. These activities, including energy consumption from electricity and fuel for facility operations, directly impact our carbon footprint.

Beyond our operations, we facilitate the storage and throughput of fossil fuels and chemicals, which leads to indirect emissions classified as Scope 3. These emissions include those from the upstream activities of extraction, refining and transportation of these products. Significant emissions occur downstream from the eventual combustion or industrial use of stored products, but as a predominantly storage provider only, only our chemicals production site in Rotterdam has “end-use of product” emissions that fall within Scope 3.

Improving energy efficiency, electrifying operations, using alternative cleaner fuels, and integrating renewable energy sources offer pathways for us to reduce Scope 1 and 2 emissions. Enhanced emission tracking and transparency, particularly around Scope 3, can strengthen relationships with sustainability-focused customers and investors. By gradually shifting our portfolio towards the storage of clean alternatives, we can align with global decarbonisation trends and position ourselves as a future-proof logistics partner in the energy value chain.

Our performance 2019-2023



Scope 1 emissions (tCO₂e)
Scope 2 emissions (tCO₂e)
Carbon intensity (tCO₂e/1000cbm)

We protect our planet by minimising emissions and reducing and using our energy wisely.

		2023	2024
Scope 1 (direct emissions)	Tonnes CO ₂ e	24,818	23,487
Scope 2 (indirect emissions)	Tonnes CO ₂ e	3,026	1,509
Scope 3 (value chain emissions)	Tonnes CO ₂ e	170,401	112,149
Total Scope 1 & 2	Tonnes CO ₂ e	27,844	24,996
Carbon intensity Scope 1 & 2	ttCO ₂ e/1000cbm	4.5	4.0
Total Scope 1, 2 & 3	Tonnes CO ₂ e	197,844	137,145
Carbon intensity Scope 1, 2 & 3	ttCO ₂ e/1000cbm	31.4	21.8

Energy use and GHG emissions continued...

Scope 1: Direct Emissions

These are emissions that are directly generated through our own operations, or by sources owned and operated by Evos.

Source: Fuel for vehicles and equipment

Mitigation: Replace conventional fuels with renewable alternatives.

Source: Fugitive emissions (i.e., releases of gases or vapours from equipment or processes)

Mitigation: Minimise fugitive emissions through best operational practices, regular maintenance, and technical measures such as advanced tank design, floating roofs, connecting tanks to vapour recovery units, and installing vapour prevention lids. Note that these measures are largely regulated.

Source: Product leakages

Mitigation: Prevent spills through best operational practices, regular maintenance, and technologies like leak detection systems.

In Algeciras, new best practices were implemented to improve the performance of our product heating process through the boilers. This meant that we surpassed the sustainability objectives that were established last year in this area and manual intervention has been extended to nearly the entire electrical tracing system. Energy savings from tracing for 2024 up to December 2024 amount to 1.197 MWh, which translates into approx. 138k euros.

Energy savings from tracing for 2024 up to December 2024 amount to

1.197MWh

Scope 2: Indirect Emissions

These are indirect emissions arising from the generation (by third parties) of electricity, heat, steam and cooling purchased and consumed by the company.

Source: Purchase of electricity for facility operations

Mitigation: Procure or produce low or zero-carbon electricity through installing our own renewable energy generation, agreements with utility providers, implementing energy efficiency improvements, adopting green building designs (e.g., Evos' new office in Rotterdam), and using LED lighting.

Currently, 93% of the electricity we purchase is from renewable sources, which is up from 88% in 2023 and seven out of our eight terminals now buy only green electricity. Evos procures green energy through Guarantees of Origin, which certify that the electricity consumed comes from renewable sources like wind, solar, or hydro.

The generation of renewable electricity at our own sites also increased by 38% compared to 2023. Much of this was achieved by installing additional solar panels in Rotterdam, Hamburg and Amsterdam. The solar photovoltaic installation across the terminals is enhancing our energy self-sufficiency. Since Evos Terneuzen and Evos Ghent are also in the process of installing solar panels (to be operational in 2025) seven out of eight of our terminals will generate renewable energy on-site, contributing to a reduction in our energy footprint.

Energy usage	2023	2024
Energy purchased (MWh)	59.232	51.894
Share of energy purchased from renewable sources (GoO)	88%	93%
Renewable energy produced on-site (kWh)	408.700	563.500

Scope 3: Indirect Emissions

These are emissions generated through our value chain, including supplied products and product use.

Source: Upstream/downstream transportation and distribution of products

Mitigation: Optimise logistics to reduce emissions.

Source: Disposal and treatment of waste

Mitigation: Minimise waste, recycle, and adopt sustainable waste management practices.

Source: Employee transportation/commuting

Mitigation: Electrify the car fleet, promote cycling, and encourage the use of public transportation.

Energy efficiency plans

In 2023 we conducted a study which assessed our current situation and identified new energy and CO₂ saving projects for 2024. Including an audit of all terminals and on-site workshops, it concluded that Evos has a strong focus on energy efficiency and has already invested in many measures. Yet some opportunities remain.

We updated the energy efficiency plans for each terminal and have already implemented many of these during 2024:

Gradually switched to LED lighting at terminals including Hamburg and Terneuzen

In Hamburg, optimised the pump flow and use of variable speed drive at pumps for rail car loading

Installed solar panels in Hamburg, Amsterdam and Rotterdam

Made improvements to the vapour recovery unit in Ghent

Monitored and optimised the electrical tracing system in Algeciras and Hamburg

Improvement/adjustments in settings on boilers and heating systems in Amsterdam

Implementation and training in guidance for good practice boiler use in Algeciras

Continuation of electrification of the car fleet in terminals including Malta, Ghent and Amsterdam

The use of sun-reflecting foil on the windows to conserve electricity used for climate control technologies, such as air conditioning



In 2024, Evos started measuring Scope 3 emissions. We partnered with Nexio Projects for a 2023 and 2024 Scope 3 Assessment, following GHG Protocol and ISO 14064 standards. Primary data was collected and validated for each emissions source, with reasonable assumptions made when necessary. Established emission factor databases were used to calculate greenhouse gas emissions from the activity data.

Total Scope 3 emissions for Evos in 2023 amounted to 170,401 tCO₂e.

Total Scope 3 emissions for Evos in 2024 amounted to 112,149.73 tCO₂e, which represents a -34% decline from 2023. The largest contributors to emissions were Purchased Goods and Services (51%), Capital Goods (16%), Upstream Transport (11%), and Downstream Transport (9%). All other categories contributed less than 5% each to the total emissions.

The significant drop of 34% in Scope 3 emissions from 2023 to 2024 is caused by the decision to reduce the production volumes at Evos Rotterdam. The terminal in Rotterdam includes an integrated facility which produces a number of methanol derivatives including formaldehyde. As the remaining production requires less feedstock, the overall footprint is lower.

Further mitigating actions and strategies to reduce scope 3 emissions will be defined in the coming years.



Spotlight

Amsterdam solar panels project

Dorien Kalmijn
Project Engineer

In December 2024, 1,500 solar panels (covering 5,200 m²) went live at Evos Amsterdam, bringing the total number of solar panels at the terminal to 1,700. These panels are expected to generate approximately 650 MWh of renewable energy annually, which is enough to power over 160 households.

Alongside this, 12 new electric vehicle (EV) charging points were installed, enhancing green transportation options at the terminal, bringing the total to 17. By producing renewable energy on-site, we directly reduce CO₂ emissions and our dependence on the grid. This also aligns with the Port of Amsterdam's climate ambitions. It is a great example of how Evos is embedding sustainability into its operations and is inspiring people across the company to explore further sustainable solutions. Alongside this, 12 new electric vehicle (EV) charging points were installed, enhancing green transportation options at the terminal, bringing the total to 17.

In addition to further lowering our Scope 2 emissions, the project was a huge success for our people. Strong communication, perseverance, and adaptability were essential. But also, curiosity – wanting to understand how things work and why certain choices are made. These attributes helped to enable better decisions and build support throughout the project.

Leading the project were our young project engineers, whose innovative thinking, technical expertise and dedication were instrumental. As a team, they were not afraid to think differently and explore novel approaches. They worked in a multidisciplinary way and challenged each other, which helped them stay adaptable and move quickly. Their involvement not only contributes to our sustainability goals but also sets a strong example for the future of the energy sector. This effort reflects Evos' ongoing support for youth leadership and development, inspiring the next generation of leaders in sustainable energy solutions.

Hear from Dorien who was part of the project team: "This was a challenging but energising journey. From the initial feasibility studies to the go-live in December 2024, we collaborated with a wide range of internal and external stakeholders – for example, the environmental agency, key partners and our on-site technical team. We really felt as though we were contributing to something meaningful. Sustainability becomes something tangible when you're a part of building it. The most special moment was seeing the first rays of sunshine generate actual power. That was magical. I'm proud of what we accomplished as a team. We were trusted and we delivered."

We were hugely impressed at how the team rose to the challenge, overcoming hurdles, such as the permitting process and project management across a number of stakeholders. Another key challenge was integrating the solar system with our existing electrical infrastructure in an operational terminal environment. Despite it all, the team succeeded through strong teamwork and determination.

However, our work does not end here. Our young engineers are already working on new initiatives, including a large-scale automation project at the Amsterdam East terminal that will future-proof operations and enhance service for our customers. They will be working closely with our operations team to ensure a successful rollout. It is a major challenge – and a great opportunity – which they are especially excited about.



650_{MWh}
of renewable energy generated annually
by our solar panels

1,500
solar panels went live at Evos Amsterdam

5,200_{m²}
covered by our solar panels

// Sustainability becomes something tangible when you're a part of building it. The most special moment was seeing the first rays of sunshine generate actual power. That was magical. I'm proud of what we accomplished as a team. We were trusted and we delivered."

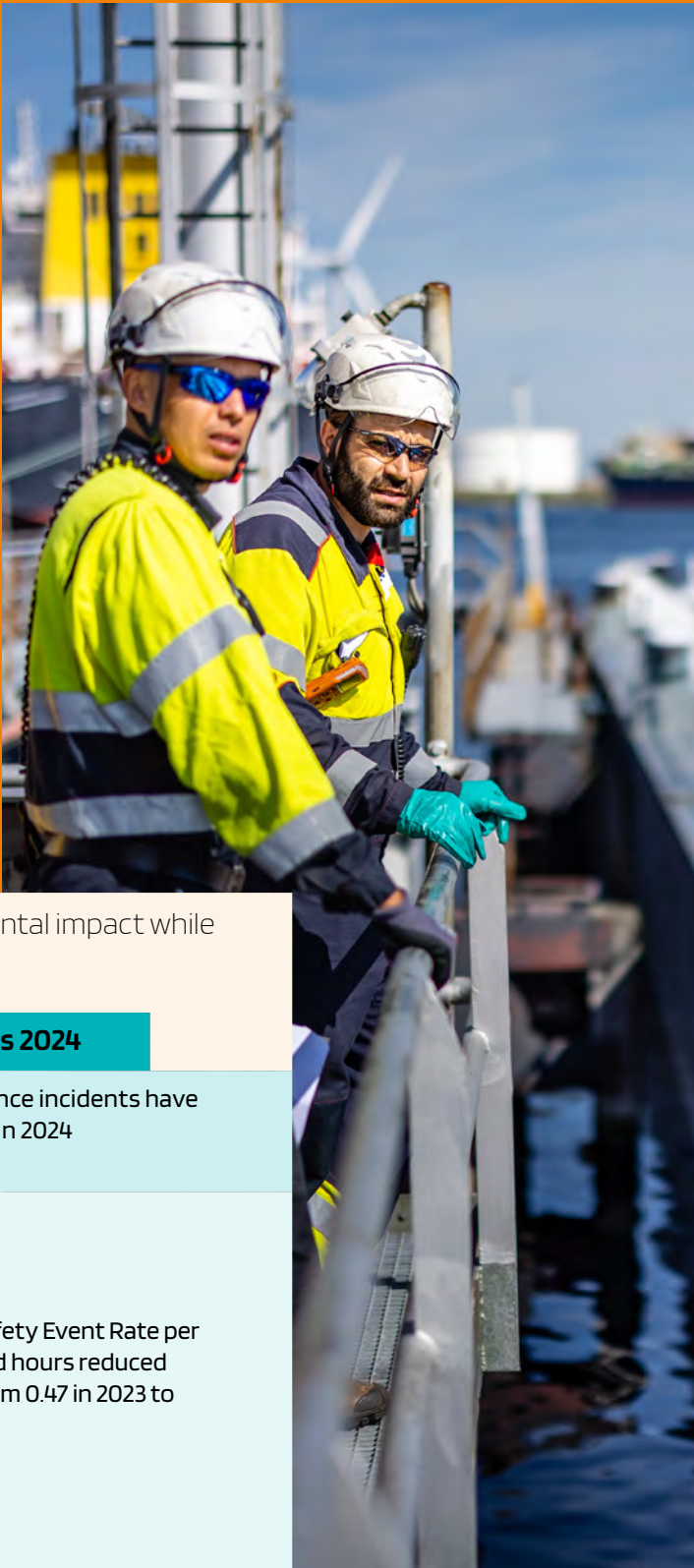
Dorien Kalmijn
Project Engineer



Materiality focus point 3:

Environmental impact of spills and emissions (non GHG)

Safety first always in everything we do: We protect our people, the products we handle, and our planet.



Our objectives

Enhance process safety and reduce our environmental impact while meeting the changing needs of our customers

Targets 2024	Achievements 2024
No significant or major nuisance incidents (e.g. accidents, noise or odour that affected local communities)	No major nuisance incidents have been recorded in 2024

<0.2

Aim for zero process safety incidents (Process Safety Event Rate <0.20)

0.10

The Process Safety Event Rate per 200,000 worked hours reduced significantly from 0.47 in 2023 to 0.10 in 2024

Handled with care

The products we store for our customers are crucial for society to run and we are dedicated to handling them responsibly to protect the environment. That is why we go beyond compliance – investing in technologies and practices that minimise emissions and prevent spills across all our sites.

During operations like pumping and cleaning, there is a risk of leaks and emissions which can affect air quality around the terminals and local ecosystems. To address this, we use advanced leak detection, secondary containment, and high-efficiency water treatment systems. This helps prevent pollution and supports healthier communities and environments. And by continually improving our processes, we not only safeguard natural resources but also build trust with regulators and local communities.

- In 2024, we took several steps to improve process safety fundamentals to reduce spills (Tiers 1 and 2):
- Carried out external research and an Evos incident investigation review to identify lessons learnt
 - Assessed suitability of IOGP Process Safety Fundamentals
 - Reviewed the Capex delivery model to emphasize on process safety in design
 - Reviewed preventative maintenance on critical safety systems
- We also took some steps to improve process safety fundamentals to reduce emissions:
- Further optimised the vapour recovery units
 - Prepared connections for additional tanks to the vapour recovery unit, these will be connected in 2026
 - Offered purging with nitrogen to ship/barge owners to avoid emissions to the atmosphere
- This resulted in a process safety performance of PSER (Tier 1 and 2) of 0.10 in 2024 versus 0.47 in 2023.

Process safety performance 2019-2024	2022	2023	2024
Tier 1 LOPC	3	0	0
Tier 2 LOPC	1	5	1
PSE 1+2 (target: max. 2)	4	5	1
PSER (# per 200,000 hours)	0,41	0,47	0,10

Safety events

- When there is an incident involving the unplanned or uncontrolled release of any material or liquid, including non-toxic and non-flammable substances from a process, this is either known as a Process Safety Event (PSE) or a Loss of Primary Containment (LOPC).
- LOPC events are critical to monitor and manage because they can lead to significant safety, environmental, and economic consequences.
- In the context of safety events, Tier 1, Tier 2, and Tier 3 refer to different levels of severity and consequences associated with Process Safety Events (PSE) and Loss of Primary Containment (LOPC):
- **Tier 1:** This represents the most severe events. A Tier 1 PSE or LOPC involves major consequences such as fatalities, significant injuries, large-scale evacuations, or substantial property damage
 - **Tier 2:** These events are less severe than Tier 1 but still involve notable consequences. A Tier 2 PSE or LOPC includes injuries, smaller-scale evacuations, or moderate property damage
 - **Tier 3:** These are the least severe events and are typically company or site-defined performance indicators. Tier 3 events provide information about the strength of barriers and weaknesses in equipment and hazard control systems
- Safety events are strictly regulated because they can have significant consequences, such as injuries, fatalities, environmental damage, or substantial property loss.





Environmental impact of spills and emissions (non GHG) continued...

Preventing safety events

In 2024, our Process Safety Event Rate per 200,000 worked hours reduced significantly from 0.47 in 2023 to 0.10.

We have many checks, reviews and plans in place to protect the environment and aim for zero safety incidents. These include:



Regular inspections and maintenance

- Risk-Based Inspection (RBI) which involves prioritising inspections based on the risk of failure and the potential consequences
- Corrosion Management Programmes to address both internal and external corrosion



Engineering controls

- Hazard and Operability Study (HAZOP) which systematically identifies and analyses potential hazards to recommend safeguards
- Mechanical Integrity Programmes to ensure that equipment is designed, installed and maintained properly to prevent failures



Operational controls

- Standard Operating Procedures (SOPs) which give us clear guidelines for safe operation and emergency response
- Training and Competency Programmes which help our colleagues understand and effectively implement safety procedures



Leak detection

- Regular monitoring for leaks and prompt repairs to prevent small issues from becoming major incidents



Emergency response planning

- Developing and regularly updating emergency response plans to quickly and effectively address any incidents that do occur



Safe design and operation of process vents

- Ensuring that venting systems are designed to prevent fires, explosions, and toxic releases
- Maintaining safe vent conditions during both normal operations and emergency situations



Emission control systems

- Using devices like scrubbers, flares and thermal oxidisers to treat emissions before they are released
- Complying with regulations to minimise environmental impact



Monitoring and maintenance

- Regularly inspecting and maintaining equipment to prevent leaks and uncontrolled releases
- Implementing leak detection programmes to promptly address any issues

These practices help ensure that emissions are controlled and minimised, contributing to safer and more sustainable operations.

Best practice in asset management

Evos is a member of the Engineering Equipment and Materials Users Association (EEMUA), an international membership body for owners and operators of fixed industrial assets. EEMUA's primary focus aims to provide guidance and develop technical specifications for the safe operation, maintenance and management of industrial equipment and systems.

It offers a range of resources, including publications, training courses and seminars, and provides guidance on technical topics related to storage tanks, pressure testing, energy transitions, and alarm management. We use EEMUA's technical guidance publications to help us update our processes and implement state of the art designs.

Our membership of EEMUA helps us:

- Improve efficiency, safety, and regulatory compliance
- Stay up to date on regulation and standards development
- Significant savings and improved asset management
- Practical and pragmatic good practices that help us create a standardised approach

Changing regulations

Changing and increasingly stringent regulations, especially those targeting conventional road fuels, pose both a significant challenge and a potential opportunity for our business. As our operations are heavily tied to the storage and distribution of such fuels, any bans or restrictions could disrupt our core activities, demand costly transitions to alternative energy sources, and complicate long-term planning.

Furthermore, regional disparities in regulation may affect our competitiveness in global markets, while sustainability requirements could become a barrier to contract acquisition or renewal, particularly from forward-looking ports like Amsterdam. However, by proactively embracing these regulatory shifts, through investments in energy transition technologies and alignment with sustainability goals, we can not only mitigate risks but also enhance our resilience, strengthen our market position, and appeal to environmentally conscious clients and authorities.

Managing waste and water usage

There is always likely to be a certain level of oil or chemical waste produced from our operations and industrial processes. This could be water that is mixed with another product after tank cleaning, sludge from wastewater treatment, or materials that include a certain amount of oil or chemical components. All of this is classified as hazardous waste, which we manage in full compliance with the high EU standards on waste management.

All of our operating and safety procedures are designed to prevent waste wherever possible. But where we can't do that, these residual streams are handled by specialised parties and in accordance with strict regulations. Our terminals adhere to all environmental and waste management requirements set by local authorities. For the handling of oil and chemical-affected waste streams, we have service contracts with specialised and authorised waste management companies. Recycling of parts or valuable components is the next step towards more circular operations. We also adhere to EU recycling standards for other waste materials, like paper and cardboard, plastics, and metals. These mainly come from our office activities and make up only a minor share of total waste.





Environmental impact of spills and emissions (non GHG) continued...

Biodiversity

We know that while rare, accidental spills or leaks from our operations could harm local biodiversity by polluting soil or water and disrupting ecosystems, especially near environmentally sensitive areas. It's also true that many of our terminals such as those in Terneuzen and Malta, are close to protected areas with critical habitats or species. Or located in areas where the environment is under pressure for water resources and may compete with natural ecosystems, like in Ghent, Malta and Terneuzen).

That is why we place such high importance on protecting the areas around our terminals. Although unlikely, any incidents could lead to significant environmental consequences, as well as regulatory penalties or reputational damage. We operate in a highly regulated industry regarding pollution prevention and always make sure we are in control of these risks, including through our spill prevention measures. And we are proud to say that we have operated without any incidents impacting the surrounding nature for many decades.

Adaptation to climate change

When it comes to climate change risks, our coastal terminals are vulnerable to extreme weather events such as storms, flooding and erosion. Without adaptation measures, these events could lead to infrastructure damage, operational disruptions, increased maintenance costs, environmental damage and reputational harm. We can reduce these risks by proactively investing in resilient infrastructure. This includes physical protective infrastructure such as breakwaters, reinforced terminals, clamping pipes to the jetty surfaces and improved drainage.

We also have emergency response plans in place, which are tested regularly, and activated when needed in advance of any approaching storms. Product movements can be stopped, product lines emptied and depressurised, and jetties cleared of vessels. Measures are also taken to ensure staff safety. Demonstrating leadership in climate resilience also offers opportunities to enhance our brand, attract sustainability-focused clients, and access green funding or incentives.

Extreme weather warning

When Storm Helios caused significant damage to our Malta terminal in 2023, there were no injuries, product spills or environmental impact – all thanks to the plans we already had in place and the swift actions of our team. Operations were safely restored and Evos is now working with authorities to further strengthen storm resilience, including enhancing breakwater protection and pipeline supports.





Data appendix and disclosures

Accuracy and materiality

Our systems allow us to measure and monitor many aspects of our operational performance in detail. When these measurements are not possible, we have used recognised, publicly available conversion factors for presenting data calculations.

These factors and recognised ratios have been used to calculate our carbon footprint, electricity, water, paper consumption, and the waste produced in our office. All measured or calculated non-financial data presented in this report is unaudited. Reported figures and facts may differ from previously published figures due to improvements in methodology, corrections of past errors, and updated emissions factors. Please note that in some instances, data has been rounded. Operational boundary/ scope

This report covers relevant data for all Evos locations and entities fully owned by Evos:

- Evos Management (Amsterdam, the Netherlands)
- Evos Algeciras, Spain
- Evos Amsterdam East, the Netherlands
- Evos Amsterdam West, the Netherlands
- Evos Ghent, Belgium
- Evos Hamburg, Germany
- Evos Malta, Malta
- Evos Rotterdam, the Netherlands
- Evos Terneuzen, the Netherlands

Transparency

Our 2024 report aims to provide a full and transparent picture of our performance for the year. When drafting this report, the following guidelines and standards have been considered in accordance with the principles of transparency:

- Greenhouse Gases Protocol





GRI index

Statement of use	Evos has reported the information cited in this GRI content index for the period 01.01.2024–31.12.2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI standard	Disclosure	Page
GRI 2: General Disclosures 2021	2-1 Organisational details	7, 8, 9
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Glossary

Term	Definition
Arcadis	Arcadis is a global design, engineering and management consulting company based in the Zuidas, Amsterdam, Netherlands. It currently operates in excess of 350 offices across 40 countries.
Cbm or m ³	Cubic metres (storage or used volume)
Contractor	Supplier of (outsourced) engineering and maintenance activities on a terminal site
CO ₂	Carbon Dioxide
CO ₂ emission scope	Scope 1, 2 and 3 according to GHG Protocol
CO ₂ emission intensity	Ratio for: net CO2 emissions, of scope 1 and 2, per 1000cbm storage capacity
CSRD	Corporate Sustainability Reporting Directive
ELT	Executive Leadership Team
ERM	Enterprise Risk Management
ESG	Environment, Social and Governance
FETSA	Federation of European Tank Storage Associations
GHG	Greenhouse Gas Emissions
GoO	Guarantee of Origin (certificates for origin of renewable energy / electricity sources)
HSSEQ	Health, Safety, Security, Environment and Quality
H ₂	Hydrogen (gas)
ISCC	A globally applicable sustainability certification system
ISO27001	ISO27001 is the international standard for information security
KPI	Key Performance Indicator
kWh	Kilo Watt Hour
LED	Light-Emitting Diode
LNG	Liquefied Natural Gas
LOPC	Loss of Primary Containment = unplanned or uncontrolled release of material (liquid) from primary containment
LTI	Lost Time Injury
LTIR	Lost Time Injury Rate (# of LTI incidents per 200,000 hours worked)
MI	Methanol Institute
Mt	Metric tonnes
MTC	Medical Treatment Case (consultation or appointment of a doctor – in a hospital)
MWh	Mega Watt Hour
Offset CO ₂	Compensation of CO ₂ emissions scope 1 that cannot be avoided. E.g. by planting trees.

Term	Definition
Petrochemical Feedstock	Feedstocks derived from petroleum for the manufacture of chemicals, synthetic rubber, and a variety of plastics
Product	Liquids from customers that are stored in bulk in the storage tanks
RED	Renewable Energy Directive (EU)
Renewable Energy	Energy generated by solar, wind, water power or biomass sources
SAF	Sustainability aviation fuel
Scope 1 emissions	Direct greenhouse (GHG) emissions that occur from sources that are controlled or owned by an organisation (e.g., emissions associated with fuel combustion in boilers, furnaces, vehicles)
Scope 2 emissions	Indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling
Scope 3 emissions	Indirect Emissions generated through our value chain, including supplied products and product use.
SDG	UN Sustainable Development Goals
Senior Management	Senior Management is CEO and anyone who reports directly to them in the Leadership Team (including the Managing Directors of the terminal)
SEVESO	EU Council Directive for the control of major-accident hazards involving dangerous substances is a European Union law aimed at improving the safety of sites containing large quantities of dangerous substances. It applies to establishments that have an activity linked to handling, manufacturing, using or storing dangerous substances (i.e. refineries, petrochemical sites, oil depots or explosives depots).
Supply chains	End to end activities from extraction to refining and delivery to end consumers of liquid products
tCO ₂	tonne CO ₂
Tier (1, 2 and 3)	Incident Classification standard from the American Petroleum Institute (API)
TIR	Total Incident Rate (Severe LTI + PSER 1&2)
UTV	Union der Deutschen Tanklagerunternehmen
Vessel	Large boat with curved container to transport liquids
VOTOB	Vereniging van Onafhankelijke Tankopslagbedrijven

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