

Rubis CSR

January 2021





THE GROUP TODAY

MEETING ESSENTIAL NEEDS: MOBILITY, HEATING, COOKING

DISTRIBUTION

Rubis Énergie

84%

of our consolidated revenue in 2019

5.5m cubic metres

distributed in 2019 (liquefied gases and fuels)

Presence in

38 countries

1,065 gas stations of which

580 in Africa/Indian Ocean and

395 in Caribbean zone

SUPPLY

Rubis Support and Services

16%

of our consolidated revenue in 2019

Shipping, trading and supply mainly to our Rubis Énergie subsidiaries

5m tonnes

of products transported in 2019

STORAGE

Rubis Terminal JV

(consolidated using the equity method)

4.6m cubic metres

in bulk liquid storage capacity (chemicals, biofuels, automotive fuel, heating fuel, fertilizers, edible oils, etc.)

Presence in

5 countries:

France, The Netherlands, Belgium, Spain and Turkey

17 storage sites

DEVELOPMENT OF THE GROUP

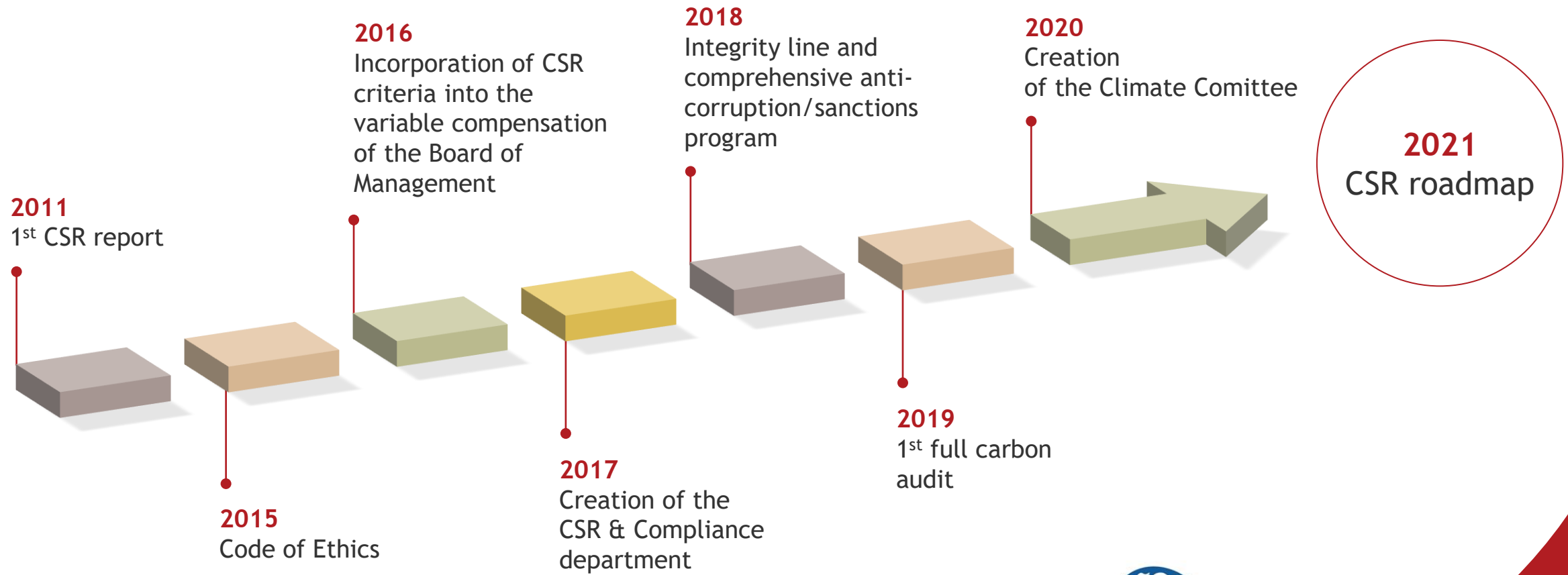
MEETING ESSENTIAL NEEDS AND FACILITATING ACCESS TO ENERGY WITH A SMALLER CARBON FOOTPRINT



- **Facilitating access to energy** to meet the basic needs of populations (mobility, heating and cooking) and enable businesses to operate
- **Pursuing and developing the distribution of energy and products with a smaller carbon footprint** (liquefied gases, bitumen, biofuels, synthetic fuels, etc.)
- **Diversifying the products stored by Rubis Terminal JV by increasing the share of liquid bioproducts** stored at our terminals
- **Managing the logistics chain with long-term awareness of environmental issues**
- **Diversifying** our long-standing business lines by seeking to invest in renewable energies that leave a smaller carbon footprint

OUR CSR TRAJECTORY

FROM REGULATORY OBLIGATION TO FIRM COMMITMENT



OUR PRIORITIES



AS A RESPONSIBLE AND COMMITTED OPERATOR

PROVISION

OF ACCESS TO ENERGY
FOR AS MANY PEOPLE
AS POSSIBLE

is crucial to the development
of local areas and
the population that live there

with a focus on

-  Climate change
-  Health and safety
-  Diversity and the development of skills
-  Creating value locally
-  Business ethics
-  Governance incorporating CSR criteria

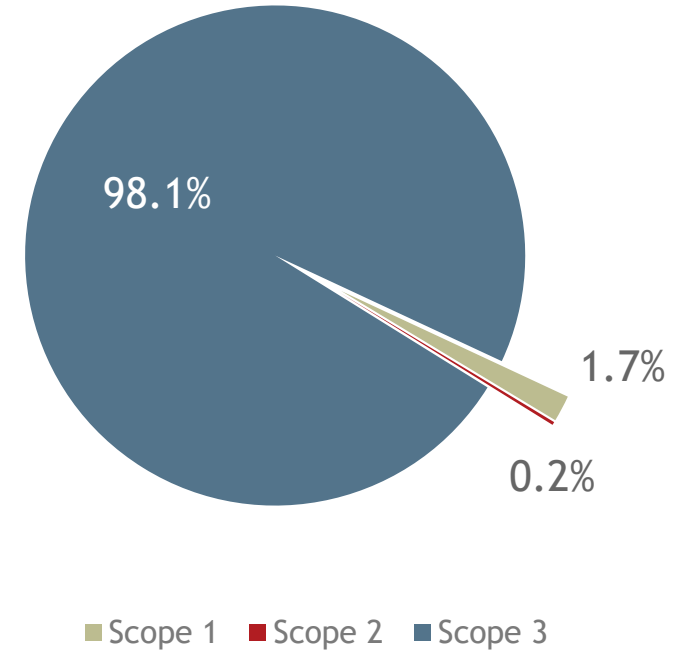
A RESPONSIBLE AND COMMITTED GROUP

LIMITING OUR CARBON FOOTPRINT

OUR ACTIONS

- Stepping up **governance in climate-related issues** (creation of a Climate Committee)
- Setting **targets for a reduction in our carbon emissions**, with effect from FY 2021
- **Communicating on our performance** through the CDP questionnaire from 2021
- **Investing in renewable forms of energy:** biofuels, electricity generation through solar power and green and blue hydrogen, carbon capture, etc.

Overall breakdown of scopes 1, 2 and 3
FY 2019



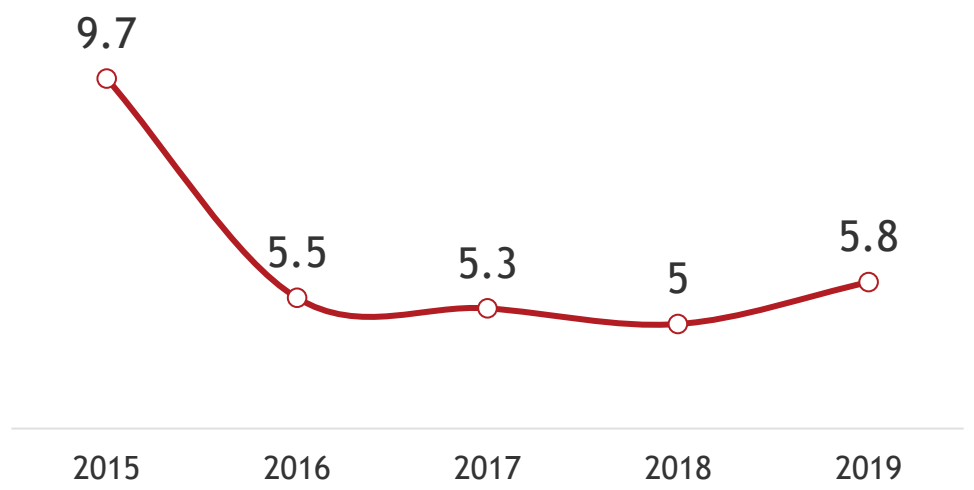
A RESPONSIBLE AND COMMITTED GROUP

COMPLETE SAFETY AT WORK

OUR ACTIONS

- **The frequency of workplace accidents has fallen sharply due to major efforts: -41.2% since 2015**
- **€123 million invested in safety/environmental maintenance in 2019 to ensure the safe operation of our activities**
- **Modernisation program for our fleets of trucks**
- **Goal to have “no serious accidents” and “no fatalities”**

Frequency of workplace accidents



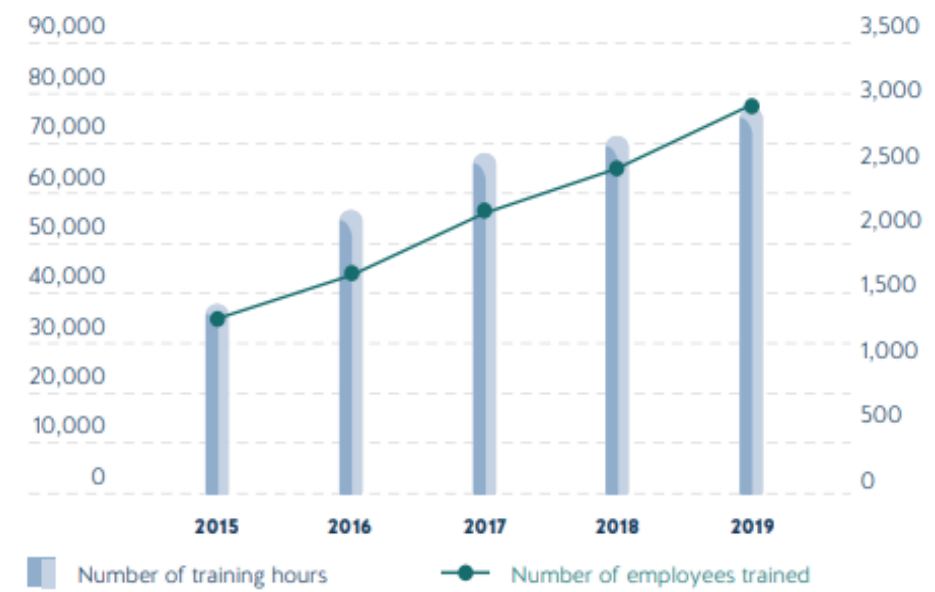
A RESPONSIBLE AND COMMITTED GROUP

ATTRACT, DEVELOP AND RETAIN TALENT

OUR ACTIONS

- Developing skills and adapting to changes in our business lines **through sustained training efforts**
- In an industry where men have long accounted for the majority of the workforce, **the percentage of women > 25%**
- **Including more women in governing bodies:** setting a goal from 2021 onwards
- **Getting employees involved in creating value at the Group:** pay increases, discretionary profit-sharing, regular capital increases reserved for the employees (> 67% participation rate in 2019)

Training initiatives over the last five years

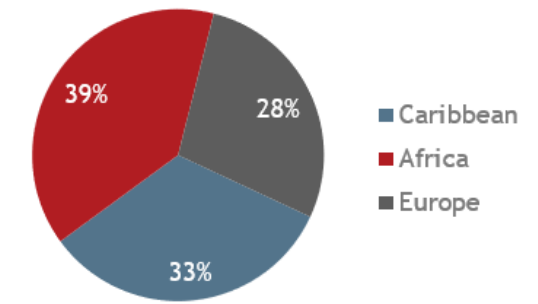


A RESPONSIBLE AND COMMITTED GROUP CREATING VALUE LOCALLY

OUR ACTIONS

- Putting down strong local roots by **drawing on local expertise** (direct and indirect jobs)
- Playing a part in the **efforts to curb the pandemic** in all countries
- **Social initiatives** centred on education, healthcare and the environment in 16 countries, with benefits for nearly 21,000 people

3,965
employees
in **41** countries



A RESPONSIBLE AND COMMITTED GROUP DOING BUSINESS WITH INTEGRITY

OUR ACTIONS

- A comprehensive anti-corruption/international sanctions program rolled out in all Group countries to avert risks
- A network of 39 Compliance Officers to assist with the roll-out of the ethics/anti-corruption program Group-wide

Rubis integrity line

The Group's secured ethical whistleblowing hotline



Think Compliance

RUBIS'S COMPLIANCE PROGRAM

TEST YOUR KNOWLEDGE OF THE GROUP'S ANTI-CORRUPTION PROGRAM WITH OUR

QUIZ

EVERYONE PAYS THE COST OF CORRUPTION!

+ \$1 trillion
in bribes are paid worldwide every year by businesses and individuals
(Source: World Bank)

**Wednesday
December 9
2020**

**International
Anti-Corruption
Day**

**We are
Committed**

UNITED AGAINST CORRUPTION
www.anticorrupttoday.org

rubis

A RESPONSIBLE AND COMMITTED GROUP

A GOVERNANCE ENTRUSTED WITH THE GROUP'S CSR PERFORMANCE

OUR ACTIONS

- Managers have a personal stake in CSR performance, notably through their annual variable compensation, which incorporates CSR criteria, in line with the Group's strategy
- CSR criteria account for 20% of the annual variable compensation

CSR performance goals - annual variable compensation in 2020

Health, Safety and Environment (HSE) <ul style="list-style-type: none"> • 2020 frequency rate of Group accidents at work with sick leave stable or lower than 2019. The criterion is deemed not to have been met in the event of the death of an employee 	2020 rate stable or lower than 2019 = 100% 2020 rate higher than 2019 = 0%	5%
<ul style="list-style-type: none"> • CO₂ emissions in 2020 (scopes 1 and 2) down compared to 2019⁽³⁾ 	2020 ratio < 2019 ratio = 100% 2020 ratio = 2019 ratio = 50% 2020 ratio > 2019 ratio = 0%	5%
Ethics: inclusion of a preliminary analysis of compliance risks and stakes in development projects (acquisitions, JV, new business activities)	100% of projects = 100% Fewer than 100% of projects = 0%	5%
Diversity: implementation of multi-year diversity objectives within the management bodies of Rubis SCA and Rubis Énergie	Achieved = 100% Not achieved = 0%	5%

(3) Scope 1 corresponds to the direct emissions from our activities and scope 2 corresponds to the indirect emissions from the energy consumption by our activities. Scope 3 emissions are not included. They consist of all other indirect emissions (suppliers, use of sold finished products, etc.). Ratio calculation: for Rubis Énergie = volume of scope 1 and scope 2 emissions/volume of products sold. For Rubis Terminal = volume of scope 1 and scope 2 emissions/volume of products handled.

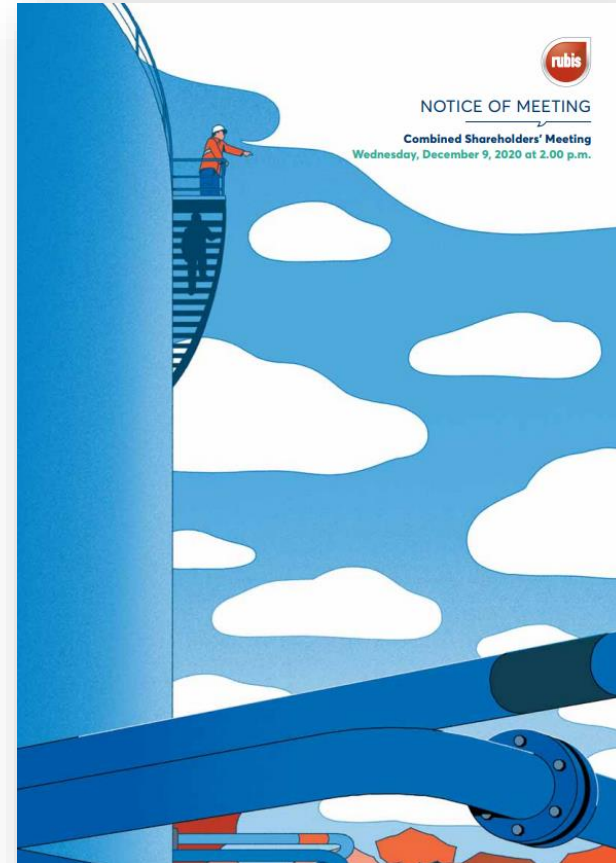
A RESPONSIBLE AND COMMITTED GROUP

A SHAREHOLDER-FOCUSED GOVERNANCE

OUR ACTIONS

At the December 2020 CSM:

- Amendment of the by-laws (Article 56) to better align the interests of the General Partners with those of the shareholders (introduction of a high watermark for the dividend)
- Share buyback program to support the earning per share and the distribution of dividends (liquidity contract and reduction of the share capital through the cancellation of the shares bought back)



FIND OUT MORE AT
WWW.RUBIS.FR/EN



DISCLAIMER: Information contained in this document is indicative only. No representation or warranty is given or should be relied on that it is complete or correct or will apply to any particular project. This will depend on the technical and commercial circumstances. It is provided without liability and is subject to change without notice. Reproduction, use or disclosure to third parties, without express written authorization, is strictly prohibited.

Photos credits:
© Gilles Dacquin
© Rubis photo library



RUBIS SCA
Investor Relations
46 rue Boissière
75116 Paris - France
Share capital: 129,538,346.25 euros
Paris trade and companies register (RCS Paris) No. 784 393 530