



CSR Roadmap 2022-2025

**Think
Tomorrow**



Highlights 2023



CSR approach

- Enlarging our Roadmap to include the Photovoltaic Electricity Production business (3 new indicators).
- Ongoing strengthening of teams to support the implementation of the CSR approach and the integration of Rubis Photosol into the CSR scope.
- Publication of the Group's new Code of Ethics.
- Launch of the project "Human rights at work" to expand on the results of the human rights risk mapping and to enable action plans.
- Launch of our Responsible Purchasing approach.

Climate strategy

- Creation of a Climate & CSR Strategy Committee at Group level.
- The launch of a project at the end of 2023 to analyse climate, physical and transition risk scenarios and opportunities.
- Implementation of our plan to decarbonise our shipping activity.
- The completion, by the Photovoltaic Electricity Production activity, of its first carbon footprint assessment.
- Renewal by the CDP of Rubis' B rating in the Climate Change Questionnaire.

Activity news

- Increased offers including less carbon-intensive solutions such as biofuels and low-sulfur fuel oils for our private and business customers, as well as HVO (Hydrotreated Vegetable Oil), a 100% renewable fuel that reduces CO₂ emissions.
- First steps towards combined solutions integrating solar energy with liquefied gas.
- Ongoing development of the bitumen distribution business, now present in 9 countries, and contributing to the development of local road infrastructures.
- Expansion of the offer to professional customers to develop rooftop installations and ground-based power plants for renewable and local electricity production, drawing on the expertise of the Renewable Electricity Production division.
- International expansion of the Photovoltaic Electricity Production activity in Italy and Spain with the acquisition of ready-to-build projects.
- Signing of the first electricity supply contract (corporate PPA) with an industrial company in France to support it in its energy transition strategy.

A commitment in line with Sustainable Development Goals



7 AFFORDABLE AND CLEAN ENERGY

Through its mission to provide access to energy, in particular LPG, to as many people as possible in geographical areas where a large part of the population lacks it, Rubis contributes first and foremost to SDG 7 "Access to energy". Rubis also produces and distributes renewable energies.

13 CLIMATE ACTION

We are specifically addressing SDG 13 through our commitment to tackling climate change. The creation of a new branch, Rubis Renouvelables, in 2022 integrating Rubis Photosol, one of France's leading independent producers of photovoltaic electricity, will further strengthen this commitment.

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

The measures taken to improve the diversity of our teams, share the value created and implement an anti-corruption programme which follows the highest international standards are in line with SDGs 5, 8 and 16. The bitumen distribution activity in Africa enables us to meet the road infrastructure development needs of these countries and responds to SDG 9.

3 GOOD HEALTH AND WELL-BEING

6 CLEAN WATER AND SANITATION

14 LIFE BELOW WATER

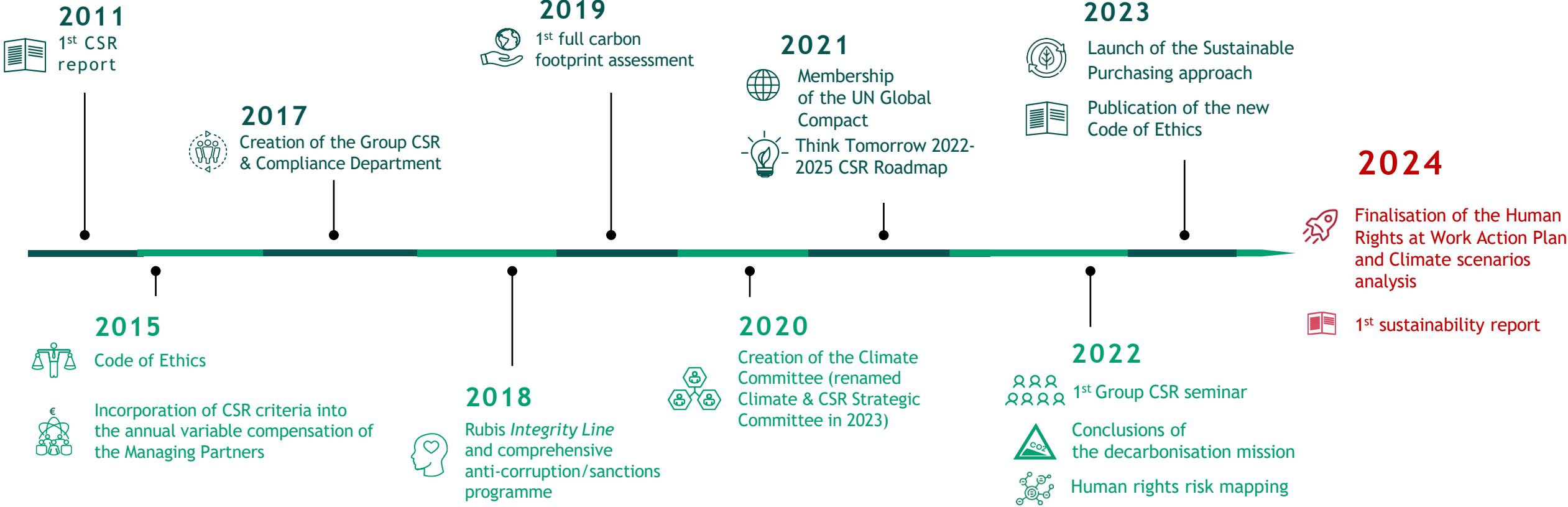
15 LIFE ON LAND

SDGs on which we are particularly vigilant to manage and limit the impact of our activities.

WE SUPPORT

Since 2021, Rubis has been committed to the UN Global Compact corporate responsibility initiative and its 10 principles on human rights, international labour standards, the environment and the fight against corruption.

CSR Trajectory



Our roadmap 2022-2025



Launched 10 years ago, our Corporate Social Responsibility (CSR) process allows us to incorporate social and environmental issues into all our operations.

We have structured our first CSR Roadmap around 3 pillars and 10 key challenges, to create a steering tool and make it easier for all our stakeholders to understand our approach.

3
pillars

10
key challenges

16
priorities

24
indicators



REDUCING our environmental footprint

Reducing the discharges from our operations

Complementing our traditional business lines by seeking to invest in renewable energy

Promoting the energy transition in all our markets by developing the distribution of less carbon-intensive energy

NEW

Reducing the pressure on the environment



PROVIDING a safe and stimulating working environment

Ensuring the safety of people

Supporting the development of employee skills

Promoting diversity within our teams



CONTRIBUTING to a more virtuous society

Operating with integrity

Managing our supply chain responsibly

Supporting communities in the countries in which we operate



Reducing our environmental footprint



As an energy player, we have a **key role to play** in the fight against climate change. Since 2019, we have been ramping up our decarbonisation and energy transition projects, in particular through the creation of a Climate & CSR strategy Committee and the definition of a decarbonisation and diversification strategy.

Moreover, since the day it was founded, the Group has endeavoured to **minimise the environmental impact** of its activities.

01 REDUCING the discharges from our operations

Reducing CO₂ emissions from our industrial sites, our ships and our trucks

In **2030** **30 % reduction** in scopes 1 and 2 emissions⁽¹⁾

In **2030** **20 % reduction** in scope 3A emissions (mainly outsourced shipping and road transport)⁽²⁾

Reducing accidental spills

In **2025** **Number of accidental spills** reaching the environment > 200 liters lower than 2020 (20 spills)

02 BUILDING on our traditional business lines by seeking to invest in renewable energy

Developing an internal carbon price to favour the most climate-friendly projects

In **2023** **Use of an internal price** in all our business units

03 PROMOTING the energy transition in all our markets by developing the distribution of less carbon-intensive energy

Reducing the carbon intensity of our products and raising customer awareness to energy efficiency

By **2025**⁽³⁾ **Set a target** to reduce the carbon intensity of our products (scope to be defined)

From **2022** **At least one consumer awareness campaign** organised per business units per year

04 REDUCING the pressure on the environment

NEW Reducing the pressure on natural resources

By **2025** **Adapt packaging and disposal methods** for end-of-life modules to the new recycling standards on 100 % of our sites

NEW Preserving biodiversity

By **2025** **Developing indicators** to measure biodiversity on our parks

⁽¹⁾ Base 2019, scopes 1 and 2, Energy Distribution and Photovoltaic Electricity Production divisions, isoactivity.

⁽²⁾ Representing 45% of scope 3A, base 2019, Energy Distribution, isoactivity.

⁽³⁾ The Group planned to set a target for reducing the carbon intensity of products sold in 2022. Nevertheless, the acquisition of Photosol has led, through the integration of new activities, to evolve the mix of products sold, the definition of this objective which requires important modeling and projection work has been postponed.



Reducing our environmental footprint

Monitoring our commitments



Commitments	Indicators	Scope	Target	2019 ⁽¹⁾	2020	2021	2022	2023	2023 Achievements/2024 Initiatives
Reducing the carbon footprint of our industrial sites, our ships and our trucks	Scopes 1 and 2 CO ₂ emissions In addition to emissions in value absolute, the carbon intensity of our operations allows us to track our performance taking into account the growth of our business (emissions scopes 1+2/m ³)	Energy Distribution	N/A	252 ⁽²⁾ kt CO ₂ eq	216 ⁽²⁾ kt CO ₂ eq -14%	207 ⁽²⁾ kt CO ₂ eq -18%	245 ⁽²⁾⁽³⁾ kt CO ₂ eq -3%	253 kt CO ₂ eq 0 %	2023: continuation of decarbonisation projects (solarisation of Group sites, use of biofuels, etc.) 2023: integration of the Photovoltaic Electricity Production activity in achieving the target 2024: SARA refinery decarbonisation plan
				44,4	40,7	37,4	42,4	42,2	
Reducing the carbon footprint generated by our value chain (excluding products sold)	Scope 3A CO ₂ emissions	Energy Distribution	2030: - 20% (vs 2019, Energy Distribution scope, covering 45% of scope 3A, <i>i.e.</i> , outsourced shipping and road transport)	193 kt CO ₂ eq	168 kt CO ₂ eq -12,6%	183 kt CO ₂ eq -14,6%	225 kt CO ₂ eq -15,2%	230 kt CO ₂ eq -19,5%	2023: first shipping emissions reported to the Sea Cargo Charter initiative 2024: increased use of biofuels in vessels
Diversifying our business lines in renewable energies	Development of an internal carbon price (ICP) to favour the most climate-friendly projects	Energy Distribution	2023: use of an internal carbon price in all our business units	N/A	N/A	N/A	Definition of the methodology for using ICP	Deployment in business units	2023: implementation
Reducing the carbon intensity of our products	Product carbon intensity	Energy Distribution	2024: set reduction target (scope to be defined)	N/A	N/A	N/A	N/A	N/A	2023: as the acquisition of Rubis Photosol has led to a change in the mix of products sold, the definition of this target has been postponed
Raising customer awareness of energy efficiency	Rate of awareness campaigns	Energy Distribution	From 2022: at least one awareness campaign per business units per year	N/C	N/C	N/C	48%	36%	2023: objective not achieved 2024: regular, tailored follow-up with business units to help them achieve their objectives

⁽¹⁾ We mention here the year 2019, reference year for the "Reducing our environmental impact" pillar, for the targets set for scopes 1, 2 and 3A indicators.

⁽²⁾ Data restated, for more information please refer to the 2023 Universal Registration Document on page 122 (<https://www.rubis.fr/en/rapport-annuel-2023-en>).

⁽³⁾ Data for 2022 have been restated to include data from the Photovoltaic Electricity Production activity.



Reducing our environmental footprint

Monitoring our commitments



Commitments	Indicators	Scope	Target	2019	2020	2021	2022	2023	2023 Achievements/2024 Initiatives
Reducing accidental spills	Number of spills with an environmental impact > 200 liters	Energy Distribution	2025: number of spills < 20	N/C	20	23	14	11	<p>2023: improvement over the past 4 years in the number of accidental spills > 200 liters</p> <p>2024: ongoing awareness-raising campaigns for teams</p>
NEW Reducing the pressure on natural resources	Rate of end-of-life modules collected by the eco-organisation on site	Photovoltaic Electricity Production	By 2025: adapt packaging and disposal methods for end-of-life modules to the new recycling standards at 100 % of our sites	N/A	N/A	N/A	N/A	9%	<p>2023: search for an optimal packaging solution with the recycling channel</p> <p>2024: test and validate the solution, then roll out the protocol to all sites (target: 80 % of end-of-life modules disposed of by the end of 2024)</p>
NEW Preserving biodiversity	Biodiversity measurement indicators	Photovoltaic Electricity Production	By 2025: developing indicators to measure biodiversity on our parks	N/A	N/A	N/A	N/A	Creation of a dedicated environment pole	<p>2024: implementation of flora and fauna monitoring on sites in operation (contractual agreements with engineering firms in charge of surveys)</p>



Reducing our environmental footprint

Project overview



Solarisation of our sites on our Energy Distribution division

In 2023, we stepped up the solarisation of our sites, representing the equivalent of 1.5 MWp installed. The number of assets being solarised is significantly increasing and will intensify over the next few years, with other internal projects currently under study estimated at 2 MWp. For example, the Dinasa subsidiary in Haiti has solarised 100% of its assets to provide lighting for its warehouses. These projects help to **decarbonise the Group's operations** by reducing emissions linked to energy consumption, particularly in countries where electricity is carbon based.



First carbon footprint assessment for our Photovoltaic Electricity Production activity

The **Photovoltaic Production Activity**, integrated into the Group in April 2022, completed its first carbon assessment in 2023 for the 2022 and 2023 financial years. This activity's CO₂ emissions mainly comes from scope 3A (equipment purchases including freight and end-of-life of equipment, transport), but its carbon footprint remains very limited compared with the Group's other activities (0,3 % of the Group's overall emissions).





Reducing our environmental footprint

Project overview



Advancing research into agrivoltaics

In 2020, the Photovoltaic Electricity Production activity initiated a partnership with the French National Research Institute for Agriculture, Food and the Environment (INRAE) to launch the first study on plant dynamics under the influence of photovoltaic panels on parks made available to sheep farmers for grazing, with the aim of assessing the effects of the presence of panels on grass growth in terms of quantity and quality.

In 2023, Rubis Photosol became a partner of the National Center for Research, Innovation and Teaching in Agri-photovoltaics, created on the initiative of INRAE. This cluster brings together private and public players (AgroParisTech, CNRS, etc.) to federate research conducted in France around agricultural and electrical production, to enable the reasoned development of photovoltaic technology on agricultural land.





Providing a safe and stimulating working environment



Rubis has always put **people** at the forefront of its concerns. The Group ensures that its employees are provided with a **safe working environment** and encourages their **professional development**.

05 ENSURING the safety of people

Reducing occupational accidents with lost time (employees and service providers)

Until **2025** Frequency rate of occupational accidents⁽¹⁾ of employees with lost time > 1 day < **4.5**

Until **2025** **Decrease** in the number of occupational accidents of employees and service providers

Achieve and maintain 0 fatalities (employees and providers)

NEW

Ensuring the safety of our construction sites

From **2024** **100% of construction sites** are subject to a monthly HSE audit (Photovoltaic Electricity Production scope)

Raise awareness of traffic accidents in an operational context (employees and service providers)

06 SUPPORTING the development of their skills

Setting up a dynamic approach to manage skills and talents, adapted to the expectations of our employees and to the changes affecting our businesses

From **2023** **Implementation of a process** for identifying and supporting talent

By **2025** **100% of employees** trained each year, including 10% in the changes affecting our businesses (energy transition, CSR, new technologies, AI, etc.)

In **2023** **100% of drivers** have received defensive driving training in the highest-risk countries

07 PROMOTING diversity within our teams

Improving diversity in the management bodies

By **2025** **30% women** on average on the Management Committees of Rubis Énergie and its subsidiaries and Rubis Photosol
Maintain 30% representation of the least-represented gender on the Group Management Committee

Facilitating the integration of people with disabilities

By **2023** **100% of General Managers and Human Resources Departments** have received awareness training on the fight against prejudice and resistance when it comes to people with disabilities

By **2025** **100% of employees** trained



Providing a safe and stimulating working environment

Monitoring our commitments



Commitments	Indicators	Scope	Target	2021	2022	2023	2023 Achievements/2024 Initiatives
Reducing occupational accidents with lost time > 1 day for employees	Lost time accident frequency rate > 1 day (excluding commuting accidents)	Group	Until 2025: maintain a lost-time accident frequency rate < 4.5	4	4.7	6.2	2023: the frequency rate of accidents with lost time is increasing. The majority of accidents are caused by a fall (sprains) or improper handling of loads (low-back pain). In parallel with the continuation of prevention actions, reporting is more reliable which can contribute to an increase in reported accidents. 2024: reflection to readjust the objective with the integration of the Photovoltaic Electricity Production activity
Reducing occupational accidents with lost time for service providers	Number of lost time accidents > 1 day declared	Group	Until 2025: number of lost time accidents < 32	20	11	14	2023: adaptation of the HSE charter to Photovoltaic Electricity Production activity
Achieving and maintaining zero fatalities (employees and service providers)	Number of fatalities from a occupational accident	Group	Until 2025: 0	1 employee 2 service providers	0 employee 0 service provider	0 employee 1 service provider	2023: preventing measures are carried on
Raising awareness of traffic accidents in an operational context (employees and service providers)	Defensive driving training rates in the most exposed countries	Energy Distribution	2023: 100% of drivers in the highest-risk countries are fully trained	62% (76% of employee drivers and 59% of service provider drivers)	81% (91% of employee drivers and 78% of service provider drivers)	82% (88% of employee drivers and 80% of service provider drivers)	The countries in which the Group operates considered to be the most exposed to road safety risks are among the 100 countries identified by the WHO as having the highest number of accidents ⁽¹⁾ 2024: continued awareness-raising campaigns
NEW Ensuring the safety of our construction sites	Rate of monthly HSE audits on construction sites	Photovoltaic Electricity Production	From 2024: 100% of construction sites are subject to a monthly HSE audit	N/A	N/A	N/A	2024: HSE audits launched on the worksites and action plans led by project managers
Being an employer of choice	Launch of a process to identify and support talent	Energy Distribution	2023: Establishment of a talent pool	N/A	Implementation of the talent pool	Programme roll-out	2023: implementation of the programme within business units

⁽¹⁾ [https://www.who.int/data/gho/data/indicators/indicator-details/GHO/estimated-road-traffic-death-rate-\(per-100-000-population\)](https://www.who.int/data/gho/data/indicators/indicator-details/GHO/estimated-road-traffic-death-rate-(per-100-000-population)).



Providing a safe and stimulating working environment

Monitoring our commitments



Commitments	Indicators	Scope	Target	2021	2022	2023	2023 Achievements/2024 Initiatives
Supporting skills development	Percentage of employees receiving training	Group	By 2025: <ul style="list-style-type: none"> 100% of employees trained annually Including 10% to changes affecting our businesses 	82.4% N/A	90.1% 29%	89.5% 34%	2023: 3,688 employees benefited from 99,470 hours of training and 1,409 employees were trained in the changes affecting our businesses (energy transition, CSR, new technologies, AI, etc.)
Promoting diversity in our teams	Percentage of women in the Management Committees	<ul style="list-style-type: none"> Energy Distribution and Photovoltaic Electricity Production 	By 2025: <ul style="list-style-type: none"> 30% women on average on Management Committees (Energy Distribution and Photovoltaic Electricity Production scope) 	27.4%	28.6%	27.9%	2023: 27.9% for the Energy Distribution division and 20% for the Photovoltaic Electricity Production activity
		<ul style="list-style-type: none"> Holding 	<ul style="list-style-type: none"> Maintain 30% representation of the least-represented gender on the Group Management Committee 	50%	50%	50%	
Promoting the integration of people with disabilities	Percentage of employees made aware of the fight against prejudice and resistance towards people with disabilities	Group	By 2023: 100% of General Managers and members of Human Resources Departments made aware By 2025: 100% of employees made aware	N/C	100% of GMs N/C	62.3 % of GMs and members of HR Departments N.C.	2023: e-learning training on disability awareness and virtual reality headset provided to the subsidiaries comprising seven training modules (focus on disability, deafness, poor vision, dyslexia, depression, obesity, assessment and review) (Energy Distribution scope for 2023)



Providing a safe and stimulating working environment

Project overview



For a more inclusive society

Our subsidiary Galana and the Platform of Federations of Disabled People of Madagascar signed a partnership agreement aimed at promoting the inclusion of people with disabilities, which includes several key actions:

- **awareness raising and training** on disability issues for Galana employees and business partners by the Platform's experts;
- **infrastructure accessibility:** Galana's facilities and premises will be equipped with ramps, adapted elevators and accessible restrooms to accommodate people with disabilities;
- **inclusive employment:** Galana promotes the employment of people with disabilities by implementing inclusive recruitment policies, offering opportunities adapted to their specific needs and facilitating their integration into the company.

By working together, these two partners aspire to create an environment where every individual, regardless of their condition, can participate fully in social and professional life.



Qualifying training for a return to employment

In 2023, Photosol Mobexi initiated the launch of a "Photovoltaic Panel Installation, Connection and Maintenance" qualifying training course, in partnership with Pôle Emploi, the Occitanie Region and GRETA-CFA Midi-Pyrénées Ouest. This training programme, which is accessible without any technical prerequisites, is reserved for jobseekers.

Photosol Mobexi contributed to the definition of the training plan, to ensure that the teaching provided met the technical and safety requirements of the job. Ten jobseekers were trained between November 2023 and February 2024, alternating theoretical courses with practical work at Photosol Mobexi. Six technicians who passed their exams were offered jobs by Photosol Mobexi.





Contributing to a more virtuous society



Rubis' mission is to provide as many people as possible with **access to energy**, particularly in areas where a significant proportion of the population is deprived of such resources. The Group ensures that this mission is fulfilled in accordance with international standards, while embracing a **socially responsible and supportive attitude** wherever it is present.

08 OPERATING with integrity

Ensuring that our operations respect human rights

By **2025** Rubis SCA adheres to key international standards

Encouraging our employees to understand and adhere to our ethical and compliance rules

In **2023** 100% of employees made aware of ethics and anti-corruption rules

09 MANAGING our supply chain responsibly

Formalising a Responsive Purchasing approach

From **2023** Systematic consideration of CSR criteria when selecting suppliers and service providers for the company's most significant Capex projects

10 SUPPORTING communities in the countries in which we operate

Contributing to local development and meeting global societal challenges

In **2025** 100% of our business units have implemented societal actions that meet local needs (linked to one of the 2 themes, education or health)

In **2025** In addition to existing local societal actions, a Group societal project will be defined with a specific theme



Contributing to a more virtuous society

Monitoring our commitments



Commitments	Indicators	Scope	Target	2021	2022	2023	2023 Achievements/2024 Initiatives
Ensuring that our operations are run in a way that respects human rights	Adhesion to major international standards	Energy Distribution and Photovoltaic Electricity Production	By 2025: formalisation of adhesions	Signatory of the United Nations Global Compact	Publication of our 1 st Global Compact Progress Report	Launch of the project “Human rights at work” aligned with key ILO conventions	2023: definition of a human rights action plan 2023: distribution of the new Rubis <u>Code of Ethics</u> materialising the inclusion of our actions in the framework of international reference texts 2024: communication of action plans to subsidiaries
Increasing our employees’ understanding and adhesion to our ethics rules and principles	Percentage of employees made aware of ethics and anti-corruption rules <i>of which employees trained (via the “Preventing and detecting corruption” e-learning module)</i>	Group (including Storage JV)	2023: 100% of employees made aware	76% N/A	90% 61%	100% 77%	2023: implementation of the anti-corruption programme within Photovoltaic Electricity Production activity 2024: continuing our commitment to raising awareness and training our employees in ethical and anti-corruption rules
Managing our supply chain responsibly	Percentage of supplier and service provider specifications including ethics criteria	Energy Distribution and Production Electricity Production	In 2023: formalisation of a Responsible Purchasing approach and adoption of a charter requiring the inclusion of CSR criteria in the selection of suppliers and service providers for the company’s most important Capex projects	N/A	N/A	Identification of the most at-risk purchasing categories	2023 : implementation of the Responsible Purchasing initiative to identify the purchasing categories most at risk and define an action plan for priority categories 2024: roll-out of action plans for priority categories
Contributing to local development and meeting global societal challenges	Percentage of business units that have implemented community investment initiatives to meet local needs	Group	By 2025: <ul style="list-style-type: none"> • 100% of our business units • Definition of a new societal project 	76 ⁽¹⁾ % N/A	82 ⁽¹⁾ % N/A	94% N/A	2023 : the Group pursues its international societal approach 2024: selection of a new theme for the societal project



Contributing to a more virtuous society

Project overview



Fatapera kit

LPG is a **transitional alternative** for a third of the world's population, who cook with wood, paraffin and coal, generating harmful domestic air pollution. The use of liquefied gas is promoted by **the International Energy Agency** and the governments of South Africa, Madagascar and Kenya, which are investing in dedicated infrastructures.

Our subsidiary **Vitogaz Madagascar** promotes the use of liquefied gases in bottles, facilitating access to this product for households. The extension of retail gas outlets has thus made it possible to remove one of the barriers to the purchase of liquefied gas cylinders. In addition, awareness-raising operations on access to gas were carried out with the Ministry of Environment and Sustainable Development, the Ministry of Economy and Finance, as well as with different companies but also through the establishment of a partnership with the regions.



Launch of our Responsible Purchasing approach

The Group launched its **Responsible Purchasing approach** in 2023. After identifying significant purchasing categories, a mapping of CSR risks along the value chain was carried out to identify purchasing categories for which action plans will need to be implemented. The structuring of our approach helps strengthen the **resilience** of the value chain, the **transparency** demanded by Rubis' external stakeholders (financial community, civil society, etc.) and the **mitigation of financial, legal and reputational risks**.



Our five key objectives



REDUCING our environmental footprint

Reduce CO₂ emissions
from our activities



-30%

CO₂ emissions by 2030 (base 2019, scopes 1 and 2, Energy Distribution and Photovoltaic Electricity Production divisions), isoactivity

-20%

CO₂ emissions by 2030 (base 2019, Energy Distribution division, scope 3A, mainly outsourced shipping and road transport), isoactivity



PROVIDING a safe and stimulating working environment

Increase parity
on our Management Committees



30%

minimum average proportion of women on the Management Committees of Rubis Énergie and its subsidiaries and Rubis Photosol by 2025



CONTRIBUTING to a more virtuous society

Raise awareness of our teams
to operate with integrity



100%

of employees made aware of ethics and anti-corruption rules by 2023

In

2023

Formalisation of a Responsible Purchasing approach and adoption of a charter

Extra-financial Performance

As of 06.06.2024



AA



Performance: High

C



Performance: Medium

29.9



SUSTAINALYTICS

Performance: Above average

B



Performance: Above average

 TO FIND OUT MORE

FIND OUT MORE ABOUT OUR CSR APPROACH AND DATA IN OUR 2023 NON-FINANCIAL INFORMATION STATEMENT by clicking [here](#).
Data from the NFIS are audited by an independent third party.



www.rubis.fr/en

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Our commitment to a sustainable future