

GRI Content Index

GRI Standard Number	Disclosure title	Details/Reference	Page
General Disclosures			
1. Organizational Profile			
102-1	Name of the organization	Koninklijke Vopak N.V. ('Royal Vopak')	
		Contact details	292
102-2	Activities, brands, products, and services	Purpose & strategy	11
		Our business environment	25
		Our business	28
102-3	Location of headquarters	Vopak is listed on Euronext Amsterdam and is headquartered in Rotterdam, the Netherlands.	
		Contact details	292
102-4	Location of operations	Introduction	5
		Our business	28
		https://www.vopak.com/tank-terminals	
102-5	Ownership and legal form	Shareholder information	174
		Vopak is listed on Euronext Amsterdam and is headquartered in Rotterdam, the Netherlands.	
102-6	Markets served	Our business	25
102-7	Scale of the organization	Introduction	5
		Our business	25
		https://www.vopak.com/tank-terminals	
102-8	Information on employees and other workers	Note 6. Human rights and decent work We do report on gender, however not on gender distinction for all HR categories as deemed not relevant. Our diversity target is overall on gender, not per subcategory. No seasonal variations in our number of employees.	92
102-9	Supply chain	Purpose & strategy	11
		Business & market environment	22
		Our purpose: Storing vital products with care	11

GRI Standard Number	Disclosure title	Details/Reference	Page
102-10	Significant changes to the organization and its supply chain	Letter of the Executive Board	22
		Our business environment	25
		Leading locations	53
		Note 1. Basis of preparation	78
		Shareholder information: Information per ordinary share	174
		There are no significant changes to our supply chain during 2021	
102-11	Precautionary Principle or approach	CEO statement	8
		Corporate Governance statement	157
		Business & market environment	22
		Note 5. Process safety	89
		Note 8: Training and education	95
		Note 12. Air quality: VOC and other air emissions	103
		Note 13. Water pollution	104
		Note 11. Our impact on climate change: GHG emissions	99
102-12	External initiatives	Corporate Governance	152
102-12	External initiatives	Note 10: Community engagement	97
		Note 24: Participation and partnerships	121
102-13	Membership of associations	Note 24. Participation and partnerships	121

GRI Standard Number	Disclosure title	Details/Reference	Page
2. Strategy			
102-14	Statement from senior decision-maker	CEO statement	8
		Purpose & strategy	11
102-15	Key impacts, risks, and opportunities	CEO statement	8
		Risk management & internal control	160
		Care for our societal impact (people)	86
		Care for our environmental & climate impact (planet)	98
		Care for our economic impact (profit)	111
3. Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior	Rules Royal Vopak	
102-17	Mechanisms for advice and concerns about ethics	Corporate Governance	152
		Corporate Governance statement	157
		Risk management & internal control	160
		Code of Conduct and Whistleblower Rules on the website: https://www.vopak.com/system/files/whistleblower_rules.pdf	
4. Governance			
102-18	Governance structure	CEO statement	8
		Introduction to sustainability	76
		Governance, risk & compliance	125
		https://www.vopak.com/investors/our-corporate-governance/rules	
102-19	Delegating authority	CEO statement	8
		Introduction to sustainability	76
		Governance, risk & compliance	125
		https://www.vopak.com/investors/our-corporate-governance/rules	

GRI Standard Number	Disclosure title	Details/Reference	Page
102-20	Executive-level responsibility for economic, environmental, and social topics	CEO statement Introduction to sustainability Governance, risk & compliance https://www.vopak.com/investors/our-corporate-governance/rules	8 76 125
102-21	Consulting stakeholders on economic, environmental, and social topics	Introduction to sustainability Note 2: From stakeholder engagement to materiality Governance, risk & compliance https://www.vopak.com/investors/our-corporate-governance/rules	76 81 125
102-22	Composition of the highest governance body and its committees	Supervisory Board members Supervisory Board report Corporate Governance https://www.vopak.com/investors/our-corporate-governance/rules	133 126 152
102-23	Chair of the highest governance body	Supervisory Board members	133
102-24	Nominating and selecting the highest governance body	Under Vopak’s Articles of Association, members of the Executive Board and Supervisory Board are appointed and dismissed by the General Meeting. The Supervisory Board makes a non-binding nomination for the appointment of members of the Executive Board. Upon the appointment of members of the Supervisory Board, the Supervisory Board may make a non-binding nomination Supervisory Board members Supervisory Board report Article 8 of Supervisory Board Rules on website: https://www.vopak.com/rules	133 126
102-25	Conflicts of interest	In 2021, there was no actual or potential conflict of interest between Vopak, any Supervisory Board or Executive Board member. Supervisory Board members Supervisory Board report Article 13 of Supervisory board rules on website: https://www.vopak.com/rules	133 126

GRI Standard Number	Disclosure title	Details/Reference	Page
102-26	Role of highest governance body in setting purpose, values, and strategy	Introduction to sustainability	76
		Supervisory Board members	133
		Supervisory Board report	126
		Article 3.1 of Executive Board Rules and Article 3 of Supervisory Board Rules on website: https://www.vopak.com/rules	
102-27	Collective knowledge of highest governance body	Supervisory Board members	133
		Supervisory Board report	126
		Corporate Governance	152
		https://www.vopak.com/rules	
102-28	Evaluating the highest governance body's performance	The Supervisory Board evaluated its own performance in 2021 and that of its committees. In preparation and as part of the self-assessment procedure, each member completed a questionnaire. Observations in regard to the functioning of the Supervisory Board, its relationship with the Executive Board and other stakeholders of the company were hereby taken into account. This was discussed and assessed by the Supervisory Board.	
		Supervisory Board members	133
		Risk management & internal control	160
		https://www.vopak.com/investors/our-corporate-governance/rules	
102-29	Identifying and managing economic, environmental, and social impacts	Introduction to sustainability	76
		Note 2. From stakeholder engagement to materiality	81
		Supervisory Board report	126
		Risk management & internal control	160
102-30	Effectiveness of risk management processes	Basis of preparation	78
		Supervisory Board report	126
		Corporate Governance	152
		Risk management & internal control	160

GRI Standard Number	Disclosure title	Details/Reference	Page
102-31	Review of economic, environmental, and social topics	Supervisory Board report	126
		Corporate Governance	152
		Risk management & internal control	160
		During its 2021 meetings, the Supervisory Board discussed a number of recurring topics at each meeting. The Supervisory Board lends particular importance to sustainability (safety, environment and people) in its discussions. Other topics included the company's operational and financial objectives and financial performance, financing of the company, corporate responsibility and succession planning for senior management. At least on a quarterly basis, key sustainability topics are reported to the Strategic Committee, Executive Board and the Supervisory Board. Once a year, we organize a full day review of our strategy and a thematic day on climate change.	
102-32	Highest governance body's role in sustainability reporting	Key topics and stakeholder concerns were discussed in Supervisory Board meetings. For more information, reference is made to the Supervisory Board report.	126
		Introduction to sustainability	76
		Article 3.1.6 of Executive Board Rules on website: https://www.vopak.com/rules	
102-33	Communicating critical concerns	Supervisory Board report	126
		Corporate Governance	152
		Risk management & internal control	160
		Whistleblower Rules on website: https://www.vopak.com/system/files/whistleblower_rules.pdf	
102-34	Nature and total number of critical concerns	Social (people) Environmental (planet) Financial and governance (profit)	86 98 111
		Reporting the number of critical concerns is deemed as not applicable, as no relevant information. For the nature and conclusions, see Supervisory Board report.	
102-35	Remuneration policies	Remuneration report https://www.vopak.com/system/files/remuneration_committee_rules_2017_effective_17_august_2017.pdf	135
102-36	Process for determining remuneration	Remuneration report https://www.vopak.com/system/files/remuneration_committee_rules_2017_effective_17_august_2017.pdf	135

GRI Standard Number	Disclosure title	Details/Reference	Page
102-37	Stakeholders' involvement in remuneration	According to our Stakeholder engagement & materiality assessment: remuneration is not a key topic. For voting results on remuneration at the AGM, a reference is made to our website: https://www.vopak.com/investors/corporate-governance/shareholders/shareholders-meetings	19
102-38	Annual total compensation ratio	Remuneration report Note 6. Human rights and decent work	135 92
102-39	Percentage increase in annual total compensation ratio	Note 6. Human rights and decent work	92
	a. Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	For our countries of significant operations (Netherlands, Singapore, US), we disclose the ratio between the total remuneration package of the highest paid employee and the total average remuneration of Vopak employees in that country, in accordance with the GRI Standards.	92
	4.6 When compiling the information specified in Disclosure 102-39, the reporting organization shall, for each country of significant operations:	Note 6. Human rights and decent work	92
	4.6.1 identify the highest-paid individual for the reporting period, as defined by total compensation;	Note 6. Human rights and decent work	92
	4.6.2 calculate the percentage increase in the highest-paid individual's compensation from prior period to the reporting period;	Note 6. Human rights and decent work	92
	4.6.3 calculate median annual total compensation for all employees except the highest-paid individual;	Note 6. Human rights and decent work	92
	4.6.4 calculate the percentage increase of the median annual total compensation from the previous reporting period to the current reporting period;	Note 6. Human rights and decent work	92
	4.6.5 calculate the ratio of the annual total compensation percentage increase of the highest-paid individual to the median annual total compensation percentage increase for all employees.	Note 6. Human rights and decent work	92

GRI Standard Number	Disclosure title	Details/Reference	Page
5. Stakeholder engagement			
102-40	List of stakeholder groups	Note 2. From stakeholder engagement to materiality	81
102-41	Collective bargaining agreements	Note 6. Human rights and decent work	92
102-42	Identifying and selecting stakeholders	Our value creation	14
		Note 2. From stakeholder engagement to materiality	81
102-43	Approach to stakeholder engagement	Note 2. From stakeholder engagement to materiality	81
102-44	Key topics and concerns raised	Note 2. From stakeholder engagement to materiality	81
6. Reporting practice			
102-45	Entities included in the consolidated financial statements	Note 9.11 Principle subsidiaries, joint ventures, associates and investments (in Consolidated Financial Statements)	260
		Note 1. Basis of preparation	78
102-46	Defining report content and topic Boundaries	Note 1. Basis of preparation	78
		Consolidation scope and Boundaries	77-78
102-47	List of material topics	Note 1. Basis of preparation	78
		Note 2. From stakeholder engagement to materiality	81
102-48	Restatements of information	Note 1. Basis of preparation	78
		Note 2. From stakeholder engagement to materiality	81
102-49	Changes in reporting	Note 2. From stakeholder engagement to materiality	81
102-50	Reporting period	Note 1. Basis of preparation	78
102-51	Date of most recent report	16 February 2022 (2020 Annual Report: 17 February 2021)	
102-52	Reporting cycle	Note 1. Basis of preparation	78
102-53	Contact point for questions regarding the report	Contact details	292
102-54	Claims of reporting in accordance with the GRI Standards	This report on Vopak's sustainability performance has been prepared in accordance with the Sustainability Reporting Standards 'Comprehensive' option	78
102-55	GRI content index	This GRI Content Index 2021	
		Note 1. Basis of preparation	78

GRI Standard Number	Disclosure title	Details/Reference	Page
102-56	External assurance	Note 1. Basis of preparation Assurance report of the independent auditor	78 279

GRI Standard Number	Disclosure title	Details/Reference	Page
Topic Specific Disclosures			
Occupational health and safety			
103		Note 4. Occupational health and safety	87
403-1	Occupational health and safety management system	Note 4. Occupational health and safety	87
403-2	Hazard identification, risk assessment, and incident investigation	Note 4. Occupational health and safety A cohesive approach: Managing risks and internal control	87 161
403-3	Occupational health services	Note 4. Occupational health and safety A cohesive approach: Managing risks and internal control SHEQ and Operations are the key departments that contribute to the identification and elimination of hazards and minimization of risks	87 161
403-4	Worker participation, consultation, and communication on occupational health and safety	Note 4. Occupational health and safety Note 6. Human rights and decent work Reporting of workers in health and safety committees not applicable as this is dependent on each location. No added value to report on each specific location.	87 92
403-5	Worker training on occupational health and safety	Note 8. Training and Education: Management approach, equipping our people - Vopak fundamentals and core processes: https://www.vopak.com/system/files/vopak_fundamentals_on_safety_0.pdf	95
403-6	Promotion of worker health	Note 4. Occupational health and safety	87
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Note 4. Occupational health and safety	87
403-8	Workers covered by an occupational health and safety management system	Note 4. Occupational health and safety	87
403-9	Work-related injuries	Note 4. Occupational health and safety	87
403-10	Work-related ill health	Note 4. Occupational health and safety There were no reported cases of employees suffering from occupational diseases.	87

GRI Standard Number	Disclosure title	Details/Reference	Page
Process safety			
103		Note 5. Process safety	89
Own indicator	Number of Process safety events, by business activity 1. Report number of Tier 1 process safety events with narrative per API RP 754 definitions and reported per business activity (refining, upstream, etc.). 2. Report number of Tier 2 process safety events with narrative per API RP 754 definitions and reported per business activity (refining, upstream, etc.). 3. Report on asset integrity monitoring and maintenance program, including progress against actions identified.	Note 5. Process safety A cohesive approach: Managing risks and internal control	89 161
Emissions			
103		Note 12. Air quality: VOC and other air emissions	103
305-1	Direct (scope 1) GHG emissions	Although not material: Note 11 Our impact on climate change: GHG emissions	99
305-2	Indirect (scope 2) GHG emissions	Although not material: Note 11 Our impact on climate change: GHG emissions	99
305-3	Other indirect (scope 3) GHG emissions	Although not material: Note 11 Our impact on climate change: GHG emissions	99
305-4	Disclosure 305-4 GHG emissions intensity	Although not material: Note 11 Our impact on climate change: GHG emissions	99
305-5	Reduction of GHG emissions	Note 11: Our impact on climate change: GHG emissions	99
305-6	Emissions of ozone-depleting substances (ODS)	Note 11: Our impact on climate change: GHG emissions	99
305-7	NO _x , SO _x and other significant air emissions a. Report the amount of significant air emissions, in kilograms or multiples for each of the following: - NO _x - SO _x - Volatile organic compounds (VOC) - Other standard categories of air emissions identified in relevant regulations b. Report standards, methodologies, and assumptions used. c. Report the source of the emission factors used.	Note 12. Air quality: VOC and other air emissions	103
Water pollution			
103		Note 13. Water pollution	104

GRI Standard Number	Disclosure title	Details/Reference	Page
Other indicator	Total number and volume of reportable spills (to sewage and surface water) a. Report the total number and total volume of recorded reportable spills. b. Report the details on the higher volume reportable spills c. Report the impacts of significant spills.	Note 13. Water pollution	104
Business ethics and integrity			
103		Note 20. Business ethics and integrity Corporate Governance Corporate Governance statement Risk management & internal control	112 152 157 160
307-1	Non-compliance with environmental laws and regulations a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of: i. total monetary value of significant fines; ii. total number of non-monetary sanctions; iii. cases brought through dispute resolution mechanisms. b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient c. The context against which significant fines and non-monetary sanctions were incurred	During 2021 we received 2 monetary enforcements from authorities regarding: - non compliance with emissions of particulate matter - a spill to water Note 20. Business ethics and integrity	112 112
419-1	Non-compliance with laws and regulations in the social and economic area	No non-compliance violations/notifications	
205-1	Operations assessed for risks related to corruption	Note 20. Business ethics and integrity	112
205-2	Communication and training about anti-corruption policies and procedures	Note 20. Business ethics and integrity As this is relevant for all employees, no breakdown reported by employee category and region	112
205-3	Confirmed incidents of corruption and actions taken	Note 20. Business ethics and integrity For confidential reasons, we do not report on details in addition to the total number of incidents	112
Innovation			
103		Note 21. Innovation	113