

<b>Statement of use</b>	Royal Vopak
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector Standard(s)</b>	GRI 2: General Disclosures 2021 GRI 3: Material Topics 2021 GRI 11: Oil and Gas Sector 2021
<b>Reporting period</b>	2022

disclosure title	details/reference	Page
<b>GRI 2: General Disclosures</b>		
2-1 Organizational details	<a href="https://www.vopak.com">https://www.vopak.com</a>	
2-2 Entities included in the organization's sustainability reporting	Note 1: Basis of preparation	81
	Basis of Consolidation	82
	Consolidation scope And Boundaries	83
2-3 Reporting period, frequency and contact point	Reporting period	81
	Sustainability Contact	311
2-4 Restatements of information	Restatement of Scope 1 and Scope 2 emissions in 2021	108
2-5 External assurance	External Audit report	324
2-6 Activities, value chain and other business relationships	Our business	17 & 18
	Our value creation	28 & 29
2-7 Employees	Vopak at a glance	6
2-8 Workers who are not employees	Number of Contractors	94
2-9 Governance structure and composition	Our business	17
	Composition of the supervisory board	151
	Supervisory members	154
	Executive board members	155
2-10 Nomination and selection of the highest governance body	Sellection and appointment committee	152
	Article 8 of supervisory nboard rules, website: <a href="https://www.vopak.com/rules">https://www.vopak.com/rules</a>	
2-11 Chair of the highest governance body	Supervisory Board	154

2-12 Role of the highest governance body in overseeing the management of impacts	Supervisory Board members	154
	Supervisory Board report	149
	Article 8 of Supervisory Board Rules on website: <a href="https://www.vopak.com/rules">https://www.vopak.com/rules</a>	
2-13 Delegation of responsibility for managing impacts	introduction to Sustainability	79
2-14 Role of the highest governance body in sustainability reporting	introduction to Sustainability	79
2-15 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: <a href="https://www.vopak.com/rule">https://www.vopak.com/rule</a>	149
2-16 Communication of critical concerns	Supervisory Board report	146
	Corporate Governance Risk management & internal control	196
	Whistleblower Rules on website: <a href="https://www.vopak.com/system/files/whistleblower_rules.pdf">https://www.vopak.com/system/files/whistleblower_rules.pdf</a>	
2-17 Collective knowledge of the highest governance body	Supervisory members	154
	Executive board members	155
2-18 Evaluation of the performance of the highest governance body	Remuneration report	156
2-19 Remuneration policies	Remuneration report	156
2-20 Process to determine remuneration	Remuneration report	156
2-21 Annual total compensation ratio	Remuneration report	156
2-22 Statement on sustainable development strategy	Letter from the CEO	7
	Our responsible business conduct	31
2-23 Policy commitments	Care for our societal impact	90
	Care for our Environmental & Climate impact	102
	our economic impact	118
2-24 Embedding policy commitments	Our value creation	29
	Our responsible business conduct	31
2-25 Processes to remediate negative impacts	Letter from the CEO	7
	Risk management & internal control	196
	Care for our societal impact (people)	90
	Care for our environmental & climate impact (planet)	102
	Care for our economic impact (profit)	118

2-26 Mechanisms for seeking advice and raising concerns	Corporate Governance	189
	Corporate Governance statement	193
	Risk management & internal control	1196
	Code of Conduct and Whistleblower Rules on the website: <a href="https://www.vopak.com/system/files/whistleblower_rules.pdf">https://www.vopak.com/system/files/whistleblower_rules.pdf</a>	
2-27 Compliance with laws and regulations	Note 17: Business ethict and Compliance	119
2-28 Membership associations	Note 21: Participations and partnerships	132
2-29 Approach to stakeholder engagement	Note 2: From stakeholder to materiality	84
2-30 Collective bargaining agreements	Note 5: Humanrights and Decent work	93

<b>GRI 3: Material Topics</b>		
3-1 Process to determine material topics	Note 2: From stakeholder to materiality	84
3-2 List of material topics	Note 2: From stakeholder to materiality	84
3-3 Management of material topics	Note 3: connectivity	87

<b>GRI 201: Economic Performance</b>		
201-1 Direct economic value generated and distributed	Our value Creation	28
	Our performance	43
	Financial performance	44
201-2 Financial implications and other risks and opportunities due to climate change	Note 22. Climate impact on Vopak	120
201-3 Defined benefit plan obligations and other retirement plans	Note 2.5: Peronel expenses	230
	Note 9.4: Pensions and other employees benefits	293
201-4 Financial assistance received from government	Vopak did not recieve any financial assitence from Government in 2022	

<b>GRI 202: Market Presence</b>		
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Contractors and suppliers should adhere to this Code, as well as with Vopak's sustainability policy, living wage approach and international human and labor rights standards.	35
		88
	Consolidated Sustainability performance (100% living wage)	93

202-2 Proportion of senior management hired from the local community	Note 6. Inclusion and diversity; Percentage of regional origin in senior management positions (divisions and operating companies)	96
--	---	----

**GRI 203: Indirect Economic Impacts**

203-1 Infrastructure investments and services supported	Vopak did not provided investemnets in infrastructure in 2022	
203-2 Significant indirect economic impacts	Our purpose: storing vital products with care	12

**GRI 204: Procurement Practices**

204-1 Proportion of spending on local suppliers	Vopak intent to report these data in 2023	
---	---	--

**GRI 205: Anti-corruption**

205-1 Operations assessed for risks related to corruption	Risk management & internal control	196
205-2 Communication and training about anti-corruption policies and procedures	Note 17. Business ethics and integrity; Completion of Code of Conduct trainin	119

**GRI 207: Tax**

207-1 Approach to tax	Note 20. Our responsibility towards taxation	122
207-2 Tax governance, control, and risk management	Note 20. Our responsibility towards taxation	122
207-3 Stakeholder engagement and management of concerns related to tax	Note 20. Our responsibility towards taxation	122
207-4 Country-by-country reporting	Note 20. Our responsibility towards taxation	122

**GRI 301: Materials**

301-1 Materials used by weight or volume	Vopak includes the material we are using under the Scope 3 GHG emissions under purchased goods and services	111
301-2 Recycled input materials used	Vopak is a service provider and do not purchase, manufacture nor sell any products	
301-3 Reclaimed products and their packaging materials	Vopak is a service provider and do not purchase, manufacture nor sell any products	

**GRI 302: Energy**

302-1 Energy consumption within the organization	Note 14. Energy use	114
302-2 Energy consumption outside of the organization	As Vopak does not have any iup-stream nor down-stream activities this is not applicable not Opplicable	
302-3 Energy intensity	Note 14. Energy use	114
302-4 Reduction of energy consumption	Note 14. Energy use	114
302-5 Reductions in energy requirements of products and services	Note 14. Energy use	114

**GRI 303: Water and Effluents**

303-1 Interactions with water as a shared resource	Note 15. Water management	115
303-2 Management of water discharge-related impacts	Note 15. Water management	115
303-3 Water withdrawal	Note 15. Water management	115
303-4 Water discharge	Note 15. Water management	115
303-5 Water consumption	Note 15. Water management	115

**GRI 304: Biodiversity**

304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Note 13. Preserving biodiversity	113
304-2 Significant impacts of activities, products and services on biodiversity	Note 13; it appears that 78% of all our terminals can have a negative impact on biodiversity in areas of special concern. Vopak has also drawn up a comprehensive list of species (birds, mammals, amphibians, plants and other living organisms) that may be affected in these areas of special concern.	113
304-3 Habitats protected or restored	Note 13. Preserving biodiversity; Vopak approach	113
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Note 13; it appears that 78% of all our terminals can have a negative impact on biodiversity in areas of special concern. Vopak has also drawn up a comprehensive list of species (birds, mammals, amphibians, plants and other living organisms) that may be affected in these areas of special concern.	113

**GRI 305: Emissions**

305-1 Direct (Scope 1) GHG emissions	Note 11. Our impact on climate change: GHG emissions	109
305-2 Energy indirect (Scope 2) GHG emissions	Note 11. Our impact on climate change: GHG emissions	110
305-3 Other indirect (Scope 3) GHG emissions	Note 11. Our impact on climate change: GHG emissions; scope 3 emissions	111
305-4 GHG emissions intensity	Note 11. Our impact on climate change: GHG emissions	110
305-5 Reduction of GHG emissions	Note 11. Our impact on climate change: GHG emissions; In 2022, our GHG emissions (Scope 1 and 2) have reduced by 10% compared to our baseline 2021	109
305-6 Emissions of ozone-depleting substances (ODS)	Note 11. Our impact on climate change: GHG emissions; When storing or handling products no other GHG emissions such as hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and sulfur hexafluoride (SF6) are emitted.	110
305-7 NOx, SOx and other significant air emissions a. Report the amount of significant air emissions, in kilograms or multiples for each of the following: - <del>NOx</del> - <del>SOx</del> - 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	112

**GRI 306: Waste**

306-1 Waste generation and significant waste-related impacts	Note 16. Waste and circularity	116
306-2 Management of significant waste-related impacts	Note 16. Waste and circularity	116
306-3 Waste generated	Note 16. Waste and circularity	116
306-4 Waste diverted from disposal	Note 16. Waste and circularity	116
306-5 Waste directed to disposal	Note 16. Waste and circularity	116

**GRI 308: Supplier Environmental Assessment**

308-1 New suppliers that were screened using environmental criteria	Note 5. Human rights and decent work; In 2022, Vopak started a screening process to assess and identify corporate responsibility-related credentials of our current and prospective suppliers and contractors	94
308-2 Negative environmental impacts in the supply chain and actions taken	Note 5. Human rights and decent work; In 2022, Vopak started a screening process to assess and identify corporate responsibility-related credentials of our current and prospective suppliers and contractors	94

GRI 401: Employment		
401-1 New employee hires and employee turnover	Note 5. Human rights and decent work; Employee hires and turnover	95
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Vopak does not discriminate between part-time and full-time workers	
401-3 Parental leave	Vopak does not report its parental leave, as it is not legal to report in some countries	

GRI 402: Labor/Management Relations		
402-1 Minimum notice periods regarding operational changes	only reported for the executive board	171

GRI 403: Occupational Health and Safety		
403-1 Occupational health and safety management system	Note 4. Occupational health and safety	91
403-2 Hazard identification, risk assessment, and incident investigation	Note 4. Occupational health and safety; Management approach	91
403-3 Occupational health services	Note 4. Occupational health and safety	94
403-4 Worker participation, consultation, and communication on occupational health and safety	Note 4. Occupational health and safety	91
403-5 Worker training on occupational health and safety	Note 7. Human capital development and talent attraction; Equipping our people - Vopak fundamentals and processes	98
403-6 Promotion of worker health	Note 4. Occupational health and safety	91
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Note 4. Occupational health and safety	91
403-8 Workers covered by an occupational health and safety management system	Note 4. Occupational health and safety	91
403-9 Work-related injuries	Note 4. Occupational health and safety	91
403-10 Work-related ill health	Note 4. Occupational health and safety; There are no reported cases of employees suffering from occupational diseases in 2022	93

GRI 404: Training and Education		
404-1 Average hours of training per year per employee	Note 7. Human capital development and talent attraction	98
404-2 Programs for upgrading employee skills and transition assistance programs	Note 7. Human capital development and talent attraction	98

404-3 Percentage of employees receiving regular performance and career development reviews	Note 7. Human capital development and talent attraction	98
<b>GRI 405: Diversity and Equal Opportunity</b>		
405-1 Diversity of governance bodies and employees	Note 5. Human rights and decent work	92
405-2 Ratio of basic salary and remuneration of women to men	Note 6. Inclusion and diversity	96
<b>GRI 406: Non-discrimination</b>		
406-1 Incidents of discrimination and corrective actions taken	Note 17. Business ethics and integrity; Incidents of discrimination, fraud, corruption, bribery and breaches of Code of Conduct	119
<b>GRI 407: Freedom of Association and Collective Bargaining</b>		
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Note 5: Human rights and decent work; Improved governance of human rights & decent work	95
<b>GRI 408: Child Labor</b>		
408-1 Operations and suppliers at significant risk for incidents of child labor	Note 5: Human rights and decent work; Improved governance of human rights & decent work	95
<b>GRI 409: Forced or Compulsory Labor</b>		
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Note 6: Human rights and decent work; Improved governance of human rights & decent work	95
<b>GRI 410: Security Practices</b>		
410-1 Security personnel trained in human rights policies or procedures	Note 17. Business ethics and integrity; Completion of Code of Conduct training	119
<b>GRI 413: Local Communities</b>		
413-1 Operations with local community engagement, impact assessments, and development programs	Note 9. Community engagement	99
413-2 Operations with significant actual and potential negative impacts on local communities	Note 9. Community engagement	99
<b>GRI 414: Supplier Social Assessment</b>		
414-1 New suppliers that were screened using social criteria	Note 6: Human rights and decent work; Improved governance of human rights & decent work	96



414-2 Negative social impacts in the supply chain and actions taken	Note 6: Human rights and decent work; Improved governance of human rights & decent work	96
<b>GRI 415: Public Policy 2016</b>		
415-1 Political contributions	Vopak does not pay any political contributions	
<b>GRI 416: Customer Health and Safety</b>		
416-1 Assessment of the health and safety impacts of product and service categories	Note 12. Air quality: VOC and other air emissions; VOC reduction program	112
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Note 10. Process safety and prevention of spills	103
<b>GRI 417: Marketing and Labeling</b>		
417-1 Requirements for product and service information and labeling	Not Applicable: Vopak is a service provider and do not purchase, manufacture nor sell any products	
417-2 Incidents of non-compliance concerning product and service information and labeling	Not Applicable: Vopak is a service provider and do not purchase, manufacture nor sell any products	
417-3 Incidents of non-compliance concerning marketing communications	Not Applicable: Vopak is a service provider and do not purchase, manufacture nor sell any products	
<b>GRI 418: Customer Privacy</b>		
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Operating performance; a serious cyber-attack in Europe in the beginning of the year that impacted other terminals in the storage and handling business.	49