

GRI Content Index

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General Disclosures			
1. Organizational Profile			
102-1	Name of the organization	Koninklijke Vopak N.V. ('Royal Vopak')	
		Contact details	231
102-2	Activities, brands, products, and services	Purpose & strategy	7
		Our business environment	24
		Our business	27
102-3	Location of headquarters	Vopak is listed on Euronext Amsterdam and is headquartered in Rotterdam, the Netherlands.	
		Contact details	231
102-4	Location of operations	Our business	27
		https://www.vopak.com/tank-terminals	
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102-7	Scale of the organization	Vopak at a glance	2
		Our performance	32
102-8	Information on employees and other workers	Note 6. Human rights and decent work	69
		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.	
102-9	Supply chain	Purpose & strategy	7
		Our purpose: Storing vital products with care	8

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		Our business environment	24
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		There are no significant changes to our supply chain during 2020.	
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		Care for environmental & climate impact (planet)	74
		Care for our economic impact (profit)	84
3. Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior	https://www.vopak.com/investors/our-corporate-governance/rules	
102-17	Mechanisms for advice and concerns about ethics	Corporate Governance	108
		Risk management & internal control	115
		Code of Conduct and Whistleblower rules on the website: https://www.vopak.com/system/files/whistleblower_rules.pdf	
4. Governance			
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		Introduction to sustainability	56
		Governance, risks & compliance	92
		https://www.vopak.com/investors/our-corporate-governance/rules	
102-19	Delegating authority	CEO statement	4
		Introduction to sustainability	56
		Governance, risks & compliance	92
		https://www.vopak.com/investors/our-corporate-governance/rules	

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102-20	Executive-level responsibility for economic, environmental, and social topics	CEO statement	4
		Introduction to sustainability	56
		Governance, risks & compliance	92
		https://www.vopak.com/investors/our-corporate-governance/rules	
102-21	Consulting stakeholders on economic, environmental, and social topics	Introduction to sustainability	56
		Note 2: From stakeholder engagement to materiality	60
		Governance, risks & compliance	92
		https://www.vopak.com/investors/our-corporate-governance/rules	
102-22	Composition of the highest governance body and its committees	Supervisory Board members	97
		Supervisory Board report	93
		Corporate Governance	108
		https://www.vopak.com/investors/our-corporate-governance/rules	
102-23	Chair of the highest governance body	Supervisory Board members	97
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	97
		Supervisory Board report	93
		Article 8 of Supervisory Board Rules on website: https://www.vopak.com/investors/our-corporate-governance/rules	

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102-25	Conflicts of interest	<p>In 2020, there was no actual or potential conflict of interest between Vopak, any Supervisory Board or Executive Board member.</p> <p>Supervisory Board members</p> <p>Supervisory Board report</p> <p>Article 13 of Supervisory board rules on website: https://www.vopak.com/investors/our-corporate-governance/rules</p>	<p>97</p> <p>93</p>
102-26	Role of highest governance body in setting purpose, values, and strategy	<p>Introduction to sustainability</p> <p>Supervisory Board members</p> <p>Supervisory Board report</p> <p>Article 3.1 of Executive Board Rules and Article 3 of Supervisory Board Rules on website: https://www.vopak.com/rules</p>	<p>56</p> <p>97</p> <p>93</p>
102-27	Collective knowledge of highest governance body	<p>Supervisory Board members</p> <p>Supervisory Board report</p> <p>Corporate Governance</p> <p>https://www.vopak.com/investors/our-corporate-governance/rules</p>	<p>97</p> <p>93</p> <p>108</p>
102-28	Evaluating the highest governance body's performance	<p>The Supervisory Board evaluated its own performance in 2020 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.</p> <p>Supervisory Board members</p> <p>Risk management & internal control</p> <p>https://www.vopak.com/investors/our-corporate-governance/rules</p>	<p>97</p> <p>115</p>
102-29	Identifying and managing economic, environmental, and social impacts	<p>Introduction to sustainability</p> <p>Note 2. From stakeholder engagement to materiality</p> <p>Supervisory Board report</p> <p>Risk management & internal control</p>	<p>56</p> <p>60</p> <p>93</p> <p>115</p>

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		Supervisory Board report	93
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		Risk management & internal control	115
102-31	Review of economic, environmental, and social topics	Supervisory Board report	93
		Corporate Governance	108
		Risk management & internal control	115
		During its 2020 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.	93
		Introduction to sustainability	58
		Article 3.1.6 of Executive Board Rules on website: https://www.vopak.com/investors/our-corporate-governance/rules	
102-33	Communicating critical concerns	Supervisory Board report	93
		Corporate Governance	108
		Risk management & internal control	115
		Whistleblower regulation on website: https://www.vopak.com/system/files/whistleblower_rules.pdf	

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102-34	Nature and total number of critical concerns	Care for our societal impact (people)	64
		Care for our environmental & climate impact (planet)	74
		Care for our economic impact (profit)	84
		Reporting the number of critical concerns is deemed as not applicable, as no relevant information. For the nature and conclusions, see Supervisory Board report.	93
102-35	Remuneration policies	Remuneration report https://www.vopak.com/system/files/remuneration_committee_rules_2017_effective_17_august_2017.pdf	99
102-36	Process for determining remuneration	Remuneration report https://www.vopak.com/system/files/remuneration_committee_rules_2017_effective_17_august_2017.pdf	99
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	18 60
102-38	Annual total compensation ratio	Remuneration report	99
		Note 6. Human rights and decent work	69
102-39	Percentage increase in annual total compensation ratio	Note 6. Human rights and decent work	69
5. Stakeholder engagement			
102-40	List of stakeholder groups	Note 2. From stakeholder engagement to materiality	60
102-41	Collective bargaining agreements	Note 6. Human rights and decent work	69
102-42	Identifying and selecting stakeholders	Our value creation	14
		Note 2. From stakeholder engagement to materiality	60
102-43	Approach to stakeholder engagement	Note 2. From stakeholder engagement to materiality	60
102-44	Key topics and concerns raised	Note 2. From stakeholder engagement to materiality	60

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6. Reporting practice			
102-45	Entities included in the consolidated financial statements	Note 9.11 Principle subsidiaries, joint ventures and associates (in Consolidated Financial Statements)	204
		Note 1. Basis of preparation	58
102-46	Defining report content and topic Boundaries	Note 1. Basis of preparation	58
		Boundaries per key topic	
102-47	List of material topics	Note 1. Basis of preparation	58
		Note 2. From stakeholder engagement to materiality	60
102-48	Restatements of information	Note 1. Basis of preparation	58
		Note 2. From stakeholder engagement to materiality	60
102-49	Changes in reporting	Note 2. From stakeholder engagement to materiality	60
102-50	Reporting period	Note 1. Basis of preparation	58
102-51	Date of most recent report	16 February 2021 (2019 Annual Report: 12 February 2020)	
102-52	Reporting cycle	Note 1. Basis of preparation	58
102-53	Contact point for questions regarding the report	Contact details	231
102-54	Claims of reporting in accordance with the GRI Standards	Note 1. Basis of preparation	58
102-55	GRI content index	This GRI Content Index 2020	
		Note 1. Basis of preparation	58
102-56	External assurance	Note 1. Basis of preparation	58
		Assurance report of the independent auditor	214-221

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Topic Specific Disclosures			
Occupational health and safety			
103		Note 4. Occupational health and safety	65
403-1	Occupational health and safety management system	Note 4. Occupational health and safety	65
403-2	Hazard identification, risk assessment, and incident investigation	Note 4. Occupational health and safety Operational leadership	65 38
403-3	Occupational health services	Note 4. Occupational health and safety Operational leadership SHEQ and Operations are the key departments that contribute to the identification and elimination of hazards and minimization of risks.	65 38
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.	65 69
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	72
403-6	Promotion of worker health	Note 4. Occupational health and safety	65
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Note 4. Occupational health and safety	65
403-8	Workers covered by an occupational health and safety management system	Note 4. Occupational health and safety	65
403-9	Work-related injuries	Note 4. Occupational health and safety	65
403-10	Work-related ill health	Note 4. Occupational health and safety There were no reported cases of employees suffering from occupational diseases.	65

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Process safety			
103		Note 5. Process safety	67
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	67
		Operational leadership	38
VOC emissions			
103		Note 12. Air quality: VOC and other air emissions	78
Other indicator	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: <ul style="list-style-type: none"> • NOX • SOX • Volatile organic compounds (VOC) <ul style="list-style-type: none"> • 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	78
		Operational leadership	38
Water pollution			
103		Note 13. Water pollution	79
		Operational leadership	38
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	79

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Business ethics and integrity			
103		Note 20. Business ethics and integrity	85
		Corporate Governance	108
		Risk management & internal control	115
307-1	Non-compliance with environmental laws and regulations	During 2020 we did not receive a monetary or non- monetary enforcement from authorities Note 20. Business ethics and integrity	85
419-1	Non-compliance with laws and regulations in the social and economic area	During 2020 we did not receive any monetary or non-monetary enforcement from authorities Note 20. Business ethics and integrity	85
205-1	Operations assessed for risks related to corruption	Operational leadership	38
		Based on our risk management assessment no significant risks related to corruption were identified, a reference is made to Risk management & internal control.	115
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.	85
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.	85
Innovation			
103		Note 21. Innovation	86