



Sustainability report

2021

www.euroports.com

EUROPORTS GROUP

Land van Waaslaan 5

Haven 1205

9130 Kallo - Belgium

Table of Contents

About this report

- First sustainability report 1
- Introduction 2

A Year of moving forward

- Statement of CEO, Frédéric Platini 3
- Statement of Vice Chairman, Pieter Sablon 4
- Presentation of our Executive Committee 5

About Euroports Group

- Key figures 6
- Global presence 7
- Clear path to sustainable growth 8

Euroports Group ESG commitment

- Defining tomorrows reality 9-10
- Sustainable Development Goals 11
- Environmental, Social and Governance 12
- Decarbonisation 13-16
- Euroports group in action 17-32

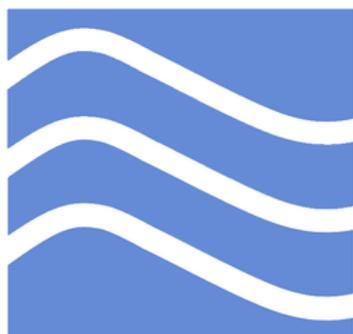
Correspondence Table (SDG/10 PP) 33-34

About this report



This is our first standalone sustainability report, contributing to the formalization of Euroports' ESG strategy for the Group and transparency, in our contribution to a better world, as a signatory to the UN Global Compact (UNGC) since 2021.

We have prepared this report for our key stakeholders to provide them with a summary of the activities in the period between 1 January 2021 to 31 December 2021.



Relevant reporting frameworks

- UN Sustainable Development Goals
- Guided by GRI Sustainability Reporting Standards

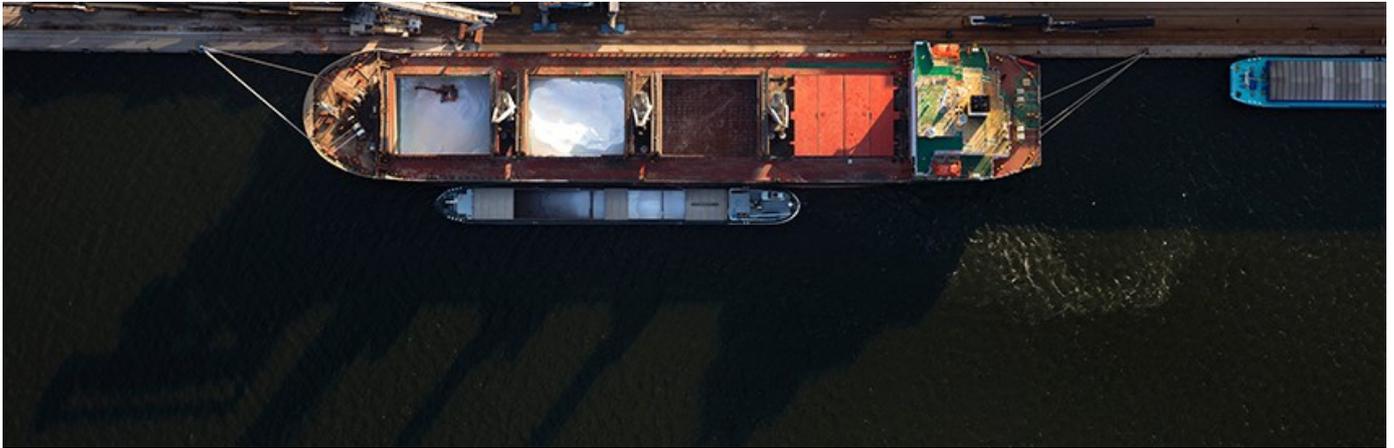
The scope of the report covers all our business activities.

Unless otherwise stated, the performance data covers all consolidated terminal operations of the Euroports Group, as well as freight forwarding activities in Belgium, Germany and Spain.

Going forward, we will publish a Group Sustainability Report annually.

Introduction

Euroports Group is committed to contributing to a more sustainable port and logistic business.



Euroports Group is a leading port-centric platform and one of the largest port infrastructure operators with a wide footprint of 34 seaport and 5 inland terminals as well as logistic platforms strategically located on key global trade routes in Europe and China.

As the market leader in essential bulk and breakbulk commodities, Euroports handles roughly 62 million tons of goods across 10 different end-markets (agribulk, sugar, alternative energy, fertilizers, pulp, paper, metals, minerals, recycling and liquid bulk). It is also increasing exposure to newer and fast-growing commodities, such as green energies (including wind turbines) - a core part of the growth strategy.

In addition to managing its core business of port terminal operations, Europort also provides integrated end-to-end supply chain services including freight forwarding and specialist logistics solutions to its customers.

Euroports' vision and strategy is to become the leading global bulk and breakbulk port operator embedded within its long-term customers' activities across a diversified portfolio of essential commodities.



A year of moving forward

Statement of our CEO

Growth and sustainability

In 2021, we experienced higher volumes across the Group despite the continued Covid 19 pandemic. It was a year that demonstrated the importance of critical port infrastructure and the continued handling of essential commodities for the global economy and local communities.

Euroports made a strong commitment to becoming a more sustainable company two years ago. As a first step, an inventory was created, involving mapping our greenhouse emissions at the Group level. Subsequently, specific actions have been defined to enhance the sustainability of the Group.

Particular focus was given to renewable energies and investment in technology to reduce our environmental footprint. In 2021, Euroports joined the UN Global Compact, and earned an EcoVadis 2021 Bronze Medal. Continued focus is given by Euroports to safe operations in our ports. At the center of our business are our colleagues across the organization whose efforts ensure our operations in a challenging environment.

Euroports further pursued its growth agenda with a particular focus on the handling of commodities that accelerate the sustainability agenda of its customers. Going forward, the focus now is to build on this achievement year on year. In this perspective a sustainability team has been set up at a Group level to coordinate and monitor the progress of the Group in achieving our Sustainability Agenda.

Euroports and its shareholders are committed to growing and developing the Group in a sustainable manner, it is our duty to the coming generations and ourselves. To ensure transparency, we will be reporting annually on Euroports' progress in line with the principles of the UN Global Compact in the areas of human rights, labour, the environment, and business ethics.



"Euroports and its stakeholders are convinced that this is an important journey to which we can make a significant contribution. It is our duty to the coming generations. We have the will, the commitment, and the talent."

- Frédéric Platini

A year of moving forward

Statement of our Vice Chairman

Progress in the face of challenge



"The first figures are from challenging years, yet they give us an idea of the path to follow. We aim to see a 40% reduction of our emissions by 2030."

- Pieter Sablon

A first sustainability report, but not the first steps

Climate change is by far the biggest challenge that humankind has ever faced. Given our role in worldwide maritime supply chains, we clearly share a part of the responsibility.

As Euroports has been growing organically and through acquisitions, it was time for us to review what has been achieved and map out the future path. This report demonstrates both our achievements so far as well as the road map for the upcoming years.

Learning from Covid

The learning from Covid is that together we make a difference. Impact has been mitigated by taking health measures that often went beyond what was required. In many ways, sustainability is the core of the business - something that we are integrating into everything that we do. We are in a phase of innovation, digitalization and automation. Company-wide solutions such as new TOS are replacing legacy systems and standardizing operations.

Improving supply chain efficiency

In addition to these efficiency improvements, we are working on improving our safety record by reducing our risk and injury rates. As you will see elsewhere, we are setting realistic yet ambitious goals. And as we grow, enhanced teamwork, building long lasting relationships and collaborating internally will be very important.

Greenhouse gas emissions: the goal

The first figures concerning our carbon footprint are from challenging years, yet they give us an idea of the path to follow. We aim to see a 40% reduction of our emissions by 2030 compared to the baseline year of 2020. We are looking forward to working with our stakeholders towards this objective.

Our Executive Committee



Frédéric Platini
Chief Executive Officer

Frédéric Platini was appointed Chief Executive Officer of the Euroports Group in 2019. He has over 20 years' experience in business management.



Geert Gekiere
Chief Financial Officer

Geert Gekiere joined Euroports in 2012, and has been CFO since 2019. He manages the sustainable procurement initiative and our sustainable performance measurements.



Lucrece Reybroeck
Chief Human Resources Officer

Lucrece Reybroeck joined Euroports in 2010 as CHRO and works closely with all the business functions to ensure Corporate HR practices are implemented.



Erik Klönhammer
Chief Operating Officer

Erik Klönhammer was appointed COO in 2020 for the Euroports Group. He leads the QHSE / Operational Excellence department, ensuring progress on the safety topics for all our operations.



Patrick Biesdorf
Chief Corporate Development & Legal Officer

Patrick Biesdorf was appointed Chief Legal Officer and he steers the development of the corporate governance and the ESG regulatory framework.



Guy Pasmans
Chief Executive Officer
Manuport Logistics

Guy Pasmans joined Euroports in 2004 as Commercial Director. He is responsible for Euroports' freight-forwarding division, Manuport Logistics, which provides responsible Supply Chain solutions.

We are committed to pursuing our sustainability and energy transition strategy in line with the voice of our stakeholders, ensuring a safe and healthy workplace for, and in collaboration with, all our employees, contractors, and visitors, and delivering high-quality services to our customers, while minimizing our impact on the environment and the communities in which we operate.

About Euroports Group

Key figures

Leading port-centric platforms with dynamic freight-forwarding

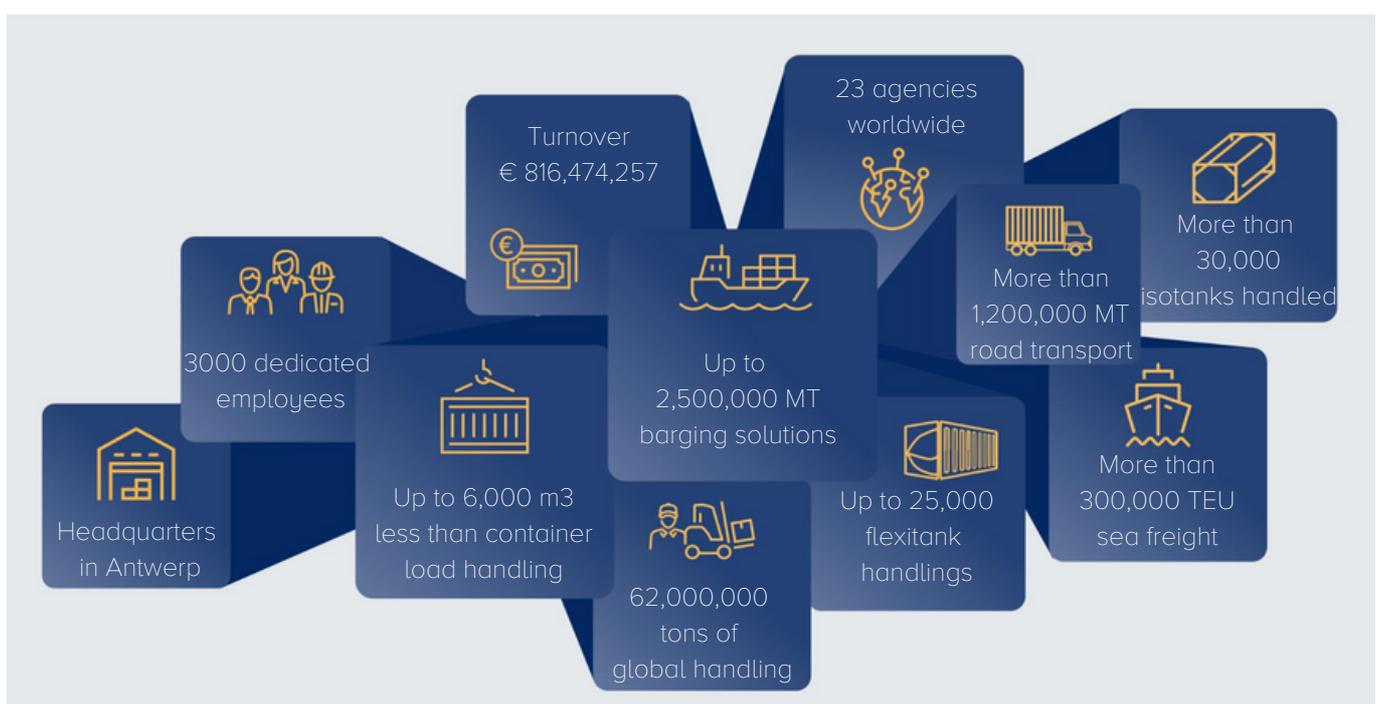
Euroports is a leading specialised port infrastructure operator offering a unique global logistic platform to its clients. With over 39 port terminals, more than 30 km of quay and 1.3 million sqm of warehouse space in strategic locations across the world, we handle and process essential commodities and organise supply chain along key trade routes.

Euroports handles a variety of cargoes, mainly in bulk and breakbulk form, although also in liquid form and via containers.

Thanks to our 100 years of stevedoring experience, our specialised port infrastructure, in-depth industry and market knowledge, we offer our clients the highest quality of standards, as well as cost-effective solutions.

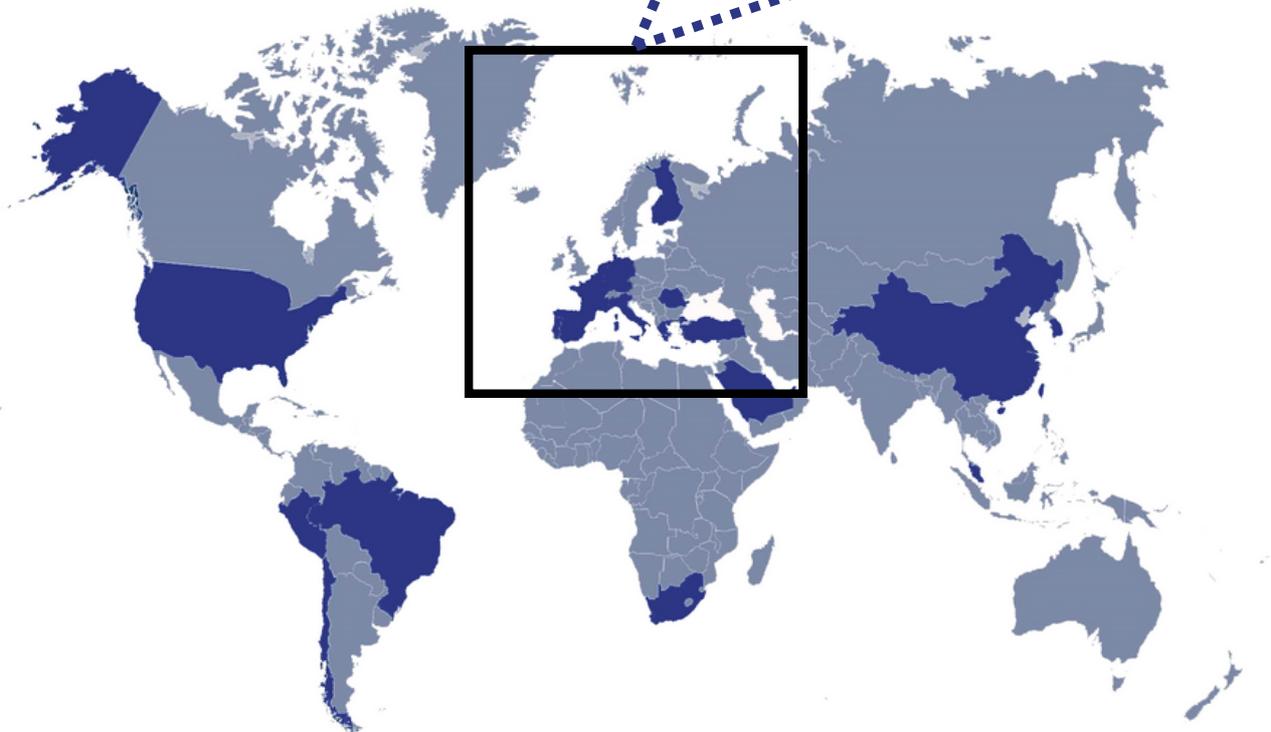
At Euroports we are proud of our loyal and reliable team of more than 3000 people. At Euroports, safety is not just our priority; it is at the heart of our business. Environmental, social and governance principles are core to our activities.

Euroports strives to continue expanding its network and expertise together with its partners along their supply chains across the globe.



About Euroports Group

Global presence



About Euroports Group

A clear path to sustainable growth



ACCELERATION | EXPANSION

Strategic expansion following:

- Focus on growth projects
 - Extension of network notably in France (PLN)
 - Extension of Rostock presence in liquid bulk
 - Extension of network in Finland by acquisition of Hangö Stevedoring
 - Expansion China presence of Euroports
 - Expansion of Manuport Logistics Network (including presence in Dubai, Singapore, Germany, Chile, USA, RSA, Kingdom of Saudi Arabia, Turkey, Spain, Greece)
- Increased focus on sustainability and technology

2021+

2019

CONSOLIDATION

Developing integrated platforms for growth

- Corporate consolidation
- Roll out of consistent standards in the areas of safety and operations
- Launch of global customer approach
- Leverage network
- Selected investments (e.g. sugar terminal)

2015

2010

2005

BUILD

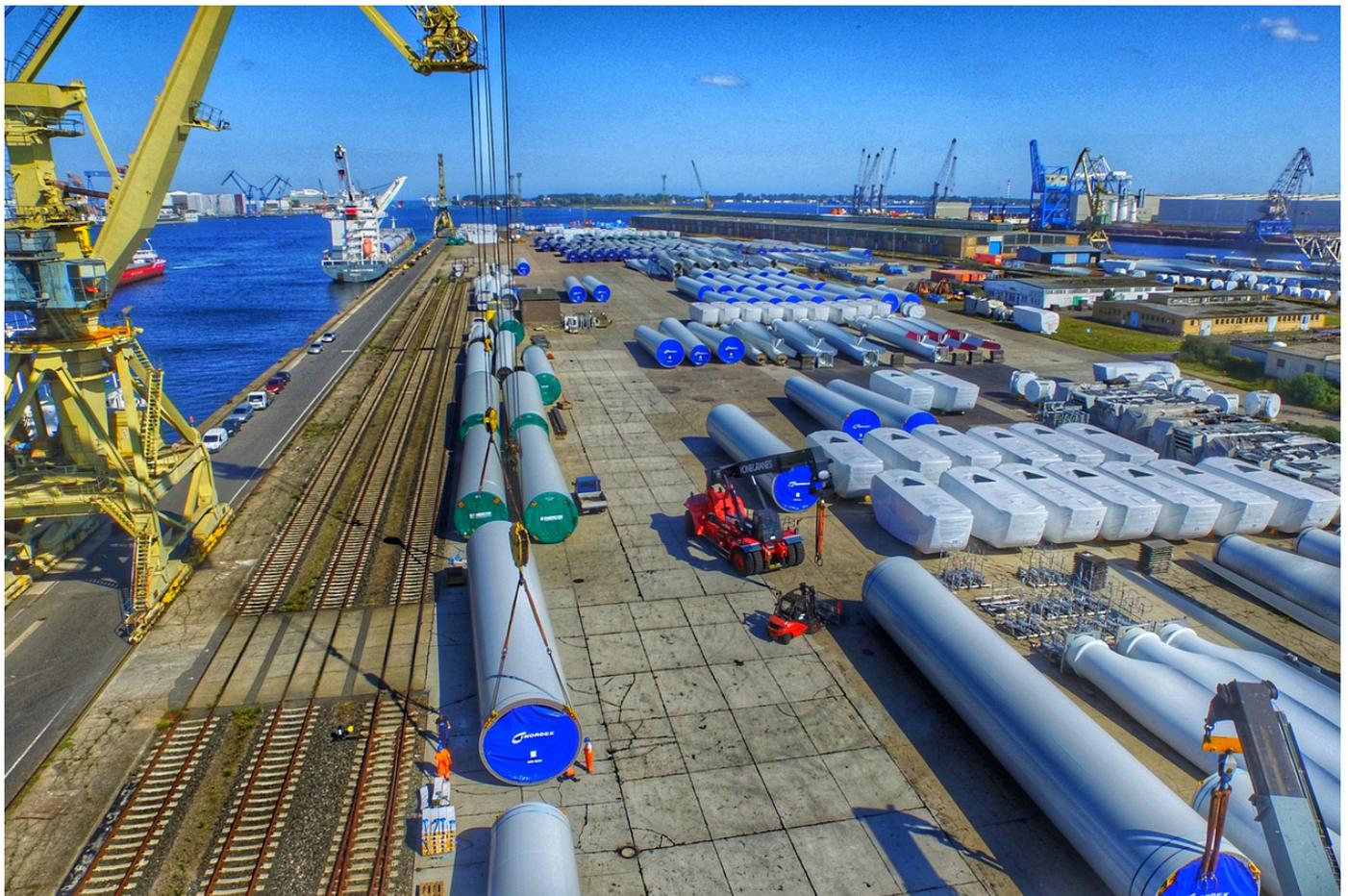
Acquisitions of

- Port infrastructure assets in Europe and China
- Freight Forwarding Company

Euroports Group ESG commitment

Defining tomorrow's reality

Where are we, and where are we going?



Euroports Group commitment to sustainability goes many years back. This is a deliberate decision taken by a company that has always been committed to high operational standards and safety.

Most of our terminals are certified under ISO 9001 and 14001, and where applicable, the OHSAS18001 certification has been replaced with the new ISO 45001. We are also certified in specific industry-related rules such as IFS, HACCP, GMP, GTP for feed/food, and ISPS for security.

Euroports Group prioritizes operational excellence and health & safety. As one of Europe's largest port infrastructure groups, we are determined to do much more to accelerate our journey toward sustainability.

Euroports Group ESG commitment

Defining tomorrows reality

To accelerate our journey, we joined the United Nations Global Compact (UNGC) as a signatory company. The UNGC gives us the support and guidance to operate in accordance with the Ten Principles and take strategic action through a selection of Sustainable Development Goals.

At the same time, we consciously decided to have our performance rated by companies such as Ecovadis. This platform evaluates how the sustainable principles are integrated in our business, for which we received a bronze medal. Our aim is to reach gold in the coming years.



Under the Environment, Social and Governance (ESG) framework particular focus is given to:

- improving our sustainability performance and creating value for our business and communities
- aligning our goals with these indicators
- offering sustainable maritime supply chain solutions to our partners.

Euroports Group's ESG strategy relies on a team of experts, decarbonisation objectives and internationally recognized protocols (GHG, GRI, SDGs, UNGC, IAE etc.) to support our journey towards the selection and realization of Environmental, Social and Governance actions that make a difference.

Euroports Group commitment

Choosing the most relevant Sustainable Development Goals (SDGs)

Although each of the SDGs is important for us, a review of the company's activities led the executive committee to identify four that stand out in the short term. These are the areas in which Euroports has the most impact at this point in time.

3 GOOD HEALTH AND WELL-BEING



Ensure healthy lives and promote well-being for all at all ages.

Our continued efforts to ensure the development, training and retention of our workforce in combination with the results of the wellness survey, to ensure a safe, healthy and clean environment.

6 CLEAN WATER AND SANITATION



Ensure access to water and sanitation for all.

Ensuring availability for others starts with reducing our use. We are implementing an integrated water management to increase water-use efficiency, reduce withdrawals, pollution and wastewater dumping by collecting, re-using and treating our wastewater.

8 DECENT WORK AND ECONOMIC GROWTH



Promote inclusive and sustainable economic growth, employment and decent work for all.

With our ongoing initiatives we contribute locally to achieving higher levels of productivity, create decent jobs, protect labour right and promote a safe and secure environment for all people.

13 CLIMATE ACTION



Take urgent action to combat climate change and its impacts.

We have a dedicated energy transition team to reduce our current energy consumption and promote renewable sources, to meeting the ambitious demand of our shareholders to reduce our carbon footprint by 40% by 2030.

Euroports Group commitment

Sustainability involves all of us

ESG is dealt with at Group, local and individual levels. Each person that is part of the Euroports Group and working on behalf of Euroports Group, including suppliers and contractors, are part of this journey.



Decarbonisation efforts

Carbon neutral by 2050

Global warming needs to be limited to 1.5°C to avoid the worst impacts of climate change, according to the Intergovernmental Panel on Climate Change (IPCC) report published in 2018. This is only possible if massive cuts in greenhouse gas emissions are made in the coming decades. Regrettably, the current trajectory of global GHG emission reduction is inconsistent with this objective.

13 CLIMATE ACTION



To support the transition to a net-zero economy, we must act now by reducing these emissions quickly and drastically. As a leading port operating and freight forwarding company, the Euroports Group decided to take up its social responsibility and strengthen its decarbonisation initiatives.



OUR GREENHOUSE GAS EMISSIONS FOOTPRINT

Detailed mapping of our emissions footprint is essential in order to guide and control our decarbonisation efforts. This mapping includes the emissions within the organisation (offices and operations) and indirect emissions from purchased electricity, heat and steam.

The emissions calculation methodology is based on the accounting standards of the Greenhouse Gas Protocol. We worked with a Big-Four consultancy firm that validated the correctness of the calculations and applicability to our activities.



Decarbonisation efforts



SCOPE 1

Scope 1 represents direct emissions which correspond to GHG emissions physically produced by Euroports Group activities

- Direct emissions from our operations
- 2020: 35,375 tons of CO₂e
- 2021: 37,807 tons of CO₂e
- Delta: +6.87%
- Scope 1 emissions are computed based on an operational control approach.
- Conversion factors were sourced from the UK Department for Business Energy & Industrial Strategy (BEIS). Gases are presented in carbon dioxide equivalent (CO₂e), the universal unit of measurement indicating the global warming potential of GHGs.

Decarbonisation efforts



SCOPE 2

Scope 2 represents indirect energy-related emissions to Euroports Group organizational perimeter, but which are necessary for its activity.

- Emissions from the generation of purchased electricity, heat, and steam
- 2020: 9,651 tons of CO₂e
- 2021: 9,077 tons of CO₂e
- Delta: -5.95%
- Scope 2 emissions are computed based on an operational control approach. Country-specific conversion factors for purchased electricity were sourced from the International Energy Agency (IEA). Gases are presented in carbon dioxide equivalent (CO₂e), the universal unit of measurement indicating the global warming potential of GHGs.



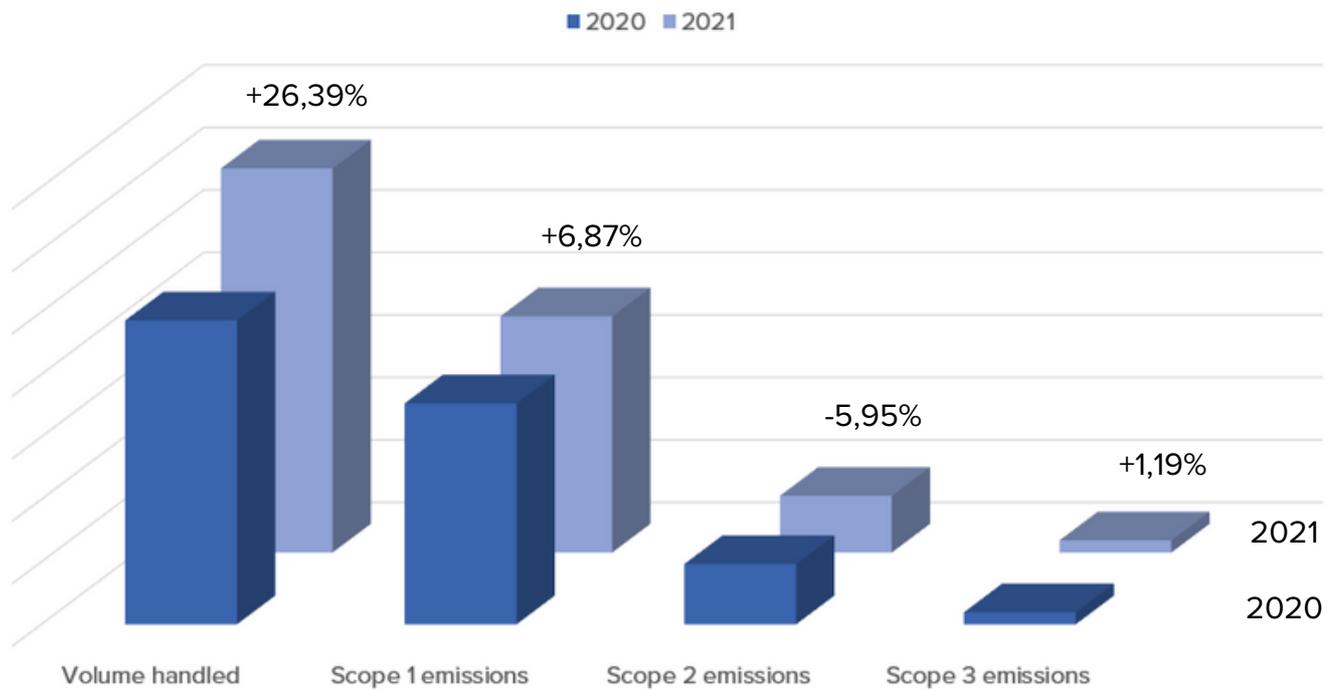
SCOPE 3

Scope 3 represents all emissions whose sources are outside the organizational perimeter, but which are necessary for its activity.

- Emissions from employee commuting and business travels.
- 2020: 1,925 tons of CO₂e
- 2021: 1,948 tons of CO₂e
- Delta: +1.19%
- Scope 3 emissions are computed based on an operational control approach. Conversion factors were sourced from the UK Department for Business Energy & Industrial Strategy (BEIS). Gases are presented in carbon dioxide equivalent (CO₂e), the universal unit of measurement indicating the global warming potential of GHGs.

Decarbonisation efforts

Volumes handled and emissions



In 2021 we saw a 4% increase in greenhouse gas emissions compared to the previous year (Scopes 1, 2 and 3). Given our volume growth with 26.39% in the same period our emissions per handled ton was reduced with 18%. Our revenue increased by a significant 38.7%.

The Euroports Group aims for the continuation of organic growth and an absolute reduction of its emissions. Therefore, as part of our commitment to climate change, we set the following medium and long-term Scope 1 and 2 emissions reduction targets:

2020

Baseline year

2030

Reduce absolute carbon emissions by 40 %

2050

Carbon neutral

Euroports Group in Action



As our group grows and matures, we seek new opportunities to create a differentiating value for our business. To achieve this, through 2021, we carried out several initiatives to improve the health of the planet and people, and succeed in our Environmental, Social and Governance strategies. We used the SDGs as a framework to structure the work and enable follow-up.

Euroports Group in Action



WASTE

Recycling is a crucial part of all our operations. Waste is separated from recycling materials in all our terminals. This reduces the waste going to landfills and enables reusable materials to get back into the resource cycle and be used again. Each terminal has its waste management system to avoid generating waste, and we review our operations constantly to identify new reduction opportunities.

We promote internal initiatives to remove unnecessary plastic and other packaging materials from our operations, such as providing reusable bottles in all our offices, eliminating plastic cups, food wrapping, etc. We generated around 432.63 tons of waste during the reporting period. This is either recycled, the scrap and energy is recovered, or we dispose of it according to the local regulations. The amount of waste produced at our operations varies according to the volumes we handle. The first step that will be taken in this area is to quantify and qualify our waste generation, to identify improvement opportunities.

Regarding hazardous waste, this comes primarily from maintenance activities and the cleaning of our equipment and facilities. The hazardous waste ratio for the company is around 14% of solid waste during the reporting period, and is handled according to national and international legal baselines. This means that we safely keep the waste stored in proper hygienic conditions while it is in our possession. The appropriate final destination is managed by a certified supplier and operator.



Euroports Group in action



WATER

We recognize water as an essential resource to all life forms on our planet, a basic human right and our special responsibility as a port operator. This past year with the pandemic, we were reminded of the importance of having access to quality water and sanitation. To ensure availability for others, we want to start improving our water resource management and reducing our consumption.

6 CLEAN WATER AND SANITATION



Where possible, we measure the total water used. In 2021, we used 57,374.5 m³ of water. It is mainly used for our industrial processes to keep our equipment and roads in good condition, to prevent air pollution, and for sanitary use. We collect and recycle rainwater for industrial purposes in a few terminals.

In the vast majority of our sites, industrial water is discharged by treatment systems that ensure the quality of the wastewater, avoiding the contamination of both surface and sewage water, protecting the biodiversity in water bodies. As we develop our operations in well-established port environments, we aim to create the minimum impact on biodiversity. We comply with all legal obligations and collaborate with local projects alongside port authorities such as providing nesting places for endangered birds.



Euroports Group in action



ELECTRIFICATION OF PORTS TERMINAL OPERATIONS

In 2021, Euroports invested in a purely electrically powered portal crane - the very first unit of its kind delivered to the European market.

Since all the crane movements such as luffing, lifting, slewing, and traveling are carried out by emission-free electric motors, the portal crane is both an efficiency-enhancing and sustainable solution.

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION

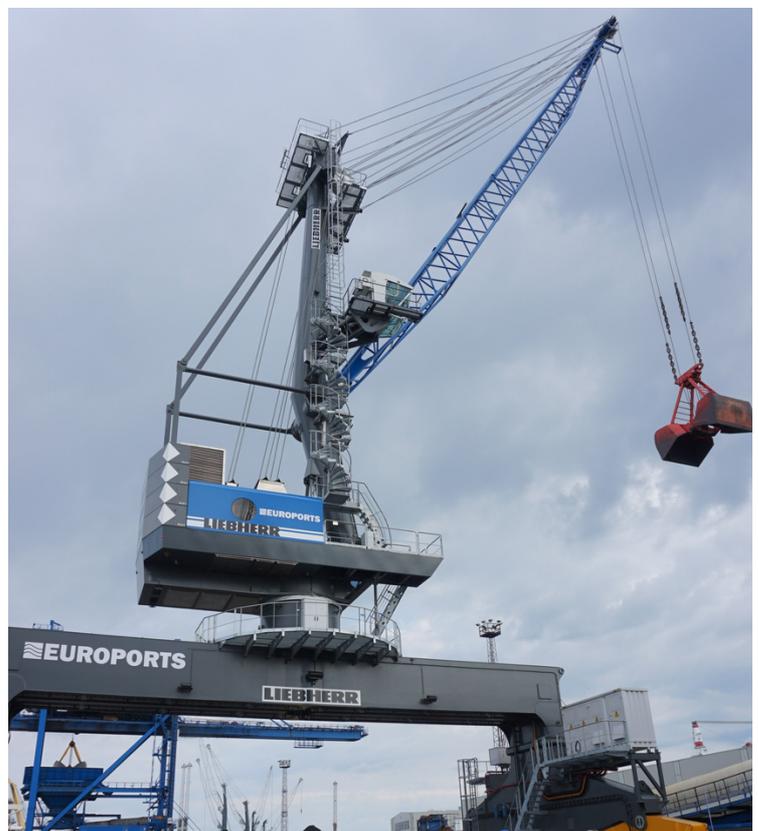


This investment confirms our focus on further strengthening the handling performance at our bulk terminals, improving our efficiency in the most possible sustainable manner. The crane will be used to handle all types of goods such as building materials, ores, lime, gypsum, wood chips and many more. It can move up to 75 tonnes of bulk material and 124 tonnes in hook operation. With a maximum outreach of 48 meters, ships up to the Panamax class can be served.

Hybrid cranes and reach stackers

Where full electrification is not yet possible, we are investing in hybrid equipment.

Last year, we acquired for two new eco-efficient mobile harbour cranes to replace the older generation diesel-powered cranes. Both cranes, equipped with an external power supply for connection to the port network, allow us to reduce the local emissions in our terminals. They emit zero emissions when powered electrically. Still, the diesel motor allows us to relocate them when an electrical connection is not available.



Euroports Group in action



Furthermore, we placed orders for additional two hybrid cranes, planned to be delivered by the end of 2022 and mid-2023. These two units are the first dual power cranes of this scale, with which we are expanding our fleet with innovative and ecological solutions.

Also, for our inland terminals, we expanded our fleet of river handling cranes. The combination of an additional hydraulic cylinder on the boom and gas accumulators at the rear of the machine proved to reduce fuel consumption by up to 30%.

Electrification of Euroports Group Road Fleet

The Group is proud of the expansion of electrical cars and charging stations for our employees and visitors. These actions mark our company's culture and match our people's willingness to aim for a healthy planet.



Euroports Group in action



RENEWABLE ENERGY

2021 has seen the deployment photovoltaic installations in various locations. These onsite installations are part of our approach in supplying our operations with locally produced renewable energy and reducing our carbon footprint. We aim to systematically increase the share of renewable energy.

7 AFFORDABLE AND
CLEAN ENERGY



We took the first step in procuring renewable energy for some of our locations, providing our terminal operations with electricity from 100% sustainable resources, as demonstrated by EU Guarantees of Origin (GOOs).



ENERGY EFFICIENCY

Efficiency is a powerful concept of continuous improvement that encourages our people to avoid wasting materials, resources and time in every task they accomplish. A major step was taken in 2021 when the Euroports Group implemented the latest technology of a world-leading partner for lighting many of our warehouses.

With LED lighting and smart lighting solutions being installed, we are among the first to implement this innovative technology, so ensuring way ensure cost-effective but above all safe working conditions for our people.



Euroports Group in action



PEOPLE: SAFEGUARDING THEIR FUTURE, USING THEIR POTENTIAL

For us, social strategy means standing by our people and communities and building trustworthy relationships. That's why all activities are managed under the group values, for which we have a Code of Conduct. This describes and explains our goals and rules, and reflects our commitment to acting responsibly, ethically, and lawfully. This code is adopted and aligned with the best practices in the sector and applies to everyone acting on behalf of Euroports.

The people we work with – and the broader community – play an important role in our ongoing growth. This has taken on increased significance, given the impacts of the COVID-19 pandemic. Over the past two years, we implemented measures to protect the health and safety of our partners, ensuring the continuity of all operations and preventing the spread of the virus.



Euroports Group in action



THE HIGHEST STANDARDS OF HYGIENE

Due to COVID-19, we adapted our workplace to meet the highest standards of hygiene and protection required per country. We installed temperature detection, hand disinfectants, provided masks to all visitors, and supported vaccination programmes. We adjust our measures whenever the circumstances change, to ensure the safety of all our people.



In line with international restrictions, our business trips were reduced, and we opted to restrict attendance at workplaces to the essential personnel, while the rest of us continued teleworking.

All employees know the necessity of reporting positive cases or close contacts. Our QHSE team have been monitoring, instructing and tracking cases until full recovery. During the COVID-19 crisis, we also contributed by distributing thousands of essential supplies to hospitals that were facing difficulties because of the pandemic, we believe that as a company we can create a positive impact in our people and the communities where we are on.



Euroports Group in action



PORT AUTHORITIES AND COMMUNITY OUTREACH

We work along with the port authorities and are active members of committees. We work together on ideas for the further development of the ports, the location and improved recruitment of skilled workers to exert our influence and to identify new opportunities.

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



At a basic level, there is a strong policy of sponsorship that reaches local communities – from sailing clubs to sports and culture. The company is also in constant contact with vocational schools and universities which leads to summer jobs, internships, and even direct employment.



The actions cover an extensive range of charity work. For example, Germany has an ongoing policy of supporting children's wellbeing, changing topics yearly. These have included sports groups, but also donations to a children's hospital. Something similar happens in our Spanish terminal, where our people carry out a collection and donate food to schools or hospitals every Christmas.



During the massive flooding in August 2021 in Belgium, some communities were devastated. To help in this unfortunate event, we collaborated with the Red Cross by making donations and providing supplies to help the people affected. Employees from all the departments combined their strengths and supported the most affected individuals and helped in the massive clean-up. In China, the company supports educational programmes for people who cannot otherwise afford one.



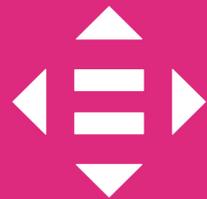
Euroports Group in action



PERSONAL DEVELOPMENT

We consider our people to be our most important assets, which is why we create a nourishing, inclusive and healthy working environment free from all kinds of discrimination that allows everyone to develop their skills and full potential. Life-long learning is an important investment at Euroports. It includes programmes for upgrading people skills and assisting transition, along with regular performance and career development reviews.

10 REDUCED INEQUALITIES



These include a comprehensive leadership development programme. In addition, we offer general training courses based on the roles and needs of the employees to ensure everyone can work to the best of their abilities. We provide our people with an e-learning platform where they can learn about the Code of Conduct, safety measures, and new skills. This past year we imparted 8,520 hours of training, to about 69% of our total employees.

4 QUALITY EDUCATION



Euroports Group in action



GENDER EQUALITY

We understand the difficulties of the industry. Being historically male-dominated, Euroports group employs around 3000 permanent staff around the world. Of these, 25% are women, with female managing directors, male and female representatives in all legal entities at the level of directors. Overall, gender distribution in all white-collar workers is 52% men and 48% women; dockers are 92% men and 8% women.

5 GENDER EQUALITY



An equality plan has been drawn up and will be updated in all legal entities during 2022 to keep moving forward and create more opportunities for women in the sector.

In general, Euroports facilitates flexible working hours and offers solutions to our employees, ensuring they can harmoniously combine private and work life. We facilitate parental leave in different ways including part-time work.

As the company spans the globe, with different local contexts due to growth or acquisitions, a group HR tool for the Euroports Group is currently being rolled out. This will enable us to plan using better insight into the KPIs right across the company.



Euroports Group in action



WORKER WELL-BEING

In a company that relies so much on its employees' constant attention and commitment, it's vital to ensure that people feel good about their work. Euroports launched a well-being survey in several countries to gauge what matters to our teams and has already started implementing several findings.

3 GOOD HEALTH AND WELL-BEING



These include structuring flexible working hours and home working. Employee suggestion boxes have been introduced, as well as detailed risk assessments, surveys, and interviews with employees concerning health, including mental health. The surveys overall have met with considerable support from the staff.



Euroports Group in action



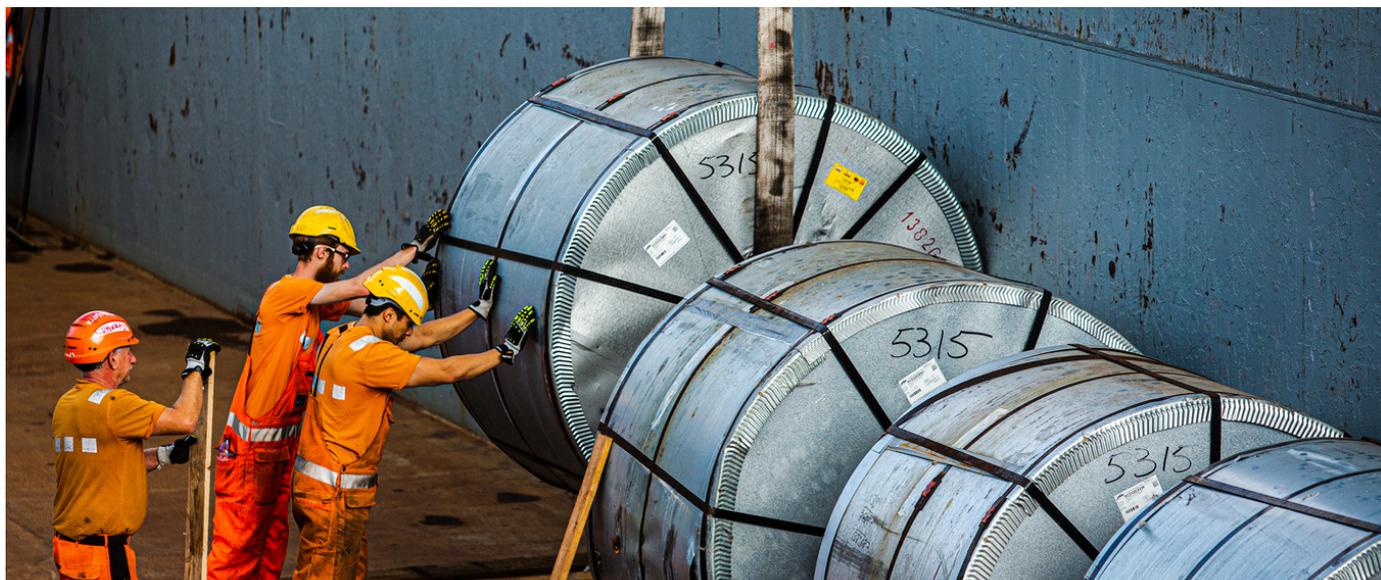
HEALTH & SAFETY

Our group is committed to ensuring and promoting the safety, health, and well-being of all employees, contractors, and visitors. We have a globally integrated QHSE leadership structure focused on identifying hazards and finding ways of eliminating or mitigating them appropriately.

We comply with all legal requirements, supplemented by several group-level standards to further enhance our H&S performance. Risk assessments are in place for all activities and a specific Line of Fire (LOF) risk management programme was rolled out to further reduce the risk of high-severity incidents.

1	Moving vehicles/heavy equipment <ul style="list-style-type: none"> Stay clear of (potentially) moving vehicles Establish eye contact with driver/operator Implement man-machine separation measures 		LOF Assessment Tool => Compliance %
2	Lifted/hoisted loads <ul style="list-style-type: none"> Prevent entry of hoisting zone Use tag lines for steering and stability Use proper rigging equipment; inspect and maintain 		
3	Objects with fall/roll potential <ul style="list-style-type: none"> Be aware of top-heavy objects that could shift Be aware of objects that could roll/shift Ensure adequate bracing/controls in place 		
4	Confined spaces (+ vessel holds) <ul style="list-style-type: none"> Beware of noxious fumes, low oxygen and fire risk Measure before entry, ventilate or use PPE as needed Have people trained/emergency arrangements ready 		
5	Work at height (+ dropped objects) <ul style="list-style-type: none"> Use fall-protection when working unprotected > 2m Secure zone and tools and equipment that could fall Use tool bags and hand lines as needed 		
6	Objects under tension/pressure <ul style="list-style-type: none"> Stand clear/aside when switching breakers on Be aware of chains/straps/ties under tension Properly secure and handle pressurized objects 		
7	Moving parts/rotating equipment <ul style="list-style-type: none"> Prevent sudden and unexpected movement Never handle rotating/moving parts Isolate/barrier-off moving parts where possible 		2021
8	Hand/power tools <ul style="list-style-type: none"> Prevent LoF situations (e.g. cutting towards limbs) Beware of flying debris, take proper precautions Properly maintain and inspect tools (before use) 		

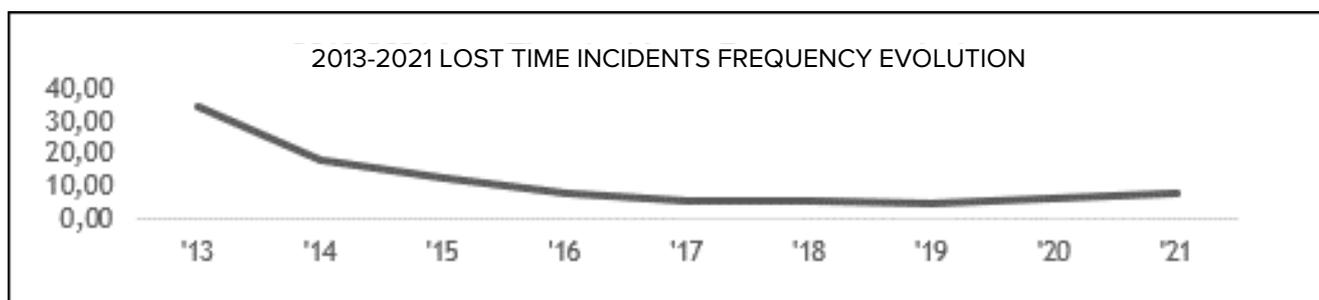
Euroports Group in action



The LOF programme aims to reduce the number of serious safety incidents, ultimately towards our end goal of zero, through three pillars. At the core is an elaborate self-assessment tool, used to improve compliance with groupwide safety standards through annual target setting. A Group-led cross-audit programme that verifies reported improvements and progress on actions is the second pillar. A company-wide communication and training campaign about LOF-based risks, including web-based microlearning, constitutes the third pillar. This and a programme focusing on specific operational risks resulted in a significant 20% reduction of serious safety incidents in 2021.



We collaborate with international organizations to compare ourselves, our operations, and our measures in place. This allows us to keep improving, growing, and learning all together to maintain high safety standards as the core of our business.



Euroports Group in action

Sustainable Growth

Regulatory compliance and transparent business practices maintain the highest levels of professional ethics. The goal is to have best-in-class health, quality, safety and security standards. Establishing and clearly communicating our commitment from top to bottom enables us to act responsibly, ethically and lawfully.

8 DECENT WORK AND ECONOMIC GROWTH



ECONOMIC IMPACT

The direct economic value generated and distributed is a metric that indicates the value we create through our maritime supply chain operations and the allocation of our revenue by stakeholder groups.

We create value for various stakeholders throughout our maritime operations, including shareholders, investors, employees, suppliers and contractors, government authorities, and local communities.

Euroports Group demonstrated a robust and stable performance during difficult times in the last years, 2021 was an excellent financial year with an increase in revenue of 38.7%. An evolution from €589 million revenue in 2020 to €816 million in 2021.



Euroports Group in action

Compliance

Particular attention is paid to integrating anti-bribery and anti-corruption measures, with specific guidelines enclosed into contracts to ensure that all parties are aware of the need to comply.

Understanding and compliance are two different things. We carry out our operations under the guidelines of the international and local laws, and we comply with our anti-corruption policy.

All our new members are provided with virtual learning sessions to know the anti-bribery and anticorruption programme and measures that we have in place and in our code of conduct. Further e-learning sessions are organized to ensure that everyone knows the areas where more attention might be needed.

The company also has a clear whistle-blowing procedure in place for signalling potential infringements of our code of conduct, violation of laws, or inappropriate behaviour. This anonymous reporting channel is open to all interested parties, such as employees, suppliers, and customers. As in safety, this is a sector that requires constant attention.

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



Correspondence Table (SDG / 10 PP)

<p>3 GOOD HEALTH AND WELL-BEING</p> 	<p>Page 28-30:</p> <ul style="list-style-type: none"> • Work-related hazards • Worker wellbeing <p>Principle: 1, 2, 6, 10.</p>	<p>4 QUALITY EDUCATION</p> 	<p>Page 26:</p> <ul style="list-style-type: none"> • Employee training <p>Principle: 1, 2.</p>
<p>5 GENDER EQUALITY</p> 	<p>Page 26-28:</p> <ul style="list-style-type: none"> • Diversity • Employer benefits • Workforce composition <p>Principle: 7, 8, 9.</p>	<p>6 CLEAN WATER AND SANITATION</p> 	<p>Page 19:</p> <ul style="list-style-type: none"> • Water usage <p>Principle: 7, 8, 9.</p>
<p>7 AFFORDABLE AND CLEAN ENERGY</p> 	<p>Page 20-22:</p> <ul style="list-style-type: none"> • Energy consumption <p>Principle: 7, 8, 9.</p>	<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>Page 27, 29-31:</p> <ul style="list-style-type: none"> • Employment • Occupational health and safety • Economic value <p>Principle: 1, 2, 6.</p>
<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p>Page 24-25, 31:</p> <ul style="list-style-type: none"> • Community impact • Economic value <p>Principle: 8, 9.</p>	<p>10 REDUCED INEQUALITIES</p> 	<p>Page 27:</p> <ul style="list-style-type: none"> • Number of employees • Workforce composition <p>Principle: 1, 2, 6.</p>

Correspondence Table (SDG / 10 PP)

<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>Page 13-16, 18, 20-22:</p> <ul style="list-style-type: none"> • GHG emissions • Non-hazardous and hazardous waste • Energy consumption <p>Principle: 7, 8, 9.</p>	<p>13 CLIMATE ACTION</p> 	<p>Page 13-16, 20-22:</p> <ul style="list-style-type: none"> • GHG emissions • Energy consumption <p>Principle: 7, 8, 9.</p>
<p>15 LIFE ON LAND</p> 	<p>Page 13-16, 19:</p> <ul style="list-style-type: none"> • GHG emissions • Water usage <p>Principle: 7, 8, 9.</p>	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 	<p>Page 10, 23, 29, 32:</p> <ul style="list-style-type: none"> • Organization's values • Work-related hazards • Anti corruption and anti-bribery <p>Principle: 1, 2, 10.</p>