



# CSR Roadmap 2022-2025

**Think  
Tomorrow**



# Highlights 2024



## Sustainability approach

- Ongoing strengthening of teams to support the implementation of the Sustainability approach.
- Appointment of the Group Chief of Sustainability, Compliance & Risks Officer to the Group Management Committee.
- Publication of the first Sustainability statement (CSRD) including 47 material Impacts, Risks and Opportunities.
- Continuation of the project “Human rights at work” through the definition of action plans.
- Structuring of our Responsible Purchasing approach.

## Climate strategy

- Revision of climate objectives and assessment of the financial impact of the decarbonization plan.
- Integration of climate risks (transition, physical) and associated opportunities into Group strategy.
- Renewal by the CDP of Rubis’ B rating in the Climate Change Questionnaire.
- Structuring the diversification strategy of the Energy Distribution Division, 2 axes: electrons and low-carbon molecules.

## Activity news

- **2024 operating results** close to our 2023 record, with gross operating income of 721 million euros, underlining the strong resilience of our business model despite a volatile macroeconomic environment.
- **Energy distribution:** launch of new solar offerings for our business customers in our three geographic zones, including some in partnership with Rubis Photosol.
- **Photovoltaic Electricity Production:** construction began on the photovoltaic park on the former Creil air base, the first phase of which was commissioned in February 2025. When completed in 2026, this site will be capable of producing the equivalent of the annual electricity consumption of around 85,000 households.
- **Ongoing development of the bitumen distribution business,** now present in 9 countries and contributing to the development of local road infrastructures.
- **Disposal of our stake in Rubis Terminal** (bulk liquid storage) in October 2024.



# 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.

## 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.

## 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.

## 3 GOOD HEALTH AND WELL-BEING



## 6 CLEAN WATER AND SANITATION



## 14 LIFE BELOW WATER



## 15 LIFE ON LAND



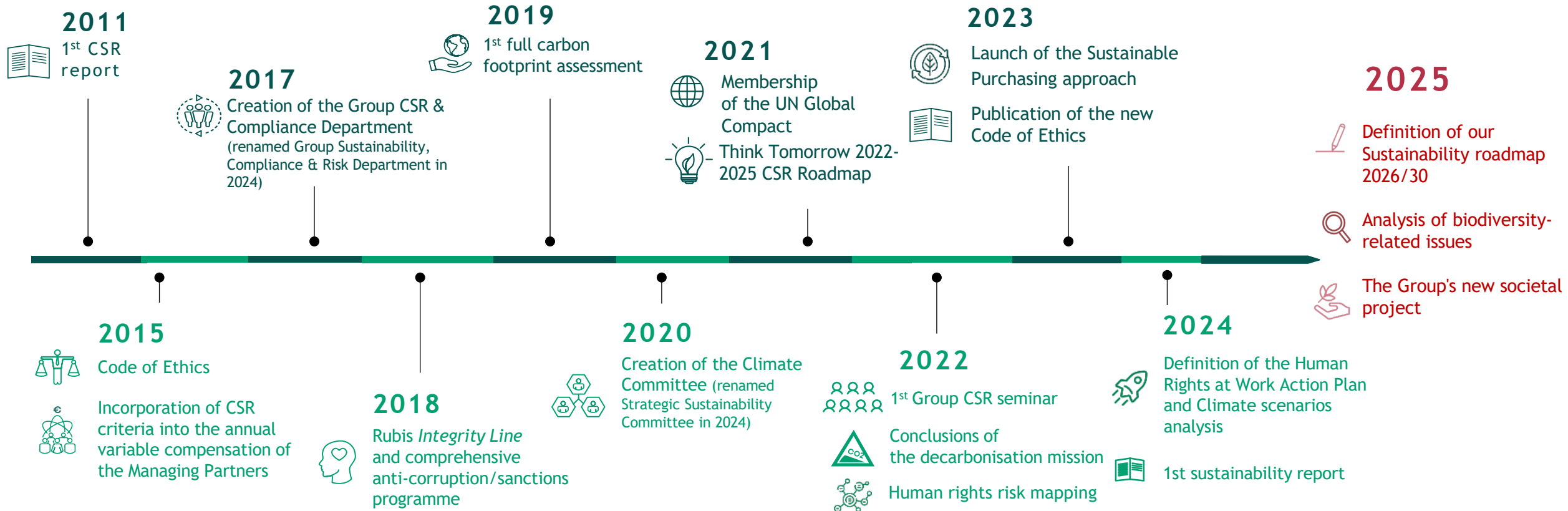
SDGs on which we are particularly vigilant to manage and limit the impact of our activities.

## 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
- 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 Strategic Sustainability 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 CO<sub>2</sub> emissions from our industrial sites, our ships and our trucks

In **2030** 20 % reduction in scopes 1 and 2 emissions <sup>(1)</sup>

In **2030** 20 % reduction in targeted scope 3A emissions <sup>(2)</sup>

Reducing accidental spills

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

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** <sup>(3)</sup> 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

Reducing the pressure on natural resources

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

Preserving biodiversity

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

<sup>(1)</sup> Base 2019 - Target revised in 2024 to take account of changes in environmental parameters.

<sup>(2)</sup> Base 2019, representing 45% of scope 3A (outsourced shipping and road transport, upstream of electricity and business travels), Energy Distribution.

<sup>(3)</sup> 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 until the Think Tomorrow 2026-2030 roadmap..



# Reducing our environmental footprint

## Monitoring our commitments



Commitments	Indicators	Scope	Target	2019 <sup>(1)</sup>	2020	2021	2022	2023	2024	2024 Achievements/2025 Initiatives
Reducing the carbon footprint of our industrial sites, our ships and our trucks	Scopes 1 and 2 CO <sub>2</sub> e emissions	Group	2030 : - 20% (vs 2019)	297 <sup>(2)</sup> ktCO <sub>2</sub> e	249 <sup>(2)</sup> ktCO <sub>2</sub> e	241 <sup>(2)</sup> kt CO <sub>2</sub> e	285 <sup>(2)(3)</sup> ktCO <sub>2</sub> e	293 ktCO <sub>2</sub> e	282 ktCO <sub>2</sub> e	2024: integration of the decarbonization plan into the Group's strategy and assessment of its financial impact 2025: monitoring decarbonization plan and key projects
Reducing the carbon footprint generated by our value chain (excluding products sold)	Targeted Scope 3A CO <sub>2</sub> e emissions <sup>(4)</sup>	Energy Distribution	2030 : - 20% (vs 2019)	91 ktCO <sub>2</sub> e	80 ktCO <sub>2</sub> e	78 ktCO <sub>2</sub> e	78 ktCO <sub>2</sub> e	74 ktCO <sub>2</sub> e	88 ktCO <sub>2</sub> e	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	Deployment in business units	2024: continued deployment
Reducing the carbon intensity of our products	Product carbon intensity	Group	2024: set reduction target (scope to be defined)	N/A	N/A	N/A	N/A	N/A	N/A	As the acquisition of Photosol has led to a change in the mix of products sold, the definition of this objective has been postponed to the 2026/30 roadmap

<sup>(1)</sup> 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.

<sup>(2)</sup> Data restated, for more information please refer to the 2024 Universal Registration Document on page 123-124 ([https://www.rubis.fr/en/wp-content/uploads/sites/2/2025/05/RUB2024\\_URD\\_VA\\_MEL\\_25-05-05.pdf](https://www.rubis.fr/en/wp-content/uploads/sites/2/2025/05/RUB2024_URD_VA_MEL_25-05-05.pdf)).

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

<sup>(4)</sup> Representing 45% of scope 3A Energy distribution in 2019 (outsourced shipping and road transport, upstream of electricity and business travels).



# Reducing our environmental footprint

## Monitoring our commitments



Commitments	Indicators	Scope	Target	2019	2020	2021	2022	2023	2024	2024 Achievements/2025 Initiatives
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%	40%	2024: regular follow-up with business units to identify needs 2025: strengthening business unit support through the provision of tools
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	18	2024/2025: ongoing awareness-raising campaigns for teams
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 photovoltaic modules to the new recycling standards at 100 % of our sites	N/A	N/A	N/A	N/A	9% <sup>(1)</sup>	7,4%	2024: testing and validation of the solution, then roll-out of the protocol to all sites. Dismantling of the Ychoux power plant (over 100,000 modules), resulting in collection delays 2025: a Rubis Photosol representative joins the governance of Soren, the eco-organization in charge of managing the end-of-life of photovoltaic panels in France
Preserving biodiversity	Biodiversity measurement indicators	Photovoltaic Electricity Production	By 2025: developing indicators to measure biodiversity on our photovoltaic parks	N/A	N/A	N/A	N/A	Creation of a dedicated environment pole <sup>(1)</sup>	Study of relevant measurement indicators	2024: implementation of flora and fauna monitoring on sites in operation (contractual agreements with engineering firms in charge of surveys)





# Reducing our environmental footprint

## Project overview



### Deployment of a solar offering

Solarise Africa, a pan-African company, and RUBiS Energy Kenya have announced the launch of **RUBiSOL**, a joint venture focused on providing renewable energy solutions to Commercial and Industrial (C&I) clients across East Africa.

RUBiSOL has successfully commissioned a 485kWp solar rooftop system at B. Braun Pharmaceuticals in Athi River, Kenya. This follows the partnership established last year between Solarise Africa and RUBiS Energy Kenya.

By installing 1,102 high-performance solar panels across all facility buildings, B. Braun is expected to offset nearly 4,000 tonnes of CO<sub>2</sub> and save over USD 393,000 over the system's lifetime!



### Creil, an emblematic photovoltaic facility

In August 2024, following a site clean-up phase, the Photovoltaic Power Generation business launched the construction of a photovoltaic facility in the town of Creil.

This large-scale project, installed on the former Creil air base grounds, will enable the people of Creil to supply the equivalent of 85,000 homes with electricity.

The project is the second largest photovoltaic installation in France and will create over 200 jobs.





# 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<sup>(1)</sup> 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)

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, sustainability, 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** received awareness training



# Providing a safe and stimulating working environment

## Monitoring our commitments



Commitments	Indicators	Scope	Target	2022	2023	2024	2024 Achievements/2025 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	4.7	6.2	6	<p><b>2024:</b> nearly two-thirds of accidents resulting in more than one day's absence from work are caused by falls on the same level or by handling operations, resulting in sprains and musculoskeletal pain</p> <p><b>2025:</b> continue to make teams aware of the need to comply with safety instructions through HSE discussions (Toolbox), monthly HSE meetings or HSE routines. Reinforcement of the annual variable compensation criterion for the Managing Partners relating to accidents.</p>
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	11	14	22	<p><b>2024/2025:</b> continuation of awareness-raising campaigns for on-site service providers</p>
Achieving and maintaining zero fatalities (employees and service providers)	Number of fatalities from a occupational accident	Group	Until 2025: 0	0 employee 0 service provider	0 employee 1 service provider	0 employee 0 service provider	<p><b>2024:</b> continuation of prevention initiatives</p>
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	81% (91% of employee drivers and 78% of service provider drivers)	82% (88% of employee drivers and 80% of service provider drivers)	81% (84% of employee drivers and 81% of service provider drivers)	<p>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<sup>(1)</sup></p> <p><b>2025:</b> continued awareness-raising campaigns</p>
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	65%	<p><b>2024:</b> HSE audits launched on construction sites and action plans led by project managers. HSE audits were carried out on all new projects. 7 projects were not audited because they were at the end of their cycle (fewer than 5 people on site, no machinery)</p>





# Providing a safe and stimulating working environment

## Monitoring our commitments



Commitments	Indicators	Scope	Target	2022	2023	2024	2024 Achievements/2025 Initiatives
Being an employer of choice	Launch of a process to identify and support talent	Energy Distribution	<b>2023:</b> Establishment of a talent pool	Implementation of the talent pool	Programme roll-out	Implementation at local level	<b>2023:</b> an identification and support process has been put in place. 92 potential employees out of the total workforce (excluding RAG, Bahamas and Bermuda) have been identified in 2023 for career development within the Group
Supporting skills development	Percentage of employees receiving training	Group	<b>By 2025:</b> <ul style="list-style-type: none"> <li>100% of employees trained annually</li> <li>Including 10% to changes affecting our businesses</li> </ul>	90.1% 29%	89.5% 34%	92.4% 44%	<b>2024:</b> 4,043 employees benefited from 98,477 hours of training and 1,911 employees were trained in the changes affecting our businesses (energy transition, sustainability, new technologies, AI, etc.)
Promoting diversity in our teams	Percentage of women in the Management Committees	<ul style="list-style-type: none"> <li>Energy Distribution and Photovoltaic Electricity Production</li> </ul>	<b>By 2025:</b> <ul style="list-style-type: none"> <li>30% women on average on Management Committees (Energy Distribution and Photovoltaic Electricity Production scope)</li> </ul>	27.8 <sup>(1)</sup> %	27 <sup>(1)</sup> %	26.5 <sup>(1)</sup> %	<b>2024:</b> 26.6% for the Energy Distribution division and 20% for the Photovoltaic Electricity Production activity
		<ul style="list-style-type: none"> <li>Holding</li> </ul>	<ul style="list-style-type: none"> <li>Maintain 30% representation of the least-represented gender on the Group Management Committee</li> </ul>	50%	50%	50%	<b>2025:</b> 2025: A woman joins the Management Committee of the Photovoltaic Electricity Production activity, bringing the committee's female representation to 33.33%.
Promoting the integration of people with disabilities	Percentage of employees made aware of the fight against prejudice and resistance towards people with disabilities	Group	<b>By 2023:</b> 100% of General Managers and members of Human Resources Departments made aware  <b>By 2025:</b> 100% of employees received awareness training	100% of GMs  N/C	62.3 <sup>(2)</sup> % of GMs and members of HR Departments N.C.	56.3 % of GMs and members of HR Departments 52.5%	<b>2024:</b> 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) <b>2025:</b> e-learning training on disability awareness for subsidiaries

(1) Review of data following corrections made.

(2) There was a methodological change between the year 2023 and 2024. The 2023 data is an average of the percentages while the 2024 data takes into account the number of General Managers and members of the Human Resources Departments informed at 31 December 2024 divided by the number of General Managers and members of the Human Resources Departments who had been made aware at 31 December 2024.



# Providing a safe and stimulating working environment

## Project overview



### Vitogaz Madagascar adopts a 'Charter for a women-friendly company'

Vitogaz Madagascar affirms its commitment to a fair, inclusive and respectful working environment through the effective implementation of this Charter.

1. Promote the professional development of all employees by helping women to become more self-confident in order to combat the glass ceiling, an invisible barrier to the promotion of women in hierarchical structures ;
2. Strengthen its policy in favour of parenthood in order to maintain a work-life balance ;
3. Consider the specific health issues affecting women ;
4. Strengthen the fight against sexism, harassment and sexual violence in the workplace, as advocated by the Rubis Group's Code of Ethics ;
5. Support the commitment of its employees to women's rights and their protection against all forms of violence and discrimination ;
6. Encourage its employees to live and promote the policy towards women within their communities.



### 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

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## 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	2024 Achievements/2025 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	Publication of our 1 <sup>st</sup> Global Compact Progress Report	Launch of the project "Human rights at work" aligned with key ILO conventions	Definition of action plans	2024: definition of human rights at work action plans 2025: finalization and 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	2023: 100% of employees made aware	88 <sup>(1)</sup> %  68%	99 <sup>(1)</sup> %  81%	99%  80%	2024/2025: 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	Identification of the most at-risk purchasing categories	Preparing a responsible purchasing policy	2024: finalization of the mapping of the social and environmental impacts of purchasing and preparation of roadmaps for priority purchasing categories 2025: preparation and deployment of the Group's Responsible Purchasing policy
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: • 100% of our business units • Definition of a new societal project	81 <sup>(1)</sup> %  N/A	94%  N/A	97%  Project in progress	2024: selection of a new theme for the societal project

<sup>(1)</sup> Data restated to exclude the Rubis Terminal JV. For further information, please refer to page 86 of the 2024 Universal Registration Document ([https://www.rubis.fr/en/wp-content/uploads/sites/2/2025/05/RUB2024\\_URD\\_VA\\_MEL\\_25-05-05.pdf](https://www.rubis.fr/en/wp-content/uploads/sites/2/2025/05/RUB2024_URD_VA_MEL_25-05-05.pdf)).

<sup>(2)</sup> The 2022 data have been restated to include the community investment carried out directly by the business units without the support of Rubis SCA as well as to restate the scope of BUs concerned by the achievement of the objective.



# Contributing to a more virtuous society

## Project overview



### Rubis Gas Containers

RUBiS Energy Kenya launches Rubis Gas Containers, an innovative LPG solution. This initiative redefines the way customers access clean, reliable and safe energy.

These installations mark a significant expansion of the Rubis Gas service, offering a solution designed to improve convenience, accessibility and safety for our customers. By introducing these containers, RUBiS Energy Kenya is improving delivery and collection services, making it easier for customers to access a reliable gas supply within their communities.

The facilities comply with all required safety standards, ensuring a safe experience for customers.



### Launch of our Responsible Purchasing approach

The Group launched its **Responsible Purchasing approach** in 2023, which has continued into 2024. The Group has identified significant purchasing categories, and roadmaps by category have been prepared. By December 31, 2024, a Responsible Purchasing policy setting out the framework for the concrete implementation of these actions is under preparation. 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 CO<sub>2</sub>e emissions  
from our activities



**-20%**

CO<sub>2</sub>e emissions **by 2030**  
(base 2019 - scopes 1 and 2)

**-20%**

CO<sub>2</sub>e emissions **by 2030**  
(base 2019 - targeted scope 3A <sup>(1)</sup>)



## 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**

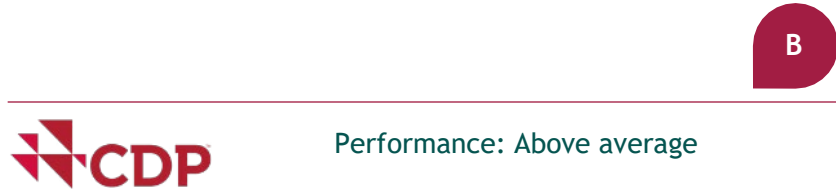
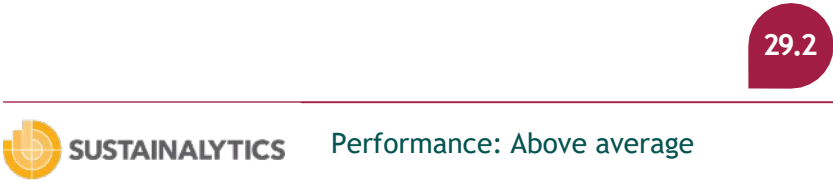
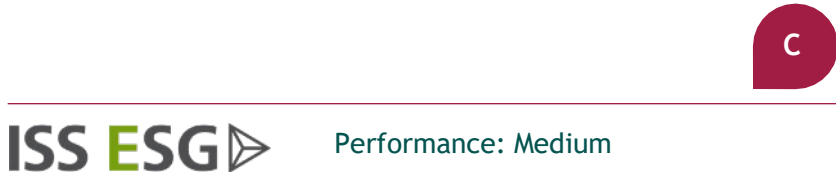
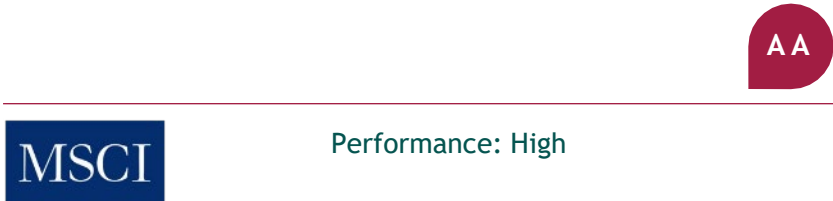
In  
**2023**

formalisation of a Responsible  
Purchasing approach and adoption of a  
charter



# Extra-financial Performance

As of 12.06.2025



 TO FIND OUT MORE

FIND OUT MORE ABOUT OUR SUSTAINABILITY APPROACH AND DATA IN OUR 2024 SUSTAINABILITY STATEMENT by clicking [here](#).  
Data from the CSRD are audited by a statutory auditor.



[www.rubis.fr/en](http://www.rubis.fr/en)

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**Our commitment to a sustainable future**