

OUR SUSTAINABILITY ESSENTIALS 2024



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EDITORIAL

Reliable and accessible energy, adapted to each region

This year, Rubis published its first Sustainability Statement in conformity with the European CSRD directive, available in our [2024 Universal Registration Document](#). To make these essential insights more accessible, we prepared this document outlining our priorities, detailing our actions, and sharing our results.

In a world facing multiple transitions – energy, climate, technology, geopolitics, and society – Rubis continues to follow a clear direction: to provide reliable and accessible energy, adapted to each region.

For over 30 years, our strength has been based on our ability to adapt and take tangible action with the people who bring our commitments to life: our teams, our partners, and the communities around us.

We cultivate an entrepreneurial spirit that values responsiveness and decision-making close to our sites —where we can really make a difference.

As an independent, multi-local, and multi-product Group, Rubis operates in two complementary activities: Energy Distribution and Photovoltaic Electricity Production. Operating in over 40 countries, we meet everyday needs while taking into account transition issues.

The diversity of the regions in which we operate requires us to demonstrate agility and discernment.

Rather than applying the same solutions everywhere, we tailor our actions to the local context, always with the same ambition: to create a positive and lasting impact while fully embracing our social and environmental responsibilities.

Our commitment is fully embedded in our business model and shapes the way we act. Our approach is guided by two simple yet demanding principles: **continuous improvement and pragmatic action**. To put these principles into practice, we have been implementing since 2022 our Think Tomorrow 2022-2025 Roadmap. We have organised our priorities around 10 key issues, translated into tangible objectives that we monitor locally thanks to this operational steering framework. It also encourages our teams to gradually take ownership of key issues such as climate change, safety, human rights, ethics and inclusion.



As we are preparing to launch a new strategic cycle in 2026 with the release of a new roadmap, we remain faithful to our course of action, moving forward every day, with humility but determination, towards a more sustainable path. Our responsibility will always be an integral part of our strategy. While we do not claim to have all the answers, we are determined to be part of the solution.

Our progress is only possible thanks to the dedication of those who bring our commitments to life. We thank our teams for their constant efforts, our partners for their trust, and our shareholders for their loyalty.

It is our collective mobilisation that makes our commitments a reality. And it is our collective commitment that strengthens our determination to make progress on our standards.

Clarisse Gobin-Swiecznik, *Managing Partner*

Sophie Pierson, *Group Chief Sustainability, Compliance & Risk Officer*

OUR ACTIVITIES

A customised multi-energy offer

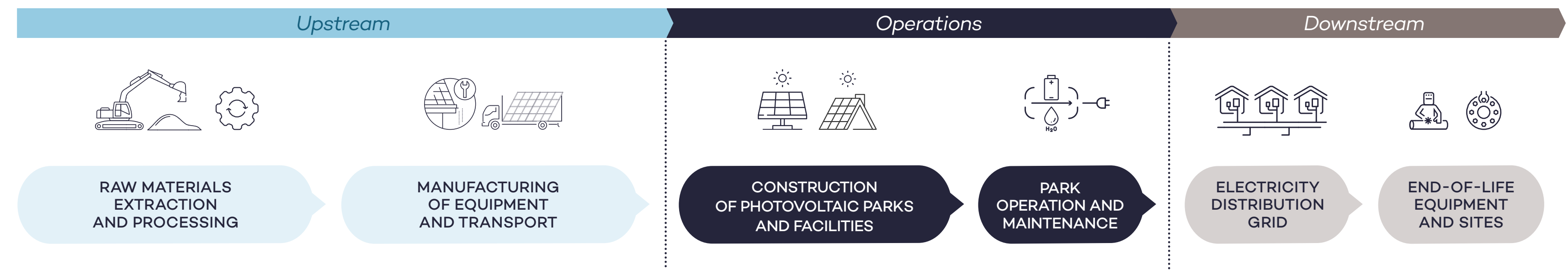
Rubis offers a wide range of energy solutions tailored to the needs of its customers, both private individuals and professionals. The Energy Distribution division, present in Europe, the Caribbean and Africa, transports and distributes fuels (road, marine and aviation), liquefied gas, bitumen and lubricants, while diversifying its offering towards less carbon-intensive solutions such as biofuels and solar installations for its customers' own consumption.

The Photovoltaic Electricity Production activity specialises in the development, in Europe, of large-scale ground-mounted photovoltaic parks whose carbon-free electricity is fed into the electricity grid. At the same time, it is developing rooftop installations, car park shading and storage solutions. The simplified value chains for our two businesses are shown opposite.

Value chain of the Energy Distribution division (Rubis Énergie)



Value chain of the Photovoltaic Electricity Production activity (Rubis Photosol)





KEY FIGURES

Around the world, access to affordable, reliable energy is a key driver of economic development and social progress. In this context, our ability to adapt to technological, regulatory and climate change is a key asset. More than a skill, it reflects our identity: that of a committed, agile and responsible player.



In 2025, Rubis celebrates **30 years of stock market listing**. Three decades during which we have built a resilient business model, capable of providing long-term, secure energy to millions of customers. We have also created stable jobs, offered skill training to thousands of employees, and strengthened our presence in key geographical areas: Africa, the Caribbean and Europe. As a distributor of energy and mobility solutions, we are proud to support economic development, security of supply and tailor-made solutions that enable local communities to prosper.

1990
Creation of Rubis

1995
Listing on the Paris stock exchange

In 2024, our operating results testify to the solidity of our business model, with an EBITDA of €721 million, close to the record we set in 2023. This level of performance, achieved despite an unstable macro-economic environment, confirms **the robustness of our fundamentals and the relevance of our strategic choices**.

We are actively pursuing the transformation of our environmental footprint. By 2024, we have reduced our direct emissions (scopes 1 and 2) by 5%, while accelerating our diversification into renewable energies, with a secured solar portfolio of 1.1 GWp. In parallel, we are reinforcing our safety, ethics and compliance requirements as part of our drive for continuous improvement. Today, almost 99% of our employees are locally employed and over 98% have health cover.

Lastly, our commitment to society also takes the form of a voluntary approach, working closely with communities. By 2024, 97% of our business units had implemented at least one initiative to address social, educational or environmental issues in their area.

Key figures

€721M
EBITDA

+5%
Growth in our energy distribution volumes in 2024

1,143
Service stations to the highest standards

87
Photovoltaic parks in operation

1.1 GWp
Portfolio of secured photovoltaic projects at the end of 2024 (+22% vs 2023)

4,375
Employees

HIGHLIGHTS



SUSTAINABILITY APPROACH

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

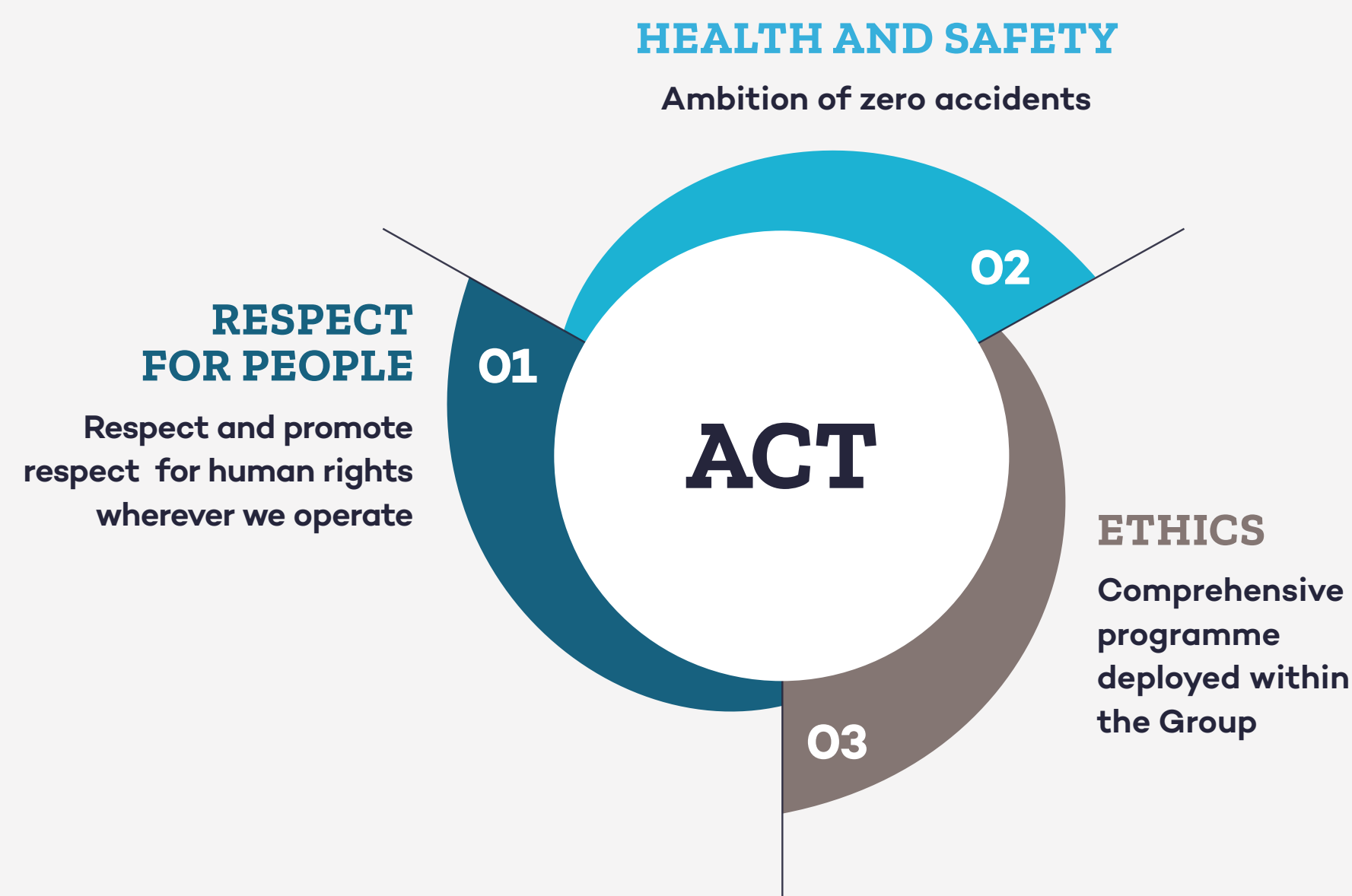
CLIMATE STRATEGY

- Revision of climate objectives and assessment of the financial impact of the decarbonisation plan.
- Integration of climate risks (physical and linked to transition) and associated opportunities into the Group strategy.
- **Renewal by the CDP of Rubis’ B rating** in the Climate Change Questionnaire.
- Structuring the diversification strategy of the Energy Distribution division based on two axes: electrons and low-carbon molecules.

BUSINESS UPDATE

- **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 people.
- **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 activity) in October 2024.

FUNDAMENTAL PRINCIPLES



By providing energy, we are serving essential needs: transportation, heating, lighting, powering industry, etc. We aim to meet these needs while respecting high standards that form a common frame of reference applied to all our activities.

RESPECT FOR PEOPLE

Compliance with international frameworks

- Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- International Labour Organisation Fundamental Conventions
- OECD Guidelines for Multinational Enterprises

Proactive commitments

- United Nations Global Compact
- Community engagement initiatives in line with local needs set up in 97% of the business units

HEALTH AND SAFETY

HSE rules

applicable to all (Health, Safety, Environment)

Training

in risk prevention for employees and on-site service providers

Road safety

Deployment of on-board electronic assistance systems and defensive driving training to prevent the risk of road accidents

Variable compensation

for Senior Managers and the Management Board including health and safety criteria

ETHICS

Code of Ethics

- available in six languages
- 99% of employees made aware of ethics and anti-corruption rules

Dedicated organisation

- A Group Sustainability, Compliance & Risk Department
- Compliance Committees in each division
- 36 Compliance Advisors in the operating entities

Mandatory training

in local regulations, the Code of Ethics and the Anti-Corruption Guide

Alert system

enabling employees and other stakeholders to report potential breaches of regulations, the Code of Ethics or the Anti-Corruption Guide

Rubis
integrity line

MAJOR TRENDS IN THE ENERGY MARKET

According to the International Energy Agency (IEA), global energy demand will continue to grow, driven by population growth, the development of the middle classes, particularly in emerging countries, and by economic development in general.

With regards to the oil market, demand continues to be driven by transport (road, aviation, maritime) and petrochemicals. International organisations (IEA and OPEC) forecast an increase of between 1.1 and 1.5 million barrels per day in 2025, although these estimates will be influenced by geopolitical developments: tensions in the Middle East, the war in Ukraine with sanctions against the Russian oil sector, and the energy policy of the new American administration.

At the same time, electricity is taking on a central role in the energy mix, with a forecast of +3% per year between now and 2035, according to the STEPS scenario based on current policies.

This growth is based in particular on renewable energies, the development of which is accelerating under the effect of:

- the pressure of climate change;
- the quest for energy efficiency;
- the desire to reduce dependence on energy imports;
- lower technology costs.



Key figures

+3.3%

Growth in world GDP between 2025 and 2026 (according to the IMF)

+0.5%

Annual increase in global energy demand between now and 2035 (IEA)

49 GWp

French target for solar capacity between now and 2030 announced in 2023

70%

Access to electricity in Africa by 2030 (compared with 40% today, IEA)

SERVING THE ENERGIES OF TODAY AND TOMORROW

We are pursuing a strategy of controlled growth in our two businesses, based on three pillars:

1

maintain a strong organic growth and continue an external growth strategy through targeted acquisitions and low-capital intensity partnerships;

2

pursue our development in new, less carbon-intensive value-creating activities that complement our current businesses;

3

maintain our high standards in profitability, risk management, operational efficiency and sound balance sheet.

In **Africa**, where 60% of the population is expected to be living in an urban environment by 2050, compared with 44% today, accelerated urbanisation is redrawing the continent's energy map. We offer tailor-made solutions, adapted to local needs in terms of energy, mobility and infrastructure, to support economic and social development. At the same time, around 900 million people continue to use traditional fuels for cooking. We are developing LPG as a transitional energy source to replace wood and coal. This alternative is encouraged by governments as it reduces polluting emissions.

In **the Caribbean**, we are deploying a flexible multi-energy offer, covering service stations, aviation, LPG and lubricants, with hybrid solutions designed according to the specific characteristics of the terrain.



In **Europe**, photovoltaic solar power could increase from 13% to 35% of installed capacity for electricity production, becoming the continent's leading source of electricity. We are building on our expertise in large-scale ground-mounted photovoltaic parks in France to expand across the continent. We are also diversifying our offer to adapt to new regulations: rooftop installations, covered car parks, corporate power purchase agreements (CPPA).

In **Africa and the Caribbean**, the inadequacy of electricity grids is pushing us towards decentralised solutions. We are gradually rolling out self-consumption solar offers for our business customers.

SUSTAINABILITY GOVERNANCE SYSTEM

A structured organisation for tangible action

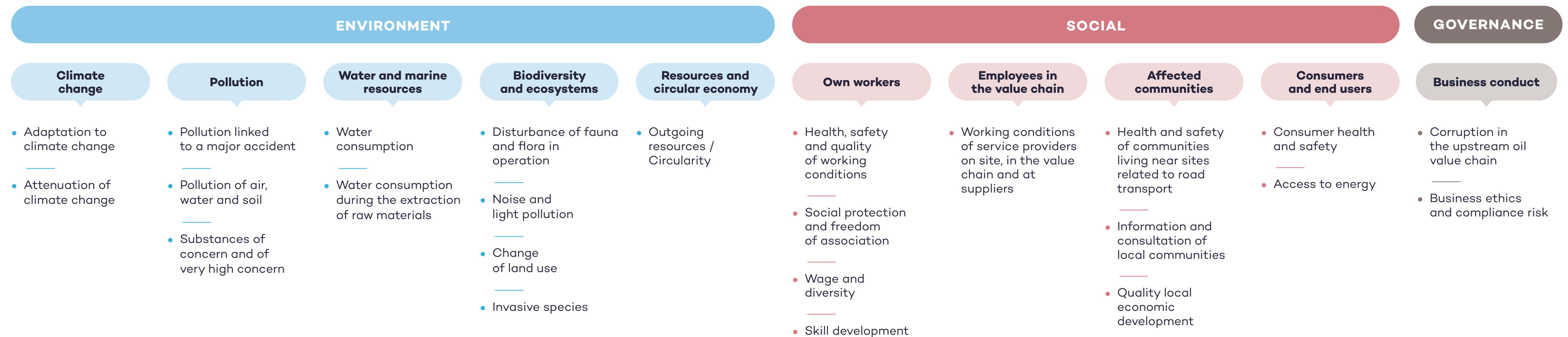
Sustainability is built daily, in each division, in each subsidiary, and alongside all our teams. Our sustainability governance includes steering bodies that decide on common guidelines at Group level, and operational relays for implementation adapted to local realities. The Strategic Sustainability Committee ensures the coherence and ambition of our commitments. Since 2015, the Management Board's variable compensation includes safety and sustainability criteria, giving tangible expression to the importance of these issues in our management.



SIMPLIFIED DOUBLE MATERIALITY ASSESSMENT

Understanding our issues to better manage them

To structure our sustainability approach and meet requirements of the CSRD directive, we have carried out a double materiality assessment that enables us to identify the issues on which our activities have a significant impact, as well as those that represent risks or opportunities for our business model. For each of these categories, the following fact sheets detail our priority issues, our concrete actions and our measured results.



LIMITING OUR ENVIRONMENTAL IMPACT

Leading player in energy, our activities place us at the heart of climate and environmental challenges of our time.

➤ Our environmental approach, in line with our sustainability, is built around five major priorities, detailed in the following fact sheets:

- E1** Responding to climate change: attenuation, diversification and adaptation
- E2** Preventing pollution
- E3** Preserving water resources
- E4** Protecting biodiversity and ecosystems
- E5** Securing our resources through the circular economy

Action Highlight

Green Water: a sustainable solution to preserve drinking water

In Martinique, the SARA refinery has chosen to anticipate future water management challenges by launching the Green Water project as early as 2022. This innovative initiative desalinates and demineralises seawater using a reverse osmosis process in order to meet all the site's industrial water needs without drawing on drinking water resources. The objective is clear: to reserve freshwater for local use. After use, the water is treated and then resalinated to a level close to that of seawater before being discharged, respecting natural balances.

Result: an 80% reduction in our freshwater withdrawal for refining over time.



Creil: an emblematic photovoltaic installation

Located on the former site of the Creil air base, this 200 MWp photovoltaic park demonstrates our commitment to renewable energy and environmental protection. Launched in August 2024 after a complete decontamination phase, this major project, the second-largest photovoltaic installation in France, will provide electricity to the equivalent of 85,000 people and will have created over 200 jobs.

To balance energy production and biodiversity, 147 hectares were allocated for the installation of photovoltaic panels, 100 hectares have been preserved as natural grassland, and 140 hectares have been dedicated to compensatory measures to protect and restore habitats for species such as the meadow pipit and the red kite. In line with our responsible approach, all our photovoltaic projects over 1 MWp are systematically subject to a prior environmental impact assessment.

Key figures

-5%
CO₂ emissions
since 2019

2.5 GWp
Photovoltaic portfolio
target for 2027

0
Major industrial accidents

E1

MEETING CLIMATE CHALLENGES: MITIGATION, DIVERSIFICATION AND ADAPTATION

CROSS-CUTTING POLICY

Think Tomorrow 2022–2025 CSR Roadmap

ISSUES

Decarbonisation of historical activities

Diversification into renewable and transitional energies

Climate change adaptation

KEY ACTIONS

- Use of biofuels
- Electrification and renewable energy
- Energy efficiency

- Development of the Photovoltaic Electricity Production activity
- Development of the Energy Distribution division's lower-carbon portfolio offerings

- Analysis and monitoring of physical climate risks to limit their impacts
- Adaptation of the insurance strategy to take into account physical climate risks

2024 KEY FIGURES

SCOPE 3B 18,125 ktCO₂e

Indirect emissions generated by the use of sold products

SCOPE 3A 248 ktCO₂e

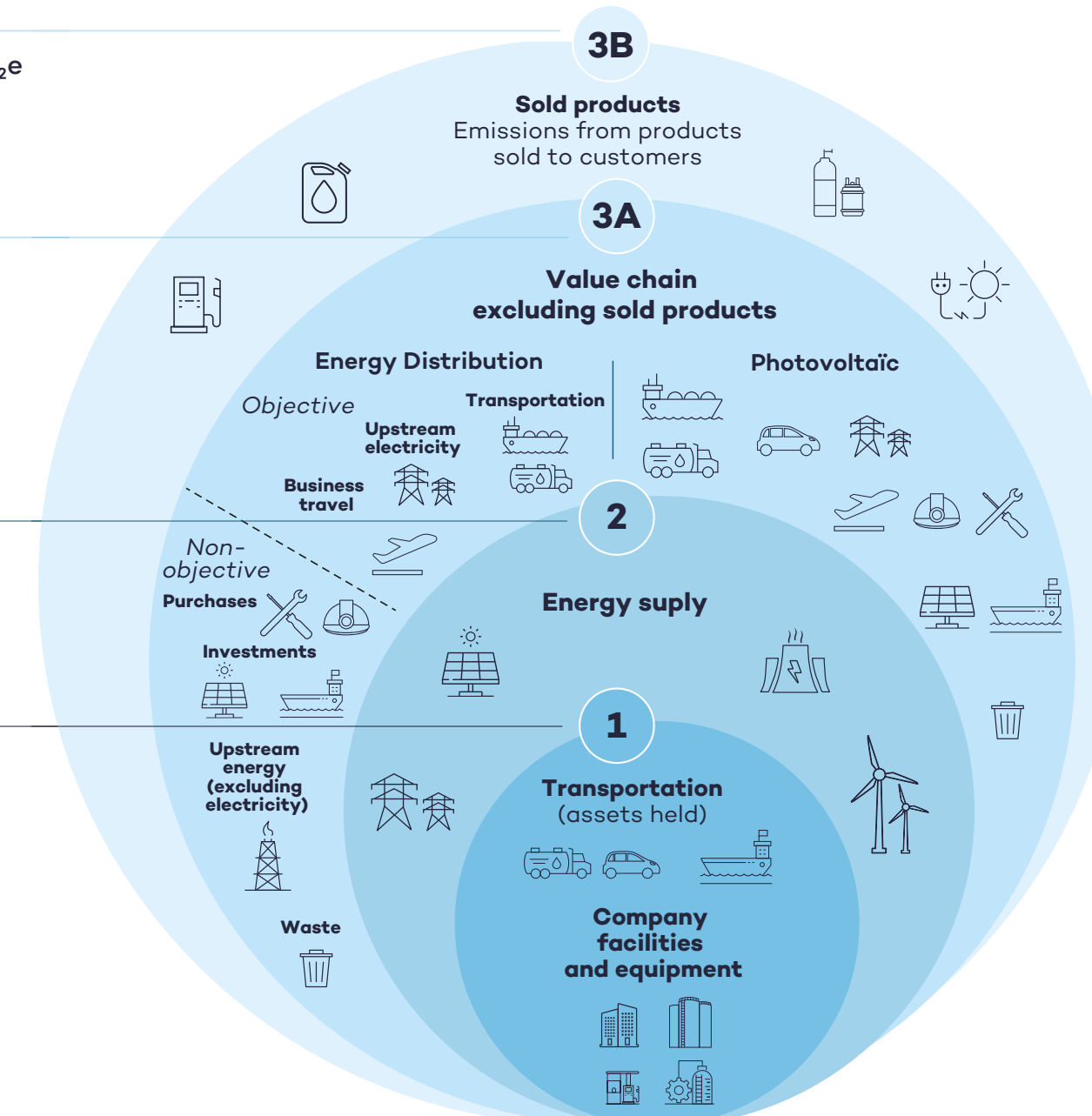
Indirect emissions generated by the entire life cycle of activities, excluding sold products

SCOPE 2 11 ktCO₂e

Indirect emissions relating to the purchase of energy from third parties

SCOPE 1 271 ktCO₂e

Direct emissions generated by sources owned or controlled



OBJECTIVES (Excerpts)

• Scopes 1 and 2 GHG emissions

Scope: Group
2030 target: -20%
2024 result: -5%



• Targeted scope 3A GHG emissions

Scope: Energy Distribution
2030 target: -20%
2024 result: -3%



• Secured portfolio

Scope: Photovoltaic Electricity Production
2027 result: > 2.5 GWp
2024 result: 1.1 GWp



E2

PREVENTING POLLUTION

CROSS-CUTTING POLICIES

- Code of Ethics
- Think Tomorrow 2022-2025 CSR Roadmap
- Rubis Énergie HSE Charter/Rubis Photosol QHSE Policy

ISSUES

Major accidents

Pollution of air, water and soil (excluding major accidents)

KEY ACTIONS

- Monitoring of regulations
- Employee training
- Preventive maintenance
- Site audits by the Technical & HSE Department
- Accident analysis
- Crisis management process

Limiting discharges in operations

- Compliance with regulatory thresholds (in particular for the SARA refinery)
- Use of low sulphur marine fuels
- Energy efficiency, reducing fuel consumption

Limiting accidental spills

- See Major accidents issue
- Installation of equipment to reinforce the isolation of products from ecosystems (double-walled tanks, watertight retention basins)

OBJECTIVES (Excerpts)

- **Zero major industrial accidents**

Scope: Group
Annual target: 0
2024 result: 0



- **Number of major accidental spills**

Scope: Energy Distribution
2025 result: <20
2024 result: 18





E3

PRESERVING WATER RESOURCES

CROSS-CUTTING POLICY

Rubis Énergie HSE Charter (for operations)

ISSUE

Water consumption in operations



KEY ACTION

- Limiting freshwater consumption through use of a seawater desalination unit for the SARA refinery (Green Water project)

2024 KEY FIGURES

- Water withdrawal: **422,710 m³** (including 276,712 m³ of seawater)
- Water discharges (in the same environment, after reprocessing): **276,712 m³**

OBJECTIVES
(Excerpts)

- Reducing freshwater consumption by using seawater

E4

PRESERVING BIODIVERSITY AND ECOSYSTEMS

CROSS-CUTTING POLICY

Rubis Photosol QHSE Policy

ISSUES

KEY ACTIONS

Photovoltaic Electricity Production

Disruption of flora and fauna



- Carrying out preliminary environmental impact assessments of projects, which may lead to projects being abandoned
- Implementation of mitigation measures (avoid, reduce, offset)

Land-use change



- Sustainable land use practices, particularly for agrivoltaic projects, or involving the management of wooded areas

Energy Distribution

Approach currently being structured

OBJECTIVES

(Excerpts)

- **Photovoltaic projects > 1 MWp subject to an environmental impact study**
Scope: Photovoltaic Electricity Production
Annual target: 100%
2024 result: 100%
- **No net biodiversity loss for Photovoltaic Electricity Production projects benefiting from a building permit**
Scope: Photovoltaic Electricity Production
Annual target: 100%
2024 result: 100%



E5

SECURING OUR RESOURCES THROUGH THE CIRCULAR ECONOMY

CROSS-CUTTING POLICY

Rubis Photosol QHSE Policy

ISSUE

Use of resources

KEY ACTIONS

- Partnerships with suppliers promoting the material circularity during the manufacture of photovoltaic panels (eco-design, incorporation of recycled material in the panels)
- Collection of photovoltaic panels and participation in the end-of-life management process by an eco-organisation

OBJECTIVES

(Excerpts)

- **Percentage of out-of-service photovoltaic modules collected by the eco-organisation on sites**

Scope: Photovoltaic Electricity Production

2024 result: 80%

2024 result: 74%



PLACING PEOPLE AT THE HEART OF OUR ACTIONS

Present in over 40 countries, our businesses enable us to interact directly with many employees and local communities. This proximity gives us an active role in the social and economic development of the regions in which we operate.

➤ Our social approach, in line with our Sustainability Statement, is based on four major priorities, detailed in the following fact sheets:

- S1** Providing a safe and stimulating working environment
- S2** Ensuring respect for human rights in the value chain
- S3** Engaging with affected communities
- S4** Providing safe and accessible energy

Action Highlight

The Toamasina Primary School: giving disadvantaged children access to education

Since 2015, the Toamasina Primary School, created and supported by our Galana subsidiary in Madagascar, has given 300 children access to education each year and accompanied more than 100 former pupils through secondary school. Thanks to its high-quality curriculum, the school has achieved a 100% pass rate in the national primary school leaving exams for the last four years.



Vitogaz Madagascar adopts a 'Charter for a women-friendly compagny'

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

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

Key figures

99%

Employees employed locally

98%

Employees have health cover, even in countries where this is not compulsory

92%

Employees have received training in 2024

441,000

Beneficiaries of our social initiatives

S1

PROVIDING A SAFE AND STIMULATING WORKING ENVIRONMENT

CROSS-CUTTING POLICY

- Code of Ethics
- Think Tomorrow 2022–2025 CSR Roadmap

ISSUES

Employee working conditions and social dialogue

Health and safety and quality of life at work

Diversity and equity

Training and skill development

KEY ACTIONS

- Dialogue mechanisms with employees or their representatives
- Audit and prevention of risks (including forced labour) relating to the recruitment and working conditions of vessel crews
- Compliance with a legal minimum wage aligned with the requirements of each country and, in the absence of a legal minimum, aligned with the local standard of living
- Occupational risk reduction system through regular training, safety audits, prevention systems and action plans according to each subsidiary's risk exposure
- Achieve work-life balance through increased statutory holidays and leave for family events
- Implementation of voluntary social protection in certain countries without legal obligation
- In addition to local regulations, implementation of internal policies or specific proactive commitments on professional equality
- Strengthen gender diversity in teams
- Raise awareness among as many people as possible about the inclusion of people with disabilities
- Provide training adapted to the needs of employees, as well as to changes in their business lines (energy transition, CSR, new technologies, AI, etc.)

2024 KEY FIGURES

- **4,375 employees** (including 44.7% in Africa, 30.3% in the Caribbean and 25% in Europe)
- Presence in **over 40 countries, with 73 nationalities** represented
- Preferential recruitment of local talent at the subsidiaries (98.7% of employees hired locally)

OBJECTIVES (Excerpts)

- **Percentage of women in management committees**
Scope: Energy Distribution and Photovoltaic Electricity Production
Annual target: 30%
2024 result: 26.5%
- **Percentage of employees made aware of the fight against prejudice and resistance against people with disabilities**
Scope: Group
2025 result: 100%
2024 result: 52.5%
- **Percentage of employees trained each year (including changes in business lines)**
Scope: Group
Annual target: 100%
2024 result: 92.4%
- **Percentage of employees trained to deal with changes in business lines**
Scope: Group
Annual target: 10%
2024 result: 43.7%
- **Frequency rate of accidents with lost time > 1 day (excluding commuting accidents)**
Scope: Group
2025 result: <4,5
2024 result: 6

S2

ENSURING RESPECT FOR HUMAN RIGHTS IN THE VALUE CHAIN

CROSS-CUTTING POLICY

- Code of Ethics
- Think Tomorrow 2022–2025 CSR Roadmap
- Rubis Énergie HSE Charter/Rubis Photosol QHSE Policy

ISSUES

KEY ACTIONS

Working conditions of on-site service providers



- Implementation and monitoring of each business unit's HSE charters applicable to all external service providers working on the Group's sites

Working conditions in the upstream value chain



- Human rights audits of solar panel suppliers (SA8000 Standard)
- Requirement for direct suppliers to pass on the Group's ethics standards throughout their supply chain (photovoltaic)

Working conditions at suppliers



- Deployment of procedures and on-board electronic assistance systems to reduce road accidents during product transport and distribution
- Verifications of vessels as part of the vetting process including monitoring compliance with the ILO Maritime Labour Convention

OBJECTIVES

(Excerpts)

- **Number of accidents with lost time > 1 day declared (service providers)**
Scope: Group
Annual target: <32
2024 result: 22
- **Rate of monthly HSE audits on Photovoltaic Electricity Production sites**
Scope: Photovoltaic Electricity Production
Annual target: 100%
2024 result: 65%
- **% of module suppliers having conducted an ESG audit of their manufacturing plants (photovoltaic)**
Scope: Photovoltaic Electricity Production
Annual target: 100%
2024 result: 100%

S3

ENGAGING WITH AFFECTED COMMUNITIES

CROSS-CUTTING POLICY

- Code of Ethics
- Think Tomorrow 2022–2025 CSR Roadmap
- Rubis Énergie HSE Charter/Rubis Photosol Consultation Charter

ISSUES

Local economic development

Community information and consultation

Health and safety of communities living near sites related to road transport

KEY ACTIONS

- Creation of direct and indirect jobs in the regions where the Group operates
- Work with local suppliers
- Implementation of standards beyond local regulations
- Regular relations with local authorities and other stakeholders according to local issues
- Collection of stakeholder opinions during the development of new photovoltaic projects (Greenfield)
- Training drivers in road risk prevention and safe driving practices
- Raising awareness of local communities on road safety risks

2024 KEY FIGURES

- Creation of approximately **4,400 direct jobs** and over **20,000 indirect jobs**
- **440,000** people benefited from the community engagement implemented through support for non-profits by Rubis SCA

OBJECTIVES

(Excerpts)

- **Rate of business units implementing community investment that meets a local need**
Scope: Group
Annual target: 100%
2024 result: 97%
- **% of projects > 1 MWp developed during the year that were subject to a public consultation in compliance with the consultation charter**
Scope: Photovoltaic Electricity Production
Annual target: 100%
2024 result: 100%
- **% of public inquiries resulting in a favourable opinion from the investigating commissioner**
Scope: Photovoltaic Electricity Production
Annual target: 100%
2024 result: 84%

S4

PROVIDING ACCESSIBLE ENERGY IN COMPLETE SAFETY

CROSS-CUTTING POLICY

- Code of Ethics
- Rubis Énergie HSE Charter

ISSUES

Consumer health and safety

Access to energy and opening up of regions

KEY ACTIONS

- Information for consumers on the dangers related to the use of products (in particular fuels, LPG)
- Safety measures in service stations and on certain products that may present risks
- Offers of less carbon-intensive energy (LPG) than those traditionally used, notably in isolated regions
- Contribution to energy efficiency by raising awareness among consumers and by financing (French CEE) projects related to the energy efficiency of buildings
- Distribution of bitumen to meet the need for road infrastructure construction

OBJECTIVES

(Excerpts)

- **Number of customer accidents due to the non-compliance of products or inadequate delivery**
Scope: Energy Distribution
Annual target: 0
2024 result: 0
- **Percentage of business units that organised an energy efficiency awareness-raising campaign among their customers**
Scope: Energy Distribution
Annual target: 100%
2024 result: 40%

OPERATING WITH INTEGRITY

Integrity guides all our decisions. Operating in over 40 countries, we have built a demanding governance framework based on clear rules and rigorous controls.

➤ Our business conduct approach, aligned with our sustainability status, is structured around one major priority, detailed in the following fact sheet:

G1 Working with integrity and responsibility

Action Highlight

Rubis Integrity Line: Reporting in complete confidentiality

Rubis Integrity Line is our whistleblowing system that allows employees and external stakeholders to report potential breaches of regulations, the Code of Ethics, or the Anti-Corruption Guide. Accessible 24/7, this platform guarantees the anonymity and confidentiality of reports. It is an operational prevention tool that strengthens the culture of integrity throughout the Group and protects whistleblowers.

Rubis
integrity line



Launch of our Responsible Purchasing initiative

The Group has initiated work towards the adoption of a responsible purchasing policy. As of 31 December 2024, a responsible purchasing policy setting out the framework for the concrete implementation of these actions is currently being prepared. The structuring of our approach promotes the strengthening of the resilience of the value chain, the transparency requested by Rubis' external stakeholders (financial community, civil society, etc.) as well as the mitigation of financial, legal and reputational risks.

Key figures

99%

Employees are aware of ethical and anti-corruption rules

36

Compliance Advisors in our operational entities

6

Languages for our Code of Ethics



WORKING RESPONSIBLY AND WITH INTEGRITY

CROSS-CUTTING POLICY

- Code of Ethics
- Corruption prevention programme
- Rubis Integrity Line ethics whistleblowing system

ISSUES

**Business ethics
and non-compliance
risks**



KEY ACTIONS

- Training and awareness-raising of employees and management teams on ethics rules and anti-corruption measures
- Corruption risk mapping and monitoring
- Internal control system for accounting processes presenting a corruption risk

**Corruption
in the upstream
oil value chain**



- Ethics assessment of petroleum product suppliers (risk of corruption and international sanctions)
- Supply contracts incorporating specific contractual clauses excluding products from countries subject to international sanctions and providing for the transmission of a certificate of origin for purchased products
- Verification of certificates of origin of goods sent by suppliers

OBJECTIVES (Excerpts)

- **Percentage of employees made aware of ethics and anti-corruption rules**

Scope: Group
Annual target: 100%
2024 result: 99%



THINK TOMORROW 2022-2025

Translating our sustainability issues into tangible actions

For over 10 years, the Group has been integrating sustainability issues into all its operations. This dynamic has been structured with the formalisation of our first CSR Roadmap Think Tomorrow 2022-2025, designed in 2021 as a strategic tool to serve our commitments.

It reflects our operational approach around three main pillars.



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



Each pillar sets out precise commitments, with quantified targets and clear deadlines.

Beyond the regulatory requirements of the CSRD directive, our Roadmap fully integrates our commitment to society through societal initiatives. Aware that our responsibility extends beyond the management of our operational impacts, we actively support initiatives that are meaningful for the regions in which we operate, in order to contribute to their **economic, social and cultural development**.

You can find the full report regarding our Roadmap as of 31 December 2024 on our website www.rubis.fr.

COMMUNITY AND SOCIAL ENGAGEMENT

Contributing to the development of local communities

We are convinced that a company cannot develop sustainably without taking into account the women, men and environment that surround it. That is why, in every region where we operate, we are actively involved alongside our teams.

Our priorities: education and health

We focus our efforts on two priorities that are close to our hearts:

- **education:** providing better access to education and encouraging training and entrepreneurship;
- **health:** facilitating access to healthcare and hygiene, and supporting medical research.

In our view, contributing to local development means first and foremost meeting the most basic needs.

Each subsidiary is involved in community non-profit projects, based on the realities of its region. This freedom of action enables us to remain as close as possible to local needs and create lasting connections with communities.

In times of emergency, we act

We mobilise exceptional donations to help populations affected by natural disasters or humanitarian crises. In 2024, we supported the rehabilitation of a school in Jamaica after Hurricane Beryl.



Rubis Mécénat

Our **endowment fund**, created in 2011, carries out committed artistic and social projects to promote contemporary creation, support emerging artists and empower disadvantaged youth through art. In France, we support emerging and mid-career artists through a number of professionalisation and awareness-raising programmes such as the Rubis Mécénat Prize with the Beaux-Arts de Paris, the support for the Ateliers Médicis Young Artists workshop, and the Young Artists Grant.

Internationally, we have launched three artistic and cultural education programmes: *Of Soul and Joy* in South Africa, focusing on photography; *InPulse* in Jamaica, focusing on the visual arts; and the *Ndao Hanavao* laboratory in Madagascar, dedicated to social design.



To learn more about

the Rubis Group's endowment fund, visit www.rubismecenat.fr/en.



Key Figures

€2.3M

Allocated by the Group

60

Associations supported

441,000

Beneficiaries

97%

Business units committed in Africa, the Caribbean and Europe

NON-FINANCIAL RATINGS

Recognition of our approach

Our sustainability commitments are assessed by several recognised non-financial rating agencies. These independent assessments testify to the progress of our practices and confirm the relevance of our trajectory. Comments on our performance are made in comparison with other players in the Oil & Gas sector.

Performance: **High****AA**Performance: **Medium****C**Performance:
Above average**29,2**Performance:
Above average**B**

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.



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