



Roadmap 2022-2025

**Think
Tomorrow**



Our commitment to a sustainable future

Our roadmap 2022-2025

3
Pillars

9
Key challenges

13
Priorities

19
Indicators



Reducing our environmental footprint

Launched 10 years ago, our Corporate Social Responsibility (CSR) process allows us to **incorporate social and environmental issues** into all our operations.

We have now developed our first CSR roadmap. This management tool is structured around 3 pillars and 9 key challenges, making it easier for all our stakeholders to understand our approach.

Reducing the discharges from our operations

Building on our traditional business lines by seeking to invest in renewable energy

Promoting the energy transition in all of our markets by developing the distribution of less carbon-intensive energy



Providing a safe and stimulating environment for our teams

Ensuring the safety of our employees

Supporting the development of their 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 distributor, we have a **key role to play** in the fight against climate change. Since 2019, we have been ramping up our decarbonization and energy transition projects, chiefly through the creation of a Climate Committee and the definition of a decarbonization strategy. Moreover, since the day it was founded, the Group has endeavored to **minimize the environmental impact** of its activities

01

Reducing the discharges from our operations

Reducing CO₂ emissions from our industrial sites, our ships and our trucks

In **2022** **target set** to reduce emissions in scope 3A (i.e., excluding products sold)

In **2030** **20% reduction** in the emissions of scopes 1 and 2 (2019 baseline)

Reducing accidental spills

In **2025** **Number of spills** with an impact on the environment > 200 liters lower than 2020

02

Building on our traditional business lines by seeking to invest in renewable energy

Developing an internal carbon price to favor projects with the lowest CO₂ emissions

In **2023** **use of an internal price** in all our subsidiaries

03

Promoting the energy transition in all of our markets by developing the distribution of less carbon-intensive energy

Reducing the carbon intensity of our products and raising customer awareness of these efforts

In **2022** **target set** to reduce the carbon intensity of our products (scope to be defined)

From **2030** **at least one consumer awareness campaign organized** per subsidiary per year

The Green Water logo, featuring a stylized green leaf inside a yellow circle.

Project overview Green Water

Green Water invests in industrial water production facilities at the Rubis Énergie refinery. These facilities use a **seawater desalination process**. The project is geared towards significantly reducing net freshwater consumption.

The project takes a **circular economy** approach and aims to reduce the refinery's environmental impact by reducing its drinking-water consumption by 80%.





Providing a safe and stimulating environment for our teams



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 supports their personal development.

04 Ensuring the safety of people

Reducing workplace accidents requiring sick leave (employees and partners)

In **2025** FR of workplace accidents < 4.5

By **2025** A fall in FR1* and FR2** numbers

Raise awareness of traffic accidents in an operational context (employees and contractors)

In **2023** 100% of drivers have received defensive driving training in the highest-risk countries

05 Supporting the development of their skills

Setting up a dynamic approach to managing skills and talents, so as to meet the expectations of employees and cater for the changes affecting our lines of business

From **2023** Implementation of a process for identifying and supporting talent

From **2025** 100% of employees trained each year, including 10% in the changes affecting our lines of business (energy transition, CSR, etc.)

06 Promoting diversity within our teams

Improving diversity in the management bodies of our subsidiaries

By **2025** 30% women on average on the management committees of Rubis Énergie and its subsidiaries

Facilitating the integration of people with disabilities

By **2023** 100% of CEOs and HR Directors have received awareness training on the fight against prejudice and resistance when it comes to people with disabilities

By **2025** 100% of employees trained



Project overview

Rubis Energy Jamaica

Rubis Energy Jamaica was one of the first companies in the English-speaking Caribbean to commit, in March 2019, to obtaining gender equality certification from the UN Development Program. The objectives set include eliminating gender pay gaps, increasing the role of women in decision making and eliminating sexual harassment in the workplace.





Contributing to a more virtuous society



Rubis's 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.

07 Operating with integrity

Ensuring that our operations are run in a way that respects human rights

By **2025** compliance of Rubis SCA with key international standards

Encouraging our employees to understand and adhere to our ethical and compliance rules

In **2023** 100% of employees have received ethics and anti-corruption training

08 Managing our supply chain responsibly

Drafting a "Sustainable procurement" charter

From **2023** systematic consideration of CSR criteria when selecting suppliers and service providers for the company's most significant capital expenditures

09 Supporting communities in the countries in which we operate

Contributing to local development and meeting global societal challenges

In **2025** 100% of our subsidiaries have implemented societal actions that meet local needs (relating to education, health or the environment)

RUBIS SPONSORSHIP in addition to existing local societal actions, a Group societal project will be defined with a specific theme



Project overview Fatapera kit

Vitogaz Madagascar promotes the use of bottled gas and makes it easier for the poorest households to access the product by offering it in combination with a discount on a Fatapera kit (a cooking stove that fits onto a gas bottle).

The aim is to facilitate the transition of households with limited purchasing power to less carbon-intensive energy and to help them switch from charcoal. Gas, which is easy to cook with, also helps combat large-scale deforestation on the island.



Our 3 key objectives



Reducing our
environmental footprint

Reduce CO₂ emissions
from our activities



20%

reduction in CO₂ emissions by 2030
(2019 baseline, Rubis Énergie - scopes 1
and 2)



Providing a safe and
stimulating environment for
our teams

Increase parity
on our Management Committees



30%

the minimum proportion of women on
the Management Committees of Rubis
Énergie and its subsidiaries by 2025



Contributing to a more
virtuous society

Train our teams
to operate with integrity



100%

of employees trained in ethics and anti-
corruption measures by 2023

A commitment aligned with our sustainable development goals



Through our mission to provide as many people as possible with access to energy, particularly in areas where a large portion of the population has no such access, we contribute to SDG 7.



Our commitment to fight climate change caters primarily for SDG 13.



The stringent HSE standards introduced to limit the impact of our activities on people and the environment support SDGs 3, 6 and 15.



The measures we are taking to improve the diversity of our teams, share the value created and implement a corruption prevention program that follows the highest international standards fulfill SDGs 5, 8 and 16.

WE SUPPORT



Since August 2021, Rubis has been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labour, the environment and anti-corruption.