



Mabanaft Group – Sustainability Report

Financial year 2022





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Letter from Management

■ GRI 2-22

Dear readers,

Welcome to the Mabanaft Sustainability Report. Here we want to provide a transparent overview of our key developments and figures in the area of sustainability.

As a leading independent and integrated energy company, Mabanaft is active in the import, storage, distribution and marketing of petroleum products, natural gas liquids, chemicals, and biofuels. The year 2022 marked the 75th anniversary of our founding, and throughout this long history our core purpose has been, and continues to be, securing energy supply for our customers. In times of uncertainty and turbulence in the energy markets, this has become even more important. We are fully committed to play our part in driving the energy transition to a secure, lower carbon energy landscape. We have an ambition to repurpose our assets and capabilities to facilitate the growth of innovative lower carbon energy products, so that we can support our customers in meeting their own sustainability targets.

Over the past year, we enforced our commitment to the UN Sustainable Development Goals (SDGs) further, by determining the seven SDGs with the closest link to our sustainability strategy and where we have the greatest impact. We also refined our sustainability management and set our first internal targets in some areas under the tagline of “Fuelling a clean, safe and fair tomorrow” – these targets include achieving a 50% reduction in emissions associated with our business activities (Scope 1 and 2) by 2030, compared to the 2022 baseline.

Our efforts to establish low-carbon fuel offerings and develop innovative new solutions continued and we launched several projects during the year in this regard. Among the most important was the announcement to build Germany's first large-scale green energy import terminal at our existing tank terminal in the port of Hamburg. The facility is scheduled to come on stream in 2026 and will make an important contribution to Germany's hydrogen supply. Furthermore, in our joint venture P2X-Europe we inaugurated a Power-to-Liquid (PtL) demonstration plant in

Hamburg to produce synthesis-based alternatives to fossil raw materials. The demonstration project is one of the world's first PtL concepts on a technical scale, supplying so-called eFuels.

In the field of health and safety protection Mabanaft also strives for excellence, and we therefore pursue a zero-incident culture. Our focus is on the prevention of accidents and early identification of risks so that appropriate measures can be taken before incidents even occur. All incidents are recorded and tracked with our global HSSE – and Sustainability Database, which was rolled out in 2022. In connection with the roll-out, we worked hard on the introduction of an app which enables staff to report incidents and near misses easily and directly; the app went live in 2023.

Training and communication are important factors when establishing a leading safety culture. As part of this, we turned our Global Safety Day into a Global Safety Week in 2022 to be able to cover an even wider range of topics while enabling more colleagues to join the activities.

Not only occupational health and safety, but also the mental health and wellbeing of our employees are of utmost importance to us. To this end we carried out a groupwide employee survey in May 2022, focusing on health and wellbeing. We also started the roll-out of our global ONE Mabanaft Health & Wellbeing program, which includes our team of Mental Health First Aiders.

In all our activities, responsible corporate governance is key to ensuring the continued viability of our company. We need to take the expectations of our stakeholders into account and keep an eye on how our business activities affect people and the environment, while complying with applicable legislation and regulations. After all, our ambition for both today and tomorrow is clear: we want to secure stable and reliable energy supply to our customers while creating added value for everyone who is affected by what we do – be it our employees, customers, or shareholders.



Jonathan Perkins
Chief Executive Officer (CEO)



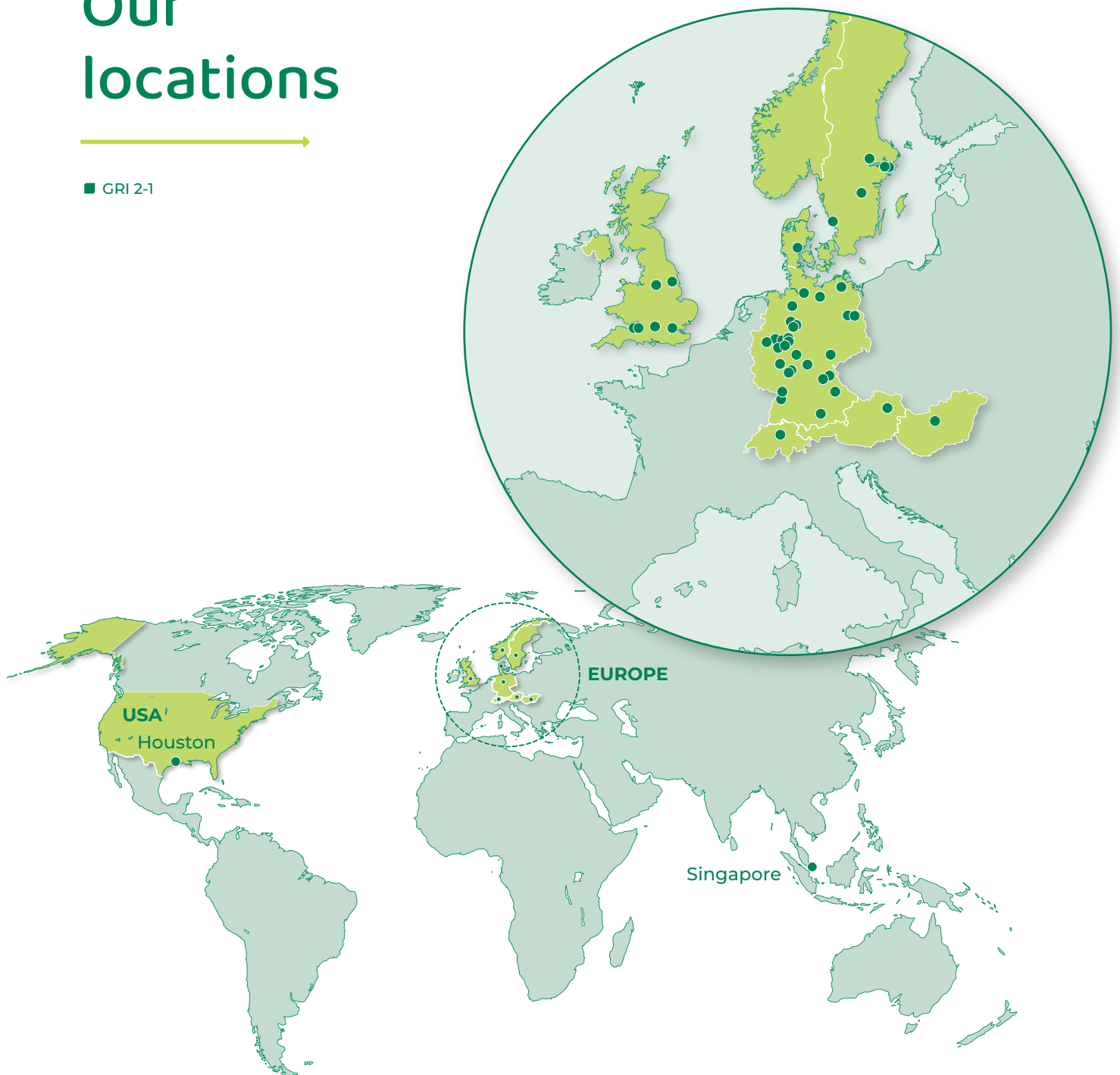
Mark Probyn
Chief Financial Officer (CFO)



Volker Ebeling
SVP New Energy, Chemicals & Gas and
Supply, Optimisation & Infrastructure

Our locations

■ GRI 2-1



● Mabanaft Group

As of 31 December 2022



11.1

million tons
in sale



13.9

billion €
revenues



100

companies on
3 continents



1,554

employees
worldwide



1,000

ideas to shape a
sustainable future



2. Sustainability at Mabanaft

The Mabanaft Group – who we are

■ GRI 2-1, 2-2, 2-6, 203-1, 203-2

Mabanaft is a leading independent integrated energy company headquartered in Hamburg, Germany, providing its customers with innovative energy solutions for their transportation, heating, industrial and agricultural needs. The company plays an active role in the energy transition by working to expand the range of alternative options available for these areas. The Mabanaft Group is active in import, distribution and marketing of petroleum products, natural gas liquids, chemicals and biofuels, and supports its customers' transition to cleaner fuels by providing alternative long-term solutions.

Altogether the Mabanaft Group comprises activities on three continents. These are divided into the business units (BUs) Supply, Optimisation & Infrastructure, Marketing, and New Energy, Chemicals & Gas.



The **Supply, Optimisation & Infrastructure** business unit consists of various trading offices worldwide as well as our nationwide network of tank terminals in Germany. The BU handles the Group's global oil and renewables trading activities and the overall supply of Mabanaft's wholesale markets. This is done from offices in Hamburg, London, Houston and Singapore. **Oiltanking Deutschland**, the Mabanaft Group's tank storage business, is one of the largest independent operators of tank terminals for oils and biofuels in Germany.



Business Unit
Supply, Optimisation
& Infrastructure

The **Marketing** business unit covers our customer-facing activities aimed at providing our customers with a variety of fuels and energy solutions. This includes our wholesaling activities to customers in the marine, aviation, industry, and agricultural segments, and our energy distribution business, delivering products to B2B and B2C customers in Germany, Sweden and the UK. Furthermore, our retail network covers around 340 service stations in Germany, Austria, Switzerland and Denmark. A further 40 retail stations are operated on a franchise basis in Hungary. Our commercial road transport activities comprise around 270 automated service stations for commercial haulage fleets. They form part of the European refuelling network tankpool24, which ensures comprehensive fuel availability for commercial transport companies across the continent. In addition, a network of manned truckstops serves customers in the UK. The CRT business also serves B2B customers with fleet management solutions, including fuel cards.



Business Unit
Marketing

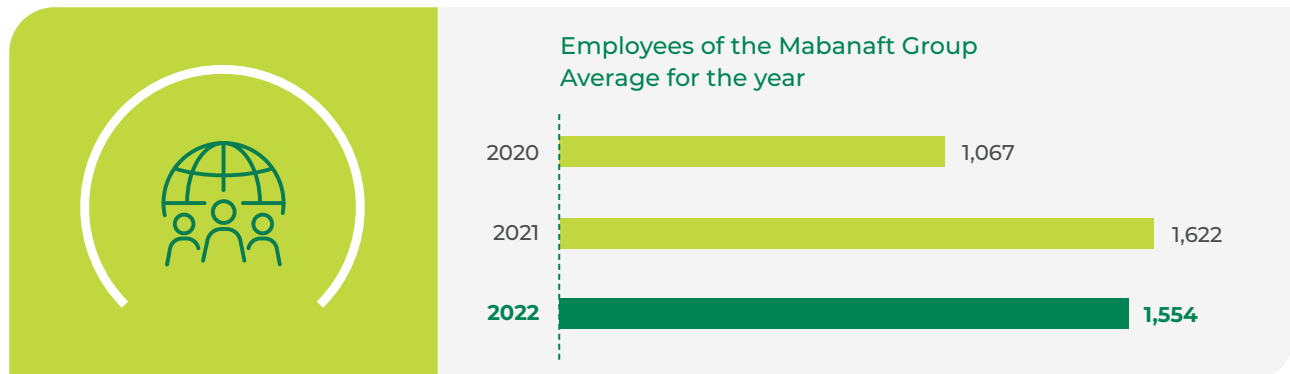
The business unit **New Energy, Chemicals & Gas** is focused on building our portfolio of low-carbon solutions/fuels. Liquid fuels will continue to play an important role in fuelling the mobility of tomorrow in many of the customer segments in which we operate. We want to support our customers' transition to cleaner fuels by providing alternative long-term solutions. Our sustainable fuels pipeline continues to grow and covers power-to-liquid (PtL), (synthetic) e-fuels, hydrogen opportunities, sustainable aviation fuels (SAF), drop-in biofuels, and other less carbon-intensive fuels.



Business Unit
New Energy,
Chemicals & Gas

■ GRI 2-7

Mabanaft had 1,554 employees as of the end of 2022 (2021: 1,622 employees) in the Group of fully consolidated entities.



Organisational and management structure

■ GRI 2-9

Since 2021, the holding company Marquard & Bahls acts solely as strategic architect for the companies it is invested in. Mabanaft manages its operating business fully independently and is therefore also responsible for sustainability management. Since mid-2022, the Executive Committee of the Mabanaft Group reports to the Mabanaft Supervisory Board, set up specifically for the Group, on topics including sustainability.

■ GRI 2-12, 2-13

The Executive Committee has overall operational responsibility for the Mabanaft Group. It consists of the Chief Executive Officer (CEO), the Chief Financial Officer (CFO), and the Senior Vice Presidents (SVPs) responsible for the three business units. Following the restructuring of the enabling functions in 2022, the Group no longer has a Chief Operating Officer (COO). The SVPs ensure that the different perspectives and interests of the business units are represented. The Executive Committee defines the company's strategic direction and its corporate objectives. It also coordinates and monitors the implementation of the strategy and is responsible for the budget and investments. Its members represent different nationalities, backgrounds and

age groups. In 2022, female representation in the Executive Committee was 25%.

The Health, Safety, Security & Environment (HSSE) & Sustainability department has functional responsibility for managing sustainability topics and for sustainability reporting. This function reports directly to the CEO. A task force with representatives from different business units and functions outlines the sustainability strategy, develops concrete targets and measures, and reports regularly to the Executive Committee. In turn, the Executive Committee reviews the strategy, targets and measures, approves them and provides funds for specific sustainability topics. Action is taken on sustainability issues throughout all business units and functions on the basis of Group-wide Environment, Social, Governance (ESG) targets.

In 2022, a new Power, Gas & Emissions department was established in the New Energy, Chemicals & Gas business unit. They manage Group-wide greenhouse gas emissions and reports directly to the SVP New Energy, Chemicals & Gas. Other ESG issues fall under the remit of Legal/Compliance, People, and HSSE & Sustainability, these functions report directly to the CEO.

Principles of our corporate management

■ GRI 2-23, 2-24

Already today, we have embedded a variety of mechanisms within the company to ensure its sustainable development. Based on our corporate values of respect, accountability, integrity and responsibility, we have drawn up a code of conduct, which we updated in 2022. This defines fundamental principles for behaviour and decision-making within the company and can be found on our website. Furthermore, we have developed other policies that give specific guidance on a range of internal topics. All policies are reviewed and approved by the Executive Committee and the SVPs. Via our HR system, with additional supporting communication internally, we ensure that all employees are notified of new policies, have access to these, and can internalise them. If significant revisions are made, we provide supplementary information on the intranet or via email and in some cases organise mandatory training sessions for our staff.



<https://www.mabanaft.com/en/news-info/publications-downloads/>

■ GRI 2-26, 2-16

Strict compliance with the code of conduct and company policies is crucial for our work together within the company and with third parties. For this reason, a corresponding supplier code of conduct has been developed. We also promote a culture of open and honest debate. Various mechanisms have been implemented to identify and follow up on cases of non-compliance:

- We encourage our employees to address critical questions or concerns with their line manager. Moreover, we provide the opportunity in our Group-wide quarterly Townhall Meetings to ask questions to the Executive Committee. The Townhall Meetings are recorded, all questions are tracked and answers published.
- Furthermore, a **Trust Team** has been established at the Mabanaft Group. This team offers support by colleagues for colleagues and is a resource for anyone who is experiencing particular professional or personal challenges. More information on this subject is available in the chapter "Compliance".
- Employees and external stakeholders can additionally report breaches of the code of conduct anonymously via the online reporting channel CARE (Concerns And Reporting). Our CARE platform acts as a confidential case management system, which actively encourages staff to express their concerns. The website is hosted by an independent provider and is available around the clock in several languages.



Our strategic foundations

As part of the reorganisation of the Group in 2021, we also presented our new **ONE Mabanaft Group Strategy**. This is our road map to a successful future. As part of this strategy, we are actively reshaping and future-proofing our company. As we do this, we are maintaining a consistent focus on growth and concentrating on the following three strategic building blocks:



1. Optimise and sustain the core business



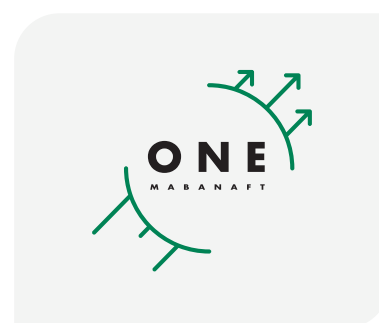
2. Grow end-customer access in "hard to electrify" sectors



3. Establishing low-carbon fuel offering

In order to achieve the best possible results in all three areas, we have set ourselves concrete financial goals, launched the necessary initiatives, and are working across functions on the continuous improvement of our internal processes.

Sustainability is a crucial element of the **ONE Mabanaft Group Strategy**, which sets out our understanding of corporate responsibility and defines overarching sustainability targets. Our commitment is reflected in a wide range of activities, which we worked hard to expand in 2022. We are involved in a number of projects aimed at fostering an intact environment and society, endorse international guidelines and frameworks, and are enhancing sustainability in all Mabanaft business units. Since 2021, we are regularly undergoing the EcoVadis assessment and have our sustainability performance rated by an external agency. Our objective for the years ahead is to steadily improve this rating further by means of our sustainability activities.



→ Our contribution to the Sustainable Development Goals

Mabanaft is committed to the 17 Sustainable Development Goals (SDGs) adopted by the United Nations in the 2030 Agenda. To link our sustainability strategy as closely as possible with the SDGs, we carried out a two-part analysis. Firstly, we identified the SDGs to which Mabanaft's business activities make a major contribution. To do this, sustainability opportunities and risks throughout Mabanaft's

value chain were assessed and allocated to the 17 SDGs. Secondly, we analysed which SDGs Mabanaft already supports with the focus areas of its sustainability strategy, in order to ensure that the two dimensions were aligned with one another. Collating the results of the two sub-analyses enabled us to identify the following SDGs as being those with the strongest link to the Mabanaft sustainability strategy as well as where we have the greatest impact.



SDG 3: Good health and well-being

Proactive and preventive occupational health and safety is firmly embedded at Mabanaft to keep our employees safe and promote their good health.

We have also implemented precautionary measures related to our products to prevent harmful effects from fuels and other health-hazardous substances outside the company.



SDG 7: Affordable and clean energy

We invest in the development of new energy solutions which protect the climate and conserve natural resources. Together with partners, we are expanding the production and distribution of

alternative fuels such as synthetic hydrocarbons, green hydrogen and ammonia.



SDG 8: Decent work and economic growth

By future-proofing our business activities, we safeguard jobs both in Germany and at our international sites.

We foster our employees' satisfaction by supporting their ongoing professional and personal development, encouraging a healthy work-life balance, and working hard to ensure a healthy, respectful working environment.



SDG 9: Industry, innovation and infrastructure

We make a key contribution to a functioning energy infrastructure. We safeguard global supply chains and make sure that energy is supplied

to the industry by reliably providing the fuels that are needed. With a view to the future, we are working towards the transition to a more sustainable energy infrastructure – for example by developing a system for the storage and transportation of green hydrogen.



SDG 10: Reduced inequalities

We foster diversity and equal opportunities at our company and are committed to ensuring an open working environment where no one needs to fear discrimination. We conduct compliance training sessions covering anti-discrimination, and we strengthen women at the workplace and promote social inclusion through various activities.



SDG 12: Responsible consumption and production

We ensure responsible production processes by making sure that fuels and chemicals are handled carefully and we are pursuing a zero-spill strategy to prevent damage to the environment caused by product releases. By meeting high safety standards at our operational sites, we do our utmost to protect air, water and soil.



SDG 13: Climate action

We are working hard to continually expand our contribution to climate protection. To this end, we will reduce emissions throughout our value chain for conventional fuels in the short term and strive for climate neutrality at our sites. In the medium to long term, we want to focus our business activities on climate-friendly fuels and the infrastructure they will require.

→ Stakeholder dialogue

■ GRI 2-29

Close dialogue with our stakeholders is extremely important to us. Our key stakeholders are employees, customers, banks and creditors as well as suppliers, contractors and policymakers. We maintain constant lines of communication with these groups, which helps us to adapt our sustainability commitment to changing demands, expectations and frameworks.

For instance, our management team and various company business units and functions – such as Treasury, New Energy, Chemicals & Gas, and HSSE & Sustainability – meet representatives of our banks and creditors at the annual Bankers' Day to discuss strategic topics, such as sustainability requirements. In addition, the New Energy,

Chemicals & Gas business unit actively engages in regular dialogue with industry delegates and potential business partners at trade shows and other events. Meanwhile, our newly opened branch office in Berlin ensures close dialogue with relevant stakeholders in politics.

To ensure we take our employees with us on our journey to become a more sustainable company and increase their awareness for sustainability topics, we conduct internal staff surveys, which we call Pulse Checks. We use our company intranet to share information quickly, digitally and transparently. Our corporate website provides comprehensive information about our sustainability strategy, targets and measures for all interested stakeholders.



→ Identifying material topics

■ GRI 3-1

In the years ahead, our focus will be on refining our sustainability management to enable us to manage our activities and ambitions in an even more strategic way. To ensure that we can concentrate on those sustainability topics that give us the greatest leverage for positive change, we carried out a materiality analysis in spring 2022. We used a structured analytic process consisting of several stages to identify the material topics for both our Group and our stakeholders. This was based on the

principle of double materiality, considering both the ecological and social impacts of Mabanaft's business activities (inside-out perspective), and the business impact for Mabanaft (outside-in perspective). The Executive Committee then validated these topics and approved them.

■ GRI 3-2

Based on the materiality analysis, we identified eight priority topics, which we will address more intensively going forward and which are also the main focus of this report:



Climate-neutral operations



Equality of opportunity and diversity



Innovative energy solutions



Employee satisfaction and participation



Preventing product releases



Financial performance and sustainable earnings



Occupational health and safety



Ensuring compliance

We are now building on this by further developing targets, key performance indicators (KPIs) and activities for the eight topics identified and drawing up a detailed sustainability road map for the years ahead. We will closely link these with the three strategic building blocks of our ONE Mabanaft Group Strategy.

Under the tagline of “Fuelling a clean, safe and fair tomorrow”, we have set our first internal targets for some of the topics. These are:

- Achieving a 50% reduction in emissions associated with our business activities (Scope 1 and 2) by 2030, compared to the 2022 baseline
- Promoting safety and diversity across the business and increase employee satisfaction
- Living our corporate values and achieving our long-term growth targets



About this report

■ GRI 2-3, 2-14

The Sustainability Report 2022 is the Mabanaft Group's independent sustainability report. Earlier sustainability activities were described in the sustainability report for the entire Marquard & Bahls Group. The sustainability report for the Mabanaft Group is published annually. As the highest management body for the Mabanaft Group, the Executive Committee reviews and approves the information in the report, including the organisation's material topics.

This report is structured in line with these material topics. They are allocated to the three overarching areas of action: environmental (E), social (S) and governance (G). A consolidated table of key performance indicators can be found in the appendix to this report.

Throughout this report, reference is made to the reporting standards of the Global Reporting Initiative (GRI Standards) for 2021. The corresponding GRI content index is also included in the appendix. The reporting period covers the financial year 2022 (1 January to 31 December). Selected information from financial year 2023 is also included for the sake of completeness. The editorial deadline was 31st July 2023. This sustainability report was published on the company website in German and English on 10th October 2023.



<https://www.mabanaft.com/en/news-info/publications-downloads/>





3. Environment

The Mabanaft Group is proactively engaged in the fight against climate change and for the environment. As an energy company we are an indispensable part of a successful energy transition: we are working to make our sites climate-neutral, endeavour to find solutions that yield further reductions of greenhouse gas emissions along our supply chain and make investments that facilitate the distribution and further development of innovative energy solutions. Working with – and for – our customers to develop future-proof fuel solutions and holistic sustainability concepts is our top priority.

Furthermore, we want to ensure that environmental damage due to product releases is avoided and therefore follow a zero-spill strategy. In addition, a mindful approach to resource consumption and efficient energy use are relevant topics for us as well. We work hard to reduce our relative energy and water consumption, to optimise our management of waste and wastewater, and to encourage environmental awareness among our employees.



Climate-neutral operations

■ GRI 3-3

In order to meet the targets of the Paris Agreement, Germany (by 2045) and the EU (by 2050) have committed to becoming climate neutral. We consider ourselves in a position to make a key contribution to achieving these targets. We are currently concentrating on reducing the energy consumption of our sites and therefore our direct and indirect CO₂ emissions (Scopes 1 and 2). On top of this, we are addressing emissions in our value chain (Scope 3). Developing more sustainable solutions and products for our clients along with environmentally friendlier product logistics are critical success factors. These will enable us to achieve future environmental targets and make it possible for our customers to make more sustainable consumption choices.



→ Our carbon footprint

■ GRI 305-1, 305-2, 305-3

The Mabanaf Group's net carbon output (carbon footprint) is calculated in accordance with the **Greenhouse Gas Protocol**. We define our carbon footprint as the total volume of the relevant greenhouse gases listed in the Kyoto Protocol (CO₂, N₂O and CH₄), expressed as tonnes of CO₂ equivalent (CO₂e), that we cause directly or indirectly.

The breakdown of our carbon footprint between Scopes 1, 2 and 3 is as follows:

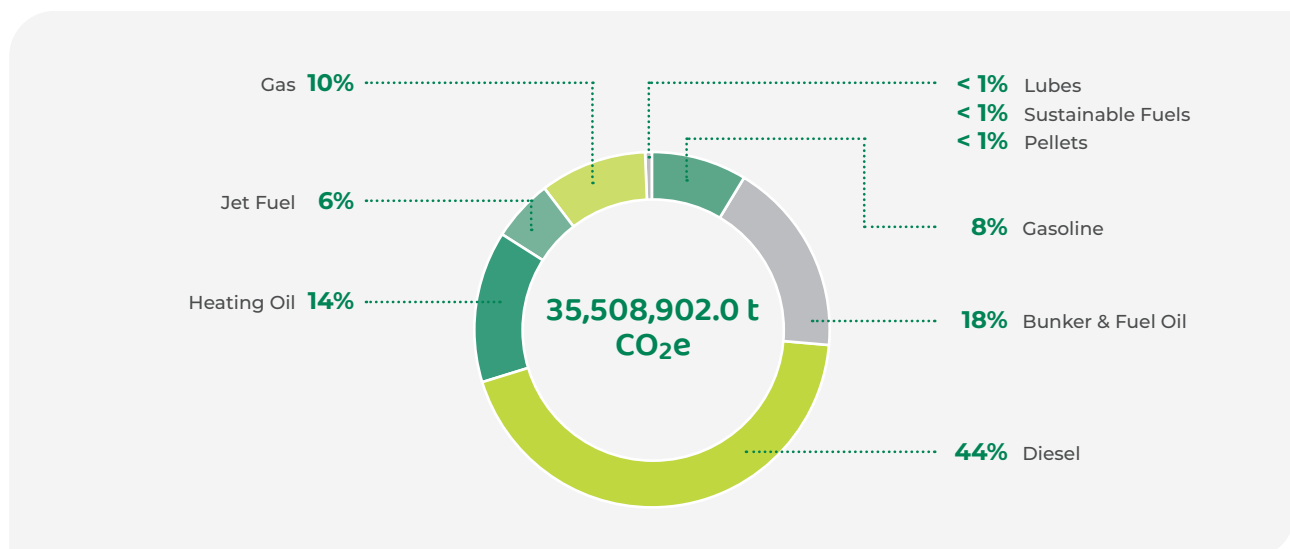
Scope 1 emissions (CO ₂ e in t)	16,011.8
Scope 2 emissions (CO ₂ e in t)	5,875.4
Total direct and indirect emissions (CO₂e in t)	21,887.2
Scope 3 (Cat. 1) emissions from purchased goods & services (CO ₂ e in t)	7,575,661.9
Scope 3 (Cat. 4) emissions from transportation & distribution (CO ₂ e in t)	61,834.8
Scope 3 (Cat. 11) emissions from use of sold products (CO ₂ e in t)	35,508,902.0
Scope 3 (Cat. 14) emissions from franchises (CO ₂ e in t)	8,038.7
Total Scope 3 emissions (CO₂e in t)	43,154,437.4

The Mabanaf Group's Scope 1 emissions consist largely of emissions from the road tanker and vehicle fleets at the respective entities. In addition to these, there are emissions from consumption of heating oil and gas at the various sites. Our Scope 2 emissions comprise indirect emissions resulting from the consumption of purchased electricity and district heating. Consumption data from the sites entered in the

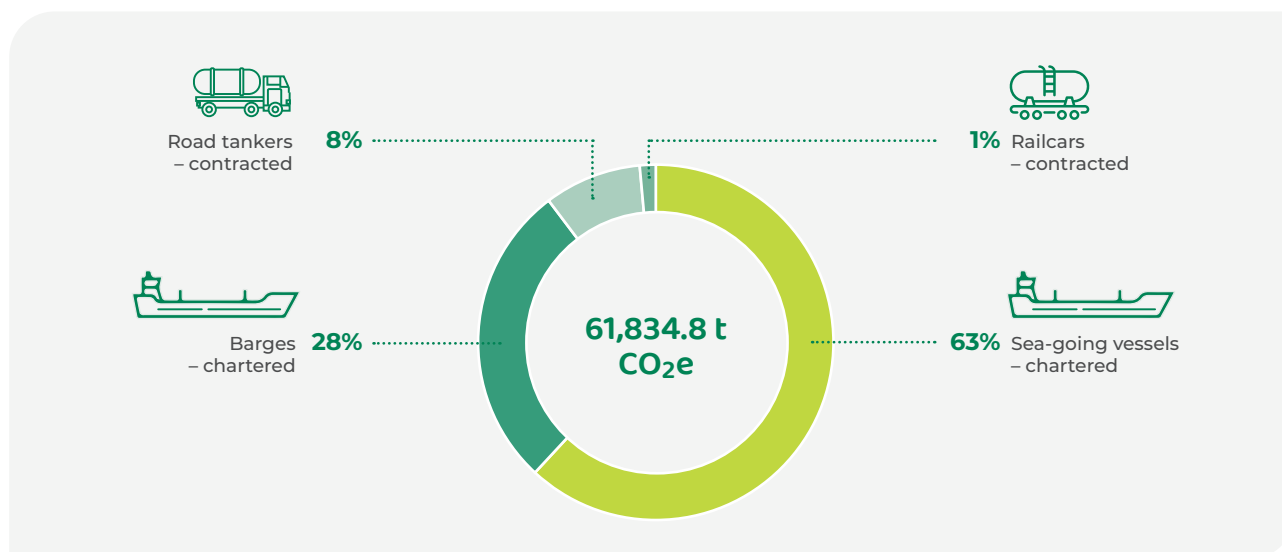
HSSE and Sustainability database is used to calculate these. Figures are converted using the emissions factors published by the International Energy Agency (IEA) and the German Federal Office for Economic Affairs and Export Control (BAFA). In the case of emissions factors for electricity, we use the applicable energy mix in the countries that are relevant for us.

Energy source	Unit	CO ₂ e factor	Source
Local/district heating	t CO ₂ e/MWh	0,280	BAFA
Light heating oil/diesel	t CO ₂ e/MWh	0,266	BAFA
Liquid gas	t CO ₂ e/MWh	0,239	BAFA
Naphtha	t CO ₂ e/MWh	0,264	BAFA
Lubricating oil	t CO ₂ e/MWh	1,21579	BAFA
Bitumen	t CO ₂ e/MWh	0,32514	BAFA
Pellets	t CO ₂ e/MWh	0,036	BAFA

The majority of Scope 3 emissions result from the use of products supplied and delivered by us to customers. These emissions are therefore beyond our direct control. Other emissions recorded within Scope 3 are caused when our products are transported by service providers. The means of transport used include sea-going vessels, barges, road tankers and railcars.



Scope 3 emissions from use of sold products by products (in %)



Scope 3 emissions from transportation and distribution by means of transport (in %)

Chartered sea-going vessels are the main driver of emissions resulting from the transportation of our products in 2022. Our calculation for 2022 included 107 transports with chartered sea-going tankers (2021: 169 transports) and 1,242 transports with barges (2021: 1,112).

→ Our CO₂ targets

The transition to a less carbon-intensive economy calls for concrete targets to be defined to minimise greenhouse gas emissions. Mabanaft is working to reduce Scope 1 and Scope 2 CO₂e emissions by 50% by 2030, compared to a 2022 baseline. We have set out a detailed road map for achieving this, including timelines, measures and responsibilities. In the coming years, we will utilise a combination of further reductions, using electricity from 100% renewable sources.

In addition, we want to continually reduce the carbon intensity of the products we sell and thereby drive down our Scope 3 emissions as well. We are increasingly adding less carbon-intensive

fuels to our product range to reduce emissions during the usage phase. Implementation has already begun. In some cases, this action is being taken in close collaboration with our customers, taking their preferences into consideration.

→ New expertise to achieve climate neutrality

At the end of 2022, Mabanaft succeeded in recruiting several international experts in green electricity, renewables, agricultural products and CO₂ emissions to strengthen the New Energy, Chemicals & Gas business unit in a central Group function. This newly established Power, Gas & Emissions Desk plays a crucial role in driving the development of sustainable client solutions and thus the transformation of the Mabanaft Group. At the interface between the traditional fuel business, the energy markets and renewables, they directly influence the sustainability strategy and projects. This ensures that the key topic of climate neutrality will be promoted more intensively going forward and be managed directly and centrally at the Mabanaft Group.

→ Steps to save energy and reduce emissions

We use direct forms of energy such as natural gas and heating oil to operate our facilities and vehicles. Indirect energy (Scope 2) – mostly electricity – is used to operate pumps, for lighting and for IT, among other things. As part of our sustainability strategy, we are working on gradually switching our electricity supply to renewables. We also use district heating as a so-called indirect source of energy. In order to manage our energy use effectively, we record total consumption by energy source in our HSSE and Sustainability database.

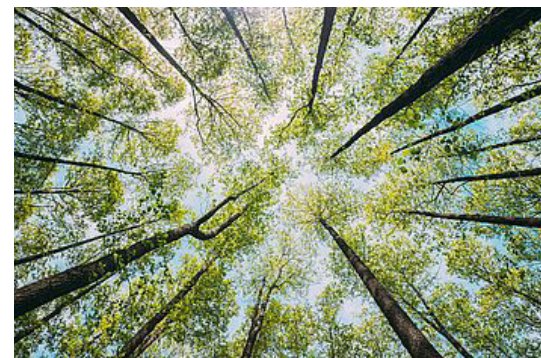
The Mabanaft Group's storage business, Oiltanking Deutschland GmbH & Co. KG, is already certified in line with ISO 50001. With the help of this energy management system, we are able to keep improving the energy efficiency at these sites systematically and continuously.

In order to save additional energy and reduce emissions, the service stations operated by our entity OIL! Tankstellen will successively transition to LED lighting and energy-saving refrigeration technology. Moreover, the majority of service stations use electricity from renewable sources.

To reduce emissions from our company cars, Mabanaft uses modern vehicles with more efficient engines or hybrid systems. In addition, e-charging points with 100% green electricity are provided free of charge at company headquarters for holders of company cars with hybrid engines.

To address our transport-related emissions, we calculate the most efficient form of transport for our products, with the lowest climate impact, whenever possible, and choose this accordingly. Thus, when chartering sea-going tankers, the energy efficiency of the vessel is part of the selection criteria. OIL! Tankstellen also contracts road tankers from selected third-party companies with energy-efficient fleets to deliver products to the service stations.

In addition to our efforts to reduce CO₂ emissions through various measures within the company, we support selected projects to offset our emissions.





Innovative energy solutions

■ GRI 3-3

Our most important contribution to a successful energy transition is to provide future proof, less carbon-intensive fuels for industrial, transportation and heating needs. We are convinced that liquid fuels will continue to play an important role going forward. By utilising our core strengths of sourcing, storing, handling and distributing liquid fuels, we are focusing on helping our customers in the “hard to electrify” sectors to decarbonise. With this in mind, we offer a range of alternative liquid fuels such as biofuels, e-fuels and other hydrogen derivatives. In cases where it is impossible to offer completely carbon-neutral fuel solutions, we are working on solutions which ensure complete climate neutrality in CO₂-balance (net-zero). For example, our clients have the option of offsetting remaining emissions by means of certificates when they purchase our products.

→ Supporting alternative fuels

The New Energy, Chemicals & Gas business unit is responsible for establishing low-carbon fuel offerings and developing innovative new solutions. The BU is currently working on a detailed concept that will allow us to achieve our targets in this area.

Mabanaft aims to expand the share of cleaner fuels in its energy product sales. We also want to continuously increase the New Energy, Chemicals & Gas business unit's contribution to gross margin and to thereby set our business up for a more sustainable energy economy over the long term. In addition, we plan to boost our investments in projects for less carbon-intensive energy. Key performance indicators, to measure and manage these targets, were not yet available for the reporting year. These key performance indicators will initially be managed and shared internally.

→ Fuelling tomorrow

In order to play an active role in shaping the fuel world of tomorrow, we have joined forces with some strong partners and are implementing various joint projects together with them.

In early 2021, Mabanaft founded a joint venture with the H&R Group to drive the transition to climate neutrality in mobility, heating and chemicals. **P2X-Europe** is an international power-to-liquid (PtL) business that develops vertically integrated, commercially proven innovative end-to-end technology solutions that enable the production and marketing of synthetic hydrocarbons on an industrial scale. To do this, P2X-Europe is building up a wide-ranging portfolio of large Power-to-X projects in various sectors and regions. This will particularly benefit the aviation industry, the road traffic sector and also the chemicals/pharmaceutical industry. In 2022, testing operations commenced at the first PtL demonstration plant in Hamburg. P2X-Europe aims to achieve maximum plant output in an optimisation phase and subsequently move towards continuous operations at the facility. The aim is to produce 200 tonnes of e-fuels for the mobility sector and approximately 150 tonnes of waxes for use in the cosmetics, pharmaceutical and food industries in the first year. Also in 2022, P2X-Europe announced the establishment of a joint venture in Portugal.



P2X
Europe

Another large-scale project – **New Energy Gate** – is planned in Hamburg; in November 2022 the Mabanaft Group and its customer Air Products announced the plans to build the first large import terminal for green energy at the Port of Hamburg with the aim of supplying Germany with hydrogen from 2026 onwards. This location offers strategic access to green ammonia from large-scale green hydrogen production facilities, operated by Air Products and its partners around the world. The intention is to transport ammonia by sea to the Oiltanking Deutschland terminal in Hamburg, store it there temporarily and convert it to green hydrogen at Air Products' facilities at the terminal, before distributing it to buyers locally and throughout northern Germany. The project's aim is twofold: to respond to growing demand for clean energy in order to achieve climate targets, and to meet the increasing need to diversify energy sources.



To be one of the first companies in Germany and Europe capable of supplying our customers with climate-neutral e-fuels at scale, we reached an agreement in 2021 with the eFuels company, **HIF Global**, to distribute synthetic petrol made from



green hydrogen from the Haru Oni project in Chile within a few years. We are also involved as a partner and member of the **eFUEL-TODAY** and **eFuel Alliance** initiatives, which aim to increase public and political acceptance of e-fuels and include them as an important contribution to sustainable climate action.



eFUEL-TODAY



eFuel
alliance

Mabanaft also acquired a minority stake in **Wolf Energetik GmbH** (formerly known as NACOM-PEX GmbH) in 2021. Though this, we are driving progress in two projects for researching and developing an innovative decentralised system for the storage and transport of green hydrogen. The German federal government and the state of Saxony are providing €1.8 million of funding for these projects as part of Germany's National Hydrogen Strategy. In 2022, we and our project partners successfully took the first steps towards implementation. The laboratory-scale preliminary test facility went operational and delivered positive results for further development. A newly installed, larger-scale F10 test reactor confirmed the technology's technical feasibility.



We are also a founding member of the **AquaVentus** development association that aims to



install offshore wind turbines with a capacity of ten gigawatts – as well as the corresponding transport infrastructure – to produce green hydrogen in the North Sea.

As a shareholder in the **Gulf Coast Ammonia** project, we are also involved in the construction of a world-scale ammonia production plant in the US state of Texas. Ammonia combusts completely without emitting CO₂ and only releases nitrogen and water. It therefore has the potential to play an important role in decarbonising shipping – and perhaps also other modes of transport. The ammonia production facility in Texas is due to go online in 2023. Approximately 500,000 tonnes of ammonia produced at the site will then be marketed for agricultural and industrial use each year. In the long term, there are plans to also manufacture lower carbon ammonia at the plant. The project partners will review possibilities for carbon capture and storage to enable this.





Preventing product releases

■ GRI 3-3

Many of our facilities store and handle products that can cause damage to human health and the environment if they are not dealt with properly. Because potential environmental risks are linked above all to product releases, we do everything we can to avoid them.

→ Zero-spill strategy

Product releases of any kind are not acceptable to us. As a Group we therefore pursue a zero-spill strategy aimed at preventing product releases. The core preventive components of the strategy are technical and structural precautions at our facilities, regular safety inspections, operating procedures designed for maximum safety, and effective maintenance and inspection programmes.

→ Preventive measures

In our tank terminals, we use, among other measures, fail-safe blocking systems which securely separate the product from the environment. We have also installed magnetic-drive pumps that physically encapsulate the product. State-of-the-art technical permanent seal systems are used if sealing systems are required. Monitoring of our facilities is rounded out by a modern preventive maintenance strategy.

All this makes a leak unlikely, but should one occur, technical aids are available at the relevant facilities in the tank terminals and the service stations, which include oil binding agents as well as effective retention systems like sumps or oil traps. We will continue to invest in this area going forward and provide additional protective equipment. Our employees inspect all the facilities regularly in the course of mandatory safety checks.



We rely on the safety competences of our staff and train them accordingly. At **Oiltanking Deutschland**, for example, all employees attend fire safety training at least once every three years, in addition to the annual HSSE training. The terminal fire department at the Hamburg-Blumensand site is made up of operating staff from the tank terminal and carries out regular exercises to avoid spills. The concept also provides for training courses to be offered to employees at smaller sites that do not have the capacities for their own terminal fire department. This knowledge transfer is intended to further increase the overall competences for preventing and dealing with product releases.

Another preventive component of our strategy is to ensure exceptionally high levels of safety when products are transported on sea-going vessels. To this end, we completely revised Mabanaft's ship charter policy in February 2021. This policy includes detailed requirements for release of chartered or accepted vessels and barges, which in many cases go beyond the statutory minimum requirements. In order to assess sea-going vessels quickly and easily in accordance with the policy, we have been working with a global player in the maritime safety sector for many years and employ a web-based information system tailored to Mabanaft's needs. Known as the Ship Vetting Portal, this system was renewed and further improved in 2022. This work included simplifying processes, expanding assessment standards, training staff, and thereby further

enhancing safety. This enables us to ensure that our products are only transported on vessels that meet our high safety standards. Mabanaft is also an active member of the Oil Companies International Marine Forum (OCIMF), a voluntary association of oil companies which aims to ensure the safe and ecologically responsible operation of oil tankers and tank terminals.



→ Clear emergency procedures

To complement these preventive measures, we have established **emergency plans for acute product releases**. If a spill actually occurs, we are therefore able at all times to stop it as swiftly as possible, recover the product quickly and effectively, and thus largely avoid adverse impacts on nature and the environment. The General Risk Mitigation Plan (GRMP/AGAP) defines the procedures to be carried out in various scenarios, including product spills. All the relevant tank terminals have developed scenario-specific emergency plans and conduct practically oriented training programmes. In the reporting year, we reviewed and revised the spill management concept and we plan to introduce additional equipment and improved leak kits in 2023.

In order to make the right decisions in the event of a spill and thus minimise the amount of product released, it is important that our operating staff react quickly. Via regular training sessions, we familiarise employees with the best possible ways to prevent product releases and what to do in an emergency. We focused on this topic during the Global Safety Week in the reporting year. Staff practised prevention strategies and operational measures.

The fact that our holding company Marquard & Bahls is a participant member of the world's largest oil spill response specialist, Oil Spill Response Limited, enhances security. Should a product release occur at Mabanaft Group, we would be able to access the technical equipment, logistics and support of Oil Spill Response Limited quickly and thereby have the best chance of minimising the environmental impact.

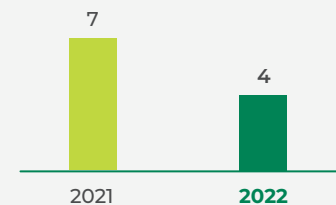


→ Tracking effectiveness

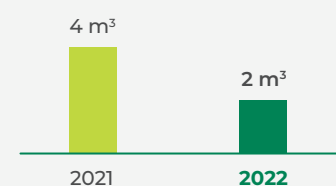
■ GRI 306-3 (GRI 2016)

In order to measure the effectiveness of our zero-spill strategy and manage our safety precautions, we document the frequency and volume of product releases at our sites. Data is obtained from our HSSE and Sustainability database, which is implemented globally. Performance indicators for spills are reported according to the API Recommended Practice (RP) 754, **Process Safety Performance Indicator for the Refining and Petrochemical Industries**. Applying these reporting standards enables us to compare the indicators better with those for the industry as a whole. According to this API standard, four product releases defined as a Loss of Primary Containment¹ were recorded in the reporting year (2021: 7), all of which occurred in Germany. This marked a further reduction in the total volume of product released, to 2 m³ (2021: 4 m³). We were able to recover all but 120 litres of the 2,000 litres of fuel (diesel and heating oil) released. In addition to the total volume, we measure the number of product releases in relation to throughput in millions of tonnes. In the reporting year the rate was 0.2. We also document the effects of the product releases, investigate the causes and adjust our precautionary measures accordingly in order to prevent repeat events.

Leaks according API standard



Total volume of product released



¹⁾ Loss of Primary Containment (LOPC): an unplanned or uncontrolled release of materials from the primary container, including non-toxic and non-flammable materials (e.g. steam, hot water, nitrogen, compressed CO₂ or compressed air). API RP 754 covers incidents resulting in direct costs of more than US\$ 100,000 (Tier 1) and US\$ 2,500 (Tier 2).



Other relevant environmental topics

In addition to CO₂ emissions, the Mabanaft Group also causes other air emissions through our business activities. Furthermore, we consume water and produce wastewater and other waste. To take future developments and regulatory requirements in these areas into account, we are intensifying our efforts in these areas to promote a cleaner environment and conserve resources such as raw materials and reusable materials.

→ Air emissions

Air pollution causes health problems for people all over the world and has a wide range of far-reaching effects on our ecosystems, which in turn can have economic consequences.

In our business operations, the emission of nitrous oxides, sulphur dioxides and other substances that damage the ozone layer only plays a subordinate

role. However, volatile organic compounds (VOCs) may escape during tank breathing or when our tank terminals are being filled or emptied. We control and minimise these to avoid adverse impacts on health and the environment, as well as product losses.

For many years we have at least met the strict statutory requirements for our tank terminals. Many of our tanks already satisfy the requirements of the Technical Instructions on Air Quality Control (TA Luft 2021), although their application permits a long transition period. This is partly achieved by taking into account the remission ratio of the materials used for carrying out anti-corrosion work on the tanks.

For products with a high vapour pressure, we have also installed supplementary technologies to reduce air emissions. These include vapour balancing, vapour treatment and vapour recovery systems. Regular inspections of tank terminals, for instance with special infrared gas detection cameras, enable the early detection and prevention of emissions.



■ GRI 305-7

Emissions of VOCs were measured at all twelve tank terminals in the Mabanaft Group (of which eleven are in Germany and one in Hungary) in 2022. The volume of VOCs emitted in relation to tank terminal activity was 10.3 grams per tonne of throughput (2021: 9.9 g).

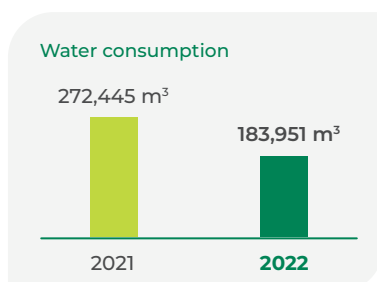
→ Resource management

Water is one of Earth's most precious resources and is essential for life, but it is particularly rare and is unequally distributed. It therefore goes without saying for Mabanaft that we make a contribution to protecting natural water resources. We do this by making efficient use of the water we need for our operating processes.

Our primary aim is to reduce our consumption of freshwater. We use freshwater above all for cleaning tanks, for hydrostatic tank tests, steam, fire-fighting exercises, sanitary facilities, and in our **OIL! Tankstellen** service stations. We take water conservation aspects into account in almost all operating units, such as in the energy-saving programme at **Oiltanking Deutschland**. At the **OIL! Tankstellen** service stations, older car-wash equipment – which is mostly owned by the tenants – is successively being replaced by newer models that use less water.

■ GRI 303-3

In addition to the reasonable use of water, Mabanaft wants to leverage efficient waste and wastewater management to help combat the global increase in waste and marine pollution. In 2022, our operating activities were responsible for water consumption of 183,951 m³ (2021: 272,445 m³).



Mabanaft produces **industrial wastewater** almost exclusively in the tank terminals. All tank terminals and service stations use oil-water separators or other wastewater treatment systems to dispose of effluents. Moreover, we regularly take wastewater samples to check the functionality of the water treatment and to comply with all the relevant limits. After the wastewater has been treated, we classify the residual substances as hazardous waste.

Hazardous waste has physical characteristics such as flammability, toxicity or corrosivity, and requires special collection and disposal – mostly in accordance with country-specific regulations. The majority of the hazardous waste produced by our business consists of the residue from oil-water separators and other oil-soaked materials. These are collected separately and treated either by us or by licensed contractors. If the soil is contaminated by our products, we remove the affected soil and also treat it as hazardous waste. **Industrial waste** mainly comprises scrap metal and debris. In our operations, this is generally a result of construction activities.



4. Social

Mabanaft is a commercially oriented company which also takes its social and ecological responsibility into account in its operations. The safety and welfare of our employees are vitally important to us. Occupational health and safety therefore have top priority in all our business activities. We also promote diversity and appreciation: we are proud of our employees from different cultural backgrounds and not only stand for fair working conditions, but also act as a responsible company outside our core business. For example, we support social projects for local communities at our company sites.



Occupational health and safety

■ GRI 3-3

We always strive to avoid accidents, work-related injuries and illnesses. As many of our facilities store and handle products that are potentially hazardous if not treated properly, we have a particularly great responsibility for our employees in this area. To ensure that we fulfil our responsibilities, we consistently rely on comprehensive and preventive health and safety measures and activities. Accordingly, everyone who works at our sites – including contractors – is incorporated into our safety systems.

→ Management and responsibilities

Responsibility for occupational health and safety is ingrained in all our business units. It is coordinated at operative level by the Group HSSE & Sustainability function in Hamburg, and ultimate responsibility lies with our Executive Committee. In our HSSE policy, we lay out our commitment to carrying out our business activities safely and efficiently in order to prevent all accidents, injuries and occupational health damage.

■ GRI 403-1

We have drawn up HSSE guidelines and process instructions across the company. They apply globally to all units and are supplemented by individual measures at specific sites. With this as their basis, the individual sites develop local management systems. In addition, **Oiltanking Deutschland** has implemented a safety management system (SMS) for the organisation of terminal safety and the prevention of major accidents. By doing so, it meets the requirements of the 12th Ordinance on the Implementation of the German Federal Immission Control Act (Zwölfte Verordnung zur Durchführung des Bundes-Immissionsschutzgesetzes). **Oiltanking Deutschland** has also drawn up its own safety rules for contractors. These are a component part of all services purchased by **Oiltanking Deutschland** and carried out at our facilities. A database helps the company to select and rate contractors on the basis of defined criteria. All contractors receive notification of our safety regulations and requirements and are obligated to comply with these. We check compliance with our standards through regular HSSE audits, which enable continuous improvements to be made. If contractors fail to comply with our regulations and requirements, our employees intervene immediately. Various remedial steps are taken, depending on the severity and frequency of non-compliance. Incidents are documented in our HSSE and Sustainability database.



→ Risk minimisation and zero-incident culture

Also in the field of health and safety protection Mabanaft strives for excellence, and we therefore pursue a zero-incident culture. Employees and managers are determined to create a safe working environment – for their own colleagues, the company and our business partners. To achieve this, we continually optimise and harmonise all the activities of our entities in terms of technical, organisational and behaviour-based safety measures.



■ GRI 403-2

Our focus here is on the prevention of accidents and early identification of risks: we take appropriate measures before any incidents can occur. We urge our employees to make a proactive contribution to the safety culture of our company and to report unsafe situations, working practices, and near misses without delay. All incidents are recorded and tracked in the global HSSE and Sustainability database. In 2022, in connection with the roll-out of this new software, we worked hard on the introduction of an app which enables staff

to report incidents and near misses easily and directly. The app went live in 2023. The Group-wide roll-out, so that all staff are able to use it, will be finalised by the end of the year.

Reporting and tracking all incidents enables us to share the associated learnings across all business units and improve safety. To understand the causes and contributory factors behind the reported incidents and take corresponding action, Mabanaft monitors both the proactive (leading) KPIs and the reactive (lagging) KPIs carefully. Leading KPIs include the number of unsafe actions and situations, exemplary safety behaviour, safety walks, and hours of training given. Lagging KPIs include the injury rate, workdays lost, product releases, and the number of near misses. In 2022, we nearly doubled the number of leading KPIs year on year, which led to an improvement in safety awareness. This enabled us to identify risk factors at an even earlier stage and reduce the injury rate compared with the previous year.



■ GRI 403-3

Occupational medical services also help to prevent hazards. The company doctor is a trusted point of contact for staff concerning any aspect of occupational health and safety. The company doctor works closely with the HSSE department and advises the team and the People Team on the development of preventive measures, which include both occupational health and safety and stress reduction. The company doctor takes part in regular safety discussions and provides anonymised information about employees' needs. Furthermore, they contribute expertise to initiatives such as the Global Safety Week and health campaigns. Considering the specific needs of pregnant women, we assess their workplaces on an individual basis and adapt them, if necessary, to provide the best possible protection to the pregnant women and the unborn children. A relaxation room is also available for pregnant women, mothers and all other members of staff to ensure that plenty of opportunities to lie down and rest is given.

→ Training and communication

■ GRI 403-4, 403-5

All employees receive extensive workplace-related safety instruction and training. Among other things, these courses provide instructions for our operational areas on how to deal with the products we store and handle. We give new employees and

contractors training in all relevant health and safety topics before they start working at Mabanaft. We also use the intranet or email, to share relevant information about health and safety at work with everyone. Individuals whose tasks are potentially dangerous also receive specialised functional training. Employees can contact the HSSE team at any time by email or in person in Hamburg with any questions, issues or feedback they may have in relation to occupational health and safety.

We use selected formats as well to raise employees' awareness of safety topics. For instance, we hold what are known as "toolbox talks" and "safety moments" before meetings. We also organise a Group-wide Global Safety Day every year. Due to the great response in recent years and many good ideas of topics to cover at the event, the Global Safety Day was turned into a whole Global Safety Week in 2022. A wide range of talks by internal and external speakers were held both at our operating sites and online. Topics ranged from coping with stress, exercise and nutrition to fire prevention, HSSE in logistics, and safe driving. Employees themselves also took part as speakers and discussed issues such as safety or specific fields of work. We engaged with over 1,000 participants during the Global Safety Week. Due to the high level of interest, we plan to hold another Global Safety Week in 2023.



→ Measuring the rate and severity of injuries

■ GRI 403-9

We record and report injuries in accordance with the OSHA Regulation (29 CFR 1904) using industry-standard criteria for occupational injuries. This means we measure the number of incidents as per OSHA per 1 million working hours. This allows us to compare the figures across all our sites. It covers all employees of the Mabanaft Group as well as contractors. In 2022, the rate improved significantly on the previous year and stood at 5.7 per 1 million working hours (2021: 10.4). Thus the trend of steady improvements continued.

We measure the severity of accidents involving our own employees by the average number of workdays lost per incident. Across the Group, the average figure in the reporting year was 13 workdays lost for our own staff (2021: 10.4; 2020: 15.1) and 0 workdays lost for contractors (2021: 5.5; 2020: 17.6). The average severity of injuries for our own staff and contractors therefore fell overall.

→ Focus on physical and mental health

■ GRI 403-6

In addition to occupational safety, we keep our employees' health in view as well. We have company doctors who provide various preventive medical check-ups for all employees, including mandatory check-ups in some areas. In the reporting year, we also carried out influenza and provided our employees with an international emergency

service on business trips. This service gives employees access to information about safety precautions and country-specific entry rules. In the event of an emergency, it furthermore provides support with repatriation. A mental health hotline is also available for staff internationally, complementing the service operated by pme Familienservice in Germany.

Site-specific services augment our offering: in Hamburg for example, all employees can use the gym at company headquarters free of charge as well as book additional online fitness and yoga courses. Nutritionally balanced meals at the company restaurant, ergonomically designed office equipment, and health days on a variety of topics round out our programme of health initiatives. In 2022, a Mabanaft team also took part in the B2Run in Hamburg for the first time (for more information on this, see the "Additional commitments" section).

To further tailor our solutions to employees' needs, we conducted our first online staff survey on topics including stress and mental strain. In it, we asked respondents to suggest improvements and offered everyone the opportunity to participate in the implementation of the measures selected from the suggestions. For example, a free-of-charge meditation and exercise app was introduced in response to the staff survey.

We involve employees in health issues in other ways, too. Staff volunteers work together in the Trust Team and in the Mental Health First Aid Team to support good mental health at the company. The teams organise initiatives and are available to other employees to discuss psychological issues. If necessary, they point them to the helpline run by our international service partner. The Mental Health First Aid Team is part of the international ONE Mabanaft Health & Wellbeing programme, available at all sites.





Equality of opportunity and diversity

■ GRI 3-3

Both the energy and the chemicals industry are still strongly male-dominated. This applies in particular to the operational areas. We consider diversity to be not just an important asset, but also a key resource for innovation and competitiveness. Incorporating different perspectives and cultural experiences into everyday work helps people to understand one another and work together better. Fighting discrimination and promoting equality of opportunity and diversity are thus a key focus for us.

In 2021, Mabanaft signed the (German) Diversity Charter as an important sign of its commitment to more diversity and appreciation within the com-

pany. Our code of conduct already sets out the principles of diversity and the promotion of equality of opportunity and equal treatment without discrimination as the foundation for our actions. The responsible People Team in Hamburg is working to define an overarching goal, sub-targets and timeframes. We intend to define these by the end of 2023.

→ Participation in Diversity Day

In 2022, Mabanaft took part in the Diversity Charter's German Diversity Day for the first time. We drew attention to the issue and triggered conversations with a Diversity Quiz, a Privilege Walk and diversity-oriented background images for MS Teams. "Speed dating" events were held where colleagues from different parts of the company could get to know one another. The colleagues could also sign up for unconscious bias training. This looked at how to challenge everyday behaviours that are based on unconscious prejudice and automatic stereotyping. We plan to take part in the German Diversity Day again in 2023.



→ Encourage and support

Mabanaft applies a dual strategy in terms of equality of opportunity and diversity: firstly, we aim to enable all employees, and external partners, to anonymously report cases of discrimination, harassment or other breaches of our code of conduct. This can be done at any time via our CARE platform. Secondly, we address the subject of anti-discrimination in compliance training sessions and support a number of projects aimed for example at strengthening the position of women in the company or advancing social inclusion.

In 2021, we launched the **Women@Mabanaft** network, which has its own budget. We are also actively involved as sponsors of **She Drives Energy – Network of Women in Energy Technology**. With our involvement we help women to network across the industry, to exchange knowledge and experiences, and to take their place at the table at a time of change in the global energy sector. The **Women@Mabanaft** network continued its activities in 2022: the participants held monthly meetings and attended discussion forums and networking events.



Often people from different social backgrounds find it more difficult to gain access to education or to social and professional networks. Among other things, this limits their opportunities on the labour market. For this reason, we have been supporting the **“JOBLINGE Kompass”** initiative for several years. This initiative brings together businesses, government and private individuals with the aim of reducing unemployment amongst young people. We have also sponsored the **“Hamburg Stipendium”** scholarship programme since 2021. These scholarships are awarded by the Hamburger Studierendenwerk (Hamburg student support non-profit) and is aimed at young people who have overcome particularly difficult personal circumstances to make it to a university or other institute of higher education in Hamburg, where they are studying with great dedication and success.





Employee satisfaction and participation

■ GRI 3-3

Our company performance depends on our employees and on a corporate culture that is characterised by respect and participation. Mabanaft aims to attract and retain talented employees, through a focus on development and a compelling corporate purpose. We want to do this by positioning ourselves as an attractive employer. Since we also bear a wider responsibility for our employees, we support their ongoing professional and personal development, encourage a healthy work-life balance and involve them in all our sustainability activities.



→ Survey paves the way for improvements

To increase the satisfaction and participation of our employees, we take active steps to create a healthy and respectful working environment. We inform our employees about important developments, let them participate in internal processes, and offer development opportunities on the basis of talent, performance and success. In order to better measure employee satisfaction and engagement, the People Team carried out a corresponding survey for the first time in May 2022. Known as the Pulse Check, this focused on the topic of health and well-being. As well as measuring engagement, the aim was to gather ideas and suggestions for improvement so that focused activities could then be developed.



In a first phase, all employees were invited to anonymously complete an online survey with 17 questions about their workload, health management, engagement and personal sense of professional balance. 46 percent of the workforce took part in the survey. The resulting employee engagement index shows that our employees are highly motivated and feel part of a community.



→ Wide-ranging professional development

Our employees benefit from tailor-made training and development opportunities that fit with their professional activities. The People Team in Hamburg is currently working on a programme to support the personal development of our employees by means of individual needs-based measures, including management training, coaching courses, specialist qualifications and language lessons. At the same time, we also offer courses and programmes for the whole Group. In 2021, for example,



we created the technical framework for a new **performance management system**, which provides transparent people data that supports objective assessment, 360-degree feedback, in addition to talent development, succession planning and employee recognition and reward, for the whole organisation. The process includes regular meetings with line managers and within teams to discuss targets and performance. The data is recorded and can be accessed at any time. The new performance management system was implemented for all employees in the Mabanaft Group in 2022.



→ All-round support and information

We want to offer our employees the best possible professional training as well as give them active support to cope with various challenges, inform them about internal company developments and involve them in ongoing processes. We place great value on a high degree of flexibility so that our employees can balance their professional and private lives. We aim to create an inclusive, equal working culture in which everyone can realise their own potential and grow personally and professionally. Whenever it is consistent with operating requirements, we therefore enable our employees to **work flexible hours and on a part-time basis** and to **take sabbaticals**. With the approval of their line manager, they are also able to choose their own workplace, insofar as this is compatible with operational demands. As laid out in our mobile working policy, teams can choose freely how much they wish to work remotely.

A wide range of offers from **pme Familienservice** make it easier to combine family and work requirements. This service provider enables our staff in Germany to take advantage of support services and advice on topics such as parental leave, child-care, caring for family members, or psychological counselling. Data about the use of pme Familienservice is strictly confidential and only available to pme. Furthermore, employees can set up a “**Lebensarbeitszeitkonto**” (life-long flexitime account) and use the balance they have built up to take paid leave from work or early retirement.



In 2021, a **Trust Team** was established at Mabanaft Group. This team offers support by colleagues for colleagues and was created as a resource for anyone who is experiencing particular professional or personal challenges. By discussing the available options together, the aim is to find ways to resolve difficult situations without conflicts arising. The **Trust Team** works closely with the People Team and gives the Executive Committee regular anonymised feedback about the number, type and status of the topics discussed and how the organisation was able to resolve the difficulties.



Every quarter – and more often if there are important changes – we inform all employees about company activities at our **Townhall Meetings** with the Executive Committee. On our company intranet, **ONE MabaNet**, we also keep everyone up to date with the latest news including our efforts in the area of sustainability. We organise an annual **Mabanaft Day** for the whole Group to engage the employees on our strategic journey and to encourage team spirit. Due to Covid-19, this event was entirely virtual in 2021. A hybrid Mabanaft Day was held in 2022, with both online events and in-person sessions.



The active involvement of all our employees is very important for us, because it is the only way in which we can realise our full potential as a Group. To reward particularly dedicated employees and teams and showcase their achievements for the benefit of everyone, we introduced the **ONE Mabanaft Awards**. Every year we choose employees or teams that make an outstanding contribution, inspire the company and motivate others. Awards are given in five categories: Safety & Sustainability, Innovation & Ideas, Culture & Values, Customer Focus & Growth, and +Energy. It is not a matter of always “higher, faster, further”. Rather, the aim is to recognise projects, ideas and initiatives that make us better or have already done so, or that provide added value for us as a company or a team. The award winners are selected by an internal jury made up of members from different areas of the Group.



Additional commitments

In addition to the focus areas mentioned above, Mabanaft gives particular priority to issues relating to working conditions, nature conservation and local communities. We intend to intensify our efforts in these areas as well and will integrate relevant information in consolidated form into our sustainability report.

→ Working conditions

■ GRI 401-2

Our code of conduct not only states that we comply with the standards set by the International Labour Organization (ILO), but also lays out our commitment to paying our employees a fair wage. Fair pay and supplementary benefits are likewise a prerequisite for us to succeed in recruiting and retaining the best employees for our company.

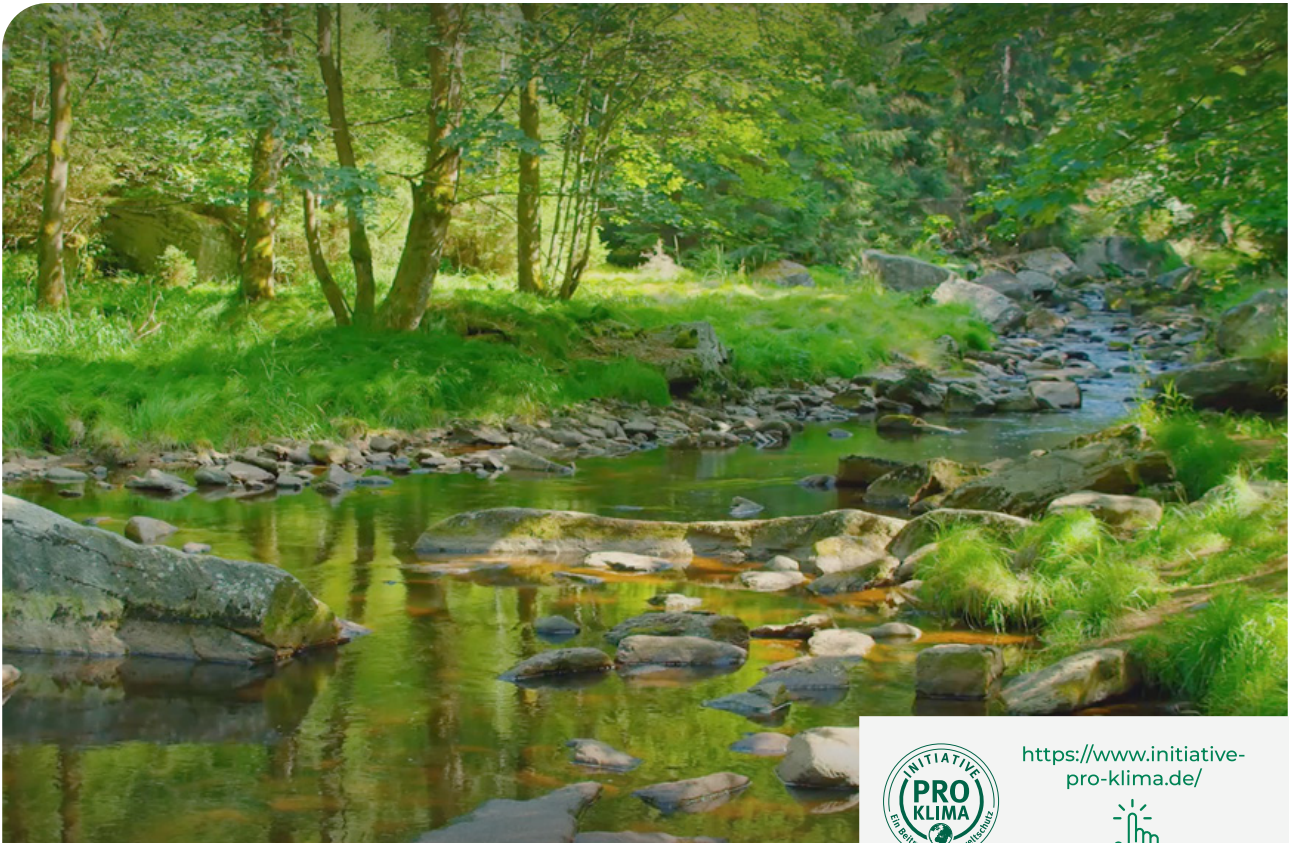


In addition to the base salary, we offer our employees supplementary benefits on a voluntary basis, some of which are profit- or performance-related. A transparent bonus system for all employees in the Mabanaft Group has been in place since 2019. The associated financial and strategic targets are communicated at the beginning of each year. Mabanaft revised its variable remuneration in 2021 as part of its performance management. Since then, the company's overall financial performance, performance against team targets as well as individual performance are all factored into the bonus calculation.

We also support employees with pension and insurance contributions that go beyond the statutory requirements. People not covered by mandatory health insurance receive a contribution of up to 50% for their voluntary or private health insurance. If employees are unable to work, we pay the difference between sickness pay and the payment by the statutory health insurance for a period of six months, as long as the employee has been with the company for at least three years.

All employees can join the company pension scheme when they have been with the company for at least six months. Mabanaft provides employer-financed retirement benefits. If employees make a contribution of their own, Mabanaft pays an additional allowance that goes beyond the statutory requirement. Furthermore, we offer company accident insurance and disability insurance to anyone in the company who is interested.





→ Commitment to nature conservation

Mabanaft is conscious of its corporate responsibility for actively helping to shape the energy transition. On top of this, we are involved in a variety of projects to protect the environment. Reforestation is a priority area in this field.

Mabanaft and entities **Petronord** and **OIL! Tankstellen** founded the **Pro Klima** Initiative back in 2008. It focuses on supplying energy-efficient products, advising on environmentally relevant energy topics and sponsoring climate action projects. The latter particularly include reforestation projects, as well as work to protect insects and other local flora and fauna. As part of the Pro Klima initiative, more than 162,000 trees have been planted in cooperation with the State Forestry Commission of Schleswig-Holstein and the non-profit organisation Schutzgemeinschaft Deutscher Wald e. V.

Since 2021, Pro Klima is also working to rewet and renature moorland in Germany, because moors are the most effective carbon reservoirs of all types of rural habitats. The initiative is supporting KlimaMoor “Am Löh” in the Ahlenmoor area near Cuxhaven by purchasing Klimamoor carbon certificates. These are used to offset the CO₂ emissions generated by the use of heat, water and electricity at various OIL! Tankstellen service stations.

Mabanaft is also involved in reforestation in cooperation with the organisation Tree Nation. The Mabanaft Group has planted almost 34,000 trees in total.

Our entity **BWOC** also plants trees. Since 2010, BWOC has enabled its fuel card customers to offset emissions from the fuel they buy with a contribution to a reforestation project in the United Kingdom.

→ Engagement in local communities

Taking responsibility also means looking beyond one's own direct concerns and engaging with the regions where we live and work. Mabanaft endeavours to have a positive impact on its local communities by making donations for charitable and non-profit activities, by engaging in volunteering, and through partnerships, for example.

Activities here included collecting donations in-house for three project partners in the run-up to Christmas during the 2022 **Social X-Mas** fundraising marathon. Employees donated over €4,800 in total. Mabanaft tripled the amount of these donations and raised the total to €14,685. This went towards the Hamburg-based charities Ich kann leben retten! e.V., KidsWelcome e.V. and ArztMobil Hamburg.

In 2022, a team from Mabanaft entered the **B2Run** for the first time together with some 4,800 runners from 260 companies. 16 Mabanaft employees entered the run in Hamburg, and seven others took part virtually via the B2Run app. Mabanaft donated €5 to Deutsche Knochenmarkspenderdatei (DKMS), B2Run's charity partner, for each runner who entered. DKMS is dedicated to finding a suitable bone marrow donor for people with leukaemia.

In October 2022, our young professionals launched an initiative called **"Social Projects run by Young Professionals"**. With this, they hope to create value added for society and run social projects at the Mabanaft headquarters. To kick off the initiative, the young employees collected donations of items such as clothing, blankets and camping mats from their co-workers to support two projects in Hamburg. One was the "Mitternachtsbus" operated by Diakonie Hamburg, which drives through the city every night and provides homeless people with hot drinks, bread and – if necessary – warm blankets and clothing. The other was the Children second hand shop LüttePlünn run by the German Red Cross (DRK), which sells second-hand children's clothes and toys and donates items to child refugees.

In 2022, Mabanaft also supported people in Ukraine by donating €20,000 to Aktion Deutschland Hilft, an alliance of German aid organisations. The alliance uses donations to procure and distribute essential supplies to people who have fled the conflict, both within Ukraine and in neighbouring countries. For instance, donations are used to provide essential medical equipment and healthcare teams, set up emergency accommodation, supply fuel for heating and to assist with evacuations as well as buy essential food, water and toiletries. Overall, Mabanaft aims to donate 0.5% of its EBT to social causes each year.



"Social X-Mas" fundraising marathon



"Arztmobil" for homeless people



"Aktion Deutschland Hilft"



5. Governance

Responsible corporate governance for Mabanaft means ensuring the continued viability of our company, taking the expectations of our stakeholders into account, and keeping an eye on how our business activities affect people and the environment. And of course, it certainly also means ensuring that we comply with applicable legislation and regulations. In order to rise to all of these challenges, we attach great importance to the principle of sustainable business. We intend to give this principle even greater weight in our investment decisions going forward and integrate it more closely into our everyday workflows and processes.



Financial performance and sustainable earnings

■ GRI 3-3

As for any commercial enterprise, our ability to deliver financial performance is vital for Mabanaft in order to maintain our business operations. Furthermore, as a global energy company, we have economic responsibilities in many regions of the world. We contribute to securing the energy supply, help drive the development of innovative energy solutions for a sustainable future, create long-term jobs and invest in robust infrastructure. Mabanaft sees itself as part of a successful energy transition. And long-term profitability and growth are only possible in this context if we continuously boost our earnings from sustainable activities.

→ Sustainable financial growth

Mabanaft has set itself a target of generating consolidated EBT of more than €120 million by 2025 and more than €160 million by 2030. Despite lower sales volumes than in the previous year, Mabanaft realised profits in 2022 which significantly exceeded expectations. Mabanaft reported consolidated earnings before taxes of €220 million, more than quadrupling the 2021 result of €50 million. This result is largely attributable to Mabanaft being able to ensure a stable supply even in the face of turbulent energy markets. Furthermore, the company benefited from a favourable margin environment. In Germany, this resulted mainly from the disruption to supply routes.



■ GRI 201-1

As part of the ONE Mabanaft Strategy we have defined a clear focus on expanding our product portfolio with innovative lower-carbon energy solutions, as described the chapter “Innovative energy solutions”. In the New Energy, Chemicals & Gas business unit, we intend to continuously increase the gross margin contribution from and capital expenditure on cleaner energy accordingly.

	Unit	2022	2021	2020
Revenues after energy taxes	in euros	13,905,113,750.40	10,306,402,686.15	8,467,385,146.47
Earnings before taxes (EBT)	in euros	220,072,114.43	50,349,208.33	53,810,554.84
Cost of materials, mainly oil purchases	in euros	13,419,925,963.98	9,994,760,694.22	8,267,243,618.35
Wages and salaries	in euros	130,313,579.50	97,374,118.32	78,147,986.24
Social security contributions	in euros	15,967,634.43	15,316,873.11	11,084,935.18
Retirement benefit expenses	in euros	551,911.86	877,131.79	982,396.64
Interest expenses	in euros	22,422,390.52	17,034,808.11	18,588,909.38
Investment in the community (donations and sponsoring expenses)	in euros	331,235.20	119,989.81	n/a

→ Variable remuneration system

■ GRI 2-19

The variable portions of remuneration for the Executive Committee and the relevant business units are linked to the fulfilment of ESG targets. With this form of incentivisation, Mabanaft is promoting the expansion of a sustainable product portfolio and the Group's sustainable development. This approach gives both internal and external stakeholders a clear message concerning Mabanaft's commitment to its own sustainability engagement.

→ Keeping an eye on risks

One of the biggest challenges when pursuing our strategy of long-term growth is to limit the many financial, operational and HSSE risks. Consistent and systematic risk management that captures and measures all risks individually and defines tailored mandates, tasks and responsibilities is therefore the basis for our work. In order to ensure a healthy mix of risks, all the risks, including social and environmental exposures, are measured in the context of the entire Group. We take a decentralised approach and break the risks down to the level of the individual companies, with risk owners at the level of the business units.





The Mabanaft business units operate worldwide, and the Group strives for a holistic and integrated risk management approach, with a clear separation of responsibilities between risk-taking and risk monitoring. The purpose of the risk management functions is to identify, assess, evaluate, and, if necessary, limit all the factors that could jeopardise the desired business success, independently of the commercial business functions. The risk management process is based on transparent and systematic reporting.

Among the principal risks that can impair our future business performance are foreign exchange volatility, international financial crises, an ongoing economic downturn, cyberattacks and sanctions. Our business is also affected by political disputes and military conflicts – especially in oil-producing countries – as well as the resulting tensions on global oil markets, and any significant reduction in the use of oil for mobility and heating. Other risks include rising prices for natural resources and energy purchases, environmental and natural disasters, climate change effects and an increase in country risks.

The main risks managed actively by the Group result from price fluctuations and the volatility of traded commodities. To hedge and manage risks, Mabanaft primarily uses commodity derivatives. The foreign exchange risk of all Mabanaft's core business areas is subject to strict guidelines. The Group likewise uses a rigorous, formalised credit process to protect itself from disadvantageous credit events.

The material HSSE risks for the Mabanaft Group result from handling easily flammable, environmentally hazardous, and in some cases toxic products at our operating sites in the tank terminals, service stations and consumer business. For this reason, one of the main areas of risk management is to prevent potential threats resulting from handling the products. Group HSSE & Sustainability and the responsible employees at the level of the operating units work together closely in this field. Cooperation between the global HSSE & Sustainability department and local staff became even more intense when responsibility was transferred to Mabanaft in the course of the restructuring, so that best practices are now shared with all operational units and teams and synergies realised.



Ensuring compliance

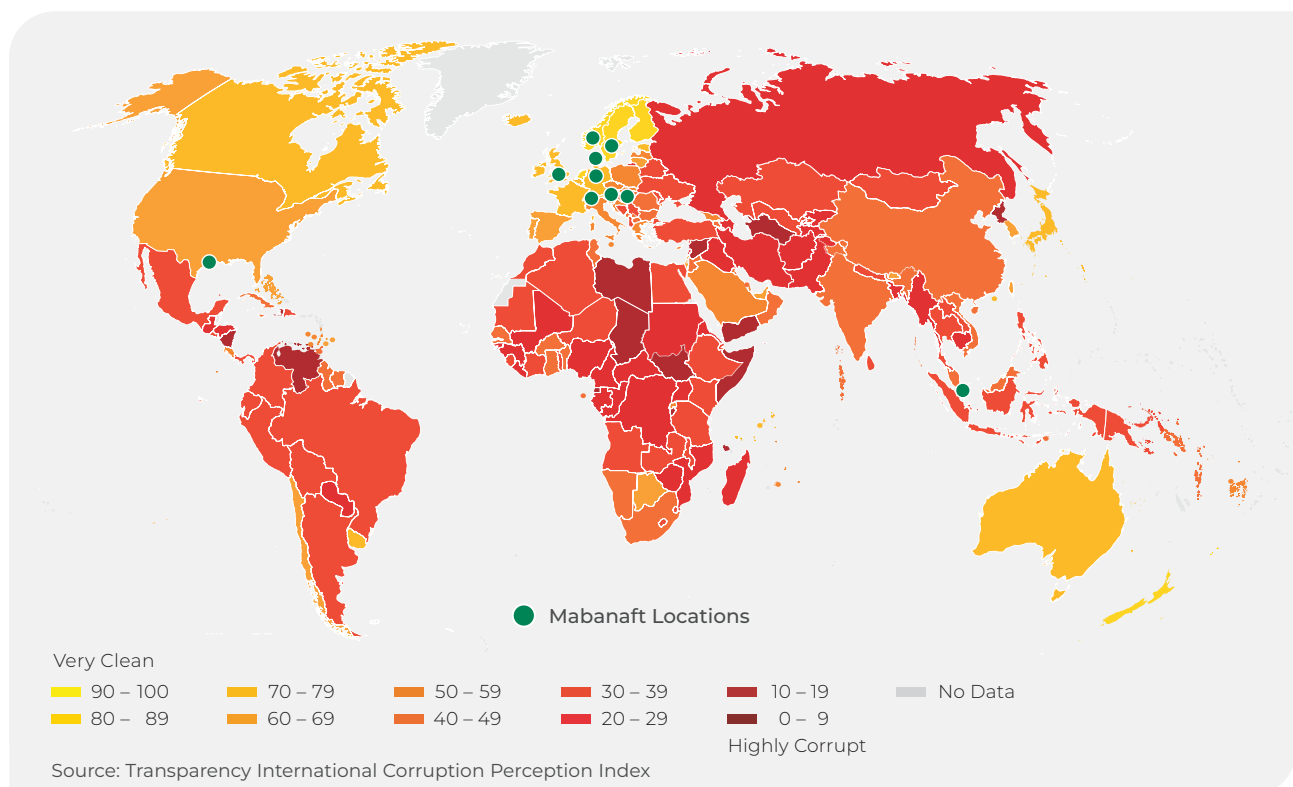
■ GRI 3-3

Compared with other sectors, the oil and gas industry is subject to a high corruption risk, which is partly due to its international scope and partly to the strong market concentration by established companies. Energy markets are also traditionally a focus of public interest and are therefore subject to numerous regulatory requirements and reporting obligations, for example in anti-trust law. Trustworthiness is therefore a particularly valuable asset in our industry. In order to maintain and protect the positive reputation we have in this area, Mabanaft is continuing to concentrate on the systematic avoidance of corruption and on compliance with competition law. This is the only way we can maintain our trust-based business relationships with

our customers and suppliers over the long term and at the same time ensure a fair working environment.

→ Consistently correct

In the course of internal restructuring of Marquard & Bahls in 2021, Mabanaft was made independent and took over responsibility for the compliance management system and set up its own compliance team within the MFT Legal & Compliance department. This enables us to identify suspicious situations even faster and investigate them more consistently. The function identifies potential compliance risks, draws up own programmes and puts these into practice. The team defines corresponding goals, subtargets and timeframes in connection with our sustainability strategy, such as for the implementation of the German Supply Chain Act (LkSG), which will apply to Mabanaft from 2024. The Supply Chain Act establishes a binding national legal framework which obliges companies and their suppliers to uphold human rights.



Corruption risk according to the Transparency International Corruption Perception Index

Mabanaft generates a large part of its revenues in countries with a low corruption risk. We nevertheless carry out regular risk analyses for all our business activities and take action to address identified risks. Mabanaft uses various codes of conduct and policies to actively prevent corruption and generally uphold sanctions and competition law.

An important basis for compliance in our company is the **Mabanaft Code of Conduct** and various other **compliance policies**. The code of conduct lays out 16 principles, which create a uniform set of values and at the same time offer guidance on how individuals are expected to behave in the light of our company philosophy. In the compliance policies, we provide specific instructions on dealing with various legal topics. These include, for example, data protection, fair competition, bribery and money laundering. The code of conduct as well as



all other compliance policies are rolled out via our HR system and must be accepted and confirmed by all employees. They are written in German and English and are available to all employees via the company intranet.

 Team Spirit	 Diversity	 Equal Opportunity	 Confidentiality
 Legal Compliance & Fair Competition	 Bribery & Corruption	 Data Protection	 Trade & Customs Compliance
 Company Resources & Risk Management	 Fraud Prevention	 Conflicts of Interest	 Financial & Tax Integrity
 Health, Safety, Security & Environment	 Product Responsibility	 Social Responsibility	 Labor Standards

The 16 Principles of our Code of Conduct

→ Avoiding misconduct

We employ a wide range of instruments and measures to help avoid misconduct in the company and in our business relations. For instance, we have implemented both a code of conduct for our employees and a supplier code of conduct which is binding for all suppliers. Each supplier is required to sign this when their contract begins. In doing so, they commit to complying with all the specifications and regulations within it. Furthermore, in 2022, the restructured Mabanaft Group Procurement department started actively obliging key suppliers to comply with the requirements of the German Supply Chain Act and seeking confirmation of compliance with the Mabanaft supplier code of conduct. This activity will be further rolled-out within the Group and forms the basis for important KPIs. Steps were taken setting the course for a methodical management of supplier relationships, with the aim of conducting regular, structured service assessments with key suppliers going forward. In 2023, we intend to expand this process to include additional key suppliers of our various entities.

■ GRI 205-1

To convey our core corporate values – respect, accountability, integrity and responsibility – and create even greater transparency, we have also introduced a **third-party management tool** for the compliance assessment process within the Group. As part of the “Know Your Customer” (KYC) process, it covers the material risk categories of fraud/corruption, sanctions/embargoes, money laundering and human rights. All business partners in our KYC system and the companies and countries associated with them undergo a corresponding risk analysis once a year.

■ GRI 2-26

In addition, we use our Group-wide reporting system – the **online platform CARE** – to ensure that we act in accordance with the law. Employees and external partners can report compliance violations anonymously, around the clock, and in the relevant national language at mabanaft.integrityline.com. Use of this system has more than doubled in the past three years due to training sessions and a greater awareness for the subject.





Reports of suspected misconduct in the compliance area are followed up swiftly by the responsible department. Internal policies in the code of conduct state that individuals who report suspected misconduct are protected from unfavourable treatment and reprisals.

Our aim is to make our employees even more aware of the need for compliance. To this end, we require all employees to attend regular training courses via **mandatory e-learning sessions** on compliance topics such as sanctions, bribery and corruption, anti-trust law, fair competition, data protection and insider trading. Employees also receive training on our code of conduct. In 2021, we introduced an annual **Compliance Week**, during which the intention is for all employees to update their knowledge of our code of conduct and our corporate values. The compliance page on our company intranet was also revised in 2021. Contact persons, background information, training materials and all other important documents on the subject can be found there in both German and English.

→ Information security and data protection

The Mabanaft Group operates critical infrastructures (known in Germany as KRITIS) and is therefore subject to the German KRITIS Regulation. This means the Group is required to undergo an external audit every two years which verifies compliance with the legal requirements for IT security.

The Information Security team is responsible for managing information protection at Mabanaft. One of its main responsibilities is setting up and maintaining an information security management system (ISMS). Among other things, all policies and guidelines, such as the overarching information security policy or user guidelines, are stored here. All new employees complete an information security training programme which covers the most important principles. Phishing simulation training is also held at irregular intervals to guard against this particular risk. In addition, an annual **Information Security Week** was introduced in 2023, featuring a range of talks on different subjects. Here, too, the focus was on raising awareness.

Alongside information security, data protection is a high priority for us. For this reason, we have appointed a Data Protection Officer and implemented both a data protection policy and guidelines on storage and deletion. All employees receive data protection training, with staff from selected departments (IT, HR) completing a more in-depth course. In cooperation with the information security team, an information week focusing on data protection and data security issues was organised for the first time in 2023. It featured talks on a range of topics and was very well received by the colleagues.





6. Appendix

Table of key performance indicators
GRI content index

Table of key performance indicators

KPI	Unit	2022	2021	2020	Notes and comments	GRI
Climate-neutral operations						
Energy						
Electricity consumption	in kWh	29,693,907.60	29,739,084.84	31,072,118.10	Total consumption is calculated using the individual figures for the sites as recorded in the HSSE & Sustainability database. Some sites of the OIL! Tankstellen subsidiary are an exception and their consumption figures were calculated on the basis of consumption by the other service stations.	302-1
Heating oil consumption	in l	853,982	1,474,855.22	1,442,478.22		
Gas consumption	in m³	2,762,604	2,246,119.00	1,838,054.00		
Steam use	in m³	0	0	0		
Emissions						
Direct (Scope 1) GHG emissions	in t CO₂e	16,011.8	18,286.38	17,728.00	The carbon footprint is measured in accordance with the Greenhouse Gas Protocol. Consumption data from the sites entered in the HSSE & Sustainability database is used to calculate these. From 2022, figures have been converted using the emissions factors of the International Energy Agency (IEA) and the German Federal Office for Economic Affairs and Export Control (BAFA). Prior to this, emissions factors from the Intergovernmental Panel on Climate Change (IPCC) and the Greenhouse Gas Protocol were used.	305-1, 305-5
Energy indirect (Scope 2) GHG emissions	in t CO₂e	5,875.4	12,776.77	13,906.40	The carbon footprint is measured in accordance with the Greenhouse Gas Protocol. Consumption data from the sites entered in the HSSE & Sustainability database is used to calculate these. From 2022, figures have been converted using the emissions factors of the International Energy Agency (IEA) and the German Federal Office for Economic Affairs and Export Control (BAFA). Prior to this, emissions factors from the Intergovernmental Panel on Climate Change (IPCC) and the Greenhouse Gas Protocol were used. In the case of emissions factors for electricity, we use the applicable energy mix in the countries that are relevant for us (location-based accounting).	305-2, 305-5
Other indirect (Scope 3) GHG emissions	in t CO₂e	43,154,437.4	166,044.27	n/a	The carbon footprint is measured in accordance with the Greenhouse Gas Protocol. The total amount includes emissions due to the category 1, 4, 11 and 14 of the Greenhouse Gas Protocol.	305-3
of which Scope 3 emissions due purchased goods an services (Cat. 1)	in t CO₂e	7,575,661.9	n/a	n/a	This includes the Well to Tank emissions based on the amount and type of sold products.	305-3
of which Scope 3 emissions due to transportation & distribution (Cat. 4)	in t CO₂e	61,834.8	166,044.27	220,724.00	The activities included comprise third-party transport with chartered road tankers, railcars, sea-going vessels and barges.	305-3, 305-5 2-4
of which Scope 3 emissions due to the use of sold products (Cat. 11)	in t CO₂e	35,508,902.0	n/a	n/a	This includes the emissions in the end use of all energy products sold based on the amount and type of sold products.	305-3
of which Scope 3 emissions due to franchises (Cat. 14)	in t CO₂e	8,038.7	n/a	n/a	This includes emissions of our retail stations that operate based on a franchise modell.	305-3
Volatile organic compounds (VOCs) in relation to tank terminal activities	in g per t throughput	10.3	9.9	n/a	Direct measurement at all twelve tank terminals in the Mabanaft Group (of which eleven are in Germany and one is in Hungary).	305-7

Innovative energy solutions

At present, the key indicators for this topic are exclusively managed and shared internally.

KPI	Unit	2022	2021	2020	Notes and comments	GRI
Preventing product releases						
Number of incidents with product releases according to API RP 754		4	7	15	The key figure is reported according to the API Recommended Practice (RP) 754, Process Safety Performance Indicator for the Refining and Petrochemical Industries. Applying this reporting standard enables us to better compare the indicator across the industry.	306-3 (GRI 2016)
Number of product releases according to API RP 754 per 1 million t throughput		0.2	0.3	n/a		
Total volume of product released according to API RP 754	in m ³	2	4	14		
Of which percentage by volume of unrecovered product	in %	6	96.6	83.2		

Occupational health and safety

Number of work-related fatal injuries		0	0	0		403-9
Number of fatal injuries, workdays lost, restricted work, or medical treatment of own staff and contractors per 1 million working hours (TRI-R)		5.7	10.4	n/a		403-9
Number of hours worked, employees and contractors	in millions h	2.7	2.6	n/a		403-9
Average workdays lost per incident, own employees		13	10.4	15.1		
Average workdays lost per incident, contractors		0	5.5	17.6		
Number of fires according to API RP 754		0	0	0	The key figure is reported according to the API Recommended Practice (RP) 754, Process Safety Performance Indicator for the Refining and Petrochemical Industries. Applying this reporting standard enables us to better compare the indicator across the industry.	
Number of non-process-related fires or explosions per 1 million t throughput		0	0	0		

Equality of opportunity and diversity

Percentage of individuals within the organization's governance bodies by gender					This key figure relates to both the Executive Committee and the Senior Leadership Team.	405-1
Male	in %	75	n/a	n/a		
Female	in %	25	n/a	n/a		
Non-binary	in %	n/a	n/a	n/a		

KPI	Unit	2022	2021	2020	Notes and comments	GRI
Employee satisfaction and participation						
Employee satisfaction					The Net Promoter Score was collected as part of the Pulse Check.	2-7
Employee Net Promoter Score (NPS)	in %	-3	n/a	n/a		
Employees (total)		1,554	1,622	n/a	The KPIs were compiled via the HR system as of 31/12/2022. Figures from units that are not included in the HR system were added manually. The units not in the HR system report their figures via the HSSE & Sustainability database.	
by gender						
Male		1,072	1,141	n/a		
Female		482	479	n/a		
Non-binary		0	2	n/a		
by site						
Austria		121	121	n/a		
Denmark		6	6	n/a		
Germany		1,132	1,162	n/a		
Hungary		21	21	n/a		
Singapore		15	14	n/a		
Switzerland		36	4	n/a		
Sweden		4	64	n/a		
United Kingdom		198	208	n/a		
United States of America		21	22	n/a		

KPI	Unit	2022	2021	2020	Notes and comments	GRI
Financial performance and sustainable earnings						
Revenues after energy taxes	in euros	13,905,113,750.40	10,306,402,686.15	8,467,385,146.47		201-1
Earnings before taxes (EBT)	in euros	220,072,114.43	50,349,208.33	53,810,554.84		
Cost of materials, mainly oil purchases	in euros	13,419,925,963.98	9,994,760,694.22	8,267,243,618.35		
Wages and salaries	in euros	130,313,579.50	97,374,118.32	78,147,986.24		
Social security contributions	in euros	15,967,634.43	15,316,873.11	11,084,935.18		
Retirement benefit expenses	in euros	551,911.86	877,131.79	982,396.64		
Interest expenses	in euros	22,422,390.52	17,034,808.11	18,588,909.38		
Investment in the community (donations and sponsoring expenses)	in euros	331,235.20	119,989.81	n/a		

Compliance

At present, the key indicators for this topic are exclusively managed and shared internally.

Additional topics

Water and wastewater

Total water withdrawal from all business units	in m ³	183.951	272.445	250.860		303-3
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GRI content index

Statement of use: Mabanaft has reported the information cited in this GRI content index for the period January 1 – December 31, 2022 with reference to the GRI Standards.

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