

Corporate Social Responsibility Report 2022

Proactively continuing on our sustainable course



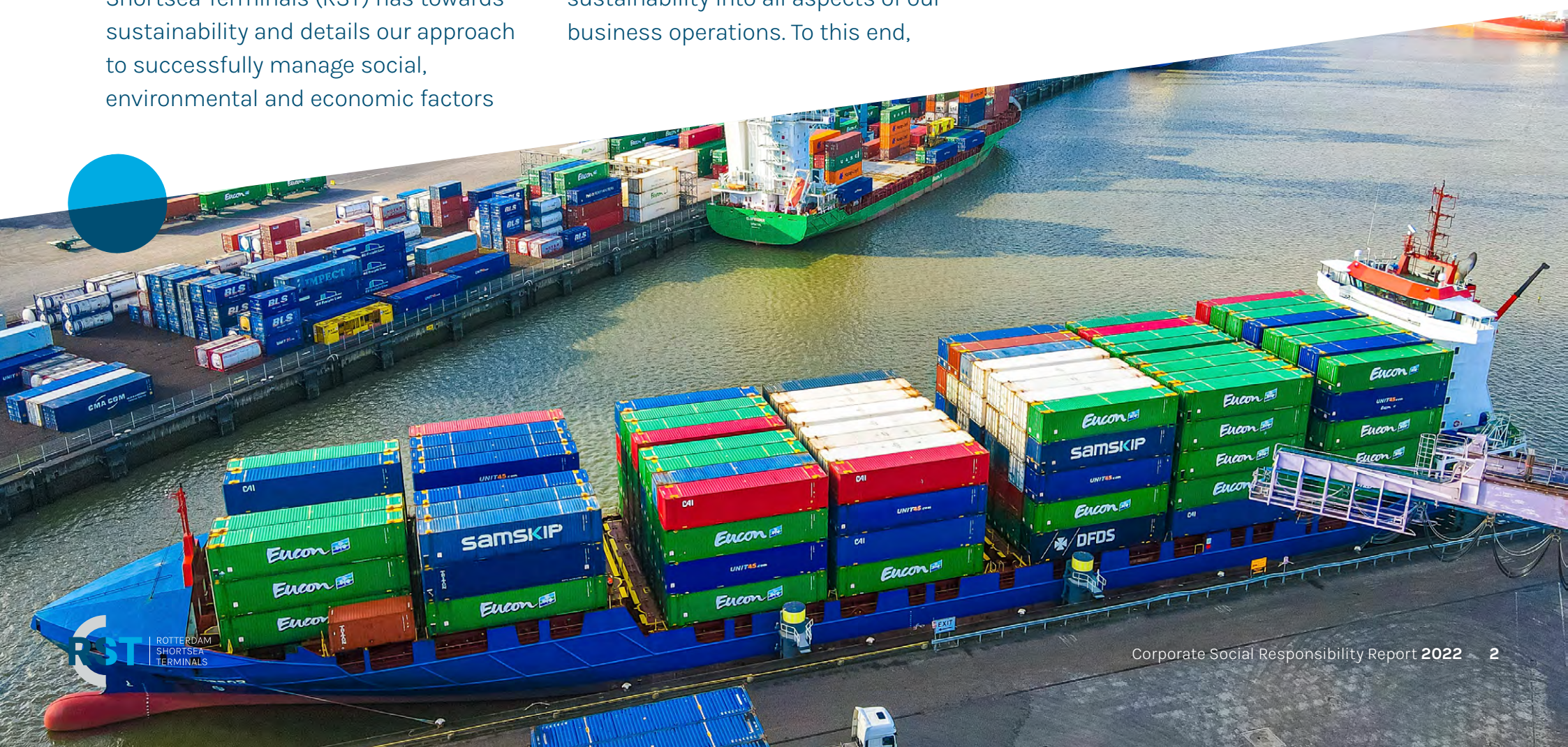
Introduction

We are proud to present to you our second annual Corporate Social Responsibility (CSR) report. This report confirms the commitment Rotterdam Shortsea Terminals (RST) has towards sustainability and details our approach to successfully manage social, environmental and economic factors

from our unique position as the biggest shortsea terminal in Europe.

Our main goal at RST is to incorporate sustainability into all aspects of our business operations. To this end,

we aim to actively engage stakeholders and we greatly value any comments and suggestions you may have regarding the sustainable management of our company.



Message from the CEO

At Rotterdam Shortsea Terminals (RST), we take our social responsibility seriously. As Europe's largest shortsea shipping hub, we attach great value to extending our scope beyond just the fast and efficient handling of containers. This is also increasingly expected of us by society. Sustainability therefore constitutes a prominent focal point in our Business Strategy 2022 - 2025. It is our ambition to develop into a truly sustainable container terminal. In 2025, we aim to be best-in-class in this respect.

In this Corporate Social Responsibility Report 2022, we present the current state of affairs regarding our objectives for 2025. Over the past year, we have made substantial progress in various areas. For example, we already managed to reduce our CO₂ emissions by 28.7% in 2022.

And this while many projects - such as the use of shore power and the electrification of equipment - are still in their initial stages.

This is only one aspect though. Within our chosen approach to sustainability, we emphatically focus on more than just the reduction of CO₂. People, Planet and Prosperity have our equal attention. We are committed to integrating sustainability into all our decisions and operational processes. Our highly motivated staff are integral to the success of this. Furthermore, we greatly value working together with our customers and chain partners. Ultimately, we all see ourselves confronted with the same kinds of challenges. Only through collaboration will we be able to make logistics chains more sustainable.

At RST, we fully acknowledge the significance of sustainability on our path towards a successful future. We will continue to heavily invest in this and we very much welcome your input as to how we could improve this even further.



Arno Storm
Chief Executive Officer

About Rotterdam Shortsea Terminals

Rotterdam Shortsea Terminals (RST) is Europe's largest dedicated shortsea shipping hub. Our outstanding geographical location, the wide variety of shipping destinations we serve and our tri-modal hinterland connections ensure containers always reach their destination in the fastest, most efficient manner. 350 highly-trained, experienced

employees are committed 24/7 to delivering optimal solutions for today's demanding logistical challenges. At RST, we offer you container handling, storage and a comprehensive range of value-added services such as empty depot, cross-docking and more, always with a strong focus on sustainability.

Our mission:

'We are a top-class container terminal that offers an optimal shortsea product from our unique central location in Europe.'



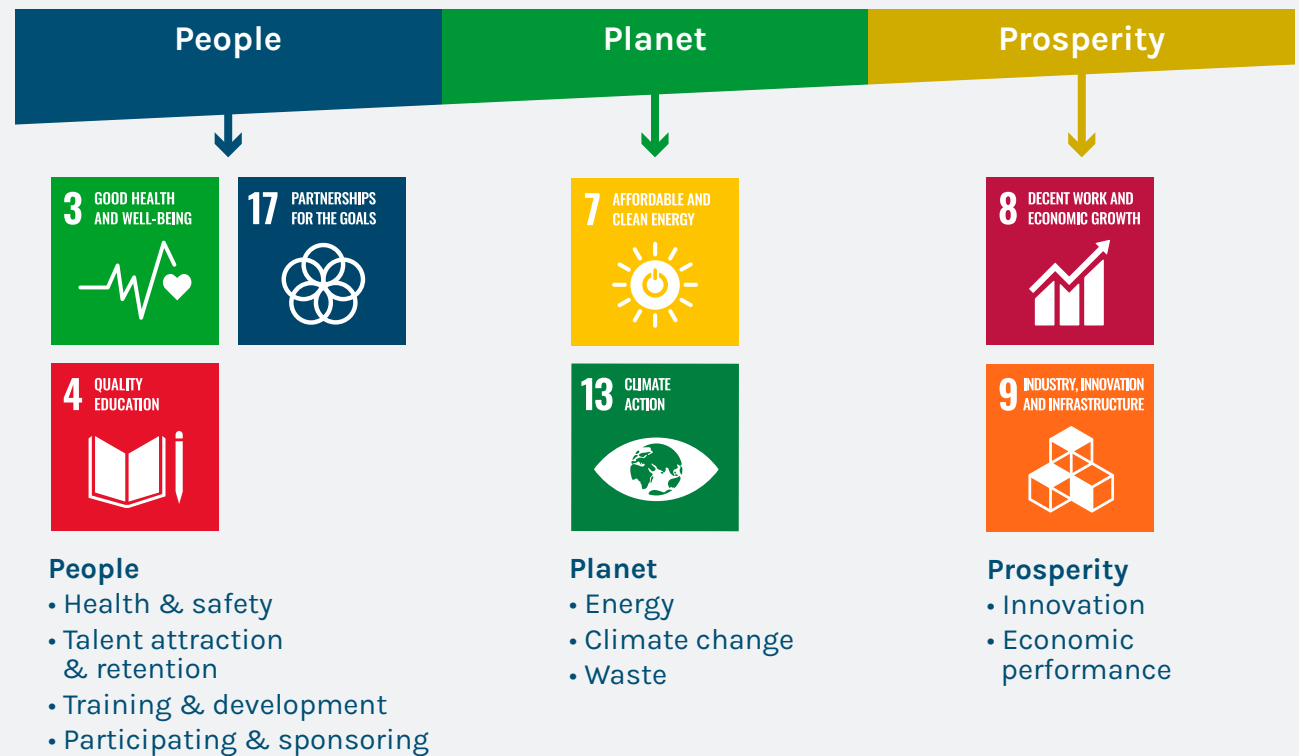
Our approach

At RST, we have decided to report on our corporate social responsibility according to the well-known, highly respected guidelines of ISO-26000 and of the Global Reporting Initiative, an organisation that draws up international guidelines and tools for sustainability reporting. Using these principles as our starting point, we equally focus on three areas in our corporate social responsibility policy: People, Planet and Prosperity.

Sustainable Development Goals of the United Nations

Within our three focus areas People, Planet and Prosperity, we have selected the Sustainable Development Goals (SDGs) of the United Nations that are relevant to RST. Formulated by the United Nations in 2015, the SDGs set a new global agenda for sustainable development

for 2030. There are 17 main objectives and 169 underlying objectives to operationalise these objectives. RST has selected the objectives below.



2020 basis for roll-out CSR strategy

When we drew up our first proactive Corporate Social Responsibility policy at RST in 2021, we started out by performing an extensive baseline measurement. This related to 2020 and serves as our basis for the roll-out of the CSR strategy that embodies RST's sustainability commitment. Next, clear and measurable goals were established for our focus areas People, Planet and Prosperity for the period 2022 - 2025. The successful realisation of these focus areas should help us to become best-in-class regarding sustainability by 2025. The board & management team of RST have reviewed and verified these topics and targets. As we work towards 2025, we present RST's CSR accomplishments in 2022 on the following pages.



Our CSR performance 2022

People

Targets 2022 - 2025

Health & safety

Start with a preventive medical examination as the basis for a vitality policy. Stimulate exercise, healthy nutrition, attention to mental health, balance between work and private life.

Reduce sick leave rate (6.3% in base year 2020, excl. COVID-19).

ISO-45001 certified in 2025.

Start Safety Awareness programme in 2022 for all employees and introduction of 'the safety ambassador'.

New 'healthy working' scheme in 2022.

Talent attraction & retention

Sponsor internships annually for students to address (future) staff shortages in the shortsea sector. Collaborate with at least one MBO/HBO (secondary/higher vocational education) school and/or university in 2022.

Increase employee satisfaction to 7.5 in 2025. (Base year 2021 6.5)

Training & development

Policy for development of staff with a training coordinator, including a development budget.

Training, rewarding and retaining people who are an asset to our company - employees who show personal leadership and take responsibility. We aim to have trained 80% of our employees in Lean in 2025.

Participating & sponsoring

Participate in CSR-related pilots in the Rotterdam region from a social perspective.

Select charities to sponsor and to contribute to our local environment.



Accomplishments 2022



Health & safety

Health-oriented work scheme

In 2022, we started preparations for the implementation of a more health-oriented work scheme instead of the current continuous shift scheme. For employees working continuous shifts, this is demonstrably healthier. The aim is to implement the health-oriented work scheme after the summer of 2023.

Training on safety and integrity

In the context of safety and integrity, we organised training sessions in collaboration with 'Rotterdamse Haven, Veilige Haven' (Port of Rotterdam, Safe Port) to make employees more aware of subversive (drug-related) crime to thus help them bolster their resilience.

Alcohol, drugs and medicines

Through training and education, we endeavoured to raise awareness among all our employees about the use of alcohol, drugs and medicines in relation to the workplace. At RST, we have had our own policy in place for this since 2019; this clearly states what is and what is not permitted and includes preventive interventions and sanctions in case of violation. We emphasise everyone's individual responsibility in that respect.



Accomplishments 2022



Talent attraction & retention

Guided tours for young people

Throughout the year, we regularly opened up our terminal to show young people around. This was done under the supervision of guides from the Educational Information Center Rotterdam (EIC Rotterdam). By doing so, we are contributing to positioning the port as an attractive future working environment.

Accredited training company

Providing technical hands-on training

RST is a work placement company that is accredited by the SBB (Foundation for Cooperation on Vocational Education, Training and the Labour Market or Samenwerkingsorganisatie Beroepsonderwijs Bedrijfsleven in Dutch). We offer students who are enrolled in the so-called BBL learning track in vocational education on-the-job training so that they can develop into good professionals. By doing so, we contribute to the local economy. In 2022, we employed 22 BBL students.



Accomplishments 2022



Training & development

Safety

In view of the tremendous importance of safety, training courses were offered in 2022 for in-house emergency response, full VCA safety certification (Safety, Health and Environment Checklist for Contractors) and for handling hazardous substances. In 2023, we will offer all managers training courses in the fields of Operational Safety Expert and Safety Leadership.

Lean academy

2022 saw the introduction of the Lean business approach within RST. In this approach, the main focus is on the creation of value for the customer whilst simultaneously eliminating any waste.



Last year, 13% of our employees started training for the Lean academy; 7% of them completed the programme. In 2023, we want to enrol an additional 20% of our employees in the Lean academy.



Accomplishments 2022

Participations & sponsorships

Family Home Daniel den Hoed

In 2022, we asked our employees for their input as to which charity we should support; the charity in question had to contribute to an initiative in Rotterdam and have ties with the city and its inhabitants. As a result, RST ended up adopting a guest room for a 5-year-period at the so-called Family Home of the Daniel den Hoed clinic. This Family Home provides a temporary 'second home' to

relatives of cancer patients, thus enabling them to be near their loved ones.

We adopted room 9.7, in reference to the establishment of RST in 1997.



Sports Equipment Bank Rotterdam

From 2023, we will launch various initiatives aimed at collecting 2nd hand sports equipment for the so-called Sports Equipment Bank (Sport-spullenbank) in Rotterdam. The collected sports equipment is provided free-of-charge to children who wish to join a sports club but lack the financial means to purchase their own clothing.



Our CSR performance 2022

Planet

Targets 2022 - 2025

Energy

>75% green energy in 2025.

Replace 5 operational transport cars by electric vehicles in 2022. >75% of transport and lease cars must be electric in 2025. Expand charging stations at RST buildings by >5 in 2022.

Solar panels on the roof of the main and technical building.

Participate in hydrogen initiatives for new equipment.

Climate change

Reduce scope 1 and 2 carbon emissions by 70% in 2025 with a CO₂ footprint per container < 10 kilos. (Base year 2020: CO₂ footprint 21 kilos per container.)

Improve insight into emission flows, energy label C in 2023.

ISO-14001 certified in 2025.

Waste

Reduction of the use of plastic and plastic waste collected separately. Zero measurements executed in 2022.

Reduction of the use of paper in the company. Zero measurements executed in 2022. >25% less paper printed in 2023.

8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Accomplishments 2022

This table has been used to apply for our Lean & Green recognition.

Energy

Unit: container

Year	Baseline				
	2019	2020	2021	2022	
Fuel	Emission factors				
Total litres diesel equipment	2,215,295	1,908,080	1,918,287	1,471,601	3.262
Total kWh equipment grey	19,710,735	19,143,040	21,916,611	13,178,808	0.523
Total kWh equipment green	0	0	0	5,600,000	0
Volume	In/out scope				
Volume total	739,821	761,561	778,617	693,350	In scope
Scope					
Total volume	739,821	761,561	778,617	693,350	
Volume in scope	739,821	761,561	778,617	693,350	
SCOPE	100%	100%	100%	100%	
CO ₂ emissions total					
kgCO ₂ diesel rolling equipment/power units	7,226,292	6,224,157	6,257,452	4,800,362	
kgCO ₂ kWh equipment	10,308,714	10,011,810	11,462,388	6,892,517	
Total kgCO ₂	17,535,007	16,235,967	17,719,840	11,692,879	
Calculation CO ₂ reduction					
CO ₂ .unit diesel	9.77	8.17	8.04	6.92	
CO ₂ .unit electricity	13.93	13.15	14.72	9.94	
CO ₂ .unit	23.70	21.32	22.76	16.86	
Reduction	Baseline	10%	4%	28.7%	

Accomplishments 2022

Green energy

Compared to 2021, the energy consumption per container remained the same in 2022. However, CO₂ emissions were reduced though through the purchase of green certificates for 5,600 MW of green electricity, guaranteed to be generated by Dutch wind.

Climate change

CO₂ reduction

At RST, we took a significant step in reducing our CO₂ footprint. CO₂ emissions were reduced by 28.7% This decrease was particularly attributable to our reduction of fossil fuel consumption and our efforts to make more use of green electricity.

All together, our CO₂ emissions decreased from 23.70 kg per container in 2019 to 16.86 kg per container in 2022.

This is mainly attributable to our switch to green electricity with a guarantee of origin from the Netherlands.

Lean & Green

As part of our ambitions for increased sustainability, we joined the Lean & Green programme in 2022. Lean & Green focuses on CO₂ reduction in transport and logistics. This is done through the allocation of stars. To earn the first star, we must achieve a reduction in CO₂ of at least 20% within a 5-year period. Due to all the measures taken by us in 2022, we were already easily able to reach this target. The first star will officially be awarded in Q1 2023. The aim is to achieve the second star by 2025 at the latest.



Our CSR performance 2022

Prosperity

Targets 2022 - 2025

Innovation

Actively support one initiative to develop technology and infrastructure for zero emissions in the logistic chain, e.g. shore power and hydrogen.

Economic performance

Introduction of a diversity policy before 2025 to offer opportunities to people with limited prospects for employment.



Accomplishments 2022

Innovation

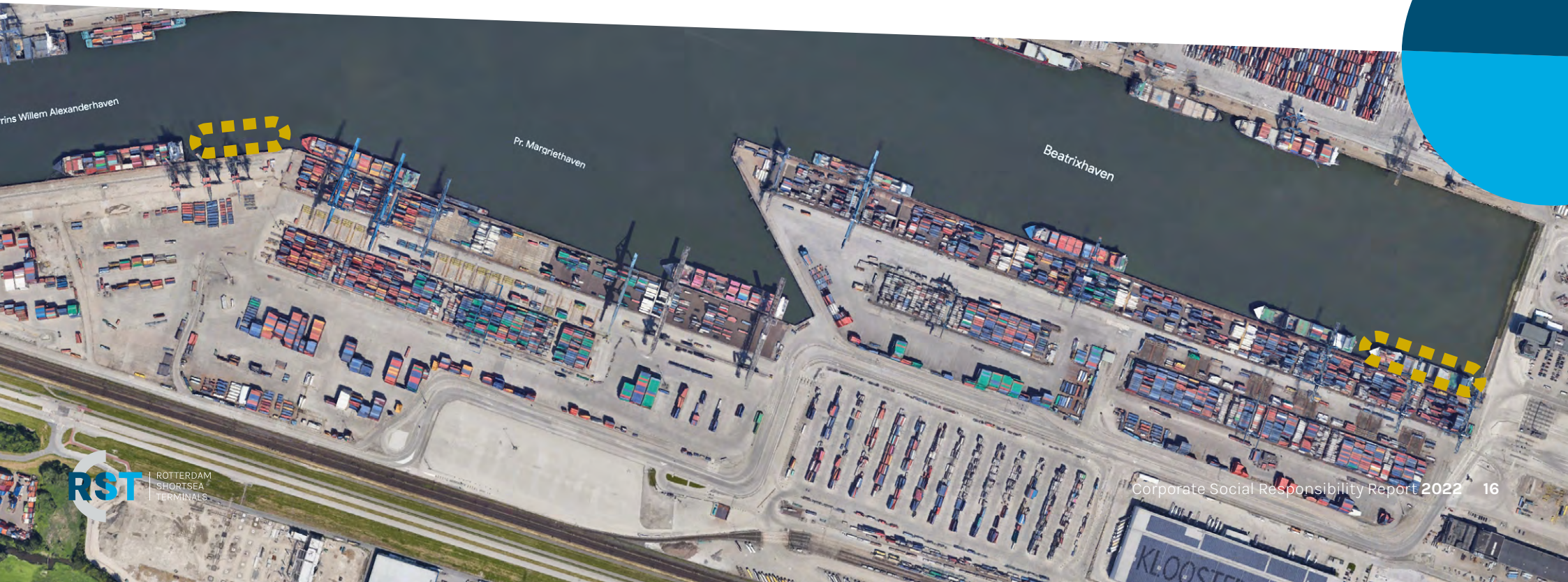
Shore power

An internal project group was established in 2022 for the future introduction of shore power. Following exploratory consultations together with the Port

of Rotterdam Authority, a questionnaire was drawn up for our largest two customers to gain insight into their ship specifications regarding the use of shore power. A pilot for the use of low-voltage shore power involving

a Samskip vessel is planned for early 2023. Decisions on the further roll-out of shore power at RST will be made in the course of 2023.

■ ■ ■ *Locations for shore power pilot*



Accomplishments 2022

Hydrogen

At RST, we launched two initiatives for the future application of (green) hydrogen. For rolling equipment, we want to launch a pilot in 2023 together with manufacturer of container handling equipment Hyster and hydrogen supplier Everfuel involving a reach stacker and a terminal tractor that run on hydrogen instead of diesel.

Furthermore, we are participating in the Condor project for emission-free shipping traffic on the rivers, starting on the Rhine. Hydrogen and electricity are central to this. Specially developed containers are put on board to power the participating inland vessels with these alternative energy sources. RST will play a role in the loading and unloading of this. Furthermore, we may refill the containers in due course.






Accomplishments 2022

Biofuel

At RST, we currently use diesel from Traxx to power our equipment. This high-quality diesel reduces fuel consumption and lowers the emission of CO₂ (4%), NO_x and particulate matter.

To achieve further greening, we initiated a process in 2022 to switch to Hydrotreated Vegetable Oil (HVO), a sustainable biodiesel based on processed vegetable and waste residues, such as animal fats. RST has decided to switch to 100% HVO for as much equipment as possible. Only the older equipment (such as the straddle carriers) is not suitable for this. In 2023, the switch to 100% HVO will result in a CO₂ reduction.



Join us in achieving
our sustainability goals

rstshortsea.nl

As RST, we highly encourage all feedback on our sustainability goals and cordially invite stakeholders to help us further improve our sustainability performance and reporting. Please contact j.hooft@rstbv.nl with any questions or comments you may have regarding this report and our sustainability efforts.