SAGESS

Gestion des stocks
de sécurité pétroliers

2024

NON-FINANCIAL PERFORMANCE STATEMENT

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NON-FINANCIAL
PERFORMANCE STATEMENT

1 > THE SAGESS CORPORATE SOCIAL RESPONSIBILITY CHARTER

PRINCIPLES

- Sustainable development is our future: *"Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs"* (Brundtland Report, 1987).

- At SAGESS, our mission is to stockpile and manage the majority of France's strategic oil reserves. We carry out this mission in the interest of the public good. Our work is integral to France's energy policy and to meeting the current challenges related to the energy transition and energy access.

- We aim to provide what our commissioning organisation (the Comité professionnel des stocks stratégiques pétroliers, CPSSP), shareholders, and suppliers need, which is why we've opted to incorporate the economic, environmental, and social principles of corporate social responsibility into our strategic and operational goals. We apply these principles internally and to external projects, as needed.

OUR PROMISES

1) To think strategically about corporate social responsibility to identify challenges, share them with our stakeholders (the French government, petroleum operators, and our shareholders), and define shared goals

2) To reflect this thinking in our vision, our projects, and our management by involving our employees, stakeholders, and other parties concerned

3) To respect human rights by promoting ethical behaviour, equity, and social responsibility at SAGESS

4) To draft this Non-Financial Performance Statement, a strategic corporate social responsibility document that summarises our promises, and to distribute it widely, both internally and externally, using our public-facing website, www.sagess.fr, as the main vehicle for doing so

5) To create and oversee an action plan that tracks our progress and achievements as part of our Non-Financial Performance Statement

The SAGESS Management Team

2 > ABOUT SAGESS

SAGESS is a French public limited company (*société anonyme*) established by petroleum operators in 1988. Our mission is to stockpile and store France's strategic petroleum reserves.

At year-end 2024, we held 13.2 million tonnes of petroleum and petroleum products covering 78% of France's mandated national minimum reserve.

Over the years, we have become a key player in France's oil and gas supply chain. We respond swiftly to release oil and gas inventory to operators when so ordered by the government during crises.

See our website for detailed data: https://www.sagess.fr/en/finance/information/financial-reports.

3 > CSR AT SAGESS

CSR: CENTRAL TO WHAT WE DO

We voluntarily publish this Non-Financial Performance Statement to provide transparency into how we approach CSR. We have prepared it in accordance with existing French and European regulations on non-financial reporting.

Our commitment to CSR is based on our Corporate Social Responsibility Charter, which our management team signed in 2012. This charter is firmly rooted in our values as a company, and we share it with all of our stakeholders. At SAGESS, we naturally spearheaded our CSR initiative by following in the footsteps of our main shareholders (Total Marketing France, Siplec, Esso SAF, SCA Pétrole et Dérivés, Carfuel, BP, etc.) and in a way that aligns with the goals of our socially focused activities.

After the United Nations General Assembly adopted its 17 Sustainable Development Goals (SDGs), we identified ways to help achieve five of them. Twelve of our CSR KPIs are now related to these five SDGs.

HOW WE APPROACH CSR

At SAGESS, we structure our CSR initiative around a Corporate Social Responsibility Committee, which reviews our current action plan, what we've achieved, and how we've performed against our KPIs at least annually. The Board of Directors is fully involved in the committee's work and supports and approves its policies.

The initiative is based on four key elements that we regularly discuss with our stakeholders:

– The first element is our **Corporate Social Responsibility Charter**, which we signed when we launched our initiative in 2012. This charter lists the founding principles we've built this initiative on year after year. We regularly share it with our stakeholders, who were involved in the materiality test we conducted while setting up this initiative.
– The second element is our **Code of Business Conduct**, which has been a longstanding part of our process to promote ethics and control. Our Code of Business Conduct is widely distributed among our employees and partners, which include banks, storage providers, and petroleum product suppliers. We cite it in all requests for proposals to help make sure our stakeholders also adhere to our values.
– The third is a four-year programme to **assess the risk of property and environmental damage** we've implemented at all the storage facilities where we store petroleum products, which has helped us map the risk of such damage.
– The fourth is a **responsible purchasing initiative** we've set up with all our partners (banks, insurance companies, storage providers, and petroleum product suppliers) that we use to give each of them a responsible purchasing rating. A minimum rating is required to become an approved SAGESS vendor.

2024 HIGHLIGHTS

- Things were quieter at SAGESS in 2024 than in 2023. We only received about 30 orders this year, compared to 800 last year.
- François Boussagol joined SAGESS as chairman and chief executive officer on 18 September 2024 after 37 years in distribution at TotalEnergies.
- We also started preparing a Sustainability Report corresponding to the entry into force of the EU's Corporate Sustainability Reporting Directive. We will continue preparing for the Directive this year, with an initial publication slated for 2026.

4 > SAGESS AND CSR

RISKS

At SAGESS, we are keenly aware of the impact our business has on the environment, which is why we decided early on to launch a CSR initiative. We laid the foundation for this initiative by drafting a Corporate Social Responsibility Charter with the support of the Board of Directors and the Audit Committee. We improved it by conducting **materiality tests of our corporate, environmental, and social challenges** with our various stakeholders. We conducted the tests through questionnaires and one-on-one interviews, so we could incorporate our stakeholders' CSR expectations into our initiative. These tests allowed us to identify the major risks related to our business and change how we manage the initiative internally by establishing performance indicators that meet both our stakeholders' expectations and regulatory requirements.

We conferred with five main stakeholders as part of these materiality tests. Incorporating their expectations has been a key factor in creating a lasting CSR initiative. We have in turn opened up regular dialogue with them so we can continue to better understand the challenges facing our business.

Below is a summary of our commitments:

Investors	CPSSP and the Government	Shareholders	Employees	Suppliers/ Community
Analyse risks fully and transparently	Offer safe and reliable solutions	Show consideration and respect	Create a safe, productive, and mutually respectful work environment	Build buy-in for our CSR initiative, especially on the topics of health, safety, and the environment
Ensure published financial information is accurate	Establish a dialogue of trust	Listen to them and keep them informed	Invest in employee health and wellbeing by providing a healthy and convenient work environment	Contribute to community development
Treat economic, environmental, and social performance as one and the same			Ensure employees have a good quality of life at work and can maintain their skills, even when working from home	Promote continuous dialogue

We have identified six strategic CSR risks:

Risks Identified Through Materiality Testing			
No.	**CSR Risk**	**Importance to Stakeholders**	**Impact on Business**
1	Managing SAGESS's strategic reserves in a secure manner	High	High
2	Securing funds for SAGESS	High	High
3	Practising sound governance	High	High
4	Promoting the importance of HSE with our partners	High	Medium
5	Helping manage supply crises	Medium	Medium
6	Addressing employees' expectations and developing their skills	Medium	Medium

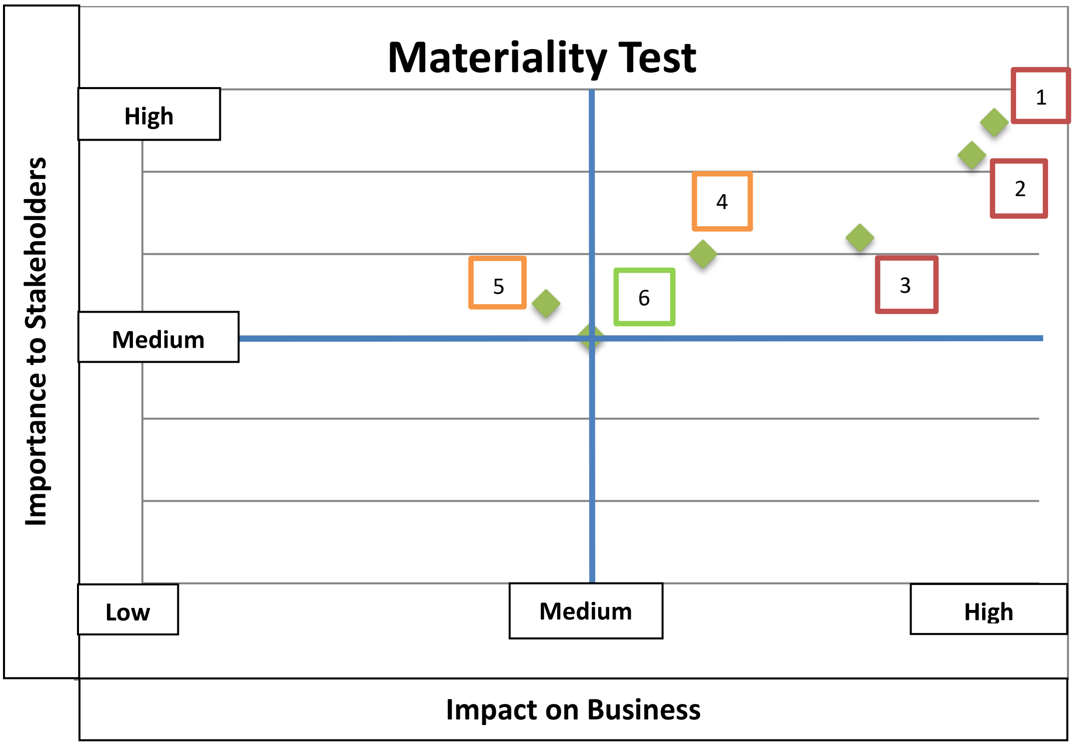
To grasp the scope of our CSR risks, it's important to understand what we do:

- Our own work is limited to our registered office just outside Paris, which we lease (no separate utility bills).
- We don't engage in manufacturing or industrial activities: storage facilities are managed by storage companies, and we monitor their CSR performance (certifications, charters, etc.).

Consequently, due to the small number of employees at SAGESS, some of the risks traditionally monitored as part of corporate ESG performance are irrelevant, such as:

- Waste prevention and management
- Sustainable use of resources
- Circular economy
- Measures to reduce food waste
- Effects of climate change
- Noise pollution
- Greenhouse gas emissions caused by our business, especially from using the goods and services we provide
- Measures to promote consumer health and safety
- Water supply and use according to local conditions
- Use of raw materials and measures taken to optimise their use
- Energy consumption and measures taken to improve energy performance and the use of renewable energy
- Land use

The scope of this CSR report includes SAGESS and, for several of the areas assessed, our stakeholders (storage providers, banks, partners).



CSR risks identified through materiality testing:

1- Managing strategic reserves in a secure manner
2- Securing funds for SAGESS
3- Practising sound governance
4- Promoting the importance of HSE with our partners
5- Helping manage supply crises
6- Addressing employees' expectations and developing their skills

PRACTISING SOUND GOVERNANCE

SAGESS's Board of Directors decided to establish a **Corporate Social Responsibility Committee** to monitor both the threats and opportunities related to our CSR strategy as well as track and update our action plans. The committee originally comprised seven members representing SAGESS's expert stakeholders. The Board of Directors then decided to expand the committee to include a SAGESS staff representative and a CPSSP representative.

The Corporate Social Responsibility Committee oversees the management of the CSR initiative and ensures that actions taken are consistent. It met once in 2024 to review this report.

As at 31 December 2024, the committee members representing SAGESS's primary stakeholders were as follows:

- François Boussagol (Chair of the SAGESS Corporate Social Responsibility Committee)
- Son Lengoc (Secretary of the SAGESS Corporate Social Responsibility Committee)
- *Vacant position* (CIM)
- Solenn Riou (Shell France)
- Nathalie Dubois (Bolloré Energy)
- Agnès Bernard (TotalEnergies Marketing France)
- Dominique Lebtahi (Geostock)
- Frédéric Cheul (SAGESS staff representative)
- Aude Tourres (CPSSP)

OUR INTEGRATED CSR POLICY

Our CSR initiative revolves around a **series of commitments outlined in an annual plan** recommended by the Corporate Social Responsibility Committee and approved by the Board of Directors. This process helps structure our employees' day-to-day work. The key components of the initiative are:

- Our Code of Business Conduct
- Our Corporate Social Responsibility Charter
- Our CSR promises to our stakeholders

For each area of our CSR initiative, we **measure performance** according to defined objectives, which in turn are measured using one or more key performance indicators (KPIs).

We follow **specific reporting guidelines** to help standardise our KPI reporting. These guidelines outline the reporting methodologies for everyone involved in CSR reporting at SAGESS (KPI owners and approvers, statutory auditors).

The **Corporate Social Responsibility Committee reviews these KPIs annually** and makes sure they cover all SAGESS operations. The committee also monitors our annual action plans and ensures they are effective. These reviews are in turn used to regularly update our reporting guidelines.

The table on the following page outlines our key challenges and both the objectives and KPIs associated with each one.

No.	RISKS	OBJECTIVES	PERFORMANCE INDICATOR AREAS	KPI REFERENCES
1	**Managing reserves in a secure manner**	Have a process to monitor the difference between the reserve level accepted by SAGESS and the level achieved	Monitoring of SAGESS reserves	**1-A**
		Audit how well third parties are managing inventory (quantity and quality)	Monitoring of audits conducted at storage facilities and any areas of non-compliance	**1-B, 1-C & 1-D**
		Monitor the government-approved reserve location map	Monitoring of exchanged reserve volumes (at storage providers' request)	**1-E**
2	**Securing funds**	Use financing consistent with the financial policy approved by the Board of Directors	Monitoring of financing structure and average debt maturity	**2-A & 2-B**
		Manage liquidity risk through the NEU CP programme	Use of NEU CP programme and securing of said programme through a syndicated loan	**2-C, 2-D & 2-E**
		Secure SAGESS funds through access to bond markets	SAGESS's short- and long-term Standard & Poor's ratings	**2-F**
3	**Practising sound governance**	Prevent conflicts of interest within SAGESS's management team in general and with storage agreements in particular	Indicators demonstrating governance best practices	**3-A, 3-B, 3-C & 3-D**
		Ensure proper governance through active specialised committees	Number of committee and Board of Directors meetings	**3-E**
4	**Promoting the importance of HSE with our partners**	Share the principles of the Code of Business Conduct and Corporate Social Responsibility Charter with storage providers	Seek certification (safety and environmental) and comply with the principles of the Corporate Social Responsibility Charter and Code of Business Conduct	**4-A, 4-B & 4-C**
		Map risks at the facilities where SAGESS stores petroleum products	Progress of the multi-year risk assessment programme	**4-D**
		Implement a responsible purchasing policy for SAGESS's partners (storage providers, petroleum product suppliers, and banks)	Monitoring of ratings by category	**4-E, 4-F & 4-G**
5	**Helping manage supply crises**	Manage supply crises in accordance with SAGESS's mission	KPIs related to how efficiently SAGESS handles orders received	**5-A & 5-B**
6	**Addressing employees' expectations and developing their skills**	Create a workplace where all employees can advance through training	Tracking of headcount and employee training	**6-A, 6-B, 6-C & 6-D**
		Improve employee satisfaction and guarantee a safe workplace	Tracking of absenteeism, the number of accidents, and number of alerts received	**6-E, 6-G & 6-H**
		Have regular, structured conversations with employees about their performance	Percentage of annual performance reviews (managers and non-managers)	**6-F**
		Assure employees that we listen if there is a problem	Number of times the whistleblowing procedure has been activated	**6-I**

MANAGING STRATEGIC RESERVES IN A SECURE MANNER

Thanks to our comprehensive physical inventory and quality control programme, **we are continuously working to ensure our reserves are available to the government if a supply crisis occurs.** SAGESS can:

- Make our reserves available quickly in the event of a crisis
- Ensure products that pass quality controls and meet current specifications are available nationwide
- Fulfil our role in managing supply crises

This programme is **based on physical inventory and quality control audits** conducted at all facilities with ongoing storage agreements. The purpose of these audits is to:

- Compare physical inventories to the volumes on SAGESS's books on the day of the visit
- Verify through sampling that the reserves are unchanged
- Ensure declarations have been made to local customs authorities
- Audit quality control and/or take samples for analysis by an independent laboratory
- Enquire about the measures in place, changes in volume, and related facilities
- Keep SAGESS informed about employee morale

Regarding the specific case of storage in Manosque, where physical inventories cannot be taken due to geological constraints, Géosel checks reserves on a monthly basis based on accounting entries.

If any non-compliance issues are found during the physical inventory or quality control audits, we ask the facility to correct them before conducting a follow-up audit to verify compliance.

	CSR Risk and KPIs	2023	2024	Target
Risk 1: Managing reserves in a secure manner				
1-A	Have a process to monitor the difference between the reserve level accepted by SAGESS and the level achieved	Yes	Yes	Yes
1-B	Percentage of storage facilities audited at least once during the year	100%	100%*	>90%
1-C	Number of contractual violations observed during the storage facility audits conducted over the past 12 months	3	6	< 10
1-D	Percentage of on-site compliance issues resolved after three calendar months	N/A	83%**	100%
1-E	Percentage of SAGESS reserves exchanged (at storage providers' request)	2.57%	1.58%	Undefined***

* We signed a service agreement with a new storage facility in 2024, but no reserves were stored there. The facility has therefore not been audited yet and was not included in the KPI calculations.

** The only non-compliance issue not resolved within three months was resolved in five months.

*** The inventory exchange rate is the result of exchanges made by storage providers to ensure sound HSE practices through storage facility optimisation and improvement. SAGESS therefore does not control this indicator.

SECURING FUNDS FOR SAGESS

At SAGESS, we are committed to managing our money diligently to **ensure we have optimal and secure financing for our reserves.** We prefer to rely on bonds so that a higher proportion of our financing is long term. All our short-term financing (through NEU CP) is part of a scaled programme that would allow us to handle a major crisis. The use of the NEU CP programme is mainly covered by undrawn lines of credit.

	CSR Risk and KPIs	2023	2024	Target
	Risk 2: Securing funds			
2-A	External financing structure (as at 31/12): - Bonds (%) - NEU CP (%) - CPSSP advances (%)	99% 0% 1%	89% 10% 1%	80–90% 10–20% -
2-B	Average maturity of bond debt	4.76	4.52	6.0 years
2-C	Amount of credit lines and coverage rate of the NEU CP programme (as at 31/12)	€1bn 71%	€1bn 71%	€1bn < 100%
2-D	Amount and percentage of NEU CP programme used (as at 31/12)	0 0%	€406mn 29%	< €1.4bn < 100%
2-E	Coverage of the NEU CP programme through an undrawn syndicated loan (as at 31/12)	No NEU CP draws as at 31/12/23	246%	> 100%
2-F	SAGESS's short- and long-term S&P rating	AA (long term) and A-1+ (negative)	AA- (long term) and A-1+	Undefined

GOVERNANCE AND ETHICS

Continuously Improving Governance: A Cornerstone of Responsible Management

The **trust and satisfaction of SAGESS's stakeholders** rest in large part on our governance, which plays a major role in generating value. We have always encouraged collaboration as a way to find common ground between the different visions of what we do. Our corporate governance framework includes a **Board of Directors and three standing committees** that handle finance (Finance Committee), control and risk management (Audit Committee), and CSR (Corporate Social Responsibility Committee). The Operations Management Committee may be convened as needed to make decisions about operations and logistics.

The standing committees are fully integrated into SAGESS's operations and handle matters before they reach the Board of Directors, thereby helping to ensure that all published information is reliable and transparent.

Our Board of Directors has 13 members (legal entities) that are major oil and gas distributors. Each appoints delegated representatives who serve five-year terms. To prevent potential dysfunction related to conflicting interests, standing committee members are selected based solely on their respective skills. Three government representatives (from the Ministries of Finance, Economics, and Ecological Transition) also attend Board of Directors meetings.

Since 2014, the Board of Directors has had internal regulations describing its procedures and those of the aforementioned committees, as well as a Directors Charter. Since 2015, it has conducted self-assessments to identify areas of improvement.

	CSR Risk and KPIs	2023	2024	Target
Risk 3: Practising sound governance				
3-A	Percentage of shareholders represented on the Board of Directors	82%	83%	Undefined
3-B	Attendance rate at Board meetings	92%	87%	> 90%
3-C	Percentage of Board members reappointed during the year	15%	15%	Undefined*
3-D	Percentage of women Board members	15%	15%	30%
3-E	Number of Board of Directors committee meetings - Audit Committee - Corporate Social Responsibility Committee - Finance Committee - (Operations Management Committee)	8 3 1 3 1	6 2 1 3 0	Undefined

* Companies themselves decide whether to renew their representatives' terms on the Board of Directors, which is why there is no target for this indicator.

Anti-Corruption Initiatives

Anti-corruption is an important part of SAGESS's Code of Business Conduct, which has been in place since 2005 and is distributed to both internal and external stakeholders. The Code lays out **anti-corruption policies**, notably by creating a register for gifts given or received and setting price ceilings for such gifts. These policies were updated in 2024. We formally notified all employees that the Code of Business Conduct had been updated. It may be viewed on the SAGESS website.

This has in turn helped us add important safeguards to our procurement process. SAGESS's internal powers provide for various threshold-dependent approvals. All parties taking part in the procurement process receive a copy of these internal powers. SAGESS therefore makes all purchases through highly regulated requests for proposals. Independent observers assist with conducting RFPs and all partners are guaranteed to receive the same information. Consequently, the risk of procurement-related corruption is considered very low.

Whistleblowing Procedure

We have defined a **whistleblowing procedure** in our Code of Business Conduct. The Audit Committee, Board of Directors, and all SAGESS employees are aware of this procedure. Employees (and third parties) can send the company alerts using a confidential email address or by contacting the Vice Chairman of the Board of Directors (an independent member of the SAGESS Executive Committee). The Audit Committee reports on the use of the procedure on a quarterly basis, and we have added a relevant performance indicator to our CSR report (indicator 6-I).

We received no whistleblower alerts in 2024.

Preventing Conflicts of Interest

As defined by law, SAGESS shareholders are approved storage facility operators that release petroleum products for consumption. As with all other companies, the SAGESS management team and Board of Directors are extensions of our shareholders. All shareholders are potential product suppliers, while some also provide storage agreements.

We have progressively rolled out strict governance framework over the years to ensure fairness, transparency, and traceability. This framework includes an Audit Committee, Storage Committee, requests for proposals, the recusal of certain employees, and decision by consensus.

Representatives from the French Directorate-General of Climate and Energy (Direction générale de l'energie et du climat, DGEC), the Directorate-General of Customs and Indirect Taxes (Direction générale des douanes et droits indirects, DGDDI), and the Directorate-General of Competition Policy, Consumer Affairs, and Fraud Control (Direction Générale de la Concurrence, de la Consommation et de la Répression des Fraudes, DGCCRF) also attend Board meetings.

Major storage agreements, which are specific, private law contracts governed by the French Commercial Code, are considered related-party agreements that require Board of Directors approval.

Per the Board of Directors' internal regulations, and as part of the procedures to close out the previous financial year, at the beginning of every year, all Board members sign a sworn statement aimed at preventing conflicts of interest.

All SAGESS employees also commit to abide by our corporate Code of Business Conduct.

CSR AS A DRIVER OF STRONG STAKEHOLDER RELATIONSHIPS

Creation of CSR Certification for SAGESS's Partners

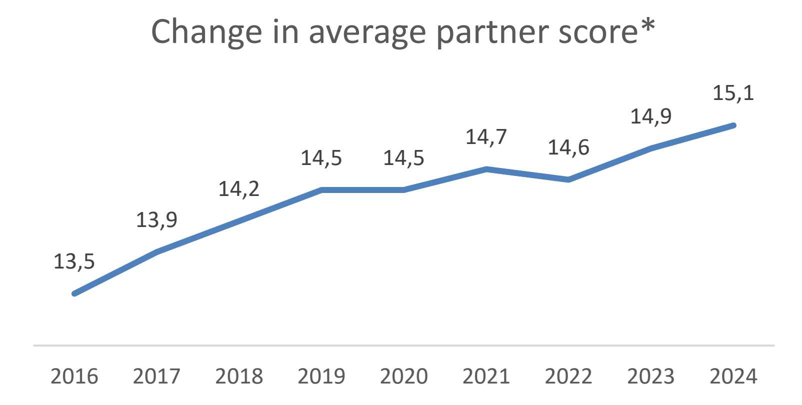
Our relationships with our partners are what make our CSR initiative so successful and enduring.

We have a **responsible purchasing questionnaire** that we send to all our partners (storage facilities, petroleum product suppliers and buyers, and banks) for them to report their information. The questionnaire has a general section and a section specific to each partner category. Each partner's CSR performance is graded out of a maximum of 20 points. A **passing grade of 7 out of 20** was set to identify those with early-stage initiatives.

Since 2020, we've improved our process by adding an expiration date for responses and resending the questionnaire to all our suppliers.

These questionnaires are for reporting purposes only, and the partners involved are responsible for their own responses. SAGESS does not conduct audits to verify their responses.

A total of approximately 100 active partners covering both partner categories currently receive the questionnaire at most once every three years. **In 2024, all our partners received higher than a passing grade.** It is worth noting that the number of our partners has doubled since we created the questionnaire.



**We have included banks in the average partner score calculation since 2019.*

As presented to the Corporate Social Responsibility Committee, this process has resulted in a three-point partner certification system:

- Adherence to the principles in our Code of Business Conduct and Corporate Social Responsibility Charter
- Responsible purchasing score for a given year: score received that year or during the previous two years
- Higher than passing grade (7/20)

Details about the scores are included in the KPI summary table below.

Tackling Environmental Issues through Corporate Structure and Procedures for Environmental Assessment and Certification

Part of our HSE policy at SAGESS involves encouraging the various **facilities where we store petroleum products to obtain OHSAS 18001** (workplace health and safety) and **ISO 14001** (environmental management) **certifications**. As at 31 December 2024, 77% of major storage facilities had ISO 14001 certification and 46% had OHSAS 18001 certification (or an equivalent certification). Please note that we are accounting for the ongoing migration from OHSAS 18001 to ISO 45001 when monitoring these certifications.

The terms and conditions specific to storage agreements require storage providers to confirm they adhere to the principles of SAGESS's Corporate Social Responsibility Charter and Code of Business Conduct. As at 31 December 2024, 100% of storage facilities had adopted the principles in these two documents.

Resources for Preventing Environmental Risks and Pollution

To effectively manage our major risks long term, SAGESS promotes sound and engaged environmental policies at the facilities where we store petroleum products. These policies are reflected in our multi-year property and environmental damage risk assessment programme. The initial programme, which we completed in 2016, was conducted through more than 100 assessments at 89 facilities and allowed us to map storage facility risks.

In 2019, we launched a second risk assessment programme for 2019–2023. It included a property and environmental damage risk assessment component that we will gradually be incorporating into our multipoint site-selection criteria. These criteria include a range of items addressing a potential partner's logistical advantages as well as their credit and environmental risks. As part of this programme, by the end of 2023, we had visited all the facilities where we store petroleum products and had received all associated reports. No formal risk assessment activities were undertaken in 2024. We relaunched the programme last year by requesting proposals and awarding a contract to Bureau Veritas, which will restart assessments in 2025.

In 2024, we were not ordered to pay compensation to comply with any environmentally motivated court orders. No measures to remediate environmental damage were necessary. SAGESS did not record any provisions or guarantees for environmental risks during the year.

	CSR Indicator	Category	2023	2024	Target
	Risk 4: Promoting the importance of HSE with our partners				
4-A	Percentage of facilities with ISO 14001 or equivalent certification		76%	77%	> 50%
4-B	Percentage of facilities with OHSAS 18001/ISO 45001 or equivalent certification		48%	46%	Undefined
4-C	Percentage of facilities that adhere to the SAGESS CSR Charter and Code of Business Conduct		100%	100%	100%
4-D	Progress of the multi-year risk assessment programme (as at 31/12): - Property damage risk - Environmental damage risk		 100% 100%	N/A*	100% at programme end
4-E	Responsible purchasing: partner response rate	Banks	100%	100%	100%
		Storage facilities, petroleum product suppliers and buyers	89%	97%	100%
4-F	Responsible purchasing: average grade received	Banks	15.36	15.36	> 7
		Storage facilities, petroleum product suppliers and buyers	14.88	15.10	> 7
4-G	Responsible purchasing: number of partners with failing grade	Banks	0	0	0
		Storage facilities, petroleum product suppliers and buyers	0	0	0

* No formal risk assessment activities were undertaken in 2024. The previous multi-year risk assessment programme ended in 2023 and a new one will begin in 2025.

Developing Low-Environmental Impact Solutions

Increasing the volume stored in the natural caverns in Manosque has long been part of our environmental approach. Salt cavern storage helps make facilities less vulnerable and reduces the aboveground footprint of storage space. It also reduces the risk of fire, explosions, and terrorism.

Measures to Prevent, Reduce, and Remediate Air, Water, and Soil Pollution with a Major Environmental Impact

Our internal operations naturally have a low impact in terms of air and water pollution, so inherent environmental risk is low. As a result, we do not specifically monitor these issues. The building where our registered office is located obtained HQE™ (*Haute Qualité Environnementale*, a French environmental quality certification) certification in 2021.

Lastly, operators at major storage facilities are continuously monitored to prevent and manage potential pollution and keep pollutants from contaminating the ground or water. The Regional Directorate for the Environment, Development and Housing (Direction régionale de l'environnement, de l'aménagement et du logement, DREAL) monitors operators and issues permits after taking the depots' environmental impact into account.

Measures to Preserve and Increase Biodiversity

At SAGESS, we work diligently to limit the impact our business has on the environment, the balance of nature, and protected species.

Increasing storage in natural caverns, like those in Manosque, is a good example of how industrial activities and nature can successfully coexist, since the facility is located within the Lubéron regional nature park. We've also drastically reduced the risk of accidental spills by leveraging the technology and inspections we currently have in place.

HELPING MANAGE SUPPLY CRISES

If there is a petroleum product shortage, consumers will mainly be worried about whether they will be able to continue buying what they need. SAGESS plays an instrumental role in managing national and international supply crises by releasing products on short notice and in a coordinated manner when so ordered by the French Directorate-General of Energy and Climate, which is part of the Ministry of Ecological Transition (Ministère de la Transition écologique).

	CSR Risks and KPIs	2023	2024	Target
Risk 5: Helping manage supply crises				
5-A	Percentage of orders managed by SAGESS by the deadlines defined by the strategic reserve release decree	100%	100%	100%
5-B	Number of orders rejected by storage providers	0	0	0

ADDRESSING EMPLOYEES' EXPECTATIONS AND DEVELOPING THEIR SKILLS

Total Headcount and Breakdown by Gender, Age, and Location

As at 31 December 2024, SAGESS had 14 employees, including one position filled by a seconded employee. Since 2017, we have assigned one employee to the French Democratic Confederation of Labour (Confédération française démocratique du travail, CFDT).

All employees are based in Île-de-France. There are seven women and seven men on staff, and the average employee age is 55 years old.

Eleven of our 14 employees are aged 50 or older, and four are 60 or older.

Hiring and Dismissals

	CSR Risk and KPIs	2023	2024
Risk 6: Addressing employees' expectations and developing their skills			
6-A	Number of employees (including seconded employees)	14	14
6-B	Number of hires, dismissals, and other changes*	Hires: 3 Dismissals: 0 Retirements: 0 Other changes: 2	Hires: 2 Dismissals: 0 Retirements: 1 Other changes: 1

*Other changes include changes among seconded employees and resignations.

Compensation

At SAGESS, our compensation structure accounts for three factors: the calibre of the employee's work, skill development, and target achievement.

In 2024, personnel expenses totalled €3,027,000, €1,667,000 of which went towards SAGESS employee compensation. Personnel expenses include the billing of seconded employees' salaries and related expenses but exclude those for interim staff. They also include the rebilling of seconded worker expenses to pension organisations. In 2024, the overall salary budget increased by 5.25%. SAGESS allocated this increase as follows:

- Supervisory staff: General and individual increase: 5.34%; seniority bonus: 2%
- Managers: General and individual increase: 5.23%

As during previous financial years, no compensation was paid to members of the Board of Directors.

Salaries and benefits for SAGESS's management team, composed of two seconded employees and two SAGESS employees, totalled €1,360,000 in 2024.

Working Hours

As at 31 December 2024, all SAGESS employees had open-ended employment contracts.

We comply with the legal maximum working hours applicable in France. As at 31 December 2024, all employees worked full time.

We also have a flexitime policy for employees. This policy defines a window for all employees to be in the office with flexible times at the beginning and the end of the day, as well as a midday break.

We continued to offer a remote work option to all employees in 2024 as we did during the pandemic. When the first lockdown was ordered in March 2020, all employees received a laptop and a mobile work phone. Remote work is voluntary and determined according to relevant government guidelines. We do not mandate either remote or in-person work and give employees the latitude to plan and adapt as they see fit. Since 2021, we have relaxed our office attendance policy to allow those who would like to arrive or leave earlier or later to avoid rush hour to do so. Our flexitime policy was timely even before the pandemic, and we have strengthened it since.

Absenteeism

The data in this section only covers SAGESS employees. It does not include seconded employees working outside the organisation. The absenteeism rate is defined as the total number of calendar days absent, excluding paid days off, lay-offs, and unpaid, long-term absences (e.g., parental leave or leaves of absence), divided by the total number of workdays.

	CSR Risk and KPIs	2023	2024	Target
Risk 6: Addressing employees' expectations and developing their skills				
6-E	Absenteeism rate	0	0	Undefined

Breakdown of Absences by Type	2023	2024
Illness	0%	0%
Workplace accident	0%	0%
Parental/adoption	0%	0%
Other absences	0%	0%

Labour Relations Procedures: Communications, Staff Consultation, and Negotiation – Overview of Collective Labour Agreements

At SAGESS, our employee relationships are based on respect and communication. We recognise that our business entails a certain number of risks and constraints. We therefore pay special attention to fairness in the workplace by consulting and communicating with our employees in a variety of ways. We use the collective labour agreement for the French oil and gas industry and apply all of its policies.

By recognising our employees' rights and by being willing to interface with them, we have been able to create constructive dialogue.

We also created a Social and Economic Committee ('CSE' in French) in 2019 after voting in favour of one in December 2019. This CSE includes a permanent representative and an alternate who are elected to four-year terms. It met several times in 2024.

In 2022, we implemented a company-wide time savings account (TSA) starting in December 2022. The TSA allows employees to accrue up to 10 days of leave annually that may be transferred to their company savings plan (Plan d'épargne entreprise, PEE) or their Group Retirement Savings Plan (known as Perco).

Workplace Health and Safety

At SAGESS, we care a great deal about workplace health and safety and continuously improving employee working conditions. Each and every one of us is accountable in this effort. SAGESS took several measures throughout the year to change how employees respond to risks at work. These measures included:

- Offering a complimentary checkup at the Occupational Centre for Medical Examinations and Testing (Centre interprofessionnel d'études et d'examens médicaux, CIEM) as a fringe benefit to all employees (one employee received a checkup)
- Installing ergonomic equipment at workstations (monitor arms, headsets, etc.) and collaborating to provide ongoing employee support
- Providing first aid and automated external defibrillator (AED) training
- Conducting evacuation drills

Our workplace health and safety indicators are an integral part of our CSR KPIs. In 2024, no occupational illnesses were reported at SAGESS. Only occupational illnesses that are officially declared and recognised by social security are counted. No accidents, including fatal accidents, have been reported during the past three financial years.

Lastly, we started monitoring the whistleblowing procedure when we added it to our Code of Business Conduct. Now we are alerted to any employee workplace health and safety issues (sexism, etc.), among other things. The Audit Committee regularly receives reports on the use of this procedure.

	CSR Risk and KPIs	2023	2024	Target
Risk 6: Addressing employees' expectations and developing their skills				
6-G	Number of public health and environmental alerts received	0	0	Undefined
6-H	Number of lost-time accidents for SAGESS employees and direct contractors	0	0	0
6-I	Use of the whistleblowing procedure	0	0	Undefined

Training Policies and Total Training Hours

For many years, we have demonstrated our commitment to fostering employee engagement by making it a key part of our human resource management process. We have continued our training efforts every year to provide all our employees with the training resources needed to reach our goals.

We develop a training plan every year based on the needs employees express during their annual reviews and our own professional needs. We monitor this plan according to the needs we identified and the training provided. In 2024, training primarily focused on improving skills to meet business needs.

Additionally, we have made a range of courses available through the organisation DEFI that cover the technical and functional aspects of our employees' jobs as well as managerial and teaching skills so our employees can reach their full potential.

Thanks to the various resources in place, employees collectively completed 328.2 hours of training in 2024, or an average of 29.1 hours per employee (FTE) during the year.

In 2024, employees took courses on information technology, world languages, and job training.

Annual performance reviews are a well-established practice at SAGESS. These reviews are designed to promote employee development and discussions about their professional growth. In 2024, 100% of employees who had been employed for at least one year participated in these formal conversations with their superiors.

	CSR Risk and KPIs	2023	2024	Target
Risk 6: Addressing employees' expectations and developing their skills				
6-C	Number of training hours per year and per employee*	18.3	29.1	> 8
6-D	Percentage of employees who participated in at least one training session during the year*	50%	40%	100%
6-F	Percentage of annual performance reviews (managers and non-managers)	100%	100%	100%

* These indicators do not include data about seconded SAGESS employees working at other organisations or seconded employees working at SAGESS.

Initiatives to Promote Gender Equality and the Employment and Inclusion of People with Disabilities, and SAGESS's Anti-Discrimination Policy

At SAGESS, we have voluntarily instituted a policy to promote diversity and equal opportunity and to eliminate all types of workplace discrimination, as reflected in our Code of Business Conduct, which includes a section specifically on combating sexism. Our policy is to offer equal employment opportunity to anyone who has the necessary qualifications, regardless of ethnicity, national origin, religion, political affiliation, union membership, nationality, age, or disability, in accordance with applicable laws and regulations.

In addition to being distributed to all SAGESS employees, we send our Code of Business Conduct to all the operators of the facilities where we store products whenever we sign new storage agreements. We also provide this code to all stakeholders involved in requests for proposals.

Our commitment to equal opportunity for all is reflected in every aspect of our labour relationships at SAGESS: applicant screening, recruitment, work assignments, promotion, transfers, compensation, training, and supplier relations.

At the end of 2024, 50% of SAGESS employees were women (including seconded employees) and 42% of SAGESS managers were women. Women are also represented on the Board of Directors. 15% percent of Board members are women, based on average representation on the Board in 2024.

Applying and Promoting the Fundamental Conventions of the International Labour Organization

Through our Code of Business Conduct, we promote respect for human rights and non-discrimination in all our business relations, as expressed in the paragraph about complying with the provisions of the fundamental conventions of the International Labour Organization:

- Freedom of association and the right to collective bargaining
- Elimination of discrimination in respect of employment and occupation
- Elimination of all forms of forced or compulsory labour
- Effective abolition of child labour

SAGESS adheres to all ten principles of the UN Global Compact, which are included in our Code of Business Conduct and Corporate Social Responsibility Charter.

Secure IT Systems Management and GDPR Compliance

At SAGESS, the security of our IT systems and the information they contain is one of our highest priorities. We review the checks we have in place every year to ensure they are still adequate. Both our internal audit team (shareholder audit) and external audit team review these checks in detail. We conduct regular tests to ensure business continuity in the event of a crisis (business continuity plan) and the ability restore our IT systems (disaster recovery plan). We also regularly conduct penetration tests.

We regularly update our cybersecurity policy to adapt to changing threats and IT security best practices. SAGESS employees also receive yearly training on IT security and cybercrime risks.

We achieved compliance with the the European Union’s General Data Protection Regulation (GDPR) by appointing a Data Privacy Officer, establishing records for processing activities, and rolling out essential regulatory procedures. We share a Personal Data Protection Charter with all our employees, publish GDPR information on our websites, and have established a data protection violation procedure.

Remaining in compliance ensures we are following personal data protection best practices.

We were not the victim of any cyberattacks in 2024.

5 > SAGESS IN SOCIETY

RELATIONSHIPS WITH OUR KEY STAKEHOLDERS

Stakeholder Dialogue

At SAGESS, we have instituted a process for analysing how important our social, environmental, and corporate challenges are to our business to identify what our stakeholders' expectations are and how we can better meet them.

This process, which is based on a detailed analysis of various internal and external information sources (non-financial ratings, press reviews, etc.), has also made it possible for us to consult with a panel representing our stakeholders (shareholders, suppliers, employees, the CPSSP, insurance providers, management, peer organisations, etc.) and learn about their CSR expectations. These consultations have helped us rank our key challenges in order of importance and modify how we manage our CSR initiative internally as a result.

Our discussions are ongoing thanks to the presence of our main stakeholders on our Corporate Social Responsibility Committee.

6 > SAGESS AND THE UN'S SUSTAINABLE DEVELOPMENT GOALS

The United Nations General Assembly adopted 17 Sustainable Development Goals (SDGs) in 2015. These universal goals, which are set for 2030, cover the three dimensions of CSR: society, the economy, and the environment.

SAGESS's CSR performance indicators relate to five of the seventeen SDGs:

SDG 4 – QUALITY EDUCATION

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all ➔ **SAGESS's training and annual review policy.**

6-C	**Average number of training hours**
6-D	**Percentage of employees who participated in at least one training session during the year**

SDG 5 – GENDER EQUALITY

Achieve gender equality and empower all women and girls ➔ **SAGESS's policy to recruit more women Board members.**

3-D	**Percentage of women Board members**

SDG 7 – AFFORDABLE AND CLEAN ENERGY

Ensure access to affordable, reliable, sustainable, and modern energy for all ➔ **SAGESS's role in managing supply crises, ensuring French consumers have continuous supply.**

5-A	**Percentage of orders managed by SAGESS by the deadlines defined by decree to release strategic reserves**
5-B	**Number of orders rejected by storage providers**

SDG 8 – DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all ➔ **SAGESS's policy to monitor employee wellbeing and working conditions.**

6-E	**Absenteeism rate**
6-G	**Number of public health and environmental alerts received**
6-H	**Number of lost-time accidents for SAGESS employees and direct contractors**
6-I	**Use of the whistleblowing procedure**

SDG 12 – RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns → **SAGESS's responsible purchasing policy.**

4-E	**Responsible purchasing: partner response rate to the questionnaire**
4-F	**Responsible purchasing: average grade received**
4-G	**Responsible purchasing: number of partners with failing grade**

7 > SAGESS'S CSR RATINGS

Two European rating agencies – acting on behalf of French and European investors – gave SAGESS unsolicited CSR ratings in 2021. These ratings have not been re-issued since then.

ISS ESG (ISS-OEKOM)

In 2021, ISS ESG (ISS-oekom) gave us a C+ rating, positioning us in the best category in our sector. We were also ranked in the 'Prime' category, which corresponds to bond issuers ranked in the top 5% of their categories by ISS ESG (ISS-oekom).

VIGEO EIRIS

Vigeo Eiris had rated SAGESS since 2011. In 2021, it gave us a rating of 63%, corresponding to the 'Advanced' level and placing our corporate social responsibility performance among the top European companies in our sector.

8 > REPORTING METHODOLOGIES

All procedures and definitions for each performance indicator are provided in the SAGESS Reporting Protocol.

The protocol defines the scope for each indicator, the reporting unit, how the indicator is calculated, where the data comes from, who is responsible for generating it, and what controls have to be set up. Indicators are reported in the annual reporting tables compiled by each of the assigned owners. Data is provided by our accounting and logistics systems or our various suppliers.

To ensure that our non-financial indicators are accurate, we have established dual internal–external controls with the help of a specialised firm.

Since implementing our CSR initiative, we have opted to progressively broaden the scope of our social and environmental reporting as stated in our policy. Reporting now includes some of our partners' CSR results – especially the indicators we added related to the responsible purchasing initiative.

The current scope varies by indicator to provide the most relevant information possible. The scope of each indicator is presented in the table on the next page.

NO.	CSR INDICATOR	SAGESS	STAKEHOLDERS		
			Storage Facilities	Banks	Petroleum Product Suppliers
1	**Managing reserves in a secure manner**				
1-A (*)	Have a process to monitor the difference between the reserve level accepted by SAGESS and the level achieved	X			
1-B (*)	Percentage of storage facilities audited at least once during the year		X		
1-C	Number of contractual violations observed since the last audit		X		
1-D	Percentage of on-site non-compliance issues resolved after 3 calendar months		X		
1-E	Percentage of SAGESS reserves exchanged (at storage providers' request)	X			
2	**Securing funds**				
2-A (*)	External financing structure	X			
2-B	Average maturity of bond debt	X			
2-C (*)	Coverage of the NEU CP programme through an undrawn syndicated loan	X			
2-D (*)	Use of the NEU CP programme	X			
2-E (*)	Coverage of the use of the NEU CP programme through an undrawn syndicated loan	X			
2-F (*)	Short- and long-term Standard & Poor's ratings	X			
3	**Practising sound governance to prevent conflicts of interest**				
3-A	Percentage of shareholders represented on the Board of Directors	X			
3-B (*)	Attendance rate at Board meetings	X			
3-C (*)	Percentage of Board members reappointed during the year	X			
3-D (*)	Percentage of women Board members	X			
3-E (*)	Number of BoD committee meetings	X			
4	**Promoting the importance of HSE with our partners**				
4-A (*)	Percentage of ISO 14001-certified (or equivalent) storage facilities		X		
4-B (*)	Percentage of OHSAS 18001-certified (or equivalent) storage facilities		X		
4-C	Percentage of storage facilities that have adopted the principles of the CSR Charter and Code of Business Conduct		X		
4-D (*)	Progress of the multi-year risk assessment programme		X		
4-E (*)	Responsible purchasing: partner response rate		X	X	X
4-F (*)	Responsible purchasing: average grade received		X	X	X
4-G (*)	Responsible purchasing: number of partners with failing grade		X	X	X
5	**Helping manage supply crises**				
5-A (*)	Percentage of orders managed by SAGESS by the deadlines defined by the strategic reserve release decree	X			
5-B (*)	Number of orders rejected by storage providers	X	X		
6	**Addressing employees' expectations and developing their skills**				
6-A (*)	Number of employees (including seconded employees)	X			
6-B (*)	Number of hires and dismissals	X			
6-C (*)	Average number of training hours per employee per year	X			
6-D (*)	Percentage of employees who participated in at least one training session during the year	X			
6-E (*)	Absenteeism rate	X			
6-F	Percentage of employees who had annual performance reviews (managers and non-managers)	X			
6-G	Number of public health and environmental alerts received	X			
6-H (*)	Number of lost-time accidents for SAGESS employees and direct contractors	X			
6-I	Use of the whistleblowing procedure	X			

(*) Indicators audited by an independent third party with a limited level of assurance.