



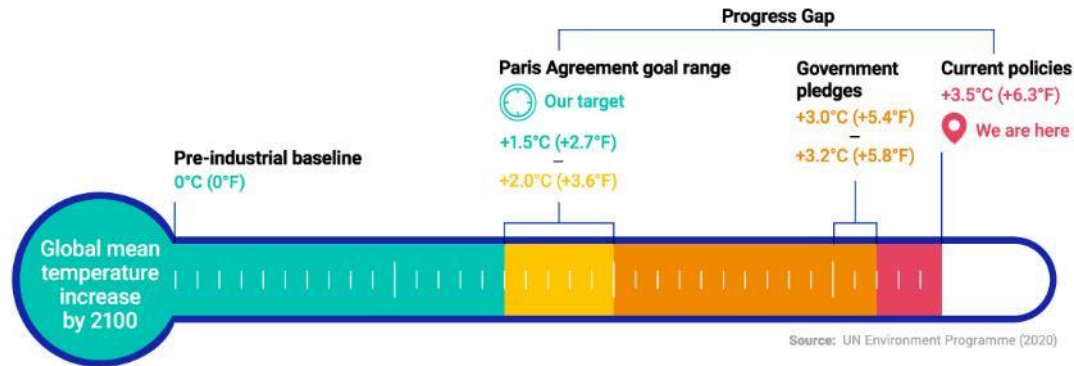
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Group Member

2021

Rompetrol Sustainability Performance

Environment



12.4% drop in **Petromidia** CO2 emissions (SCOPE 1 + 2)

7.38% drop in **Vega** CO2 emissions (SCOPE 1 + 2)



Lowest Petromidia energy consumption in 5 years - 2.90 GJ/t of throughput



Increasing waste recovery
98.5% of total waste recovered at Petromidia



No spills
In Refining BU operations

KMGI future projects

- CHP (Cogeneration) construction with start-up scheduled in Q3 2023 ~ 70 Mwe
- CO2 recovery from the current Hydrogen Production Plant, 120 kt/year capacity
- Renewable energy generation - 100 MW solar PV and 100 MW wind
- Co-processing of vegetable oils to produce HVO
- Building a new bioethanol plant



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People



5,322 total headcount
+ 5,000 direct jobs in the retail network of CODO
stations (company owned, dealer operated)



63% located in Romania
the largest KMG International base of operations



200 different jobs within the Group



28.5% of new hires within the Group in 2021 were
women employees
37% women in managerial team



6.68 average training hours per
employee (external suppliers)

93% implementation rate of
training plan within KMG I Group



20 years
internship program

1,500
program graduates

>50%
graduates hired

Key Objectives by 2030

1. Continue to invest in educating the new generations of professionals in the energy field: welcome 500 interns by 2030, with the prospect to hire over 30% of them.
2. Maintain age diversity: continue dedicated programs and develop new initiatives addressing high school and university students, mid-career professionals and 45+ experienced professionals.
3. Encourage women's promotions and new hires, to reach 40% women within our managerial team by 2030
4. Adapt our roles in line with new business needs – Decarbonization Strategy - develop employee competencies so they can better perform in the new roles

Safety

0.46 **LTIR**
Lost Time Injury Rate

KPI reflects work-related accidents resulting in loss of working days, as well as fatalities and victims following catastrophic and major vehicle crashes

27.5 **FIR**
Fatal Incident Rate

Explosion & fire at DHT Unit on Petromidia Platform on July 2nd – 5 people injured of which one died at the scene and other two in the following weeks

Behavior Based Surveillance (BBS) program - ensures proper behavioral supervision and empowers employees to issue observations about any unsafe acts or unsafe conditions that they might observe

Hazard Observation Cards (HOC) program - early potential hazards identification and proper definition of mitigation and control measures

30,000 hours of QHSE training



1,300 fire drills



10,929,315 workhours recorded in 2021



13,294,732 kilometers driven



93% Nonconformities closing rate



31,055 USD in penalties from authorities



>5,000 inspections and audits performed by relevant bodies

8,301 contractor employees engaged in Group operational activities

4,183,311 contractor man-hours

47,076,003 driven kilometers (including all fuel transportation logistics)

0 LTIR



Community



Medical relief for local hospitals



Education for underserved communities



Support for local health centers & paramedics



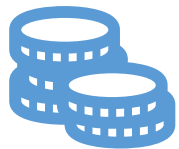
Tree planting for clean air



Transport facilitation for medical cases



Support for arts and culture



Over USD 2.5 million contributions

(financial, in-kind donations of goods, fuel, and public events fundraising) since the beginning of the COVID 19 pandemic (2020-2021)



Market



4.59 million tons of crude processed by Petromidia Refinery
321 K tons of raw materials processed by Vega Refinery



2.9 million tons of diesel produced
1.5 million tons of gasoline



Highest diesel & jet yield ever 54.3% wt



4.7 million total sales of finished products



No grievances regarding products or services content, marketing or labeling, nor regarding customer satisfaction/ breaches of privacy or loss of data

The **proportion of local suppliers** during the reporting period was **66%** (not including local subsidiaries of multinationals), while the proportion of spending on local suppliers exceeds 80%.



Over 550,000 members enrolled in the B2C loyalty program
125.000 new members only in 2021



170,000 customer accounts created in the mobile application by the end of 2021



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2021 Detailed Sustainability Performance

Rompetrol Rafinare

Rompetrol Rafinare SA (RRC) is the most important asset of KMG International NV in Romania, with a significant economic impact and contribution to energy security.



No1 exporter
of oil products of Romania



No2 The second largest
reserve of oil products
and crude oil
of the regulated safety stocks



of the local refining
capacity



4.58 million
tons/year

Petromidia processed raw materials



EXPORTS

959

Million USD



86.12%

Yield white products



CONTRIBUTION
TO ROMANIA'S
BUDGET

more than **1.63**
Billion USD



321 thousand
tons/year

Vega processed raw materials

Rompetrol Rafinare



102.8 PEM EII

Actual Energy Consumption in GJ/day divided by Standard Energy in GJ/day multiplied by 100



Lowest PEM energy consumption in 5 years

2.90GJ/t of total throughput



75% lower water consumption by PEM refinery



12.4% drop in **Petromidia** CO2 emissions (SCOPE 1 + 2)

7.38% drop in **Vega** total CO2 emissions



98.5% of total waste on PEM platform sent for recovery



1,099 employees



835 male employees



264 female employees



7.95 average hours of training

per employee

8,659 hours of training provided to **435 employees**



99.9% PEM workforce and **100% Vega** workers subjected to mandatory annual medical check-up



3 fatalities as a result of explosion followed by fire in the DHT Unit

IKNOW

Online application for QHSE annual employee training



1,040 hours QHSE training by PEM (contractors, subcontractors, rescuers, licensed issuers, annual retraining of own staff)

300 hours of QHSE training by Vega Refinery



RRC delivers **only Euro 5 fuels** on the domestic market and a content of biofuel of minimum 8% in volume for gasoline and minimum 6,5% in volume for Diesel fuel

Rompetrol Well Services

Rompetrol Well Services (RWS) is one of the leading companies on the specific market segment in Romania. RWS offers a wide range of specialized services for the oil and natural gas wells that include Cementing (50% of the company's turnover), Sand Control, Stimulation, Slickline, Nitrogen Services, Tubular Running and Tools Rental.

Over the last years, the Company provided its services to over 40 oil companies and drilling contractors in Romania, Eastern Europe, Kazakhstan, Iraq, Jordan and Turkey.



RWS Operating Bases in Europe & Central Asia are permanently staffed with high experienced personnel, trained by European specialists



Integrated management system according to ISO 9001, ISO 14001 and OHSAS 18001 requirements for quality assurance, environmental protection and HSE



4,3
Million RON
EBITDA



44.6
Million RON
TURNOVER



13.2
Million RON
CONTRIBUTION TO ROMANIA'S BUDGET

Rompetrol Well Services



149 employees



127 male employees



22 female employees



7.23 average hours of training

per employee

1,049 hours of training provided to
73 employees



Occupational health and safety trainings are provided on a regular basis, in compliance with the applicable legislation:

- Legal requirements training (monthly)
- Professional training matrix
- Other professional trainings for job development (forklift drivers, professional drivers, IWCF, Bosiet, etc.) Annual training plan
- Road safety trainings

To improve the company's health and safety performance, specific measures were applied in 2021:

- HSE mailbox and weekly HSE reporting
- HSE management meeting
- Safety audits
- BBS
- Internal audits plan
- Incident investigation according to Romanian law
- JSA and Risk assessment for all operations
- Mandatory trainings
- Professional trainings

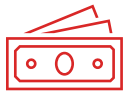
As part of its QHSE management system, the company provides road safety awareness campaigns, fleet GPS monitoring and defensive driving programs to ensure transport safety (indicators are reported in weekly management meetings)

Rominerv

Part of KMG International Group, **Rominerv** is the first Romanian company integrating industrial maintenance services industrial project management, and technical & technology development services and offers customers a financially and operationally valid alternative to the traditional internal management system for the execution/maintenance of upgrading and development investment projects.



620 employees



158 USD million average turnover



Over 1 USD billion projects managed



96.93% mechanical availability in PEM Refinery



Solution provider

Brain power, a team of experts and the best project strategies.



Turn Key Contractor

Oil investment projects through specialized Management services, EPC or EPCM.



Maintenance Contractor

Plant maintenance, turnarounds & shutdowns, revamps & technological upgrades



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Rominerv



100% recycled throughput materials used to manufacture primary products and services



Rominerv reduced its energy consumption by **4.74%** compared to the previous reporting period



132.1 tons of non-hazardous waste recycled

The company has an external recovery service contract, with the condition of recovering at least 60% of the total amount of packaging placed on the market (from own imports and products)



Operations in or near protected areas and priority sites for **biodiversity conservation** - demolition of the turbogenerator hall in CoGen project & demolition of its own sale lime bunker. The dismantling waste was capitalized by third-party authorized operators



Rominerv operations are certified according to the **ISO14001** environmental management standard

Subcontractors must comply with all Rominerv environmental protection requirements

Rominerv has contracts in place with external prevention and protection services for the implementation of HSE requirements, like **SEVESO III** and firefighting system assessments.

There is also a program to verify compliance with HSE requirements by Management, Operational Departments and QHSE.

The occupational health and safety management system covers all **4,700 Rominerv external employees**



541 employees



436 male employees



105 female employees



10.93 average hours of training per employee
5,827 hours of training provided to **457 employees**



100% of the staff benefits from regular medical check-ups



2,550 QHSE training hours for contractors, subcontractors, rescuers, licensed issuers, annual retraining of own staff

Rompetrol Energy

Rompetrol Energy was established to implement the Cogeneration project on the Petromidia platform.

The current field of activity is the production and distribution of thermal energy, demineralized water and the distribution of electricity.

After the completion and commissioning of the cogeneration plant, the production and sale of electricity will be added to the field of activity of the company.

To bring its contribution to a low carbon economy, Rompetrol Energy focuses its activity on climate-risk mitigating actions which look to:

- Reduce energy consumption (electric power, fuel, water, compressed air);
- Reduce the temperature of discharge waste gases from 175°C to 95°C operating in normal conditions by implementing the CoGen Power Plant project;
- Eliminate fuel oil consumption in normal operation after the new plant commissioning;
- Reduce refinery gas consumption from 100% (2021) to max 25 % after new unit commissioning;
- Natural gas will be considered as main fuel for the plant with min 75% of total consumption;
- On-line monitoring of steam boiler efficiency;
- Full integration with refinery in term of steam source production by maximization of production in the cogeneration plant.

- ~80 MW of electricity - of which approximately 60-70 MW to fully cover the platform's electricity needs
 - up to 180 tons / hour, technological steam
 - the need for hot water for the Năvodari heating system - up to 20 MWt / hour.
- The surplus electricity will be delivered to Group companies through the national energy system



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Rompetrol Energy



4,306,239 GJ - total energy consumption

non-renewable and renewable fuel used within the organization, electricity, heating, cooling & steam purchased for consumption and sold, self-generated electricity, heating, cooling and steam not used & fuel consumption from company cars

In 2021, Rompetrol Energy implemented a program to reduce energy consumption by switching the illumination system from gas to led technology



1,369.3 ML – total water consumption



3,999.66 tons – total waste recovery



125,419.34 tons CO2e total SCOPE 1 emissions

Scope 2 emissions of Rompetrol Energy in 2021 represented 2,226.99 to CO2e, while emissions intensity for the same period was 828.83 to CO2e.

No spills and no grievances from the local communities

Processes with environmental impact carried out in 2021

CoGen Power Plant project:

- Demolition of old turbine hall and chimney according to the Environmental Agreement (respectively Framing Decision) and monitoring plan
- Obtaining the construction permit (November) allowed EPC Contractor to start construction activities by excavating the land to start laying the foundation of the plant

Operational (existing installations)

- Steam production:
 - burning fuel oil and refinery gas in steam boiler plant
 - electric power consumption for the process
 - demi-water consumption
 - modernization of boiler no 5 - to get NOx emissions under 300mg/m³ and to reduce level of process risk to ALARP
- Water treatment plant (demi-water production)
 - Electric power consumption
 - Chemicals consumption
 - Raw water consumption
- Power distribution system
 - Power consumption
 - Compressed air consumption
 - Transformer oil consumption.



43 employees



34 male employees



9 female employees



100% of the staff benefits from regular medical check-ups



1,142 QHSE training hours for contractors, subcontractors, rescuers, licensed issuers, annual retraining of own staff



OHS management system covers all **221 Rompetrol Energy external employees**

RPE integrated management system includes :

- Safety Audit – workplace behavior audit, developed in an intranet app
- HOC – Hazard Observation Card – developed in Microsoft Forms
- BBS Work – Behavior Base Survey for workplace on KMG platform
- BBS Drive – Behavior Base Survey for driving on KMG platform

Rompetrol Downstream

Part of the Rompetrol Retail BU, **Rompetrol Downstream (DWS)** operates according to its Integrated Management System, being certified for the ISO 22000 and 50001 and ISO 9001, 14001, 45001 standards.

The Group's Retail unit has dedicated Environmental Management, Energy Efficiency and Waste Management programs implemented, which are updated annually or when needed (should any legislative requirements change).

Rompetrol Downstream (Romania) | 165 CODO, COCO stations | 129 DODO stations | 141 DOEX stations | 512 cuves | 200 other

The development strategy of Rompetrol Downstream and Rompetrol Gas for the upcoming period targets the sustainable development of activities and the acquisition of environmentally friendly technologies and equipment:

- Implementation of photovoltaic panels in 4 gas stations
- Extension of electrical charging network
- Maintenance of the internal light open/light close program
- Continued development of LED light installment into totems and canopies
- Selective collection of waste packing at national level
- VOC equipment replacement and additional technological equipment for storage in DWS depots



Rompetrol Downstream

ENERGY CONSUMPTION INSIDE THE ORGANIZATION

		2021
Fleet fuel consumption (liters)	Gasoline (sponsorship to NGOs)	38,435.42
	Diesel (sponsorship to NGOs)	150,386.87
	Gasoline (own fleet)	29,318.12
	Diesel (own fleet)	182,904.4
Electricity consumption (MWh)		29,951
Fuel consumption of Midia TPP	Natural gas (MWh)	510,577
	LPG skids (m³)	49.28

ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION

	2021
Truck diesel consumption - transportation between depots and warehouses (liters)	3,858,881
Consumption for trains transporting fuel from Rompetrol Rafinare to warehouses (kWh)	16,329,400

ENERGY EFFICIENCY MEASURES APPLIED IN 2021 - INCLUDING REPAIRS AND MODERNIZATION OR REFURBISHMENT

	ROI years	Cost RON	Energy savings	
			MWh/yr	toe/yr
Replacement of lighting systems with more efficient solutions in 20 gas stations	1.5	205,000	230	19.78
Replacement of high-consumption air conditioning systems in 20 gas stations	2	250,000	145	12.556
Closing / changing open refrigerators in 10 gas stations	3	120,000	50	4.3
TOTAL		575,000	426	36.636



220,704 m3 water withdrawn & discharged



1,224.17 tons CO2 – total SCOPE 1 emissions
7,278 total SCOPE 2 emissions
9,779.25 total SCOPE 3 emissions



7090.85 tons of waste
685.94 tons total recovered waste
The company uses packaging management suppliers & specialized in the selective collection of packaging waste



3 grievances from local communities about noise (2) and exceeding wastewater indicators (1)



No incidents regarding pipeline nor accidents from rail transportation



447 employees



305 male employees



142 female employees

783,499 worked manhours



8.52 average hours of training per employee
3,681 hours of training provided to **234 employees**



Every year, local authorities carry out **SEVESO inspections** on the 6 depots operated by Rompetrol Downstream



90% implementation of automation of fire extinguishing systems in warehouses
100% implementation in gas stations



No events that would qualify as a work accident and/ or occupational illness recorded