



Sustainability Report 2022

Gassco Belgium / France



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Gassco Belgium / France

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1.

About this report

GRI 2-5, GRI 2-2, GRI 2-3
GRI 3-3, GRI 403-1



Gassco Belgium and Gassco France are proud to publish the eleventh annual sustainability report. This report has been prepared in reference to the GRI Standards. Our aim is to present you a straight-forward and transparent report. This report is also a platform for dialogues with our stakeholders.

Gassco is ISO9001, ISO14001 and ISO45001 certified. The data presented in this report form part of these management systems and are subject to periodical internal and external auditing.

This report gives an overview of 2022 day-to-day operations, improvements and new initiatives of the branches Gassco AS Belgium and Gassco AS France.

Gassco has the commitment to run its business in a sustainable manner. The corporate and local policy focusing on Health, Safety, Environment and Quality (HSE&Q) is one of the ways for achieving this commitment. Striving for sustainability will make the organization and our society robust for the future.





Strategic approach

GRI 2-6, GRI 2-22, GRI 3-1

Working at Gassco is about expertise, responsibility, unique opportunities, drive and desire to contribute.

We have high expectations regarding people, profit and planet (PPP). This is our number one focus area. We care for our employees, vendors and customers, because we depend on each other. We strive for a good collaboration with neighbouring companies and authorities, because they give us the licenses to do what we're good at.

Gassco Belgium France oversees the daily operation of the Zeepipe and Franpipe terminal. We conduct our operations in a safe, cost conscious and efficient way. Daily we transport large quantities of gas from the Norwegian offshore network via the terminals in Zeebrugge and Dunkerque to millions of European customers.

We work according our corporate governance process which gives us guidelines to conduct our business. Ethics and corporate responsible behaviour are part of this process. Looking forward Gassco Belgium France will operate and maintain the terminals for many decades to come. The challenge lies in the aspect that we must maintain our good HSE statistics. Management commitment and employee contribution form the basis to achieve this goal. The future is bright if we do it right.

Jens Eldøy
Terminal Manager
Branch Manager

Stefan Everaerd
HSE&Q Manager



Our organisation

GRI 2-6, GRI 2-1, GRI 2-9

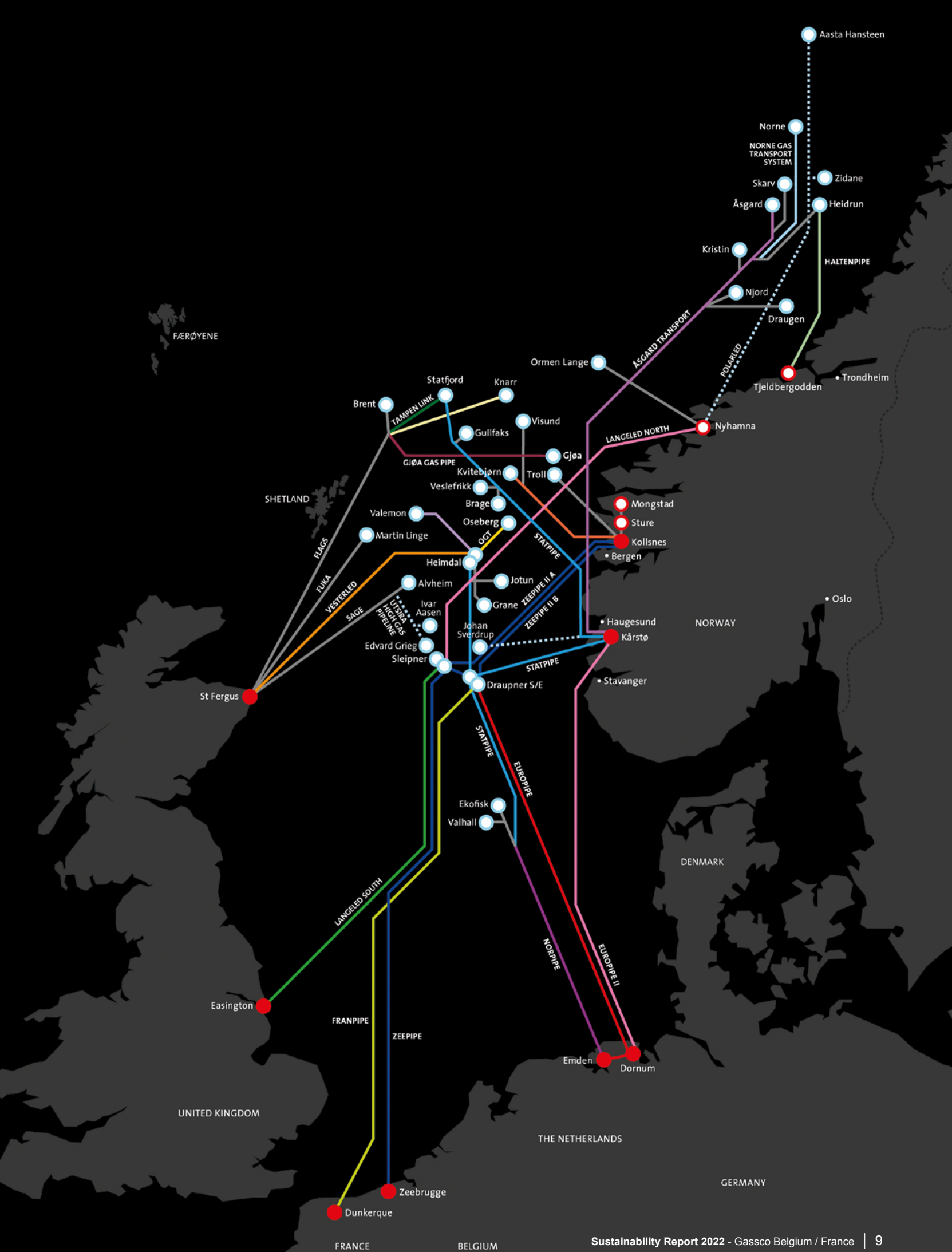
Gassco AS Belgium and Gassco AS France are branch offices of the larger Gassco company owned by the Norwegian state. The company operates the integrated gas transport system from the NCS (Norwegian Continental Shelf) to European countries. This system comprises pipelines, gas processing facilities, platforms and receiving terminals in continental Europe and the UK. The company's head office is at Bygnes in Norway.

Both Gassco Belgium and Gassco France have receiving terminals and gas processing facilities and are owned according to Norwegian rights.

The administrative office of Gassco Belgium France is in the port area of Zeebrugge in Belgium, about five kilometres from the coastline. Gassco Belgium is the Zeepipe receiving terminal. The Zeepipe embraces the pipeline running for 814 kilometres from the Sleipner area of the North Sea to the terminal. The pipeline has an internal diameter of 40 inches. The facility in Zeebrugge removes possible residual liquids and solids and regulates gas pressure and temperature. In addition, it meters volume and checks quality before the gas continues to the transport operator downstream of the terminal.

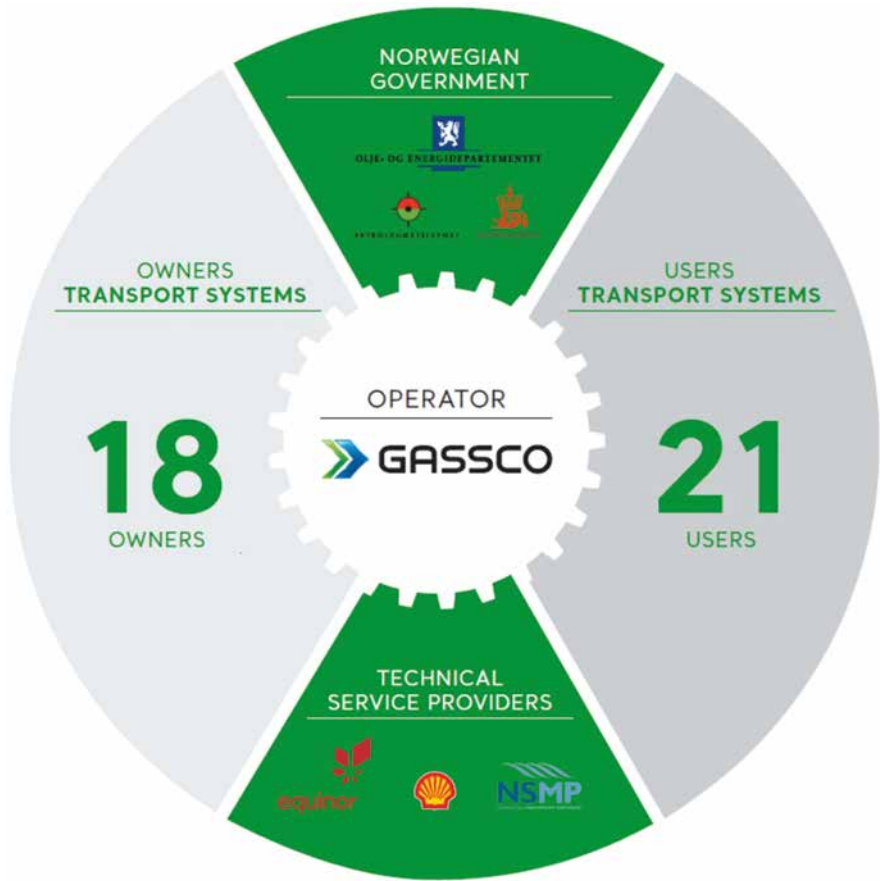
The Zeepipe terminal also remotely operates the Franpipe receiving terminal at Dunkerque in France (Gassco France). The Franpipe system runs for 840 kilometres from the Draupner E riser platform in the North Sea to the receiving terminal at Port Ouest in Dunkerque on the French coast. It has an internal diameter of 42 inches. The facility in Dunkerque is located about 90 kilometres of the facility in Zeebrugge.

The Zeepipe Terminal JV (joint venture) was established on September 7th, 1988 and owns the receiving facility for the Zeepipe system. The joint venture has no employees and work is organised through the management committee. Gassco serves as operator for the joint venture and chairs the management committee.



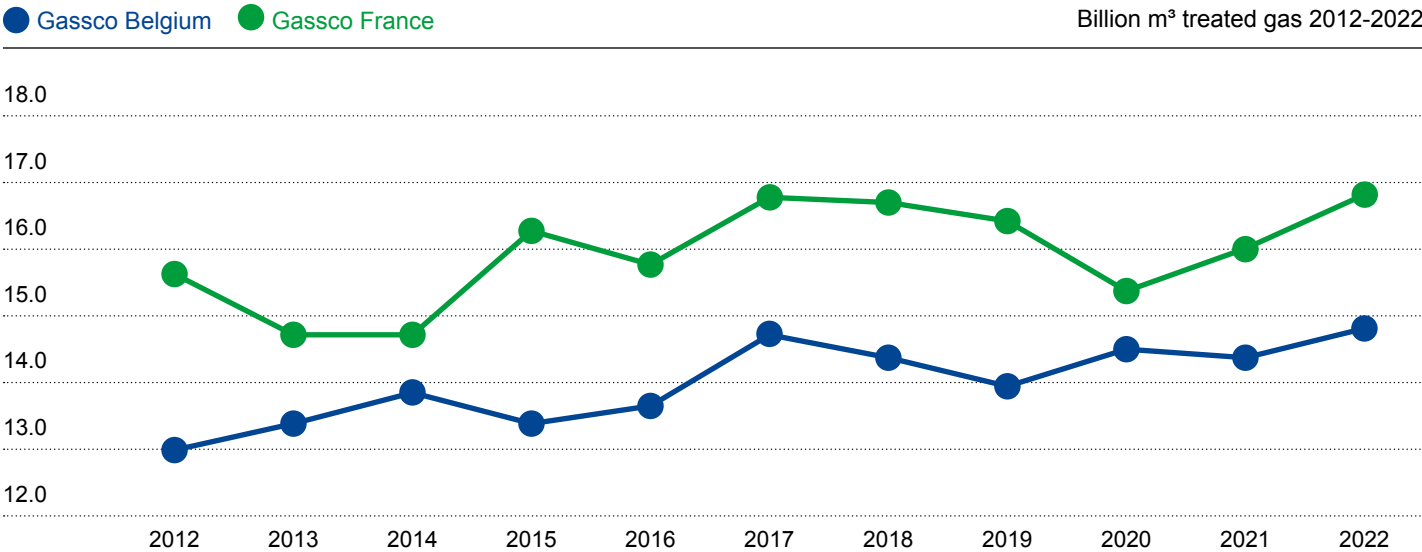
The company's primary roles can be defined as the exercise of special and general operator responsibilities. The special operatorship refers to the performance of duties allocated to Gassco pursuant to the Norwegian petroleum activities act and associated regulations. It relates to system operation, capacity management and infrastructure development. The general operatorship refers to the technical operation of processing plants, pipelines, platforms and receiving terminals pursuant to the Norwegian petroleum activities act's provisions on operator responsibility. These duties are regulated in the operator agreement with the Gassled joint venture, which owns most of the infrastructure for transporting gas from the Norwegian Continental Shelf.

The figure beside provides information regarding the organization's size, structure, ownership, and its supply chain in 2022.



3.1. Process data GRI 2-6

In 2022 Gassco Belgium treated 11.718.681,00 tons of natural gas or 14.778.927.546,00 Nm³. Gassco France prepared 13.072.169,00 tons of natural gas or 16.831.682.310,00 Nm³ for use by customers. This is a slight increase for Gassco Belgium (+2,71%) and for Gassco France (4,57%), compared to 2021.



3.2. Commitment GRI 2-23, GRI 3-1

Gassco has made the commitment to work actively to contribute towards a more sustainable future. Based on this commitment, Gassco strives to consider all topics of the social, environmental and financial implications of its operations. We focus on a safe and healthy environment for employees and surrounding companies, increased energy efficiency, a minimum of gas losses and prosperity to our stakeholders through economic responsibility.

Gassco strives to continuously improve the personnel's and contractors' sustainability awareness through intensive communication and distribution of the sustainability report.

Gassco's corporate governance is described in the management system manual. The manual includes risk assessments to be conducted and the most hazardous activities being identified at any given time in order to

ensure safe operation of the business. The management system and associated control routines ensure efficient and acceptable operation in accordance with applicable legislation and specified goals.

Corporate social responsibility (CSR) is an integrated part of the company's organisational culture, strategy, operational activities and ethical conduct towards the world at large. The company's ethical

guidelines conform with the United Nations Global Compact and the guidelines of the Organisation for Economic Co-operation and Development (OECD) for multinational companies. Gassco Belgium France tendering process clarifies whether the supplier has established its own policy and guidelines for CSR, and whether it has been involved in incidents related to corruption, child labour or breaches of human rights or the rights of employees to unionise. Information on such matters is obtained from the suppliers themselves, from internet searches and from Achilles. Possible conditions uncovered will be significant in qualifying the supplier for participation in the tendering process.

GRI 2-15, GRI 2-29
GRI 3-1

3.3. Stakeholders and communication

The board of Gassco has established a communication strategy which ensures an open dialogue both in-house and externally, so that the company's employees and other stakeholders are well informed about its business activities. Press releases and annual reports are posted to the company's website.

Identification and engagement with stakeholders are fundamental to social responsibility. Each stakeholder has an interest in the decisions and activities of Gassco. Stakeholders might have conflicting interests. Those differing interests require a different approach in terms of consultation, communication and cooperation.



A high-angle photograph of an industrial site. In the foreground, two workers wearing high-visibility yellow and blue safety suits and white hard hats are standing on a dark asphalt surface, facing each other. Behind them is a large yellow concrete barrier. The background features complex industrial machinery, including large pipes, valves, and metal structures, set against a backdrop of a clear sky.

Gassco's stakeholders are listed in the table on page 13. Through stakeholder engagement there were no specific people, profit or planet issues that formed key topics and needed special concerns.

GRI 2-29 Every year meetings with Belgian and French authorities on emergency planning are organised.

The sustainability report is sent to all main suppliers (contractors, authorities), who provide services and goods to Gassco Belgium/ France and the report is promoted to all employees.

Stakeholder group	Specific information, communication and consultation channels and related frequency
Gassco Bygnes (head quarter)	<ul style="list-style-type: none"> • General personnel meetings • Yearly Gassco Work Council meeting • On as need basis meeting
Asset Management organisation in Norway (AM)	<ul style="list-style-type: none"> • Weekly telephone meeting • Communication via monthly web-meeting. • Monthly reporting to AM organisation • 2 management inspections a year by AM on the assets of Gassco Belgium / France • Annual budget process • On as need basis meetings
Gassco Transport Control Center (TCC)	<ul style="list-style-type: none"> • Day to day communication via telephone • Daily reports
Employees and their family	<ul style="list-style-type: none"> • Information to employees via committee • On as need basis meeting • General annual meeting • Family can participate in welfare activities
Representatives of the labour union	<ul style="list-style-type: none"> • HSE meeting • On as need basis meeting
Customers: Fluxys / GRT	<ul style="list-style-type: none"> • Weekly communication and verification of data
Owners: Gassled	<ul style="list-style-type: none"> • Quarterly reporting • Annual meeting with owners
Surrounding companies	<ul style="list-style-type: none"> • On as need basis
Inhabitants living in the sphere of influence of the facilities	<ul style="list-style-type: none"> • Information in case of special activities
Belgian authorities: <ul style="list-style-type: none"> • Province of West Flanders • City of Bruges • Port of Zeebrugge • Ministry of Economic Affairs • Flemish authorities (LNE, VMM, ...) • Federal Public Service Employment, Labour and Social Dialogue • Federal Public Service Finances 	<ul style="list-style-type: none"> • As need basis • As need basis • As need basis • Annual metering reporting • As need basis • As need basis • Yearly reporting / As need basis
French Authorities: <ul style="list-style-type: none"> • Dreal (Directions regionales de l'économie, de l'emploi, du travail et des solidarités) • Préfecture • PAD (Port Autonome de Dunkerque) • Ministry of Economic Affairs • Ministry of Labour, Employment, Professional Training and Social Dialogue • Ministry Economics and Finance 	<ul style="list-style-type: none"> • As need basis • Reporting via GEREPE • As need basis • Annual metering reporting • As need basis • Yearly reporting • As need basis
European Commission (as Critical Infrastructure)	<ul style="list-style-type: none"> • No direct communication
Organisations: VBO-FEB (federation of enterprises in Belgium) FEBEG (Federation of Belgian Electricity and Gas Companies) Fetrapi (Federation of Carriers by Pipeline) Norwegian Petroleum Directorate	<ul style="list-style-type: none"> • Training and information • Participation to the board of FEBEG • Annual meeting • Member of working group Safety • As need basis • Annual meeting and audit

3.4. Management tools GRI 2-23

The management team utilises activities as strategic planning, budgeting and periodic financial and operational reporting as important tools in the business management. Follow-up and control are pursued in part through monthly operational and financial reporting. A balanced scorecard is utilised as a tool in the business areas.

3.5. Risk assessment GRI 3-1, GRI 3-2

Risk assessment plays a key part in Gassco's management processes and is used throughout the business, including decision-making processes relating to projects and modifications. Risk assessment is pursued in each department and project and aggregated to provide an overview of Gassco's most important	risks. Combined with associated risk-mitigating and/or risk-eliminating measures, this overview forms part of the 6-monthly review of the management system. Full risk analyses are also updated in connection to the operation of all operational assets, which are assessed in relation to the established acceptance criteria.	Action lists with deadlines for implementation of required actions are drawn up for identified risks. The material topics were determined as a result of the risk assessments carried out (see further the HSE&Q program under section 4.4. p.18).
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3.6. Project modifications and specific actions taken in 2022 to promote sustainability GRI 2-25

In the year 2022 the sustainability action plan concerning the update of the HVAC -that was started in 2016 at Gassco Belgium- was continued. Also, conventional TL-lights were replaced by LED-lights (in- and outdoor lighting). Both for Belgium and France the safety performance standard is applicable. This standard has focus on BAT, including safety and environment.

The additional cost for green products in 2022 can be set at +15%.



People (Social performance)

4.1. Employment GRI 3-1, GRI 3-2, GRI 3-3, GRI 2-7, GRI 2-9, GRI 401-1, GRI 401-3

The number of employees (by employment contract) equals 35 for Gassco Belgium and 11 for Gassco France, which is an increase of 4 employees in Belgium and 2 employees in France. The number of female employees equals 5 for Gassco Belgium and 2 for Gassco France.

The breakdown of the total workforce by gender and employment type is given in the following figures. Most male employees in the breakdown of the staff by gender can

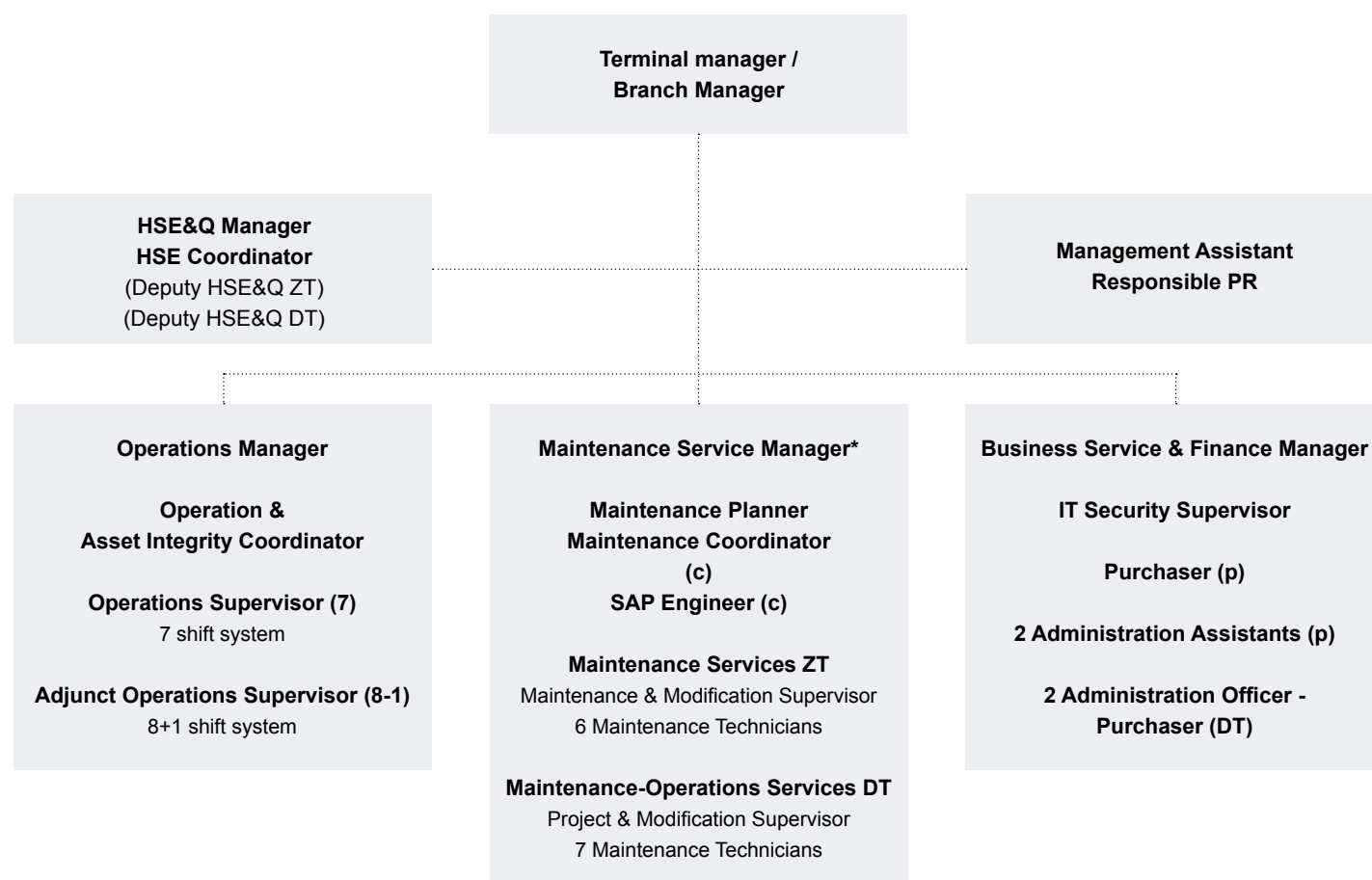
be related to the type of work performed by these employees. It consists of maintenance/operations tasks which mostly attract male employees. In Belgium some of the employees do not work fulltime.

Two employees work half-time (special regime for older employees and partial return to work), one works according to the regime 4/5th (special regime for older employees) and one employee works according to the regime 3/5th. Two people

work according to a 1/5th regime (parental leave). All other persons (Belgium and France) have a full-time working regime, under a permanent contract form. Administration services for both sites take place in Belgium and France.

The company's job advertisements highlight the desire for a good gender balance, age spread and diversity in the workforce.

Organization structure Gassco Belgium / France 2022



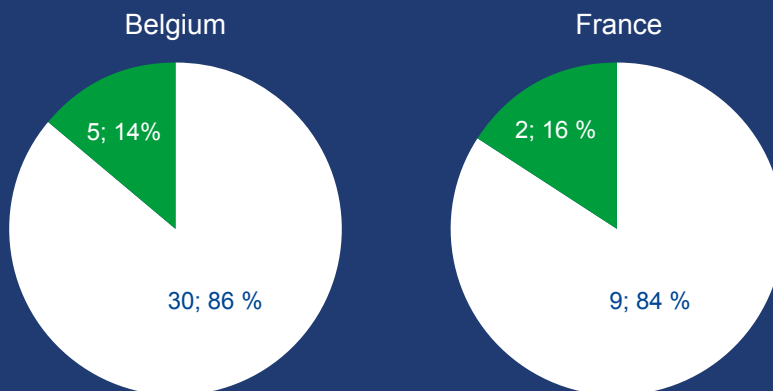
GRI 2-7, GRI 2-30 >>

From the graphs on the right, it can be concluded that maintenance and operations tasks are all done by male employees. However, this is not a prerequisite for these tasks and men and women have equal chances in being selected for these jobs.

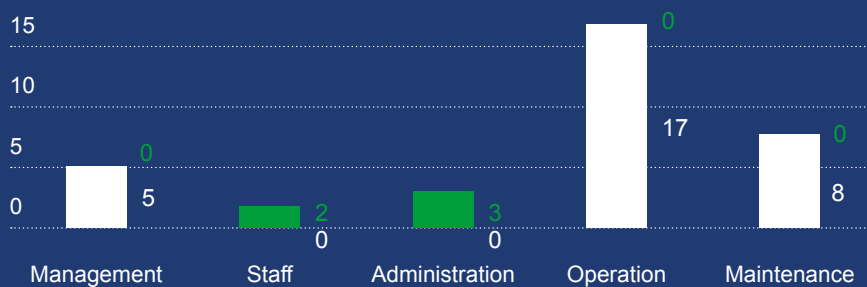
Most of the employees of Gassco Belgium live in the province of West-Flanders. Four people live in East-Flanders and one in the Netherlands. All employees of Gassco France live in Hauts-de-France.

● Men
● Women

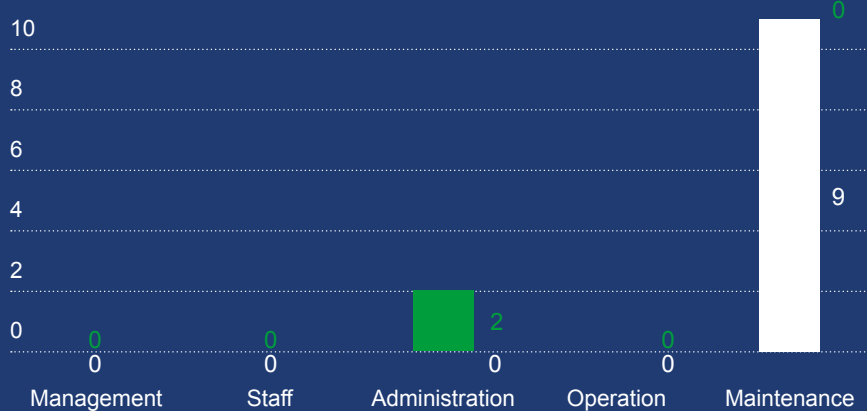
Employment by gender



Employment by type and gender Belgium



Employment by type and gender France



4.2. Labour / Management relations GRI 2-30

All employees of Gassco Belgium fall within the same joint committee under sector PC326 (Gas & Electricity). There are no separate collective employee agreements (CAO's) for staff and management; the same agreements are applicable. All collective agreements are made at sector level and approved by a delegation from the unions and employers. All employees are covered by these collective bargaining agreements.

All employees of Gassco France are under the petroleum sector. All rules and agreements from the sector are implemented.

In both countries there is close collaboration with the relevant sector federations to follow-up changes and to implement them in the companies. There is no local union, agreements are made on sector level.

4.3. Ethics GRI 2-15, GRI 2-23

Gassco has established written ethical rules for its employees and elected officers. These rules require each person to behave with due care and attention, and to refrain from behaviour which could weaken the trust placed in them or in their independence. The core values adopted by Gassco provide guidelines for the individual's responsibilities and behaviour. Employees receive a briefing on Gassco's ethical rules and values when they join the company. The rules create a common basis for all business operations.

Special guidelines have been prepared on the use of it, which describe the rights and duties of the company and the employees.

Gassco conducts its business in accordance with the principles for good corporate social responsibility.

4.4. Health & Safety GRI 3-1, GRI 3-2, GRI 3-3, GRI 403-4, GRI 403-7

Gassco is convinced that the health and wellbeing of its staff is a major factor in its cost-effective, innovative and productive process. Healthy, satisfied staff is more engaged, motivated and productive. They are less on sick leave and remain longer within the organisation, saving Gassco money on recruitment and training.

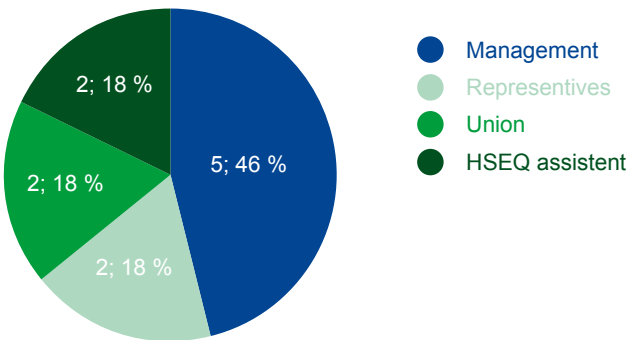
Both Gassco Belgium and Gassco France are not obliged by legislation to have an official health and safety committee, as there are less than 50 employees working. Nevertheless, there is an HSE committee that follows the same procedures as an official committee. There are quartal meetings, with representatives from management, union, Gassco Work Council and employees. The

meetings, hold at facility level, consist of 2 parts; the first part is formed by the HSE meeting, the second part by the union meeting. There are no annual elections of the committee members but union and employee representatives are assigned (mandated) by the employees themselves.

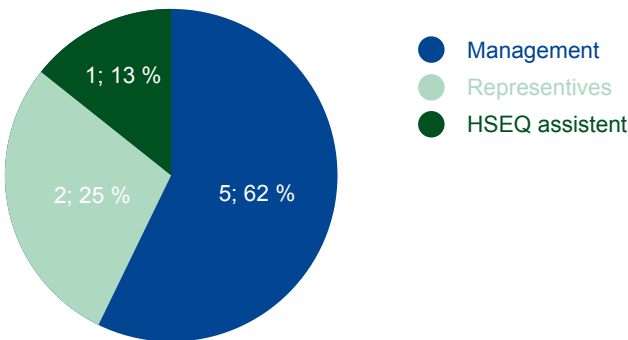
GRI 403-4

Representation in health & safety

Committee Gassco Belgium



Committee Gassco France



Gassco has worked out a general policy and issue instructions to his managerial staff, line managers and workers for the implementation of its welfare policy (ISO 45001). The health and safety management system has been internally and externally audited. All the management review actions as defined in 2021 were handled and closed in 2022.

No one is excluded from the health & safety management system. This policy is based on a dynamic risk control system with regards to "welfare". This concept includes safety at work, the protection of the health of workers at work, psycho-social stress caused by work, ergonomics, hygiene at work and embellishment of the workplace. Gassco wants to stress the importance of avoiding accidents and incidents as much as possible. Work accidents cause a lot of pain and misery for the employee and family involved, but also induces a financial impact for Gassco.

The HSE&Q programme concerning health and safety consists of the following actions/ plans (for 2023):

- Establish long term HSE&Q plan;
- Risk management software training for all departments;
- Safety Culture Management;
- Testing of safety critical equipment;
- HSE&Q network (discuss accidents and incidents in HSE-forum meeting);
- Legislation (critical infrastructure BE and Seveso France) – compliance;
- Workplace HSE-survey;
- Update risk management radars;
- Organise a contractor seminar (safety culture for contractors – lessons learned from projects ZT - DT);
- Emergency training and exercises;
- Establish and execute monitoring programme;
- Safety programme/training;
- Human factor analysis;

- Covid19: install LCTF, follow-up actions, reporting and communication;
- Update vendor performance evaluation;
- Process based management system – implementation of phase 2.

These initiatives contribute to Gassco's safety culture, its management system and operator involvement. Nearly all KPI-targets of the HSE&Q-action plan were reached in 2022. No accidents occurred in 2022.

The target is zero accidents and zero harm to people, the environment and material assets by systematic and purposeful HSE&Q work throughout all its operations.

Both for Gassco Belgium and France, all incidents, accidents, near misses and conditions are reported, this includes first aid and commuting. Both sites must comply with the procedures from Gassco Corporate in recording and reporting accident statistics. The procedures follow national law and ILO (International Labour Organisation) recommendations and include procedures for reporting undesired incidents and non-conformities. In these procedures the term 'lost days' is defined as normal working days where the employee was not able to work due to accidents.

In 2022 Gassco Belgium reported 48.456,98 working hours; Gassco France 15.114,5 hours. In those working hours, there were no fatalities reported for both sites.

In 2022, a total of 86 incidents have been reported, of which zero accidents, all were near-misses or "conditions". This is an increase of 16% compared to 2021.

All Gassco facilities are operated and maintained in a way all requirements and expectations to safe, reliable and cost-efficient operations are met. The risks associated with the operations are known. Measures to reduce risks and to prevent personal injuries, damage to material and external environment are implemented as required. Requirements for activities and management of risk, health and environment are described in procedures and known in the entire organisation. There were no safety events (TIER 1 and TIER 2 process safety events - based on API754 definitions or other) reported in 2022. The Process Safety Level of both terminals was improved in 2022 by implementing a selected set of actions.

Absenteeism has increased in both Gassco France and Gassco Belgium, which is partially related to the low number of absenteeism in 2021 due to the COVID-19 pandemic.

The evolution is given in the figure on page 20.



GRI 403-6

Gassco organises periodic HSE moments during the townhall meetings where certain critical safety situations are discussed that can also be applied outside the working environment. Posters with tips and tricks are also displayed, including safety posters that are published monthly to all staff and contractors.

Gassco provides access of employees to non-occupational medical and healthcare services. All employees as well as their family members are free to join a comprehensive health insurance for hospitalization, dental care and medical expenses. Everyone can also enjoy for free an assistance insurance, which provides assistance both at home and abroad, for example, roadside assistance by car or bicycle, house fire, loss of luggage, repatriation, intervention in medical costs abroad, etc.

In addition, all employees who carry out a job with increased safety risks, namely operators and technicians, have an annual medical examination. Everyone also has the opportunity to get vaccinated against the flu and tetanus.

Employees (in the control room) have access to a treadmill and a bicycle that the operators can use during their shift. The work tables in the control room are also all height adjustable to allow a more active working style. Gassco is also working on the creation of a more dynamic working atmosphere for the other members of staff, who mainly perform sedentary and administrative work. The use of sit-stand furniture will be a major factor in this.

To stimulate an active lifestyle of the employees, everyone receives annual sports

and culture vouchers worth € 100 that can be used at sports clubs. Every year Gassco also organizes different activities for the employees in which active lifestyle is promoted.

In the canteen healthy and fresh food (fruit, yogurt) are offered on a daily basis.

Getting to work by bicycle is promoted by giving a bicycle allowance. Employees can also convert part of their annual bonus into a gross amount to lease a bicycle.

4.5. Training programs GRI 3-1, GRI 3-2, GRI 3-3, GRI 403-5, GRI 404-1, GRI 404-3

Gassco is convinced that effective training programs increase the wellbeing of its staff and the development and success of the organization. Well trained employees are more efficient and productive. New candidates joining the organization receive training to familiarize themselves with the organizational mission, vision, rules and regulations and working conditions. Existing employees are trained to refresh and enhance their knowledge and to learn about process changes in equipment, technology....

The HSE&Q programme concerning training consists of the following actions (for 2023):

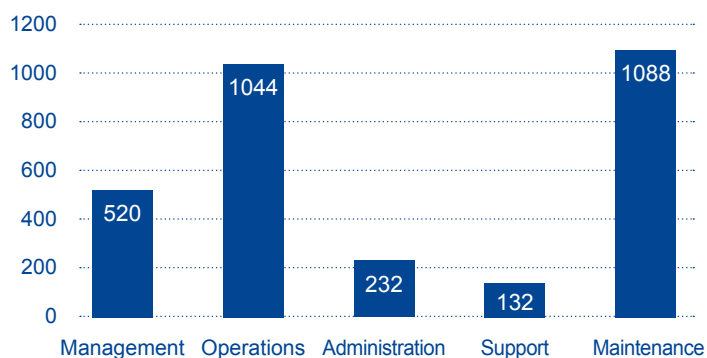
- Risk management update risk radars;
- Contractor seminar (safety culture for contractors – lessons learned from projects ZT-DT);
- Safety programme/training (operational ownership);
- Emergency training and exercise;
- Workplace HSE survey;
- Implement HSE Safety Culture Campaign;

The trainings, as described below, all consist of external trainings.

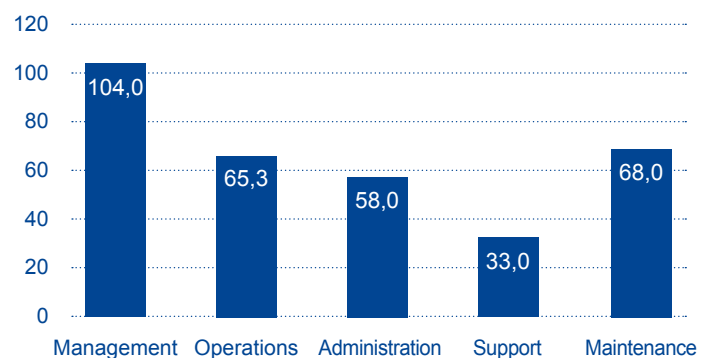
The number of training hours in 2022 equalled 3.016 hours. This is a 441% increase compared with 2021, which is related to the low number of trainings in 2021 due to the COVID-19 pandemic.

The figures underneath show the total and average number of hours devoted to training programs in 2022.

Total hours devoted to training personnel
within each employee category



hours / employee



Divided by gender, the 38 male employees of Gassco Belgium and France received 2720 hours of training. This averages about 71,5 hours of training per male employee in 2022. The seven female employees were trained for 296 hours or 42,3 hours per female employee on average.

The difference in number of training hours is function of the category in which the employees are subdivided. Male employees are mainly present in operational and maintenance processes that are subject to regular project modifications, ... and thus need a lot more training compared to the female employees that perform rather administrative functions, relatively less subject to changes.

A total of 916 hours of the training was given on safety issues for Gassco Belgium and 320 hours for Gassco France (together approximately 40% of all trainings).

There were two employees with paid educational leave in 2022 and two with parental leave. One employee is on long term leave because of illness.

Gassco monitors the skill sets of all its employees on a yearly basis by a formal performance appraisal.





GRI 2-23, GRI 3-1, GRI 3-2, GRI 3-3, GRI 406-1

4.6. Human rights

A general respect for human rights is an integral part of Gassco's value base. The company's ethical guidelines conform with the UN's global compact and the OECD's guidelines for multinational companies. The ethical guidelines are described in a separate document which forms part of Gassco's governing documentation and describes the responsibilities from Gassco towards the different countries where Gassco operates. Gassco is in full compliance with all topics from human rights and there is full equality between men and women. The non-discrimination policy is enrolled throughout the full HR process in every country where Gassco operates. There are mechanisms in place to report deviations and grievances. As in the previous years, there were no reported grievances related to human rights.

GRI 2-27

4.8. Product responsibility

Gassco received no administrative or juridical sanctions for failure to comply with laws or regulations, including international declarations/conventions/treaties, and national, sub-national, regional, and local regulations concerning the provision and use of the reporting organization's products and services.

4.9. Sponsorship and healthcare services

Activities concerning sponsorship include the membership for Apzi, De Hanze, Voka, De Maritieme Kring and Febeg.

Gassco established a close cooperation with a technical school in Zeebrugge by offering them the possibility to visit the plants and by sponsoring school furniture.

Gassco facilitates workers' access to non-occupational medical and healthcare services through group insurances like DKV and Europ Assistance for employees.

Gassco offers employees the possibility to follow a voluntary wellbeing programme after working hours.

GRI 3-1, GRI 3-2, GRI 3-3, GRI 413-1, GRI 2-27

4.7. Impact on the local population

Gassco operates in close collaboration with local authorities. Within the permitting process, community involvement is foreseen. In order to obtain the permits of the Zeepipe and Zeepipe Terminal in Belgium and the Franpipe and Dunkerque Terminal DA in France local community has been informed about the project and had the opportunity to give remarks.

Gassco Belgium France has its own local policy. The policy is based on the corporate policy set by Gassco Norway. The stakeholder engagement is regulated via the Gassled management committee and Gassco Led management committee.

The Gassco management system focuses on conformity validation. Gassco received no fines or non-monetary sanctions for non-compliance with laws and regulations. This includes compliance with the entire range of laws and/or regulations under which Gassco operates.

Planet (Environmental performance)

5.1. Natural gas

Compared to other fuels, natural gas supplies almost the highest energy output combined with the least emissions of greenhouse gasses. Therefore, it is by far

the cleanest fossil fuel. Natural gas contains no sulphur and during combustion no fine particulate matter is emitted. The replacement of other fossil fuels by natural gas thus

promotes air quality. Furthermore, natural gas is still widely available.

GRI 3-1, GRI 3-2, GRI 3-3, GRI 2-25, GRI 2-27

5.2. Gassco Belgium / France as receiving terminal

Gassco has an environmental permit delivered by the deputation of West-Flanders for the site in Belgium and by the Préfecture in France. The permits include all processes, installations and storage necessarily included in the permit and are completely up to date.

Gassco has been ISO9001 and ISO14001 certified in Belgium and France. The implementation of these management systems includes procedures to identify all legal topics, rules and regulations within the company. There are legal registers established for both companies and there is a contract with external consultants to verify that all applicable regulations are taken into consideration.

The HSE&Q programme concerning energy consists of the following action for 2023:

- Establish long-term HSE&Q plan;
- Execute environmental inspections;
- Implement Energy plan;
- Discuss accidents, incidents during HSE forum meeting;
- Improve waste management registers;
- Update environmental management aspect register;
- Establish and execute monitoring program.

Gassco does not have special voluntary environmental agreements with the authorities that are considered binding and developed as substitute for implementation of new regulations. There are also no cases brought against the organization using international dispute mechanisms supervised by government authorities.

There are administrative fines that can be given by the various authorities, both in Belgium and France, when the company is in breach with the rules and regulations. Gassco received no fines or non-monitory sanctions for non-compliance with environmental laws and regulations. This can be due to the management system in place that has focus on conformity validation. During audits, gaps towards legal obligations are verified. Gassco is reporting towards the authorities according to rules and regulations. Internal and external audits have identified that there are no non-conformities towards rules and regulations. Gassco corporate has executed a governing audit to check compliance. No major non-conformities were identified. For the onshore pipeline, till the PRF (Pig Receiving Facilities) there is a special agreement (on government level) between France or Belgium and Norway.

GRI 3-1, GRI 3-2, GRI 3-3, GRI 301-2, GRI 2-25

5.3. Materials

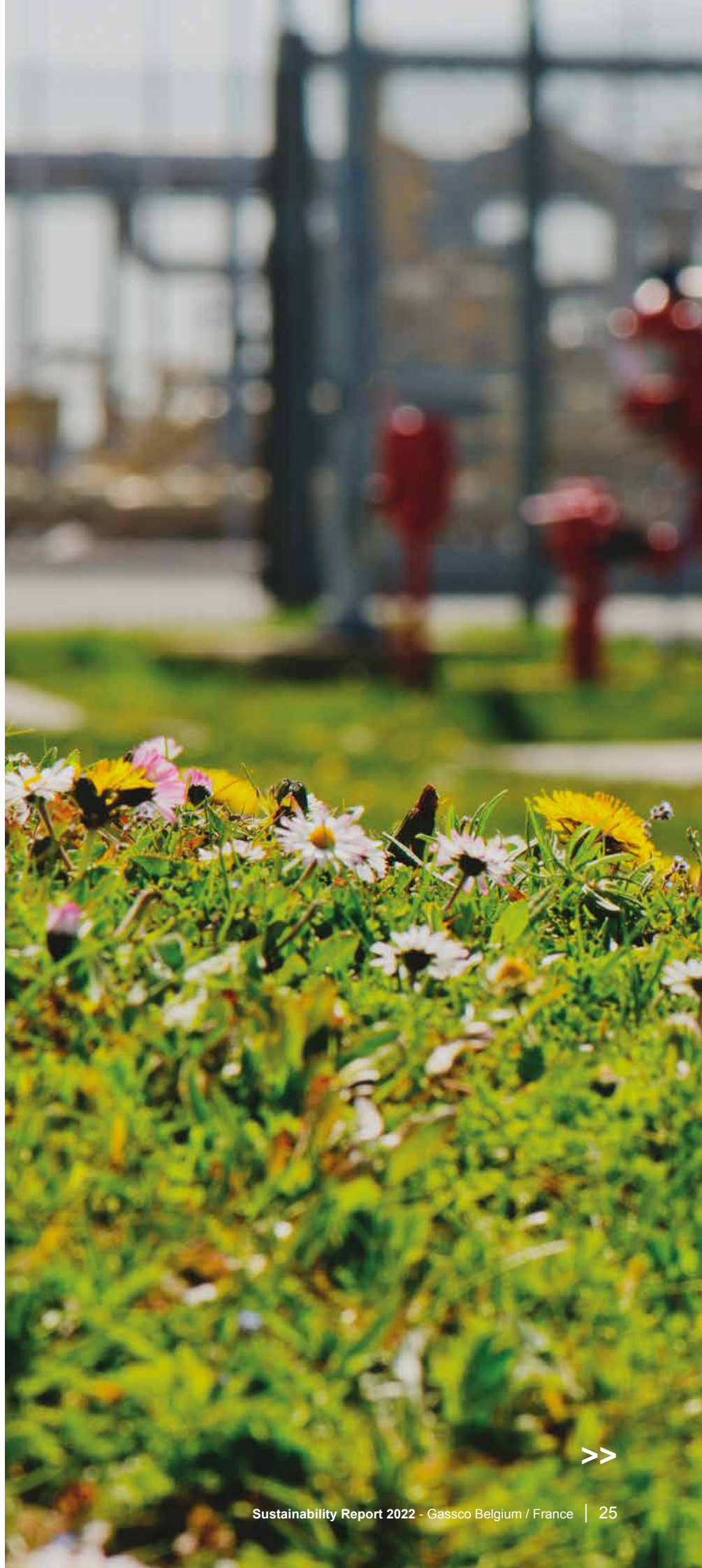
Gassco is convinced that the way of using materials is fundamental to many topics of our environmental and economic future. Sustainable material management should be emphasized and must make a key contribution to green growth. One of the key challenges is to effectively address the environmental impacts to occur along the lifecycle of materials, which commonly extends across country borders and involves a multitude of different economic actors. Therefore, Gassco has put a focus on the use of “green products” and made it a part of its local HSE&Q policy.

GRI 3-1, GRI 3-2, GRI 3-3, GRI 302-1, GRI 2-25

5.4. Energy

Energy efficiency reduces the use of raw materials, emissions of polluting substances and energy costs. This makes it interesting to look for ways of reducing energy usage. There are multiple possibilities for reducing energy: reducing energy demands (e.g. by improving insulation), use of renewable energy sources (e.g. wind energy) and increase the efficiency of the energy consuming equipment.

The HSE&Q programme includes the implementation of an energy plan for 2023.



Energy use GRI 302-1, GRI 302-3

Gassco uses natural gas for its heating devices. The heaters are used for adjusting the temperature of the gas distributed to the transport service operator (in Belgium and in France) and for the heating of the administration building in Belgium. There is no operational building in France. The domestic gas consumption (heating of the building) is far below the industrial (process) gas consumption. The required gas volumes are included in the Troll Gas Sales Agreements (TGSA).

The required process heating and thus the number of working hours of the burners and the related gas consumption, is a function of different fixed parameters namely:

- Inlet pressure of the pipeline: this pressure is regulated by system operations in Norway. The pressure is depending on the utilisation and required flexibility in the system. The pipeline is always packed to deliver the maximum booked capacity. Also, other factors (condensation, ...) impact the capacity. This parameter is not controllable by Gassco.
- Inlet temperature of the gas: seawater temperature: not controllable by Gassco.
- Outlet pressure: depending on the downstream grid operator:

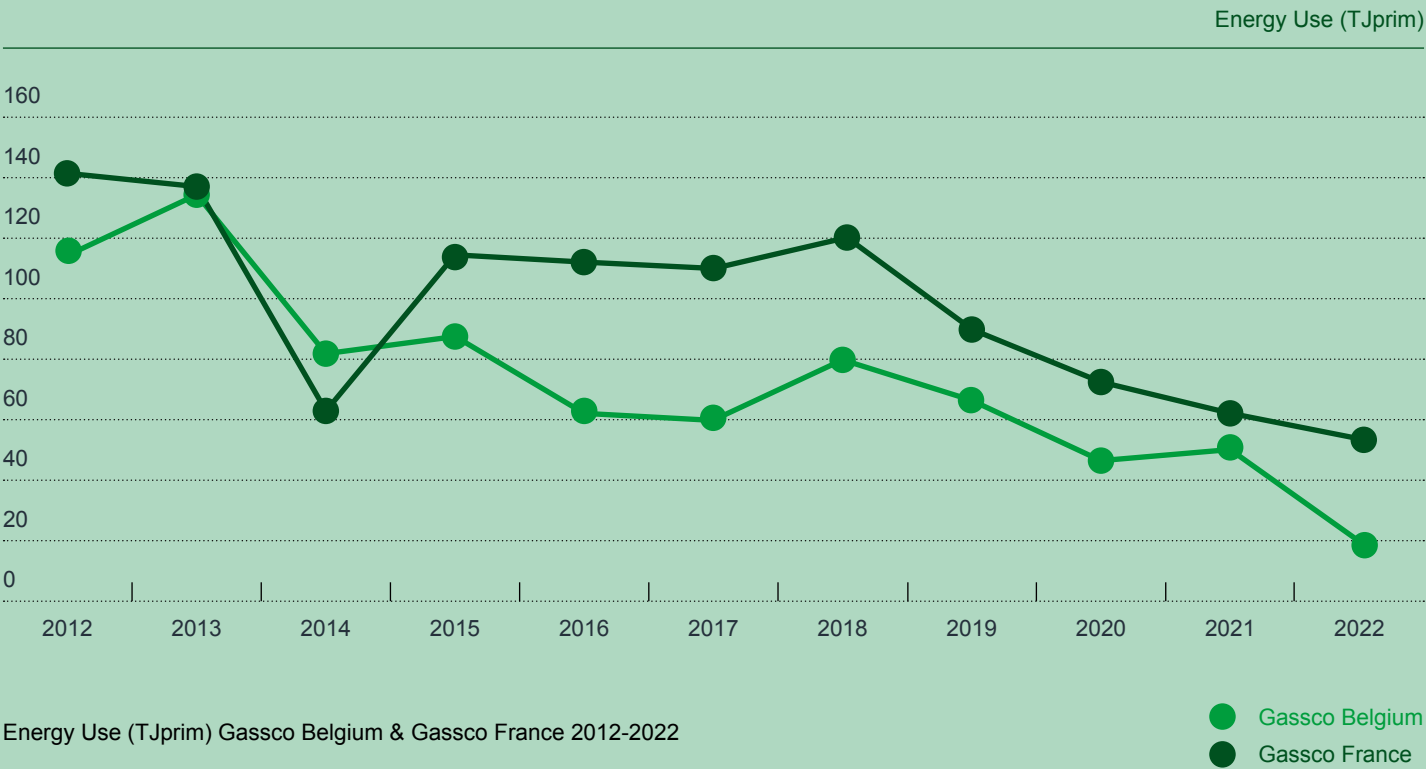
- o For Belgium: Fluxys pressure: not controllable
- o For France: GRT pressure: not controllable, level of pressure depending on the Pitgam compressor station in France.
- Outlet temperature: contractual the gas needs to be delivered between 1/1,2°C and 32°C.

To have lower energy consumption the produced gas is sold as close as possible to the 1°C limit for Belgium and 1,2°C for France. Only by controlling the outlet temperature Gassco can control the industrial gas consumption. Nevertheless, large changes in the other parameters can cause larger changes in the gas consumption of Gassco.

Electricity is used for the lighting of the site and all other electrical equipment such as controlling equipment, measuring equipment, ...

Diesel is used for the diesel pumps and as fuel for the emergency generators.

The figure and tables below show the energy consumption of Gassco Belgium and Gassco France in primary energy volumes (TJprim – primary terajoules). There was a significant decrease of natural gas consumption due to the warm weather causing little difference between inlet and outlet pressure (see above). Because of this no heating was required.



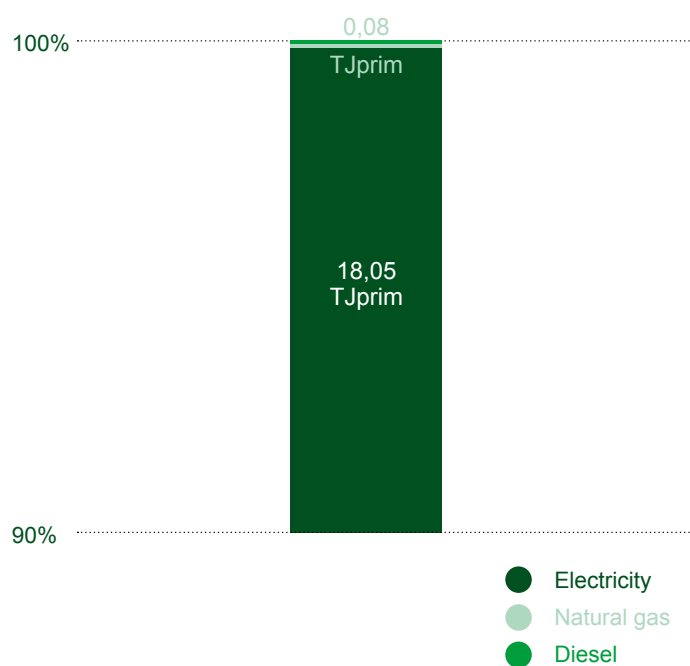
Detailed energy use Gassco Belgium in the period 2017-2022

	2017	2018	2019	2020	2021	2022
Electricity (MWh)	1.871	2.214	2.185	2.151	2.164	2.005
Natural gas (Nm³)	1.124.641	1.588.522	1.241.144	671.021	848.042	157.556
Diesel (liter)	980	1.156	1.312	2.772	2.800	2.281
Electricity (TJprim)	16,84	19,93	19,67	19,36	19,47	18,05
Natural gas (TJprim)	41,97	59,28	46,47	25,11	30,53	0,08
Diesel (TJprim)	0,04	0,04	0,05	0,10	0,10	0,08
Totaal (TJprim)	58,84	79,25	66,18	44,56	50,10	18,21

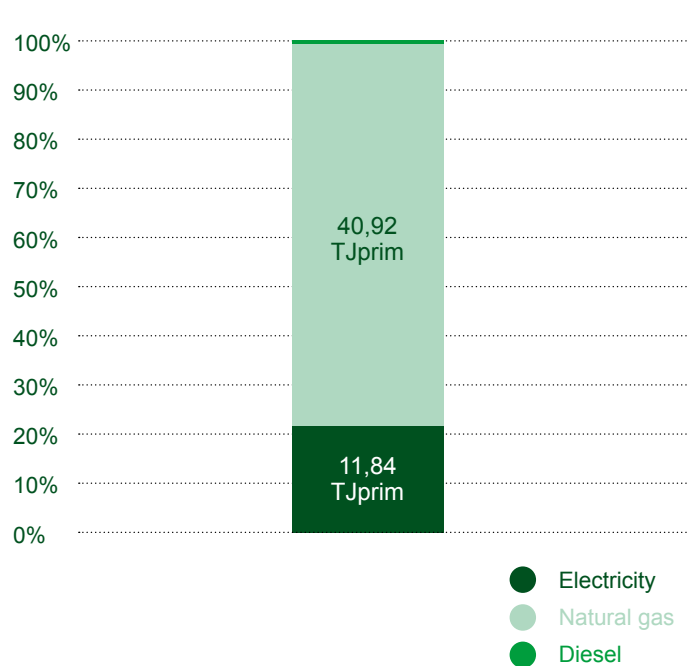
Detailed energy use Gassco France in the period 2017-2022

	2017	2018	2019	2020	2021	2022
Electricity (MWh)	1.893	1.697	1.692	1.629	1.485	1.315
Natural gas (Nm³)	2.495.556	2.452.793	1.987.303	1.536.044	1.322.589	1.136.644
Diesel (liter)	1.663	2.188	3.286	2.441	1.947	1.959
Electricity (TJprim)	17,04	15,27	15,23	14,66	13,37	11,84
Natural gas (TJprim)	92,18	104,38	73,69	56,70	47,61	40,92
Diesel (TJprim)	0,06	0,08	0,12	0,09	0,07	0,07
Totaal (TJprim)	109,28	119,73	89,04	71,45	61,05	52,83

Composition used energy Gassco Belgium



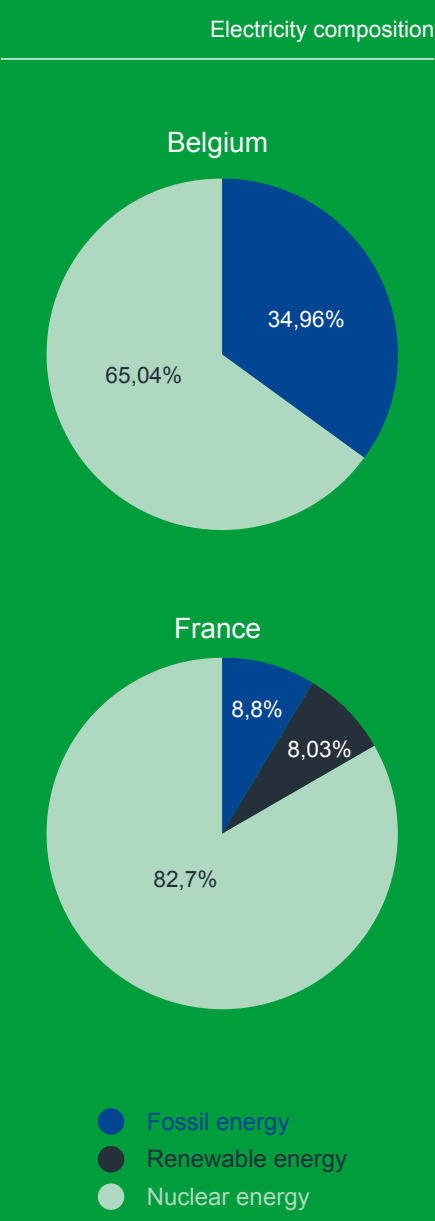
Composition used energy Gassco France



From the above given treated gas production and the gas use, it can be derived that about 0,001% (Gassco Belgium) and 0,01% (Gassco France) of the treated gas is used for Gassco's own production processes (energy intensity ratio) in 2022.

Energy composition GRI 3-1, GRI 3-2, GRI 3-3, GRI 302-1, GRI 302-4, GRI2-25

The composition of the purchased energy is given in the diagram below (percentages indicated). Given the overall electricity use as indicated above, this makes an electricity consumption of 0 MWh from renewables and 2.005 MWh from non-renewable sources in Belgium and respectively 105,6 MWh and 1.210 MWh in France.



Due to the specific process conditions (see earlier - fixed inlet pressure, inlet temperature and outlet pressure), process conditions are not fixed and are modified in order to achieve the desired outlet temperature as determined by the contract. Depending on the received inlet pressure and temperature the direct energy use of Gassco varies every year. Due to this process energy variations, it is difficult to clearly distinguish energy savings by Gassco. The main consumption in the process is taken by the water/glycol pumps and heaters. There are no separate meters to measure the energy savings on different locations in the process. However,

energy savings are achieved by redesign of the process, other smaller process changes and by performing awareness campaigns for the staff. In Belgium the conventional TL-lights were replaced by LED-lights (outdoor lighting).

Employees are encouraged to switch off computers, office lighting, etc. after office hours.

5.5. Greenhouse gases GRI 3-1, GRI 3-2, GRI 3-3, GRI 305-1, GRI 305-2, GRI 2-25

Climate change is very much a global issue that requires global action. According to the Intergovernmental Panel on Climate Change (IPCC), greenhouse gas emissions must be reduced by 40–70 percent between 2010 and 2050, if we are to avoid the most serious consequences of climate change.

The European Union targets a reduction of greenhouse gases of 55 percent by 2030 and climate neutrality by 2050, with 1990 as the baseline. Gassco is worried about the amount of greenhouse gases blown into the air. The greenhouse gases emitted by Gassco origin from the gas fired burners (CO₂) and the cold venting system (CH₄). In Belgium, there are three burners of each 11 MW, in France two burners of 13 MW and one of 4 MW. The respective greenhouse gas emissions are calculated based on the CO₂ trading principles and methodology. Fuel gas consumption is measured with the same accuracy as the fiscal metering

station. The caloric value of the gas is taken via calculation from the gas chroma's. The instruments and equipment for measuring are periodically calibrated and maintained according to the Norwegian Petroleum Directorate regulations and relevant legislation.

Only in case of maintenance or emergency, natural gas is vented to the atmosphere by means of a cold stack. There is no continuous venting and no flaring activity performed by Gassco. Venting is excluded from the CO₂ trading system and venting is kept to a minimum by procedures. In relation to production volume; 0,00055% is vented in Belgium; 0,00035% in France. At Gassco Belgium as well as Gassco France a planned total shutdown of the terminal was executed in 2021, in comparison to the partial shutdown in 2020, which explains the increase in venting.



For the determination of the CH₄ equivalent CO₂ emissions a conversion factor of 28 is used. The CO₂ emissions from electricity usage are determined by the consumed

electricity (MWh) and a conversion factor (227 kg CO₂/MWh for Belgium and 56 kg CO₂/MWh for France).

The tables below show the greenhouse gas emissions by Gassco Belgium and Gassco France.

¹ Covenant of Mayors, Technical Annex to the SEAP template instructions document: the emission factors

Greenhouse gas production Gassco Belgium

Direct / Indirect source of GHG	Source of GHG emissions	CO ₂ (ton)	CH ₄ (ton)	CO ₂ equivalent (ton)
Direct	Gas fired burners	313,11	-	313,11
	Gasoil	6,1	-	6,1
	Venting	-	7,10	162,23
Indirect (market-based)	Electricity use	455,171	-	455,171
Total CO ₂ equivalent (ton)				936,611

Greenhouse gas production Gassco France

Direct / Indirect source of GHG	Source of GHG emissions	CO ₂ (ton)	CH ₄ (ton)	CO ₂ equivalent (ton)
Direct	Gas fired burners	2.371,007	-	2.371,007
	Gasoil	5,28	-	5,28
	Venting	-	4,31	98,48
Indirect (market-based)	Electricity use	73,646	-	73,646
Total CO ₂ equivalent (ton)				2.548,413

The greenhouse gas production is 76,94% lower than in 2022 for Gassco Belgium and 38% lower for Gassco France. In 2021 there was an increase in the total greenhouse gas production due to a total terminal shutdowns at Gassco Belgium and France. In 2022 there were no planned shutdowns causing a decrease in the greenhouse gas production.

As stated in the 'Energy' part, the specific process conditions (fixed inlet pressure, inlet temperature and outlet pressure) have an important influence on the total greenhouse gas emissions. These parameters cannot be influenced for mitigating energy use and greenhouse gas emission. The only way of reducing the emission of greenhouse

gases is to deliver the treated gas at the lowest temperature as possible (1°C as stated before). There is set a KPI on the outlet temperature of the delivered gas. The management and operational department focus on this KPI:

- Maximum 2.6 °C at Belgium;
- Maximum 3.4 °C at France.

Due to shutdowns at both locations it is not easy to map the actual reductions in greenhouse gases at both locations as a result of the above-mentioned initiatives. A simple calculation however shows the difference in CO₂ emissions if the outlet gas is not emitted at the temperature set in the KPI. If for example the outlet gas would be heated

to 5°C and not to the KPI temperature, this would mean

- For Belgium: an increase of the CO₂ emissions by 4,400 tons.
- For France: an increase of the CO₂ emissions by 3,388 tons.

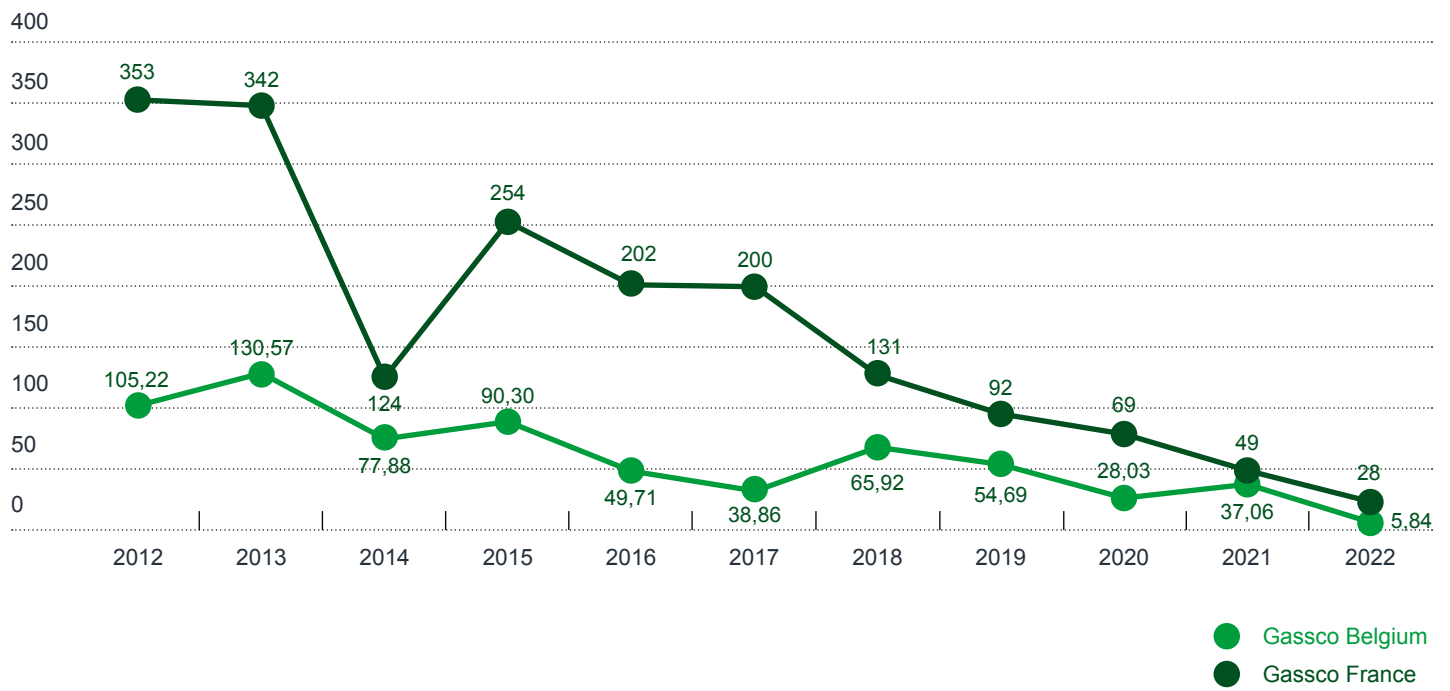
5.6. Air GRI 305-7

Relevant air emissions related to the activities of Gassco are the emission of carbon dioxide, natural gas (venting), nitrogen oxides (and sulphur oxides). The emissions of carbon dioxide and natural gas are discussed in the previous chapter of Greenhouse Gases. Emissions of nitrogen oxides (NO_x) and sulphur oxides (SO₂) dependent on the fuel used. Natural gas is used for the heating system, diesel is used for the diesel pumps. Burning gas typically gives low emissions of sulphur oxides and particulate matter.

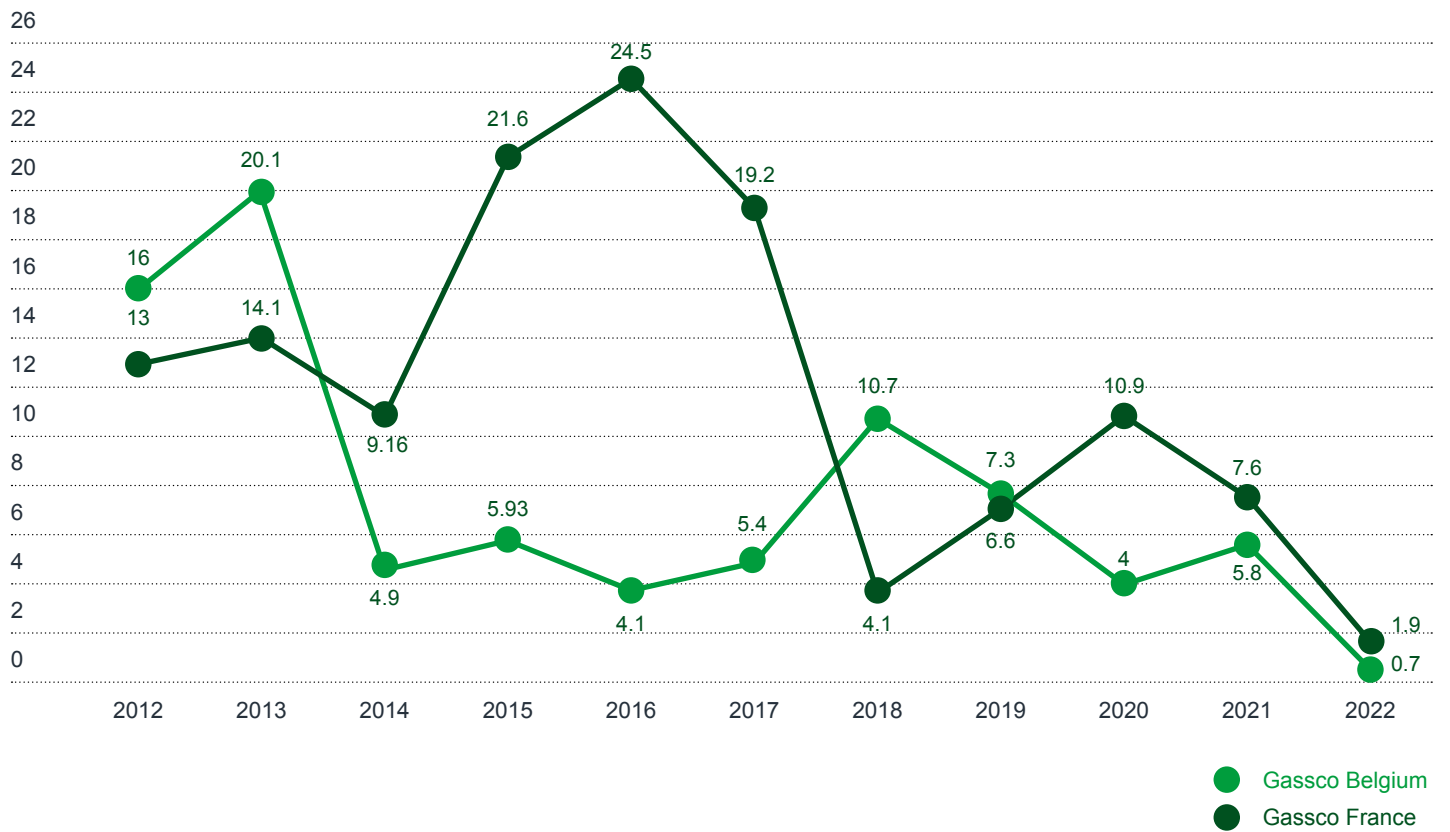
Underneath, the emissions amounts of NO_x and SO₂ for the site in Belgium and France. The NO_x and SO₂ values are calculated based on the emission measurements of the heaters, the fuel gas consumption and the number of hours in operation. The difference in emissions can be attributed to the differences in process conditions and maintenance activities. These conditions are fixed and cannot be changed in order to lower these emissions.



NOx emission (µg/kg productie)



SOx emission (kg)



5.7. Water GRI 103-1, GRI 103-2, GRI 103-3, GRI 303-1, GRI 2-25

Water consumption

Potable water becomes scarce, because of depleting resources. We are challenged to look for opportunities to reduce water usage. In the same way as we want to reduce energy usage, there are several possibilities of reducing the use of potable water: reducing the demand of city water (e.g. installation of 'dry' systems), re-usage or use sustainable water sources (e.g. rainwater, grey water) and increase the efficiency of the water consuming equipment.

Gassco does not use water in the daily gas processing operations. Potable water is mainly used for domestic applications, i.e. kitchen, toilets. By exception, it is used in the industrial process to fill up the cooling system (closed system), to rinse infrastructure and to test it after maintenance works and to fill the firewater tank in France.

Instead of using potable water, the firewater basin in Belgium is filled with rainwater. When there is a shortage of rainwater, the basin is replenished with potable water. It is not possible using rainwater in the firewater tank in France as the rainwater contains too much dust and pollution to pump this water in case of emergency.

There are no other water sources used than potable water and rainwater by Gassco Belgium France.

In 2022 the potable water consumption arrived at 915,35m³ in Belgium. In France 1.327,92 m³ potable water was used.

The increase in amount of water used for rinsing of infrastructure at Gassco France can be attributed to the fact that the COVID-19 measures no longer apply.

In addition, painting work was carried out at both terminals using large scaffolding. To make these racks stable, IBC containers were used and they were filled with water.

Use of potable water Gassco Belgium

Description of the potable water use	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Domestic activities (m³)	404	344	272	231	156	172	290	372	314	341	915
Hydraulic testing	0	0	0	0	0	0	0	5	0	0	0
Completion of cooling system (m³)	348	0	0	0	0	0	0	0	0	0	0

Use of potable water Gassco France

Description of the potable water use	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Domestic activities (m³)	397,70	472,00	369,00	407,94	364,90	100,74	476,85	297,24	236,38	282,72	1.328
Hydraulic testing	0	593	10.880	835	0	0	0	0	0	0	0
Completion of cooling system (m³)	0	0	0	0	0	0	0	0	0	0	0
Completion firewater basin	0	0	0	0	0	0	0	0	0	0	0
Rinsing of infrastructure	38,30	0,00	33,00	32,06	24,10	47,86	73,52	18,66	1,56	0	0

Water discharge GRI 3-1, GRI 3-2, GRI 3-3, GRI 303-4, GRI 306-1, GRI 306-5, GRI 2-25

In Belgium the domestic water is discharged into the dock nearby (canal Brugge-Zeebrugge). In France this water is indirectly discharged into the ground. Both discharges are permitted, and the discharged water meets the limits set by the permits. The water bodies are not significantly affected by the water discharges of Gassco.

On both sites there are uncovered pits containing process installations. Rainwater gathers in these pits. This rainwater is potentially polluted and is handled depending on the presence or absence of pollution. If the manual check of the rainwater in the pit confirms the unpolluted status of the water, the water is discharged into the dock in Belgium and into the Fossé Du Mardyck in France. If the pit rainwater turns out to be polluted, the water is treated as industrial wastewater which is collected and removed from the site for external treatment. Water from hydraulic testing is unpolluted and discharged into the surface water.

The tables below show the type of water discharges by Gassco Belgium and Gassco France.

Gassco Belgium

Description of the discharged water	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Domestic wastewater / Water from hydraulic testing / Discharge of cooling system (m³)	752	344	272	231	156	172	290	376	314	341	915
Unpolluted pit rainwater (m³)	1.602	3.891	1.259	3.971	3.076	3.975	1.113	1.725	1.728	3 891	1.252

Gassco France

Description of the discharged water	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Domestic wastewater / Water from hydraulic testing / Discharge of cooling system to sewerage system (m³)	398	472	369	408	365	101	477	316	236	283	1.328
Unpolluted pit rainwater to surface water (m³)	8.298	5.108	6.880	4.120	3.757	3.747	6.312	1.393	6.108	4.546	2.761

The volume of unpolluted pit rainwater is based on counters that register the amount of rainfall. Rainwater falling outside the pits, infiltrates in the ground and fills up the groundwater stock.

In 2022 the polluted pit rainwater at Gassco Belgium amounted 14,48m³. At Gassco France, this was 16,68m³.

5.8. Waste GRI 103-1, GRI 103-2, GRI 103-3, GRI 306-1, GRI 306-2, GRI 306-3, GRI2-25

As every company, Gassco generates waste. This waste mostly is waste related to domestic and office activities. The production process and operations only generate waste during maintenance works, projects and modifications. Although there is a gas filter available in the gas treatment installation, this filter does not generate waste to be removed as the incoming gas has a very high purity. The waste created is non-hazardous waste (paper and cardboard, PMD (Plastic/Metal/Drinking Cartons), general waste, gas cylinders, waste derived from cleaning of the basin, bulk metals and glass) and hazardous waste (oil, wastewater). The discharge of domestic wastewater is not included in this section but is handled in the Water chapter.

Gassco tries to reduce the amount of waste produced. Reducing the amount of waste, reducing the need for waste treatment and related consumption of energy and other raw materials and thus helps to reduce the environmental impacts these activities. Reducing waste also reduces costs.

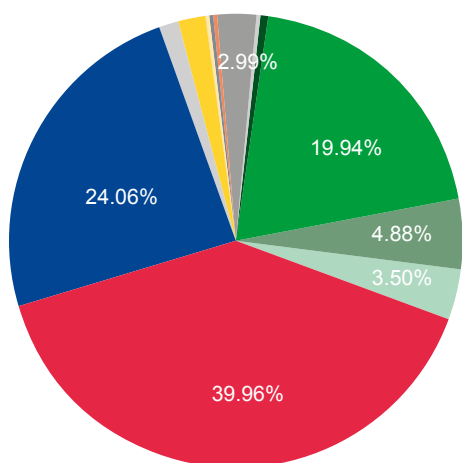
On the site in Belgium 60.119 ton of waste was produced in 2022 of which 2.546 ton was hazardous. This is lower than the amount of waste produced in 2021 (-39%). In France 48,430 ton of waste was produced, which is higher than the amount produced in 2021 (+25%). There was hazardous waste in the form of aerosols in France.

Waste is collected by a third party (waste collector). The waste-related data is reported monthly (HSE-monthly reporting) and is monitored based on the waste register. Styrofoam, foil and hard plastics are collected separately.

All the suppliers are ISO14001 certified or possess an environmental management system.

In the figures below the breakdown of the waste composition at Gassco Belgium and France is shown.

Non-hazardous waste composition Belgium (kg)



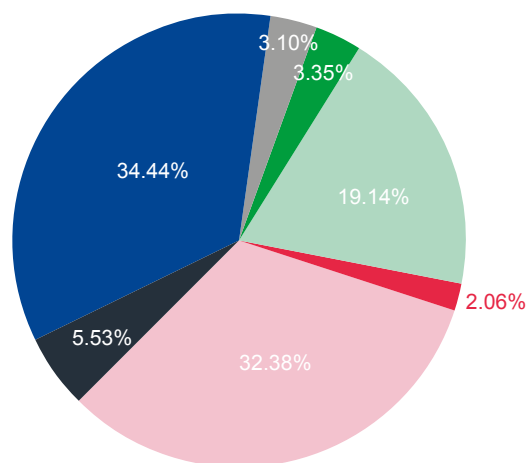
Polluted rainwater: 24,06%
Oily waste water: 39,96%
Ethylene glycol: 3,50%
Oil: 4,88%
Rest: 19,94%
Wood: 0,00%

Electric & electronic waste: 1,37%
Iron: 1,84%
Lab waste: 0,09%
Plastics: 0,02%
Empty packaging and IBC: 0,25%
Oilfilters: 0,21%

Toners: 0,11%
Aerosol cans: 0,10%
Bird carcasses: 0,08%
Paper: 2,99%
Glass: 0,12%
PMD: 0,48%



Non-hazardous waste composition France (kg)

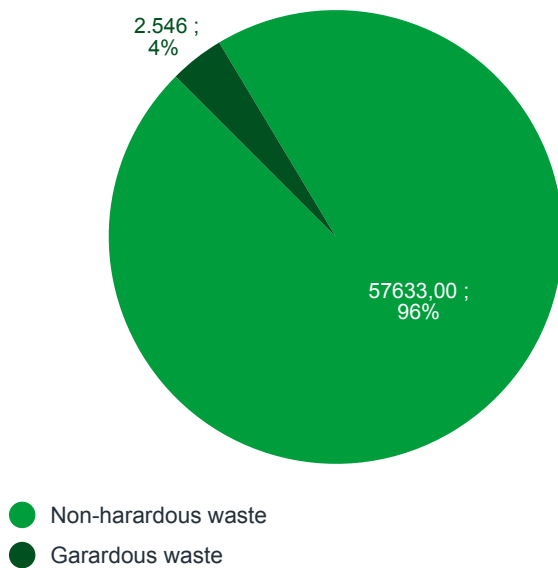


Polluted rainwater: 34,44%
Paper: 3,10%
Rest: 3,35%
Metal: 19,14%

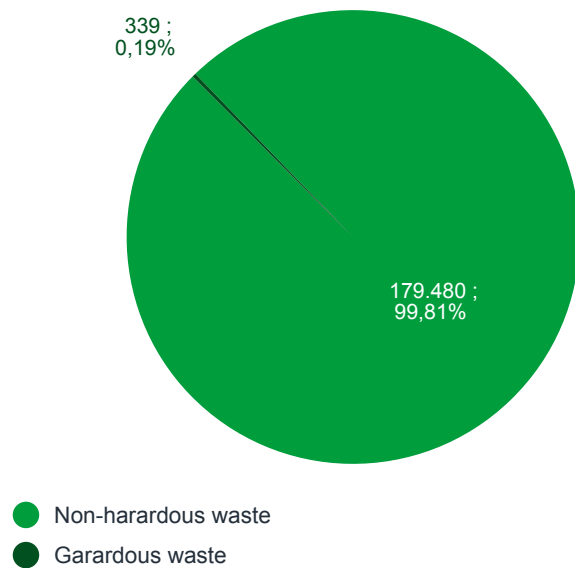
Oil: 2,06%
Water (Rinsing infrastructure): 32,38%
Sludge: 5,53%



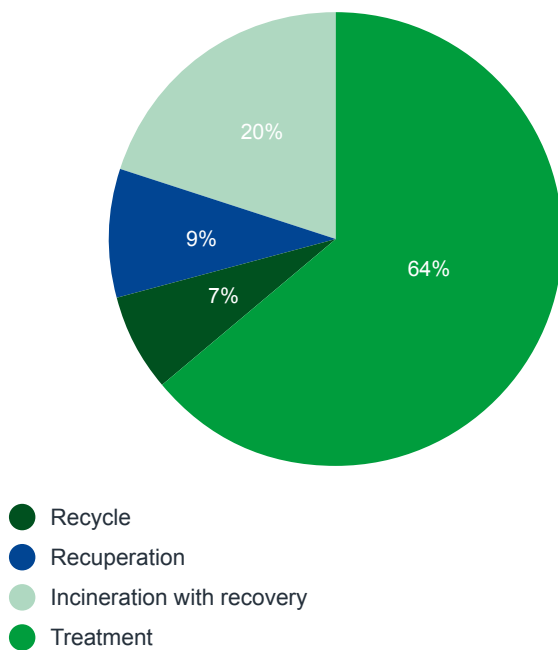
Hazardous and non-hazardous waste Belgium (kg)



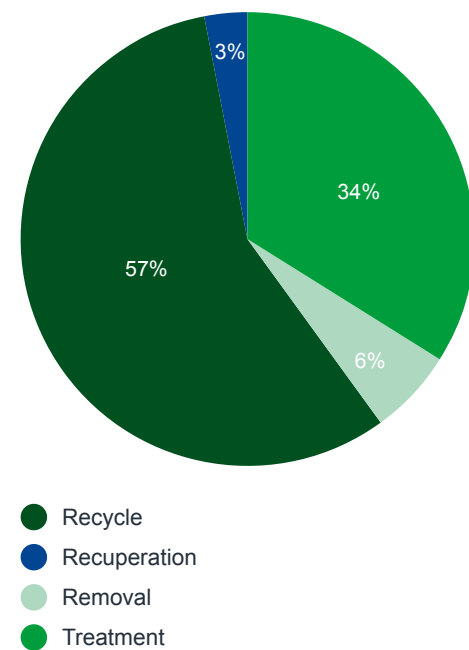
Hazardous and non-hazardous waste Dunkerque (kg)



Belgium: non-hazardous waste 2022



Hazardous and non-hazardous waste Dunkerque (kg)



The method of disposal is determined according to national legislation by the disposal contractor who also provided waste certificates for all waste. Recuperation includes energy recuperation by combustion.

The HSE&Q programme concerning waste consists of the following actions/plans (for 2023):

- Update waste management register.

5.9. Environmental grievances GRI 103-1, GRI 103-2, GRI 103-3, GRI 103-2, GRI2-25

During the reporting period no grievances about environmental impacts were reported through formal grievance mechanisms or handled.

5.10. Total environmental protection expenditures and investments GRI 2-27

	Belgium cost (euro)	France cost (euro)
Cost of non-product output (shutdown)	No cost impact	No cost impact
Fines for non-compliance with environmental regulations	Not applicable	Not applicable
Remediation costs		
Treatment of waste (euro)	€ 14.475,71	€ 22.674,40
Treatment of emissions (purchase and use of emissions certificates)	-	€ 78.480,00
Depreciation of related equipment, maintenance, and operating material and services, and related personnel costs	-	-
Insurance for environmental liability	Not specified – part of the overall insurance policy	
Clean-up costs	-	-
Prevention and environmental management costs		
External services for environmental management	€ 17.822,16	€ 12.464,00
External certification of management systems (combined audit)	€ 11.943,05	€ 1.656,95
Personnel for general environmental management activities	1 FTE	1 FTE
Research and development	Allocated to the overall terminal cost, Belgium: 270.000,00 €, France: 359.000,00 €	
Extra expenditures to install cleaner technologies	Both for Belgium and France the safety performance standard is applicable, this standard has focus on BAT, including safety and environment. The additional cost is ca. 30% higher than standard equipment.	
Extra expenditures on green purchases	The additional cost for green products can be set at +15%	
Other environmental management costs	Not applicable	Not applicable

In 2022 there was no need to Treatment of emissions (purchase and use of emissions certificates for Gassco Belgium because of the significant decrease of natural gas consumption due to the warm weather causing little difference between inlet and outlet pressure (see above). Because of this no heating was required. Other than this there are no significant changes in environmental protection expenditures and investments between 2021 and 2022.



Profit (Financial performance) GRI 3-3, GRI 201-1

6.1. Financial results

Gassco's priority is to transport and handle Norwegian gas safely and efficiently to Europe. Therefore, Gassco follows the OECD Guidelines for Multinational Enterprises.

The financial results for Gassco Belgium France for the year 2022 are given in the table below.

	Belgium	France
Direct economic value generated		
Revenues	€ 13.324.877,63	€ 13.330.732,92
Economic value distributed		
Operating costs	€ 5.184.817,26	€ 5.395.042,50
Employee wages and benefits	€ 4.051.700,35	€ 3.680.491,75
Payments to government	€ 325.079,73	€ 137.782,00
Community investments	€ 820,00	-
Economic value retained		
Investments	€ 3.864.120,98	€ 6.957.447,96

Gassco Belgium invested in the community by supporting/investing in the following events/organisations: membership of Voka, Apzi, De Maritime Kring, Febeg and De Hanze.

6.2. Benefit plans GRI 201-3, GRI 403-6

Gassco is concerned about the long-term economic well-being of its employees.

Therefore, all Belgian staff is included in a Contassur retirement plan, regulated by the sector program PC326. The plan has a minimum profit, depending on the plan:

Pensiobel, Enerbel, Elgabel and Powerbel. The percentage cannot be communicated in this report, due to the confidentiality by the individual contracts. In general, 95% of the plan's budget is financed by the employer, 5% by employee, the profit rates 18% of the gross salary in general. If Gassco does

not meet the obligations of the plan, the company must provide the resources itself to cover the gap between the warranty and the actual profit.



GRI 201-3

All employees of Gassco France are included in a benefit plan, handled via art. 83 of the Petroleum Sector Agreement. The profit rates 4% of the gross salary of the employees. If Gassco does not meet the obligations of the plan, the company must provide the resources itself to cover the gap between the warranty and the actual profit.

Total cost for the fund:

- For Belgium: will not be published due to confidentiality of the contracts
- For France: will not be published due to confidentiality of the contracts

6.3. Other

In Belgium “ecocheques” are handed over together with the distribution of this sustainability report to the employees. For France a sustainability bonus is introduced for eco-friendly or sustainable purchases.

6.4. Investments GRI 201-3

Gassco Belgium		Cost in EUR
Minor investments and modifications		573.895
Office Refurbishment		694.735
Simulator process control system		415.807
Upgrade security		249.834
Cyclone replacement		243.877
BIR FEED		1.685.974

Gassco France		Cost in EUR
Minor investments and modifications		620.335
Upgrade CCTV		662.620
Simulator process control system		916.201
IT equipment process control system		1.172.896
Replacement valves metering & trains		718.036
BIR FEED		2.867.360

Major investments included the upgrade of the HVAC, metering the computers, investing in the energy plan and the upgrade of the security systems.



Suggestions or comments?

GRI 2-1, GRI 2-3, GRI 2-5

Suggestions and comments with regards to the contents of this report can be sent to:

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Reporting is done in close collaboration with Sweco Belgium (Graziëlla Rondelez, Stijn Meubis).

This report was not audited by a third party. Gassco will notify GRI of the use of the GRI Standards. In addition, the process for collecting environmental and safety data is audited by a third party and certified in accordance with ISO 14001.



GRI content index

Statement of use	Gassco has reported the information cited in this GRI content index for the period [reporting period start and end dates] with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	Page 7, 8-9
	2-2 Entities included in the organization's sustainability reporting	Page 5-7
	2-3 Reporting period, frequency and contact point	Page 5, 42
	2-5 External assurance	Page 5, 42
	2-6 Activities, value chain and other business relationships	Page 5, 7-10
	2-7 Employees	Page 16-17
	2-9 Governance structure and composition	Page 8, 16
	2-15 Conflicts of interest	Page 11, 18
	2-22 Statement on sustainable development strategy	Page 7
	2-23 Policy commitments	Page 11, 14, 18, 22
	2-25 Processes to remediate negative impacts	Page 14, 24, 25, 28, 32, 33, 34, 36
	2-27 Compliance with laws and regulations	Page 23, 24, 36
	2-28 Membership associations	Page 13
	2-29 Approach to stakeholder engagement	Page 11, 12, 13
	2-30 Collective bargaining agreements	Page 17, 18
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 4, 7, 11, 13, 14, 16, 18, 19, 21, 23, 24, 25, 28, 32, 33, 34, 35, 36
	3-2 List of material topics	Page 14, 16, 18, 19, 21, 23, 24, 25, 28, 32, 33, 34, 35, 36
	3-3 Management of material topics	Page 4, 16, 18, 19, 21, 23, 24, 25, 28, 32, 33, 34, 35, 36
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 38
	201-3 Defined benefit plan obligations and other retirement plans	Page 38, 39, 40
	301-2 Recycled input materials used	Page 25
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 25, 26, 28
	302-3 Energy intensity	Page 26, 27
	302-4 Reduction of energy consumption	Page 28, 29
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 32
	303-4 Water discharge	Page 33
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 28, 29
	305-2 Energy indirect (Scope 2) GHG emissions	Page 28, 29
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Page 30, 31
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 33, 34
	306-2 Management of significant waste-related impacts	Page 34, 35
	306-3 Waste generated	Page 34
	306-5 Waste directed to disposal	Page 33
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 16
	401-3 Parental leave	Page 16

GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 4, 19
	403-2 Hazard identification, risk assessment, and incident investigation	Page 19
	403-3 Occupational health services	Page 19
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 18
	403-5 Worker training on occupational health and safety	Page 21
	403-6 Promotion of worker health	Page 20, 38
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 18
	403-8 Workers covered by an occupational health and safety management system	Page 19
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 21
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 21
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 23
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page 23



