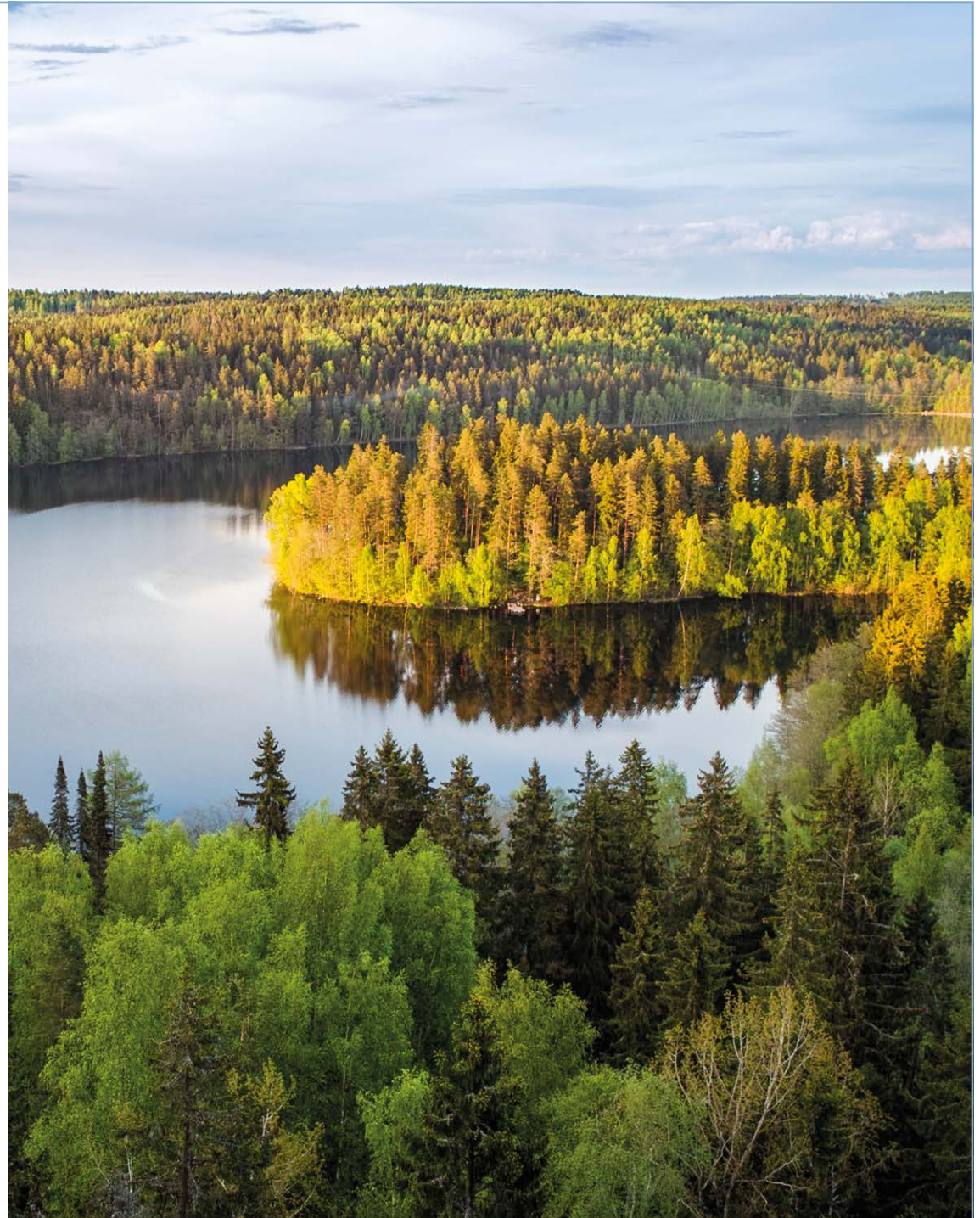


NEOT

North European Oil Trade

Sustainability
Report 2017



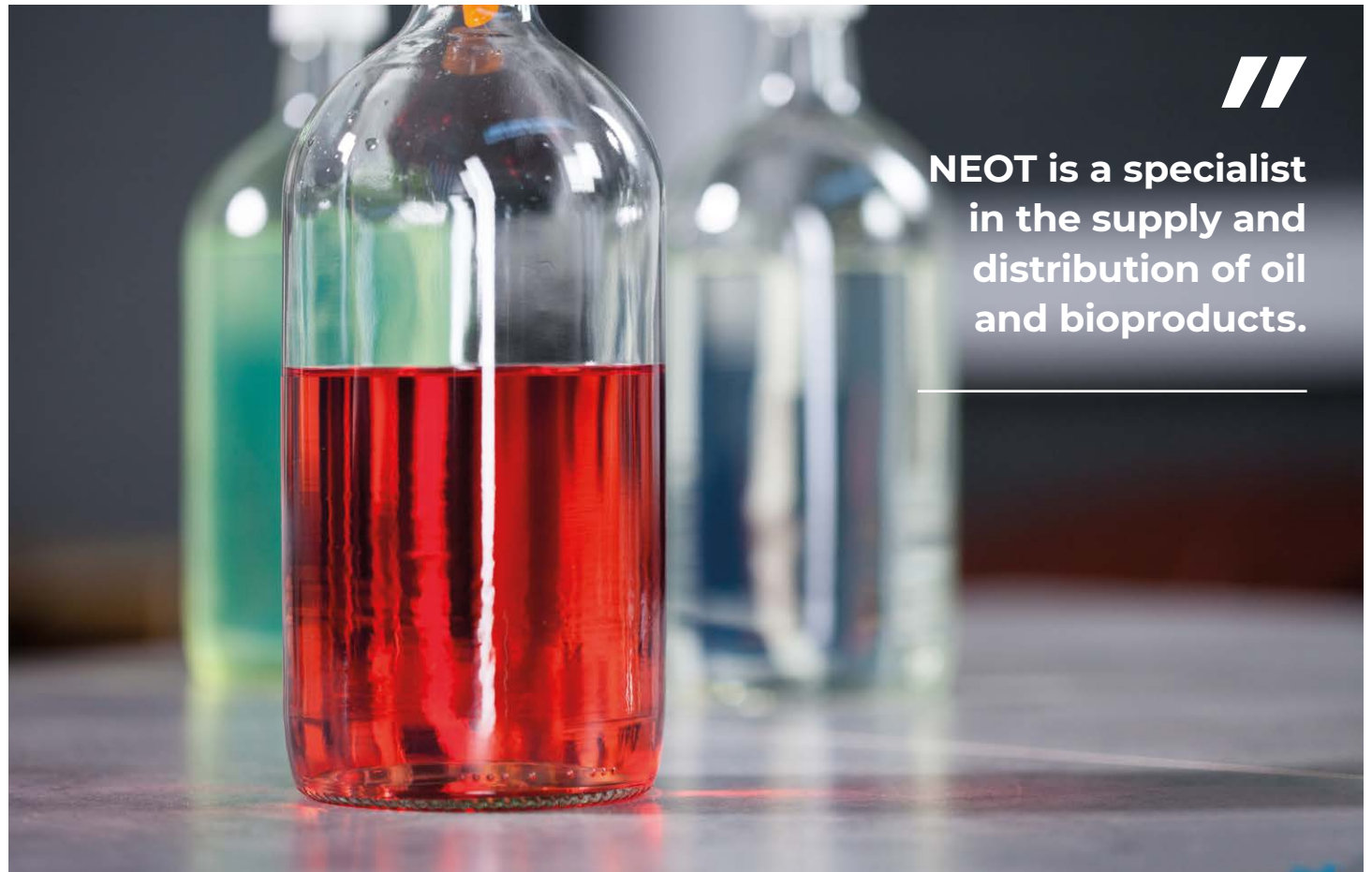
ABOUT THIS REPORT

With our first GRI sustainability report we at NEOT want to present our business model and main corporate sustainability themes and achievements from the year 2017.

For NEOT, corporate sustainability is an important part of the development and success of our business. In 2017, we determined our goals for corporate sustainability together with our owners, SOK and St1 Nordic Oy. We also started to collect our business information and key figures more systematically than before.

We have clarified NEOT's value creation process into one picture which you can find from page eight. The picture shows our overall business operative environment. The image demonstrates the complexity of our value chain. While our corporate values on page 7 are an integral part of the business and are integrated throughout all aspects of our operation.

We wish you enjoyable moments with our report!



**NEOT is a specialist
in the supply and
distribution of oil
and bioproducts.**

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NEOT IN BRIEF

Specialist in the supply and distribution of oil and bioproducts

North European Oil Trade is a significant fuel supply and distribution company in the Baltic Sea region. NEOT acquires its fuels from the global trading markets and handles the fuels' storing and transport from refineries to terminals and stations.

The company's vision is to be the most innovative and cost-efficient traditional and new fuel solutions procurement company. NEOT is an integrated part of its owners', SOK and St1 Nordic Oy, strategy.



Year 2017

- Turnover in 2017 EUR 5 billion (EUR 4.5 billion in 2016)
- Personnel: 47
- Transported around 7 billion liters of fuels
- Shipping: 5 time chartered vessels, two of which are LNG-powered
- Our key partnerships with hauliers take care of road transportation with their 130 tank trucks and 300 drivers

A SUCCESSFUL YEAR

NEOT's vision is to be the most innovative and cost-efficient traditional and new fuel solutions procurement company. In 2017, we took leaps towards fulfilling our vision, as we reached both our financial and operational goals. There were many factors that made the good outcome possible. The operational environment remained relatively stable, and the market conditions were favourable for our activities. The most significant factor was the efficiency of our own operations. A few years ago we renewed our sourcing model for fuels. The new model has now become an established part of our operations, and it has proved to be very efficient. In 2017, we made only minor adjustments to the model in order to optimize our operations and develop our organization.

We provide our services to our two owners, who have centralized their sourcing and logistics operations to us. Thus, we acquire large volumes of oil and bio-products, which makes us a desirable

partner for potential suppliers. The centralized distribution also leads to lower logistics costs for our customers. Our goal is not to turn the lower costs into profit, as we set our sales prices at cost basis with a zero profit target.

Safety first

Our competitive ability is based on high expertise, efficient operational systems and active communication with our customers. We understand the needs and hopes of the end customer and aim to fulfill them. Controlling the multifaceted logistics chain requires emphasizing efficiency, quality and safety. We do not compromise safety under any circumstances, and we continually make investments to further develop safety for the entire supply chain. For example, when a part of our road transportation in Finland were tendered in 2017, we set the safety demands very high. Now that the co-operation with the transportation com-



panies has started, we support them by giving training, especially on quality and safety issues.

Distribution obligations for biofuels are growing

The energy sector is an interesting operating environment, and news about the industry are followed widely as climate change is accelerating. Solutions for decreasing the use of fossil fuels are being searched from various sources, while oil consumption continues to grow globally. Biofuels are already replacing parts of fossil fuel within the fuels sold. Increasing



We need to take more responsibility for our environment and each other in the future.

ing the renewable components in fuels is also a goal addressed by legislation.

The Nordic countries are forerunners in using biofuels. Finland and Norway have regulated the share of biofuels by law, whereas Sweden has, until now, offered taxation benefits. During 2018, Sweden will also take the distribution obligations into use. The limits to the feedstocks of biofuels will be a significant challenge in the future. To help tackle this challenge, NEOT has invested in the bioproduction through its subsidiary NEB (North European BioTech). NEB owned facility in Kaajani is the first commercial scale sight in the world to produce ethanol from sawdust. At the end of 2017 NEB was fully acquired by one of our owners' St1 for further development.

The development seen in the energy sector is not the only way the world is changing. We need to take more responsibility for our environment and each other in the future. With our first sustainability report, we at NEOT want to demonstrate that corporate sustain-

ability is of primary importance to us in all our operations and that we want to be open about our policies and goals.

The winds of change are blowing in my direction this year. At 2018, I'll become the CEO of St1 Nordic. Before that, I want to thank all our employees for the successful work and shared moments in 2017. Let's keep up the good work. I also want to thank our owners and partners for the support you have given for our work.

Henrikki Talvitie
CEO



NEOT's board of directors

Chairman of the Board:

Jari Annala, SOK

Members:

Arttu Laine, SOK

Antti Heikkinen, SOK

Tapio Kankaanpää, Co-op PeeÄssä

Kim Biskop, Co-op KPO

Mika Wiljanen, St1 Nordic Oy

Mika Anttonen, St1 Nordic Oy

Managing Director:

Henrikki Talvitie

Secretary of the Board:

Petri Appel, NEOT

FOCAL POINTS FOR SUSTAINABILITY

NEOT actively seeks new fuel solutions that are ecologically and ethically sustainable and cost-efficient, while aiming to utilize domestic waste and residue-based raw material. NEOT takes into account the sustainability goals set by both its owners. The essential themes in sustainability follow the goals defined below by St1 and the S Group (S-Ryhmä).

NEOT takes sustainability into account in all its operations by following its ethical procedures and values:

- 
 We exist
for the
 customer
- 
 We are
responsible
for people
and the
environment
- 
 We constantly
renew our
operations
- 
 We
operate
 profitably

Biofuels sustainability

NEOT controls the sustainability of our supply chain through our sustainability system, which is based on the principles of European Directive on Renewable Energy. The system has been approved as a Finnish national sustainability scheme, according to Norwegian biofuels regime as well as an ISCC trading and storage scheme. NEOT applies the following principles to ensure sustainable fuel procurement:

- **Supplier selection:** We source biofuels only from suppliers who fulfill the required sustainability criteria.
- **Traceability:** We know the origin of our feedstocks and biofuels we use.
- **Contracts:** We ensure that our contracts take into consideration relevant sustainability aspects.
- **Certificates and auditing:** We make sure the sustainability criteria are fulfilled and we also perform our own monitoring and audits.

Legislation sets the guidelines

NEOT's operations fulfill the following EU directives and national legislation.

- Renewable Energy Directive
- Fuel Quality Directive
- National taxation, environmental and safety legislation, and ADR fuel transportation regulations within distribution



The **S Group** is doing its part to help Finland become an even better place to live. The most essential themes on sustainability regarding NEOT's operations are

- Sustainable sourcing
- human rights
- energy efficiency.

For more information on sustainability within the S Group go to www.s-kanava.fi/web/s-ryhma/en/paraspaikkaelaa



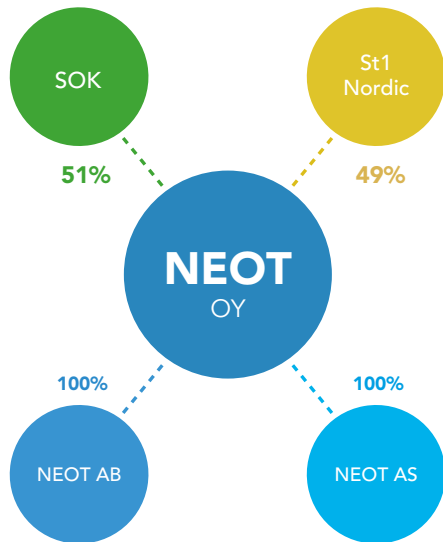
St1's vision is to be the leading producer and seller of CO₂-aware energy. The essential themes in sustainability are renewable energy solutions, investments in the future, world-class expertise and customers now and in the future. For more information on St1 go to www.st1.eu/st1-in-brief

VALUE CHAIN

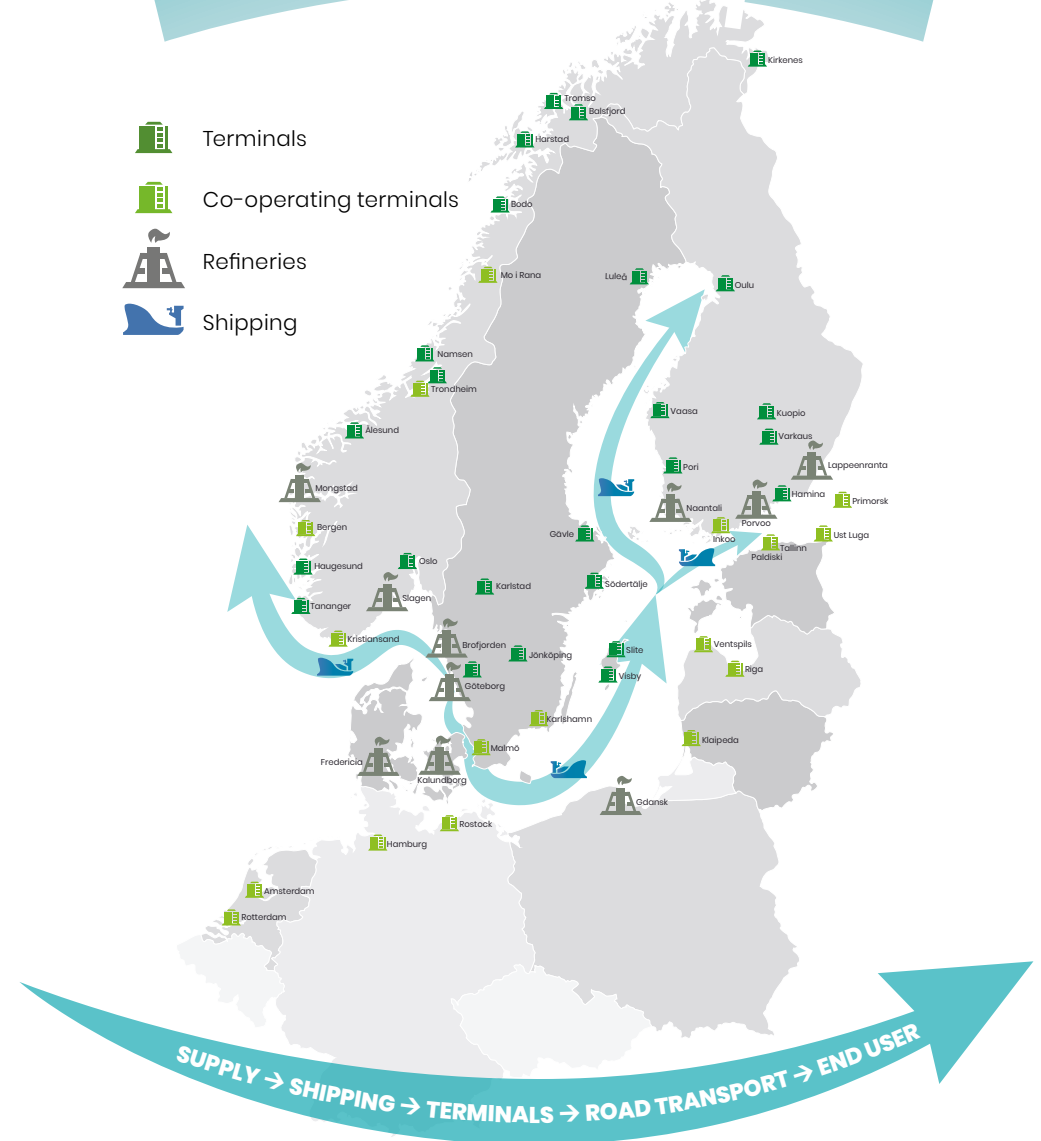
NEOT's value chain and partners

NEOT works for its customers' best interest both globally and locally. NEOT acquires its fuels from the best possible sources, with consideration for sustainability and environmental aspects. The fuels are delivered reliably and cost-efficiently, ensuring competitive fuel prices for the end customer. Efficiency in distribution also decreases its environmental effects.

NEOT supplies approximately 7 billion liters of fuels annually to Nordic retail site chains. In Finland, NEOT delivers fuels to ABC, St1 and Shell stations; in Sweden and Norway it delivers fuels to St1 and Shell. NEOT also delivers heating oil to hundreds of thousands of households and companies as well as fuels for seagoing vessels and the aviation industry.



- Terminals
- Co-operating terminals
- Refineries
- Shipping



RAW MATERIALS, SOURCING AND PRODUCTION

The focus for fuel procurement companies is changing rapidly. Biofuels are taking a bigger role in the supply every year and this is the way procurement companies can find competitive advantage. Already 15% of traffic fuels sold are produced from renewable feedstocks. The fossil fuels will continue to be important for the years to come as solutions to fully replace fossil fuels are yet to be found.

Oil products mainly consist of crude oil based distillate, one or more bio components, and additives that increase the usability and storability of the product. St1 Gothenburg refinery acts as a blending hub for NEOT Operation, where NEOT supplies fuel components both fossil and biofuels, including components produced at St1's bioethanol production plants. At refinery these are blended into final fuels that are distributed to the market.

The important source of supply is the St1's oil refinery in Gothenburg. The re-

finery has an annual capacity of roughly 4.8 million cubic meters. Roughly a quarter of the output is gasoline, about one-half diesel and jet fuel, and approximately a quarter heavy fuel oil. Crude oils produced in the North Sea are mainly used for raw materials. The products are mainly sold into the Swedish market, but significant amounts of gasoline and diesel are also imported to Finland.

High quality and sustainability of the raw materials used in the production are emphasized when selecting fuels. Although it is not yet possible to



Already 15% of traffic fuels sold are produced from renewable feedstocks.



demonstrate traceability of the crude oil supply chain, the refineries already report on their sourcing. Whenever possible, NEOT prefers local waste and residue-based sources when acquiring biofuels. In order to guarantee the high quality of the products all the way to the customer's tank, the entire supply chain is covered by products quality control. Before leaving the refinery, the compliance of product with legislative and standard requirements is confirmed. Upon receipt of a product shipment at the terminal, the most important product characteristics are checked for compliance with

the refinery's product analysis results before transferring it to storage tanks. Product distribution from the terminal is arranged using means of transport applied solely for fuels transportation.

Increasing the use of biofuels is an objective both globally and for the European Union. The objectives for the amount of products containing bio components are nationally regulated, and the demands are further increasing. This is why the demand for different biofuels is high, and new potential sources and feedstocks are actively being sought-after.

In Finland, bio components are used in all traffic fuels. Their growing share in traffic fuels is based on the biofuel distribution obligation. This entails that the total energy contents of the fuels delivered by the distributor for transport fuels must be at least 20% by the year 2020. The amounts are based on the Act on Distribution Obligation law, the National Liquid Fuel Quality Regulation and the Quality Criteria for Standards. In Norway, there are similar legislation in place, where the target is to increase the biofuels blends up to 20% of the total volume. Whereas in Sweden, the objective is to reduce the greenhouse gas

intensity of fuels in 2020 by 21% in Diesel products and 4,2% in gasoline.

NEOT seeks for new production facilities taking advantage of wastes and process residues when searching for new raw materials that can profitably be used as fuels. Such potential sources are for example sawdust, animal and plant-based waste fats and wastes from bakeries. The supplier base for bioproducts is wide, as we operate in the global market. NEOT also utilizes the waste-based ethanol produced by StI Renewable Energy in Finland and Sweden, and the ethanol dehydration plant located in Hamina.

StI has three different types of biorefineries for production of advanced ethanol



Etanolix® units use wastes of the food industry and bakeries as feedstock. Etanolix units are situated in Gothenburg, Vantaa, Lahti, Hamina and Jokioinen.



Bionolix® unit in Hämeenlinna uses bio-waste collected from households as feedstock.



Cellunolix® unit in Kajaani uses sawdust, a forest industry residue, as feedstock.



Increasing the use of bio-based fuels is an objective both globally and for the European Union.

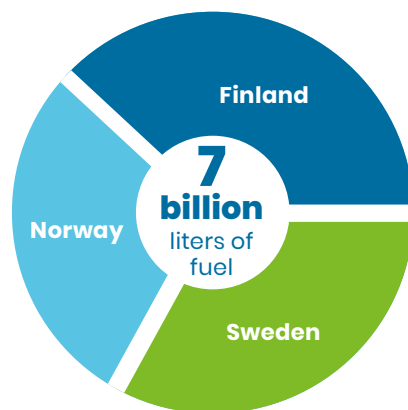
LOGISTICS

NEOT has a strong logistics chain for fuels in the Baltic Sea region. Our logistics chain consists of terminals for storing the products and a nation-wide transport network. NEOT is actively developing the operation of its logistics chain according to its customers' needs. In Finland, NEOT covers the logistics chain from the refinery all the way to ABC, St1 and Shell stations, while in Sweden and Norway NEOT's role transfers at the terminal. The logistics chain consists of shipping as well as road and rail transports. NEOT has terminals in six cities in Finland, eight in Sweden and eleven in Norway. The road transport is taken care of by co-operation partner networks, and in shipping operations time charter vessels are used. Quality, safety and minimizing environmental effects are taken into careful consideration throughout the logistics chain. NEOT aims at zero accidents, which is why the company policies are communicated widely and are under constant development.

Cost-efficiency and minimizing environmental effects are often connected. Fleet age and optimized routes re-

duce energy consumption and thereby also emissions and costs. The share of transport in NEOT's end product price only amounts to a few cents per liter.

During the year 2017, NEOT transported a total of around 7 billion liters of fuel, out of which 38% was supplied in Finland, 33% in Sweden and 29% in Norway. In Finland, 45% of the fuels distributed were transported to ABC and 55% to both St1 and Shell. Approximately 60% of the total amount of fuel distributed in Finland was diesel fuel, while the rest was gasoline.



Shipping

- NEOT delivers biofuel components, clean petroleum products and end products.
- The main activities focus on the Baltic Sea area.
- The vessels mainly used in shipping are hired from Terntank Rederi A/S.

Terminals

- NEOT operates six terminals in Finland.
- The terminals have an overall capacity of 550 000 m³.
- The annual volume of product throughput ranges between 1.2 and 1.4 million m³.

Road Transport

- NEOT is distributing fuels to ABC, St1 and Shell stations in Finland, and fuel oil for households and companies.
- 15 million kilometers were travelled making deliveries.
- A third party audits the condition of the equipment regularly.

Rail Transport

- NEOT uses railways for transporting fuels.
- Approximately 200,000 tons of fuels are annually delivered to the Varkaus terminal.

Shipping

NEOT delivers the fuel components from producers to StI Refinery as well as the end products from the suppliers to terminals by sea. The main activities focus on the Baltic Sea area, although part of the supply comes from the global market. The stem size varies from 1,000 m³ component transports to 30,000 m³ product transports.

NEOT utilizes time-chartered tonnage, contracts of affreightment and spot voyage chartering in shipping.

The mainly used vessels in shipping are five time chartered vessels hired from Terntank Rederi A/S in Denmark. The purpose of operating time charter vessels is to secure the cargo flow to our terminals and customers located in the Nordic countries. In addition, NEOT offers these vessels to third parties, whenever program gaps and market conditions provide opportunities. Spot voyage chartering enables fast reactions to changes in the market situation.

Terminals

NEOT operates six terminals for fuel distribution and storage in Finland. The terminals are located in Hamina, Pori, Vaasa, Oulu, Varkaus and Kuopio. NEOT also lifts product from third party terminals located Kemi, Kokkola Porvoo, Naantali and Inkoo. The terminal in Kuopio is leased from StI, while the rest of the terminals are part of the S Group. The terminals in Finland employ overall 40 persons. The value chain includes terminals in Sweden and Norway, which fall under the responsibility of StI.

The terminals are used for storing liquid fuels and bioproducts, and utilized as our principal product distribution locations. All terminal operations are performed in strict compliance with legislation, environmental aspects and safety risks. Zero accident level is the objective in all areas of safety. Development of activities towards improved cost-effectiveness, environmental-friendliness and safety is an ongoing objective. The terminals and their infrastructure are continuously developed to maintain safety and to optimize product throughput.



Three fundamental principles for NEOT terminals

! We take care of our customers

! We put safety first

! We follow our environmental policies strictly

Road Transport

NEOT is responsible for distributing fuels to ABC, St1 and Shell stations in Finland, as well as heating oil deliveries for hundreds of thousands of households and companies. In addition, products are delivered for seagoing vessels and the aviation industry. Overall, 15 million kilometers were travelled while making the deliveries in Finland. In Sweden and Norway St1 is responsible for the deliveries to stations and heating oil customers.

Since 1992, European Union regulations have been imposed on new cars. This entails that a car has to meet the Euro emission standard when it is made. The bigger the number of the Euro emission standard, the better and more environmental friendly the car. Euro emission standard six is rated the most environmental friendly, whereas cars rated on then level one standard pollute the most. In Finland, 88% of all NEOT's 137 tank trucks were rated on level five or six.

NEOT has eleven experienced road transport partners that take care of regional filling station and fuel oil cus-

tomers deliveries. Some of these partners use subcontractors for deliveries. In most parts of Finland, the partner takes care of both retail site and fuel oil deliveries. Some of the partners located in areas of large delivery volumes were specialized in either station or fuel oil deliveries during 2017, but this operation model was given up due to the new contracts made during the year.

Some of the regional contracts were re-tendered during 2017, and at the beginning of 2018 new partners started their operations in more than half of Finland. The tendering was focused on the tenderer's ability to meet the transportation needs, and special emphasis was put on ongoing development to ensure the condition of the equipment, as well as professional agility, efficiency, quality and safety of the transportations. The condition and age of the transportation equipment has a significant role in decreasing the overall environmental effects of transportation. A third party audits the condition of the equipment regularly.

over **120,000**
DELIVERIES TO STATIONS
in Finland

In total, we distribute **35**
different
fuel types in Finland

Almost
15 million
kilometers

were travelled making deliveries in Finland

The most significant hazardous situations usually occur due to challenging weather conditions. The transports are regulated with multiple laws and regulations, and some of the tasks require a license. The personnel at NEOT and co-operating partners receive training in following the laws and regulations, for example in the NEOT Safety Academy. In January 2017, one tank truck fell over due to icy road conditions in the Salo area, resulting in a leakage of 7,000 liters of fuel oil to the ground and partly into the river nearby. The leakage was successfully cleaned up, and there were no long-term environmental effects.

Rail Transport

NEOT uses railways for transporting fuels from the Hamina terminal to its own inland terminal at Varkaus. Approximately 200,000 tons of fuels are annually delivered to the Varkaus terminal. Railroad transport is operated by VR Transpoint Oy

**HAMINA
TERMINAL**

200,000
tons of fuels

**VARKAUS
TERMINAL**

Case

Gasoline vapor at retail sites recovered and reused

When you are refueling your car, organic compounds known as VOC emissions are released. The emissions have a negative effect on air quality especially in cities and near retail sites.

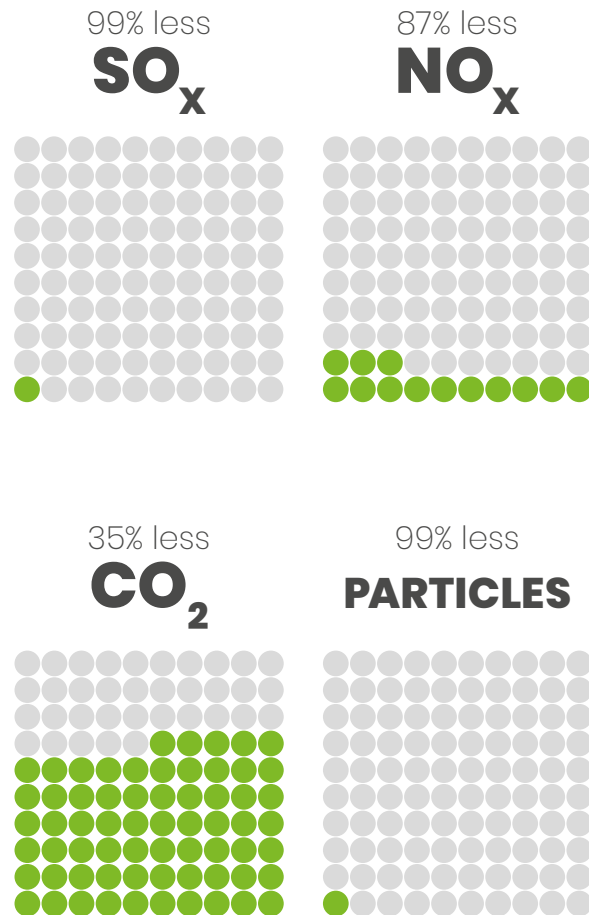
Many retail sites have already made substantial renovations in order to collect the evaporated vapor from the refueling pistol into an underground tank. All large retail sites selling over three million liters of gasoline annually are obligated to install the needed equipment for vapor recovery by the end of this year.

Vapor recovery benefits both the people using the retail sites and the environment. Firstly, people avoid breathing harmful vapors. Secondly, vapors are not released into the air but collected and reused. When the fuel tank at the retail site is filled, the vapor is replaced by the fluid, and collected into the tank truck. At the terminal, the vehicle is attached to the vapor recovery unit (VRU) and the vapor is liquefied with the help of a chemical process so it can be reused. This is a win-win situation, as it brings both economical gain and lowers the overall environmental impacts.



NEOT key figures in logistics

Emission reduction (actual)
– LNG 2-stroke vs. conventional 4-stroke



Reduction
in CO₂-emissions LNG vessels



Reduction in
NO_x-emissions
LNG vessels

330 t NO_x

The figure shows a large green number '330' followed by 't NO_x'.

Euro emission
standard 5 or 6

88%

of NEOT tank trucks
in Finland

The figure shows a large green number '88%'.

Total CO₂-emission of NEOT
road transport in Finland **14,800** t CO₂

This showed a 9% reduction due to impact of renewable fuels used

The figure shows a large green number '14,800' followed by 't CO₂'.

Case

LNG technology for a cleaner Baltic Sea

The state of the Baltic Sea concerns all Finns. NEOT wants to do its part by investing in efficient and environmentally friendly shipping. New emission limitations for shipping in the Baltic Sea area have been in use since 2015. NEOT wants to exceed the goals mentioned in the emission limitations with the help of LNG, liquefied natural gas.

NEOT's partner Terntank Rederi AS owns the world's first four oil tankers powered by LNG technology. Two of these, Tern Sea and Ternsund, are operated by NEOT at the

Baltic Sea. LNG technology makes the ships more environmentally friendly in two different ways. Firstly, they use less energy than traditional, older oil tankers. Compared to older ships in the same size category, the new ships use up to five tons less fuel per day.

In addition to the decrease in fuel use, the LNG ships generate less particulate and greenhouse gas emissions. Tern Sea and Ternsund have more than 90% less particulate emissions and over 80% less nitrogen oxide, NO_x emissions. All

new ships also have almost 40% less greenhouse gas emissions compared to older oil tankers.

NEOT is happy to announce that the new ships with LNG technology fulfilled all of the emission limitations in the Baltic Sea area during their first year of operation. The new technology eases the burden on the environment and also allows us to maintain an active use of the Baltic Sea as a shipping route uniting the Nordic countries.

Time chartered vessels, LNG**Tern Sea**

16500 m³, 2016, ice class 1A

Time chartered vessels, others**Ternholm**

15800 m³, 2005, ice class 1A

**Ternvik**

15800 m³, 2001, ice class 1A

**Ternhav**

15800 m³, 2002, ice class 1A

**Ternsund**

16500 m³, 2016, ice class 1A

SALES AND CUSTOMERS

S Group



S Group is a Finnish network of companies operating in the retail and service sectors. It has more than 1,600 outlets in Finland. S Group consists of twenty independent regional cooperatives and SOK Corporation, which is owned by the cooperatives and its subsidiaries. NEOT provides services for the S Group's approximately 440 retail sites around Finland. The S Group owns 51% of NEOT.

St1 Nordic

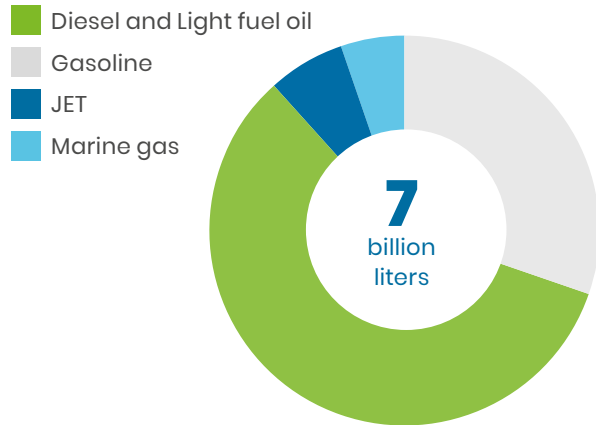


St1 Nordic Oy is a privately owned Nordic energy group whose vision is to be the leading producer and seller of CO₂-aware energy. St1 has approximately 1,400 St1 and Shell branded retail sites in Finland, Sweden and Norway. In addition, St1 provides fuel deliveries for private and corporate customers. The Group researches and develops economically viable, environmentally sustainable energy solutions. St1 owns 49% of NEOT.



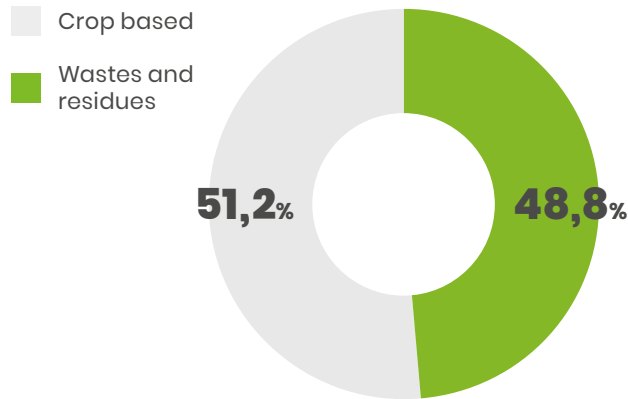
There are all together almost two thousands stations in Finland, Sweden and Norway.

Sold fuels



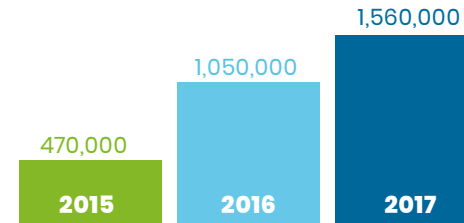
Over 1 billion litres of diesel sold was paraffinic fuels.

Biofuels consumption



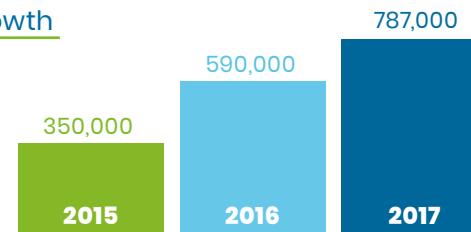
CO₂ Reduction

tons CO₂ reduced



The volume growth of Biofuels,

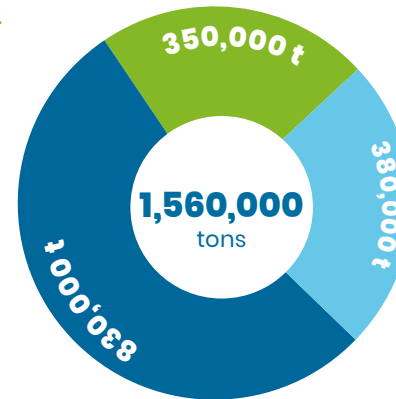
Volume CBM



CO₂-reduction, biofuels

Finland	380,000 t
Sweden	830,000 t
Norway	350,000 t
Total	1,560,00 t

- Norway
- Finland
- Sweden



Equals reduction of annual emissions from 575 000 cars

Case

Reduces of Paraffinic Diesel cut Local Emissions

Paraffinic fuels significantly cut health risk causing emissions, and are a cost efficient way to improving air quality in cities. Paraffinic fuels can be produced from renewable feedstocks like waste vegetable oils or natural gas, these fuels are called HVO (Hydrotreated Vegetable Oil), BTL (Biomass to Liquid) or GTL (Gas to Liquid).

The diesel products sold at retail sites today are mixtures of traditional oil products and paraffin products. The combustion of paraffinic fuels is cleaner compared to traditional diesel products produced from crude oil and they are free from sulfur, metals and aromatic compounds. The product is also safer to handle and store due to higher combustion point.

The share of paraffinic fuels in diesel sold by NEOT customers in Finland during 2017 was 58%.

ENABLERS

Personnel

NEOT is an expert organization in international fuel trade employing 46 people. The company is an expert in oil and bioproduct trade, logistics and legislation as well as in understanding corporate responsibility.

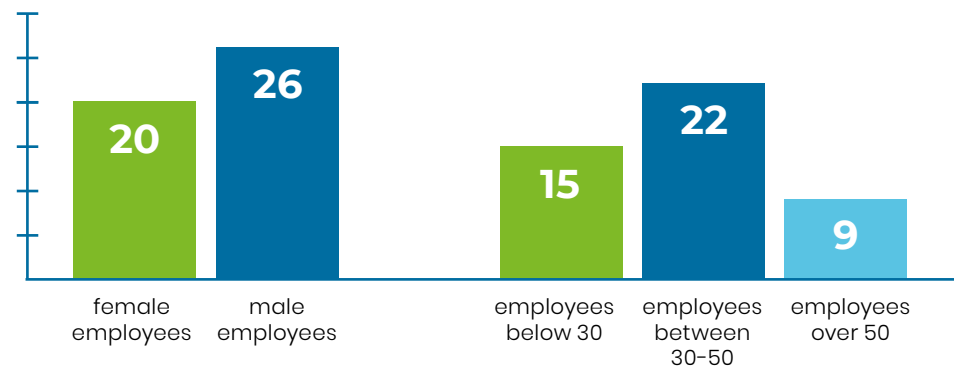
NEOT is a well known company within the industry and its employer image among professionals in the industry is positive, making employee availability good. Employee satisfaction surveys are carried out yearly. In 2017 Corporate Spirit awarded NEOT with a diploma of Inspiring Corporate according to the survey's results.



Well-being at work is constantly under development. Several programmes focusing on employee wellbeing are carried out to continuously improve working conditions. The goal is that everyone can find a balance between work and free time.

In the beginning of 2017 an organizational change was carried out at NEOT to clarify roles and responsibilities. The amount of staff overseen by one manager was restricted to ensure their resources and availability for each member of the staff. An ongoing Manager Training Programme is in place to unify leadership within the company.

Gender and age distribution



Finance

NEOT operates on utilizing 3rd party financing. NEOT is co-operating only with responsible and substantial financing partners.

The effect of NEOT's operations is clearly visible, when looking at the bottom line of NEOT's client companies. NEOT helps to ensure good profit-making ability and investments for sustainable development for its owners.

In addition, NEOT is the collector of excise duty in the supply chain. In 2017, NEOT remitted altogether EUR 1.3 billion of excise duties to the Finnish tax authority.

Collection of Excise duty

TAX AUTHORITY



NEOT GRI CONTENT INDEX

GRI-standard	GRI-code	Disclosure	Additional information	Location in the report
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102-4	Location of operations			p. 8
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102-7	Scale of the organization			p. 4
	Sold fuels:	2017		p. 18
	• Gasoline, 1,000 m ³	2,085		
	• Diesel and Light Fuel Oil, 1,000 m ³	3,974		
	• JET, 1,000 m ³	436		
	• Marine gas, 1,000 m ³	351		
102-8	Information on employees and other workers			
	Number of employees	2017		
	• Total number of employees, 31.12	46		p. 19
	• Average number of employees during the year	48.75		
	Total number of employees by employment contract	2017		
	• Permanent	45	98%	
	• Temporary	1	2%	
	• Total	46	100%	
	Total number of employees by employment type	2017		
	• Full-time	45	98%	
	• Part-time	1	2%	
	• Total	46	100%	

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102-17	Mechanisms for advice and concerns about ethics		
Governance			
102-18	Governance structure		p. 6
Stakeholder engagement			
103-40	List of stakeholder groups		p. 8
103-41	Collective bargaining agreements		
	• Employees covered by collective bargaining agreements, 2017	96%	
103-42	Identifying and selecting stakeholders		
103-43	Approach to stakeholder engagement		
103-44	Key topics and concerns raised		
Reporting practice			
102-45	Entities included in the consolidated financial statements		
102-46	Defining report content and topic Boundaries		
102-47	List of material topics		
102-48	Restatements of information		
102-49	Changes in reporting		
102-50	Reporting period	1.1.-31.12.2017	

102-51	Date of most recent report		
102-52	Reporting cycle		p. 2
102-53	Contact point for questions regarding the report		p.29
102-54	Claims of reporting in accordance with the GRI Standards		
102-55	GRI content index		p. 20-28
102-56	External assurance		

Material Topics

GRI 103: Management Approach

103-1	Explanation of the material topic and its Boundary		p. 7
103-2	The management approach and its components		
103-3	Evaluation of the management approach		

GRI 200 Economic Standard Series

GRI 201: Economic Performance

201-1	Direct economic value generated and distributed		p. 19
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GRI 205: Anti-corruption

205-3	Confirmed incidents of corruption and actions taken	No cases in 2017	
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GRI 300 Environmental Standard Series

GRI 301 Materials

301-1	Materials used		p.18
	Paraffinic fuels	2017	
	• Paraffinic fuels, million litres	1,000	
	Biofuels		
	• 1 st generation biofuels, million litres	400	
	• 2 nd generation biofuels, million litres	387	

GRI 302 Energy

302-1	Energy consumption		
	Energy consumption	2017	
	• Electricity, GWh	5	
	• Heat, GWh	2	
	Total energy consumption, GWh	7	

GRI 305 Emissions

305-2	Energy indirect (Scope 2) GHG emissions		
	Scope 2 GHG emissions from electricity and heat	2017	
	• Electricity, tCO ₂	790	
	• Heat, tCO ₂	550	
	Total GHG-emissions (scope 2), tCO₂	1,340	
305-3	Other indirect (Scope 3) GHG emissions		p.15
	Scope 3 GHG emissions from transport	2017	
	• Indirect (scope 3) GHG emissions from sea transport (Finland, Norway and Sweden), tCO ₂	49,000	
	• Indirect (scope 3) GHG-emissions from road transport (Finland), tCO ₂	14,800	
	Total GHG-emissions (scope 3), tCO₂	63,800	

305-5	Reduction of GHG emissions		
	Reduction of GHG-emissions from the use of products	2017	
	• CO ₂ -reduction from use of biofuels, tCO ₂	1,560,000	p. 18
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions		
	VOC-emissions	2017	
	• VOC-emissions from terminals (Finland), t	52	
	Local emissions, No_x		
	• Sea transport: Finland, Sweden, Norway, t	715	
	Emission reduction, No_x		p. 15
	• Reduction in No _x -emissions, LNG boats	329	

GRI 306 Effluents and waste

306-1	Water discharges		
	Waste water	2017	
	• Waste water from terminals, m ³	562	
306-2	Waste by type and disposal method		
	Waste from terminals (Finland)	2017	
	• Non-hazardous waste, t	92	
	• Hazardous waste, t	151	
	Total waste, t	243	
306-3	Significant spills		p. 13
	Number of significant spills	2017	
	• Road transport in Finland	1	

GRI 307 Environmental compliance

307-1	Non-compliance with environmental laws and regulations	No cases in 2017	
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GRI 400 Social Standards Series

GRI 401: Employment

401-1	New employee hires and employee turnover		
	Changes in employees	2017	
	• Total number of new employee hires	9	
	• Total number of leavers	12	
	• Employee turnover, %	23	

GRI 403: Occupational Health and Safety

403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities		
	Occupational health and safety results	2017	
	• Number of lost-time injuries	0	
	• Lost time injuries frequency	0	
	• Work-related fatalities	0	

GRI 404: Training and Education

404-3	Percentage of employees receiving regular performance and career development reviews		
	Performance and career development reviews	2017	
	• Percentage of employees receiving regular performance and career development reviews, %	100	

GRI 405: Diversity and Equal Opportunity

405-1	Diversity of governance bodies and employees		s. 19
	Breakdown of employees by gender	2017	
	• Female	20	43.5%
	• Male	26	56.5%
	Total	46	100.0%
	Breakdown of employees by age group		
	• Below 30	15	32.6%
	• Between 30-50	22	47.8%
	• Over 50	9	19.6%
	Total	757	100.0%

GRI 406: Non-discrimination

406-1	Incidents of discrimination and corrective actions taken	No cases in 2017	
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GRI 416: Customer Health and Safety

416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No cases in 2017	
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GRI 417: Marketing and Labeling

417-2	Incidents of non-compliance concerning product and service information and labeling	No cases in 2017	
417-3	Incidents of non-compliance concerning marketing communications	No cases in 2017	

GRI 418: Customer Privacy

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No cases in 2017	
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GRI 419: Socioeconomic Compliance

419-1	Non-compliance with laws and regulations in the social and economic area	No cases in 2017	
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Logistics data

Total volume of transportation

Transport volume	2017
• Sea transport, total, t	4,000,000
• Road transport: Finland, t	2,400,000
• Railway transport: Finland, t	200,000
Total transport volume, t	6,600,000

Transport distances

Transport distances	2017	
• Road transport: Finland, tkm	~15 million	p. 11 and 13

Transport efficiency

Road transport dedicated to NEOT	2017	
Partners	10	
• Co-operation partners, pcs		
• Partner's subcontractors, pcs	18	
Total	28	
Vehicle fleet per Euro class		
• EUR 6, pcs	57.5	
• EUR 5, pcs	63.5	
• EUR 6 and EUR 5, pcs	121	
• EUR trucks total, pcs	137	
EUR 6 and EUR 5/ EUR trucks total, %	88	p. 15

Other road transport figures

Deliveries	2017	
• Fuel oil deliveries, pcs	~134,000	
• Station deliveries, pcs	~123,000	p. 13

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