



2024 Sustainability Report

40 Years of Excellence

Published by
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We are pleased to present QatarEnergy LNG’s Sustainability Report for 2024 which highlights our sustainability performance. This report outlines our commitment and ongoing efforts to secure a sustainable and cleaner energy future and our contribution to global climate action. The report showcases our alignment with QNV 2030), contributing to both national and global initiatives.

Reflecting on the period of 1 January to 31 December 2024, the report offers a transparent and balanced view of our sustainability journey, initiatives, and future direction. It encompasses all operations under QatarEnergy LNG’s direct control, including our collaborations with 16 joint venture companies. This report has been prepared in accordance with the GRI Sustainability Reporting Standards, specifically to GRI 11: Oil and Gas Sector Standard 2021 and has undergone the GRI Content Index – Advanced Service.

We welcome feedback on this report and our wider approach:



Message from our CEO



As we mark 40 years of excellence, innovation, and impact, it is fitting to reflect on QatarEnergy LNG's journey. A journey defined by bold ambition, pioneering achievements, and an enduring commitment to shaping a sustainable energy future. From our first LNG shipment in 1996 to operating the world's largest LNG trains and vessels, our legacy has always been one of pushing boundaries and leading by example.

Our journey has never been solely about technological breakthroughs or global reach - it has been about purpose. Throughout, we have remained steadfast in our responsibility to deliver cleaner energy while safeguarding the environment, investing in our people, and supporting the communities we serve.

In 2024, we made meaningful progress across our key environmental priorities. We continued to advance our decarbonization efforts, reducing GHG emissions intensity by 12% compared to our 2013 baseline, and keeping us firmly on track to achieve our 2030 target of a 20% reduction. Over the same period, we also achieved a 70% reduction in flaring intensity, while lowering overall energy consumption and air emissions year-on-year. Our commitment to resource efficiency remained strong, with waste recycling reaching 56%, surpassing our planned target, and wastewater reuse maintained above 70% for the second consecutive year. We also advanced our marine biodiversity program, relocating approximately 2,000 corals to protected sites, culminating in more than 14,000 live corals successfully relocated since 2007. These achievements reflect our continued commitment to environmental stewardship and reinforce our position as a leader in sustainable LNG operations.

As always, people remain at the core of our success. Our workforce embodies our values of excellence, resilience, and collaboration. We have continued to prioritise safety, upholding a zero lost-time injury record, and growing our Qatarisation efforts to now reach 33% and steadily progressing toward

our 2030 goal. In the last year, we also maintained our continuous commitment to investing in education, health, and community programs, ensuring that our contributions generate long-term value for both our people and society. These outcomes reinforce our role as a key enabler of the Qatar National Vision 2030.

In addition, strong governance is the foundation of our progress. In an increasingly complex operating landscape, we bolstered our commitment to integrity, transparency, and responsible leadership. We continue to embed ethical business practices and strengthen our compliance frameworks to keep pace with evolving international standards and stakeholder expectations.

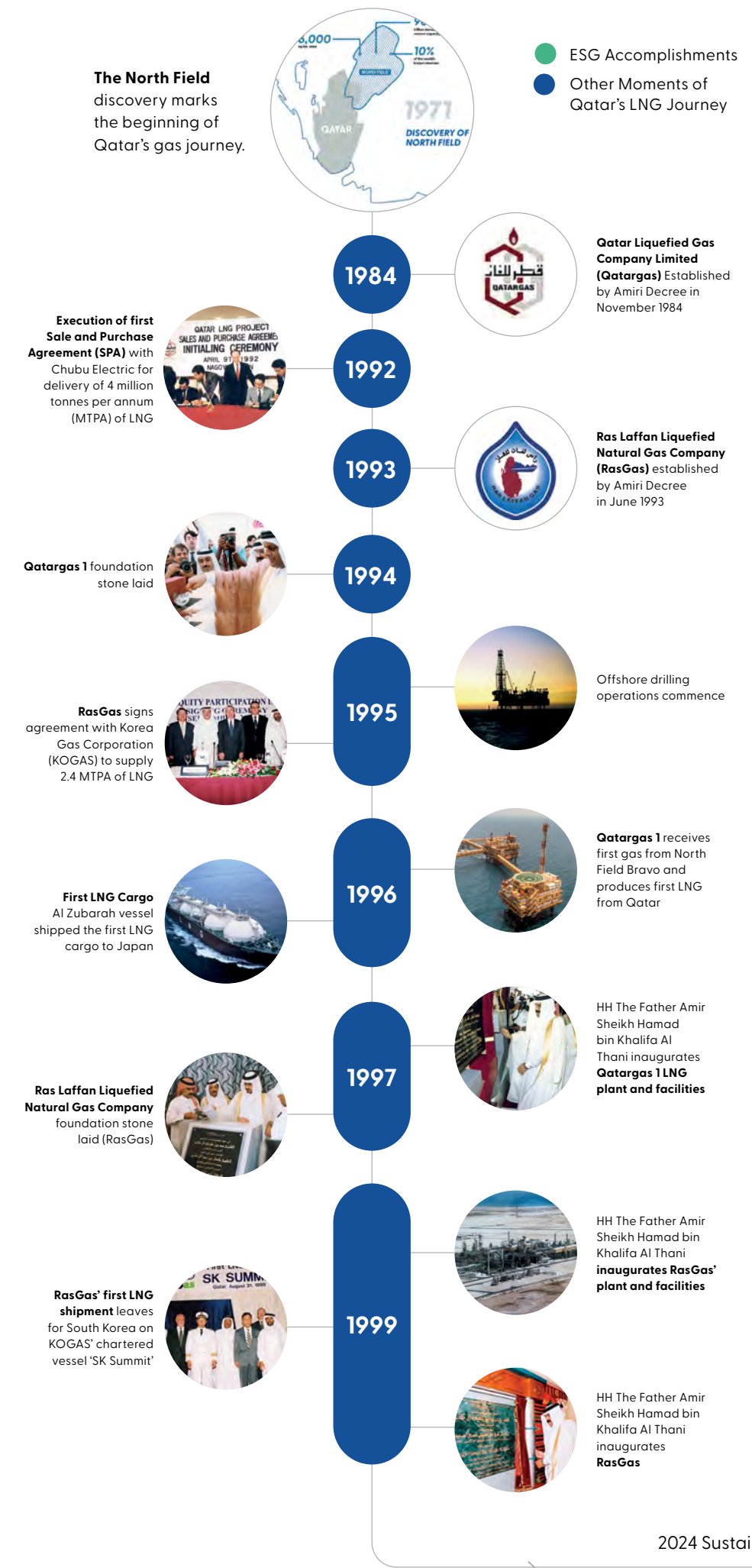
As we look ahead, we embrace the next chapter with confidence. Our production capacity expansion to 142 million tonnes per annum is a testament to our readiness to meet rising global energy demands with cleaner, more sustainable solutions. We will continue to lead the way, delivering on our role as a pioneer in LNG and a catalyst for positive change.

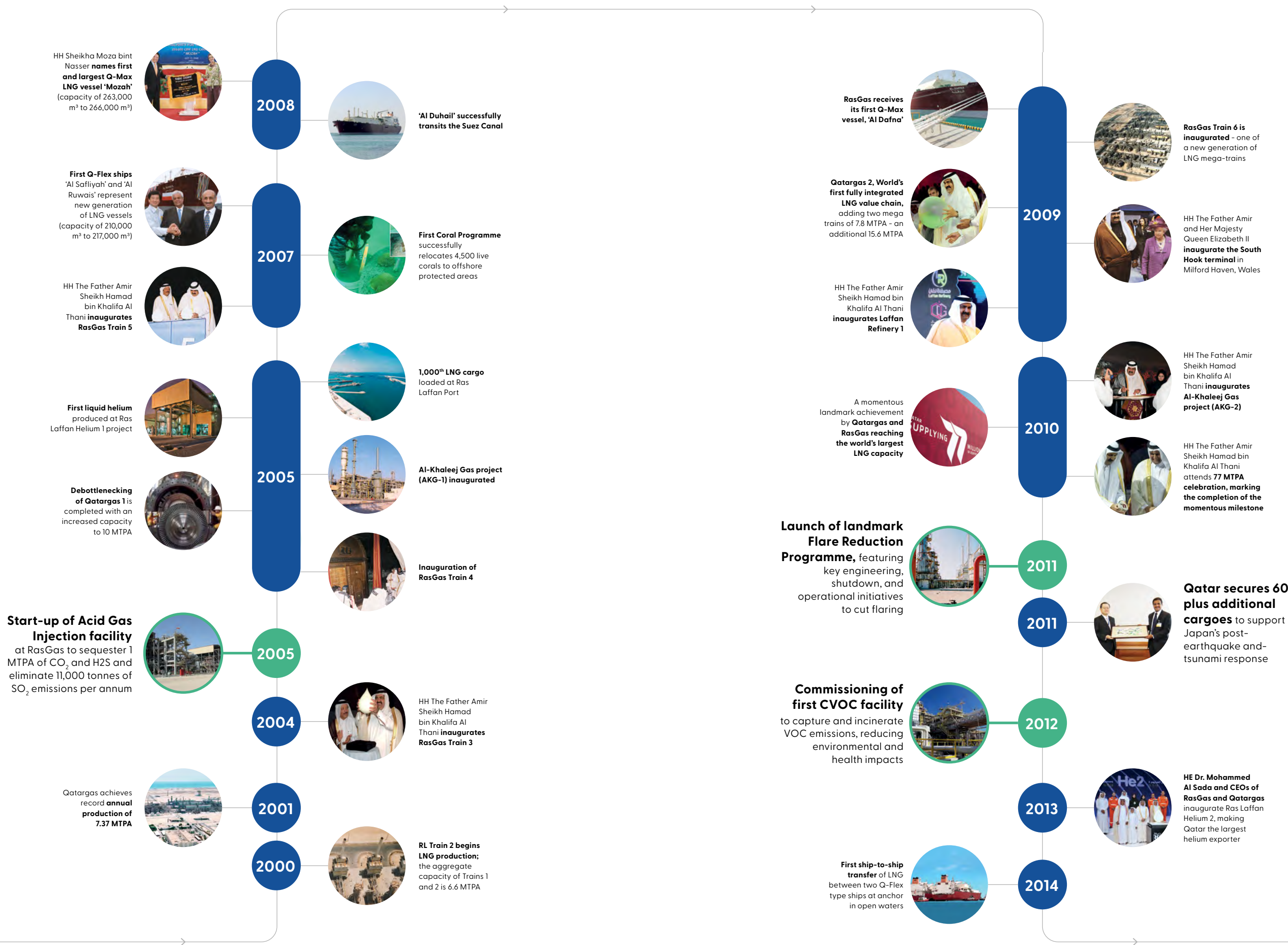
On behalf of QatarEnergy LNG, I thank our employees, partners, shareholders, and stakeholders for their trust and collaboration. Together, we will build on an extraordinary 40 years to shape an even more remarkable future.

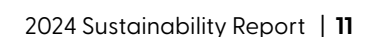
Khalid bin Khalifa Al Thani

Chief Executive Officer
QatarEnergy LNG

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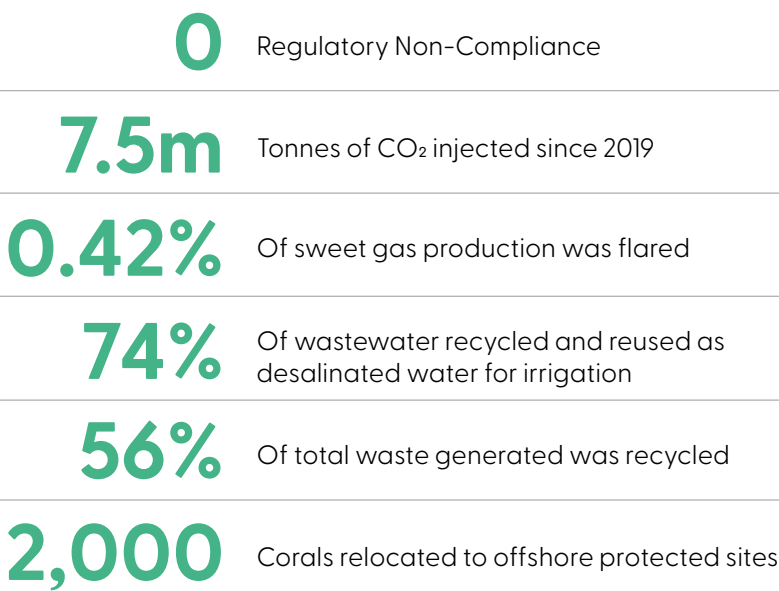




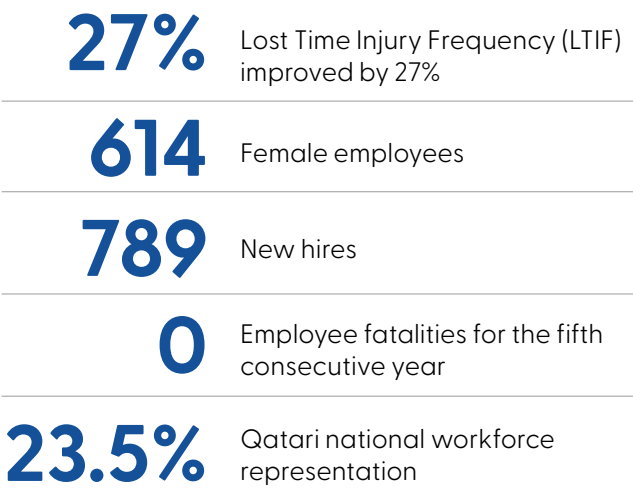


Our 2024 Performance

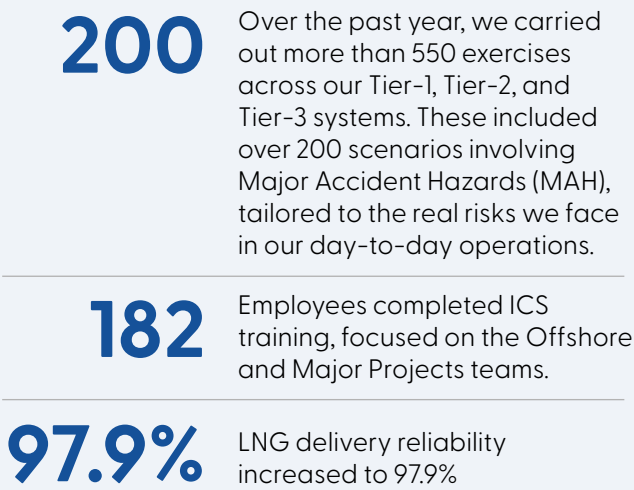
Preserving Our Environment



Contributing to Society



Upholding Responsible Governance



About QatarEnergy LNG

At QatarEnergy LNG, we lead the global liquefied natural gas (LNG) industry with a steadfast commitment to safety, sustainability, and the reliable production of affordable, lower-carbon energy.

We take pride in operating world-class production facilities that reflect our drive for excellence, efficiency, and environmental responsibility. Headquartered in Doha, we produce and refine hydrocarbons in Qatar from the world’s largest non-associated natural gas field and operate the largest helium production facility globally.

In 2024, marking 40 years of excellence, we advanced the North Field Expansion Project, the largest in the LNG sector, slated to be equipped with a CO₂ capture system to store up to 3.2 million tonnes per annum (MTA) of CO₂ as well as a range of world-class air emissions and wastewater mitigation technologies upon its completion by 2030. We also relocated approximately 2,000 corals in 2024 to protected sites as part of our marine biodiversity commitment, culminating in a total of 14,000 corals successfully relocated since 2007. Guided by the principles of responsible growth, we align our strategy with United Nations SDGs, QNV 2030 and our Energy Sector sustainability targets to create lasting value for all stakeholders.

Vision

The World’s Premier LNG Company

- Pillars
- 1

Safety, Health and Environmental Sustainability

2

High Calibre Workforce

3

Efficient and Reliable Operations

4

Quality and Flawless Execution

5

Customer Satisfaction

6

Financial Performance

Mission

QatarEnergy LNG provides quality LNG and other hydrocarbon products to the global market. We proudly and safely operate and maintain our facilities to Premier standard, and we are actively developing new facilities on behalf of our Shareholders to sustain and expand our capacity. QatarEnergy LNG protects its people, assets and the environment. Our Shareholders see consistently high value and return. We are proud to be known as a major contributor to the fulfilment of The Qatar 2030 Vision and the nation’s future.

Values



Sustainability at QatarEnergy LNG

QatarEnergy LNG continues to take a leading position in addressing sustainability challenges in the LNG industry, while leveraging the role of LNG as a key enabler in the global transition to cleaner energy. We recognise the importance of embedding sustainable practices and advancing innovative solutions across our operations. Through this commitment, we strive to lead by example, contribute to global climate goals, and ensure long-term resilience and the success of our organization.



Driving Sustainability

Building on our established track record in sustainability, in 2024 we focused on delivering responsible growth by expanding our LNG production capacity in line with global energy demand, while actively aligning our efforts with the transition to a more sustainable energy system.

Environmental sustainability remains a key pillar of our long-term vision. We take pride in leading the industry through the implementation of innovative, technology-driven solutions that help address climate change and protect natural ecosystems.

Our people are essential to this journey. We continue to invest in talent, foster a culture of safety and continuous improvement, and empower our workforce to drive meaningful outcomes.

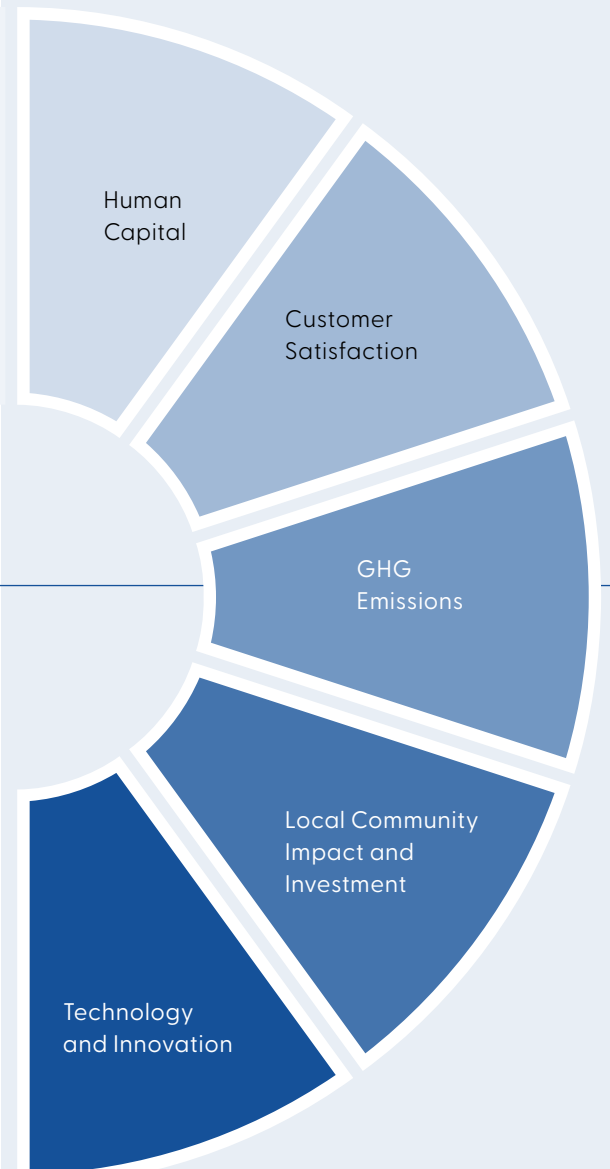
Guided by our Direction Statement and the pillars of the Qatar National Vision 2030, we continue to align our environmental, social, and financial priorities to enable enduring benefits, delivering long-term value while supporting global ambitions for a more sustainable future.



Materiality Assessment

Our Material topics reflect the most significant impacts that QatarEnergy LNG has on the economy, environment, and society. Our focus on these issues influences stakeholder decisions. In line with the global standards and industry best practices, we have identified and prioritised these material topics to ensure our reporting and decision-making remains focused, transparent, and aligned with stakeholder expectations.

In 2024, we conducted a materiality assessment using the refreshed material issues from 2023. The process involved a benchmarking exercise, and evaluation of topics against GRI Sustainability Reporting Standards and SASB standards, the IPIECA framework and other industry benchmarks. This was followed by an internal stakeholder survey and a dedicated workshop with the ESG taskforce, resulting in a list of the top 10 material issues.

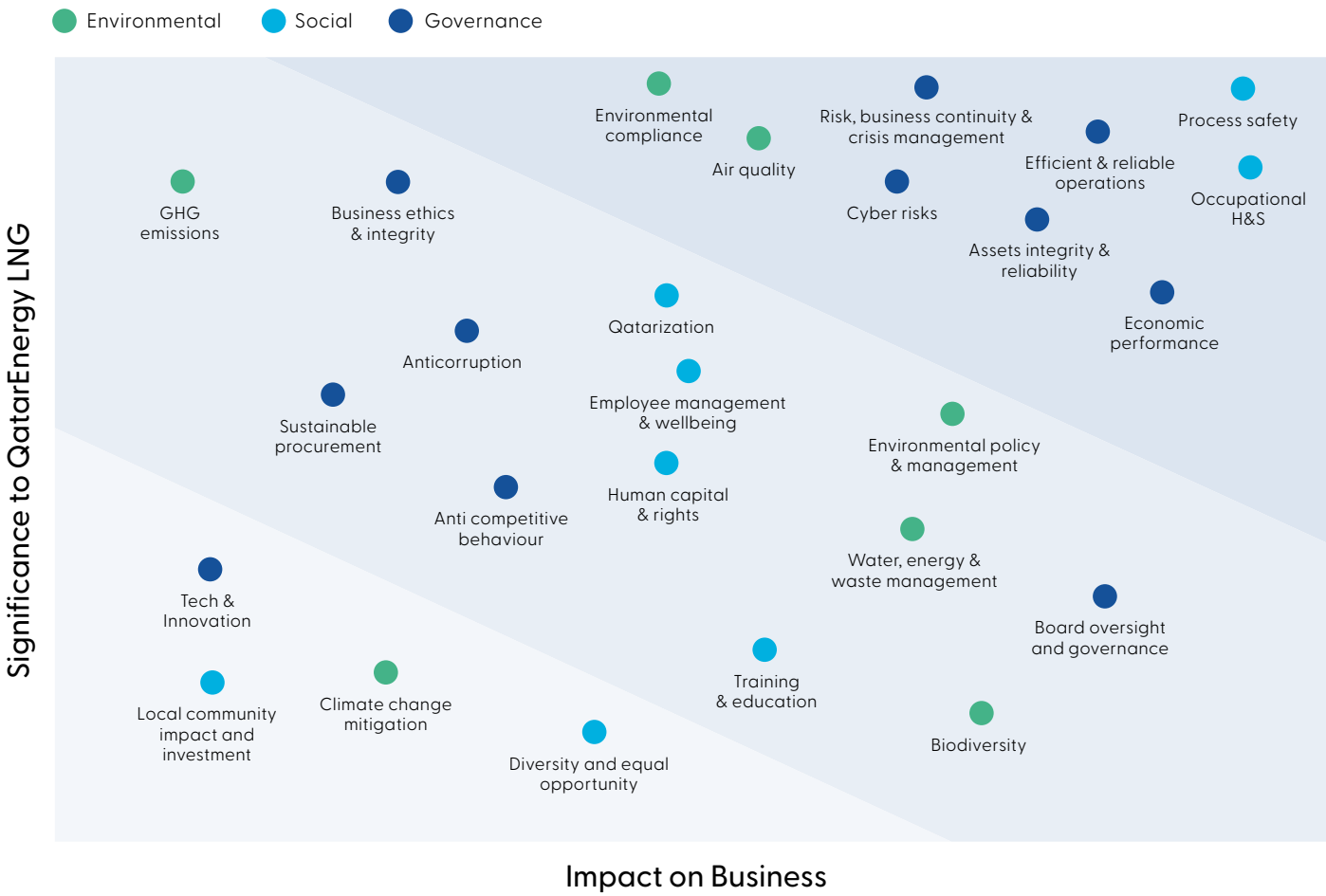


Materiality Workshop



Materiality Matrix

The materiality matrix below presents the outcome of the materiality assessment, visually mapping all material topics based on their significance to QatarEnergy LNG (y-axis) and their impact on our business (X-axis). This matrix serves as a strategic guide, helping prioritize issues that matter most across environmental, social, and governance dimensions.



Sustainability Framework

Our 2024 sustainability framework outlines how we structure our efforts to support broader sustainable development, with material topics organized under key focus areas aligned with our core pillars: environmental stewardship, social responsibility, and sound governance.

These pillars are mapped to both Qatar National Vsion 2030 and the United Nations Sustainable Development

Goals (UN SDGs), ensuring our priorities reflect both national and global agendas. The following sections highlight how our most material topics align with these frameworks across the Environmental, Social, and Governance (ESG) dimensions. The specific frameworks guiding each ESG pillar are presented on the title page of their respective chapters .

Preserving Our Environment

Focus area	Climate	Resources	Compliance & management
Material topics	- Climate change mitigation - GHG emissions - Air quality	- Biodiversity - Water,energy & waste management	- Environmental compliance - Environmental policy & management
QNV Alignment	Economic Development	Environmental Development	
UN SDG Alignment			

Contributing to Society

Focus area	Safety	Talent	Community
Material topics	- Process safety - Occupational health & safety - Employee management & wellbeing	- Qatarization - Human capital & rights - Training & education - Diversity and equal opportunity	Local community impact and investement
QNV Alignment	Human Development	Social Development	
UN SDG Alignment			

Upholding Responsible Governance

Focus area	Governance	Operations
Material topics	- Risk, business continuity & crisis management - Business ethics & integrity - Anticorruption - Sustainable procurement - Anti competitive behaviour - Board oversight and governance	- Cyber risks - Economic performance - Efficient & reliable operations - Assets integrity & reliability - Tech & Innovation
QNV Alignment	Economic Development	
UN SDG Alignment		

Preserving our Environment

As a key contributor to the global transition to cleaner energy, QatarEnergy LNG is committed to implementing innovative solutions that aim to reduce environmental impact across the LNG value chain.

Through our commitment to addressing climate change, by reducing emissions, improving energy efficiency, and responsibly managing flaring and methane, we prioritize sustainable environmental management. In doing so, we reduce our environmental footprint and contribute to a sustainable future for generations to come.

Our materiality assessment prioritizes a range of environmental initiatives geared towards achieving positive outcomes in environmental protection. These initiatives focus on climate change mitigation, air quality impacts, promoting a circular economy, and preserving biodiversity.

QatarEnergy LNG is dedicated to supporting the United Nations Sustainable Development Goals (UN SDGs). Our alignment with these goals is reflected throughout our sustainability report, which highlights our ongoing commitment to environmental stewardship and sustainable development.

Topics

Climate Change Mitigation	Air quality	Waste & Circular Economy	Water and Effluents	Biodiversity
- GHG Emissions - Flaring - Methane - Energy	- Emissions	- Waste Management	- Water Management	- Biodiversity Management

Alignment with Qatar National Vision 2030

Economic Development

Environmental Development

UN SDG Alignment



Our 2024 Environmental Performance



Waste

56% recycling rate, achieving one of our highest performance levels as an integrated organization.



Water

74% of wastewater recycled and reused, maintaining our highest-ever performance for the second year in a row.

70% reduction in percentage of wastewater discharged to sea.

Air Quality

24% reduction in NOx emissions intensity since 2013.

45% reduction in SOx emissions intensity since 2013.

46% reduction in VOC emissions intensity since 2013.



Biodiversity

2,000 corals approximately relocated from project areas to alternate recipient sites.

Over 5,000 juvenile corals out-planted from coral nurseries to offshore locations.

Conducted annual post-relocation coral monitoring to assess restoration effectiveness.

Initiated mangrove protection efforts within Ras Laffan City (RLC) to mitigate expansion impacts.



Climate Change Mitigation

12% GHG emissions intensity reduction since 2013.

70% reduction in flaring intensity since 2013.

9% reduction in energy intensity since 2013.





Environmental Excellence Journey

QatarEnergy LNG has demonstrated an unwavering commitment to environmental excellence, shaping the global energy landscape through pioneering sustainability practices.

We have integrated industry-leading environmental design into our operations. From early initiatives to our comprehensive Environmental Strategy and Implementation Roadmap launched in 2022, the company's actions reflect a strategic vision aligned with Qatar National Vision 2030 and global sustainability goals.

This timeline captures the key milestones of our environmental journey, charting decades of impactful investments, groundbreaking projects, and measurable outcomes.



Our Environmental Strategy implementation roadmap outlines QatarEnergy LNG's leading contribution to the QatarEnergy Sustainability Strategy and State of Qatar sustainability targets. It highlights our progressive and forward-looking position on emerging environmental risks in a rapidly changing global market, including comprehensive plans to address key issues such as climate change and our value-chain environmental footprint.



Khalid bin Khalifa Al Thani
Chief Executive Officer
QatarEnergy LNG

Major projects

Acid Gas Injection Facility

Focus area: Air quality - greenhouse gas (GHG) and sulfur dioxide (SO₂) management.

Description: Acid gas injection (AGI) to store carbon dioxide (CO₂) and hydrogen sulfide (H₂S) in subsurface formations.

Environmental gains: Successfully stored 1 million tonnes per annum (MTPA) of CO₂. Eliminated emissions of approximately 11,000 tonnes of SO₂ annually, contributing to significant improvements in air quality.

2005

Design and implementation of Pulse Chlorination (PC) System N1 LNG Trains

Focus area: Water management.

Description: The KEMAPC System enables QatarEnergy LNG to make informed decisions about its seawater cooling systems, ensuring reliable and efficient operations while minimising risks and costs.

Environmental gains: Optimises chlorination in cooling seawater and helps protect the marine environment. Reduces biofouling of heat exchangers with concurrent reduction in maintenance requirements.

2008

Common VOC (CVOC) Incineration Facility

Focus area: Air Quality - volatile organic compound (VOC) emissions.

Description: The facility includes specialised combustor units to incinerate VOCs that would otherwise be emitted from liquid hydrocarbon product loading.

Environmental gains: Oxidises any VOCs and total hydrocarbons to carbon dioxide (CO₂) and minimises VOC contribution to ground-level ozone formation, helping reduce environmental and health impacts.

2012

Jetty Boil-off Gas Recovery (JBOG) Facility

Focus area: Air quality - flare reduction.

Description: The JBOG facility was developed to reduce flaring and GHG emissions.

Environmental gains: Results in >90% flaring reduction during LNG ship loading; saving 28,000 MMSCF of gas annually. Reduced CO₂ emissions by 1.7 MTPA annually, making a significant contribution to GHG Reduction Targets.

2014

Heat Recovery and NOx Controls

Focus area: Air quality - nitrogen oxide (NOx) emissions.

Description: Installation of advanced plant design features (heat recovery, low NOx technology) and low NOx retrofits on older sources.

Environmental gains: Reducing NOx emissions intensity by >85% in comparison to 2006 levels · Enhanced energy efficiency through heat recovery systems, further reducing greenhouse gas and NOx emissions from our operations.

2016

CO₂ Injection Facility

Focus area: GHG reduction.

Description: Converts the previous acid gas injection system into a CO₂ injection facility, enabling the capacity to store 2.2 MTPA of CO₂.

Environmental gains: Recognised as one of the largest carbon capture and storage (CCS) projects in the region.

2019

2016 to 2021

Coral Management Programme

Focus area: Biodiversity conservation.

Description: 2030 targets include the development of a dedicated QatarEnergy LNG Biodiversity Strategy to sustain the company's contribution to national biodiversity plans.

Environmental gains: Relocated over 14,000 live corals and deployed 1,200 artificial reef structures to protect Qatar's marine ecosystems. Established Qatar's first coral nursery in 2021, supporting the propagation of 15,000-20,000 juvenile corals, with the eventual goal of enhancing national biodiversity. Released over 22,000 juvenile fish into coral relocation sites as part of broader marine conservation efforts.

2007 to 2023

2026

Enhanced Waste Materials Management Facility (WMMF)

Focus area: Waste management.

Description: A state-of-the-art facility designed to optimise the handling, processing, and disposal of waste materials.

Environmental gains: Waste recycling rates of over 50% on an annual basis.

Flare Reduction Programme Completion

Focus area: Air quality - flare reduction.

Description: Operational source reduction, purge gas optimisation, shutdown and jetty flare minimisation and flare reduction interconnections between LNG assets.

Environmental gains: >70% flaring reduction and 3 MTA of GHG reduction since 2013.

Wastewater Reduction and Reuse

Focus area: Water management.

Description: Multiple advanced projects comprising membrane bioreactor (MBR), ultrafiltration and reverse osmosis (RO) technologies to recycle and reuse treated wastewater and minimise treated wastewater discharge to sea.

Environmental gains: Helps recycle and reuse over 70% of treated wastewater, resulting in an annual saving of 1.8 billion litres of desalinated water.

World-Class Expansion Facilities Environmental Design

Focus area: GHG, air quality and water management.

Description: Best-in-class controls and technologies to minimise environmental impacts across project lifecycle.

Environmental gains:

- 3.2 MTA of CO₂ injection - one of the largest CCS systems in LNG industry.
- Electrical power import from Qatar's solar projects.
- NO_x at 9 ppmv and 25 ppmv for onshore and offshore turbines - best in class in LNG industry.
- Pace-setting SO₂ reduction with 99.9% sulfur recovery.
- Predictive Emissions Monitoring (PEMS) for offshore compression turbines - first in the State of Qatar.
- 75% recycling of process wastewater and cooling towers to minimise cooling seawater intake and discharge.



Over its history, **QatarEnergy LNG** has demonstrated leadership in its environmental performance, with initiatives such as the Coral Management Programme that has seen a multitude of live corals relocated to new habitats to avoid impacts from the company's activities. This demonstrates QatarEnergy LNG's committment to Qatar's marine biodiversity, building on previous coral relocation success and going from strength to strength in its conservation efforts.

Environmental Strategy

QatarEnergy LNG is committed to minimizing its environmental impact and implementing its Environmental Strategy to achieve sustainable environmental performance and foster an integrated culture of environmental sustainability.

Innovate

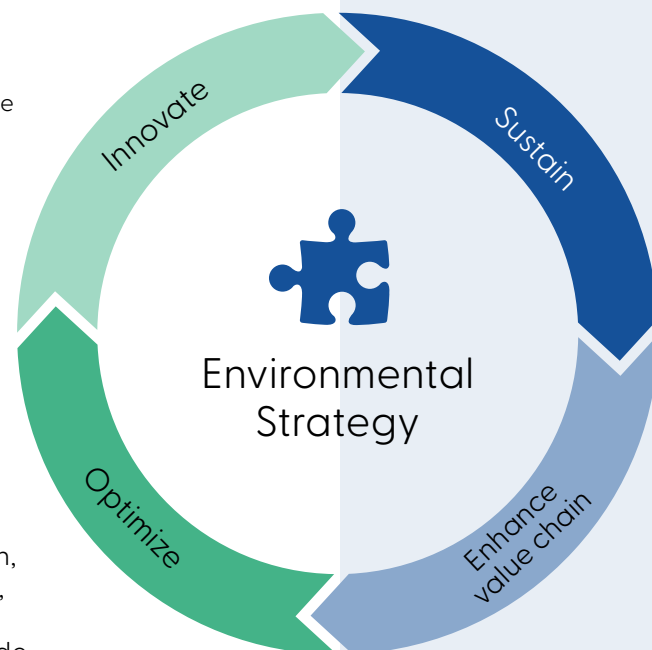
Driving environmental research, circular economy principles, and digitalization to support long-term sustainability goals.

- Research collaboration
- Digitization
- Enhanced energy efficiency
- Transition in energy landscape

Optimize

Implementing initiatives to achieve sustainable premier environmental performance in areas such as CO₂ injection, flare and methane reduction, energy efficiency, zero liquid discharge to sea, sulfur dioxide (SO₂) emissions reduction, and waste recycling.

- Climate change mitigation
- Resource/energy efficiency
- Circular economy (waste management)
- Supply chain optimization



The company's Environmental Strategy supports the Qatar National Vision (QNV) 2030 and the QatarEnergy Sustainability Strategy, reflecting a proactive approach to emerging environmental risks in a changing global market.

Sustain

Maintaining compliance and addressing core environmental aspects such as GHG emissions, air emissions, water, waste and biodiversity.

- Sustain compliance
- Continual improvement
- Assess corporate risk

Enhance value chain

Focuses on lifecycle and market assessments, value-chain GHG reporting, green supply chains and enhanced environmental and sustainability data management and reporting.

- Enhance environmental culture
- Improve branding
- Focused CSR
- Biodiversity enhancement
- Assess and capitalize on environmental performance
- Stakeholder engagement
- Climate change mitigation
- UN sustainable development goals alignment

Strategy Implementation Roadmap

QatarEnergy LNG continues its progress on the Implementation Roadmap for its Environmental Strategy, comprising over 75 specific implementation plans, including addressing greenhouse gas mitigation, pioneering initiatives on near-zero liquid discharge to sea and enhanced wastewater reuse, waste management and biodiversity protection.

Our Current Position

12% GHG reduction

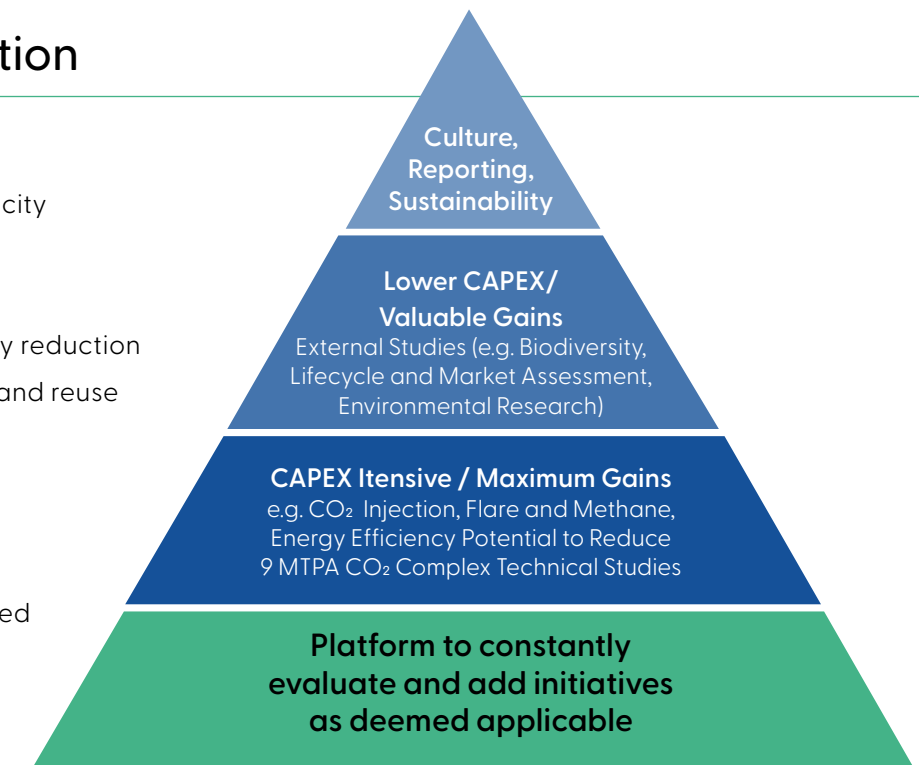
- 2.2 MTA CO₂ injection capacity
- 70% flaring reduction

Pacesetting 85% NO_x intensity reduction

- > 70% wastewater recycling and reuse
- > 50% waste recycling

Major Biodiversity projects

- 12,000 corals relocated
- 1,200 artificial reefs deployed
- Land-based Coral Nursery



Compliance

Environmental Strategy
(March 2021)

→ Beyond Compliance

Implementation Roadmap
Completed (Oct 2022)

→ Integrated Environmental & Sustainability Culture

Reporting to QatarEnergy
Sustainability Steering Committee

Our 2030 Targets

- **20% GHG intensity reduction**
- **9.5 MTA CO₂ injection**
- **> 80% flaring reduction** meet 0.3% flaring target
- Near Zero Methane emissions
- Reduce SO₂ Footprint and risk to communities

- Near Zero Liquid Discharge to Sea
- **> 70% Waste Recycling** Circular Economy, Green Supply Frameworks
- **Dedicated QatarEnergy LNG Biodiversity Strategy** aligned with National Plans

- **Establish Long-Term Frameworks** Environmental Culture, Advocacy ESG / Sustainability Value-Chain Reporting Enhanced GHG, methane MRV Environmental Research

Environmental Management

At QatarEnergy LNG, we maintain an Environmental Management System (EMS) that's certified to the ISO 14001 standard. It provides a structured framework to manage environmental responsibilities across our operations and services, helping us stay compliant and continually improve our environmental performance.

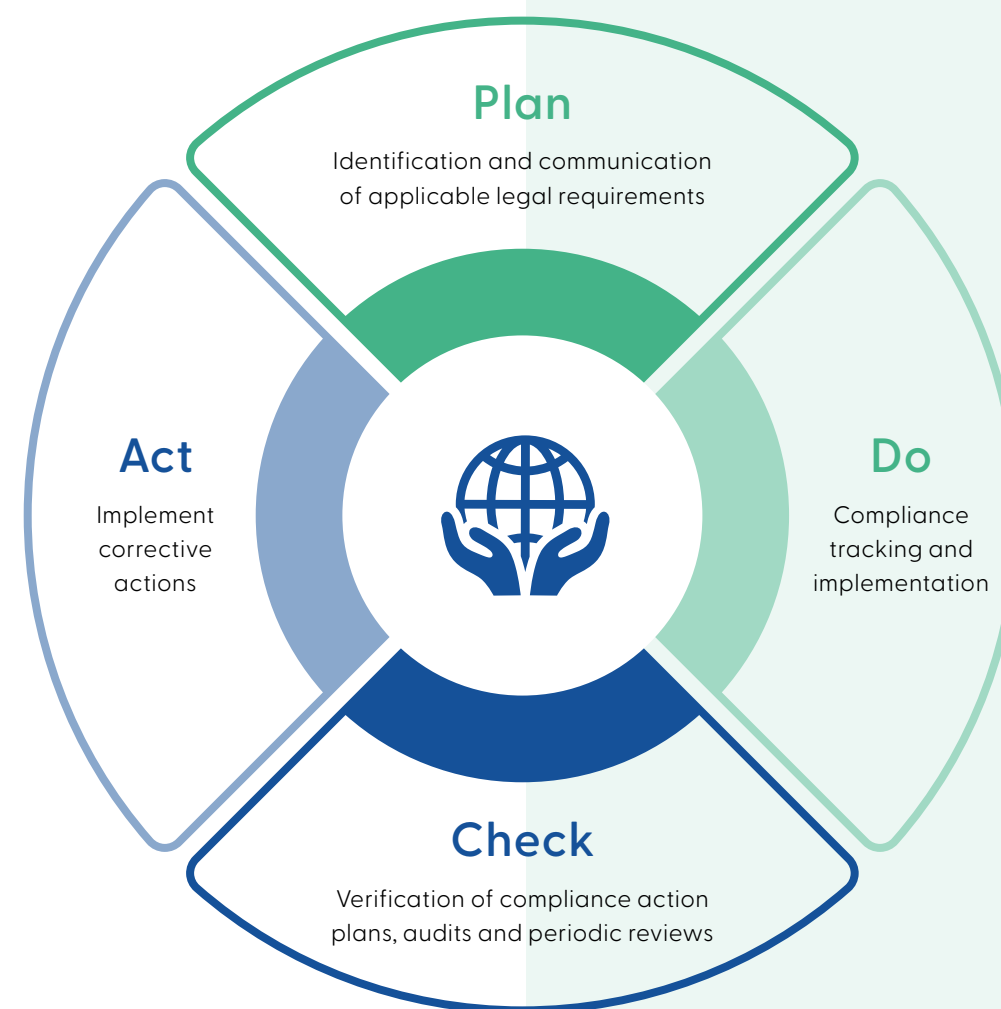
We follow a set of environmental rules and requirements, including permits for construction and operations, as well as national laws and regulations in the State of Qatar.

Environmental Compliance Program

To ensure compliance with applicable legal environmental requirements, QatarEnergy LNG has an established Environmental Compliance Program (ECP) that is structured along the Plan-Do-Check-Act model.

QatarEnergy LNG's ECP helps monitor, track and determine environmental compliance on a regular basis.

Environmental compliance tracking is translated into asset or facility-specific environmental compliance reports. The ECP management review ensures allocation of required resources for compliance management and implementation of compliance action plans and strategies.



Climate change Mitigation

Climate Emissions

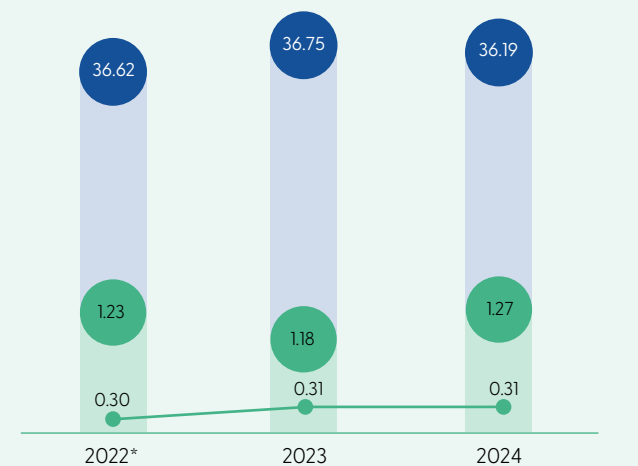
Our Environmental Strategy places strong emphasis on climate action, with specific initiatives and targets for CO₂ injection, flare and methane reduction and energy efficiency.

Our GHG Management Program has a structured

approach to monitoring, reporting, and reducing greenhouse gas (GHG) emissions in alignment with international standards and industry best practices. This section covers our performance related to GHG emissions, flaring, methane, and energy efficiency.

GHG Emissions

Our total GHG emissions and intensity in 2024 were comparable to 2023, banking on stable operations.



● Total scope 1 GHG emissions (Million Tonnes CO₂ equivalent)

● Total scope 2 GHG emissions (Million Tonnes CO₂ equivalent)

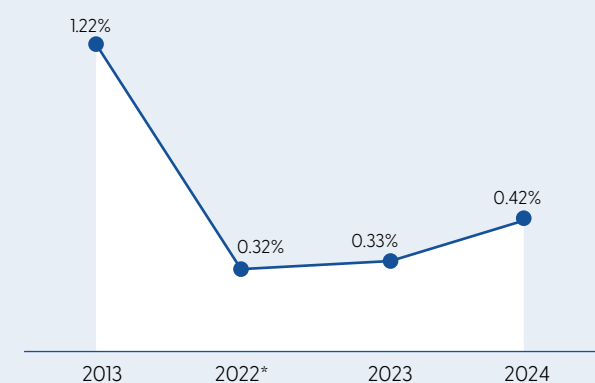
— GHG emission intensity (Tonnes of CO₂ / per tonne of hydrocarbon product)

* Incl. QatarEnergy LNG Barzan Gas Asset, which attained normal operations in 2022.

Flaring

Flare management efforts are continuously improved through strong operational stewardship, robust monitoring and reporting systems having clear flare reduction targets. An increase in flaring intensity was observed in 2024 compared to previous years due to planned turnarounds across various assets.

Flaring Intensity



— Flaring intensity (Percentage) (MMSCF flared vs MMSCF sweet gas production)

* Incl. QatarEnergy LNG Barzan Gas Asset, which attained normal operations in 2022.



Jetty Boil-Off Gas (JBOG) Facility

In December 2024, we celebrated the 10th anniversary of the JBOG. Located in Ras Laffan, JBOG captures flared gases during LNG loading connecting to 1,000 ships and recovering 580,000 tonnes of LNG each year. JBOG has saved more than 17 million tonnes of greenhouse gas emissions through its 10 years of operations and resulted in an overall 60% reduction in flaring at QatarEnergy LNG.

JBOG Project Achievements

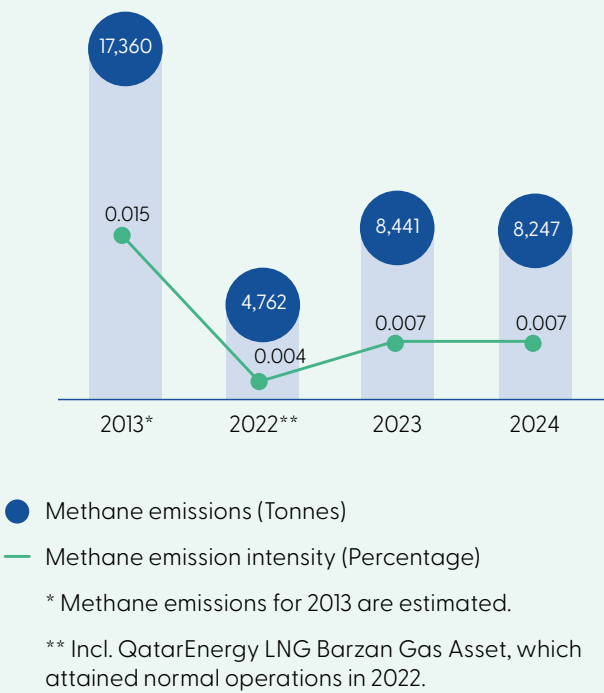
- Annual savings of 28,000 million standard cubic feet of flared gas.
- Annual savings of 1.7 million tonnes of GHG.
- 580,000 tonnes of LNG recovered.
- >1,000 ships connected each year.
- Recovered approximately 5.8 million tonnes of boil-off gas since start-up in October 2014, resulting in an impressive 17.4 million tonnes reduction of GHG emissions.
- The flared gas savings from the JBOG facility are equivalent to powering approximately 350,000 homes for a year or taking 420,000 gasoline-powered vehicles off the road for the same period.
- Maintained a flawless safety record.

Methane

Methane is a potent GHG with a higher global warming potential than CO₂ and thus managing it is a priority for Qatar Energy LNG.

Methane emissions remain steady from 2023 to 2024, achieving a slight decrease in both total methane emissions and the percentage of methane within direct emissions. We remain committed to continuous reduction, aiming to achieve our goal of near zero methane emissions intensity by 2030.

Methane Emissions Intensity

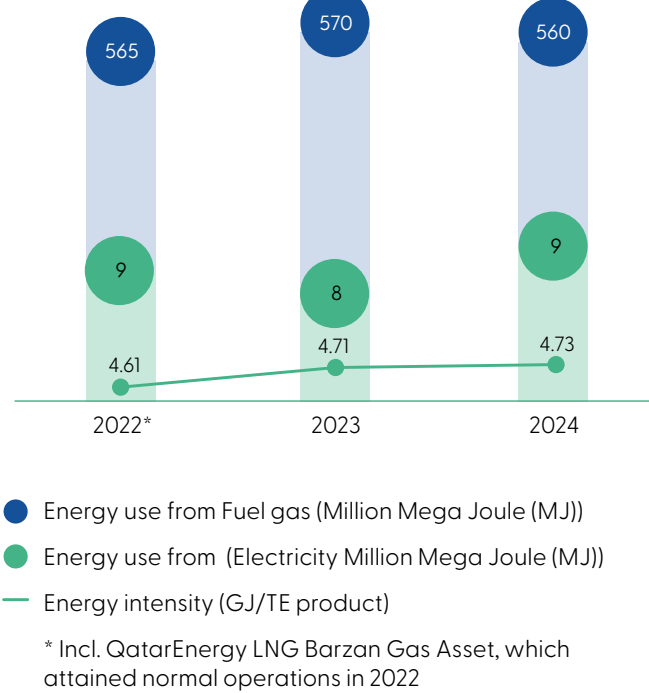


Energy

Fuel gas remained our primary energy source, powering our operations. It accounted for 98% of our total energy consumption, with the remaining 2% coming from grid electricity used to power our buildings and select plant operations.

Total energy consumption reached nearly 570 megajoules, a slight decrease compared to 2023. This was accompanied by a reduction in fuel gas consumption, while electricity use increased as a result of expanded operational activities. Despite these shifts, overall energy intensity remained stable compared to the previous years.

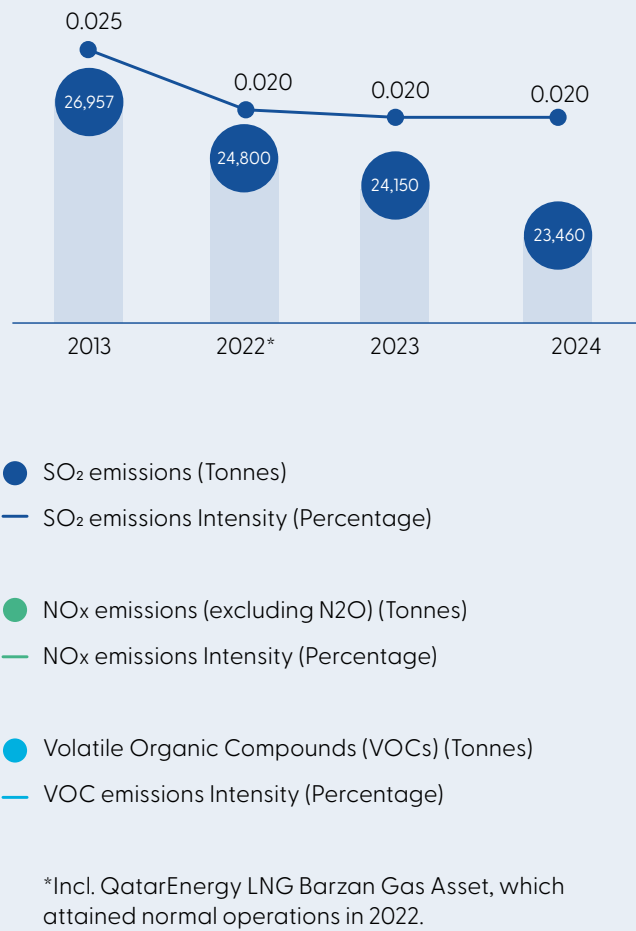
Energy Intensity



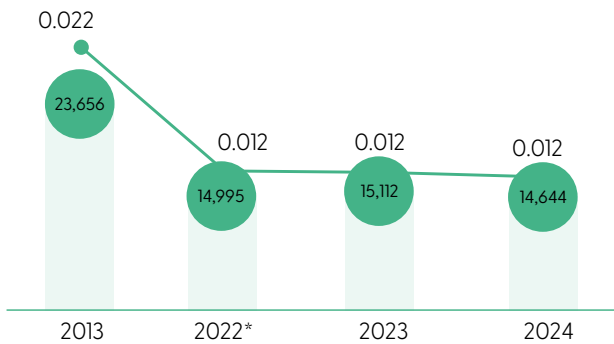
Air Quality

Air pollutant emissions play a crucial role in environmental and public health concerns, with nitrogen oxides (NO_x), Sulphur Dioxide (SO₂), and VOC's being among the most significant contributors to air pollution. We maintained steady state performance for these parameters in 2024 compared to previous years.

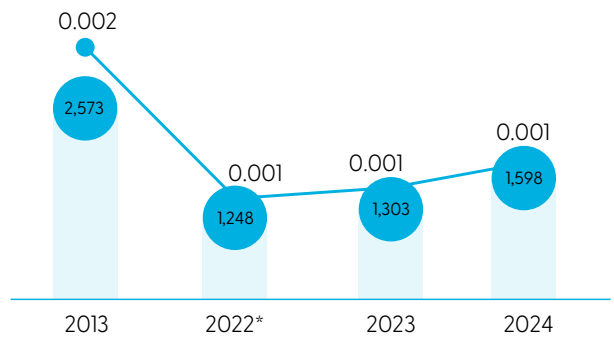
Sulphur Dioxide Emissions (SO₂)



NO_x Emissions



VOC Emissions



Waste and Circular Economy

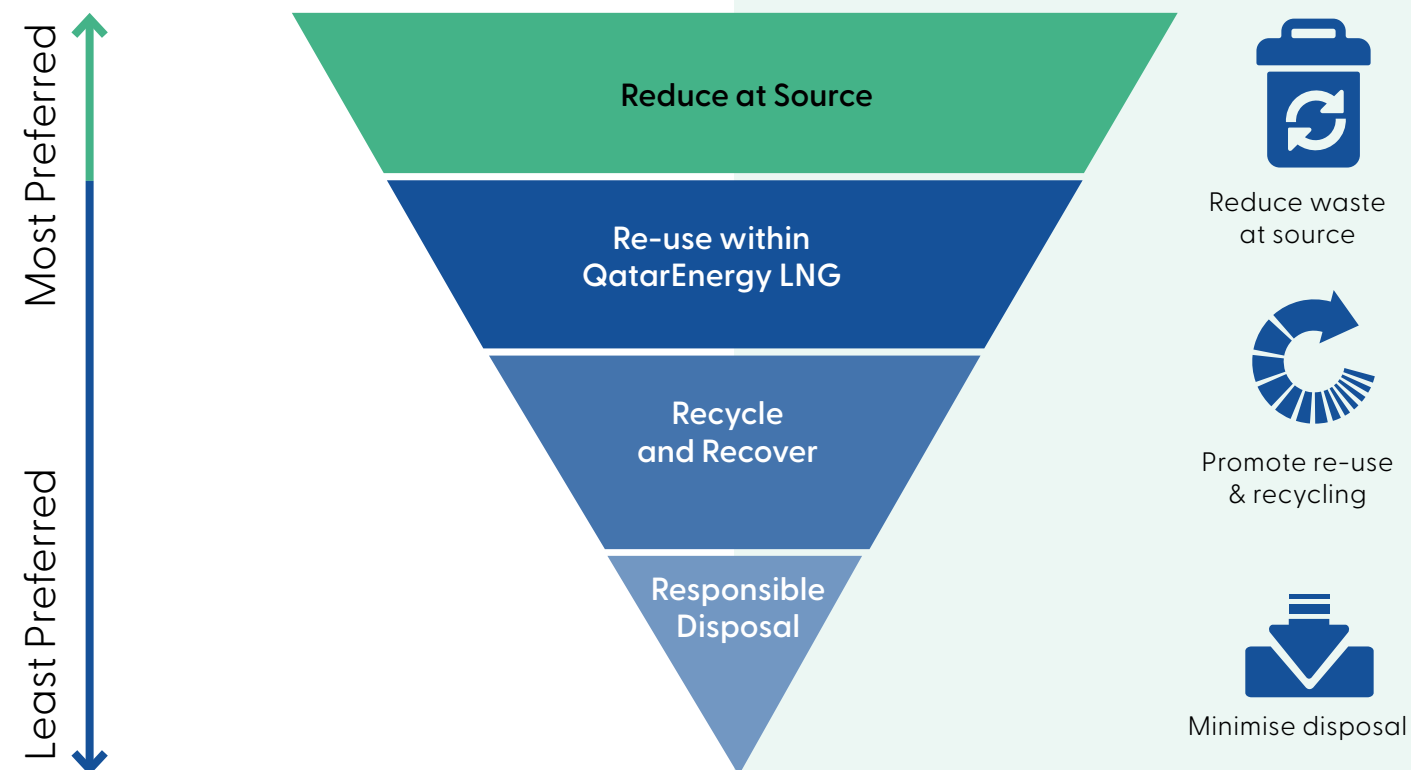
Waste Management

One of the Company's primary strategic goals is to achieve more than 70% recycling of waste material for all operational waste streams and transition to a circular economy model where every waste stream is considered a resource and therefore has a value that can be utilized, reused or recycled.

This essentially means that "one's waste is someone else's resource" and that those resources, albeit finite, can be circulated in extended loops of production

cycles. Hence, a range of used and waste materials can expand their useful lives considerably. The circular economy approach has allowed QatarEnergy LNG to implement sustainable solutions to a variety of materials that would otherwise be landfilled.

We recognize waste as a material sustainability topic and have established a robust framework to ensure the responsible handling, reduction, and disposal of the waste generated from our activities.



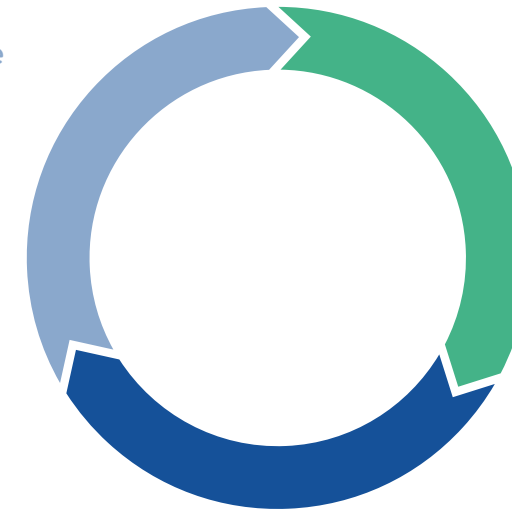
We are on track to achieve a recycling rate of over 70% by 2030, having already exceeded our interim 2024 target of 51% with a current recycling rate of 56%.

Waste Management Operations & Performance

- Waste Management Teams
- Waste Services Contractor Management
- Waste Facility Operation Management
- Circular Economy Concepts, minimisation and recycling focus
- Performance Monitoring & Benchmarking

Waste Management System

- Circular Economy Concepts and Environmental Strategy goals
- Waste Management Procedure and Instructions
- Legal Framework
- Waste Forecasting and Disposal Option Reviews
- Waste Management Contracts & Cost Management
- Internal Capacity Building & Training Programs
- In-house developed electronic Waste Collection, Transfer and Inventory Management system



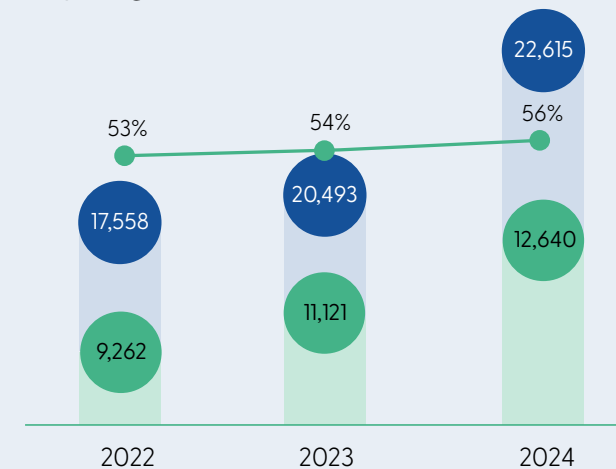
Waste Management Infrastructure

- Integrated Waste Management Facility Operations
- Hazardous Materials Management Hub
- Waste Collection Infrastructure Upgrades

In 2024, QatarEnergy LNG generated 22,615 tonnes of waste, primarily attributable to maintenance activities and turnaround material. Waste recycling efforts increased to 12,640 tonnes, compared to 11,121 tonnes in 2023, with the recycling rate rising from 54% to 56% over the same period.

Of the total waste generated in 2024, 52% was considered hazardous, 22% non-hazardous, and 26% inert. Recycling in each of these waste categories is maximised, where majority (91%) of inert waste, nearly half (49%) of hazardous waste, and nearly a third (31%) of non-hazardous waste were recycled in 2024.

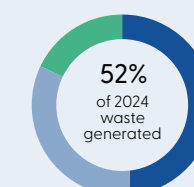
Recycling Rate



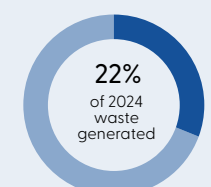
- Total waste generation (Tonnes) (Percentage)
- Total waste recycled (Tonnes) (Percentage)
- Recycling rate (Percentage)

*Incl. QatarEnergy LNG Barzan Gas Asset, which attained normal operations in 2022.

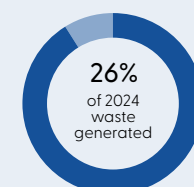
Hazardous (Class I)



Non-Hazardous (Class II)



Inert (Class III)



- Recycled
- Landfilled
- Incinerated

Molecular Sieves/Catalyst Recycling for cement production

Through a cross-industry partnership with a local cement Small Medium Enterprise (SME), we developed circular economy solution for molecular sieves. The SME now utilizes our molecular sieves as a key source material for producing clinker, the main component of cement.

Benefits

- Reduced a waste stream that would otherwise be landfilled
- Conserve resources
- 85% reduction in cost
- Increase in QatarEnergy LNG waste recycling rate
- Since January 2020, we have recycled more than 12,500 tonnes of Mol Sieves and Catalyst

Recycling of waste Sulphur for production of Sulphuric Acid

Through a partnership with a local SME, we transformed contaminated sulphur—once disposed of in hazardous waste landfills—into a valuable resource for sulphuric acid production.

Benefits

- Helped recycle a waste stream that would otherwise be landfilled
- Cost savings
- 95% reduction in cost
- Since January 2020, we have recycled more than 1,037 tonnes of waste sulphur

Hydrocarbon Waste Stream Recycling

At QatarEnergy LNG, we partnered with a local SME to recycle used lube oil. This collaboration quickly expanded to include hydrocarbon waste from sludge separation, tank decanting, and contaminated oils like naphtha, diesel, and kerojet. Today, the SME recycles most of our hydrocarbon waste locally, supporting sustainable growth and boosting the local economy.

Benefits

- Cost benefits
- Increased efficiency
- Since January 2021, we have recycled more than 1,500 tonnes of hydrocarbon waste streams.

Water and Effluents

Water Management

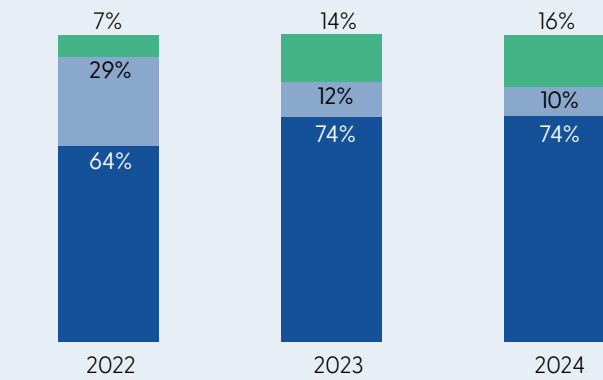
Our current water management efforts align with the goals of the Ministry of Environment and Climate Change (MECC) in minimizing wastewater discharge and maximizing the efficient use of water.

We have made significant investments in a comprehensive Wastewater Reduction and Reuse (WRR) program using advanced technologies such as membrane bioreactor (MBR), ultrafiltration, and reverse osmosis (RO) helping us recycle and reuse our wastewater.

In 2024, 65% of treated wastewater was transformed into desalinated water for use within the plant with 9% being reused for irrigation. The remaining water was disposed to sea and deepwell injection as per design. By 2030, the aim is to maximize our recycle and reuse potential to achieve near zero liquid discharge to sea.

Our wastewater recycling and reuse performance showcases a sustainable vision in circular water management and recycle infrastructure

Wastewater Recycling

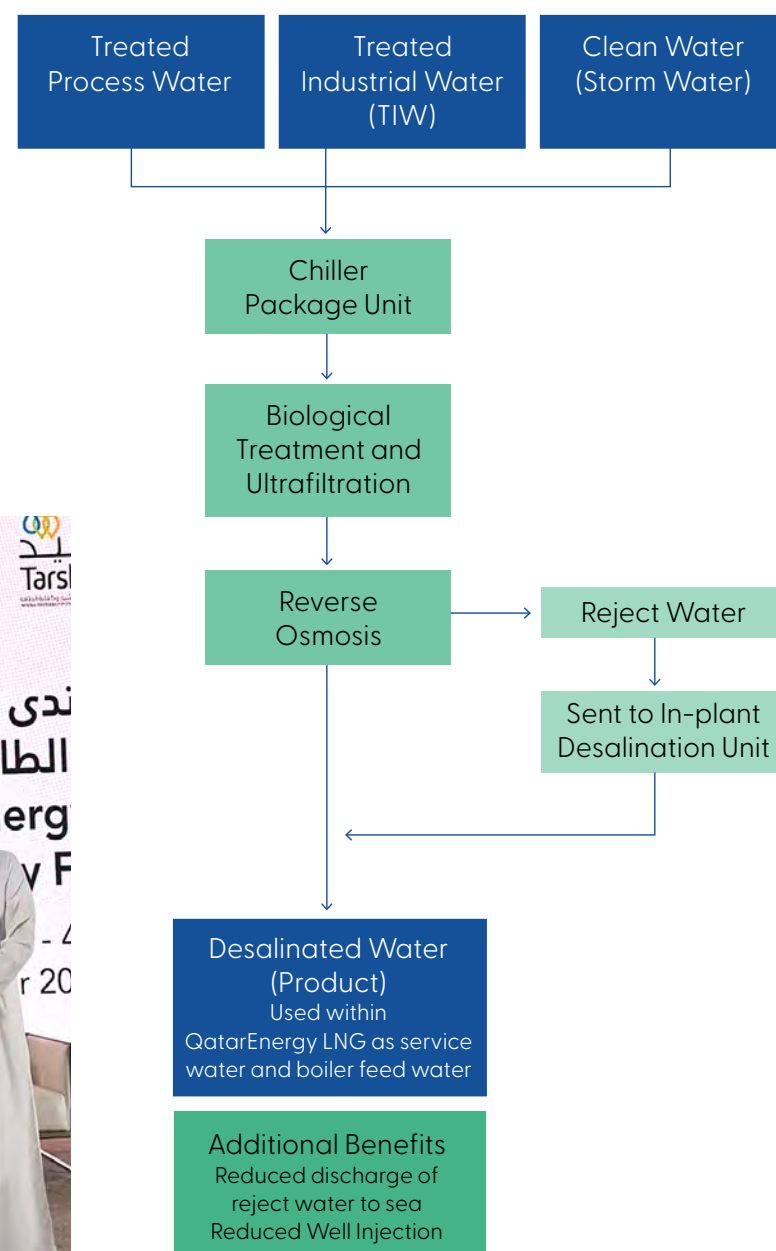


- Wastewater recycled as desalinated water and for irrigation (Percentage)
- Reject / treated water discharged to sea (Percentage)
- Reject wastewater to deepwell injection (Percentage)



QatarEnergy LNG receives 'Best Water Recycling Initiative' award from Kahramaa's Tarsheed Programme

QatarEnergy LNG received the 'Best Water Recycling Initiative' award from Kahramaa's Tarsheed Programme, recognising its efforts in sustainable water management at its Treated Industrial Process Water (TIPW) facility.



Biodiversity

We are committed to developing a comprehensive Biodiversity Roadmap aligned with the Qatar National Biodiversity Strategy and Action Plan (QNBSAP). Our initiative aims to integrate biodiversity protection measures into our operations.

Biodiversity Management

Currently, our biodiversity efforts are driven by regulatory requirements set by the Ministry of Environment and Climate Change. Environmental Impact Assessments guide biodiversity and compensation projects, aligning efforts with national goals.

At QatarEnergy LNG, we have undertaken a range of marine biodiversity conservation projects in cooperation with the MECC. We've also continued our collaboration with MECC, Qatar University, and the Ministry of Municipality to complete the latest phase of our unique and ambitious Coral Management Programme, which we launched in 2021. This program builds on our proud legacy of marine biodiversity projects that began in 2007.

Biodiversity Protected Areas

Our operational sites are not located within, nor adjacent to, any protected areas. However, our pipeline corridors (both brownfield and new) have thriving coral communities nearshore.

Our operations do not directly engage in activities that pose a significant impact on biodiversity, where the EIA process enables the identification of sensitive areas, thus enabling avoidance or project redesign to minimise potential environmental impacts.

2024 Progress

In 2024, we made significant strides in coral management and environmental preservation:

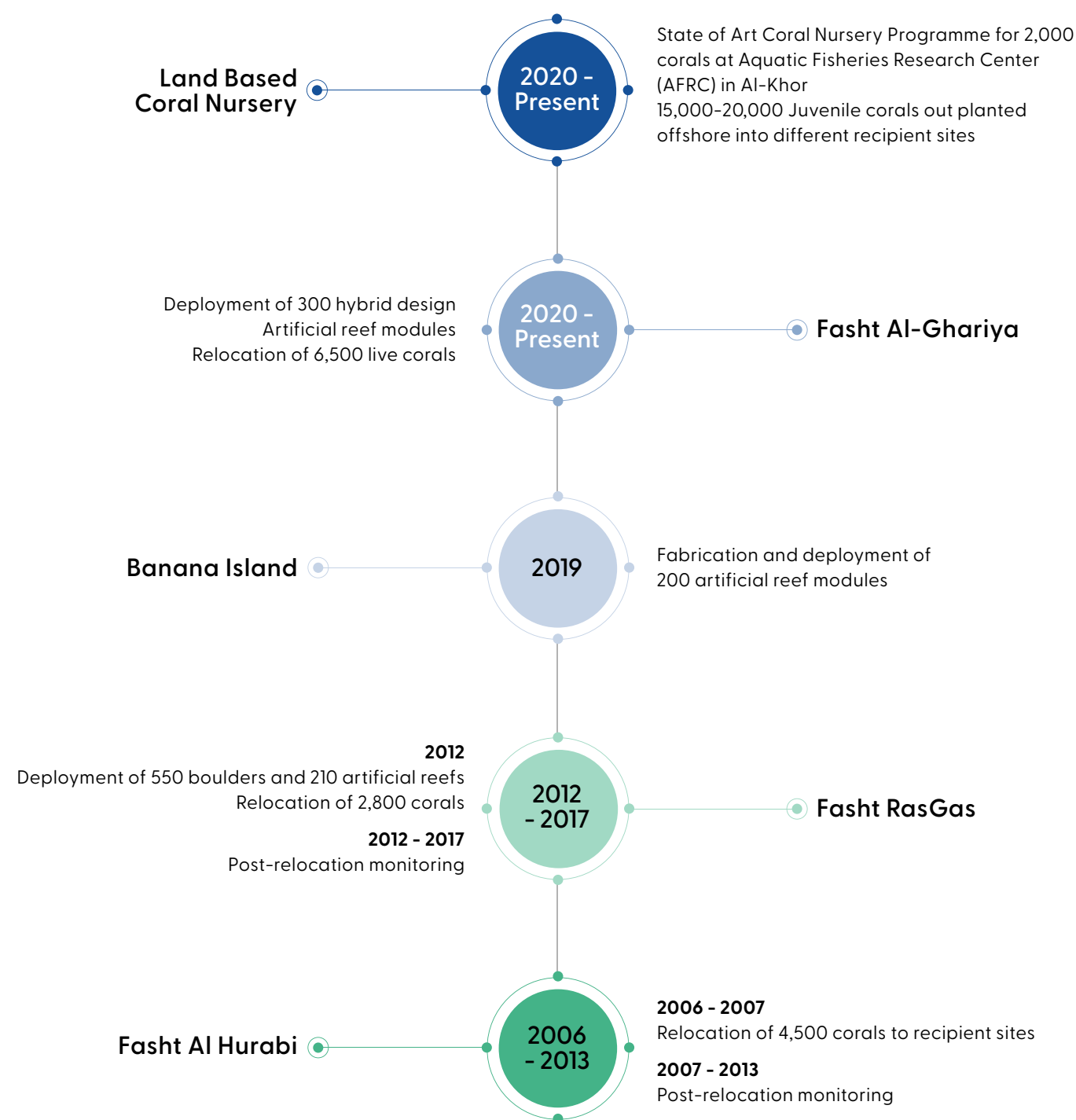
- Relocated approximately 2,000 corals from project areas to alternate recipient sites.
- Out-planted over 5,000 juvenile corals from coral nurseries to offshore locations.
- Conducted annual post-relocation coral monitoring to assess restoration effectiveness.
- Initiated mangrove protection efforts within Ras Laffan City (RLC) to mitigate expansion impacts.

Future Biodiversity Management Activities

We are committed to advancing biodiversity protection by developing a company-wide Biodiversity Roadmap that aligns with national biodiversity conservation plans. This roadmap will focus on mitigating environmental impacts, fostering coral preservation, and safeguarding mangrove habitats. Regular monitoring and assessments will continue to ensure the effectiveness of our restoration efforts.



QatarEnergy LNG Biodiversity Projects Portfolio

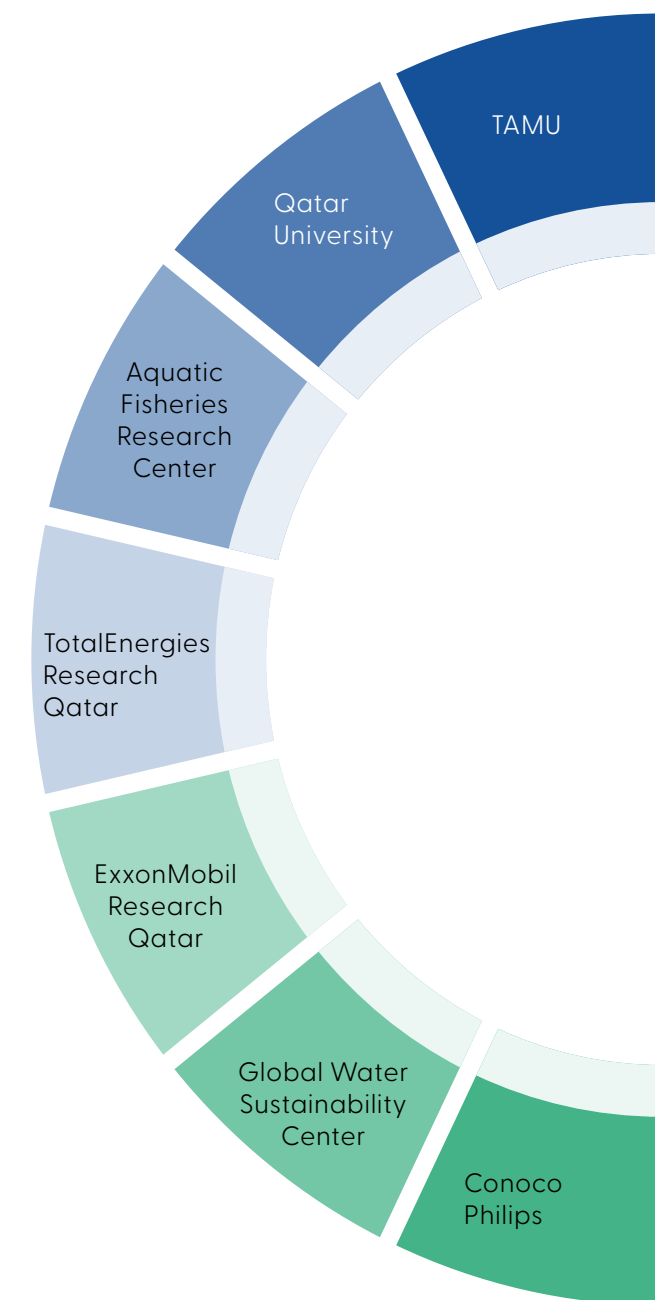


Collaboration & Partnerships

At QatarEnergy LNG, we believe that achieving a sustainable energy future requires collaboration across all levels of industry, government, and society.

In 2024, we have reinforced our commitment to sustainability by fostering strong partnerships, accelerating innovation, and actively engaging with key stakeholders to address global energy challenges while advancing our ESG objectives.

As part of our Environmental Strategy, we have established a detailed research collaboration framework that involves national research organizations and industry innovation centres.



Air Emissions and Geospatial Data Management

- Environmental Geospatial Data Management
- Predictive Emissions Monitoring (PEMS)
- Air Emissions Impact Assessment
- Advanced Methane Monitoring Technologies

Soil and Groundwater

- Subsurface Facilities Impact Assessment
- Soil and Groundwater Baseline
- 3D Fate and Transport Model Development
- Groundwater Management Best Practices

Water

- Sustainable Water Management Roadmap
- Treatment / Reuse Assessment and Pilot Studies
- Existing Wastewater Facility Performance Enhancement
- QatarEnergy LNG Facilities Water Mapping

Environmental Outreach, Culture

- Go Green Environmental Awareness
- Site Training / Familiarisation
- Environmental Learning Workshops

ExxonMobil Award for Environmental Excellence

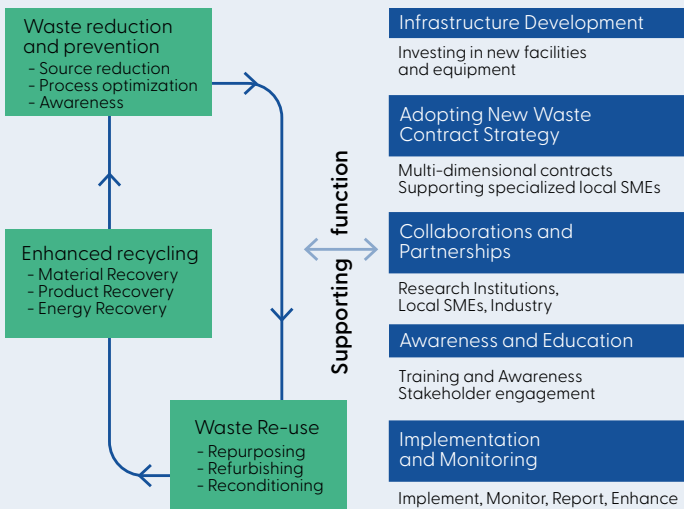
QatarEnergy LNG was honored with an award from ExxonMobil, recognizing our strong commitment to environmental performance and sustainability leadership. This recognition highlighted the successful development and implementation of our Environmental Strategy, which focuses on reducing emissions, improving waste management, and advancing circular economy practices. Key achievements contributing to the award included our high wastewater recycling rate, reductions in marine discharge, innovative waste reuse partnerships, and collaborative research on sludge-to-biochar conversion. The award reflects our continued efforts to embed environmental responsibility into every aspect of our operations.



Mesaieed Sustainability Workshop presentation

As part of our 2024 joint presentation with ExxonMobil Research Qatar on circular economy and sludge management, QatarEnergy LNG showcased key initiatives in waste recycling and resource recovery. We maintained a 74% wastewater recycling rate and reduced discharge to sea to its lowest level in five years. Through local partnerships, we reused oily sludge, sulphur, and molecular sieves, cutting costs and minimizing landfill. The presentation also highlighted our research into converting oily sludge into biochar, which proved highly effective in treating industrial wastewater, reinforcing our commitment to turning waste into value.

Circular Economy Approach



Go Green Schools’ programme

“Through the ‘Go Green Schools’ programme, we aim to inspire and equip the next generation to take meaningful steps toward an environmentally sustainable future for Qatar,” – Khalifa Ahmed Al-Sulaiti, Chief HSEQ Officer, QatarEnergy LNG.

QatarEnergy LNG has kickstarted a powerful new environmental education initiative aimed at sparking climate awareness in the classroom. The ‘Go Green Schools’ programme officially launched at Al Khor International School (AKIS) with a vibrant, hands-on session for students in Grades 9 to 11 across both British and Indian curriculums. Led by QatarEnergy LNG’s dedicated environmental team, the session blended learning with fun, giving students the tools—and the inspiration—to make smarter, greener choices every day.



Climate Quizzes & Eco Games

Students put their climate knowledge to the test through interactive games designed to challenge and inspire.

Carbon Footprint Calculator

Using QatarEnergy LNG’s custom-built tool, students measured their personal carbon footprints and walked away with real tips to shrink their impact.

Hands-On Sustainability Workshops

From everyday eco-hacks to community-wide solutions, students explored how they can drive positive change at school, at home, and beyond.

Following the success at AKIS, ‘Go Green Schools’ is going bigger. The programme will soon expand to schools across northern Qatar and Doha, reinforcing QatarEnergy LNG’s mission to embed sustainability deep within the community.

Shaping the Future

Our 2030 Comittments

Climate emissions

QatarEnergy LNG targets a 20% reduction in emissions intensity by 2030. The company is also working toward near-zero methane emissions and meeting the 0.3% flaring target.

Air quality

Efforts are focused on reducing SO₂ emissions to lower risks to nearby communities.

Waste and Circular Economy

Achieve and sustain 70% Recycling Rate for all QatarEnergy LNG Waste by Year 2030.

Water and Effluents

Near zero liquid discharge to sea.

Biodiversity

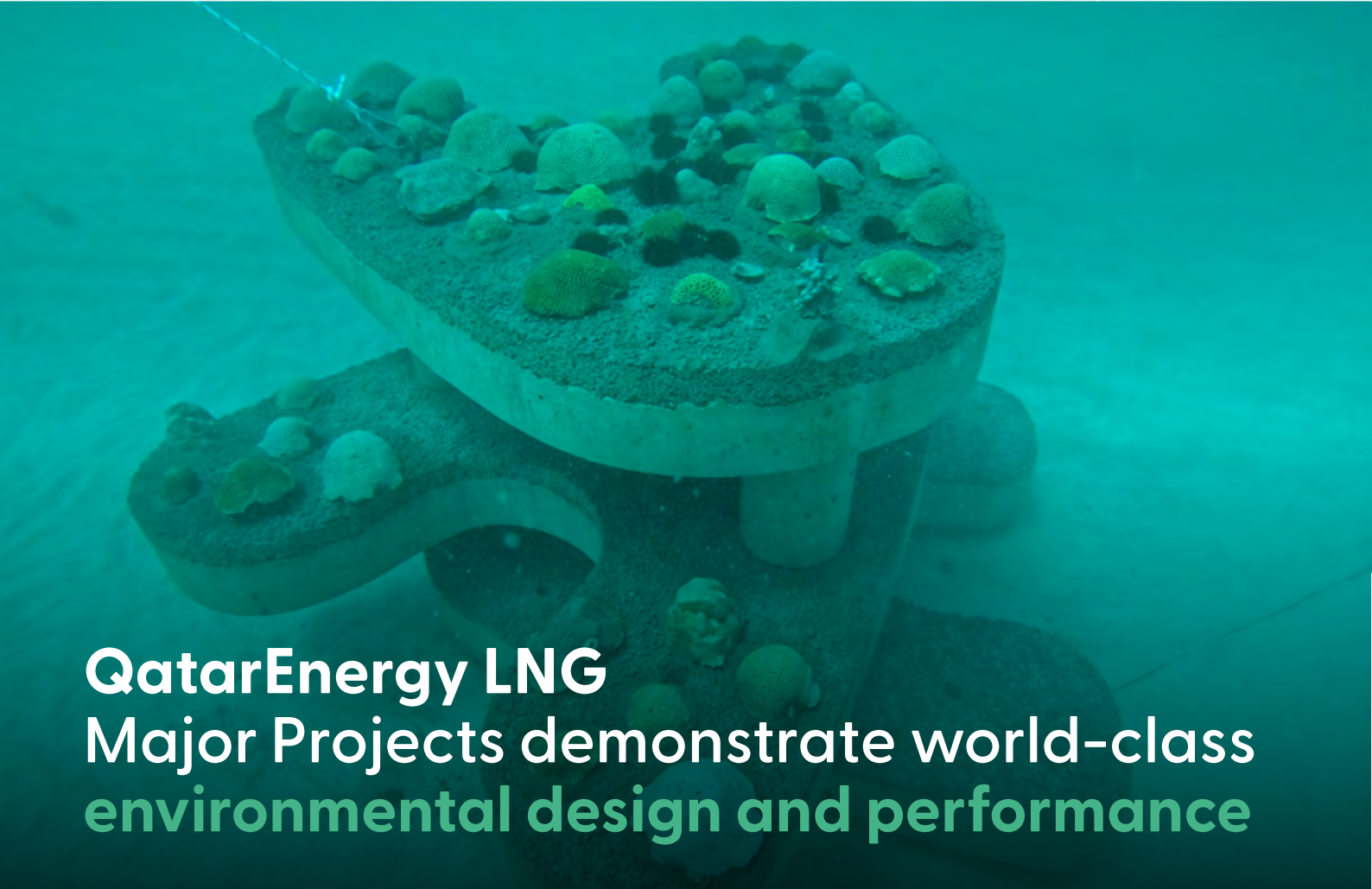
Implement a biodiversity strategy that aligns with Qatar National Vision 2030

Our Future Management Initiatives

QatarEnergy LNG’s Major Projects—including the North Field Expansion (NFXP) and North Field Production Sustainability (NFPS)—are central to Qatar’s strategy to support the global transition to cleaner energy. These initiatives will boost LNG production from 77 to 142 million tonnes per annum, reinforcing Qatar’s role in global decarbonisation.

Significant investments have been made to integrate advanced environmental technologies and controls, ensuring high environmental performance standards. The projects address key environmental challenges such as air and water quality, waste, and biodiversity impacts from construction and operations.

To manage these risks, the Company conducts rigorous environmental studies and impact assessments as part of a strict permitting process with regulators and stakeholders. Implementation is ongoing, with key environmental outcomes expected by 2030.



QatarEnergy LNG Major Projects demonstrate world-class environmental design and performance

QatarEnergy LNG’s Major Projects, comprising its liquefied natural gas (LNG) expansion and production sustainability facilities, are critical to the State of Qatar’s long-term vision to enable the global transition towards cleaner and lower-carbon energy sources.

QatarEnergy LNG has made significant efforts and investments in its Major Projects portfolio to incorporate advanced environmental controls and technologies, which ensure that the Company fulfils this key objective for the country while setting the benchmark for world-class environmental performance.

QatarEnergy LNG’s Major Projects encompass the North Field Expansion (NFXP) and North Field Production Sustainability (NFPS) projects, which demonstrate the State of Qatar’s commitment to expanding the supply of cleaner energy in the form of LNG to support global decarbonisation efforts. These projects will increase the Company’s LNG production and supply to global markets from 77 million tonnes per annum (MTPA) to 142 MTPA.

The successful implementation of these major expansion projects requires careful consideration of a range of

environmental challenges. These include mitigating and minimising construction and operational impacts on air quality, groundwater and seawater, as well as waste generation. Project operations, such as subsea pipeline construction, drilling, onshore civil works and other activities, also have the potential to affect terrestrial and marine ecology and local biodiversity. In addition, Major Projects development needs to navigate rapidly changing environmental regulations both locally and globally. In response, the Company’s Major Projects development programme includes a wide range of environmental design studies and impact assessments, driven by a stringent Environmental Permitting Programme with regulatory agencies and other stakeholders. These projects are ongoing in 2024, with commitment to the environmental gains outlined in the graphic anticipated to be achieved upon completion of the initiatives by 2030.

Major Projects demonstrating excellence in environmental design and performance



GHG Reduction

- One of the largest CO₂ capture and sequestration systems in the LNG industry with capacity to inject **3.2 MTA**.
- Enhanced energy efficiency due to waste heat recovery facilities.
- Electrical power import from Qatar’s solar project



Emission Reductions

- NO_x limit to 9ppmv and 25ppmv for onshore and offshore turbines respectively - best in class in LNG industry.
- Pace-setting SO₂ reduction with 99.9% sulfur recovery.
- Predictive Emissions Monitoring (PEMS) installation for NFPS Compression emission sources monitoring - first in State of Qatar.
- Jetty Boil-Off Gas (JBOG) recovery to minimise flaring during LNG ship loading operations.



Water Management

- Cooling towers to minimise seawater intake and discharge for plant cooling.
- Near Zero Liquid Discharge represented by 75% recycling of process wastewater for reuse as desalination water.
- 127,000 tree plantation during project phase to support QatarEnergy million tree plantation initiative.



Biodiversity Protection

- Extensive coral relocation program including relocation of 5,500 corals to alternate protected areas.
- First of its kind Coral Nursery facilitating outplantation of 150,000 juvenile corals across Qatari waters.
- Multi-party collaborative initiatives with Ministry of Environment and Climate Change (MECC), Qatar University, Aquatic Fisheries Research Center (AFRC) and QatarEnergy LNG shareholders.

Contributing to Society

At **QatarEnergy LNG**, our social impact extends far beyond energy production. We are committed to building careers, supporting local businesses, and contributing to thriving communities.

With over 6,000 people driving our operations and many more engaged through our supply chains, we create broad and lasting value across all stakeholder groups. Our strategy aligns with Qatar National Vision 2030, particularly its focus on Human Development and Social Development, and reflects our ambition to lead in social sustainability across the LNG value chain. We continue to advance this commitment through our focus on Safety, Talent and Community, celebrating achievements, addressing challenges, and setting clear goals for the future.

Topics

Workforce Health, Safety, and Wellbeing

- Occupational Health and Safety
- Process Safety
- Employee Wellbeing & Occupational Health

Human Capital and Talent

- Workforce Recruitment and Retention
- Employee Engagement and Surveys
- Qatarisation

Local Community Impacts

- Local community investments
- Community Outreach Programs

Alignment with Qatar National Vision 2030

Human Development

Social Development

Alignment with Sustainable Development Goals



Our 2024 Contribution Performance



Talent

614
female employees

789
new hires

Engagement numbers – data lacking

0
employee fatalities for the fifth consecutive year

3.0%
overall turnover decreasing to 3.0%

Notable decline in female turnover from 13% in 2023 to 4% in 2024 due to targeted initiatives

23.5%
Advanced Qatarisation efforts, reaching 23.5% Qatari national workforce representation

Achieved a key milestone by digitising the Summer Internship Program

99.4%
of employees completed Technical Competence Assessments within six months of role entry



Workforce Health, Safety, and Wellbeing

Strong governance, executive-level oversight and active engagement
QatarEnergy LNG SHE committee

Process Safety: data to be provided

27%
Lost Time Injury Frequency (LTIF) improved by 27%

81,654
health screenings

398
workplace vaccinations



Community

A focus on social investments serving a wide variety of community needs

Workforce Health, Safety, and Wellbeing

Occupational Health and Safety

Our Health & Safety Philosophy & Leadership Commitment

Health and safety remain at the core of everything we do. It’s not just a priority—it’s a fundamental value that shapes our decisions, operations, and culture. From top-level leadership to frontline teams, we are united in our commitment to safeguarding our people and ensuring a workplace free from harm.

Our HSE approach is guided by strong governance, with executive-level oversight and active engagement from our dedicated QatarEnergy LNG SHE (Safety, Health, and Environment) Committee. They meet regularly to review incidents, share lessons, and identify on-site safety improvements.

International Standards & Emergency Preparedness

Our HSEQ systems are certified to leading international standards, including ISO 9001 (Quality), ISO 14001 (Environment), ISO 45001 (Occupational Health & Safety), and ISO 28000 (Security). In 2024, the Emergency Response Division achieved reaccreditation from the Commission on Fire Accreditation International and successfully renewed ISO 28000 certification, demonstrating its commitment to maintaining high standards in emergency response and security.

In addition to ISO certifications, we align our operational and safety practices with internationally recognised oil and gas frameworks such as International Association of Oil and Gas Producers (IOGP) guidelines and American Petroleum Institute (API) standards for process safety. We also benchmark our performance against Process Technology Associates Incorporation (PTAI) indicators to drive continuous improvement in operational efficiency, reliability, and turnaround performance.

Safety Training

QatarEnergy LNG continued to invest in safety training across its workforce, with a significant increase in both employee and contractor training hours in 2024. This surge reflects the rollout of several major initiatives including Permit to Work Version 9 (PTW V9), TapRoot® incident investigation training, and the mobilization of multiple shutdowns and offshore projects.

A key focus this year was the reinforcement of QatarEnergy LNG’s updated Life Saving Rules: a set of ten concise safety guidelines covering high-risk activities. These rules serve as clear “Do’s and Don’ts” designed to reduce the likelihood of serious incidents and fatalities, with non-compliance shown to be a significant contributing factor in past industry incidents.

In total, employee training hours rose to 95,894, more than four times the 2023 total, while contractor training hours reached 533,012, up from 454,965 in the previous year. Training delivery was supported by both direct hire and contractor trainers, who provided over 7,000 and 17,000 hours of instruction respectively. These sessions covered critical safety topics ranging from fire awareness to advanced incident command.

To ensure the effectiveness of the training, a combination of direct and indirect assessment methods is used. Direct measurement involves site audits conducted by teams such as Operations, Safety and PTW, who assess participants’ understanding and application of key safety practices. Indirectly, training impact is reflected in safety performance indicators like the Total Recordable Incident Rate (TRIR) and Lost Time Injury Rate (LTIR). Insights from audits are regularly shared with the Training team to identify improvement areas and enhance the overall training program.

Life Saving Rules



Work authorisation

Work with a valid permit when required.

1. I have confirmed if a permit is required.
2. I am authorised to perform the work.
3. I work with a valid work permit.



Ignition sources

Control of ignition resources.

1. I identify and control ignition sources.
2. I do not smoke in prohibited areas.
3. I obtain a valid PTW to enter any non-intrinsically safe equipment to the plant areas.



Energy isolation

Verify isolation and zero energy before work begins.

1. I have identified all energy sources.
2. I confirm that hazardous energy sources have been isolated, locked and tagged.
3. I have checked there is zero energy and tested for residual or stored energy.
4. I never remove or tamper with energy control devices without authorisation.



Gas test

Conduct gas testing when required.

1. I confirm it’s safe and I obtain authorisation to start work.
2. I confirm a gas test has been completed.
3. Gas test will be monitored and repeated when required.



Confined space entry

Obtain authorisation before entering a confined space.

1. I obtain authorisation to enter.
2. I check and use my breathing apparatus when required.
3. I confirm there is a hole watch standing by.
4. I confirm a rescue plan is in place.



System override

Obtain authorisation before overriding or disabling safety critical equipment.

1. I obtain authorisation before overriding / disabling a safety critical device.
2. I confirm safeguards are implemented.
3. I confirm an emergency response plan is in place.



Working at height

Protect yourself against a fall when working at height.

1. I am authorised to work at height.
2. I inspect my fall protection equipment before use.
3. I tie off 100% to approved anchor points while outside a protected area.



Safe lifting

Plan lifting operations and control the area.

1. I never walk under a suspended load.
2. I establish and obey barriers and exclusion zones.
3. I only operate equipment that I am qualified to use.



Driving

Follow safe driving rules.

1. I always wear a seatbelt.
2. I do not exceed the speed limit and reduce my speed for road conditions.
3. I do not use phones or operate devices while driving.



Working around mobile equipment

Maintain a safe distance.

1. I establish and obey barriers and exclusion zones.
2. I only operate mobile equipment if qualified and use a flagman / banksman where required.
3. I establish a clear means of communication with the equipment operator.

List of Trainings

 Safety Induction Training

This training provides an overview of the QatarEnergy LNG Facilities in Ras Laffan, including emergency proceredures, safety requirements and hazard controls.

34,855 Attendees

 Kife Saving RulesTraining

Introduce the candidates to the Life Saving Rules in QatarEnergy LNG and the consequences of rule breaking.

44,646 Attendees

2024 Performance

We monitor a set of core lagging indicators to assess health and safety performance across its operations. These include fatalities, Lost Time Injury Frequency (LTIF), and Total Recordable Injury Rate (TRIR). In 2024, QatarEnergy LNG recorded zero employee fatalities for the fifth consecutive year. However, one contractor fatality occurred, prompting a comprehensive investigation and targeted corrective actions. Contractor safety performance had a TRIR of 0.49 and an LTIF of 0.08.

Despite a 26% increase in total hours worked, rising from 46.7 million in 2023 to 59.5 million in 2024, Lost Time Injury Frequency (LTIF) improved by 27%, dropping from 0.11 to 0.08. The Total Recordable Injury Rate (TRIR) rose slightly from 0.41 to 0.44, reflecting a broader scope of reporting rather than a decline in safety performance.

The company maintained strong reporting practices in 2024, with 293 near-miss incidents, 19 high potential incidents, and 85% of corrective actions closed on time. Oversight remained consistent through eight internal safety audits (1 Emergency Preparedness, 7 Permit to Work), one external ISO 45001 surveillance

 Fundamentals of Safety Leadership Training

An interactive opportunity to practice leadership behaviours, with participants develing an action plan for building skills.

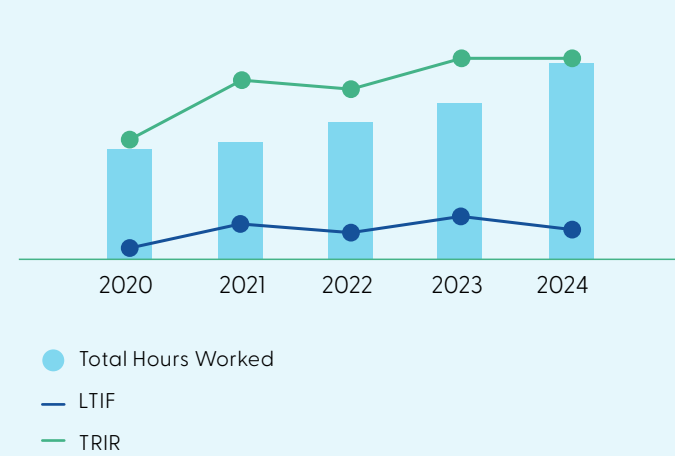
261 Attendees

 Heat Stress Awareness Training

Raises awareness of the personnel with regard to heat stress and how to manage it safety.

45,965 Attendees

Hours Worked vs Safety Performance



audit, and audits of 80% of high-risk contractors to ensure compliance with QatarEnergy LNG’s safety standards. Comprehensive investigations identified three primary root causes contributing to incidents: insufficient job inspection, preparation, and supervision; poor line of fire awareness and body placement; and inadequate risk assessment.

QatarEnergy LNG’s Safety Day 2024

QatarEnergy LNG’s third annual Safety Day marked a major milestone with record attendance and strong industry recognition. The event served as a celebration of the company’s commitment to safety in the workplace and a reaffirmation of its dedication to the well-being of employees, contractors, and stakeholders.

Held over several days, the event spanned multiple locations including QatarEnergy LNG’s Doha headquarters, operational facilities, and major project sites in Ras Laffan Industrial City, with additional offshore events planned. In total, more than 60,000 visitors attended, making it the largest turnout in Safety Day’s three-year history.

The event featured a dynamic lineup of activities, including live safety demonstrations, virtual reality (VR) and artificial intelligence (AI) simulations, interactive sessions, and competitions. These elements allowed visitors to engage directly with QatarEnergy LNG’s innovative safety programs and gain first-hand insights into its leading safety practices.

Representatives from across QatarEnergy LNG departments, shareholders, and external partners—including ExxonMobil, TotalEnergies, Mowasalat, the Ministry of Interior (MOI), and Lekhwiya—contributed to the event by showcasing new safety technologies and simulation-based training tools. Their participation demonstrated the collaborative spirit behind the company’s safety culture and highlighted QatarEnergy LNG’s ongoing leadership in adopting modern, forward-looking safety solutions.



Process Safety

As part of our commitment to sustainable operations, we continue to prioritize process safety and asset integrity across all stages of our facilities’ lifecycle. In 2024, we navigated the dual challenges of managing aging facilities and expanding our operational footprint. Through a proactive approach to operations risk management, sustained process safety awareness, enhanced integrity program, and incorporation of lesson learned and process safety project assurance to major projects, we ensured that both legacy and new asset operated/designed safely and reliably.

To date, close to 6,000 personnel have completed major accident hazards (MAH) overview awareness training, reinforcing the awareness to major accident hazards and barriers, and sustaining process safety culture. This initiative will be followed by asset-specific awareness program, aimed at targeted participants (i.e. operations and technical). Our barrier management project has kicked off this year to establish a barrier management process that will ensure the effectiveness of the barriers to potential major accident hazard events.

2024 Performance

In 2024, we recorded four Tier 1 and three Tier 2 process safety events. The Tier 1 events involved leaks from a fin fan exchanger and a detached level gauge, a fire at the tail gas line, and an incident involving the electro-chlorinator unit. The Tier 2 events were

related to leaks at the battery limit flange and the amine exchanger, as well as a fire at the tail gas line to the furnace. All events were thoroughly investigated, with corrective actions implemented and lessons learned shared across relevant teams.



Qatar Process Safety Symposium Focused on Personalizing Safety

The 14th edition of the Qatar Process Safety Symposium (QPSS), co-sponsored by QatarEnergy LNG and ConocoPhillips Qatar in collaboration with University of Doha for Science and Technology (UDST), successfully concluded recently, gathering hundreds of in-person attendees and many more via live streaming.

QPSS remains a key fixture in the global energy calendar, uniting industry leaders to discuss the future

of process safety. This year's event reinforced the importance of personalising process safety, ensuring that the wellbeing of individuals is prioritised across energy operations.

The event featured 24 technical presentations, covering topics such as process safety management and culture, risk management, human factors, asset integrity, digitalisation, and advanced safety technologies.

Crisis Management

At QatarEnergy LNG, ensuring readiness for the unexpected is part of how we operate. Our crisis management system is built to provide a rapid, coordinated and sustained response to any incident, onshore or offshore, no matter the complexity or scale. It's a system grounded in experience and world-class training, tested constantly, and led by a dedicated Crisis Management Team that ensures all standards, tools, training, and resources are always ready to deploy.

Each year, we run hundreds of exercises to keep our response systems sharp. Over the past year, we carried out more than 550 exercises across our Tier-1, Tier-2, and Tier-3 systems. These included over 200 scenarios involving Major Accident Hazards (MAH), tailored to the real risks we face in our day-to-day operations. These exercises aren't just routine, they're essential to validating our plans, building confidence, and maintaining team readiness. We continue to invest in emergency training our people with more than 750 employees completing our various ICS (Incident Command System) 100, 200, 300 and 402 level training, with a focus on Onshore, Offshore, Major Projects and our senior leadership.

We also work closely with the various business lines who support our critical emergency response functions such as Public Relations, Human Capital, Information Technology, Pipelines and Business Continuity to strengthen their roles within our Emergency Support Group (ESG) SME system, ensuring that everyone involved understands their responsibilities when it matters most.

Medical readiness is also a priority with our teams continually testing and re-testing our various medical response teams with high-complexity mass-casualty exercises that test and strengthen our ability to respond effectively in high-impact health emergencies.

To keep ourselves accountable, we report quarterly on our State of Emergency Readiness for each site in the QatarEnergy LNG system. This gives us a clear view of how our emergency systems are performing, helps us identify gaps early, and ensures we're always ready to respond, whatever the situation.

Employee Wellbeing & Occupational Health

The wellbeing framework is grounded in comprehensive occupational medicine, primary healthcare, emergency medical support, and mental health awareness. All employees and contractors are fully covered under the company's health and safety system. Beyond clinical services, QatarEnergy LNG runs several workforce welfare initiatives. Through the Worker Welfare Program, the Projects maintain 24/7 Welfare Operations Centres, organizes health awareness campaigns, and promotes peer support through "Village Heroes." These programs ensure that both personal and professional wellbeing are prioritized at all times.

2024 Performance

In 2024, the company conducted 81,654 health screenings and administered 398 workplace vaccinations. There were 17 recorded work-related illness cases, down from 24 the previous year.

To support psychological health, we continued implementing an Occupational Psychological Health Policy. A total of 10 awareness sessions were conducted in 2024, and 242 employees accessed mental health support services, the highest number to date. Additionally, 484 personnel completed the online Mental Health Awareness training module.

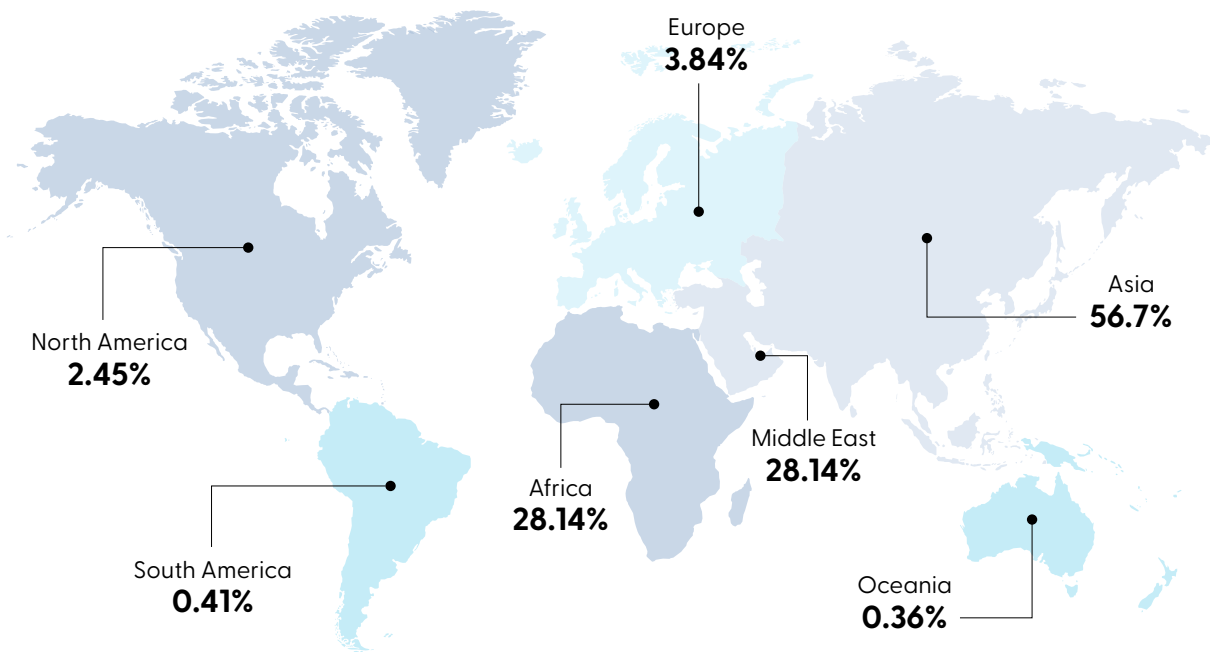


Human Capital and Talent

Workforce Overview

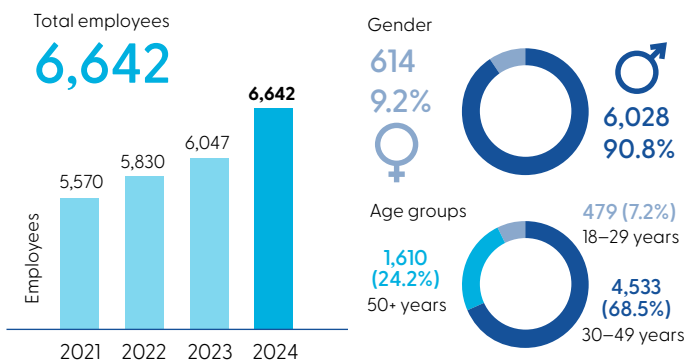
At QatarEnergy LNG, our people are at the heart of everything we do. We believe that attracting, developing, and retaining a high-performing and diverse workforce is vital to achieving our long-term goals and delivering sustainable value. In 2024, we continued to invest in talent acquisition and workforce development, reflecting the expansion of our

operations and our commitment to inclusivity across age groups, nationalities, and gender. By fostering an inclusive workplace culture and prioritizing regional diversity, we aim to build resilience, promote innovation, and empower our employees to contribute meaningfully to Qatar’s energy transition and global sustainability goals.



2024 Performance

In 2024, our workforce grew to 6,642 full-time employees, of these, 6028 were male and 614 were female. In terms of age, 4553 employees were between 30 and 49 years old, 479 were between 18 and 29, and 1610 were aged 50 and above. Diversity across nationalities remained strong, with representation from Asia (57%), the Middle East (28%), and other global regions.

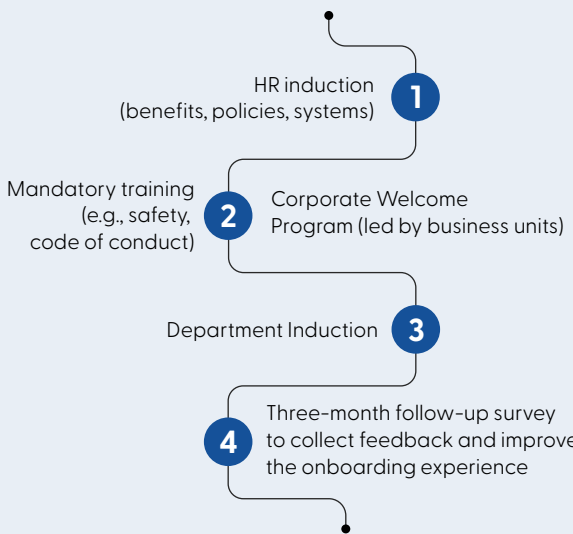


Recruitment & Onboarding

Talent acquisition efforts at QatarEnergy LNG focused on widening the talent pool, supporting succession planning, and advancing workforce diversity. Recruitment campaigns included career fairs, student outreach, and on-the-spot offers, targeting graduates and early-career professionals to build future-ready capabilities.

Onboarding processes remained structured and employee-focused, beginning with an HR induction covering benefits, policies, systems, and training requirements, followed by a Corporate Welcome Program led by business leaders to introduce company strategy, safety culture, branding, and employee services. To ensure smooth integration, all new employees completed mandatory training and received a three-month follow-up survey, promoting continuous improvement and fostering engagement and alignment with QatarEnergy LNG’s culture from day one.

Onboarding Process Map



Outreach Programme Enlightened Students on Career Development Opportunities

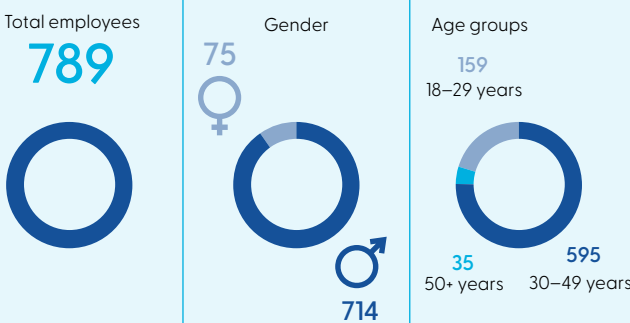
As part of QatarEnergy LNG’s Outreach Programme, a joint team comprising members from the Learning & Development, Human Resources, Operations Support, and Emergency Response Operations departments concluded a series of visits to 23 local high schools and new military and technology schools.

The team participated in four career fairs, leveraging these platforms to spotlight the diverse opportunities and dynamic career options awaiting students within QatarEnergy LNG.



2024 Performance

In 2024, we onboarded 789 new hires as part of the company’s expanded recruitment efforts to support business growth and enhance workforce diversity. This represented a 128% increase compared to 2023. Recruitment targeted a wide range of age groups and geographies, with 30–49-year-olds making up 75% of new hires, and a focused effort to attract local talent. Gender diversity remains a key area for growth, with 75 female hires in 2024.



Employee Engagement & Surveys

Employee engagement remained a central focus in 2024, supported by regular listening channels, team-building initiatives, and leadership visibility. The annual People Survey served as a key touchpoint for gathering employee feedback across departments.

Retention & Turnover

At QatarEnergy LNG, we are committed to fostering a stable, supportive, and inclusive work environment that drives employee engagement and long-term retention. Our approach focuses on enhancing employee well-being, offering competitive benefits, and supporting diverse talent across all career stages. By continuously evolving our retention strategies based on employee feedback and workforce trends, we aim to minimize voluntary turnover and strengthen employee loyalty.

Human Capital Group Expo

The HR Department participated in the Human Capital Group Expo, an internal event celebrating 40 years of progress and showcasing the evolution and impact of our HR Services.

Each stall highlighted key contributions to employee support, capability building and organizational growth. Interactive elements such as a demonstration station, service-based games and a “then vs now” display on employee demographics engaged attendees while illustrating our continued focus on operational excellence.

The expo underscored the integral role of the HR Department in shaping a resilient, future-ready organization.

2024 Performance

In 2024, QatarEnergy LNG focused on advancing employee experience through targeted actions informed by recent survey insights. Following the 2023 biennial employee engagement survey, which achieved a 75% participation rate and an 83% engagement score. The company implemented a range of initiatives aligned with key findings. The results exceeded global and energy sector benchmarks by 5% and were consistent with both GCC norms and the company’s 2021 trend.

In parallel, the HR Department participated in the Human Capital Group Customer Survey, conducted using the RATER model (Reliability, Assurance, Tangibility, Empathy, and Responsiveness). The survey achieved an 83% favorability score, with “assurance” emerging as the highest-rated dimension, reflecting employee trust in the department’s professionalism. Insights from both surveys guided improvements in HR services, with a continued focus on meeting employee needs and enhancing service delivery.

The events concluded with long-service awards recognizing employees who completed 15, 20, 25, and 30 years of service, acknowledging their pivotal role in shaping the company’s journey.



QatarEnergy LNG Town Hall

QatarEnergy LNG held its annual Town Hall events in Doha and Al Khor, bringing employees together to reflect on recent achievements and outline future priorities. CEO Khalid bin Khalifa Al Thani opened the sessions by emphasizing strategic themes such as LNG fleet expansion, safety, employee development, and innovation—key drivers of the company’s continued growth.

Key milestones from 2024 were showcased, including advancements in the North Field Expansion Project and strong progress in Qatarisation and workforce development. Safety remained a top priority, with ongoing efforts to maintain an incident- and injury-free workplace. A Q&A session allowed employees to engage directly with the CEO and senior leadership, with innovation and digital transformation highlighted as critical enablers of future success.

2024 Performance

In 2024, overall turnover returned to typical levels at 3.0%, following an atypical increase to 6.3% in 2023 due to the transfer of a staff group to one of our shareholder companies. While this shift contributed to the normalization of turnover, we continued to strengthen retention through initiatives focused on employee well-being and engagement. Key measures included enhanced location-specific allowances for Nationals, expanded education assistance, and increased support for female employees, such as additional time off for nursing mothers.

Although the decline in turnover aligns with the return to normal patterns, these efforts supported continued progress in employee experience. Female turnover decreased to 4% and male turnover to 3%. Turnover rates varied by age group, with employees aged 50 and above recording the highest rate at 6.6%, compared to 1.7% among 30–49-year-olds and 2.5% among younger employees. Exit interviews confirmed that personal and family-related reasons remained the leading causes of voluntary separations.

Qatarisation

Supporting the development of Qatari talent remained a strategic priority in 2024. The company maintained a structured, multi-program approach to national development, focused on building leadership readiness, enhancing technical capacity, and driving long-term retention.

2024 Performance

At year-end, Qatari Nationals made up 32.6% of the total workforce, with continued progress toward the 50% Qatarisation target by 2030.

National development efforts spanned several core programs:

- National Graduate Development Programme (NGDP): 200 participants, including 75 new joiners and 47 who completed Individual Development Plans (IDPs).
- Technician Certificate Program (TCP): 84 participants, with 54 new joiners and 25 completions.
- Undergraduate Scholarship Programme (USP): 184 students, including 50 new joiners and 36 graduates in 2024.

Nationals were also prioritized in succession planning, with a development-focused approach that included a waiver of up to 80% of promotion criteria for high-potential Qatari employees. QatarEnergy LNG’s strong track record in Qatarisation was once again recognized in 2024, earning the Qatarisation Certificate for Learning & Development—marking its fifth consecutive year of national recognition.

QatarEnergy LNG Received Qatarisation 2023 Certificate for Learning and Development



In 2024, QatarEnergy LNG was honoured to receive the Annual Qatarisation Certificate Award for 2023, in recognition of its exceptional efforts in Learning and Development. The accolade was presented during the Energy Sector’s Annual Qatarisation Review Meeting, held under the patronage of H.E. Mr. Saad Sherida Al-Kaabbi, Minister of State for Energy Affairs and President and CEO of QatarEnergy. These prestigious awards were granted to select companies in Qatar’s Energy and Industry Sector that met specific guidelines for excellence.

The Annual Qatarisation Awards celebrated companies demonstrating outstanding performance, commitment, and progress in Qatarisation, with a strong focus on developing Qatari nationals and supporting Qatar’s education community.



QatarEnergy LNG Hosts Annual CEO Forum 2024: Empowering Future Talents

QatarEnergy LNG recently hosted its Annual CEO Forum 2024, held on 23 October and 10 November, providing National Graduates and Trainees with an opportunity to engage directly with the Chief Executive Officer (CEO) and senior management. This initiative aims to enhance visibility, foster relationship building, and strengthen communication between QatarEnergy LNG’s future talents and its leadership team.

During the forum, graduates shared feedback, posed questions, and gained clarity on key practices through a collaborative session with the CEO, department managers, and the Learning and Development team. Leadership members addressed suggestions and ideas, reinforcing their commitment to nurturing talent and valuing diverse perspectives.

Internships & Early Talent Opportunities

We continued to strengthen our early talent pipeline through structured internships, technician development pathways, and expanded academic sponsorships. These initiatives support the Qatarisation strategy by preparing high-potential students and young professionals for future roles across technical and corporate functions.



2024 Performance

A key milestone was the digital transformation of the Summer Internship Program, which was migrated to the SuccessFactors Recruitment Management platform. This upgrade enhanced the application process by enabling real-time tracking, streamlining onboarding, and improving the overall candidate experience. The 2024 intake demand was confirmed at 106 positions.

Beyond internships, we continued to invest in academic development programs:

- Higher National Diploma (HND): 50 students enrolled, with 12 graduates in 2024 and 8 new joiners at the University of Doha for Science & Technology.
- Top-up Program: 6 employees joined and 6 graduated in 2024
- Scholarship Campaign: As part of the 2024 national interview cycle, QatarEnergy LNG representatives secured 30 new scholars

Scholarship criteria were also enhanced in 2024 to prioritize high-performing Nationals and increase the number of engineering graduates, directly supporting future expansion and succession planning efforts.

QatarEnergy LNG Engages Future Talent at Career Village 2024



QatarEnergy LNG recently showcased its commitment to nurturing future talent and fostering career development opportunities at Career Village 2024.

Organized by Qatar Career Development Centre in partnership with the Ministry of Education and Higher Education (MoEHE) and KidZania Doha from 29 April to 1 May 2024 at Aspire Park, the three-day event attracted over 3,000 students aged 12 to 18 from Qatari Independent Schools for Boys and Girls as well as international schools in Qatar.

As a prominent participant in Career Village 2024, QatarEnergy LNG's booth provided a vibrant platform for students to explore the LNG value chain through engaging branding collaterals and interactive sessions. With a focus on highlighting career prospects and developmental pathways within the company, QatarEnergy LNG's staff shared insights into the organization's values, culture, and unique job propositions.

Community

Social Investment

At QatarEnergy LNG, Corporate Social Responsibility is embedded across all aspects of our operations, serving as a vehicle to mitigate impacts, improve quality of life, and support national development. Managed by the Public Relations Department, our Social Investment Program focuses on high-impact initiatives across education, innovation, and digital inclusion. These initiatives are planned, monitored, and reported to ensure alignment with Qatar National Vision 2030 and lasting community benefit.

2024 Performance

In 2024, QatarEnergy LNG supported a range of social investment initiatives, including:

- Platinum sponsorship of the 4th World Congress on Engineering and Technology, where company engineers presented case studies in gas processing, cybersecurity, and energy storage
- Donations of refurbished IT equipment—such as laptops, monitors, and printers that are not fit for business requirement but are in good condition—to educational institutions and charities to enhance digital access
- Ongoing academic partnership with Texas A&M University in Qatar, supporting research collaboration, youth development, and STEM education



QatarEnergy LNG Honored Winners of 20th Annual Plant Design Contest

In 2024, QatarEnergy LNG celebrated two decades of collaboration with Qatar University by sponsoring the 20th Annual Plant Design Competition, a flagship event that brings together final-year chemical engineering students to solve real-world industrial challenges. Held at the Sheraton Grand Doha Resort, the event showcased innovative student-led plant designs and highlighted the company’s long-standing commitment

to education, youth development, and industry-academic collaboration. QatarEnergy LNG engineers supported the competition by mentoring students and evaluating project submissions, reinforcing the company’s role in nurturing technical excellence and aligning with the Human Development pillar of Qatar National Vision 2030.



Community Outreach Programs

As a key operator in Ras Laffan Industrial City, QatarEnergy LNG is committed to supporting the communities of Al Khor and the northern area of Qatar through collaborative and sustained engagement. This commitment is realized through the Ras Laffan Community Outreach Program (RL COP)—a joint initiative launched in 2009 by six energy companies: QatarEnergy LNG, QatarEnergy, ORYX GTL, Pearl GTL, Al-Khaleej Gas, and Dolphin Energy.

RL COP provides a structured platform for coordinated action on community priorities, fostering trust and partnership between industry and local stakeholders.

The program focuses on key areas such as education, environmental protection, health, culture, and youth development, and works in cooperation with schools, cultural centers, youth organizations, and women’s associations.

Through RL COP, QatarEnergy LNG contributes to initiatives that promote social inclusion, strengthen public services, and improve environmental outcomes for communities impacted by industrial growth. The program plays an essential role in aligning industrial operations with the broader goals of Qatar National Vision 2030, particularly in the areas of social cohesion and environmental stewardship.

Bedar Worker Influx Program

RL COP hosted an enchanting entertainment and awareness event at Barwa Workers Complex in Al Khor, celebrating Qatar’s National Sports Day and launching a series of workers’ awareness campaigns.

This collaboration brought together over 1,300 workers from 12 companies and diverse nationalities. The “Bedar” initiative aimed to raise awareness about security, safety, health, and local cultural guidelines among workers in the northern regions.

The event featured exciting sports activities, engaging challenges, and insightful workshops on fitness, health, security, safety, and community culture - a splendid blend of collaboration and community building, leaving a lasting impact on everyone involved.

On 9th May 2024 RL COP joined efforts with the Ministry of Interior to hold the Bedar initiative, a series of cultural and awareness activities organized at the Barwa Sports Complex in Al Khor. The event aimed to celebrate International Workers’ Day. More than 900 workers representing 14 local companies attended the event, while the awareness ambassadors from the local companies were acknowledged and honored.



Trash Boom

In 2024, QatarEnergy LNG, through its participation in the Ras Laffan Community Outreach Program (RL COP), supported the installation of a trash boom system at Al Zubarah, Qatar’s first UNESCO World Heritage Site. In partnership with Qatar Museums and under the patronage of Her Excellency Sheikha Al Mayassa bint Hamad bin Khalifa Al Thani, the initiative aimed to protect the culturally significant site from the persistent accumulation of marine debris along its coastline. The trash boom, a floating barrier designed to intercept and contain plastics and other waste, was implemented as a sustainable solution to preserve the site’s environmental integrity while promoting marine conservation. This project reflects QatarEnergy LNG’s commitment to environmental stewardship and cultural preservation, aligning with both the Environmental and Cultural Development pillars of Qatar National Vision 2030.



Upholding Responsible Governance

At QatarEnergy LNG, our governance framework supports ethical, resilient, and forward-looking operations.

We uphold high standards in business ethics and compliance, including anti-corruption, fair competition, and responsible supply chain practices. Risk management and business continuity are central to our approach, with strong systems in place for emergency response and cyber risk mitigation. We prioritise operational efficiency, asset integrity, and technological innovation to drive performance and contribute to Qatar’s sustainable economic growth.

Topics

Business Ethics & Operational Compliance

- Code of ethical conduct
- Anticorruption & anticompetitive behavior
- Sustainable procurement

Risk & Business Continuity

- Enterprise risk management & emergency response
- Cyber risk

Economic Performance

- Asset integrity & reliability
- Efficient & reliable operations

Technology & Innovation

- Digital Transformation
- Innovation

Alignment with Qatar National Vision 2030

Economic Development

Alignment with Sustainable Development Goals



Corporate Governance

The foundation of our strong corporate governance is established by our Board of Directors. Comprising 13 members, the Board includes three representatives from QatarEnergy and 10 from our Joint venture partners. Each partner organization has a unique ownership structure, and the appointed Board members bring a wide range of skills, talents, experiences, and perspectives, ensuring a balanced and inclusive decision-making process.

The roles and responsibilities of the Board members are clearly defined in the QatarEnergy LNG Articles of Association and Joint Venture Agreement, which also delegate authority to the Board members and relevant committees. The board plays a crucial role in overseeing financial and technical affairs, while also adopting and monitoring strategies and policies that empower executives to make informed strategic decisions.

To uphold the highest standards of corporate governance, the Board-level Audit Committee is responsible for overseeing internal controls,

accounting policies, financial reporting, and risk management. In parallel, the Audit Committee and the Safety, Health, and Environment Committee monitor key performance indicators (KPIs) to ensure alignment with shareholder expectations and regulatory requirements. This oversight is reinforced by a robust performance monitoring framework, further strengthened through the KPI Professional Certification obtained by the Corporate Planning team and strategic focal points from the Balanced Scorecard Institute. This achievement has enhanced the organization’s capability to design meaningful KPIs, track performance trends, and support data-driven decision-making.

Our competency framework ensures we maintain a highly skilled workforce by clearly identifying and addressing employee development needs. It includes competence profile validation, assessment and verification, and tailored development plans to close any gaps. More information on the competency framework is available in the 2022 sustainability report.

The Structure of QatarEnergy LNG Governing Bodies

Board of Directors

- QatarEnergy
- ExxonMobil Qatargas (II) Ltd.
- TotalEnergies EP Golfe
- Mitsui LNG Nederland B.V.
- ConocoPhillips Qatar Ltd.
- Shell Gas B.V.
- Eni Qatar B.V.
- Cosmo Energy Holdings Co Ltd.
- Korea Ras Laffan LNG Limited
- Itochu Corporation
- LNG Japan Corporation

QatarEnergy
LNG

Board of
Directors

Internal
Audit

Legal

- Finance and Planning
- Human Capital
- Shared Services
- Commercial and Shipping
- Onshore and Operations Support
- Offshore Terminals and Refinery
- Engineering and Projects
- Subsurface
- Health, Safety, Environment and Quality
- Major Projects

Business Ethics and Operational Compliance

Code of Ethical Conduct

Integrity is at the heart of our corporate values, upheld by our Code of Business Ethics Policy, which fosters a culture of fairness and accountability. Every employee is expected to follow its principles, reinforcing our reputation for honesty, reliability, and ethical conduct. To ensure compliance, the Ethics and Conflict of Interest Committee is the authority of all matters related to the Code of Business Ethics. Their responsibilities include, but not limited to, investigate any cases of violation to the Code of Business Ethics, ensure that employees are familiar with the Ethics Policy, and alert QatarEnergy LNG regarding risks associated with its activities that may be contested on ethical grounds.

As part of their onboarding, all employees must complete mandatory training on the Policy and sign an annual Conflict-of-Interest Declaration. Beyond the Policy, we have a comprehensive set of policies, charters, procedures, and regulatory documents that uphold ethical standards in line with international regulations, industry best practices, and Qatari Law.

Anti-corruption & Anti-competitive Behavior

We are committed to conducting our business with the highest standards of integrity, transparency, and fairness. In line with the QatarEnergy Code of Conduct, we have a zero-tolerance policy towards any form of corruption or unfair competition, including price fixing, bid rigging, market manipulation, or abuse of market dominance.

To safeguard market integrity, particularly in the LNG and helium sectors, we apply a robust Compliance Firewall Policy and Procedures. This ensures commercially and competitively sensitive information is only accessible on a need-to-know basis.

To reinforce this, annual compliance is reaffirmed through a signed declaration ensuring ongoing awareness and accountability across the organization.

QatarEnergy LNG Shareholders

Sustainable Procurement

Our procurement strategy is designed to align with our long-term vision and five-year strategic plan, ensuring a structured and well-informed approach. This strategy is shaped by a thorough assessment of both internal and external factors, identifying strengths, risks, opportunities, and challenges. It is built on two fundamental principles: selecting vendors through a fair and transparent process and fostering the growth of local enterprises.

Commitment to Fair Vendor Selection

We uphold integrity and transparency in our procurement process by conducting open tenders, ensuring all vendors are evaluated objectively. Key criteria such as safety, financial strength, and technical capability guide our selection process, ensuring partnerships with suppliers who meet our high standards and regulatory requirements. Sustainability plays a crucial role in vendor management, with continuous monitoring and corrective actions to maintain compliance. Our eProcurement platform further enhances efficiency, streamlining tendering and contract oversight to uphold quality and accountability.

Empowering Local Businesses

Our procurement practices are designed to achieve a balance between cost-effectiveness, efficiency, quality, and customer satisfaction. In support of Qatar's In-Country Value initiative, we actively encourage local businesses and SMEs to participate in our tenders, reinforcing the Tawteen localisation program and contributing to sustainable economic growth.

Risk and Business Continuity

Enterprise Risk Management

At QatarEnergy LNG, we take a proactive and structured approach to risk management through our Enterprise Risk Management (ERM) division. Our comprehensive system aligns with international standards, including ISO 31000, and supports the identification, assessment, and mitigation of risks across the organization to protect our people, operations, and reputation.

We evaluate risks based on financial, reputational, and Safety, Health, and Environmental (SHE) impacts. Each risk is assessed using our Risk Assessment Matrix (RAM), which considers both the likelihood of occurrence (quantitative and qualitative) and the severity of its impacts across four consequence areas: safety and health, environment, financial, and reputation. Risks are classified into four categories: Red, Yellow, Green, and White. They are further categorised by business unit type, consequence, and probability in alignment with our corporate objectives, shaped by our Direction Statement and six strategic pillars.

Strategic risks are escalated to our Strategic Risk Register, reviewed by the Management Leadership Team (MLT). The MLT also leads an annual Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis with key stakeholders to reassess risks related to areas such as cybersecurity, ESG, and global market trends.

Quarterly risk reviews are conducted across all business units and with external stakeholders to ensure alignment, adapt to emerging risks, and refine mitigation strategies. Feedback continues to affirm the value of our ERM efforts. These reviews involve three shareholder meetings, 11 group-level reviews, and one MLT-level review per quarter.

Our risk management framework is regularly audited every three years, both internally by our Audit team and externally by shareholders, including QatarEnergy, ensuring transparency and accountability.

Ultimately, our aim is not only to identify risks but

to manage them actively and effectively. Through collaboration, structured assessments, and robust oversight, we continue to strengthen our resilience and agility in an evolving risk landscape.

In 2024, the ERM division continues to play an active role in supporting risk mitigation efforts across the organization, with stakeholder feedback and outcomes to be evaluated and reported in due course.



As QatarEnergy LNG has grown into a global leader in the energy sector, our commitment to integrity, transparency and accountability has played a critical role in ensuring we uphold the highest standards of governance and risk management.

Over the past 40 years, we have built a framework that drives continuous improvement across all areas of the business, and will remain steadfast in ensuring that the company continues to operate with the utmost integrity.



Hamad Ali Al-Qayed

Chief Internal Auditor
QatarEnergy LNG



Top Five Strategic Risks Identified in 2024



Personnel or process safety



Cyber security and fraud



Sustainability and expansion projects delivery



Geopolitical instability and major disruptions



Offshore logistics and simultaneous operations

Business Continuity

In 2024, we remain focused on strengthening business continuity and fostering a culture of resilience across QatarEnergy LNG. As part of our Enterprise Risk Management (ERM) framework, our Business Continuity Management (BCM) program continues to align with international standards, including ISO 22301. The BCM team, operating under ERM, leads continuity planning and oversees a network of Coordinators to ensure readiness across all operations. The framework is reviewed and updated every three years as part of its formal document cycle.

Over the past year, the team has enhanced governance by developing a structured process for oversight and accountability. As part of this, BCM readiness KPIs are now reported to the MLT, strengthening monitoring and visibility at the highest levels of the organization. We also provided tailored design training to over 150 personnel, equipping coordinators with the necessary tools and skillsets to strengthen the business continuity

culture across the organization. Additionally, the central business continuity team was certified through a globally recognised program offered by the Business Continuity Institute in the United Kingdom.

This year, our priorities include further embedding the BCM culture by developing computer-based training modules to enhance organizational knowledge and readiness through a fit-for-purpose business continuity overview. We are also working to strengthen the interface between information technology and continuity processes. In parallel, we are improving the integration of crisis and continuity planning, promoting cross-functional collaboration, and streamlining internal communication to ensure swift and unified responses to disruptions.

As the year progresses, we will continue to evaluate our progress, adapt our scenarios to emerging risks, and ensure our continuity practices remain agile, effective, and aligned with stakeholder expectations.

Crisis Management

At QatarEnergy LNG, we have consistently demonstrated resilience and agility by successfully navigating multiple crises while sustaining our business through the Taskforce model. This model is a well-governed, cross-functional, and agile decision-making body. The Taskforce integrates Crisis Management, Business Continuity, and Enterprise Risk Management (ERM), and is fully embedded in our processes. It has been successfully activated to identify and mitigate major risks before they escalate into potential crises.

Each year, we run hundreds of exercises to keep our response systems sharp. Over the past year, we carried out more than 550 exercises across our Tier-1, Tier-2, and Tier-3 systems. These included over 200 scenarios involving Major Accident Hazards (MAH), tailored to the real risks we face in our day-to-day operations. These exercises aren't just routine, they're essential to validating our plans, building confidence, and maintaining team readiness. Since June 2023, 5,991 personnel have completed one-time MAH awareness training, reinforcing these efforts and strengthening our overall safety culture.

We continue to invest in training our people. A total of 182 employees completed ICS (Incident Command System) 100, 200, and 300 level training, with a focus on the Offshore and Major Projects teams. We also worked closely with support functions such as Public Relations, Human Capital, and Business Continuity to strengthen their roles within the Emergency Support Group (ESG), ensuring that everyone involved understands their responsibilities when it matters most.

Medical readiness has also been a priority. Our teams ran several mass-casualty drills designed to test and strengthen our ability to respond effectively in high-impact health emergencies.

To keep ourselves accountable, we report quarterly on our State of Emergency Readiness. This gives us a clear view of how our systems are performing, helps us identify gaps early, and ensures we're always ready to respond, whatever the situation.

Emergency Response

The safety and security of our people, operations, and communities remains a core priority. Our Emergency Response and Security Department has upheld international accreditation from the Commission on Fire Accreditation International, through the Centre for Public Safety Excellence, for eight consecutive years.

Close collaboration with QatarEnergy Fire and Rescue Services has strengthened our tactical response and mutual aid capabilities under the Incident Management System. A recent joint assessment helped both teams improve coordination and optimise resources .

Together, QatarEnergy LNG and QatarEnergy continue to build a resilient, efficient, and sustainable emergency response built on shared expertise and a strong safety culture.

“Employees are the foundation of any successful organization. We strive for excellence by continually improving and innovating our service. Our frontline teams will continue to play a lead role in delivering excellent and distinguished Fire & Security response services when people are in need. We were also committed to delivering first class fire response & preventative services to ensure safety in workplace and plant facilities. The department has been able to use its accreditation process as a proactive mechanism to plan for the future growth including Major Expansions project and identify areas for service improvement.



Hassan Jassim
Abu Khamis
Emergency Response
& Security Manager



Cyber Risk

Cybersecurity continues to be a key focus area, and our approach is guided by a solid governance framework built on policies and procedures that are regularly reviewed. These updates consider changes in the industry, emerging technologies, and evolving compliance requirements, helping us stay ahead of potential risks while supporting business continuity.

This year, we completed the design of a new security framework aimed at strengthening core capabilities like data security, identity and access management, and cloud protection. To support our IT teams, we’ve developed practical security blueprints that make it easier to build secure cloud solutions and speed up the rollout of new services without compromising safety.

We’ve also taken steps to improve how we manage cybersecurity risks linked to third-party vendors. Our updated approach helps us better understand potential risks across the supply chain and ensures vendors meet

required security standards through clear controls and compliance checks. As part of this effort, we hold ISO 28000 certification for our Supply Chain Security Management System, further reinforcing our commitment to protecting critical assets and maintaining secure operations.

Raising awareness among our people remains just as important. The Information Security team shared regular tips on relevant topics like phishing, travel safety, deepfakes, and social media use. We also presented short “Information Security Moments” at team meetings and QPRs, covering issues such as AI threats, QR codes, and social engineering. These efforts are helping to build a stronger culture of security across the organization.

All these initiatives reflect our ongoing commitment to protecting QatarEnergy LNG’s information and systems while making sure everyone understands their role in keeping our digital environment safe.

Economic Performance

Our contribution to Qatar’s long-term development goes beyond LNG production. Alongside our continued support for Qatarisation, reflected in the creation of 1161 new job opportunities in 2024, we invest in local communities and focus on running our operations with consistency, innovation, and integrity. We remain committed to strengthening partnerships, supporting national economic goals, and delivering reliable performance across all areas of the business.

In 2024, we produced 77.8 million tonnes per annum (MTPA) of LNG. These volumes were achieved through our integrated operations and long-standing joint ventures. While QatarEnergy retains majority ownership of the production trains, we are proud to collaborate with international energy leaders whose partnership continues to enhance our global reach and operational strength.

Asset Integrity & Reliability

At QatarEnergy LNG, we take a structured and risk-based approach to asset integrity and reliability, particularly in high-risk areas such as upstream operations, refining, and subsea pipelines. Our work is guided by the Ensure Asset Integrity (AIG) Process, which aligns with international standards (API, ASME, ISO, DNV) and sets clear requirements for design, maintenance, inspection, and performance monitoring.

We implement a range of inspection regimes based on asset type and risk:

- Risk-Based Inspections (RBI) focus on high-risk equipment.
- Time-based inspections are scheduled according to industry codes.
- Condition-based inspections use real-time data to monitor equipment health.
- Advanced Non-Destructive Testing (NDT) is applied to detect early degradation.

Our preventive maintenance program is guided by Reliability-Centered Maintenance (RCM) and supported by robust material management systems that ensure spare parts are compatible and available. This proactive approach helps prevent equipment failures and unplanned downtime.

Failures in critical assets such as pipelines, vessels, or rotating machinery can lead to serious safety, environmental, and financial consequences. These include gas leaks, fires, toxic releases, or major spills. To reduce these risks, we continuously monitor safety-critical systems and update maintenance strategies as needed.

All incidents, including near-misses, are thoroughly investigated using structured Root Cause Failure Analysis (RCFA). These investigations identify technical, procedural, or human factors and result in corrective actions. Lessons learned are shared across the organization, integrated into inspection and maintenance plans, and used to improve standards, policies, and training. This systematic feedback loop ensures continuous learning and supports strong governance and strategic decision-making.

2024 performance highlights for Emergency Response



Firefighting Awareness Training

Delivered both theoretical and practical training on fire prevention, early-stage fire response, and safe evacuation procedures.



Professional Development Plans (PDPs)

82 national trainees participated in external programs including Fire Instructor I, Fire Officer I & II, and Public Safety Telecommunicator I, aimed at strengthening leadership, communication, and technical firefighting skills in line with international standards.



In-House Technical Training

A total of 2,266 trainees completed in-house skills maintenance courses covering rope rescue, hazardous materials (hazmat), and other key firefighting competencies across North, South, and Barzan fire stations.



Efficient and Reliable Operations

We continue to focus on operating more efficiently, safely, and with greater consistency. At the core of this effort is the QatarEnergy LNG Management System (QLMS), which brings together our people, processes, and systems within a unified framework. QLMS supports performance excellence across the business and helps us stay aligned with our long-term goals.

In 2024, we carried out structured reviews across key business processes, led by process owners and supported by leadership. These reviews are essential in identifying areas that are performing well and those that require improvement, allowing us to take informed action and maintain momentum.

Our Holistic Integrated Planning function also made further progress in 2024, helping to align strategic goals with day-to-day execution. This alignment is

especially important as we prepare for upcoming expansion projects and continue to deliver on our sustainability objectives.

To support capability development, 51 employees completed QLMS-led certification training in Business Process Management. This two-day program provided practical tools and knowledge to both experienced staff and future process owners, ensuring they are equipped to lead change and drive continuous improvement.

In line with these efforts, we also strengthened our delivery performance. LNG delivery reliability increased to 97.9% in 2024. Only one delivery was recorded as late, reflecting our ongoing commitment to reliability, quality, and operational discipline across the value chain.

Technology and Innovation

Digital Transformation

We continued to advance our digital transformation efforts, focusing on automation, smart technologies, and improved operational efficiency across QatarEnergy LNG.

Process Automation

A total of 29 projects were digitised or automated, supporting more streamlined and transparent operations. New digital systems introduced during the year included:

- Onshore Support Logistics web platform and workflow
- Integrated Management of Change (MOC) Tool enhancements
- QG360° Insight – Operations Analytics (Phases 4 and 5)
- SAP Transformation– Multi Resource Scheduling
- SAP Transformation– Fieldglass Worker Profile Management

These tools reflect our ongoing investment in systems that drive efficiency, enable faster decision-making, and reduce reliance on manual processes.

Adoption of AI

AI technologies began to take shape within our operations, with predictive maintenance and Bypass Override Risk Assessment being two areas where machine learning has been implemented. These solutions are helping to anticipate issues before they arise and support safer, more proactive maintenance practices.

Digital Training and Readiness

Although formal training in digital process management and AI certifications are not yet offered, we launched the Digital Citizen Program to build internal capabilities. This initiative introduces staff to key concepts in automation, reporting, and application development, supporting early-stage digital literacy across teams.

QatarEnergy LNG has been a trailblazer in the global LNG industry for four decades, constantly pushing the limits of innovation and excellence. Innovation has been at the core of our journey, shaping how we operate, how we lead, and how we contribute to the future of energy. Over the past 40 years, innovation has remained a constant driver, evolving with the times and always central to our progress. From pioneering large-scale LNG production to reimagining transportation and environmental performance, we have consistently delivered solutions that set new industry standards.

Transforming Talent Management Through Analytics

To enhance how we identify skill gaps and assess workforce development, we implemented Talent Management Analytics, transforming a previously manual process into an efficient, automated system.

The Challenge

Previously, training data was manually extracted from our SuccessFactors platform, making it time-consuming to evaluate the effectiveness of development programs or identify emerging needs.

The Solution

By deploying Talent Management Analytics, we now extract and analyse training data automatically, allowing us to track engagement, retention, and application of learned skills more accurately and in real time.

Key Benefits

- **Efficiency:** Faster identification of skill gaps and needs
- **Accuracy:** Reduced human error and more consistent data
- **Real-Time Insights:** Improved decision-making on development priorities
- **Scalability:** Supports large-scale and complex workforce analysis
- **Personalisation:** Enables tailored training plans
- **Cost-Effectiveness:** Long-term savings through process improvement

Impact

Analytics now play a central role in shaping our leadership development plans, training programs, and organizational growth strategies, ensuring our people are equipped for today's demands and tomorrow's challenges.



Innovation

QatarEnergy LNG has been a trailblazer in the global LNG industry for four decades, constantly pushing the limits of innovation and excellence. Innovation has been at the core of our journey, shaping how we operate, how we lead, and how we contribute to the future of energy. Over the past 40 years, innovation has remained a constant driver, evolving with the times and always central to our progress. From pioneering large-scale LNG production to reimagining transportation and environmental performance, we have consistently delivered solutions that set new industry standards.

Pioneering the LNG Mega Train

One of our most groundbreaking achievements was the development of the world’s first LNG mega train, Train 4 of the QatarEnergy LNG North Field venture, launched in 2009 with a capacity of 7.8 million tonnes per annum (MTPA). This advancement reshaped the landscape of high-volume LNG production and integrated over 50 advanced technologies, including the Air Products AP-X™ liquefaction process, which significantly improved production efficiency.

The project also introduced a world-first use of GE Frame 9E gas turbines to power refrigerant compressors in LNG trains. By leveraging surplus compressor power to generate electricity, the project demonstrated an early commitment to sustainability and operational ingenuity. Technologies such as the Spiral Wound Heat Exchanger, used as an LNG subcooler with nitrogen refrigerants, further underscored our leadership in advanced LNG engineering.

Redefining LNG Transportation

Our innovation extended beyond production into transportation with the launch of the Q-Max and Q-Flex vessels, two of the world’s largest LNG carriers. With capacities between 210,000 and 266,000 cubic metres, these ships are 60 to 80 percent larger than conventional carriers, reducing transportation costs, emissions, and fuel consumption.

Their introduction represented a major leap forward in global LNG logistics, reinforcing our reputation as a company that solves complex challenges through bold innovation.

Driving Environmental Innovation

Our commitment to innovation is deeply linked to environmental responsibility. The Jetty Boil-Off Gas (JBOG) recovery system, recognised as the largest project of its kind, captures and reuses gas that would otherwise be flared during ship loading, significantly reducing greenhouse gas emissions.

In parallel, our Zero Liquid Discharge (ZLD) initiative at Laffan Refineries ensures that no treated wastewater is discharged to sea. Instead, water is recycled into plant operations, with the remainder used for landscaping within industrial zones, an example of circular resource use at scale.

In 2005, we also introduced the world’s first Acid Gas Injection (AGI) scheme, enabling the underground storage of CO₂ and H₂S and reducing harmful emissions such as CO₂ and SO₂ from the gas production process.

A Culture of Innovation

At QatarEnergy LNG, innovation is not a one-off achievement, it is a way of thinking. Our culture is built around curiosity, collaboration, and the drive to find smarter, more sustainable ways to deliver energy to the world. This forward-looking mindset supports our goals across safety, sustainability, operational excellence, and community value, all in line with the Qatar National Vision 2030.

As we move forward, we remain committed to expanding the frontiers of LNG and energy innovation, continuing to deliver industry-leading solutions that make a lasting impact both at home and around the world.





Appendix

KPIs	2022	2023	2024
Preserving our Environment			
GHG emissions			
Total GHG emissions (Scope 1 and 2, tonnes CO ₂ e)	37,843,499	37,939,557	37,452,701
GHG Scope 1 (tonnes CO ₂ e)	36,617,371	36,754,710	36,186,653
GHG Scope 2 (tonnes CO ₂ e)	1,226,128	1,184,847	1,266,049
GHG emissions intensity	0.30	0.31	0.31
Flaring			
Total hydrocarbon flared (tonnes)	155,491.27	176,196.30	194,228.81
Flaring intensity (%)	0.32%	0.33%	0.42%
Methane			
Direct GHG emissions (Scope 1) (tonnes CO ₂ e)	133,347.98	236,356.40	230,927.14
Scope 1 methane emissions (tonnes CO ₂ e)	4,762.43	8,441.30	8,247.40
Percentage of gross global Scope 1 emissions from methane emissions (%)	0.40	0.64	0.64
Methane emissions intensity (%)	0.0038%	0.0069%	0.0068%
Energy			
Total energy consumption (GJ)	573,831,253	579,327,358	569,599,075
Energy intensity	4.61	4.71	4.73
Air Quality			
SO ₂ emissions	24,800	24,150	23,460
NO _x emissions (excluding N ₂ O)	14,995	15,112	14,644
Volatile Organic Compounds (VOCs)	1,248	1,303	1,598
Waste and Circular Economy			
Total waste generation (tonnes)	17,558	20,493	22,615
Waste recycled (tonnes)	9,262	11,121	12,640
Recycling rate (%)	52.75%	54.27%	55.89%
Hazardous waste generation (tonnes)	10,018	11,081	11,655
Non-hazardous waste generation (tonnes)	7,541	9,412	5,068

KPIs	2022	2023	2024
Water and Effluents			
Wastewater recycled (%)	64.24%	73.96%	73.81%
Reject / treated water discharged to sea (%)	29.20%	11.64%	10.02%
Produced water reinjected (%)	6.55%	14.39%	16.17%
Total water consumption	9.64	9.93	8.94
Water consumption intensity (Megalitres/ton of hydrocarbon produced)	0.077	0.081	0.074
Seawater (Million M3) once through seawater used for cooling of plant equipment	6,604	6,457	6,458
Contributing to Society			
Occupational Health and Safety			
Total employee manhours	9,819,093	9,873,131	10,627,918
Total contractor manhours	30,886,907	36,274,049	48,894,804
Employee fatalities as a result of work-related injury	0	0	0
Contractor fatalities as a result of work-related injury	0	0	1
Employee Lost Time Injuries Frequency (LTIF)	0.07	0.11	0.08
Contractor Lost Time Injuries Frequency (LTIF)	0.26	0.57	0.94
Employee Total Recordable Injuries Rate (TRIR)	0.37	0.41	0.17
Contractor Total Recordable Injuries Rate (TRIR)	2.17	4.32	2.17
High Potential Incident Frequency (HiPoF)	0.10	0.41	0.32
Tier 1 process safety events	3	2	4
Tier 2 process safety events	1	3	3
Employees covered by medical and dental services	5,763	6,056	6,643
Dependents covered by external medical insurance	13,606	14,295	15,274
Emergency medical services provided to contractors	20,000-30,000	20,000-30,000	20,000-30,000
Sick leave rate (% SL days / total workdays)	1.55	1.51	1.33
Parental Leave			
Total employees that took parental leave	106	119	124
Female employees that took parental leave	30	29	29

KPIs	2022	2023	2024
Male employees that took parental leave	76	90	95
Female parental leave return to work rate (%)	100%	100%	100%
Male parental leave return to work rate (%)	100%	100%	100%
Human Capital Talent			
By Region			
North America (%)	2.26%	2.46%	2.45%
South America (%)	0.48%	0.36%	0.41%
Europe (%)	3.31%	3.36%	3.84%
Africa (%)	7.46%	7.51%	8.10%
Middle East (%)	32.45%	30.00%	28.14%
Asia (%)	53.74%	55.99%	56.70%
Oceania (%)	0.29%	0.31%	0.36%
New hires and turnover			
Age 18 to 29 (%)	25.75%	16.48%	20.15%
Age 30 to 49 (%)	66.21%	75.37%	75.4%
Age 50+ (%)	8.05%	8.16%	4.44%
Male (%)	89%	90.38%	90.49%
Female (%)	11%	9.62%	9.51%
Turnover rate (%)	3.29%	6.32%	2.97%
Qatarisation			
National among total full-time workforce	1,575	1,503	1,559
Female National full-time employees	315	286	292
Male National full-time employees	1,260	1,217	1,267
Qatarisation, senior management	52	49	51
Qatarisation, middle management	234	244	278
Qatarisation, staff level	1,289	1,210	1,230
Qatarisation rate (%)	33.35%	32.01%	32.60%

KPIs	2022	2023	2024
Indirect Economic Impact			
Positions sustained	5,830	6,047	6,642
Training			
Average training hours per employee	30.41	39.36	47.39
By Gender and Employee Category			
Average training hours per female junior level	5.51	15.3	19.71
Average training hours per female senior level	26.1	34.28	57.52
Average training hours per male junior level	33.09	38.53	50.78
Average training hours per male senior level	24.06	34.52	46.64
Responsible Governance			
Efficient and Reliable Operations			
Late deliveries	0	1	1
Off specs deliveries	0	0	0
LNG reliability (%)	98.60%	97.60%	97.90%

GRI Content Index



CONTENT INDEX
ADVANCED SERVICE

2025

Statement of use	Qatar Energy LNG has reported in accordance with the GRI Standards for the period 1/1/2024 till 31/12/2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 11: Oil and Gas Sector 2021

For the Content Index – Advanced Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the English version of the report.

GRI Standard	Disclosure	Disclosure Location	Reason	Omission Explanation	Sector Standard Ref. NO.
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	16, 17, also 11, 12, 13 in 2023 Sustainability Report			
	2-2 Entities included in the organization's sustainability reporting	3			
	2-3 Reporting period, frequency and contact point	3			
	2-4 Restatements of information	No data was restated			
	2-5 External assurance	QatarEnergy LNG does not seek external assurance			
	2-6 Activities, value chain and other business relationships	11, 12, 13 in 2023 Sustainability Report			
	2-7 Employees	56, 57, 82			
	2-8 Workers who are not employees	Not disclosed	Information unavailable/incomplete	Workers who are not employees are managed directly by individual contract owners and not governed by QatarEnergy LNG. As such we are not able to publish company-wide data on workers who are not employees. We currently do not have any plans to disclose this in the future.	

GRI Standard	Disclosure	Disclosure Location	Reason	Omission Explanation	Sector Standard Ref. NO.
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	67			
	2-10 Nomination and selection of the highest governance body	60, 67			
	2-11 Chair of the highest governance body	67			
	2-12 Role of the highest governance body in overseeing the management of impacts	67, also 51, 52, 53 in 2022 Sustainability Report			
	2-13 Delegation of responsibility for managing impacts	67, also 51, 52, 53 in 2022 Sustainability Report			
	2-14 Role of the highest governance body in sustainability reporting	51, 52, 53 in 2022 Sustainability Report			
	2-15 Conflicts of interest	68			
	2-16 Communication of critical concerns	68, 69			
	2-17 Collective knowledge of the highest governance body	Not disclosed	Information unavailable/incomplete	We are currently conducting a company wide ESG assessment, analysing GAP areas of improvement. These results will be presented to our highest governance body once the analysis is complete. We currently do not have any plans to disclose this in the future.	
	2-18 Evaluation of the performance of the highest governance body	Not disclosed	Information unavailable/incomplete	We are currently conducting a company wide ESG assessment, analysing GAP areas of improvement. These results will be presented to our highest governance body once complete. As such no evaluation can currently be performed.	

GRI Standard	Disclosure	Disclosure Location	Reason	Omission Explanation	Sector Standard Ref. NO.
GRI 2: General Disclosures 2021	2-19 Remuneration policies	Not disclosed	Confidentiality constraints	Detailed remuneration policies are not disclosed publicly due to competitive sensitivity. Compensation is regarded as a competitive and strategic lever for attracting and retaining talent. We currently do not have any plans to disclose this in the future.	
	2-20 Process to determine remuneration	Not disclosed	Confidentiality constraints	We do not publicly disclose detailed processes for determining remuneration, as these are considered sensitive and subject to internal governance. We currently do not have any plans to publicly disclose processes for determining remuneration in the future.	
	2-21 Annual total compensation ratio	Not disclosed	Confidentiality constraints	We do not publicly disclose this ratio due to competitive sensitivity considerations and do not have plans to disclose this in the future.	
	2-22 Statement on sustainable development strategy	21, also in QatarEnergy LNG Sustainability Framework			
	2-23 Policy commitments	55, 68			
	2-24 Embedding policy commitments	68, 69, 70			
	2-25 Processes to remediate negative impacts	51, 51, 53 in 2022 Sustainability Report			
	2-26 Mechanisms for seeking advice and raising concerns	69, 70, 71, 72			
	2-27 Compliance with laws and regulations	Not disclosed	Not applicable	Collective bargaining agreements are not applicable at QatarEnergy LNG due to national labour law restrictions. Employee rights and representation are safeguarded through internal policies aligned with the QatarEnergy Code of Conduct.	
	2-28 Membership associations	43, 44			

GRI Standard	Disclosure	Disclosure Location	Reason	Omission Explanation	Sector Standard Ref. NO.
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	19, also in 2023 Sustainability Report 18, 19			
	2-30 Collective bargaining agreements	Not disclosed	Legal prohibitions	QatarEnergy LNG complies with the QatarEnergy Code of Conduct. In Qatar, national Labor laws and regulations restrict union activities and collective bargaining. Accordingly, collective bargaining agreements are not applicable to our workforce.	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	19, 20, 21			
	3-2 List of material topics	20, 21			
Environmental Policy & Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	30			
Environmental Compliance					
GRI 3: Material Topics 2021	3-3 Management of material topics	31			
Climate Change Mitigation					
GRI 3: Material Topics 2021	3-3 Management of material topics	23, 32, 34, 35			
GHG Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	32			11.1.1 11.2.1
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	79			11.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	79			11.1.6
	305-3 Other indirect (Scope 3) GHG emissions	Not disclosed	Information unavailable/incomplete	No clear indication when and if this will be measured in the future due to difficulty obtaining data. QatarEnergy LNG does not account for Scope 3 GHG emissions; we currently record Scope 1&2 data only. There are currently no plans to account for Scope 3 emissions.	11.1.7

GRI Standard	Disclosure	Disclosure Location	Reason	Omission Explanation	Sector Standard Ref. NO.
GRI 305: Emissions 2016	305-4 GHG emissions intensity	32, 79			11.1.8
	305-5 Reduction of GHG emissions	32			11.2.3
Air Quality					
GRI 3: Material Topics 2021	3-3 Management of material topics	35			11.3.1
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), Sulfur oxides (SOx), and other	35, 79			11.3.2
Water, Energy & Waste Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	39, 34, 36, 37			11.6.1 11.8.1 11.1.1 11.5.1
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	39			11.6.2
	303-2 Management of water discharge-related impacts	39			11.6.3
	303-3 Water withdrawal	Not disclosed	Information unavailable/incomplete	We withdraw seawater to convert to desalinated water for use within the plant but currently do not have data monitoring and processing system set up for this process - we can explore getting data for this seawater withdrawal going forward. Further, we use seawater as once-through cooling as detailed on page (page 80). Our focus is on numbers associated with our wastewater treatment units while also providing desalinated water consumption and associated volumes. We do not withdraw any groundwater other than for monitoring.	11.6.4
	303-4 Water discharge	39			11.6.5
	303-5 Water consumption	80			11.6.6

GRI Standard	Disclosure	Disclosure Location	Reason	Omission Explanation	Sector Standard Ref. NO.
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	34, 79			11.1.2
	302-2 Energy consumption outside of the organisation	34, 79			11.1.3
	302-3 Energy intensity	34, 79			11.1.4
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	36, 37, 38			11.5.2
	306-2 Management of significant waste-related impacts	36, 37, 38			11.5.3
	306-3 Waste generated	37, 79			11.5.4
	306-4 Waste diverted from disposal	37, 38			11.5.5
	306-5 Waste directed to disposal	37, 38			11.5.6
GRI 306: Effluents and Waste 2016	306-3 Significant spills	QatarEnergy LNG has Incident spill management procedure, incident reporting systems and inhouse capabilities to manage, monitor and respond to environmental spills including but not limited to chemicals, oil, condensate, and sludge. Any spills more than 5 barrels or any spills that have the potential of reaching the open environment (i.e., soil and groundwater) is currently being reported to the state of Qatar’s Ministry of Environment and Climate Change (MECC) within three working days following the spill event as per environmental permit requirements. Going forward, we will be considering reporting these externally as part of our Sustainability Report.			11.8.2

GRI Standard	Disclosure	Disclosure Location	Reason	Omission Explanation	Sector Standard Ref. NO.
Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	41			11.4.1
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	41			11.4.2
	304-2 Significant impacts of activities, products and services on biodiversity	41			11.4.3
	304-3 Habitats protected or restored	41			11.4.4
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not disclosed	Information unavailable/incomplete	No clear indication when and if this will be measured in the future due to difficulty obtaining data. As of 2024, this process is not in place. As part of our Biodiversity Strategy roadmap implementation, there are plans in place on the endangered species around QatarEnergy LNG operations.	11.4.5
Occupational Health & Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	50			11.9.1 11.3.1
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	50, 69, 70, 71			11.9.2
	403-2 Hazard identification, risk assessment, and incident investigation	53, 55, 69, 71			11.9.3
	403-3 Occupational health services	55			11.9.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	52, 53			11.9.5

GRI Standard	Disclosure	Disclosure Location	Reason	Omission Explanation	Sector Standard Ref. NO.
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	50, 52			11.9.6
	403-6 Promotion of worker health	53, 54			11.9.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	73			11.9.8
	403-8 Workers covered by a health and safety management system	80			11.9.9
	403-9 Work-related injuries	52			11.9.10
	403-10 Work-related ill health	80			11.9.11
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of products and service categories	Not disclosed	Npt applicable	QatarEnergy LNG is no longer responsible for the sales of our products, since 2014, as such the assessment of the health and safety impacts of products and service categories is not applicable.	11.3.3
Process Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	53			11.8.1
GRI 11: Oil and Gas Sector 2021	Additional sector disclosure: Report the total number of Tier 1 and Tier 2 process safety events, and a breakdown of this total by business activity	53, 55			11.8.3
Employee Management & Wellbeing					
GRI 3: Material Topics 2021	3-3 Management of material topics	55			

GRI Standard	Disclosure	Disclosure Location	Reason	Omission Explanation	Sector Standard Ref. NO.
Training & Education					
GRI 3: Material Topics 2021	3-3 Management of material topics	50, 57			11.10.1 11.7.1
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	82			11.10.6 11.11.4
	404-2 Programs for upgrading employee skills and transition assistance programs	57, 61			11.10.7 11.7.3
Human Capital & Rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	56			11.10.1
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	57			11.10.2
	401-2 Benefits provided to full-time employees that are not provided to temporary or part time employees	58			11.10.3
	401-3 Parental leave	80			11.10.4 11.11.3
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Not disclosed	Not applicable	There is no formally defined policy around minimum notice periods regarding operational changes. Any operational changes that may impact employees is preceded by a structured planning process, often supported by a dedicated taskforce and impacted employees are informed as soon as reasonably possible.	11.10.5 11.7.2
Diversity and Equal Opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	57, 58			11.11.1
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	56, 57, 81			11.11.5
	405-2 Ratio of basic salary and remuneration of women to men	Not disclosed	Confidentiality constraints	We do not publicly disclose this ratio due to competitive sensitivity.	11.11.6

GRI Standard	Disclosure	Disclosure Location	Reason	Omission Explanation	Sector Standard Ref. NO.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Not disclosed	Confidentiality constraints	We do not disclose details of discrimination cases publicly in order to protect the privacy of individuals involved, as applicable. Any such cases are investigated and addressed internally in line with applicable policies.	11.11.7
Qatarisation					
GRI 3: Material Topics 2021	3-3 Management of material topics	60			11.2.1 11.14.1
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Not disclosed	Confidentiality constraints	QatarEnergy LNG does not share this information as it is considered as sensitive and confidential to protect our shareholders and external agencies, we do not disclose the direct economic value that is generated and distributed	11.14.2
	201-2 Financial implications and other risks and opportunities due to climate change	Not disclosed	Information unavailable/incomplete	Financial materiality of climate related risks, opportunities and impacts are currently being reviewed internally. A disclosure decisions will be made at a later date.	11.2.2
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	60, 81			11.11.2 11.14.3
Local Community Impact and Investments					
GRI 3: Material Topics 2021	3-3 Management of material topics	63, 64			11.15.1 11.16.1
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	63, 64, 65			11.15.2
	413-2 Operations with significant actual and potential negative impact on local communities	63, 64, 65			11.15.3

GRI Standard	Disclosure	Disclosure Location	Reason	Omission Explanation	Sector Standard Ref. NO.
Board Oversight & Governance					
GRI 3: Material Topics 2021	3-3 Management of material topics	67			
Business Ethics & Integrity					
GRI 3: Material Topics 2021	3-3 Management of material topics	68			
Anti-corruption & anticompetitive behaviour					
GRI 3: Material Topics 2021	3-3 Management of material topics	67, 68			11.20.1 11.19.1
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Not disclosed	Information unavailable/incomplete	A pilot framework to assess third party companies / vendors for corruption-related risk was introduced in the current reporting year but does not yet provide sufficient data for company-wide reporting. The framework, led by the Legal Department, is being further developed in 2025. It includes due diligence questionnaires and risk ratings to support decision-making on third-party engagements.	11.20.2
	205-2 Communication and training about anti-corruption policies and procedures	68			11.20.3
	205-3 Confirmed incidents of corruption and actions taken	Not disclosed	Confidentiality constraints	Due to internal policies, detailed data on incidents of corruption and actions taken are not disclosed outside the organization, as it is classified as confidential to protect sensitive business relationships, our stakeholders, shareholders and external agencies. Our code of ethics and third party due diligence policies sets out clear regulations and procedures to cover anti-bribery & corruption, conflict of interest, business ethics and other related matters.	11.20.4

GRI Standard	Disclosure	Disclosure Location	Reason	Omission Explanation	Sector Standard Ref. NO.
GRI 206: Anti-competitive behaviour 2016	206-1 Legal actions for anticompetitive behaviour, anti-trust, and monopoly practices	QatarEnergy LNG complies with the QatarEnergy Code of Conduct and is committed to the principles of free, transparent and fair competition. QatarEnergy LNG never engages in or tolerates unfair methods of competition, such as price fixing, bid rigging or manipulation or abuse of market position. Commercially and competitively sensitive information is shared only on a “need to know” basis with the organization. In particular QatarEnergy LNG implements a robust competition “Firewall Ruleset” in order to mitigate the risk of anticompetitive behaviour which may impact the LNG and Helium markets globally and regionally.			11.19.2

GRI Standard	Disclosure	Disclosure Location	Reason	Omission Explanation	Sector Standard Ref. NO.
Sustainable Procurement					
GRI 3: Material Topics 2021	3-3 Management of material topics	68			11.14.1 11.10.1
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Not disclosed	Confidentiality constraints	Due to internal policies. Detailed spend data it is not disclosed outside the organization, as it is classified as confidential due to its commercial sensitivity nature. This approach aligns with our commitment to safeguarding strategic procurement information and ensuring compliance with internal governance policies. While we are unable to share specific spend figures, we can assure our commitment to comply with the In-Country Value Policy which grants preferences to local suppliers	11.14.6
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Not disclosed	Confidentiality constraints	Due to internal policies. Detailed supplier data it is not disclosed outside the organization, as it is classified as confidential to protect sensitive business relationships. This approach aligns with our commitment to safeguarding supplier information and ensuring compliance with internal governance policies. While we are unable to share specific figures, we can assure our commitment to comply with the Third Party Due Diligence policy	11.10.8
	414-2 Negative social impacts in the supply chain and actions taken	Not disclosed	Confidentiality constraints	Due to internal policies. Detailed supplier data it is not disclosed outside the organization, as it is classified as confidential to protect sensitive business relationships. This approach aligns with our commitment to safeguarding supplier information and ensuring compliance with internal governance policies. While we are unable to share specific figures, we can assure our commitment to comply with the Third Party Due Diligence policy	11.10.9

GRI Standard	Disclosure	Disclosure Location	Omission	Sector Standard Ref. NO.
Risk, Business Continuity & Crisis Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	69, 70, 71		
Cyber Risk				
GRI 3: Material Topics 2021	3-3 Management of material topics	72		
Economic Performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	73		11.14.1
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	73, 74, 43		11.14.4
	203-2 Significant indirect economic impacts	82		11.14.5
Asset Integrity & Reliability				
GRI 3: Material Topics 2021	3-3 Management of material topics	73		
Efficient & Reliable Operations				
GRI 3: Material Topics 2021	3-3 Management of material topics	74		
Tech & Innovation				
GRI 3: Material Topics 2021	3-3 Management of material topics	75, 76		

Topics in GRI 11: Oil and Gas Sector 2021 Standard determined as not material	
Topic 11.12 Forced labor and modern slavery	QatarEnergy LNG follows the QatarEnergy Code of Conduct, under which it does not engage with, tolerate, or work with business partners who: · employ children and minors · are involved in human trafficking or forced, bonded or compulsory labor · restrict employees from leaving their jobs with reasonable notice, or require them to deposit money or identity documents with their employer, unless such requirements are legally mandated
Topic 11.13 Freedom of association and collective bargaining	In Qatar, national labor laws and regulations restrict union activities and collective bargaining.
Topic 11.17 Rights of indigenous peoples	QatarEnergy LNG complies with the QatarEnergy Code of Conduct pursuant to which QatarEnergy LNG respects the human rights of people in communities impacted by QatarEnergy LNG’s activities, including in relation to their use of land, water and other natural resources.
Topic 11.18 Conflict and security	QatarEnergy LNG does not disclose details of security risks affecting its operations.
Topic 11.21 Payments to governments	QatarEnergy LNG makes payments to the government of the State of Qatar including fees for licenses and permits relevant to its operations as well as taxes in any jurisdiction where it has a taxable presence. QatarEnergy LNG does not however disclose details of these payments.
Topic 11.22 Public policy	QatarEnergy LNG does not engage in political activity or advocacy within Qatar or internationally.



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