NAKILAT ناقلات

ENVIRONMENTAL SOCIAL AND GOVERNANCE (ESG) REPORT
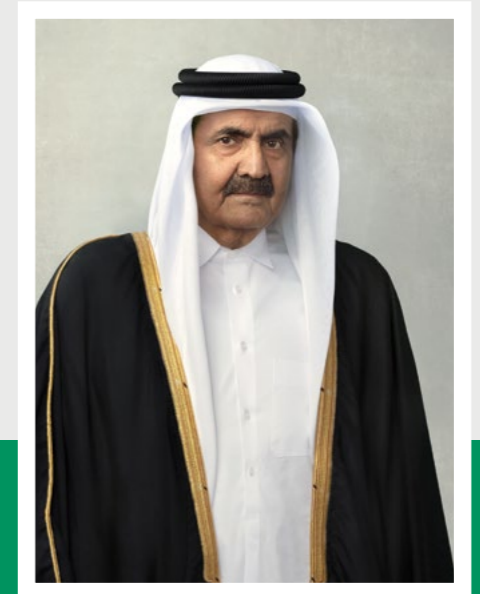
2023

**IN THE NAME OF ALLAH
THE MERCIFUL AND THE GRACIOUS**

**His Highness
Sheikh Tamim Bin Hamad Al Thani**

Amir of the State of Qatar

**His Highness
Sheikh Hamad Bin Khalifa Al Thani**

Father Amir

CONTENT

1.1 About this Environmental, Social and Governance (ESG) Report

The 2023 ESG Report is the fourth annual ESG Report issued by Nakilat (Qatar Gas Transport Company, Symbol: QGTS) with the aim of updating both our internal and external stakeholders on Nakilat's management approach, strategy, and performance concerning key environmental, social and governance factors, and provides insights into the progress made during the year 2023. This report complements Nakilat's 2023 Annual Report and 2023 Corporate Governance Report, both of which incorporate essential ESG information. The report content was developed to align with our most material ESG topics and overarching ESG strategy, across our operations, supply chain, and the communities in which we operate. Nakilat maintains a steadfast commitment to transparency, evident in our public disclosure of accurate and reliable non-financial performance data. This commitment underscores our dedication to providing a comprehensive view of our ESG initiatives and achievements.

Reporting Period

The 2023 ESG Report covers Nakilat's key ESG topics from January 1st, to December 31st, 2023, aligning with the financial reporting period. The ESG Report intends to update Nakilat's stakeholders on the implemented management approach for crucial corporate ESG elements, challenges and trends. Additionally, it highlights the progress made in relation to our ESG strategy and goals throughout the year 2023.

Reporting Standards

This report has been prepared in accordance with the GRI Standards for the period from January 1st, 2023, to December 31st, 2023, indexed on page 138 . As a testament to our commitment to proactive transparency, we have conscientiously considered various internationally recognized external frameworks and standards, including Sustainability Accounting Standards Board (SASB), UN Global Compact (UNGC), and United Nations Sustainable Development Goals (UNSDGs). Furthermore, we disclose Greenhouse Gas (GHG) emissions data based on the GHG Protocol Corporate Accounting and Reporting Standard; the European Union (EU) Monitoring, Reporting and Verification (MRV) of CO2 emissions; and the International Maritime Organization's (IMO) Data Collection System (DCS) on fuel consumption. This report does not entail any significant changes in the reporting scope (topic boundaries) compared to ESG Report 2022. The materiality assessment process has been aligned with GRI Universal Standards 2021 (GRI sector standards for Oil and Gas sector 2021).

Scope and Boundaries

Our reporting principles are founded on the guidelines established in the GRI Standards and the report boundaries encompass all entities within Nakilat group, unless stated otherwise. In the fiscal year 2023, Nakilat's shipping segment constituted over 90% of our total revenues. Furthermore, our fleet operates globally in loading and discharging at terminals in various countries across Europe, Asia, and North America, and other regions.

Currency

All financial data within this ESG Report is shown in Qatari Riyals (QAR), unless stated otherwise.

External Assurance

KPMG provided an independent limited assurance under ISAE 3000 (Revised) on the selected ESG KPIs, as specified in the Independent Assurance Report (please refer to page 123). Furthermore, KPMG provided independent third-party assurance on Financial Statements and Corporate Governance Report for the year 2023. Nakilat's ESG Committee, composed of Nakilat executives, endorsed Nakilat's ESG Report to receive external assurance.

Feedback

We welcome feedback on this report and any aspect of our ESG performance.

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1.2 MESSAGE FROM THE CEO

> AS THE SIGNIFICANCE OF SUSTAINABILITY GROWS WITHIN THE MARITIME SECTOR, NAKILAT PLACES PARAMOUNT IMPORTANCE ON THE SUSTAINABLE DEVELOPMENT OF OUR FLEET BEYOND THE YEAR 2030

Eng. Abdullah Al-Sulaiti
Chief Executive Officer

On behalf of Nakilat, I am delighted to present Nakilat's 2023 Environmental, Social, and Governance (ESG) Report, emphasizing our dedication to sustainability and responsible business practices.

Within our company, we recognize that integrating sustainable practices through ESG initiatives is not solely a moral imperative but a business necessity. We recognize our substantial role in championing responsible environmental stewardship across the maritime value chain. Since the inception of the company, Nakilat's board of directors and senior management have remained persistent in their commitment to providing the necessary transparency consistently to meet the long-term expectations of our stakeholders, which we believe is a necessary step for building a sustainable future.

Sustainability is ingrained at every level within Nakilat's group. Our commitment stands as a testament to our ongoing progress in adopting a sustainable approach to address the prominent issues encompassed by ESG factors, which are essential for maintaining sustainable operations. This commitment extends to addressing elements related to climate change, social responsibility, supply chain management, cybersecurity, and good governance. ESG considerations remain integral to our journey, underlining our steadfast dedication to consistently, reliably, and sustainably

delivering clean energy to the world. Throughout the years, Nakilat has consistently adhered to the policies and regulations set forth by the International Maritime Organization (IMO). This commitment remains unwavering as we ensure a full compliance with IMO's revised regulations for reducing greenhouse gas (GHG) emissions in shipping. IMO's industry-wide decarbonization measures are instrumental in ensuring GHG emission reductions across the short, medium, and long-term.

As the significance of sustainability issues grows within the maritime sector, Nakilat places paramount importance on the sustainable development of our fleet beyond the year 2030. This strategic commitment is aligned with and actively contributes to the realization of Qatar National Vision 2030. Our emphasis on sustainability in fleet operations is geared towards playing a pivotal role in advancing the overarching goals outlined in Qatar's visionary plan for the future. By prioritizing sustainability in our fleet operations, we aim to play a significant role in advancing the overarching goals outlined in Qatar's visionary plan for the future.
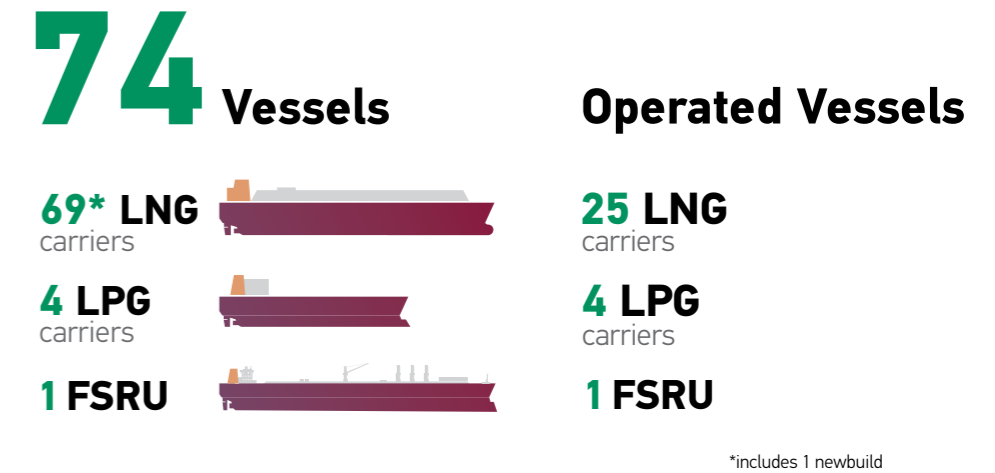
On May 8th, Nakilat announced the signing of a long-term agreement to charter and operate 9 QC-Max class LNG vessels, and on March 24th, Nakilat also signed a long-term charter party agreements for 25 Conventional LNG Vessels as part of QatarEnergy's historic LNG fleet expansion program. Furthermore, earlier in January 2024, Nakilat announced strategic shipping expansion through vessels acquisition. Nakilat placed orders for the construction of six gas vessels: two cutting-edge LNG carriers and four modern LPG/ammonia carriers. These new LNG carriers and LPG carriers will embody the latest technologies, showcasing advanced environmentally friendly and efficient propulsion systems through fuel-saving devices, reinforcing Nakilat's commitment to sustainable and eco-conscious shipping solutions.

Despite the operating challenges the world is facing marked by high interest rates, and geopolitical uncertainties and tensions, Nakilat remains unwavering in responsibly meeting the increasing demand for clean energy transportation. Our commitment is evident through our proactive approach to addressing climate-related risks, maintaining excellence in health and safety, upholding strong governance practices, and adhering to ethical business standards.

In recognition of our effective management of health and safety risks, Nakilat received 'Five Star' rating from occupational health and safety audit in 2023 for the 7th consecutive year in row, consistently maintained its commitment towards health, safety, and general welfare of staff members and contractors. In addition, Nakilat achieved a 'Five Star' grade for the 2nd consecutive year from 'Five Star' environmental audit conducted by the British Safety Council in December 2023. These accolades represent the pinnacle of achievement in the realm of health and safety management, showcasing our consistent adherence to industry best practices over the years. These efforts form a crucial part of Nakilat's broader initiative to emerge as a global leader in maritime sustainability, striving to make a positive impact on a global scale.

The Nakilat ESG Report is a reflection of our core values and serves as a roadmap for our future endeavors. We understand that sustainability is an ongoing journey, and we are dedicated to continuously enhancing our practices and performance.

74 Vessels

69* LNG carriers

4 LPG carriers

1 FSRU

Operated Vessels

25 LNG carriers

4 LPG carriers

1 FSRU

*includes 1 newbuild

ONE OF THE WORLD'S LARGEST GAS FLEET

- Technologically Advanced
- Environmentally Sound
- Cost Efficient
- Majority on Long-Term Charter Agreements

2.1 About Nakilat

Established in 2004, Nakilat is a shipping and maritime company based in the State of Qatar. A global leader in energy transportation, Nakilat owns one of the world's largest Liquefied Natural Gas (LNG) shipping fleets, consisting of 69 LNG carriers, 4 LPG carriers and one floating storage regasification unit (FSRU), providing the essential transportation link in Qatar's LNG supply chain. The company manages 25 LNG carriers, as well as owns, manages and operates one FSRU and four Very Large LPG carriers (VLGCs).

In addition to its core shipping activities, Nakilat operates the Erhama Bin Jaber Al Jalahma Shipyard in Ras Laffan Industrial City (RLIC), providing comprehensive ship repair and offshore fabrication services through Qatar Shipyard Technology Solutions and Qatar Fabrication Company (QFAB). It also provides shipping agency services through Nakilat Agency Company (NAC) at all Qatari ports

and terminals, as well as towage and other marine support services through its joint venture NSW. The company's Vessel Support Unit (VSU) offers chandlery, storage, and logistics services for vessels operating in Qatari waters.

Markets and Customers Served

Nakilat's headquarters is situated in Doha, Qatar, while transportation services are offered in various locations internationally. Nakilat's LNG vessels loaded in 39 countries and discharged in 41 countries across more than 97 terminals in 2023.

Our customers are predominantly LNG producers and major international energy companies.
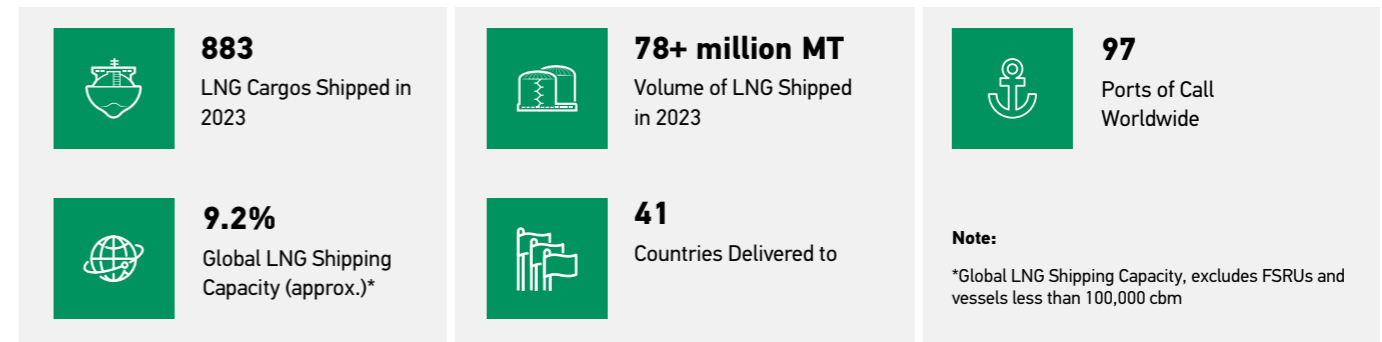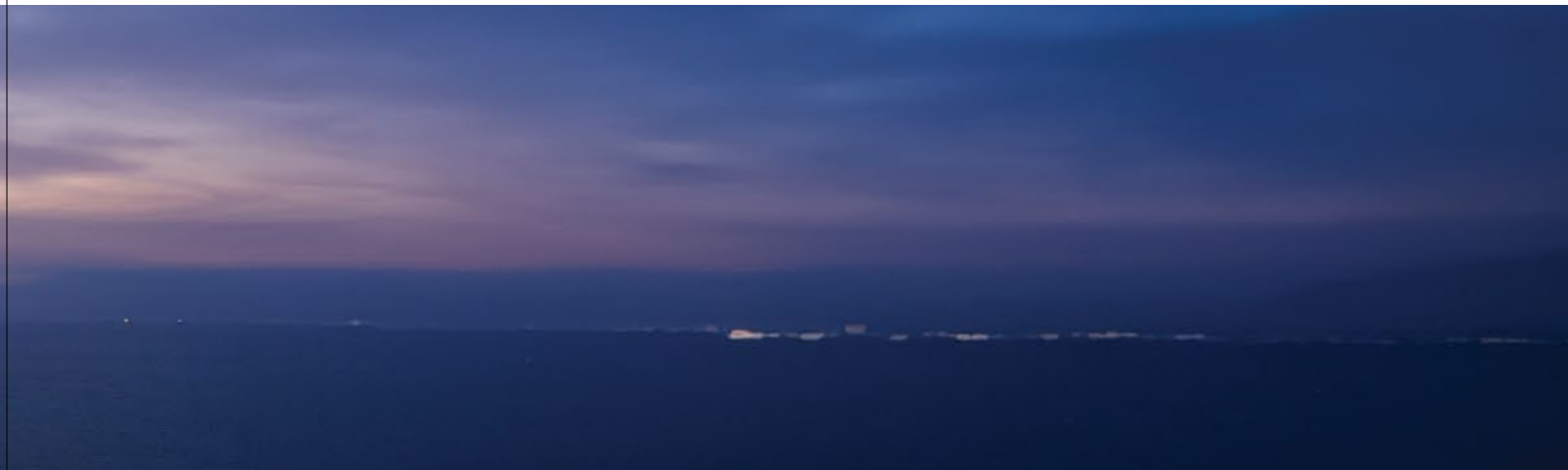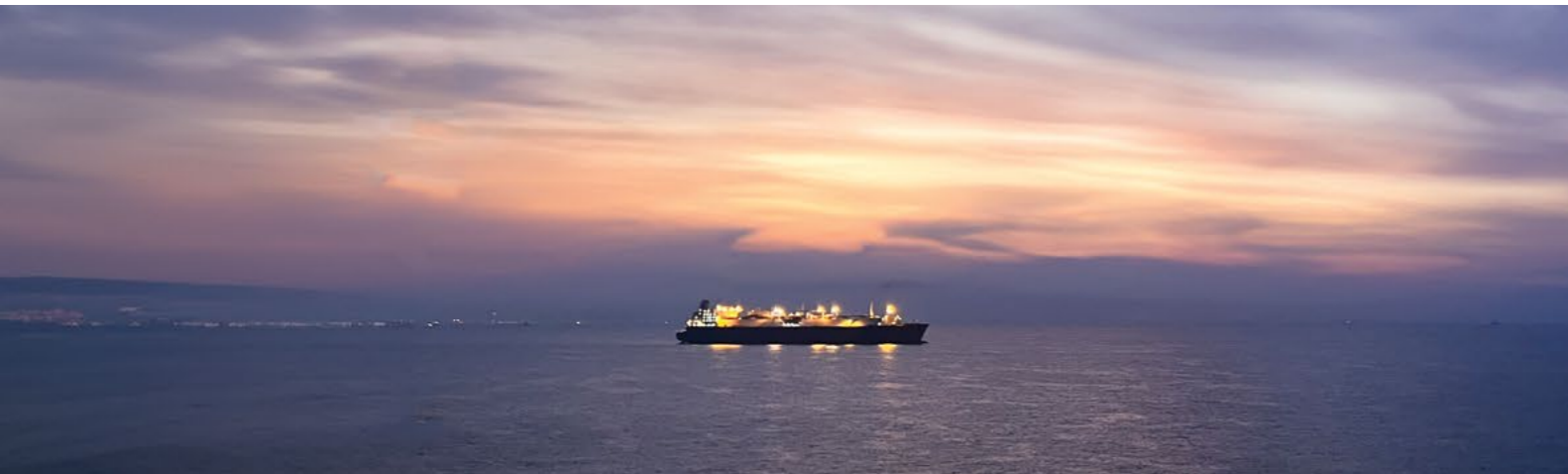
Customer Engagement

Nakilat's market leadership is directly attributed to our unwavering commitment to customer-centricity. We prioritize creating value for our customers at the core of our operations, allowing us to make significant contributions across all facets of maritime services. Our strategic formula hinges on maintaining close customer engagement to continually enhance our brand's value. Through an annual customer satisfaction survey, we gather feedback from Nakilat's strategic and priority customers. This survey includes elements to capture our customers' insight into our commercial operations, responsiveness to their needs, flexibility in meeting their market requirements, and our ability to provide proactive solutions to the customers' challenges. This enables Nakilat to recalibrate, striving for perpetual improvements while identifying and monitoring our customers' expectations and needs, hence, providing them with high-quality services and products.

Our customers benefit from the flexibility to engage in open, direct, and seamless communication with their respective stakeholders or counterparts within Nakilat. For instance, customers can directly communicate with Nakilat's operations teams for vessel

operational matters, associated with specific voyages or charter. Broadly and formally, the current typical channel of communication and escalations is Nakilat's commercial department. Nevertheless, we are currently exploring the adoption of a formal management approach to customer engagements and managing customer relationships. The anticipated enhancements in customer engagement would enable Nakilat to gain a deeper level of insight into the market forces, emerging technologies, risks and other factors affecting customer expectations and needs.

Nakilat is dedicated to providing exceptional customer service, which includes delivering effective and reasonable solutions to customer grievances. Nakilat employs a structured approach to address customer grievances, upholding mutually agreed contractual terms and conducting thorough investigations into any concerns raised. Customer grievances are managed by qualified and experienced teams and escalated to appropriate levels of management as necessary.

883 LNG Cargos Shipped in 2023

78+ million MT Volume of LNG Shipped in 2023

97 Ports of Call Worldwide

9.2% Global LNG Shipping Capacity (approx.)*

41 Countries Delivered to

Note:

*Global LNG Shipping Capacity, excludes FSRUs and vessels less than 100,000 cbm

Setting the Purpose, Values and Strategy

Nakilat regularly reviews its strategy following a well-defined planning cycle. The process kicks off with an annual off-site meeting involving the CEO and the Senior Management Team (SMT). Based on internal and external information collected from employees across various levels, departments and key customers during the meeting Nakilat's strategy is reviewed and potential internal and external opportunities as well as business risks are evaluated. The outcomes of the off-site meetings are documented and presented to the entire organization. These results constitute a pivotal component of the strategy update and the subsequent annual business development plan.

Values	Definition
• Integrity: Honesty with sound moral principles	We are honest with others and ourselves. We strive to meet the highest ethical standards in all business dealings. We accept responsibility and hold ourselves accountable for our work and our actions. Our leaders encourage this virtue within the workforce by fostering an open dialogue on all issues among all employees. At Nakilat, we regard and reward employees for demonstrating integrity.
• Respect: Value other's diversity and perspective	We respect and support each other, and we strive to earn the complete trust of our colleagues and partners. We are committed to maintaining an environment of trust, built upon honesty, ethical behavior, respect, and candor.
• Safety: Incident and injury free	We place the highest priority on the health and safety of our workforce and strive for the protection of our employees, assets and the environment in which we operate. Nakilat's constant attention to safety is the cornerstone upon which we build success. We are committed, individually and as a team, to protecting the public health and safety of our team members, and our operations.
• Encouragement: Be motivated and motivate people around you	We encourage and value the uniqueness of individuals and the varied perspectives and talents they bring. Nakilat's greatest strength in achieving its mission success lies in its multidisciplinary team of diverse, competent individuals across the organization. Our approach to teamwork is based on the philosophy that each team member brings unique experiences and valuable expertise to the organization.
• Passion: Strong commitment towards continuous improvement	We are committed to excellence and are passionate about achieving results that exceed expectations. To achieve the highest standards in safe energy transportation, Nakilat is committed to nurturing an organizational culture in which individuals make valuable use of their time, talent, and opportunities to pursue excellence.

3.1 ESG Strategy and Statement

Our ESG strategy consists of four cornerstones aimed at fostering sustainable business practices, both within our company and across our value chain. We underscore our dedication to these strategic focus areas through the formalization of our ESG statement.

ESG Statement

As a company with one of the world's largest LNG fleet delivering clean energy globally, Nakilat maintains an unwavering commitment to the Qatar National Vision 2030. The national vision defines broad future trends and reflects the aspirations, objectives and culture of the Qatari people. By shedding light on the future, the vision illuminates the fundamental choices that are available to Qatari society. The Qatar national vision foresees development through four interconnected pillars: human development, social development, economic development and environmental development.

In line with Nakilat's vision and mission statements, Code of Business Ethics and Conduct, and Safety, Health, Environment and Quality (SHEQ) policy, our ESG commitments cover all areas of operations, including:

Safety, Health and Environment:

- Ensure the health and safety of all our employees, prevent occupational injuries, and ensure employees' well-being
- Adopt measures to minimize environmental impacts of our operations including energy, GHG emissions, waste, and impacts on biodiversity

Economic Impacts and Supply Chain:

- Improve and sustain our financial position to maintain the shared value with all the economies we serve, including the State of Qatar
- Ensure responsible sourcing of goods and services and prohibit any kind of human rights or environmental infringement in our supply chain

Employees:

- Ensure career development, training, life-long learning, and employability
- Provide an excellent workplace, which includes promoting social welfare, respecting of ergonomics and caring for employee's wellbeing and reducing stress

Governance, Ethics and Compliance:

- Operate ethically by maintaining the highest levels of fairness, integrity, transparency and accountability in all markets where we operate
- Prevent any kind of misconduct including fraud, conflict of interest, anti-corruption, or anti-competition

Responsible and sustainable business practices are fundamental to our long-term success, underlining our unwavering commitment to ESG principles. Our business strategy is centered on this dedication, and we actively seek ways to consistently improve our performance in these crucial domains. We firmly believe that by prioritizing ESG, we do not only secure our own prosperity but also make meaningful contributions to the wellbeing of the communities we serve.

3.2 ESG Governance

With a focus on transparency, ethical conduct, and responsible leadership, we aspire to cultivate a culture of sustainability and resilience throughout our business. Below we provide a comprehensive overview of how we embed and prioritize ESG considerations within our decision-making processes, organizational structure, and accountability frameworks. Nakilat's ESG Committee, which holds overall accountability for all ESG-related matters across the group, is comprised of Nakilat's executives and provides regular updates to the board of directors. The committee is responsible for maintaining oversight of the company's strategies, policies and risks related to environment, social and governance topics. This encompasses all areas these topics identified as having a material impact on the business, such as climate change, GHG emissions, energy consumption, health and safety, human capital, human rights, good corporate governance, and community engagement.

The ESG Committee receives support from the ESG Task Force comprised of senior employees representing each ESG pillar (Environment, Social, and Governance). This dedicated ESG Task Force is responsible for the day-to-day management of Nakilat's ESG reporting, data collection and consolidation. Reporting directly to the ESG Committee, the ESG Task Force convenes regularly to spearhead continuous improvements in Nakilat's ESG performance

management. Additionally, the ESG Task Force actively engages in discussions regarding prevalent global and national ESG developments, disclosure requirements, and their impacts on Nakilat.

In addition, ESG Committee receives support from the 'Environmental Working Group' (EWG) in the capacity of a subject matter expert for Nakilat's environmental topics. The EWG aims to furnish the ESG Committee with pertinent environmental information and recommendations, encompassing policies, strategies, initiatives, measurements, and the monitoring of actions aimed at improving Nakilat's environmental performance within the ESG framework. Nakilat seeks excellence in all areas across the organization by pushing the boundaries to explore opportunities beyond the compliance requirements with the aim of reducing the environmental impact in line with the IMO GHG strategy and Qatar National Vision 2030.

The committee's key responsibilities include, but are not limited to overseeing the ESG strategy, policies, and business practices throughout the Group and ensuring the Group compliance with applicable laws and regulations concerning ESG.

ESG ORGANOGRAM
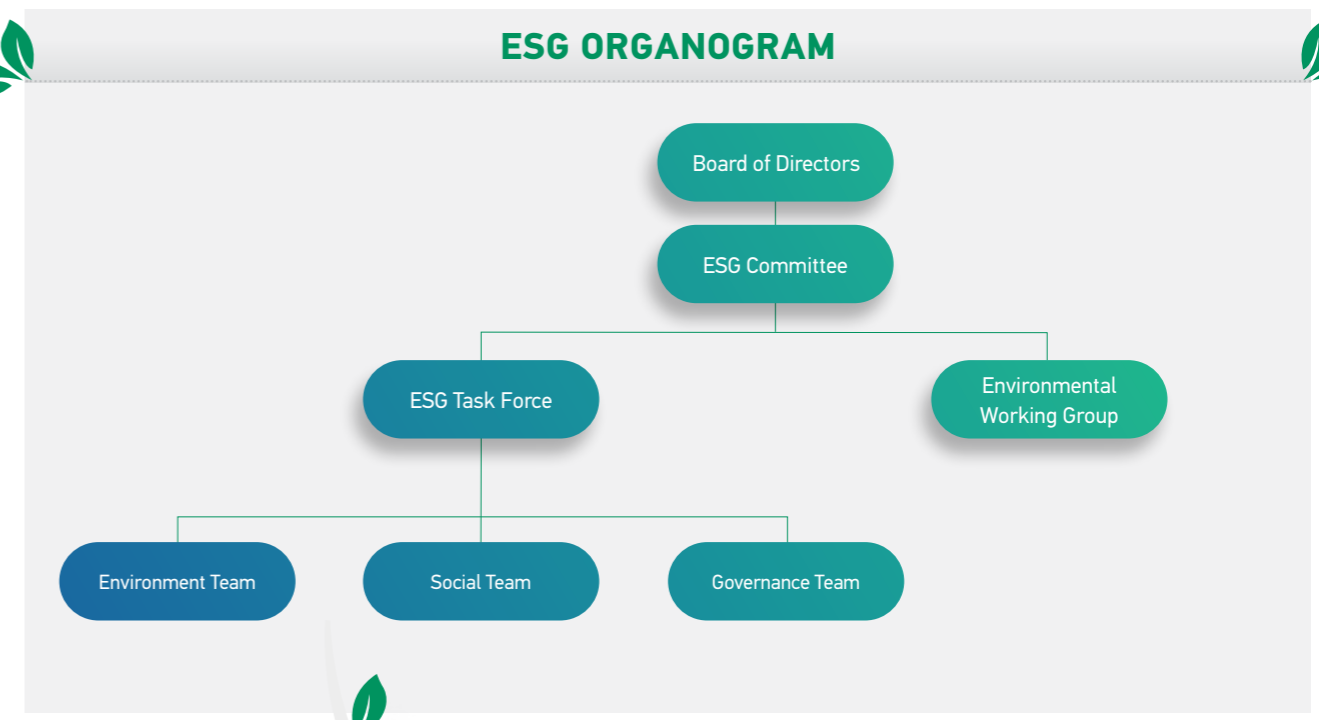
3.3 STAKEHOLDER MANAGEMENT
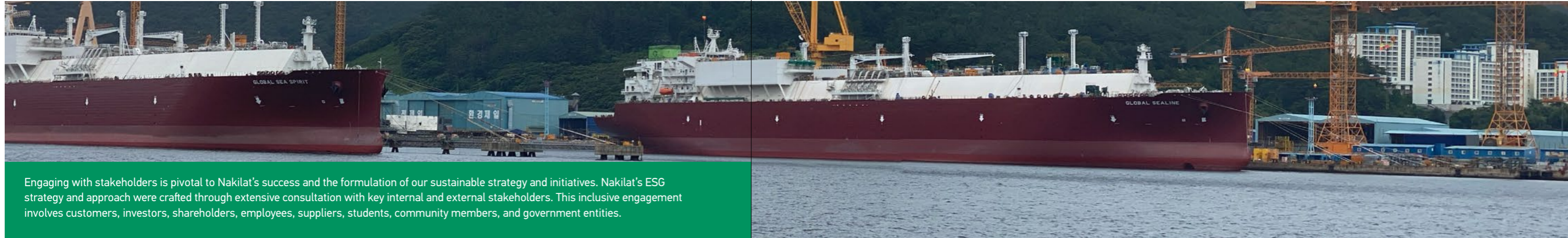
Engaging with stakeholders is pivotal to Nakilat's success and the formulation of our sustainable strategy and initiatives. Nakilat's ESG strategy and approach were crafted through extensive consultation with key internal and external stakeholders. This inclusive engagement involves customers, investors, shareholders, employees, suppliers, students, community members, and government entities.

The channels for engagement can be found in the figure below:

STAKEHOLDER GROUP	WHO THEY ARE		ENGAGEMENT PLATFORM ACTIVITIES
Business Partners and Joint Venture Companies	Leading shipping and maritime companies from around the world who collaborate with Nakilat to meet our growth strategy		• Regular forums and meetings with business partners • Close contact with charterers is maintained through regular meetings and participation in key industry events • Periodic audits
Customers	Major charterers (local and international companies)		• Close contact with charterers is maintained through regular quarterly meetings and a customer satisfaction survey twice per year
Employees	Pillars of the organisation 200+ employees at Nakilat and 1100+ total crew		• Annual employee forum, regular surveys and questionnaires
Suppliers and Service Providers	Vendors and businesses whom we procure goods or services from 200+ suppliers		• Timely updates on business requirements, with an emphasis on procurement from the local market
Investors	Any person or other entity who commits capital with the expectation of receiving financial returns		• Nakilat is a Qatari listed company that owns, operates and manages vessels, provides shipping and marine-related services to a range of participants within the Qatari hydrocarbon sector, and serves international customers • Nakilat strives to protect the interests of investors by way of following corporate governance code and keeps them informed about its financial state of affairs by publishing quarterly and annual financial reports on the Qatar Exchange and issuing annual governance report
Government and Regulatory Authorities	Policy makers		• Conformance to laws and regulations towards operating in safe, efficient and reliable manner, as well as spurring local socio-economic growth
Local Community	Communities within the area of our operations		• Implement various initiatives aimed at contributing to the society at large (corporate social responsibility)

3.4 Materiality Assessment

The materiality assessment stands as a pivotal process within our organization, playing a crucial role in identifying and prioritizing the most prominent ESG issues pertinent to our business operations, stakeholders, and overarching sustainability strategy. Nakilat undertakes an evidence-based review of its material on ESG topics, adhering to GRI Standards. This comprehensive process involves industry analysis, peer benchmarking, external stakeholder surveys, and internal validation by the ESG Committee.

In 2022, as part of our process to identify key ESG risks and opportunities, we conducted a high-level overview of our activities and business relationships, the sustainability context, and an overview of our stakeholders. This approach provided valuable information for identifying actual and potential impacts, if any. To pinpoint material ESG impacts, we transparently employ various methods and processes, engaging in open communication channels every two years across our activities and business relationships with both internal and external stakeholders. These stakeholders encompass a diverse range of groups and individuals, including investors, suppliers, joint ventures partners, charterers, ship classification societies, employees, ESG specialists and ESG rating agencies, among others. Through this stakeholder dialogue, we assess and map the relevance of ESG topics that impact our business and the wider society.

We employ various methods to gather inputs from stakeholders. We conduct surveys to collect information, enabling us to gain a broad understanding of their priorities. We also engage in discussions to delve deeper into market experiences and expectations. These interactive sessions allow us to capture the nuances and complexities of their viewpoints.

Throughout the consultation process, we actively listen, valuing every voice and opinion. Our aim is to understand the unique perspectives and interests of each stakeholder group, recognizing that their input will enrich our decision-making and shape our future actions.

By extensively consulting our stakeholders, we ensure that the process of determining material topics is not a unilateral exercise but a collaborative effort. The most significant ESG topics for our stakeholders form the foundation for the development of Nakilat's ESG Report, and subsequently, guide the disclosures of the material topics. The prioritization also informs the evolution of Nakilat's ESG strategy and level of ambition for specific topics.

In 2022, the results of our assessment process led to the prioritization of twelve material topics, generating Nakilat's ESG materiality matrix. This matrix strategically plots the company's ESG priority topics against stakeholder importance, and the significance of their impact on Nakilat's business. This prioritization was guided by the assessment of GRI's sector standards (Oil and Gas sector 2021), the GRI's topic standards, industry benchmarking, analysis of selected international ESG rating agencies and assessment of stakeholder surveys. The materiality matrix forms the basis for reporting and disclosure of the organization's sustainability approach, offering a clear and transparent overview of the company's sustainability risks, opportunities, and performance.

Nakilat's ESG materiality assessment process below illustrates how we identify, engage, and take action surrounding the key identified material topics of greatest interest to our stakeholders regarding Nakilat's environmental, social, and governance performance. In addition, Nakilat has internally tested and reviewed its selection of material topics against the topics in the applicable GRI Sector Standards for Oil and Gas sector 2021.

The Process of determining Nakilat's ESG material topics:

Identification and benchmarking

After utilizing GRI's sector standards and considering topics and impacts outlined in the GRI sector standards (Oil and Gas sector 2021), benchmarking was then conducted encompassing shipping industry peers across sector leaders to further identify relevant ESG topics and best practices. To enhance this process, we also leverage industry-recognized external ESG rating assessments.

Categories of the material issues:

1. Environment
2. Human rights
3. Human resources and labor practices
4. Corporate governance, compliance, and risk management
5. Social and community relations

Assessment and stakeholder engagement

We engaged with internal and external stakeholders through surveys and sessions to assess identified ESG topics.

Examples of external and internal stakeholder groups

- Investors
- Shareholders
- Ship classification Societies
- Suppliers
- JV Partners
- Charterers
- Brokers
- Financial Institutions
- Insurers and P&I Club
- Flag State
- C-Suite Executives
- ESG Committee
- ESG Task Force
- Middle-Management
- Employees

Prioritization and determining material topics

The identified ESG material topics undergo testing and prioritization, considering their importance to stakeholders and Nakilat's business.

Nakilat's ESG Committee and ESG Task Force have overseen the process, reviewed and approved the material topics.

3.4 Materiality Assessment (continued)

NAKILAT'S ESG MATERIAL TOPICS 2022:

Social

- Occupational health and safety
- Employment practices
- Responsible procurement and supply chain
- Diversity and inclusion
- Local communities

Nakilat's Material ESG Topics

Governance

- Corporate governance and compliance
- Anti-bribery and anti-corruption
- Risk and crisis management
- Information security/cyber security

Environment

- Energy efficiency and resource use
- GHG and air emissions
- Biodiversity and ocean health

Stakeholder Relevance

HIGH

MEDIUM

LOW

Risk and Crisis Management

Energy Efficiency and Resource Use

Anti-Bribery and anti-corruption

Occupational Health and Safety

GHG and Air Emissions

Corporate Governance and Compliance

Biodiversity and Ocean Health

Information Security / Cyber Privacy

Responsible Procurement and Supply Chain

Employment Practices

Diversity and Inclusion

Local Communities

MEDIUM

HIGH

Significance of Impact

3.5 EXTERNAL ESG COMMITMENT AND PARTNERSHIP

International and National Frameworks

The State of Qatar has placed an emphasis on environmental protection and sustainable development, with all of the country's stakeholders committed to achieving the objectives of Qatar National Vision (QNV) 2030 and the United Nations' Sustainable Development Goals (SDGs). At Nakilat, we are steadfastly committed to the objectives of Qatar National Vision 2030 and the United Nations' SDGs. This commitment, evident in our closely aligned corporate and ESG strategies, is designed to reflect and achieve these objectives.

Qatar National Vision (QNV) 2030

Launched in October 2008 by the General Secretariat for Development Planning in the State of Qatar, QNV 2030 is a development plan aimed to transform Qatar into an advanced society capable of achieving sustainable development by 2030. To aid with its implementation, QNV 2030 is supported by the National Development Strategy, which is set every five years. QNV 2030 consists of four interconnected pillars:

PILLARS OF THE QATAR NATIONAL VISION 2030

Economic Development

Development of a competitive and diversified economy capable of meeting the needs of, and securing a high standard of living for, all its people both for the present and for the future

Environmental Development

Management of the environment such that there is harmony between economic growth, social development and environmental protection

Social Development

Development of a just and caring society based on high moral standards, and capable of playing a significant role in global partnerships for development

Human Development

Development of all its people to enable them to sustain a prosperous society

United Nations Sustainable Development Goals (UNSDGs)

The United Nations Sustainable Development Goals (UNSDGs) serves as a global blueprint for addressing pressing challenges like poverty, inequality, and climate change. These 17 interlinked goals, aims to guide countries and organization towards a sustainable future by 2030, stressing the importance of collaboration between governments, corporations, and civil society in all regions to address the looming global issues.

Nakilat, makes significant contributions to the UNSDGs by focusing primarily on industry innovation and infrastructure, responsible consumption & production, climate action and building future by digitalization and adapting to sustainable solutions. As a leading provider of LNG transportation, Nakilat operates one of the world's largest fleets of LNG carriers, emphasizing the use of clean energy. By investing in modern, energy-efficient vessels and adopting environmentally friendly technologies, Nakilat reduces greenhouse emissions, supporting the transition towards sustainable, low-carbon maritime transport. Additionally, Nakilat's commitment to operational excellence, high safety standards, and good health aligns with promoting sustainable growth and contribution to innovation[1].

Nakilat, is also aligned with the International Maritime Organization (IMO) which is the specialized organization under the United Nations tasked with ensuring the safety and security of ships as well as mitigating ship-related marine and atmospheric pollution, by adopting IMO's environmental standards through cleaner energy transport and by minimizing carbon footprint. Our shared commitment to safety and efficiency supports Goal 8 and 9, promoting economic growth and development of marine infrastructure.

Crew Welfare

The success of any organization hinges on its people, who form its foundation and play a pivotal role in achieving operational excellence. At Nakilat, the welfare of our seafarers remains among our highest priorities. We have implemented practical steps and initiatives toward solutions that aim to achieve work-life balance for all our seafarers, including the introduction of additional junior engineers, cadetship programs, and several other measures that support an improved lifestyle onboard. These measures include better internet connectivity combined with enhanced cybersecurity to further safeguard our seafarers from malicious attacks. During the virtual, as well as person to person/physical, fleet officers meeting, the management reaffirmed our commitment to operate with transparency and responsibility leading the way toward sustainable growth across our operations.
This dedication will positively impact our people, community, and environment, while creating value for our stakeholders and shareholders.

1. More details can be found on page 25 with a table which highlights Nakilat contribution to individual UNSDGs.

External Initiatives and Membership Organizations

The International Seafarers' Welfare and Assistance Network (ISWAN)

ISWAN is a membership organization that promotes and supports the welfare of seafarers worldwide. It has a 24-hour, multilingual helpline called 'seafarer help' which has been provided to Nakilat's seafarers, as a direct welfare service that can support mental health onboard. ISWAN also provides routine health information that we share with the vessels to ensure seafarers are aware of the issues affecting them and the support available to them if needed. Nakilat's wholly owned subsidiary, Nakilat Shipping Qatar Limited (NSQL), has been an active member of ISWAN since 2018.

Society of Gas as Marine Fuel (SGMF)

The Society of Gas as Marine Fuel (SGMF) based in UK is an industry association that plays a critical role in driving the adoption of gas as a marine fuel. With a focus on promoting safety and best practices, SGMF brings together key stakeholders across the maritime industry to support the transition towards cleaner and more sustainable shipping.

Nakilat is a founding member of the SGMF and Nakilat's Chief Operating Officer, Mr. Samir Bailouni, Chaired the SGMF. Furthermore, the society is governed by a representative board and driven by three principal committees: Technical, Environmental, and APAC (Asia-Pacific). The SGMF has several working groups concurrently addressing issues and producing outputs such as formal publications and technical guidance notices for the industry.

In the face of growing environmental concerns and stringent regulatory requirements, the marine industry is increasingly turning to gas as a viable alternative to traditional marine fuels. SGMF is at the forefront of this transition, working to develop standards, guidelines, and training programs that support the safe and efficient use of gas as a marine fuel. As the use of gas as a marine fuel continues to gain momentum, SGMF provides valuable resources and expertise to ship owners, operators, and suppliers, helping them navigate the complexities of transitioning to this cleaner and more sustainable energy source. By fostering collaboration and knowledge sharing, SGMF is driving the development of a robust and resilient gas fuel infrastructure that will underpin the future of shipping.

The Society of International Gas Tanker and Terminal Operators (SIGTTO)

SIGTTO is an international organization established for the exchange of technical information and experience, between industry members, to enhance the safety and operational reliability of gas tankers and terminals. Nakilat has been a member since 2007.

External Awards

British Safety Council's Occupational Health and Safety

Nakilat received 'Five Star' rating from occupational health and safety audit in 2023 for the 7th consecutive year in a row, consistently maintaining its commitment towards health, safety, and general welfare of staff members and contractors. The BSC 'Five Star' audit is a comprehensive evaluation designed to assess the effectiveness of health and safety management systems. Thus, having consistent 'Five Star' rating cements the fact that Nakilat adheres to globally recognized safety standards.

In 2023, Nakilat's JV partner, Qatar Shipyard Technology Solutions, achieved its 2nd consecutive 'Five Star' rating from BSC's occupational health and safety audit as a result of its consistent efforts in implementing and maintaining high standards in health, safety and well-being of its workforce.

Qatar Shipyard Technology Solutions was also awarded the prestigious 'Sword of Honour' from the British Safety Council, UK for the 2nd consecutive year in 2023.

The 'Injury and Incident Free' (IIF) initiative has always been a prominent fixture in all HSE endeavors of Nakilat and its subsidiaries for the past few years, to instill a culture of zero injuries or damage. A few of these endeavors included in-house and external training programs, HSE campaigns in coordination with external ministerial bodies of Qatar, welfare measures during the pandemic, and motivational spot award schemes to encourage staff to become IIF.

British Safety Council's Environmental Sustainability

Nakilat has achieved a 'Five Star' grade for the 2nd consecutive year from the 'Five Star' environmental audit conducted by the British Safety Council in December 2023.

This achievement demonstrates the company's commitment to environmental sustainability by improving our processes and compliance with international regulations. This aligns with Qatar National Vision 2030 development goal of environmental development and its foundation is environmental management in a manner that ensures consistency and harmony between economic and social development and environment protection. Nakilat's objective is to support international efforts to reduce and adapt to the harmful effects of climate change.

The company underwent a detailed, quantified, and objective evaluation of our environmental management system. The audit measured our performance against several key best practice indicators, on which we achieved the highest available rating.

3.5 EXTERNAL ESG COMMITMENT AND PARTNERSHIP (continued)

In 2023, Nakilat has been awarded the prestigious Globe of Honour for the first time for outstanding environmental management system in place. Nakilat qualified for the Globe of Honour by achieving the British Safety Council's 'Five Star' environmental audit in 2022. The Council recognized how Nakilat has embraced circular economy principles at an organizational level and how senior leaders, the corporate departments and all employees were fully engaged, open, transparent, and fully 'on board' with the environmental sustainability journey that the organization is undertaking.

Voluntary Green Awards Program[2]

The majority of our LNG vessels are included in the Green Award program and certified accordingly. Green Award is a voluntary quality assessment certification scheme that inspects and certifies ships. A Green Award certificate is a quality mark for high performing vessels that exceed industry standards in terms of safety, quality and environmental performance.

Green Award supports the ESG shipping awards initiative. The certification programs encompass over 200 items in their requirements, all aligned with 13 of the UNSDGs. These goals serve as a guiding compass for the development of our future programs. Endorsed by ports, shipping organizations, and maritime service providers committed to bolstering environmental and safety standards for ships, the program aims to uphold the highest quality standards.

Forbes Middle East Recognition

- Nakilat was ranked 5th in the Middle East's Top 100 listed companies for sustainability in transport and logistics in 2023.

- The company was also recognized as one of the Middle East's Top 100 listed companies by Forbes Middle East in 2023.

Annual Qatarization Crystal Award

- 2021 - Annual Qatarization Crystal Award for support for learning and development at the energy sector's 2021 strategic Qatarization plan awarded in June 2022.

- 2020 - Annual Qatarization Crystal Award for supporting Qatarization at the energy sector's 2020 strategic Qatarization plan awarded in July 2021.

International Standards

Nakilat, a prominent player in LNG transportation, has consistently maintained certification of its Integrated Management System (IMS) standards with Lloyds Register, which incorporates:

- ISO 9001:2015 (Quality management) signifies that Nakilat maintains a robust quality management system, ensuring that its services consistently meet customer requirements and regulatory standards. This commitment to quality extends throughout the organization, from vessel operations to customer service, fostering a culture of continuous improvement and customer satisfaction.

- ISO 14001:2015 (Environmental management) underscores Nakilat's dedication to environmental stewardship. The company implements environmentally sustainable practices, reducing its ecological footprint and mitigating the impact of its operations on the environment.

- ISO 45001:2018 (Occupational health and safety) emphasizes our commitment to providing a safe and healthy workplace for our employees and contractors. This certification reflects the company's adherence to international standards for occupational health and safety management systems, ensuring the well-being of its workforce and fostering a secure working environment across all facets of our operations.

This integrated approach empowers us to ensure the highest level of international quality standards, enhancing customer satisfaction and confidence as well as focusing on occupational health and safety. It involves hazard identification, risk assessment and implementing control measures to prevent incidents, protect worker's well-being and manage environmental impacts throughout our operations. This framework enables Nakilat to consistently deliver reliable and efficient LNG transportation services while continuously improving our operational efficiency and effectiveness.

Additionally, Nakilat and Qatar Shipyard Technology Solutions, also hold certifications for ISO 27001:2013 (Information Security Management) and ISO 22301:2019 (Business Continuity Management).

4.1 Environmental Management and Compliance

At Nakilat, we recognize our responsibility to manage and limit our environmental impact. The main environmental, climate and ecological risks posed by the shipping industry are related to emissions, discharges, and spills. We work diligently to manage such risks, and our efforts are critical for protecting the environment and the societies in which we operate, as well as our customers and our own business.

To mitigate the identified environmental and climate risks, establish appropriate safeguards, and to mitigate any adverse impacts on the environment, we adhere to the following practices as a minimum:

- Comprehensive policies and procedures to prevent environmental, climate and ecological risks posed by the emissions, discharges, and spills

- Responsible waste management and disposal both on-land and off-shore (ships)

- Prompt reporting of incidents, followed by thorough investigations and lessons learned

- Proactive maintenance of equipment on vessels and within shipyards

- Regular updates of environmental management system in line with Nakilat's vision and strategy, local and international rules, and regulations

- Ongoing training for shore and vessel staff

- Strict compliance with local and international pollution prevention regulations

- Active engagement in sustainable initiatives organised by external stakeholders.

Environmental management at Nakilat is guided by our SHEQ committee which defines the company's commitment towards 'quality of services', 'health and safety at workplace' and 'environmental protection'.

The SHEQ policy and environmental commitments were developed with Nakilat's vision and core values as the foundation outlining our approach to reducing harmful emissions through optimal operation, new technologies and diligent work. It incorporates all applicable elements of ISO 9001, ISO 14001 and ISO 45001. Nakilat is committed to continuously improving the safety of our people, our customers, the communities, and the environment in which we operate, as part of our SHEQ Policy This commitment applies equally to all employees whether temporary or permanent, office or site based, as well as to service providers, clients, visitors, and company representatives.

The ESG committee also considers the environmental impact of Nakilat's operations and ensures the highest standards of quality are delivered across all JVs and projects. The committee charter is approved and formalized by the CEO. The committee charter undergoes annual review by the company's senior management and is revised as necessary to reflect changing operational conditions, new technologies, regulations and legislation.

Nakilat has established environmental commitments to minimize its environmental footprint and fostering sustainable practices throughout the organization. They encompass a range of objectives, including reducing greenhouse gas emissions, enhancing energy efficiency, implementing effective waste and water management strategies, promoting awareness, and actively supporting Qatar's National Climate Change Action Plan 2030. Additionally, Nakilat aligns itself with the International Maritime Organization's revised greenhouse gas reduction strategy as per Marine Environment Protection Committee (MEPC 80).

Click to View Nakilat's commitment to Environment »

4.1 Environmental Management and Compliance (continued)

Cooperation and the efforts of all employees are essential for achieving these commitments. Therefore, Nakilat requires its entire workforce to integrate sustainable practices into existing processes and daily work.

Nakilat has directed significant efforts towards achieving milestones in the development of a carbon footprint calculation and a long-term reduction strategy as part of its environmental commitments This strategy, extending until 2030, encompasses all operational functions within Nakilat.

Combining the goals of continuous development in a rapidly evolving energy market with a significant reduction of its carbon footprint, Nakilat's long-term strategy takes full commitment to reducing all GHG emissions from company's operations (Scopes 1, 2, and 3[3]).

In 2023, Qatar Shipyard and Technology Solutions released its first Energy Management Policy:

Nakilat has implemented and maintains procedures to identify environmental impacts of its activities, products, and services - both within its control and those it can influence. This discernment aims to identify elements that currently or potentially have a significant impact on the environment, taking into account a life cycle perspective.

The procedure to identify significant environmental impacts considers the following points:

• Changes, including planned or new developments, and new or modified activities, products, or services

• Both normal and abnormal conditions, including potential emergency situations

Furthermore, the procedure to identify the significant environmental impacts considers, where applicable:

• Air emissions

• Water pollution

• Waste management

• Contamination of land

• Impact on communities

• Resources use (raw material, energy, water, and chemicals, etc.)

• Other local environmental issues

We diligently document all environmental impacts and incorporate significant findings into the establishment of our environmental objectives. Additionally, we ensure effective communication of these significant environmental impacts across various levels and functions within the company, as necessary.

3. Only Part of Scope 3 is reported-Business travel

4.1 Environmental Management and Compliance (continued)

Nakilat's SHEQ performance is enabled and guided by the use of an effective IMS that incorporates Quality Management System (QMS), Environment (EMS), and Occupational Health and Safety (OHS) management systems, in conformance with the respective internationally certified standards (ISO 9001:2015, ISO 14001:2015, ISO 45001). In accordance with these policies and regulations, each group company sets its compliance management items to be observed by its business divisions and sites.

The scope of Nakilat's integrated management system is to manage, operate, and provide corporate services and due diligence for a fleet of gas and related products for vessels, company joint ventures, agency and vessel support. All Nakilat employees and contractors are responsible for complying with the requirements of the IMS. This is communicated effectively through the following channels to ensure effective implementation:

- SHEQ committee meetings
- Departmental meetings
- SHEQ induction
- Toolbox talks
- SHEQ policy and procedures communications

Training and mass toolbox talks are conducted at least once every quarter, covering topics such as waste management, control of substances hazardous to health, safety data sheets, reduce/reuse/recycle, environmental aspects and impact analysis, and others. Additionally, these sessions include risk assessment, risk management, and risk communication.

Auditing

Every first quarter of the financial year, Nakilat conducts an annual management review of the Integrated Management System (IMS). Nakilat's Corporate SHEQ department carries out yearly internal and external audits of Nakilat's IMS, aligning with the International Safety Management (ISM) code. The annual internal audit of the IMS is conducted and verified by the Chief SHEQ Officer, while the external audits are performed by the external agency Lloyd's Register. Additionally, the group companies Qatar Shipyard Technology Solutions, QFAB and NSW, independently manage their own annual internal and external audit regime in line with IMS.

The fleet management team reviews their integrated safety management system (SMS) at planned intervals (bi-annually) to ensure its continuing suitability, adequacy and effectiveness. These reviews evaluate the need for changes to Nakilat fleet HSSEQ management system, including the associated HSSEQ policies and objectives. Records of management reviews are maintained by fleet HSSEQ team.

Environmental Compliance
Management Approach

Environmental sustainability stands as a fundamental pillar of Nakilat's business model and corporate strategy. We integrate environmental sustainability into our decision-making processes and throughout our global operations. Environmental compliance holds significance for our operations in all regions, where regulations vary widely among countries. Nakilat delegates responsibility for environmental compliance to all operating joint venture entities, each of which is required to maintain a management system according to ISO 14001. This system includes ensuring legal compliance and implementing a compliance assurance mechanism with internal and external controls. During the management review, each joint venture entity assures that no compliance failures have occurred, and that no fines have been incurred. This assurance process is periodically verified to maintain the integrity of the process. Nakilat considers this approach effective, as evidenced by the absence of any summonses, citations or legal action related to environmental non-compliance against any of its joint ventures or subsidiaries.

Compliance

Nakilat adopts a proactive approach to all compliance-related matters. With respect to environmental matters, Nakilat relies on its Occupational Health and Safety (OHS) and environmental procedures, as well as its statutory, regulatory, and other OHS and environmental requirements register. These guiding procedural documents enable Nakilat to maintain compliance with applicable laws, rules, and regulations. The following legal and other requirements are applicable to Nakilat:

- International Maritime Organization (IMO) conventions
- Qatar environment protection law
- Ras Laffan port information and regulation guide
- Mesaieed port information and regulations
- Ras Laffan City (RLC) health, safety and environment requirements
- Environmental regulations for Ras Laffan industrial city (RLIC)
- Classification societies
- United States coast guard (USCG)
- European maritime safety agency (EMSA)

Nakilat has identified the sources through which EMS/OHS, legal and other requirements are identified and regularly liaises with industry subject matter experts to keep abreast with amendments to the existing acts and rules, or the introduction of new legislation.

Aligned with its commitments to adhere to all applicable regulatory and other OHS requirements, Nakilat has a procedure for internal audit which defines the SHEQ internal audit process and ensures that:

- Nakilat's internal requirements related to its SHEQ management system are met;
- Planned arrangements and the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 are met;
- The SHEQ management system has been effectively implemented and maintained.

The audit and verification programs are planned, established, implemented, and maintained by Nakilat taking into consideration the importance of quality, environmental, occupational health and safety aspects of the operations as well as changes affecting the company and the outcomes of previous audits.

Internal audits are meticulously planned to ensure that all SHEQ processes undergo auditing at least once a year. These internal audits are conducted by qualified internal auditors, independent of the process being audited.

Audit procedures are established, implemented, and maintained to address the following:

- Responsibilities and requirements for planning and conducting audits, reporting results and retaining associated records;
- Determining of audit criteria, scope, frequency, and methods.

The audit findings are documented and promptly communicated to all relevant parties in a timely manner to facilitate prompt corrective or preventive actions, and to enable verification of their effectiveness.

Environmental laws and regulations

In both the current and previous reporting years, Nakilat has not incurred any fines or non-monetary sanctions related to non-compliance with environmental laws and regulations. Nakilat is committed to full legal and regulatory compliance, which forms the cornerstone of its business operations. Therefore, all subsidiaries are ISO certified and have established processes to ensure a thorough understanding of regulatory requirements and changes. Those subsidiaries uphold certified management systems compliant with ISO 9001 (Quality), ISO 14001 (Environment), and OHSAS 45001 (Health and Safety).

KPIs

Environmental Compliance	2021	2022	2023	Scope
Non-compliance with environmental laws and regulations				
Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulation	0	0	0	Nakilat Group

Regulations

Nakilat Shipping Qatar Limited (NSQL) provides safe, competitive, and reliable shipping services, to meet the needs of its customers while minimizing the impact on the environment. As a socially responsible company, Nakilat adheres to all local, regional or international environmental regulations as applicable.

IMO and UN SDGs

Nakilat recognizes the need to align our sustainability approach with both national and international sustainability guidelines and initiatives. We are proud to be a part of Qatar's journey towards achieving the Qatar National Vision 2030. This ambitious plan outlines Qatar's long-term goals for sustainable economic, social, and environmental development, with a focus on promoting a diversified and knowledge-based economy and improving the quality of life for everyone living in Qatar. We are committed to supporting this vision through our operations, by complying with several IMO regulations and conventions, listed hereunder. We are actively working to empower Qatari citizens, promote social inclusion and enhance the company's overall resilience and sustainability. We believe that our long-term business success must be founded on sustainable business practices that serve global needs as defined by the UNSDGs. Hence, we have established adequate controls mandated by IMO. Further, we have established the linkages between the organization's technical assistance work and the UNSDGs with the help of the IMO UNSDGs brochure.

4.1 Environmental Management and Compliance (continued)

Overview of IMO regulations mapped against the United National Sustainable Development Goals (UNSDGs)

Category	Control in Place	International Convention / Regulation	Sea Area
GHG Emissions	EEDI (Energy Efficiency Design Index)	MARPOL Annex VI	All Sea Areas
	EEXI (Energy Efficiency Existing Ship Index)	MARPOL Annex VI	All Sea Areas
	CII (Carbon Intensity Index)	MARPOL Annex VI	All Sea Areas
	DCS (IMO Data Collection System)	MARPOL Annex VI (Fuel Oil Data Collection)	All Sea Areas
	MRV (EU Monitoring, Reporting and Verification)	Regulation (EU) 2015/757	All Sea Areas
	SEEMP (Ship Energy Efficiency Management Plan)	MARPOL Annex VI	All Sea Areas
Air Emissions	NOx (Nitrogen oxides)	MARPOL Annex VI	ECA
	SOx (Sulphur oxides)	MARPOL Annex VI	SECA (max 0.1% Sulphur) Open Sea (max 0.5% Sulphur)
	PM (particulate matter)	MARPOL Annex VI	SECA
Biodiversity	SOPEP (Shipboard Oil Pollution Emergency Plan)	MARPOL (Maritime pollution) Convention - Annex I - Prevention of pollution by oil	All Sea Areas
	Ballast Water	Ballast water management system (BWMS) code	All Sea Areas
	Sewage Treatment	MARPOL (Maritime pollution) Convention - Annex IV - Prevention of pollution by Sewage from Ships	All Sea Areas
	Garbage Management	MARPOL (Maritime pollution) Convention - Annex V - Prevention of pollution by garbage from ships	All Sea Areas
	Hull Fouling	International convention on the control of harmful anti-fouling systems on ships (AFS), 2001	Open Sea
Recycling	Ship Recycling	The Hong Kong international convention for the safe and environmentally sound recycling of ships, 2009	All Sea Areas
	Inventory of Hazardous Material (IHM)	• Regulation (EU) No. 1257/2013 of the European parliament and of the council of 20 November 2013 on ship recycling (EU SRR) • Hong Kong international convention for the safe and environmentally sound recycling of ships, 2009 SR/CONF/45 (HKC)	All Areas

Verification	Regulatory Surveys (Annual, Periodical, Intermediate, Renewal Every 5 Years)	IMO and Flag State requirements (SOLAS, LSA, FSS, IGC, MARPOL, ISM, ISPS, COLREG)	All Areas
	Classification Surveys (Annual, Intermediate, Every 5 Years)	Classification societies (ABS, BV, DNV, LR) and IACS (International association of classification societies) requirements	All Areas
	Ship Inspection Report Program (SIRE)	Oil companies international marine forum (OCIMF) requirement	All Areas
Building Future	Digitalization, and Sustainable Solutions	Contributing to building a sustainable future in line with Qatar National Vision 2030	Qatar
Achieving Profitable Growth	Operational Efficiency and Economic Performance	Contributing to Qatar's economic growth by managing Nakilat growth by seizing possible opportunities in operating units including internal upgradation, new capacity additions and through possible strategic investments	Qatar
Good Health and Well-being	Occupation Health and Safety and	- Nakilat promotes occupational health and safety by implementing stringent protocols, continual training, rigorous audits, and pro-active risk assessment to ensure a secure workplace - Nakilat ensures robust emergency response management through meticulous planning, regular drill both at sea/land and continuous staff training for swift, coordinated, and effective crises mitigation	Overall Nakilat
Contributing to National Development	Corporate Social Responsibility and Qatarization	Efforts towards building a better society by imparting education, healthcare, and employment opportunities for nationals focusing on the youth population	Overall Nakilat
Good Governance	Governance, Ethics, Compliance, and Integrity continuity Procurement Practices Human Rights - Reporting and Stakeholder Engagement	• Upholding Nakilat's values, code of conduct, and training and developing our team members • Promoting risk management culture and positioning Nakilat's for sustained business	Overall Nakilat
Diverse Team Development	Employment Diversity and Equal Opportunity Training and Education	Developing people to reach their full potential, improving the organization's culture, supporting different stages of career lifecycle, and encouraging a welcoming workplace	Overall Nakilat

4.1 Environmental Management and Compliance (continued)

Plans and Procedures

As a leading shipping and maritime company, Nakilat places high importance on environmental sustainability and has implemented various plans and procedures to minimize its environmental impact. Nakilat has developed a comprehensive strategy aimed at reducing emissions, conserving energy and preventing pollution. The company is dedicated to adhering to both international regulations and standards, consistently striving for approaches to enhance its positive impacts. Nakilat has implemented waste management protocols that encompass disposal of hazardous materials recycling initiatives and meticulous handling of waste products. Through these endeavors Nakilat aims to foster a culture of stewardship and contribute to a more sustainable shipping industry.

In compliance with the above-mentioned regulations, Nakilat has established environmental plans and procedures to enable robust management of the company's activities.

These plans are incorporated within the Safety Management System and encompass the following environmental facets:

- Garbage management
- Oil pollution emergency response plan
- Energy efficiency management
- Emission reporting to regulatory authorities (IMO DCS and EU MRV)
- Emergency preparedness
- Navigation and passage planning to minimize environmental risks

- Cargo handling and management
- Ballast water management
- Bunkering procedures
- Incident reporting and management
- Reporting of environmental non-conformances
- Ship energy efficiency management plan (SEEMP)

The plans incorporated within the shore joint ventures includes, but is not limited to:

- SHEQ policy
- Waste management plan
- Operation environmental management plan

- Material safety data sheets
- Environmental apex manual

Objectives and Targets

Nakilat establishes SMART (Specific, Measurable, Achievable, Relevant and Time-Bound) objectives across all levels within the organization, which are derived from the company's annual business plan and strategic corporate objectives, and ensures it is within the framework of SHEQ committee. Based on these strategic objectives, the fleet HSSE department sets specific targets and/or key performance indicators (KPIs).

These KPIs are systematically monitored through our planned maintenance program modules 'AMOS'. A comprehensive monthly review is carried out for the entire fleet and then shared through NSQL fleet scorecard with all the managed vessels. Additionally, a monthly performance benchmark is also carried out among all the JV partners. During the scheduled bi-annual management review the fleet scorecard is also reviewed, with new targets then set for the subsequent year.

Performance and Environmental Targets 2022-2023:

CATEGORY	KPI*	2023	2024 TARGET
ENVIRONMENT	Annual Efficiency Ratio (AER)	LPG - 6.62	LPG <10
		DSM QMAX - 5.08	DSM QMAX <13
		DSM QLEX - 4.84	DSM QLEX <12
		HHI QLEX - 8.38	HHI QLEX <12
		SHI QLEX - 4.06	SHI QLEX <10.5
		SHI QMAX - 8.37	SHI QMAX <13
		GLOBAL - 0.46	GLOBAL <2
	Garbage Reduction	5%	5%
	Oil Spill to Water	0	0
	Number of Environmental Incidents	0	0

*See appendix for KPI definitions

Building on our ISO 14001 certification and IMO guidelines, we have identified the following environmental focus areas to maintain our focus on Nakilat's significant environmental impacts:

- Energy efficiency – Optimizing energy consumption and sourcing environmentally friendly materials responsibly
- Water management - Responsible and prudent water consumption
- Waste reduction – Increasing practices to diminish generated waste and minimize disposal
- Greenhouse gas emissions - Sustainable development in the shipping industry by supporting IMO's efforts to reduce ship emissions, contributing to climate change.

The aforementioned focus areas were approved by Nakilat's management in agreement with all Nakilat interest entities, i.e., key stakeholders.

 All Nakilat-affiliated vessels generate an environmental report to monitor and measure information that supports Nakilat's environmental management performance. The report is structured to include, at a minimum to:

- Provide status of environmental management programs designed to fulfil environmental objectives and targets
- Provide status of performance indicators as related to targeted timeframes
- Provide compliance status of environmental operating permits issued by environmental regulatory agencies

For Nakilat shore entities, environmental data is regularly compiled and monitored through established mechanisms and environmental reporting is performed on a monthly basis and also during management review meetings. Nakilat undertakes planned inspections of its premises on a regular basis and as necessary. Line supervisors and managers or nominated persons conduct regular checks at work sites to monitor the implementation and effectiveness of key operational procedures. Regular inspections facilitate dialogue between the supervisor/manager and the work group (outsourced company/contractor, if any) and enable the sharing of best practices.

4.1 Environmental Management and Compliance (continued)

Environmental Aspects and Effects

Nakilat has established effective procedures, such as Nakilat OHS and Environment Policy and Procedure that enable us to identify the environmental aspects relevant to our business activities, products, and services. These procedures guide us in controlling and determining the best practices for the environment, considering a life cycle perspective.

The aspects (interaction with the environment) and impacts (any change to the environment) of Nakilat's core business activities are assessed and appropriate operational controls are established to introduce any opportunity for improvement. To ensure the effective implementation of the Nakilat OHS and environment policy and procedure, monitoring processes are in place to check and measure the efficiency of our controls. The company communicates the identified significant environmental aspects among the various levels and functions of the company, as required.

Within Nakilat and its fleet division, the key environmental aspects identified that require specific monitoring to enable evaluation of environmental performance are:

- Air emissions and pollution: NOx, SOx, CO_2, CHFCs, HCFCs, CFCs, VOCs
- Use of refrigerants
- Fuel consumption, energy efficiency and associated GHG emissions
- Potential cargo and bunker spills harmful to marine life and biodiversity
- Waste disposal: solid, liquid, special and hazardous
- Water consumption
- Electric consumption
- Noise pollution

In Nakilat's non-shipping segment, various programs are in place to support environmental initiatives. These include monitoring of environmental parameters, reductions in electricity consumption and plastic usage, water conservation, digitization of records, beach cleaning, tree planting, and minimizing office paper usage. In addition, waste segregation and disposal are carried out in an environmentally friendly manner, adhering to the '3Rs' waste hierarchy principles of 'reduce, reuse and recycle'.

The comprehensive SHEQ manual maintained at Nakilat meticulously details all of the above elements. Nakilat documents information on all environmental impacts, giving particular consideration to significant impacts when developing management plans and setting environmental objectives.

In pursuit of environmental excellence, Nakilat consistently maintains communication and constructive relation with internal and external stakeholders to identify statutory, regulatory, and voluntary guidance related to Nakilat environmental aspects. Nakilat's management, employees and contractors are committed to the protection of the environment. We provide appropriate and sufficient resources, including training, to ensure compliance with legal and other requirements to achieve environmental targets and objectives. Periodic audits and reviews of the environmental management system are carried out to identify opportunities for improvement of the system and environmental performance. Nakilat prioritizes Health and Safety, Environment and Quality conveying a strong message of its commitment through following.

C — Comply with applicable Health and Safety, Environmental regulations, and statutory requirements

A — Achieve SHEQ objectives and targets

R — Reduce pollution; prevent personal exposures to health and safety hazards and prevent injury

E — Educate our staff, contractors, and the community

S — Strive for continual improvement

Nakilat Climate Actions – Managing Carbon Footprint

Nakilat, as part of the energy sector, is steadfast in its commitment to contribute significantly to the reduction of carbon dioxide emissions. This is one of our main priorities and we are actively taking steps by engaging with stakeholders to develop technology and foster change towards a low-carbon future.

Addressing climate change and environmental protection necessitates Nakilat to mitigate its emissions and carbon footprint to minimize the impact of company operations on global warming and comply with increasingly stringent climate change and emissions regulations. Protecting people and the environment is integral to the company's mission statement. In addition, Nakilat consistently endeavors to meet or exceed the requirements or expectations of its customers and stakeholders.

The reduction of Nakilat's carbon emissions and footprint will contribute to the sustainability of its business operations and provide assurance to its customers, who face increasingly stringent regulations. It ensures meeting expectations and avoiding adverse financial consequences. To reduce its emissions and carbon footprint, Nakilat developed its emissions and carbon reduction strategy and plan after analyzing the company's operations and their potential impact on the environment. The strategy and plan outline the necessary steps to reduce carbon emissions and footprint, including re-assessment of policies, procedures, assets, and operations to ensure compliance with all legislation, and regulations, regarding climate change and the environment.

Nakilat's carbon emission annual reduction targets are detailed in the graph below. The targets are aligned with Qatar National Vision 2030.

The reference year for carbon emissions targets has been set as 2022, as it was the year after the pandemic when the complete operations returned to normal, and comprehensive data became available. The year 2022 is therefore used as a baseline for the carbon footprint reduction targets.

Nakilat Carbon Reduction Plan

Reduction of 25% by 2030

Year	Actual (Co2 grams/Ton-nm)	Target (Co2 grams/Ton-nm)
2022	9.46	9.8
2023	9.21	9.5
2024	0	9.2
2025	0	8.8
2026	0	8.5
2027	0	8.1
2028	0	7.8
2029	0	7.4
2030	0	7.1
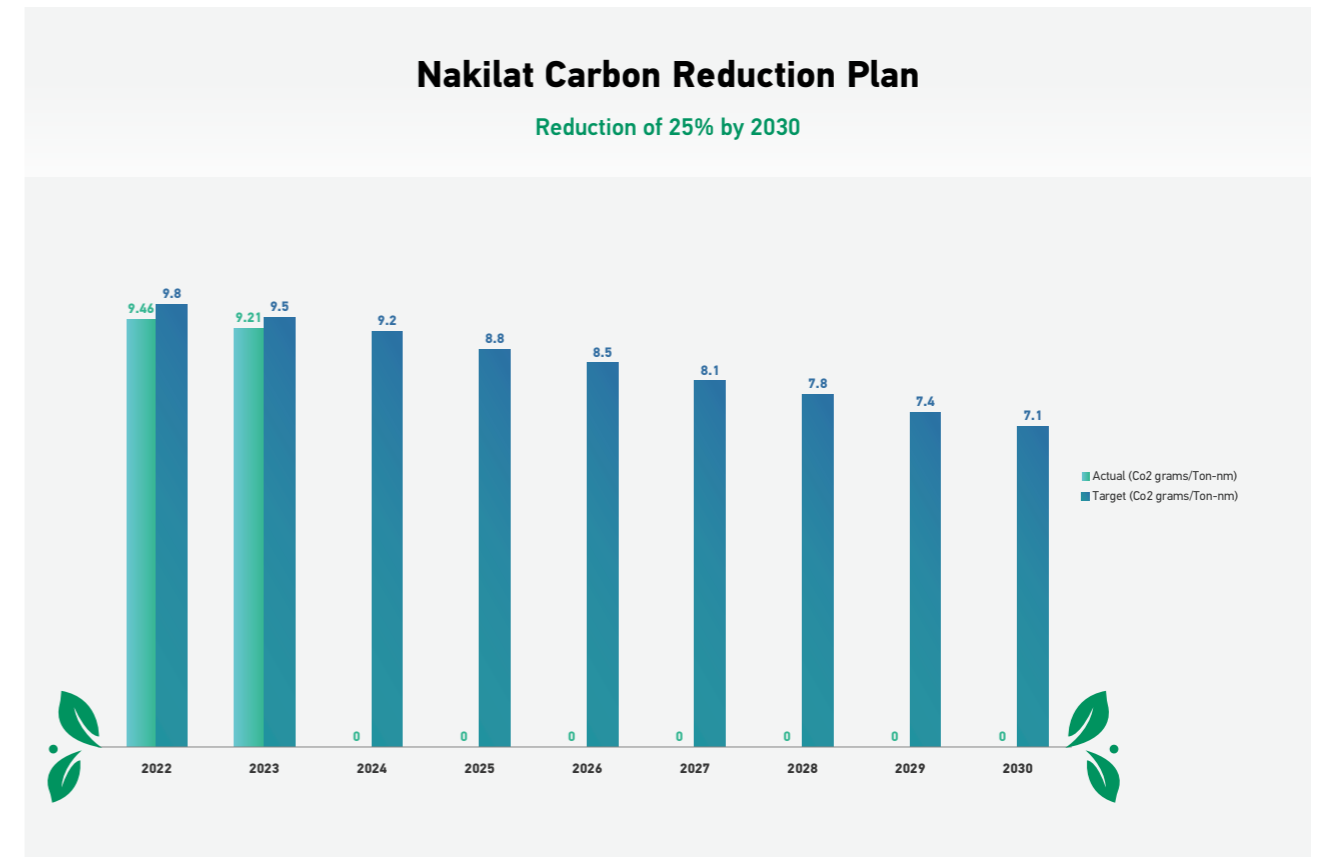
4.2 CLIMATE CHANGE AND EMISSIONS TO AIR

Management Approach and Progress

Nakilat is committed to sustainable development within the shipping industry and supports IMO's efforts to reduce ship emissions. Our efforts are concentrated on optimizing the fuel efficiency of the fleet, which is where our largest carbon dioxide (CO_2) emissions occur. This is achieved through detailed attention to engine/boiler performance, hull/propeller fouling, speed policy, and schedule optimization.

Greenhouse Gases and their Global Warming Potential

Nakilat successfully completed the transition to zero ozone depletion potential (ODP) in 2020. All refrigeration systems using refrigerant HCFC R22 have been upgraded to use R410A, which is classified as a zero ODP refrigerant.

Nakilat aims to minimize any losses from the systems by continuous monitoring. The vessels report their refrigerant inventory monthly. Any losses are considered as a loss of primary containment (LOPC) triggering an internal deficiency report. Each deficiency requires an investigation, corrective, and preventive measures to be satisfactorily closed. Only one (1) leakage case was reported from a vessel in 2023.

Refrigerant	2021	2022	2022
Refrigerant Consumption (Kg)	6,692	7,754	4,302

Sulphur Oxides (SOx) and Low Sulphur Fuels

The main changes to MARPOL Annex VI have resulted in a progressive reduction in SOx emissions from ships, with the global sulphur cap reduced initially to 3.5%, effective from 1 January 2012; then progressively to 0.50%, effective from January 2020. The limits applicable in sulphur emission control areas (SECA) were reduced to 1%, from 1 July 2010, then further reduced to 0.1%, effective from 1 January 2015 and onwards.

All vessels in Nakilat's fleet adhere with the new sulphur caps using compliant low-sulphur fuels, as mandated by IMO sulphur 2020. Where changeover has been successful, various risks associated with fuel supplies and/or compatibility related matters will require ongoing management.

To manage the risks identified due to changes to SOx emissions regulatory requirements, the organization has taken the following steps to mitigate the impact on its operations:

1. An independent study was carried out by Lloyd's Register across the fleet to assess market availability, compatibility and operational issues related to new low sulphur fuel. The study highlighted the challenges regarding compatibility between fuels of different origins and production processes. Nevertheless, the proposed operational mitigation measures were deemed robust to address any compatibility issues that might arise. Our operational procedures have been amended to reflect Lloyd's study findings and recommendations.

2. A local supply agreement for low sulphur fuels has been secured in collaboration with our main charterer.

3. The feasibility modifications to existing fuel storage, transfer and treatment systems were assessed.

Nitrogen Oxides (NOx)

Nakilat complies with IMO Marpol Annex VI regulation 13 NOx requirement on all new ships built after 1 January 2000 (part of EP notation). All vessels in our fleet possess engine international air pollution prevention (EIAPP) certificate, or international air pollution prevention (IAPP) certificate. Measurements have been conducted on board Nakilat vessels to facilitate calculations of NOx emissions per vessel.

During the reporting year, there were no significant volatile organic compounds (VOC) emissions across our shipping fleet.

Methane Emissions (CH_4) - Addressing its Emissions

Methane, which typically makes up 85%–95% of LNG, has a global warming potential 28 times higher than carbon dioxide when calculated over 100 years, making it a potent greenhouse gas.

Methane emissions from LNG vessels are generally from three sources:

• Fugitive emissions during operations, e.g., leaks

• Emissions during gas-freeing operations, e.g., before dry docking or during emergency venting to bring down tank pressure

• Methane slips from dual fuel engines

As part of Nakilat's standard procedures and policies, we monitor methane emissions in all vessel cargo areas to identify and combat fugitive emissions. In addition, there are sensors in the vent mast, which allow us to estimate the amount of methane released into the air during gas-freeing operations. For existing arrangements, operational measures like utilization of engines at optimal loads, where possible, are utilized for minimization of methane slip. For newbuilds and retrofits engine selection and/or methane abatement technologies are under consideration to minimize the methane slip from engines.

Emissions of Ozone-Depleting Substances (ODS) - Qatar Shipyard Technology Solutions and QFAB facility

Qatar Shipyard Technology Solutions and QFAB do not produce, import, or export any ODS. Details of all refrigerant products up to 2023 are tabulated below. Ozone depleting substances which are refrigerants used in the yard HVAC systems, are regularly monitored during preventive and corrective maintenance procedures.

Ozone list for Nakilat - Qatar Shipyard Technology Solutions - 2023

No	Material Description	Tank size (s)	Quantity purchased / under order	FY'21 Total quantities	FY'22 Total quantities	FY'23 Total quantities
1	R-22 (Chlorodifluoromethane)	13.6 Kg	210 CYL	130 CYL	70 CYL	85 CYL
2	R-22 (Chlorodifluoromethane (Halocarbon 22)) – CHCLF2					
3	R-134A (Tetrafluoroethene), Norflurane, HFC-134a-P, Refrigerant Gas R134a, HFC134a, HFC134a-P, F134a, Dymel®134a/P.	13.6 Kg	150 CYL	72 CYL	195 CYL	165 CYL
4	R-404A (Pentafluoro ethane (HFC-125) 1,1,1-Trifluoroethane (HFC- 143a) 1,1,1,2-Tetrafluoroethene (HFC- 134a)	10.9 Kg	40 CYL	8 CYL	10 CYL	25 CYL
5	R-407C (Difluoromethane (HFC-32) Pentafluoro ethane (HFC-125) 1,1,1,2-Tetrafluoroethane (HFC-134a)	13.0 Kg	105 CYL	50 CYL	25 CYL	50 CYL
6	R-410A (Difluoromethane) (Pentafluoro ethane)	11.0 Kg	180 CYL	80 CYL	45 CYL	95 CYL

Ozone list for Nakilat - QFAB - 2023

No	Material Description	Tank size (s)	Quantity purchased 2021	Quantity purchased 2022	Quantity purchased 2023
1	R-22 (Chlorodifluoromethane)	11.3 Kg	n/a	5 CYL	16 CYL
2	R407c	11.3 Kg	n/a	5 CYL	16 CYL
3	R-134A (Tetrafluoroethene)	12.5 Kg	n/a	8 CYL	10 CYL
4	R-404A (Pentafluoro ethane (HFC-125) 1,1,1	11.3 Kg	n/a	2 CYL	4 CYL

Nakilat Shipping Fleet Annual Efficiency Ratio (AER) and Energy Efficiency Operational Indicator (EEOI)

We support the IMO's revised Green House Gas Strategy 2023 in its overall level of ambition of reaching net-zero emissions as close to 2050 as possible and on following checkpoints:

1. Reduction in carbon intensity (CO_2 emissions per transport work), as an average across international shipping, by at least 40% by 2030, compared to 2008*.

2. Nakilat is already reporting carbon intensity metrics, AER and EEOI, for its operated fleet.

3. Reduction of the total annual GHG emissions from international shipping by at least 20%, striving for 30%, by 2030, compared to 2008*; and

4. Reduction of the total annual GHG emissions from international shipping by at least 70%, striving for 80%, by 2040, compared to 2008*.

*Note: As indicated, IMO emissions' reduction targets are not intended for individual ships nor for individual companies and will be translated into specific targets for different shipping segments through new specific guidelines after more work at the IMO.

4.2 CLIMATE CHANGE AND EMISSIONS TO AIR (continued)

KPIs (Shipping)

Climate Change and Emissions to Air	2021	2022	2023	Scope
Greenhouse gas (GHG) emissions				
Gross direct (Scope 1) GHG emissions (TCO$_2$)[4]	5,353,949	5,896,339	5,296,127	Shipping
GHG emissions intensity[5] (TCO$_2$/Nm)	1.12	1.07	1.03	
Organization-specific metric chosen to calculate the intensity ratio: Total Sailing Distance[6] (Nautical Mile [Nm])	6,579,066	7,378,156	6,880,562	
Nitrogen oxides (NOx), sulfur oxides (SOx), CH$_4$ and other significant air emissions (tons)				
NOx	128,659	138,587	124,441	
SOx	13,942	14,767	13,008	
Particulate matter	10,897	11,688	10,532	
CH$_4$ (GRI 11-1- ref. Note-2*)	433	468	3,666	

Note 1: This data represents Nakilat's entire fleet (wholly owned and joint venture). Our reported GHG emissions data are based on the GHG Protocol, European Union (EU) Monitoring, Reporting and Verification (MRV) of CO₂ emissions, and IMO Data Collection System (DCS) on fuel consumption.

Note 2: Total CH₄ emission data (as per above table) under scope 1 are regarded as from fuel combustion process on ships.

The calculation of these data uses conversion factors from the following standards: IPCC 2006. For 2023, Nakilat has used accurate measurement on CH4, and data includes quantity of methane slip associated with type of LNG fuel Engine which is the reason for increased quantity than previous year.

KPIs (Non-Shipping)

Climate Change and Emissions to Air	2021	2022	2023	Scope
Greenhouse gas (GHG) emissions				
Gross direct (Scope 1) GHG emissions (TCO$_2$)[7]	22,935	24,872	32,456	Non-shipping
Gross indirect (Scope 2) GHG emissions from Electricity Consumption. (TCO$_2$)[8]	38,694	45,451	50,237	

Note: This data represents emissions from fuel used by our non-vessel joint ventures including fuel used for business purposes by corporate office. The majority of non-shipping fuel is used by tugs for harbour operations and so the calculation of these data uses conversion factors for MDO from the following standards: IPCC 2006

** This is only non-shipping data under scope 1. Types of fuels included within figures: Diesel (Density-0.8213) and LPG (Conversion Factor-MJ to KG: 1 MJ = 0.02 kg of LPG).

Nakilat JV partner – Qatar Shipyard Technology Solutions and QFAB Facility: Ambient Air Quality Monitoring

To ensure that emissions to the ambient air remain within statutory limits as provided and monitored by Qatar Ministry of Environment and Climate Change, Qatar Shipyard Technology Solutions and QFAB conducts regular monitoring. It tracks and ensures that its operations produce minimal pollutants as demonstrated in the data provided below. In 2023, both Nakilat partners has successfully managed to keep emission values for NOx, SOx, PM2.5 and PM10 well within limits prescribed by Qatar's Ministry of Environment and Climate Change with the help of initiatives, detailed in the 2023 objectives and targets table below.

Shipyard also regularly monitors and ~~2t,~~ disclose carbon monoxide (CO), volatile organic compounds (VOC) and aromatic hydrocarbons for Qatar Shipyard Technology Solutions. Nakilat aims to achieve air emissions reductions and remain well below the prescribed limits by Qatar's Ministry of Environment and Climate Change.

Emissions to Air	2021	2022	2023	MME Limits[9]	Scope
Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions					
NOx	27.00 ug/m³	30.00 ug/m³	35 ug/m³	150 ug/m³	Non-shipping
SOx	24.75 ug/m³	24.00 ug/m³	30 ug/m³	365 ug/m³	
Particulate matter (PM2.5)	18.25 ug/m³	25.00 ug/m³	28 ug/m³	35 ug/m³	
Particulate matter (PM10)	77.00 ug/m³	95.00 ug/m³	112 ug/m³	150 ug/m³	
CO	423.5 ug/m³	467.25 ug/m³	602.5 ug/m³	10,000 ug/m³	
VOC	11.75 ug/m³	11.00 ug/m³	28.25 ug/m³	160 ug/m³	
Aromatic hydrocarbons	8.54 ug/m³	7.00 ug/m³	57.75 ug/m³	160 ug/m³	

Note: Qatar Shipyard Technology Solutions data only. The source of NOx, SOx, PM, CO, VOC and aromatic hydrocarbon are due to air emissions from the shipyard's operations. Monitoring requirements and the respective limits are prescribed by the Qatar Ministry of Environment and Climate Change.

4. Shipping data is declared only under scope 1 as all GHG emissions are produced by the vessels when generating their own energy to sustain their respective operation. Only CO2 is included in this calculation. Declaration is based on equity share.
5. For ships: Emissions Intensity = Total Emissions / Total Sailing Distance. Equity share doesn't apply to intensity.
6. Total Sailing Distance SASB (TR-MT-000.B). Equity Share doesn't apply to distance sailed.
7. Non-shipping data shown separately under scope 1 and scope 2
8. CO₂ quantity taken from Kahramaa

9. Ministry of Environment and Climate Change

4.2 CLIMATE CHANGE AND EMISSIONS TO AIR (continued)

QFAB Facility

Table:1

Monitoring Location	Start Date and Time	End date and time	24 Hour Average						
			PM10 µg/m2	PM 2.5 µg/m2	Temp. °C	Humidity %RH	Barometric Pressure mbar	Wind Speed m/s	Wind heading
AQML 1	28/12/2023 09:30 AM	29/12/2023 09:15 AM	111.8	22.2	21.0	52.7	1001.7	2.9	NNE
AQML 2	28/12/2023 10:00 AM	30/12/2023 09:30 AM	126.9	20.3	24.5	54.4	1002.9	3.5	NNW
AQML 3	28/12/2023 10:00 AM	29/12/2023 09:45 AM	113.6	21.2	24.6	52.4	1003.5	3.0	NE
AQML 4	29/12/2023 10:30 AM	30/12/2023 10:15 AM	118.8	22.8	24.9	47.4	1003.0	3.8	NNW

Table:2

Monitoring Location	Start Date and Time	End date and time	24 Hour Average						
			NO_2 µg/m2	SO_2 µg/m2	CO µg/m2	CH4 µg/m2	O_3 µg/m2	H_2S µg/m2	TVOC3 µg/m2
AQML 1	28/12/2023 09:30 AM	29/12/2023 09:15 AM	63.6	0.0	103.9	0.0	47.7	0.0	2.5
AQML 2	28/12/2023 10:00 AM	30/12/2023 09:45 AM	56.8	0.0	89.4	0.0	43.7	0.0	3.2
AQML 3	28/12/2023 10:00 AM	29/12/2023 09:45 AM	57.4	0.0	81.4	0.0	44.9	0.0	2.4
AQML 4	29/12/2023 10:30 AM	30/12/2023 10:15 AM	85.7	0.0	90.5	0.0	42.9	0.0	4.6

Note: Table 1 & 2 highlights QFAB data only. The source of NOx, SOx, PM, CO, VOC, and aromatic hydrocarbon are due to air emissions from the companies operations. Monitoring requirements and the respective limits are prescribed by the Qatar Ministry of Environment and Climate Change

Earth Hour Celebrated at Nakilat – QFAB Facility

Level 3, East Side Offices

Level 3, West Side, QG Office

Level 3, West Side, QG Office

Level 2, West Side, F&M Office

Level 2, West Side Mess Hall

Level 3, East Side Offices

Area	Tube Lights Switched off	Tube (W)	Wh Saved	Wh Saved
HSE Office	84	18	1512	
F&M Office	216	18	3888	
West Mess Hall	184	18	3312	
Outside QG West	140	18	2520	35352
QG Office	100	18	1800	
East Mess Hall	240	18	4320	
East Office Level 3	1000	18	18000	

Total units saved - 35.35 KWh

4.2 CLIMATE CHANGE AND EMISSIONS TO AIR (continued)

As a part of Earth Hour 2023, QFAB participated in the event and switched off office area lights for an hour. A quiz was held for all employees for their participation and raising awareness among the employees.

Awareness campaign was conducted for all employees on resource conservation, optimum usage of consumables and importance of it on environment.

2023 Objectives and Targets (Qatar Shipyard Technology Solutions):

EMP* Risk Focus Area	Objective	Target/KPI	Negative Environmental Impact Mitigation Measures
Emissions to air	To ensure control measures are in place to mitigate risks associated with emissions to air	To ensure that air emissions from the yard are within the legislative limits and implement mitigation measures if results are above regulatory limits	a. **Air pollutants** • Activities which produce air pollutants are controlled via enclosed chambers, extraction systems and filtration. • Machinery and equipment which produce air pollutants are serviced and maintained on a stipulated basis as per government regulations/OEM guidelines b. **Spray painting at open locations –** performed under encapsulation of canvas cover c. **Grit blasting outside the docks –** performed either under encapsulation or using wet grit blasting medium d. **Ambient air quality –** monitoring is done by third party contractor e. **Quarterly environmental monitoring report –** monitoring requirements and the respective limits are prescribed by the Ministry of Environment and Climate Change and stated in the consent to operate license granted to the shipyard

*Environmental management plan

2023 Objectives and Targets (QFAB)

EMP* Risk Focus Area	Objective	Target/KPI	Negative Environmental Impact Mitigation Measures[10]
Waste	Increase waste diversion	5% increase in waste diversion compared to previous year	Waste management plan: a. Contracts - waste is given to licensed waste contractors to dispose waste at government approved waste treatments centers. b. Scrap metal - sold to interested companies for recycling. c. Plastic waste stream established for effective waste disposal via recycling
Environmental Impact Assessment (EIA)	Increase compliance to environmental aspect and impact assessment	80% sites shall comply and complete environmental aspect and impact assessment by end of 2023.	a. EIA - covers all activities per production section QFAB-D-HSES-FM-026 b. Control measures implemented at site in compliance with environmental aspect and impact

*EMP- Environmental management plan.

10 Negative environmental impact mitigation measures are strategies, actions, or policies implemented to reduce, control, or prevent harmful effects on the environment caused by human activities or natural disasters. These measures aim to minimize damage to ecosystems, reduce pollution, conserve resources, and protect the earth. Examples include emission controls, waste reductions, sustainable resource management, and the adoption of clean technologies.

4.2 CLIMATE CHANGE AND EMISSIONS TO AIR (continued)

Initiative by Qatar Shipyard Technology Solutions towards providing Energy Efficiency solution:

MoU Signed with Alfa Laval Middle East on 9 March 2023

The Memorandum of Understanding (MoU) on heat and gas systems between Qatar Shipyard Technology Solutions and Alfa Laval enables the provision of specialized products and engineering solutions related to heat transfer, separation and fluid handling technologies to undertake projects related to waste heat recovery and reduction of greenhouse gas emissions.

Memorandum of Understanding with MAN (MAN Energy Solutions Qatar Navigation W.L.L.)

The MoU formalizes strategic partnership in business development and collaboration in the following fields:

- Maritime Engineering
- Marine Engine Propulsion System Maintenance, Repair and Overhaul
- Propeller Maintenance, Refit and Retrofit
- Turbocharger Maintenance, Overhaul, Balancing and Repair
- Engine Control Systems Maintenance and Upgrade

The MoU also paves the way for future collaboration in safe shipping operations for LNG, LPG, implementation of new technologies for energy efficient marine, offshore operations and decarbonization.

Qatar Shipyard Technology Solutions enhanced its range of In-house Capabilities, Solutions & Services

1. Contract Agreement with Vertidrive

Qatar Shipyard Technology Solutions' focus on adopting technology and incorporating innovations to enhance operations and deliver value-added solutions is underscored by its recent acquisition of Vertidrive robotic machines for blasting of vessels. In commemoration of this purchase, Qatar Shipyard Technology Solutions and Verti drive inked a Contract Agreement that entails training and after-sales support services.

Key highlights of our efforts to deploy technology, enhance operations & deliver value-added solutions to clients:

Implemented SA 2.0 & 2.5 blasting using robots on vessels hull with conventional & silicon paint, since July 2023. Safety benefits achieved through the use of robots for blasting are:

- Reduced risk of operator working at height
- Reduced exposure of operator to physical, chemical & ergonomic hazards
- Relocated operator away from line of fire during blasting operation
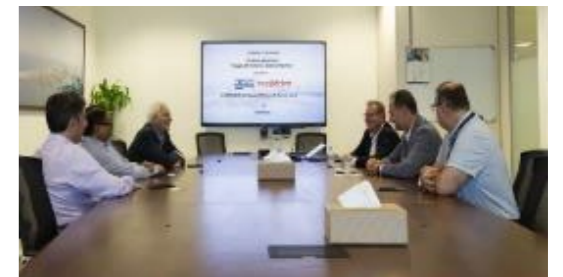
2. Collaboration on Structural Maintenance, Repair, Overhaul & Services

Qatar Shipyard Technology Solutions and Kongsberg Maritime Services (KMS) LLC signed a Memorandum of Understanding (MoU) that establishes the framework for structural collaboration in maritime engineering services, vessel maintenance, repair and overhaul, offshore and subsurface products and services, ship conversions (refit/retrofits) and vessel system spare parts.

The MoU also facilitates future collaboration in opportunities related to LNG/LPG safe shipping operations and new technologies for energy-efficient marine and offshore operations.

3. Service Agreement with HSD

Qatar Shipyard Technology Solutions has formalized a service agreement with HSD, one of the world's foremost diesel engine makers. The agreement highlights Qatar Shipyard Technology Solutions' commitment to further improve its operational efficiency and support for main engine (2-stroke) maintenance work services in collaboration with a reputable international partner.

The agreement also paves the way ahead for future cooperation on maintenance of dual fuel engines (ME-GI, MEGA & X-DF) and the joint pursuit of regional and international business opportunities.

4.2 CLIMATE CHANGE AND EMISSIONS TO AIR (continued)

NSW Environmental Objectives and Target – 2023

Objective	Target	Measures
To ensure that environmental aspects of activities and services are controlled and mitigated so that there is no potential for adverse impact on the environment	1. Reduce fuel consumption by 2.5%	1. Continue installing GPS tracker/monitoring system to control vehicle movement 2. Advance planning of tasks for efficient and economic logistics arrangement 3. Crew arrival and departure on selective days during the week – reducing transport requirements 4. Reducing vessels' standby/slow steaming time 5. Avoid aggressive maneuvering while on operation 6. Vessels to use economical steaming while demobilizing 7. Coordinated with QatarEnergy for additional shore power installations for vessels while alongside 8. Use public transportation 9. Monitor preventive maintenance schedule will increase fuel economy
	2. Reduce electricity consumption by 1.5%	1. Make use of LED lights 2. Run AC at room temperature and reduce cooling outside office hours 3. Switch off lights, electrical appliances outside the office hours 4. Unplug the cable from the socket when not in use 5. Utilizing renewable energy
	3. Reduce waste/garbage generation by 2.5%	1. Eliminate the single-use plastic water bottle 2. Eliminate the single-use plastic utensils 3. Eliminate the use of paper cups 4. Improving staff knowledge and skills through competence, training, and awareness 5. Bring a refill bottle 6. Purchase products with simple or little packaging, such as reusable over single-use packaging to deliver provision on board 7. Reduced printing

4.3 Energy Efficiency and Water Consumption

Energy Efficiency

Management Approach and Progress

Aligned with Nakilat's overarching business principles, we consistently explore avenues to diminish the environmental impact of our operations, products, and services. Our commitment extends to operating all managed ships in the most energy-efficient and secure manner possible.

We have effective procedures and an energy efficiency work group that enable us to identify the environmental aspects relevant to our business activities, products, and services. These procedures guide us in controlling and determining the best practices for the environment, considering a life cycle perspective.

The aspects (interaction with the environment) and impacts (any change to the environment) of Nakilat's core business activities are assessed and appropriate operational controls are established to introduce opportunities for improvement. To ensure the effective implementation of policies and procedures, monitoring processes are in place to check and measure the efficiency of our controls. The environmental goals and targets are set by the management and monitored/reviewed regularly. The company communicates the identified significant environmental aspects among the various levels and functions of the company, as required.

Ship Energy Efficiency Management Plan (SEEMP)

Each vessel maintains and complies with a SEEMP. SEEMPs are developed as ship-specific plans by Nakilat and approved by Class, which seeks to improve every ship's energy efficiency through planning, implementation, monitoring, self-evaluation, and improvement. These components play a critical role in the continuous cycle of improvements that lead to effective ship energy efficiency management.

Fleet energy targets are set during the scheduled annual management review. Depending on vessel type, trade pattern and each vessel's operational profile, a set of measures is adopted to meet the set KPIs.

Some of the operational energy efficiency measures implemented for Nakilat's fleet are:

- Voyage management in close cooperation with charterers
- Cargo conditioning management
- Trim optimization
- Weather routing
- Engine power limitation (EPL)

Environmentally Friendly and Higher Performance Hull Coating Systems

Following a continuous advanced voyage performance analysis of an upgraded coating system trialed over five years on one ship, the hull fouling was found to be very limited, resulting in only 1.5% speed loss over five-year period without hull cleaning. All Nakilat's LNG vessels' hulls have been coated with this upgraded coating system since 2012.

Enhanced and Integrated Hull Performance Monitoring

Nakilat's integrated hull performance monitoring regime was enhanced in line with the ISO 19030: Ships and Marine Technology standard on performance monitoring. Existing onboard performance monitoring equipment was first upgraded to ensure timely recording and forwarding of data to shore at established intervals for selected performance parameters. Shore analysts produce either monthly or per-voyage performance monitoring reports primarily focusing on emissions related performance. Guided by the performance reporting, the vessels' hull scrubbing, and propellers polish can then be decided and documented. An average hull clean and propellers polish intervals were established and implemented using the most advanced ocean-friendly remotely operated vehicle (ROV) system as soon as the performance deteriorated to a predetermined set point.

4.3 Energy Efficiency and Water Consumption (continued)

Innovative Remote Operated Vehicle (ROV) Solutions

In addition to the established hull performance monitoring process, Nakilat in collaboration with Ras Laffan Industrial City (RLIC), QatarEnergy and the Ministry of Environment and Climate Change, has worked to assess the viability of introducing an innovative means of hull cleaning within the Qatari territorial waters and port facilities. The ROV system comprises of a high-pressure water jet and vacuum to collect debris, associated with an on-barge separation system to collect the fouling without adverse impact on the environment. This environmental permit was granted, and the system has proven successful within the Ras Laffan port limits.

Fleet Digitalization

Innovations in technology have the potential to enhance safety and efficiency at sea. The rapid and dynamic growth of technologies in recent years have opened up numerous opportunities in adaptation to systems onboard vessels.

Nakilat is in the process of digitalizing its fleet and installing relevant hardware, which will facilitate the transmission of data from ship to shore in near real time, a task that is mostly completed. This data can be used for decision making and enhanced monitoring, control, quality assurance and verification. Where digitalization will provide a platform structure to build upon, some immediate areas of interests are:

- Automate reporting (Environmental, contractual, routine etc.) and reducing manual input and/or duplication.

- Performance optimization via performance monitoring and where required timely hull and propeller cleaning.

- Technology evaluation for novel technologies and pilot projects

- Vessel routing and voyage optimization

Joint Development Project CO_2 Capture Onboard LNG vessels

Nakilat is collaborating with a major LNG shipping company, a major classification society and a leading South Korean shipyard to work on the next generation of carbon capture systems. This initiative aims to enhance emissions treatment for LNG vessels and contribute further to the classification society rules governing funnel emissions treatment.

Propeller Super-Polish and Edge Modification

Our twin-engine, twin-propeller LNG vessels were delivered with coated propellers, which experienced fouling similar to the hull during operations. An independent study was conducted in the past to determine the root cause of premature overloading of the engines in slight sea conditions, as increased fuel consumption had been observed to achieve the vessels' design revolutions per minute. After due diligence and consultation with the original manufacturers and industry experts, a decision was made to trim the propellers, remove the propeller coating and super-polish the surfaces to further improve vessel performance. Upon recommendation, vessels underwent propellers blade edges modification to 'lighten' the propellers, a process also known as increasing LRM (Light Running Margin). Adequate LRM indicates better propeller performance. These refits ensure that our vessels operate more efficiently with lower fuel consumption to achieve the design speed. For some vessels, this was accomplished while the vessel was in service through utilization of certified underwater diving companies. Meanwhile, for other vessels, this has been carried out during their routine dry docking.

Accommodation Block Heat Insulation

The company started a pilot project in 2022 to implement reflective coating on the monkey island to reduce the temperature within the accommodation and reduce air conditioning/heating energy consumption. The project was successful and reflective coating will be applied across the fleet and included as a standard requirement in the new sea stock contract.

LED Lights Installation

The company is gradually replacing all lights in the engine rooms, accommodation, and deck with LED lights.

Qatar Shipyard Technology Solutions: Power Demand Protocols

There are maximum demand level requirements agreed upon and set within the bulk supply agreements for power from the national government supplier, Kahramaa.

In 2023, Qatar Shipyard Technology Solutions exceeded the maximum demand level by 1.05 MW in one month due to project load requirement, marking a notable improvement over 2022.

To manage high consumption/demand assets like the two dry docks and the floating dock, Nakilat has implemented management control protocols to prevent simultaneous operation, which could lead to overconsumption.

KPIs (Shipping)

Energy	2021	2022	2023	Scope
Energy consumption				
Total fuel consumption within the organization from non-renewable sources (GJ)[11]	73,847,933	80,204,392	73,483,670	
Total fuel consumption within the organization from renewable sources (GJ)	0	0	0	
Total energy consumption within the organization (GJ)	73,847,933	80,204,392	73,483,670	Shipping
Energy intensity				
Energy intensity ratio[12] (GJ/Nm)	15.79	14.90	14.66	
Organization-specific metric chosen to calculate the intensity ratio: Total Sailing Distance[13] (Nautical Mile [Nm])	6,579,066	7,378,156	6,880,562	

Note: This data represents our entire shipping fleet (in-house and joint ventures).

11. This is only shipping data under scope 1. Types of fuels included within figures: HFO, MGO, LNG
12. For SHIPS: Energy Intensity = Total Energy/ Total sailing Distance. Intensity is declared in total
13. Total sailing distance SASB (TR-MT-000.B). Equity Share doesn't apply to distance sailed

4.3 Energy Efficiency and Water Consumption (continued)

KPIs (Non-Shipping)[14]

Energy	2021	2022	2023	Scope
Electricity consumption				
Total electricity consumption (kWh) Corporate	1,169,485	1,067,695	1,046,100	
Total electricity consumption (kWh) Qatar Shipyard Technology Solutions	69,400,000	72,830,000	78,470,000	
Total electricity consumption (kWh) QFAB	6,505,700	8,173,611	12,045,170	
Total electricity consumption (kWh) NSW	1,956,150	2,260,278	1,651,200	
Total electricity consumption (kWh) Corporate, Qatar Shipyard Technology Solutions, QFAB and NSW	**79,030,635**	**84,331,584**	**93,212,470**	
Total electricity consumption (GJ) Corporate	4,210	3,844	3,766	
Total electricity consumption (GJ) Qatar Shipyard Technology Solutions	249,840	262,188	282,492	
Total electricity consumption (GJ) QFAB	23,418	29,425	43,363	
Total electricity consumption (GJ) NSW	7,042	8,137	5,944	
Total electricity consumption (GJ) Corporate, Qatar Shipyard Technology Solutions, QFAB, NSW	**284,510**	**303,594**	**335,565**	
Fuel consumption				
Total fuel consumption (GJ) Corporate	329	190	339	
Total fuel consumption (GJ) Qatar Shipyard Technology Solutions	43,147	55,190	88,647	
Total fuel consumption (GJ) QFAB	333	5,297	60,723	
Total fuel consumption (GJ) NSW	315,385	327,182	345,042	
Total electricity consumption (GJ) Corporate, Qatar Shipyard Technology Solutions, QFAB, NSW	**359,194**	**387,859**	**494,751**	Non-Shipping
Total energy consumption (electricity + fuel)				
Total energy consumption (GJ) Corporate	4,539	4,034	4,105	
Total energy consumption (GJ) Qatar Shipyard Technology Solutions	292,987	317,378	371,139	
Total energy consumption (GJ) QFAB	23,751	34,722	104,086	
Total energy consumption (GJ) NSW	322,428	335,319	350,986	
Total electricity consumption (GJ) Corporate, Qatar Shipyard Technology Solutions, QFAB, NSW	**643,705**	**691,453**	**830,316**	
Energy intensity[15][16]				
Energy intensity ratio (Electricity + Fuel consumption (GJ) / per employee) Corporate	16.5	16.1	14.30	
Organization-specific metric chosen to calculate the intensity ratio (average number of employees) Corporate	275	250	287	
Energy intensity ratio (Electricity + Fuel consumption (GJ) / employee Qatar Shipyard Technology Solutions	225.4	200.1	220.3	
Organization-specific metric chosen to calculate the intensity ratio (average number of employees) Qatar Shipyard Technology Solutions	1,300	1,586	1,685	
Energy intensity ratio Electricity + Fuel consumption (GJ) / per employee QFAB	349.3	108.9	73.35	
Organization-specific metric chosen to calculate the intensity ratio (average number of employees) QFAB	68	319	1,419	
Energy intensity ratio (Electricity + Fuel consumption (GJ) / per employee) NSW	942.8	986.2	1,032.3	
Organization-specific metric chosen to calculate the intensity ratio (average number of employees) NSW	342	340	340	
Total energy intensity ratio (Electricity Consumption + Fuel (GJ) / per employee) Corporate, Qatar Shipyard Technology Solutions and QFAB and NSW	**324.3**	**277.1**	**307.9**	
Organization-specific metric chosen to calculate the intensity ratio (average number of employees) corporate, Qatar Shipyard Technology Solutions, QFAB, NSW	2,016	2,495	3,731	

Reduction of energy consumption	2021	2022	2023	Scope
Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives (fuel and electricity)				
Total energy reductions (GJ) Corporate	2,363	12,256	12,256	
Total energy reductions (GJ) Qatar Shipyard Technology Solutions	16,804	16,804	17,111	
Total energy reductions (GJ) QFAB	24,048	n/a	n/a	Non-Shipping
Total energy reductions (GJ) NSW	n/a	n/a	n/a	
Total energy reductions (GJ) Corporate, Qatar Shipyard Technology Solutions, QFAB and NSW	43,112	29,060	29,367	

Electricity sold	2021	2022	2023
Total electricity sold (GJ)- (Qatar Shipyard Technology Solutions)*	25,029	15,930	18,915

*Electricity sold to vessels in dock via metered connections

14. This is only non-shipping data under scope 1. Types of fuels included within figures: Diesel (Density-0.8213) and LPG (Conversion Factor-MJ to KG: 1 MJ = 0.02 Kg of LPG).
15. All energy intensity ratios represent electricity and fuel usage, except for QFAB and NSW (see below).
16. Energy intensity ratio has been restated in GJ/No. of employee for alignment.

WATER CONSUMPTION

4.3 Energy Efficiency and Water Consumption (continued)

Management Approach and Progress

Shipping

Operating in a water-stressed region, Nakilat, guided by its 'commitment to environment,' strives to minimize water consumption through effective management for the benefit of our operations, the environment, and the community. Additionally, we align with the Qatar Climate Change action plan 2030, actively exploring key areas of opportunity to ensure sustainable and integrated water resource management for the well-being of our country and company.

Nakilat adopts a responsible and prudent approach to water consumption. Our vessels do not withdraw or discharge any fresh water, nor do they consume water from a third party. Fresh water is produced on board from waste heat energy and water is discharged back into the sea through treatment systems. Water fountains are installed onboard we have discontinued single-use plastic water bottles. Furthermore, water samples are regularly collected ashore for analysis to ensure quality onboard.

Non-Shipping

Potable water for domestic use is supplied by Kahramaa to Nakilat's office, via Ras Laffan industrial city infrastructure controlled by QatarEnergy. All sewage water is discharged into the Municipal sewage system in accordance with Ministry of Environment and Climate Change regulations. QatarEnergy provides treated industrial water for the use of Nakilat's operating units to use in industrial processes. Industrial water runoff within the docks is treated via our Contaminated Water Treatment Plant (CWTP).

At Qatar Shipyard Technology Solutions, our CWTP plant ensures that contaminated water generated from vessel washing at the dry docks is filtered, purified, and tested for compliance with guidelines established by Qatar's Ministry of Environment and Climate Change before being discharged into the sea, as required by the consent to operate (CTO) certificate. Qatar Shipyard Technology Solutions also submits quarterly reports of CWTP treatment to the Ministry of Environment and Climate Change.

KPIs (Shipping)

Water	2021	2022	2023	Scope
Water withdrawal and discharge[17]				
Total seawater withdrawal (megaliters)	25,056	24,959	22,398	Shipping
Total seawater discharge (megaliters)	25,056	24,959	22,398	

Note: This data represents Nakilat's entire fleet. The reported data are aggregated values from wholly owned and JV vessels for seawater used for ballasting the vessels. The figure for ballast water usage suggests that it has been treated in accordance with IMO ballast water convention D2 for vessels equipped with a treatment system. As for vessels awaiting installation of such a system, ballast water replenishment has been conducted through exchange during the voyage, aligning with IMO ballast water convention D1. The same quantity of seawater that is loaded in discharge ports is discharged afterwards in loading ports. Only seawater for ballasting is discharged. Calibrated remote sounding system and approved ballast tank tables have been used to calculate ballast water quantities declared. Seawater salinity and density is determined from international oceanographic tables.

At NSW (Nakilat SvitzerWijsmuller), we encourage all harbour operation vessels and shore staff to participate in campaign aimed at reducing water consumption by implementing the following measures and initiatives:

- Use water-efficient appliances: Water-efficient faucets and showerheads in vessel accommodations can help reduce water consumption significantly. These appliances are designed to use less water without sacrificing performance. It's important to ensure that all appliances are in good working order, and any leaks are promptly repaired to avoid wasting water.

- Limit water usage or turn off the taps when you are not using them. Encourage crew members to be mindful of their water usage habits. Simple actions, such as turning off the water when brushing teeth or washing dishes, can go a long way in reducing water consumption. When possible, wash dishes in a basin rather than running the water continuously.

- Only run washing machines when full: Running these appliances when they are only partially full wastes water and energy.

- Use seawater for non-potable purposes: Utilize seawater for non-potable purposes such as flushing toilets and washing decks. This can significantly reduce freshwater usage

- Educate all crew members on water conservation: Ensure that all crew members are aware of the importance of water conservation and understand how they can contribute to this effort. Simple steps such as fixing leaks, turning off the water when not in use, and reusing water can have a significant impact on water conservation efforts.

17. Nore: Seawater data for the mentioned years have been restated in 'megaliters' than earlier shown unit of 'Tons'.

KPIs (Non-Shipping)

Water	2021	2022	2023	Scope
Water consumption				
Freshwater/ Potable water consumption (megaliters) Corporate	0.61	1.28	1.32	
Freshwater/ Potable water consumption (megaliters) NSW	11.49	11.58	11.59	
Freshwater/ Potable water consumption (megaliters) Qatar Shipyard Technology Solutions	304	444	353	Non-shipping
Freshwater/ Potable water consumption (megaliters) QFAB	33.6	53.4	104.9	
Total Freshwater/ Potable consumption	**350**	**510**	**471**	
Industrial water consumption (megaliters) Qatar Shipyard Technology Solutions	100	41	163	
Industrial water consumption (megaliters) QFAB	0.03	0.00	0.00	

*Water is supplied by Kahramaa, a third-party.

4.4 OCEAN HEALTH AND BIODIVERSITY
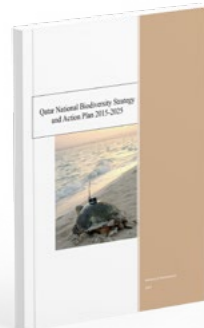
Management Approach and Progress

Biodiversity holds a pivotal role in Qatar's heritage, culture, and future, serving as the bedrock for food security and sustainable agriculture development. Nakilat is actively engaged in the preservation of biodiversity in collaboration with private and public stakeholders, actively participating in initiatives to safeguard ocean health and biodiversity. Aligned with its 'commitment to environment' and robust policies/procedures, Nakilat adheres to Qatar's national biodiversity strategy and action plan which is rooted in the Qatar National Vision 2030. This strategic approach aims to prevent, minimize, and mitigate potential damage to ecosystems while simultaneously adapting biodiversity to the challenges posed by climate change.

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Spill Management

Oil and chemical spills may occur from many different sources and activities in the shipyard and ships, such as the oil discharged from vessels, facility maintenance, blasting and painting operations, yard's machinery, and mobile equipment operation and maintenance, as well as administrative processes. To mitigate this risk, Nakilat has developed oil and chemical spill contingency plans covering the entirety of our vessels; operations and the activities at Qatar Shipyard Technology Solutions. These plans detail ways to minimize the potential harm of oil and chemical spills to people and the environment by ensuring timely and coordinated responses. All JVs have developed an emergency preparedness procedure in alignment with these plans. There are seven spill kits of different sizes located in strategic places around the whole yard inspected every month and replenished as and when necessary. Throughout the year 2023, we have not recorded any spills.

Nakilat Fleet

Nakilat fleet of vessels have ship specific, and Class approved Shipboard Oil pollution Emergency Plan (SOPEP). USCG approved Nontank Vessel Response Plan (NTVRP), Vessel General Permit (VGP) and contracts with National Response Corporation (NRC) and with Oil Spill Response Organization (OSRO) for spill management.

Ballast Water Treatment System (BWTS)

In order to meet the recommendations of the IMO assembly resolution A.868(20), 'Guidelines for the control and management of ships' ballast water to minimize the transfer of harmful aquatic organisms and pathogens', Nakilat's fleet of vessels have ship-specific ballast water management plan(s), approved by Class. Nakilat is 100% compliant with the ballast water management system (BWMS) Convention. Newbuild vessels were fitted with a BWTS at the shipyard, and BWTS systems are being retrofitted to existing ships.

Low Sulphur Fuel Selection

Nakilat complies with sulphur emissions caps of IMO 2020 by using lower sulphur fuels rather than employing exhaust gas scrubber systems which have the potential to increase pollutant discharges to the ocean environment.

NSW – Life Below Water

Nakilat has proper disposal of waste and discharges procedure in place. This helps in ensuring that all shipboard generated garbage, domestic waste, food waste, paint and chipping waste, bilge waste and waste of oil products (oil filters and rags) are disposed of in a controlled, safe, and legal manner. Nakilat monitors various garbage, waste, bilge, and sewage amounts on a monthly basis through the monthly environmental report, which contributes to our yearly sustainability reporting. Each vessel must carry a poster/placard informing the ship's crew about disposal of waste at sea. Such information must be placed in visible spots close to crew accommodation, in the galley and in areas where waste is handled. Vessels of 100 gross tonnage (GT) and above have a 'garbage management plan' that complies with MARPOL Annex V, effective from January 2013. However, if the tugs operate in national waters and are exempt from the national requirements for a 'garbage management plan' then it may not be necessary. NSW vessels operating in Qatari territorial waters, use potable fresh water for ballasting purposes and all vessels exceeding 400 GT obtain a Ballast Water Management (BWM) exemption certificate from local flag state authority).

Qatar Shipyard Technology Solution's Marine Water Quality Monitoring to Protect Ocean Health

Qatar Shipyard Technology Solutions conducts water quality monitoring at five locations along its shore. Water samples from each location are tested for the same parameters such as Total Suspended Solids (TSS) and pH value. On average, Qatar Shipyard Technology Solutions' TSS value has not exceeded 5.0 mg/l when compared to the Ministry of Environment and Climate Change limit of 35 mg/l. Additionally, Qatar Shipyard Technology Solutions pH value has consistently remained within the range of 6-9, as per Qatar's MME regulation.

The full lists of limits are as follows: pH - 6.5 - 9.0; TSS - 400 mg/l; TDS - 1750 mg/l; BOD - 260 (average) – 400(max) mg/l; COD - 760 mg/l; Oil and Grease - <10 mg/l; NH3-N- 40 mg/l.

4.4 OCEAN HEALTH AND BIODIVERSITY (continued)

KPIs (Non-Shipping)

2023 Objectives and Targets Qatar Shipyard Technology Solutions:

EMP* Risk Focus Areas	Objective	Target	Negative Environmental Impact Mitigation Measures
Environmental Impact Assessment (EIA)	To ensure that environmental aspects of activities, products and services from the company are controlled and mitigated so that there is no potential for adverse impacts on the environment	(a) To have zero high environmental impact rated operational activities (b) To reduce environmental impacts of high and medium rated activities to as low as reasonably achievable	(a) EIA - covers all activities per production section (b) HSSE audit - conducted annually for each production section Reference for (a) • IMS-HSSE-P-0003, identification and analysis of environmental aspects and impacts procedure • IMS-HSSE-F-0014, environmental aspects and impacts identification and assessment form
Discharges to Sea	To filter waste/ contaminants of water from dry docks 1 and 2	To maintain the discharged water at environmentally acceptable / regulatory limits as per Ministry of Environment and Climate Change	(a) Contaminated water from dry docks and phase 5 washing bay undergo - regular treatment at the Contaminated Water Treatment Plant (CWTP). Within the CWTP contaminated water is processed through several stages of purifications. (b) Treated water - prior to discharge, samples are sent to third-party laboratories for verification of water constituents. Treated water is discharged to the sea only if the results are within the regulatory limits. (c) Environmental monitoring report - quarterly monitoring requirements and respective limits are prescribed by the Ministry of Environment and Climate Change and stated in the consent to operate license granted to the shipyard.
Marine Water Monitoring	To monitor marine water quality at different locations	To ensure concentrations of pH and total suspended solids of the marine water are within the Ministry of Environment and Climate Change regulatory limits	(a) Vessels are under RLC and Qatar Shipyard Technology Solutions regulations – no discharges allowed to sea other than treated ballast water. (b) Vessel activities produce pollutants that can contaminate marine environment and docks. Within the dry docks, all liquid and semi-solid discharges are contained within incorporated systems of the docks which either treat or hold pollutants for collection. (c) Waste disposal requirements - managed via licensed waste management contractors. (d) Environmental monitoring report - quarterly monitoring requirements and respective limits are prescribed by the Ministry of Environment and Climate Change and stated in the consent to operate license granted to the shipyard.

Qatar Shipyard Technology Solutions only, *Environmental management plan

Description	Target / KPI	2022 Performance
Marine Water Quality Monitoring at Different Locations To ensure concentrations of pH and total suspended solids (TSS) of marine water are within the Ministry of Environment and Climate Change regulatory limits	Levels should not cross: TSS = 35 (mg/l)	TSS = <5 (mg/l)*
	pH: 6 - 9	pH = 8.0*
Contaminated Water Treatment To ensure that contaminated water from dry docks 1 and 2 are filtered of waste/contaminants before the water is released back into the sea	pH: 6 - 9	pH: 8.4*
To maintain the discharged water at environmentally acceptable/regulatory limits as per the Ministry of Environment and Climate Change	BOD: 50	BOD: 27*
	COD: 150	COD: 109.5*
	TSS: 50	TSS: <5*
	Oil and grease: 10	Oil and grease: <1*
To ensure that contaminated water from dry docks 1 and 2 are filtered	Cd: 0.1	Cd: <0.02*
To maintain the discharged water at environmentally acceptable/regulatory limits as per the Ministry of Environment and Climate Change	Pb: 0.1	Pb: <0.01*
	Ni: 0.5	Ni: 0.04*
	Cu: 0.5	Cu: 0.09*
	Cr: 0.2	Cr: <0.10*
	Fe: 1	Fe: 0.10*
	Mn: 0.05	Mn: <0.01*
	Phosphate: 30	Phosphate: 3.8*
	Sulfide: 0.1	Sulfide: <0.1*

Qatar Shipyard Technology Solutions only. Note*: Monitoring requirements and the respective limits are prescribed by Qatar's Ministry of Environment and Climate Change and stated in the consent to operate (CTO) license granted to the shipyard.

* PM_{10}, SO_2 and NOX - 99.7% of all daily measurements taken during the period of one calendar year

** CO - 99.8% of all eight (8) hour measurements taken during the period of one calendar year

*** Aromatic hydrocarbon - Ras Laffan Industrial City (RLIC) Standards for non-methane hydrocarbons

**** $PM_{2.5}$ - United States Environmental Protection Agency (USEPA) standards for $PM_{2.5}$

4.4 OCEAN HEALTH AND BIODIVERSITY (continued)

Protecting our Environment

1. Beach Clean-up 2023

On 9 March, 2023, Qatar Shipyard Technology Solutions staff participated in marine life conservation through the 'Turtle Beach Clean-Up' located at Ras Laffan Industrial City (RLIC). The RLIC beach is home to a turtle species which uses the location as its nesting ground. The annual activity is focused on ensuring that the beach could offer a conducive environment for the Hawksbill sea turtles to nest and sustain their species.

2. Tree Planting Drive

On 6 March 2023, Nakilat Shipyard, Qatar Shipyard Technology Solutions staff volunteered for the 'tree planting drive'. The activity sought to develop the Ras Laffan Industrial City (RLIC) boundaries with a 'green belt' of trees, thereby improving the air quality.

The purpose of the trees planted in this zone is to serve as an air purification system which maintains a clean quality of air and provides a degree of cooling to the general air temperature.

This green belt serves to enhance the air quality not only within RLIC but also in the public cities and zones neighboring RLIC.

World Environment Day at Nakilat – QFAB

As a part World Environment Day 2023, employees were briefed about waste segregation, waste skip color codes and importance of plastic recycling. Cleaning activities were carried out and waste were collected in biodegradable bags, total of 1,280 kilograms of waste collected. Spot awards were distributed to the selected employees.

4. ENVIRONMENT (continued)

NAKILAT ESG REPORT **2023**

4.4 OCEAN HEALTH AND BIODIVERSITY (continued)

World Ocean Day at Nakilat – QFAB Facility

As a part of World Ocean Day 2023, employees were briefed about importance of marine ecosystem and impact of pollution on oceans. Beach cleanup activity was carried out at Al-Farkiah beach. Total of 107 kilograms of waste collected in bio-degradable bags. Spot awards given to involved employees.

Beach Cleanup Activity by Nakilat – QFAB (November 2023)

A beach cleanup activity was organized at 'Simaisma Family Beach'. Activity was carried out for an hour and waste was segregated at source as recyclable and food waste.

World Cleanup Day at Nakilat – QFAB Facility

On 'World Cleanup Day 2023', QFAB organized a cleanup activity on outside fence periphery areas. A total of 100+ kilograms of waste collected and disposed appropriately.

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4.4 OCEAN HEALTH AND BIODIVERSITY (continued)

Industrial Awareness Visit to 'Elite Paper Recycling Facility'

As a part of World Cleanup Day 2023 campaign and QFAB's commitment towards improving environmental sustainability, QFAB organized a visit to 'elite paper recycling facility', Doha on September 11, 2023 for raising awareness among its employees on global environmental concerns and importance of waste recycling.

4.5 WASTE MANAGEMENT AND SHIP RECYCLING

Making Ship Recycling Safer with Inventory Hazardous Materials (IHM)

The European Union (EU) pursues an ambitious policy to make ship recycling greener and safer. The EU legislation on Inventory Hazardous Materials (IHM) came into force on 30th December 2020. IHM is a structured system to control hazardous materials onboard ships. Occupational health risks can be identified during ship operations to inform crew, as well as repair and conversion yards about any hazardous materials onboard for incident preparedness and response. This enables advanced planning to ensure that ship decontamination activities must be conducted by trained workers, with appropriate equipment and adequate plans for the removal and disposal of any hazardous materials. Nakilat has obtained the IHM certification and inventory of hazardous material for fleet vessels. Nakilat has also conducted extensive surveys involving the assessment of hazardous materials samples in the laboratories for potential risks.

In addition to all mandatory certifications, our vessels maintain voluntary compliance certification with Hong Kong international convention for the safe and environmentally sound recycling of ships. Compliance with this requirement enables Nakilat to maintain a record of all potentially hazardous materials onboard, which is maintained throughout the operational life of the ships.

Shipping (Onboard) Waste Management

Waste generation, and its subsequent impacts, are associated with domestic waste generated by on board crew during the ship's operational activities, such as plastic, paper, metal, and food waste. The waste is collected onboard and segregated as per the approved vessel's garbage management plan. The data is then reported on the vessel's flag approved garbage logbook maintained onboard.

All the waste generated onboard our vessels is segregated before being disposed of ashore at an approved facility. Only a fraction of this waste is incinerated onboard in an IMO-approved incinerator. All fleet vessels are equipped with garbage compactors to reduce the volume of waste being disposed of ashore.

Non-Shipping Waste Management

Nakilat has made conscious efforts to reuse and recycle waste where possible to reduce the amount of waste generated or disposed. There are seven major types of waste generated by Nakilat and its local joint venture partners' operational activities, which are categorized as general, wood, food, hazardous, metal, paper, electrical/electronic waste. Nakilat has a contractual agreement with approved local contractors for the transportation and disposal of all types of waste. Recycling practices are in line with the Qatar regulatory requirements.

At Qatar Shipyard Technology Solutions, all major blasting activities are conducted at graving docks and floating dock; grit blasting is suspended during high wind speed conditions above 25 knots to prevent the spread of grit dust. When grit blasting is performed on small vessels at the phase 5 washing bay area, wet blasting technique is applied.

For blasting of loose items, outfitting and other small structures, blasting chamber facility is used while onsite blasting operation of small items requires encapsulation of the full structure along with engineering controls - dust collector, dehumidifier and vacuum machine that are mandatory, as open blasting is not allowed.

Qatar Shipyard Technology Solutions has a contract with a Ministry of Environment and Climate Change- approved waste treatment factory for collection and disposal of waste. As per the contract, the contractor is required to collect, transport, and dispose waste as per established local authority regulations. The respective persons in charge of Qatar Shipyard Technology Solutions sections are responsible for daily waste collection at shipyard and coordination activities with the third-party contractors for waste disposal.

All wastewater from vessels washing at the shipyard is treated via the shipyard's contaminated water treatment plant and returned to the sea within the regulatory limits. Monitoring of environmental parameters are performed for treated water, seawater, drinking water and air quality. All analyses are performed and validated by third party contractors. All contractors to the company are pre-audited and assessed based on set criteria covering necessary environmental certifications and compliance.

4. ENVIRONMENT (continued)

4.5 WASTE MANAGEMENT AND SHIP RECYCLING (continued)

QFAB has implemented a waste management plan to specify a waste management system for all QFAB processes that produce waste to ensure that the waste is effectively controlled, handled, transported, and responsibly disposed to protect and safeguard the environment and to further reduce the risk of current and future liabilities. In all instances and in line with the QHSES policy and procedures, the most environmental-friendly approach will be utilized as far as reasonably practicable.

NSW has implemented initiatives such as eliminating the use of single-use plastic water bottles and instead providing all employees with dedicated approved drinking bottles. At NSW , all shipboard generated garbage, domestic waste, food waste, bilge waste and waste oil products are recorded and disposed in a controlled, safe and legal manner. In 2023, NSW launched new strategy which reflects its ambition to reinvent company once again, as it delivers on the changing demands of its customers and continue to build a safe, inclusive, and truly diverse workplace in which we can all perform, thrive, and grow. NSW is set out to further strengthen Nakilat and its partner Svitzer's position as the global leader in sustainable marine services.

In accordance with MARPOL Annex V, Garbage Management Plan are implemented onboard NSW vessel which provide guidance to the Master and crew on board the vessels on the procedures for collecting, storing, processing and disposing of garbage, including the use of the equipment onboard. All vessels are equipped with adequate garbage storage in the designated color codes, fire retardant bins for different types of waste generated onboard vessels. Proper guidance has been provided to crew on vessel in the form of placards/poster on garbage disposal.

NSW always ensures compliance with OVMSA (offshore vessel management and self-assessment) in the fleet and additionally drives awareness coaching sessions with crew to ensure compliance with garbage management plan and international/local maritime regulations. To verify the regulatory compliance, vessels are audited regularly by internal and external authorities.

KPIs (Shipping):

Waste	2021	2022[18]	2023	Scope
Waste generated				
Total weight of waste generated (m3), and a breakdown of this total by composition (CAT[19]) of the waste[20]	**Total= 6,879 m3** Cat 1= 1,939 m3 Cat 2= 326 m3 Cat 3= 2,199 m3 Cat 4= 161m3 Other= 2,254 m3	**Total= 7,805 m3** Cat A= 1,984.08 m3 Cat B= 334.67 m3 Cat C= 2,534.57m3 Cat D= 1.20 m3 Cat E= 127.66 m3 Others= 2,823 m3	**Total= 10,056m3** Cat A= 2,638.86 m3 Cat B= 427.39 m3 Cat C&F= 3,162.37m3 Cat D= 1,003.38 m3 Cat E=203.01 m3 Others = 2,621.33 m3	
Waste disposal				Shipping
Total weight of waste directed to disposal in cubic meter, and a breakdown of this total by composition of the waste[21]	**Total= 6,879 m3** Cat 1= 1,939 m3 Cat 2= 326 m3 Cat 3= 2,199 m3 Cat 4= 161m3 Other = 2,254 m3	**Total= 7,805 m3** Cat A= 1,984.08 m3 Cat B= 334.67 m3 Cat C = 2,534.57 m3 Cat D= 1.20 m3 Cat E=127.66 m3 Others=2,822.86 m3	**Total= 10,056m3** Cat A= 2,638.86 m3 Cat B= 427.39 m3 Cat C&F = 3,162.37m3 Cat D= 1,003.38 m3 Cat E=203.01 m3 Others = 2621.33 m3	
Incineration onsite (without energy recovery) (m3)	1,061 m3	1,545 m3	2,034 m3	
Total waste disposal offsite (m3)[22]	5,818 m3	6,261 m3	8,022 m3	

Note: This data represents our entire shipping fleet

18. 2022 onwards-garbage on ships are classified into the following categories as per MARPOL Annex IV:
    - Category A: Plastics
    - Category B: Food Waste
    - Category C: Domestic Waste
    - Category D: Cooking Oil
    - Category E: Incinerator Ashes
    - Category F: Operational Waste
    - Category I: E-Waste
19. Until 2021-garbage on ships is classified into the following categories (Cat): 1-Plastics; 2- Floating dunnage, lining, and packing material; 3- Ground down paper products, rags, glass, metal bottles, and crockery; 4-Domestic waste; 5- Incinerator ash; 6- Normal paper products, rags, oily rags, glass, and metal scrap; 7-Operational waste; 8- Animal carcasses onboard livestock carrier; 9- E-waste; 10- Cooking oil waste produced in the galley; 11- Cargo residues onboard ships carrying solid cargo in bulk which are not harmful to the marine environment (Non-HME); 12- Cargo residues onboard ships carrying solid cargo in bulk which are harmful to the marine environment (HME); Others' encompass all what is not listed between Cat 1 and Cat 12.
20. Total waste (disposed to sea + incinerated + landed ashore) in m3. Data provided in cubic meter and not in tons as reported by the vessels and approved by the flag state.
21. Bilge doesn't fall under garbage requirement.
22. The rest of the segregated waste is disposed to an approved shore facility for processing.

KPIs (Non-Shipping)

Waste	2021	2022	2023	Scope
Waste generated				
Total weight of waste generated (m3 or Tons), and a breakdown of this total by composition (CAT[23]) of the waste - Qatar Shipyard Technology Solutions	**Total= 19,200 m3 and 9,681 tons** Cat A, B, C & F (General)= 13,566 m3 Cat C & F= 3,520 m3 Cat C & F= 3,077 tons Cat I= 22.86 tons Other= 2,114.16 m3 Other= 6,581.36 tons	**Total: 19,054 m3, 34,492 tons and 1,195,790 gallons** Cat A, B= 14,434 m3 Cat C= 4,620 m3 Cat F= 2,301 tons Cat I= 25.13 tons Other= 211.15 tons Other= 31,836 tons Other= 118.51 tons Other= 1,195,790 gallons	**Total: 67,782 m3 and 42,346 tons** Cat A, B= 14,623 m3 Cat C & F= 5,060 m3 Cat C & F= 3,384 tons Cat I= 13.07 tons Other= 38,949 tons Other= 48,099 m3	
Total weight of waste generated (m3 or Tons), and a breakdown of this total by composition (CAT) of the waste – NSW	**Total= 125.11 m3** Cat C & F (General)= 30.691 m3 Cat A (Plastic)= 9.59 m3 Others (Oily waste) = 84.825 m3	**Total= 173.26 m3** Cat C & F (General)= 57.150 m3 Cat A= 12.783 m3 Others = 103.327 m3	**Total= 240.34 m3** Cat C & F (General)= 73.249 m3 Cat A= 21.341 m3 Others= 145.750 m3	
Total weight of waste generated (m3 or Tons), and a breakdown of this total by composition (CAT) of the waste – QFAB	**Total = 18.88 tons & 264 Gallons** Hazardous waste= 2.16 tons CAT A & B (General)= 10.785 tons Cat C & F= 5.94 tons Other (Oily waste) = 264.0 gallons	**Total = 786.61 tons** CAT A & B (General)= 158.652 tons Cat C & F= 627.957 tons	**Total= 4,264.54 tons** Cat A= 29.5 tons Cat B= 188.65 tons Cat C= 3,987.849 tons Others= 5.04 tons Others= 50.17 tons Cat I= 8.63 tons	Non-Shipping
Total weight of waste generated (m3 or Tons), and a breakdown of this total by composition (CAT) of the waste - Corporate	**Total = 0.59 m3** Cat C&F (General)= 0.56 m3 Cat I = 0.012 m3 Hazardous waste= 0.02 m3	**Total = 0.27 m3** Cat A = 0.27 m3	**Total= 15.57 m3** Cat A= 0.13 m3 Cat C&F= 14.17 m3 Cat I= 1.27 m3	
Waste diverted				
Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste. - Qatar Shipyard Technology Solutions	**Total= 3,100 tons** CAT C & F= 3,077 tons CAT I= 22.86 tons	**Total= 34, 492 tons** Cat F= 2,301 tons Cat I= 25.13 tons Others= 32,166 tons	**Total= 41,964.07 tons** Cat C & F= 3,384 tons Cat I= 13.07 tons Other= 38,567 tons	
Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations - Sold- Qatar Shipyard Technology Solutions	**CAT I= 22.86 tons**	**CAT I= 25.13 tons**	**Cat I= 13.07 tons**	
Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations Sold- Qatar Shipyard Technology Solutions	**CAT C & F= 3,077 tons**	**CAT F= 2,301 tons**	**Cat C & F= 3,384 tons**	

23. Garbage on shore is classified into the following categories (CAT A & B: General; CAT C & F: Wood & metal; CAT I: Batteries; CAT other- spent grit, paint drums, sludge, oily water & oily rags)

4.5 WASTE MANAGEMENT AND SHIP RECYCLING (continued)

Waste Directed to Disposal			
Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste - Qatar Shipyard Technology Solutions	**Total= 19,200.16 m3 and 9,681 tons** Cat A, B, C & F (General)= 13,566 m3 Cat C & F= 3,520 m3 Cat C & F= 3,077 tons Cat I= 22.86 tons Other= 2,114.16 m3 Other= 6,581.36 tons	**Total= 19,054 m3, 34,492 tons and 1,195,790 gallons** Cat A, B= 14,434 m3 Cat C= 4,620 m3 Cat F= 2,301 tons Cat I= 25.13 tons Other= 32165.66 tons Other= 1,195,790 gallons	**Total= 67,782 m3 & 381.50 tons** Cat A, B= 14,623 m3 Cat C & F= 5,060 m3 Other= 381.50 tons Other= 48,099 m3
Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste - NSW	**Total = 125.11 m3** Cat C & F (General) = 30.691 m3 Cat A (Plastic)= 9.59 m3 Others (Oily waste) = 84.825 m3	**Total= 173.26 m3** Cat C & F (General)= 57.150 m3 Cat A= 12.783 m3 Others (Oily waste) = 103.327 m3	**Total= 240.34 m3** Cat C & F (General)= 73.249 m3 Cat A= 21.341 m3 Others (Oily Waste) = 145.750 m3
Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste - QFAB	**Total = 18.9 tons and 264 Gallons** Hazardous Waste = 2.16 tons CAT A & B (General)= 10.785 tons Cat C & F= 5.94 tons Other (Oily waste) = 264.0 gallons	**Total= 786.6 tons** Non-hazardous Waste=786.6 tons	**Total: 4,264.54 tons** Cat A= 29.5 tons Cat B= 188.65 tons Cat C= 3,987.849 tons Others= 5.04 m3 (oily Waste) Others= 50.17 tons Cat I= 8.63 tons
Total waste disposal – landfill (m3 or tons) Qatar Shipyard Technology Solutions	**Total: 17,086 m3 and 6,426 tons** CAT A, B, C & F (General) = 13,566 m3 CAT C & F = 3,520 m3 Other = 6,425.74 tons	**Total: 19,054 m3 and 32,167 tons** Cat A, B & C= 19,054 m3 Other= 32,167 tons	**Total: 67,782 m3 & 382 tons** Cat A, B= 14,623 m3 Cat C & F= 5,060 m3 Other= 382 tons Other= 48,099 m3
Total waste disposal – landfill (m3 or tons) QFAB	**12.94 tons**	**203.15 tons**	**729.95 tons**
Total waste disposal – recycling (m3 or tons) QFAB	**60.22 tons**	**584.30 tons**	**4,870.81 tons**
Total waste disposal –Recycle (m3 or tons) Corporate	**n/a**	**n/a**	**0.30 m3**
Total waste disposal –Recycle (m3 or tons) NSW	**n/a**	**n/a**	**272.03 m3**
Total waste disposal –Recycle (m3 or tons) QFAB	**n/a**	**n/a**	**4,789.56 tons**

2023 Objectives and Targets (Qatar Shipyard Technology Solutions):

EMP Risk Focus Areas*	Objective	Target	Negative Environmental Impact Mitigation Measures
Waste	To ensure that, in accordance with legislation, waste will be managed in a sustainable manner following the waste hierarchy of prevention, reuse, recycling, & disposal to ensure the reduction in waste is sent to landfill.	To maintain baseline waste recycling rate of 80% for recyclable waste.	Waste management plan: a. Contracts - in place with licensed waste contractors to dispose waste at government approved waste treatments centers. b. Scrap metal - sold to interested companies for reuse. c. HSE walkthroughs and environmental inspections - conducted to ensure waste is managed in a sustainable manner. Reference • IMS-HSSE-F-0120, health and safety inspection record • IMS-HSSE-F-0131, environmental inspection report • IMS-HSSE-P-0004, waste management procedure

Qatar Shipyard Technology Solutions only, *Environmental management plan

Materials (Non-Shipping):

Nakilat's facilities do not consume or use raw materials in its operations, given the nature of its business offerings. The recurring materials employed are limited to corporate use or specific material use. Materials are sourced from Original Equipment Manufacturers (OEMs) and other suppliers. These materials, such as paper, are used to support the retail and service nature of the entity operations.

Materials	2021	2022	2023	Scope
Material used by weight and volume				
Paper (kg) - Corporate	1,248	2,515	3,084	Non-shipping
Paper (kg) - Qatar Shipyard Technology Solutions	6,475	9,962	8,008	
Copper Slag (Tons) - Qatar Shipyard Technology Solutions	12,857	40,664	40,627	
Recycled grit output (tons)- Qatar Shipyard Technology Solutions	n/a	n/a	7,990	
Steel (Tons) - QFAB	n/a	18,000	12,809	
Paper (kg) - QFAB	570	5,050	8,283	
Paper (kg) - NSW	n/a	1,400	1,354	

Note: Nakilat office, Qatar Shipyard Technology Solutions, NSW and QFAB data only

Materials that have a high impact on the environment are monitored. Nakilat is constantly exploring more environmentally friendly products/materials where available.

4.5 WASTE MANAGEMENT AND SHIP RECYCLING (continued)

Environmental: internal memo to staff on proper waste segregation

QATAR SHIPYARD
TECHNOLOGY SOLUTIONS
أحواض قطــر للحلــول الــتـقنيــة

Internal Memo

From:	HSSE Department	To:	All Staff
Ref #:	IMS-HSSE-M-STY-2023-002	Date:	11 April 2023
Subject:	Proper Waste Segregation		

This memorandum serves as a stern reminder to all personnel to practice proper waste segregation at all times. Please refer to the table below for reference and adherence.

Skips and Bins

General	Hazardous	Recyclable	Inert
• Food waste and associated packaging • Domestic waste • Textile items	• Contaminated rags/filters/absorbents • Contaminated chemical containers • Contaminated earth/mud/solids • Waste electrical and electronic equipment • Toner & cartridges • Fluorescent Bulbs	• Paper waste • Rubber waste	• Concrete • Construction debris • Uncontaminated Earth • Gravel

Moreover, please be reminded of the following **prohibitions** (excerpt from IMS-HSSE-P-0004 Rev 5 Waste Management Procedure):

- Dumping of waste (solid/liquid/semi-solid) into the port waters, sewage, surface/storm water systems.
- Dumping of waste (solid/liquid/semi-solid) onto the earth/soil unless designated to do so by the competent authority and in compliance with the legislative by laws.
- **Mixing hazardous waste with non-hazardous waste.**
- **Mixing of metal waste with general/domestic/hazardous waste.**
- **Indiscriminate dumping/mixing of significant quantities of recyclable waste with general/domestic waste.**
- Burning of waste (solid/liquid/semi-solid).
- Dumping of food waste without suitable means of containment whereby the waste is open and freely accessible to pests.
- **Discarding live cigarettes into non-designated waste bins/skips.**
- Holding of hazardous waste within the yard for an extended period without valid justification.
- Holding of any waste within the yard which contaminates or has the potential to contaminate the environment.

Everyone shall comply with the above to protect the environment and prevent any undesired events. Any non-compliance shall be dealt with strictly and accordingly.

Section/Department Managers and Heads must ensure that their respective employees are made fully aware and have understood this memorandum to ensure strict compliance.

Best Regards,

Anthony Potter
Senior HSSEQ Manager
cc: CEO, COO

Nakilat - Keppel Offshore & Marine (N-KOM) / Head Office: Erhama Bin Jaber Al Jalahma Shipyard, Ras Laffan Industrial City
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HSSE ALERT — ENVIRONMENT — CHEMICAL CONTAINMENT

HSSE ALERT — ENVIRONMENT — HAZARD SYMBOLS

HSSE ALERT — SAFETY — PREVENTING FIRES THROUGH WASTE SEGREGATION

HSSE ALERT — ENVIRONMENT — REDUCE FOOD WASTE

HSSE ALERT — ENVIRONMENT — WATER CONSERVATION TIPS

HSSE ALERT — ENVIRONMENT — CHEMICAL HOLDING

HSSE ALERT — ENVIRONMENT — REDUCE PLASTIC USAGE

HSSE ALERT — ENVIRONMENT — REDUCE PAPER USAGE

5.1 Health, Safety and Wellbeing

Management Approach and Progress

Nakilat and its joint ventures are committed to health and safety at the workplace for our employees, temporary personnel, and contractors in line with the requirements established under Qatar National Vision 2030 and Nakilat's Safety, Health, Environment and Quality (SHEQ) policy. We ensure compliance with applicable legal and other requirements pertaining to health and safety in all our activities.

We spare no efforts to advance in strengthening safety in all our operations and thereby reducing risks to our employees and workers. We consistently focus on injury prevention and seek to enhance our safety culture through number of initiatives including the Incident and Injury Free (IIF) environment campaign continued in 2023 and hand and finger safety campaign continued in 2023. The whole idea is to raise awareness and change mindset about safety. It's a way of thinking that avoids incidents and injuries, making safety a high priority on both a personal and organizational level.

Policy

For SHEQ Policy, please refer section 4.1 of this ESG Report.

We place SHEQ at the top of our agenda to ensure that we operate in a safe, reliable, and efficient manner within our society and natural environment. The fundamentals of how we deliver safe and reliable operations remain our number one priority. We believe that all incidents and injuries are preventable; hence, we strive to create an IIF environment, both at the workplace and at home. Our SHEQ committee ensures the achievement of these commitments within the organization. SHEQ policy is accessible to all employees and contractors within Nakilat through SharePoint, company website and is also physically displayed at several prominent locations within office premises. Nakilat ensures the committee's compliance, effectiveness, and suitability by continuously reviewing SHEQ policy during the management review meetings.

Governance

Nakilat's SHEQ committee, consisting of all department Chiefs and the CEO, governs and oversees occupational health, safety, well-being, and environment in the organization. The SHEQ committee is responsible for decision-making and implementation of key OHS strategies within the organization. Management teams maintain regular communication to ensure systems and processes in place are up to date and capture all potential risks. Nakilat has an Occupational Health and Safety Management System (OHSMS) in place, and it is certified against ISO 45001:2018 standard by Lloyd's Register as a third-party certification body. The certificate is valid for 3 years with annual audits. Hazard identification, incident investigation and risk assessments are carried out in accordance with a detailed procedure.

Regarding incident updates, Nakilat JV partners and NSQL share these updates on a weekly and on monthly basis along with exposure hours and other information related to near miss/unsafe act/condition reports in a running log. Nakilat's SHEQ department is responsible for the verification of incident information, categorization and follow-up on the incident investigation and for sharing the lessons learnt.

Additionally, the Senior Management Team (SMT), which includes all departments' Chiefs and the CEO, is responsible for following up on all the HSE matters on a weekly basis and the actions taken and providing high-level guidance.

As for the safety performance, the SMT, headed by the CEO, conducts a performance review twice a year where the overall safety performance is discussed and actions to be taken are identified to close the gaps as part of investigations. The board is then responsible for reviewing the safety performance which is presented to them on a quarterly basis including the follow-up actions that were taken during that period. The safety performance presented includes both overall performance and that of individual entities within Nakilat.

Furthermore, Nakilat underwent the British Safety Council's Five Star OHS audit and achieved a 'Five Star' rating with a score of 95.1%. This audit focused on key aspects of managing occupational health and safety in the workplace providing a structured path for continual improvement towards best practice status. It offers   the most comprehensive, contemporary, quantified audit process, allowing organizations to assess its health and safety performance against the latest legislation, recognized standards and best practices. The audit provides a quantified outcomes with detailed recommendations against a contemporary best practice specification (including the requirements of ISO 45001) over and above the current Occupational Health and Safety Management Systems (OHSMS) standard requirements.

HSE Moments

At Nakilat, HSE moments are conducted at the commencement of each organizational meeting. These involve brief safety discussions aimed at increasing awareness of potential hazards and fostering a safe work environment and healthy practices. HSE moments serve to prioritize safety and encourage employees to take personal responsibility for their well-being and that of their colleagues. They are held not only at the beginning of meetings but also whenever employees gather together, reinforcing the significance of safety in all aspects of our operations.

HSE moments cover a range of topics, including workplace hazards, near misses, best practices for safe behavior, in addition to the importance of following safety protocols, health, and environmental protection, among others. They are delivered in a variety of formats, such as stories, videos, or interactive discussions. The goal is to make the HSE moments engaging and relevant to the employees, so they are more likely to remember the key messages.

In addition to raising awareness about health and safety, HSE moments also promote a culture of safety in the workplace. When employees perceive safety as a top priority within the company, they are more inclined to prioritize   safety themselves and to speak up regarding unsafe behavior or conditions.

To make safety moments effective, Nakilat SHEQ plans them in advance and makes them a regular part of the workplace routine. At Nakilat, we believe that it is also important to create a safe and supportive environment where employees feel comfortable discussing safety concerns and sharing their experiences.

In 2023, more than 700 HSE moments were conducted covering a wide range of topics on health, safety, environment, and quality management.

Conducted HSF Moments 2023

Q1	Q2	Q3	Q4
JAN Risk Assessment	**APR** Mental Health & Ramadan Advise	**JUL** Qatar National Vision 2030	**OCT** Incident & Injury Free
FEB Manual Handling	**MAY** Vision & Mission Statement	**AUG** Fire Safety	**NOV** Uniting Head, Heart & Hand
MAR Healthy Living & Nutrition	**JUN** Business Continuity	**SEP** Environment Protection	**DEC** Driving Abroad
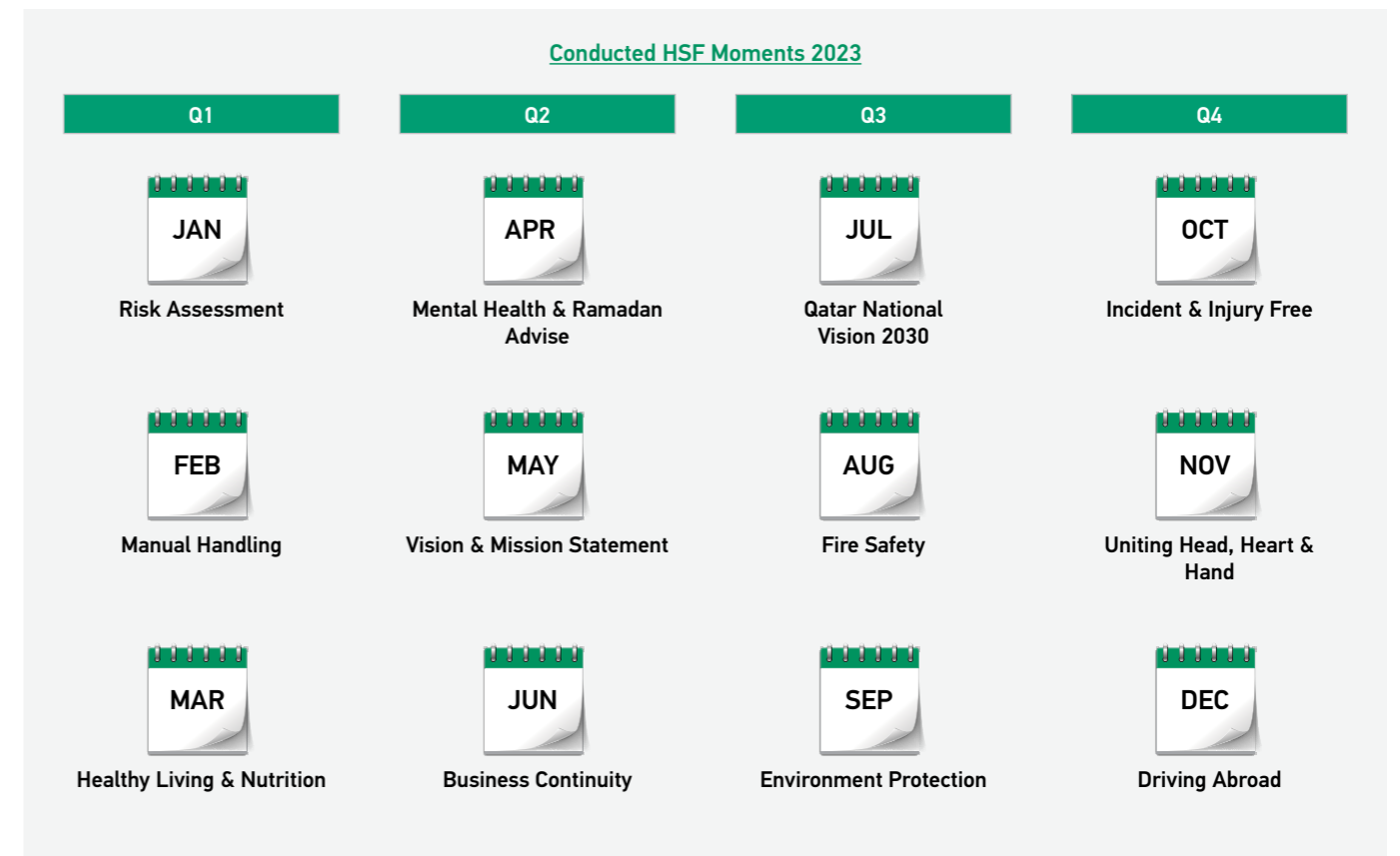
5.1 Health, Safety and Wellbeing (continued)

Safety Performance Track Record for Nakilat Group (Nakilat, NSQL, Shore and Fleet JVs and Wholly Owned Vessels)

Nakilat has made significant investments in our people, processes, and equipment, which directly impacts Nakilat's safety performance. We have witnessed a continuous improvement in our safety performance, leading to the achievement of better results in comparison to the benchmarked average of our peer group.

LTIF (Lost Time Injury Frequency)	2021	2022	2023	Scope
Industry benchmark	0.41	0.38	0.47	All Nakilat and NAC and Joint Ventures (JVs)
Nakilat - KPI**	0.41	0.31	0.31	
Actual	0.19	0.37	0.30	

TRCF (Total Recordable Case Frequency)	2021	2022	2023	Scope
Industry benchmark	1.16	1.30	1.16	All Nakilat and NAC and Joint Ventures (JVs)
Nakilat - KPI**	1.15	1.09	1.04	
Actual	1.11	1.14	1.01	

**KPI- Key Performance Indicator

Key Safety Performance Highlights

The company's solid safety performance reflects the effort and dedication of staff both at sea and ashore. Nakilat's prime objective is to achieve an 'Incident and Injury Free (IIF)' work environment and our results for 2023 significantly reinforce our commitment to this goal.

Nakilat's wholly owned joint venture and in-house operated vessels have demonstrated first-class operational and safety performance despite the demanding operations worldwide. Key highlights of our industry-leading vessel safety performance are as follows:

Nakilat's Fleet	**0.30 LTIF and 1.01 TRCF** Nakilat's Fleet achieved an overall LTIF of 0.30 and a TRCF of 1.01, both below the benchmark averages of those metrics.
Nakilat Agency Company (NAC)	**18 years LTI-free** NAC continued its track record and remained LTI-free for 18 years since its inception.
Nakilat Svitzer-Wijsmuller (NSW)	**14.59 million safe man-hours** NSW accumulated more than 14.59 million exposure hours with zero LTIs in 2023.

Nakilat and its JV partner continued with their commitment to implement the IIF campaign, a safety leadership program that empowers people to foster a safer working environment.

- Conducted online e-learning and training programs as part of the commitment towards being IIF. Six mandatory e-learning programs were launched for shore-based employees which are regularly monitored and updated with new content.

- Training sessions to raise awareness of employees and to enhance their knowledge on the respective subjects:
  - Understanding of health and safety risk assessment
  - Difference between SHEQ audit and internal audit
  - Familiarization of SHEQ mandatory trainings/programs

The company's efforts at being IIF were recognized with Nakilat being awarded Five Star rating for the seventh time in the British Safety Council Occupational Health & Safety Audit. This represents the pinnacle of achievement in the world of Health and Safety Management and is also a recognition of the company's commitment towards effectively managing its health and safety risks.

Health Activities at Nakilat Facility – QFAB

QFAB is dedicated to ensuring the health and well-being of its workers and other relevant parties. In 2023, QFAB organized several awareness seminars and webinars for its staff to raise health awareness among them. Specialists in medical health were asked to share their knowledge and engage with staff members. To promote health awareness and encourage those in our community to avoid heart disease, QFAB arranged an awareness workshop in honor of World Heart Day 2023. Also, a webinar about neurodiversity was arranged in conjunction with World Mental Health Day 2023. It dispelled common misconceptions about neurodivergent people and discussed the advantages, difficulties, and myths surrounding them. It also offered helpful advice on how to create an inclusive workplace that welcomes all workers.

5.1 Health, Safety and Wellbeing (continued)

Wellness Event-World Health Day - Know Your Heart Health

As a part of World Heart Day 2023, Nakilat - QFAB organized an awareness session to raise awareness about health and urge those around us to prevent heart disease.

World Mental Heath Day at Nakilat - QFAB

As a part of World Mental Health Day 2023, a webinar was organized on neurodiversity, identifying the benefits, challenges and myths associated with neurodivergent individuals and providing practical tips on creating an inclusive workplace that accommodates all employees.
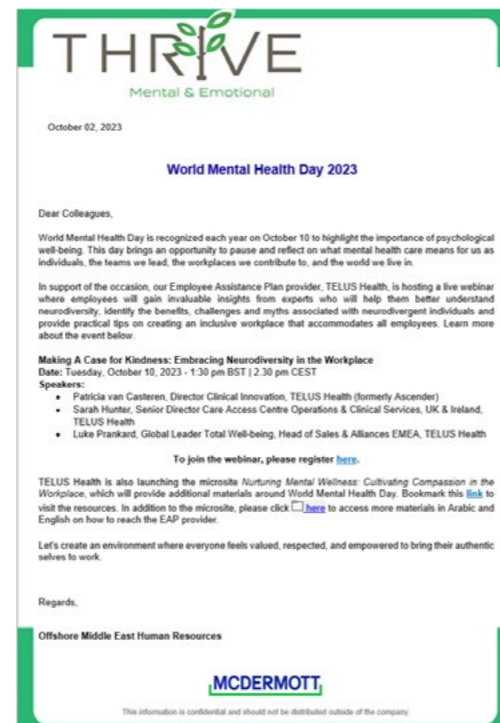
Emergency Management

Nakilat and all its partners maintain a well-developed Emergency Management plan to deal with any emergencies that may occur in overall business operation. Various emergencies are defined in the plan basis the comprehensive risk assessment which broadly includes personal, environmental, security and asset safety related incidents and business disruption due to natural disasters.

The plan follows 5 phases of emergency management, prevention, mitigation, preparedness, response, and recovery. In line with these phases, the plan includes all guidance to deal with various emergencies including forming of emergency response teams with roles, their assignment, reporting, resources management, drills, and exercises.

Strong focus is placed on the regular drills and exercise to make the workplace safer for everyone and establish a culture of safety, increase confidence, and promote readiness, detect potential risk.

Drills at QFAB

QFAB is dedicated to safeguarding the environment, human health, safety, and security at its sites and projects. In 2023, QFAB implemented an emergency drill plan that included scenarios related to health, safety, security, and environment as part of its preparation for disaster preparedness and readiness. This plan was followed religiously to guarantee that the company's 'Emergency Response Team' and staff were always ready.

Oil Spill Drill - Conducted on 16th October 2023

Scenario - During routine inspection by a mechanic (F&M), an oil spill noticed on the floor coming from underneath nozzle of the diesel air compressor parked in hall #7. The mechanic called emergency contact number and his foreman for emergency assistance.
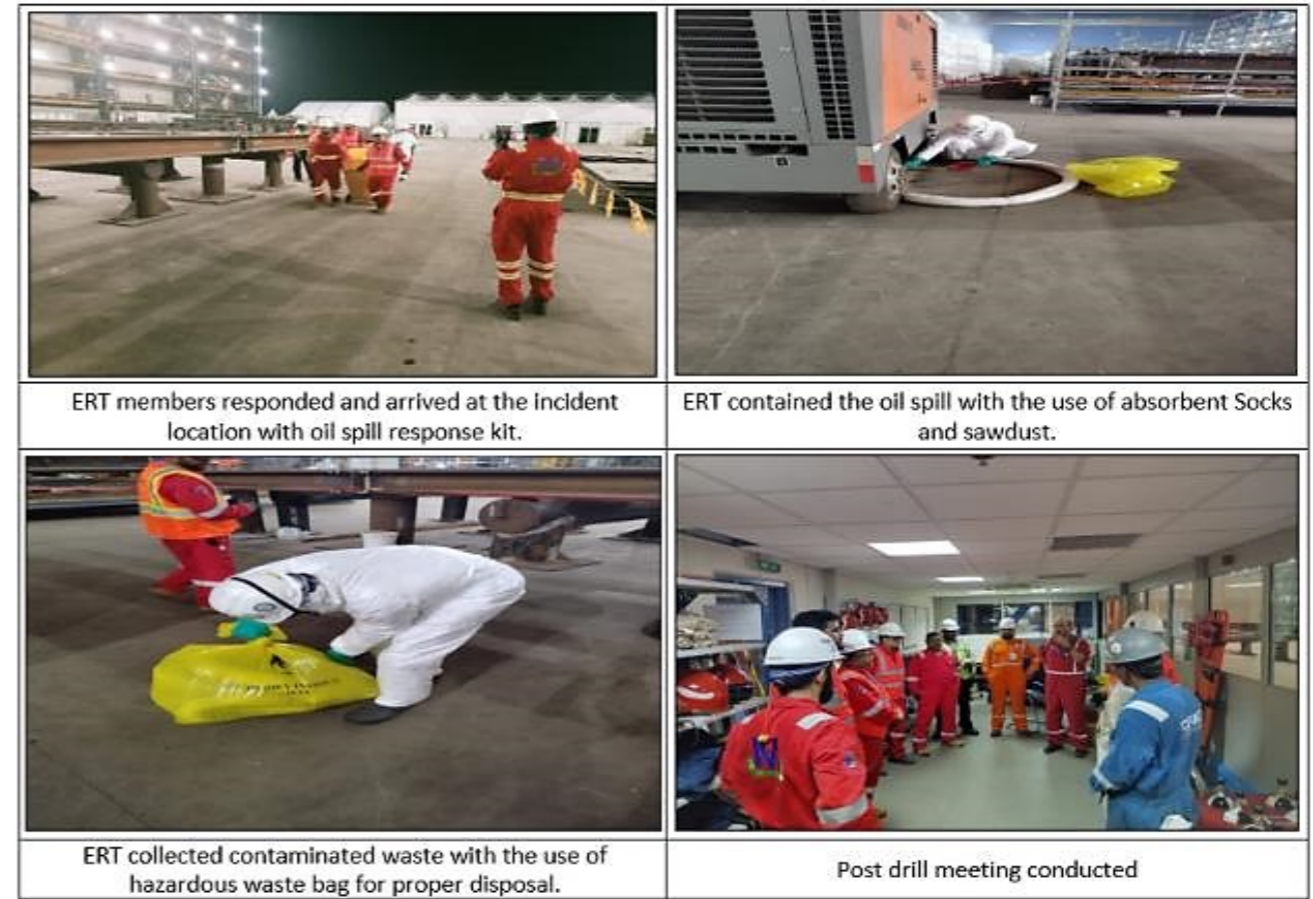
ERT members responded and arrived at the incident location with oil spill response kit.

ERT contained the oil spill with the use of absorbent Socks and sawdust.

ERT collected contaminated waste with the use of hazardous waste bag for proper disposal.

Post drill meeting conducted

5.1 Health, Safety and Wellbeing (continued)

Fire and Medical Rescue Drill at Nakilat - QFAB Facility

While performing thermal spray aluminum (TSA) activity inside blasting booth, painting foreman spotted a smoke with minor fire occurring due to TSA sparks contact with combustible material stored on the ground level inside the blasting booth. Painting foreman inform his crew and evacuated the area. While trying to evacuate from the area one person (IP) got injured and was lying on the floor and the foreman contacted QFAB emergency number and provided the details of the incident. Duty HSE in charge receives the call from security team and mobilize the Emergency Response team to the incident scene.

ERT extingused the fire and secured the area.

QFAB ERT First aid team arrived at the location and moving towards IP after area is clear from fire.

QFAB ERT First Aid team checking the condition IP prior to giving first aid.

IP's Injured leg ankle secured with tourniquet and casuality placed on spine board

QFAB ERT First Aid Team in-charge provided the IP's condition to NAKILAT First Aid Unit Team.

Post drill meeting was conducted with ERT members, Security and NAKILAT Ambulance team.

Case Study: Qatar Shipyard Technology Solutions Monthly Stakeholder Incentive Program

In March 2023, Qatar Shipyard Technology Solutions Management enhanced the existing stakeholder incentive program with the following additional awards that comprise certificates and cash prizes: best worker of the year; blue collar workforce from operations sections, best worker of the year; white collar staff from all sections, best department of the year; operations category, best department of the year; non-operations/support category, special award; presented to an employee who goes above and beyond his/her call of duty in promoting and cultivating a positive and strong HSSE culture.

In parallel, the award value for the following categories have also been increased: best employee of the month –from sections of shipyard.

5. SOCIAL (continued)

5.1 Health, Safety and Wellbeing (continued)

Occupational Health – Qatar Shipyard Technology Solutions

Promoting Healthy Lifestyle, Morale, Welfare & Teamwork

Annual Healthy Lifestyle Games

Guided by our aim to promote healthy lifestyle and boost staff morale, welfare and teamwork through games and sports, we launched our annual sports season in November 2023 with a Cricket Tournament at the Laffan Global Village (LGV). All teams, supporters and management displayed great enthusiasm and a friendly competitive spirit throughout the tournament. Next on the cards are Football and Basketball tournaments to be conducted in 2024.

Smoking Cessation Awareness Workshop

In October, Hamad Medical Corporation Tobacco Control Center conducted a workshop at our yard to highlight the detrimental effects of smoking, exposure to second-hand smoke and smoking cessation strategies. Participants at the workshop also had the opportunity to do an exhaled carbon monoxide test.

60-day Weight Loss Challenge Program

On 12 November, we launched the program to encourage and guide participants to lose weight and understand the benefits of maintaining a normal Body Mass Index. The Program highlights include Blood Pressure, Pulse Rate, Random Blood Sugar, ECG, Weight, Height, and Body Mass Index checks. A 1-to-1 health counselling is also provided by our Health Section for all participants.

Stress Management Workshops

As part of Qatar Shipyard Technology Solutions' occupational health & safety program, HSSE has organized bi-monthly Stress Management Workshops to protect stakeholders' mental health and wellbeing.

The workshops conducted by a practicing Psychologist entail group discussions, hands-on activities and practical tips on dealing with and managing stress.

Qatar Shipyard Technology Solutions staff, Nakilat Joint Venture companies located at the Erhama Bin Jaber Al Jalahma (EBJJ) Shipyard complex and subcontractors who attended the sessions since June have provided strong, positive feedback to Qatar Shipyard Technology Solutions Medical Section that facilitates the workshops.

5.1 Health, Safety and Wellbeing (continued)

Periodic health and surveillance programs health checks

As part of efforts to ensure the health and well-being of our staff, Qatar Shipyard Technology Solutions HSSE has conducted periodic health checks at the workplace comprising a health surveillance questionnaire and blood pressure, pulse rate, respiratory rate, random blood sugar, eye test, ECG, spirometry and color vision assessments. This program also facilitates early detection, intervention and follow-up with medical care/ consultation to ensure proper management of health issues.

Heat Stress Management program

In parallel, since the onset of summer, heat stress management programmes have been organised on a monthly basis to heighten awareness and understanding of heat stress prevention, symptoms and management of any incident.

Hearing Conservation Awareness program

Additionally, a Hearing Conservation Awareness program was initiated on February 28, 2023, and is held every Tuesday throughout the month of March.

Customized E-Learning

Using the existing partnership with external agencies, Nakilat has added more e-learning modules of established occupational health and safety awareness programs for its employees.

Course modules include:

- Basic Fire Safety Awareness
- Anti-Bribery
- Defensive Driving (One-time Practical Course)
- Defensive Driving (E-learning)
- Emergency Evacuation (E-learning)
- Emergency Response Plan Familiarisation (e-learning)
- Enterprise Risk Management Awareness (e-learning
- Incident and Accident Reporting (e-learning)
- Incident and Injury Free Orientation Program (One Time Course)
- Information Security Training (Face to Face)
- Office Ergonomics Awareness Session (One Time Course)
- Lifesaving Rules
- Fire Safety
- Integrated Management System (IMS)
- Management of Change
- Office Safety (e-learning)
- Social Media Awareness (e-learning)

These training courses were introduced in a phased manner, through the company's online learning module and approved training center.

Conducting Tabletop Exercises on COVID-19 Pandemic Response

A comprehensive tabletop exercise was conducted with all stakeholders involved in the pandemic response. The drill focused on business continuity in the event of an outbreak. Actions assigned to each department were defined and established during the exercise.

Specific measures tested and successfully implemented include:

- Identification and contact tracing of close contacts
- Disinfection routines
- Back-to-office guidelines
- Fit to work screening post quarantine
- Awareness sessions for frontline staff (ex: housekeeping staff, security, and IT service desk support staff, etc.)

Comprehensive Risk Assessments

Specific risk assessments were carried out to identify the risks arising as a result of the pandemic, and appropriate mitigation actions that were required to be implemented. A detailed action plan with timelines were assigned against each control. Risk assessments that were undertaken include:

- Risk assessment for Nakilat agents boarding vessels at Ras Laffan
- Review of biological risks in the wake of the pandemic
- Assessment of crew transfer between Doha and Ras Laffan and related transportation arrangements
- Evaluation of risks for operations and measures post de-escalation

5.1 Health, Safety and Wellbeing (continued)

Objectives and Targets[24]

KPI	2022 Target	2023 Target	2024 Target
Loss Time Injury Frequency (LTIF)	0.31	0.31	0.29
Safety climate survey	3.95	n/a*	3.85
Number of major safety incidents	0	0	0
Percentage compliance with select international industry standards (British safety council: membership, 5-star rating, sword of honour)	Participate in Royal Society for Prevention of Accidents Award Scheme	Obtain 5star rating in BSC audit for Occupational Health & Safety and BSC Globe of Honour Award	Obtain 5star rating in BSC audit for Occupational Health & Safety and BSC Globe of Honour Award
% of Number of completed recommendations on Nakilat incidents, CPARS, and audit	95%	95%	95%

* Note- In 2023, Nakilat did not conduct Safety climate survey, focusing instead on addressing and closing out action items from the prior assessment.

Nakilat's SHEQ policy applies to all Nakilat personnel, including contractors and visitors on all our sites, without exceptions. Sites are audited on a regular basis for compliance with health and safety regulations as well as policies. These audits are conducted by internal and third-party auditors. Lessons learned and best practices are shared across the wider business.

Occupational Health and Safety	2021	2022	2023	Scope
For all employees and workers				
Number of lost time injuries[25] /incidents	5	11	11	All Nakilat and NAC and Joint Ventures (JVs)
Lost-time injury rate (LTIF)[26]	0.19	0.37	0.30	
Number of work-related fatalities	0	0	0	
Number of recordable cases	29	34	37	
Total recordable case frequency[27] (TRCF)[28]	1.11	1.14	1.01	
The main types of work- related injury	Caught in/Between, Cuts/Laceration/ Puncture, Heat Exhaustion, Strain/ Sprain and Struck by / Against	Caught in/Between, Burn / Rash, Caught in/Between, Strain/Sprain. Foreign Particles and Struck by / Against	Struck by / Against, Caught in/Between, Cuts/laceration, Foreign Particles and Heat/Cold stress.	
The number of hours worked[29]	26,027,630	29,940,323	36,453,802	

403-10: Work related Ill Health	2021	2022	2023	Scope
For all employees and workers				
Fatalities as a result of work-related ill health- Number	0	0	0	All Nakilat and NAC and Joint Ventures (JVs)
Fatalities as a result of work-related ill health-Rate	0	0	0	
Recordable work-related ill health-Number	0	0	0	
Recordable work-related ill health-Rate	0	0	0	
Main types of work-related ill health	There were no cases of work-related ill health reported			

Nakilat has procedures in place for the ongoing identification of hazards, assessment of risks, and implementation of necessary control measures. We proactively identify sources or situations arising from the company's activities, procedures, and services, with potential to cause work- related injury or ill health using proactive tools such as process hazard analysis, prestart-up safety review and job safety analysis. Additionally, post-event hazard analysis is conducted using root cause analysis to identify action to prevent recurrence.

24. With the help of the Lost Time Injury Frequency (LTIF) indicator, we are able to record the rate of work-related injuries or illnesses that renders the injured person temporarily unable to perform his work on the day after the day on which the injury occurred. On the other hand, the Total Reportable Case Frequency (TRCF) indicator allows us to record all work-related incidents. The TRCF is defined as injuries that result from an event or exposure in the work environment and occurred during the course of work being done or aggravated a pre-existing injury or illness. Work-related accidents are considered relevant if they occur on the vessels, on business premises or during business travel.
25. Lost-time Injury represents the high-consequence work related injuries.
26. Injury Rate at 1,000,000 hours worked.
27. Excluding first-aid incidents as they do not result in more than one day of absence or do not impose restriction on working ability.
28. First-aid incidents are not included in the TRCF since these usually do not result in more than one day of missed work or impose any restriction on the working ability of an employee.
29. Exposure hours shows the time an employee is exposed to work related hazards and risks. Data is submitted by each entity on monthly basis.

Nakilat maintains risk registers that document all identified hazards and responsible persons who ensure risks associated with each hazard are managed to 'As Low as Reasonably Practicable' (ALARP). A safety climate survey was also completed to identify opportunities and develop actions to address the improvement areas. Nakilat's 10 golden rules were developed and adopted across the organization which are about changing how we act as individuals and as a team.

Work-related hazards that pose a risk of high-consequence injury includes:

a. Confined space
b. Machinery and Equipment
c. Fall from height.
d. Electrical hazards
e. Fire and explosion.
f. Heavy lifting and repetitive tasks
g. Slip, trips and falls.
h. Asbestos Exposure
i. Chemical Exposures

Work-related hazards that pose a risk of ill health to employees includes:

a. Chemical Exposure
b. Physical exposure
c. Psychosocial hazards
d. Thermal extremes
e. Electrical hazards
f. Asbestos Exposure

Nakilat has revised lifesaving rules to align with IOGP[30] recommendations. IOGP launched a simplified set of life-saving rules to provide workers in the industry with the actions they can take to protect themselves and their colleagues from fatalities. IOGP aims to improve the level of industry-wide adoption across the global oil and gas industry. They are mandatory for compliance by all employees and contractors while on Nakilat business.

Nakilat safety scores are well below the industry average which is due to various measures being taken and maintained to manage workplace hazards as below:

a. Health surveillance enhancement program
b. Safety campaigns: hand and finger safety and dropped object campaigns
c. Enhanced near miss reporting
d. Enhanced quality of toolbox talks
e. HSE training programs - risk assessment and risk management training, COSHH (Control of Substances Hazardous to Health) assessment training and defensive driving training, to name a few
f. Advanced firefighting training and basic life support/first aid course/training (CPR, AED and first aid) for HSSE personnel
g. Development and sharing of heat index forecast followed by implementation of effective controls in the workplace
h. HSSE inspections and walkthroughs
i. Safe worker awards presentation and commendable performance - rewards and recognition
j. Core HSE trainings to Qatar Shipyard Technology Solutions identified workforce
k. HSSE audits of departments/sections and contractors
l. Safety campaigns/programs
m. Health campaigns/programs
n. Environment campaigns/programs
o. Sharing lessons learnt and working on actions
p. Visible felt leadership tours (senior management)

30. International association of oil and gas producers
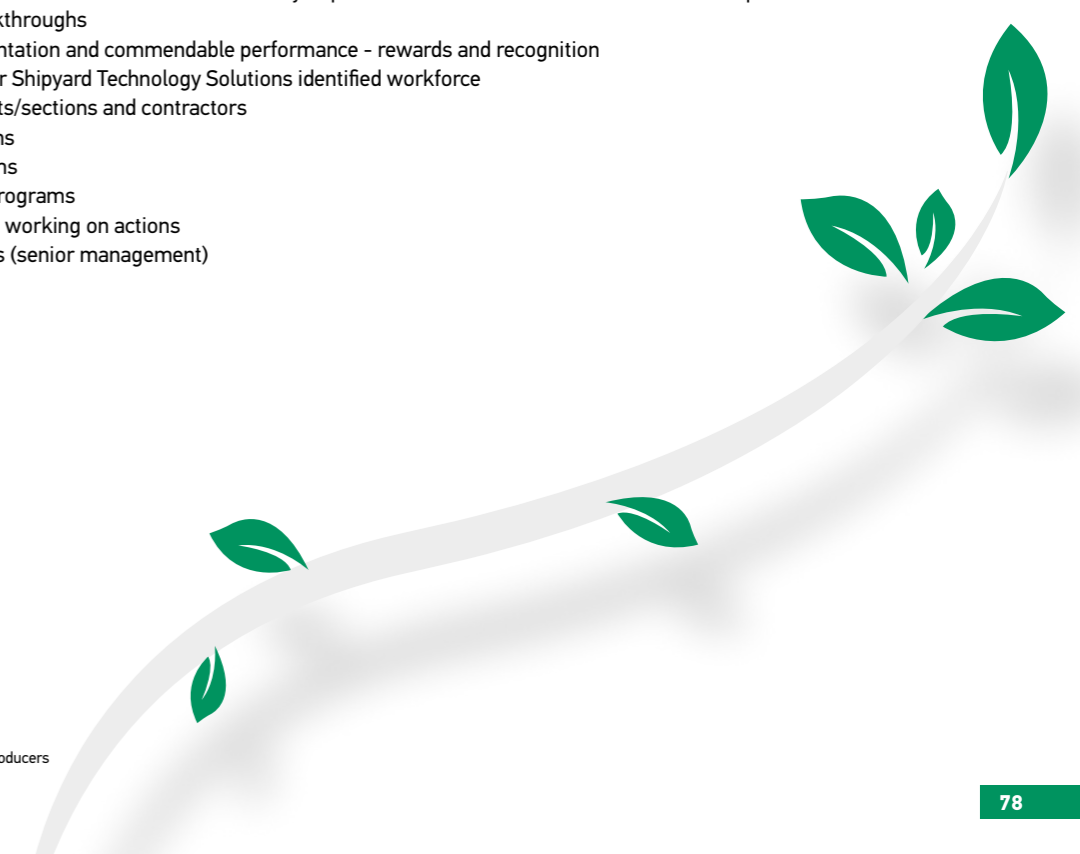
5.1 Health, Safety and Wellbeing (continued)

Life Saving Rules

Bypassing Safety Controls

Obtain authorisation before overriding or disabling safety controls
- I understand and use safety-critical equipment and procedures which apply to my task
- I obtain authorisation before:
  - disabling or overriding safety equipment
  - deviating from procedures
  - crossing a barrier

Confined Space

Obtain authorisation before entering a confined space
- I confirm energy sources are isolated
- I confirm the atmosphere has been tested and is monitored
- I check and use my breathing apparatus when required
- I confirm there is an attendant standing by
- I confirm a rescue plan is in place
- I obtain authorisation to enter

Driving

Follow safe driving rules
- I always wear a seatbelt
- I do not exceed the speed limit, and reduce my speed for road conditions
- I do not use phones or operate devises while driving
- I am fit, rested and fully alert while driving
- I follow journey management requirements

Energy Isolation

Verify isolation and zero energy before work begins
- I have identified all energy sources
- I confirm that hazardous energy sources have been isolated, locked and tagged
- I have checked there is zero energy and tested for residual or stored energy

Hot Work

Control flammables and ignition sourcese
- I identify and control ignition sources
- Before starting any hot work:
  - I confirm flammable material has been removed or isolated
  - I obtain authorisation
- Before starting any hot work in a hazardous area I confirm:
  - a gas test has been completed
  - gas will be monitored continually

Line of Fire

Keep yourself and others out of the line of fire
- I position myself to avoid:
  - moving objects
  - vehicles
  - pressure releases
  - dropped objects
- I establish and obey barriers and exclusion zones
- I take action to secure loose objects and report potential dropped objects

Safe Mechanical Lifting

Plan lifting operations and control the area
- I confirm that the equipment and load have been inspected and are fit for purpose
- I only operate equipment that I am qualified to use
- I establish and obey barriers and exclusion zones
- I never walk under a suspended load

Work Authorisation

Work with a valid permit when required
- I have confirmed if a permit is required
- I am authorised to perform the work
- I understand the permit
- I have confirmed that hazards are controlled and it is safe to start
- I stop and reassess if conditions change

Working at Height

Protect yourself against a fall when working at height
- I inspect my fall protection equipment before use
- I secure tools and work materials to prevent dropped objects
- I tie off 100% to approved anchor points while outside a protected area

Occupational Health – Nakilat – Qatar Shipyard Technology Solutions Shipyard

The attainment and maintenance of physical and mental well-being is of critical importance to Qatar Shipyard Technology Solutions. Qatar Shipyard Technology Solutions monitoring strategies are documented in the integrated management system, OH&SMS[31] part 3 – health manual. This provides a clear set of procedures for monitoring, recording, and acting on health, safety, and well-being objectives.

A health surveillance program is provided for all Qatar Shipyard Technology Solutions employees and is detailed IMS-HSSE-P-0060 health surveillance procedure. The data is collated through several channels including:

- The health surveillance questionnaire
- Physical condition review
- Skin assessment
- Hand and arm vibration assessment
- Vision screening
- Biological test
- Audiometry test
- Spirometry test

Part 1 – System Elements and Procedures

Part 2 – Safe System of Work

Part 3 – Health Manual

Part 4 – Emergency Preparedness and Response
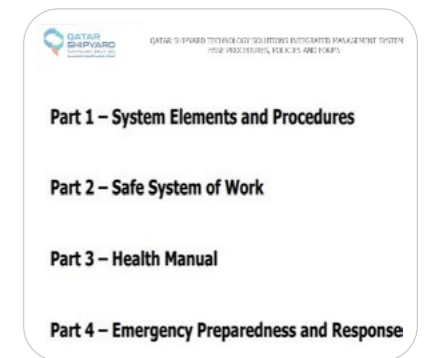
If an employee present with significant results, they are referred to an occupational health physician for evaluation, management, and review of their fitness to work.

Creating a Positive Mental Health Culture and Well-Being at Workplace

Senior management's commitment to the mental health and well-being in the workplace begins with the establishment of policies such as IMS-HSSE-PP-0006 REV 0 stress policy. The objective of the policy are:

- Raise employee awareness of stress and preventive measures by advisory and workshop.
- Conduct risk assessment and implement applicable controls to intervene with the identified stressors.
- To assist managers and employees to work together in the management of stress in the workplace.
- Consultation between Shipyard Management and Employees on all proposed actions relating to the prevention of workplace stress.

This gives employees and management a framework with the prevention and management of stress factors within the workplace. A monthly stress management workshop was organized to enhance understanding of stress and to implement effective strategies to prevent and manage life stress. A total of 216 employees attended the stress management workshop.

Furthermore, to facilitate open communication, a monthly health and well-being champion initiative is conducted, and there are seven (7) trained mental health first aiders who serve as line managers.

31. Occupational Health and Safety Management System

5.1 Health, Safety and Wellbeing (continued)

Maintaining a Healthy and Safe Workplace

Health and well-being programs and initiatives were facilitated throughout the reporting year (2023) to encourage healthy lifestyle and awareness which includes:

- Oral health and hygiene
- Hearing conservation awareness
- Heat stress program
- Mobile health screening
- Stress survey
- Hand washing awareness
- Diabetes awareness
- Influenza vaccine
- Smoking cessation
- Lose to win challenge
- Bone health
- Blood donation campaign

Health awareness campaigns are also communicated through posters, health alerts, electronic broadcasting through company e-mails, and WhatsApp groups.

Health KPI	Unit of Measure (UOM)	2022	2023
To increase the number of health surveillance in 2023 by 25%.	No. of health surveillance conducted by health/medical team	362	673
To conduct a more focused healthy lifestyle program among employees on a monthly basis. Increase by 10% from 2022 program conducted	No. of healthy lifestyle program conducted	12	20
To conduct a program for medical drills monthly. Increase by 67% from 2022 medical drills conducted.	No. of medical drills conducted	8	13
To increase awareness of health, welfare, and well-being among Qatar Shipyard Technology Solutions employees by conducting awareness per department/section per month.	No. of staff health and welfare forum/ health champion	3	19
HR committee to submit absenteeism report (both medical and non-medical) to HSSE health section on a monthly basis.	1 report per month	–	12

At Nakilat – NSW – Good Health and Well-Being:

For the well-being and good health of staff at workplace NSW emphasized the following:

- Regular exercise: Encourage crew engagement in physical activities that can be accommodated within the ship's space, such as jogging in designated areas or inside the port.

- Balanced nutrition: Provision of variety of fruits, vegetables, lean proteins, and whole grains to consume a well-balanced diet which meet daily nutritional needs.

- Internet connectivity and social networking: Providing internet / Wi-Fi facility for crew for social networking, entertainment and staying connected with family members.

- Adequate sleep: Ensuring sufficient and quality sleep to support overall health and mental well-being. Considers blackout curtains and noise reduction measures to improve sleep quality.

- Fatigue/stress management: Awareness sessions on effective stress-coping mechanisms such as mindfulness, deep breathing, or hobbies to manage the challenges of ship life. System in place for crew field breaks from offshore / remote working locations.

- Communication and social connection: Foster positive relationships with colleagues to create a supportive environment and positive culture. Open communication helps alleviate feeling of isolation and promote mental health.

- Personal hygiene: Follows established hygiene protocols, especially in shared living and working spaces to maintain good personal hygiene to prevent the spread of illness.

5.1 Health, Safety and Wellbeing (continued)

Health and Safety Trainings

Nakilat encourages employees to enhance their skills and knowledge with an extensive array of training courses. We provide our employees with several health and safety training courses to educate and empower them to ensure their behaviors are safe at all times, while present on Nakilat's premises.

Please refer to the case study for more information on Nakilat's Qatar Shipyard Technology Solutions Shipyard training center, QFAB, and NSW.

Case Study: QFAB Training Center

Since the fabrication yard places a high value on labor, training is essential to guarantee the intended level of safety in the execution of fabrication operations.

The QFAB training division provides the organization's competency criteria, creates internal safety awareness training materials, and supports the skill-building activities needed to improve our workforce's competency level. It provides its staff with technical and operational training in addition to training on health, safety, and the environment.

All newcomers to the shipyard, including subcontractors and business partners involved in our operations, get a safety induction from the training department.

Total number of trainings conducted in 2023

N.	Training delivered	Total training hours
1	Area warden	38
2	Basic rigging and slinging internal awareness	178
3	BBS observer training	572
4	Bloodborne pathogens	9
5	Confined space entry	884
6	COSHH assessor training	10
7	Defensive driving	180
8	Energy isolation	74
9	Grinder operator safety training	348
10	Hazard identification tool	267
11	HAZID study [32]	12
12	Hearing conservation and protection	1,328
13	Heat illness prevention	2,752
14	ILM institute of leadership and management	976
15	Lifting clamp awareness	86
16	Permit to work	606
17	QHSES induction (business support)	290
18	QHSES induction-fabrication	1,350
19	QHSES induction-fabrication bridging	918
20	Respiratory protection	1,333
21	Spotter training	435
22	Task risk assessment	303
23	Welder excellence training	592
24	Work safely at heights	2,040
25	Sub con induction	979
	Total	16,560

Case Study: Qatar Shipyard Technology Solutions Shipyard Training Center in 2023

The shipyard is a manpower-centric organization and training is a critical node in ensuring the desired safe performance of shipyard activities. The training center was established since the beginning of the shipyard, and it was revamped in 2019 as the Shipyard Training Center (STC). It delivers competency requirements for the organization, develops internal training contents on safety awareness and facilitates skills training that are required to elevate the competence status of our workforce.

STC persists in providing health, safety, and environmental (HSE) training, as well as various technical and operational instruction for all employees. Moreover, STC administers a comprehensive safety induction, encompassing HSSE and International Ship and Port Facility Security (ISPS) Code awareness, mandatory for all new arrivals at the shipyard, which includes subcontractors and business partners involved in our operations.

Based on competency requirements identified annually by department managers and as per changing business requirements pertaining to health, safety and environment, trainings needs are identified and organized as per the below:

Total number of trainings conducted in 2023

N.	Training delivered	Total Personnel Trained*
1	HSSE induction and ISPS awareness training	10,109
2	Confined space attendant / rescue and gas meter carrier training	945
3	Fire watchman training	899
4	Heat stress awareness	836
5	Work at height training	462
6	Incident Injury Free (IIF) training	374
7	Shipyard safety training	309
8	Risk assessment and risk management training	265
9	Banksman training	255
10	IOSH managing safely training	232
11	Permit-to-work briefing	201
12	Take 5 briefing	167
13	Toolbox talk	146
14	Lock-out and tag-out training	91
15	Stress management	87
16	Hazard elimination and reporting program	65
17	Hydrogen sulphide / breathing apparatus training (OPITO**)	56
18	Basic life support and first aid course	45
19	Kelvin top-set	42
20	Rescue from height	33
21	Basic and advanced fire fighting training	23
22	T-BOSIET (OPITO**)	23
23	Tropical - basic offshore safety induction emergency training (OPITO**)	19
24	Rigging and signaling	14
25	Authorized gas tester	9
26	Defensive driving	5
	Total	15,712

* Including employees and sub-contractors

** Offshore Petroleum Industry Training Organization (OPITO)

32. A hazard identification (HAZID) study is a procedure used to uncover and identify hazards in the workplace. Its purpose is to determine the adverse effects of exposure to a hazard while also providing suggestions for mitigating risks.

5.1 Health, Safety and Wellbeing (continued)

Case Study: NSW awarded Gold Award for outstanding safety performance

Ras Laffan port authority has awarded NSW a 'Gold Award' in recognition and appreciation of outstanding safety performance in the delivery of towage and marine services in Ras Laffan port. The plaque was awarded by QatarEnergy's Captain Lingam Subramaniam (Head, Port Traffic Control) and Captain Muhammad Tahir Siddique (Port Safety Officer) both closely involved with NSW operations.

Case Study: NSW recognized for service

QatarEnergy LNG has awarded NSW with certificate of appreciation in recognition of the outstanding support provided to accomplish safe and successful completion of Ras Laffan SPM hose replacement project 2023

NSW celebrate annual global safety day 2023 'Make it Safe to Speak Up'

At NSW safety culture embraces learning and continual improvement through employee engagement and support. We are committed to driving continuous improvement in health and safety and the environment. We take responsibility for promoting awareness training, knowledge sharing and a proactive approach to our own health and safety and to the well-being of others being supported by the following initiatives taken by NSW:

• Safety competitions to promote the health and safety culture within the organization

• Celebrating global safety day annually

• Mariner of the month' program is in place to recognize crew members for their extraordinary efforts

• Organizing year ending celebration as crew welfare program promoting 'Stop Work Authority' culture through safety posters containing family members' pictures

NSW annually conducts 'Global Safety Day' which is a yearly event to mark safety in an organisation, first initiated in 2013. 'Global Safety Day' instigates an approach to managing safety, securing an aligned and companywide approach, formalizing, and adapting same tools and methodologies across all operations, implementing 'Harmonized Safety Management',

Through NSW's safety management system, we have continuously applied further actions and initiatives to improve the safety culture. Global Safety Day' in 2023 was celebrated with theme 'Make it Safe to Speak up' on September 13th with flexibility to run the workshop before end of September 30th, 2023.

With ambition to further develop and nurture a safety culture where our teams feel safe to speak up to report risks, incidents, mistakes, or concerns so that we can continuously share, learn, and respond to risks in daily work.

To develop this culture, Global Safety Day 2023 puts the spotlight on inspiring a psychologically safe environment at NSW where everyone feels:

• Included, respected, and accepted to enable them to openly speak up without fear of negativity

• Supported in sharing their concerns while making them understand that making mistakes is acceptable

• Encouraged to continue, be listened to, and received feedback from others

• Welcomed to challenge to constantly find better and safer ways of going about our daily work

5.1 Health, Safety and Wellbeing (continued)

Certificate of appreciation to crew by NSW and QatarEnergy 2023

NSW took the opportunity on the Global Safety Day to recognizing our staff by awarding a 'Certificate of appreciation' and 'Gift' who actively contributed to proactive reporting campaign for 2023 to support and promote a positive safety culture and making the workplace safer for everyone by raising safety concerns proactively has helped preventing possible accidents and workplace injuries.

For contribution in creating safe work environment by raising value added 'Safety Observation Cards' a certificate of appreciation with token gift was awarded to one of the NSW crew members by Ras Laffan port authorities (QatarEnergy).

NSW – Fire Fighting Training

5.2 Human Capital and Employee Relations

Management Approach and Progress

Employment – Attracting, Recruiting and Retaining Talent

Nakilat's organizational values aptly mirror our conviction that our employees are the most valuable asset, enabling Nakilat to achieve its mission success. The multidisciplinary team of diverse, competent individuals across the organization, are the driving force behind the growth and impact of Nakilat. Our commitment extends beyond retaining our top talent to actively attracting young, dynamic individuals, as well as experienced professionals, as needed.

The Human Resources (HR) department governs employment, and it is guided by the recruitment policy which covers the compensation, allowances and benefits offered to its employees at all levels. Nakilat conducts reviews of policies, procedures, and processes every three years, in line with the company's standard. Career plans are annually reviewed to achieve our commitment towards our employees. This approach also guides our in-house recruitment team, which is responsible for acquiring new talent through a robust recruitment process that ensures hiring qualified, competent, skilled talent fairly and consistently, and reduce the risk of discrimination.

Nakilat recognizes that talent retention is paramount to its success, and it strives to surpass the career aspirations of its employees supporting the achievement of its vision and mission. This entails fostering a positive work environment that values employee feedback and encourages open communication between management and staff. We also strive to maintain a competitive position as the employer of choice for our employees. Nakilat is committed to motivating and recognizing its employees for their contributions and commitments, as well as aligning their annual compensation with the company's long-term interest. Retention is managed by implementing industry best practices, exposure to cutting-edge projects and the latest technology systems, offering attractive and competitive salary packages and career progression, enabled by systematic and transparent processes.

Nakilat extensively works on enhancing its employee value proposition (EVP) by utilizing a combination of platforms to attract and hire the best talents such as an internal talent pool, corporate website, online recruitment portals, newspapers, online media, social media, career fairs, as well as employee referrals. Job applications are accepted all year round to maintain a strong pool of potential candidates.

Nakilat remains dedicated to investing in the development of its workforce, which is a critical aspect of any company's growth and success, by providing a plethora of interventions to address learning requirements and further development. With a total investment of QAR 2,105,127 in 2023, employees were provided with continuous training through various platforms such as e-learning, face-to-face training, and internal coaching. Nakilat has also continued its investment in designing custom competency development plans for post holders and for those is development roles, guiding them towards continuous improvement and specific target positions, respectively. By investing in the development of our workforce, Nakilat creates a culture of lifelong learning and growth; attracts and retains top talent; and positions for the company's long-term success in a rapidly changing business environment.

Case Study: Nakilat's Approach to Succession Planning

Phase 1:

- Evaluate senior positions, specifically at chief (N-1) and manager (N-2) levels, to identify the critical positions by evaluating each position in terms of their business impact.

- Screen and ratify the employees that were nominated.

- These successors complete the development center's assessments, including personality, ability, and competency-based assessments.

- In conjunction with the results of these assessments as well as the input from the learning needs analysis, development plans are developed to address technical and behavioral competency gaps to facilitate their growth and leverage their potential for possible future opportunities.

- Development is ongoing and will continue with regular reviews and revalidations to ensure readiness.

Phase 2:

- This phase is for N-3 level positions where the latter were reviewed, and successors were nominated for these positions.

| Identification of Critical Positions (1) | Nomination of Successors (2) | Mapping Successors to Critical Positions (3) | Facilitation of Talent Forum (4) | Development of Successors (5) |

5.2 Human Capital and Employee Relations (continued)

Key stakeholders:

Activity/Step	Facilitated by	Participants
Identification of critical positions	Head of L&D and HRM	Chiefs/Line manager
Nomination of potential successors and mapping	Head of L&D, and L&D team	Chiefs/Line managers
Talent forum	HRM and Head of L&D	Chiefs
Development of successors and monitoring of progress on development plans	L&D specialist	Line managers and employees

- During 2023, phase 2 rollout took place – during this phase there were nominations of potential successors. and relevant mappings took place, where through the facilitation of the talent forum, successors were identified for N-3 level positions. In addition, review of progress of nominated successors for phase 1 was complete.
- During 2022, the review of the progress and the development of nominated successors has continued as well as the continuation of phase 2 rollout to ensure the nomination of potential successors and mapping is complete.
- During 2021, the implementation of succession planning continued in terms of assessing successors to identify development needs and to generate comprehensive development plans to facilitate their growth and leverage their potential for possible future opportunities. Based on the extensive analysis, the development of the nominated successors is ongoing and will continue with regular reviews and revalidations conducted to ensure readiness. Phase 2 of the rollout was also initiated in identifying potential successors for additional roles in the organization.

KPIs

Total Number of Employees / Workforce	2021	2022	2023	Scope
Total number of employees	278[1]	272[1]	287[3]	
Full time	278	272	287	
Part time	0	0	0	
Breakdown by contract type				
Indefinite or permanent contracts	216	210	225	All Nakilat and NAC employees
Fixed-term or temporary contracts	62[2]	62[2]	62[2]	
Breakdown by career level				
Senior management	12	12	12	
Middle management	51	48	56	
Non-management	215	212	219	

(1) Total employees in Nakilat and NAC (direct hire and through third party agency)
(2) Secondees (5) to JVs are included
(3) Total employees in Nakilat and NAC (excluding third party agency and contractors (31 contractor personnel))

Employee Benefits

Nakilat offers its employees competitive benefits in line with its HR – Rewards and Organizational Development (R&OD) policy to acknowledge their efforts and to ensure their commitment to achieving the company's goals. These benefits include:

- Educational assistance - the main objective of this benefit is to secure a level of schooling for all our employees (both nationals and expats) with standards comparable to what the children would have received in their home country. Nakilat supports employees by providing comprehensive financial support for their children inclusive of tuition fees; registration fees; resource fees and transportation.
- Life insurance is provided to all employees in both cases, death and disability.
- Health insurance is provided to all employees and their dependents where they receive medical treatment/coverage.
- Pension contribution is provided to Qatari and GCC nationals within the company.
- End of service benefits (ESB) are provided to both expatriate employees and national employees where upon termination, expatriate employees are entitled to these benefits for all the years that they served in the company, whereas national employees are entitled to these benefits after completing 20 years of service. ESB is commonly known as a gratuity or severance payment, and it is paid by Nakilat to its employees upon the completion of the work relationship.
- Monetary and non-monetary awards such as long service awards, team awards, outstanding achievement awards, etc.
- Annual merit and performance bonus are determined based on Nakilat's performance in the qualifying year, employees' performance, set budget and applicable eligibility criteria.

Notice Period

The notice period for both the company and the employees, either due to resignation, or new acquisition and business restructuring is established contractually and in line with the recruitment policy. The established notice period, unless defined otherwise in the employment contract, is as follows:

- Resignation: notice period of four months
- Separation of service:
  - On probation to one (1) year of employment: notice period of one (1) month
  - One (1) year and up to five (5) years of employment: notice period of two (2) months
  - Exceeding five (5) years of employment: notice period of three (3) months

KPIs

New Hires:

During 2023, 43 new employees were hired, of which 76% were male, and 24% were females. In comparison to 2022, the total number of new hires increased by 24% due to the reintroduction of National scholarship students and the increased intake of Developees, in line with Nakilat's Qatarization strategy.

Retention:

Nakilat's commitment to effectively managing employee turnover is demonstrated through a proactive approach to nurturing a stable and motivated workforce. By monitoring turnover rates on a monthly basis and analyzing data across various dimensions such as department, tenure, gender, and age, the company has gained valuable insights into potential areas of concern. This quantitative analysis is complemented by qualitative data obtained through exit interviews, allowing Nakilat to understand the underlying reasons behind employee departures.

Utilizing both quantitative and qualitative data, Nakilat has developed targeted retention strategies aimed at addressing the identified concerns.

Nakilat's has aligned its operational policies and procedures with global best practices which underscores our dedication to excellence in talent management. By continuously reviewing and refining retention strategies based on data analysis and industry benchmarks, Nakilat ensures its competitiveness in attracting and retaining top talent.

5.2 Human Capital and Employee Relations (continued)

New Hires and Turnover	2021	2022	2023	Scope
Number of new hires[1]				
Breakdown by Age				
18-30 years old	3	7	15	
31-50 years old	33	22	26	
51+ years old	7	5	2	
Breakdown by Gender				
Male	43	29	34	
Female	0	5	9	
Total number of new hires*	**43**	**34**	**43**	
Number of employees leaving employment during the reporting period (voluntary and involuntary)				
Breakdown by Age				
18-30 years old	7	4	3	
31-50 years old	20	26	15	
51+ years old	7	4	4	
Breakdown by Gender				All Nakilat and NAC employees
Male	30	24	17	
Female	4	10	5	
Total number of employees leaving employment during the reporting period (voluntary and involuntary) *	**34**	**34**	**22**	
Employee turnover rate (voluntary and involuntary)	**12%**	**13%**	**8%**	
Number of employees leaving employment during the reporting period (voluntary)				
Breakdown by Age				
18-30 years old	3	14	2	
31-50 years old	9	3	7	
51+ years old	2	3	1	
Breakdown by Gender				
Male	11	15	6	
Female	3	5	4	
Total number of employees leaving employment during the reporting period (voluntary)*	**14**	**20**	**10**	
Employee turnover rate (voluntary)	**5%**	**7%**	**3%**	

(1) Total employee in Nakilat and NAC (Direct hire and through third party agency, excluding outsourced

*All Nakilat's employees are based in the region of Middle East (Qatar)

Parental Leave

Nakilat values the well-being of its employees and demonstrates its commitment by offering maternity and paternity leaves for both female and male employees. This initiative reflects Nakilat's dedication to supporting employees through significant life events, ultimately enhancing employee morale and productivity. For female employees, maternity leave is provided to facilitate their recovery following their delivery and to take proper care of their newborns. The parental leave extended to male employees, is designated to support their families and their newborns. In addition, Nakilat grants its female employees a one-hour nursing time daily after getting back from their maternity leave for a period of one year.

Nakilat's maternity leave spans 60 calendar days, while paternity leave is granted for one day.

KPIs

Parental Leave	2021	2022	2023	Scope
Number of employees that were entitled to parental leave				
Breakdown by Gender				
Female	25[1]	34	18[1]	
Male	202[1]	236	207[1]	
Number of employees that took parental leave				
Breakdown by Gender				
Female	3	4	1	
Male	4	4	8	
Number of employees that returned to work after parental leave				All Nakilat and NAC employees
Breakdown by Gender				
Female	3	4	1	
Male	4	4	8	
Retention Rate				
Total number of employees returned from parental leave who were still employed twelve months after return to work	7	8	9	
Return to work rate	100%	100%	100%	
Retention rate	100%	100%	100%	

(1) The numbers are reported for all married employees only. Numbers reported in past years include all employees, irrespective of their marital status.

5.2 Human Capital and Employee Relations (continued)

Human Rights and Grievances

Nakilat places great importance on respecting and upholding international standards on human rights and refraining from any conduct that hinders or interferes with them. Nakilat avoids infringing upon the human rights of others and endeavors to address any adverse impacts, which the company may be associated with as part of its operations. Nakilat is committed to upholding human rights and will not engage, tolerate, or work with business partners that employ children or minors or engage in human trafficking, forced, bonded or compulsory labor.

The above practices have yielded a positive impact across the organization. HR has not received any grievance related to discrimination and any kind of harassment, which validates that Nakilat has been successful in fostering a safe environment and all employees are able to work without fear and deliver to their best potential.

Nakilat emphasizes fair and equal treatment of its employees, recognizing that such practices are essential for fulfilling its commitment to integrating a diverse multinational workforce into a cohesive and effective workplace, establishing a healthy working environment and maximizing employees' contribution to the efficiency and productivity of the company.

Nakilat's Code of Business Ethics and Conduct ensures its commitment to human rights and summarizes the standards that guide our actions towards achieving these commitments. These standards represent the company's policy and establish conditions for Nakilat's employment. Additionally, Nakilat adopts a policy of fair dealing and integrity in all aspects of its business. It is the responsibility of Nakilat's employees to comply with human rights laws, behave with integrity, and treat all organizations and people in a fair and honest manner. Nakilat's suppliers and contractors are expected to adhere to the Code of Business Ethics and Conduct equivalent to the provisions of the adopted policy.

The Learning and Development policy refers to the Grievance policy under the Employee Relations policy and procedures manual for details on the grievance handling procedure.

To maintain fairness and equality among its employees, HR has adopted an open door policy, where employees can approach HR through any channels (email, phone, and/or face to face), to raise their individual problems and grievances. HR has also established a clear policy and procedure for corrective guidance and disciplinary measures, subject to a review once every three years.

At Nakilat, the performance management grievances are raised when any employee disagrees with the final ratings that have been provided after the calibration process that is conducted with the divisional chiefs. To resolve these grievances, input is required from the employee and the respective department (i.e. line manager, department manager and the chief officer) to review the grievance against the final rating. The details are then reviewed by a Grievance committee, which impartially review all findings and make a final decision whether to agree with the grievance raised or to maintain the rating as finalized previously.

We continuously monitor and track the effectiveness of our response regarding our final decision, with transparent reporting and communication on how impacts are addressed. To improve performance management with respect to decreasing the number of grievances, we delivered company-wide training on how to conduct performance management effectively at the mid-year step and year-end stage to ensure that managers can develop their abilities to give effective feedback and measure performance accurately, with the aims of decreasing the grievances raised.

KPIs

Nakilat always ensures to treat all employees fairly and equally. In 2023, no incident of discrimination, bullying and harassment has been reported.

Grievances*	2021	2022	2023	Scope
Number of grievances filed in the reporting period	6	1	10	All Nakilat and NAC employees
Number of grievances addressed or resolved	6	1	10	
Number of grievances filed prior to the reporting period that were resolved during the reporting period	0	0	0	

* Grievances listed in the table are in relation to performance management grievances only and raised at the end of the performance management cycle of each year (in December of each reporting year)

Security (Contractors)

Security services for Nakilat headquarters in Doha are outsourced to third-party contractors approved by the Ministry of Interior following rigorous technical and commercial exercises as part of competitive tender. A crisis communications response training and awareness session was conducted for all the security personnel to help them understand their roles better and provide them with the necessary skills and knowledge to interact effectively with individuals from diverse backgrounds. This ensures that any violations that occur are addressed and remedied promptly. These contractors are managed by the General Services department within Nakilat.

Learning and Development

Nakilat is dedicated to nurturing and preserving talent, aiming to unlock the full potential of employees in support of Nakilat's strategic goals and operational needs. Every initiative in learning and development is designed to increase employee engagement, retention, and skill, as highlighted in the following illustration. Our goals and targets are measured by the overall retention of employees alongside the effectiveness of the trainings delivered to employees.

Nakilat's Learning and Development Policy guides these initiatives by defining the processes related to performance management and learning and development requirements of learning need analyses, annual training plans, certifications, management of training service providers, training evaluations, and learning management systems. The policy is reviewed every 3 years by the Head of Learning and Development and Human Resources Manager. Any changes to the policy are then managed and updated through the SHEQ MOC process. The implementation of the policy is managed by the Learning and Development team and the Head of Learning and Development.
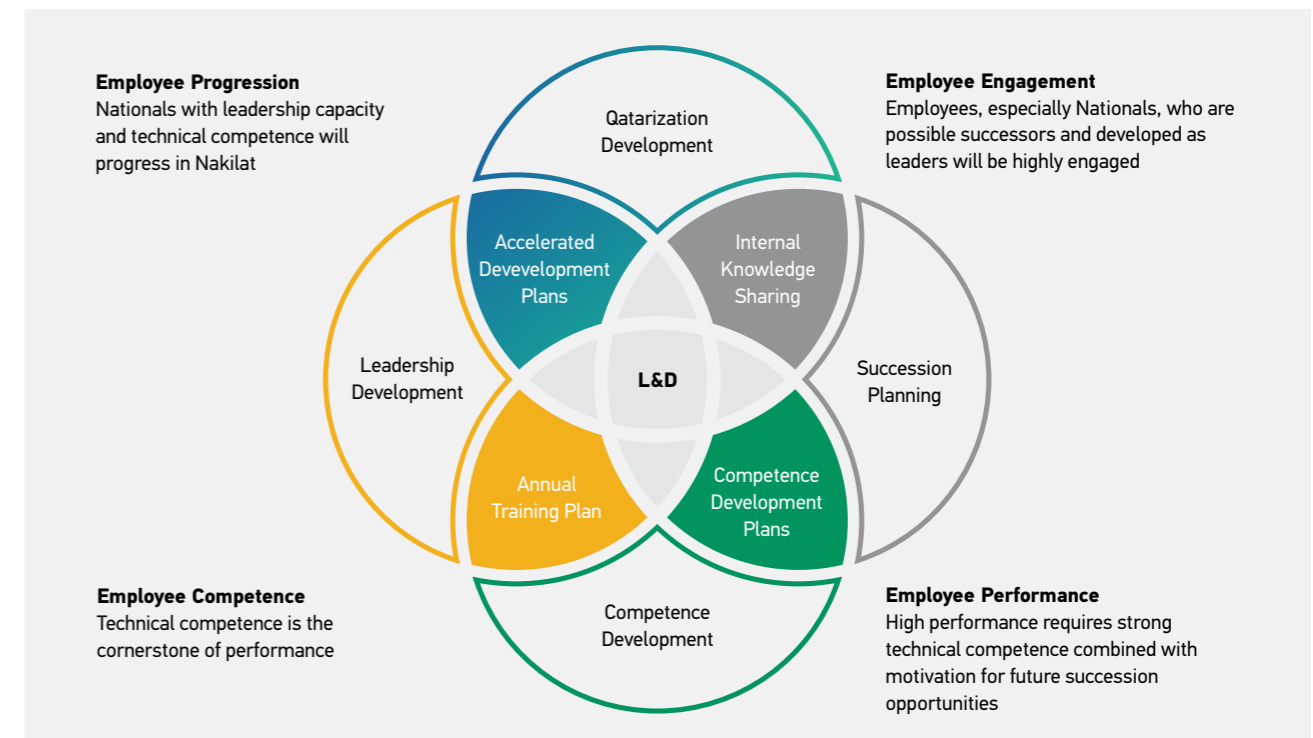
Nakilat's policy on learning and development steers these initiatives by outlining the procedures associated with performance management and learning needs, including analyses of learning requirements, yearly training schedules, certifications, oversight of training service providers, training assessments, and learning management systems. This policy undergoes a review every three years by the Head of Learning and Development and the Human Resources Manager. Modifications to the policy are then processed and updated through the SHEQ management of change procedure. The execution of this policy is overseen by the Learning and Development team and the Head of Learning and Development.

To fulfill these goals, we offer our employees top-tier learning and development opportunities in every area of our business. A key step in this process is the learning needs analysis, where we thoroughly examine the gaps in both technical and behavioral skills of our staff. This analysis happens annually, with line managers assessing staff competencies in technical and behavioral areas as per their job descriptions. Once these gaps are identified, line managers recommend methods to address them, including training, coaching, mentoring, or on-the-job learning. To enhance this process, line managers receive specific training on how to complete learning needs analysis, ensuring they can effectively contribute to identifying training necessities.

Aligned with Nakilat's objective of fostering a culture centered on high performance and ongoing learning, this evaluation of learning and development needs, coupled with essential business training requirements, shapes the tailoring of development opportunities. This is aimed at enhancing   employee skills for both present and future needs of the organization. Accordingly, learning interventions are structured to adhere to the following framework:

1.   Technical training
2.   Behavioral and interpersonal skills training
3.   Safety, security and compliance training
4.   Induction, orientation and new joiner mandatory training
5.   Leadership and personal effectiveness training
6.   Language training
7.   Information technology and risk management training
8.   Internal knowledge sharing and capabilities training

5.2 Human Capital and Employee Relations (continued)

Training categorization	Applicable population	Learning objectives	Assessment method	Types of trainings	2023 Update
Technical Training	All Staff	Technical competencies for each role are at the required level	Learning needs analysis/	ISO 45001:2018 lead auditor, ISM lead auditor, certified financial risk manager, ISO 22301:2019 lead implementer (business continuity management system), overview of LNG value chain, IFRS update 2023 and many more	- Delivered 83 technical training programs to 144 employees with 270 training occurrences - Our shipyard training centre delivered technical training programs for staff working on our shipping Joint Venture companies in areas such as mechanical, piping, electrical, welding and maintenance.
Behavioral and Interpersonal Skills Training	All Staff	Behavioral competencies for each role are at the required level	Learning needs analysis/ development centre	Soft skills and technical competence applications with each role	296 courses were offered in 2023 with topics such as accounting foundations, essential of team collaboration, Franklin covey courses, executive leadership, leading effectively and problem-solving techniques, etc.
Safety, Security and Compliance Training	All Staff	- Ensure the continuation of an incident and injury free workplace - Compliance with safety standards and legislation	Mandatory SHEQ training curriculum	Health and safety training programs, delivered by internal trainers and external consultants	Delivered 18 mandatory courses which equated to just over 1,714 hours of training. Courses included topics such as basic fire safety awareness, defensive driving, incident and accident reporting, lifesaving rules, IIF refresher and orientation course and information security.
Induction, Orientation and new joiner mandatory Training	New Staff	Integration of new joiners into the organization culture and familiarization with critical training programs	Mandatory learning foundations training curriculum	Health and safety training, courses for all new staff according to their role and seniority	Completed 31 new joiners mandatory training from employee relations department, as well as the learning foundation programme.
Leadership and Personal Effectiveness Training	Management grades (Managers/Heads and high potential managing leaders)	Enhancement of management core competencies and the development of leadership capabilities	Learning needs analysis/SMT corporate program	Executive 1-2-1 coaching from a professional coach	44 employees successfully completed the Leadership Development Programme last Feb 2023. This leadership development programme was launched in 2021 and continues in 2022 and completed 2023. All three cohorts completed the programme compiled of facilitated experiential learning and executive coaching.
Language Training	Non-native English speakers	Competence in verbal and written English language skills to IELTS level 5.5	Learning needs analysis/ development centre	English language courses	1 National completed English training with Qatar University.
Information Technology and Risk Management Training	All Staff and Specialist IT Staff	Ensure effective use of IT systems and programs, and development of the latest technology in support of operations	Learning needs analysis/ system upgrades	Certified information system auditor (CISA), SAP THR 83 SAP success factors Recruiting, Prince 2, Microsoft 365 COPILOT,SAP implementing SAP S/4 HANA finance for group reporting, etc.	11 IT Courses were deliv-ered in 2023 via online training.
Internal knowledge sharing and capabilities Training	All Staff	Cross-fertilization and transfer of knowledge internally to create greater synergy among departments and groups	Core Process and Procedure Requirements	Nakilat Internal Capabilities Enhancement (NICE) program to share knowledge and insights related to the different business operations and to enable the improvement of presentation and public speaking skills.	Delivered 34 NICE session specialized trainings; 930 man-hours of training conducted by our staff in their respective expertise areas on common processes and practices that could impact other operations. Examples of NICE session topics in 2023 are Annual General Assembly process, business impact analysis, and category management, etc.

5.2 Human Capital and Employee Relations (continued)

Enhancing Skills and Knowledge of Qatari Nationals to Access Jobs in the Shipping Industry

Nakilat is dedicated to improving the abilities and knowledge of Qatari nationals and facilitating their entry into the maritime industry. This commitment is fulfilled by highlighting the opportunities in the industry, including career paths and professional development prospects within Nakilat.

Our annual internship program offers university and school students a six-week opportunity to gain practical experience and learn from experts in various business areas. In 2023, we welcomed six interns in the finance, human resources, and information technology departments. Additionally, our recruitment initiative focuses on increasing awareness of maritime sector careers and in collaboration with learning and development have conducted school visits and attended career fairs.

The National development program targets recent Qatari graduates with less than two years of work experience, with the aim of introducing them to the shipping industry. This program focuses on professional growth within specific industry roles, combining on-the-job training with expert coaching. It's a structured two-year program, divided into phases with specific development goals, tailored towards their intended career paths. In 2023, four Qatari graduates have joined the program, joining the following different departments supply, human resources, corporate planning and risk.

Furthermore, Nakilat provides secondment opportunities (both inbound and outbound) to employees within the energy and shipping sectors to broaden their industry knowledge and skills. In 2023, one employee completed two secondment opportunities in Greece and the United Kingdom respectively.

KPIs

The total number of training hours in 2023 have been exceptional. Although there may appear to be a decrease in the total training hours, this is mainly attributed to the delivery of Leadership Development Programme in 2022, which significantly contributed to the overall figure. A range of improvements were introduced to the existing learning platform which included nano-learning techniques and a revised policy for our internal knowledge sharing learning program resulting in increased quality.

Learning and Development	2021	2022	2023	Scope
Total training hours	7,438	11,269	8,927	
Average training hours per employee	27	42	31	
Breakdown by career level				
Senior Management	12	12	12	
Total training hours	293	156	88	
Average training hours per employee	24	13	7	
Middle Management	51	48	56	
Total training hours	1,728	2,936	1,740	
Average training hours per employee	34	61	31	
Non-management	215	210	219	
Total training hours	5,417	8,177	7,099	
Average training hours per employee	25	39	32	
Breakdown by Gender				
Male				All Nakilat and NAC employees
Total training hours	5,725	9,064	7,447	
Average training hours per employee	24	38	30	
Female				
Total training hours	1,712	2,205	1,480	
Average training hours per employee	41	65	38	
Performance reviews				
Total number of employees receiving regular performance and career development reviews	229	226	252	
Percentage of employees receiving regular performance and career development reviews (%)	82%	84%	88%	
Breakdown by Gender				
Female	37	34	33	
Male	192	236	219	

Budget Spent on Learning and Development*

Thousands Qatari Riyal

2021: 2,362
2022: 3,781
2023: 2,105

*Budget spent on learning and development includes training costs of Developees
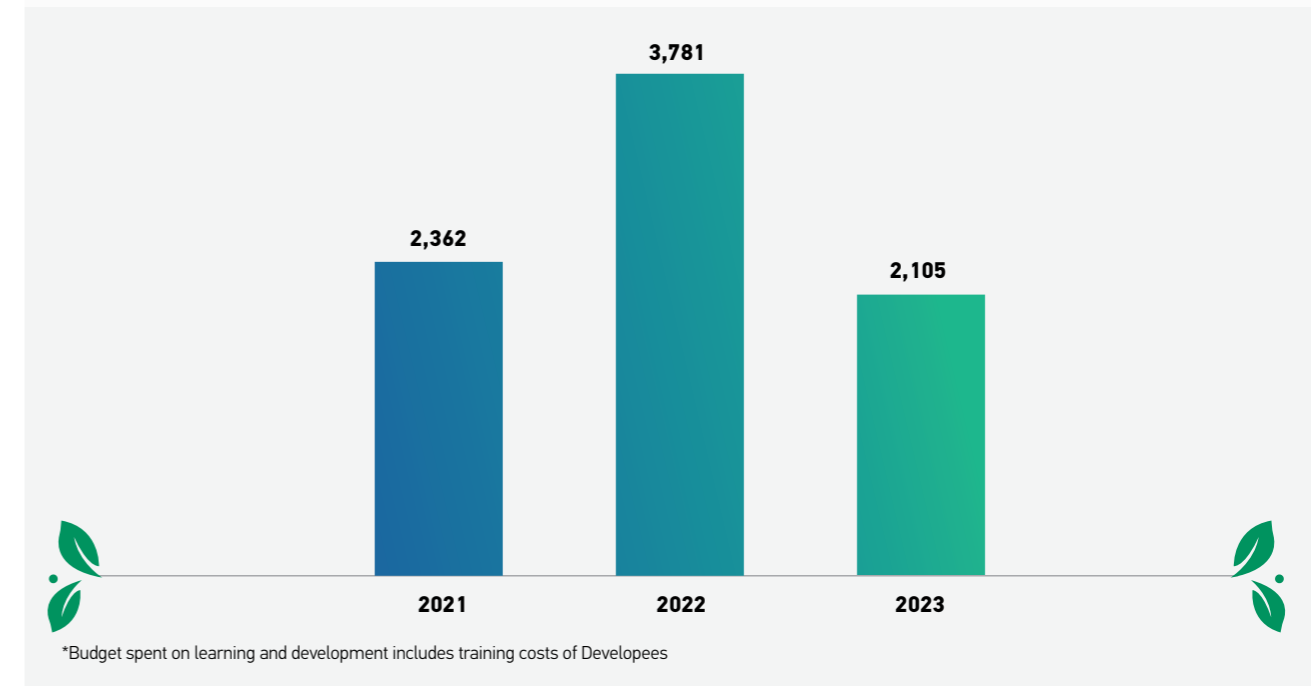
5.3 Diversity and Inclusion

Management Approach and Progress

Nakilat is dedicated to fostering a workplace where our employees are respected and treated fairly in line with our Code of Business Ethics and Conduct.

Nakilat hires, evaluates, transfers, compensates, and promotes employees based on their skills and performance. Employees facing discrimination have the right to voice their concerns to their supervisor, a member of the management, human resources contact, or a member of the ethics committee. Reprisals or retribution against an employee who lodges a complaint in good faith are not tolerated.

Nakilat's approach to managing diversity in the workplace involves providing actionable tips and advice, and by maintaining effective communication with employees. Our policies, procedures, safety rules and other important information are designed to overcome language and cultural barriers.

Equal Pay

The company conducts market surveys to ensure fair and competitive pay in comparison to its peers. The ratio of the entry-level wage is equal to 1 (as a minimum) or above the Qatar minimum wage, both for male and female employees. Nakilat conducts applicable reviews to ensure compliance with this requirement and rectifies any cases if found.

KPIs

In 2023, the youth employment rate increased by 2%, with fifteen graduates and emerging talent joining the business. The female employment rate increased by 1% in 2023. The company achieved a 32% Qatarization rate through innovative recruitment and development programs. This is a testament to Nakilat's commitment to foster and nurture local talent. Nakilat adopts an equal opportunity approach when hiring, and considers candidates based on their skills, experience, and competencies to meet the job requirement.

Diversity and Inclusion (Employees)	2021	2022	2023	Scope
Breakdown by age				
18-30 years old	35	31	36	
31-50 years old	209	196	203	
51+ years old	34	43	48	
Youth employment rate	13%	11%	13%	
Breakdown by gender				All Nakilat and NAC employees
Male	236	236	248	
Female	42	34	39	
Female employment rate	15%	13%	14%	
Breakdown by nationality				
Qatarization*	30%	30%	32%	

*Percentage of all Qatari nationals (including JVs) against the total of Nakilat established position.

Female Employment	2021	2022	2023	Scope
Total number of employees with disabilities (number)	0	0	0	
Total % of employees with disabilities (%)	0	0	0	
By career level				
Board of Directors				
Number of female employees	0	0	0	
Percentage of female employees	0%	0%	0%	
Senior management				All Nakilat and NAC employees
Number of female employees	0	0	0	
Percentage of female employees	0%	0%	0%	
Middle management				
Number of female employees	6	3	3	
Percentage of female employees	12%	6%	5%	
Non-management				
Number of female employees	36	31	36	
Percentage of female employees	17%	15%	16%	
Equal Pay				
Gender pay ratio (Ratio of basic salary* and remuneration of women to men)	1.03 to 1	1.17 to 1	1.07 to 1	Qatar Shipyard Technology Solutions and QFAB not included

*Median male salary to median female salary

Nakilat is committed to fostering a culture of fairness and equal opportunity for all. We take pride in the diversity of our workforce, with 38 nationalities being represented, within a very small workforce.

Workforce Nationalities	No.	%
British	24	8
Filipino	21	7
Indian	85	30
Pakistani	14	5
Qatari*	62	22
Other Nationalities	81	28

* Percentage of all Qatari nationals against the total Nakilat workforce.

5.4 Responsible Procurement and Supply Chain

Nakilat Supply Chain:

The stages of LNG supply chain consist of natural gas production and exploration, liquefaction and storage, shipping and receiving, and regasification and distribution. Nakilat's robust business and operations within the LNG supply chain assume a pivotal role, serving as a crucial transportation link in Qatar's LNG supply chain, enabling access to cleaner energy to various countries around the world.

Nakilat Scope of Operations
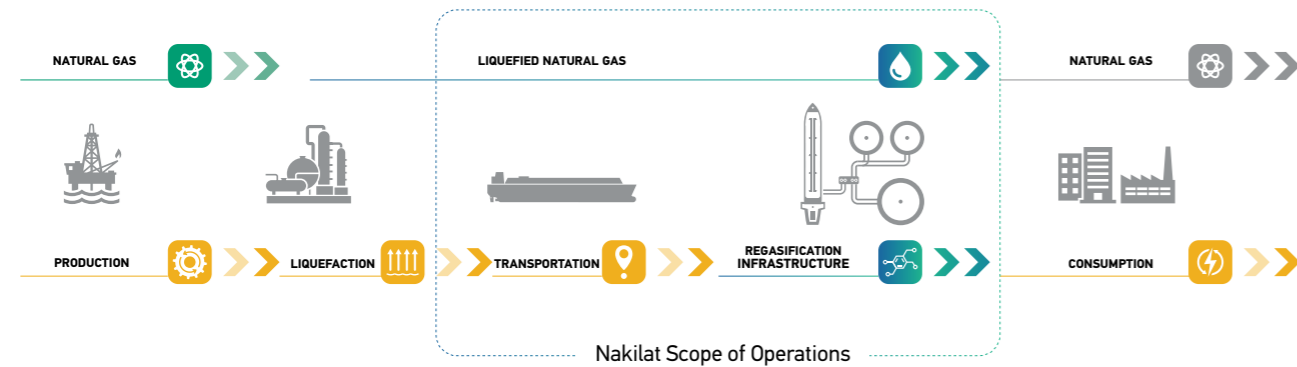
Nakilat's Supply department serves as a pivotal stakeholder across various company projects, providing a diverse range of spare parts and services to end-users, including Nakilat's marine, corporate, and joint ventures.
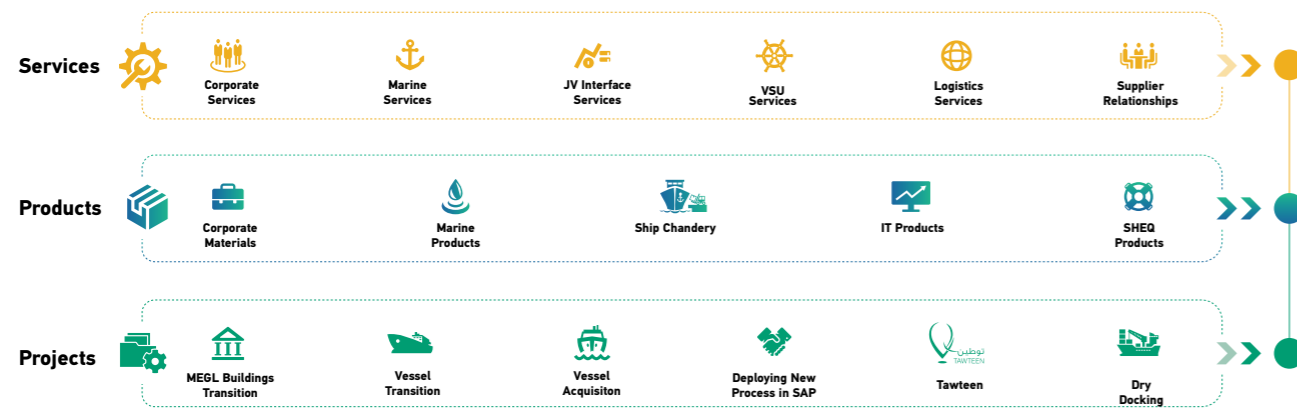
For marine segment, Nakilat's Supply department offers a variety of services, spares and consumables needed for our vessels to move cargo from loading point to discharging point and vice versa, including:

- Marine services: maintenance and repairs, dry docking, classification societies, overhaul, and inspection
- Marine products: original equipment manufacturer spares for any type of machinery and equipment available on board
- Marine consumables and ship chandlery: safety equipment, lubricating oil, paint, chemical and gases, tools, gasket and food
- Marine logistics: ensuring efficient delivery of services and goods to vessels

The corporate products and services procured by Nakilat are:

- IT Requirements
- SHEQ Requirements
- Various corporate products, including food, furniture, and office supplies
- Various corporate services, including rental of premises, electricity, cleaning, consultancy and insurance services

In addition to the services provided, the Supply department assists with the following, as per the illustrative image on the right:

Management Approach and Progress

Nakilat maintains strong relationships with its suppliers and contractors, a direct result of our commitment to long-term collaborations with business partners who share our values and dedication to rigorous ESG standards. We uphold a focus on safety, quality, business resilience, environmental emissions, and the ultimate goal of continuously improving our business operations and processes. We actively contribute to the local economy by prioritizing procurement from local suppliers whenever feasible.

In 2023, Nakilat Supply department has assessed 107 suppliers for social impacts (e.g. human rights violations, worker welfare and labor conditions, impacts on local communities) among them, no suppliers were identified as having significant actual or potential negative social impacts.

A breach of Nakilat's Third-party Code of Conduct constitutes a substantial actual or potential negative social impact; however, each breach observed would be evaluated on a case-by-case basis. At present, Nakilat has not identified any active suppliers with significant actual and potential negative social impacts.

To proactively prevent or mitigate potential negative impacts associated with supplier social assessment, Nakilat exercises due diligence regarding ESG factors during the registration of new vendors by requiring new vendors to complete an ESG questionnaire as part of the registration process. Looking ahead to 2024, Nakilat has outlined two key initiatives:

a) Appoint a Supply department 'Social' related champion to be responsible for ensuring a comprehensive understanding of social-related requirements and embedding them into the procurement process.

b) The implementation of a sampling process for current registered supplier assessments using industry-recognized assessment questionnaires. This approach aims to further enhance the scrutiny of our suppliers and align our sustainability practices.

In the event of identified deficiencies or non-conformances are observed, or if a grievance related to social issues is reported, our remedial action plan encompasses a range of activities. These include but are not limited to arranging a meeting with the concerned supplier to provide them with the opportunity to present their case, which will be given due consideration. Additionally, an internal cross functional team will be appointed to review and address the observed issues. Furthermore, an awareness program will be created to mitigate risk and minimize recurrence of the identified issues. If necessary, a formal notification may be issued to the supplier requiring rectification within a defined timeline; failure to comply could result in termination of services. Every reported issue will undergo a comprehensive review and will be addressed with a specific action plan tailored to the particular concern. This plan may involve one or more of the aforementioned actions and will include a defined close-out timeline along with a designated responsible party.

To effectively manage both actual and potential positive impacts associated with supplier social assessment, Nakilat supplier database has redundancy in most categories of supply and/or services. This redundancy extends to most areas of supply and services, enabling short-term business continuity in the event of any disruptions caused by incidents related to social aspects. Specifically, suppliers with no identified actual or potential negative impacts related to social aspects are prioritized, enhancing our resilience and sustainability in the face of potential challenges.

The ESG questionnaire and Third-party Code of Conduct serve as self-assessments for suppliers, offering Nakilat an indication of whether the supplier will not cause any negative impact in the future. This assessment will be further enhanced in 2024, when supplier assessments will incorporate a more detailed assessment of social aspects.

The goals established to address social aspects involve assessing 70% of the supplier base in 2024, with a subsequent increase to 80% in 2025. These targets will be measured against the number of suppliers assessed in 2023, which serves as the baseline year.

5.4 Responsible Procurement and Supply Chain (continued)

IT Investments

Nakilat relies on the pillars of IT infrastructure, enterprise applications, and communications to enhance its productivity. To keep pace with the changing market demands, Nakilat invests in cutting-edge technologies, such as cloud-based data centers, advanced software services, and improved satellite communications. Working closely with IT experts, we foster innovation, using state-of-the-art software and hardware to simplify our daily operations. In 2023, we demonstrated our focus on embedding Generative AI into the organization by adopting artificial intelligence combined with Modern driven technology and improving our form extractions for invoice processing, voyage performance analysis, robotics process automation (RPA), and advanced enterprise content management. This was essential for managing the growing needs of fleets under Nakilat's ship management, thereby boosting our operational efficiency.

We also continued to invest in more business technology for our ERP system to meet the emerging business requirements. In addition, we significantly enhanced our satellite communication systems on our vessels by integrating STARLINK technology, providing variety band capabilities and unlimited internet access. This upgrade has substantially improved the onboard experience, especially in terms of crew entertainment for streaming and with live TV services, offering faster internet speeds that enable crew members to stay in touch with their families.

Information Security and Data Privacy	2021	2022	2023	Scope
IT expenses (QAR millions)	9.3	16.4	17.9	Nakilat Group

*Yearly average

IT Investments* (millions QAR)

* Yearly average
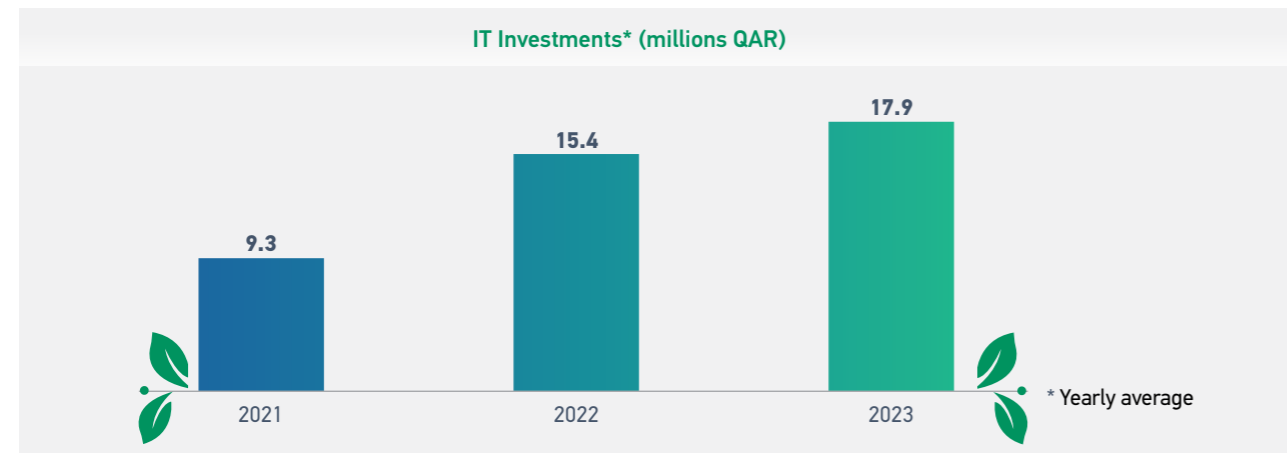
Third-Party Code of Conduct

Nakilat integrates a Third-party Supplier Code of Conduct into contracts, terms and tender invitations. Vendors are requested to provide a signed version of the document or to confirm their acceptance. The Third-party Supplier Code of Conduct encompasses social aspects, including human rights, labor laws, child labor, health, and safety matters. Additionally, our suppliers are requested to provide their certifications, including ISO 14000 (environmental management), which is vetted for accuracy prior to the entity's registration as an approved supplier. To ensure their compliance with international standards, suppliers are also required to complete the vendor questionnaire which includes our ESG requirements.

In a bid to support the company's green procurement initiatives, Nakilat consolidates group demand, resulting in the maximization of work efficiency and the minimization of paperwork and effort.

Local Procurement

As part of Nakilat's ESG strategy, responsible engagement with suppliers fosters direct and indirect job creation and increases shared value across the supply chain. Nakilat collaborates with national and international suppliers and vendors from both emerging and developed economies. Our foreign suppliers include UK, USA, Singapore, Netherlands, South Korea, Norway, and other countries from different regions.

In 2023 year-to-date, Nakilat's activities generated a broad spectrum of direct and indirect employment opportunities globally. In 2023, the company engaged with 329 suppliers on a global scale, representing 55% of total suppliers. This is mainly due to the fact that most of the vessels' requirements are not locally available such as, engine spare parts, navigation systems, paints, lubricants etc. During the same period, the value of purchased goods and services amounted to approximately USD 325 million, with around 54% disbursed directly to foreign countries to meet end-user requirements. Notably, the proportion of total procurement from local suppliers in 2023 experienced a 60% increase compared to 2022, with the value of purchased goods and services reaching approximately USD 151 million.

Local Procurement				
Year	2021	2022	2023	Scope
Value of goods and services (USD)				
from local suppliers	69,194,899	94,050,214	150,923,828	Nakilat and NSQL
from foreign suppliers	132,659,162	207,830,245	174,590,697	
Percentage of total procurement from local suppliers	34.20%	31.20%	46.40%	
Number of suppliers				
Local	251	255	267	
Foreign	326	329	329	

Supplier Environmental Assessment:

Nakilat has well documented policy and procedure in place for supplier assessment on environmental matters. Which includes the process on new vendor registration, approval process and guidelines, assessment process as well as database management in SAP.

The Supply Department assesses the ability of all potential suppliers to conform to minimum requirements of supplier benchmarks set for approval and register into the SAP System, which constitutes the company's official approved list of vendors.

Nakilat is responsible for effectively managing and overseeing the performance of its suppliers. This includes establishing, controlling, and updating the approved supplier list through a defined process. By doing so, Nakilat ensures that the anticipated value and benefits identified during the contracting strategy development phase are duly realized.

Implementing supplier performance measurement and management (SPM) brings numerous advantages to the business. These include enhanced safety, health, and environment (SHE) practices, improved efficiency, higher quality standards, access to innovative technologies, increased competency, and cost savings. SPM plays a pivotal role in optimizing supplier relationships and driving overall performance excellence within Nakilat.

As per Nakilat's supplier performance measurement and management (SPM), selected contracts suppliers to be assessed on previous performance on an annual basis to ensure that they meet company's criteria as specified in Supplier performance appraisal report. It is determined that selected suppliers will be assessed at least once every year. However, when the need arises, suppliers will be assessed, and the necessary action taken.

Approved suppliers will be assessed, against the following main criteria:

- Organization and Facilities.
- Quality of Products and Services.
- Prices and Cost down activity
- Delivery Accuracy and Reliability
- Supplier Management of Sub-Suppliers.
- Quality Management/accredited certification body; and
- Environment Management System (e.g., ISO 14000)

KPIs (Shipping)

Responsible Procurement and Supply Chain	2021	2022	2023	Scope
Supplier environmental assessment				
Suppliers assessed for environmental impacts (%)	100%	100%	100%	Shipping
Suppliers identified as having significant actual and potential negative environmental impacts (number)	0	0	0	

KPIs (Non-Shipping)

Qatar Shipyard Technology Solutions: Pre-qualification of all new suppliers includes environmental certification as part of the evaluation criteria.

NSW & QFAB: Vendor questionnaire updated to include Environment, social, governance requirements in line with ISO 9001, ISO 45001, and ISO 14001. Pre-qualification of all new suppliers includes environmental certification as part of the evaluation criteria.

No suppliers have been reported to have a significant actual or potential negative impact on the environment.

5.4 Responsible Procurement and Supply Chain (continued)

Responsible Procurement and Supply Chain	2021	2022	2023	Scope
Supplier environmental assessment				
Suppliers assessed for environmental impacts (number)	20	18	53	Non-shipping
Number of suppliers identified as having significant actual and potential negative environmental impacts	0	0	0	
Significant actual and potential negative environmental impacts identified in the supply chain	0	0	0	
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment	0	0	0	
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relation-ships were terminated as a result of assessment, and why	0	0	0	

Note: The data in this table refers to Qatar Shipyard Technology Solutions and QFAB only

NSW was awarded for achieving the Highest Contractor Performance Evaluation (CPE) rating in QatarEnergy offshore fields 2023. This award reflects the outstanding work of our colleagues at Halul island and onboard the Halul operating vessels.

5.5 Community Engagement

Management Approach and Progress

Nakilat's Corporate Social Responsibility (CSR) framework comprises four key pillars: education, community, health and environment. In the coming years, we aim to conduct social impact assessments across these four pillars, taking into consideration factors such as ethnic background, indigenous descent, gender, age, migrant status, socioeconomic status, literacy levels, disabilities, income level, infrastructure availability or specific human health vulnerabilities which may exist within the stakeholder community.

We are proud to increase our social and sports fund contribution in 2023 by 8% in comparison to 2022. Our detailed contribution in millions Qatari Riyals is represented in the below graph:

Social and Sport Fund Contribution (Millions QAR)

2021	2022	2023
34	36	39
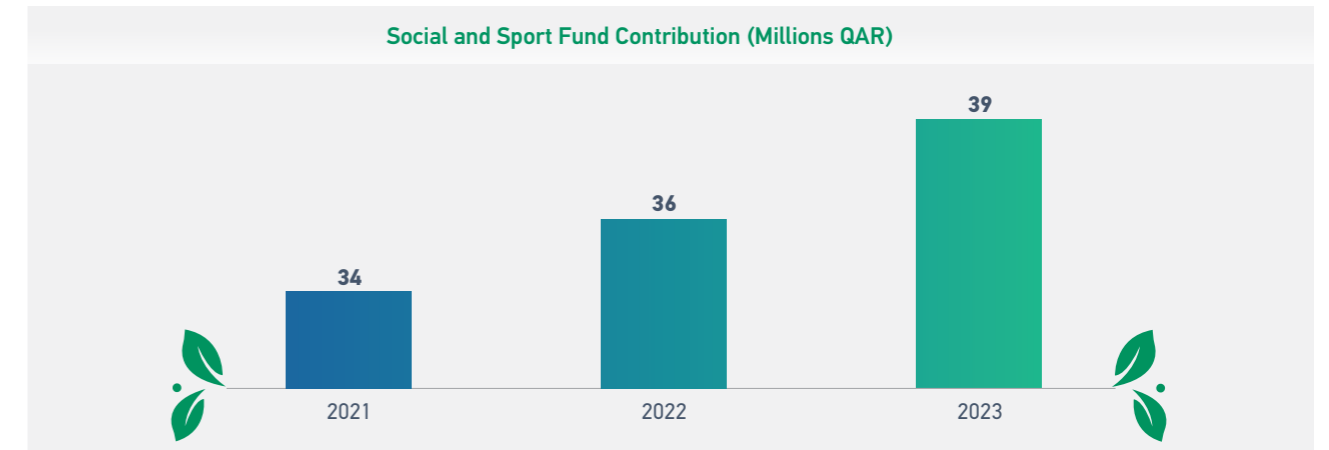
Education

To enhance educational outreach efforts, Nakilat has undertaken several initiatives. These include conducting visits to five schools to engage with high school students, aiming to heighten awareness about the industry and the marine cadet program.

Furthermore, Nakilat has actively participated in four local career fairs, establishing connections with prominent universities such as Carnegie Mellon University Qatar (CMU-Q), University of Doha for Science and Technology (UDST), Education City, and Qatar University. In 2023, Nakilat provided six internship opportunities, enabling students to engage with various departments including Human Resources, Finance, and Public Relations. These internships offer participants valuable work experience and skill development opportunities.

In February 2023, Nakilat, in collaboration with Georgetown University, hosted the graduation ceremony for Nakilat's strategic leadership development program, celebrating the graduation of a total of 44 participants, who successfully completed a 12-month program. This program was customized to develop the leadership competencies through providing a blended approach of learning, which includes 20 days of face-to-face training, pre and post reading and assignments as well as, one-to-one executive coaching sessions.

5.5 Community Engagement (continued)

Community

At Nakilat, we place community engagement and development at the forefront of our operations, aligning our efforts with the Qatar National Vision 2030 to foster a thriving society. Our commitment to community development is not just a corporate responsibility; it's a cornerstone of our identity, underpinning our endeavors to cultivate a prosperous society and contribute meaningfully to the nation's ambitious human development goals.

In our quest to enrich our community, we have established robust partnerships with key institutions like the Qatar Career Development Center, University of Doha for Science and Technology (UDST), City University College (CUC) Ulster University, Carnegie Mellon University, Qatar University, and various educational bodies for attracting and recruiting national graduates and interns.

- A prime example of our commitment to educational excellence is the inaugural 'little employee day', an event that captivated children with interactive educational activities, offering them an unprecedented glimpse into the maritime industry. This initiative is part of our broader commitment to educational excellence, where we participated in annual career fairs, offer internships, and actively encourage new graduates to join and discover rewarding career paths within Nakilat.

- Our collaboration extends to the Qatar National Museum, where we proudly sponsor Nakilat's adventure park. This park enables the community to immerse themselves in Qatar's rich maritime heritage and its significant contributions to the global stage. The adventure park serves as a bridge, connecting our employees and the wider community to our nation's history, from the era of traditional dhow boats to the modern fleet of state-of-the-art LNG carriers, highlighting Qatar's maritime evolution.

- Moreover, we take pride in sharing Qatar's success stories through a visit to the 3-2-1 Sports Museum, with our diverse community of seafarers from around the world, especially during our bi-annual fleet officers meeting. These gatherings offer seafarers and their families a unique opportunity to explore Qatar's renowned landmarks and delve into the rich tapestry of the country.

Through these initiatives, Nakilat merges not merely as a participant in Qatar's maritime industry but as a driving force in community engagement and development. We are dedicated to building a brighter future for our people and contributing to the realization of Qatar National Vision 2030. Our commitment to the community stands as a testament to our belief in the power of collective growth and prosperity. Central to our ethos is the assurance that our initiatives pose no potential negative impacts on local communities. Adhering to guidelines such as GRI 413: Local Communities, we ensure transparency in our operations by disclosing engagements, impact assessments, and development programs while reaffirming our commitment to upholding the well-being of the communities we serve.

Health

At Nakilat, employee safety, health and wellbeing are the top priorities, and as a part of our CSR commitment, the company has been consistently implementing a wide range of programs aimed at ensuring the good health and wellbeing of all its employees. Many initiatives were undertaken in 2023 to address various aspects of health and promote a comprehensive approach to employee wellness. One of our key programs is regular health check-ups by specialist medical center at office premises to monitor employees' overall health. These check-ups encompass a range of medical tests and examinations to monitor employees' health status and identify any underlying health conditions. By offering regular check-ups, Nakilat demonstrates its commitment to promoting proactive healthcare and early detection of health issues.

Additionally, Nakilat provided an awareness session about mental health issues to address any concerns and misconceptions surrounding mental health. These initiatives encompass workshops and access to external specialist resources aimed at supporting employees' mental well-being and facilitating access to mental health professionals.

Nakilat also conducted a seasonal 'flu vaccination drive' at our corporate office and shipyard facility, administering flu shots to all our staff in coordination with Ministry of Public Health. The vaccination drive was extended to the families of our employees to significantly reduce the chances of contracting the flu and thereby prevent its spread.

Furthermore, Nakilat conducts injury prevention campaigns to educate employees about safe work practices to mitigate the risk of workplace accidents. This includes training on proper lifting techniques, ergonomic assessments, and safety protocols to minimize the occurrence of work-related injuries. By fostering a culture of safety and awareness, Nakilat endeavors to create a healthy and secure working environment for its employees.

In 2023, Nakilat continued its hand and finger injury campaign across all its facilities, in coordination with JV partners, aligning with Nakilat's incident and injury free initiative. The campaign was further intensified after a deeper analysis into hand and finger injury cases from the past year which has shown that these injuries are predominantly occurring due to hands being placed in Line of Fire. As part of the campaign initiated to address this growing trend and subsequently eliminate it, awareness materials are circulated on a monthly basis to all the Nakilat JV partners in the form of posters and lessons learned circulars/alerts are disseminated to employees across Nakilat facilities as well as vessels. At Nakilat, employee safety is our top priority. We are committed to providing a safe and healthy work environment, ensuring our employees return home to their families safely.

Environment

In 2023, Nakilat enhanced its environment management efforts by creating a strong infrastructure dedicated to fulfilling our sustainability commitments and instilling a culture of sustainability within the organization. Significant efforts have been made in quantifying our Scope 1 and Scope 2 emissions, as well as a portion of our Scope 3 emissions, thereby allowing us to systematically focus on improving our environmental performance. Nakilat has developed a corporate KPI for carbon reduction in grams/ton-nautical miles and established a system to measure related emissions. (refer to the environment section in this report).

In 2023, Nakilat achieved a 'Five Star' grade for the 2nd consecutive year from environmental audit conducted by the British Safety Council. Nakilat was also awarded the prestigious Globe of Honour from British Safety Council for the first time. We at Nakilat, are extremely proud of this recognition, and it further confirms our commitment to the sustainability agenda with   transparency being key to our program.

Looking ahead, Nakilat aims to make substantial progress on our 2030 long-term carbon reduction program, applicable to both the Nakilat fleet and office operations. This includes pursuing carbon reduction targets and enhancing awareness among employees regarding carbon reduction initiatives.

6.1 Corporate Governance, Compliance and Ethics:

Management Approach and Progress

Corporate governance encompasses the systems of rules and practices that are dedicated to ensuring that companies adhere to a suitable and transparent decision-making framework, safeguarding the interests of all stakeholders and shareholders. Nakilat's board of directors and senior executives are committed to upholding the highest standards of ethical conduct, accountability, transparency, and fairness in all aspects of our business. Our corporate governance framework reflects our dedication to serving the best interests of our shareholders, stakeholders, and the broader community.

Nakilat recognizes the pivotal role that embracing best governance practices and standards plays in aiding the company's pursuit of its goals and objectives. We place a significant emphasis on transparency and disclosure, ensuring regular interaction with our shareholders through various channels, including annual general meetings, investor conferences, meetings, investor relations quarterly conference calls, and investor relations initiatives. These efforts ensure that current shareholders and potential investors are well-informed about our financial performance, strategic objectives, and governance principles.

In addition, we recognize that good corporate governance is an ongoing journey, and we remain dedicated to continuously improving our governance practices to deliver long-term value and sustainable growth for all stakeholders and shareholders.

Acknowledging the intrinsic link between effective governance and robust financial performance, Nakilat is committed to upholding leading and best governance practices, as well as adhering to the governance code set forth by the Qatar Financial Markets Authority (QFMA). Nakilat's governance report has been meticulously prepared in accordance with the QFMA governance code, reflecting our commitment to meeting all pertinent regulatory stipulations. This report is made accessible to all relevant stakeholders and the public through Nakilat's website, ensuring transparency and accountability in our governance efforts.

Nominating and Selecting the Highest Governance Body

In addition to the Nomination Committee's main duties outlined in Nakilat's Corporate Governance Report, the committee also plays a key role in recommending suitable candidates to the board. It ensures that the shareholders have criteria in place to guide them in electing the most qualified candidates for board membership. The selection process considers the existing board structure, size, composition, and diversity (including independence, skills, knowledge, educational backgrounds, and areas of expertise) and senior executives following Nakilat's ESG strategy. The Nomination Committee assesses the functional and operational skills required to be suitable for the position, including, but not limited to, current or past ESG and sustainability experience.

In terms of diversity in broader terms, Nakilat assesses the age of its executives and directors, their leadership stability (represented by the frequency of executive and director turnover) their background and their international exposure in different industries and sectors. The Nomination Committee conducts an annual self-assessment of the board's performance, and then presents its evaluation to the board, identifying gaps and areas of improvement, if any.

Collective Knowledge of Economic, Environmental, and Social Topics

The board of directors possesses a balanced and well-rounded mixture of skillset, education, knowledge, and expertise. This composition is strategically designed to effectively manage and safeguard the best interests of the company, partners, shareholders, and other stakeholders.

Nakilat's corporate governance report outlines various programs aimed at enriching the collective knowledge of executives and board members. In addition, awareness-raising initiatives are implemented for ESG Committee members, whenever it is needed, to keep them abreast of the latest trends and emerging themes.

All board members collectively possess robust expertise in the oil and gas and marine transportation industry; as well as ESG expertise, including risk management, through their current and past executive positions and serving on the boards of large complex multinational companies, including Nakilat.

For more information on our approach to corporate governance, please refer to Nakilat's Code of Business Ethics and Conduct, Annual Report and Corporate Governance Report.

Communicating Critical Concerns

Quarterly performance review (QPR) meetings are conducted with the CEO and the Senior Management Team (SMT) to review updates on corporate and departmental KPI performance targets and corporate initiative progress. The meetings focus on highlighting any major deviations from the target and reviewing the mitigation plans being implemented to realign. Major actions are captured and circulated to the SMT and CEO for follow-up.

Nakilat complies with the laws of the State of Qatar and abides by all the applicable laws of the countries where it operates. Nakilat is listed on the Qatar Stock Exchange and complies with the Qatar Financial Markets Authority law and associated regulations. Nakilat's compliance with QFMA governance code is audited by external auditors.

By the nature of its activities, Nakilat's vessels operate in a highly regulated environment and comply with the requirements of the laws of the Flag State and with the international declarations, conventions and treaties such as the International Convention for the Safety of Life at Sea (SOLAS, 1974, as amended) and the International Convention for the Prevention of Pollution from Ships, 1973, as modified by the Protocol of 1978 relating thereto and by the Protocol of 1997 (MARPOL), amongst others related to the transportation of LNG and LPG. In addition, Nakilat complies with the requirements imposed by regulatory authorities, governmental organizations, classification societies and standards imposed by our charterers that are applicable to Nakilat's business.

Nakilat's Code of Business Ethics and Conduct highlights the importance of compliance with laws and international standards concerning the social and economic area, including accounting and prevention of tax fraud, corruption, bribery, ensuring and promoting fair competition, the provision of products and services, and avoiding workplace discrimination, among others.

Compliance with Nakilat's Code of Business Ethics and Conduct is of utmost importance. Any breach or potential breach is investigated and may result in the termination of employment, or of the relationship with the concerned third parties including vendors, suppliers, and contractors.

In 2023, we have not identified any non-compliance with any laws and/or regulations concerning the social and economic area.

6.1 Corporate Governance, Compliance and Ethics (continued)

Remuneration

For the remuneration of senior executives, we follow the standard applicable policies and procedures of the company. There is a comprehensive Rewards and Organizational Development policy and procedure in place for employees' compensation, allowances and benefits at all levels including the executive management.

Nationals are eligible for pension upon their retirement, whereas expatriates are eligible for end-of-service.

The senior executives follow the same performance criteria applicable to other company employees, as per the learning and development policies and procedures in place, which are linked with the remuneration policies and procedures in terms of merit, bonus, and other awards eligibility.

Political Activities

Political activities that employees are prohibited from doing while acting on behalf of the company include:

a. Contributions of company funds, cash or in-kind, or other resources in support of political activities, organizations, political candidates, parties or officials in the state of Qatar or anywhere else in the world, unless permitted by law and approved by the Board of Directors.

b. Solicitation of political contributions from individual employees.

c. Political activity in the countries in which he is not entitled to exercise civic rights.

d. Contributions, donations or support to organizations that have social, cultural, educational or artistic missions are excluded from this definition.

e. Signing petitions, letters or statements, that would prejudice the reputation and prestige of the State of Qatar or adversely affect relations with other countries.

f. Inducing others to join in similar type pf political activities.

g. Distributing flyers or other publications related to political messaging.

Ethics Committee

Ethics Committee (Constitution Mandate)

The Ethics Committee shall report directly to the Chief Executive Officer of the company. Its composition, responsibilities and procedures shall be as follow:

Composition

Nakilat CEO shall appoint the voting members, consisting of six (6) Members; a chairman and five (5) other members.

Members of the Ethics Committee shall be company employees, who collectively have broad knowledge of and experience with the company's business activities and discipline and occupy managerial positions to facilitate fair, objective and impartial judgment.

The members of the Ethics Committee cannot delegate their roles. Each Committee member is appointed for a term of four (4) years, which is reviewed bi-annually. An appointment to the Ethics Committee may be revoked only by a written resolution of all the other Committee members. A copy of any such resolution must be addressed to CEO for endorsement.

A quorum for the purpose of any meeting is as per the following schedules:

Number of Member	Quorum
4	3
5	3
6	4

In the event of a tied vote, the Chairman will cast the final vote.

Responsibilities

The Ethics Committee, which reports to CEO, shall deal with all questions related to the Code of Business Ethics and Conduct. Its major responsibilities are:

a. Assist CEO and/or HR with reviewing and providing consultancy services to matters in violation to the Code of Business Ethics & Conduct as referred to by HR.

b. Draw matters within its mandate to the attention of the CEO as occasion requires.

c. Act where appropriate as the Disciplinary Hearings Committee.

d. Review those cases reported through the anonymous reporting (whistleblowing) channels and referred to the Ethics Committee by the Chief Internal Auditor.

e. Conduct or authorize investigations into any matters as it shall deem appropriate, including the authority to request any Employee or external party working under an agreement with the company to meet with the Committee.

f. Run periodical campaigns through publications to increase the level of awareness to the Code of Business Ethics and Conduct.

g. Review and assess all the report periodically to ascertain campaigns are also designed on emphasizing cases of frequent breaches to the Code of Business Ethics and Conduct.

Whistleblowing – Reporting Issues to Designated Authorities

All employees are expected to assume the responsibility, to ensure that any concerns and observations, which deviate from our values and contradict to the code of Business Ethics and Conduct, shall be reported immediately to the designated authorities.

If any employee reasonably believes that any policy, procedure, practice, or action of the company or any of its employees is in violation of the laws, regulations, or the Code of Business Ethics and Conduct, he or she should report the violation immediately.

In the first instance, employees shall address the concern, to their manager, but if it is not feasible or employee is unsatisfied to approach the manager (either line supervisor, department manager or group chief), then he/she shall approach Internal Audit department within human resources department.

Following are examples of issues, which shall be addressed to Head of HR Shared Services of his delegate:

a. Head of the department/section reporting about his direct subordinate.

b. Employee who is the victim of misconduct/behavior from peers or other employee within the company.

c. Employees observation with regards to the policy and procedure practices in the company, which violates any governmental regulations of Code of Business Ethics and Conduct.

d. Employee reasonably believed that an employee is involved in practices, which contravened to this policy.

e. Employee is approached by external vendors, seeking favor or offering gifts.

If the employee is not satisfied with any of the above options, or if the employee wishes to make an anonymous report, then he shall report through whistleblowing channels at: compliance_reporting@nakilat.com
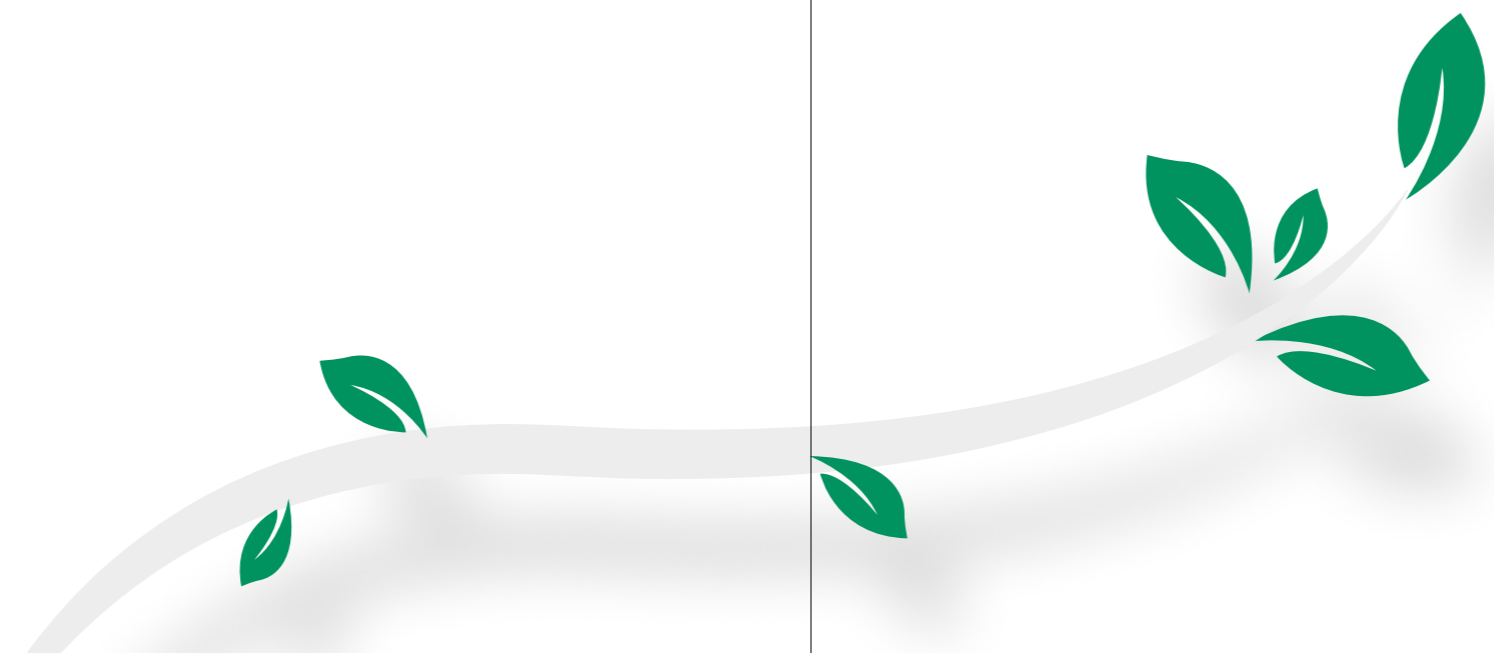
6.2 Anti-Bribery, Anti-Corruption Money Laundering and Fair Competition
Management Approach and Progress
Anti-Bribery and Anti-Corruption

Nakilat is committed to conducting business in compliance with the principles established in its Code of Business Ethics and Conduct and the laws and regulations applicable in the countries where it operates. Likewise, the company is committed to the highest standard of ethical business conduct with zero tolerance for any form of bribery or corruption. Nakilat works pro-actively to ensure that corruption does not occur throughout its operations, both within the State of Qatar and globally.

It is the policy of Nakilat that all employees, consultants and agent are prohibited from offering, authorizing, giving, paying, soliciting, accepting or receiving, either directly or indirectly, any bribe to or from any employee, official or agent of any government, public or commercial entity, or individuals, in connection with the business or activities of Nakilat. This includes the giving or receiving of an improper advantage through undue influence, preferential treatment or any other form of illegal payment. Nakilat wholly owned subsidiaries must also comply with this requirement.

These prohibitions do not apply to the situations where an individual's health, life and liberty are at risk.

Anti-Corruption Laws

Anti-Corruption laws of most developed countries contain two important provisions: (1) that it is a crime to bribe any person anywhere in the world to influence a decision to obtain or retain business or gain a business advantage; and (2) a requirement that companies must have good accounting standards, accurately record transactions in their books and records, and maintain adequate internal controls.

Bribery is a crime in Qatar and the law imposes penalties for public officials convicted of taking action in return for monetary or personal gain, or for other parties who take actions to influence or attempt to influence a public official through monetary or personal gain. The current Penal Code governs corruption law and stipulates that individuals convicted of corruption may receive up to ten years' imprisonment and/or a fine of 5,000 Qatari riyals.

Corruption investigations are handled by the Qatar State Security Bureau (QSS) and Public Prosecution, which is under the Attorney General's authority. Final judgments are made by the Criminal Court.

As a member of the Qatar Exchange, Nakilat is bound to its Corporate Governance Code for Companies Listed in Markets Regulated by the Qatar Financial Markets Authority. This Code requires all companies to adopt good accounting standards in accordance with International Financial Reporting Standards, accurately record all transactions in their books and records, and maintain adequate internal controls.

Anti-Money Laundering Laws

Nakilat is committed to comply with applicable anti-money laundry law and regulations wherever it conducts business. It will only perform financial transactions with verified recipients and financial institutions for legitimate and substantiated expenses and in accordance with properly executed contractual commitments.

Money laundering occurs when the proceeds of crime are hidden in legitimate business dealings, or when legitimate funds are used to support criminal activities, including terrorism. Nakilat employees, consultants and agents must be cognizant of suspicious transactions involving numerous or unusual counter-parties and/or monetary transfers. It expects all such relationships and/or exchanges to undergo a rigorous review in accordance with Nakilat's due diligence standards. This includes for all customers, suppliers, joint venture partners or any other third parties, especially whereby unusual or suspicious monetary requests are sought.

Concerns around the source or use of funds, irregular payments or unusual transactions must be brought to the attention of Nakilat Legal department as and when the concerns present themselves. This means that employees, consultants and agents need to be familiar with and understand the identity of the people and organizations with which Nakilat does business.

Fair Competition Laws

Competition or antitrust laws are designed to ensure a fair and competitive free-market system. While Nakilat will compete vigorously in the marketplace, we will comply with the applicable competition and antitrust laws wherever we do business. This means that we will compete on the merits of our products and services, the prices we charge and the customer loyalty we earn.

Some of the most serious competition offenses occur between competitors, such as agreements to fix prices or to divide customers, territories or markets. It is therefore important to avoid discussions with competitors regarding pricing, terms and conditions, costs, marketing or production plans, customers and any other proprietary or confidential information. Competition laws also may apply in other circumstances, like benchmarking efforts, trade association meetings or strategic alliances involving competitors.

Be accurate and truthful with customers, and take particular care when describing the quality, features or availability of our products and services. Be similarly careful if you describe a competitor's products or services. It is unwise to criticize a competitor to a customer, and it is inappropriate to interfere with any contract between a competitor and a customer of the competitor.

Qatar has issued a law entitled Protection of Competition and Prohibition of Monopoly Practices, which deals with fair competition within Qatar and stipulates any person who violates the provisions of this law shall be punished with a fine of not less than QAR 100,000 and not more than QAR 5,000,000.

All business partners are introduced to and are aware of Nakilat's anti-corruption policies through the business code of ethics and declaration form that is signed by all employees annually. All business partners must complete the declaration form each January.

All employees are introduced to and are aware of Nakilat's Code of Business Ethics and Conduct through declaration form that is signed by all employees annually. All employees must complete the declaration form each January.

KPIs
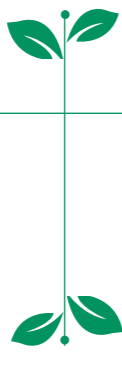
Anti-Bribery and Anti-Corruption	2021	2022	2023	Scope
Total number and percentage of business partners that the organiza-tion's anti-corruption (embedded in the code of business ethics and con-duct policy) have been communicated to	100%	100%	100%	All Nakilat and NAC employees
Total number and percentage of governance body members that have received training on anti-corruption	75% (9 Chiefs)	25% (3 Chiefs)	58% (7 Chiefs)	
Total number and percentage of em-ployees that have received training on anti-corruption	56% (156 employees)	32% (82 employees)	68% (186 employees)	
Confirmed incidents of corruption and actions taken	0	0	0	
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and mo-nopoly legislation in which the organi-zation has been identified as a partic-ipant	0	0	0	

6.3 Risk and Crisis Management

Management Approach and Progress

Nakilat's risk governance approach is continuously enhanced through the adoption of leading practices related to Enterprise Risk Management (ERM), Information Security Management, Business Continuity Management (BCM), and Compliance. Having robust governance enables Nakilat to shield the company from internal and external uncertainties and minimize any adverse impact or exposure on the company's performance. Nakilat aims to create a more risk-focused culture to provide reasonable assurance for the achievement of its core strategic objectives.

ISO/IEC 27001 Certification Information Security Management System

- Nakilat recertified
- NAC, NSW and QFAB certified

A recognition of our commitment towards information security maturity and demonstration of compliance according to best practices.

ISO 22301 Certification Business Continuity Management

- Nakilat, NSQL and NAC certified reaffirm our commitment to comply with international best practices, providing assurance to our stakeholders that we have the appropriate business continuity arrangements in place in mitigating the effects of any disruptive incidents. This is especially important as we expand our in-house fleet management, safeguarding the safety, reliability, efficiency and continuity of our operations.

Business Continuity Management (BCM)

Nakilat's BCM has been built and established at Nakilat to ensure organizational resiliency towards unexpected adverse events and opportunities, and excel in managing incidents, crises, and disasters. The Business Continuity Management System (BCMS) and Framework has geared the organization by ensuring the continuity of business operations with minimal disruption and retain stakeholder's confidence in Nakilat's services. This has been achieved by continuously evolving our BCM approach by identifying interdependencies among departments to create end-to-end Business Continuity Plans.

Nakilat, Nakilat Shipping Qatar Ltd. (NSQL) and Nakilat Agency Company (NAC) have been certified for ISO 22301 Business Continuity Management System (BCMS) awarded by Lloyd's Register. The ISO 22301 is an international management systems standard that assists organizations to provide a systematic approach to strengthen the continuity and resilience of the company. This reaffirms our commitment to comply with international best practices in business continuity management and recognizes the steps that Nakilat and its Subsidiaries have taken to implement processes and standards which provide continuity and organizational resiliency.

Enterprise Risk Management (ERM)

The ERM program in Nakilat is established to assist the strategic decision-making process that shall contribute to the achievement of Nakilat's strategic objectives, by evaluating, prioritizing, and managing potential risks to drive value creation. As part of Nakilat's continuous improvements towards enhancing the maturity level of its ERM program, an integrated link has been established between Nakilat's 5-year strategy and risk management. This integration encompasses the assessment of emerging and existing risks associated with strategic initiatives, new projects, and corporate and departmental objectives to ensure implementation of effective mitigation plans. The ERM function strives to oversee, adopt, and facilitate leading risk management practices to build confidence and assurance to Nakilat's stakeholders and help Nakilat's management in making informed business decisions.

Compliance

Nakilat is dedicated towards compliance with applicable rules, laws, regulations, standards, to ensure our business activities are always conducted in utmost conformity to avoid any potential negative impact on the company. Thus, Nakilat has established a compliance function to provide holistic oversight of the compliance requirements in addition to existing risk disciplines such as Risk Management and Internal Audit. The compliance function collaboratively works with all departments towards implementing the required measures, in order to identify existing or foreseen compliance prerequisites to gain valuable insight and drive better detection and resolution of issues.

Nakilat Risk Management Framework

Nakilat Risk Management Framework
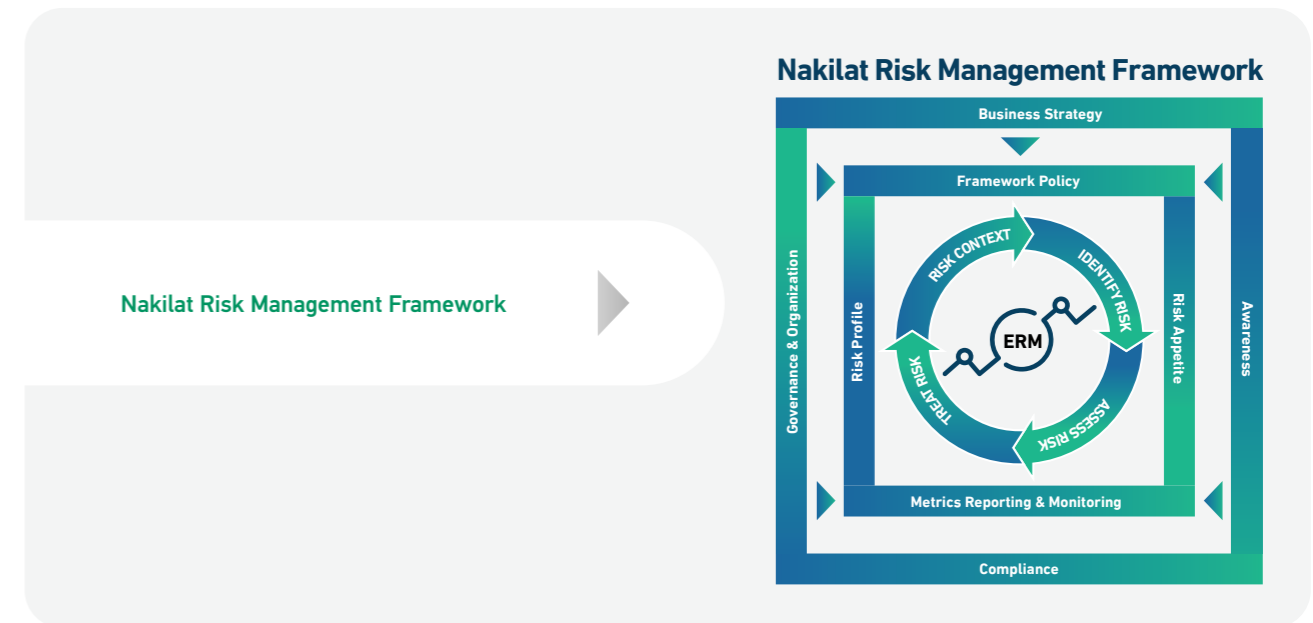
Risk Governance

Nakilat has established a robust ERM governance structure that consists of four risk committees. Nakilat has an Operational Risk Sub-Committee, a Financial Risk Sub-Committee, and a Continuity Risk Sub-Committee, all reporting to the main Risk Management Committee chaired by Nakilat's CEO. Each committee has defined roles and responsibilities outlined in the Risk Committee's Charter, which forms a part of the appendix in the ERM manual. In addition, Nakilat reports its Top Risks on an annual basis to the Board of Directors through the annual Business Plan. We also have an established quarterly reporting cycle to the Board of Directors on the progress and updates of the risk initiatives.

Below is the scope of activities of the committees:

- To review and approve the strategies, policies, frameworks, and procedures in place

- To govern the risk identification, risk analyzation, risk evaluation, risk treatment and risk monitoring processes in Nakilat

- To define and endorse the organization's overall risk tolerance and strategy relating to key risks, including strategic, operational, business continuity, and financial risks, as well as the guidelines, policies and processes for monitoring and mitigating such risks

- To monitor current and emerging risks and approve risk treatment plans for the identified risks

- To ensure that relevant risk treatment plans are implemented on a timely basis, and are managed successfully for all Top Risks

- To review Nakilat's Top Risks profile annually and update them, when necessary, to ensure that key risks are identified, analyzed, evaluated, treated and monitored

- To promote a risk-aware culture and risk management competence across Nakilat

- To ensure there is a system/process of risk assessment across the organization on an ongoing basis

- To review reports on selected risk topics as the committees deem appropriate from time to time

Nakilat's Risk department frequently and regularly reports to the Risk Management Committees where all types of risk assessments whether departmental, ad-hoc/project based, or Top Risks are reported with assessments of performance. In addition, the Risk Team reports on a quarterly basis to the Planning Team on the performance of the departmental objectives and KPIs, which are then presented to Nakilat's Senior Management Team during quarterly performance meetings.

6.3 Risk and Crisis Management (continued)

Nakilat Risk Management Governance

The Sub-Committees will act as a second level of filtration for risks. Only the key risks will be escalated to the Risk Management Committee

The Risk Management Committee consists of Senior Executives in order to bring comprehensive visibility and coordinated response to Nakilat's Top Risks

Board of Directors

Risk Management Committee

ERM Function

Operational Risk Sub-Committee

The entities in scope of sub-committee:
Fleet
Supply
SHEQ
Legal and Insurance
NAC

Financial Risk Sub-Committee

The entities in scope of sub-committee:
Finance
Treasury
Commercial and Business Development

Continuity Risk Sub-Committee

The entities in scope of sub-committee:
Corporate Planning and Risk
Information Technology
General Services
Human Resources
Shipyard
Public Relations
Internal Audit

The ERM function will facilitate and consolidate the risk output of all the department and committees

The Risk Champion is an individual who supports and facilitates the enterprise risk management process in a specific function/department of Nakilat

Process for Assessing Key Impacts, Risks and Opportunities

The Top Risks assessment is an annual process where the Risk Team starts by mapping the corporate strategy with the identified risks that can potentially hinder Nakilat's ability to achieve its strategic objectives and ultimately, its vision to be a global leader. The Risk Team then starts developing the definitions for each Top Risk, as well as the quantification of the impact and likelihood ratings. This quantification requires obtaining information from all departments, which the Risk Team then analyses, filters, draws conclusions from, and is utilized to support the Top Risks ranking and severity levels. This mapping, with all relevant data, is then presented to several subject matter experts and the four Risk Committees in Nakilat, for their approval and endorsement. Once the Top Risks are approved, the Risk Team works with respective risk owners to identify controls and develop treatment/mitigation plans. All this data is then consolidated and presented in a full package to the four Risk Committees.

The Risk Committee role is to review the Top Risks identified, severity levels and mitigation plans from a holistic perspective, and provide an unbiased opinion. The Risk Committees have the right to request for any additional information deemed necessary, and the Risk Team works to develop this information accordingly. After rounds of reviews and challenging discussions, the Risk Committees endorse the Top Risks and the treatment plans on an annual basis. The final report on the Top Risks is then submitted to the Board of Directors for approval.

Approach to Prioritizing Challenges and Opportunities

Nakilat has adopted the ISO 31000 Enterprise Risk Management (ERM) framework as a guideline for the basis of its framework and governance structure. The purpose of risk evaluation is to help Nakilat make decisions regarding how it will address the outcomes of risk analysis. These decisions include determining which risks require treatment and determining the priority of treatment implementation. Nakilat adopts a 5 by 5 matrix for the evaluation of the impact and likelihood of its risks, where residual risks rankings are then plotted on a heat map according to their agreed assessments and evaluations, ranking from low, to medium, high, or severe.

ERM is designed to provide a framework for adequate decision-making and to create value for shareholders, employees, customers, and the organization. The Risk Management process involves seven steps through which risks are continuously identified, analyzed, evaluated, treated, and monitored that ensures the management of risks and opportunities:

Nakilat Risk Assessment Process

01 Risk Identification
02 Linkage with the Objective
03 Assess and Measure (Inherent)
04 Control Effectiveness
05 Risk Severity Ratings (Residual)
06 Treatment Options
07 Linkage with the Top Risks
Final Destination
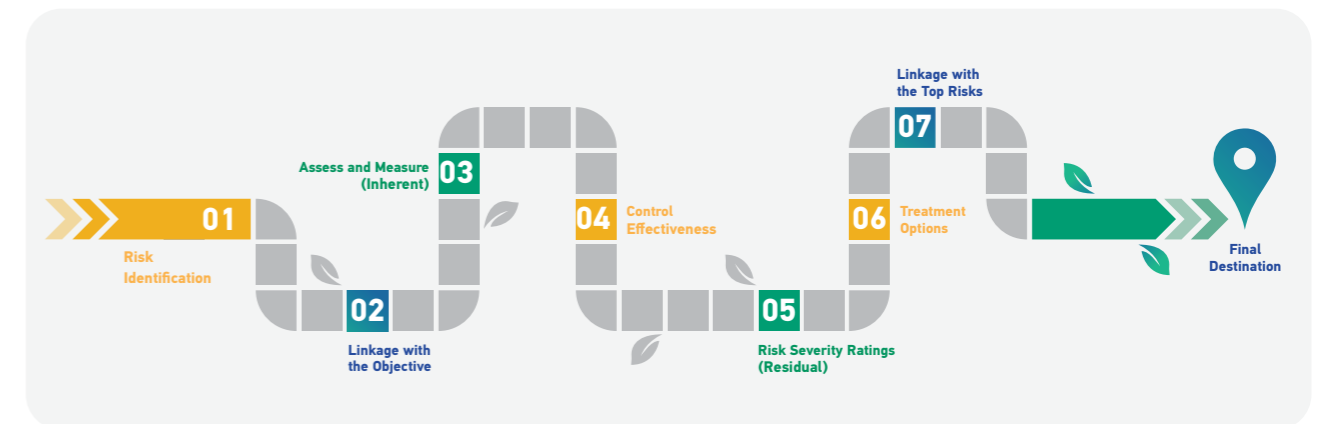
The ERM practices are explained in detail within the ERM manual and capture the process for performance and how risk assessment is conducted in relation to change. In addition, Nakilat has a separate process called Management of Change (MOC) that is run by the SHEQ department. The MOC process governs any change that happens in the company whether it is minor or major, and whether it is temporary or permanent. The MOC is integrated within the risk assessment process, where there are specific criteria for the kind of change that will require to undergo the risk assessment process. The Planning Team is responsible for tracking and reporting on all the corporate performance targets in the company.

Impact of ESG Risks

Impacts on Nakilat from any perspective (financial, regulatory, business disruption, sustainability and reputational etc.) are defined as per our departmental Risk Registers and the Top Risks.

The departmental Risk Registers process is similar to the Top Risks process, but instead of linking it to strategic objectives, it is linked to departmental objectives, so they are more of operational risks. This exercise is undertaken by all departments within Nakilat. The Risk Registers are developed by the departments and are then reviewed and challenged by the Risk Team and the Risk Committees. Each department has designated Risk Champions who have received trainings and resources to effectively utilize the risk management tools provided. The departmental Risk Registers are reviewed on a bi-annual basis to check the status of the treatment plans, and identify any emerging or new risks that should be brought to the attention of the Risk Team. The purpose of the departmental risk registers is to ensure that any potential risk that may hinder a department's ability to achieve its objective is reduced to an acceptable level. The Risk Team has also created a synergy with the Audit Team who utilize the departmental Risk Registers during their audits.

6.3 Risk and Crisis Management (continued)

Nakilat ESG risks and opportunities

Nakilat ESG RISKS AND OPPORTUNITIES

Risk
- Increasing pace of changes in emission rules
- Global decarbonization trend reducing natural gas demand in the long-term
- Changing weather conditions

Opportunity
- Reducing environmental impact (i.e. emissions during transport) to become preferred service provider
- Mid-term demand increase for natural gas as transition fuel

Impact
Increase in operation's complexity due to environment conditions and changing trading patterns and changes in technical requirements.

Risk
- Recruiting opportunities for and retention of national seafarers

Opportunity
- Nationals to grow in the gas industry

Impact
Additional activities required to meet Qatar›s 2030 national vision and Qatarization targets

Risk
- Widening pace and spectrum of rules and regional differences

Opportunity
- Adhere to the most stringent regulations to be globally active and ahead of the market

Impact
Increased operational and financial implications to ensure regulations compliance

Objectives and Targets

Nakilat has a corporate strategy in place that details the corporate objectives. The Risk Team has achieved all its objectives and targets during 2021, 2022 and 2023. The performance of all KPIs and targets are under the custody of the Planning Team.

Risk Team Objectives for 2023:

1- 100% readiness of the business continuity program as per the plan

2- 100% of treatment plans Top Risk successfully implemented as per the agreed plan

3- Enhancing the risk and business continuity awareness through increased number of awareness sessions

4- Execution of business continuity drills across departments and actioning lessons learnt

Risk Team Objectives for 2022:

1- 100% readiness of the business continuity program as per the plan

2- 100% of treatment plans Top Risk successfully implemented as per the agreed plan

3- Risk and business continuity awareness sessions

4- Execution of business continuity drills and actioning lessons learnt

Risk Team Objectives for 2021:

1- 100% readiness of the business continuity program as per the plan

2- 100% of treatment plans Top Risk successfully implemented as per the agreed plan

3- Risk and business continuity awareness sessions

6.4 Information Security and Data Privacy

Management Approach and Progress

Nakilat has maintained the Information Security Management System (ISMS) as a commitment to effectively foster security consciousness using internationally recognized standards such as the ISO 27001. Nakilat and its joint ventures, Qatar Shipyard Technology Solutions, Qatar Fabrication Company (QFAB), Nakilat SvitzerWijsmuller (NSW) and Nakilat Agency Company (NAC) have achieved the ISO 27001 certification from Lloyd's Register Quality Assurance (LRQA), which affirms our continuous efforts at managing information security risks and implementation of appropriate controls to collect, store and handle information, which could help to prevent potential data loss or information leakage.

The implementation of the ISMS strives to continuously provide assurance that our business is running in a safe and secure environment by assuring the confidentiality, integrity, and availability of the company's information. Adherence to such internationally recognized standards sends a valuable boost of confidence to our shareholders, partners, and clients, especially in these challenging times as the world shifts to a virtual working environment and information security becomes more important than ever before.

Nakilat is committed to securing and protecting its customers' and external parties' data. For the last five years, no complaints were reported concerning breaches of customer privacy and losses of customer data.

Information security and data privacy	2021	2022	2023	Scope
Breaches of customer privacy and losses of customer data (number)	0	0	0	Nakilat Group

6.5 Tax Transparency

Management Approach and Progress

Nakilat takes a responsible and transparent approach to the management and control of taxation issues, aligning with both Qatari and international tax laws.

As an integral component of Nakilat's compliance process, the company adheres and respects all the stipulated deadlines set by Qatar's General Tax Authority (GTA) and other tax authorities relevant to the group's operations globally. Nakilat often engages in public consultations on tax policies facilitated by the GTA, actively contributing to the development of exemplary tax practices and fostering transparency in the process.

In 2023, Nakilat paid QAR 7.2 million as withholding tax and pension payment. In the interest of transparency and fiscal responsibility, Nakilat implements and maintains robust whistleblowing channels for stakeholders to report misconduct, unethical behavior, or any manner of concern relating to Nakilat's operations, functions, and safety. The same mechanisms are available to stakeholders to report any concerns with respect to taxation.

Payments to Qatar General Tax Authority and Pension Authority and Social and Sports Fund Contribution			
Financial Year (FY)	2021	2022	2023
Withholding tax and pension payment (Thousands QAR)	4,262	4,058	7,221
Social and Sports Fund Contribution (Thousand QAR)	33,837	35,973	38,946
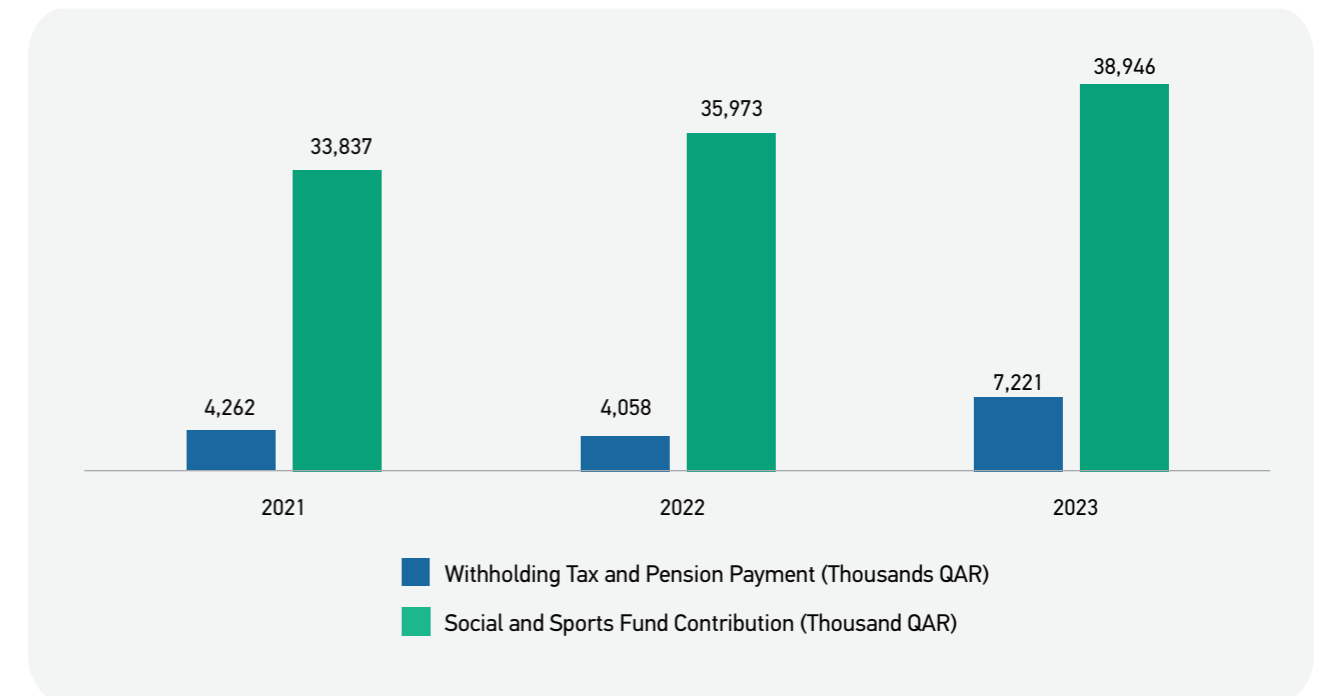
Financial Assistance Received from Government

In 2023, Nakilat did not receive any financial assistance from any government.

7.1 Independent Limited Assurance Statement

Conclusion

We have performed a limited assurance engagement on whether Qatar Gas Transport Company Limited Q.P.S.C. (the "Company" or "Nakilat") together with its subsidiaries and joint ventures' (the "Group") (except stated otherwise) selected non-financial KPIs, as identified below, for the period ended 31 December 2023, have been prepared in accordance with the selected Global Reporting Initiative (GRI) 2021 Standards.

- Our limited assurance is on the following selected key performance indicators reported under the relevant GRI standard. Disclosure 302-1: Energy consumption within organization
- Disclosure 305-1: Direct (Scope 1) GHG emissions
- Disclosure 401-1: New employee hires and employee turnover
- Disclosure 403-9: Work-related injuries
- Disclosure 404-1: Average hours of training per year per employee

Based on the procedures performed and evidence obtained, nothing has come to our attention to cause us to believe that Qatar Gas Transport Company Ltd. ("Nakilat")'s selected non-financial KPIs for the period ended 31 December 2023 are not prepared, in all material respects, in accordance with the selected Global Reporting Initiative (GRI) 2021 Standards.

Our conclusion on the selected non-financial KPIs does not extend to any other information that accompanies or contains the non-financial KPIs and our assurance report.

Basis for conclusion

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under this standard are further described in the "Our responsibilities" section of our report.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

Our firm applies International Standard on Quality Management (ISQM) 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, issued by the IAASB. This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Responsibilities for the management of Qatar Gas Transport Company Ltd. ("Nakilat")

The management of Qatar Gas Transport Company Ltd. ("Nakilat") is responsible for:

- designing, implementing and maintaining internal control relevant to the preparation of the selected non-financial KPIs that are free from material misstatement, whether due to fraud or error;
- selecting or developing suitable criteria for preparing the selected non-financial KPIs and appropriately referring to or describing the criteria used; and
- preparing the selected non-financial KPIs in accordance with the selected Global Reporting Initiative (GRI) Standards 2021.

Inherent limitations

Due to the inherent limitations, it is possible that errors or irregularities may occur in the measurement and evaluation of selected non-financial KPIs.

Our responsibilities

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the selected non- financial KPIs are free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- reporting our conclusion to Nakilat

Summary of the work we performed as the basis for our conclusion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence about the selected non-financial KPIs that is sufficient and appropriate to provide a basis for our conclusion. Our procedures depended on our understanding of the selected non-financial KPIs and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, we:

- assessed the suitability of the criteria used by the entity in preparing the Information subject to Limited Assurance;
- interviewed senior management and relevant staff at corporate and selected locations concerning policies for the selected non-financial KPIs, and the implementation of these across the business;
- through inquiries, obtained an understanding of Nakilat's control environment, processes and information systems relevant to the preparation of the Information subject to Limited Assurance, but did not evaluate the design of particular control activities, obtain evidence about their implementation or test their operating effectiveness;
- made inquiries of relevant staff at corporate and selected locations responsible for the preparation of the Information subject to Limited Assurance;
- applied analytical procedures, as appropriate;
- recalculated the Information subject to Limited Assurance based on the criteria; and
- evaluated the overall presentation of the Information subject to Limited Assurance to determine whether it is consistent with the criteria and in line with our overall knowledge of, and experience with, the entity's non-financial performance.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Gopal Balasubramaniam

Audit Registry No. 251

KPMG Qatar

18 July 2024
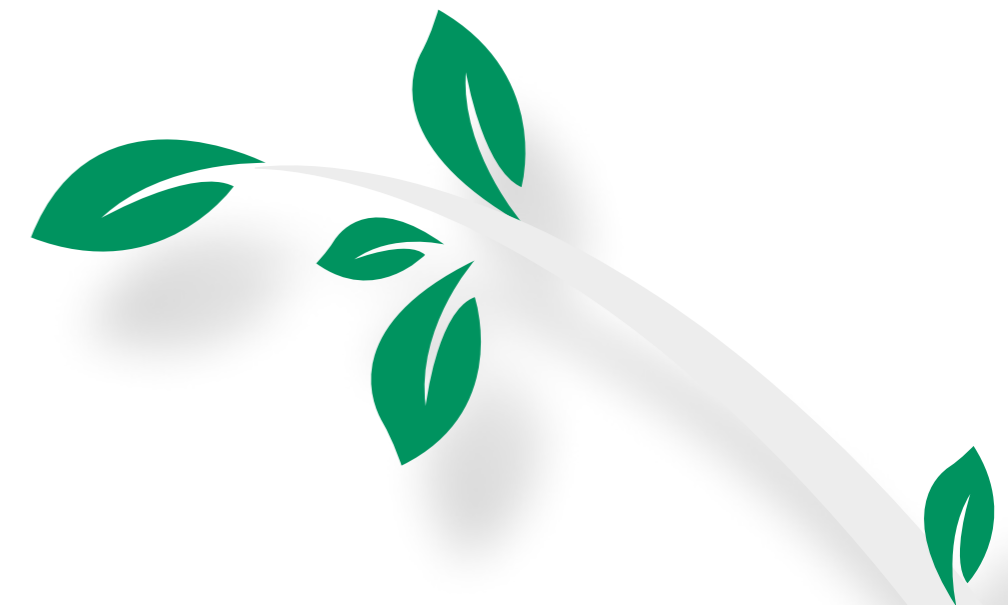
The information in this Appendix needs to be read together with the limited assurance report.

Selected non-financial KPIs, as identified below, for the year ended 31 December 2023:

GRI disclosure	Selected key performance indicators	Value	Unit
Disclosure 302-1	Energy consumption within organization	73,483,670	GJ
Disclosure 305-1	Direct (Scope 1) GHG emissions	5,296,127	TCO2eq
Disclosure 401-1	New employee hires[33]	43	Numbers
Disclosure 403-9	Work-related injuries	11	Numbers
Disclosure 404-1	Average hours of training per year per employee[34]	31	Hours
Disclosure 401-1	Employee turnover rate[35]	8	%

33. Total employees in Nakilat and NAC (Nakilat Agency Company) (excluding third party agency and contractors)
34. Total employees in Nakilat and NAC (Nakilat Agency Company) (excluding third party agency and contractors)
35. Total employees in Nakilat and NAC (Nakilat Agency Company) (excluding third party agency and contractors)

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8.1 ESG data summary

Climate Change and Emissions to Air	2021	2022	2023	Scope
Greenhouse Gas (GHG) emissions[36]				
Gross direct (Scope 1) GHG emissions (TCO$_2$)[37]	5,353,949	5,896,339	5,296,127	
GHG emissions intensity[38] (TCO$_2$/Nm)	1.12	1.07	1.03	
Organization-specific metric chosen to calculate the intensity ratio: Total Sailing Distance[39] (Nautical Mile [Nm])	6,579,066	7,378,156	6,880,562	Shipping
Nitrogen oxides (NOx), sulfur oxides (SOx), CH4 and other significant air emissions (Tons)				
NOx	128,659	138,587	124,441	
SOx	13,942	14,767	13,008	
Particulate matter	10,897	11,688	10,532	
CH4 (GRI 11-1- ref. Note-2*)	433	468	3,666	

Note 1: This data represents Nakilat's entire fleet (wholly owned and joint venture). Our reported GHG emissions data are based on the GHG Protocol, European Union (EU) Monitoring, Reporting and Verification (MRV) of CO$_2$ emissions, and IMO Data Collection System (DCS) on fuel consumption.

Note 2: Total CH$_4$ emission data (as per above table) under scope 1 are regarded as from fuel combustion process on ships.

The calculation of these data uses conversion factors from the following standards: IPCC 2006. For 2023, Nakilat has used accurate measurement on CH4, and data includes quantity of methane slip associated with type of LNG fuel Engine which is the reason for increased quantity than previous year.

36. It is to be noted that GHG emissions data for the mentioned years have been restated following availability of missing quantity.
37. Shipping data is declared only under scope 1 as all GHG emissions are produced by the vessels when generating their own energy to sustain their respective operation. Only CO2 is included in this calculation. Declaration is based on equity share.
38. For ships: Emissions Intensity = Total Emissions / Total Sailing Distance. Equity share doesn't apply to intensity.
39. Total Sailing Distance SASB (TR-MT-000.B). Equity Share doesn't apply to distance sailed.

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8.1 ESG data summary (continued)

Climate Change and Emissions to Air	2021	2022	2023	Scope
Greenhouse Gas (GHG) emissions				
Gross direct (Scope 1) GHG emissions (TCO$_2$)[40]	22,935	24,872	32,456	Non-shipping
Gross indirect (Scope 2) GHG emissions from Electricity Consumption. (TCO$_2$)[41]	38,694	45,451	50,237	

Note: This data represents emissions from fuel used by our non-vessel joint ventures including fuel used for business purposes by corporate office. The majority of non-shipping fuel is used by tugs for harbour operations and so the calculation of these data uses conversion factors for MDO from the following standards: IPCC 2006

** This is only non-shipping data under scope 1. Types of fuels included within figures: Diesel (Density-0.8213) and LPG (Conversion Factor-MJ to KG: 1 MJ = 0.02 kg of LPG).

Energy	2021	2022	2023	Scope
Energy consumption				
Total fuel consumption within the organization from non-renewable sources (GJ)[42]	73,847,933	80,204,392	73,483,670	Shipping
Total fuel consumption within the organization from renewable sources (GJ)	0	0	0	
Total energy consumption within the organization (GJ)	73,847,933	80,204,392	73,483,670	
Energy intensity				
Energy intensity ratio[43] (GJ/Nm)	15.79	14.90	14.66	
Organization-specific metric chosen to calculate the intensity ratio: Total sailing distance[44] (Nautical mile [Nm])	6,579,066	7,378,156	6,880,562	

Note: This data represents Nakilat's entire fleet (in-house and joint ventures)

Energy	2021	2022	2023	Scope
Electricity consumption				
Total electricity consumption (kWh) Corporate	1,169,485	1,067,695	1,046,100	
Total electricity consumption (kWh) Qatar Shipyard Technology Solutions	69,400,000	72,830,000	78,470,000	
Total electricity consumption (kWh) QFAB	6,505,700	8,173,611	12,045,170	
Total electricity consumption (kWh) NSW	1,956,150	2,260,278	1,651,200	
Total electricity consumption (kWh) Corporate, Qatar Shipyard Technology Solutions, QFAB and NSW	79,030,635	84,331,584	93,212,470	
Total electricity consumption (GJ) Corporate	4,210	3,844	3,766	
Total electricity consumption (GJ) Qatar Shipyard Technology Solutions	249,840	262,188	282,492	
Total electricity consumption (GJ) QFAB	23,418	29,425	43,363	
Total electricity consumption (GJ) NSW	7,042	8,137	5,944	
TOTAL ELECTRICITY CONSUMPTION (GJ) Corporate, Qatar Shipyard Technology Solutions, QFAB, NSW	284,510	303,594	335,565	
Fuel consumption				
Total fuel consumption (GJ) Corporate	329	190	339	
Total fuel consumption (GJ) Qatar Shipyard Technology Solutions	43,147	55,190	88,647	
Total fuel consumption (GJ) QFAB	333	5,297	60,723	
Total fuel consumption (GJ) NSW	315,385	327,182	345,042	
TOTAL FUEL CONSUMPTION (GJ) Corporate, Qatar Shipyard Technology Solutions, QFAB, NSW	359,194	387,859	494,751	
Total energy consumption (electricity + fuel)				
Total energy consumption (GJ) Corporate	4,539	4,034	4,105	
Total energy consumption (GJ) Qatar Shipyard Technology Solutions	292,987	317,378	371,139	
Total energy consumption (GJ) QFAB	23,751	34,722	104,086	
Total energy consumption (GJ) NSW	322,428	335,319	350,986	
TOTAL ENERGY CONSUMPTION (GJ) Corporate, Qatar Shipyard Technology Solutions, QFAB, NSW	643,705	691,453	830,316	Non-Shipping
Energy intensity[45], [46]				
Energy intensity ratio (Electricity + Fuel consumption (GJ) / per employee) Corporate	16.5	16.1	14.30	
Organization-specific metric chosen to calculate the intensity ratio (average number of employees) Corporate	275	250	287	
Energy intensity ratio (Electricity + Fuel consumption (GJ) / employee Qatar Shipyard Technology Solutions	225.4	200.1	220.3	
Organization-specific metric chosen to calculate the intensity ratio (average number of employees) Qatar Shipyard Technology Solutions	1,300	1,586	1,685	
Energy intensity ratio Electricity + Fuel consumption (GJ) / per employee QFAB	349.3	108.9	73.35	
Organization-specific metric chosen to calculate the intensity ratio (average number of employees) QFAB	68	319	1419	
Energy intensity ratio (Electricity + Fuel consumption (GJ) / per employee) NSW[47]	942.8	986.2	1,032.3	
Organization-specific metric chosen to calculate the intensity ratio (average number of employees) NSW	342	340	340	
Total energy intensity ratio (Electricity Consumption + Fuel (GJ) / per employee) Corporate, Qatar Shipyard Technology Solutions and QFAB and NSW	324.3	277.1	307.9	
Organization-specific metric chosen to calculate the intensity ratio (average number of employees) corporate, Qatar Shipyard Technology Solutions, QFAB, NSW	2,016	2,495	3,731	

Note: - This data represents Nakilat's entire fleet (in-house and joint ventures)
       - Data for 2021 and 2022 are slightly adjusted to give correct figure

40. Non-shipping data shown separately under scope 1 and scope 2
41. CO$_2$ quantity taken from Kahramaa
42. This is only shipping data under scope 1. Types of fuels included within figures: HFO, MGO, LNG
43. For SHIPS: Energy Intensity = Total Energy/ Total sailing Distance. Intensity is declared in total
44. Total sailing distance SASB (TR-MT-000.B). Equity Share doesn't apply to distance sailed

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45. All energy intensity ratios represent electricity and fuel usage, except for QFAB and NSW (see below).
46. Energy intensity ratio has been restated in GJ/No. of employee for alignment.
47. NSW Electricity data not available in 2020 and so only fuel data used

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8.1 ESG data summary (continued)

Reduction of energy consumption	2021	2022	2023	Scope
Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives (fuel and electricity)				
Total energy reductions (GJ) Corporate	2,363	12,256	12,256	
Total energy reductions (GJ) Qatar Shipyard Technology Solutions	16,804	16,804	17,111	
Total energy reductions (GJ) QFAB	24,048	n/a	n/a	Non-Shipping
Total energy reductions (GJ) NSW	n/a	n/a	n/a	
Total energy reductions (GJ) Corporate, Qatar Shipyard Technology Solutions, QFAB and NSW	**43,112**	**29,060**	**29,367**	

Electricity sold	2021	2022	2023
Total electricity sold (GJ)- (Qatar Shipyard Technology Solutions)*	25,029	15,930	18,915

*Electricity sold to vessels in dock via metered connections

Water	2021	2022	2023	Scope
Water withdrawal and discharge[48]				
Total seawater withdrawal (megaliters)	25,056	24,959	22,398	Shipping
Total seawater discharge (megaliters)	25,056	24,959	22,398	

Note: This data represents Nakilat's entire fleet. The reported data are aggregated values from wholly owned and JV vessels for seawater used for ballasting the vessels. The figure for ballast water usage suggests that it has been treated in accordance with IMO ballast water convention D2 for vessels equipped with a treatment system. As for vessels awaiting installation of such a system, ballast water replenishment has been conducted through exchange during the voyage, aligning with IMO ballast water convention D1. The same quantity of seawater that is loaded in discharge ports is discharged afterwards in loading ports. Only seawater for ballasting is discharged. Calibrated remote sounding system and approved ballast tank tables have been used to calculate ballast water quantities declared. Seawater salinity and density is determined from international oceanographic tables.

Water	2021	2022	2023	Scope
Water consumption				
Freshwater/ Potable water consumption (megaliters) Corporate	0.61	1.28	1.32	
Freshwater/ Potable water consumption (megaliters) NSW	11.49	11.58	11.59	
Freshwater/ Potable water consumption (megaliters) Qatar Shipyard Technology Solutions	304	444	353	
Freshwater/ Potable water consumption (megaliters) QFAB	33.6	53.4	104.9	Non-shipping
Total Freshwater/ Potable consumption	350	510	471	
Industrial water consumption (megaliters) Qatar Shipyard Technology Solutions	100	41	163	
Industrial water consumption (megaliters) QFAB	0.03	0	0	

*Water is supplied by Kahramaa, a third-party.

Waste	2021	2022[49]	2023	Scope
Waste generated				
Total weight of waste generated (m3), and a breakdown of this total by composition (CAT[50]) of the waste[51]	Total= 6,879 m3 Cat 1= 1,939 m3 Cat 2= 326 m3 Cat 3= 2,199 m3 Cat 4= 161m3 Other= 2,254 m3	Total= 7,805 m3 Cat A= 1,984.08 m3 Cat B= 334.67 m3 Cat C= 2,534.57m3 Cat D= 1.20 m3 Cat E= 127.66 m3 Others= 2,823 m3	Total= 10,056 m3 Cat A= 2,638.86 m3 Cat B= 427.39 m3 Cat C&F = 3,162.37m3 Cat D= 1,003.38 m3 Cat E=203.01 m3 Others = 2,621.33 m3	
Waste disposal				
Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste[52]	Total= 6,879 m3 Cat 1= 1,939 m3 Cat 2= 326 m3 Cat 3= 2,199 m3 Cat 4= 161m3 Other = 2,254 m3	Total= 7,805 m3 Cat A= 1,984.08 m3 Cat B= 334.67 m3 Cat C = 2,534.57 m3 Cat D= 1.20 m3 Cat E=127.66 m3 Others= 2,822.86 m3	Total= 10,056 m3 Cat A= 2,638.86 m3 Cat B= 427.39 m3 Cat C&F = 3,162.37m3 Cat D= 1,003.38 m3 Cat E=203.01 m3 Others = 2,621.33 m3	Shipping
Incineration onsite (without energy recovery) (m3)	1,061 m3	1,545 m3	2,034 m3	
Total waste disposal offsite (m3)[53]	5,818 m3	6,261 m3	8,022 m3	

Note: This data represents our entire shipping fleet

48. Nore: Seawater data for the mentioned years have been restated in 'megaliters' than earlier shown unit of 'Tons'.

49. 2022 onwards–garbage on ships are classified into the following categories as per MARPOL Annex IV:
    Category A: Plastics
    Category B: Food waste
    Category C: Domestic waste
    Category D: Cooking oil
    Category E: Incinerator ashes
    Category F: Operational waste
    Category I: E-waste
50. Until 2021–garbage on ships is classified into the following categories (Cat): 1-Plastics; 2- Floating dunnage, lining, and packing material; 3- Ground down paper products, rags, glass, metal bottles, and crockery; 4-Domestic waste; 5- Incinerator ash; 6- Normal paper products, rags, oily rags, glass, and metal scrap; 7-Operational waste; 8- Animal carcasses onboard livestock carrier; 9- E-waste; 10- Cooking oil waste produced in the galley; 11- Cargo residues onboard ships carrying solid cargo in bulk which are not harmful to the marine environment (Non-HME); 12- Cargo residues onboard ships carrying solid cargo in bulk which are harmful to the marine environment (HME); Others' encompass all what is not listed between Cat 1 and Cat 12.
51. Total waste (disposed to sea + incinerated + landed ashore) in m3. Data provided in cubic meter and not in tons as reported by the vessels and approved by the flag state.
52. Bilge doesn't fall under garbage requirement.
53. The rest of the segregated waste is disposed to an approved shore facility for processing.

8.1 ESG data summary (continued)

Waste	2021	2022	2023	Scope
Waste Generated				
Total weight of waste generated (m3 or Tons), and a breakdown of this total by composition (CAT[54]) of the waste - Qatar Shipyard Technology Solutions	Total= 19,200 m3 and 9,681 tons Cat A, B, C & F (General)= 13,566 m3 Cat C & F= 3,520 m3 Cat C & F= 3,077 tons Cat I= 22.86 tons Other= 2,114.16 m3 Other= 6,581.36 tons	Total: 19,054 m3, 34,492 tons and 1,195,790 gallons Cat A, B= 14,434 m3 Cat C= 4,620 m3 Cat F= 2,301 tons Cat I= 25.13 tons Other= 211.15 tons Other= 31,836 tons Other= 118.51 tons Other= 1,195,790 gallons	Total: 67,782 m3 and 42,346 tons Cat A, B= 14,623 m3 Cat C & F= 5,060 m3 Cat C & F= 3,384 tons Cat I= 13.07 tons Other= 38,949 tons Other= 48,099 m3	Non-shipping
Total weight of waste generated (m3 or Tons), and a breakdown of this total by composition (CAT) of the waste - NSW	Total= 125.11 m3 Cat C & F (General)= 30.691 m3 Cat A (Plastic)= 9.59 m3 Others (Oily waste)= 84.825 m3	Total= 173.26 m3 Cat C & F (General)= 57.150 m3 Cat A= 12.783 m3 Others = 103.327 m3	Total= 240.34 m3 Cat C & F (General)= 73.249 m3 Cat A= 21.341 m3 Others= 145.750 m3	
Total weight of waste generated (m3 or Tons), and a breakdown of this total by composition (CAT) of the waste - QFAB	Total = 18.88 tons & 264 Gallons Hazardous waste= 2.16 tons CAT A & B (General)= 10.785 tons Cat C & F= 5.94 tons Other (Oily waste) = 264.0 gallons	Total = 786.61 tons CAT A & B (General)= 158.652 tons Cat C & F= 627.957 tons	Total= 4,264.54 tons Cat A= 29.5 tons Cat B= 188.65 tons Cat C= 3,987.849 tons Others= 5.04 m3 Others= 50.17 tons Cat I= 8.63 tons	
Total weight of waste generated (m3 or Tons), and a breakdown of this total by composition (CAT) of the waste - Corporate	Total = 0.59 m3 Cat C&F (General)= 0.56 m3 Cat I = 0.012 m3 Hazardous waste= 0.02 m3	Total = 0.27 m3 Cat A = 0.27 m3	Total= 15.57 m3 Cat A= 0.13 m3 Cat C&F= 14.17 m3 Cat I= 1.27 m3	
Waste Diverted				
Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste. - Qatar Shipyard Technology Solutions	Total= 3,100 tons CAT C & F= 3,077 tons CAT I = 22.86 tons	Total= 34,492 tons Cat F= 2,301 tons Cat I= 25.13 tons Others= 32,166 tons	Total= 41,964.07 tons Cat C & F= 3,384 tons Cat I= 13.07 tons Other= 38,567 tons	Non-shipping
Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations - Sold- Qatar Shipyard Technology Solutions	CAT I= 22.86 tons	CAT I= 25.13 tons	Cat I= 13.07 tons	

Waste Directed to Disposal				
Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations Sold- Qatar Shipyard Technology Solutions	CAT C & F= 3,077 tons	CAT F= 2,301 tons	Cat C & F= 3,384 tons	
Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste - Qatar Shipyard Technology Solutions	Total= 19,200.16 m3 and 9,681 tons Cat A, B, C & F (General)= 13,566 m3 Cat C & F= 3,520 m3 Cat C & F= 3,077 tons Cat I= 22.86 tons Other= 2,114.16 m3 Other= 6,581.36 tons	Total= 19,054 m3, 34,492 tons and 1,195,790 gallons Cat A, B= 14,434 m3 Cat C= 4,620 m3 Cat F= 2,301 tons Cat I= 25.13 tons Other= 32,165.66 tons Other= 1,195,790 gallons	Total= 67,782 m3 & 381.50 tons Cat A, B= 14,623 m3 Cat C & F= 5,060 m3 Other= 381.50 tons Other= 48,099 m3	Non-shipping
Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste - NSW	Total = 125.11 m3 Cat C & F (General) = 30.691 m3 Cat A (Plastic)= 9.59 m3 Others (Oily waste)= 84.825 m3	Total= 173.26 m3 Cat C & F (General)= 57.150 m3 Cat A= 12.783 m3 Others(Oily waste)= 103.327 m3	Total= 240.34 m3 Cat C & F (General)= 73.249 m3 Cat A= 21.341 m3 Others(Oily Waste)= 145.750 m3	
Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste - QFAB	Total = 18.9 tons and 264 Gallons Hazardous Waste = 2.16 tons CAT A & B (General)= 10.785 tons Cat C & F= 5.94 tons Other (Oily waste)= 264.0 gallons	Total= 786.6 tons Non-hazardous Waste=786.6 tons	Total: 4,264.54 tons Cat A= 29.5 tons Cat B= 188.65 tons Cat C= 3,987.849 tons Others= 5.04 m3 (oily Waste) Others= 50.17 tons Cat I: 8.63 tons	
Total waste disposal – landfill (m3 or tons) Qatar Shipyard Technology Solutions	Total: 17,086 m3 and 6,426 tons CAT A, B, C & F (General) = 13,566 m3 CAT C & F = 3,520 m3 Other = 6,425.74 tons	Total: 19,054 m3 and 32,167 tons Cat A, B & C= 19,054 m3 Other= 32,167 tons	Total: 67,782 m3 and 382 tons Cat A, B= 14,623 m3 Cat C & F= 5,060 m3 Other= 382 tons Other= 48,099 m3	
Total waste disposal – landfill (m3 or tons) QFAB	12.94 tons	203.15 tons	729.95 tons	
Total waste disposal – recycling (m3 or tons) QFAB	60.22 tons	584.30 tons	4,870.81 tons	
Total waste disposal –Recycle (m3 or tons) Corporate	n/a	n/a	0.30 m3	
Total waste disposal –Recycle (m3 or tons) NSW	n/a	n/a	272.03 m3	
Total waste disposal –Recycle (m3 or tons) QFAB	n/a	n/a	4,789.56 tons	

54. Garbage on shore is classified into the following categories (CAT A & B: General; CAT C & F: Wood & metal; CAT I: Batteries; CAT other- spent grit, paint drums, sludge, oily water & oily rags)

8.1 ESG data summary (continued)

Occupational Health and Safety	2021	2022	2023	Scope
For all employees and workers				
Number of lost time injuries[55]/incidents	5	11	11	
Lost-time injury rate (LTIF)[56]	0.19	0.37	0.30	
Number of work-related fatalities	0	0	0	
Number of recordable cases	29	34	37	
Total recordable case frequency[57] (TRCF) [58]	1.11	1.14	1.01	All Nakilat and NAC and Joint Ventures (JVs)
The main types of work- related injury	Caught in/ Between, Cuts/ Laceration/ Puncture, Heat Exhaustion, Strain/Sprain and Struck by / Against	Caught in/Between, Burn / Rash, Caught in/Between, Strain/ Sprain. Foreign Particles and Struck by / Against	Struck by / Against, Caught in/Between, Cuts/laceration, Foreign Particles and Heat/Cold stress.	
The number of hours worked [59]	26,027,630	29,940,323	36,453,802	

403-10: Work related Ill Health	2021	2022	2023	Scope
For all employees and workers				
Fatalities as a result of work-related ill health- Number	0	0	0	
Fatalities as a result of work-related ill health-Rate	0	0	0	All Nakilat and NAC and Joint Ventures (JVs)
Recordable work-related ill health-Number	0	0	0	
Recordable work-related ill health-Rate	0	0	0	
Main types of work-related ill health	There were no cases of work-related ill health reported			

Total Number of Employees / Workforce	2021	2022	2023	Scope
Total number of employees	278[(1)]	272[(1)]	287[(3)]	
Full time	278	272	287	
Part time	0	0	0	
Breakdown by contract type				
Indefinite or permanent contracts	216	210	225	All Nakilat and NAC employees
Fixed term or temporary contracts	62[(2)]	62[(2)]	62[(2)]	
Breakdown by career level				
Senior management	12	12	12	
Middle management	51	48	56	
Non-management	215	212	219	

(1) Total employees in Nakilat and NAC (direct hire and through third party agency)
(2) Secondees (5) to JVs are included
(3) Total employees in Nakilat and NAC (excluding third party agency and contractors (31 contractor personnel))

New Hires and Turnover	2021	2022	2023	Scope
Number of new hires*				
Breakdown by Age				
18-30 years old	3	7	15	
31-50 years old	33	22	26	
51+ years old	7	5	2	
Breakdown by Gender				
Male	43	29	34	
Female	0	5	9	
Total number of new hires**	**43**	**34**	**43**	
Number of employees leaving employment during the reporting period (voluntary and involuntary)				
Breakdown by Age				
18-30 years old	7	4	3	
31-50 years old	20	26	15	
51+ years old	7	4	4	
Breakdown by Gender				All Nakilat and NAC employees
Male	30	24	17	
Female	4	10	5	
Total number of employees leaving employment during the reporting period (voluntary and involuntary) **	34	34	22	
Employee turnover rate (voluntary and involuntary)	**12%**	**13%**	**8%**	
Number of employees leaving employment during the reporting period (voluntary)				
Breakdown by Age				
18-30 years old	3	14	2	
31-50 years old	9	3	7	
51+ years old	2	3	1	
Breakdown by Gender				
Male	11	15	6	
Female	3	5	4	
Total number of employees leaving employment during the reporting period (voluntary) **	**14**	**20**	**10**	
Employee turnover rate (voluntary)	**5%**	**7%**	**3%**	

*Total employee in Nakilat and NAC (direct hire and through third party agency, excluding outsourced)
**All Nakilat's employees are based in the region of Middle East (Qatar)

55. Lost-time injury represents the high-consequence work related injuries.
56. Injury rate at 1,000,000 hours worked.
57. Excluding first-aid incidents as they do not result in more than one day of absence or do not impose restriction on working ability.
58. First-aid incidents are not included in the TRCF since these usually do not result in more than one day of missed work or impose any restriction on the working ability of an employee.
59. Exposure hours shows the time an employee is exposed to work related hazards and risks. Data is submitted by each entity on monthly basis.

8.1 ESG data summary (continued)

Parental Leave	2021	2022	2023	Scope
Number of employees that were entitled to parental leave				
Breakdown by Gender				
Female	25(1)	34	18(1)	
Male	202(1)	236	207(1)	
Number of employees that took parental leave				
Breakdown by Gender				
Female	3	4	1	
Male	4	4	8	
Number of employees that returned to work after parental leave				All Nakilat and NAC employees
Breakdown by Gender				
Female	3	4	1	
Male	4	4	8	
Retention Rate				
Total number of employees returned from parental leave who were still employed twelve months after return to work	7	8	9	
Return to work rate	100%	100%	100%	
Retention rate	100%	100%	100%	

The numbers are reported for all married employees only. Numbers reported in past years include all employees, irrespective of their marital status

Grievances*	2021	2022	2023	Scope
Number of grievances filed in the reporting period	6	1	10	
Number of grievances addressed or resolved	6	1	10	All Nakilat and NAC employees
Number of grievances filed prior to the reporting period that were resolved during the reporting period	0	0	0	

Learning and Development	2021	2022	2023	Scope
Total training hours	7,438	11,269	8,927	
Average training hours per employee	27	42	31	
Breakdown by career level				
Senior Management	12	12	12	
Total training hours	293	156	88	
Average training hours per employee	24	13	7	
Middle Management	51	48	56	
Total training hours	1,728	2,936	1,740	
Average training hours per employee	34	61	31	
Non-management	215	210	219	
Total training hours	5,417	8,177	7,099	
Average training hours per employee	25	39	32	
Breakdown by Gender				All Nakilat and NAC employees
Male				
Total training hours	5,725	9,064	7,447	
Average training hours per employee	24	38	30	
Female				
Total training hours	1,712	2,205	1,480	
Average training hours per employee	41	65	38	
Performance reviews				
Total number of employees receiving regular performance and career development reviews	229	226	252	
Percentage of employees receiving regular performance and career development reviews (%)	82%	84%	88%	
Breakdown by Gender				
Female	37	34	33	
Male	192	236	219	

Diversity and Inclusion (Employees)	2021	2022	2023	Scope
Breakdown by age				
18-30 years old	35	31	36	
31-50 years old	209	196	203	
51+ years old	34	43	48	
Youth employment rate	13%	11%	13%	
Breakdown by gender				All Nakilat and NAC employees
Male	236	236	248	
Female	42	34	39	
Female employment rate	15%	13%	14%	
Breakdown by nationality				
Qatarization*	30%	30%	32%	

*Percentage of all Qatari nationals (including JVs) against the total of Nakilat established position.

Female Employment	2021	2022	2023	Scope
Total number of employees with disabilities (number)	0	0	0	All Nakilat and NAC employees
Total % of employees with disabilities (%)	0	0	0	
By career level				
Board of Directors				
Number of female employees	0	0	0	
Percentage of female employees	0%	0%	0%	
Senior management				
Number of female employees	0	0	0	
Percentage of female employees	0%	0%	0%	
Middle management				
Number of female employees	6	3	3	
Percentage of female employees	12%	6%	5%	
Non-management				
Number of female employees	36	31	36	
Percentage of female employees	17%	15%	16%	
Equal pay				
Gender pay ratio (Ratio of basic salary* and remuneration of women to men)	1.03 to 1	1.17 to 1	1.07 to 1	Qatar Shipyard Technology Solutions and QFAB not included

*Median male salary to median female salary

Information security and data privacy	2021	2022	2023	Scope
IT expenses (QAR millions)	9.3	16.4	17.9	Nakilat Group

8.1 ESG data summary (continued)

Local Procurement				
Year	2021	2022	2023	Scope
Value of goods and services (USD)				
from local suppliers	69,194,899	94,050,214	150,923,828	
from foreign suppliers	132,659,162	207,830,245	174,590,697	Nakilat and NSQL
Percentage of total procurement from local suppliers	34.20%	31.20%	46.40%	
Number of suppliers				
Local	251	255	267	
Foreign	326	329	329	

Responsible procurement and supply chain	2021	2022	2023	Scope
Supplier environmental assessment				
Suppliers assessed for environmental impacts (%)	100%	100%	100%	Shipping
Suppliers identified as having significant actual and potential negative environmental impacts (number)	0	0	0	

Responsible procurement and supply chain	2021	2022	2023	Scope
Supplier environmental assessment				
Suppliers assessed for environmental impacts (number)	20	18	53	
Number of suppliers identified as having significant actual and potential negative environmental impacts	0	0	0	
Significant actual and potential negative environmental impacts identified in the supply chain	0	0	0	Non-shipping
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment	0	0	0	
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why	0	0	0	

Payments to Qatar General Tax Authority and Pension Authority (QAR)			
Financial Year (FY)	2021	2022	2022
Withholding tax and pension payment (Thousands QAR)	4,205	4,262	4,058
Social and Sports Fund Contribution (Thousand QAR)	33,837	35,973	38,946

8.2 Global Reporting Initiative (GRI) Content Index

GRI STANDARD
GRI 2: General Disclosures 2021

GRI 2: General Disclosures 2021	Indicator and Disclosure	Report Section/ URL	Page Number in this Report	Omissions / remarks
The organization and its reporting practices	2-1 Organizational details	1.1	01	
	2-2 Entities included in the organization's sustainability reporting	2.1	05	
	2-3 Reporting period, frequency and contact point	1.1	01	
	2-4 Restatements of information	2.1	05	
	2-5 External assurance	2.1	05	
Activities and workers	2-6 Activities, value chain and other business relationships	2.1	05	
	2-7 Employees	4.1, 6.3	20, 109	
	2-8 Workers who are not employees	4.1, 6.3	20, 109	

8.2 Global Reporting Initiative (GRI) Content Index (continued)

Category	Indicator and Disclosure	Report Section	Page Number	Omissions / remarks
Governance	2-9 Governance structure and composition	– 6.1 - Corporate Governance Report 2023 – p49, 61-64 (article 6, 18)	109	
	2-10 Nomination and selection of the highest governance body	– 6.1 - Corporate Governance Report 2023 - page 54 (8-8), 561-65 (article18&19), 46 (article 6), page 40	109	
	2-11 Chair of the highest governance body	Corporate Governance Report 2023 - page 39-40	109	
	2-12 Role of the highest governance body in overseeing the management of impacts	– 6.1, 3.4 - Corporate Governance Report 2023 - p39-40, 61-65 (article 6, 18)	109, 13	
	2-13 Delegation of responsibility for managing impacts	Corporate Governance Report 2023 - p39-40 Risk Committee: Corporate Governance Report 2023 p 46 (4-4), p51(8-2-4), p54(8-10), p66 (22-1, 22-6) ESG Organogram	109	
	2-14 Role of the highest governance body in sustainability reporting	3.2	09	
	2-15 Conflicts of interest	6.1	109	
	2-16 Communication of critical concerns	6.1	109	
	2-17 Collective knowledge of the highest governance body	Corporate Governance Report 2023 - Page39-40 (5), p56(9-4), p54 (8-10)	109	
	2-18 Evaluation of the performance of the highest governance body	5.2, 5.3, 6.1	88, 99, 109	
	2-19 Remuneration policies	5.2, 5.3	88, 99	
	2-20 Process to determine remuneration	5.2, 5.3	88, 99	
	2-21 Annual total compensation ratio	5.2, 5.3	88, 99	
Strategy, policies and practices	2-22 Statement on sustainable development strategy	3.1	08	
	2-23 Policy commitments	4.1, 5.1, 5.2, 6.1	20, 65, 88, 109	
	2-24 Embedding policy commitments	4.1, 5.1, 5.2, 6.1	20, 65, 88, 109	
	2-25 Processes to remediate negative impacts	4.1, 5.1, 5.2, 6.1	20, 65, 88, 109	
	2-26 Mechanisms for seeking advice and raising concerns	6.1	109	
	2-27 Compliance with laws and regulations	4.1, 5.1, 5.2, 6.1	20, 65, 88, 109	
	2-28 Membership associations	3.5	17	
Stakeholder engagement	2-29 Approach to stakeholder engagement	3.3, 3.4	11, 13	
	2-30 Collective bargaining agreements	0% covered		

GRI 3: Material Topics 2021

Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
3-1 Process to determine material topics	3.4	13	
3-2 List of material topics	3.4	13	

GRI 11: Oil and Gas Sector 2021

Likely material topics	Report Section/Omissions /Remarks
Topic 11.1 GHG emissions	4.2
Topic 11.2 Climate adaptation, resilience, and transition	Nakilat is closely coupled to Qatar's Liquefied Gases value chain, which is a vital part of the economy. In all Qatar Energy scenarios, there will be an increased demand for Liquefied Gas shipping. Nakilat continually evaluates further opportunities to diversify. Nakilat finds the Representative Concentration Pathways (RCP) and Shared Socioeconomic Pathways (SSP) scenarios analysis in the International Maritime Organization 4th GHG study as a credible reflection of increasing demand for Liquefied Gases shipping.
Topic 11.3 Air emissions	4.2
Topic 11.4 Biodiversity	4.4
Topic 11.5 Waste	Waste is not a material topic for Nakilat. Nakilat is not involved in the oil and gas extraction, development, production and processing activities. The generated waste by the company's activities is considered insignificant and does not have negative impacts on environment and human health.
Topic 11.6 Water and effluents	Water and effluents is not a material topic for Nakilat. The amount of water withdrawn and consumed by Nakilat and the quality of its discharges does not have any significant long-term impacts on ecosystems and biodiversity, cause health and development problems for humans, and impair food security. Water supply and discharge is governed by Qatar's Ministry of Environment and Climate Change regulations.
Topic 11.7 Closure and rehabilitation	Closure and rehabilitation is not a material topic for Nakilat. Nakilat is not expected to close assets, facilities and rehabilitate operational sites. Furthermore, Nakilat does not have offshore structures to decommission and dismantle. In addition, Nakilat is not involved in oil and gas fields and has no related impacts on impacts on the environment, local communities, and workers.
Topic 11.8 Asset integrity and critical incident management	5.1, 5.5
Topic 11.9 Occupational health and safety	5.1
Topic 11.10 Employment practices	5.2
Topic 11.11 Non-discrimination and equal opportunity	5.2, 5.3
Topic 11.12 Forced labor and modern slavery	Forced labour and modern slavery is not a material topic for Nakilat. Nakilat's workers rights are being respected and the company has never been involved on any violations of human rights or other instances of exploitation. In addition, Nakilat has never been involved with any incidence of forced labor and modern slavery as a result of its joint ventures and other business relationships.
Topic 11.13 Freedom of association and collective bargaining	Freedom of association and collective bargaining is not a material topic for Nakilat. Nakilat's workers rights are being respected and the company has never been involved in cases of interference with freedom of association and collective bargaining including, detention of managers and other employees, invasion of privacy, not adhering to collective agreements, and preventing trade union access to workplaces to assist workers.
Topic 11.14 Economic impacts	5.4, 5.5
Topic 11.15 Local communities	5.5
Topic 11.16 Land and resource rights	Land and resource rights is not a material topic for Nakilat. Nakilat's projects are located in uninhabited areas, and there are no plans to start projects in new areas.

8.2 Global Reporting Initiative (GRI) Content Index (continued)

Topic 11.17 Rights of indigenous peoples	Rights of indigenous peoples is not a material topic for Nakilat. The company's business activities are not in proximity to indigenous communities.
Topic 11.18 Conflict and security	Conflict and security is not a material topic for Nakilat. The company does not operate in locations and situations of conflict.
Topic 11.19 Anti-competitive behavior	Anti-competitive behavior is not a material topic for Nakilat. Nakilat is not involved on actions which may result in collusion with potential competitors, abuse of dominant market position or exclusion of potential competitors, thereby limiting the effects of market competition.
Topic 11.20 Anti-corruption	6.2
Topic 11.21 Payments to governments	Payments to governments is not a material topic for Nakilat. Nakilat does not lack of transparency about payments to governments. Nakilat is committed to abiding by the tax law. Nakilat takes a responsible and transparent approach to the management and control of taxation issues by following both Qatari and international tax laws.
Topic 11.22 Public policy	Public policy is not a material topic for Nakilat. The company does not participate in public policy development, directly or through an intermediary organization, by means of lobbying or making financial or in-kind contributions to political parties, politicians, or causes.

GRI 201: ECONOMIC PERFORMANCE 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Economic Performance	201-1 Direct economic value generated and distributed	Nakilat Annual Report	109	
	201-3 Defined benefit plan obligations and other retirement plans	5.2	88	
	201-4 Financial assistance received from government	6.5	122	

GRI 202: MARKET PRESENCE 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Market Presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	5.3	99	
	202-2 Proportion of senior management hired from the local community	5.2	88	

GRI 203: INDIRECT ECONOMIC IMPACTS 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Indirect Economic Impacts	203-1 Infrastructure investments and services supported	5.2, 6.4, Nakilat Annual Report	88, 121	
	203-2 Significant indirect economic impacts	5.2, 6.4, Nakilat Annual Report	88, 121	

GRI 204: PROCUREMENT PRACTICES 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Procurement practices	204-1 Proportion of spending on local suppliers	5.4	101	

GRI 205: ANTI-CORRUPTION 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Anti-corruption	205-2 Communication and training about anticorruption policies and procedures	6.2	113	
	205-3 Confirmed incidents of corruption and actions taken	6.2	113	

GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Anti-competitive behavior	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	6.2	113	

GRI 207: TAX 2019	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Tax	207-1 Approach to tax	6.5	122	
	207-2 Tax governance, control, and risk management	6.5	122	
	207-3 Stakeholder engagement and management of concerns related to tax	6.5	122	
Topic-specific disclosures	207-4 Country-by-country reporting	6.5	122	

GRI 301: MATERIALS 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Material	301-1 Materials used by weight or volume	4.5	59	

GRI 302: ENERGY 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Energy	302-1 Energy consumption within the organization	4.3	42	
	302-3 Energy intensity	4.3	42	
	302-4 Reduction of energy consumption	4.3	42	
	302-5 Reductions in energy requirements of products and services	4.3	42	

GRI 303: WATER AND EFFLUENTS 2018	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Topic management disclosures	303-1 Interactions with water as a shared resource	4.3	42	
	303-2 Management of water discharge-related impacts	4.3	42	
Topic disclosures	303-1 Water withdrawal by source	4.3	42	
	303-2 Water sources significantly affected by withdrawal of water	4.3	42	
	303-3 Water recycled and reused	4.3	42	

GRI 304: BIODIVERSITY 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Biodiversity	304-2 Significant impacts of activities, products, and services on biodiversity	4.4	49	
	304-3 Habitats protected or restored	4.4	49	

8.2 Global Reporting Initiative (GRI) Content Index (continued)

GRI 305: EMISSIONS 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Emissions	305-1 Direct (Scope 1) GHG emissions	4.2	31	
	305-4 GHG emissions intensity	4.2	31	
	305-5 Reduction of GHG emissions	4.2	31	
	305-6 Emissions of ozone depleting sub-stances (ODS)	4.2	31	
	305-7 Nitrogen oxides (NOX), sulfur ox-ides (SOX), and other significant air emis-sions	4.2	31	

GRI 306: WASTE 2020	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Topic manage-ment disclosures	306-1 Waste generation and significant waste-related impacts	4.5	59	
	306-2 Management of significant waste-related impacts	4.5	59	
Topic disclosures	306-3 Waste generated	4.5	59	
	306-4 Waste diverted from disposal	4.5	59	
	306-5 Waste directed to disposal	4.5	59	

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Supplier envi-ronmental as-sessment	308-1 New suppliers that were screened using environmental criteria	5.4	101	
	308-2 Negative environmental impacts in the supply chain and actions taken	5.4	101	

GRI 401: EMPLOYMENT 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Employment	401-1 New employee hires and em-ployee turnover	5.2	88	
	401-2 Benefits provided to fulltime employees that are not provided to temporary or part-time employees	5.2	88	
	401-3 Parental leave	5.2	88	

GRI 402: LABOR / MANAGEMENT RELATIONS 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Labor / management relations	402-1 Minimum notice periods re-garding operational changes	5.2	88	

GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Management approach disclosures	403-1 Occupational health and safety management system	5.1	65	
	403-2 Hazard identification, risk assessment, and incident investigation	5.1	65	
	403-3 Occupational health services	5.1	65	
	403-4 Worker participation, consultation, and communication on occupational health and safety	5.1	65	
	403-5 Worker training on occupational health and safety	5.1	65	
	403-6 Promotion of worker health	5.1	65	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.1	65	
Topic-specific disclosures	403-8 Workers covered by an occupational health and safety management system	5.1	65	
	403-9 Work-related injuries	5.1	65	
	403-10 Work-related ill health	5.1	65	

GRI 404: TRAINING AND EDUCATION 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Training and education	404-1 Average hours of training per year per employee	5.2	88	
	404-2 Programs for upgrading employee skills and transition assistance programs	5.2	88	
	404-3 Percentage of employees receiving regular performance and career development reviews	5.2	88	

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Diversity and equal opportunity	405-1 Diversity of governance bodies and employees	5.3	99	
	405-2 Ratio of basic salary and remuneration of women to men	5.3	99	

GRI 406: NON-DISCRIMINATION 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	5.2	88	

GRI 408: CHILD LABOR 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Child labor	408-1 Operations and suppliers at significant risk for incidents of child labor	5.4, Nakilat Code of Conduct and Ethics	101	

GRI 410: SECURITY PRACTICES 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Security practices	410-1 Security personnel trained in human rights policies or procedures	5.2	88	

8.2 Global Reporting Initiative (GRI) Content Index (continued)

GRI 413: LOCAL COMMUNITIES 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Local communities	413-1 Operations with local community engagement, impact assessments and development programs	5.5	106	

GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Supplier social assessment	414-1 New suppliers that were screened using social criteria	5.4	101	

GRI 418: CUSTOMER PRIVACY 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / remarks
Customer privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	6.4	121	
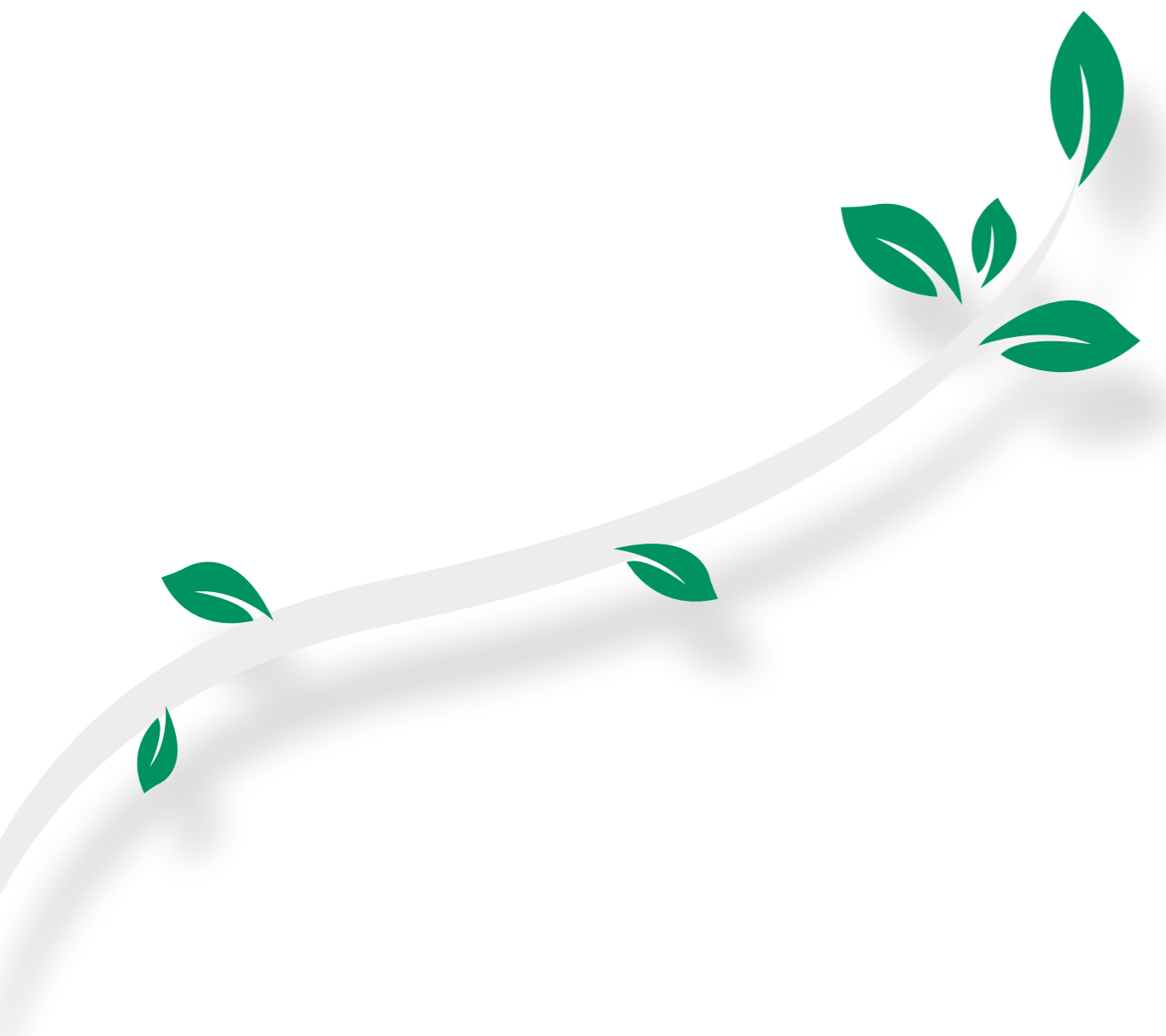
8.3 United Nations Global Compact

Human rights

Principle	Relevant Report Section / Link
Principles 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	5.2, 5.4
Principle 2: make sure that they are not complicit in human rights abuses.	5.2, 5.4

Labor

Principle	Relevant Report Section / Link
Principle 4: the elimination of all forms of forced and compulsory labor;	5.2, 5.4, Nakilat Code of Conduct and Ethics
Principle 5: the effective abolition of child labor; and	5.2, 5.4, Nakilat Code of Conduct and Ethics
Principle 6: the elimination of discrimination in respect of employment and occupation.	5.2, 5.4, Nakilat Code of Conduct and Ethics

Environment

Principle	Relevant Report Section / Link
Principle 7: Businesses should support a precautionary approach to environmental challenges;	4.1
Principle 8: undertake initiatives to promote greater environmental responsibility; and	4.1-4.5
Principle 9: encourage the development and diffusion of environmentally friendly technologies.	4.3

Anti-Corruption

Principle	Relevant Report Section / Link
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribe	6.2

8.4 Sustainability Accounting Standards Board (SASB)

SASB Marine Transportation Disclosures – (Scope: Shipping)

Code	Topic	Accounting Metric	Category	Units of Measure	2021	2022	2023	Comment
TR-MT-110a.1	Greenhouse Gas Emissions	Gross global Scope 1 emissions	Quantitative	Metric tons (t) CO_2-e	5,357,396	5,812,436	5,296,127	
TR-MT-110a.2	Greenhouse Gas Emissions	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	–	–	–	
TR-MT-110a.3	Greenhouse Gas Emissions	(1) Total energy consumed,	Quantitative	Gigajoules (GJ)	73,847,933	81,729,908	73,483,670	
		(2) percentage heavy fuel oil	Quantitative	Percentage (%)	68.23%	73.36%	73.36%	
		(3) percentage renewable	Quantitative	Percentage (%)	0%	0%	0%	
TR-MT-110a.4	Greenhouse Gas Emissions	Average Energy Efficiency Design Index (EEDI) for new ships	Quantitative	Grams of CO_2 per ton-nautical mile	5.208	5.092	5.092	
TR-MT-120a.1	Air Quality	Air emissions of the following pollutants: - (1) NOx (excluding N2O)	Quantitative	Metric tons (t)	128,659	138,587	124,441	
		Air emissions of the following pollutants: - (2) Sox	Quantitative	Metric tons (t)	13,942	14,767	13,008	
		Air emissions of the following pollutants - (3) particulate matter (PM10)	Quantitative	Metric tons (t)	10,897	11,688	10,532	
TR-MT-160a.1	Ecological Impacts	Shipping duration in marine protected areas or areas of protected conservation status	Quantitative	Number of travel days	–	–	n/a	
TR-MT-160a.2	Ecological Impacts	Percentage of fleet implementing ballast water - (1) exchange	Quantitative	Percentage (%)	78%	30%	80%	
		Percentage of fleet implementing ballast water - (2) treatment	Quantitative	Percentage (%)	22%	70%	20%	
TR-MT-160a.3	Ecological Impacts	(1) Number and (2) aggregate volume of spills and releases to the environment	Quantitative	Number, Cubic meters (m³)	0	0	0	
TR-MT-320a.1	Employee Health and Safety	Lost time incident rate (LTIR)	Quantitative / Rate	NSQL	0.27	0.26	0.36	
				STASCO	0	0	0.42	
				TK2	0	0	0	
				TK3	0	0	0.57	
				MOL	0	0	0	
				NYK1	0	0	0	
				NYK2	1.01	0.98	0	
				KLINE	1.8	1.88	3.06	
				PRONAV	0	1.83	0	
				MGM	0	0	0	
				ILT3	0	0	0	
TR-MT-510a.1	Business Ethics	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Number	0	0	0	
TR-MT-510a.2	Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative	Reporting currency	0	0	0	

Code	Topic	Accounting Metric	Category	Units of Measure	2021	2022	2023	Comment
TR-MT-540a.1	Accident and Safety Management	Number of marine casualties, percentage classified as very serious	Quantitative	Number, Percentage (%)	0	0	0	
TR-MT-540a.2	Accident and Safety Management	Number of Conditions of Class or Recommendations	Quantitative	Number	0	4	0	
TR-MT-540a.3	Accident and Safety Management	Number of port state control - (1) deficiencies	Quantitative	Number -NSQL	5	32	48	
				Number - STASCO	2	2	8	
		Number of port state control - (2) detentions	Quantitative	Number -NSQL	0	0	1	
				Number - STASCO	0	0	0	

*Note: This data represents our entire shipping fleet
** Shipping SASB- Energy and Fuel data for mentioned year is restated following availability of missing quantity.

SASB Activity Metrics Disclosures – (Scope: Shipping)

Code	Activity Metric	Category	Unit of Measure	2021	2022	2023	Comment
TR-MT-000.A	Number of shipboard employees	Quantitative	Number	3,017	3,409	3,434	
TR-MT-000.B	Total distance travelled by vessels	Quantitative	Nautical miles (nm)	6,579,066	7,246,552	6,880,562	
TR-MT-000.C	Operating days	Quantitative	Days	26,605	13,296	26,735	
TR-MT-000.D	Deadweight tonnage[60]	Quantitative	Thousand deadweight tons	7,974,870	8,076,621	8,076,621	
TR-MT-000.E	Number of vessels in total shipping fleet	Quantitative	Number	73	74	74	
TR-MT-000.F	Number of vessel port calls	Quantitative	Number	1,434	1,174	1,069	
TR-MT-000.G	Twenty-foot equivalent unit (TEU) capacity	Quantitative	TEU	n/a	n/a	n/a	Company fleet does not carry containers

*Note: This data represents our entire shipping fleet.
** Note: Deadweight tonnage data has been restated following the correct reporting from JV partners, there is no effect on any other value.

60. Correction made on TR-MT-000.D data.

8.4 Sustainability Accounting Standards Board (SASB) (continued)

SASB – Industrial Machinery and Goods– (Scope: Qatar Shipyard Technology Solutions)

Code	Topic	Accounting Metric	Category	Units of Measure	2021	2022	2023
RT-IG-130a.1	Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%	1) 292,987 GJ 2) 100% 3) 0%	1) Electricity - 262,188,000 MJ /262,188 GJ 1) Total: LPG - 40,655L & Diesel - 1,493,968 L 2) 100% 3) 0%	1) Electricity - 282,492,000 MJ / 282,492 GJ 1) LPG - 71,888 L & Diesel - 2,380,217 L 2) 100 % 3) 0 %
RT-IG-320a.1	Employee Health and Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	Quantitative	Rate	1) 1.43 2) 0	1) 17 TRCs (TRCF - 2.45; TRIR - 0.49) 2) 0 3) NA	1) 16 TRCs (TRCF - 1.86; TRIR - 0.37) 2) 0 3) NA
RT-IG-410a.1	Fuel Economy and Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Quantitative	Gallons per 1,000 ton-miles	Qatar Shipyard Technology Solutions does not have any medium and heavy-duty vehicles in its inventory	Qatar Shipyard Technology Solutions does not have any medium and heavy-duty vehicles in its inventory	Qatar Shipyard Technology Solutions does not have any medium and heavy-duty vehicles in its inventory
RT-IG-410a.4	Fuel Economy and Emissions in Use-phase	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	Quantitative	Grams per kilowatt-hour	Qatar Shipyard Technology Solutions does not have (a), (b), (c) & (d) in its inventory	Qatar Shipyard Technology Solutions does not have any medium and heavy-duty vehicles in its inventory	Qatar Shipyard Technology Solutions does not have any medium and heavy-duty vehicles in its inventory
RT-IG-440a.1	Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	Pre-qualification for the suppliers includes environmental certification criteria. Furthermore, stock replenishments for critical materials through material resource planning system are also considered to minimize associated risks	Pre-qualification for the suppliers includes the environmental certification criteria. Furthermore, stock replenishments for critical materials through material resource planning system also considered to minimize associated risks.	Pre-qualification for the suppliers includes the environmental certification criteria. Furthermore, stock replenishments for critical materials through material resource planning system also considered to minimize associated risks.
RT-IG-440b.1	Remanufacturing Design and Services	Revenue from remanufactured products and remanufacturing services	Quantitative	Reporting currency	Qatar Shipyard Technology Solutions does not engage in remanufactured products and services	Qatar Shipyard Technology Solutions does not engage in remanufactured products and services	Qatar Shipyard Technology Solutions does not engage in remanufactured products and services
RT-IG-000.B	Number of employees	Quantitative	Quantitative	Number	1,300	1,586	1,635

SASB – Industrial Machinery and Goods– (Scope: QFAB)[61]

Code	Topic	Accounting Metric	Category	Units of Measure	2021	2022	2023
RT-IG-130a.1	Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%	1) 53,640 GJ 2) 100% 3) 0%	1) 34,722 GJ 2) 100% 3) 0%	1) 43,722 GJ 2) 100% 3) 0%
RT-IG-320a.1	Employee Health and Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	Quantitative	Rate	1) 0 2) 0 3) 0	1) 0 2) 0 3) 2.34	1) 0.5 2) 0 3) 0.49
RT-IG-410a.1	Fuel Economy and Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Quantitative	Gallons per 1,000 ton-miles	QFAB does not have any medium and heavy-duty vehicles in its Inventory	QFAB does not have any medium and heavy-duty vehicles in its Inventory	QFAB does not have any medium and heavy-duty vehicles in its Inventory
RT-IG-410a.4	Fuel Economy and Emissions in Use-phase	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines2	Quantitative	Grams per kilowatt-hour	QFAB does not have (a), (b), (c) & (d) in its Inventory	QFAB does not have (a), (b), (c) & (d) in its Inventory	QFAB does not have (a), (b), (c) & (d) in its inventory
RT-IG-440a.1	Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	Pre-qualification for the suppliers includes Environmental Certification criteria. QFAB doesn't procure any critical material.	Pre- qualification for the suppliers includes Environmental Certification criteria. QFAB doesn't procure any critical material.	Pre-qualification for the suppliers includes environmental certification criteria. QFAB doesn't procure any critical material.
RT-IG-440b.1	Remanufacturing Design and Services	Revenue from remanufactured products and remanufacturing services	Quantitative	Reporting currency	QFAB does not do remanufacturing design and services	QFAB does not do remanufacturing design and services	QFAB does not do remanufacturing design and services
RT-IG-000.A	Number of units produced by product category4	Depending on the project- provide number of product developed	Quantitative	Number	14 Inconel spools	n/a	Jackets - 04 nos. SCTS Module - 02 nos.
RT-IG-000.B	Number of employees	Quantitative	Quantitative	Number	90	319	1,324

61. 2021 SASB is the First declaration from QFAB.

8.4 Sustainability Accounting Standards Board (SASB) (continued)

SASB – Oil and Gas – (Scope: NSW)[62]

Code	Topic	Accounting Metric	Category	Units of Measure	2021	2022	2023
EM-SV-110a.1	Emissions Reduction Services and Fuels Management	Total fuel consumed used in: (1) on-road equipment and vehicles	Quantitative	Gigajoules (GJ),	4,068	4,076	4,163
		Percentage renewable, percentage used in: (1) on-road equipment and vehicles		Percentage (%)	0	0	0
		Total fuel consumed, used in: (2) off-road equipment		Gigajoules (GJ),	n/a	n/a	n/a
		Percentage renewable, percentage used in: (2) off-road equipment		Percentage (%)	n/a	n/a	n/a
EM-SV-110a.2	Emissions Reduction Services and Fuels Management	Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	Discussion and Analysis	n/a	SMS 10-003 Environmental management	SMS 10-003 Environmental management	SMS 10-003 Environmental management
EM-SV-110a.3	Emissions Reduction Services and Fuels Management	Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	Quantitative	Percentage (%)	n/a	n/a	n/a
EM-SV-140a.1	Water Management Services	(1) Total volume of fresh water handled in operations	Quantitative	Thousand cubic meters (m³),	11,494	11,590	11,396
		(2) percentage recycled		Percentage (%)	n/a	n/a	n/a
EM-SV-140a.2	Water Management Services	Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	Discussion and Analysis	n/a	n/a	n/a	n/a
EM-SV-150a.1	Chemicals Management	Volume of hydraulic fracturing fluid used, percentage hazardous	Quantitative	Thousand cubic meters (m³), Percentage (%)	n/a	n/a	n/a
EM-SV-150a.2	Chemicals Management	Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	Discussion and Analysis	n/a	n/a	n/a	n/a
EM-SV-160a.1	Ecological Impact Management	Average disturbed acreage per (1) oil	Quantitative	Acres (ac)	n/a	n/a	n/a
		Average disturbed acreage per (2) gas well site	Quantitative	Acres (ac)	n/a	n/a	n/a
EM-SV-160a.2	Ecological Impact Management	Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	Discussion and Analysis	n/a	n/a	0	0
EM-SV-320a.1	Workforce Health and Safety	(1) Total recordable incident rate (TRIR)	Quantitative	Rate	0.68	0	0.69
		(2) Fatality rate	Quantitative	Rate	0	0	0
		(3) Near miss frequency rate (NMFR)	Quantitative	Rate	0	0	0
		(4) Total vehicle incident rate (TVIR)	Quantitative	Rate	0	0	0
		(5) Average hours of health, safety, and emergency response training for (a) full-time employees,	Quantitative	Rate	1,595	1,814	2,289
		Average hours of health, safety, and emergency response training for (b) contract employees,	Quantitative	Rate	n/a	n/a	n/a
		Average hours of health, safety, and emergency response training for (c) short-service employees	Quantitative	Rate	n/a	n/a	n/a

62. 2021 SASB is the First declaration from NSW.

Code	Topic	Accounting Metric	Category	Units of Measure	2021	2022	2023
EM-SV-320a.2	Workforce Health and Safety	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	Discussion and Analysis	n/a	Svitzer is certified to the following Integrated Management System (IMS) standards with GCL International. - ISO 9001:2015 Quality Management System - ISO 14001:2015 Environmental Management System and - ISO 45001:2018 Occupational Health and Safety Management System	Svitzer is certified to the following Integrated Management System (IMS) standards with GCL International. - ISO 9001:2015 Quality Management System - ISO 14001:2015 Environmental Management System and - ISO 45001:2018 Occupational Health and Safety Management System	Svitzer is certified to the following integrated management system (IMS) standards with GCL international. ISO 9001:2015 quality management system ISO 14001:2015 environmental management system and ISO 45001:2018 occupational health and safety management system.
EM-SV-510a.1	Business Ethics and Payments Transparency	Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Reporting currency	n/a	n/a	n/a
EM-SV-510a.2	Business Ethics and Payments Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	n/a	The SVITZER Group has defined its commitment to excellence in Safety, Environment and Quality in its Safety and Sustainability Policy. This is supported by the A.P. Moller – Maersk Core Valuesand the APMM Commit (governance framework)	The SVITZER Group has defined its commitment to excellence in Safety, Environment and Quality in its Safety and Sustainability Policy. This is supported by the A.P. Moller – Maersk Core Values and the APMM Commit (governance framework)	The SVITZER Group has defined its commitment to excellence in safety, environment and quality in its safety and sustainability committee. This is supported by the A.P. Moller – Maersk Core values and the APMM Commit (governance framework)
EM-SV-530a.1	Management of the Legal and Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Discussion and Analysis	n/a	IMO - MARPOL convention and protocols	IMO - MARPOL convention and protocols	IMO - MARPOL convention and protocols
EM-SV-540a.1	Critical Incident Risk Management	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Discussion and Analysis	n/a	SMS 09-15 Risk Management - Safe System of Work	SMS 09-015 Risk Management - Safe System of Work	SMS 09-015 Risk Management - Safe System of Work
EM-SV-000.A	-	Number of active rig sites	Quantitative	Number	n/a	n/a	n/a
EM-SV-000.B	-	Number of active well sites	Quantitative	Number	n/a	n/a	n/a
EM-SV-000.C	-	Total amount of drilling performed	Quantitative	Meters(m)	n/a	n/a	n/a
EM-SV-000.D	-	Total number of hours worked by all employees	Quantitative	Number	n/a	n/a	n/a

8.5 Vessel AER/EEOI Data

Vessel Name	Propulsion	Cargo Capacity CBM	Year built	Technical management	Nakilat Ownership	Annual Efficiency Ratio (AER)* 2021	Annual Efficiency Ratio (AER)* 2022	Annual Efficiency Ratio (AER)* 2023	EEOI (gr/ton Cargo-nm) ** 2021	EEOI (gr/ton Cargo-nm) ** 2022	EEOI (gr/ton Cargo-nm) ** 2023
AAMIRA	Motor	266,000	2010	STASCO	100%	8.89	10.17	8.80	20	22.9	21.80
AL AAMRIYA	Motor	210,168	2008	MOL	40%	9.52	9.2	9.26	25.44	24.58	24.72
AL AREESH	Steam	148,786	2007	TK	30%	12.21	11.87	10.46	34.25	33.27	30.62
AL BAHIYA	Motor	210,100	2009	STASCO	100%	8.71	9.6	9.30	23.29	25.65	24.85
AL DAAYEN	Steam	148,853	2007	TK	30%	13.03	11.96	13.05	36.52	33.52	33.06
AL DAFNA	Motor	266,366	2009	NSQL	100%	8.82	8.65	9.20	21.85	21.42	22.78
AL GATTARA	Motor	216,200	2007	NSQL	100%	10.19	11.06	11.12	24.61	26.7	26.91
AL GHARIYA	Motor	210,150	2008	PRONAV	45%	9.91	9.87	8.34	26.46	26.35	22.26
AL GHARRAFA	Motor	216,200	2008	NSQL	100%	9.7	9.93	10.78	23.47	24.01	26.13
AL GHASHAMIYA	Motor	217,591	2009	NSQL	100%	9.58	9.65	10.10	23.48	23.64	24.74
AL GHUWAIRIYA	Motor	263,300	2008	NSQL	100%	8.05	8.68	8.13	21.82	23.51	22.03
AL HAMLA	Motor	216200	2008	NSQL	100%	10.64	10.69	9.64	25.68	25.8	23.31
AL HUWAILA	Motor	217,000	2008	TK	60%	10.9	11.35	9.40	25.32	26.38	23.19
AL JASSASIYA	Steam	145700	2006	MGM	40%	13.39	13.02	10.45	35.82	32.69	27.87
AL KARAANA	Motor	210,100	2009	STASCO	100%	8.89	9.07	8.79	23.78	24.27	23.52
AL KHARAITIYAT	Motor	216,300	2009	NSQL	100%	9.39	10.7	10.51	22.76	25.93	25.47
AL KHARSAAH	Motor	217,000	2008	TK	60%	11.77	10.71	8.88	27.34	24.88	21.90
AL KHATTIYA	Motor	210,150	2009	STASCO	100%	8.31	9.26	9.45	22.2	24.73	25.24
AL KHUWAIR	Motor	217,000	2008	TK	60%	10.64	9.63	9.00	24.73	22.39	22.21
AL MAFYAR	Motor	266,370	2009	NSQL	100%	8.44	9.07	9.84	20.9	22.46	24.37
AL MARROUNA	Steam	149539	2006	TK	30%	13.54	11.12	12.73	37.78	31.04	32.12
AL MAYEDA	Motor	266,000	2009	NSQL	100%	8.59	9.1	8.88	21.28	22.53	21.99
AL NUAMAN	Motor	210,100	2009	STASCO	100%	9.37	9.42	9.33	25.02	25.16	24.93
AL ORAIQ	Motor	210,200	2008	KLINE	40%	9.43	9.65	8.96	25.21	25.82	23.97
AL REKAYYAT	Motor	216,293	2009	NSQL	100%	10.65	9.96	10.64	25.8	24.13	25.78
AL RUWAIS	Motor	210,150	2007	PRONAV	45%	10.07	9.18	9.02	26.87	24.5	24.11
AL SADD	Motor	210,200	2009	NSQL	100%	8.99	9.06	9.82	24.01	24.2	26.22
AL SAFLIYA	Motor	210,150	2007	PRONAV	45%	10.29	9.81	8.59	27.47	26.19	22.90
AL SAHLA	Motor	216,200	2008	NYK	40%	11.6	10.82	9.96	25.86	26.21	24.08
AL SAMRIYA	Motor	263,300	2009	NSQL	100%	6.5	8.06	8.97	17.62	21.83	24.30
AL SHAMAL	Motor	217,000	2008	TK	60%	11.72	11.34	9.94	27.22	26.34	24.56
AL SHEEHANIYA	Motor	210,200	2009	NSQL	100%	9.13	9.44	9.49	24.41	25.22	25.37
AL THUMAMA	Motor	216,200	2008	NYK	40%	12.14	11.15	10.80	27.08	24.86	26.12
AL UTOURIYA	Motor	215,000	2008	NYK	40%	12.92	11.28	10.99	28.93	25.25	26.56
AL WUKIR**	Motor	82,491	2008	NSQL	50%	7.74	9.03	8.22	17.62	20.53	18.70
ASEEM	DFDE	155,003	2009	ILT3	20%	8.76	8.74	8.59	22.54	22.51	22.10
BU SAMRA	Motor	266000	2009	NSQL	100%	8.41	9.38	9.10	20.91	23.3	22.58
BU SIDRA**	Motor	82,419	2008	NSQL	50%	8.22	8.76	7.34	18.72	19.96	16.72
DUHAIL	Motor	210,150	2008	PRONAV	45%	9.66	10.37	8.43	25.79	27.68	22.48
EJNAN	Steam	145,000	2007	NYK	30%	15.67	12.44	14.50	39	30.97	35.92
EXQUISITE - FSRU	FSRU	83,163	2009	NSQL	55%	NA	NA	NA	NA	NA	NA
FRAIHA	Motor	210,100	2008	MOL	40%	8.81	9	8.57	23.53	24.04	22.88
GLOBAL ENERGY	MEGI	173,400	2020	NSQL	60%	6.88	6.47	6.01	17.3	16.27	15.11
GLOBAL SEA SPIRIT	XDF	173,400	2021	NSQL	60%	5.89	6.21	5.92	14.56	15.35	14.58
GLOBAL SEA LINE	XDF	173,400	2022	NSQL	60%	NA	5.14	5.81	NA	12.64	14.29
GLOBAL STAR	MEGI	173,400	2021	NSQL	60%	6.6	13.81	9.14	16.6	34.75	22.97
LIJMILIYA	Motor	263,300	2009	NSQL	100%	8.01	8.24	7.61	21.74	22.35	20.64
LUBARA**	Motor	82,452	2009	NSQL	50%	8.58	8.53	8.93	19.54	19.4	20.32
MARAN GAS ACHILLES	DFDE	174000	2016	MGM	40%	6.17	8.29	6.99	15.13	17.48	17.12
MARAN GAS ALEXANDRIA	DFDE	161,870	2015	MGM	40%	6.45	7.73	6.45	16.59	17.48	16.60
MARAN GAS APOLLONIA	DFDE	161,870	2014	MGM	40%	6.54	7.81	7.07	16.82	17.63	18.18
MARAN GAS ASCLEPIUS	Steam	145,822	2008	MGM	40%	12.36	10.36	11.48	33.03	30.51	30.68
MARAN GAS CORONIS	Steam	145,700	2012	MGM	40%	12.29	11.22	10.65	32.92	32.81	28.50
MARAN GAS DELPHI	DFDE	159,800	2014	MGM	40%	7.39	6.72	6.84	19.09	16.92	17.66
MARAN GAS EFESSOS	DFDE	159,800	2014	MGM	40%	6.97	7.19	6.92	18.01	19.31	17.89
MARAN GAS LINDOS	DFDE	161,870	2014	MGM	40%	6.46	6.47	7.15	16.42	17.04	18.39
MARAN GAS POSIDONIA	DFDE	161,870	2014	MGM	40%	8.05	7.45	7.24	20.68	19.76	18.61
MARAN GAS SPARTA	DFDE	159,800	2015	MGM	40%	7.03	6.63	6.63	18.3	17.62	17.05
MEKAINES	Motor	266,476	2009	NSQL	100%	9.09	9.13	8.96	22.46	22.56	22.17
MESAIMEER	Motor	216,312	2009	NSQL	100%	10.79	11.04	10.07	26.14	26.76	24.41
MOZAH	Motor	266,253	2008	NSQL	100%	8.89	9.17	8.83	22.02	22.72	21.86
MURWAB	Motor	210,100	2008	MOL	40%	8.96	9.92	10.40	23.94	26.48	27.77
ONAIZA	Motor	210150	2009	NSQL	100%	8.34	8.49	8.70	25.02	25.49	26.10
RASHEEDA	Motor	266,276	2010	STASCO	100%	8.99	9.48	9.68	20.24	21.35	21.79
SHAGRA	Motor	266,276	2009	STASCO	100%	9.44	10.16	9.20	21.22	22.83	22.76
SIMAISMA	Steam	145,889	2006	MGM	40%	12.45	11.07	11.17	33.33	32.61	29.92
TEMBEK	Motor	216,200	2007	NSQL	100%	10.15	10.16	9.68	24.5	24.54	23.42
UMM AL AMAD	Motor	210,200	2008	KLINE	40%	9.25	8.95	9.11	24.67	23.86	24.31
UMM BAB	Steam	145,000	2005	MGM	40%	11.87	10.03	12.83	31.91	30.46	32.16
UMM LAQHAB	Motor	82,408	2008	NSQL	50%	8.51	8.64	8.77	25.92	26.34	19.96
UMM SLAL	Motor	265,978	2008	NSQL	100%	8.53	9.18	9.13	15.81	17.01	22.60
WOODSIDE GOODE	DFDE	159,800	2013	MGM	40%	6.89	5.71	6.84	17.9	15.33	17.76
WOODSIDE ROGERS	DFDE	159,800	2013	MGM	40%	8.22	7.9	7.29	21.4	21.17	18.97
ZARGA	Motor	266,000	2010	STASCO	100%	9.21	10.17	9.63	20.71	22.86	23.89

Note:

*(AER) Annual Efficiency Ratio highlighted here is without any adjustments as per Resolution MEPC.355(78)

(AER) Annual Efficiency Ratio with formula:

$\sum$ (Total CO_2 emissions in grams) / $\sum$ (Deadweight in Tons x Distance in nm) without any adjustments as per RESOLUTION MEPC.355(78)

**(EEOI) The Energy Efficiency Operational Indicator (gr/ton Cargo-nm) with formula:

$\sum$ (Total CO_2 emissions in grams) / $\sum$ (98.5% Cargo capacity in Tons x Distance in nm x 50%)

Denominator multiplied by 50% to make average adjustment for ballast voyages.

8.6 List of Abbreviations and Definitions

LIST OF ABBREVIATIONS	
ABC	Anti-Bribery and Corruption
ABMS	Anti-Bribery Management System (ISO 37001:2016)
ABS	American Bureau of Shipping
AGM	Annual General Meeting
AER	Annual Efficiency Ratio
API	American Petroleum Institute
BWM	Ballast water management
BWMS	Ballast Water Management System
BWTS	Ballast Water Treatment System
CAPEX	Capital expenditure
CBM	Cubic meter
CEO	Chief Executive Officer
CFO	Chief Finance Officer
CG	Corporate governance
COLREG	IMO Collision Avoidance Regulations
COO	Chief Operating Officer
CWT	Contaminated Water Treatment Plant
DCS	Data Collection System
DFDE	Dual Fuel Diesel Electric
DSME	Korean Shipyard
DWT	Deadweight tonnage
ECA	Emissions Control Area (designated by IMO)
EEDI	IMO Energy Efficiency Design Index (New ship)
EEOI	IMO Energy Efficency Operational Index
EEXI	IMO Energy Efficiency Design Index (Existing ship)
EMS	Enterprise Management System
EMSA	European Maritime Agency
ERM	Enterprise Risk Management
ESG	Environmental, social and governance
ETA	Estimated Time of Arrival
EU	European Union
FSS Code	IMO Fire Safety System Code
GHG	Greenhouse gas
HHI	Korean Shipyard
HR	Human Resource
HSE	Health, safety and environment
HSSEQ	Health, safety, security, environment and Quality
IFRS	International Financial Reporting Standards
IGC Code	IMO International Gas Carrier Code
IGF Code	International Code of Safety for Ships using Gases or other Low-flashpoint Fuels
IHM	Inventory of Hazardous Material
ILO	International Labour Organization
IMCA	International Marine Contractors Association
IMO	International Maritime Organization
IMS	IMO Integrated Management System
IOPP	International Oil Pollution Prevention
ISO	International Organization for Standardization
ISM	IMO International Safety Management Code
ISPS	International Ship and Port Facility Security Code
JV	Joint venture
KPI	Key performance indicator
LOPC	Loss of Primary Containment
LNG	Liquefied natural gas
LPG	Liquefied Petroleum Gas
LSA Code	IMO Life Saving Appliance Code
LTI	Lost time injury

LTIF	Lost time injury frequency
MARPOL	IMO Marine Pollution Convention
MDO	Marine Diesel Oil
MGO	Marine Gas Oil
MGM	Maran Gas Maritime
MRV	Monitoring, Reporting and Verification
MoE	Ministry of Environment
NGO	Non Governmental Organisation
NSQL	Nakilat Shipping Qatar Ltd.
OCIMF	Oil Companies International Marine Forum
ODS	Ozone Depleting Substance
OH&S	Occupational Health and Safety
OWS	Oily Water Separator
P&I	Protection and indemnity
PDPA	Personal Data Protection Act
PSC	Port State Control
QMS	Quality Management System
QMax/ QFlex	Size category of largest LNG ships in the world
ROV	Remotely Operated Vehicle
RLIC	Ras Laffan Industrial City
SECA	Special Emissions Control Area (designated by IMO)
SOLAS	IMO Safety of Life at Sea Convention
SCR	Selective Catalytic Reduction
SDG	Sustainable Development Goal
SEEMP	IMO Shipboard Energy Efficiency Management Plan
SGMF	The Society for Gas as a Marine Fuel.
SHI	Korean shipyard
SHEQ	Safety Health Environment Quality
SIRE	Ship Inspection and Reporting acc. OCIMF system
SMART	Specific, Measurable, Achievable, Relevant, Time Based
STASCO	Shell Trading and Shipping Company
STCW	Standards of Training, Certification and Watchkeeping
TCO2	Tonnes CO2
TMSA	Tanker Management & Self Assessment
TRCF	Total recordable case frequency
UN	United Nations
PM10 / PM2.5	Particulate Matter
SOx	Sulphur Oxides
NOx	Nitrogen Oxides
VOC	Volatile Organic Compounds
dBA	Decibels, A weighted
pH	potential of hydrogen
COD	Chemical Oxygen Demand
Pb	Lead
Cu	Copper
Fe	Iron
ug/m3	Micro gram per cubic metre
mg/l	Milligram per litre
CO	Carbon Monoxide
TSS	Total Suspended Solids
BOD	Biological Oxygen Demand
Cd	Cadmium
Ni	Nickel
Cr	Chromium
Mn	Manganese

8.6 List of Abbreviations and Definitions (continued)

KPIs/Definitions

Accidents:

An accident is an unplanned/unwanted event, resulting in loss to people, damage to property or process loss.

Almost every accident is the result of a combination of causes.

Environmental incident:

An unplanned event or chain of events that has or could have a negative impact on the environment. For reporting purposes following to be recorded:

Releases to shore, oil and chemical releases of 10kg. and above

Releases to sea, all releases, regardless of quantity

Releases to air.(Refrigerant releases recorded separately)

Exposure hours:

Exposure hours shows the time an employee is exposed to work-related hazards and risks. Exposure hours are used for the calculation of the safety performance indicators.

FAC (first aid case):

This is any one-time treatment and subsequent observation or minor injuries such as bruises, scratches, cuts, burns, and splinters, etc. First aid may or may not be administered by a physician or registered professional.

FAT (fatality):

A fatality is a death directly resulting from a work injury regardless of the length of time between the injury death.

Note: fatalities are included in the Lost Time Injury (6,000 man-days lost for one fatality).

Incident:

An incident is a general term of any unplanned event, or chain of events, which has, or could have caused, injury, illness, damage or loss. It is used to include all accident and near misses.

LTI (lost time injury):

LTI is any work-related injury or illness that renders the injured person temporarily unable to perform their work on the day after the day on which the injury occurred. The day after includes rest day, weekend day, scheduled holiday, public holiday or subsequent day after ceasing employment. For the purposes of classification an LTI includes Fatalities (FAT), Permanent Partial Disabilities (PPD), Permanent Total Disabilities (PTD) and Lost Work Case (LWC).

LTI = (FAT + PTD + PPD + LWC)

LTIF (lost time incident frequency):

LTIF is defined as the number of work-related injuries that have resulted in lost time.

$$LTIF = \frac{\text{Total number of LTI's X 1 Million}}{\text{Total exposure hours}}$$

Major incidents (other than personnel injury):

Major Incidents are defined as those that have been classified as tier II or above, as defined in the organisations emergency response procedures / plans.
Such incidents would typically defined by:

Country or region wide with extended media coverage and interest

Larger incident and requiring significant measures to bring under control, with a possibility of escalating further

Site equipment insufficient to deal with the incident

External aid and assistance are required to bring under control

Not restricted to company/customer/contractor property

Incident will have an impact on organisations business functions, reputation or financial position

MTC (medical treatment case):

This is any work-related loss of consciousness (unless due to ill health), injury or illness requiring more than first-aid treatment by a physician, dentist, surgeon or registered medical personnel, e.g., nurse or paramedic, under standing orders of a physician.

MTC includes the following:

- Injuries which result in loss of consciousness even if the individual resumes work after regaining consciousness (Note: this does not cover loss of consciousness due to ill health)

- Sutures for non-cosmetic purpose

- Use of casts, splints or other means of immobilisation

- Any general surgical treatment

- Removal of embedded objects from eye by surgical means

- Use of a series of compressions for treatment of bruises, sprains or strains

MTC's exclude the following:

- First aid cases, LTI's and RWC's

- Hospitalisation from observation without treatment

- One off tetanus injections

- Consultative visit to, or examination by a physician or registered professional for the purpose of a confirmatory check

NM (near misses):

Any unexpected or undesired event or sequence of events that could have resulted in an incident involving injury, illness, damage to assets, environment or company reputation or consequential business loss, but did not.

Occupational injury:

Occupational injury is any injury such as a cut, fracture, sprain, and amputation, which results from a work accident or from an exposure involving a single incident in the work environment.

Occupational illness:

Any abnormal condition or disorder, other than one resulting from an occupational injury, caused by exposure to environmental factors associated with employment. It includes acute and chronic illnesses or diseases, which may be caused by inhalation, absorption, ingestion, or direct contact.

NM (near misses):

Any unexpected or undesired event or sequence of events that could have resulted in an incident involving injury, illness, damage to assets, environment or company reputation or consequential business loss, but did not.

Occupational injury:

Occupational injury is any injury such as a cut, fracture, sprain, and amputation, which results from a work accident or from an exposure involving a single incident in the work environment.

Occupational illness:

Any abnormal condition or disorder, other than one resulting from an occupational injury, caused by exposure to environmental factors associated with employment. It includes acute and chronic illnesses or diseases, which may be caused by inhalation, absorption, ingestion, or direct contact.

Unsafe acts:

It is the action of a person or persons that, if continued, might lead to an accident, incident or injury.

Unsafe condition:

It is an existing physical condition in the workplace which, if not corrected, might lead to an accident, incident or injury to personnel.

RWC (restricted work case):

This is an injury which results in an individual being unable to perform all normally assigned work functions during a scheduled work shift or being assigned to another job on a temporary or permanent basis on the day following.

TRC (total recordable cases):

It is the sum of all work related lost time injuries (LTI's), restricted work cases (RWC's) and medical treatment cases (MTC's).

- (TRC's= LTI's + MTC's + RWC's)

8.6 List of Abbreviations and Definitions (continued)

TRCF (total recordable case frequency):

TRCF is defined as the number of major HSE incidents (TRC's) per million-man hours. TRC's are defined using a strict classification system and have major implications to fleet management. Procedures and new initiatives are often introduced as a result of TRC's in order to pursue the group objective of goal zero.

$$TRCF = \frac{\text{Total number of LTI's X 1 Million}}{\text{Total exposure hours}}$$

Oil spill to water:

Number of oil spill incidents, any amount.

Garbage reduction:

The reduction in the quantity of garbage generated onboard. Baseline is taken as the average of last three years. Gar-bage include discharged to sea, landed ashore and incinerated onboard.

Nakilat carbon footprint:

Nakilat's carbon emissions that are included within the calculation of carbon footprint are listed below. This is the initial list of emitters used in the development of this strategy; however, they will be updated, as deemed appropriate and necessary within the scope, and duration, of this strategy.

1. CO_2 emissions from Nakilat fleet operations (based on used fuel)
2. CO_2 emissions from Nakilat fleet crew travel
3. CO_2 emissions from Nakilat corporate office (based on energy consumption)
4. CO_2 emissions from Nakilat corporate business travel
5. CO_2 emissions from managed vehicles for office transport

It is a measure of how efficiently Nakilat transport LNG across the world by calculating total carbon (in grams) emitted per ton transported per nautical mile by ships.

$$CO_2 \text{ emission} = \frac{\text{Total Carbon Qty* } \times 10^{-6}}{\sum [\text{Total Distance by vessel (nm) x Total DWT}]}$$
(grams/t-nm)

*Total carbon quantity includes Nakilat scope 1, scope 2 and part of scope 3 emissions.

Annual Efficiency Ratio (AER)

The ratio of a ship's carbon emissions per actual capacity- distance (e.g., dwt/nm sailed). The AER uses the parameters of fuelconsumption, distance travelled, and design deadweight tonnage.

$$AER = \frac{\sum_i C_i}{\sum_i dwt \, D_i}$$

Where Ci is the carbon emissions computed using the fuel consumption and carbon factor for each type of fuel, dwt is the design deadweight of the vessel, and Di is the distance travelled in a year.

Energy Efficiency Operating Indicator (EEOI)

Measurement of the fuel efficiency of a ship in operation. It is a carbon intensity indicator "CII" and represents the demand for transport work.

$$EE0I = \frac{\sum_j FC_j \times C_{fj}}{m_{cargo} \times D}$$

Calculation being done using simplified average approach for whole year.

Where:

- j is the fuel type;
- **FC_j** is the mass of consumed fuel j ;
- **CF_j** is the fuel mass to CO2 mass conversion factor for fuel j;
- **m_{cargo}** is cargo carried (tonnes) basis 98.5% capacity of vessel.
- **D** is the distance in nautical miles adjusted by 50% to make average adjustment for ballast voyages.