

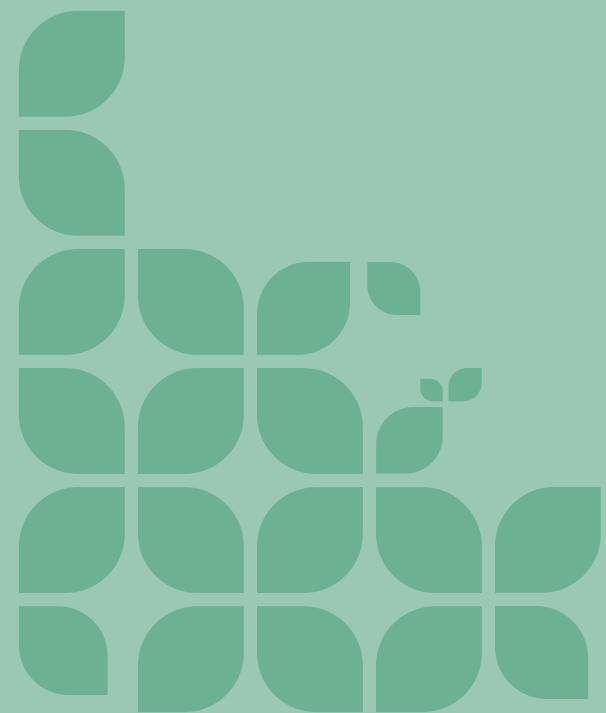






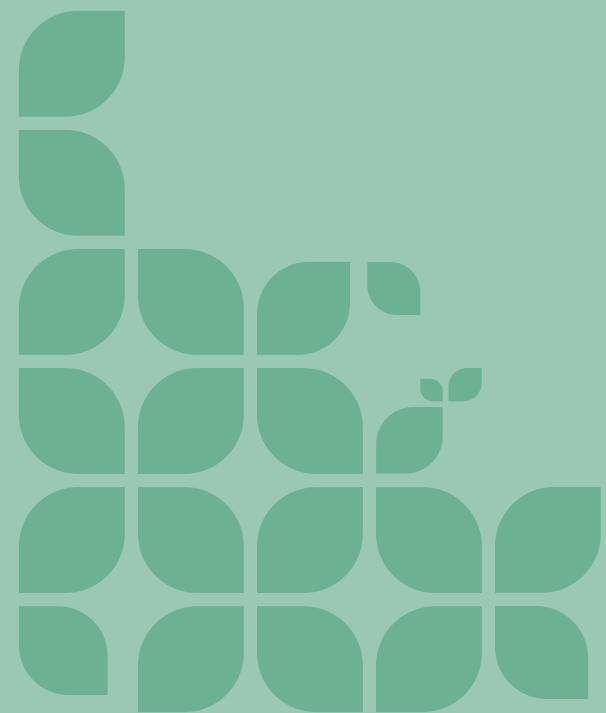


His Highness  
**Sheikh Tamim  
Bin Hamad Al Thani**  
Amir of The State of Qatar





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





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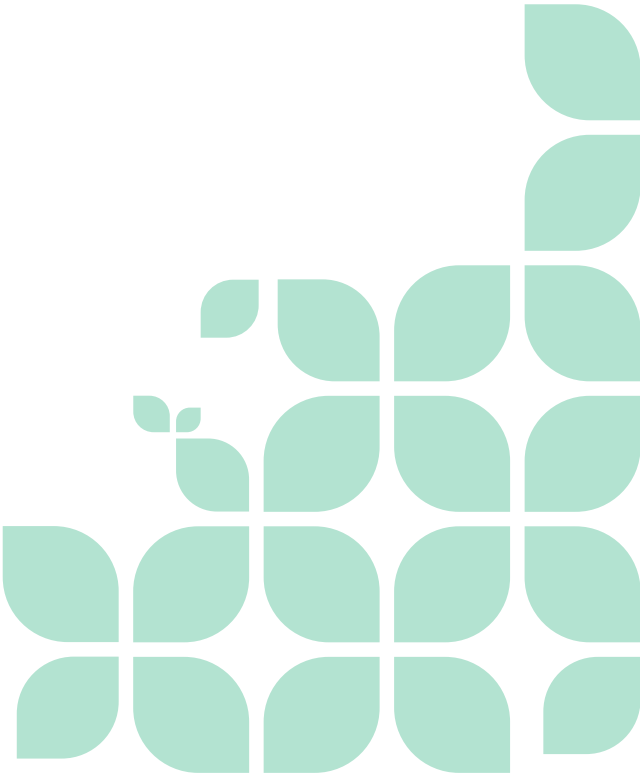
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# 01



## INTRODUCTION



1.1 ABOUT THIS ESG REPORT



2024 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 of 2024. This report complements Nakilat’s 2024 Annual Report and 2024 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 2024 ESG Report covers Nakilat’s key ESG topics from January 1<sup>st</sup>, to December 31<sup>st</sup>, 2024, 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 2024.

REPORTING STANDARDS

This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards for the period from January 1<sup>st</sup>, 2024, to December 31<sup>st</sup>, 2024, indexed on page 148. As a testament to our commitment to proactive transparency, we have 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 2023. 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 of 2024, 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 142). Furthermore, KPMG provided independent third-party assurance on Financial Statements and Corporate Governance Report for the year of 2024. 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.
- **Mr. Fotios Zeritis**, Head of Investor Relations & ESG Reporting, fzeritis@nakilat.com
  - **Mr. Rabie Baijou**, ESG & Investor Relations Senior Officer, rbaijou@nakilat.com



1.2 MESSAGE FROM THE CEO



ON BEHALF OF NAKILAT, I AM DELIGHTED TO PRESENT OUR 2024 ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) REPORT, WHICH UNDERSCORES OUR STEADFAST COMMITMENT TO SUSTAINABILITY AND RESPONSIBLE BUSINESS PRACTICES.

Eng. Abdullah Al-Sulaiti  
Chief Executive Officer

At Nakilat, integrating sustainable principles into our operations is both a moral imperative and a core business priority. As a leading player in the maritime industry, we embrace our responsibility to promote environmental stewardship and contribute meaningfully toward a sustainable future.

Sustainability lies at the heart of Nakilat’s operations, driving our efforts to address critical ESG topics such as environmental and social responsibility, supply chain management, cybersecurity, and corporate governance. These considerations are integral to our mission of delivering clean energy to the world in a reliable, sustainable, and efficient manner. Over the years, we have adhered strictly to the International Maritime Organization’s (IMO) policies and fully support their decarbonization measures, essential steps toward achieving greenhouse gas (GHG) reductions in the short, medium, and long term.



Nakilat remains steadfast in responsibly meeting the increasing demand for clean energy transportation. We proactively address environmental challenges, prioritize health and safety, uphold rigorous governance standards, and maintain the highest ethical business practices. Our efforts have been recognized with several prestigious accolades, including a Five Star rating from the British Safety Council for occupational health and safety for the eight consecutive year and the prestigious Sword of Honour for the sixth time.

Nakilat’s ESG Report reflects our core values and serves as a roadmap for our aspirations. We acknowledge that sustainability is an ongoing journey, and we are fully committed to continuously improving our practices and performance as we strive to become a global leader in maritime sustainability.



# 02

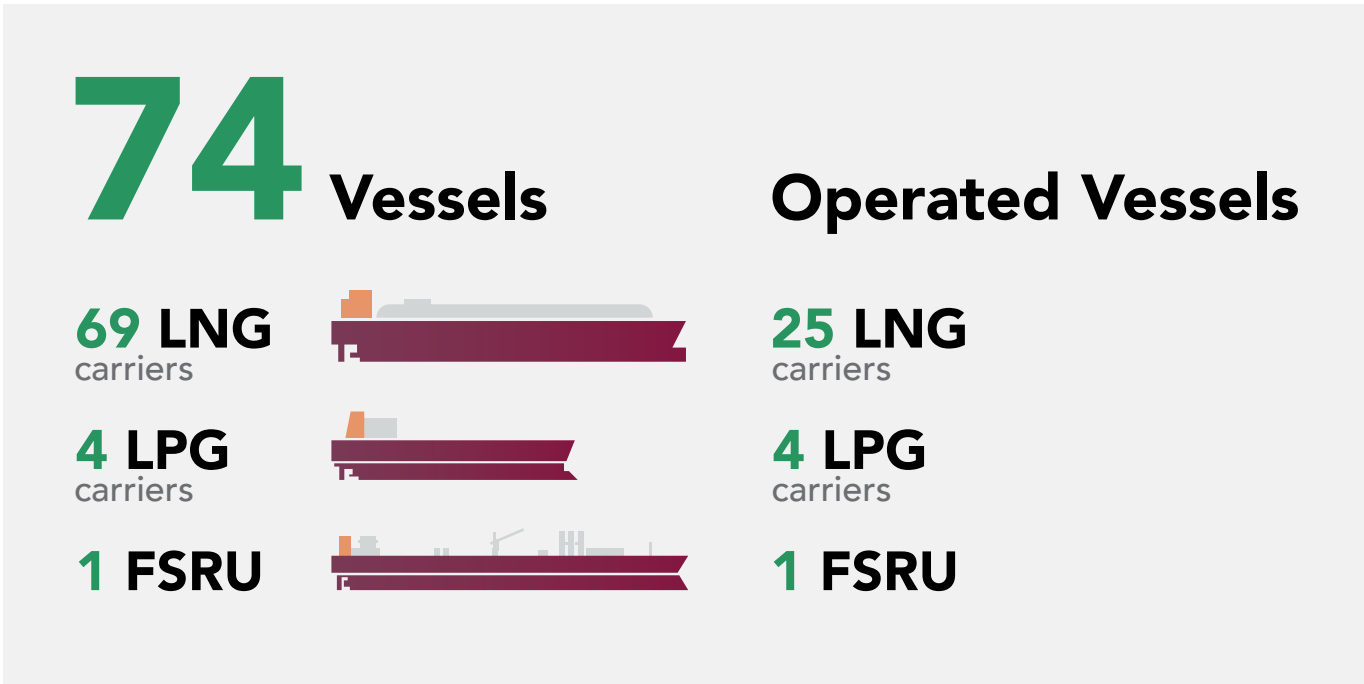
## BUSINESS OVERVIEW



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 fleet, 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.



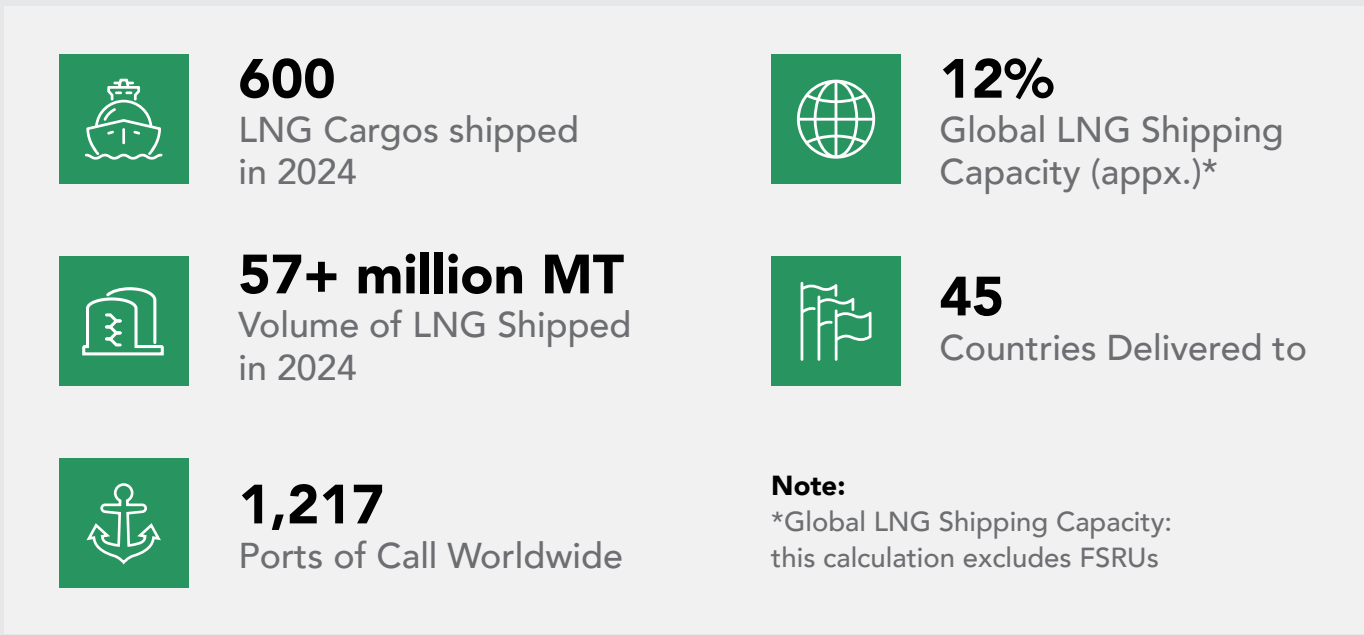
MARKETS AND CUSTOMERS SERVED

Nakilat’s headquarters is situated in Doha, Qatar, while transportation services are offered in various locations internationally. Nakilat’s LNG/LPG vessels loaded in delivered cargo to 45 countries. 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. 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.





SETTING THE PURPOSE, VALUES AND STRATEGY

Nakilat regularly reviews its strategy as part of its well-defined planning cycle. The process kicks off with an annual off-site meeting involving the CEO and the Senior Management Team (SMT). The discussion is based on internal and external information collected from employees across various levels, departments and key customers as well as market insights. 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
<ul style="list-style-type: none"><li>• <b>Integrity:</b> Honesty with sound moral principles</li></ul>	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.
<ul style="list-style-type: none"><li>• <b>Respect:</b> Value other’s diversity and perspective</li></ul>	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.
<ul style="list-style-type: none"><li>• <b>Safety:</b> Incident and injury free</li></ul>	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.
<ul style="list-style-type: none"><li>• <b>Encouragement:</b> Be motivated and motivate people around you</li></ul>	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.
<ul style="list-style-type: none"><li>• <b>Passion:</b> Strong commitment towards continuous improvement</li></ul>	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.





# 03

## APPROACH TO ESG MANAGEMENT



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 that have been identified as might have 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 MATERIALITY ASSESSMENT

The materiality assessment is a cornerstone of our organization’s approach to sustainability, serving as a vital process for identifying and prioritizing the most prominent ESG (Environmental, Social, and Governance) issues relevant to our operations, stakeholders, and broader sustainability goals. At Nakilat, this process is guided by the Global Reporting Initiative (GRI) Standards and is rooted in an evidence-based methodology. It involves a thorough industry analysis, peer benchmarking, feedback from external stakeholder surveys, and internal validation by the ESG Committee. In 2024, as part of our process to identify key ESG risks and opportunities, we conducted an extensive overview of our activities and business relationships, the ESG 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.

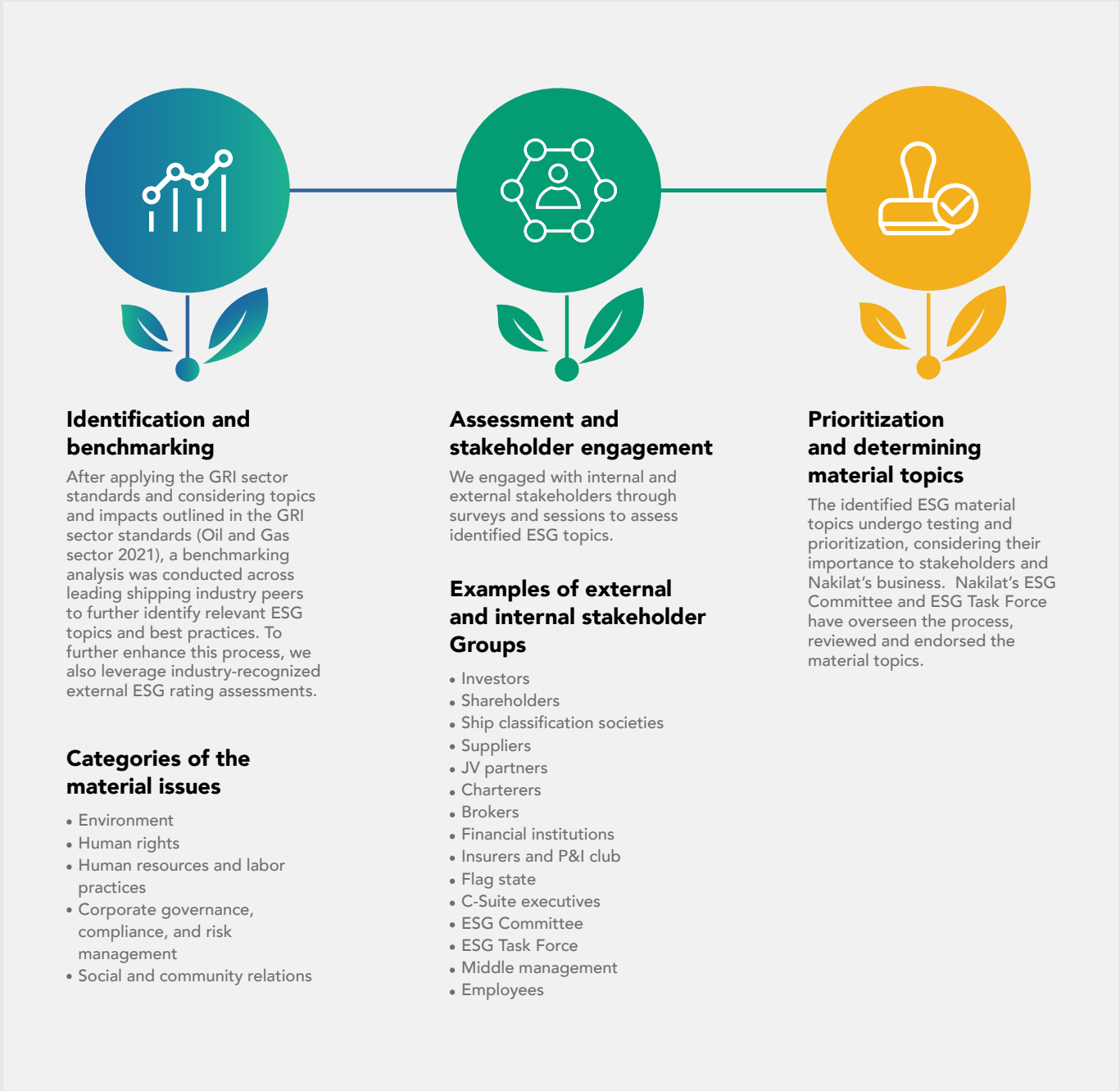
Throughout the consultation process, we actively listen, valuing every voice and opinion. Our aim is to understand the unique perspectives and interests of each stakeholder group, recognizing that their input will enrich our decision-making and shape our future actions.

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 2024, the results of our assessment process led to the prioritization of twelve material topics in line with 2022 twelve material topics. 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.

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:





NAKILAT’S ESG MATERIAL TOPICS:



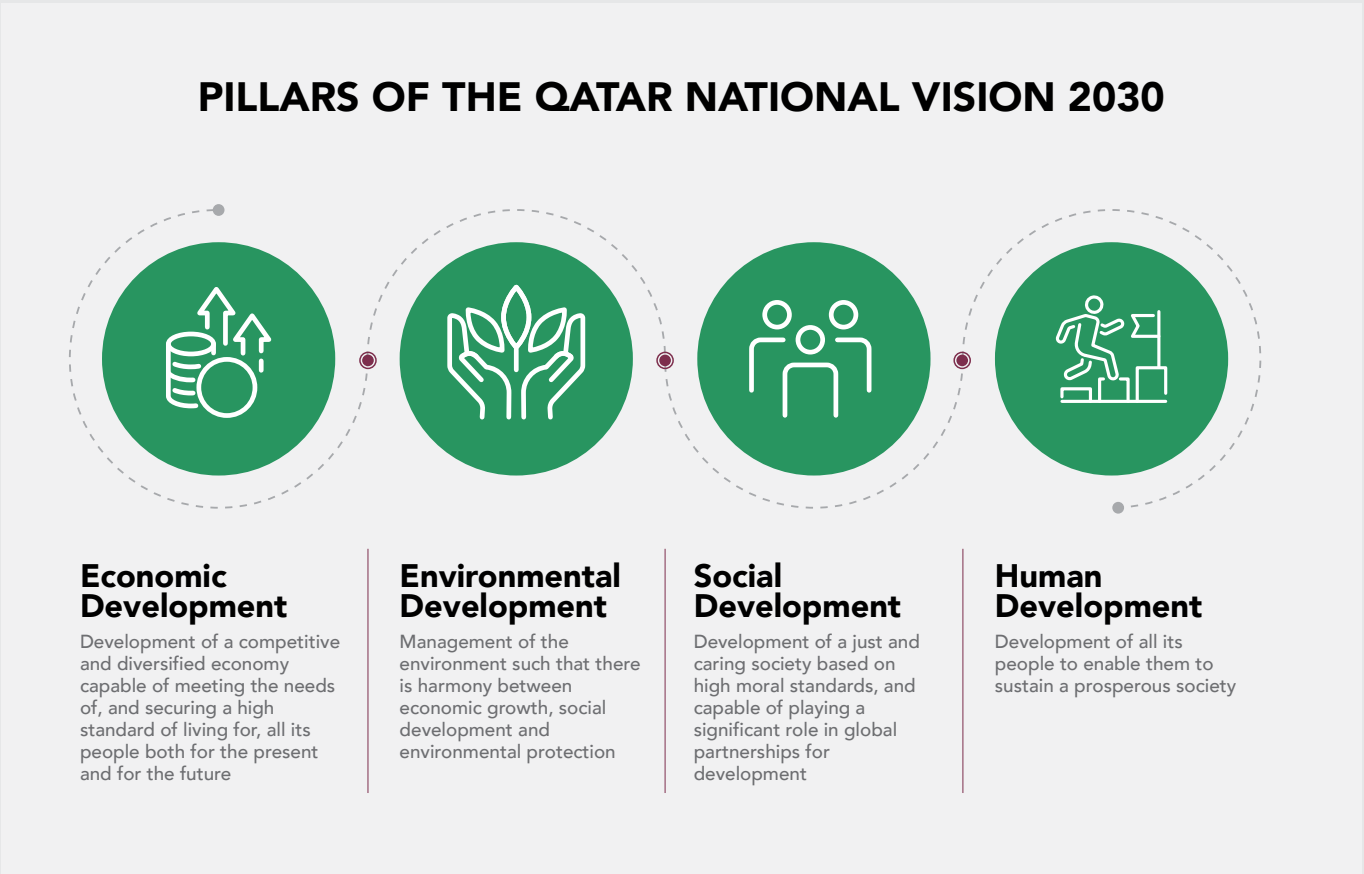
3.4 EXTERNAL ESG COMMITMENTS AND PARTNERSHIP

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:





UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UNSDGS)

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 fleet 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.

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.

SEAFARERS 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 various measures and initiatives that aim to provide a healthy work environment for all our seafarers, which includes but is not limited to the following:

- Introduction of additional officers onboard to support better work life balance
- Introduction of new officers to help them gain company/ship related knowledge prior boarding the ship
- Cadetship programs
- Diversity of new intakes
- Better internet connectivity combined with enhanced cybersecurity to further safeguard our seafarers from malicious attacks
- Fleet officers meetings twice a week, where the management reaffirmed our commitment to operate with transparency and responsibly leading the way toward sustainable growth across our operations
- Constant review of man power, terms and conditions
- Third party remote medical assistance for both physical and mental health issues

This dedication will positively impact our people, community, and environment, while creating value for our stakeholders and shareholders.

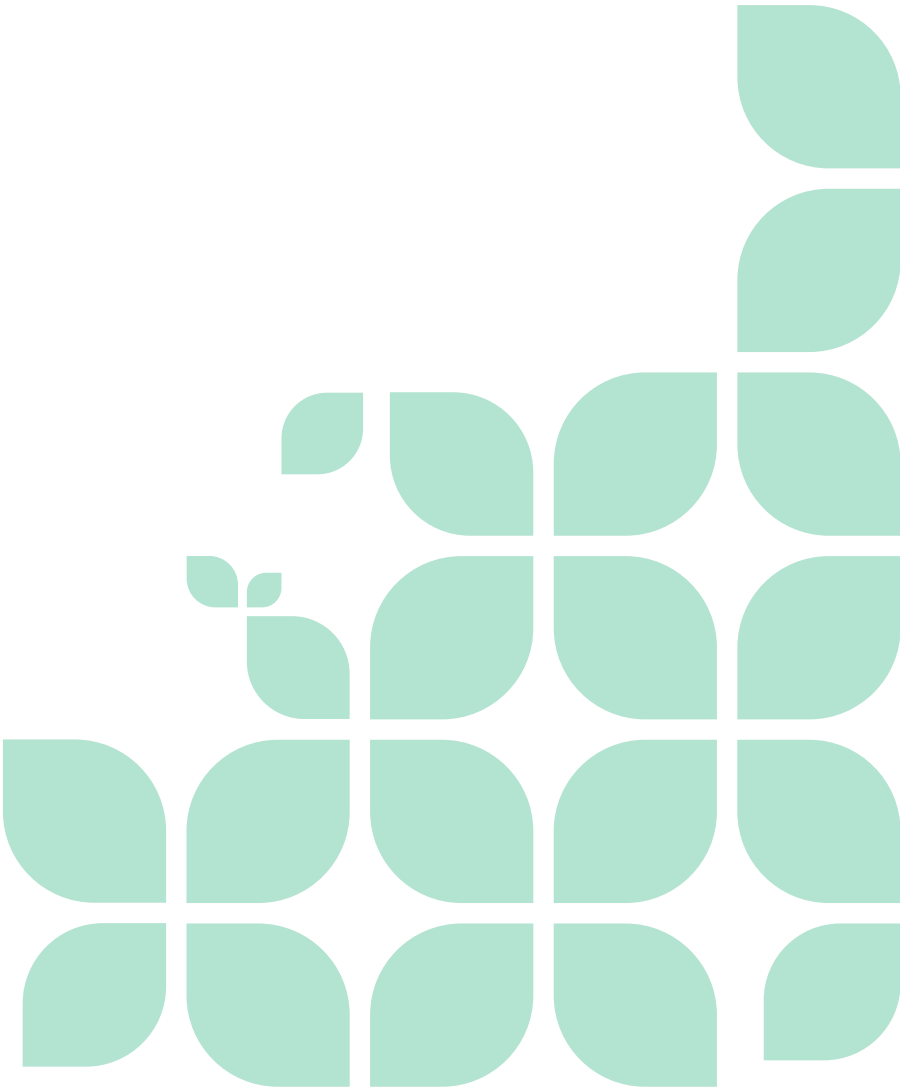
Nakilat cares about the health and wellbeing of its people, ensuring that onboard gymnasiums and other recreational facilities are provided.

Health education and enlightenment are regularly sent to all vessels in the form of campaigns, and circulars while analysis and studies are made of the work environment in a bid to identify any risks or hazards, and put appropriate mitigation in place.

EXTERNAL INITIATIVES AND MEMBERSHIP ORGANIZATIONS

Nakilat, one of the world’s largest LNG shipping company, is a member of the following organizations, among others:

- The International Seafarers’ Welfare and Assistance Network (ISWAN)
- Society of Gas as Marine Fuel (SGMF)
- The Society of International Gas Tanker and Terminal Operators (SIGTTO)
- International Maritime Employers’ Council (IMEC)





EXTERNAL AWARDS

BRITISH SAFETY COUNCIL'S OCCUPATIONAL HEALTH AND SAFETY

In 2024, Nakilat earned a 'Five Star' rating from an occupational health and safety audit for the eighth consecutive year, showcasing its unwavering commitment to the health, safety, and welfare of its staff and contractors. This BSC 'Five Star' audit is a comprehensive evaluation of health and safety management systems and consistently achieving this rating underscores Nakilat's adherence to globally recognized safety standards. Additionally, Nakilat received the prestigious Sword of Honour for the sixth time.

In 2024, Nakilat's JV partner, Qatar Shipyard Technology Solutions, achieved its third consecutive 'Five Star' rating from BSC's occupational health and safety audit, reflecting its dedication to maintaining high standards in health, safety, and well-being. Qatar Shipyard Technology Solutions was also awarded the prestigious 'Sword of Honour' for the 3<sup>rd</sup> consecutive year in 2024 and "Sector award" for Onshore Major Hazard for maintaining safety standards and managing major hazards in our operations.

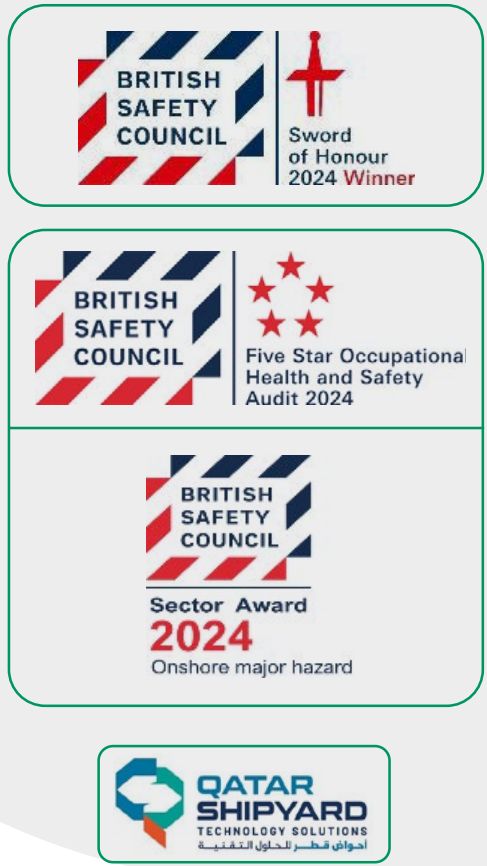
In addition, Qatar Shipyard Technology Solutions has been awarded "The Safety and Security Award" at The Maritime Standard Awards 2024. Safety and Security are critical elements of shipyard operations. Gaining industry recognition for consistent, high standards is an affirmation that the Shipyard has effective systems, processes, and practices to protect lives, facilities, and assets.

BRITISH SAFETY COUNCIL'S ENVIRONMENTAL SUSTAINABILITY



Nakilat has earned a 'Five Star' grade for the third consecutive year from the British Safety Council's environmental audit conducted in December 2024. This accomplishment highlights the company's dedication to environmental sustainability by enhancing processes and adhering to international regulations. It aligns with Qatar National Vision 2030's goal of environmental development, ensuring harmony between economic growth, social development, and environmental protection. Nakilat aims to support global efforts to mitigate and adapt to climate change.

The company underwent a thorough, quantified, and objective evaluation of its environmental management system, achieving the highest available rating against several key best practice indicators.



VOLUNTARY GREEN AWARDS PROGRAM<sup>1</sup>

The majority of our LNG vessels are participating 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.

INTERNATIONAL STANDARDS

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

- ISO 9001:2015 (Quality management)
- ISO 14001:2015 (Environmental management)
- ISO 45001:2018 (Occupational health and safety)



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. 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).

In 2024, Nakilat and its JV partner Qatar Shipyard Technology Solutions successfully completed the ISO Re-certification Audit. The third-party audit validated our compliance and implementation of the ISO 9001:2015 Quality Management, ISO 14001:2015 Environmental Management and ISO 45001:2018 Occupational Health and Safety Management system standards across our Nakilat operations.

FORBES MIDDLE EAST RECOGNITION

Nakilat has once again been recognized among the Top 100 Listed Companies in the Middle East for 2024. The company was also named among Forbes' Sustainability Leaders in the Middle East for 2024, recognizing organizations that are making a profound impact on sustainability initiatives across the region.



<sup>1</sup> <https://www.greenaward.org/sea-shipping/certificate-holders-ships/list-of-certificate-holders/>



# 04



## ENVIRONMENT



4.1 ENVIRONMENTAL MANAGEMENT AND COMPLIANCE

Environmental management and compliance are essential for sustainable business operations, requiring attention from all stakeholders. This involves implementing strategies and best practices to minimize Nakilat’s environmental footprint. Given its global LNG/LPG shipping operations, Nakilat adheres to numerous environmental regulations and requirements. Guided by strong risk management practices and corporate policies, Nakilat takes various measures to protect the environment, ensuring compliance with international standards and internal governance.

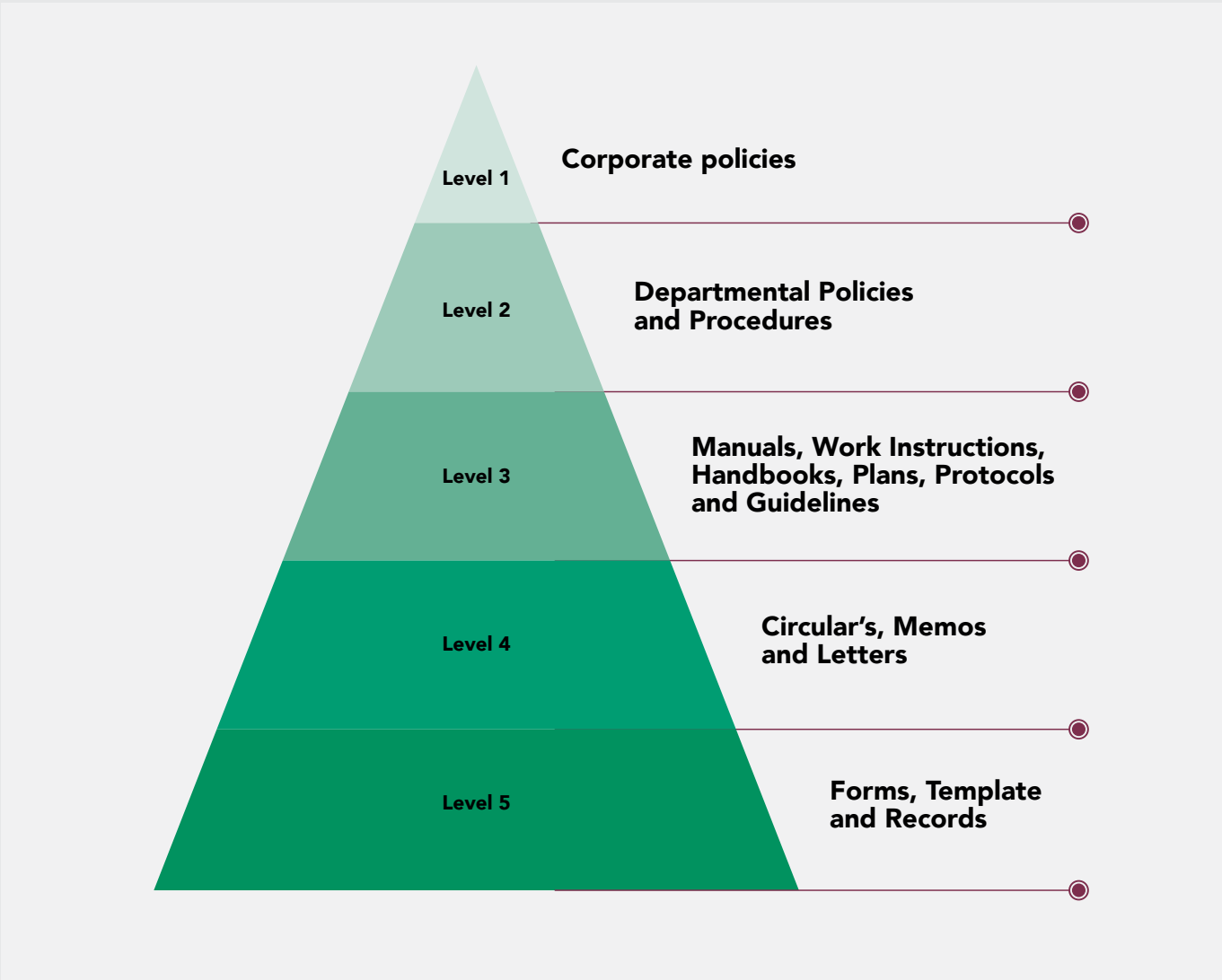
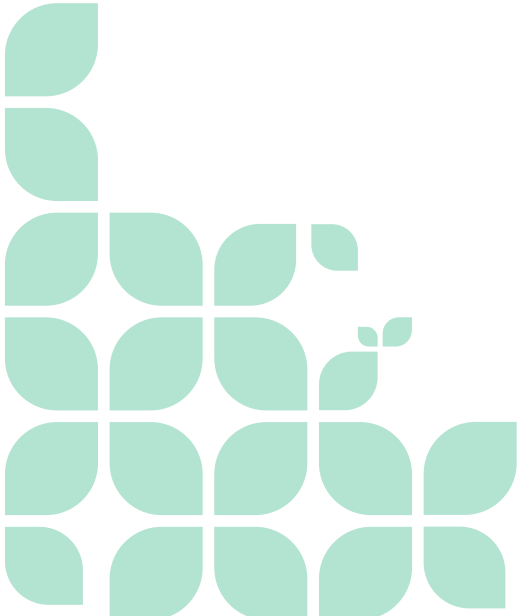
Nakilat recognizes its responsibility to manage and reduce its environmental impact. The main risks in the shipping industry include emissions, discharges, and spills. Nakilat diligently manages these risks to protect the environment, the communities it operates in, its customers, and its business.

- To mitigate environmental and climate risks, Nakilat follows these practices:
- Comprehensive policies and procedures to prevent environmental risks.
  - Responsible waste management for ship and land generated waste. The SHEQ policy incorporates ISO 9001, ISO 14001, and ISO 45001 standards. Nakilat is committed to continuously improving safety for its people, customers, communities, and the environment.

The ESG committee evaluates Nakilat’s environmental impact, ensuring high standards across all JVs and projects. The committee charter, approved by the CEO, is reviewed annually to reflect changing conditions, new technologies, and regulations.

Nakilat’s environmental commitments aim to minimize its footprint and promote sustainable practices. Objectives include reducing greenhouse gas emissions, enhancing energy efficiency, effective waste and water management, raising awareness, and supporting Qatar’s National Climate Change Action Plan 2030. Nakilat aligns with the International Maritime Organization’s greenhouse gas reduction strategy.

Nakilat has developed a carbon footprint calculation and a long-term reduction strategy, extending to 2030, covering all operational functions. This strategy combines continuous development in the energy market with significant carbon footprint reduction, fully committing to reducing all GHG emissions from its operations (Scopes 1, 2, and part of 3).



Nakilat has procedures to identify and manage the environmental impacts of its activities, products, and services, considering both direct control and influence. This includes assessing changes, new developments, and emergency situations. Key areas considered are air emissions, water pollution, waste management, land contamination, community impact, and resource use. Significant findings are documented and communicated across the company to establish environmental objectives and ensure effective management.

Nakilat’s performance is driven by an effective Integrated Management System (IMS). Each group company sets compliance items for its divisions and sites. The IMS scope covers managing, operating, and providing services for a fleet of LNG/LPG vessels and related products. All employees and contractors are responsible for complying with IMS requirements.



In 2024, Nakilat’s joint venture company, Qatar Fabrication, based in Ras Laffan, released its Energy Policy, reinforcing its commitment to responsible energy consumption across its operations. The policy highlights the implementation of a robust energy management system aimed at reducing the carbon footprint and promoting low-carbon project delivery.

### Energy Policy

As a Fabrication services Company, we aim to responsibly consume energy resources across our operations through implementation of a robust energy management system. We are committed to reducing the carbon footprint of our operations in pursuit of low carbon project delivery and responsible business operations.

To facilitate improved energy usage we focus on measurement, data analysis, monitoring and tracking of energy consumption to enable informed decisions, target setting, optimization and drive behavioral change.

**We are committed to:**


- Responsible energy use across our business operations
- Satisfying applicable regulatory and other requirements
- Ensuring availability of resources to achieve energy objectives and targets.
- Continual improvement of our organization's energy performance and Energy Management System.
- Satisfying our customers' expectations by delivering energy-efficient products and services
- Fostering a workplace culture that prioritizes effective use of energy and encourages energy conservation practices.
- Reducing our carbon footprint and consequent environmental impact.
- Developing a workforce trained in energy conservation practices.

**We will achieve the above commitments by:**


- Integrating energy efficiency and conservation measures into our operations
- Establishing energy management procedures to optimize our energy usage and reduce consumption.
- Setting a long-term energy strategy and near-term objectives and action plans to support achievement of our targets.
- Providing resources to support energy improvement initiatives.
- Procuring energy efficient products and services that impact our operations.
- Prioritizing energy performance criteria in the design, modification, and renovation of our facilities
- Increasing the share of renewable energy utilized through our operations.
- Leveraging digital tools and platforms through our operations to improve energy efficiency.
- Delivering awareness and education programs to employees on energy conservation practices.

All Qatar Fabrication Company W.L.L. owned and leased facilities and worksites under our operational control must be in line with this commitment and policy. All our employees and contracted personnel are diligently responsible for adhering to this policy.

We will transparently communicate relevant energy performance information internally and externally. We aspire to update our energy policy in the course of our business and implement it for continual advancement of our energy performance.



**John A MacPherson**  
Managing Director



**QFAB**  
Qatar Fabrication Company W.L.L.  
الشركة القطرية لتصنيع الفياكل ذ.م.م

AUDITING

Every first quarter of the financial year, Nakilat conducts an annual review of its Integrated Management System (IMS). The Corporate SHEQ department performs yearly internal and external audits of the IMS, in line with the International Safety Management (ISM) code. The Chief SHEQ Officer verifies the annual internal audit, while external third-party conducts the external audits. Group JV companies like Qatar Shipyard Technology Solutions, QFAB, and NSW manage their own annual audits independently, following the IMS.

The fleet management team reviews their integrated safety management system (IMS) bi-annually to ensure its suitability, adequacy, and effectiveness. These reviews assess the need for changes to the management system, including policies and objectives. The fleet HSSEQ team maintains records of these management reviews.





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.

Nakilat identifies sources for EMS/OHS, legal, and other requirements, regularly consulting with industry experts to stay updated on legislative changes. This proactive approach ensures that Nakilat remains compliant with all applicable regulations and standards. By staying informed about amendments to existing acts and the introduction of new legislation, Nakilat can effectively manage its environmental and occupational health and safety responsibilities.

Committed to meeting all regulatory and OHS standards, Nakilat has an internal audit procedure that ensures compliance with its SHEQ management system requirements. This procedure also ensures adherence to ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 standards, and verifies the effective implementation and maintenance of the SHEQ management system. Audit and verification programs are meticulously planned, established, implemented, and maintained, considering the importance of quality, environmental, and occupational health and safety aspects, as well as changes and previous audit outcomes.

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.

KPIs

Environmental compliance	2022	2023	2024	Scope
Non-compliance with environmental laws and regulation				
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, and meets the needs of its customers while minimizing the impact on the environment. As a responsible company, Nakilat adheres to all applicable environmental regulations.





IMO AND UNSDGs






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 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.











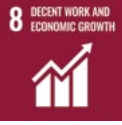



Overview of IMO regulations mapped against the United Nation Sustainable Development Goals (UNSDGs)

Category	Control in place	International convention / regulation	Location
<b>GHG Emissions</b>  	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
<b>Air Emissions</b>  	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

Category	Control in place	International convention / regulation	Location
<b>Biodiversity</b>   	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
	Waste Management	MARPOL (Maritime pollution) Convention - Annex V - Prevention of pollution by waste from ships	All Sea Areas
	Hull Fouling	International Convention on the control of harmful anti-fouling systems on ships (AFS), 2001	Open Sea
	Ship Recycling	The Hong Kong international convention for the safe and environmentally sound recycling of ships, 2009	All Sea Areas
<b>Recycling</b>  	Inventory of Hazardous Material (IHM)	<ul style="list-style-type: none"><li>Regulation (EU) No. 1257/2013 of the European parliament and of the council of 20 November 2013 on ship recycling (EU SRR)</li><li>Hong Kong international convention for the safe and environmentally sound recycling of ships, 2009 SR/CONF/45 (HKC)</li></ul>	All Areas



Category	Control in place	International convention / regulation	Location
<b>Verification</b>     	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
<b>Building Future</b>    	Digitalization, and Sustainable Solutions	Contributing to building a sustainable future in line with Qatar National Vision 2030	Qatar
<b>Achieving Profitable Growth</b>    	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

Category	Control in place	International convention / regulation	Location
<b>Good Health and Well-being</b>  	Occupation Health and Safety and Emergency Response Management	<ul style="list-style-type: none"><li>Nakilat promotes occupational health and safety by implementing stringent protocols, continual training, rigorous audits, and proactive risk assessment to ensure a secure workplace</li><li>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</li></ul>	Overall Nakilat
<b>Contributing to National Development</b>   	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
<b>Good Governance</b>  	Governance, Ethics, Compliance, and Integrity continuity Procurement Practices Human Rights - Reporting and Stakeholder Engagement	<ul style="list-style-type: none"><li>Upholding Nakilat's values, code of conduct, and training and developing our team members</li><li>Promoting risk management culture and positioning Nakilat's for sustained business</li></ul>	Overall Nakilat
<b>Diverse Team Development</b>    	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



PLANS AND PROCEDURES

As a leading shipping and maritime services 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 established environmental plans and procedures in line with MARPOL, IMO DCS, EU MRV, EU ETS, UK MRV & Fuel EU requirement embedded in safety management system to enable robust management of the company's activities.

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. Based on these strategic objectives, the fleet department sets specific targets and key performance indicators (KPIs). A comprehensive monthly review is carried out for the entire fleet and disseminated to fleet vessels. Additionally, a monthly performance benchmark is also carried out among all the JV partners.

PERFORMANCE AND ENVIRONMENTAL TARGETS 2024-2025:

Category	KPI*	2024	2025 Target
Environment	Annual Efficiency Ratio (AER)	Q-Flex & Q-Max - 9.340 LPG - 7.239 GLOBAL - 6.860	Q-Flex & Q-Max - 9.340 LPG - 7.19 GLOBAL - 6.32
	Waste 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, Nakilat has identified key environmental focus areas to address significant impacts. These include optimizing energy efficiency, responsible water management, waste reduction, and supporting IMO's efforts to reduce greenhouse gas emissions in the shipping industry. These focus areas have been approved by Nakilat's management and key stakeholders. Incorporating best practices from the British Five Star Environmental Sustainability Audit, Nakilat aims to continually improve its environmental management systems, enhance resource efficiency, and demonstrate its commitment to environmental responsibility to stakeholders.

ENVIRONMENTAL ASPECTS AND IMPACTS

Nakilat has established effective procedures, such as the Nakilat OHS and Environment Policy, to identify and manage the environmental aspects of our business activities, products, and services. These procedures guide us in adopting best environmental practices with a life cycle perspective. We assess the interactions and impacts of our core activities on the environment and establish operational controls to introduce improvement opportunities. Monitoring processes are in place to ensure the efficiency of these controls, and significant environmental aspects are communicated across all levels and functions of the company.

Key environmental aspects within Nakilat and its fleet division include reduced GHG emissions, energy efficiency and marine pollution, use of refrigerants, waste management, biodiversity, and noise pollution.

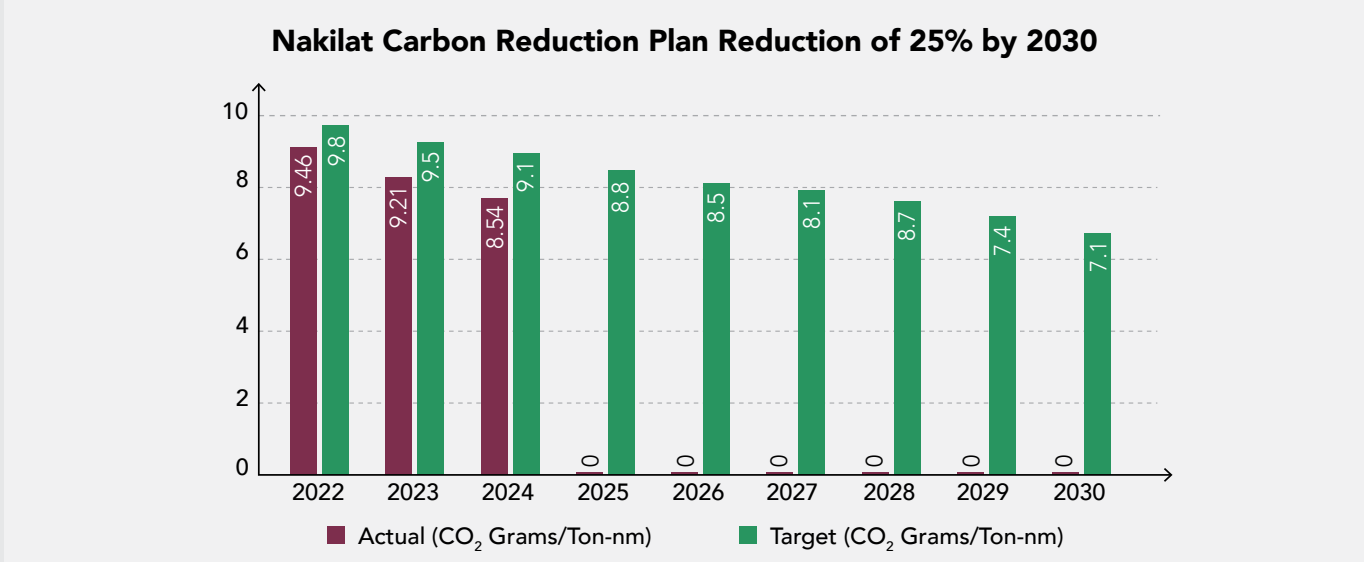
In the non-shipping segment, Nakilat supports environmental initiatives through programs that monitor environmental parameters, reduce electricity and plastic usage, conserve water, digitize records, clean beaches, plant trees, and minimize office paper usage. Waste segregation and disposal follow the '3Rs' principles of reduce, reuse, and recycle.

NAKILAT CLIMATE ACTIONS - MANAGING CARBON FOOTPRINT

Nakilat is committed to significantly reducing carbon dioxide emissions as part of its energy sector responsibilities. Engaging stakeholders to develop technology and foster change towards a low-carbon future is a top priority. Protecting people and the environment is central to Nakilat's mission. The company strives to meet or exceed customer and stakeholder expectations. Reducing carbon emissions ensures business sustainability and regulatory compliance, avoiding financial consequences. Nakilat's emissions reduction strategy involves reassessing policies, procedures, assets, and operations to align with climate legislation and environmental standards.

Nakilat's carbon emission annual reduction targets which include (Scopes 1, 2, and part of 3) combined emissions. (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 of 2022 is therefore used as a baseline for the carbon footprint reduction targets.





NAKILAT’S JOURNEY TO NET ZERO

Nakilat, a global leader in energy transportation, recognizes the urgent need for environmental sustainability in the shipping industry and accordingly has embarked on a journey towards achieving phased reduction including Net Zero emissions, with a comprehensive roadmap and a series of strategic initiatives aimed at reducing its carbon footprint.

Nakilat’s Carbon Footprint strategy outlines the key elements of this reduction roadmap, which include establishing carbon reduction targets, evaluating data accuracy, conducting carbon footprint studies, identifying hotspots, and implementing action plans to reduce emissions.

Nakilat has set GHG reduction goals and timelines in line with IMO reduction strategy to guide its efforts. By 2030, the company aims to reduce carbon intensity (CO2 emissions per transport work) by at least 40% compared to 2008 levels. Additionally, the company strives to reduce total annual greenhouse gas (GHG) emissions from international shipping by at least 20%, with a goal of achieving a 30% reduction by 2030. Looking further ahead, the company aims to reduce total annual GHG emissions by at least 70%, striving for 80%, by 2040 compared to 2008 levels.

To achieve these ambitious goals of Net Zero, Nakilat is presently focusing on three main areas: performance optimization of its existing fleet, modernization of its fleet, and modernizing its fleet with new technologies.

Performance optimization of the existing fleet involves several measures. Hull cleaning is conducted regularly to improve vessel performance, leading to a decrease in fuel consumption and greenhouse gas emissions. Propeller polishing is performed every six months to enhance energy efficiency, resulting in significant reductions in fuel consumption and emissions. The application of silicon-based paints on Nakilat vessels further improves energy efficiency and reduces fuel consumption, contributing to overall emissions reduction efforts.

Voyage and speed optimization are also key components of Nakilat’s strategy. The company uses advanced weather forecasting tools and route optimization software to avoid adverse weather conditions that would increase resistance and fuel consumption. By optimizing voyage and speed, Nakilat minimizes fuel consumption and reduces emissions of CO2, sulphur oxides (SOx), and nitrogen oxides (NOx).

Nakilat has installed emission monitoring tools on its fleet vessels to consistently monitor emission data and implement corrective measures to improve efficiency. Additionally, fleet are fitted with Engine Power Limitation (EPL) mechanisms to reduce GHG emissions by limiting the maximum power output of the ship’s engine. This directly leads to a proportional decrease in fuel consumption and emissions.

In our efforts to modernize the existing fleet, Nakilat has conducted pilot projects using biofuel during voyages, significantly reducing carbon emissions. The company has also converted a vessel from heavy fuel oil (HFO) to LNG, which produces far lower levels of SOx, NOx, particulate matter, and CO2 compared to HFO. Real-time emissions monitoring across the fleet is ongoing, using digital dashboards to track fuel consumption, emissions, and energy use.

Nakilat is also involved in the new building of LNG carriers (LNGCs), utilizing the latest technologies and options available for more energy-efficient and environmentally friendly ships. This modernization effort ensures that its fleet remains at the forefront of sustainability and emissions reduction.

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. This is achieved through detailed attention to engine/boiler performance, hull/propeller fouling, and speed optimization.

GREENHOUSE GASES AND THEIR GLOBAL WARMING POTENTIAL

Nakilat successfully completed the transition to zero ozone depletion potential (ODP). 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.

Refrigerant	2022	2023	2024
Refrigerant consumption (Kg)	7,754	4,302	4,337

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 to 0.50%, effective from January 2020. The limits applicable in Sulphur emission control areas (SECA) were 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.

NITROGEN OXIDES (NOx)

Nakilat complies with IMO MARPOL Annex VI 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 an 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 (CH4) - 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 (unavoidable emissions after utilizing gas combustion unit) 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 from vessels to identify and combat fugitive emissions. For existing arrangements, operational measures like running 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. Ozone depleting substances which are refrigerants used in the HVAC systems for shipyard, are regularly monitored during preventive and corrective maintenance procedures.

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 the following checkpoints:

- 1. Reduction in carbon intensity (CO<sub>2</sub> 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.



KPIs (SHIPPING)

Climate Change and Emissions to Air	2022	2023	2024	Scope
Greenhouse gas (GHG) emissions				
Gross direct (Scope 1) GHG emissions (TCO <sub>2</sub> ) <sup>2</sup>	5,896,339	5,296,127	5,183,316	Shipping
GHG emissions intensity <sup>3</sup> (TCO <sub>2</sub> /Nm)	1.07	1.03	0.70	
Organization-specific metric chosen to calculate the intensity ratio: Total Sailing Distance <sup>4</sup> (Nautical Mile [Nm])	7,378,156	6,880,562	7,409,792	
Nitrogen oxides (NOx), Sulfur oxides (SOx), CH <sub>4</sub> and other significant air emissions (tons)				
Nox	138,587	124,441	121,786	
Sox	14,767	13,008	15,723	
Particulate matter	11,688	10,532	10,339	
CH <sub>4</sub> (GRI 11-1- ref. Note-2*)	468	3,666	4,518	

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<sub>2</sub> emissions, and IMO Data Collection System (DCS) on fuel consumption.

Note 2: Total CH<sub>4</sub> 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. From 2023 onwards, Nakilat has used accurate measurement on CH<sub>4</sub>, 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	2022	2023	2024	Scope
Greenhouse gas (GHG) emissions				
Gross direct (Scope 1) GHG emissions (TCO <sub>2</sub> ) <sup>5</sup>	24,872	32,456	28,029	Non-shipping
Gross indirect (Scope 2) GHG emissions from Electricity Consumption. (TCO <sub>2</sub> ) <sup>6</sup>	45,451	50,237	47,872	

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).

2 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 CO<sub>2</sub> is included in this calculation. Declaration is based on equity share.  
3 For ships: Emissions Intensity = Total Emissions / Total Sailing Distance. Equity share doesn’t apply to intensity.  
4 Total Sailing Distance SASB (TR-MT-000.B). Equity Share doesn’t apply to distance sailed.  
5 Non-shipping data shown separately under scope 1 and scope 2  
6 CO<sub>2</sub> quantity taken from Kahramaa



**AMBIENT AIR QUALITY MONITORING BY NAKILAT JV PARTNERS AT RAS LAFFAN INDUSTRIAL AREA**

To keep air emissions within legal limits set by Qatar’s Ministry of Environment and Climate Change, Qatar Shipyard Technology Solutions and QFAB regularly monitor their emissions. These limits and monitoring requirements are outlined by the Ministry of Municipality and Environment (MME) in the Consent to Operate (CTO) License. The shipyard ensures its operations produce minimal pollutants through various initiatives whereby we successfully kept NOx, SOx, PM2.5, and PM10 emissions within the prescribed limits.

The shipyard also monitors and reports on carbon monoxide (CO), volatile organic compounds (VOC), and aromatic hydrocarbons, aiming to reduce air emissions and stay well below the limits set by Qatar’s Ministry of Environment and Climate Change.

Initiatives include controlling activities that produce air pollutants via enclosed chambers, extraction systems, and filtration. Machinery and equipment that produce air pollutants are serviced and maintained regularly as per government regulations and OEM guidelines. Spray painting at open locations is performed under encapsulation of canvas cover. Grit blasting outside the docks is done either under encapsulation or using a wet grit blasting medium. Ambient air quality is monitored by a ministry approved third-party contractor. Additionally, a quarterly environmental monitoring report is prepared, with monitoring requirements and limits prescribed by the Ministry of Environment and Climate Change and stated in the Consent to Operate License granted to the shipyard.



**4.3 ENERGY EFFICIENCY AND WATER CONSUMPTION**

**ENERGY EFFICIENCY  
MANAGEMENT APPROACH AND PROGRESS**

Nakilat is committed to minimizing its environmental footprint through its operational model and fleet utilization. We comply with applicable environmental legislation and proactively seek to stay ahead of future legislation to meet industry expectations.

Nakilat consistently explores 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 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

Nakilat works diligently to manage its impact, and our efforts are critical for protecting the environment and the societies in which we operate, as well as our customers and our business. We regularly review identified environmental impacts to establish appropriate safeguards and mitigate any adverse impacts on the environment. Moreover, our long-term focus on maintaining a modern, energy-efficient fleet has positioned us well to mitigate our climate-related risks and capitalize on opportunities provided by increasingly stringent environmental laws and regulations, as well as expectations from key stakeholders such as customers, banks and investors. Our Environmental Policy applies to all our LNG/LPG vessels and outlines how we are reducing emissions through the optimal use of vessels, new technologies and diligent work with our Ship Energy Efficiency Management Plan (SEEMP). We ensure distribution of this policy to all relevant parties and incorporate it in the respective vessel’s Safety Management System. Implementation of the policy shall include awareness among seafarers. Our competent vessel master’s shall be responsible for overall onboard compliance. The Safety Management Systems are annually audited and if any breach of the Environmental Policy occurs, we are committed to ensure that an investigation is carried out to establish the root causes and corrective actions are taken to prevent recurrence.

**SHIP ENERGY EFFICIENCY MANAGEMENT PLAN (SEEMP)**

Each vessel maintains and complies with a Ship Energy Efficiency Management Plan. 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 the vessel type, trade pattern and each vessel’s operational profile, a set of measures is adopted to meet the set KPIs.

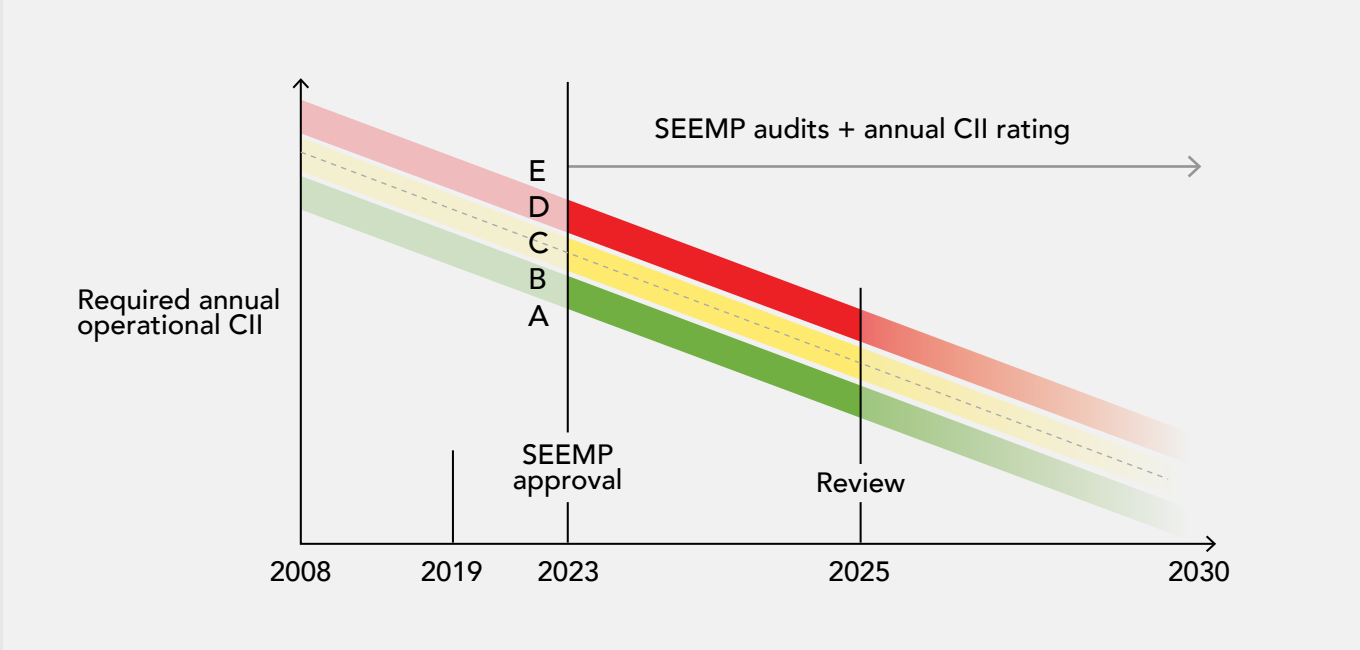
Some of the operational energy efficiency measures implemented for Nakilat’s fleet are:

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



CII (CARBON INTENSITY INDICATOR)

The CII (Carbon Intensity Indicator) is a measure for a ship’s energy efficiency and is given in grams of CO2 emitted per cargo-carrying capacity and nautical mile. The first year of the attained annual operational CII verification will be 2024 for the operation in calendar year 2023. Vessels, based on their performance, will receive an environmental rating of A (major superior), B (minor superior), C (moderate), D (minor inferior) or E (inferior performance level). The rating thresholds will become increasingly stringent towards 2030.



EU MRV, EU ETS AND FUELEU MARITIME

The overall purpose of EU MRV emissions collection and reporting is to assess the environmental impact of maritime transport and to serve as the basis for carbon tax determination through the EU ETS and Fuel EU Maritime regulations. The EU MRV is applicable for ships above 5000 GT on EU-related voyages. The EU ETS is an emissions cap-and-trade system that aims to reduce greenhouse gas (GHG) emissions by setting a limit, or cap, on GHG emissions for certain sectors of the economy.

While the EU has already included maritime transportation in its Emission Trading Scheme (EU ETS) from 2024 and on setting requirements on well-to-wake GHG emissions (Fuel EU Maritime) from 2025.

We have a robust Monitoring, Reporting and Verification (MRV) system in place to ensure compliance and effectively manage our allowances (EUAs) exposure on a voyage and fleet basis.

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 fleet vessel, the hull fouling was found to be very limited, resulting in limited speed loss over five-year period without hull cleaning. All Nakilat’s LNG vessels’ hulls have been coated with this upgraded coating system.

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.

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<sub>2</sub> CAPTURE ONBOARD LNG VESSELS

Nakilat collaborated 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 2024, 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 2023. 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	2022	2023	2024	Scope
Energy consumption				
Total fuel consumption within the organization from non-renewable sources (GJ) <sup>7</sup>	80,204,392	73,483,670	71,958,168	Shipping
Total fuel consumption within the organization from renewable sources (GJ)	0	0	0	
Total energy consumption within the organization (GJ)	80,204,392	73,483,670	71,958,168	
Energy intensity				
Energy intensity ratio <sup>8</sup> (GJ/Nm)	14.90	14.66	13.61	
Organization-specific metric chosen to calculate the intensity ratio: Total sailing distance <sup>9</sup> (Nautical mile [Nm])	7,378,156	6,880,562	7,409,792	

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

KPIs (NON-SHIPPING)<sup>10</sup>

Energy	2022	2023	2024	Scope
Electricity consumption				
Total Electricity Consumption (kWh) Corporate, Qatar Shipyard Technology Solutions, QFAB and NSW	84,331,584	93,212,470	88,823,962	Non-Shipping
Total Electricity Consumption (GJ) Corporate, Qatar Shipyard Technology Solutions, QFAB and NSW	303,594	335,565	319,766	
Fuel consumption				
Total Fuel Consumption (GJ) Corporate, Qatar Shipyard Technology Solutions, QFAB and NSW	387,859	494,751	428,415	
Total energy consumption (electricity + fuel)				
Total Energy Consumption (GJ) Corporate, Qatar Shipyard Technology Solutions, QFAB and NSW	691,453	830,316	748,181	

7 This is only shipping data under scope 1. Types of fuels included within figures: HFO, MGO, LNG  
8 For Ships: Energy intensity = Total energy/Total sailing distance. Intensity is declared in total  
9 Total sailing distance SASB (TR-MT-000.B). Equity Share doesn’t apply to distance sailed  
10 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	2022	2023	2024	Scope
Energy intensity <sup>11, 12</sup>				
Total energy intensity ratio (Electricity consumption + fuel (GJ) /per employee) Corporate, Qatar Shipyard Technology Solutions, QFAB and NSW	277.1	307.9	205.8	Non-Shipping
Organization-specific metric chosen to calculate the intensity ratio (average number of employees) corporate, Qatar Shipyard Technology Solutions, QFAB and NSW	2,495	3,731	3,635	

Reduction of energy consumption	2022	2023	2024	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	12,256	12,256	12,256	Non-shipping
Total energy reductions (GJ) Qatar Shipyard Technology Solutions	16,804	17,111	9,542	
Total energy reductions (GJ) QFAB	n/a	n/a	n/a	
Total energy reductions (GJ) NSW	n/a	n/a	n/a	
Total energy reductions (GJ) Corporate, Qatar Shipyard Technology Solutions, QFAB and NSW	29,060	29,367	21,798	

Electricity Sold	2022	2023	2024
Total electricity sold (GJ) - (Qatar Shipyard Technology Solutions)*	15,930	18,915	18,016

\*Electricity sold to vessels in dock via metered connections

11 All energy intensity ratios represent electricity and fuel usage, except for QFAB and NSW (see below).

12 Energy intensity ratio has been restated in GJ/No. of employee for alignment.

WATER CONSUMPTION

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<sup>13</sup>, 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 and we have discontinued single-use plastic water bottles. Furthermore, water samples are regularly collected and sent 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	2022	2023	2024	Scope
Water withdrawal and discharge <sup>14</sup>				
Total seawater withdrawal (megaliters)	24,959	22,398	24,666	Shipping
Total seawater discharge (megaliters)	24,959	22,398	24,666	

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.

13 The Qatar National Climate Change Action Plan 2030 is developed under Qatar National Vision 2030 and it consolidates Qatar’s climate change efforts under the single framework.

14 Note: Seawater data for the mentioned years have been restated in ‘megaliters’ than earlier shown unit of ‘Tons’.



At NSW (Nakilat SvitzerWijsmuller), we encourage all harbour operation vessels and shore staff to participate in a 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.

KPIs (NON-SHIPPING)

Water	2022	2023	2024	Scope
Water consumption				
Total Freshwater/potable consumption	510	471	446	Non-Shipping
Industrial water consumption (megaliters) Qatar Shipyard Technology Solutions	41	163	122	
Industrial water consumption (megaliters) QFAB	0.00	0.00	0.00	

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

4.4 OCEAN HEALTH AND BIODIVERSITY

MANAGEMENT APPROACH AND PROGRESS

Biodiversity is a crucial part of Qatar’s heritage, culture, and future, forming the basis for food security and sustainable agriculture. Nakilat, a leading maritime company in Qatar, recognizes its environmental impact and actively works to preserve biodiversity. The company collaborates with private and public stakeholders to support ocean health and biodiversity initiatives. Through its ‘Commitment to Environment’ and robust policies, Nakilat aligns with Qatar’s national biodiversity strategy and the Qatar National Vision 2030, aiming to prevent, minimize, and offset ecosystem damage while adapting biodiversity to climate change.

Nakilat leads and participates in various programs to reduce its environmental impact. In partnership with QatarEnergy and the Ras Laffan Industrial City Community Outreach Program, Nakilat engages in tree planting, Hawksbill Turtle conservation, and beach cleanups. These activities help restore ecosystems, protect endangered species, and remove coastal debris.

Marine transportation poses risks to biodiversity through pollution, hull incidents, and invasive species. Nakilat mitigates these impacts with management practices, including spill management plans, ballast water treatment systems, and waste management. The company complies with international regulations and supports biodiversity protection.

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.

NAKILAT FLEET

Nakilat fleet of vessels have ship specific, and Class approved shipboard oil pollution emergency plan (SOPEP), non-tank vessel response plans (NTVRP), national response corporation (NRC), vessel general permit (VGP) and contracts with oil spill response organisation (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 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.



CONTROL AND MANAGEMENT OF SHIPS' BIOFOULING

Nakilat has implemented biofouling management plan on its vessels in compliance with the guidelines for the control and management of ships' biofouling to minimize the transfer of invasive aquatic species that was adopted by IMO in 2011, to prevent transfer of invasive aquatic by ships has been identified as a major threat to biodiversity.

WASTE MANAGEMENT

Onboard Nakilat vessels, which serve as homes for seafarers, generate similar types of waste as land-based households, along with unique ship-specific waste like loading and packing materials. In compliance with the MARPOL Convention, our operated vessels implement comprehensive waste management plans. These plans mandate the separation, collection, storage, and disposal of onboard waste. Nakilat staff oversee this process and ensure that vessel crew members are thoroughly aware of the plan. Biodegradable waste, such as food scraps, is ground into small particles and disposed of in designated areas of the open sea. Plastic waste, on the other hand, is properly disposed of on land. This meticulous approach helps maintain a clean and safe environment both at sea and onshore.

NSW - LIFE BELOW WATER

Nakilat has proper disposal of waste and discharges procedure in place. This helps in ensuring that all shipboard generated waste, 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 waste, 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 'waste 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 'waste 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.

PROTECTING OUR ENVIRONMENT

On 22 February 2024, 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.



WORLD TURTLE DAY & BEACH CLEANUP ACTIVITY AT RLIC NFXP BEACH AREA - QFAB (MAY 2024)

As a part of World Turtle Day 2024, employees were briefed about the importance of marine ecosystem and impact of pollution on oceans and how we can make a positive impact on our marine environment by removing trash and debris that may harm the sea turtles. Beach cleanup activity was carried out at 'RLIC NFXP beach Area'. Activity was carried for an hour and waste were collected in biodegradable bags and sent for disposal as per waste streams.



QFAB has successfully participated and contributed to a beach cleanup activity organized by RLIC at RLIC NFE Mangroves Area Beach. Activity was carried out for an hour and waste was segregated at source as recyclable and general waste.



At NSW, A beach cleanup activity was organized at the 'Northern Beach of Ras Laffan Industrial City'. 'Activity was carried out for two hours and waste was segregated at source as recyclable and food waste. QatarEnergy has awarded NSW in recognition for contribution towards the environment, by participating in the Beach cleanup day on 22<sup>nd</sup> of February 2024.





PARTICIPATION IN RLIC TREE PLANTATION EVENT (MARCH 2024)

QFAB has successfully participated in a 'Tree Plantation Event' organized by RLIC management, showcasing QFAB commitment towards environmental sustainability and to reduce carbon footprint.



NSW are committed towards Environment sustainability and to reduce Carbon Footprint has participated in the "Tree Day Plantation Event" organized by QatarEnergy inside RLIC on 04<sup>th</sup> of March 2024.

On 4<sup>th</sup> March 2024, 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.



On 4<sup>th</sup> March 2024, 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.



EARTH HOUR CELEBRATION AT NAKILAT - QFAB FACILITY

At Nakilat-QFAB, Earth Hour was celebrated by turning off all non-essential lights and equipment for one hour. This global event, held annually, aims to raise awareness about energy conservation and climate change. Employees gathered to discuss sustainable practices and brainstorm ways to reduce our environmental footprint. By participating in Earth Hour, we demonstrated our dedication to environmental stewardship and inspired our team to adopt more eco-friendly habits in their daily lives. Together, we can make a significant impact on preserving our planet for future generations.



EARTH DAY 2024 CELEBRATION AT NAKILAT - QFAB FACILITY

As a part of Earth Day 2024 and commitment towards environmental sustainability, QFAB celebrated the occasion by conducting awareness sessions and walkthroughs to engage all employees. QFAB also organized Quiz competition and Logo preparation competition to encourage employees for their active participation.





WORLD ENVIRONMENT DAY & WORLD OCEAN DAY CELEBRATION AT NAKILAT - QFAB FACILITY

As a part of 'World Environment Day' & 'World Ocean Day' 2024, QFAB organized awareness sessions through TBTs, walkthroughs. Also, quiz competition was arranged and winners were awarded with rewards.



WORLD CLEANUP DAY CELEBRATION AT NAKILAT – FACILITIES

As a part World Cleanup Day 2024, QFAB employees were briefed about waste segregation, waste skip color codes and importance of plastic recycling. Cleaning activities were carried out at QFAB facility periphery areas and waste were collected in biodegradable bags and disposed as per waste streams. Spot awards were distributed to all employees involved.



4.5 WASTE MANAGEMENT AND SHIP RECYCLING

MANAGEMENT APPROACH AND PROGRESS

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 30<sup>th</sup> 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 waste management plan. The data is then reported on the vessel's flag approved waste 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 waste 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 is 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 washing vessels 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 is performed for treated water, seawater, drinking water and air quality. All analysis is 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.

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 of 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<sup>15</sup>, all shipboard generated waste, domestic waste, food waste, bilge waste and waste oil products are recorded and disposed of in a controlled, safe and legal manner. NSW launched a new strategy which reflects its ambition to reinvent the company once again, as it delivers on the changing demands of its customers and continues to build a safe, inclusive, and truly diverse workplace in which we can all perform, thrive, and grow. NSW 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, Waste 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 waste, including the use of the equipment onboard. All vessels are equipped with adequate waste 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 vessels in the form of placards/posters on waste 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 waste management plan and international/local maritime regulations. To verify regulatory compliance, vessels are audited regularly by internal and external authorities.

15 NSW- Nakilat SvitzerWijismuller

KPIs (SHIPPING):

Waste	2022 <sup>16</sup>	2023	2024	Scope
Waste generated				
Total weight of waste generated (m3), and a breakdown of this total by composition (CAT <sup>17</sup> ) of the waste <sup>18</sup>	<b>Total = 7,805 m3</b>	<b>Total = 10,056m3</b>	<b>Total = 9,797.5 m3</b>	
	Cat A = 1,984.08 m3	Cat A = 2,638.86 m3	Cat A = 2,456.0 m3	
	Cat B = 334.67 m3	Cat B = 427.39 m3	Cat B = 510.01 m3	
	Cat C = 2,534.57m3	Cat C&F = 3,162.37m3	Cat C&F = 3,020.37m3	
	Cat D = 1.20 m3	Cat D = 1,003.38 m3	Cat D = 885.38 m3	
	Cat E = 127.66 m3	Cat E = 203.01 m3	Cat E = 340.01 m3	
	Others = 2,823 m3	Others = 2,621.33 m3	Others = 2,596.4 m3	
Waste disposal				Shipping
Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste <sup>19</sup>	<b>Total = 7,805 m3</b>	<b>Total = 10,056m3</b>	<b>Total = 9,797.5 m3</b>	
	Cat A = 1,984.08 m3	Cat A = 2,638.86 m3	Cat A = 2,456.0 m3	
	Cat B = 334.67 m3	Cat B = 427.39 m3	Cat B = 510.01 m3	
	Cat C = 2,534.57 m3	Cat C&F = 3,162.37m3	Cat C&F = 3,020.37m3	
	Cat D = 1.20 m3	Cat D = 1,003.38 m3	Cat D = 885.38 m3	
	Cat E = 127.66 m3	Cat E = 203.01 m3	Cat E = 340.01 m3	
	Others = 2,822.86 m3	Others = 2,621.33 m3	Others = 2,596.4 m3	
Incineration onsite (without energy recovery) (m3)	1,545 m3	2,034 m3	2,165 m3	
Total waste disposal offsite (m3) <sup>20</sup>	6,261 m3	8,022 m3	7,632 m3	

Note: This data represents our entire shipping fleet

16 2022 onwards-waste 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

17 Until 2021-waste 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.

18 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.

19 Bilge doesn’t fall under waste requirement.

20 The rest of the segregated waste is disposed to an approved shore facility for processing.



KPIs (NON-SHIPPING)

Waste	2022	2023	2024	Scope
Waste generated				
Total weight of waste generated (m3 or Tons), and a breakdown of this total by composition (CAT <sup>21</sup> ) of the waste - Qatar Shipyard Technology Solutions	<b>Total = 19,054 m3, 34,492 tons and 1,195,790 gallons</b> 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	<b>Total = 67,782 m3 and 42,346 tons</b> 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	<b>Total = 19,781.0 m3 and 30,793 tons</b> Cat A = 12,817 m3 Cat C & F = 4,300 m3 Cat C & F = 2,655 tons Cat I = 43.09 tons Other = 28,093 tons Other = 2,664 m3	Non-Shipping
Total weight of waste generated (m3 or Tons), and a breakdown of this total by composition (CAT) of the waste - NSW	<b>Total = 173.26 m3</b> Cat C & F (General) = 57.150 m3 Cat A = 12.783 m3 Others = 103.327 m3	<b>Total = 240.34 m3</b> Cat C & F (General) = 73.249 m3 Cat A = 21.341 m3 Others = 145.750 m3	<b>Total = 187.2 m3</b> Cat C & F (General) = 50.67 m3 Cat A = 21.85 m3 Cat B = 31.93 m3 Cat D = 0.46 m3 Others = 80.73 m3	
Total weight of waste generated (m3 or Tons), and a breakdown of this total by composition (CAT) of the waste - QFAB	<b>Total = 786.61 tons</b> CAT A & B (General) = 158.652 tons Cat C & F = 627.957 tons	<b>Total = 4,264.54 tons</b> 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	<b>Total = 6,678.18 tons</b> Cat A = 24.8 tons Cat B = 150.3 tons Cat C &F = 6450.2tons Others = 6.70 m3 Others = 42.9 tons Cat I = 9.90 tons	Non-Shipping
Total weight of waste generated (m3 or Tons), and a breakdown of this total by composition (CAT) of the waste - Corporate	<b>Total = 0.27 m3</b> Cat A = 0.27 m3	<b>Total= 15.57 m3</b> Cat A = 0.13 m3 Cat C&F = 14.17 m3 Cat I = 1.27 m3	<b>Total= 19.24 Tons</b> Cat A = 0.09 Tons Cat C&F = 18.19 Tons Cat I = 0.96 tons	

21 Waste 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)

Waste	2022	2023	2024	Scope
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	<b>Total = 34, 492 tons</b> Cat F = 2,301 tons Cat I = 25.13 tons Others = 32,166 tons	<b>Total = 41,964.07 tons</b> Cat C & F = 3,384 tons Cat I = 13.07 tons Other = 38,567 tons	<b>Total= 30,791.09 tons</b> Cat C & F= 2,655 tons Cat I= 43.09 tons Other= 28,093 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	<b>CAT I = 25.13 tons</b>	<b>Cat I = 13.07 tons</b>	<b>Cat I = 25.07 tons</b>	
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	<b>CAT F = 2,301 tons</b>	<b>Cat C &amp; F = 3,384 tons</b>	<b>Cat C &amp; F = 2,645 tons</b>	
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	<b>Total = 19,054 m3, 34,492 tons and 1,195,790 gallons</b> 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	<b>Total = 67,782 m3 &amp; 381.50 tons</b> Cat A, B = 14,623 m3 Cat C & F = 5,060 m3 Other = 381.50 tons Other = 48,099 m3	<b>Total = 19,781 m3 &amp; 30,791.96 tons</b> Cat A, B = 12,817 m3 Cat C & F = 4,300 m3 Cat C & F = 2,655 tons Cat I = 43.30 tons Other = 28,093.66 tons Other = 2,664 m3	



Waste	2022	2023	2024	Scope
Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste - NSW	<b>Total = 173.26 m3</b> Cat C & F (General) = 57.150 m3 Cat A = 12.783 m3 Others (Oily waste) = 103.327 m3	<b>Total = 240.34 m3</b> Cat C & F (General) = 73.249 m3 Cat A = 21.341 m3 Others (Oily Waste) = 145.750 m3	<b>Total = 187.2 m3</b> Cat C & F (General) = 50.67 m3 Cat A = 21.85 m3 Cat B = 31.93 m3 Cat D = 0.46 m3 Others = 80.73 m3	Non-Shipping
Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste - QFAB	<b>Total = 786.6 tons</b> Non-hazardous Waste = 786.6 tons	<b>Total = 4,264.54 tons</b> 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	<b>Total = 6,678.18 tons</b> Cat A = 24.8 tons Cat B = 150.3 tons Cat C &F = 6450.2tons Others = 6.70 m3 Others = 42.9 tons Cat I = 9.90 tons	
Total waste disposal – landfill (m3 or tons) Qatar Shipyard Technology Solutions	<b>Total = 19,054 m3 and 32,167 tons</b> Cat A, B & C = 19,054 m3 Other = 32,167 tons	<b>Total = 67,782 m3 &amp; 382 tons</b> Cat A, B = 14,623 m3 Cat C & F = 5,060 m3 Other = 382 tons Other = 48,099 m3	<b>Total = 19.24 tons</b> Cat A = 0.09 Tons Cat C&F = 18.19 Tons Cat I = 0.96 tons	
Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations- Qatar Shipyard Technology Solutions	<b>Other = 2,114.16 m3</b> <b>Other = 155.62 tons</b>	<b>Other = 211.15 tons</b>	<b>Other = 28,093.66 tons</b> <b>Other = 2,664 m3</b>	

Waste	2022	2023	2024	Scope
Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations- Qatar Shipyard Technology Solutions	<b>Total = 17,086 m3 &amp; 6,425.74 tons</b> <b>CAT A, B, C &amp; F (General) = 13,566 m3</b> <b>CAT C &amp; F - 3,520 m3</b> <b>Other = 6,425.74 tons</b>	<b>Total = 19,054 m3 &amp; 34,466.67 tons</b> <b>Cat A, B = 14,434 m3</b> <b>Cat C = 4,620 m3</b> <b>Cat F = 2,301 tons</b> <b>Other = 32,165.67</b>	<b>Total = 17,117 m3 &amp; 2,655 tons</b> <b>Cat A, B = 12,817 m3</b> <b>Cat C &amp; F = 4,300 m3</b> <b>Cat C &amp; F = 2,655 tons</b>	Non-Shipping
Total waste disposal – landfill (m3 or tons) QFAB	<b>203.15 tons</b>	<b>729.95 tons</b>	<b>Total = 489.6 tons</b> Cat B = 150.34 tons Cat C&F =339.14 tons	
Total waste disposal – recycling (m3 or tons) QFAB	<b>584.30 tons</b>	<b>4,870.81 tons</b>	<b>7,442.24 tons</b>	
Total waste disposal –Recycle (m3 or tons) Corporate	<b>n/a</b>	<b>0.30 m3</b>	<b>Nil</b>	
Total waste disposal –Recycle (m3 or tons) NSW	<b>n/a</b>	<b>272.03 m3</b>	<b>185.643 m3</b>	
Total waste disposal –Recycle (m3 or tons) Shipyard	<b>n/a</b>	<b>4,789.56 tons</b>	<b>n/a</b>	



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	2022	2023	2024	Scope
Material used by weight and volume				
Paper (kg) - Corporate	2,515	3,084	3,157	Non-Shipping
Paper (kg) - Qatar Shipyard Technology Solutions	9,962	8,008	11,398	
Copper Slag (Tons) - Qatar Shipyard Technology Solutions	40,664	40,627	32,514	
Recycled grit output (tons)- Qatar Shipyard Technology Solutions	n/a	7,990	9,731.1	
Steel (Tons) - QFAB	18,000	12,809	8,316	
Paper (kg) - QFAB	5,050	8,283	12,249	
Paper (kg) - NSW	1,400	1,354	853	

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.





# 05



**SOCIAL**



## 5.1 HEALTH, SAFETY AND WELLBEING

At Nakilat, our number one priority is the health, safety and well-being of our people, including the thousands of seafarers employed by the ship management companies we partner with, workers at shipyard, 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 have implemented several measures in this regard, not only towards requirements, but also when it comes to training and the facilities onboard our vessels and shore facilities. Through our involvement with an independent Employee Assistance Program (EAP), we have supported our employees and their immediate family members with the implementation of well-being initiatives and have ensured that all have access to mental health support. For instance, our maritime personnel have access to a well-being app, facilitating a private connection to a psychologist through their personal devices. The app offers 24/7 access to mental, physical, and social well-being resources. Users can connect with expert counsellors via phone or chat and access a library of articles and videos, ensuring confidential support at any time. Our actions are guided by industry and international standards, in line with what is expected by our key stakeholders.

The safety and security risks connected to overall operations must always be managed carefully to safeguard people, the environment, assets and reputation. Nakilat has a zero-accident ambition and operates according to the principle of IIF (incident and injury free) that no serious injury or environmental incident is acceptable. All tasks at Nakilat are evaluated in terms of the hazards inherent to the job, prior to the work itself being undertaken. For work considered particularly hazardous a "permit to work" system ensures that the work planned, and the risk assessment developed is reviewed by relevant personnel. Together the safety management system and operational procedures ensure that routine work is planned to allow due attention to the hazards and risks inherent. Nakilat ensures that key systems, such as the safety management system, are audited at a minimum on an annual basis by independent auditors.

All employees can report a range of work-related hazards or hazardous situations or suggest best practices through our CPAR (corrective and preventive action request form), near miss reporting and unsafe acts reporting systems. We recognize that fear of reprisals may hinder some people from raising concerns, and therefore we have a Stop Work Policy where it is made clear that any person may stop work if they deem the work unsafe. In addition, we promote a culture of "learner mindsets" where mistakes are seen as opportunities to learn and develop that's where our lesson learned process becomes handy. Our people have an anonymous whistleblowing line, which allows them to report on any circumstances that give rise to concern.

### POLICY

At Nakilat, we prioritize Safety, Health, Environment, and Quality (SHEQ) to ensure safe, reliable, and efficient operations within our community and environment. Our top priority is maintaining safe and reliable operations, believing all incidents and injuries are preventable. We aim to create an Incident and Injury-Free (IIF) environment both at work and home. Our SHEQ committee is dedicated to achieving these goals. The SHEQ policy is accessible to all employees and contractors via SharePoint, the company website, and prominently displayed in office locations. Nakilat ensures the policy's compliance, effectiveness, and relevance through continuous review during management meetings.

### GOVERNANCE

Nakilat's SHEQ committee, comprising all department Chiefs and the CEO, oversees and governs occupational health, safety, well-being, and environmental matters within the organization. This committee is responsible for making decisions and implementing key OHS strategies. Regular communication among management teams ensures that systems and processes are current and address all potential risks. Nakilat's Occupational Health and Safety Management System (OHSMS) is certified to the ISO 45001:2018 standard, with the certification valid for three years and subject to annual audits. Hazard identification, incident investigation, and risk assessments follow a detailed procedure.

Incident updates are shared weekly and monthly by Nakilat JV partners and NSQL, including exposure hours and reports on near misses, unsafe acts, and conditions. The SHEQ department verifies incident information, categorizes incidents, follows up on investigations, and shares lessons learned.

The Senior Management Team (SMT), including all department Chiefs and the CEO, reviews HSE matters weekly, providing high-level guidance and tracking actions taken. The SMT, led by the CEO, conducts biannual performance reviews to discuss overall safety performance and identify actions to close gaps. The board reviews safety performance quarterly, including follow-up actions taken during the period, covering both overall performance and that of individual entities within Nakilat.

Nakilat achieved a 'Five Star' rating with a score of 93.32% in the British Safety Council's Five Star OHS audit. This audit, focusing on key aspects of managing occupational health and safety, provides a structured path for continual improvement towards best practice. It offers a comprehensive, contemporary, quantified audit process, allowing organizations to assess their health and safety performance against the latest legislation, recognized standards, and best practices. The audit provides quantified outcomes with detailed recommendations against a contemporary best practice specification, including ISO 45001 requirements, exceeding current OHSMS standard requirements.

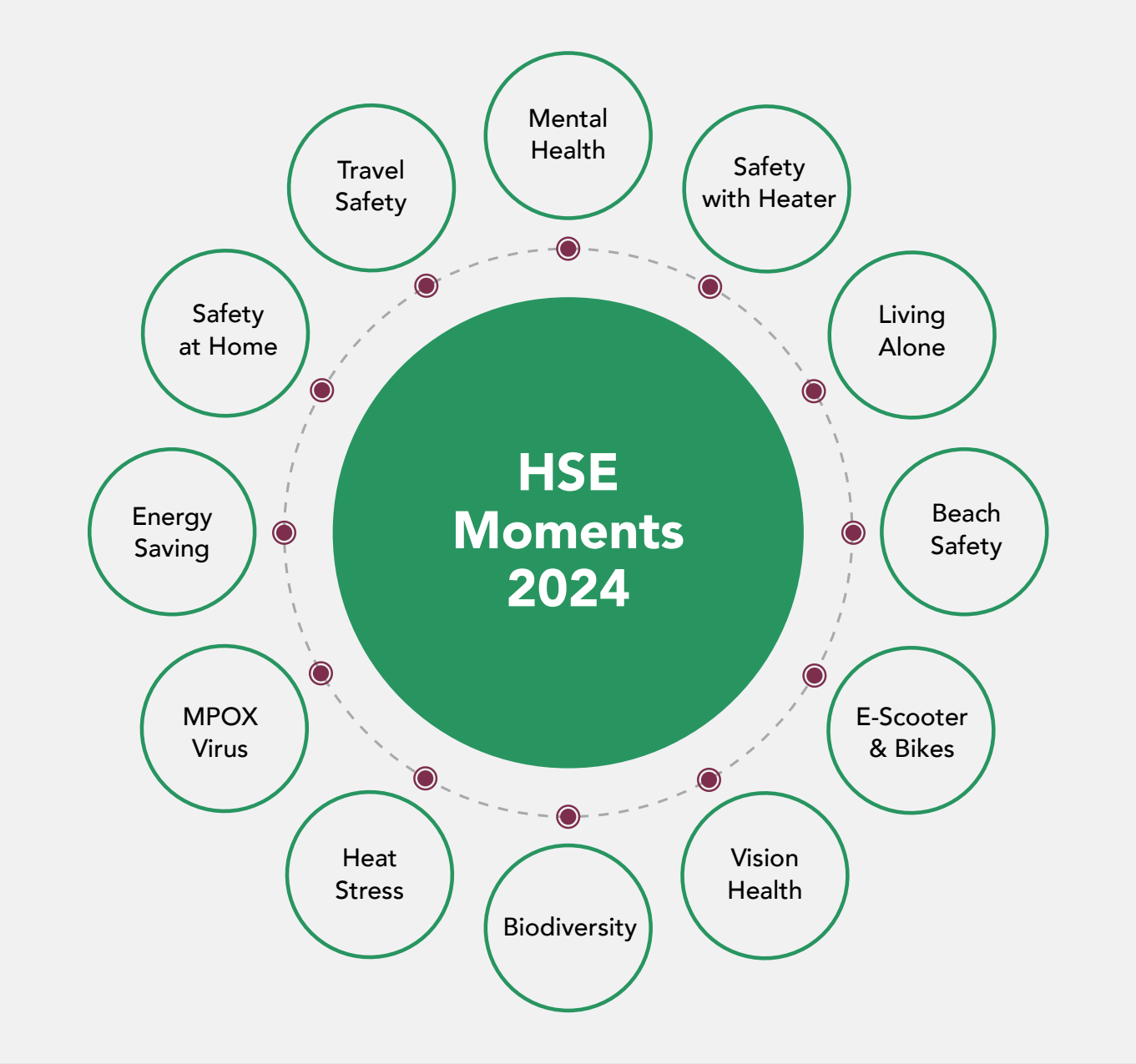




HSE MOMENTS

Nakilat’s commitment to a strong safety culture and has been consistent in doing HSE Moments at the start of every meeting. These brief, 2–3-minute discussions focus on health, safety, quality and environmental topics, aiming to raise awareness, share lessons learned, and highlight best practices. By consistently addressing HSE, Nakilat ensures that safety remains a top priority, encouraging employees to take personal responsibility for their well-being and that of their colleagues.

HSE Moments help embed safety as a core value, increase awareness of potential risks, and promote open dialogue about safety concerns. This proactive approach helps prevent incidents and fosters a safer workplace. In 2024 alone, we covered a wide range of topics related to health & wellbeing, safety, environment, and quality management. This initiative underscores Nakilat’s dedication to maintaining a safe and supportive work environment.



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)	2022	2023	2024	Scope
Industry benchmark	0.38	0.47	0.44	All Nakilat and NAC and Joint Ventures (JVs)
Nakilat - KPI**	0.31	0.31	0.29	
Actual	0.37	0.30	0.18	

TRCF (Total Recordable Case Frequency)	2022	2023	2024	Scope
Industry benchmark	1.30	1.16	1.20	All Nakilat and NAC and Joint Ventures (JVs)
Nakilat - KPI**	1.09	1.04	1.00	
Actual	1.14	1.01	0.59	

\*\* 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 2024 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	<b>0.18 LTIF and 0.59 TRCF</b> Nakilat’s Fleet achieved an overall LTIF of 0.180 and a TRCF of 0.59, both below the benchmark averages of those metrics.
Nakilat Agency Company (NAC)	<b>19 years LTI-free</b> NAC continued its track record and remained LTI- free for 19 years since its inception.
Nakilat Svitser-Wijsmuller (NSW)	<b>14.59 million safe man-hours</b> NSW accumulated more than 15 million exposure hours with zero LTIs in 2024.



CASE STUDY:

INCIDENT & INJURY FREE (IIF) – IS MY RESPONSIBILITY

At Nakilat, we believe in empowering everyone to take responsibility for safety. The IIF – Is My Responsibility journey ensures that safety is not just a top-down approach but a personal commitment from everyone.

IIF – Is My Responsibility means everyone plays a crucial role in living out these values and ensuring Nakilat operates incident and injury-free.

How IIF Aligns with Nakilat’s Core Values:

- Safety: We prioritize safety in everything we do.
- Encouragement: We foster a culture where everyone supports and uplifts each other to maintain a safe workplace.
- Passion: We are dedicated to delivering our best and keeping safety at the forefront.
- Integrity: We adhere to the highest safety standards with honesty and accountability.
- Respect: We value each other’s well-being, and that respect extends to creating a safe environment.



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.

- Training sessions were conducted for leadership to support strategy to pursue a strong SHEQ culture.
- Training sessions to raise awareness of employees and onboard crew to enhance their knowledge and understand their role in improving SHEQ performance

HEALTH ACTIVITIES AT NAKILAT FACILITIES IN SHIPYARD AREA

QFAB is dedicated to ensuring the health and well-being of its workers and other relevant parties. In 2024, 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 health related illness, QFAB arranged awareness workshop on ‘First aid Awareness’, Heat illness prevention, blood donation drive etc.

First Aid Awareness Workshop

At QFAB facility first aid session was arranged in association with Aster clinic for ‘First Intervention Team’ as a part of continual update of skills and knowledge



QFABULOUS - Well Being Event at QFAB

In support of QFAB’s commitment to employees’ well-being, the QFAB HSES team, recently introduced the QFABulous Entertainment Program, a voluntary talent show happening every Friday evening in the Umbirka Camp, Ras Laffan, Qatar, which is home to 350 of the company’s craft workers.

Since the initiative began, the number of participants has increased weekly, from around 80 initially to more than 150 participants. The program, open to everyone, includes games and free performances, such as stand-up comedy, dancing, singing, and much more.

*“I am very pleased to see our employees enjoying themselves on a Friday evening in the camp. They clearly have a lot of fun, and their contribution to well-being is very apparent in the photographs and the videos. We are keen to see this event continue and develop into other camps for the same social support reasons and to contribute to a greater sense of well-being throughout our entire team,”*  
said John Macpherson, QFAB Managing Director.

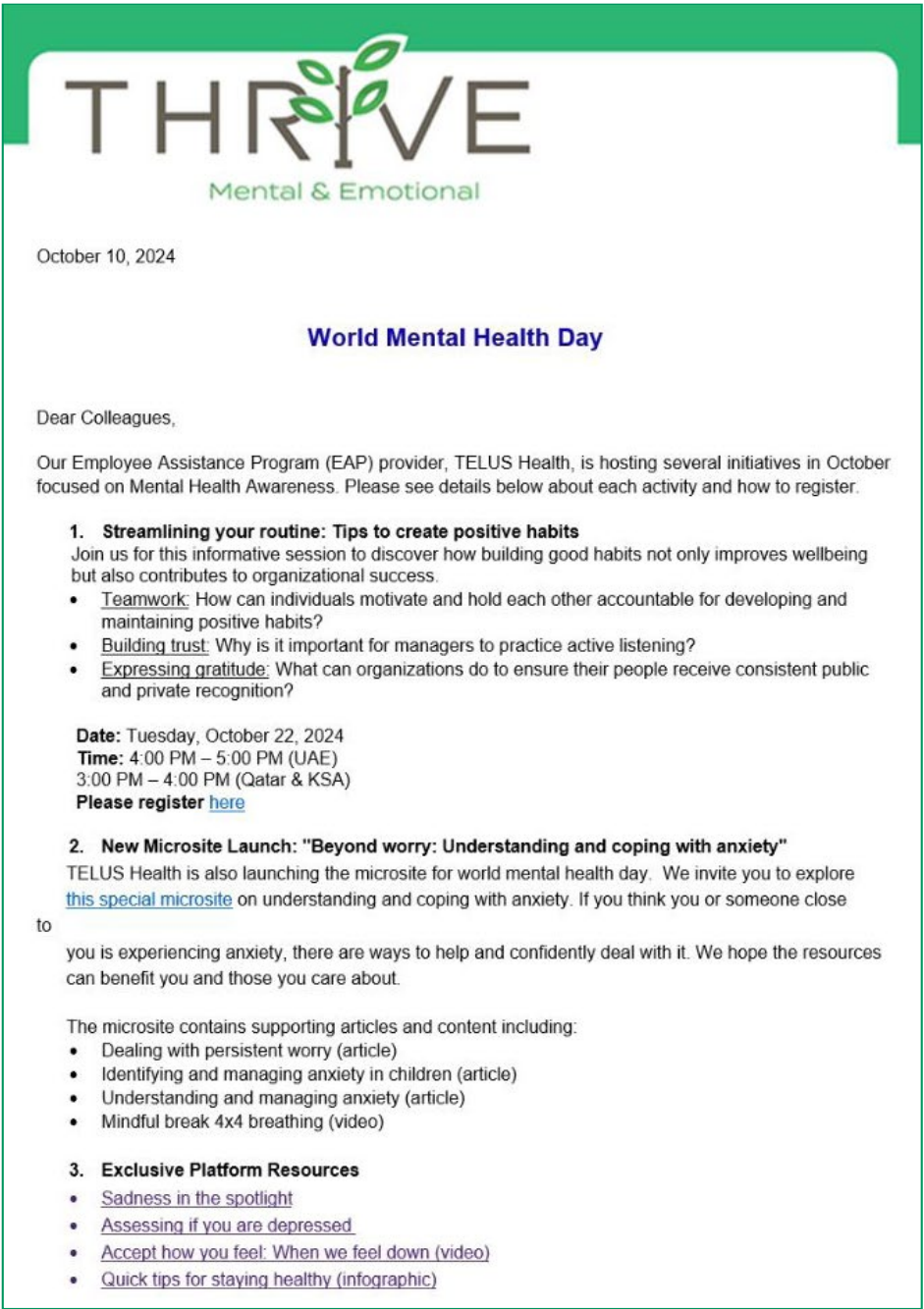
We all know that good physical and mental health is achieved by balancing them. This, in turn, contributes to an overall sense of well-being, which is where we want all our employees to be. At QFAB, psychological health is being prioritized through comprehensive welfare programs, including mental health training for supervisors and managers and a free, confidential employee assistance program (EAP) helpline. This service allows employees to discuss a wide range of concerns, from relationship issues to financial problems.





World Mental Health Day at Nakilat - QFAB

As a part of World Mental Health Day 2024, a webinar was organized on Streamlining your routine: Tips to create positive habits', New Microsite was Launched on World Mental Health Day: "Beyond worry: Understanding and coping with anxiety" for understanding and coping with anxiety.



Promoting Healthy Lifestyle, Morale, Welfare and Teamwork

Qatar Shipyard Technology Solutions maintained the momentum of our annual sports season with Basketball and Football tournaments that were held at the Laffan Global Village (LGV). Beyond the scores and victories, these tournaments fostered staff wellbeing, camaraderie and unity amongst the teams, supporters and management. Our aim is to extend the healthy spirit of sportsmanship and teamwork in everything that we do at our shipyard.



Ras Laffan Focal Points Health, Welfare and Wellbeing Forum

Qatar Shipyard hosted the Ras Laffan Focal Points Health, Welfare and Wellbeing Forum at our shipyard.

The Forum attended by various asset operators sought to enhance collaboration, share knowledge and engender common understanding on health, welfare, and wellbeing practices implemented by the respective organizations.

Presentations on Workers Fitness Validation, Heat Stress Management, Heat Illness and Acute Kidney Disease Risk, Stress Management and Mental Health Support at the Workplace delivered by practitioners in Industrial Hygiene, Health Education and Family Medicine were well received. Qatar Shipyard presented various Health, Welfare and Wellbeing programmes and initiatives that have been implemented.

Shafy Almarri, Senior Occupational Health Nurse at Qatar Chemical Company, commended Qatar Shipyard's efforts in facilitating the Forum and emphasized the collective responsibility, determination and innovation required of frontline healthcare professionals in managing employees' health.





**Promoting Healthy Lifestyle, Morale, Welfare and Teamwork**

**Smoking Cessation Awareness Workshop**

Hamad Medical Corporation Tobacco Control Center has organized a workshop, focusing on raising awareness about the harmful effects of smoking, second-hand smoke exposure, and strategies for smoking cessation. The workshop provided participants with valuable insights into the health risks associated with smoking and offered practical advice on quitting this habit. Additionally, attendees had the opportunity to undergo an exhaled carbon monoxide test.

**60-day Weight-Loss Challenge Program**

We have initiated a program aimed at motivating and assisting participants in achieving weight loss goals while emphasizing the importance of maintaining a healthy Body Mass Index (BMI). The program offers a comprehensive range of health assessments, including blood pressure, pulse rate, random blood sugar, electrocardiogram (ECG), weight, height, and BMI checks. This initiative underscores our commitment to promoting holistic well-being among our employees and empowering them to make informed decisions about their healthy journey.



**Conference and Interactive Forum on Health and Well-being**

In commemoration of World Health Day 2024, we organized a Conference and Interactive Forum on Health and Well-being with the theme: "Advocating good health and nurturing well-being in the work environment".

The Health and Well-being Forum on Day 1 covered topics such as effects of poor ergonomics in the workplace and its prevention; lifestyle modification in the workplace; understanding initial signs and symptoms of stress and the importance of psychological support. They were presented by Dr. Rakhmat Soebekti, Lead Medical Officer, Occupational Health from QatarEnergy, Dr. Ganesh Kumar, Family Medicine and Dr. Tisha Jacob, Psychiatrist from Aster Medical.

The second day comprised free health screening for staff and subcontractors, blood pressure, pulse rate, random blood sugar, body mass index, eye and oral check-ups and individual oral hygiene advice by a dentist. More than 270 staff and subcontractors attended the 2-day event.



**First Annual Stakeholder Incentive Awards**

Qatar Shipyard Technology Solutions, a strong proponent of recognizing consistent, strong dedication and unwavering commitment to excellence displayed by our people, held its first Annual Stakeholder Incentive Awards where staff and departments were rewarded for their diligent efforts in safety, productivity, innovation, teamwork, and customer satisfaction over a period of one year.

The Awards highlighted that the combined skills and contributions of our diverse workforce comprising men and women from 26 nationalities is the key enabler in delivering technology solutions and services that ensure safer, faster and better value-added marine, rig repair, fabrication solutions.





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 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, promote readiness and detect potential risk.

In 2024, 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 'First Intervention Team' and staff were always ready.

Oil Spill Drill

Scenario - While performing maintenance on an air compressor near the maintenance workshop, an oil spill occurs due to a ruptured hose that was about to be replaced. By the time spill tray was placed, oil had spilt. Area Foreman contacted QFAB security via emergency number (4419 4711) to seek emergency assistance and activation of QFAB FIT.



Joint Fire and Medical Rescue Drill

During routine refueling near the yard's warehouse, a tanker's fuel transfer pump caught fire due to poor maintenance and debris buildup. The tanker operator attempted to extinguish the flames using the vehicle's portable extinguisher, but the fire intensified, engulfing both the tanker and a nearby 10-tonne forklift. Diesel spilled onto the floor from the bowser nozzle, exacerbating the situation.

The warehouse foreman quickly alerted QFAB FIT via the emergency number (4419 4711) and stopped the spillage by closing the nozzle valve. The foreman also coordinated with the Area Warden to evacuate personnel to Muster Point #02.

QFAB FIT responded promptly, deploying resources to control the fire. However, the On Scene Commander (OSC) determined that internal firefighting efforts were insufficient as the fire spread to adjacent wooden pallets. The situation was escalated to Tier 2, and security and the Incident Commander (IC) coordinated additional support from QE RLIC ECC.

During the evacuation, a headcount at Muster Point #02 revealed five individuals missing. The Area Warden informed the QFIT Leader, and a search and rescue team located the missing persons in Assembly Hall 2. Two of the individuals were unable to walk and were assisted by FIT members. One of the IPs was in still unconscious stage, and the other is being treated for cardiac arrest.

Once the fire was contained, the injured individuals were transported by NFAU ambulance to Al Khor Hamad Hospital for further treatment.





NSW – Ras Laffan Emergency Services Joint Exercises

Enhancing coordination, communication, and response capabilities among various emergency response teams in a port environment, joint exercises are being conducted. By simulating real-life emergency scenarios, these exercises help identify gaps in protocols, improve teamwork, and ensure all stakeholders are prepared to manage and mitigate emergencies ensuring the safety of personnel, the protection of assets, and the continuity of port operations.



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

OBJECTIVES AND TARGETS<sup>22</sup>

KPI	2023 Target	2024 Target	2025 Target
Loss Time Injury Frequency (LTIF)	0.31	0.29	0.17
Safety climate survey	n/a*	3.85	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)	Obtain 5-star rating in BSC audit for Occupational Health & Safety and BSC Globe of Honour Award	Obtain 5-star rating in BSC audit for Occupational Health & Safety and BSC Globe of Honour Award	Obtain 5-star rating in BSC audit for Occupational Health & Safety and BSC Globe of Honour Award
% of Number of complete 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.

<sup>22</sup> 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.



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	2022	2023	2024	Scope
For all employees and workers including contractors				
Number of lost time injuries <sup>23</sup> /incidents	11	11	6	All Nakilat and NAC and Joint Ventures (JVs)
Lost-time injury rate (LTIF) <sup>24</sup>	0.37	0.30	0.18	
Number of work-related fatalities	0	0	0	
Number of recordable cases	34	37	20	
Total recordable case frequency <sup>25</sup> (TRCF) <sup>26</sup>	1.14	1.01	0.59	
The main types of work- related injury	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.	Caught in/ Between, Cuts/ laceration, Foreign Particles and Heat/Cold stress, Struck by / Against	
The number of hours worked <sup>27</sup>	29,940,323	36,453,802	33,802,521	

Work Health related III	2022	2023	2024	Scope
For all employees and workers including contractors				
Fatalities as a result of work-related III 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			

23 Lost-time injury represents the high-consequence work related injuries.

24 Injury rate at 1,000,000 hours worked.

25 Excluding first-aid incidents as they do not result in more than one day of absence or do not impose restriction on working ability.

26 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.

27 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 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.

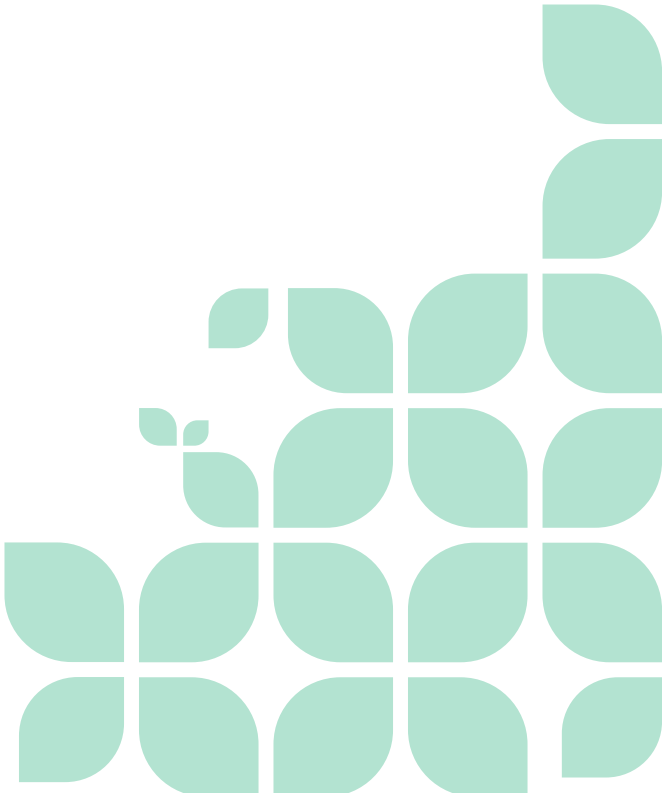
Nakilat maintains risk registers that document all identified hazards and responsible persons who ensure risks associated with each hazard are managed to ‘As Low as Reasonably Practicable’ (ALARP). A safety climate survey was also completed to identify opportunities and develop actions to address the 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 include:

- Confined space
- Machinery and equipment
- Fall from height
- Electrical hazards
- Fire and explosion
- Heavy lifting and repetitive tasks
- Slip, trips and falls
- Asbestos exposure
- Chemical exposures

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

- Chemical exposure
- Physical exposure
- Psychosocial hazards
- Thermal extremes
- Electrical hazards
- Asbestos exposure





Nakilat has revised lifesaving rules to align with IOGP<sup>28</sup> 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:

- Health surveillance enhancement program
- Safety campaigns: hand and finger safety and dropped object campaigns
- Enhanced near miss reporting
- Enhanced quality of toolbox talks
- 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
- Advanced firefighting training and basic life support/first aid course/training (CPR, AED and first aid) for HSSE personnel
- Development and sharing of heat index forecast followed by implementation of effective controls in the workplace
- HSSE inspections and walkthroughs
- Safe worker awards presentation and commendable performance - rewards and recognition
- Core HSE trainings to Qatar Shipyard Technology Solutions identified workforce
- HSSE audits of departments/sections and contractors
- Safety campaigns/programs
- Health campaigns/programs
- Environmental campaigns/programs
- Sharing lessons learnt and working on actions
- Visible felt leadership tours (senior management)



28 International association of oil and gas producer

## OCCUPATIONAL HEALTH – NAKILAT – QATAR SHIPYARD TECHNOLOGY SOLUTIONS SHIPYARD

### Health and Wellbeing Initiatives

**With a theme: “Advocate and develop good health and well-being practices in the working environment”.**

In 2024, Qatar Shipyard successfully conducted a range of health programs encompassing Occupational Health, Primary Care and Wellbeing initiatives.

These programs engaged Qatar Shipyard Employees, subcontractors, joint ventures and RLIC stakeholders ensuring inclusive participation across the board.

The initiative was based on significant statistical insights gathered through Health Surveillance data, daily Consultations, the HSE Indicator Tool Survey, and Risk Assessments.

Delivering these health and wellbeing programs highlights Qatar Shipyards commitment to fostering a comprehensive health and wellbeing culture. By addressing physical, mental and emotional wellbeing and monitoring outcomes, the organization enhances the overall health, wellbeing and productivity of employees and stakeholders. Such initiatives contribute to a supportive and thriving workplace environment for all.





2024 Health Programs:

- Health Surveillance
- Respiratory Fit Test
- Hearing & Respiratory Conservation Awareness
- Smoking Cessation Implementation
- Stress Management Workshop
- Qatar Shipyard Got Talent
- Qatar Shipyard Women and Father's Day
- Conference and Interactive Health and Wellbeing Forum
- Mobile Health Screening
- Cancer Awareness
- Diabetes Day
- Influenza Vaccine
- Blood Donation Campaign



AT NAKILAT - NSW - GOOD HEALTH AND WELL-BEING:

For the well-being and good health of staff at the 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 a 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. Consider 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.

NSW – Recognized staff for Services

QatarEnergy LNG has awarded NSW offshore staff with certificates of appreciation in recognition of the outstanding support provided to accomplish safe and successful completion of Ras Laffan SPM Hose Replacement Project 2023.





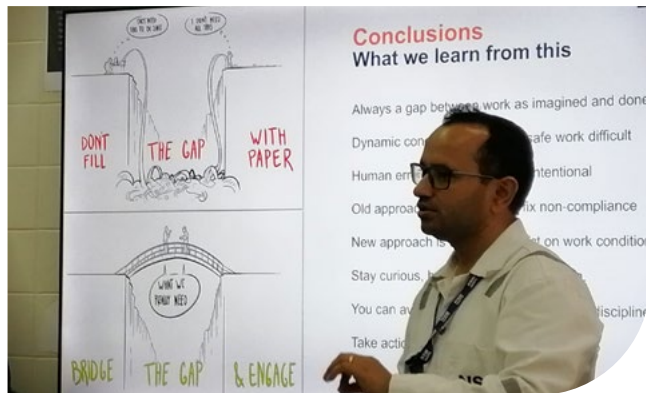
**NSW Celebrate Annual Global Safety Day 2024 'Listen and Learn for Life' (Life-Altering Injury and Fatality Elimination)**

NSW annually conducts 'Global Safety Day' which is a yearly event to mark safety in an organization. Global Safety Day (GSD) in 2024 was celebrated with the theme 'Listen and Learn for Life', focusing on eliminating life-altering injuries and fatalities. It was celebrated on September 11<sup>th</sup> with flexibility to run the workshop before end of September 30<sup>th</sup>, 2024.

We took the time to listen and learn from our professionals who perform these tasks daily, shining a light on light on ways to continuously eliminate Life-altering injuries and fatalities. This proactive approach encouraged individuals to recognize potential hazards, observe warning, and adopt best practice that minimize risk.

It is great to come together to share this important topic and collectively define our culture as one that cares about tackling serious risks through being empathetic to tricky, difficult and dangerous conditions then doing something about it! Through continuous education and open communication, we can equip crew with the tools they need to make informed decisions, ultimately working together to eliminate preventable accidents and protect lives.

Listening attentively and learning from both successes and mistakes are key to sustaining a safer, more resilient future for everyone.



**NSW – Recognized for 'Safety Observation Cards' Campaign**

For contribution in creating safe work environment by raising value added 'Safety Observation Cards' NSW staff were awarded with certificate of appreciation and token gifts by QatarEnergy port authorities.



**HEALTH AND SAFETY TRAININGS**

At Nakilat, we prioritize the well-being and safety of our employees across all shore entities, including the shipyard, Nakilat SvitzerWijismuller (NSW), and Qatar Fabrication Company (QFAB). Our comprehensive health and safety training programs are designed to ensure that all staff members are equipped with the knowledge and skills necessary to maintain a safe working environment. These programs cover a wide range of topics, from emergency response procedures to the proper handling of hazardous materials and are regularly updated to reflect the latest industry standards and best practices. By fostering a culture of safety, we aim to protect our workforce and uphold our commitment to operational excellence.

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 being present on Nakilat's premises.



Nakilat has expanded its e-learning offerings on its in-house portal through partnerships with external agencies and LinkedIn Learning, enhancing occupational health and safety awareness for employees. The new modules include various safety courses such as Fire Safety and Defensive Driving (both practical and e-learning). Quality training includes audit/inspection as well as Management of Change and Social Media Awareness, to name a few. These courses are delivered via the company's online learning platform and approved training centers, introduced in phases to ensure comprehensive coverage and accessibility for all employees. This initiative underscores Nakilat's commitment to maintaining a safe and informed workforce.

At Nakilat- Qatar Shipyard Technology Solutions' investment in Health and Safety Training prioritizes the well-being of its workforce. The shipyard's commitment and proactive approach to fostering a culture of Health and Safety is evident from the extensive range of training programs conducted in 2024.

Some key facts and figures:

- 62,944 hours of training delivered to 14,778 participants comprising staff and subcontractors
- Combination of classroom and hands-on practical exercises to ensure maximum engagement and retention
- Equip and empower participants with abilities, skills, and knowledge on workplace health and safety processes, practices, and initiatives
- Special attention to health and safety in high-risk areas

Qatar Shipyard's efforts at maintaining the highest standards of workplace health and safety have received multiple industry-level recognitions in 2024:

- Third consecutive annual Five Star Occupational Health & Safety (OH&S) Certification by the British Safety Council
- Third consecutive Sword of Honour award from the British Safety Council
- British Safety Council (BSC) sector award 2024 - onshore major hazard
- Safety and security award at the maritime standard 2024



## 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 Human Resources policies and procedures which cover 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, responsible for acquiring new talent, through a robust recruitment process that ensures the merit-based hiring of talent, fairly and consistently, and mitigating 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 talent, 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 2,393,024 in 2024 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 in 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.



KEY STAKEHOLDERS:

Activity/Step	Facilitated by	Participants
Identification of critical positions	HRM & Head of L&D	Chief Officers
Nomination of potential successors and mapping	HRM & Head of L&D	Chief Officers
Talent forum	HRM &Head of L&D	Chief Officers
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.

KPIs

Total number of employees/workforce	2022	2023	2024	Scope
Total number of employees	272 <sup>(1)</sup>	287 <sup>(3)</sup>	288 <sup>(3)</sup>	All Nakilat and NAC employees
Full time	272	287	288	
Part time	0	0	0	
Breakdown by contract type				
Indefinite or permanent contracts	210	225	229 <sup>(2)</sup>	
Fixed-term or temporary contracts	62	62	59	
Breakdown by career level				
Senior management	12	12	12	
Middle management	48	56	41 <sup>(4)</sup>	
Non-management	212	219	235	

(1) Total employees in Nakilat and NAC (direct hire and through third party agency)  
(2) Secondees (6) to JVs are included  
(3) Total employees in Nakilat and NAC (excluding third party agency and contractors from 2023 onward)  
(4) Middle Management refers to Managers and Heads from 2024 onward



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.
- 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 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 2024, 33 new employees were hired, of which 88% were male, and 12% were female.

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 has aligned its operational policies and procedures with the best global 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.

New hires and turnover		2022	2023	2024	Scope
Number of new hires <sup>1</sup>					All Nakilat and NAC employees
Breakdown by age					
18-30 years old	7	15	6		
31-50 years old	22	26	18		
51+ years old	5	2	9		
Breakdown by gender					
Male	29	34	29		
Female	5	9	4		
Total number of new hires*	34	43	33		
Number of employees leaving employment during the reporting period (voluntary and involuntary)					
Breakdown by age					
18-30 years old	4	3	3		
31-50 years old	26	15	15		
51+ years old	4	4	14		
Breakdown by gender					
Male	24	17	28		
Female	10	5	4		
Total number of employees leaving employment during the reporting period (voluntary and involuntary)*	34	22	32		
Employee turnover rate (voluntary and involuntary)	13%	8%	11%		
Number of employees leaving employment during the reporting period (voluntary)					
Breakdown by age					
18-30 years old	14	2	1		
31-50 years old	3	7	5		
51+ years old	3	1	6		
Breakdown by gender					
Male	15	6	9		
Female	5	4	3		
Total number of employees leaving employment during the reporting period (voluntary)*	20	10	12		
Employee turnover rate (voluntary)	7%	3%	4%		

(1) Total employees in Nakilat and NAC (direct hire)

\* 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.

Nakilat’s maternity leave spans 60 calendar days, while paternity leave is granted for one day. Nakilat is committed to enhancing employee benefits to promote a healthy work-life balance.

The Company has increased the daily nursing time to two hours for female employees returning from maternity leave, to support working mothers until her child reaches his/her first birthday.

KPIs

Parental leave		2022	2023	2024	Scope
Number of employees that were entitled to parental leave					All Nakilat and NAC employees
Breakdown by gender					
Female	34	18 <sup>(1)</sup>	18		
Male	236	207 <sup>(1)</sup>	213		
Number of employees that took parental leave					
Breakdown by gender					
Female	4	1	2		
Male	4	8	10		
Number of employees that returned to work after parental leave					
Breakdown by gender					
Female	4	1	2		
Male	4	8	10		
Retention rate					
Total number of employees returned from parental leave who were still employed twelve months after return to work	8	9	11		
Return to work rate	100%	100%	92%		
Retention rate	100%	100%	92%		

(1) The numbers are reported for all married employees only from 2023 onwards.

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 does not infringe 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 everyone in a fair and honest manner. Nakilat’s suppliers and contractors are expected to adhere to the “Third Party Nakilat Code of Business Ethics and Conduct” equivalent to the provisions of the adopted policy.

The Employee Relations Policy and Procedure provides details and guidelines on the grievance handling procedure.

To maintain fairness and equality among the 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 review once every three years.

At Nakilat, 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 the Grievance Committee, which impartially reviews all findings and makes 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 and year-end stage to ensure that managers can develop their abilities to give effective feedback and measure performance accurately, with the aim of decreasing the grievances raised.



KPIs

Nakilat always ensures to treat all employees fairly and equally. In 2024, no incident of discrimination, bullying or harassment have been reported.

Grievances*	2022	2023	2024	Scope
Number of grievances filed in the reporting period	1	10	5	All Nakilat and NAC employees
Number of grievances addressed or resolved	1	10	5	
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. 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 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 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

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 2024, Nakilat hosted nine interns in different departments across the organization. This program provided the Interns with exposure to business operations and stakeholder management and an opportunity to connect their academic knowledge with practical experience. 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 2024, six Qatari Graduates across Nakilat and JVs joined the National Development Program, in the following departments, Public Relations, Internal Audit, Finance, Corporate Planning and Risk, Shipyard Management and QFAB.

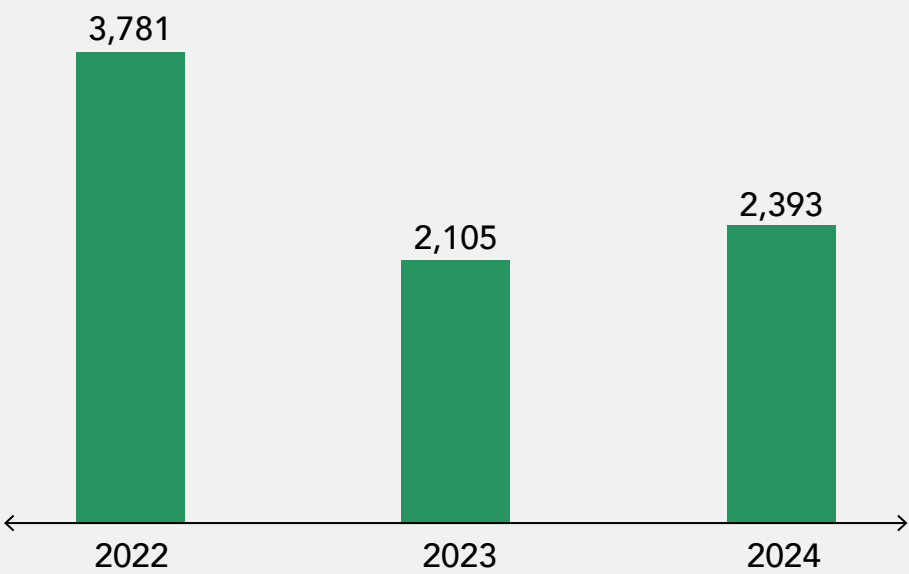
Furthermore, Nakilat provides secondment opportunities (both inbound and outbound) to employees within the energy and shipping sectors to broaden their industry knowledge and skills.

KPIs

Learning and development	2022	2023	2024	Scope
Total training hours	11,269	8,927	7,799	All Nakilat and NAC employees
Average training hours per employee	42	31	27	
Breakdown by career level				
Senior management	12	12	12	
Total training hours	293	156	218	
Average training hours per employee	13	7	18	
Middle management	48	56	41	
Total training hours	2,936	1,740	943	
Average training hours per employee	61	31	23	
Non-management	210	219	235	
Total training hours	8,177	7,099	6,638	
Average training hours per employee	39	32	28	
Breakdown by gender				
Male				
Total training hours	9,064	7,447	5,905	
Average training hours per employee	38	30	24	
Female				
Total training hours	1,712	2,205	1,894	
Average training hours per employee	65	38	49	
Performance reviews				
Total number of employees receiving regular performance and career development reviews	226	252	257	
Percentage of employees receiving regular performance and career development reviews (%)	84%	88%	89%	
Breakdown by gender				
Female	34	33	33	
Male	236	219	224	



**Budget Spend on Learning & Development**  
Thousand Qatari Riyals\*



\*Budget spent on learning and development includes training costs of Developpees

5.3 DIVERSITY AND INCLUSION

MANAGEMENT APPROACH AND PROGRESS

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 (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

Nakilat adopts an equal opportunity approach when hiring, and considers candidates based on their skills, experience, and competencies to meet the job requirement. In 2024, Nakilat upheld its commitment to maintaining a diverse and inclusive workforce. The strong representation of various groups reflects the company’s dedication to non-discriminatory practices and its commitment to providing equal opportunities for all current and prospective employees.

Diversity and inclusion (Employees)	2022	2023	2024	Scope
Breakdown by age				All Nakilat and NAC employees
18-30 years old	31	36	32	
31-50 years old	196	203	204	
51+ years old	43	48	52	
Youth employment rate	11%	13%	11%	
Breakdown by gender				
Male	236	248	249	
Female	34	39	39	
Female employment rate	15%	13%	14%	
Breakdown by nationality				
Qatarization*	30%	32%	32%	

\* Percentage of all Qatari nationals (including JVs) against the total of Nakilat’s established positions.



Employment of people with disabilities	2022	2023	2024	Scope
Total number of employees with disabilities (number)	0	0	0	All Nakilat and NAC employees
Total % of employees with disabilities (%)	0	0	0	

Female employment	2022	2023	2024	Scope
By career level				All Nakilat and NAC employees
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	3	3	3	
Percentage of female employees	6%	5%	7%	
Non-management				
Number of female employees	31	36	36	
Percentage of female employees	15%	16%	15%	
Equal pay				
Gender pay ratio (Ratio of basic salary* and remuneration of men to women)	1.17 to 1	1.07 to 1	1.14 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.

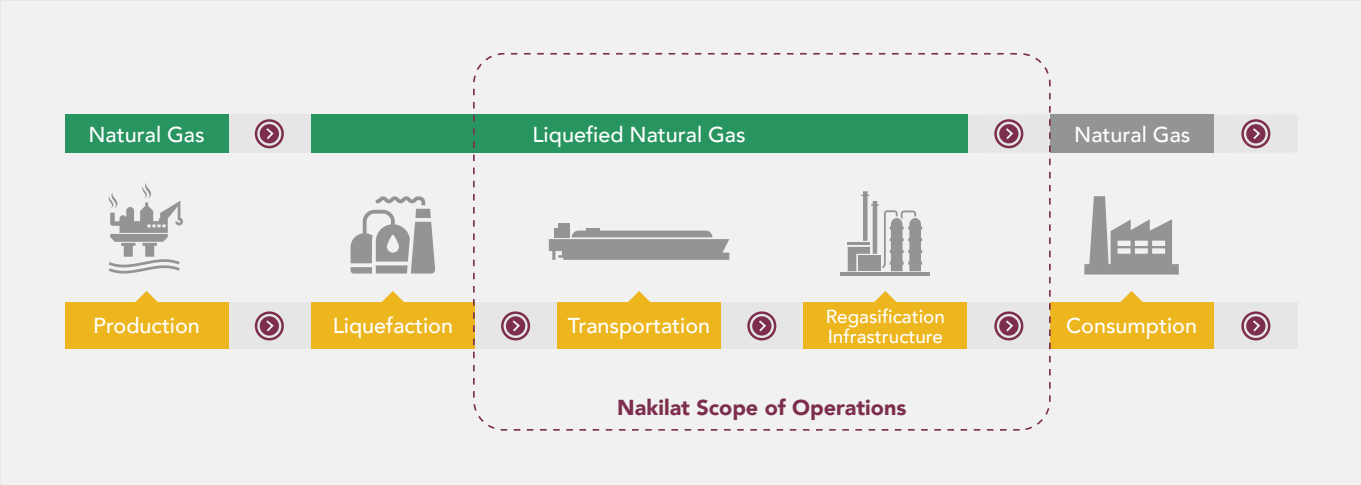
Workforce nationalities	No.	%
Indian	78	27%
Qatari	62	22%
British	23	8%
Filipino	21	7%
Pakistani	15	5%
Other nationalities	89	31%

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

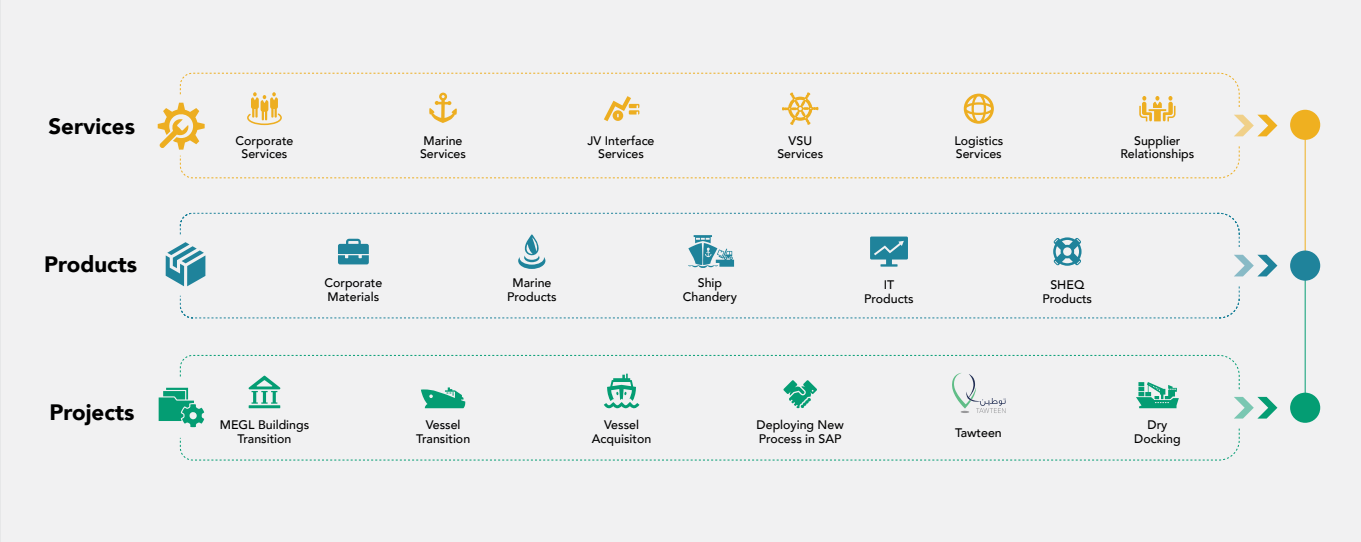
5.4 RESPONSIBLE PROCUREMENT AND SUPPLY CHAIN

Nakilat Supply Chain:

The stages of Liquefied Natural Gas (LNG) supply chain consist of natural gas production and exploration, liquefaction and storage, shipping and receiving, and regasification and distribution. Nakilat’s 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’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.





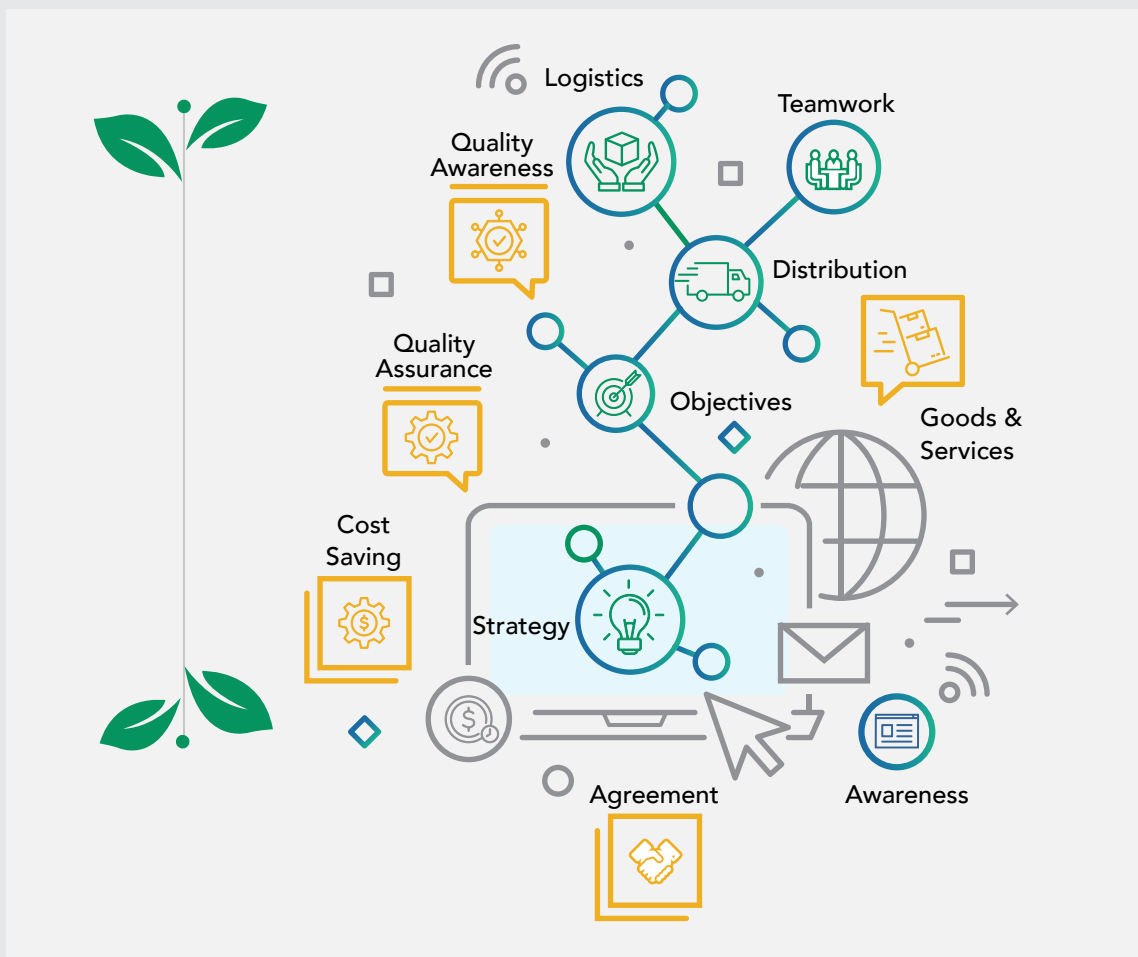
For marine segment, Nakilat's Supply department offers a variety of services, spares and consumables needed for our vessels to move cargo from loading point to discharging point and vice versa, including:

- Newbuild projects: marine vessels ship building of various types i.e. LNG, VLGC, pilot / tugboats, etc.
- 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:

- Treasury requirements
- Legal / Insurance requirements
- IT requirements
- SHEQ requirements
- Various corporate requirements, including food and furniture
- Various corporate services, including rental of premises, electricity and cleaning services

In addition to the services provided, the Supply department assists with the following:



### Management Approach and Progress

Nakilat maintains strong relationships with its suppliers and contractors as a direct result of our commitment to long-term collaborations with business partners who share our values and commitment to rigorous ESG standards, maintaining a view 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 2024, we assessed 103 suppliers for social impacts. Among them, none were identified as having significant actual and 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 with regard to ESG during the registration of new vendors by requiring new vendors to complete an ESG questionnaire as part of the registration process.

In the event of identified deficiencies or non-conformances are observed or 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, providing them with the opportunity to present their case, which will be given due consideration, appointing an internal cross functional team to review and address the issues observed, creating an awareness program to mitigate risk and minimize recurrence of the identified issues and 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.

The ESG questionnaire and Third-Party Code of Conduct serve as self-assessments for suppliers, offering an indication to Nakilat of whether the supplier will not cause any negative impact in the future.

### IT Investments

Nakilat's operations are strengthened by core pillars such as IT infrastructure, enterprise applications, communications, operational technology, and AI-driven solutions. To adapt to dynamic market demands, Nakilat continually invests in advanced technologies, including multi-cloud data centers, cutting-edge enterprise applications, data warehousing, and enhanced satellite communication services. Collaborating with IT and operational technology experts, Nakilat drives innovation through modern hardware and software solutions, streamlining operations and improving efficiency.

In 2024, Nakilat further advanced its technological capabilities by integrating Generative AI and operational technology into its processes. This included utilizing AI for form extractions in invoice processing, voyage performance analysis, robotic process automation (RPA), and advanced enterprise content management for new ship construction. These enhancements were vital in addressing the growing demands of Nakilat's expanding fleet, significantly boosting productivity and operational efficiency.



Investments in business technology focused on enhancing ERP systems and ensuring seamless business continuity. A major milestone was the deployment of voyage performance applications via multi-cloud platforms, supporting both online and offline functionality onboard vessels. By integrating multi-band capabilities, Nakilat successfully linked operational technology with IT cloud infrastructure and applications, enhancing onboard efficiency for the crew and optimizing performance.

Nakilat’s strategic focus on adopting innovative technologies like Generative AI and expanding cloud services has resulted in a notable increase in IT expenditure from 2023 to 2024, amounting to QAR 21 million. This investment underscores Nakilat’s dedication to innovation, operational excellence, and delivering high-quality services across its fleet.

Information security and data privacy	2022	2023	2024	Scope
IT expenses (QAR millions)	16.4	17.9	21.0	Nakilat Group

\* 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. In addition, we purchase products and services that support and align with our sustainability initiatives.

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 are located in the UK, USA, Singapore, Netherlands, South Korea, Norway, China and other countries from different regions. In 2024 year-to-date, Nakilat’s activities generated a broad spectrum of direct and indirect employment opportunities globally.

Local procurement	2022	2023	2024	Scope
Value of goods and services (USD)				Nakilat and NSQL
From local suppliers	94,050,214	150,923,828	128,257,013	
From foreign suppliers*	207,830,245	174,590,697	185,051,507	
Percentage of total procurement from local suppliers	31.20%	46.40%	40.94%	
Number of suppliers				
Local	255	267	314	
Foreign	329	329	332	

\* For Nakilat’s day-to-day business operations

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 the 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 the 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	2022	2023	2024	Scope
Supplier environmental assessment				Shipping
New suppliers assessed for environmental impacts (%)	100%	100%	100%	
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.

Responsible procurement and supply chain	2022	2023	2024	Scope
Supplier environmental assessment				Non-shipping
Suppliers assessed for environmental impacts (number)	18	160	130	
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 relationships were terminated as a result of assessment, and why	0	0	0	

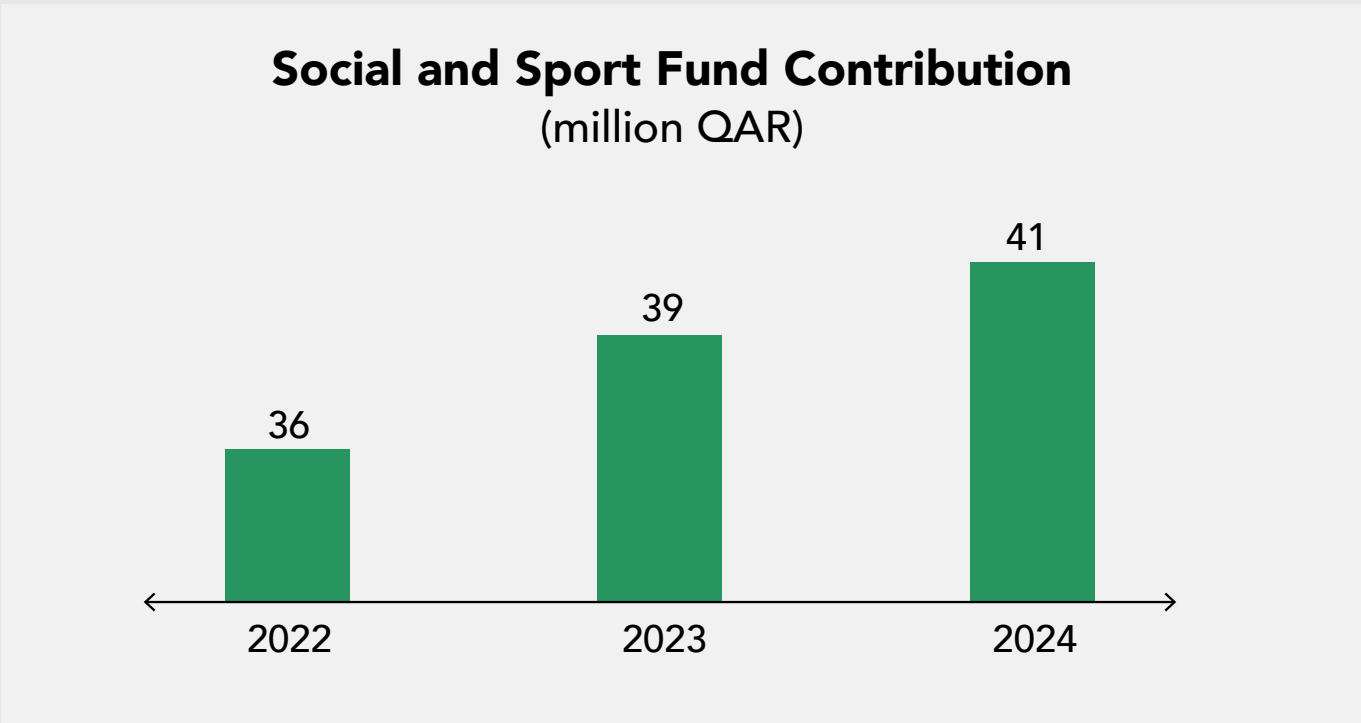
Note: The data in this table refers to Qatar Shipyard Technology Solutions, NSW and QFAB only.

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 2024 by 5.1% in comparison to 2023. Our detailed contribution in millions Qatari Riyals is represented in the below graph:



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.



COMMUNITY

At Nakilat, community engagement and development are core to our mission, aligning seamlessly with the Qatar National Vision 2030 to foster a vibrant and sustainable society. Our commitment to nurturing the community extends beyond corporate responsibility; it's a foundational aspect of our identity, driving us to contribute meaningfully to the nation's social and environmental goals.

In 2024, Nakilat demonstrated its dedication to environmental stewardship by participating in initiatives like the clean-up of Ras Laffan Industrial City beach to support the Hawksbill Turtle nesting season. Alongside our JV partners, we also took part in the RLC Tree Plantation Event in March, reinforcing our commitment to environmental sustainability and the reduction of our carbon footprint.

Our dedication to community engagement is also evident through educational programs that inspire the next generation. This year, we held our second 'Little Employee Day' in partnership with Qatar Career Development Center, where young students were introduced to the professional work environment, gaining firsthand insights into our industry's unique dynamics.

As part of our annual social commitment, Nakilat sponsors the children's playground at the National Museum of Qatar, creating a recreational space that enhances the museum experience while showcasing Qatar's rich maritime heritage. This playground connects our community to the nation's history—from traditional dhow boats to today's advanced LNG carriers.

To further deepen community ties, Nakilat invited fleet officers and their families to tour the Hamad Port Visitors Centre, fostering cultural exchange and shared appreciation for Qatar's maritime legacy as part of our bi-annual fleet officers meeting.

Through these initiatives, Nakilat emerges not only as a leader in the maritime industry but also as a champion of community engagement and development. Our focus remains on building a brighter future for our people and aligning with the aspirations of Qatar National Vision 2030. Guided by GRI 413: Local Communities, we commit to transparency, impact assessments, and responsible development programs, ensuring our efforts support the well-being of the communities we serve.

HEALTH

At Nakilat, we are dedicated to excellence and positively impacting the community through various initiatives. Tree plantation drives help enhance green spaces, reduce carbon footprints, and promote biodiversity. Employees and their families actively participate, planting trees in local parks and community areas, contributing to a greener and healthier environment. Beach cleaning campaigns protect marine life and preserve the natural beauty of Qatar's beaches, raising awareness about pollution.

Safety is a core value at Nakilat, extending beyond the workplace. The company runs safety campaigns to educate our big workforce about various safety practices. One notable initiative is the defensive driving program, which aims to reduce road accidents by teaching safe driving techniques. Blood donation drives are regularly organized, encouraging employees to donate blood and support local hospitals and blood banks, contributing to saving lives.

Promoting a safe working environment is paramount at Nakilat. The Incident and Injury-Free (IIF) campaigns focus on creating awareness about workplace safety and preventing accidents. Through workshops, training sessions, and safety drills, employees are educated on best practices and safety protocols. Nakilat values its workforce and fosters strong relationships with its employees through engagement programs, including team-building activities, feedback sessions, and recognition events.

Health and wellness are top priorities at Nakilat. The company organizes annual flu vaccination campaigns to protect employees from seasonal influenza. By providing free vaccinations, Nakilat helps reduce flu-related illnesses, ensuring a healthier workforce. Nakilat also focuses on family engagement through initiatives like Little Employee Day, allowing employees' children to visit the workplace, learn about their parents' roles, and participate in fun and educational activities.

Nakilat's community engagement initiatives reflect its commitment to social responsibility and sustainability. Through tree plantation drives, beach cleaning campaigns, safety and health programs, and various engagement activities, Nakilat enhances the well-being of its employees and contributes positively to the broader community. These efforts underscore Nakilat's dedication to creating a safer, healthier, and more sustainable future for all.

In 2024, Nakilat intensified its hand and finger injury campaign across all its facilities, in coordination with JV partners, aligning with Nakilat's incident and injury-free initiative. This campaign was further strengthened after a detailed analysis of hand and finger injury cases from the previous year revealed that these injuries predominantly occurred due to hands being placed in the Line of Fire. To address and eliminate this growing trend, awareness materials are circulated monthly to all Nakilat JV partners. These materials include posters and lessons learned circulars/alerts, which are disseminated to employees across Nakilat facilities and vessels.

As a result of these efforts, Nakilat achieved an impressive 45% reduction in related injuries from 2022. This significant improvement underscores Nakilat's commitment to employee safety. At Nakilat, employee safety is our top priority. We are dedicated to providing a safe and healthy work environment, ensuring our employees return home to their families safely.

ENVIRONMENT

In 2024, 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 2024, Nakilat achieved a 'Five Star' grade for the third consecutive year from environmental audit conducted by the British Safety Council. 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.



# 06



## GOVERNANCE



6.1 CORPORATE GOVERNANCE, COMPLIANCE AND ETHICS

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.

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.

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 as well as corporate and departmental initiatives 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’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.

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 engaging in 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 they are 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 types of political activities.
- g. Distributing flyers or other publications related to political messaging.

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 follows:

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 disciplines and occupy managerial positions to facilitate fair, objective, and impartial judgement.

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 EC Members	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 the CEO, shall deal with all questions related to the Code of Business Ethics & Conduct. Its major responsibilities are:

- a. Assist CEO and/or Internal Audit with reviewing and providing consultancy services to matters in violation to the Code of Business Ethics & Conduct as referred to by Internal Audit
- 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 & Conduct.
- g. Review and assess all reports periodically to ascertain campaigns are also designed on emphasizing cases of frequent breaches to the Code of 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 & Conduct, are 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 Ethic & 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 the Internal Audit Department.

Following are examples of issues, which shall be addressed to the Chief Internal Auditor or his delegate:

- a. Head of the Department/Section reporting about his direct subordinate.
- b. Employee who is the victim of misconduct/behaviour from peers or other Employee within the Company.
- c. Employees’ observation with regards to the policy and procedure practiced in the Company, which violates any governmental regulations or Code of Business Ethics & Conduct.
- d. Employee reasonably believes that an Employee is involved in practices, which contracted 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 channel at: [compliance\\_reporting@nakilat.com](mailto:compliance_reporting@nakilat.com)

**6.2 ANTI-BRIBERY, CORRUPTION, MONEY LAUNDERING AND FAIR COMPETITION**

**MANAGEMENT APPROACH AND PROGRESS**

**Anti-Bribery and Corruption**

Nakilat is committed to conducting business in compliance with the principles established in its Code of Business Ethics & 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 Agents 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’s 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.

As Nakilat expects Employees to comply with the laws of the countries in which we operate, Employees should be familiar with other countries anti-corruption laws (e.g., United States’ Foreign Corrupt Practices Act, United Kingdom’s Bribery Act, etc.) before entering into any business relationships with such country.



Anti-Money Laundering

Nakilat is committed to comply with applicable anti-money laundry 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.

Nakilat is accurate and truthful with customers, and takes particular care when describing the quality, features or availability of our products and services. Nakilat is similarly careful while describing 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 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	2022	2023	2024	Scope
Total number and percentage of business partners that the organization’s anti-corruption (embedded in the code of business ethics and conduct 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	25% (3 Chiefs)	58% (7 Chiefs)	33% (4 Chiefs)	
Total number and percentage of employees that have received training on anti-corruption	32% (82employees)	68% (186 employees)	32% (88 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 monopoly legislation in which the organization has been identified as a participant	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). 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.

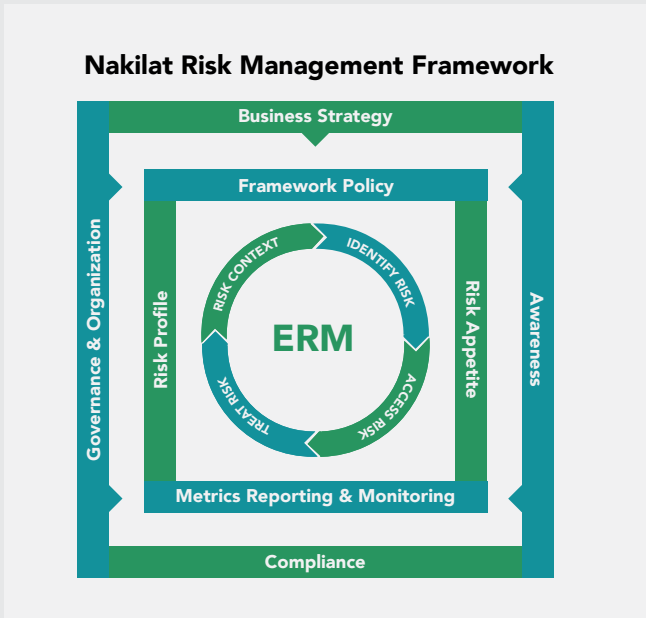
RISK GOVERNANCE

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.

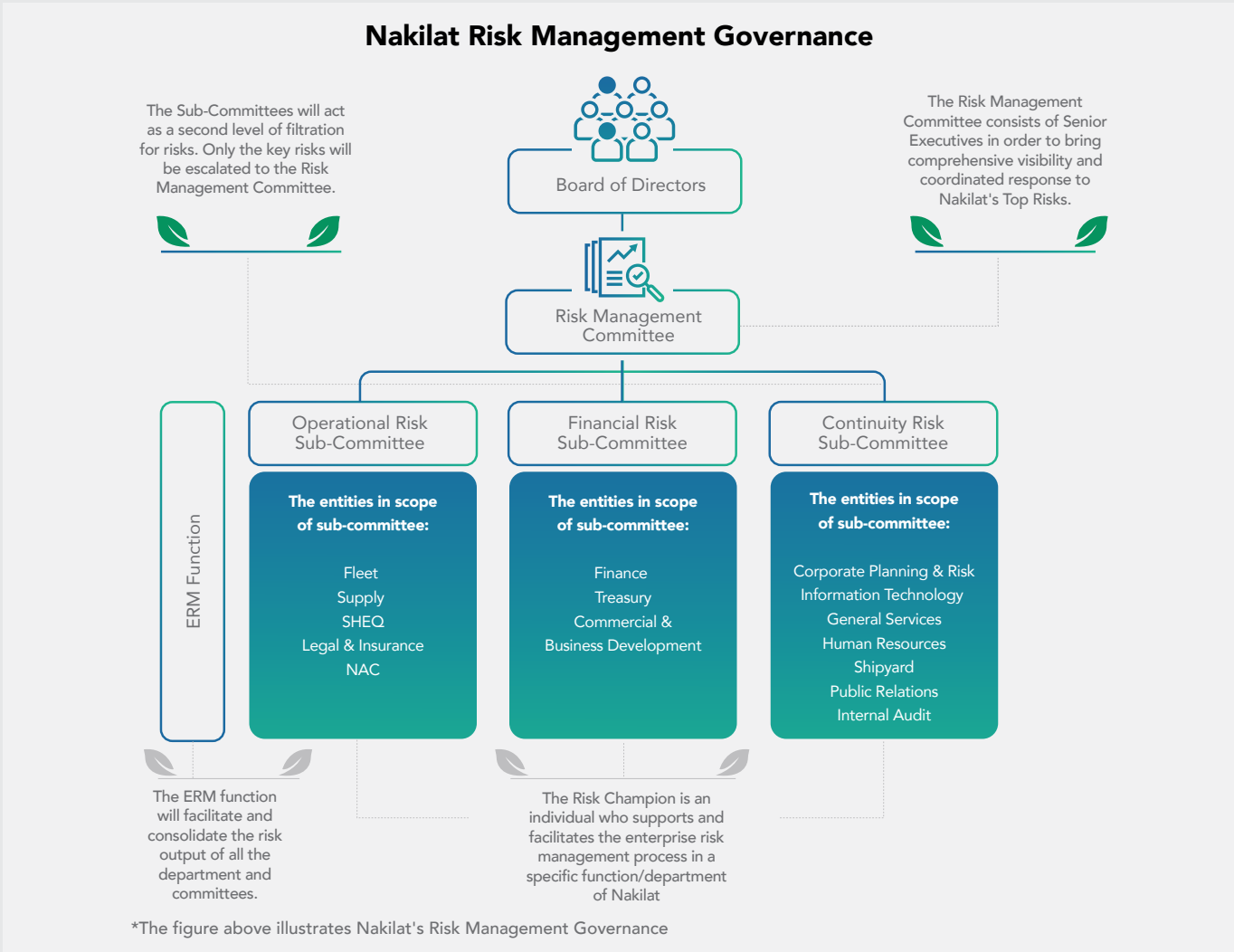
Below is the scope of activities of the committees:

- 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.







**PROCESS FOR ASSESSING KEY IMPACTS, RISKS AND OPPORTUNITIES**

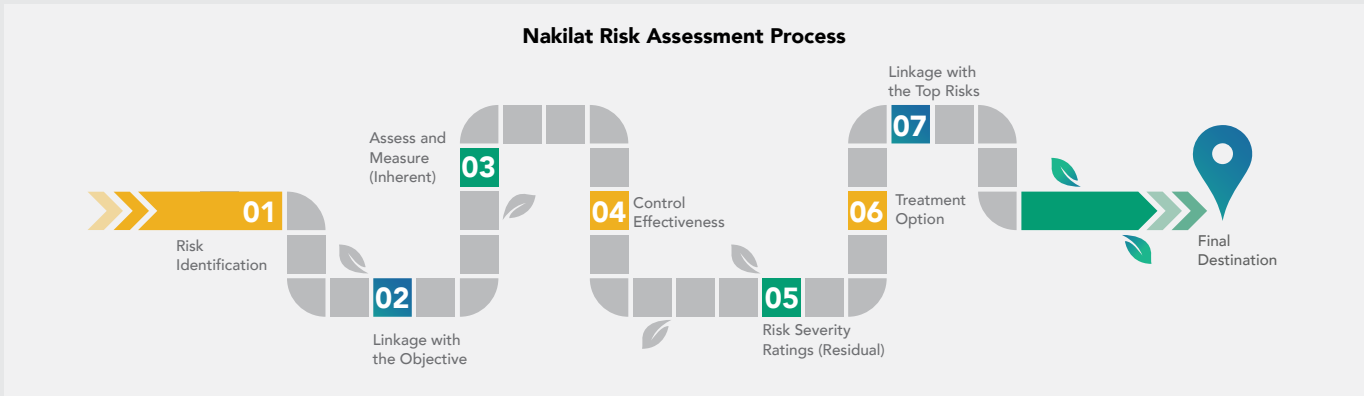
The Top Risks assessment is an annual process where the Risk Team starts by mapping the corporate strategy with the identified risks that can potentially hinder Nakilat's ability to achieve its strategic objectives and ultimately, its vision to be a global leader. The Risk Team, together with the departmental Risk Champions, then start 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. For the identified Top Risks, 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 three Risk Sub-Committees and the Risk Committee in Nakilat, for their approval and endorsement.

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 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 MANAGING IDENTIFIED RISKS**

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:



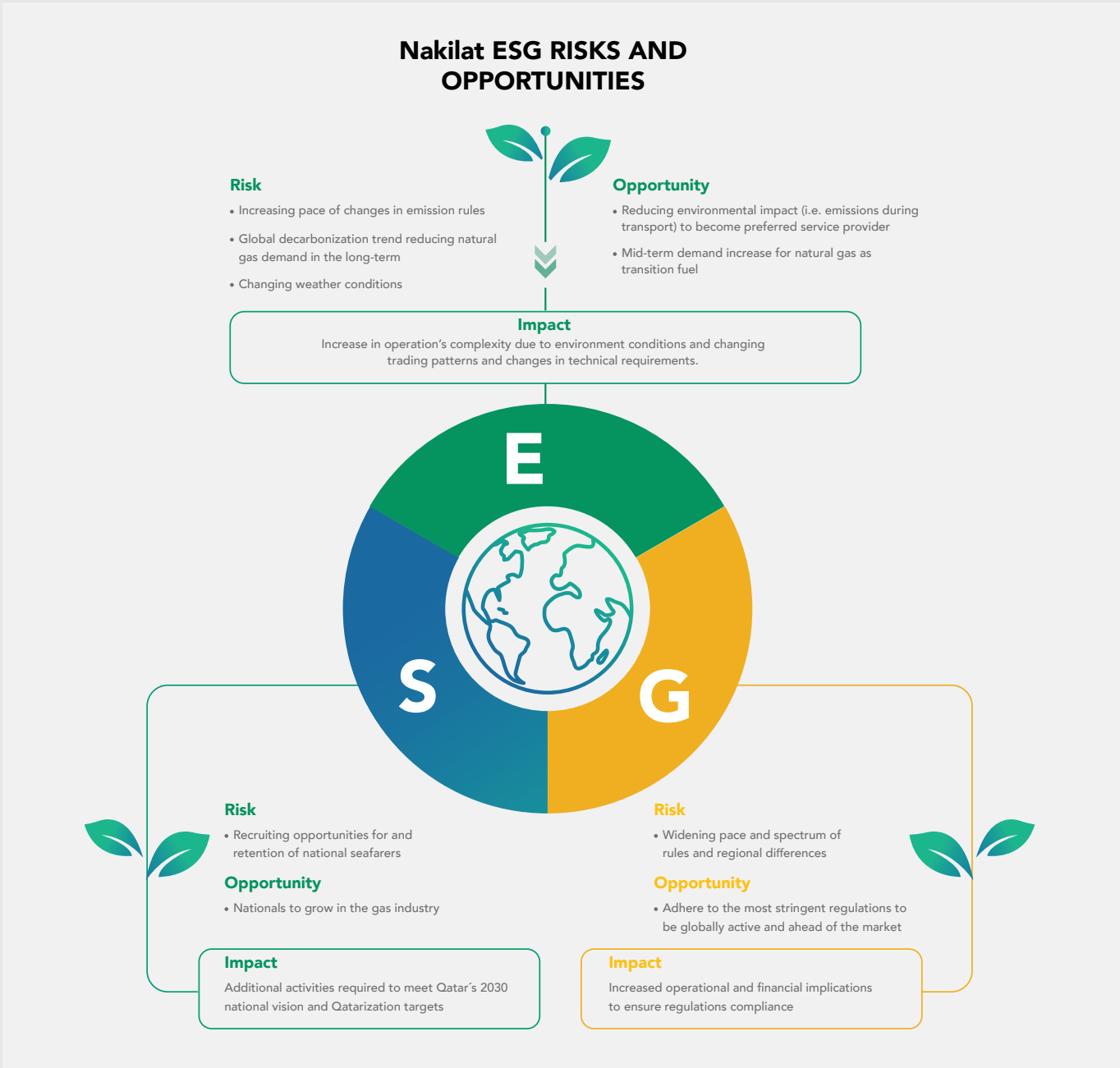
The ERM practices are explained in detail within the ERM manual and capture the process for performance and how risk assessment is conducted in relation to change. In addition, Nakilat has a separate process called Management of Change (MOC) that is run by the SHEQ department. The MOC process governs 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 regularly receive 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.





**OBJECTIVES AND TARGETS**

Nakilat has an annual business plan in place that details the objectives of each department. The Risk Team has achieved all its objectives and targets.

Risk Team Objectives for 2024:

1. 100% of severe and high risks treated as per agreed treatment plans
2. 100% of treatment plans are effective
3. Risk management and business continuity related data are integrated into one system
4. Execution of business continuity drills across departments and actioning lessons learnt

**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 SvitserWijsmuller (NSW) and Nakilat Agency Company (NAC) have achieved the ISO 27001 certification, 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 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	2022	2023	2024	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 2024, Nakilat paid QAR 6.68 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)	2022	2023	2024
Withholding tax and pension payment (Thousands QAR)	4,058	7,221	6,682
Social and Sports Fund Contribution (Thousand QAR)	35,973	38,946	40,934

FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT

In 2024, Nakilat did not receive any financial assistance from any government.





07



**ASSURANCE  
REPORT**





## 7.1 INDEPENDENT LIMITED ASSURANCE STATEMENT

### CONCLUSION

We have performed a limited assurance engagement on whether the Subject Matter Information ("SMI") ("selected non-financial KPIs"), for the year ended 31 December 2024 of Qatar Gas Transport Company Limited Q.P.S.C. (the "Company" or "Nakilat") together with its subsidiaries and joint ventures' (together the "Group") (except stated otherwise) have been prepared in accordance with the "selected Global Reporting Initiative (GRI) 2021 Standards" ("Criteria").

Our limited assurance is on the selected non-financial KPIs ("SMI") reported under the relevant GRI standard as disclosed in Appendix 1.

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 ("SMI") for the year ended 31 December 2024 are not prepared, in all material respects, in accordance with the selected Global Reporting Initiative (GRI) 2021 Standards.

Our conclusion on the SMI 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 SMI that are free from material misstatement, whether due to fraud or error;
- selecting or developing suitable criteria for preparing the SMI and appropriately referring to or describing the criteria used;
- preparing and properly calculating the SMI in accordance with the Criteria;
- making the Criteria available to intended users;
- ensuring compliance with law, regulation or applicable contracts;
- making judgments and estimates that are reasonable in the circumstances;
- preventing and detecting fraud;
- selecting the content of the SMI, including identifying and engaging with intended users to understand their information needs;
- documenting and retaining underlying data and records to support the SMI;
- informing us of other information that will be included with the SMI; and
- supervision of other staff involved in the preparation of the SMI.

### INHERENT LIMITATIONS

For the purposes of this limited assurance engagement, we have not performed any procedures around:

- the nature of non-financial information, the absence of a significant body of established practice on which to draw, and the methods and precision to be used to determine non-financial information allow for different, but acceptable evaluation and measurement techniques and can result in materially different measurements, affecting comparability between entities and over time;
- establishing the reliability of sources of information by reference to evidence independent of the Company;
- the assessment of accuracy or completeness of the reporting boundary determined by management and the source documents used in the calculation of the SMI; and
- verifying the completeness or accuracy of the information within the Company's systems or agreeing data to the underlying source documentation. Where the Company made use of third-party data, our work has been restricted to agreeing a selection of data back to the third party information, as opposed to confirming the underlying accuracy of the third party data.

### OUR RESPONSIBILITIES

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the SMI 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 the management of the Company





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 SMI that is sufficient and appropriate to provide a basis for our conclusion. Our procedures depended on our understanding of the SMI 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  
Partner  
KPMG Qatar



Date: 11 May 2025



**APPENDIX 1 – SELECTED KEY PERFORMANCE INDICATORS (“SMI”)**

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 2024:

GRI disclosure (“Criteria”)	Selected key performance indicators (“SMI”)	Value	Unit
Disclosure 302-1	Energy consumption within organization	71,958,168	GJ
Disclosure 305-1	Direct (Scope 1) GHG emissions	5,183,316	TCO2eq
Disclosure 401-1	New employee hires <sup>29</sup>	33	Numbers
Disclosure 403-9	Work-related injuries	6	Numbers
Disclosure 404-1	Average hours of training per year per employee <sup>30</sup>	27	Hours
Disclosure 401-1	Employee turnover rate <sup>31</sup>	4	%



29 Total employees in Nakilat and NAC (Nakilat Agency Company) (excluding third party agency and contractors)  
30 Total employees in Nakilat and NAC (Nakilat Agency Company) (excluding third party agency and contractors)  
31 Total employees in Nakilat and NAC (Nakilat Agency Company) (excluding third party agency and contractors)



# 08

## APPENDIX: ESG REPORTING FRAMEWORKS AND DATA



8.1 GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

GRI STANDARD				
GRI 2: General Disclosures 2021				
GRI 2: General Disclosures 2021	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions / Remarks
The organization and its reporting practices	2-1 Organizational details	1.1	12	
	2-2 Entities included in the organization's sustainability reporting	2.1	18	
	2-3 Reporting period, frequency and contact point	1.1	12	
	2-4 Restatements of information	2.1	18	
	2-5 External assurance	2.1	18	
Activities and workers	2-6 Activities, value chain and other business relationships	1.2	14	
	2-7 Employees	4.1, 6.3	36, 132	
	2-8 Workers who are not employees	4.1, 6.3	36, 132	
Governance	2-9 Governance structure and composition	- 6.1 - Corporate Governance Report 2024 – p49, 61-63 (article 6, 18)	126	
	2-10 Nomination and selection of the highest governance body	- 6.1 - Corporate Governance Report 2024 - Page 54 (8-8), 61-64 (article18 & 19), 49 (article 6),	126	
	2-11 Chair of the highest governance body	Corporate Governance Report 2024 - Page 39-40	126	

GRI 2: General Disclosures 2021				
Governance	2-12 Role of the highest governance body in overseeing the management of impacts	- 6.1 - Corporate Governance Report 2024 - p39-40, 61-65 (article 6, 18)	126	
	2-13 Delegation of responsibility for managing impacts	Corporate Governance Report 2024 - p39-40 Risk Committee: Corporate Governance Report 2024 p 46 (4-4), p51(8-2-4), p54(8-10), p65-66 (22-1, 22-6) ESG Organogram	25	
	2-14 Role of the highest governance body in sustainability reporting	3.2	25	
	2-15 Conflicts of interest	6.1	126	
	2-16 Communication of critical concerns	6.1	126	
	2-17 Collective knowledge of the highest governance body	Corporate Governance Report 2024 - p48 (5), p56(9-4), p54 (8-10)	126	
	2-18 Evaluation of the performance of the highest governance body	5.2, 5.3, 6.1	101, 113, 126	
	2-19 Remuneration policies	5.2, 5.3	101, 113	
	2-20 Process to determine remuneration	5.2, 5.3	101, 113	
	2-21 Annual total compensation ratio	5.2, 5.3	101, 113	



GRI 2: General Disclosures 2021				
Strategy, policies and practices	2-22 Statement on sustainable development strategy	3.1	24	
	2-23 Policy commitments	4.1, 5.1, 5.2, 6.1	36, 78, 101, 126	
	2-24 Embedding policy commitments	4.1, 5.1, 5.2, 6.1	36, 78, 101, 126	
	2-25 Processes to remediate negative impacts	4.1, 5.1, 5.2, 6.1	36, 78, 101, 126	
	2-26 Mechanisms for seeking advice and raising concerns	6.1	126	
	2-27 Compliance with laws and regulations	4.1, 5.1, 5.2, 6.1	36, 78, 101, 126	
	2-28 Membership associations	3.4	29	
Stakeholder engagement	2-29 Approach to stakeholder engagement	3.3	26	
	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	3.3	26	
3-2 List of material topics	3.3	26	

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	<p>Climate adaptation, resilience, and transition (GRI: 11.2) remains a key focus area for Nakilat however its not considered applicable for ESG reporting purposes for the next reporting cycle. Nakilat, while working with the Charterer's and other key stakeholders, continually explores opportunities for emission reduction, energy efficiency, and ocean health.</p> <p>Nakilat is supporting QatarEnergy in recent expansion for supplying the Globally recognized transition fuel i.e. LNG, responsibly, fulfilling global energy demands and serving the wider society. Nakilat remains highly conscious of the importance of climate adaptation, resilience, and transition. Nakilat remains fully committed to adopting the latest technologies and expertise to ensure these vessels operate according to the highest standards of safety, environmental sustainability, and reliability.</p>
Topic 11.3 Air emissions	4.2
Topic 11.4 Biodiversity	4.4
Topic 11.5 Waste	<p>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.</p>
Topic 11.6 Water and effluents	<p>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.</p>
Topic 11.7 Closure and rehabilitation	<p>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.</p>
Topic 11.8 Asset integrity and critical incident management	5.1, 5.5



GRI 11: Oil and Gas Sector 2021	
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	Activities of Nakilat and its JVs at Erhama Bin Jaber Al Jalahma Shipyard do not have any negative impact on the neighbouring local communities and do not affect their livelihoods.
Topic 11.16 Land and resource rights	Land and resource rights are not material topics for Nakilat. Nakilat's projects are located in uninhabited areas, and there are no plans to start projects in new areas.
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 are not material topics 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.

GRI 11: Oil and Gas Sector 2021	
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		
	201-3 Defined benefit plan obligations and other retirement plans	5.2	101	
	201-4 Financial assistance received from government	6.5	138	



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	113	
	202-2 Proportion of senior management hired from the local community	5.2	101	
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	101, 137	
	203-2 Significant indirect economic impacts	5.2, 6.4, Nakilat Annual Report	101, 137	
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	115	
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	129	
	205-3 Confirmed incidents of corruption and actions taken	6.2	129	

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	129	
GRI 207: TAX 2019	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions /Remarks
Management approach disclosures	207-1 Approach to tax	6.5	138	
	207-2 Tax governance, control, and risk management	6.5	138	
	207-3 Stakeholder engagement and management of concerns related to tax	6.5	138	
Topic-specific disclosures	207-4 Country-by-country reporting	6.5	138	
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	67	
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	53	
	302-3 Energy intensity	4.3	53	
	302-4 Reduction of energy consumption	4.3	53	
	302-5 Reductions in energy requirements of products and services	4.3	53	



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	53	
	303-2 Management of water discharge-related impacts	4.3	53	
Topic disclosures	303-1 Water withdrawal by source	4.3	53	
	303-2 Water sources significantly affected by withdrawal of water	4.3	53	
	303-3 Water recycled and reused	4.3	53	

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	61	
	304-3 Habitats protected or restored	4.4	61	

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	49	
	305-4 GHG emissions intensity	4.2	49	
	305-5 Reduction of GHG emissions	4.2	49	
	305-6 Emissions of ozone depleting substances (ODS)	4.2	49	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	4.2	49	

GRI 306: WASTE 2020	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions /Remarks
Topic management disclosures	306-1 Waste generation and significant waste-related impacts	4.5	67	
	306-2 Management of significant waste-related impacts	4.5	67	
Topic disclosures	306-3 Waste generated	4.5	67	
	306-4 Waste diverted from disposal	4.5	67	
	306-5 Waste directed to disposal	4.5	67	

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions /Remarks
Supplier environmental assessment	308-1 New suppliers that were screened using environmental criteria	5.4	115	
	308-2 Negative environmental impacts in the supply chain and actions taken	5.4	115	

GRI 401: EMPLOYMENT 2016	Indicator and Disclosure	Report Section	Page Number in this Report	Omissions /Remarks
Employment	401-1 New employee hires and employee turnover	5.2	101	
	401-2 Benefits provided to fulltime employees that are not provided to temporary or part-time employees	5.2	101	
	401-3 Parental leave	5.2	101	



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 regarding operational changes	5.2	101	

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	78	
	403-2 Hazard identification, risk assessment, and incident investigation	5.1	78	
	403-3 Occupational health services	5.1	78	
	403-4 Worker participation, consultation, and communication on occupational health and safety	5.1	78	
	403-5 Worker training on occupational health and safety	5.1	78	
	403-6 Promotion of worker health	5.1	78	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.1	78	
Topic-specific disclosures	403-8 Workers covered by an occupational health and safety management system	5.1	78	
	403-9 Work-related injuries	5.1	78	
	403-10 Work-related ill health	5.1	78	

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	101	
	404-2 Programs for upgrading employee skills and transition assistance programs	5.2	101	
	404-3 Percentage of employees receiving regular performance and career development reviews	5.2	101	

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	113	
	405-2 Ratio of basic salary and remuneration of women to men	5.3	113	

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	101	



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's Code of Business Ethics and Conduct	115	

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	101	

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	121	

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	115	

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	137	

## 8.2 UNITED NATIONS GLOBAL COMPACT (UNGC)

### HUMAN RIGHTS

Principle	Relevant Report Section / Link
Principles 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	5.2, 5.3
Principle 2: make sure that they are not complicit in human rights abuses.	5.2, 5.3

### LABOR

Principle	Relevant Report Section / Link
Principle 4: the elimination of all forms of forced and compulsory labor;	5.2, 5.3, Nakilat's Code of Business Ethics and Conduct
Principle 5: the effective abolition of child labor; and	5.2, 5.3, Nakilat's Code of Business Ethics and Conduct
Principle 6: the elimination of discrimination in respect of employment and occupation.	5.2, 5.3, Nakilat's Code of Business Ethics and Conduct

### 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



8.3 SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

SASB MARINE TRANSPORTATION DISCLOSURES – (SCOPE: SHIPPING)

Code	Topic	Accounting Metric	Category	Units of Measure	2022	2023	2024	Comment
TR-MT-110a.1	Greenhouse Gas Emissions	Gross global Scope 1 emissions	Quantitative	Metric tons (t) CO <sub>2</sub> -e <sub>2</sub>	5,812,436	5,296,127	5,183,316	
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)	81,729,908	73,483,670	71,958,168	
		(2) Percentage heavy fuel oil	Quantitative	Percentage (%)	73.36%	73.01%	72.25%	
		(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 <sub>2</sub> per ton-nautical mile	5.092	5.092	5.092	
TR-MT-120a.1	Air Quality	Air emissions of the following pollutants: - (1) NOx (excluding N2O)	Quantitative	Metric tons (t)	138,587	124,441	121,786	
		Air emissions of the following pollutants: - (2) Sox	Quantitative	Metric tons (t)	14,767	13,008	15,723	
		Air emissions of the following pollutants - (3) particulate matter (PM10)	Quantitative	Metric tons (t)	11,688	10,532	10,339	
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	n/a	n/a	
TR-MT-160a.2	Ecological Impacts	Percentage of fleet implementing ballast water - (1) exchange	Quantitative	Percentage (%)	30%	20%	0%	
		Percentage of fleet implementing ballast water - (2) treatment	Quantitative	Percentage (%)	70%	80%	100%	
TR-MT-160a.3	Ecological Impacts	(1) Number and (2) aggregate volume of spills and releases to the environment	Quantitative	Number, Cubic meters (m <sup>3</sup> )	0	0	0	

Code	Topic	Accounting Metric	Category	Units of Measure	2022	2023	2024	Comment
TR-MT-320a.1	Employee Health and Safety	Lost time incident rate (LTIR)	Quantitative / Rate	NSQL	0.26	0.36	0	
				STASCO	0	0.42	0	
				TK2	0	0	0	
				TK3	0	0.57	0	
				MOL	0	0	0	
				NYK1	0	0	0	
				NYK2	0.98	0	2.69	
				KLINE	1.88	3.06	1.70	
				PRONAV	1.83	0	0	
				MGM	0	0	0.44	
				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	
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	4	0	0	
TR-MT-540a.3	Accident and Safety Management	Number of port state control - (1) deficiencies	Quantitative	Number - NSQL	32	48	27	
				Number - STASCO	2	8	2	
		Number of port state control - (2) detentions	Quantitative	Number - NSQL	0	1	0	
				Number - STASCO	0	0	0	

\*Note: This data represents our entire shipping fleet.



SASB ACTIVITY METRICS DISCLOSURES –  
(SCOPE: SHIPPING)

Code	Activity Metric	Category	Unit of Measure	2022	2023	2024	Comment
TR-MT- 000.A	Number of shipboard employees	Quantitative	Number	3,409	3,434	3,899	
TR-MT- 000.B	Total distance travelled by vessels	Quantitative	Nautical miles (nm)	7,246,552	6,880,562	7,409,792	
TR-MT- 000.C	Operating days	Quantitative	Days	13,296	26,735	27,010	
TR-MT- 000.D**	Deadweight tonnage <sup>32</sup>	Quantitative	Thousand deadweight tons	8,076,621	8,076,621	8,134,229	
TR-MT- 000.E	Number of vessels in total shipping fleet	Quantitative	Number	74	74	74	
TR-MT- 000.F	Number of vessel port calls	Quantitative	Number	1,174	1,069	1,274	
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.  
\*\* Deadweight tonnage data has been restated following the correct reporting from JV partners, there is no effect on any other value.

32 Correction made on TR-MT-000.D data.

SASB - INDUSTRIAL MACHINERY AND GOODS –  
(SCOPE: QATAR SHIPYARD TECHNOLOGY SOLUTIONS)

Code	Topic	Accounting Metric	Category	Units of Measure	2022	2023	2024
RT-IG-130a.1	Energy Management	Total energy consumed, percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	Electricity - 262,188,000 MJ /262,188 GJ Total: 1) 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 %	11) Electricity - 296,022,528 MJ / 296,023 GJ 1) LPG – 70,083 L & Diesel – 1,427,200 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) 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	1) 4 TRCs (TRCF – 0.56; TRIR - 0.11) 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 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



Code	Topic	Accounting Metric	Category	Units of Measure	2022	2023	2024
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	1,586	1,635	1,554

SASB - INDUSTRIAL MACHINERY AND GOODS – (SCOPE: QFAB)<sup>33</sup>

Code	Topic	Accounting Metric	Category	Units of Measure	2022	2023	2024
RT-IG-130a.1	Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	1) 34,722 GJ 2) 100% 3) 0%	1) 43,722 GJ 2) 100% 3) 0%	1) 45,081 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) 2.34	1) 0.5 2) 0 3) 0.49	1) 0.01 2) 0 3) 1.5
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 engines	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 category <sup>4</sup>	Depending on the project- provide number of products developed	Quantitative	Number	n/a	Jackets - 04 nos. SCTS Module - 02 nos.	Jackets - 04 nos. SCTS Module - 02 nos.
RT-IG-000.B	Number of employees	Quantitative	Quantitative	Number	319	1,324	1,534

33 2021 SASB is the first declaration from QFAB.



SASB - OIL AND GAS – (SCOPE: NSW)

Code	Topic	Accounting Metric	Category	Units of Measure	2022	2023	2024
EM-SV-110a.1	Emissions Reduction Services and Fuels Management	Total fuel consumed used in: (1) on-road equipment and vehicles	Quantitative	Gigajoules (GJ),	4,076	4,163	3,891
		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 <sup>34</sup>	Quantitative	Thousand cubic meters (m³)	11,590	11,396	10,840
		(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	Acre (ac)	n/a	n/a	n/a
		Average disturbed acreage per (2) gas well site	Quantitative	Acre (ac)	n/a	n/a	n/a

33 Minor change done in 2022 data with more accurate readings.

Code	Topic	Accounting Metric	Category	Units of Measure	2022	2023	2024
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	0	0	0
EM-SV-320a.1	Workforce Health and Safety	(1) Total recordable incident rate (TRIR)	Quantitative	Rate	0	0.69	0
		(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	1,814	2,289	3,413
		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 © short-service employees	Quantitative	Rate	n/a	n/a	n/a
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



Code	Topic	Accounting Metric	Category	Units of Measure	2022	2023	2024
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	0	0	0
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 committee. 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)	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 09-015 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

8.4 VESSEL AER/EEOI DATA

Vessel Name	Propulsion	Cargo Capacity CBM	Year built	Technical management	Nakilat Ownership	Annual Efficiency Ratio (AER)* 2022	Annual Efficiency Ratio (AER)* 2023	Annual Efficiency Ratio (AER)* 2024	EEOI (gr/ton Cargo-nm) ** 2022	EEOI (gr/ton Cargo-nm) ** 2023	EEOI (gr/ton Cargo-nm) ** 2024
AAMIRA	Motor	266,000	2010	STASCO	100%	10.17	8.80	8.74	22.9	21.80	21.67
AL AAMRIYA	Motor	210,168	2008	MOL	40%	9.2	7.18	6.77	24.58	24.72	21.58
AL AREESH	Steam	148,786	2007	TK	30%	11.87	10.79	11.45	33.27	30.62	30.40
AL BAHIYA	Motor	210,100	2009	STASCO	100%	9.6	9.30	8.92	25.65	24.85	23.84
AL DAAYEN	Steam	148,853	2007	TK	30%	11.96	11.35	12.51	33.52	33.06	33.25
AL DAFNA	Motor	266,366	2009	NSQL	100%	8.65	7.79	7.28	21.42	22.78	21.09
AL GATTARA	Motor	216,200	2007	NSQL	100%	11.06	9.09	7.28	26.7	26.91	20.40
AL GHARIYA	Motor	210,150	2008	PRONAV	45%	9.87	6.84	6.76	26.35	22.26	21.23
AL GHARRAFA	Motor	216,200	2008	NSQL	100%	9.93	9.03	8.14	24.01	26.13	22.61
AL GHASHAMIYA	Motor	217,591	2009	NSQL	100%	9.65	7.95	7.30	23.64	24.74	21.52
AL GHUWAIRIYA	Motor	263,300	2008	NSQL	100%	8.68	7.25	6.30	23.51	22.03	20.45
AL HAMLA	Motor	216,200	2008	NSQL	100%	10.69	7.95	7.76	25.8	23.31	22.15
AL HUWAILA	Motor	217,000	2008	TK	60%	11.35	7.58	8.15	26.38	23.19	24.02
AL JASSASIYA	Steam	145,700	2006	MGM	40%	13.02	11.13	11.47	32.69	27.87	30.54
AL KARAANA	Motor	210,100	2009	STASCO	100%	9.07	8.79	8.41	24.27	23.52	22.70
AL KHARAITIYAT	Motor	216,300	2009	NSQL	100%	10.7	8.79	7.52	25.93	25.47	41.26
AL KHARSAAH	Motor	217,000	2008	TK	60%	10.71	7.67	8.12	24.88	21.90	23.24
AL KHATTIYA	Motor	210,150	2009	STASCO	100%	9.26	9.42	8.60	24.73	25.24	22.98
AL KHUWAIIR	Motor	217,000	2008	TK	60%	9.63	7.39	7.12	22.39	22.21	21.80
AL MAFYAR	Motor	266,370	2009	NSQL	100%	9.07	7.93	8.81	22.46	24.37	20.54
AL MARROUNA	Steam	149,539	2006	TK	30%	11.12	11.94	12.77	31.04	32.12	33.37
AL MAYEDA	Motor	266,000	2009	NSQL	100%	9.1	7.60	6.75	22.53	21.99	19.95
AL NUAMAN	Motor	210,100	2009	STASCO	100%	9.42	9.33	8.28	25.16	24.93	22.12
AL ORAIQ	Motor	210,200	2008	KLINE	40%	9.65	8.96	8.49	25.82	23.97	22.71
AL REKAYYAT	Motor	216,293	2009	NSQL	100%	9.96	8.61	8.20	24.13	25.78	22.77
AL RUWAIS	Motor	210,150	2007	PRONAV	45%	9.18	7.17	7.08	24.5	24.11	22.62
AL SADD	Motor	210,200	2009	NSQL	100%	9.06	8.45	7.22	24.2	26.22	22.08
AL SAFLIYA	Motor	210,150	2007	PRONAV	45%	9.81	6.92	7.06	26.19	22.90	22.02
AL SAHLA	Motor	216,200	2008	NYK	40%	10.82	7.00	6.59	26.21	24.08	20.71
AL SAMRIYA	Motor	263,300	2009	NSQL	100%	8.06	7.73	6.19	21.83	24.30	20.56
AL SHAMAL	Motor	217,000	2008	TK	60%	11.34	8.59	7.67	26.34	24.56	22.06
AL SHEEHANIYA	Motor	210,200	2009	NSQL	100%	9.44	8.61	7.55	25.22	25.37	20.18
AL THUMAMA	Motor	216,200	2008	NYK	40%	11.15	8.43	8.13	24.86	26.12	22.05
AL UTOURIYA	Motor	215,000	2008	NYK	40%	11.28	8.84	9.20	25.25	26.56	23.45



Vessel Name	Propulsion	Cargo Capacity CBM	Year built	Technical management	Nakilat Ownership	Annual Efficiency Ratio (AER)* 2022	Annual Efficiency Ratio (AER)* 2023	Annual Efficiency Ratio (AER)* 2024	EEOI (gr/ton Cargo-nm) ** 2022	EEOI (gr/ton Cargo-nm) ** 2023	EEOI (gr/ton Cargo-nm) ** 2024
AL WUKIR**	Motor	82,491	2008	NSQL	50%	9.03	8.14	7.08	20.53	18.70	21.61
ASEEM	DFDE	155,003	2009	ILT3	20%	8.74	8.59	8.66	22.51	22.10	22.29
BU SAMRA	Motor	266,000	2009	NSQL	100%	9.38	7.94	6.80	23.3	22.58	20.32
BU SIDRA**	Motor	82,419	2008	NSQL	50%	8.76	7.23	6.77	19.96	16.72	21.15
DUHAIL	Motor	210,150	2008	PRONAV	45%	10.37	6.89	7.09	27.68	22.48	21.94
EJNAN	Steam	145,000	2007	NYK	30%	12.44	15.24	13.82	30.97	35.92	34.24
EXQUISITE - FSRU	FSRU	83,163	2009	NSQL	55%	NA	NA	NA	NA	NA	NA
FRAIHA	Motor	210,100	2008	MOL	40%	9	8.02	7.31	24.04	22.88	22.63
GLOBAL ENERGY	MEGI	173,400	2020	NSQL	60%	6.47	5.81	5.82	16.27	15.11	14.67
GLOBAL SEA SPIRIT	XDF	173,400	2021	NSQL	60%	6.21	5.63	5.26	15.35	14.58	13.06
GLOBAL SEA LINE	XDF	173,400	2022	NSQL	60%	5.14	5.48	5.42	12.64	14.29	13.34
GLOBAL STAR	MEGI	173,400	2021	NSQL	60%	13.81	6.77	5.15	34.75	22.97	13.00
LIJMILIYA	Motor	263,300	2009	NSQL	100%	8.24	6.57	6.68	22.35	20.64	22.11
LUBARA**	Motor	82,452	2009	NSQL	50%	8.53	8.84	7.37	19.4	20.32	22.45
MARAN GAS ACHILLES	DFDE	174,000	2016	MGM	40%	8.29	6.99	5.85	17.48	17.12	14.87
MARAN GAS ALEXANDRIA	DFDE	161,870	2015	MGM	40%	7.73	6.45	6.32	17.48	16.60	16.90
MARAN GAS APOLLONIA	DFDE	161,870	2014	MGM	40%	7.81	7.07	6.15	17.63	18.18	16.74
MARAN GAS ASCLEPIUS	Steam	145,822	2008	MGM	40%	10.36	12.23	12.02	30.51	30.68	33.22
MARAN GAS CORONIS	Steam	145,700	2012	MGM	40%	11.22	11.34	10.09	32.81	28.50	27.05
MARAN GAS DELPHI	DFDE	159,800	2014	MGM	40%	6.72	6.84	6.11	16.92	17.66	16.38
MARAN GAS EFESSOS	DFDE	159,800	2014	MGM	40%	7.19	6.92	5.96	19.31	17.89	16.14
MARAN GAS LINDOS	DFDE	161,870	2014	MGM	40%	6.47	7.10	7.02	17.04	18.39	18.69
MARAN GAS POSIDONIA	DFDE	161,870	2014	MGM	40%	7.45	7.24	6.21	19.76	18.61	16.90
MARAN GAS SPARTA	DFDE	159,800	2015	MGM	40%	6.63	6.63	7.07	17.62	17.05	18.79
MEKAINES	Motor	266,476	2009	NSQL	100%	9.13	7.64	8.00	22.56	22.17	19.98
MESAIMEER	Motor	216,312	2009	NSQL	100%	11.04	8.58	7.31	26.76	24.41	19.91
MOZAH	Motor	266,253	2008	NSQL	100%	9.17	7.47	6.93	22.72	21.86	20.12
MURWAB	Motor	210,100	2008	MOL	40%	9.92	6.85	6.47	26.48	27.77	21.21
ONAIZA	Motor	210,150	2009	NSQL	100%	8.49	8.94	6.93	25.49	26.10	20.60
RASHEEDA	Motor	266,276	2010	STASCO	100%	9.48	9.68	9.06	21.35	21.79	22.46
SHAGRA	Motor	266,276	2009	STASCO	100%	10.16	9.20	9.23	22.83	22.76	22.84
SIMAISMA	Steam	145,889	2006	MGM	40%	11.07	11.90	12.32	32.61	29.92	32.11

Vessel Name	Propulsion	Cargo Capacity CBM	Year built	Technical management	Nakilat Ownership	Annual Efficiency Ratio (AER)* 2022	Annual Efficiency Ratio (AER)* 2023	Annual Efficiency Ratio (AER)* 2024	EEOI (gr/ton Cargo-nm) ** 2022	EEOI (gr/ton Cargo-nm) ** 2023	EEOI (gr/ton Cargo-nm) ** 2024
TEMBEK	Motor	216,200	2007	NSQL	100%	10.16	7.99	7.43	24.54	23.42	20.67
UMM AL AMAD	Motor	210,200	2008	KLINE	40%	8.95	9.11	8.14	23.86	24.31	21.71
UMM BAB	Steam	145,000	2005	MGM	40%	10.03	12.61	12.63	30.46	32.16	32.47
UMM LAQHAB	Motor	82,408	2008	NSQL	50%	8.64	8.64	7.12	26.34	19.96	21.68
UMM SLAL	Motor	265,978	2008	NSQL	100%	9.18	7.75	7.07	17.01	22.60	20.55
WOODSIDE GOODE	DFDE	159,800	2013	MGM	40%	5.71	6.84	6.27	15.33	17.76	17.46
WOODSIDE ROGERS	DFDE	159,800	2013	MGM	40%	7.9	7.23	6.33	21.17	18.97	17.23
ZARGA	Motor	266,000	2010	STASCO	100%	10.17	9.63	9.29	22.86	23.89	23.06

Note:

\*(AER) Annual Efficiency Ratio with formula:  
 $\sum (Total\ CO_2\ CO_2\ emissions\ in\ grams) / \sum (Deadweight\ in\ Tons\ x\ Distance\ in\ nm)$   
without any adjustments as per RESOLUTION MEPC.355(78)

\*\*(EEOI) The Energy Efficiency Operational Indicator (gr/ton Cargo-nm) with formula:  
 $\sum (Total\ CO_2\ CO_2\ emissions\ in\ grams) / \sum (98.5\%\ Cargo\ capacity\ in\ Tons\ x\ Distance\ in\ nm\ x\ 50\%)$   
Denominator multiplied by 50% to make average adjustment for ballast voyages.



8.5 LIST OF ABBREVIATIONS AND DEFINITIONS

KPIs/Definitions
<p><b>Accidents:</b></p> <p>An accident is an unplanned/unwanted event, resulting in loss to people, damage to property or process loss.</p> <p>Almost every accident is the result of a combination of causes.</p>
<p><b>Environmental incident:</b></p> <p>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:</p> <ul style="list-style-type: none"><li>Releases to shore, oil and chemical releases of 10kg. and above</li><li>Releases to sea, all releases, regardless of quantity</li><li>Releases to air.(Refrigerant releases recorded separately)</li></ul>
<p><b>Exposure hours:</b></p> <p>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.</p>
<p><b>FAC (first aid case):</b></p> <p>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.</p>
<p><b>FAT (fatality):</b></p> <p>A fatality is a death directly resulting from a work injury regardless of the length of time between the injury death.</p> <p>Note: fatalities are included in the Lost Time Injury (6,000 man-days lost for one fatality).</p>
<p><b>Incident:</b></p> <p>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.</p>
<p><b>LTI (lost time injury):</b></p> <p>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).</p> <ul style="list-style-type: none"><li>LTI = (FAT + PTD + PPD + LWC)</li></ul>
<p><b>LTIF (lost time incident frequency):</b></p> <p>LTIF is defined as the number of work-related injuries that have resulted in lost time.</p> <p><math display="block">LTIF = \frac{\text{Total number of LTI's X 1 Million}}{\text{Total exposure hours}}</math></p>

KPIs/Definitions
<p><b>Major incidents (other than personnel injury):</b></p> <p>Major Incidents are defined as those that have been classified as tier II or above, as defined in the organisations emergency response procedures / plans.</p> <p>Such incidents would typically defined by:</p> <ul style="list-style-type: none"><li>Country or region wide with extended media coverage and interest</li><li>Larger incident and requiring significant measures to bring under control, with a possibility of escalating further</li><li>Site equipment insufficient to deal with the incident</li><li>External aid and assistance are required to bring under control</li><li>Not restricted to company/customer/contractor property</li><li>Incident will have an impact on organisations business functions, reputation or financial position</li></ul>
<p><b>MTC (medical treatment case):</b></p> <p>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.</p> <p><b>MTC includes the following:</b></p> <ul style="list-style-type: none"><li>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)</li><li>Sutures for non-cosmetic purpose</li><li>Use of casts, splints or other means of immobilisation</li><li>Any general surgical treatment</li><li>Removal of embedded objects from eye by surgical means</li><li>Use of a series of compressions for treatment of bruises, sprains or strains</li></ul> <p><b>MTC's exclude the following:</b></p> <ul style="list-style-type: none"><li>First aid cases, LTI's and RWC's</li><li>Hospitalisation from observation without treatment</li><li>One off tetanus injections</li><li>Consultative visit to, or examination by a physician or registered professional for the purpose of a confirmatory check</li></ul>
<p><b>NM (near misses):</b></p> <p>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.</p>
<p><b>Occupational injury:</b></p> <p>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.</p>



KPIs/Definitions
<b>Occupational illness:</b> 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.
<b>Unsafe acts:</b> It is the action of a person or persons that, if continued, might lead to an accident, incident or injury.
<b>Unsafe condition:</b> It is an existing physical condition in the workplace which, if not corrected, might lead to an accident, incident or injury to personnel.
<b>RWC (restricted work case):</b> 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.
<b>TRC (total recordable cases):</b> It is the sum of all work related lost time injuries (LTI's), restricted work cases (RWC's) and medical treatment cases (MTC's). <ul style="list-style-type: none"><li>(TRC's = LTI's + MTC's + RWC's)</li></ul>
<b>TRCF (total recordable case frequency):</b> 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. $TRCF = \frac{\text{Total number of TRC's} \times 1 \text{ Million}}{\text{Total exposure hours}}$
<b>Oil spill to water:</b> Number of oil spill incidents, any amount.
<b>Garbage reduction:</b> The reduction in the quantity of garbage generated onboard. Baseline is taken as the average of last three years. Garbage include discharged to sea, landed ashore and incinerated onboard.

KPIs/Definitions
<b>Nakilat carbon footprint:</b> 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.  <ol style="list-style-type: none"><li>CO<sub>2</sub> emissions from Nakilat fleet operations (based on used fuel)</li><li>CO<sub>2</sub> emissions from Nakilat fleet crew travel</li><li>CO<sub>2</sub> emissions from Nakilat corporate office (based on energy consumption)</li><li>CO<sub>2</sub> emissions from Nakilat corporate business travel</li><li>CO<sub>2</sub> emissions from managed vehicles for office transport</li></ol> 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.  $\text{CO}_2 \text{ emission} = \frac{\text{Total Carbon Qty}^* \times 10^{-6}}{\sum [\text{Total Distance by vessel (nm)} \times \text{Total DWT}]}$ *Total carbon quantity includes Nakilat scope 1, scope 2 and part of scope 3 emissions.
<b>AER (annual efficiency ratio):</b> The ratio of a ship's carbon emissions per actual capacity- distance (e.g., dwt/nm sailed). The AER uses the parameters of fuel consumption, distance travelled, and design deadweight tonnage.  $AER = \frac{\sum_i C_i}{\sum_i dwt D_i}$  Where Ci is the carbon emissions for a voyage i is 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 on a voyage i.
<b>EEOI (energy efficiency operating indicator):</b> Measurement of the fuel efficiency of a ship in operation. It is a carbon intensity indicator 'CII' and represents the demand for transport work.  $EEOI = \frac{\sum_i C_i}{\sum_i T_i D_i}$  Where Ci is the carbon emissions for a voyage i calculated for both ballast and laden legs from cargo discharge to cargo discharge using the fuel consumption and carbon factor for each type of fuel, Ti is the amount of cargo transported in metric tons over the given voyage, and Di is the distance travelled in nautical miles while laden with transported cargo on a voyage i. The annual activity is weighted average according to the transport activity undertaken by each category, not a simple average amongst several voyages during a year.



