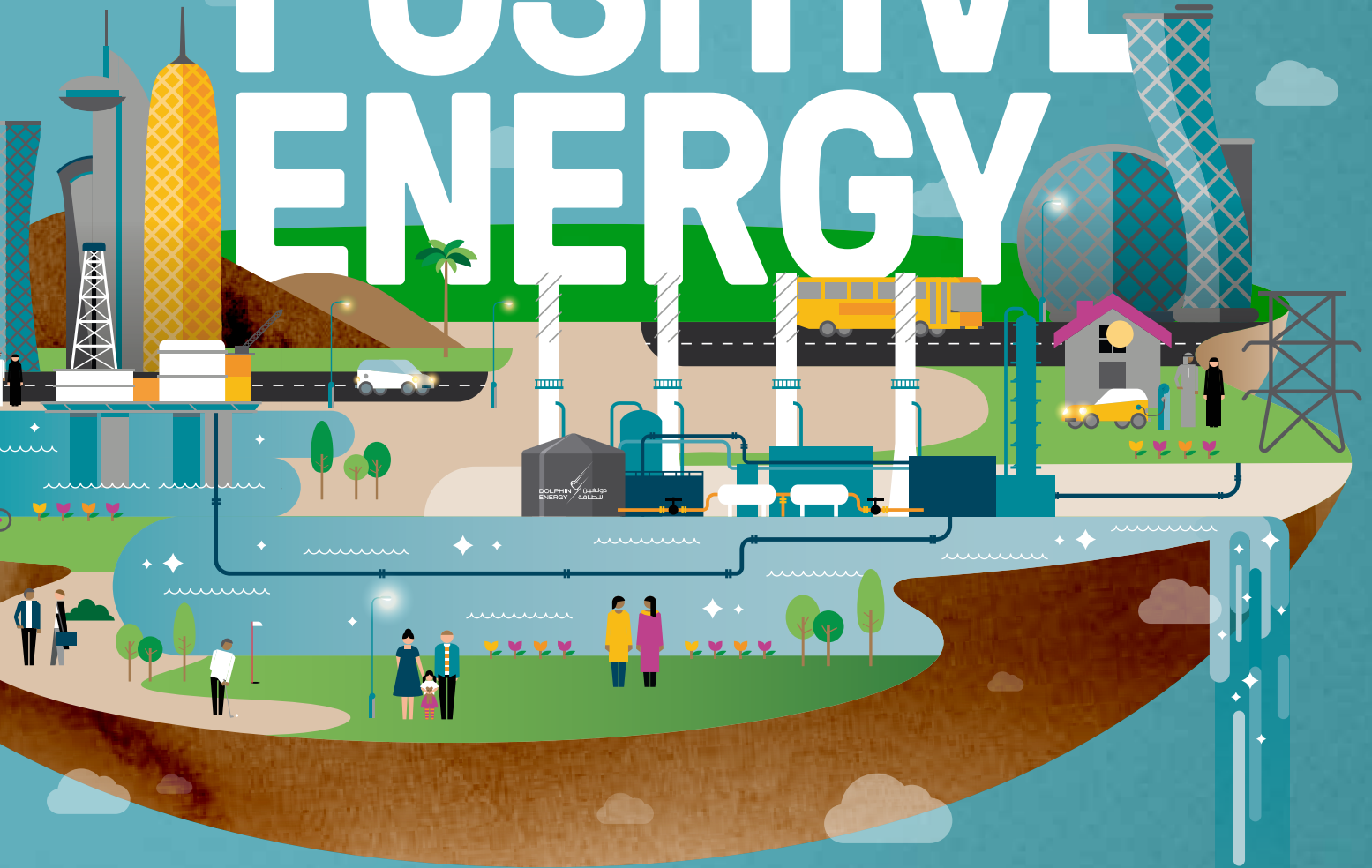


DOLPHIN
ENERGY

دولفين
للطاقة

ALL IT TAKES IS POSITIVE ENERGY



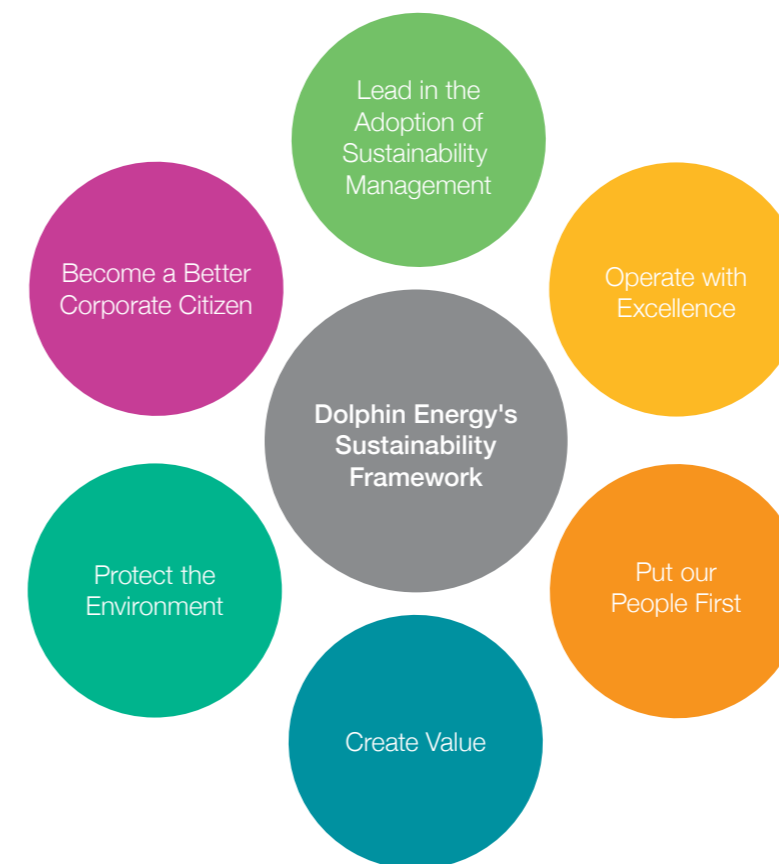
2020 SUSTAINABILITY REPORT

SUSTAINABILITY AT DOLPHIN ENERGY

Our sustainability management approach is built upon the six pillars of our sustainability framework which represent all aspects of our business and provide a focus for all our sustainability efforts.

We are committed to prioritizing the issues that directly intersect with our business and matter the most to our stakeholders. This enables us to address the right issues and report on them more effectively.

In 2019, we started a thorough review process of our materiality matrix in line with GRI Standards. We redefined the material issues to reflect the latest industry and global developments and conducted an extensive stakeholder survey. The matrix below captures the 21 issues that were identified as material for our business to manage under the six pillars of our sustainability framework.



CHAIRMAN MESSAGE

“The disruptions to travel and the restrictions on day-to-day interaction brought about by COVID-19 placed unusual strain on our goal of operational excellence - running our operations safely, reliably, and efficiently. Across the business, we worked extremely hard to maintain safe operations and business continuity while supporting the environment, society, and the economy, showcasing that our commitment to sustainable business practice remains as strong as ever, irrespective of the circumstances.”

Hamdan Bin Zayed Al Nahyan
Chairman

CEO MESSAGE

“Our financial and operational performance remained strong in 2020 despite the extraordinarily difficult market conditions. We operated safely and reliably, while maintaining our environmental performance. Our people remain our greatest strength and this year was proof of their flexibility and commitment. Through very challenging circumstances, they continued to work with professionalism and exemplary dedication. It is to them that we owe a debt of gratitude.”

Obaid Al Dhaheer
Chief Executive Officer



ABOUT THIS PUBLICATION

This is the 12th year that Dolphin Energy has reported on its sustainability efforts. This executive summary captures progress we have made towards our sustainability goals. Data in this report covers the calendar year 2020 and was prepared using the GRI Standards, Oil and Gas Sector Disclosures, and the oil and gas industry guidance on voluntary sustainability reporting provided by the global oil and gas industry association for environmental and social issues (IPIECA).

To view the full report please visit:
www.sustainability.dolphinenergy.com



OUR COMMITMENT

Dolphin Energy Limited is committed to protecting its people, safeguarding the environment, and conducting its activities in a socially responsible manner within the communities in which it operates. We consider this commitment to Health, Safety, the Environment, and Security (HSES) to be just as important as our commitment to other key business objectives.

OUR SUSTAINABILITY PERFORMANCE

IN THIS SECTION, WE PRESENT OUR OBJECTIVES FOR EACH PILLAR OF OUR SUSTAINABILITY FRAMEWORK, OUR ACTIVITIES IN 2020 THAT SUPPORT ACHIEVING THESE OBJECTIVES, AND OUR RESULTING PERFORMANCE.

LEAD IN THE ADOPTION OF SUSTAINABILITY MANAGEMENT

ALIGNMENT



2020 PERFORMANCE

- Engaged our employees in our annual **Sustainability Week**, motivating them to become more active about sustainability
- Initiated digitization of the **balanced scorecard framework**



OUR OBJECTIVE

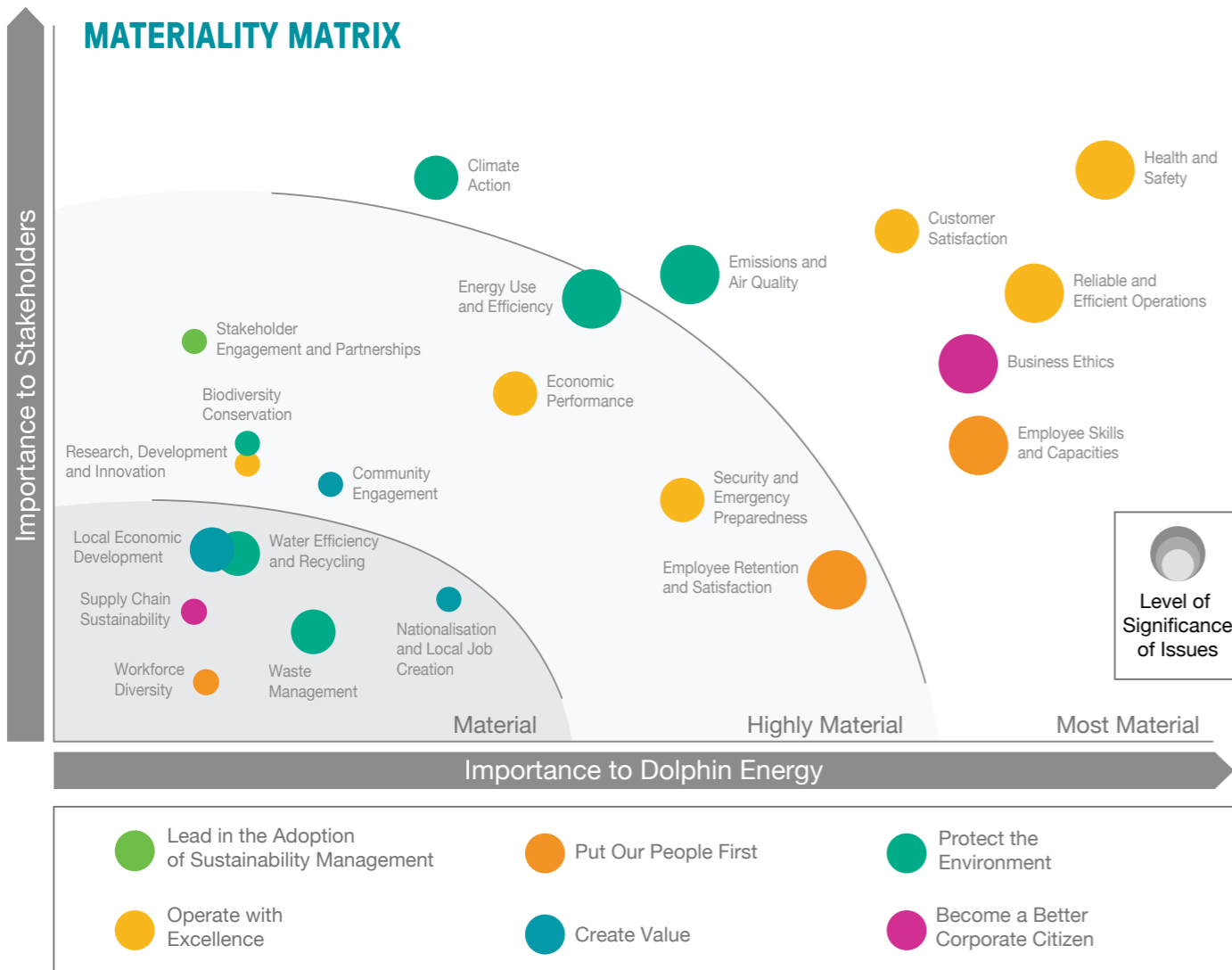
We aim to lead in the adoption of sustainability management by continually improving our strategy and governance to ensure the long-term sustainable growth of our business. Engaging in ongoing dialogue with a broad range of stakeholders is a core component of our sustainability strategy that helps us identify, prioritize, and achieve our sustainability commitments.



2020 ACHIEVEMENTS

- Received the **'Best Sustainability Report'** Award at the 2020 Abu Dhabi Sustainability Group (ADSG) Sustainable Business Leadership Awards
- Received Certificate of Recognition from ADSG for **promoting sustainability management and best practices**
- Created a communication protocol for **centralized reporting**

MATERIALITY MATRIX



Awards and Recognition in 2020

- 'Best Sustainability Report' Award for the 2020 published report at the Abu Dhabi Sustainability Group (ADSG) Sustainable Business Leadership Awards
- Certificate of Recognition from the ADSG for promoting sustainability management and best practices
- Certificate of Recognition from the College of Engineering at Qatar University for supporting Technical Training of Students
- Certificate of Recognition from the College of Engineering at Qatar University for supporting Qatar Digital Project



OPERATE WITH EXCELLENCE

SUSTAINABLE DEVELOPMENT GOALS (SDG) ALIGNMENT



SDG 3.9



SDG 8.2
SDG 8.4
SDG 8.8



SDG 9.1

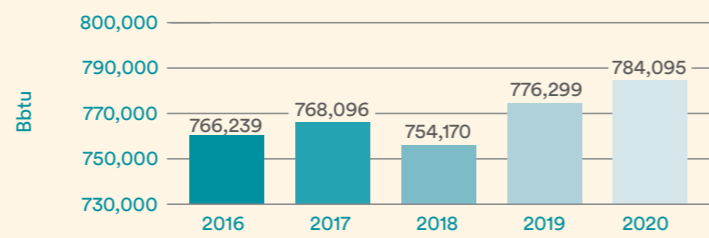
OUR OBJECTIVE

Operational excellence means running our operations safely, reliably, and efficiently. We aim to achieve this through investment in reliable and efficient production and distribution, a relentless focus on effective risk management, working to meet the highest health and safety standards, maintaining integrity of our assets, and streamlining our operational processes. This in turn ensures customer satisfaction, value creation and long-term growth.

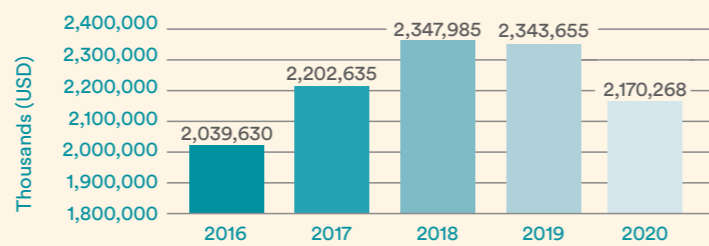
2020 ACHIEVEMENTS

- Progressed **digital projects** under the Future Forward program
- Finalized five **process improvement projects** through The CORE Project
- Developed an internal control library for **strategic risk**
- Achieved the **Pearl 2 rating** for sustainability at our marine base in Abu Dhabi
- Issued a **Quality Policy** and **Control of Documented Information** procedure
- Conducted **emergency response exercises**, despite the COVID-19 pandemic
- Completed an onshore plant **Quantitative Risk Assessment** study

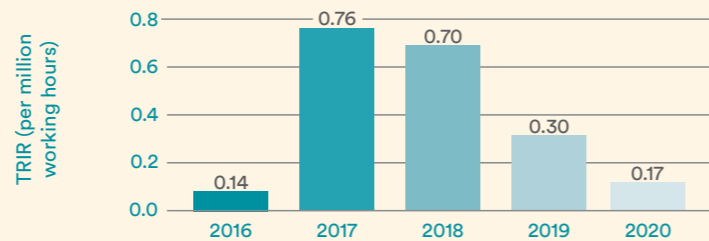
TOTAL GAS SOLD



REVENUE (DOWNSTREAM OPERATIONS)



TRIR OF EMPLOYEES AND CONTRACTORS



2020 PERFORMANCE

- Exceeded 9 trillion scf of Development and Production Sharing Agreement (DPSA) gas since the start of operations
- Achieved 430 million barrels of condensate production
- Recorded zero Tier 1 and Tier 2 Process Safety Events
- Completed 13 years without a Lost Time Incident (LTI) offshore
- Achieved a Total Recordable Injury Rate (TRIR) for employees and contractors of 0.17

PUT OUR PEOPLE FIRST

SUSTAINABLE DEVELOPMENT GOALS (SDG) ALIGNMENT



SDG 4.4



SDG 5.1



SDG 8.5
SDG 8.6



SDG 10.2
SDG 10.3

OUR OBJECTIVE

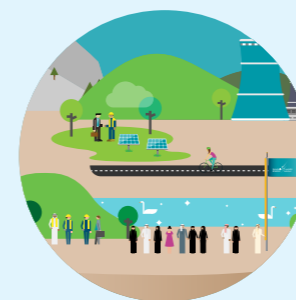
We strive to cultivate a work environment that rewards our employees fairly, embraces diversity, and ensures inclusion at every level of the company. We focus on being a trusted company that is recognized as an employer of choice, with the objective of providing rewarding careers and development opportunities that allow us to attract and retain the right people.

2020 ACHIEVEMENTS

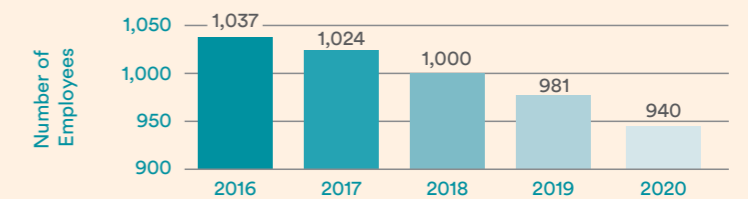
- Implemented the **new rewards and recognition program 'Thanaa'**
- Enhanced the **Further Education Policy**

2020 PERFORMANCE

- 6% total employee turnover rate**
- 9% of women in management positions**
- 100% of employees examined via performance reviews**
- 100% retention rate for male and female employees taking parental leave**
- 415 Thanaa awards issued**

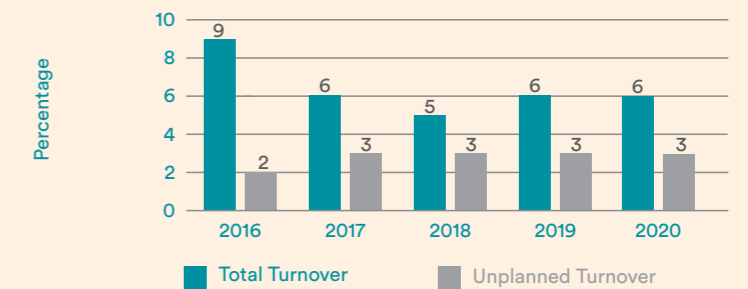


TOTAL WORKFORCE*

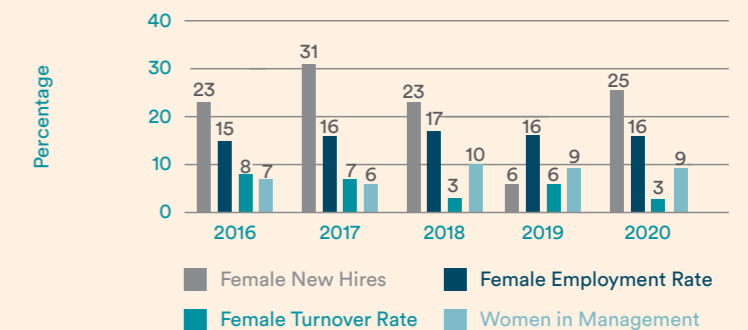


* Inclusive of employees with a temporary employment contract of short-term (maximum of 6 months)

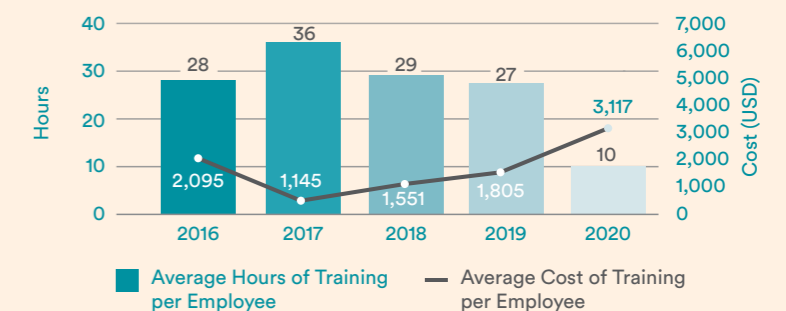
EMPLOYEE TURNOVER



FEMALE EMPLOYMENT



AVERAGE HOURS & COST OF TRAINING PER EMPLOYEE



CREATE VALUE

SUSTAINABLE DEVELOPMENT GOALS (SDG) ALIGNMENT



OUR OBJECTIVE

We seek to contribute to the local economic development of the countries in which we operate through recruitment and development of Emiratis and Qataris, community investment, and local procurement. As such, we create lasting value for our communities and strive to improve the lives of generations to come.

2020 ACHIEVEMENTS

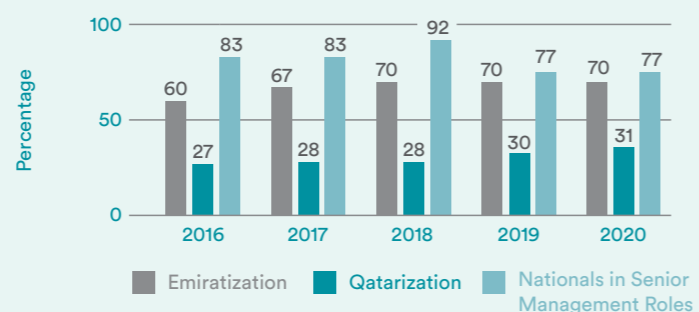
- Met our **Emiratization** target of 70%
- Met our **Qatarization** target of 31%

2020 PERFORMANCE

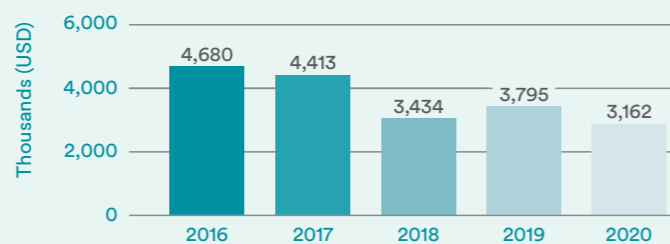
- Nationals** comprise 77% of total senior management positions
- 40% of community investment focused on education
- 93% of our procurement spending awarded to local suppliers, an 8% increase from 2019



NATIONALIZATION



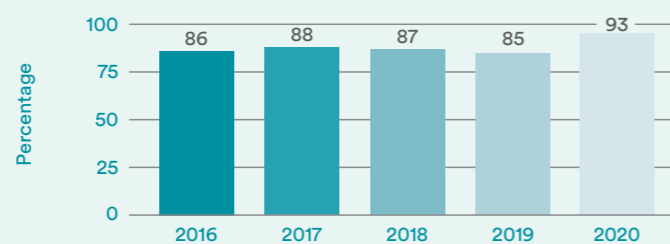
TOTAL COMMUNITY CONTRIBUTIONS



PERCENTAGE OF COMMUNITY INVESTMENT BY FOCUS AREA



PROCUREMENT SPENDING ON LOCAL SUPPLIERS



PROTECT THE ENVIRONMENT

SUSTAINABLE DEVELOPMENT GOALS (SDG) ALIGNMENT



OUR OBJECTIVE

We seek to address global environmental issues proactively throughout the lifecycle of our operations, including Greenhouse Gas (GHG) emissions, energy efficiency, water withdrawal, waste and wastewater generation, air quality, and biodiversity protection. Reducing and managing our environmental impacts responsibly is an integral component of our operational excellence.

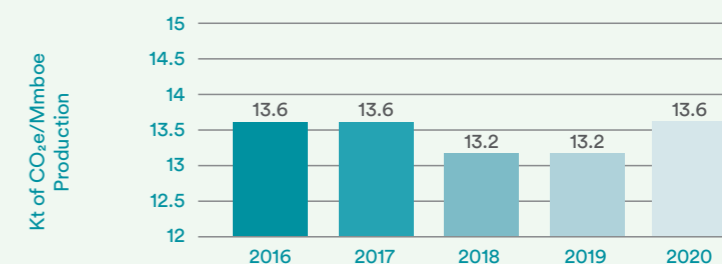
2020 ACHIEVEMENTS

- Completed 85% of the installation of **occupancy sensors** upstream
- Integrated the **methane Leak Detection and Repair (LDAR) program** within our annual upstream Fugitive Emission Monitoring program
- Carried out a **Relative Accuracy Testing Audit (RATA) study** on all online air emission analyzers upstream
- Initiated a project to refurbish and upgrade the existing **solar power system** on the gas network
- Implemented initiatives to improve the **energy efficiency** of systems and equipment

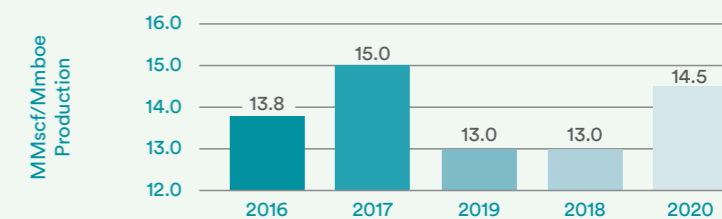
2020 PERFORMANCE

- Environmental expenditure amounted to **USD 8.2 million**
- Maintained stable **Greenhouse Gas (GHG) emissions and GHG intensity**
- 23% reduction in indirect energy consumption** compared to 2019
- Reduced **Volatile Organic Compounds (VOC) emissions**
- Achieved **printing savings of 2.8 million sheets of paper**
- 12% increase in the amount of industrial materials recycled** compared to 2019
- 8% decrease in volume of wastewater injected into deep wells** compared to 2019
- No reportable environmental spills**

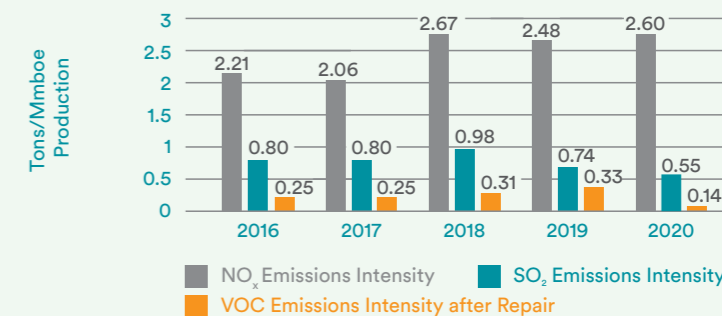
GHG EMISSIONS INTENSITY



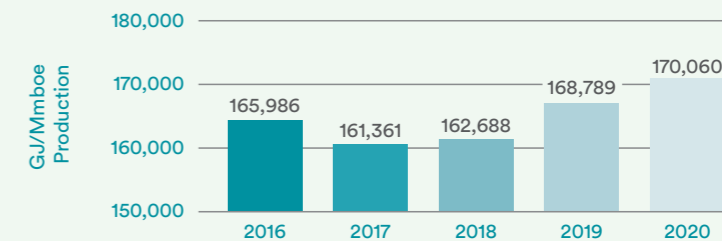
FLARING INTENSITY



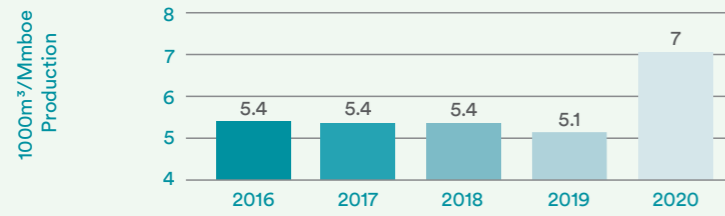
AIR EMISSIONS INTENSITY



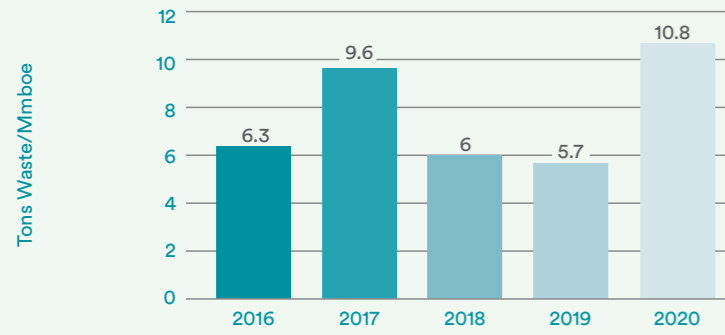
ENERGY INTENSITY



WATER CONSUMPTION INTENSITY



SOLID WASTE INTENSITY



BECOME A BETTER CORPORATE CITIZEN

SUSTAINABLE DEVELOPMENT GOALS (SDG) ALIGNMENT



SDG 12.7



SDG 16.5

OUR OBJECTIVE

As a conscientious corporate citizen, we are committed to embedding transparency and accountability in our governance. We hold ourselves to the highest standards of ethical conduct and ensure our business partners operate according to our standards for responsible behavior.

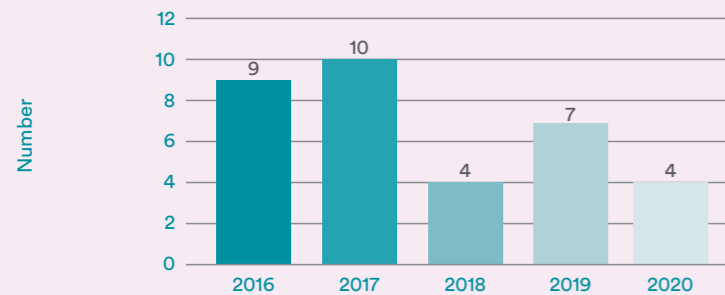
2020 ACHIEVEMENTS

- Completed four **Safety Quality Management audits** of contractors
- Held the annual **HSES Contractors' Forum** virtually

2020 PERFORMANCE

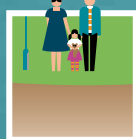
- **21% of employees attended Code of Business Conduct training sessions**
- **Internal Audit conducted 14 audits covering technical and support services**

TOTAL HSES AUDITS FOR CONTRACTORS



Cautionary Statement

Dolphin Energy's 2020 sustainability report contains certain forward-looking statements. All statements, other than statements of historical fact, are or may be deemed to be, forward-looking statements. By their nature, forward-looking statements involve known and unknown risks and uncertainties that could materially affect expected results of operations, cash flow and business prospects, because they relate to events and depend on circumstances that will or may occur in the future. Readers should not place undue reliance on forward-looking statements, which speak only as of the date of this report.



THANK YOU FOR READING. FOR MORE
INFORMATION, PLEASE VISIT:

WWW.SUSTAINABILITY.DOLPHINENERGY.COM