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FUTURE READY



SUSTAINABILITY REPORT 2022

WELCOME

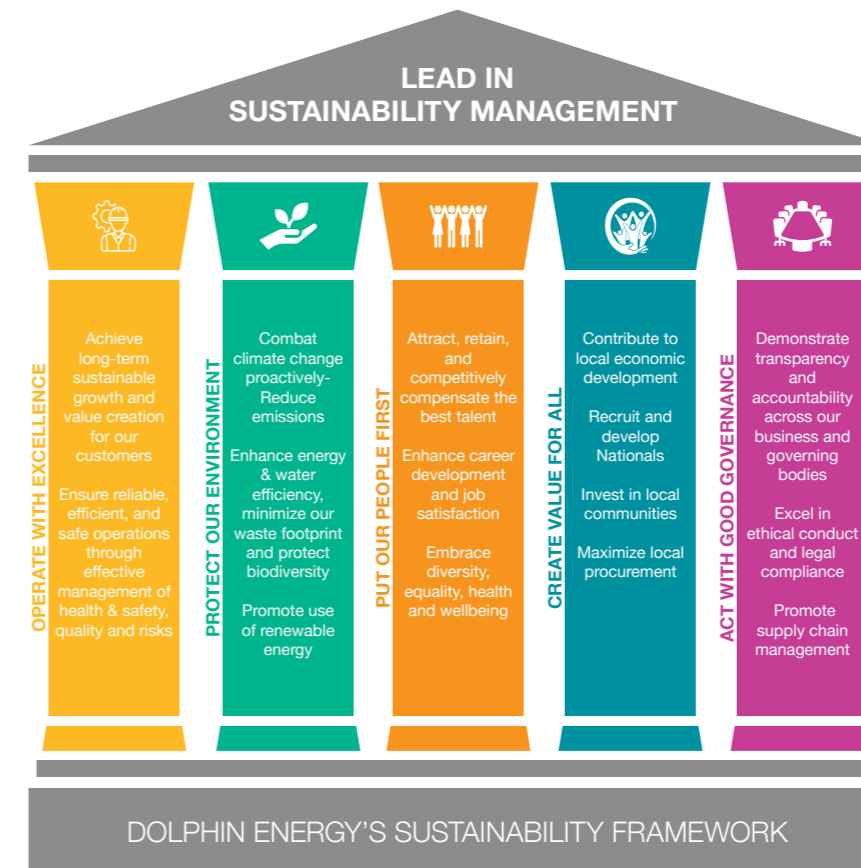
In this executive summary of our 14th annual sustainability report, we show an overview of progress to integrate Environment, Social, and Governance (ESG) criteria through a relentless focus on decarbonization, social responsibility, and good corporate governance. Covering the 2022 calendar year (ending 31 December), this summary covers all upstream and downstream operations in Qatar and the United Arab Emirates. Reporting is aligned with the Global Reporting Initiative (GRI), as well as oil and gas industry guidance on voluntary sustainability reporting provided by the global oil and gas industry association for environmental and social issues (IPIECA).



APPROACH & PERFORMANCE

Our Sustainability framework is built on five strategic pillars. These pillars are based on the material issues identified through a stakeholder-informed materiality process. The framework is

mapped to 14 of the 17 United Nations' Sustainable Development Goals (SDGs), as well as pillars of the Qatar National Vision (QNV) 2030 and the UAE National Vision 2021.



CHAIRMAN MESSAGE

“Our commercial success is testament to the attention we pay to our strategic vision, which has sustainability and social responsibility at its core. This report provides an inspiring, yet transparent account of the progress we have made in the last year, and how we continue to collaborate with stakeholders to accelerate this further.”

Hamdan Bin Zayed Al Nahyan
Chairman

CEO MESSAGE

“This report calls out tremendous accomplishments, including 15 years without any Lost Time Incidents offshore, ISO 9001 certification, launch of our decarbonization roadmap, reductions in greenhouse gas (GHG) emissions and energy use, 67% more women in management positions, and a 2% increase in community contributions.”

Obaid Abdulla Al Dhaheri
Chief Executive Officer (CEO)

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



95% SUSTAINABILITY COMMITMENTS ACHIEVED

Recognizing the resonance of ESG to our stakeholders, we are currently developing an ESG journey plan, comprising three milestones. In 2022, we achieved Milestone 1, which involved establishing a high level of understanding of ESG priorities through research, materiality assessment, and communication with shareholders.

PERFORMANCE SUMMARY

	2022 COMMITMENTS	STATUS
Lead in the Adoption of Sustainability Management	• Complete the design phase of the SMART Planning and Monitoring tool	70%
	• Implement a centralized external communication protocol	80%

We welcome your feedback on this report. To leave your comments, please [click here](#).



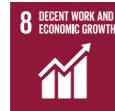
OPERATE WITH EXCELLENCE

WE STRIVE FOR CONTINUOUS IMPROVEMENT IN PRODUCTION AND DISTRIBUTION AND CUSTOMER SATISFACTION, WITH A RELENTLESS FOCUS ON HEALTH AND SAFETY, RISK MANAGEMENT, QUALITY, ASSET INTEGRITY, AND INNOVATION.

WIDER CONTRIBUTION



SDG 3.9



SDG 8.2
SDG 8.4
SDG 8.8



SDG 9.1



Economic Development: Responsible Exploitation of Oil and Gas; Human Development: Healthy Population: Physically and Mentally

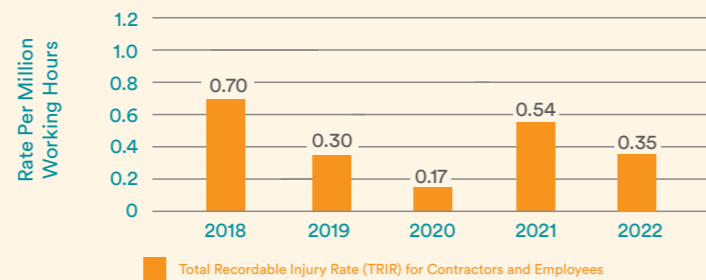


World Class Healthcare: Healthcare Quality Index

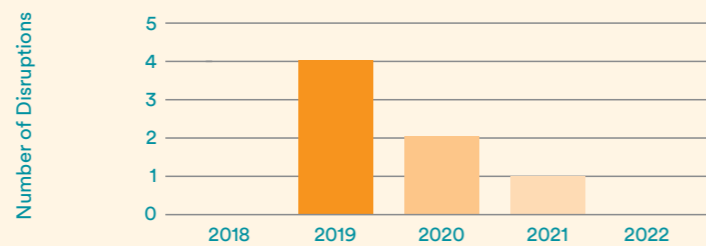
HIGHLIGHTS

- More than 1,500 Health, Safety, Environment, and Security (HSES) inspections
- 52% decrease in Lost Time Incident Frequency (LTIF) and 35% reduction in the Total Recordable Injury Rate (TRIR) for both employees and contractors
- 15 years without a Lost Time Injury across offshore operations
- Zero occupational illnesses reported
- 4,705 fitness to work assessments for employees and contractors
- Zero unplanned supply disruptions
- 100% availability and reliability of natural gas supply against our long-term service agreements
- Exceeded 11 Trillion standard cubic feet of Development and Production Sharing Agreement gas production
- ISO 9001 certification for quality management achieved

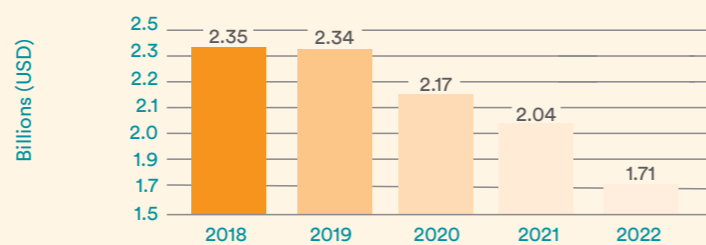
TOTAL RECORDABLE INJURY RATE (TRIR)



UNPLANNED SUPPLY DISRUPTIONS TO CUSTOMERS



REVENUE (DOWNSTREAM)



2022 COMMITMENTS	STATUS
• Maintain a TRIR of less than 1.0 for employees and contractors	100%
• Award a study on the Escape Evacuation Rescue analysis of the upstream plant	75%
• Deliver at least two major and one large scale emergency response exercise	70%
• Develop the scope for asset integrity training focusing on Safety and Environment Critical Elements (SECEs)	100%
• Roll out the Production Data Management system	100%
• Initiate ISO 9001:2015 Certification	100%

PROTECT OUR ENVIRONMENT

WE RECOGNIZE A DEEP RESPONSIBILITY TO MITIGATE CLIMATE CHANGE AND TO FIND EVEN CLEANER SOLUTIONS TO MEET CUSTOMER DEMAND. THIS IS WHY WE OPERATE ENVIRONMENTAL PROGRAMS AND RESEARCH PARTNERSHIPS, BACKED BY AMBITIOUS TARGETS ACROSS IDENTIFIED MATERIAL ENVIRONMENTAL ISSUES.

WIDER CONTRIBUTION



SDG 6.3
SDG 6.4



SDG 7.2



SDG 9.4



SDG 12.2
SDG 12.4
SDG 12.5
SDG 12.8



SDG 13.2
SDG 13.3



SDG 14.1



SDG 15.1
SDG 15.6



Sustainable Environment and Infrastructure: Air Quality; Quality of Overall/Share of Clean Energy Contribution; Water Scarcity Index; Percentage of Treated Waste of Total Waste Generated



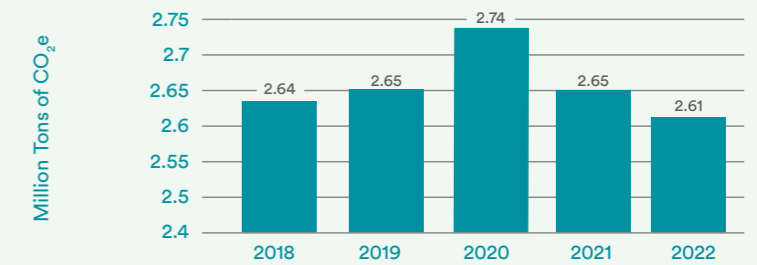
Environmental Development: A Balance between Development Needs and Protecting the Environment: Support for International Efforts to Mitigate the Effects of Climate Change; Encourage the use of Environmentally Sound Technologies; Cleaner Water and Improved Waste Management; An Environmentally Aware Population

HIGHLIGHTS

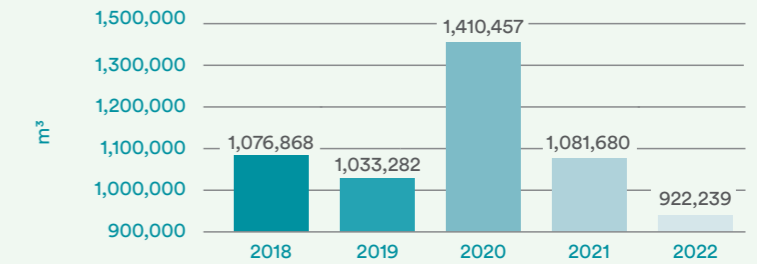
- USD 9.9 Million total environmental expenditure
- New Decarbonization Roadmap to beyond 2035 launched
- 1.2% reduction in total greenhouse gas (GHG) emissions
- 1.7% reduction in direct energy consumption
- 14.7% reduction in water consumption
- Zero reportable spills

2022 COMMITMENTS	STATUS
• Set up a Decarbonization Program task force	100%
• Launch a Carbon Footprint campaign	100%
• Award a project for Light-Emitting Diode (LED) conversion upstream	98%
• Complete the field study to assess the water table rise in the upstream plant	100%
• Identify short and long-term solutions for odor mitigation in the upstream plant	100%
• Award a long-term service agreement for Smart Fugitive Emission Monitoring	100%

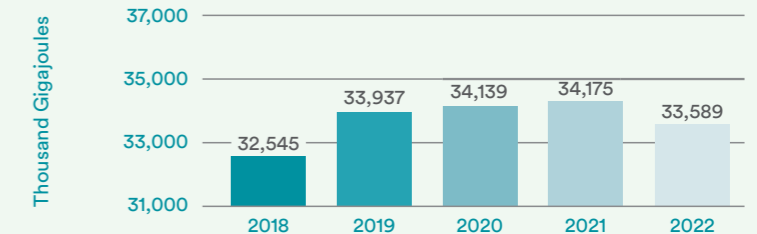
TOTAL GHG EMISSIONS (QATAR & UAE)



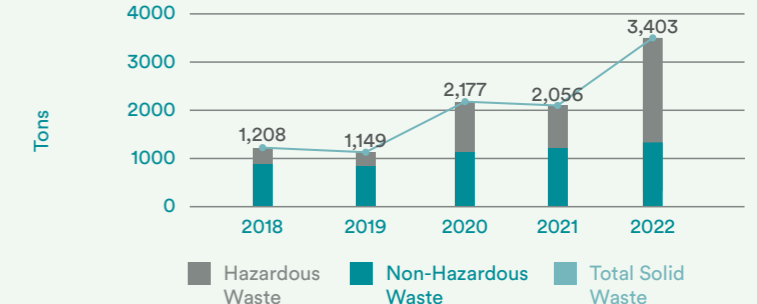
TOTAL WATER CONSUMPTION



TOTAL ENERGY CONSUMPTION



TOTAL QUANTITY OF SOLID WASTE



PUT OUR PEOPLE FIRST

WE STRIVE TO OFFER WORKING ENVIRONMENTS THAT ARE SAFE, INCLUSIVE, AND WELCOMING TO ALL. WE WORK TO ATTRACT, RETAIN, AND COMPETITIVELY COMPENSATE THE INDUSTRY'S BEST TALENT, WITH AN EMPHASIS ON HIRING NATIONALS IN THE UAE AND QATAR.

WIDER CONTRIBUTION



SDG 4.4



SDG 5.1



SDG 8.5
SDG 8.6



SDG 10.2
SDG 10.3

HIGHLIGHTS

- USD 1.4 million invested in training programs
- 21% increase, training hours delivered: average of 27 hours of training per employee
- 2% unplanned turnover rate
- 1.9% increase, salaries, benefits, and allowances paid to USD 194.7 million
- 39 different nationalities represented among our workforce
- 67% increase, number of women in management
- 12% increase, female new hires

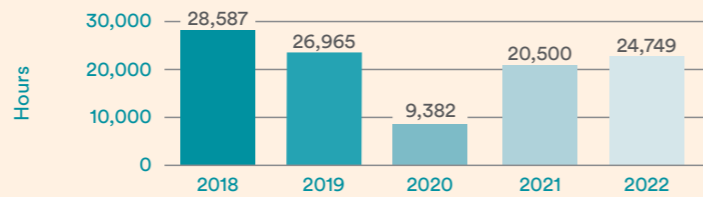


Human Development: A Capable and Motivated Workforce; An Educated Population

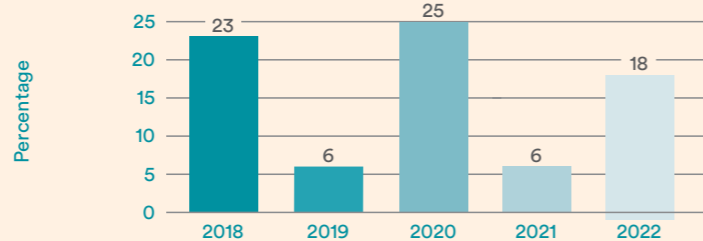


Social Development: A Capable and Motivated Workforce

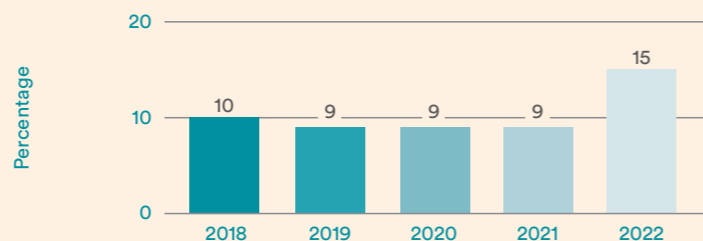
TRAININGS DELIVERED



NEW FEMALE HIRES



WOMEN IN MANAGEMENT



2022 COMMITMENTS	STATUS
• Implement a career and development coaching program	100%
• Develop a five-year manpower plan and procedure manual upstream	95%
• Ensure unplanned employee turnover less than or equal to 8%	100%

CREATE VALUE FOR ALL

WE SEEK TO CREATE WIDER VALUE BY INVESTING IN COMMUNITIES DIRECTLY, CREATING JOBS AND SKILLS PROGRAMS, AND BUYING FROM LOCAL BUSINESSES. IN THIS WAY, WE CONTRIBUTE TO BUILDING STRONG, KNOWLEDGE-BASED ECONOMIES IN QATAR AND THE UAE, THE IMPACT OF WHICH WILL EXTEND GLOBALLY.

WIDER CONTRIBUTION



SDG 4.4



SDG 5.5



SDG 8.2
SDG 8.6



SDG 11.4
SDG 11.7



SDG 12.7



Social Development: A Capable and Motivated Workforce; Social Care and Protection. Sound Economic Management: Suitable Economic Diversification



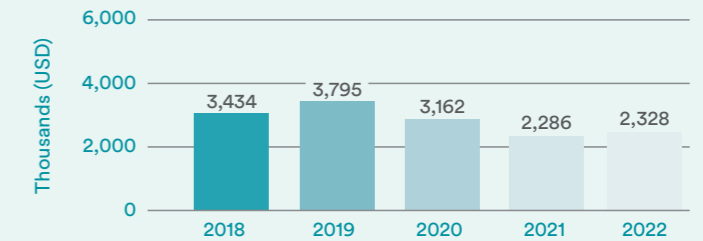
Competitive Knowledge Economy: Share of UAE Nationals in the Workforce. Cohesive Society and Preserved Identity; Non-oil Real GDP Growth

HIGHLIGHTS

- Community contributions increased by 2% to USD 2.3 million
- 72% Emiratisation rate
- 30.1% Qatarization rate
- UAE and Qatari Nationals comprised 79% of senior management positions
- USD 1.6 billion economic value distributed (downstream)
- USD 217 million spending on local suppliers
- 95% procurement from local suppliers
- In 15 years of operations, two billion standard cubic feet of natural gas imported into the UAE and Oman every day

2022 COMMITMENTS	STATUS
• Achieve the Emiratisation target of 72%	100%
• Achieve the Qatarization target of 31%	97%

TOTAL COMMUNITY CONTRIBUTIONS*

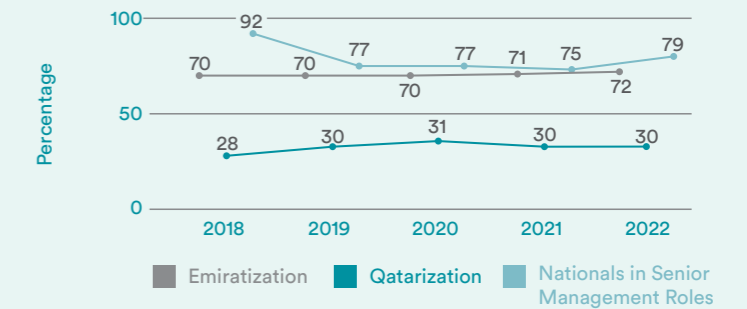


*Data are in accordance with our Financial Statements

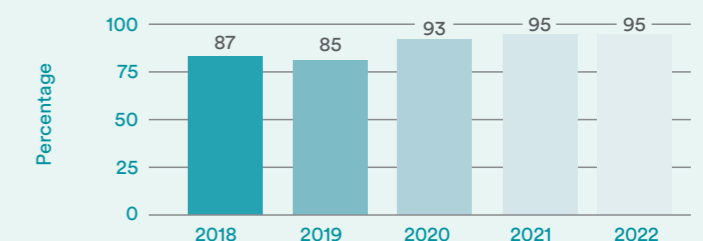
COMMUNITY CONTRIBUTIONS BY TYPE



NATIONALIZATION



PROCUREMENT SPENDING ON LOCAL SUPPLIERS



ACT WITH GOOD GOVERNANCE

WE SEEK TO CONDUCT BUSINESS IN A WAY THAT MEETS THE HIGHEST STANDARDS OF CORPORATE CITIZENSHIP. OUR APPROACH ENCOMPASSES THREE AREAS – UNCOMPROMISING ETHICAL CONDUCT, EMBEDDING TRANSPARENCY AND ACCOUNTABILITY IN OUR GOVERNANCE, AND RESPONSIBLE SUPPLY CHAIN MANAGEMENT.

WIDER CONTRIBUTION



SDG 12.7



SDG 16.5

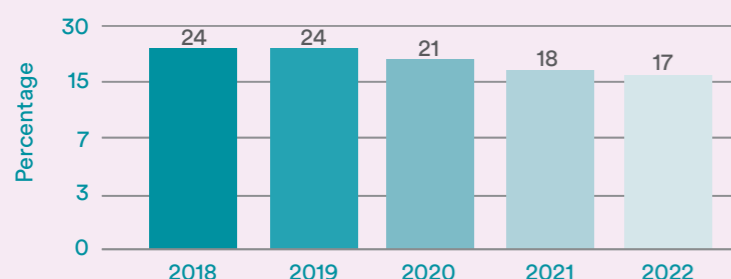


Economic Development:
Sound Economic
Management



Competitive
Knowledge Economy:
SME Contribution to
Non-Oil GDP

TRAINING ON ANTI-CORRUPTION AND NON-COMPLIANCE



SAFETY QUALITY MANAGEMENT AUDITS ON CONTRACTORS



HIGHLIGHTS

- 100% business coverage for anti-corruption assessments
- Zero incidents of non-compliance with regulation
- 14 internal audits conducted
- Highest rating award from the UAE Internal Auditors Association
- Zero breaches of the Supplier Code of Conduct
- 33% increase, safety quality management audits conducted

2022 COMMITMENTS	STATUS
• Complete the update of the company's legal compliance register	100%
• Conduct a minimum of four safety quality management audits	100%



WHAT'S NEXT?

COMMITMENTS FOR 2023

WE CONTINUOUSLY SEEK TO RAISE THE BAR, CHALLENGING OURSELVES TO GO FURTHER AND FASTER TO DRIVE ACTION AROUND OUR SUSTAINABILITY PRIORITIES. AS WELL AS WORKING TO ACHIEVE THE NEXT TWO MILESTONES IN OUR ESG JOURNEY PLAN, WE HAVE SET COMMITMENTS AGAINST OUR STRATEGIC PILLARS FOR THE NEXT 12 MONTHS.

Lead in the Adoption of Sustainability Management



- Complete second milestone of the ESG journey plan
- Establish the SMART Planning and Monitoring tool (formerly the Balanced Scorecard)

Put our People First



- Ensure unplanned employee turnover less than or equal to 8%
- Implement an action plan for the 'We Care' program
- Implement phase two of the Learning Community (collaboration group)

Operate with Excellence



- Maintain a TRIR of less than 1.0 for employees and contractors
- Implement the final phase of the Integrated Safety Culture program
- Award a study on the Escape Evacuation Rescue Analysis of the upstream plant
- Conduct one large-scale exercise and two major exercises
- Complete the ISO 9001:2015 surveillance audit
- Implement SAP-ARIBA for e-invoicing and e-procurement

Create Value for All



- Achieve the Emiratization target of 72%
- Achieve the Qatarization target of 31%

Protect Our Environment

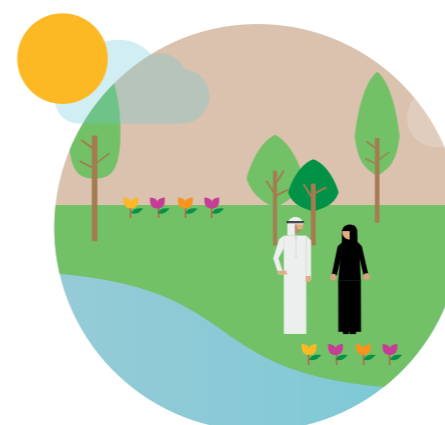


- Conduct a Relative Accuracy Test Audit on air emissions analyzers
- Award a project for Light-Emitting Diode (LED) conversion upstream
- Install oxygen analyzers on existing export gas compressors to improve air emissions reporting
- Eliminate the use of the de-methanizer steam reboiler on Train 4 to optimize energy efficiency
- Collaborate with the Environment and Protected Areas Authority (EPAA) on the Kalba Coral Transplantation Project
- Collaborate with the Emirates Marine Environmental Group (EMEG) on the Mangrove Plantation Project

Act with Good Governance



- Conduct a minimum of five Safety Quality Management audits
- Conduct Code of Business Conduct training





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

WWW.SUSTAINABILITY.DOLPHINENERGY.COM