



QAMCO

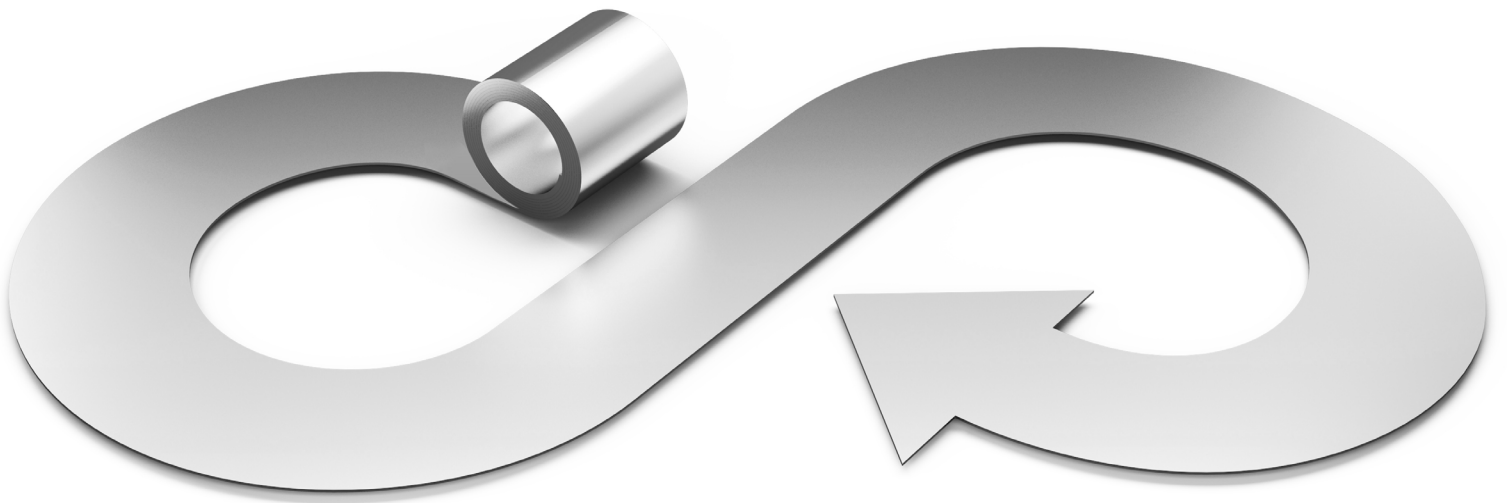
شركة قطر لصناعة الألمنيوم

Qatar Aluminium Manufacturing Company

QATAR ALUMINIUM MANUFACTURING COMPANY

SUSTAINABILITY

REPORT 2021



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**Committed
to be a high-
value partner
delivering
high quality
innovative
products while
meeting our
obligations**

OUR VISION

QAMCO aims to be globally recognized as a world-class provider of high quality cast house products and foundry alloys with environment consideration to sustain profitable growth through its growth-driven assets that generates profitable returns and creates value for its shareholders.

OUR MISSION

QAMCO is committed to be a high-value partner delivering high quality innovative products while meeting our obligations to the community and the environment through environmentally responsible processing solutions.



MESSAGE FROM THE CHAIRMAN

I am pleased to present our first Sustainability Report of Qatar Aluminium Manufacturing Company (QAMCO) and its Joint venture Qatalum (together called as “the group”) for 2021. The report highlights the group’s operational performance and commitment towards environment, social and governance issues. The group is committed to responsible, sustainable operations and during the course of its journey since inception, the Company has grown to become a leader in the aluminium industry in the region and an important supplier to customers around the globe. Sustainability have been at the forefront of the Company’s approach and continue to be a key driver for the group’s success.

The Group continues to invest in environmental projects to optimize and efficiently use natural resources and reduce the generation of emissions, effluents, and waste which include recycling of process wastewater, reduction of carbon dioxide emissions and waste generation. QAMCO’s Joint venture Qatalum, is proud to have achieved Aluminium Stewardship Initiative (ASI) certification in 2022 for the performance of the year 2021, a significant achievement that demonstrates the Company’s long-standing commitment to ethical and sustainable practices throughout its value chain ensuring sustainability and human rights principles are progressively incorporated into the manufacture, use, and recycling of aluminium. The Company also maintained a high standard for Health Safety and Environment (HSE) during the year and carefully managed risks related to COVID-19. The Company is particularly proud of its record-low Total Recordable Injury Rate of 0.32 achieved in 2021, which is a record low and amongst the best in the industry. On social front the Group supports local communities and programs in line accordance with its own program of social responsibility.

We are optimistic about our approach and our ability to respond to our stakeholders’ needs, as we are embracing innovation and our approach towards operational excellence, while remaining focused on our long-term aspirations. We will continuously strive to enhance our systems to create value for our people, society, and the environment.

I would like to thank you for your interest in QAMCO and invite you to read the following report to learn about our sustainability journey for 2021. We look forward to continuing our cooperation to achieve our shared commitment to a more sustainable future.

Mr. Abdulrahman Ahmad Al-Shaibi
Chairman of the Board of Directors

ABOUT THIS REPORT

Through this report, we exhibit our dedication to transparency and constructive engagement with our internal and external stakeholders, providing them with informative summaries of our businesses from governance, economic, social, and environmental perspectives.

In this report, we disclosed our operational & ESG performance of QAMCO and its Joint Venture Qatalum.

The sustainability aspects in this report are summarized and presented at a consolidated level for the QAMCO Group. For a more detailed information and disclosures related to the Qatalum you may refer to the one published on Qatalum's website.

The report has been prepared considering GRI Standards. This report also references the requirements as per Qatar Stock Exchange (QSE) Environmental Social and Governance (ESG) Guidance. Furthermore, this report highlights our role in supporting the United Nations Sustainable Development Goals and the Qatar National Vision (QNV) 2030.

This report covers information related to the management approach and performance on the topics that are material to our business and stakeholders.

The information and data disclosed are gathered from relevant functional departments within the group. Our approach for data collection, calculation methodologies, and assumptions, if any, have been specified in the report. The report has not been subjected to external verification. However, the data and information have gone through an interactive review process to identify any potential inaccuracies and ensure reliability.

Disclaimer

This report contains not only past and present facts but also includes statements that may be deemed as "forward-looking statements" which express the way in which QAMCO intends to conduct its activities. Forward statements could be identified by the use of forward-looking terminology such as "plans", "aims", "assume", "continues", "believes", or any variations of such words that certain action, events or results "may", "could", "should", "might", "will", or "would" be taken or be achieved. We have made every effort to ensure the report is as accurate and truthful as possible. However, by their nature, forward-looking statements are qualified due to inherent risks and uncertainties surrounding future expectations that could cause actual results to differ materially from these projected or implied statements. Such statements are subject to risks that are beyond QAMCO's ability to control and therefore do not represent a guarantee that event implied in these forward-looking statements will actually occur.

REPORTING PERIOD

The report covers 2021 calendar year.

CONTACT US

For feedback and comments on this report, please send an email to:

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ABOUT QATAR ALUMINIUM MANUFACTURING COMPANY (QAMCO)

**QAMCO was
founded by
QatarEnergy, as
the sole founder**

Qatar Aluminum Manufacturing Company (QAMCO) is a Qatari Public Shareholding Company incorporated on December 3, 2018.

The principal activity of the Company is to operate as a holding company. Headquartered in Doha, Qatar, QAMCO was founded by QatarEnergy, as the sole founder, under Article 68 of the Commercial Companies Law, to own its 50% stake in Qatalum, a highly profitable producer of Aluminium.

Qatalum, located in Mesaieed Industrial City (MIC) in Qatar, is a primary aluminium producer and smelter.

The operations of Qatalum are managed independently by its Board of Directors (BOD), Board Committees and Executive Management teams. QAMCO is represented by its nominated director(s) on the BOD of Qatalum.



APPROACH TO SUSTAINABILITY

The pursuit of excellence is embedded in QAMCOs sustainability philosophy that is focused on operating at high standards of safety, preserving the environment, and promoting economic growth and community well-being.

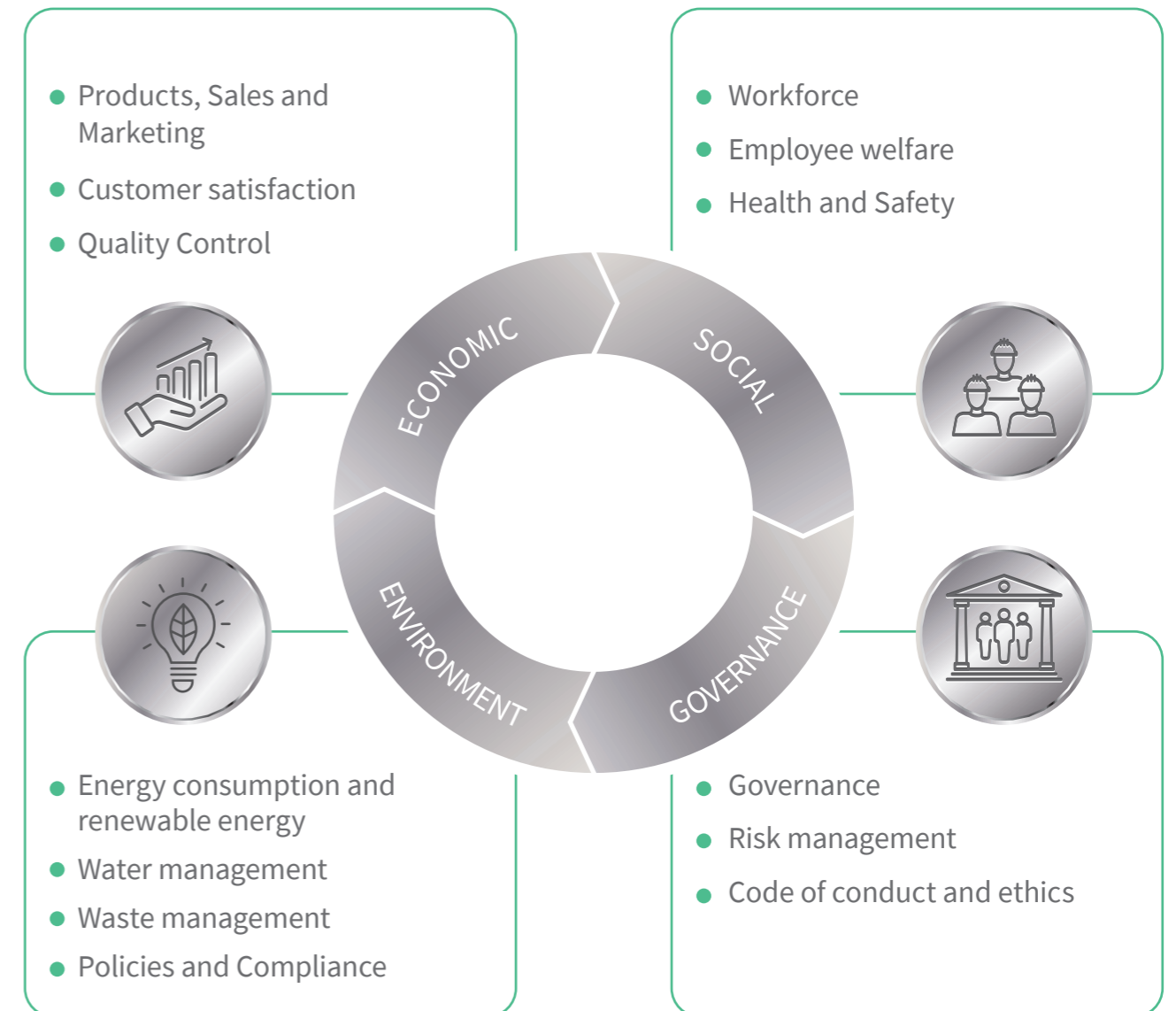
“Sustainability” takes a broader perspective to include Economic, Environment, Social, and Governance elements. The pursuit of excellence is embedded in QAMCOs sustainability philosophy that is focused on operating at high standards of safety, preserving the environment, and promoting economic growth and community well-being.

Through our stakeholder-driven approach, we determine the relevance of matters to address and report on, considering their significance to both our business and to our stakeholders.

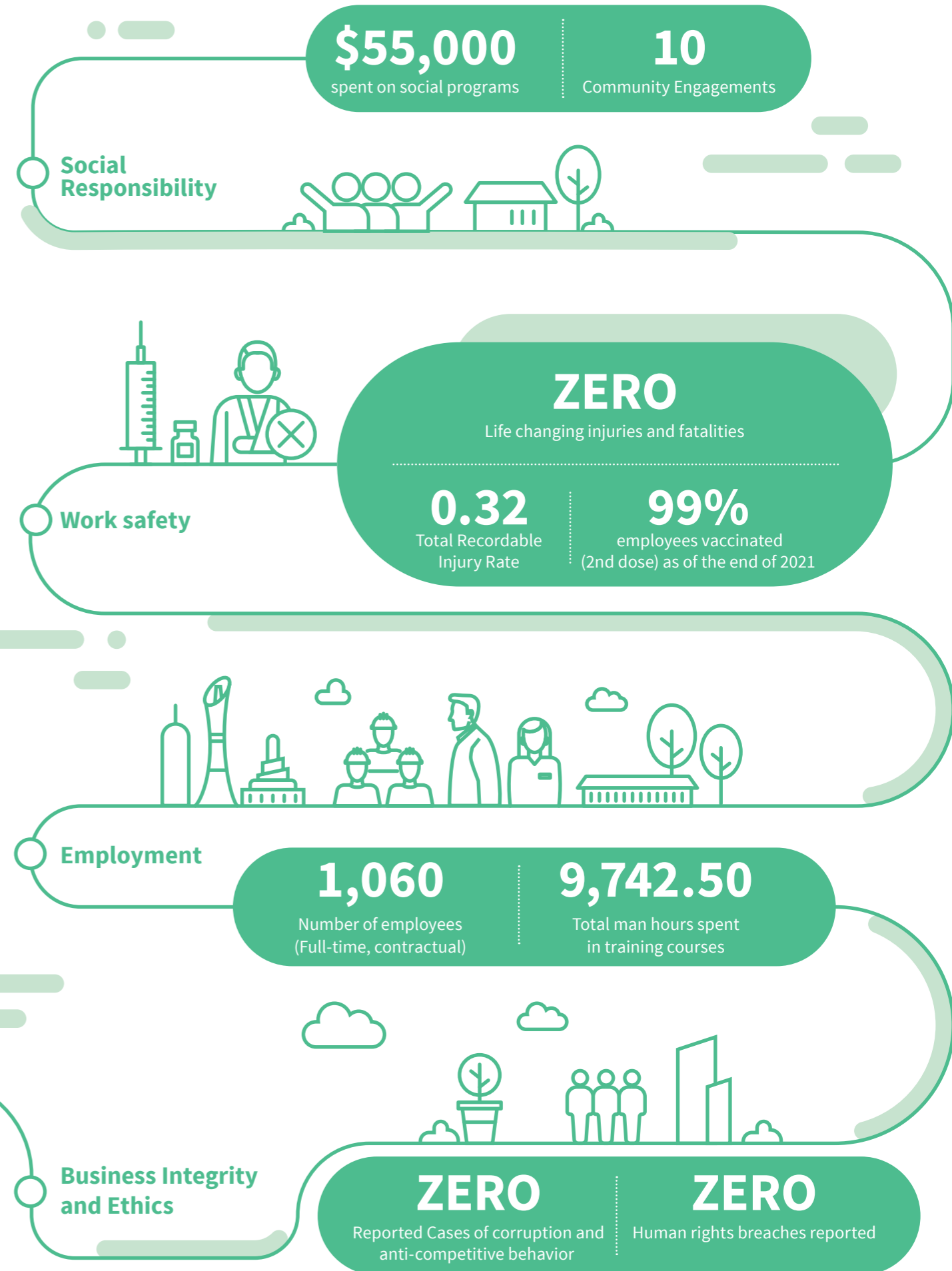
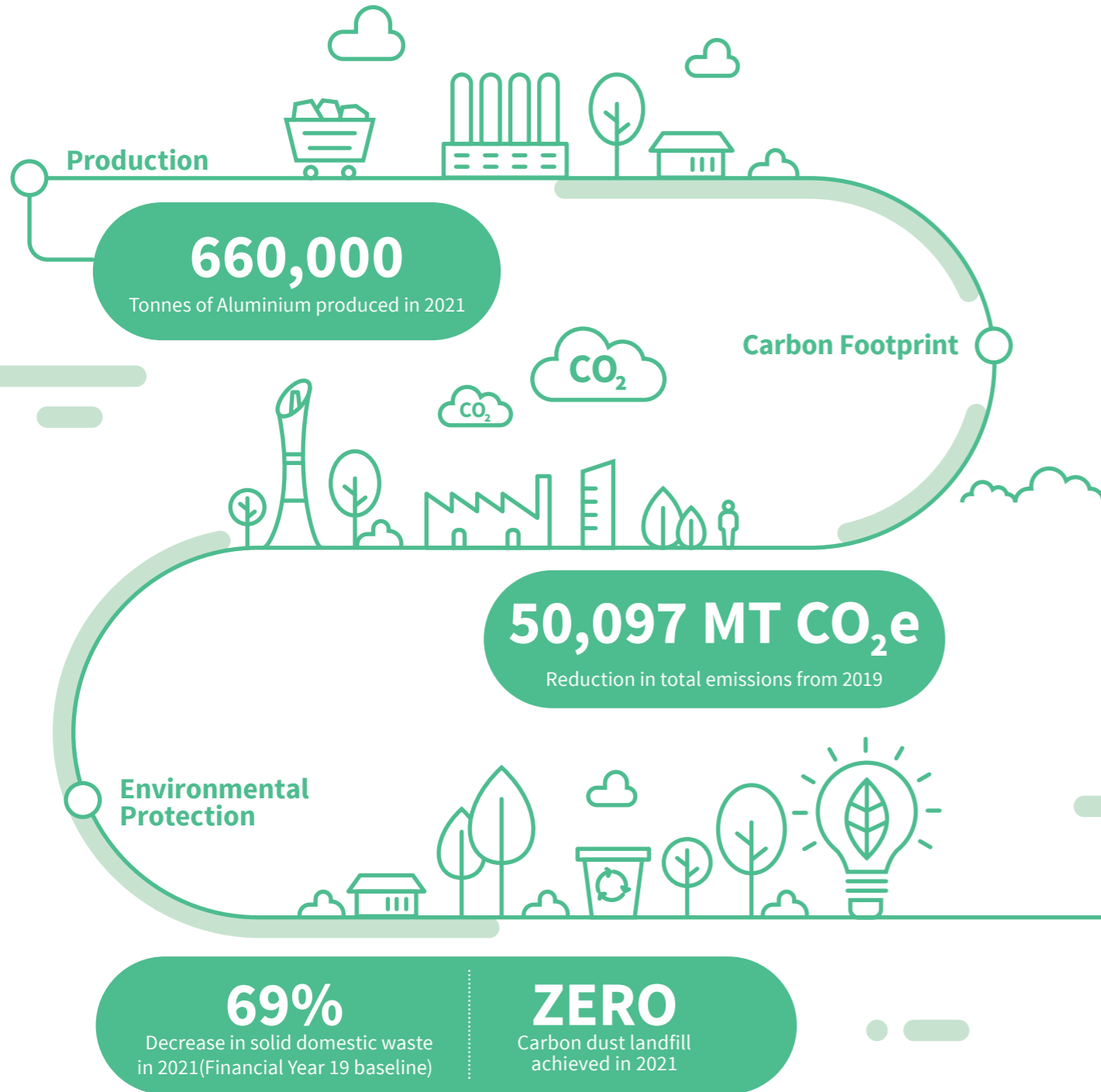
The sustainability elements align with the Group’s corporate strategy of value creation in each of the three segments in which QAMCO operates, which also aligns with the four pillars of Qatar National Vision of 2030



Each of the below sustainability elements includes sub-elements that enable development of specific KPIs to drive value creation for its stakeholders



Key Achievements and Highlights



QAMCO GOVERNANCE

QAMCO Board of Directors promote the principals of justice and equality among stakeholders without discrimination and enables them to exercise and enjoy their rights, upholding values of protecting the minority.

Out of a firm belief in the importance and need for establishing the principles of good governance to enhance the value added to shareholders QAMCO Board of Directors is firmly committed to implementing the principles of governance set out in the Governance Code for Companies and Legal Entities Listed on the Main Market issued by Qatar Financial Markets Authority (QFMA) pursuant to QFMA Board decision no. 5 of 2016, and in line with the provisions of the Company's AoA.

QAMCO Board of Directors promote the principals of justice and equality among stakeholders without discrimination and enables them to exercise and enjoy their rights, upholding values of protecting the minority. The Board maintains productive control and risk management, enhances transparency and disclosure and provides information to the stakeholders at the right time and in the manner that enables them to make decisions and undertake their duties properly. The Board upholds the values of corporate social responsibility, putting the interest of the Company and its stakeholders ahead of any other interest, performing roles and responsibilities in good faith, integrity, honor and sincerity.

BOARD OF DIRECTORS:

Board Structure

Recognizing the peculiar nature of QAMCO's activities, the Board, in accordance with the Company's Articles of Associations, consist of up to eight (6) Directors, all of whom may be appointed by the Special Shareholder (QatarEnergy), for the following reasons:

- QatarEnergy is the founder, Special Shareholder and 51% majority shareholder.
- QatarEnergy provides, directly or indirectly, the management with guidance in accordance with the contractual requirements and financial obligations under the agreement with the foreign partner in the joint venture "Qatalum".
- Access to QatarEnergy's integrated infrastructure available in Mesaieed Industrial City enhances production efficiency and minimizes logistic costs and waste along production value chain.
- QatarEnergy provides all financial and administrative services to the Company under a service-level agreement.

Board Composition:

Directors are appointed for three (3) yearly renewable periods or such shorter periods (being no less than one (1) year). Pursuant to QatarEnergy resolution no. 5 of 2021 passed on 3rd of March 2021, QAMCO Board of Directors was constituted in accordance with Article no. 22 of the Company's Articles of Association as six (6) Directors were appointed by QatarEnergy with effect from 3rd of March 2021. According to the definition of the independent Director in QFMA Governance Code, QAMCO Non-Executive Board Directors are Non-Independents, as they are representatives of a legal person that owns more than 5% of the Company's share capital. QAMCO Board of Directors does not include executive members, as QatarEnergy provides the Company with all the executive services under a service - level agreement.

In accordance with the composition of the Board and its roles and responsibilities under the Board Charter, Manual of Authority and Company's Articles

of Association, no one or more of the Directors may have control over passing resolutions. Resolutions of the Board shall be passed by a simple majority of those Directors present and entitled to vote at the relevant meeting of the Board, each Director present having one vote.

QatarEnergy appoints only qualified and eligible Board Directors who are sufficiently experienced to perform their duties effectively in the best interest of the Company and dedicated to achieving its goals and objectives.

QatarEnergy ensures that all of its representatives in the group companies have the appropriate training and awareness programs so that group companies' boards of directors can achieve the highest levels of performance and adopt the best governance practices. QatarEnergy makes timely disclosure of any and all resolutions concerning the composition of the Board of Directors or any change thereto.



QAMCO BOARD COMMITTEE:

As part of implementing governance, the Board of Directors established some Board Committees and Special Committees delegated with some powers and authorities to carry out special tasks and conduct Company's business. The Board of Directors remains liable for all the powers and authorities so delegated. Board Chairman is not a member of any Board Committee or Special Committee. The Board also reviews and assesses the performance of the committees on an annual basis. Board Committees are as follows:

Audit Committee: The Board Audit Committee (BAC) was constituted pursuant to Board resolution no. 2 of 2018 passed on 3rd of December 2018. The current BAC was formed pursuant to resolutions no. 1 of 2020 following the replacement of one of the Committee's members. The BAC currently comprises of 3 Board Directors all of whom have the required necessary experience to effectively perform their duties and exercise all the authorities and powers vested in or exercisable by the Committee. Committee Chairman is not a Chairman or a member of any other Committee.

Remuneration Committee: The Company established a Remuneration Committee pursuant to Board resolution no. 1 of 2019. The committee was reconstituted pursuant to resolution no. 1 of 2020. It currently consists of three members, including a Board Director as Chairman, all of whom have the required experience to efficiently perform their duties and exercise all the authorities and powers vested in or exercisable by the Committee. Committee Chairman is not a Chairman of any other Board Committee, and the BAC Chairman is not a member of the Remuneration Committee.



The Board of Directors always ensures that an organizational framework, that is consistent with the legal and institutional framework of the listed companies, is in place at the Company level.

HEAD OFFICE STRUCTURE

QatarEnergy is the founder, special shareholder and 51% majority shareholder. QatarEnergy provides financial and non-financial head office function services to the QAMCO under a service-level agreement. Head office services mainly include Financial Operations (financial reporting, management reporting, strategic business and financial planning and treasury functions), Investor relations and Communications (quarterly earnings press release, Investor presentations, earning calls, media and communications, newspaper publications, website management etc.,) and Governance and Compliance (governance framework, risk management, regulatory compliance etc.,).

QatarEnergy's Privatized Companies Affairs Department as per the service level agreement exclusively manages the head office functions of QAMCO with the support received from other QatarEnergy departments such as Human Resource, Information and Communication Technology, Finance & Planning etc., led by the Manager, Privatized Companies Affairs, the department is supported by staff with varied experience in the field of Finance, Investor relations, Communication, Governance and Compliance.

Supporting the development of national employees, identifying and developing talented and capable Qataris to take permanent long term positions in the Company is one of the driving force, the Privatized Companies Affairs Department is headed by a Qatari national and the ratio of Qatari employees to the total staff providing head office services to QAMCO stands at a healthy 41%. QatarEnergy undertakes efforts to recruit more female employees as a commitment to diversify the workforce. Female employees comprise of 18% of the total staff providing head office services to QAMCO.

QAMCO's Board of Directors are firmly committed to implementing the principles of good governance and attaches greater importance to achieving justice and equality among shareholders, enhancing transparency and disclosure, and providing timely information to shareholders. The Board of Directors always ensures that an organizational framework, that is consistent with the legal and institutional framework of the listed companies, is in place at the Company level. Corporate Governance framework in line with regulatory requirements and industry best practices are developed, reviewed periodically, and implemented. Processes are defined through established policies and procedures duly reviewed and approved by QAMCO Board. QAMCO Board audit committee oversees the risk management and Internal control systems of QAMCO on a periodic basis to review and discuss key risks, internal audit plans and internal control observations with the internal auditors. The Internal Auditor periodically makes and submits reports in this regard to the Board Audit Committee (BAC). The appointed internal auditors also carryout shareholder's audit on QAMCO group companies to provide comfort on groups risk and control processes to the QAMCO BAC. BAC in turn reports to the Board on significant internal control matters and actions taken.

ENVIRONMENT

QAMCO through Qatalum is committed to integrating sustainable development principles into operations by developing and addressing environmental, health and safety aspects and ensuring compliance to all legal and regulatory requirements while committing a continual improvement to operations to reduce environmental impacts. To that extent Qatalum periodically develops and reviews environmental policies in line with the legal requirements as prescribed under consent to operate to assess, report and mitigate any environmental impacts associated with direct or indirect effects of its operations.

Energy Usage:

QAMCO recognizes the importance of reducing energy consumption in order to minimize the environmental impacts as well as increase the company's operational efficiency. Qatalum uses natural gas as a primary energy source in its operations producing Aluminium which is cleaner and more environmentally friendly than the other method of generating energy. Qatalum's energy consumption comprised of three energy sources: natural gas used in the power plant and in the smelter, and diesel used in plant infrastructure. QatarEnergy is the supplier of natural gas, which is predominantly used in Qatalum's powerplant operations.

Emissions:

QAMCO through Qatalum continues to invest in environmental projects to optimize and efficiently use natural resources and reduce the generation of emissions, effluents, and waste. Through such capital investments, the Group's aim is to improve the operations' environmental performance, while enhancing their reliability and safety.

Water Management:

Since we operate in a country that is one of the highest water stressed regions of the world, water efficiency is an integral part of our environmental management approach. To overcome our water scarcity challenges, the wastewater treatment units enable to treat water and reuse it in operations to cool machine temperatures and meet Company's irrigation needs.



Waste Management:

We adopt comprehensive procedures to decreasing waste produced by our activities and operations through reducing, reusing, and recycling prior to landfill disposal. We aim to enhance our waste management and boost our recycling ratio by using innovative methods. All of our waste is disposed of responsibly and in compliance with local regulations and industry standards. While recognizing the need for a better waste management process, through the next few years, we aim to increase and intensify our implementation of waste reduction initiatives and programs, track our waste, and improve our existing reduction measures.

SOCIAL

We are firmly committed to being exemplary in contributing to our community and engaging in their development. Our efforts are focused on raising public awareness of issues that the company considers important for the country's sustainable future and aligned with our company values.

Qatarization, continues to be one of our key commitments in alignment with the Qatar National Vision 2030 "QNC 2030" and in support of the National Development Strategy group recruits, develops and retains highly competent Qatari talent. We believe it is important to play an active role as a community member and fulfil our social responsibility as a good corporate citizen. By leveraging our capacity, we can contribute to the development of the Qatari society in line with QNV 2030 and build a more sustainable and resilient community.

Health and safety of employees and contractors is a top priority for the group. The group implements various procedures and programs to support upholding the highest health and safety standards in its operations. As part of the sustainable supply chain agenda and in alignment with the Economic Development Pillar of QNV 2030, the group focus is on procuring from local suppliers as an effort to support the growth of the local businesses in Qatar and contribute to the economic development of the country through initiatives such as the In Country Value (ICV) program.

Employees are considered the major building block which defines the Company's success. We are proud of our legacy as an employer of choice, thanks to the enabling work environment that fosters professional growth and diversity, significant opportunities for Qataris, and uniquely strong commitment to contribute to the social, educational, and economic goals of the local community, following Qatar's National Vision 2030.

GOVERNANCE

We are committed to upholding strong governance standards and implementing sound practices to ensure that the group's business is conducted with the highest ethics, transparency and integrity. We recognize that a robust corporate governance needs to be an integral component of the business and day-to-day operations. Our corporate governance framework includes a clearly articulated strategy and values, clear roles and responsibilities, well-defined management processes and systems, and an enterprise-wide approach to the risk management.

The Board of Directors (BoD) is the highest governing body at QAMCO and Qatalum and represents the Companies and its shareholders interests. BOD Charters are developed at QAMCO and Qatalum in accordance with the Corporate Governance best practices, Qatar Commercial Companies Law, Qatar Financial Markets Authority Corporate Governance Code for Listed Companies and respective Companies Articles of Association.

Adequate representation of QAMCO Directors is maintained in Qatalum and each appointed representative in Qatalum will abide by a set of guidelines or terms of reference developed and approved by Qatalum's Board, which explains his or her roles and duties. Guidelines/terms of reference in terms of QAMCO's requirements will be provided to each representative – these will include governance reporting and control requirements that the group entity must comply with.

The BOD at QAMCO and Qatalum discharge their oversight responsibility by further delegating some of its functions and constitute special committees such as the Audit Committee or Remuneration Committee or Health, Safety and Environmental Committee etc., for the purpose of undertaking specific operations on its behalf and set their authorities and duties. BOD periodically review and approve the work of Board committees, conduct an annual self-evaluation of the performance of the Committees, including their effectiveness and compliance with their respective Terms of Reference.

Code of Ethical Conduct drives business decisions at QAMCO and Qatalum and remains the cornerstone of their business conduct. The Code of Conduct provides a clear guidance to all employees on what it means to act ethically, professionally, and with integrity. It covers a wide range of topics including anti-bribery, conflict of interest, fraud, corruption, and compliance.

For more details on Qatalum's performance and initiatives relating to ESG factors refer subsequent sections of this report.

QATAR ALUMINIUM LIMITED (QATALUM)



11.1 About Qatalum

Qatalum, located in Mesaieed Industrial City (MIC) in Qatar, is a primary aluminium producer and smelter that has made important contributions to development of the aluminium industry. In 2021, the production was approximately 662,000 MT. This makes us a catalyst for national economic development and a global supplier in 22 countries.

Qatalum is ISO 9001 certified and has been a listed brand on the London Metal Exchange (LME) for more than ten years. In addition, the Qatalum casthouse is ISO IATF 16949; 2016 certified.

Ownership

Qatalum is a joint venture company formed by QatarEnergy (formerly known as Qatar Petroleum) and Hydro Aluminium AS. In 2021, Qatalum's shares were owned equally by Qatar Aluminium Manufacturing Company, a Qatar listed company controlled by QatarEnergy, and Hydro Aluminium Qatalum Holding BV, a Dutch company beneficially owned by Norsk Hydro ASA.

Mission

Qatalum's mission is to maximize shareholder value through operational excellence and sustainability to support aluminium industry development in Qatar.

Vision

A world-class producer of high-quality aluminium products made in Qatar for customers around the world.

Core Values

Respect



Proactive



Integrity



Enthusiastic



AWARDS AND RECOGNITION

Qatalum has been recognized by several institutions and organizations.



- Auto Industry Aluminium Producers Awards
- Airbus Aluminium Producers Awards



- UK Car Industry Guild Award
- China Engineering Association Award
- Australian Engineering Society Awards
- Milan Architects Exhibition Awards



- Hydro Innovation Award



- Middle East Aluminium Producers Award
- World Aluminium Producers Award



- Smelting Awards
- Japanese Space Agency Awards



- CIO Award
- QGBC Sustainability Award
- Royal Norwegian Shipbuilders Award
- Qatar Sustainability Awards 21

Qatalum's Value Chain

GRI 102-2, 102-6, 102-9, 102-10, SDG 8, SDG 12

Qatalum's Inputs

Qatalum is a producer of primary aluminium products. The main inputs for primary aluminum production include:

- Alumina
- Aluminium Fluoride
- Electricity
- Coke
- Pitch
- Water

The main cost drivers for the production of primary aluminium include alumina, power and carbon products.

Alumina

It takes approximately two tonnes of alumina to produce

one tonne of aluminium. The alumina represents 34% of the total cash cost of primary aluminium. Qatalum's alumina is typically sourced from Brazil and Australia with some volumes from India.

Power

Electricity for the Qatalum is provided by a captive natural gas-fired plant supplied with gas supplied by QatarEnergy on a long-term contract. Qatalum's power plant has the capacity to produce 1,350 Megawatts (MW) against the smelter's usage of 1,050 MW. It comprises four gas and two steam turbines operating in a combined cycle.

Carbon Products

Qatalum is supplied with petroleum coke and coal tar pitch from suppliers in Asia, Europe, Africa and North America. Qatalum uses coke and pitch to produce green anodes which are pre-baked on site to improve process efficiency.

Qatalum's Memberships and Associations

GRI 102-12, 102-13, SDG 8

As a primary aluminium producer and smelter, Qatalum actively participates in industrial and broader international and domestic organizations within anti-trust compliance guidelines. Qatalum is a proud member of the following associations:



Member of the Gulf Aluminium Council

An organization and coordinating body which represents, promotes, and protects the interests of the industry within the Gulf. Its main objectives are to provide a forum to develop strategies for common issues and concerns facing the industry in the region and to share best practices so as to improve the efficiency of the industry.



Member of International Aluminium Institute

The only body representing the global primary aluminium industry, it aims to promote the sustainable development of the industry and demonstrate the industry's responsibility in producing the metal and the potential benefits to be realized through its use in sustainable applications and recycling.



Certification under Aluminium Stewardship Initiative

A global non-profit standard-setting and certification organization that works together with producers, users, and stakeholders to collaboratively foster responsible production, sourcing, and stewardship. ASI's standards are globally applicable and encompass all stages of the aluminium value chain: primary aluminium production (including bauxite mining, alumina refining, and aluminium smelting), semi-fabrication and material conversion processes, recycling, and use in final products. Qatalum became the 193rd member of the Aluminium Stewardship Initiative and achieved certification for both performance and chain of custody standards.

Qatalum's Outputs

Liquid metal from the reduction process is casted into aluminium products at Qatalum's casthouse. Qatalum produced approximately 660,000 MT of aluminium products in 2021, with products mostly consisting of extrusion ingots and foundry alloys.

Extrusion Ingots

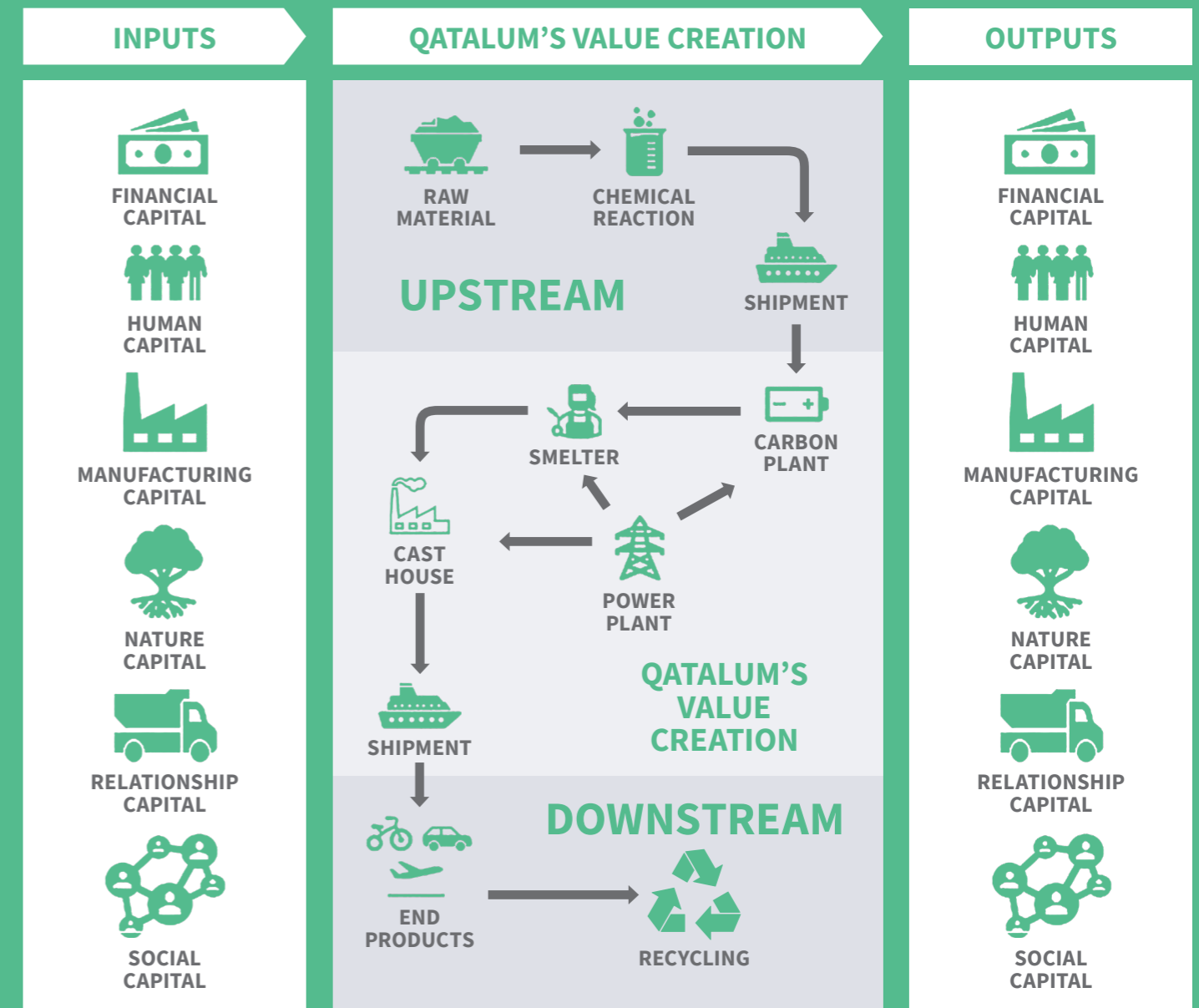
This can be extruded into a range of profiles starting from soft to high strength, with a good surface finish for applications such as anodizing.

Foundry Alloys

Alloying elements are mixed in with the liquid metal and adding alloys gives the desired mechanical and chemical properties to the finished products.

Qatalum's external sales are conducted through Hydro Aluminium's worldwide marketing system, while local sales are marketed directly by the Company. Qatalum's products are used in a range of sectors, including automotive, construction, engineering, and consumer goods manufacturing. From its location in the Arabian Gulf and through its network of logistics partners, Qatalum is able to meet the on-time delivery requirements of customers all over the globe. Combined with its excellent technical support and quality management system, Qatalum boasts an industry-low level of customer claims and complaints (0.03 in 2021).

VALUE CREATION MODEL



11.2 Policies, and practices

GRI 102-16, 102-17, 205-2, SDG 16

Qatalum is dedicated to integrating ethical business practices and compliance into every aspect of the organization and supply chain. Qatalum is required to adhere to applicable laws and regulations as well as its Corporate Directives and constitutional documents.

Qatalum’s board-approved Code of Conduct (CoC) creates the foundation that supports its efforts to always act with integrity. The CoC establishes standards and guidelines for all individuals working at or for Qatalum, including company directors, employees, secondees, temporary personnel, and contracts and their staff.

Qatalum’s core principles of respect, proactivity, enthusiasm, and integrity are embedded in its CoC. Employees and everyone associated with the Company are required to uphold the highest standards of morality and decency in all of its commercial and professional dealings with coworkers, clients, suppliers, contractors, government agencies, and the general public.

The CoC enshrines an employee’s rights to ask questions, seek guidance, raise concerns, and report suspected violations. Normally, concerns and complaints should be raised with the employee’s superior. However, concerns may also be raised with Human Resources, HSE, compliance, legal, or internal audit. The employee can also use Qatalum’s conduct violation hotline, where concerns can be reported anonymously. The conduct violation hotline is open to complaints from employees, contractors, or anyone working for or with Qatalum.

Compliance

Qatalum has a dedicated compliance function headed by a Compliance Manager and a robust Internal Audit function. A training program for the Code of Conduct has been developed and employees received training on specific topics such as anti-fraud, competition law and conflict of interests. Compliance matters are reported to the Board Audit Committee and to the Board of Directors annually.

The Company’s compliance program is also supported by specialized compliance resources from its shareholders.

Description	2019	2020	2021
Total number of non-monetary sanctions	0	0	0
Total monetary value of significant fines (QAR)	0	0	0

Fines and Penalties of Qatalum (2019-2021)

The CoC includes standards and guidelines for:

- Reporting Concerns
- Working Conditions
- Health and Safety
- Business Conduct

It is published in Qatalum’s website and can be accessed through this link: <https://www.qatalum.com/AboutUs/Sustainability/Pages/Excellence-in-Governance.aspx>

Specific policies and procedures have been established to reduce the risk of non-compliance with the Code of Conduct. Qatalum has enacted the following policies:

- Anti-Bribery and Corruption Policy
- Anti-Fraud Policy
- Competition Policy
- Compliance Policy
- Confidential Information Policy
- Conflict of Interest
- Sanctions Compliance Policy
- Speaking Up Policy

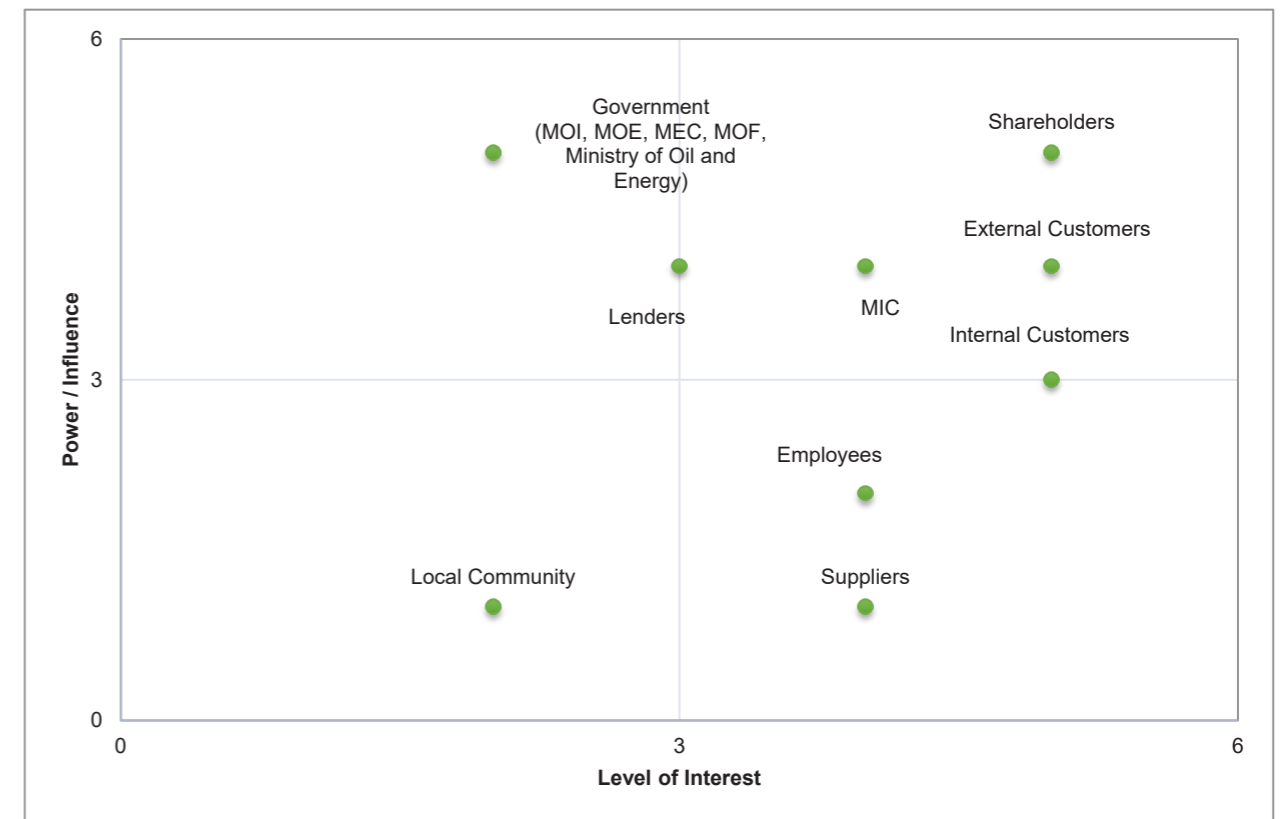
11.3 Sustainability management:






Dialogue with Stakeholders

GRI 102-40

Qatalum fosters honest, transparent, and mutually beneficial relationships with its numerous stakeholders. While the post-pandemic environment continued to make it difficult to engage stakeholders in traditional methods, Qatalum moved quickly to develop outreach models to promote safety and give stakeholders a platform to express and exchange points of view. In order to assess and manage the implications for the economy, environment, and people, Qatalum’s Management Team (QMT) actively communicates with stakeholders to engage, relay expectations and requirements. Qatalum continues to pursue long-term sustainability success by creating value for its stakeholders.

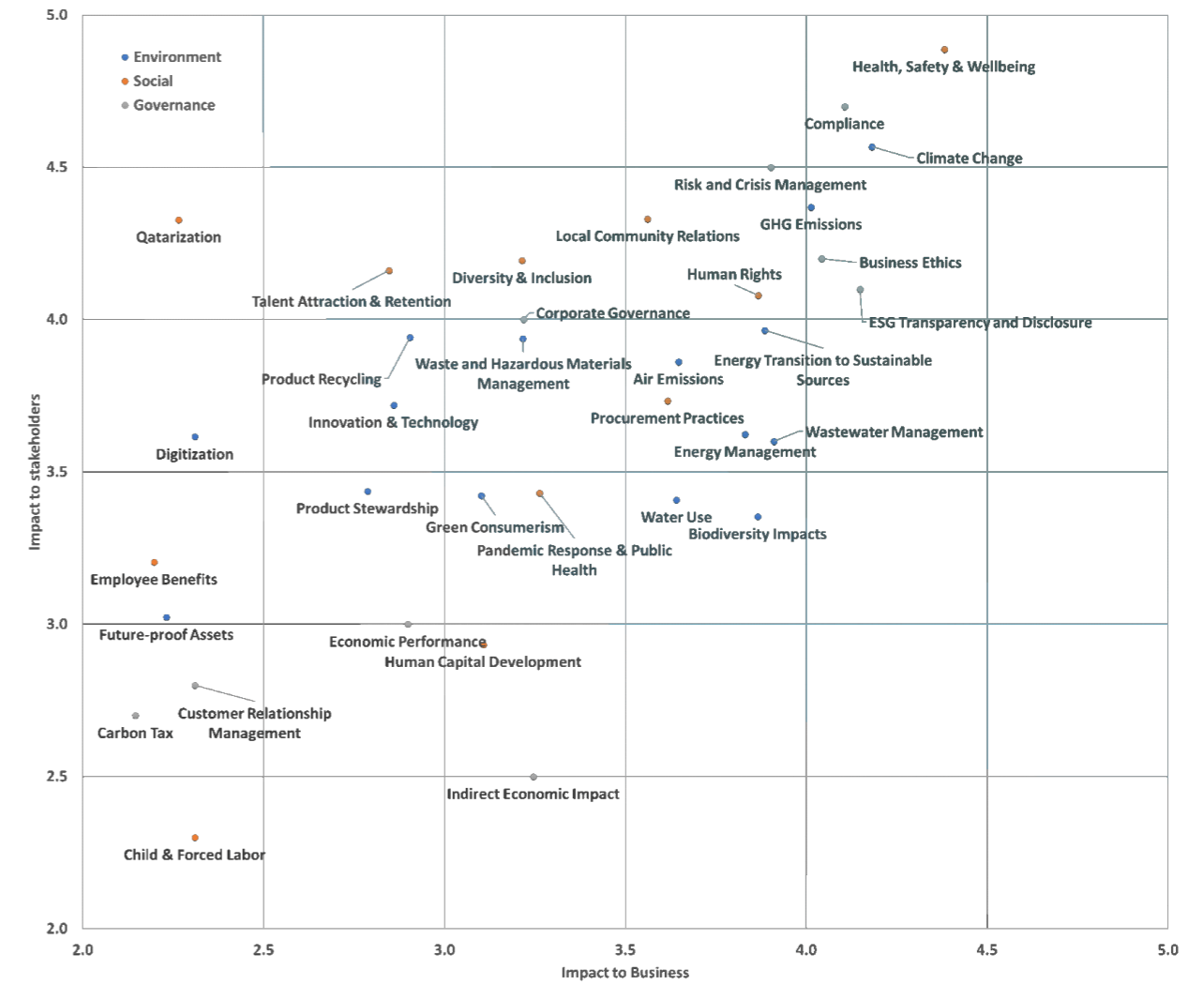
Qatalum has performed a stakeholder analysis to identify its main stakeholder groups. Qatalum’s stakeholders are grouped based on their influence on Qatalum’s activities and performance.



Stakeholder Group	Methods of engagement	Issues of importance	Methods of response
Shareholders 	<ul style="list-style-type: none"> Representation on the Board of Directors, including regular board meetings Active membership on the senior management team Performance reporting 	<ul style="list-style-type: none"> Financial Targets Engaging shareholders through sustainability management Legal compliance Ethical governance 	<ul style="list-style-type: none"> Board committees Ensuring compliance via internal audit and ethics committees Planning of strategic objectives and reports Publishing a sustainability report as per GRI Standards
Environment 	<ul style="list-style-type: none"> Compliance with environment regulations Reporting on material environmental issues Environmental impact assessments 	<ul style="list-style-type: none"> Minimizing GHG and fluoride emissions Waste reduction and management Energy consumption Water usage Legal compliance with environmental regulations 	<ul style="list-style-type: none"> Use of efficient technology Reliance on environment management manual Strict management of hazardous material Reduction in water consumption Issue new HSE legal register and a procedure for keeping abreast of regulatory changes
Qatar 	<ul style="list-style-type: none"> Communication with regulatory agencies Collaboration and participation through government, regulatory agencies, and industry-level campaigns and initiatives Activities for increasing Qatarization, including conferences and training 	<ul style="list-style-type: none"> Alignment with Qatar National Vision (QNV) 2030 Recruitment and development of local talent Development of local knowledge and expertise in the aluminium smelting industry Community contribution and outreach Promotion of further industry diversification Safety and health precautions Reduction of negative environmental impact Climate change strategy Transparency and excellence in governance 	<ul style="list-style-type: none"> Engagement with the community through events and environment fairs Contributions to charitable organizations Qatarization steering committee and strong Qatarization efforts Proactivity in recreation and employee activities
Employees 	<ul style="list-style-type: none"> Annual Performance reviews Career development planning Intranet Newsletter Town Hall meetings Annual Surveys 	<ul style="list-style-type: none"> Training and development Maintaining a diverse and inclusive workplace Employee satisfaction Healthy working conditions Health and primary care Safe workplace Emergency preparedness COVID-19 pandemic 	<ul style="list-style-type: none"> Career development system Training programs Occupational hygiene studies Health awareness campaigns Health and safety training Baseline medical examinations Vaccinations and COVID-19 updates and monitoring
Industry Partners (Customers, Suppliers, and Industry Associations) 	<ul style="list-style-type: none"> Conferences Evaluation and satisfaction forms Membership in the Guff Aluminium Council and International Aluminium Institute 	<ul style="list-style-type: none"> Mutual aid and support Sustainable procurement Transparency Local customers 	<ul style="list-style-type: none"> Regular dialogue with customers and partners Membership in industry associations Participation in local and international conferences and trade shows

Materiality Assessment

GRI 102-21, 102-42, 102-43



Qatalum conducted a materiality assessment to identify the topics that would significantly impact the ESG facets. The Company sought external assistance for materiality assessment and benchmarking workshops to identify peer-reporting practices, mega-trends, ESG reporting frameworks and indices, and pre-existing national and international guidelines.

A total of 11 materiality workshops were conducted with 156 participants from which a total of 35 material topics were identified. The impacts of the materials topics on the business processes were mapped from low to high. From these 35 material topics, 13 are considered high priority.

Material Topics

GRI 102-47

Environment	Social	Governance
Climate Change	Procurement Policies	Corporate Governance
Digitization	Human Rights	Risk & Crisis Management
Energy Transition	Child & Forced Labor	Compliance
Innovation & Technology	Human Capital Development	Customer Relationship Management
GHG Emissions	Health, Safety & Wellbeing	Economic Performance
Air Emissions	Diversity & Inclusion	Indirect Economic Impact
Green Consumerism	Pandemic Response & Public Health	ESG Transparency & Disclosure
Product Stewardship	Employee Benefits	Carbon Tax
Recycling	Qatarization	Business Ethics
Water Use	Talent Attraction & Retention	
Waste/Hazardous Materials Management	Local Community Relations	
Wastewater Management		
Biodiversity Impact		
Future-proof Assets		

Business Resilience in the time of COVID-19

GRI 403-4, 403-5, SDG 3, SDG 8

The COVID-19 pandemic outbreak created significant disruptions to the world economy and to the Company’s normal operations. The pandemic had an impact on Qatalum’s activities, workforce, supply chains, projects, and company performance.

However, the Company was able to maintain full production due to its resilient business practices, flexible business continuity planning, and the efforts and determination of its staff and contractors.

Following the onset of the COVID-19 pandemic, the Company established a pandemic Crisis Management Team to monitor the development of COVID-19 and to oversee the programs it has established for its workforce. This team worked together with QatarEnergy Pandemics Team to implement COVID-19 protocols and preventive measures for health and safety that were meeting or, in some cases, exceeding the requirements of the Qatar Ministry of Public Health (MoPH).

Qatalum has continued to monitor and take appropriate measures with respect to COVID-19. The Company conducted a



successful vaccination program and coordinated with affected employees to provide support until recovery.

	Qatalum	Contractors	Total
Number of Confirmed Cases	64	54	118
Number of Recovered Cases	63	54	117
Number of Death Cases	1	0	1
Number of Active Cases	0	0	0
Number of Suspected Cases	151	36	187
Number of Imported Cases	17	1	18
Number of Active Imported Cases	0	0	0

Number of COVID-19 Cases in the Workforce

Qatalum started its facilitation for the booster dose (3rd dose) implementation aligned with QatarEnergy Pandemics Team and MoPH Guidelines and recorded the employees’ vaccination status as follows:

Vaccine Shot	Employees	%
1st Dose	1,026	99
2nd Dose	1,026	99
1st Booster	969	92

Number of Vaccinated Employees



COVID-19 Screening for returning employees and temperature checks at the security main gate



Active COVID-19 Communications all employees, contractors and family members

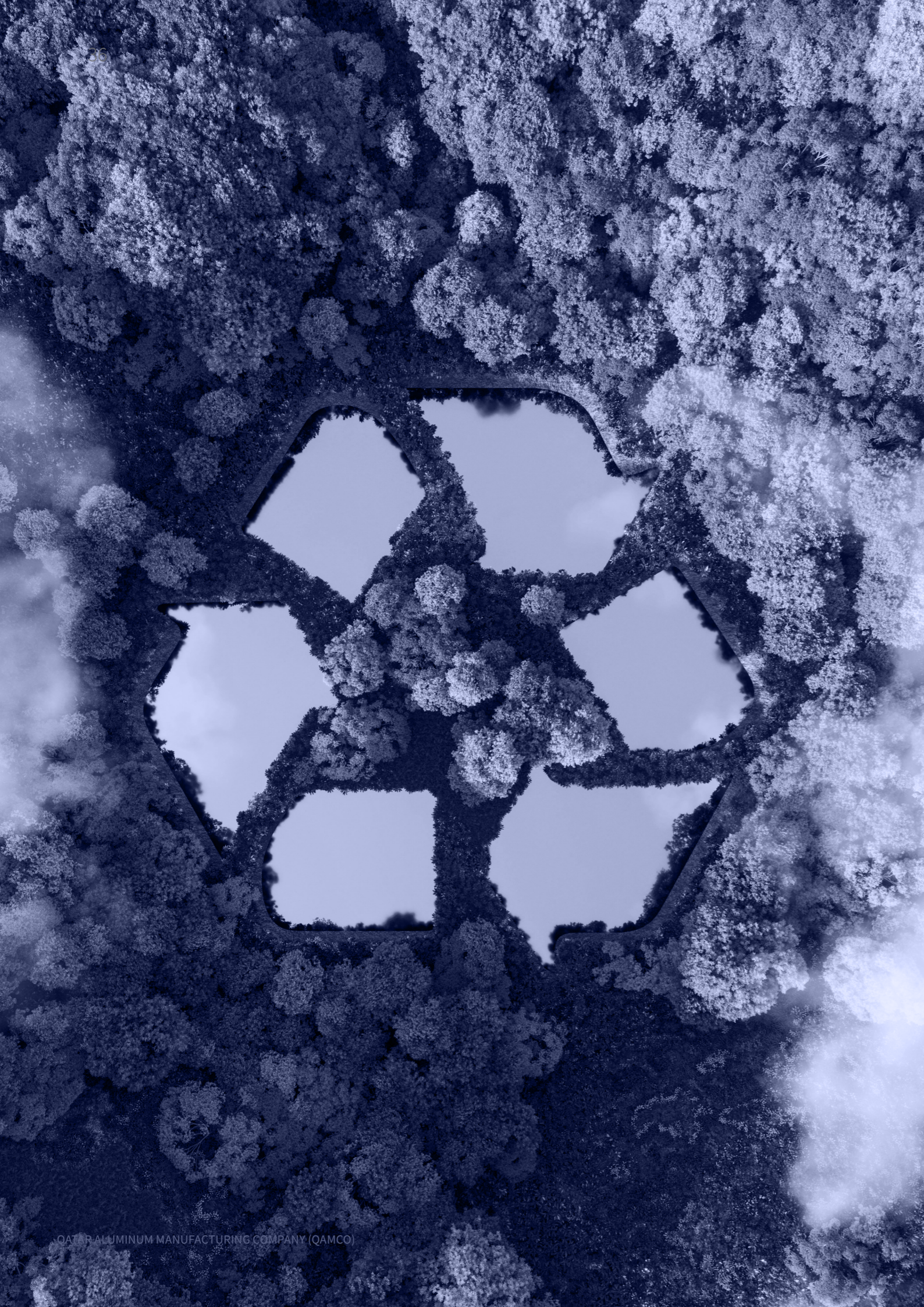
11.4 Sustainability Journey

Responsibility and Growth of Business

Qatalum is committed to contributing to the economic growth of the State of Qatar. The Company ensures that its business processes and plans result in improved performance – through the setting of goals that incorporate the needs of the people, their wellbeing, opportunities for development, and the local and international investments that Qatalum can offer to the State of Qatar. In this chapter, Qatalum focus will be on the following areas:

Alignment with UN SDGs

OUR SDG CONTRIBUTION	OUR ACTIONS
<p>OUR GROWTH</p> <p>8 9 16 </p>	<ul style="list-style-type: none"> Significant indirect economic impact to the community, public health, and local suppliers Ongoing digitization process enablement Maintaining the transparency, accountability, and integrity of the business through different policies on business ethics
<p>OUR ENVIRONMENT</p> <p>6 7 12 13 14 15 </p>	<ul style="list-style-type: none"> Optimizing energy transition Recycling method in-place and recycling rate is increasing Taking actions in mitigating biodiversity loss Management of waste and hazardous material
<p>OUR SAFETY</p> <p>3 8 </p>	<ul style="list-style-type: none"> COVID-19 Response to its Employees Emergency Response and Preparedness in the organization World-class safety preparation and procedures
<p>OUR PEOPLE</p> <p>1 2 5 8 10 </p>	<ul style="list-style-type: none"> Qatarization Targets and Initiatives Fostering diversity, equality, and inclusivity Provided training and development for the employees Benefits of an employee Practices on procurement to international and local suppliers Giving back to the community through CSR



Certifications

- Qatalum's Quality Management System is ISO 9001:2015 certified which been incorporated since 2015. ISO 9001 is an international standard for quality that demonstrates the ability to consistently provide products and services that meet customer and regulatory requirements.
- Qatalum's Environmental Management System is ISO 14001:2015 certified which has been maintained since 2015. ISO 14001 is an international standard that sets out the requirements for an environmental management system that are utilized to improve an organizations environmental performance.
- Qatalum's Health and Safety Management System renewed its ISO 45001:2018 certification last 2021. ISO 45001 is an international standard for occupational health & safety, that is utilized by organizations to provide safety and healthy workplaces by preventing work-related injury and ill health and to proactively improve OH&S performance.
- DNV Approval of Manufacturer (Ships): The certification is confirmation of Qatalum's ability to consistently manufacture aluminium products to the given specifications according to DNV's rules and standards. The certification covers Wrought Aluminium and Aluminium Alloys products. With this certification, the Company is able to supply its high-quality aluminium products for use in marine applications such fast ferries, big catamarans, coast guard vessels and more.
- The ASI Certification program was developed through an extensive multi-stakeholder consultation process and is the only comprehensive voluntary sustainability standard initiative for the aluminium value chain. The ASI Performance Standard defines environmental, social and governance principles and criteria, with the aim to address sustainability issues in the aluminium value chain. It sets out 59 criteria under the three sustainability pillars of Governance, Environment and Social, which address key issues such as biodiversity, Indigenous Peoples rights, and greenhouse gas emissions. The ASI CoC Standard sets out requirements for the creation of a Chain of Custody for material that is produced and processed through the value chain into diverse downstream sectors. The implementation of ASI's CoC Standard links verified practices at successive steps of the supply chain – certified under the ASI Performance Standard – to the products produced by ASI Certified Entities.

11.5 Economic Performance

GRI 201-1, SDG 8, SDG 9

Qatalum continues to be a part of the development of Qatar's economy. In accordance with Qatar National Vision 2030, the Company promotes economic diversification and market creation of nationally produced value-added products in Qatar. The revenue generated by Qatalum is used to pay contractors and suppliers for goods and services. Furthermore, nearly a quarter of revenues are paid to its providers of capital and distributed to employees in wages and benefits, with a small portion dedicated to their social investment programs.

Qatalum imports raw materials, which are combined with Qatar's energy resources to make aluminium. Qatalum products have a global reach, and it has exported aluminium to many countries located in Asia, Europe, North America, Australia and Oceania, Africa, South America, and Central America. Since global aluminum prices fluctuate, Qatalum has focused its efforts in recent years on efficient production to avoid significant negative effects on its profit margins.

Qatalum reports its financial performance to its shareholders on an annual basis, as well as its commitment to continue to review and adopt industry innovations that will ensure efficiency and economic value distribution.

Indirect Economic Impact

GRI 203-1, SDG 8, SDG 9

Aside from contributing to the local economy, Qatalum makes great efforts to support and engage with the local communities where it operates. Qatalum is committed to providing work opportunities for the local community and engages in other CSR activities. As part of its annual budgeting, the Company allocates funds for community investments. These investments are made to promote social welfare and support economic development. Qatalum also seeks to build local capacity in areas such as education, culture, and infrastructure.

One of Qatalum's commitments to the community is the continuous support of the Elderly Empowerment and Care Center since 2016. Qatalum also channeled its efforts to the COVID-19 pandemic response by aiding the local community affected by the pandemic. Qatalum created meaningful connections with its stakeholders using social media platforms to provide educational campaigns for local communities.

Another commitment is supporting local suppliers. Although Qatalum's operations necessitate the use of raw materials found outside Qatar. Qatalum buys local whenever possible. Qatalum gives preference to local suppliers that provide products that match its requirements. Qatalum also conducts supplier assessments every year. The Company does this to confirm its suppliers' compliance with Qatalum's CSR requirements and the regulations of the State. CSR screenings and regular audits are included in the assessment. The efforts are designed to ensure respect for human rights and that its positive economic impact is distributed fairly across its value chain.

Customer Relationship Management

GRI 102-43, 102-44

Qatalum believes that its long-term success is founded on customer trust, which is why its has adopted customer-focused quality processes. Qatalum has a robust Quality Management System (QMS) to track the quality of its products and ensure its meets the needs of its customers.

Qatalum provides platforms for customers to share their insights and queries. Any claims and complaints are thoroughly investigated, and appropriate actions are taken to ensure customer satisfaction. Qatalum recorded a record low level of claims and complaints, 0.03 in 2021.

To achieve greater customer satisfaction and adapt to their ever-changing needs, Qatalum also solicits customer feedback through evaluation forms and customer visits. The Company also engages regular with customers and partners in local and international conferences and trade shows.

Digital Enablement and Digitization

SDG 9

The COVID-19 pandemic drove an increase in the need for and implementation of digital tools and technology.

The pandemic brought about unprecedented challenges in the forms of lockdowns, restrictions on office attendance and other challenges. To overcome these challenges, Qatalum adopted various technological solutions and systems that allowed its employees to work remotely and maintain critical processes from anywhere in the world.

In general, Qatalum IT systems have enhanced its business activities by giving it the ability to process, analyze, and track its data and metrics more efficiently and accurately. This enabled it to make better business decisions and strategies.

Digitalizing Qatalum operations also allowed it to be more sustainable. After digitalizing some of its paperwork, Qatalum has managed to save at least 140,000 sheets of paper per year and lessen its waste from inks and cartages.





Cybersecurity

The threat of cyberattacks is increasing, which requires an increased level of cybersecurity. Qatalum goal is to be compliant with applicable industry standards such as ISA99, ISO 27001, Qatar Industry Control Systems, and National Information Assurance. The Company is also working to implement the recommendations from the Qatar Supreme Committee.

Qatalum is strengthening its partnership with different stakeholders to enhance different areas of its cybersecurity. Qatalum has allocated significant resources to ensure that the architecture of its cybersecurity can withstand any cyberattacks and prevent data leaks from within. Qatalum IT department is in the process of initiating internal programs and has identified the applicable resources and solutions required.

11.6 Climate Change (Energy and Emissions):

Qatalum's Key Environment Achievements

 <p>Advanced Gas Path implemented as part of Qatalum electricity generation efficiency improvement and GHG emissions reduction</p>	 <p>Awarding transport services to companies having cleaner energy (CNG).</p>	 <p>Introduced pre- and post-consumer scrap recycling</p>	 <p>Ongoing energy efficiency project to reduce auxiliary power consumption in smelter and power plant</p>
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Climate Change

GRI 103-1, GRI 103-2, GRI 103-3

Climate change due to human activity and the production of greenhouse gases (GHG) is one of the most critical issues that the world is facing right now. As the second most-used metal in the world by mass, the aluminium industry is responsible for 2% of global anthropogenic GHG emissions, which is about 1 gigatonne of carbon dioxide equivalent.

All climate-related risks, whether physical or transition risks, will have a socioeconomic impact on the operations of every business. For Qatalum, changes to the climate can cause disturbances to its infrastructure and quality production, pose challenges to its employees' health and safety, and increase the vulnerability of its communities.

Qatalum recognizes the need to shift towards more sustainable programs and initiatives to help mitigate climate change. Qatalum is currently focused on lowering its carbon footprint in alignment with the IPCC ambition.

Qatalum is an ISO 14001:2015 certified organization and uses the framework of this standard to enhance its environmental performance, fulfill its compliance obligations, and achieve its environmental objectives. The Company is also in the process of establishing an ESG Strategy with medium and long-term targets for reducing its GHG emissions.

GHG Emissions

GRI 305-1, 305-2, SDG 3, SDG 12, SDG 13, SDG 14, SDG 15

Greenhouse gas (GHG) emissions continue to be a critical component of Qatalum commitment to reducing its impact on climate change. Qatalum consistently monitors and reports on its Scope 1 and Scope 2 emissions. Scope 1 emissions, or direct emissions, are emissions coming from sources that are owned or controlled by Qatalum. It includes emissions from fuel combustion in furnaces, net anode consumption, pitch and packing coke consumption, anode production, electrolysis process and PFC emissions. On the other hand, Scope 2 emissions, or indirect emissions, account for Qatalum's GHG emissions from imported/purchased electricity consumption, and heat or steam consumption. Qatalum currently does not estimate and publish its Scope 3 emissions, but it plans to integrate Scope 3 emissions into its future reporting.

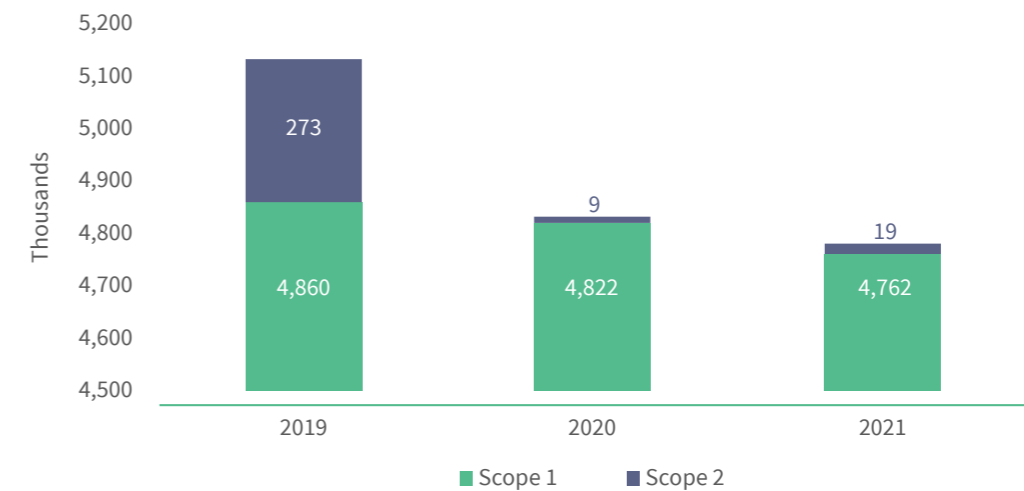
In 2021, Qatalum's total emissions were 4,780,827 MT of CO₂eq. Direct emissions account for 4,761,855 MT CO₂eq while indirect emissions account for 18,972 MT CO₂eq. Overall, its emissions in 2021 had a 1.04% decrease from 2020. The reduction in emissions is linked to Qatalum's power plant's advanced gas path system and process optimizations in the carbon and reduction plants. This represents a great starting point as Qatalum set a decarbonization roadmap

in alignment with the national targets. To meet its short-term target, specific efforts have been made to minimize GHG emissions, including a project to construct an advanced gas route system in its power plant, as well as process optimizations in its carbon and reduction plants and increased scrap recycling. Furthermore, Qatalum pursues long-term improvement by investigating the viability of solar power generation as well as the proven best available technology (BAT). The initial projection for these efforts is as per below:

Description	2022	2023	2024	2025	2026
C Footprint (Scope 1 & 2), mt CO₂e/mt Al	7.65	7.57	7.46	7.57	7.51

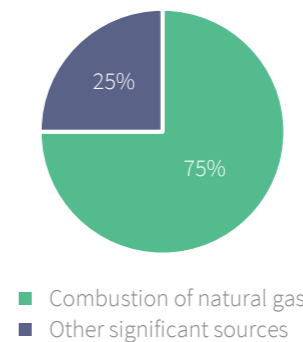
GHG Reduction Projection (Short-term Plan)

Greenhouse Gas Emissions (MT CO ₂ e)	2019	2020	2021
Direct emissions (Scope 1) [GRI 305-1]	4,860,452	4,821,625	4,761,855
Indirect Emissions (Scope 2) [GRI 305-2]	273,076	9,299	18,972
Total Emissions (Scope 1 and Scope 2)	5,133,528	4,830,924	4,780,827



Scope 1 and Scope 2 emissions in '000 MT CO₂e (2019-2021)
[GRI 305-1, GRI 305-2]

Sources of emissions

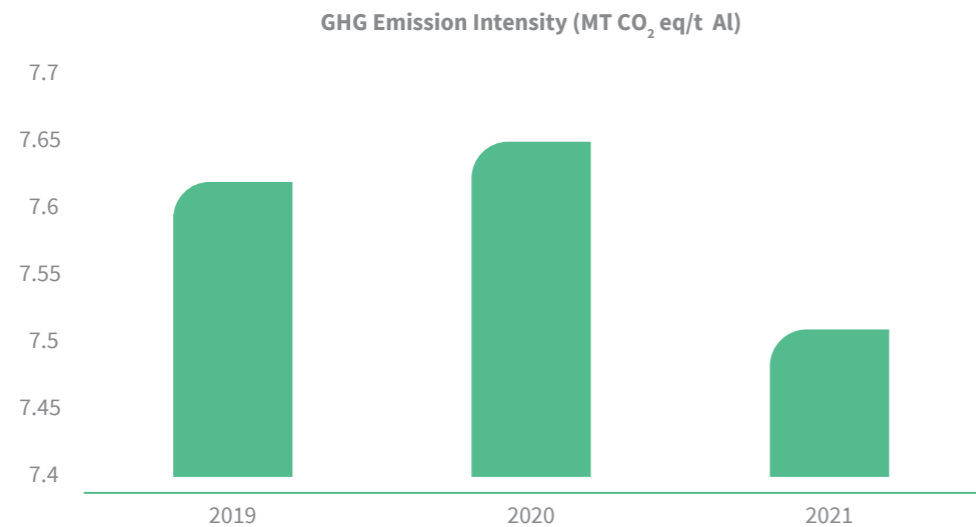


The main contributor to Qatalum's GHG emissions is the combustion of natural gas used in the power plant's gas turbines. This accounts for approximately 70-75% of GHG emissions. Other significant sources of emissions are the following: other natural gas combustion (anode baking plant and casthouse furnaces), process sources from consumption of carbon-containing raw materials (coke pitch, net anode), per fluorocarbon (PFCs) emissions from the potlines due to anode effect.

GHG Intensity Ratio (MT CO₂ eq/tonne of production)

99.6% of Qatalum’s emissions are Scope 1 emissions. The Company’s GHG intensity decreased from 7.65 mt CO₂ eq/tonne production in 2020 to 7.51 MT CO₂ eq/t Al in 2021. This compares to the annual GHG intensity target of 7.72 MT CO₂ eq/t Al for 2021, indicating that Qatalum performed better in 2021. Currently, Scope 1 and Scope 2 emissions from the production of Aluminium are at a level below 8 tons CO₂eq/t which meets the GHG emission norms as required by ASI.

YTD Greenhouse Gas (GHG) Emissions intensity	2019	2020	2021
Scope 1 GHG emissions (MT CO ₂ eq/t Al)	7.62	7.65	7.51
Scope 2 GHG emissions (MT CO ₂ eq/t Al)	0.00	0.010	0.029



As part of Qatalum’s short-term emission reduction plan, the Company currently has ongoing projects to reduce its emissions. As it progresses towards a circular economy, a lower carbon footprint can be achieved by recycling materials throughout the entire value chain. More information about the Company’s recycling initiatives can be found in the Waste/ Hazardous Materials management section.

Sustainable Improvement in CO₂ Footprint

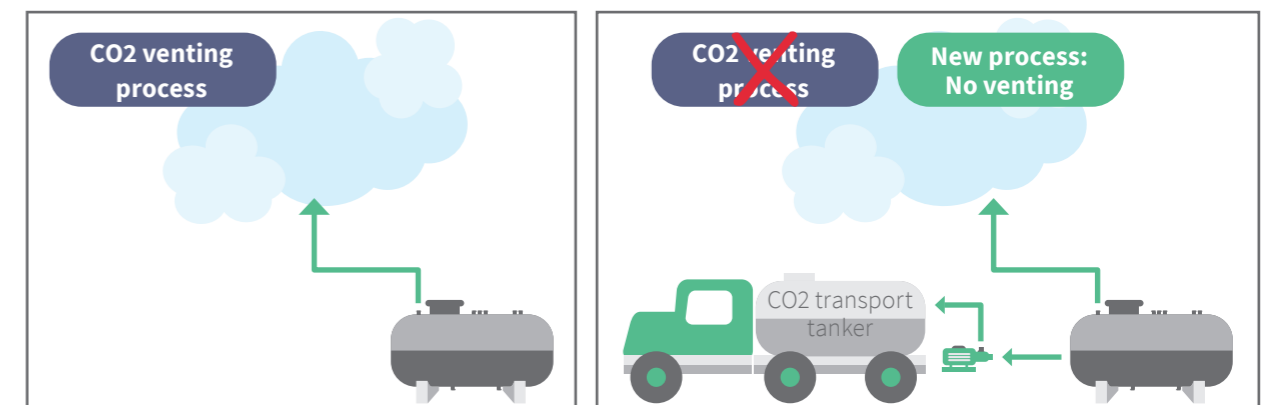
The following are the foremost environmental challenges involved in the production of aluminium:

- Land-use change required for mining activities
- The production of high volumes of waste during alumina refining
- Energy intensive smelting process
- The associated emissions.

Power Plant Case

Four gas turbines of Qatalum’s power plant are equipped with CO₂ firefighting systems, each requiring a specific storage tank (about 6 tonnes) and a refrigeration system. During maintenance operations, the CO₂ tank’s contents are evacuated to the atmosphere in accordance with standard industry procedure.

There was no accepted industry standard that outlined how to collect or capture CO₂ from the tanks without letting it vent into the atmosphere. This prompted the creation of a new initiative to improve sustainability: the transfer of CO₂ from the tank to a vendor’s mobile tank. The Operations team designed and developed the concept, which was then submitted to the vendors for review and approval. Following concept validation, the proposal was well received by the vendor, and an agreement to implement the solution was signed. The cost of the CO₂ recovered per tank maintenance activity is approximately 3,000 USD, while the payment to the vendor for mobile tanker rent is approximately 1,300 USD.



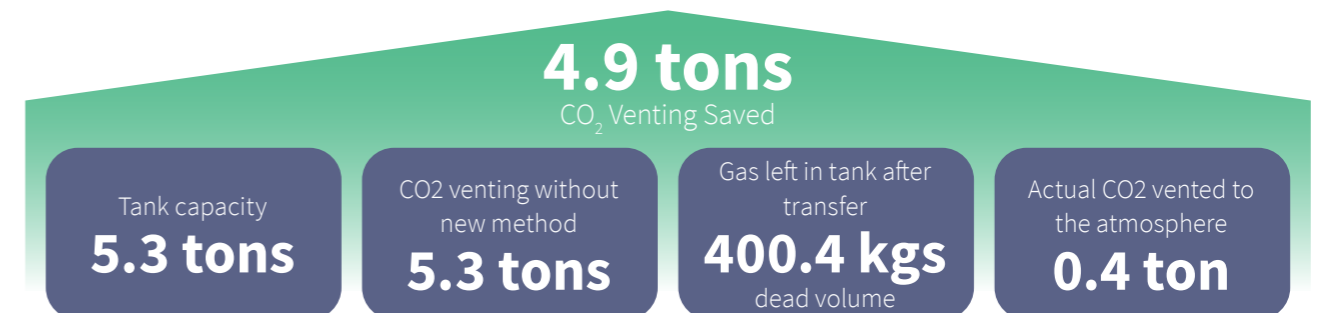
The project resulted in a successful CO₂ footprint reduction and the development of a standard procedure to be used for CO₂ tank maintenance that results in the elimination of approximately 4.9 tonnes of CO₂ venting.



Equals to 1 gasoline passenger car emission for 1 year of normal range running.



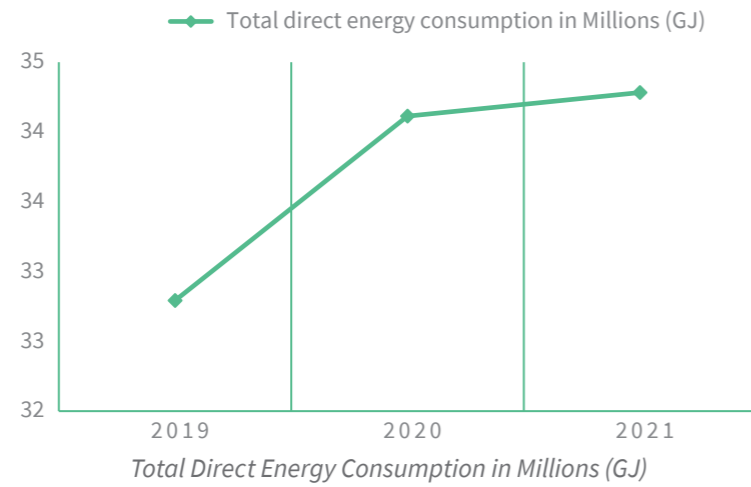
~233 tree required to absorb for a year



Energy Management

GRI 302-1, SDG 7, SDG 8, SDG 12, SDG 13

Aluminium operations require significant electrical energy for the smelting process. Qatalum seeks to operate efficiently with an objective of reducing the energy required to produce its products.



The total energy consumption of Qatalum in 2021 shows a slight increase compared to 2020 and 2019 because of an increase in production over the past years, which resulted in an increase in the total energy demand of its operations. The total direct consumption is comprised of three energy sources: diesel used in plant infrastructure, natural gas used in the power plant and in the smelter. QatarEnergy is the supplier of natural gas, which is predominantly used in Qatalum’s powerplant operations. The large portion of the direct combustion comes from natural gas in the power plant, and the Company observed a 2% decrease in consumption with FY19 as a baseline. The indirect energy consumption provided a fluctuating result, particularly in the 2020 data, when the pandemic lockdowns and movement restrictions were at their peak. A 94% increase in the indirect energy consumption was observed from 2020 to 2021 due to major imports of electricity for different incidents at the company premises. Although the Company went back to its full operation and increased production in 2021, there is still a 90% decrease in electricity consumption detected compared to 2019 data.

	2019	2020	2021
Total Direct Energy Consumption			
Natural gas consumed in the power plant (MMBTU)	69,674,953	68,425,633	68,591,792.00
Natural gas consumed in the smelter (MMBTU)	1,376,121	1,475,667	1,506,624
Total natural gas consumed (MMBTU)	71,051,074	69,901,300	70,098,416
Diesel Consumed by Plant Infrastructure (Litres)	3,285,000	3,571,844	4,303,270
Total direct energy consumption (GJ)	32,792,400	34,113,600	34,282,800
Total Electrical Energy Production (by Power Plant)			
Electricity produced (MWh)	9,115,719	9,475,625	9,522,654
Total energy production (GJ)	32,816,588	34,112,250	34,281,554
Total Indirect Energy Consumption (by Kahramaa)			
Electricity from Kahramaa (MWh)	316,701	19,498	37,933
Electricity from Kahramaa (GJ)	1,140,124	70,193	136,559
Total indirect energy consumption (GJ)	1,140,124	70,193	136,559

Energy consumption within the organization [GRI 302-1]



Air Emissions

GRI 305-7, SDG 13

Aluminium production is an energy-intensive business, resulting in other significant air emissions such as nitrogen oxides (NOx), sulfur oxides (SOx), volatile organic compounds (VOC), hydrogen fluoride (HF), and PFC. Aside from GHG emissions, Qatalum also regulates air emissions. The Company reported 1,419 tonnes of NOx, 1,463 tonnes of SOx, and 38.29 tonnes of VOC in 2021. Qatalum’s total HF emissions in 2021 amounted to 158.33 metric tonnes. There was an increase in aluminium production in its power plants resulting in a slight increase in air emissions. Qatalum is working towards reducing these air emissions through its Fume Treatment Plants (FTPs) and adopting advanced technology like Dry Low NOx burners.

Nitrogen oxides (NOx), Sulfur Oxides (SOx), and other significant air emissions (metric tonnes) [GRI 305-7]	2019	2020	2021
NOx	1,471	1,391	1,419
SOx	1,174	1,373	1,463
Volatile organic compounds (VOC)	41	30.00	38.29

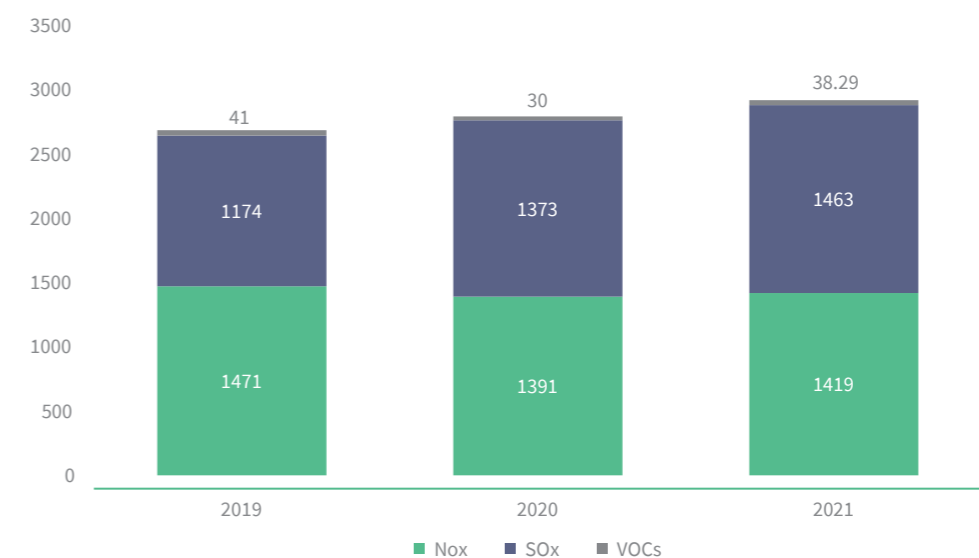


Figure. Nitrogen oxides (NOx), Sulfur Oxides (SOx), and VOCs in metric tonnes (2019-2021) [GRI 305-7]

11.7 Water Use and Management

GRI 303-1, 303-2, 303-3, SDG 6, SDG 12

At various phases of the manufacturing process, Qatalum utilizes both freshwater and seawater. Freshwater in Qatalum is used to feed steam boilers in power plants, process water for plant process cooling systems, supply water for fire suppression systems, and for domestic uses. Given the region’s water scarcity challenges, Qatalum seeks to use fresh water as efficiently as possible and employing various water reduction strategies. This mostly entails optimizing wastewater treatment for irrigation, fume cooling in the fume treatment center, and anode cooling in the paste plant.

Qatalum purchases water from Kahramaa. It is metered, measured, stored, and treated as needed. The water is delivered and used for both domestic and industrial use at the aluminium plant and the power plant through two separate systems: potable water and process water.

Qatalum continues to aim to reduce its total water consumption. In 2021, total freshwater purchased amounted to only 687,079 m3 despite the increased rate of production from 2020. Overall, Qatalum has seen a 5.5% decrease in its total water withdrawal in 2021.

Total third-party withdrawal by source [GRI 303-3]	2019	2020	2021
Freshwater purchased (m³)	667,162	703,694	687,079
Seawater (m³)	127,881,395	131,355,340	124,264,912
Total water withdrawal (m³)	128,548,557	132,059,034	124,825,650
Water intensity (m³/mt Al)	204.90	209.16	197

Wastewater Management

GRI 303-2, SDG 6

The process water and wastewater systems were constructed with the goal of reducing water consumption through internal treatment and re-use. Another goal has been to reduce the amount of residual wastewater to the point where most of it may be reused for irrigation at Qatalum. As a result, it must be treated in order to meet the quality criteria for landscaping irrigation.

The main sources of wastewater and the respective internal water treatment are described below:

- Casthouse – water is re-circulated to maintain a relatively constant cooling water temperature. For each of these recirculation cycles, a water treatment unit inside the casthouse area removes suspended solids and oil;
- Workshops and vehicle wash – Oil contaminated water from vehicle and cranes is routed to an oil treatment plant;
- Power plant – Wastewater from the power plant has three main sources: boiler blow-down water, wastewater from the demineralization plant, and blow-down from the evaporative cooling process. Most of the wastewater coming from the power plants will be relatively pure and will not need to be treated to meet irrigation standards.

Water discharge [GRI 306-1]	2019	2020	2021
Volume of recycled and reused water (m³)	74547	71783	66904
Total water discharged	12416	9182	12879
Percentage of recycled water	21%	17%	18%

For the year 2021, Qatalum has managed to recycle and reuse 66,904 m3 of water. This was mostly re-circulated in its operations to cool machine temperatures and meet its irrigation needs. As the Company picked up production from 2020, its total water discharge increased by 40% in 2021.

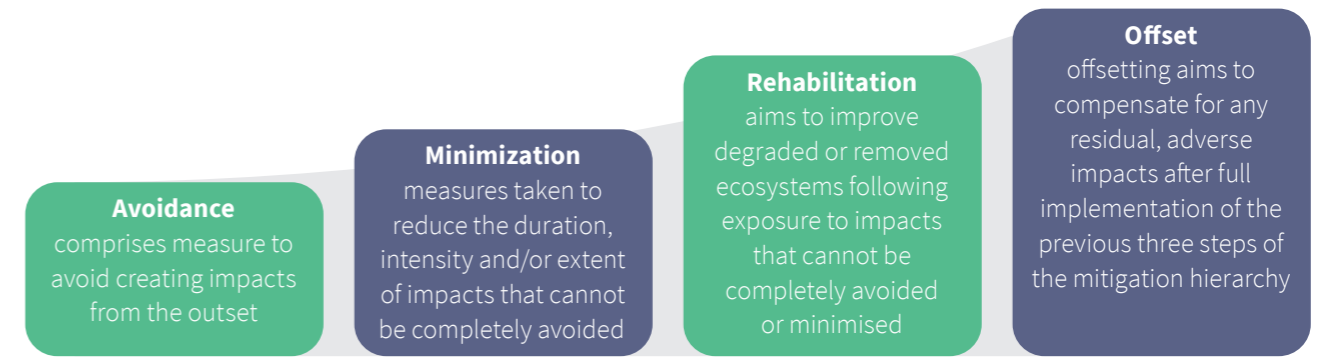
Aluminium activities require substantial amounts of water, so Qatalum continues to innovate and make use of technology to improve water recycling in its operations.

11.8 Biodiversity Impact

GRI 203, SDG 14, SDG 15

According to World Economic Forum’s 2020 Global Risk Report, biodiversity loss is the second most impactful and third most likely risk for the next decade. The rate is currently accelerating up to tens to hundreds of times higher than the average over the past 10 million years. This has critical implications on humanity, from the collapse of food and health systems to the disruption of entire supply chains. Thus, one of Qatalum’s key priority is environmental protection and conservation and it is its responsibility to provide an effective and efficient mitigation of its operations on nature.

In limiting the negative impacts of Qatalum’s business on the biodiversity of its operating ecosystems, Qatalum follows the sequential steps of the mitigation hierarchy.



Mitigation Hierarchy

The Company conducted different studies on environmental impact assessments of their operations and one scope of these studies is the implication to the biodiversity. Factors that were considered in the assessments were impact to terrestrial ecology, marine ecology, noise, and waste management and disposal and the following observations were concluded in the assessment:

The assessment findings are presented in four green boxes, each with a corresponding icon:

- Marine Ecology**: For the Original Port Area, no mammals or commercially important fish species were observed within the Qatalum survey area. Alternative port site and associated potential dredging areas are of limited ecological value.
- Terrestrial Ecology**: None of the habitats / areas, within the proposed Qatalum Site or in the vicinity of the site, are legally protected, nor have they been nominated for inclusion as Biosphere Reserves according to studies by UNESCO for Supreme Council for Environment and Natural Resources (SCENR).
- Noise**: Typical levels within the Industrial and Community Areas are in accordance with the World Bank and Qatari standards during the day, but slightly exceed the SCENR residential standard at night.
- Waste Management**: Presently within the MIC area only the Mesaieed Municipal Waste Disposal Site is operational and licensed to receive non-hazardous industrial wastes and approx.10 to 15 km southwest of the proposed Qatalum plan.

BIRD SANCTUARY

During the planning stage for the development of the Qatalum aluminium smelter in Mesaieed, State of Qatar, it was identified that the reed bed area located between the causeway and the sewage treatment plant (STP) in Mesaieed would be affected, having an impact on birds in the area. To mitigate this minor impact, Qatalum's proposed to develop a demonstration project for bird conservation, establishing an overall Bird Conservation Plan for Qatar, and supporting Qatar Bird Project of the Friends of the Environment Center, an affiliate member of Birdlife International.

After an intensive groundwork study, the original plan for the registered International Union for Conservation of Nature bird sanctuary is not feasible, however, an alternative site within the boundary of the Qatalum power plant has been identified. The project is under evaluation and Qatalum plans to engage the regulatory authorities for approvals as it develops.



Baseline reports were also part the Company's priority to reduce the biodiversity loss and comply with different environmental regulations. The ballast water management system of Qatalum was examined and tested by a third-party. This is in accordance with the requirements of the specifications contained in Resolution MEPC.174 (58) also known as Guidelines for Approval of Ballast Water Management Systems. A baseline fluoride study was also conducted by a consultant to identify baseline concentrations of fluoride in various environmental media in the area surrounding the Qatalum Facility in MIC. The results indicate that the sampling location has a greater effect on the fluoride concentrations detected and therefore interpretation of the foliar fluoride concentration in a particular species should not be conducted in isolation as it is not entirely indicative of that species' capacity to accumulate fluoride. The consultant recommended Qatalum to conduct an annual biomonitoring sampling program in a similar manner as the baseline sampling program for a minimum time frame of 3 years to allow for a trend analysis with sufficient data.

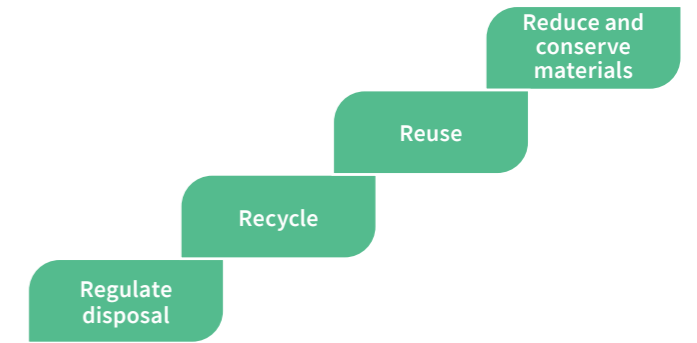
The Company continuously commits to initiate programs on managing its impact on SDG 14: Life below Water and SDG 15: Life on Land. It is also in pursuit of establishing environmental impact assessments for business processes which could lead to management of different flora and fauna species in different ecosystems adjacent to where its business units operate.

11.9 Waste/Hazardous Materials Management

GRI 306-1, 306-2, 306-3, 306-4, 306-5, SDG 3, SDG 6, SDG 11, SDG 12, SDG 15

Qatalum is committed to decreasing waste produced by its activities and operations through reducing, reusing, and recycling prior to landfill disposal. Qatalum aims to enhance its waste management and boost its recycling ratio by using innovative methods. All of its waste is disposed of responsibly and in compliance with local regulations and industry standards.

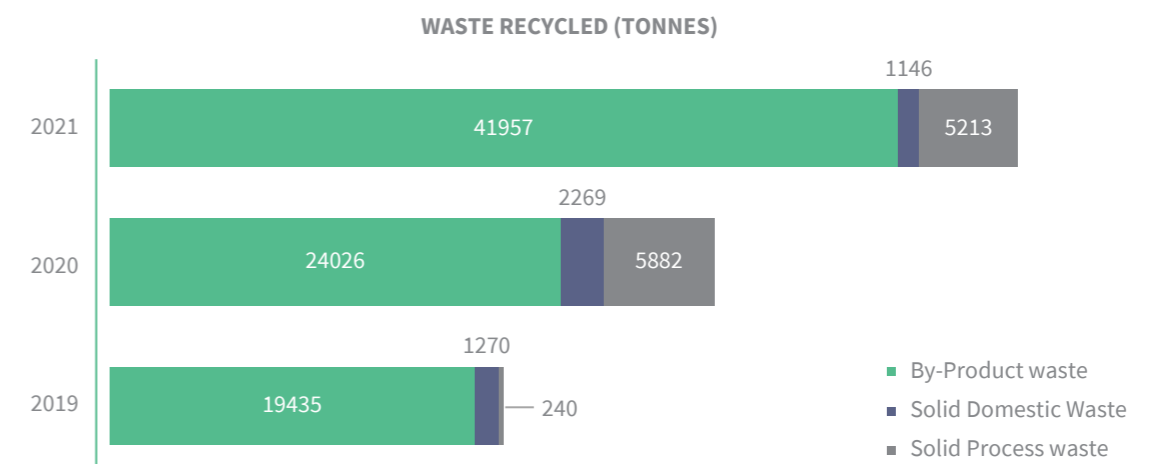
Qatalum adheres to the Occupational Safety and Health Administration Hazard Communication Standard that requires chemical manufacturers to classify hazardous chemicals that they produce or import and provide information to their employees about the hazardous chemicals by means of a Hazard Communication Program. The Hazard Communication Program provides information and proper training to all personnel required to work with hazardous materials and those exposed to hazardous substances.



Principles of the waste management system in Qatalum



Waste generated in tonnes [GRI 306-2]

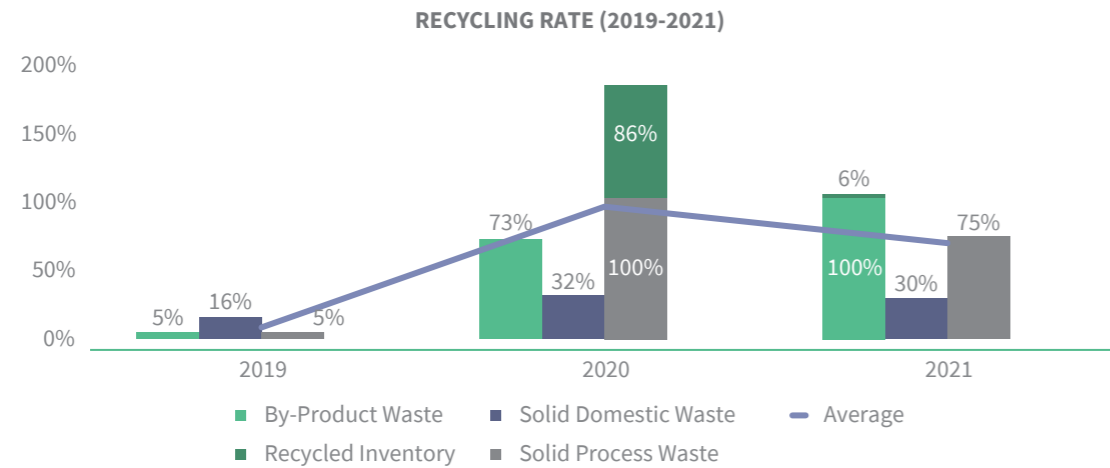


Waste recycled in tonnes [GRI 306-2]

Through the years 2019 to 2021, there has been an overall increase in the waste generated by Qatalum as a result of the increase in production. Qatalum's total waste is composed of by-product waste, solid domestic waste, and solid process waste. As its operations recovered from the pandemic, Qatalum's by-product waste increased by 22% in 2021 from 2020.

Qatalum's solid process waste has also increased by 41% in 2021 when compared to the 2019 figure. However, there has been a drastic decrease on its solid domestic waste that amounted to a 69% decrease in 2021 from the 2019 baseline. This is due to the recycling initiatives, programs, and methods that Qatalum has continuously explored.

Qatalum has managed to considerably increase its recycling efforts for its different types of waste. From an average of 9% recycling rate for all types of waste, Qatalum has increased to an average of 97% and 70% of its total waste generated in 2020 and 2021 respectively. To help achieve these rates, Qatalum has assisted in developing a use for one of the by-products of aluminium production. The by-product Spent Pot Lining, or commonly referred to as SPL, can be used by other industries in Qatar like the cement and steel industry. Qatalum also commenced an internal improvement project to develop the internal recycling of carbon dust. Along with these initiatives, there has been an increase in the export and movement of its process waste to its final destination. These helped in reducing its waste footprint and became the key drivers in helping it achieve a more sustainable business.



Qatalum recognizes the need for a better waste management process. Qatalum acknowledges that additional improvements with regard to waste reduction for all sorts and types of materials and waste should be made. Through the next few years, Qatalum aims to increase and intensify its implementation of waste reduction initiatives and programs, track its waste, and improve its existing reduction measures.

Recycling

The benefits of the Company's recycling programs have a greater environmental impact in terms of climate change mitigation. Since recycling is the reprocessing of waste materials for use in a new product, the materials reused in recycling serve as substitutes for raw materials obtained from depleting resources. Some of its economic and environmental impacts include the creation of jobs, wages, and tax revenues in the recycling industry, the reduction of waste generated, the conservation of natural resources, the reduction of pollution, and the conservation of energy.

As Qatalum continues to increase recycling in its operations, the Company has managed to recycle all of its solid process waste in 2020 and all of its by-product waste in 2021. Furthermore, it was able to recycle its waste inventory in the same waste categories, which resulted in recycling rates of more than 100%.

In 2020, Qatalum focused on finding uses for process waste and minimizing landfill. The major focus area was on sending SPL to the cement industry for recycling/reuse of the material to avoid landfill disposal. Other industrial wastes (non-hazardous) like general waste and wood waste and universal wastes (e.g., e-waste, used oil, busted bulbs, used tires, used batteries) were disposed of at the MIC municipal landfill and respected downstream 3rd-party accredited treater or recycler, respectively.



One of Qatalum's generated wastes is carbon dust, which is produced during the aluminium smelting process. Due to the nature and impurities of carbon dust, it is difficult to re-use it. Since 2016, over 12,000 MT of bagged carbon dust has accumulated and has been occupying a large portion of Qatalum's laydown area. In September 2020, Qatalum commenced an improvement project to develop a solution for the internal recycling of carbon dust, and it has the capability to address the recycling of new carbon dust production. The bags of carbon dust are turned into briquettes that can be later used as fuel in areas with an energy deficit. By December 2021, Qatalum has cleared all of its carbon dust stockpiles and has achieved zero landfill for the year.

These programs and initiatives allowed Qatalum to achieve high average recycling rates of 97% and 70% of its total waste generated in the years 2020 and 2021, respectively.

As part of Qatalum's low carbon and overall GHG reduction strategy, it has implemented pre- and post-consumer scrap recycling in its operations. Qatalum has established agreements to source scrap from local suppliers and aims to increase the project in the coming years.

Qatalum aims to continually enhance its recycling initiatives by working towards its 2023-2027 ambition targets. Qatalum aims to improve its increasing recycling initiatives and waste handling of scraps and by-products such as SPL, dross, and carbon to satisfy the short-term plan.



Scrap from local suppliers

Spill and Remediation

In 2021, there were no big spills reported to the Ministry of Municipality and Environment. Spills are reported internally via the Qatalum Incident Synergi reporting system, which initiates a Root Cause Analysis and CAPA process.

Description	2019	2020	2021
Total number of significant spills (> one barrel)	0	0	0
Volume of spills (Liters)	0	0	0

Yearly record of number of spill and volumes from 2019-2021

11.10 Greener Environment Practices

GRI 103-1, GRI 103-2, GRI 103-3

Carbon Tax

The establishment of regulated carbon markets is one strategy that several governments have adopted to expedite decarbonization. The imposition of a carbon tax, which is a fixed fee on carbon emissions (per tonne) is one such policy designed to combat environmental pollution by reducing reliance on fossil fuels as a source of energy and making renewable energy alternatives more efficient and cost-competitive for companies, while lowering GHG emissions.

One initiative is looking into the Carbon Border Adjustment Mechanism (CBAM). This initiative aims to reduce GHG emissions by at least 55% by 2030 compared to 1990 levels. It is a part of the European Green Deal, and it also applies to aluminium products that are imported into the European Union (EU). CBAM is intended to set an equivalent carbon price on imports of non-EU products to that paid by EU producers for producing the same product. Non-EU aluminium producers must have systems in place to measure both direct and indirect emissions beginning in 2023, even if there are no financial obligations yet. CBAM provides opportunities for aluminium producers to accelerate the decarbonization process in order to capitalize on potential premiums available for early movers in the sector while also limiting the costs of CBAM compliance.

Energy Transition

Qatalum has started in its commitments and initiatives to reduce reliance on fossil fuels and to transition to renewable energy sources to support its operations. The Company is currently in the process of reducing energy consumption by improving process stability, adopting emerging technologies, and considering the inclusion of clean and renewable energy sources. Qatalum is also re-defining its GHG emissions reduction targets and that may include decarbonizing levers. The Company is exploring some energy-saving solutions and optimizing its auxiliary energy consumption.

As a member of ASI, Qatalum is considering including an alternative devised by the Mission Possible Partnership as one of its commitments. In the event of the absence of an affordable low-carbon energy source, one way is by retrofitting its direct power generation facilities by including Carbon, Capture and Storage (CCS), employing novel low-carbon power solutions (i.e., using portfolios of renewables); or using long-distance transmission connections to regions with greater low-carbon power availability.

Product Stewardship

Product stewardship is the act of managing the environmental, health, and safety (EHS) impacts of raw materials, intermediates, and consumer products throughout their life cycle and in the value chain to minimize negative impacts and maximize their value. It also deals with designing, producing, selling, using, and disposing of products in such a way that they minimize the product's environmental impact throughout its life cycle stages. Ideally, the aim is to have a long-term solution to managing waste products by shifting the responsibility for the collection, transportation, and management of products from the government to the manufacturers. By embracing product stewardship, companies will minimize the adverse impacts of their operations and products on human health and the environment and contribute to economic prosperity.

Qatalum's value chain focuses on operational efficiency and environmental accountability in order to contribute to more sustainable materials production. The Company continuous systemic focus on process variation and waste reduction in its production led to the improvement of its Quality Management System (QMS) performance while maintaining customer satisfaction at the same time. Since 2012, its QMS has been certified according to the ISO/TS 16949:2009 international standard.

Throughout Qatalum's production process, the Company is implementing its product stewardship in order to minimize its negative impact on the environment and conserve resources and energy by designing its facilities to meet the highest environmental standards, which has been certified with ISO 14001 since 2015.

Being a member of ASI also indicates Qatalum's commitment to responsible production, sourcing, and stewardship of aluminium. One of the goals of this commitment is to address sustainability issues in its aluminium value chain.

Green Consumerism

Green consumerism is the demand for environmentally sustainable products and services by customers. It is a comprehensive and responsible management method that recognizes and meets the demands of the stakeholders in sustaining the need to conserve the natural well-being of the environment without endangering human health. It seeks to persuade customers to support products and services that do not affect the environment by raising their awareness of the Company's manufacturing process.

Future-proof Assets

It is important for all companies to anticipate the future and develop methods of minimizing the effects of shocks and stresses from future events related to climate risks. The process of designing the assets to resist the impacts of potential climate change due to global warming is an essential way of future-proofing the Company. Qatalum integrates sustainability as one of its strategic pillars by implementing a sustainable-minded growth plan to future-proof its brand relevance, business viability, and company culture. The possible scenarios to deliver a 1.5°C pathway aim to minimize the total cost of ownership within a given set of physical and transition risks such as technology market entry and ramp-up, wider power sector decarbonization, and upgrading the plant facility. It is everyone's responsibility to act on mitigating climate change, and Qatalum will fully reinforce its priority on ESG by accelerating decarbonization and investing in a low-carbon future.

11.11 Employment

Caring for Our People

Qatalum strives to provide an appropriate competitive base to attract and retain employees that have the highest caliber and skills to be the employer of choice. Qatalum believes that Qatalum's greatest assets are its people. Therefore, Qatalum ensures that its employees are rewarded fairly and equitably. Qatalum is committed to fostering a fair and proactive workplace culture and environment. Qatalum upholds its key values—respect, productivity, enthusiasm, and integrity—and Qatalum has taken the lead by initiating human capability development and student engagement through the Qatarization and Development department. Qatalum understands the value of a local workforce and has implemented various efforts and initiatives to grow and develop its Qatari workforce and build domestic capacity in alignment with Qatar Vision 2030, striving to achieve equity for all.

The overall performance of Qatalum can be attributed to the work and efforts contributed by its employees. Qatalum gives great importance to its employees' engagement, contributions, and talent; Therefore, it has programs in place to ensure that they are well rewarded, compensated, and taken care of.

Fostering Diversity, Equity, and Inclusion

GRI 102-8, 405-1, SDG 5, SDG 8, SDG 11

Advancing diversity and inclusion is an essential part of Qatalum's success. At Qatalum, the Company always strives to maintain a diverse and inclusive environment. Diversity brings unique perspectives, and Qatalum makes sure that it creates an inclusive environment where its people will have a deep sense of belonging. Qatalum recognizes the value of different cultures, and respects these cultures throughout its business operations.

Qatalum does not currently have a Diversity and Inclusion policy in place, but its CoC addresses equality and discrimination. The CoC also outlines reporting procedures in relation to discriminatory behaviors. At Qatalum, the Company treats all employees fairly and with respect. It ensures that its employees and business units use merit, qualifications, and other professional criteria as the basis for employee-related decisions in recruitment, training, compensation, and promotion. Qatalum does not tolerate discrimination on the basis of gender, race, religion, age, national or ethnic origin, sexual orientation, or disability. Its Human Resources Department oversees the recruitment process and is constantly working to improve measures to ensure equal employment opportunities.

Of Qatalum's 1,060 employees in 2021, women account for 3.30% of its total workforce. The number of women remained stable from the previous year (2020: 3.3% share of women). The percentage of women in senior roles in Qatalum is 1.98% (2020: 1.89%). Qatalum strives to further increase women's representation in the total workforce, senior management, and



WOMEN IN QATALUM

Qatalum's support for its female employees is not limited to internal activities. It is very proud of Qatalum GDP Maha Faramarzi, who represented Qatar in the Arab Table Tennis Championship held in Jordan last August 2021. Thirteen Arab countries participated in the said event, where Qatar won 19 medals, including 4 gold. Ms. Faramarzi was crowned second at the championship after winning four bronze medals. Qatalum is very proud of Ms. Faramarzi's success, and Qatalum officials extended their appreciation for her wonderful achievement of bringing laurels to Qatalum and the nation.

Qatalum would also aim to increase women's representation on its Board of Directors. Qatalum aims to increase its female employees by 3.24% by the end of 2022 and by 3.36% by the end of 2023. Qatalum also aims to increase the number of females in senior roles by 1.85% by year end 2022 and 1.91% by year end 2023. Qatalum understands that Board composition is important for effective oversight, and this is reflected in the differences in skills, regional and industry experience, and background of its current Board of Directors. Qatalum will strive to further increase diversity in its Board of Directors and aim to reflect diversity in race, ethnicity, gender, and other characteristics that are applicable to its business operations.

Diversity in Qatalum

Total Employees by Gender [GRI 405-1]	2019	2020	2021
Male	1,117	1,022	1,025
Female	41	35	35

Women in Qatalum	2019	2020	2021
Total Employees	1,158	1,057	1,060
Percentage of female employees	3.54	3.31	3.30
Percentage of female employees in Senior roles	1.81	1.89	1.98
Percentage of female on the Board of Directors	0	0	0

Employees By Contract Type [GRI 102-8]	2019	2020	2021
Full-time Employees	1,137	1,059	1,025
Contractors	345	353	363

Total Employees by Age [GRI 405-1]	2019	2020	2021
Under 30 years old	66	51	70
30-50 years old	855	788	755
Over 50 years old	237	218	235

Employees by Ethnicity [GRI 405-1]	2019	2020	2021
Asian	770	721	743
Caucasian	34	26	22
Others	354	310	295

Aside from gender, Qatalum also direct efforts towards maintaining diversity across its organization in terms of age and ethnicity. Qatalum's workforce has a good age diversity balance in which 7% are 20-30 years old, 71% are 30-50 years old, and 22% are 50+ years old. Its workforce is also composed of 70% Asians, 2% Caucasians, and 28% other ethnicities. Its

Qatarization program, which assists it in empowering and cultivating home-grown talent, is a significant factor in its high Asian population.

Employee's Perks and Benefits

GRI 401-2, 401-3, SDG 3, SDG 5, SDG 8

Qatalum's employee benefits are significant factors and contributors to unlocking the employees' full potential. By providing competitive remuneration and compensation packages, Qatalum aims to attract the best talent and to retain the most capable people for the long-term which is aligned with its goal to minimize turnovers and retain its skilled workforce.

The Company continues to provide a positive working experience for employees with well-functioning work environments. Qatalum rewards its employees with competitive packages that comply with and go beyond the mandatory benefits required by law. It also has numerous benefits and allowances which an employee could appreciate.



Housing Assistance



Telephone Allowance



Furniture Allowance



Location Allowance



Heat Allowance



Transportation Allowance



Education Assistance



Loans



Medical Treatment

An employee is also eligible to utilize different kinds of leaves provided by the organization, as long as they are entitled and successfully confirmed in their position. The company offers different kinds of annual leave depending on an employee's situation, such as vacations, sickness and hospitalization, compassionate, marriage, Hajj, maternity, Iddah, patient escort, study and special leave. The Company follows local rules and regulations for parental leave to ensure both the primary caregiver and co-parents have leave when they become parents, either through birth, surrogacy, or adoption. Below is the summary of parental leave observed in 2020 and 2021.

Parental Leave [GRI 401-3]	2020		2021	
	Male	Female	Male	Female
Number of employees who have taken parental leave	15	2	1	9
Number of employees who were in continuous service for the next 12 months after returning from parental leave	15	2	1	9
Retention (%)	100%	100%	100%	100%

* Retention % is calculated based on the number of employees who returned and were in continuous service for the next 12 months/ number of people who went on parental leave.

Talent Attraction and Retention

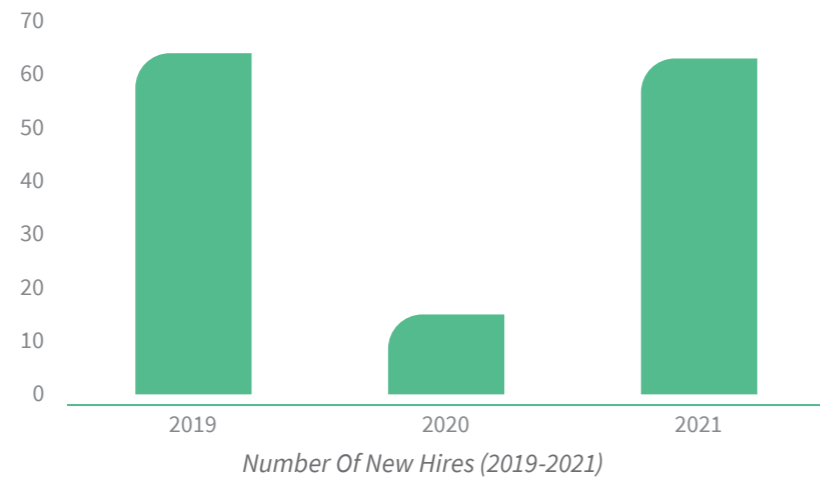
GRI 401-1, SDG 5, SDG 8, SDG 10

Qatalum links its talent acquisition and retention strategy with its corporate strategy, purpose, and values, so that its organization and people are working together to achieve the same goals. Qatalum understands that individuals seek to work for an organization that reflects their values and that sustainability plays a significant role in this. Qatalum provides its employees with the opportunity to work for a business that promotes innovation and change for the betterment of society.

Qatalum’s benefit plans promote employees’ physical, financial, emotional, and social wellbeing in a holistic manner. All employees who have completed one year of service with Qatalum will be entitled to End of Service Benefits. Qatalum is also developing further learning and career growth opportunities for its employees to ensure that it maintains its skilled employees.

In order to retain Qatalum’s best talents, Qatalum’s employees are encouraged to apply for internal vacancies whenever possible. Re-deployment of employees is also being done to positions that are nationalized.

Qatalum’s people are the main drivers for its operations and continue to strive to be the employer of choice in its industry. Qatalum aims to hire local candidates whenever possible to create value in the community and its society. In 2020, there was a 76.5% drop in employment as a result of the global pandemic. As Qatalum regains its productivity, its 2021 employment rate has increased.



New Hires by Age and Gender [GRI 401-1a]	2019	2020	2021
Under 30 years old	17	4	31
31-50 years old	47	12	29
Over 50 years old	8	0	4
Male	69	16	62
Female	3	0	2

Employee Turnover

Qatalum acknowledges that maintaining great employee performance and minimizing turnover are components of achieving the Company’s strategic goals. The employee turnover rates of Qatalum include all resignations, voluntary and involuntary retirement, and manpower reductions of all permanent employees. Due to the continuing global pandemic, employee retention and company operations were affected, causing a 6% increase in the turnover and involuntary turnover rates from 2019 and 2020. Out of the 2020 involuntary turnover rate, 80% is due to termination. The turnover rates and numbers decreased in 2021 when Qatalum adapted to the new working environments due to the pandemic. Qatalum has also seen a decrease in the turnover rate in 2021, of which only 16% is due to retirement.

Qatalum employees who leave the organization voluntarily, are terminated due to disciplinary measures, or retire have a notice period which they need to submit. The notification is conveyed in writing, which also specifies whether the employee is needed to work during their notice period or not and the length of the notice period, which is determined by the person’s accredited service period that can range from 1 month to 3 months. This method allows employees to

communicate openly about their employment and resignation difficulties. Qatalum has consistently pushed to improve the programs and management communication plans for its employees in order to attract, retain, and cultivate the best talents.

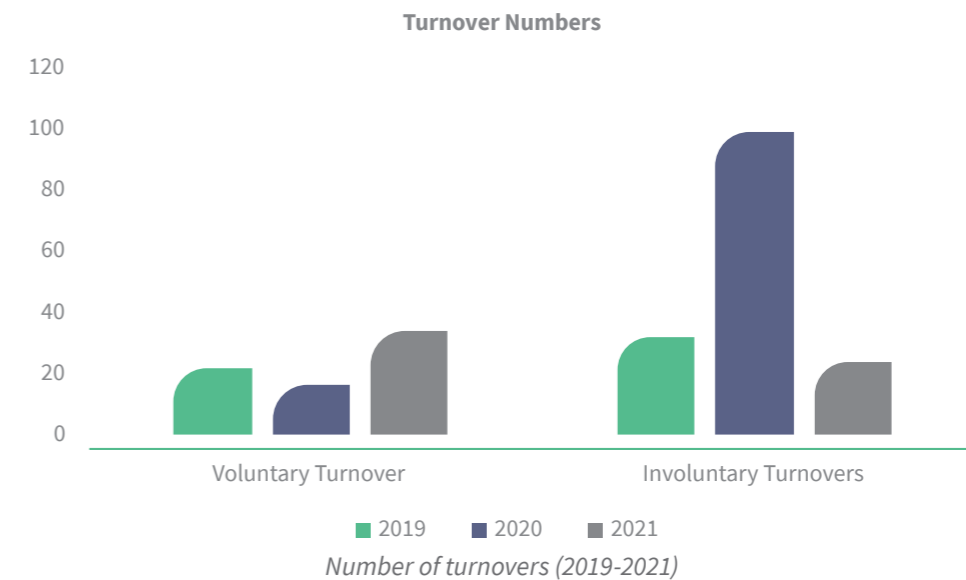
Full-time Employee Turnover Rates [GRI 401-1b]	2019	2020	2021
Total Turnover	4.7%	10.9%	5.5%
Voluntary Turnover	1.9%	1.5%	3.2%
Involuntary Turnover	2.8%	9.4%	2.3%

Full-time Employee Turnover by Gender [GRI 401-1b]	2019	2020	2021
Male	29	90	25
Female	0	5	0

Full-time Employee Turnover by Age [GRI 401-1b]	2019	2020	2021
Under 30 years old	0	0	1
30-50 years old	12	47	7
Over 50 years old	17	48	17

Full-time Employee Turnover Numbers [GRI 401-1b]	2019	2020	2021
Voluntary Turnover	22	16	34
Involuntary Turnovers	32	99	24
Total Turnovers	54	115	58

Terminated employees	21	79	16
Retired employees	8	16	9



11.12 Occupational health, safety and security

This section provides an overview of Qatalum’s key performance indicators and initiatives for securing the health and safety of its stakeholders while in the vicinity of their operations. Programs and policies for health protection, safety in the workplace, emergency responsiveness, and resiliency through pandemic are thoroughly discussed using the Company’s material topics as guidance.

Introduction

Qatalum values health and safety and considers it a fundamental principle in ensuring the wellbeing of its stakeholders. The company is committed to providing a safe and healthy working environment for its employees, well-maintained facilities for its customers and suppliers, and contributing to the sustainable development of the State of Qatar. Qatalum maintains a robust HSE Policy in accordance with local and international standards. The HSE Policy covers all services and operations across Qatalum’s value chain – employees, contractors, suppliers, and visitors. To ensure that the HSE Management System is well implemented, the company conducts regular training and awareness programs. Qatalum also sets out its short-term and long-term plans for achieving a safe working environment and ensures the integration of EHS into its business processes.

Health and Safety Responsibility

Health Protection and Programs

GRI 403-1, 403-6, 403-8, SDG 3, SDG 16

Qatalum believes that employees and contractors are important assets to the Company and are key to fostering a safe and healthy working environment. To further support this, the Company has recently renewed and successfully maintained its ISO 45001:2018 Certification. Qatalum continuously implements clear and defined standards which are reflected in acquired certifications such as ISO 14001:2015 and ASI Certification.

The company ensures that the HSE Management System is strengthened by implementing measures that make all those involved competent. Qatalum reviewed the following to maintain HSE competency:

- HSE Induction contained explanations of hazard, risk, and HSE requirements that are both for general and specific areas
- HSE training matrix established for each position
- HSE training (work permit, high risk activities) for specific roles, assessed, and managed
- Specific HSE training for operator and technician roles, including HSE specific hazard of the job
- Contractor HSE competency assessed before and during the contractor activities
- HSE Passport to track training records

In order to improve and establish safety in its operations, Qatalum continuously introduces new safety initiatives and consistently monitors the best health and safety practices. Over the course of two years, Qatalum offered training courses and programs covering the following topics:

- Heat stress management awareness
- Liver cancer awareness month
- World cancer awareness month
- Participation in the national sports day celebration
- Stop smoking program led by the tobacco control center at Hamad Medical Corporation Coal Tar Pitch Volatile exposure and health effects of the same
- Hearing conversation program
- Respiratory conservation and protection program
- Lifestyle disorder and healthy lifestyle awareness
- One-to-one health counselling for employees with occupational health physician based on occupational health surveillance result



Number of training courses:
314

Number of staff who attended training courses:
2,740

Total man hours spent in training courses:
5,435

Average man-hours per employee:
5

In 2021, Qatalum has conducted 314 training courses, with 2,740 number of employees trained. The trainings were delivered through various media, in conference rooms for face-to-face trainings, and leveraging on virtual platforms during the onset of the global pandemic to ensure the safety and good wellbeing of Qatalum’s employees.

Qatalum has developed several internal refresher training sessions relevant to different employee roles to ensure and reinforce safety procedures in the workplace. Occurring on a scheduled validity period basis, the refresher training helps prevent personal and industrial scale accidents while eliminating or reducing any logistical and administrative dependencies. The training is provided to cover both theory and practical implementation. For example, Qatalum provides HSE training that encompasses Skilled Person, Confined Space, Working at Heights, First Aid and Automated External Defibrillator, Hazardous Material, amongst many others. The positive outcomes of its training are highlighted by noticeable improvements in employee safety awareness, as evidenced by an increase in HSE observations on an annual basis.

Safety in the workplace

GRI 403-2, 403-9, 403-10, SDG 3, SDG 8, SDG 16

Qatalum’s safety systems are created to guard its employees against fatalities and life-threatening injuries. Its main goal is to strive to always maintain a safe working environment. This is reinforced by its approach, which emphasizes risk management, leadership, and prevention.

Carrying out daily business activities can be dangerous, challenging, and complicated. Qatalum has a comprehensive health and safety culture, as well as effective strategies that provide its employees and contractors with the skills, knowledge, safeguards, and protection they require to prevent accidents, increase safety, and, most importantly, avoid fatalities.

Qatalum has empowered its Safety Delegates Program to establish a high-level safety culture in the organization. The Safety Delegates are the representatives of team members to the line management in relation to HSE issues. They provide support to the line management and act as facilitators within the workforce. The reports of the safety delegates, along with its HSE department, allow management to monitor and track the effectiveness of the safety programs in place in its operations.

Qatalum continues to encourage safe work habits throughout its organization. The possible occurrence of a fatality is reason for concern, and its leadership teams have taken measures to ensure that such incidents and unsafe working environments do not occur in any of its worksites. The course of actions Qatalum has taken allowed it to achieve a 0 fatality rate from 2019 up to 2021 for both its employees and contractors.

Number of Fatalities [GRI 403-9]			
	2019	2020	2021
Employees	0	0	0
Contractors	0	0	0

Qatalum has continuously improved and implemented the Qatalum Life Saving Rules for both employees and contractors.

The Qatalum Life Saving Rules contain safety and procedure reminders to establish awareness among its workforce. Qatalum has also reviewed and revised its Work Permit System and its Hazardous Energy Control (HEC) to further align with its operational needs.

Qatalum also enforces the General HSE Requirements to be followed by any person who intends to work at any Qatalum site. The following are the General HSE requirements:

- Only people who have been declared fit to work, have passed the Qatalum General HSE Induction, and have been issued with Qatalum security passes are permitted to work at Qatalum.
- All workers must be trained and competent to perform the task for which they are hired. Specific job activities necessitate specific training and licenses (for example, mobile equipment operators must be trained and hold a valid license to operate a specific machine or equipment).

The Qatalum Production System (QPS) department has launched the Continuous Improvement initiative and culture, which uses the A3 methodology, to refine the existing measures Qatalum has put in its operations. An Enhanced Hazard Identification and Risk Assessment was conducted to demonstrate safety as its top focus. These activities include:

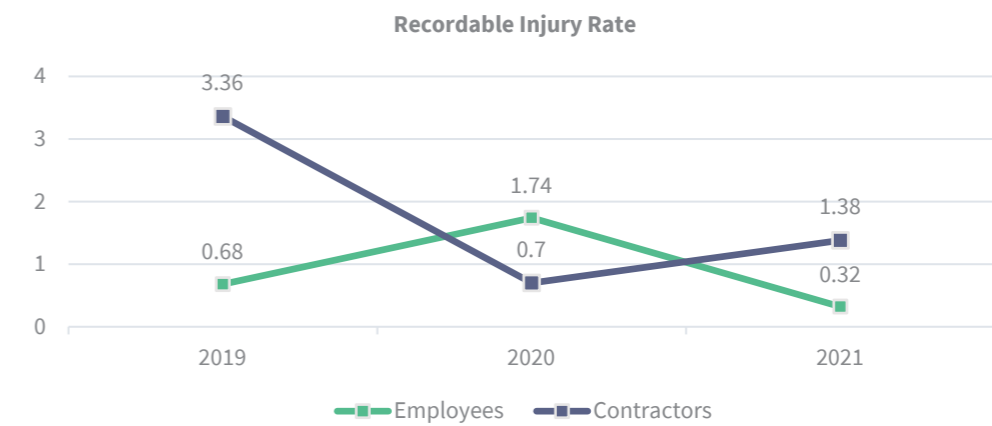
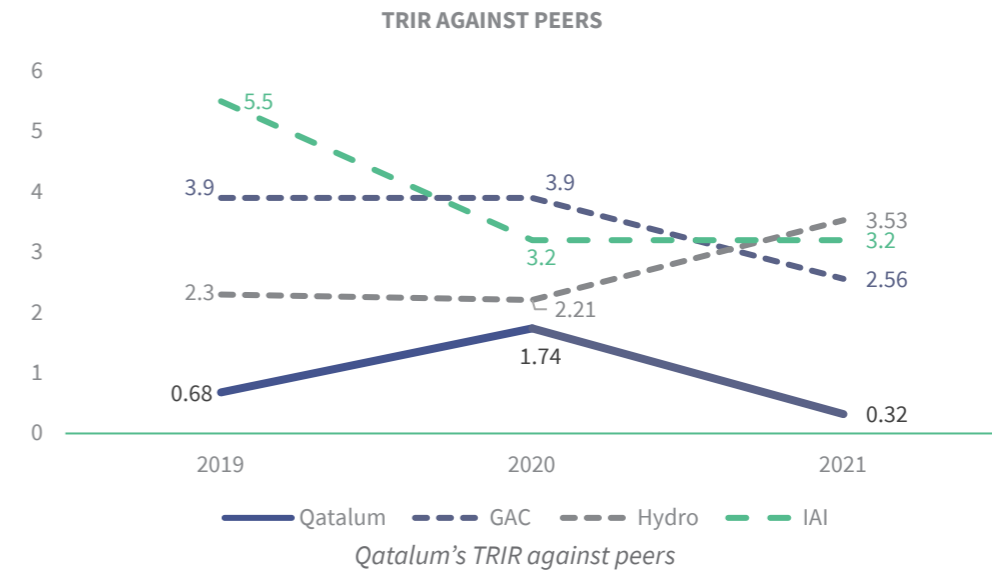
- Area Risk Assessment – semi-quantitative risk assessment to hazard and risk the workplace
- Job Risk Assessment – a task-based risk assessment to identify the hazards and control measures for each job steps
- Pre-Start Task Analysis – the last risk assessment on the field before starting the activity both for routine and non-routine activities

Qatalum continues to ensure that contractors are well treated as employees when it comes to HSE awareness. Qatalum has implemented a more effective Contractor HSE Management. An HSE assessment is conducted at all stages of the contract’s lifetime, including planning, contractor selection, mobilization, contract activity, and end of the contract. Qatalum also makes sure that its contractors are aware of its safety standards, which are reflected in the HSE assessment. Qatalum has also made sure to keep constant communication between its contractors from the day they are inducted. Bi-monthly forums are also conducted between its HSE officer and the contract owners and contractor management to raise safety concerns and improvements. A more defined and efficient investigation process is in place to prevent fatalities and both major and minor incidents in its workplaces. Qatalum ensures the incident investigation, and all Corrective Action Preventive Action (CAPA) are being followed up as per the timeline set. Incident analyses are conducted on a periodic basis to allow and foster learning in the organization.

Despite the very challenging environment brought about by the COVID-19 pandemic, Qatalum has made a remarkable performance regarding safety over the past years. For the year 2021, Qatalum has achieved its lowest Total Recordable Injury Rate (TRIR) with no life-changing injuries, which was the lowest compared to its peers. Qatalum has managed to reduce the Lost Time Injury (LTI) rate for employees in 2021. However, the LTI rate for contractors has increased. Qatalum worked on improving further its policies, procedures, and directives since these incidents became a basis for reflection by the company on its HSE Management System. Qatalum is committed to its goal that no similar incident will happen again in the future.

	2019	2020	2021
Employee (Unit – per million work hours)			
Employees Recordable Injury Rate	0.68	1.74	0.32
Employees Lost Time Injuries Rate	0.00	0.87	0.00
Employees Medical Treatment Injury	0.34	0.00	0.00
Contractor (Unit – per million work hours)			
Contractors Recordable Injury Rate	3.36	0.70	1.38
Contractor Lost Time Injuries Rate	0.00	0.00	1.38
Contractors Medical Treatment Injury Rate	1.68	0.00	0.00

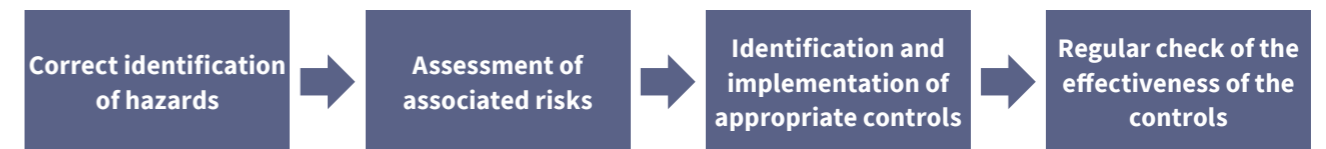
Employee and Contractor Injury Rates [GRI 403-9]



The table and line graph shows a three-year data trend of both employee and contractor injury rates. Qatalum has improved significantly in terms of employee rates. It can clearly be observed that the injury rate has gone down notably despite the pandemic.

Hazard Risk Identification and Management

One of the most crucial pillars of Qatalum’s HSE strategy is hazard identification and risk management, which is based on corporate-wide established and routinely evaluated risk acceptance criteria. The following are the general steps of hazard identification and risk management, supported by thorough methods and implemented and supported by appropriately skilled employees:



The risk assessments used as the foundation for Qatalum’s HSE plans must be approved by management and the operational groups. These plans must outline how both short- and long-term goals are to be achieved. The strategies to achieve those goals must be evaluated on a regular basis, with short-term targets being reviewed annually and long-term targets at least every fifth year. Annual progress reviews are required, and improvements are to be made as needed.

Qatalum prioritizes incident prevention through effective hazard identification and management, and so it remains

diligent about the hazards associated with its operations and industry. These hazards include exposure to dangerous materials, as well as moving machinery, lifting activities, excavation, hot work, and working at height. Additional hazards associated with the production of aluminium include exposure to high voltage, molten metal, and heat. All persons exposed to these hazards and are handling hazardous materials shall undergo specific safety training.

Qatalum aims to improve its hazard risk identification and management systems to track its safety performance more accurately and continually improve safety in the workplace.

Emergency Response and Preparedness

GRI 403-4, 403-5, SDG 8, SDG 16

Qatalum integrates emergency preparedness through its Emergency Preparedness and Response Procedure. It is aligned with Qatalum directives, appropriate, legislative requirements, international standards, and best practices. The Emergency Preparedness and Response Procedure focuses on maximizing the resources available and directs all efforts towards the mitigation of emergencies. The four main aims during an emergency response are as follows:

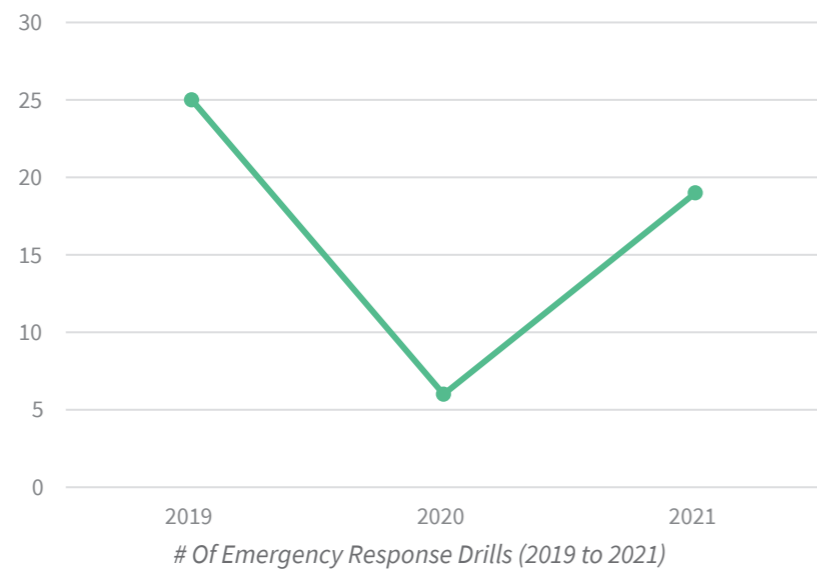
EMERGENCY RESPONSE AIMS TO:



Qatalum ensures that its employees are fully aware of the policies, standards, and procedures of Qatalum. Employees are required to participate in appropriate training and exercises. This approach enables us to make sure that its employees and contractors are well informed on how to properly respond to emergencies.

The table and graph below show the number of emergency drills conducted in Qatalum. In 2021, Qatalum conducted 19 emergency response drills, representing a more than 200% increase compared to 2020. The decline in 2020 was due to COVID-19 restrictions. Hence, in 2020, only limited activities. In 2021, Qatalum is starting to increase its emergency response drills and training to cover more topics that were included prior to 2020.

	2019	2020	2021
Emergency Response Drills	25	6	19



Emergency Preparedness and Response Procedure

The organization published an Emergency Preparedness and Response Procedure (EPRP) in 2016, and all of Qatalum’s programs and initiatives on emergency preparedness are aligned with this manual. The EPRP has been developed in response to an Environmental Risk Assessment (ERA) that was completed for the operational smelter and associated facilities. Emergency response drills are conducted every month with a certain focus on the different productions in the company’s facilities. Post-emergency assessments are also conducted by respective units to provide recommendations to improve, prevention, mitigation, response, and recovery efforts. In 2021, the Company has scheduled its paste plant emergency procedures as follows:

Month	Emergency Procedure
January	Emergency Procedure for Fire Outbreak
February	Evacuation Procedure for Carbon Plant
March	Emergency Procedure for Emptying Mixer & cooler using Essential Power
April	Emergency Procedure for Large Hydraulic Oil Leak
May	Emergency Procedure for escape/rescue from Goods Lift
June	Emergency Procedure for Large Pitch Leak
July	Emergency Procedure for Carbon Plant Offices
August	Emergency Procedure for Large HTM Oil leak
September	COC Elevator Occupant Emergency
October	Emergency Procedure for Loss of Power
November	Emergency Procedure Information System Outage
December	Emergency Procedure for Handling an injured Person

Business Continuity Plan

The Company recognized the importance of having BCP related to Health and Safety of its stakeholders. In 2020, BCP was established in Qatalum, and the team is composed of the officers in different business units. The BCP, a complete step-by-step manual describing specific actions for recovery for each high-level business disruption risk, outlines the actions to be taken and resources to be used to facilitate the continuity of critical business functions in the event of a business interruption due to a major incident impacting Qatalum.

One of the critical business functions, which is covered under the BCP, is a process called pot operations. This process is highly impacted by an interruption of power, compressed air, and the HAL 3000 computer system. The existence of BCP in the organization prepared a scenario of potline stoppage and mapped out a recovery plan with the Recovery Time Objective for each activity. These efforts of establishing BCP and its critical business functions are within the company’s goal to strengthen its operations while reducing the impacts of unforeseen events, including major emergencies and disasters.

In line with emergency responsiveness and BCP of Qatalum, last June 2021, a Joint Emergency Exercise was successfully commenced at Qatalum Laboratory – Service Centre Building and attended by different departments of the organization. This initiative aims to test the initial on-site emergency response as well as the Business Continuity Plans of the relevant group/department and Qatalum Emergency Services to an incident of this nature. This is also a platform for the departments to aid in review of current procedures and development of new procedures where required. An emergency scenario was acted to observe the procedure taken by involved employees, and at the end of the exercise, recommendations and actions were considered to have a better emergency response.

Other Emergency Preparedness Activities

Aside from the emergency exercises and trainings, Qatalum also established additional emergency management services which includes:

- Completion of the Qatalum Emergency Gate
- Well-planned Emergency Exercises both with MIC and Qatalum Operations
- Active participation on the MIC Functional Committee Meeting on Emergency Services

The well-planned emergency exercises of MIC and Qatalum Operations consisted of 16 different operational trainings. The exercises include safety training for the different machinery in the worksite, heat stress training, and evacuation drills. All the exercises were considered a success, with more than 150 employees in attendance.

The Qatalum Emergency Management team handles the emergency incidents that occur at its facilities. For a rapid response to incidents that pose physical threats to its employees, environment, and property, the Emergency Response Team (ERT) is made available 24 hours a day, 7 days a week. Some of the ERT functions include Fire & Technical Safety, Fire Fighting, HAZMAT (Hazardous Material) Services, Medical Support, and Technical Rescue.

In case of an emergency, Qatalum has emergency hotlines that its employees and contractors can use. The Emergency Control Room can be contacted using the following hotlines: 1000 if using an internal Qatalum phone, or 4403 1000 if using an external or mobile phone.



11.13 Training and Education

Nurturing Professional Development

GRI 103-1, 103-2, 103-3, 404-1, GRI 404-2, SDG 5, SDG 8, SDG 10

Qatalum success ultimately depends on the hard work of its employees, who are dedicated to delivering a world-class product despite a challenging environment. The Company provides regular guidance and training to its employees to ensure their awareness of their responsibilities and that they are ready to handle any difficult situations. Qatalum has developed and implemented learning programs for the employees, regardless of employee rank, to continue the Company’s commitment to providing professional development while the employees are part of the workforce. Qatalum invests in the training and development of its employees because it is aware that a well-trained, motivated workforce is the backbone of its business.

Training and development in Qatalum is dedicated to providing comprehensive training and development programs for its employees to ensure internal capability enhancement and encourage competency development at various proficiency levels. This leads to continuous learning and improvement of skills, abilities, knowledge and creates an efficient workforce with increased productivity at an organizational level. As one of the largest aluminium companies in the region, Qatalum strives to develop its human capital through a



systematic coaching approach towards holistic personal and professional development. The coaching program is one of the management’s continuous initiatives that is connected with the strategic goal of achieving operational excellence and securing a robust and sustainable organization.

The overall training hours spent by employees in 2021 was 9,742 with an average of 9.19 hours per employee, which is a steady decline from 2020 data. The basis of the number of hours of training per employee per year includes local and overseas conferences and virtual attendance of seminars. Although a decrease in hours spent on training was observed, the total cost of training managed by Qatalum increased by 40% compared to 2020. The annual amount spent on training includes the training department budget (i.e., training staff salaries and the usual running cost of the department), conferences and academic education resources, and local and international travel costs related to professional development. In 2021, Qatalum saw an average of 5 training hours per employee in HSE training. This signifies that the Company adheres to its protocols on health and safety during COVID-19 and HSE training is regularly conducted across various areas of operations to increase the safety awareness of employees in the workplace.

OVERALL TRAINING	2020	2021
Total number of trainings for total workforce (hours)	10,382	9,742
Average hours of training per year for employee	9.79	9.19
Total cost of training (QR)	513,419	704,305
Average cost of training per employee (QR)	490	665

Average man-hours per employee for overall training

		2020	2021
Number of staff who attended training courses	Male	2,523	4,938
	Female	50	58
	Full-time	2,188	4,500
	Contractor	385	496

Number of staff attended training courses by a) gender, b) employee category [GRI 404-1]

The breakdown of employees by gender and employee category reveals that most of the staff who attended training courses in 2021 were male (98%) and full-time employees (90%), respectively. Since Qatalum is dominated by male employees, it expects that a lot of male workers will attend the training courses. There is also an increase in the number of full-time and contractor employees who attended the training in 2021 due to the reopening of on-site operations.

11.14 Supply Chain

Growing with Our Suppliers

SDG 8, SDG 9

With Qatalum’s business policy to continuously comply with laws and business ethics, Qatalum ensures that its practices are consistent with competition and anti-trust legislation when dealing with customers and suppliers. Qatalum ensures that suppliers adhere to the Supplier Code of Conduct it has in place by conducting CSR screenings, and regular audits of contractors and suppliers to confirm if they abide by Qatalum’s CSR requirements and the rules and regulations of the state. The Supplier Code of Conduct covers business practices, human rights, working conditions, and environmental specifications.

As Qatalum improves its supplier involvement with procurement practices, it uses Qatalum’s Supplier Code of Conduct and Supply Chain Directive which state Qatalum’s systematic approach in assessing suppliers and contractors.

Partnerships based on defined principles of responsible sourcing improve its supply chain and the businesses that operate inside it. Qatalum has been developing a Responsible Sourcing Policy that will outline its commitment to conducting

business with honesty, respect for universal human and labor rights, and sustainability. It will be an important component of the due diligence it does to identify and encourage suppliers to resolve issues in its extended supply chain. Qatalum aims to implement the policy in the coming 2022 ASI review.

Procurement Practices

GRI 204-1, GRI 414-1, GRI 414-2

Part of the Supply Chain Directive Qatalum has process interactions among customers, procurement, and suppliers to optimize its services for all users. As illustrated below, end-users or customers are involved during the demand and specification stages from the time they place their orders until they receive them. Procurement, on the other hand, also covers the suppliers' involvement, which includes supplier selection, tendering, contract award, and contract management. Qatalum ensures that its HSE Policy is integrated into the procurement process.

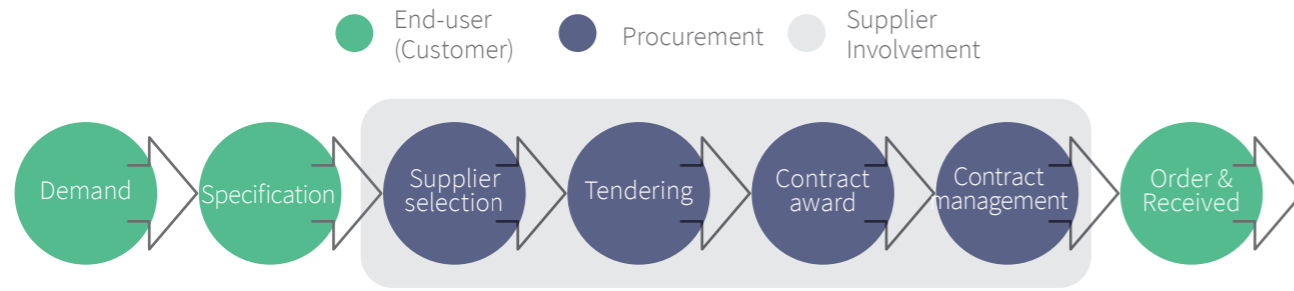


Figure. Procurement Process Flow

Since 2013, Qatalum has been conducting its CSR screening and regular audits of its contractors and suppliers. In addition to the minimal requirements listed below, the Company requires its contractors and subcontractors to observe the rules outlined in the Universal Declaration of Human Rights.

- Acceptable housing standards
- Minimum monthly salary
- Timely monthly salary payments to employees
- Other benefits including paid leave and free access to or on allowance for food and transportation

Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.

Table. Suppliers [GRI 414-1]

	2019	2020	2021
Number of significant suppliers	22	42	42
Number of total suppliers screened	18	35	34
% of total suppliers screened	82%	83%	81%
Contracts declined out of total active contracts (256)	0	0	1

Qatalum have conducted a supplier assessment to check its suppliers with the following criteria from years 2019 to 2021 as part of Qatalum's supplier policy.

Table. Supplier Assessment [GRI 414-2]

Description	2019	2020	2021
a. Report the number of suppliers subject to assessments for impacts on society.	35	23	34
b. Report the number of suppliers identified as having significant actual and potential negative impacts on society.	N/A	N/A	N/A
c. Report the significant actual and potential negative impacts on society identified in the supply chain.	11	1	1
d. Report the percentage of suppliers identified as having significant actual and potential negative impacts on society with which improvements were agreed upon as a result of assessment.	31%	4%	0%
e. Report the percentage of suppliers identified as having significant actual and potential negative impacts on society with which relationships were terminated as a result of assessment, and why.	0	0	0

Spending's on raw material by source's region

Table. Spending on Raw Materials by Region (Million USD)

Region	2019	2020	2021
Middle East	32.07	26.78	30.59
Europe	9.02	15.99	21.84
North America	17.82	14.88	41.04
South America	137.91	112.99	16.68
Australia	208.11	170.74	345.86
Asia (Except the Middle East)	77.33	68.33	179.60
Total	480.25	409.71	635.61

Prioritizing Local Procurement

In 2021, Qatalum has recorded the yearly total shipping activities for incoming raw material and outgoing products sourced through its part-owner, Hydro. The table below shows the number of shipments made for incoming raw materials and outgoing products. There was a decrease in the incoming raw material of Alumina and Pitch and an increase in the outgoing product of Ingot and Foundry alloys in 2020.

Type of Activity	Material Description	2019	2020	2021
Incoming raw material	Alumina	31	27	27
	Coke	14	14	14
	Pitch	8	7	9
Outgoing product	Ingot and Foundry alloys	64	65	66

Supporting Local Suppliers

Qatalum maintains a policy of increasing local spending whenever possible, despite Qatar lacking the raw materials needed to produce aluminium. The company always prioritizes local suppliers, contractors, and service providers over those located internationally to ensure its alignment with the Economic Development Pillar of QNV 2030.

Since 2020, Qatalum has been part of a QatarEnergy initiative called In-country Value (ICV), which gives credit to the selection of suppliers with local content or operating locally. Through ICV, local suppliers spending locally get percentage advantage, which is applied to their prices, thus aiding in getting them awarded over suppliers without local spend. The table below presents the percentage of spending by Qatalum on locally based suppliers at significant locations of operation from 2019 to 2021.

Table. Percentage of spending on locally based suppliers at significant locations of operation. [GRI 204-1]

	2019	2020	2021
Total spending on suppliers and contractors (Thousand USD)	291,815.0	257,790.3	254,946.47
Spending on locally based suppliers and contractors (Thousand USD)	190,831.7	166,899.6	90,484.21
Local procurement (%)	65.4%	64.7%	35.49%

11.15 Local Communities

Communities that we care for

GRI 413-1, SDG 1, SDG 17

Creating a sustainable value means being attuned to the interests of the community. Qatalum is committed to creating a positive impact by adopting a proactive approach to provide local opportunities, establish community programs, and create opportunities for growth by building a strong relationship with one of its stakeholders—the communities where it operates.

Corporate Social Responsibility Strategy

The Corporate Social Responsibility (CSR) Framework of Qatalum is grounded on six principles that mold Qatalum’s stakeholder programs.

Respect for Human Rights	Qatalum respects the basic human rights. it supports the rights of all stakeholders to be treated with utmost care for their wellbeing, health, safety, and security.
contributing to Sustainability	Qatalum is devoted to contributing to the long-term economic and social development of the State of Qatar by enhancing the sustainability performance across ESG focus areas
Diversity	Qatalum ensures a fair treatment, and with no discrimination on the basis of gender, religion, nationality, race, ethnic origin, nor cultural background.
Integrity	Qatalum has its high standards of integrity, with honest and fair view in all of its dealings, and no tolerance on any forms of corruptions.
Dialogue	Qatalum maintains an open and transparent communication with stakeholders, with activities meeting the local conditions and confidence that they generate positive results.
Value Chain	Qatalum has a risk-based approach in its supply chain-engaging suppliers, business partners to aid in mitigating any potential CSR risks.

The fundamental principles are expected to be practiced by all employees of Qatalum. There are also several committees involved to help implement the CSR policy of Qatalum with the Chief Executive Officer overseeing the overall efficiency and implementation of the policy.

CSR Reach

Qatalum has continuously committed to providing the best CSR programs. In 2021, the Company has invested USD 55,000 for its CSR Programs. Qatalum takes pride in putting emphasis on the increase of CSR investment. This is consistent with the Company’s commitment to serve its stakeholders, particularly at the onset of the global pandemic.



Description	2019	2020	2021
Total value of community investments (USD)	94,000	150,000	55,000

Health Care and Elderly Empowerment

Qatalum has continuously supported the Elderly Empowerment and Care Centre (Ehsan) since 2016.

Ehsan is a health care center, providing health and social care services for elderly people and their families – service include hygiene care, diet counselling, drug treatments, physical examinations, therapies, diagnosis, and treatment programs which are aimed to improve the overall wellbeing of the elderly people.

To support this cause, Qatalum aids in terms of the need for mobility devices, such as the “Sit 2 Stand’ Mobility Training Chair—this is a piece of health equipment which aids the elderly train their muscles to move from a seated position to an upright position on their own.

For the past several years, Qatalum has contributed to the Qatar Diabetes Association to support the association’s assistance to individuals who have no financial means for glucose test equipment and machines. Qatalum and the Qatar Diabetes Association also built a diabetes risk assessment platform to share with the local community for diabetes awareness and self-assessment. The Qatar Diabetes Association assisted Qatalum by providing direct communication services to its employees who have diabetes or any of its symptoms. Qatalum’s medical representative presented a list of almost 150 employees to the association in order to provide them with special care. In 2021, the Qatar Diabetes Association medical team conducted a series of diabetes awareness and instructional talks, which included a webinar during World Diabetes Day that was attended by more than 100 Qatalum staff. Qatalum was able to donate 45,496 QAR at the end of 2021.

The Qatalum Communications Department, in collaboration with the Qatar Cancer Society (QCS), launched a liver cancer awareness campaign targeting personnel and contractors. The importance of the campaign is based on QCS statistics showing liver cancer as the seventh most common cancer in both genders in Qatar. The campaign was conducted through a virtual workshop entitled “Liver Cancer Awareness” and was held for the entire Qatalum workforce. In addition, QCS distributed hygiene kits during the campaign to encourage the entire workforce to utilize the kits as a preventative measure against liver cancer.

In conjunction with Hamad Medical Corporation (HMC) – Tobacco Control Center, Qatalum employees will be given health and medical information on the dangers of tobacco use, as well as behavioral assistance and counseling for smokers. Qatalum’s communication department hosted a webinar to discuss the dangers of smoking on people’s health. After the webinar, HMC offered the following services for any employee planning to quit smoking:

- Individual virtual consultation by specialist physicians
- Regular follow-ups
- Medication delivered to the employee’s home address

Qatar National Sport Day

Qatalum has also continued to support the annual Qatar National Sport Day. The relevance of hosting a sport day in the State of Qatar stems from three things: raising the status of sport with the moral and human values it represents; educating people and residents on the importance of sports in daily life; and encouraging them to take part in sports throughout the year. The pandemic emphasized the importance of sports and exercise to the health of everyone. In 2021, Qatalum organized a pedometer competition for the staff that lasted from February 1 to February 10. The competition was held virtually with more than 400 employees in attendance. The participants were then required to achieve 120,000 steps within a week for a chance to win prizes and awards.

Education

Qatalum invests considerable resources in employee training and engagement initiatives, allowing us to build meaningful career paths for employees and create an environment in which workers feel supported in all parts of their work and personal lives, while also giving them the possibility to advance in their careers. In cooperation with the Qatar Association of Certified Public Accountants, Qatalum’s Qatari accountants completed the Professional Accounting Certificate training course that spanned 6 months and amounted to 170 hours. The recognition ceremony was held on October 27, 2021, at Qatar University. Qatalum employees Hamad Basulaiman, Abdulla Laram, and Jassim Al-Emadi were recognized at the ceremony, with a special coordination award bestowed on Khalifa Al Khuzaei.

Qatalum’s support for the Education Above All Foundation’s campaign, “Donate to Build Their Future,” was demonstrated by sharing the donation link among colleagues and reposting their campaign on social media to encourage donations.

Qatalum is working with Qatar University, which provides the platform by which opportunities and collaboration in education and research in areas related to the aluminium industry are achieved.

Qatar National Day

The celebration of Qatar’s National Day does not only inspire national pride but also helps to preserve the country’s culture and traditions. Qatalum’s communication department launched an awareness quiz for Qatalum employees. The quiz was created to assess the staff’s knowledge of Qatari culture. More than 285 employees participated in the quiz, with the winners being selected through a raffle draw. To celebrate the day, Qatalum executives and employees were then invited to gather in the Qatalum Mesaieed, where traditional Qatari cuisine was served.

Environment

In line with Qatalum’s commitment to environmental protection and the development of a more sustainable economy, Qatalum’s communication department launched the “Plant for the Planet to Reduce CO2” campaign. Qatalum’s CEO and other executive managers inaugurated the initiative by planting trees in Qatalum’s garden. The employees and their families were encouraged to participate in the campaign. Over 1000 planting kits were distributed to the participants to advocate planting at home and to remind them of the need to support CO2 reduction and restoration of endangered ecosystems.

Ramadan of Hope

Qatalum partnered with Qatar Charity’s “Ramadan of Hope” campaign to distribute 100 meal boxes on a daily basis throughout the holy month of Ramadan in 2022 as a part of its Corporate Social Responsibility initiative. The program ensured that 3,000 Iftar meals were provided to low-income workers.



Social Media Reach

For Qatalum, Corporate Social Responsibility is about creating meaningful engagement with stakeholders. The company has leveraged and continues to use social media platforms since 2012 to provide educational campaigns for local

communities. This includes informative posts and videos about a variety of topics, including heat stress, COVID-19 prevention, sustainability, and national sports day.

Qatalum aims to support more community activities and develop more programs that would involve the communities of create positive impacts. The company also monitors the progress and achievements to become a benchmark for service excellence in the communities that it serves, and nationwide.

Future Commitments

2025-2030	
Total value of community investments (USD)	547,000

Qatalum aims to provide more value with increased CSR investments by 2025-2030, by supporting more community activities and developing more programs that would involve the communities to create positive impacts. Qatalum will continue to monitor the progress and achievements to become a benchmark for service excellence in the communities that it serves and nationwide.

Upholding Human Rights

GRI 406-1, 408-1, SDG 5, SDG 8, SDG 10, SDG 16

Human rights protection is critical to creating a more equal and inclusive society for all future generations. In all aspects of its business—operations, recruitment procedures, interactions with clients and employees— Qatalum respect, uphold, and promote universal human rights.

Human rights are emphasized as a key value of Qatalum and a pillar of sustainability and stakeholder trust in its CSR directive. In its CSR directive, Qatalum commits to respecting basic human rights in accordance with Qatari law. Qatalum supports the rights of all the people working with Qatalum to be treated in a manner that ensures their wellbeing, health, safety, and security.

Qatalum is committed to safeguarding human rights and eliminating child labor, forced labor, and human trafficking. Qatalum adheres to all laws pertaining to child labor and forced labor by conveying this principle in its CSR directive to its vendors, business partners, and employees. Additionally, Qatalum has a ‘Worker Welfare Program’ that comprises of documents and programs that relates to human rights and its protection. Qatalum will continue to strengthen its Human Rights diligence process and stakeholder engagement to better identify, prevent, mitigate, and account for its actual and potential impact on human rights.

Qatalum has not recorded any incidents of human rights, child labor or forced labor regulations being broken in 2019, 2020, and 2021.



11.16 Qatarization

GRI 405-1, SDG 8

Qatalum aims to contribute to the QNV 2030 to further empower Qatari nationals. It believes that the empowerment and cultivation of home-grown talents will contribute greatly to one's own personal and professional wellbeing as well as the nation's. Qatalum strives to empower Qataris to become future leaders and competent individuals who will strengthen the national workforce. The company does this through attracting, training, nurturing, and developing Qatari talents.

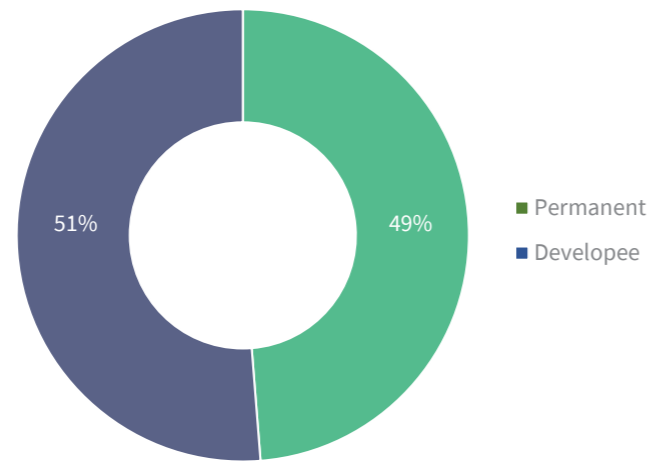
The Company's Qatarization & Development department works to attract, retain, and engage Qatari nationals through various organizational initiatives. The initiatives include:

- Graduate Development Programs to help graduates advance to senior positions
- Scholarship programs for selected national high school students pursuing higher education
- Hosting summer internships for engineering students from Qatari universities
- Organizing career fairs in schools and universities to encourage national students to join Qatalum.

To achieve this goal, the company is committed to creating and providing appropriate job opportunities for Qatari nationals and fostering young Qataris at the same time. The Company initiative aims to attract talented nationals and create opportunities for them through the provision of jobs. Qatalum will provide guidance and support through these jobs that will develop the nationals' skills to prepare them for future leadership roles.

Department	Number of Employees	Permanent	Developee	Total Qatari	Qatarization Percentage
CEO	2	1	0	1	50.0%
Audit	3	0	1	1	33.3%
Carbon	178	1	5	6	3.4%
Casthouse	150	1	4	5	3.3%
Communications	2	1	0	1	50.0%
Finance	21	5	2	7	33.3%
Human Resources & Administration	39	5	11	6	41.0%
HSSE & Quality	59	5	1	6	10.2%
Legal	4	0	1	1	25.0%
Management – COO	2	0	0	0	0.0%
Power	78	0	3	3	3.9%
Reduction	300	1	4	5	1.7%
Supply Chain	45	12	3	15	33.3%
Technical Group	142	7	6	13	9.2%
Total	1025	39	41	80	7.8%

The table shows where the Qatari Nationals are engaged inside Qatalum. Qatari representation is evident in Human Resources & Administration, Supply Chain and Technical Group. However, there is currently no Qatari national working for the Management – COO department. Qatalum is currently working on involving more nationals in each department of the company.



Number of Employees by Permanent or Developpee

Qatalum is in the process of increasing its Qatari workforce. The chart above represents the breakdown of the Qatari national workforce into permanent and developpee employees. Qatalum is targeting to increase the Qatarization percentage every year in order to reach the highest percentage. At senior staff level, Qatalum has achieved 20% Qatari representation.

Qatalum strives to increase the percentage of Qatari nationals within the company and further work on retaining and developing the careers of those who are already employed. Qatalum is further strengthening Qatarization through the following initiatives:

- Participation in job fairs
- Regular update of its graduate development & Qatarization programs
- Improvement of plant rotation duration
- Design & implementation of a leadership development program
- Introduction of professional coaching and mentoring programs

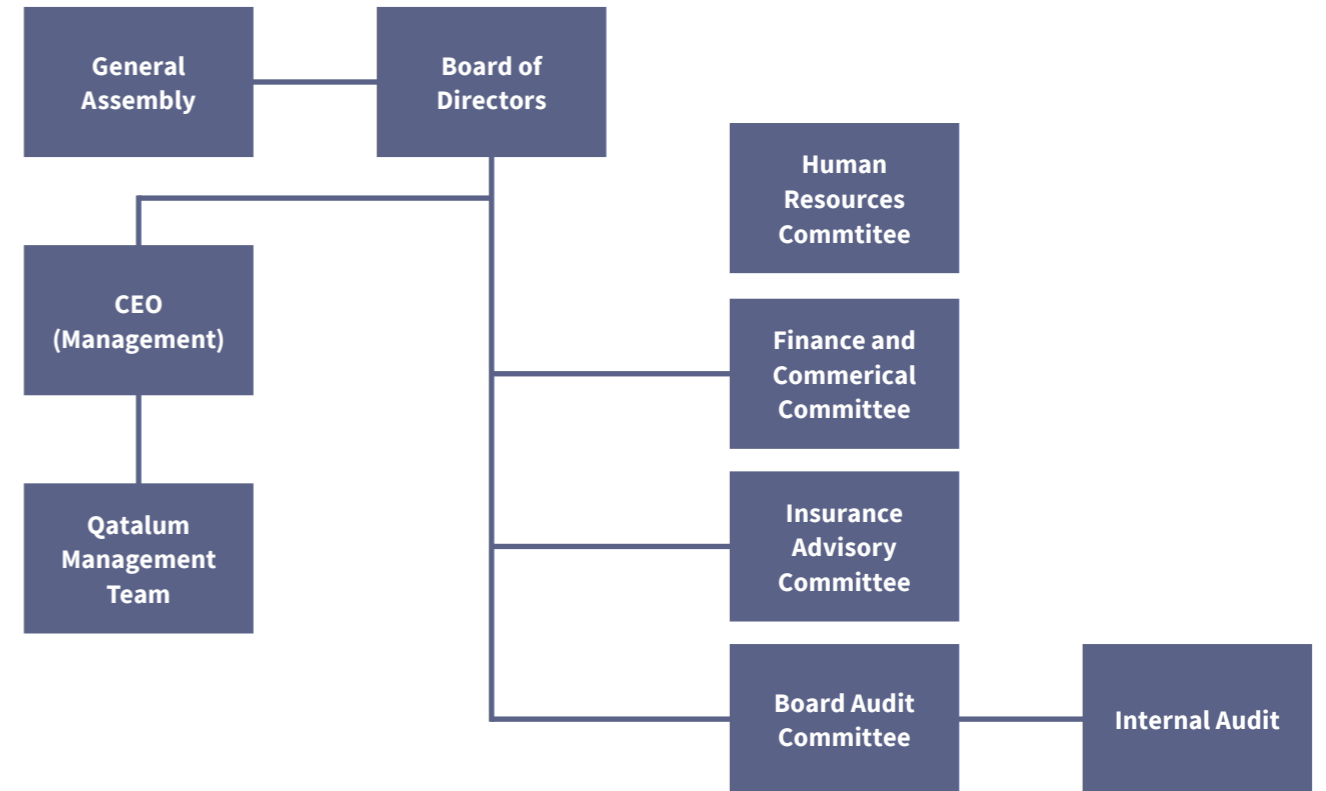


11.17 Governance structure

GRI 102-18, 102-19, 102-22, 102-23, 102-24, SDG 16

Qatalum is a private joint stock company organized with a governance structure based on Qatar corporate law and the joint venture agreement between its shareholders. Qatalum’s corporate governance has been designed to provide a foundation for value creation and to ensure good control mechanisms.

Qatalum’s governing documents and corporate directives help ensure that all its employees carry out their activities in an ethical manner and in accordance with applicable law. The Board of Directors has approved Qatalum’s Code of Conduct, which applies to all employees, contractors, suppliers, and anyone working for Qatalum.



Qatalum Governance Bodies

Board of Directors (BoD)

Qatalum’s Board of Directors holds responsibility for the stewardship and supervision of Qatalum’s management team. The members of BoD are appointed by the shareholders and are selected based on their knowledge, expertise, and leadership competencies. All members of the Board are non-executive directors who are employed by one of the joint venture partners or their subsidiaries/affiliates.

The Board meets on a quarterly basis to discuss Health, Safety, and Environment (HSE) issues, governance, and management matters, and to review economic risks and opportunities. The Board’s annual agenda includes topics of Corporate Social Responsibility (CSR), Compliance, Enterprise Risk Management, Environmental Performance, and Audit Planning.

The Board and its committees review their performance for the year through an annual self-assessment, which analyzes the group’s performance, adherence to its mandate, and recommends opportunities for improvement.

Refer to the Qatalum’s website for more details on its Board of Directors and Senior Management.

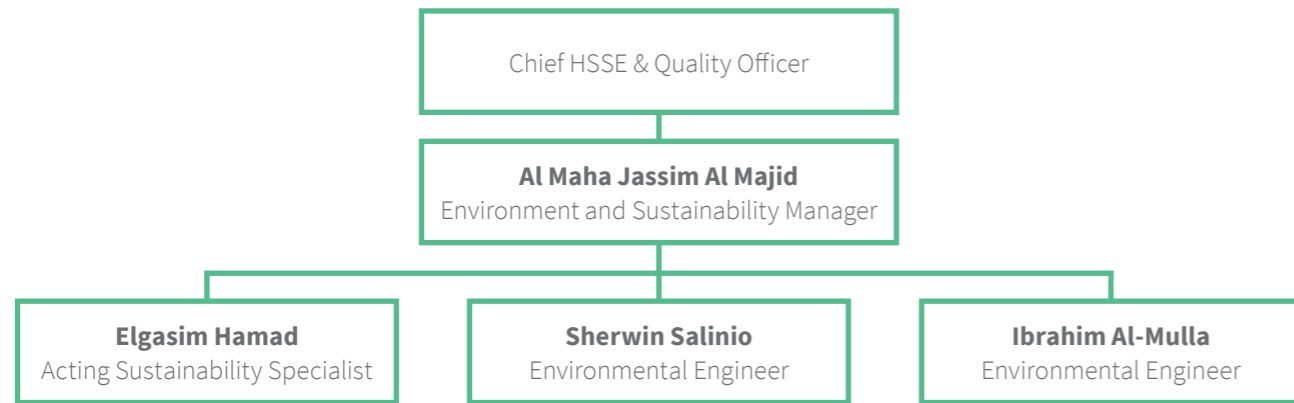
11.18 Managing the impacts

GRI 102-20

Qatalum established an Environment and Sustainability (E&S) Department to provide effective oversight of its sustainable programs and initiatives.

The E&S Department provides support to the CEO on initiatives and policies related to sustainability practices. It oversees the implementation and monitoring of Qatalum’s environmental performance and reporting.

This department also aids in identifying, evaluating, and monitoring significant sustainability risks that could have an impact on Qatalum. The department is also tasked with continually engaging and interacting with Qatalum’s key stakeholders on matters concerning its material sustainability issues.



11.19 Risk Management

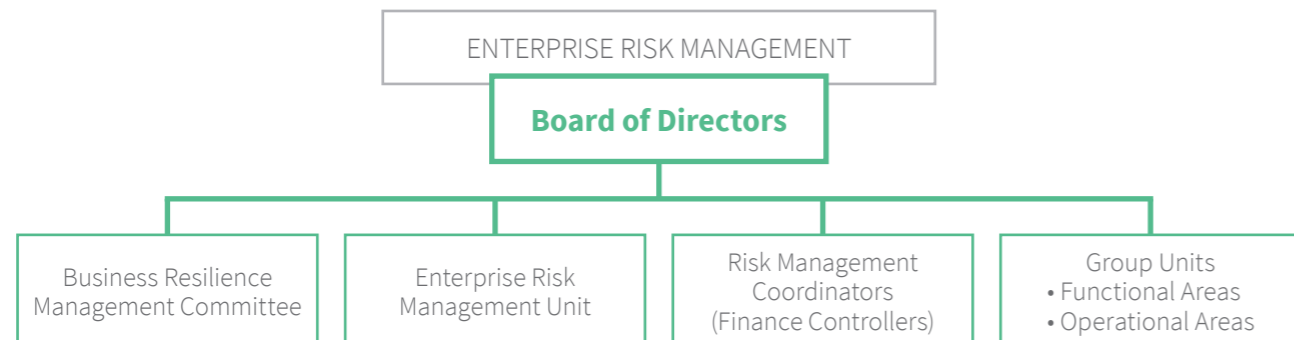
GRI 102-15, SDG 8

Qatalum believes in the proactive management of risks, and it is an integral part of their business activities and decisions. Risk management is a continuous process at all management levels that aims to disseminate knowledge about potential risks within the Company.

In order to fully implement this, the Company has established an Enterprise Risk Management (ERM) system. The ERM Policy and approach are aligned with international standard. The policy is linked to the Qatalum Business Resilience Directive, which also includes Business Continuity Planning (BCP) and Crisis & Emergency Management (CEM).

The risk management system is monitored and overseen by Qatalum’s Board of Directors (BoD), encompassing the ESG facets.

Risk Management and Governance Process



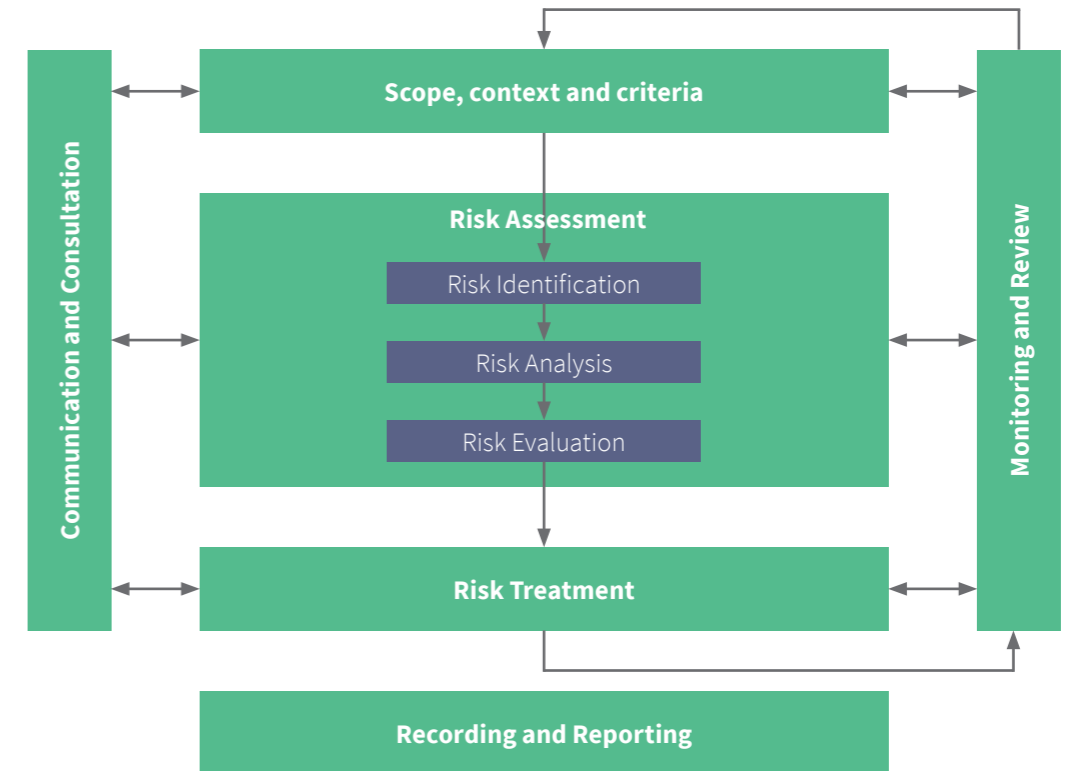
Risk Levels

Qatalum categorizes identified risks into four different risk levels and integrates costs and benefits associated with the treatment actions.

Risk Levels	Response	Management Involvement
Active Management	Treat	Extreme risk – CEO and Board attention required, action plans and management responsibility specified
Control Critical	Treat	High risk – Chief officer and/or Group Managers attention required, action plans and management responsibility specified
Periodic Monitoring	Tolerate with frequent monitoring	Moderate risk – Department manager attention required; manage by specific monitoring or response procedures, with management responsibility specified
No Major Concern	Tolerate	Low risk – manage by routine procedures, unlikely to need specific application of resources

Risk Management System

There are five main elements in the ERM system. Qatalum maintains a simple and consistent system which is an iterative process of continuous improvement. This is built on policies, strategies, principles, procedures, and best practices.



The ERM system begins with scope, context, and criteria. Qatalum employs documentation through their risk register – various risks such as those affecting project objectives, potential risks to occupational health and safety objectives, and environmental impacts. The key is to define internal and external risks that are relevant to the achievement of Qatalum’s strategic and group objectives. With the criteria provided to determine the magnitude of the risk and significance and predetermined levels of concerns, the risk assessment now follows, which defines the risk impact against Qatalum’s strategic and operational objectives. The risk assessment involves a three-step process: risk identification, analysis, and evaluation. Upon identifying, analyzing, and evaluating the risks, selecting the appropriate treatment option can now be determined – all at an acceptable and reasonable level of cost. The entire processes are documented to help provide information for decision making, are monitored regularly, and are subject to review by the risk management team.

Appendix :

Index of Key Performance Indicators

KPI #	ESG Key Performance Indicators	Measurement	2021 Actuals
Environment			
1	Environmental Policy	Does the Company publish and follow an environmental policy?	Yes
2	Environmental Impact	Any legal or regulatory responsibility for an environmental impact?	Yes, Consent to Operate issued by Ministry of Environment and Climate Change
3	Energy Consumption	Total amount of energy usage in MWh or GJ (Million GJ)	34,419
4	Energy Intensity	Amount of energy used (GJ/Ton)	52
5	GHG Emissions	Total amount of greenhouse gas emissions (Million MT)	4,781
		Total GHG emissions intensity (tonnes of CO ₂ eq/ tonnes produced)	7.51
6	Primary energy source	Specify the primary source of energy used by the company	Natural Gas
7	Renewable energy intensity	Specify the percentage of energy used that is generated from renewable sources	0
8	Water Management	Total amount of water consumption (Million m ³)	0.687
		The total volume of water recycled/reused in Million m ³ by the organization per year	0.123
		%age of water recycled to total water consumption	17.90
9	Waste management - Total waste produced/ generated, recycled, or reclaimed, by type and weight	Production (MT)	51,429
		Recycled (MT)	48,316
Social			
10	Full time employees	Total workforce	1,060
11	Employee Benefits	Total amount of employee wages and benefits (in Mn QAR)	369.3
12	Employee turnover	Percentage of employee turnover.	5.5

KPI #	ESG Key Performance Indicators	Measurement	2021 Actuals
13	Employee Training	Average hours of training per employee (Total hours of training for employees divided by the number of employees)	9.19
14	Health	Does the company publish and follow a policy for occupational and global health issues?	Yes
15	Injury rate	Total number of injuries and fatal accidents (employees)	0
		Total Recordable Injuries	0.43
	Injury rate	Total number of injuries and fatal accidents (contractors)	0
		Total Recordable Injuries	0.92
	Injury rate	Total number of injuries and fatal accidents (employees and contractors)	0
		Total Recordable Injuries (employees and contractors)	0.32
16	Human rights policy	Disclosure and adherence to a Human Rights Policy? Yes/No	Yes
17	Human rights Violations	Number of grievances about human rights issues filed, addressed and resolved	0
18	Child and Forced labor	Does the company prohibit the use of child or forced labor throughout the supply chain? Yes/No	Yes
19	Women in the work force	Women in the workforce (% age and number)	3.30
		Total Women Employees	35
20	Qatarization	Nationalization rate (%) (percentage of Qatari nationals in the workforce) (also provide number of nationals in workforce)	7.8
		No. of Qatari in workforce	80
21	Community work	No. of hours spent, and/or Pre-tax profits invested in the community (%age, number of hours spent and/or amount of pre-tax profits invested)	USD 55,000
22	Local procurement	Spending on locally based suppliers (%age)	35.49
Governance			
23	Board Diversity	Percentage of Board seats taken by women	0
24	Board Independence	Percentage of Board seats taken by independent directors (No. and %age)	0
25	Board - Separation of powers	Role separation of CEO and Chairman	Yes

KPI #	ESG Key Performance Indicators	Measurement	2021 Actuals
26	Voting results	Disclosure of the voting results of the latest AGM (Yes/No)	Yes (to Shareholders and Board)
27	CEO pay ratio	CEO pay ratio - Ratio of CEO salary and bonus against the median FTE salary and bonus	9.3:1
28	Gender pay ratio	Ratio of Median male salary to median female salary.	0.61:1
29	Incentivized pay	Specify the links between (executive) remuneration and performance targets (Yes/No)	Yes Bonus for 2021 is based on Company performance targets (1/2) and personal performance targets (1/2)
30	Ethics code of conduct	Does the company publish and follow an Ethics Code of Conduct? (Yes/No)	Yes
31	Supplier code of conduct	Does the company publish and follow a Supplier Code of Conduct? (Yes/No)	Yes
32	Bribery/Anti-corruption code	Does the company publish and follow a Bribery/Anti-Corruption Code? (Yes/No)	Yes (published internally)

Abbreviations:

Abbreviations	Long Form
AOA	Articles of Association
ASI	Aluminium Stewardship Initiative
BAC	Board Audit Committee
BoD	Board of Directors
BCP	Business Continuity Management Planning/Plans
CAPA	Corrective Action Preventive Action
CBAM	Carbon Border Adjustment Mechanism
CCS	Carbon, Capture and Storage
CEM	Crisis & Emergency Management
CEO	Chief Executive Officer
CO ₂	Carbon dioxide
CO ₂ e	Carbon dioxide equivalent
CoC	Code of Conduct
CSR	Corporate Social Responsibility
EHS	Environment, Health, and Safety
EPRP	Emergency Preparedness and Response Procedure
ERA	Environmental Risk Assessment
ESG	Environmental, Social and Governance
E&S	Environment and Sustainability
ERM	Enterprise Risk Management
ERT	Emergency Response Team
EU	European Union
FY	Financial Year
GHG	Greenhouse Gas
GJ	Gigajoules
GRI	Global Reporting Initiative
HEC	Hazardous Energy Control
HF	Hydrogen Fluoride

Abbreviations	Long Form
HMC	Hamad Medical Center
HSE	Health, Safety, and Environment
ICV	In-country Value
ISO	International Organization for Standardization
IUCN	International Union for Conservation of Nature
LME	London Metal Exchange
MIC	Mesaieed Industrial City
MoPH	Ministry of Public Health
MoU	Memorandum of Understanding
MT	Metric tonne
MW	Megawatts
NO _x	Nitrogen Oxides
OSHA	Occupational Safety and Health Administration
PFC	Per Fluorocarbon
QCS	Qatar Cancer Society
QMS	Quality Management System
QNV	Qatar National Vision
QPS	Qatalum Production System
SDG	Sustainable Development Goals
SO _x	Sulfur Oxides
SPL	Spent Pot Lining
SR	Sustainability Report
TRIR	Total Recordable Injury Rate
UN	United Nations
VOC	Volatile Organic Compound



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