

Sustainable Development Goals



Aspiration to Follow

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AL

Sustainability
Report
2021







SUSTAINABLE DEVELOPMENT GOALS

Aspiration to Follow

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01

About This Report

GRI 102-1, 102-51, 102-54

This Report provides an overview of the performance of Qatar Aluminium Limited (Qatalum) across environmental, social, and governance (ESG) aspects that are material to the Company and its stakeholders. This report has been prepared in accordance with the GRI Standards: Core option. This Report addresses Qatalum's approach to environmental and social performance as well as innovation.

Qatalum also considers its efforts and impacts on the United Nations Sustainable Development Goals (UN SDGs). These impacts are highlighted throughout the Report.

A summary of how we developed this Report, as well as indexes to help readers locate specific information about our policies, programs, and performance are located at the end of the document. Additional information is also available on the Company's website: [Qatalum.com](https://qatalum.com)

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Scope and Reporting Period

GRI 102-46, 102-50, 102-52

This Report includes ESG data for all Qatalum operations and provides an overview of the Company's economic, environmental, social, and governance performance from 1 January to 31 December 2021. In the process, we have successfully completed the GRI Materiality Disclosures under the GRI Standards core option. Our previous sustainability report covered the sustainability performance for the calendar year 2016. Please refer to page 36 on the materiality assessment of this report.



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Letter to Stakeholders

GRI 102-14

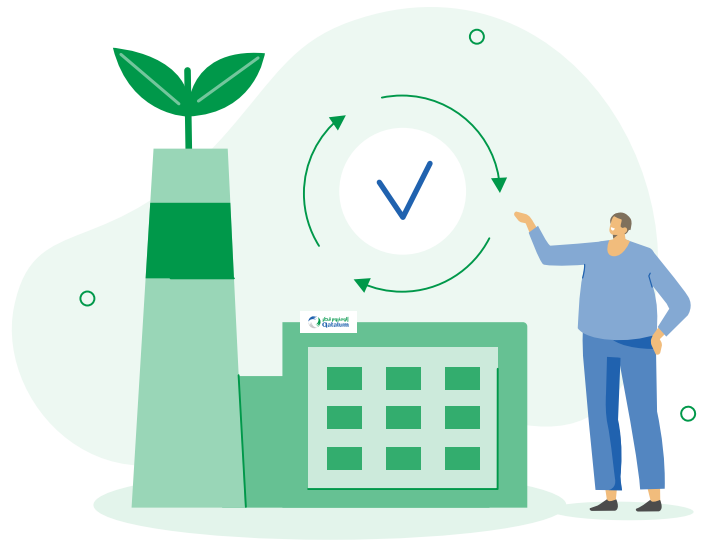
Dear Stakeholders,

We are pleased to present our Sustainability Report.

Since the inception of Qatalum in 2009, 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 and respect for the environment have been at the forefront of the Company's approach and continues to be a key driver for the Company's success.

Qatalum has been closely monitoring the ESG landscape within the aluminium production industry and has taken measures to confirm its commitment to a sustainable society.

In 2021, Qatalum continued to fulfill their commitment to achieving a sustainable society. Qatalum is proud to have achieved Aluminium Stewardship Initiative (ASI) certification in 2022 for the performance of the year 2021. It is a significant achievement that demonstrates the Company's long-standing commitment to ethical and sustainable practices throughout its value chain. ESG performance is critical to doing business today, and we are pleased to be able to offer ASI-certified aluminium products, which provide our customers and stakeholders with the assurance of a globally recognized standard. ASI's independent third-party certification system for responsible aluminum



production ensures that 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. Our people are our most important resource, and we place the highest priority on their wellbeing.

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. In terms of COVID-19 protection, 99% of Qatalum employees received two doses of an approved vaccine.

Qatalum is committed towards operational excellence and creating sustainable value for all stakeholders. Our strategic focus is approved by our Board of Directors and cascaded throughout our organization.

Enhancing the Sustainability of our HSE

Although the Company has a robust HSE program, it is continuously seeking to improve in the areas of health, welfare and living conditions for both our

employees and contractors. This is an important component of the Company's strategic objective to implement a sustainable ESG strategy for the entire organization.

Qatalum is committed to protecting natural resources, reducing our carbon footprint, and considering the climate-related risks and opportunities in our organization. In 2021, Qatalum observed an emission reduction of 50,097 MT CO₂e and a 16.8% reduction in waste.

Maximize Shareholder Value

Qatalum is seeking to maximize shareholder return in a manner that considers the financial position of the Company. A key driver for delivering value to the shareholders for Qatalum is to continue to optimize costs without compromising on HSE or operational excellence.

Meeting Customer Expectations

The Company is seeking to improve its position as a global strategic supplier of high-quality aluminium products. The Company has an industry low level of claims and complaints (0.03 in 2021). Customers are now increasingly demanding low-carbon aluminium products, and the Company is seeking to develop ways to meet customer expectations for such products.

Achieve Operational Excellence

The Company believes that operational excellence is critical for achieving sustainable operations. The Company is endeavoring to intensify the implementation of "Lean" principles, ensuring the availability and reliability of critical equipment while improving its quality management system. The Company is also looking to technology to support business transformation.

Qatalum's achievements are made possible through the effort and dedication of Qatalum's people. The Company seeks to secure a robust and competent organization and also attract and develop Qatari nationals in the aluminium industry and has achieved a 20% Qatarization rate of senior staff. In 2021, Qatalum delivered 9,742 hours of training and professional development programs aimed at enhancing the skills and capabilities of our workforce.

Support Aluminium and Industry and Supplier Development in Qatar

The Company believes that aluminium is the metal of the future. By developing the industry in Qatar, Qatalum can help to diversify the local economy within the State of Qatar and provide a future of opportunities for its community.

Qatalum remains committed to being a world-class producer of high-quality aluminium products and maximizing shareholder value through operational excellence and sustainable practices. With a deep commitment to its community, the Company has been working strategically to progressively grow and build on our sustainability performance. The Company is committed to delivering sustainable value for all stakeholders.

AbdulRahman Ahmad Al-Shaibi
Chairman of the Board

Khalid Mohamed Laram
Chief Executive Officer

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Qatalum's Milestones in 2021

Production

660,000

Tonnes of
Aluminium
produced in 2021

Carbon Footprint

50,097 MT CO₂e

Reduction in total
emissions from
2020

Environmental Protection

16.8%

Decrease in solid
domestic waste in
2021 (FY20 Baseline)

ZERO

Carbon dust landfill
achieved in 2021

Business Integrity and Ethics

ZERO

Reported Cases
of corruption and
anti-competitive
behavior

ZERO

Human rights
breaches reported



Employment

1,060

Number of employees (Full-time, contractual)

9,742.50

Total man hours spent in training courses

Work Safety

ZERO

Life changing injuries and fatalities

0.32

Total Recordable Injury Rate

99%

Employees vaccinated (2nd dose) as of the end of 2021

Social Responsibility

\$5.786 M

Spent on Qatarization program

\$55,000

Spent on social programs

10

Community Engagements

About Qatalum



Our Business

GRI 102-1, 102-3, 102-4, 102-5, 102-7

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



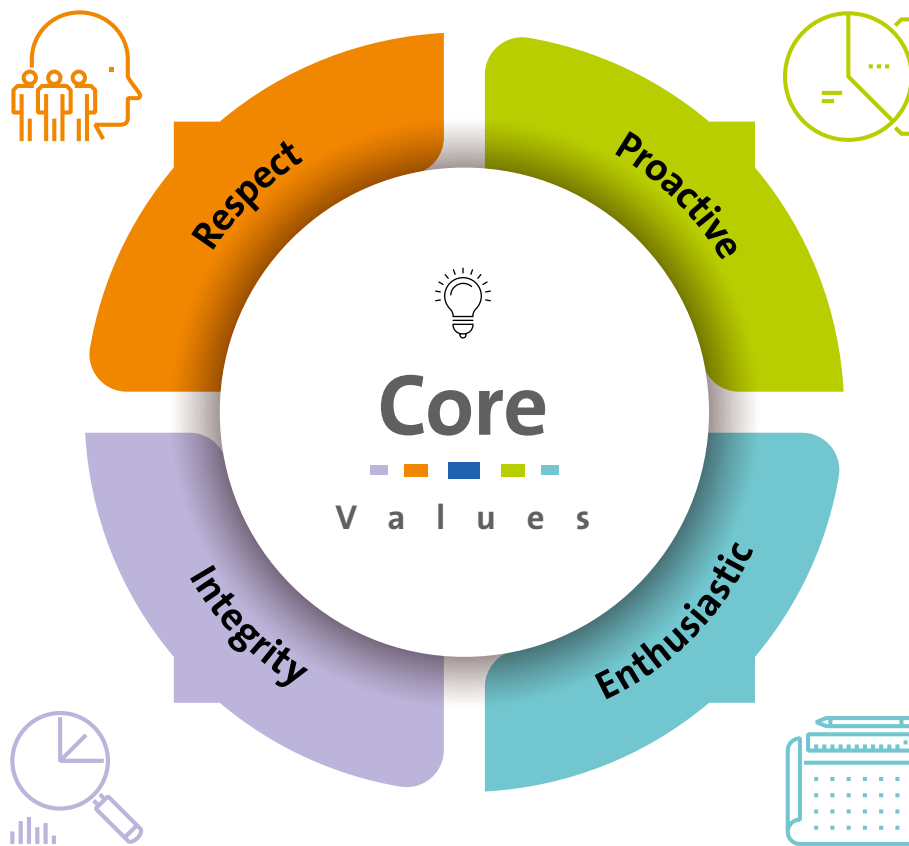
Qatalum's mission is to maximize shareholder value through operational excellence and sustainability to support aluminium industry development in Qatar.

Vision



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

Core Values



Awards and Recognition



Qatalum has been recognized by several institutions and organizations.



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 aluminium 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 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.

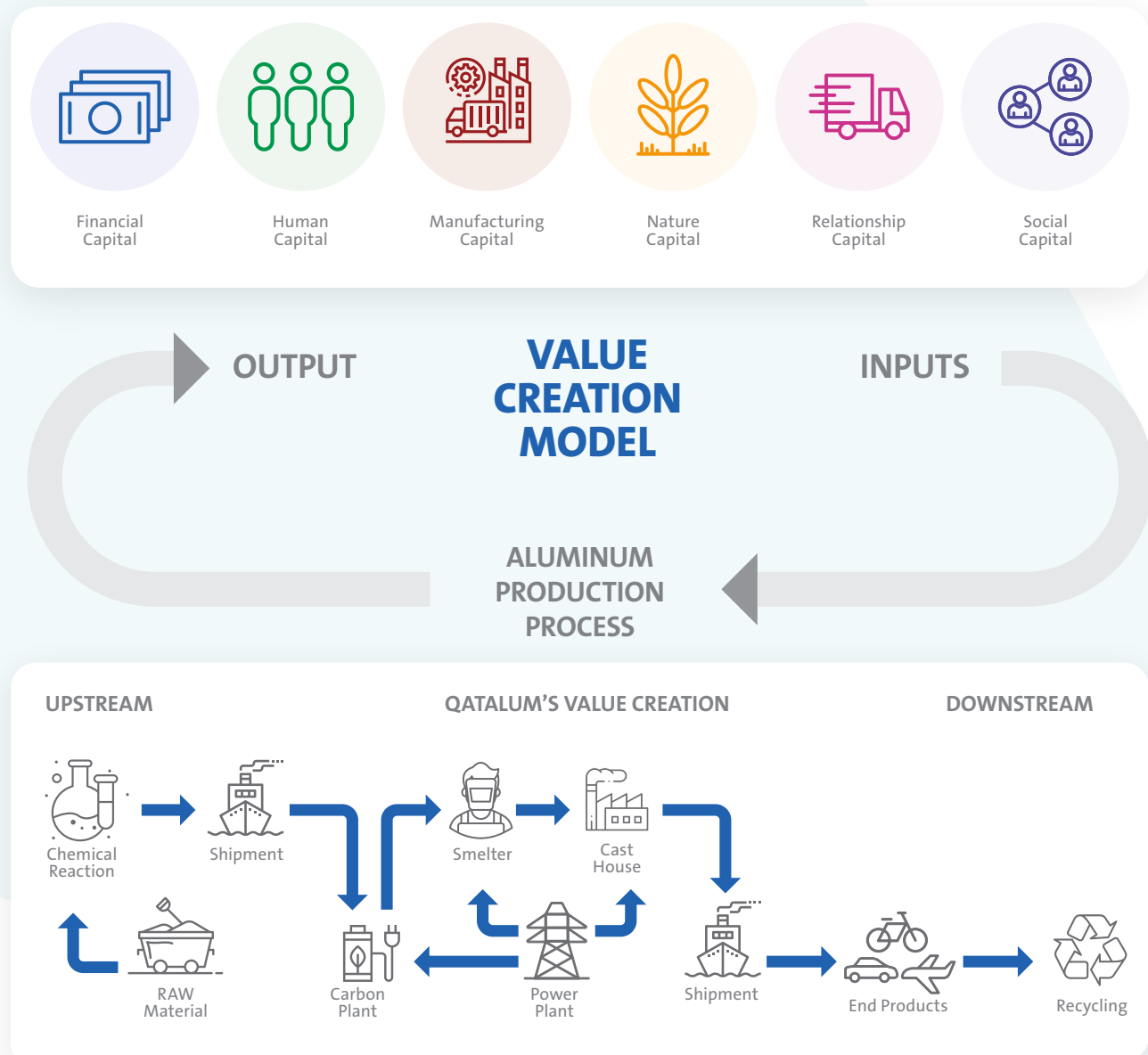
Foundry Alloys

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).





Our 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 the World Aluminium

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.

Our 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.

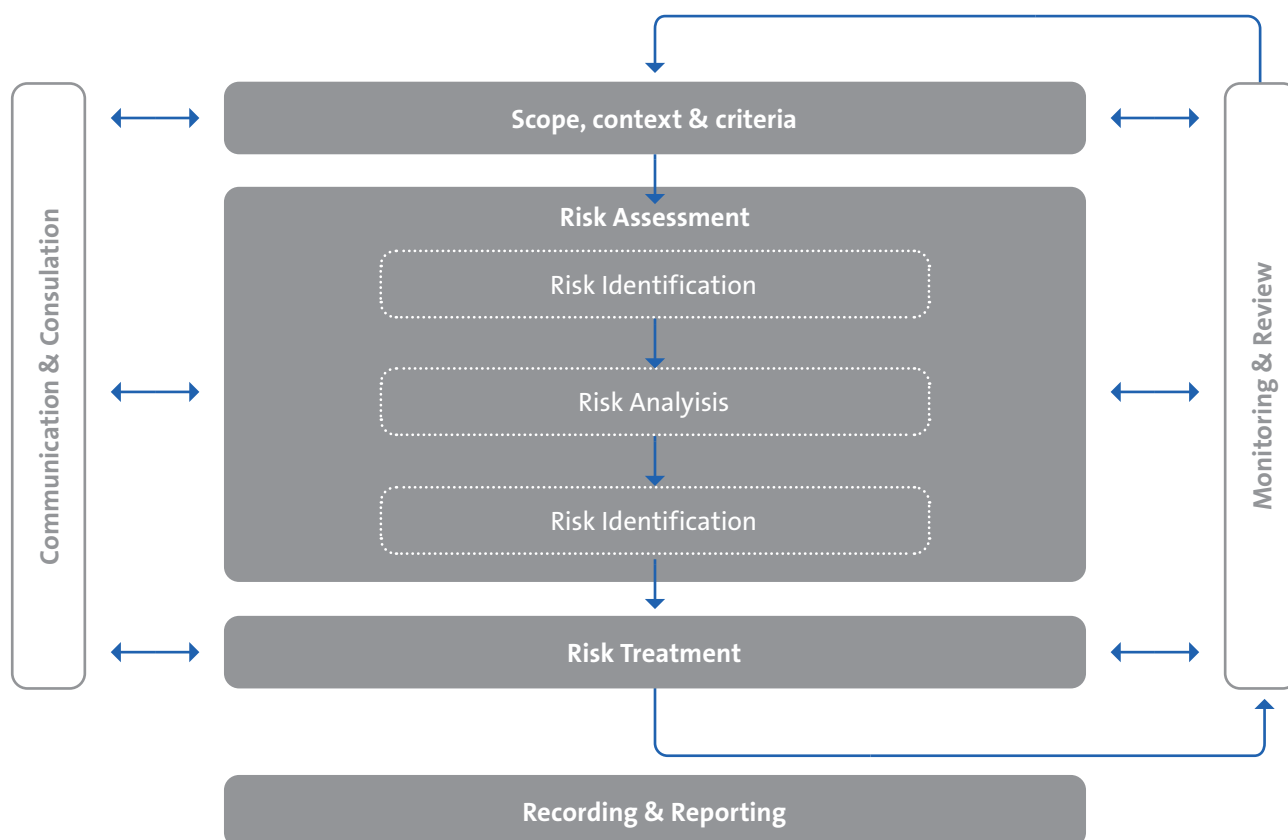
Risk Levels	Response	Management Involvement
Active Management	Treat	Extreme risk – CEO and Board attention required, action plans and management responsibility specified
Control Critical	Treat	High risk – Chief officer and/or Group Managers attention required, action plans and management responsibility 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



GRI 102-15, SDG 8

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.

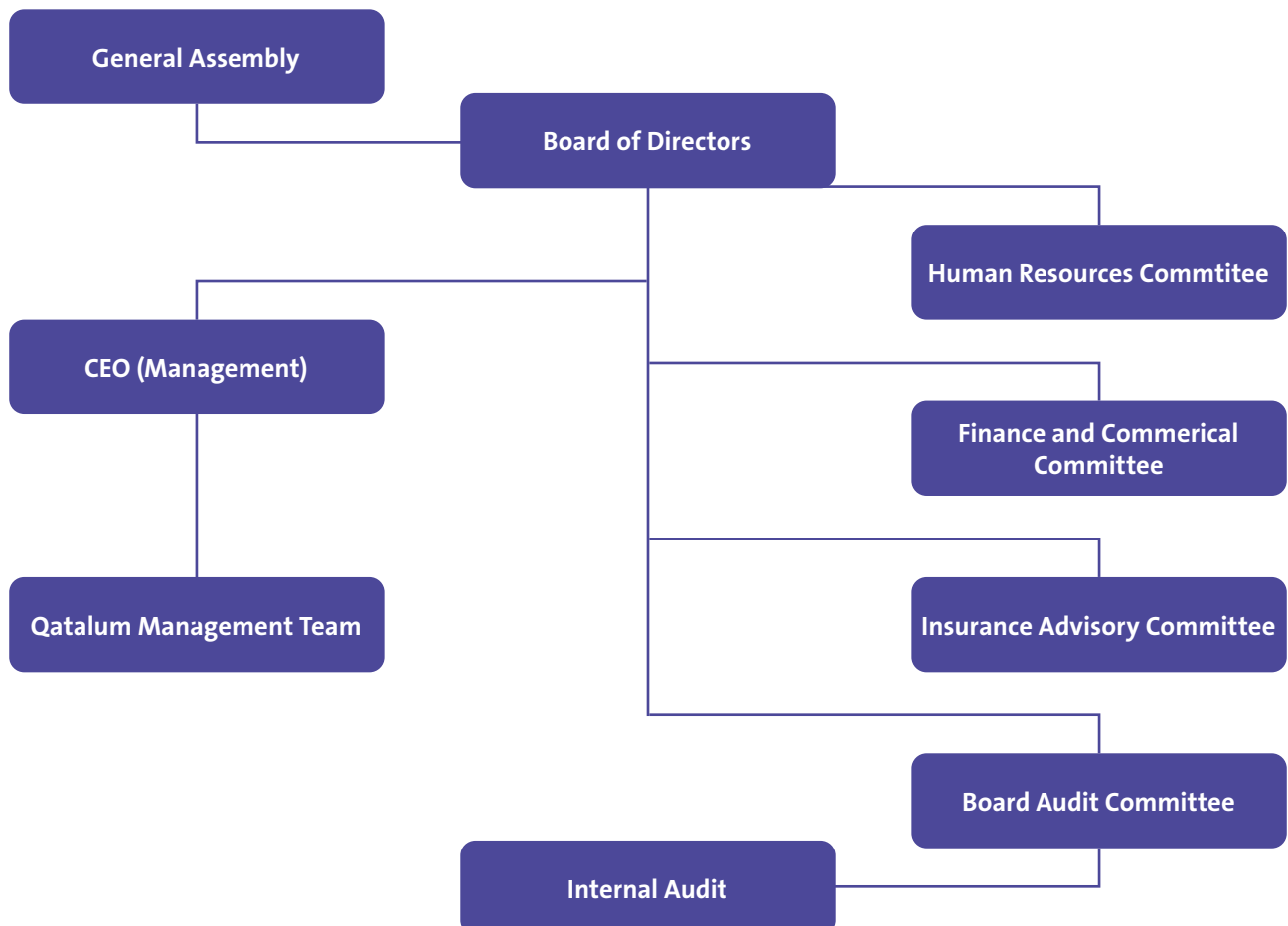
Our Corporate Governance

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 our 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.

Name	Qatalum Board	Position and Company
Mr. AbdulRahman Ahmad Al-Shaibi	Chairman	Executive Vice President – Finance & Planning of QatarEnergy
Mr. Eivind Kallevik	Vice Chair	Executive Vice President, Hydro Aluminium Metal
Mr. Fahad Ali Ahmad Al-Ansari	Director	Manager, Project Services - QatarEnergy
Mr. Hamad Salah Al-Baker	Director	Manager, Asset (IDD EL-SHARQI), OI - QatarEnergy
Mr. Rashid Hamad Al-Athba	Director	Manager, Naphtha & Condensates Marketing – QatarEnergy
Mr. Knut Meel	Director	VP and Owners Representative, Hydro Aluminium Metal
Mr. Rolf Torgeir Aase	Director	VP and Head of Legal, Aluminium Metal
Mr. Anders Stenhagen	Director	VP and Lead HR, Hydro Aluminium Metal

Management Team



Khalid Mohammed Laram | Chief Executive Officer

Mr. Khalid Laram was appointed CEO of Qatalum in November 2019. He previously held the position of CEO from July 2015 to December 2018. Mr. Khalid Laram joined Qatalum as Deputy CEO in November 2010. In addition, Mr. Khalid Laram has served on the Board of Directors of Qatar Aluminium Manufacturing Company (QAMCO) since its incorporation. Mr. Khalid Laram holds a bachelor's degree in Chemical Engineering from the University of Southern California, USA. He began his professional career with QatarEnergy in 1985 and he has 35 years of experience covering the full spectrum of front-end engineering design, plant start-up and the operation of complex facilities.



Nafal Al Hajri | Chief Supply Chain Officer

Mr. Nafal Al Hajri has served as CSCO of Qatalum since 2nd April 2016. He joined Qatalum in January 2012 and has previously held the roles of Marketing and Sales Manager and Logistics Manager. Mr. Nafal Al Hajri holds a bachelor's degree in Business Administration (Economics) from Qatar University and a post graduate degree in International Transport from Cardiff University, UK. His experience includes key roles in the supply chain function with Oryx GTL and Qatar Steel.



Ahmad Al Khudairi | Chief Financial Officer

Mr. Ahmad Al-Khudairi has served as CFO of Qatalum since 22nd June 2014. Prior to joining Qatalum he held a senior finance position with RasGas. Mr. Ahmad Al-Khudairi holds a bachelor's degree in Accounting from Qatar University and an Executive MBA from HEC Paris University. He began his professional career with QatarEnergy in 1996 and has over 20 years of experience with large industrial companies.

**Hervé Perrin | Chief Power Officer**

Mr. Hervé Perrin was appointed CPO of Qatalum in September 2014. Prior to joining Qatalum, he held the position of Vice President of the Jamaica Public Service Company. Mr. Perrin holds a Mechanical Engineering Degree from University of Compiègne - France. He has 30 years of experience in the power generation including senior positions in the UK, UAE and the Caribbean.

**Johan Berg | Chief Operations Officer**

Mr. Johan Berg was appointed as Qatalum's COO wef 1st October 2021. He is a qualified engineer with a Masters in Engineering (Metallurgy) and an Executive MBA from the University of Pittsburg. He has close to 21 years of work experience in various global aluminium companies with his last assignment being the General Manager/Plant Manager of Hydro's Primary Aluminium smelter in Husnes. Prior to Hydro, Johan was employed at Alcoa between 2009 and 2015 where his last assignment was as Director Maintenance, Reliability and Capital Center of Excellence.

**Nasser Al-Naimi | Chief Administration Officer**

Mr. Nasser Al-Naimi has served as CAO of Qatalum since 30th May 2016. He joined Qatalum in 2015 and previously held the role of HR Manager. Mr. Nasser Al-Naimi holds a bachelor's degree in Business Administration from Qatar University and an Executive MBA from HEC Paris University. He started his career at Hamad Medical Corporation and worked in key HR roles at QatarGas and Msheireb Properties (Qatar Foundation).



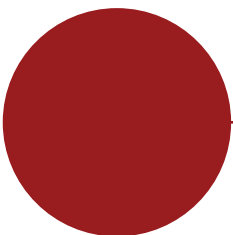
Yousuf Al Ejji | Chief Technical Officer

Mr. Yousuf Al-Ejji was appointed CTO in April 2019. He previously held the role of Engineering & Projects Manager upon joining Qatalum in November 2016. Mr. Yousuf Al-Ejji holds a bachelor's degree in Mechanical Engineering from the University of Texas, USA and an MBA from CNAM, France. He began his professional career with QatarEnergy in 2004.



Ali Ahmad | General Counsel & Company Secretary

Mr. Ali Ahmad was appointed as General Counsel & Company Secretary in July 2021. He joined Qatalum in 2011 and previously held the roles of Legal and Compliance Manager and Senior Legal Counsel. Mr. Ali Ahmad holds a bachelor's degree in Commerce from the University of Alberta and a Juris Doctor degree from the University of Toronto. He demonstrates expertise in corporate and commercial law, corporate governance and dispute resolution.



Chief HSSE & Quality Officer

The Chief HSSE & Quality Officer leads and manages the HSE, E&S, QPS, and Quality divisions by establishing departmental and individual objectives. The officer is responsible for assisting all areas of Qatalum while guaranteeing workplace safety, complying and adopting environment and sustainability aspects including continuous improvement systems, processes, practices, and techniques.

Sustainability Governance



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 our material sustainability issues.

Qatalum Governance Bodies



Our Ethics, Culture, and Business Integrity

GRI 103-1, 103-2, 103-3, 102-16, 102-17, 102-25, 205-2, 205-3, 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 our 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.

Our core principles of respect, proactivity, enthusiasm, and integrity are embedded in our CoC. Employees and everyone associated

with the Company are required to uphold the highest standards of morality and decency in all of our 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.

The CoC includes standards and guidelines for:

Reporting Concerns	Health and Safety
Working Conditions	Business Conduct

It is published in our 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	Confidential Information Policy
Anti-Fraud Policy	Conflict of Interest
Competition Policy	Sanctions Compliance Policy
Compliance Policy	Speaking Up Policy

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)



What Matters to Us

Dialogue with Stakeholders

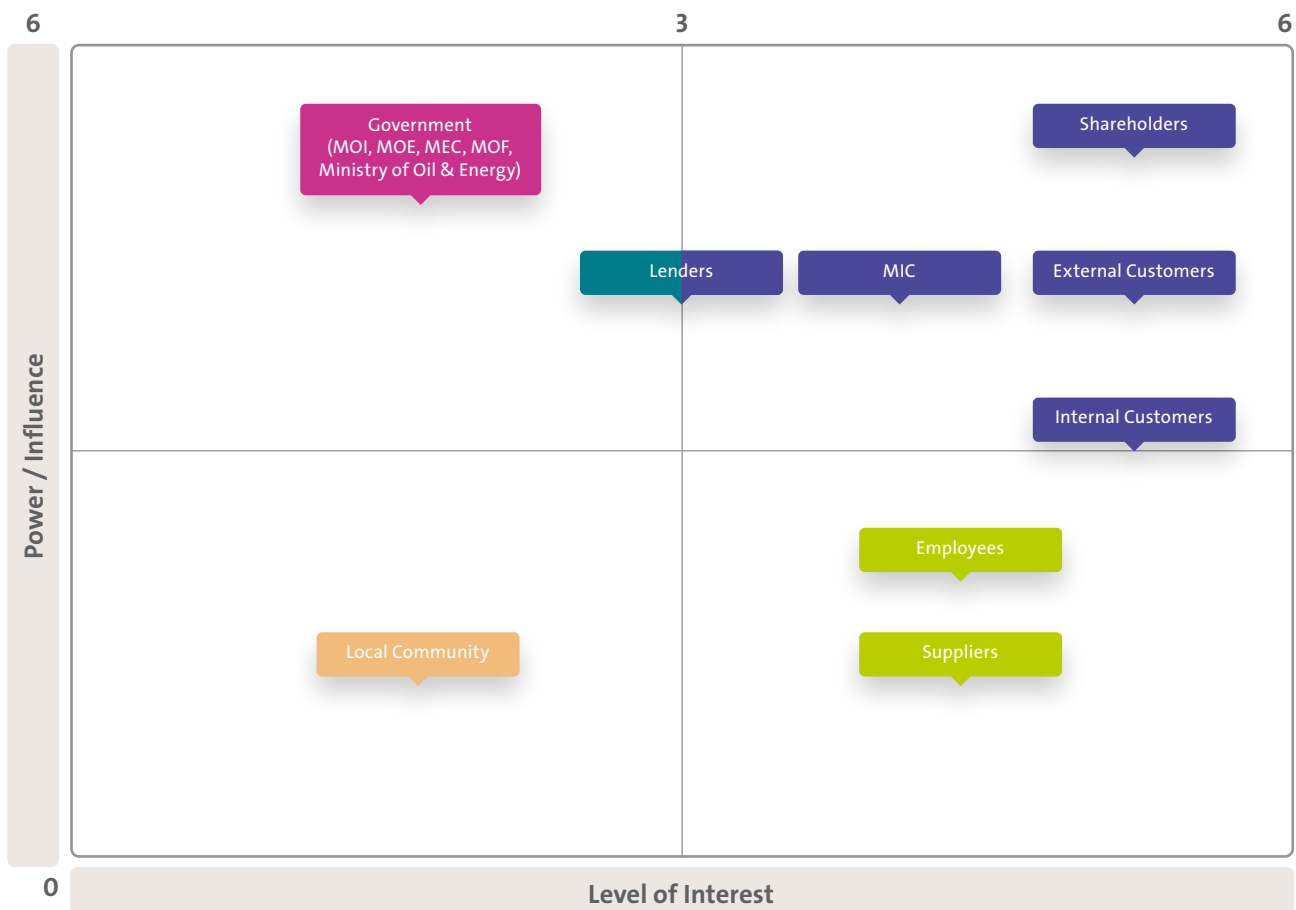






GRI 102-40

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, we 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. We continue to pursue long-term sustainability success by creating value for our stakeholders.

We have performed a stakeholder analysis to identify our main stakeholder groups. Our stakeholders are grouped based on their influence on Qatalum's activities and performance.

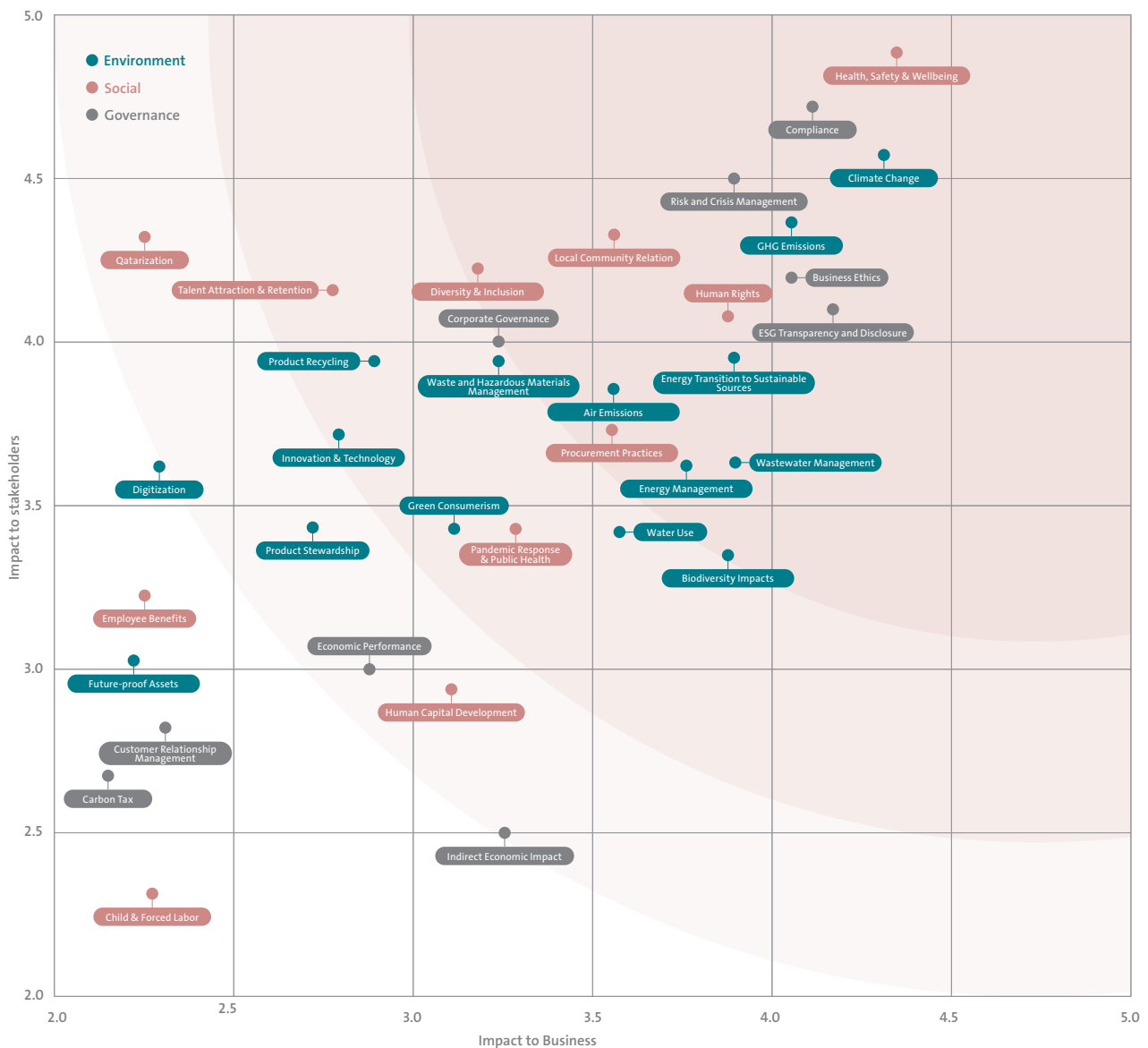


Stakeholder Group	Methods of engagement	Issues of importance	Methods of response
 <p>Shareholders</p>	<ul style="list-style-type: none"> Representation on the Board of Directors, including regular board meetings Active membership on the senior management team Performance reporting 	<ul style="list-style-type: none"> 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"> Representation on the Board of Directors, including regular board meetings Active membership on the senior management team Performance reporting
 <p>Environment</p>	<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
 <p>Qatar</p>	<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 activities 	<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
 <p>Employees</p>	<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
 <p>Industry Partners (Customers, Suppliers, and Industry Associations)</p>	<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 supportSustainable 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.

Our Material Topics



GRI 102-47

Environment

- Climate Change
- Digitization
- Energy Transition
- Innovation & Technology
- GHG Emissions
- Air Emissions
- Green Consumerism
- Product Stewardship
- Recycling
- Water Use
- Waste/Hazardous Materials Management
- Wastewater Management
- Biodiversity Impact
- Future-proof Assets

Social

- Procurement Policies
- Human Rights
- Child & Forced Labor
- Human Capital Development
- Health, Safety & Wellbeing
- Diversity & Inclusion
- Pandemic Response & Public Health
- Employee Benefits
- Qatarization
- Talent Attraction & Retention
- Local Community Relations

Governance

- Corporate Governance
- Risk & Crisis Management
- Compliance
- Customer Relationship Management
- Economic Performance
- Indirect Economic Impact
- ESG Transparency & Disclosure
- Carbon Tax
- Business Ethics

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 our 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 we have established for our 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

Our company 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

Aluminium Perfection

Qatalum

Search

Contacts IS/IT Support

ORGANIZATION BUSINESS PROCESS QUALITY & QPS TOOLS & SERVICES NEWSROOM

Qatalum Case Update

COVID-19 case reported at Qatalum-23.01.2022

Number of confirmed cases, Number of recovered cases and suspected cases in the Plant. >>

Aluminium Perfection

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



Our 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, our focus will be on the following areas:



Alignment With UN SDGs

Our SDG Contribution

Our Actions



- 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



- Optimizing energy transition
- Recycling method in-place and recycling rate is increasing
- Taking actions in mitigating biodiversity loss
- Management of waste and hazardous material



- COVID-19 Response to its Employees
- Emergency Response and Preparedness in the organization
- World-class safety preparation and procedures



- 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 140001 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.

Economic Performance

GRI 102-45, 103-1, 103-2, 103-3, 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, we promote 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 our 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 we have 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, we have focused our efforts in recent years on efficient production to avoid significant negative effects on our profit margins.

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

Indirect Economic Impact

GRI 203-1, 203-2, SDG 8, SDG 9

Aside from contributing to the local economy, we make great efforts to support and engage with the local communities where we operate. 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. We also seek to build local capacity in areas such as education, culture, and infrastructure.

One of our commitments to the community is the continuous support of the Elderly Empowerment and Care Center since 2016. We also channeled our efforts to the COVID-19 pandemic response by aiding the local community affected by the pandemic. Qatalum created meaningful connections with our

stakeholders using social media platforms to provide educational campaigns for local communities.

Another commitment is supporting local suppliers. Although our operations necessitate the use of raw materials found outside Qatar. Qatalum buys local whenever possible. We give preference to local suppliers that provide products that match our requirements. Qatalum also conducts supplier assessments every year. We do this to confirm our 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 our positive economic impact is distributed fairly across our value chain.

Customer Relationship Management

GRI 102-43, 102-44

Qatalum believes that our long-term success is founded on customer trust, which is why we have adopted customer-focused quality processes. Qatalum has a robust Quality Management System (QMS) to track the quality of our products and ensure we are meeting the needs of our 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, we also solicit customer feedback through evaluation forms and customer visits. We also engage 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, we adopted various technological solutions and systems that allowed our employees to work remotely and maintain critical processes from anywhere in the world.

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

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

Cybersecurity

GRI 203-1, SDG 8, SDG 9

The threat of cyberattacks is increasing, which requires an increased level of cybersecurity. Our 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 our cybersecurity. We have allocated significant resources to ensure that the architecture of our cybersecurity can withstand any cyberattacks and prevent data leaks from within. Our IT department is in the process of initiating internal programs and has identified the applicable resources and solutions required.



A Cleaner Environmental Future

Qatalum is dedicated to the environmental stewardship. Aluminium processing and manufacturing are energy-intensive processes that necessitate large amounts of electricity, water, and other natural resources. In this chapter, we will discuss our environmental initiatives and footprint, as well our other environment practices



Qatalum's Key Environment Achievements



Advanced Gas Path implemented as part of Qatalum electricity generation efficiency improvement and GHG emissions reduction



Introduced pre- and post-consumer scrap recycling



Awarding transport services to companies having cleaner energy (CNG).



Ongoing energy efficiency project to reduce auxiliary power consumption in smelter and power plant

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 our infrastructure and quality production, pose challenges to our employees' health and safety, and increase the vulnerability of our communities.

Qatalum recognizes the need to shift towards more sustainable programs and initiatives to help mitigate climate change. We are currently focused on lowering our 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 short, medium and long-term targets for reducing its GHG emissions.

GHG Emissions

GRI 103-1, 103-2, 103-3, 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 our commitment to reducing our impact on climate change. Qatalum consistently monitors and reports on our 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 our GHG emissions from imported/purchased electricity consumption, and heat or steam consumption. We currently do not estimate and publish our Scope 3 emissions, but we plan to integrate Scope 3 emissions into our 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, our emissions in 2021 had a 1.04% decrease from 2020. The reduction in emissions is linked to our power plant's advanced

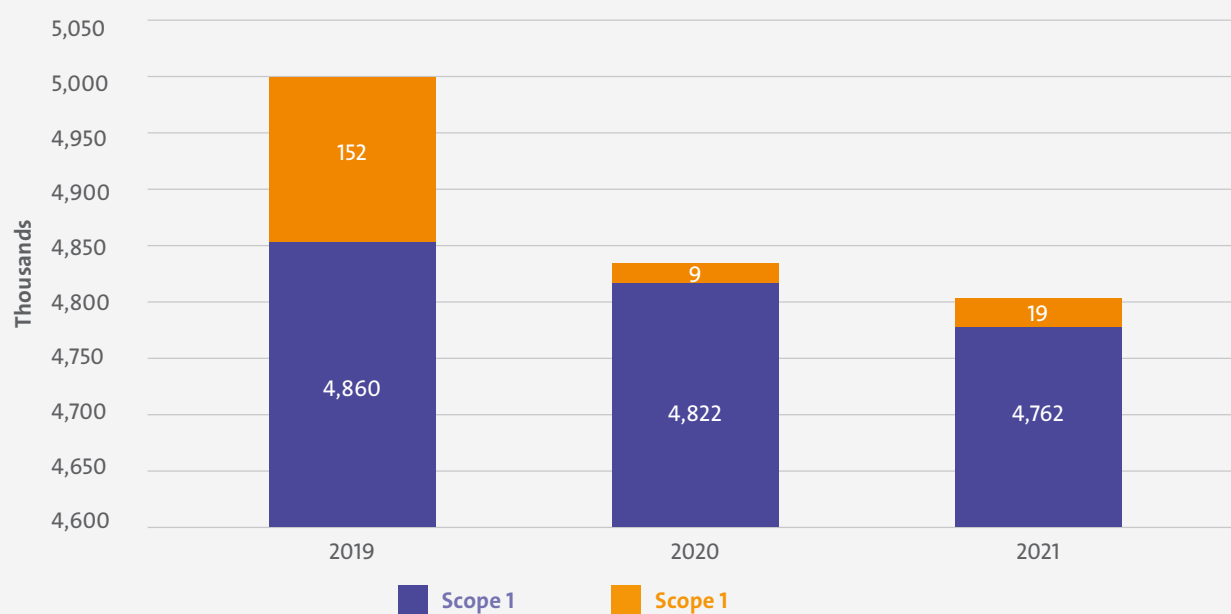
gas path system and process optimizations in the carbon and reduction plants. This represents a great starting point as we set a decarbonization roadmap in alignment with the national targets. To meet our short-term target, specific efforts have been made to minimize GHG emissions, including a project 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 given in the table below:

Description	2022	2023	2024	2025	2026
C Footprint (Scope 1 & 2), mt CO ₂ e/mt Al	7.65	7.53	7.46	7.57	7.51

GHG Reduction Projection (Short-term Plan)

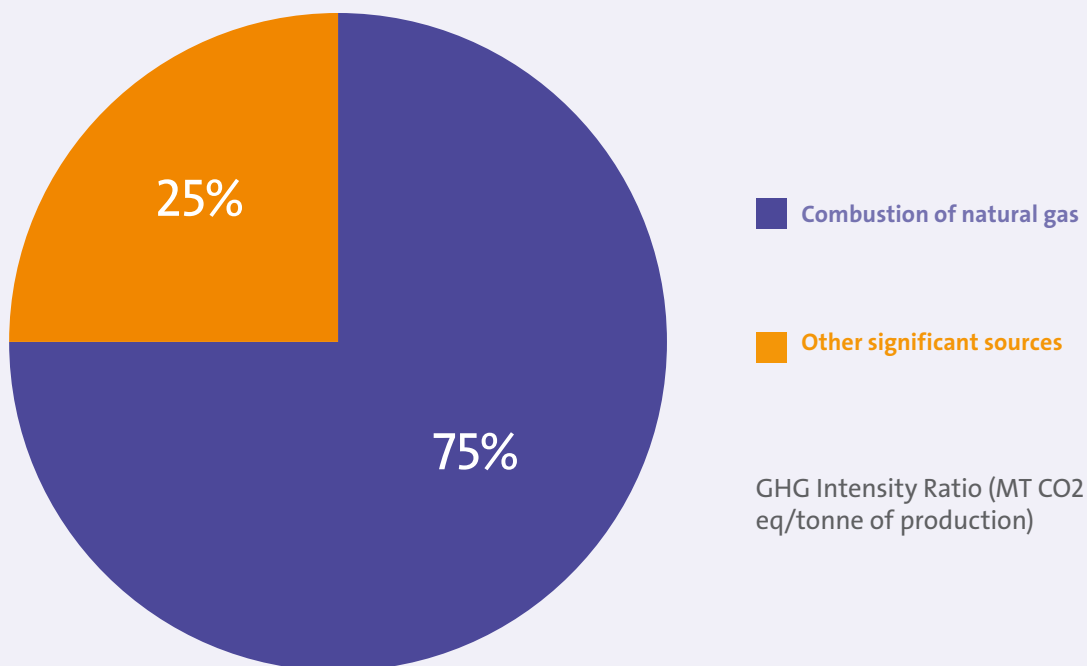
From 2022 until 2024, Qatalum's carbon footprint is expected to decrease. However, the increase in 2025 is primarily driven by the target increase in production in conjunction with the use of natural gas.

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]	151,795	9,299	18,972
Total Emissions (Scope 1 and Scope 2)	5,012,247	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



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



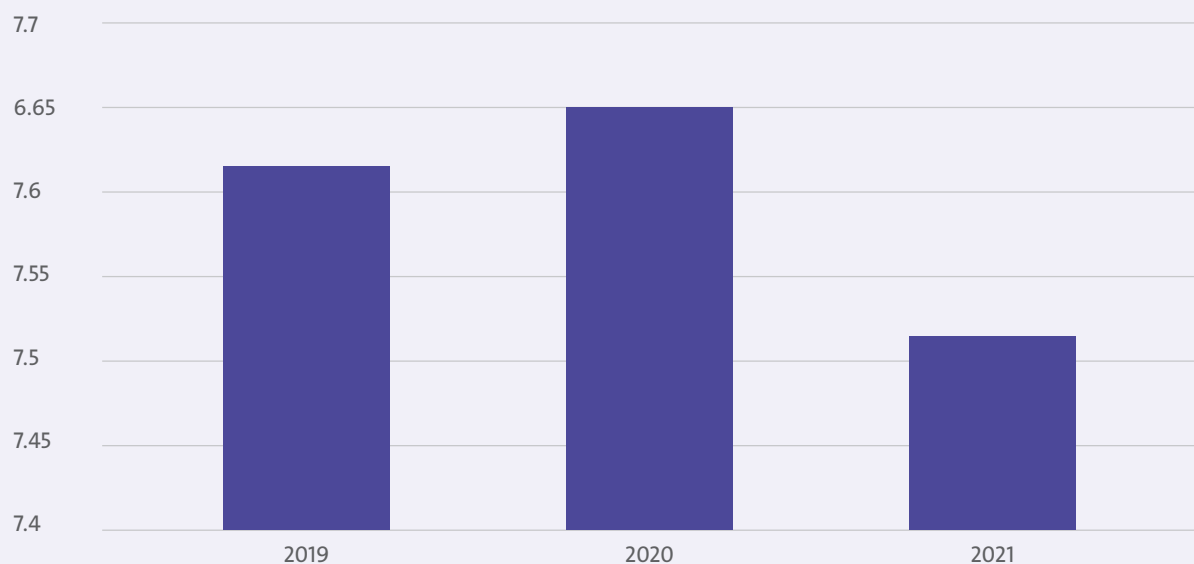
The main contributor to our GHG emissions is the combustion of natural gas used in the power plant's gas turbines. This accounts for approximately 70-75% of GHG emissions. Other significant sources of emissions are the following: other natural gas combustion (anode baking plant and casthouse furnaces),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

99.6% of our emissions are Scope 1 emissions. The Company's GHG intensity decreased from 7.637 mt CO₂ eq/tonne production in 2020 to 7.508 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)	7.747	7.637	7.508
Scope 2 GHG emissions (MT CO ₂ eq/t Al)	0. 242	0.015	0.030

GHG Emission Intensity (MT CO₂ eq/t Al)



As part of Qatalum's short-term emission reduction plan, we currently have ongoing projects to reduce our emissions. As we progress 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:

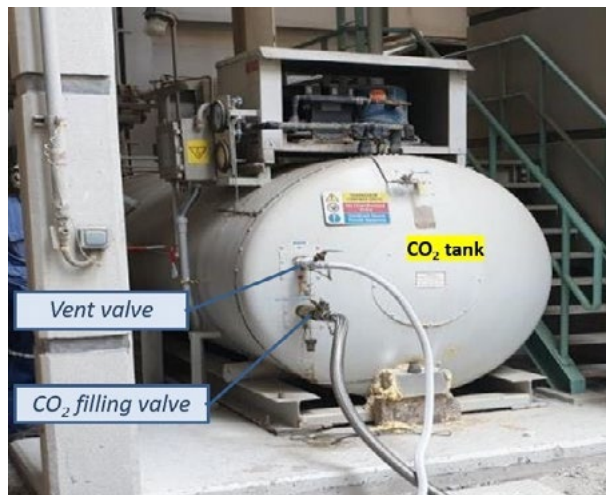
- Land-use change required for mining activities
- The production of high volumes of waste during alumina refining
- Energy intensive smelting process
- The associated emissions.

Power Plant Case

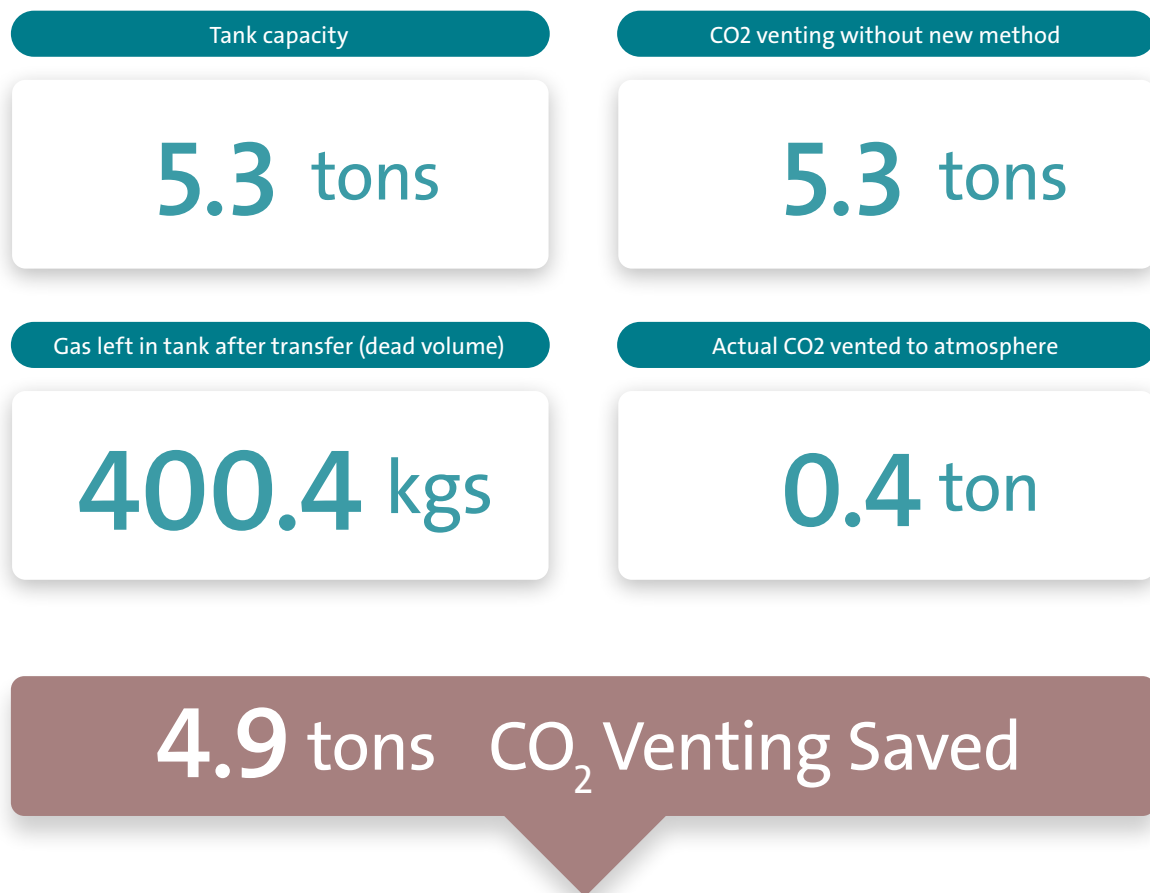
Four gas turbines of Qatalum's power plant are equipped with CO₂ firefighting systems, each requiring a specific storage tank (about 6 tonnes) and a refrigeration system. During maintenance operations, the CO₂ tank's contents are evacuated to the atmosphere in accordance with standard industry procedure.

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



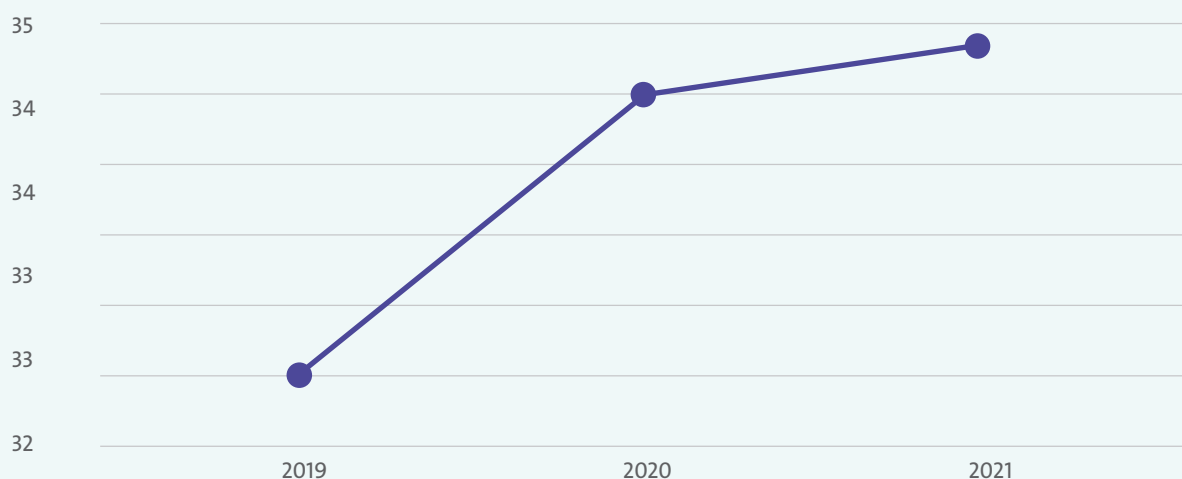
~233 tree required to absorb for a year

Energy Management

GRI 103-1, 103-2, 103-3, 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 our products.

Total direct energy consumption in Millions (GJ)



Total Direct Energy Consumption in Millions (GJ)

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 our 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.

Total Direct Energy Consumption			
	2019	2020	2021
Natural gas consumed in the power plant (MMBTU)	69,674,953	68,425,633	68,591,792
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)			
	2019	2020	2021
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)			
	2019	2020	2021
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]

Energy Consumption Intensities	Actual values			Target Values		
	2019	2020	2021	2022	2023	2024
Direct energy consumption intensity (GJ/t Al)	119.50	116.81	111.14	116.50	115.02	112.63
Indirect energy consumption intensity (GJ/t Al)	18.01	1.11	2.25	4.10	5.01	4.72

Energy intensities 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. Our total HF emissions in

2021 amounted to 158.33 metric tonnes. There was an increase in aluminium production in our 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

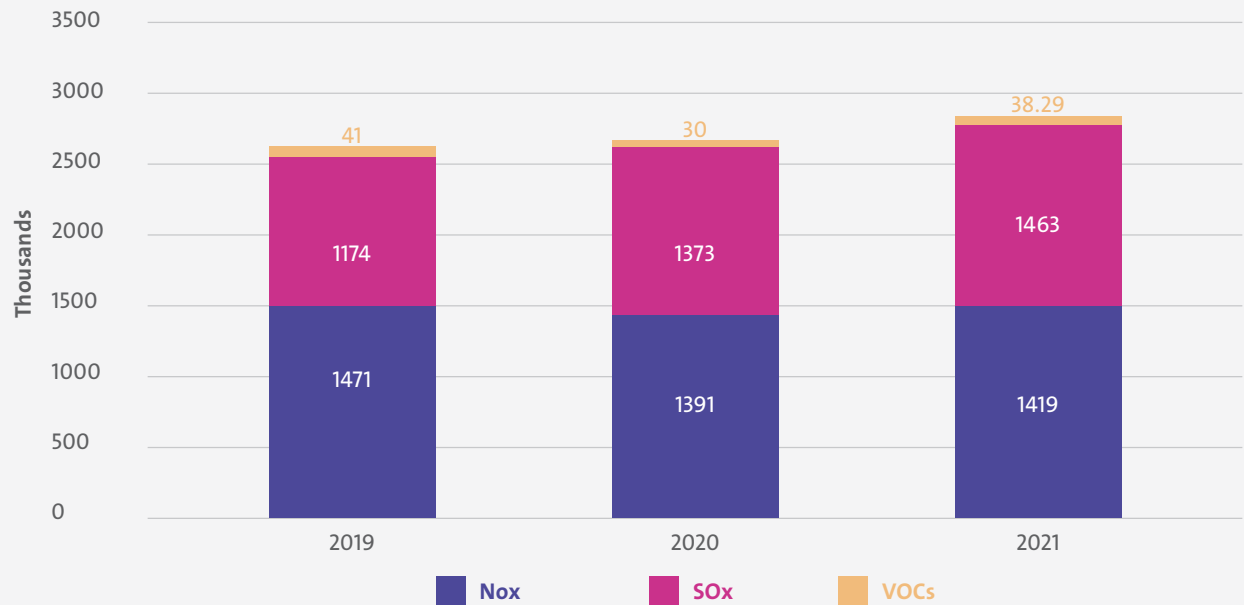


Figure. Nitrogen oxides (NOx), Sulfur Oxides (SOx), and VOCs in metric tonnes (2019-2021)
[GRI 305-7]



Water Use and Management

GRI 103-1, 103-2, 103-3, 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 our total water consumption. In 2021, our total freshwater purchased amounted to only 687,079 m3 despite the increased rate of production from 2020. Overall, we have seen a 5.5% decrease in our 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 (process and sanitary) (m3)	122,664	119,017	123,000
Total water discharged	12,416	9,182	12,879
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 our operations to cool machine temperatures and meet our irrigation needs. As we picked up production from 2020, our 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 our operations.

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 our responsibility to provide an effective and efficient mitigation of our operations on nature.

In limiting the negative impacts of our business on the biodiversity of our operating ecosystems, we follow the sequential steps of the mitigation hierarchy.



Mitigation Hierarchy



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.

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

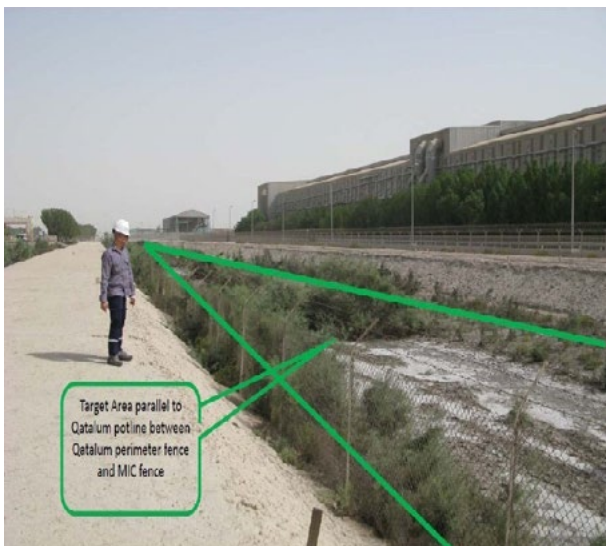
considered in the assessments were impact to terrestrial ecology, marine ecology, noise, and waste management and disposal and the following observations were concluded in the assessment:

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.



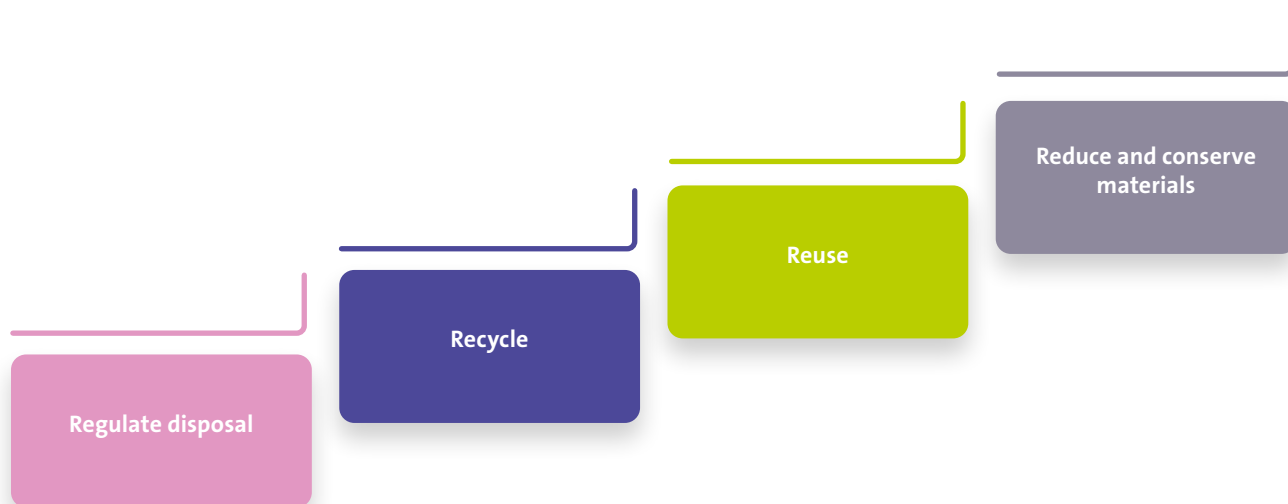
Baseline reports were also part the Company's priority to reduce the biodiversity loss and comply with different environmental regulations. The ballast water management system of Qatalum was examined and tested by a third-party. This is in accordance with the requirements of the specifications contained in Resolution MEPC.174 (58) also known as Guidelines for Approval of Ballast Water Management Systems. A baseline fluorine 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. We are 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 our business units operate.

Waste/Hazardous Materials Management

GRI 103-1, 103-2, 103-3, 306-1, 306-2, 306-3, 306-4, 306-5, SDG 3, SDG 6, SDG 11, SDG 12, SDG 15

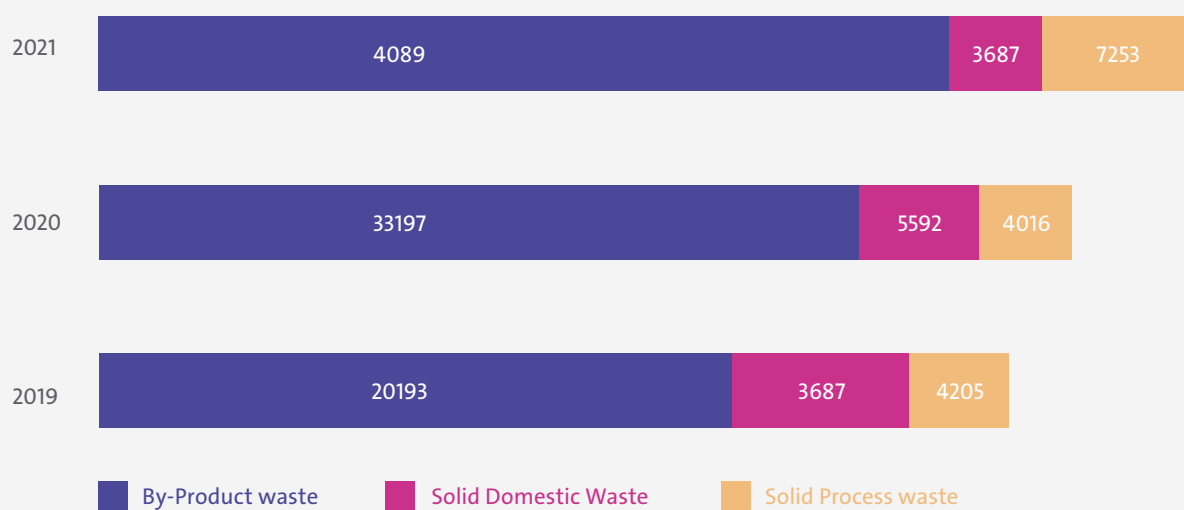


Principles of the waste management system in Qatalum

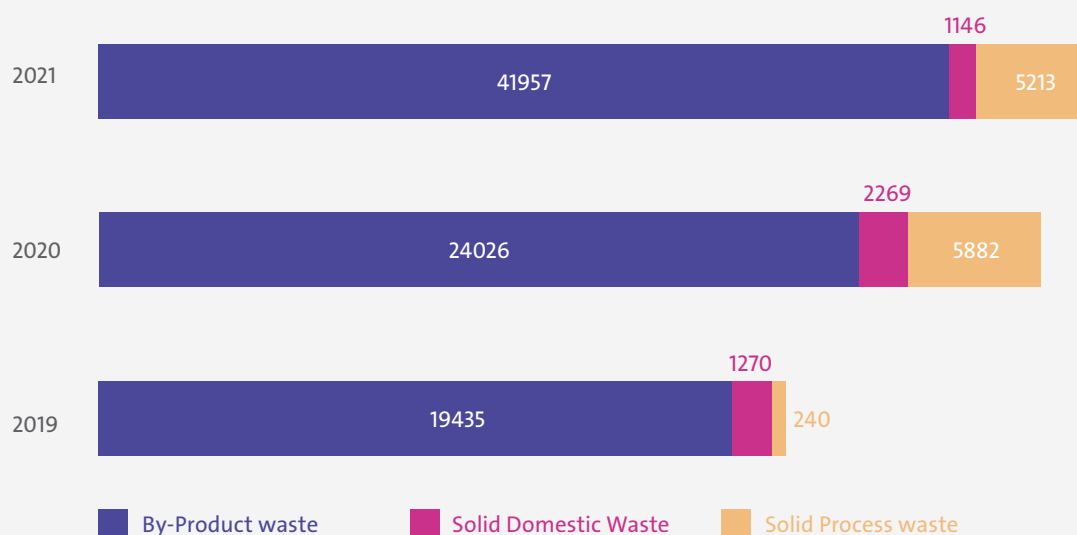
Qatalum is committed to decreasing waste produced by its activities and operations through reducing, reusing, and recycling prior to landfill disposal. We aim to enhance our waste management and boost our recycling ratio by using innovative methods. All of our waste is disposed of responsibly and in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

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.

Waste Generated (Tonnes)



Waste generated in tonnes [GRI 306-2]

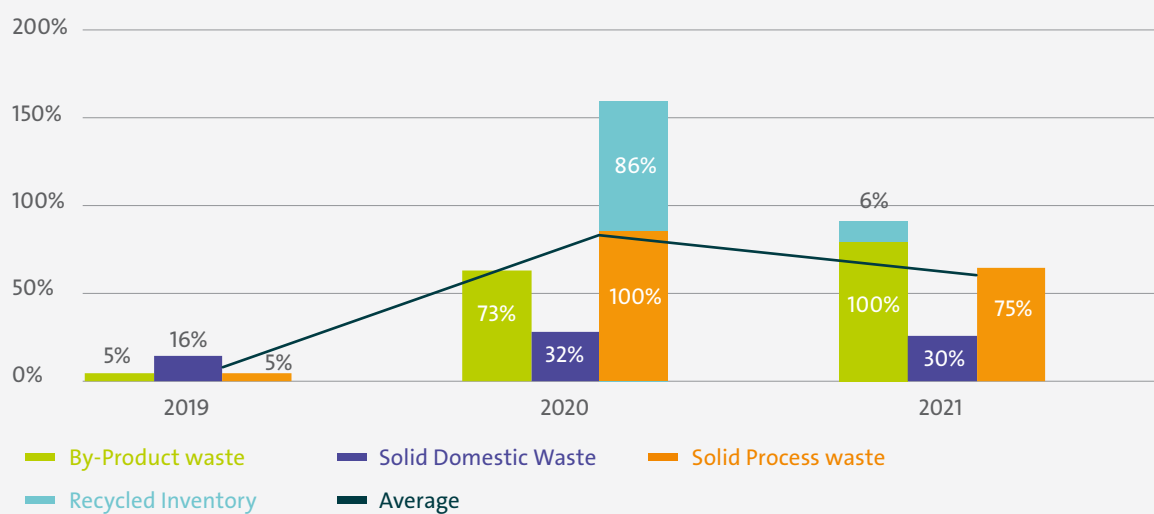
Waste Recycled (Tonnes)

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 our operations recovered from the pandemic, our by-product waste increased by 22% in 2021 from 2020. Our solid process waste has also increased by 41% in 2021 when compared to the 2019 figure. However, there has been a drastic decrease on our 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. We have managed to considerably increase our recycling efforts for our different types of waste. From an average of 9% recycling rate for all types

of waste, we have increased to an average of 97% and 70% of our 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 our process waste to its final destination. These helped in reducing our waste footprint and became the key drivers in helping us achieve a more sustainable business.

Recycling Rate (2019-2021)



Qatalum recognizes the need for a better waste management process. We acknowledge that additional improvements with regards to waste reduction for all sorts and types of materials and waste should be made.

Waste Recycle Intensity	Actual values			Target Values		
	2019	2020	2021	2022	2023	2024
Waste Recycled (t/t Al)	0.033	0.051	0.076	0.072	0.101	0.033

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.

Recycling

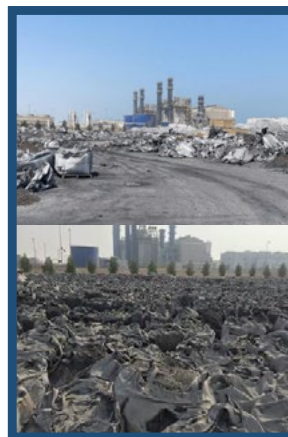
The benefits of the Company's recycling programs have a greater environmental impact in terms of climate change mitigation. Since recycling is the reprocessing of waste materials for use in a new product, the materials reused in recycling serve as substitutes for raw materials obtained from depleting 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 our operations, we have managed to recycle all of our solid process waste in 2020 and all of our by-product waste in 2021. Furthermore, we were able to recycle our waste inventory in the same waste categories, which resulted in recycling rates of more than 100%.

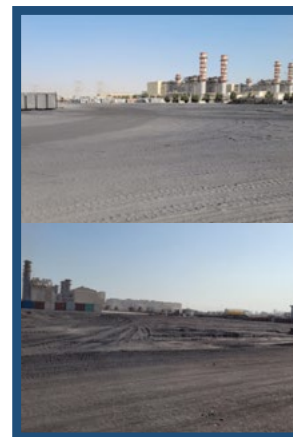


In 2020, Qatalum focused on finding uses for process waste and minimizing landfill. The major focus area was on sending SPL to the cement industry for recycling/reuse of the material to avoid landfill disposal. Other industrial wastes (non-hazardous) like general waste and wood waste and universal wastes (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.

Carbon dust in Qatalum's laydown area



Before



After

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

As part of Qatalum's low carbon and overall GHG reduction strategy, we have implemented pre- and post-consumer scrap recycling in our operations. We have established agreements to source scrap from

local suppliers, and we aim to increase the project in the coming years.

Qatalum aims to continually enhance our recycling initiatives by working towards our 2023-2027 ambition targets. We aim to improve our 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

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. We are 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. We are also re-defining our GHG emissions reduction targets and that may include decarbonizing levers. The Company is exploring some energy-saving solutions and optimizing our auxiliary energy consumption.

As a member of ASI, Qatalum is considering including an alternative devised by the Mission Possible Partnership as one of our commitments. In the event of the absence of an affordable low-carbon energy source, one way is by retrofitting our 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. Our continuous systemic focus on process variation and waste reduction in our production led to the improvement of our Quality Management System (QMS) performance while maintaining customer satisfaction at the same time. Since 2012, our QMS has been certified according to the ISO/TS 16949:2009 international standard.

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

Being a member of ASI also indicates our commitment to responsible production, sourcing, and stewardship of aluminium. One of the goals of this commitment is to address sustainability issues in our 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 our Company will fully reinforce our priority on ESG by accelerating decarbonization and investing in a low-carbon future



Creating Safe and Healthy Work Conditions

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 103-1, 103-2, 103-3, 403-1, 403-6, 403-7, 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:

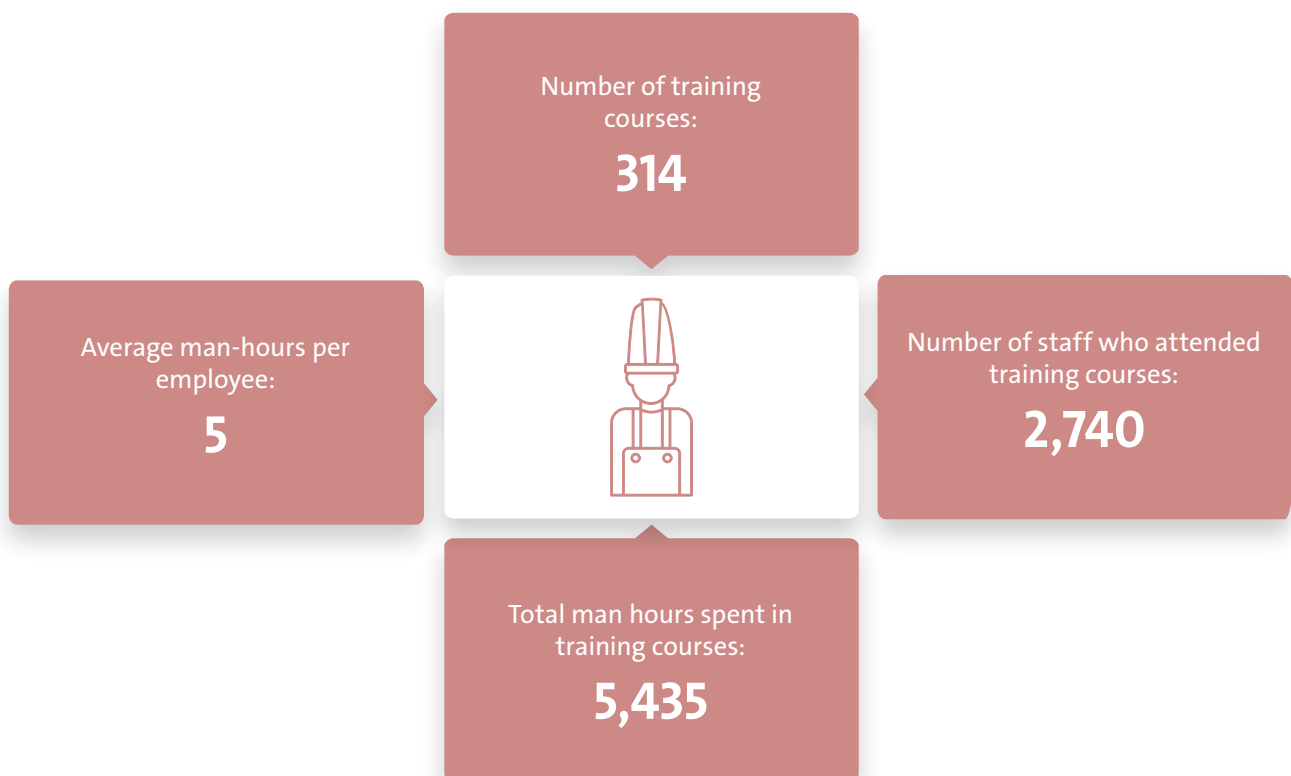
- HSE Induction contained explanations of hazard, risk, and HSE requirements that are both for general and specific areas
- HSE training matrix established for each position
- HSE training (work permit, high risk activities) for specific roles, assessed, and managed
- Specific HSE training for operator 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 our operations, Qatalum continuously introduces new safety initiatives and consistently monitors the best health and safety practices. Over the course of two years, we 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

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 trainings are 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 our 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, 403-3, 403-7, 403-9, 403-10, SDG 3, SDG 8, SDG 16

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

Carrying out our daily business activities can be dangerous, challenging, and complicated. Qatalum has a comprehensive health and safety culture, as well as effective strategies that provide our 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 our HSE department, allow management to monitor and track the effectiveness of the safety programs in place in our operations.

Qatalum continues to encourage safe work habits throughout our organization. The possible occurrence of a fatality is reason for concern, and our leadership teams have taken measures to ensure that such incidents and unsafe working environments do not occur in any of our worksites. The course of actions we have taken allowed us to achieve a 0 fatality rate from 2019 up to 2021 for both our 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 our workforce. Qatalum has also reviewed and revised its Work Permit System and its Hazardous Energy Control (HEC) to further align with our 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 we have put in our operations. An Enhanced Hazard Identification and Risk Assessment was conducted to demonstrate safety as our 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. We have 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. We also make sure that our contractors are aware of our safety standards, which are reflected in the HSE assessment. Qatalum has also made sure to keep constant communication between our contractors from the day they are inducted. Bi-monthly forums are also conducted between our 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 our workplaces. We ensure 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 our 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. We are committed to our goal that no similar incident will happen again in the future.

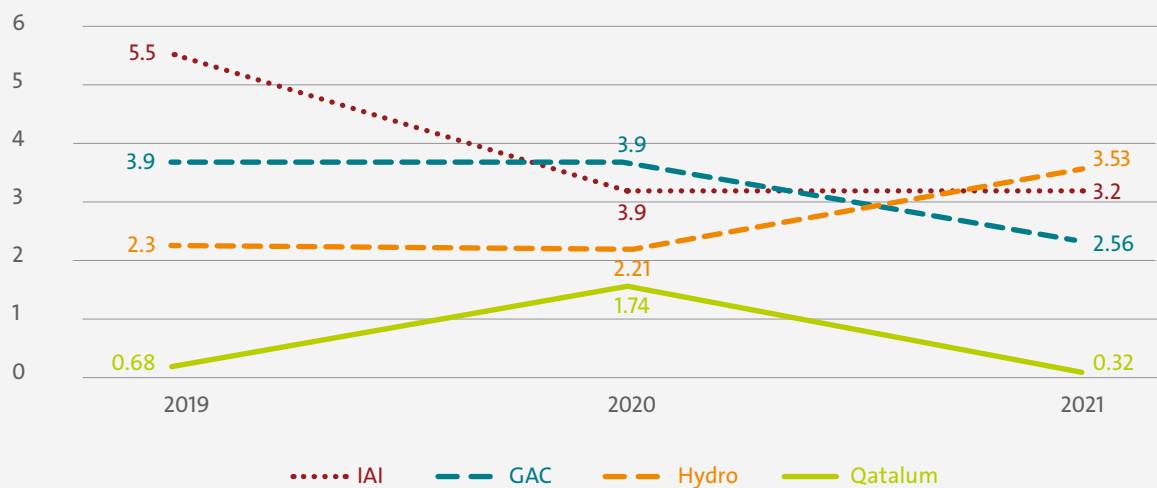
	2019	2020	2021
Employee (Unit – per million work hours)¹			
Employees Recordable Injury Rate	0.68	1.74	0.32
Employees Lost Time Injuries Rate	0.00	0.87	0.00
Employees Medical Treatment Injury	0.34	0.00	0.00
Contractor (Unit – per million work hours)²			
Contractors Recordable Injury Rate	3.36	0.70	1.38
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]

¹ Includes both Qatalum Employees and Direct Supervised Contractors

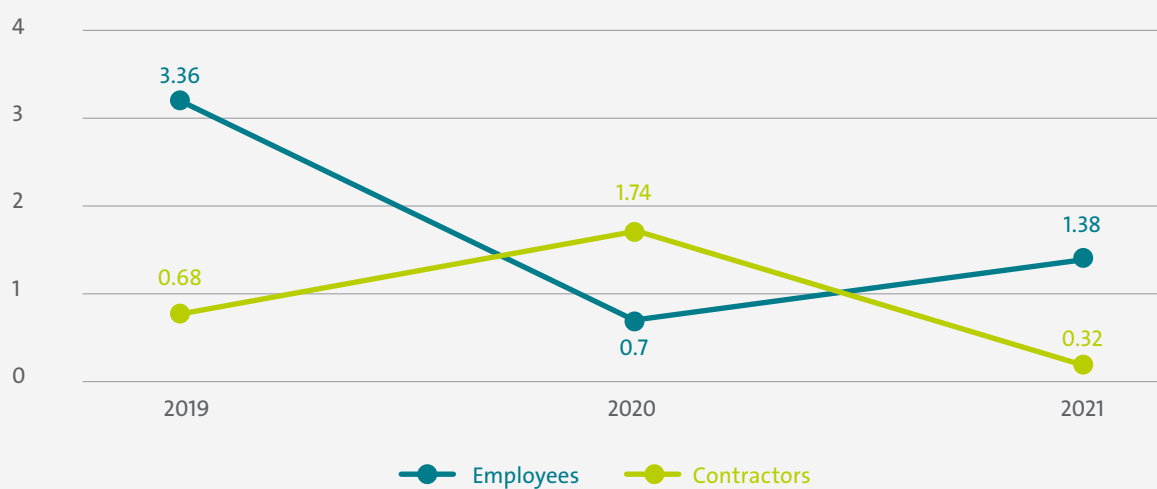
² Includes Indirect Supervised Contractors

TRIR Against Peers



Qatalum's TRIR against peers

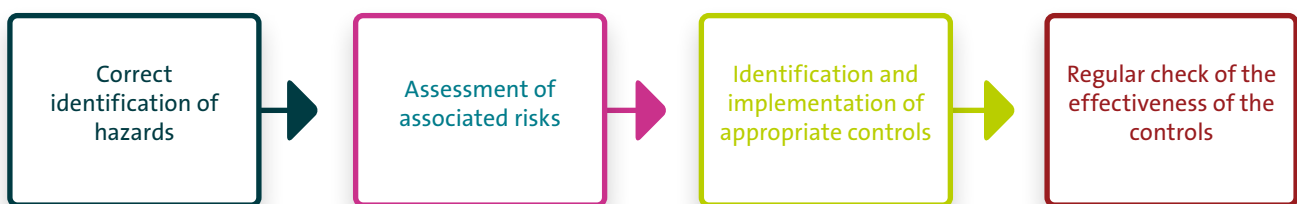
Recordable Injury Rate



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 we remain diligent about the hazards

associated with our 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 hazard risk identification and management systems to track our 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 our 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:



Protect people (Human Life)



Protect the environment



Protect the assets (facilities)



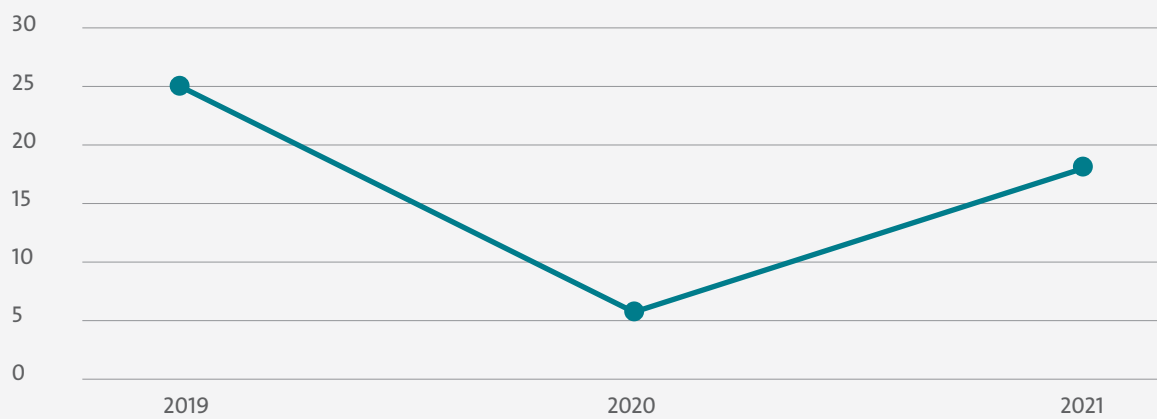
Protect the company reputation and image

We ensure that our 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 our 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, we are starting to increase our emergency response drills and training to cover more topics that were included prior to 2020.

	2019	2020	2021
Emergency Response Drills	25	6	19

Recordable Injury Rate



Of Emergency Response Drills (2019 to 2021)

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 our 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, we 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 our facilities. For a rapid response to incidents that pose physical threats to our 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, we have emergency hotlines that our 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.





Contributing to a Socially Inclusive World



We elucidate our progress in making our business socially inclusive, considering performance indicators for our employees, suppliers, and community. Our capabilities as a company would be impossible without the presence of these stakeholders in improving our aluminium products and creating a sustained value. A socially inclusive environment fosters creativity and innovation, as well as diverse perspectives and skills, all of which contribute significantly to our company.

Fostering Diversity, Equity, and Inclusion

Talent Attraction and Retention

Qatarization

Upholding Human Rights

Nurturing Professional Development

Growing with Our Suppliers

Employees' Benefits

Communities that we care for

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. We believe that Qatalum's greatest assets are our people. Therefore, we ensure that our employees are rewarded fairly and equitably. We are 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 we have implemented various efforts and initiatives to grow and develop our 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 our employees. We give great importance to our employees' engagement, contributions, and talent; Therefore, we have programs in place to ensure that they are well rewarded, compensated, and taken care of.

Fostering Diversity, Equity, and Inclusion

GRI 103-1, 103-2, 103-3, 102-8, 405-1, SDG 5, SDG 8, SDG 11

Advancing diversity and inclusion is an essential part of our success. Here at Qatalum, we always strive to maintain a diverse and inclusive environment. Diversity brings unique perspectives, and we make sure that we create an inclusive environment where our people will have a deep sense of belonging. We recognize the value of different cultures, and we respect these cultures throughout our business operations.

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

Of our 1,060 employees in 2021, women account for 3.30% of our 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 we would also aim to increase women's representation on our Board of Directors. We aim to increase our 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. We understand that Board composition is important for effective oversight, and this is reflected in the differences in skills, regional and industry experience, and background

of our current Board of Directors. Qatalum will encourage its Owners to increase diversity in our Board of Directors and aim to reflect diversity in race, ethnicity, gender, and other characteristics that are applicable to our business operations.

Women in Qatalum

Qatalum's support for our female employees is not limited to internal activities. We are 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.



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, we also direct efforts towards maintaining diversity across our 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. Our workforce is also composed of 70% Asians, 2% Caucasians, and 28% other ethnicities. Our Qatarization program, which assists us in empowering and cultivating home-grown talent, is a significant factor in our high Asian population.

Qatarization

GRI 405-1, SDG 8

Qatalum aims to contribute to the QNV 2030 to further empower Qatari nationals. We believe 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. We strive 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.

Our 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. Our 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.

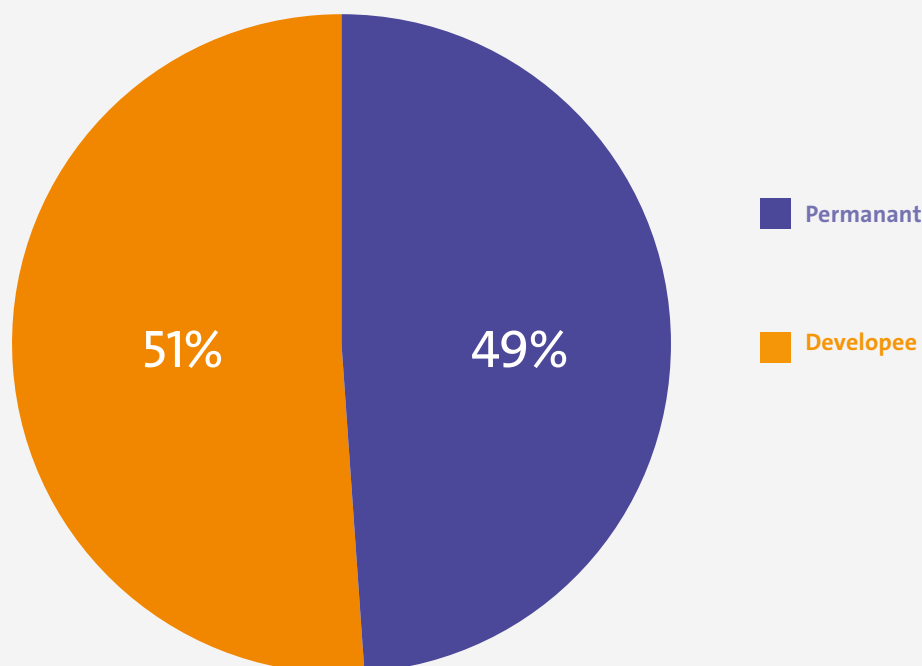


Department	Number of Employees	Permanent	Developee	Total Qatari	Qatarization Percentage
CEO	2	1	0	1	50.0%
Audit	3	0	1	1	33.3%
Carbon	178	1	5	6	3.4%
Casthouse	150	1	4	5	3.3%
Communications	2	1	0	1	50.0%
Finance	21	5	2	7	33.3%
Human Resources & Administration	39	5	11	16	41.0%
HSSE & Quality	59	5	1	6	10.2%
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. We are 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. We are targeting to increase the Qatarization percentage every year in order to reach the highest percentage. At senior staff level, we have achieved 20% Qatari representation.

We strive 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. We are further strengthening Qatarization through the following initiatives:

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

Nurturing Professional Development

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

Our success ultimately depends on the hard work of our 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. We invest in the training and development of our employees because we are aware that a well-trained, motivated workforce is the backbone of our business.

Training and development in Qatalum is dedicated to providing comprehensive training and development programs for our 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	9.19

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,

we expect 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.

Employee's Benefits

GRI 102-41, 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 our goal to minimize turnovers and retain our skilled workforce.

The Company continues to provide a positive working experience for employees with well-functioning work environments. We reward our employees with competitive packages that comply with and go beyond the mandatory benefits required by law. We also have 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.

	2020		2021	
Parental Leave [GRI 401-3]	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 103-1, 103-2, 103-3, 401-1, SDG 5, SDG 8, SDG 10

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

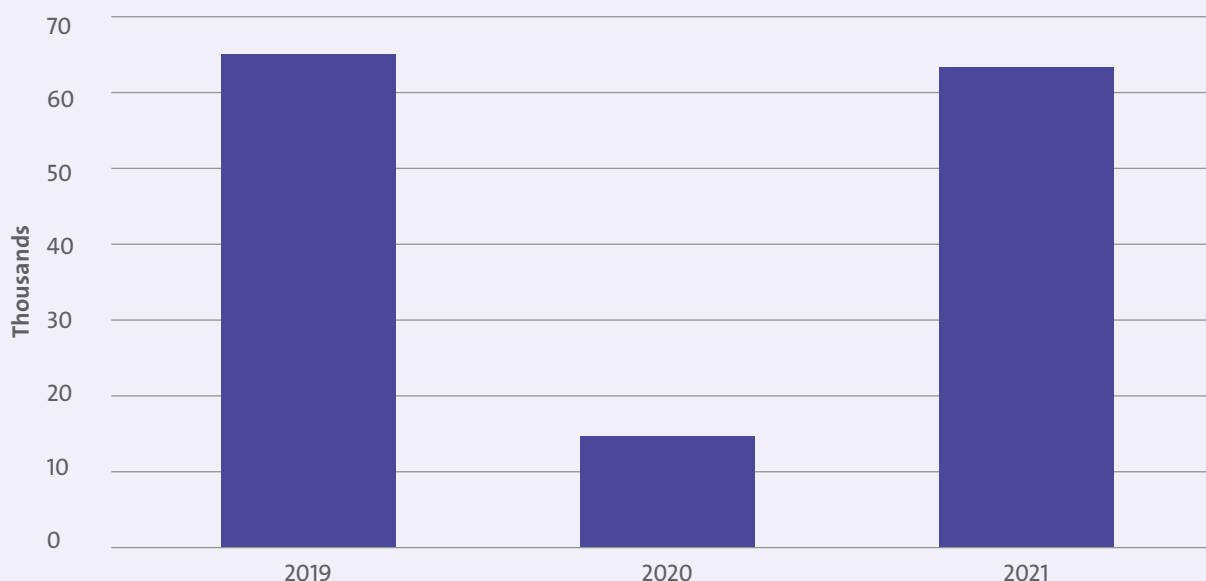
Qatalum's benefit plans promote employees' physical, financial, emotional, and social wellbeing in a holistic manner. All employees who have completed one year of service with Qatalum will be entitled to End of Service Benefits. We are also developing further learning and career growth

opportunities for our employees to ensure that we maintain our skilled employees.

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

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

Number Of New Hires (2019-2021)



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. We have also seen a decrease in the turnover rate in 2021, of which only 16% is due to retirement.

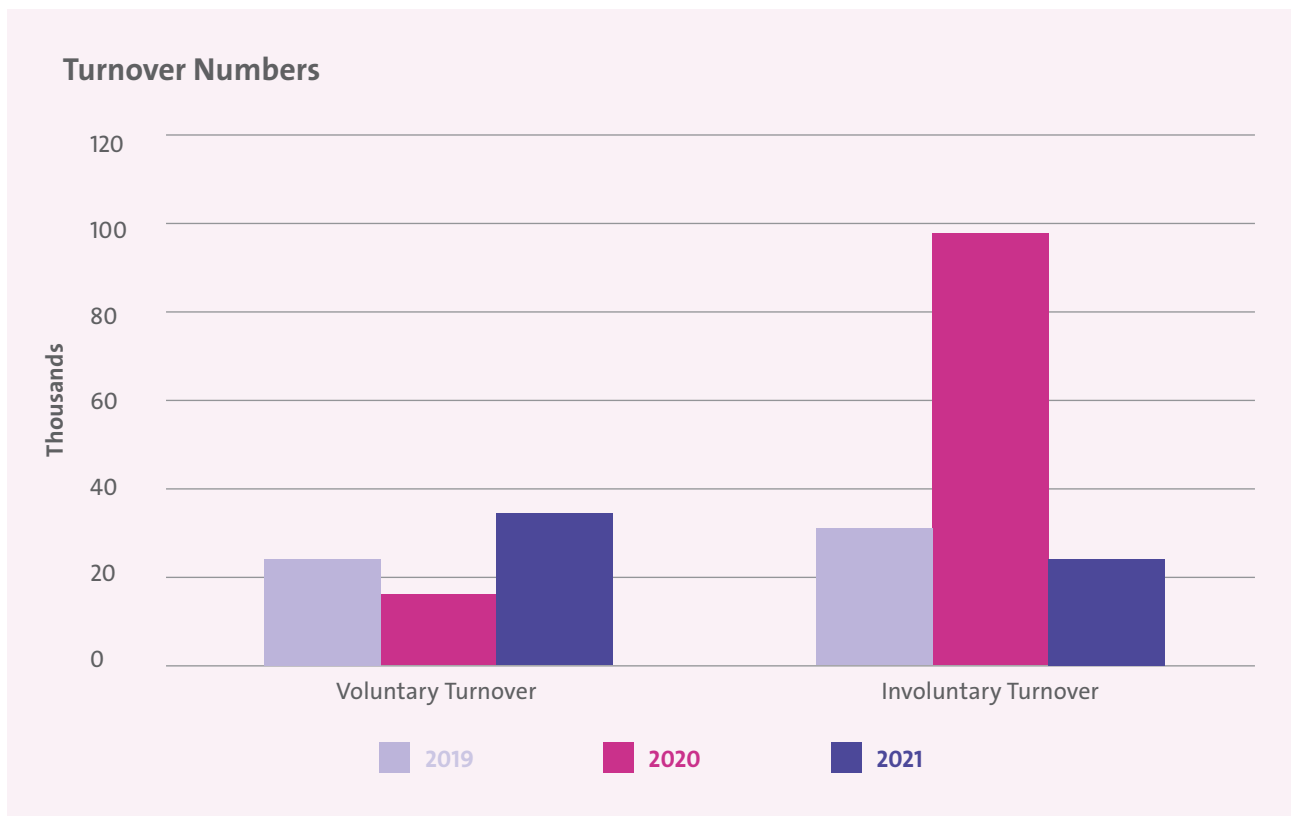
Qatalum employees who leave the organization voluntarily, are terminated due to disciplinary measures, or retire have a notice period which they need to submit. The notification is conveyed in writing, which also specifies whether the employee is needed to work during their notice period or not and the 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 our 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



Upholding Human Rights

GRI 103-1, 103-2, 103-3, 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 our business—operations, recruitment procedures, interactions with clients and employees—we respect, uphold, and promote universal human rights.

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

We are committed to safeguarding human rights and eliminating child labor, forced labor, and human trafficking. We adhere to all laws pertaining to child labor and forced labor by conveying this principle in our CSR directive to our 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 our Human Rights diligence process and stakeholder engagement to better identify, prevent, mitigate, and account for our 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.

Growing With Our Suppliers

SDG 8, SDG 9

With Qatalum's business policy to continuously comply with laws and business ethics, we ensure that our practices are consistent with competition and anti-trust legislation when dealing with customers and suppliers. We ensure that suppliers adhere to the Supplier Code of Conduct we have 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 we improve our supplier involvement with procurement practices, we use 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 our supply chain and the businesses that operate inside it. Qatalum has been developing a Responsible Sourcing Policy that will outline our 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 we do to identify and encourage suppliers to resolve issues in our extended supply chain. We are aiming to implement the policy in the coming 2022 ASI review.

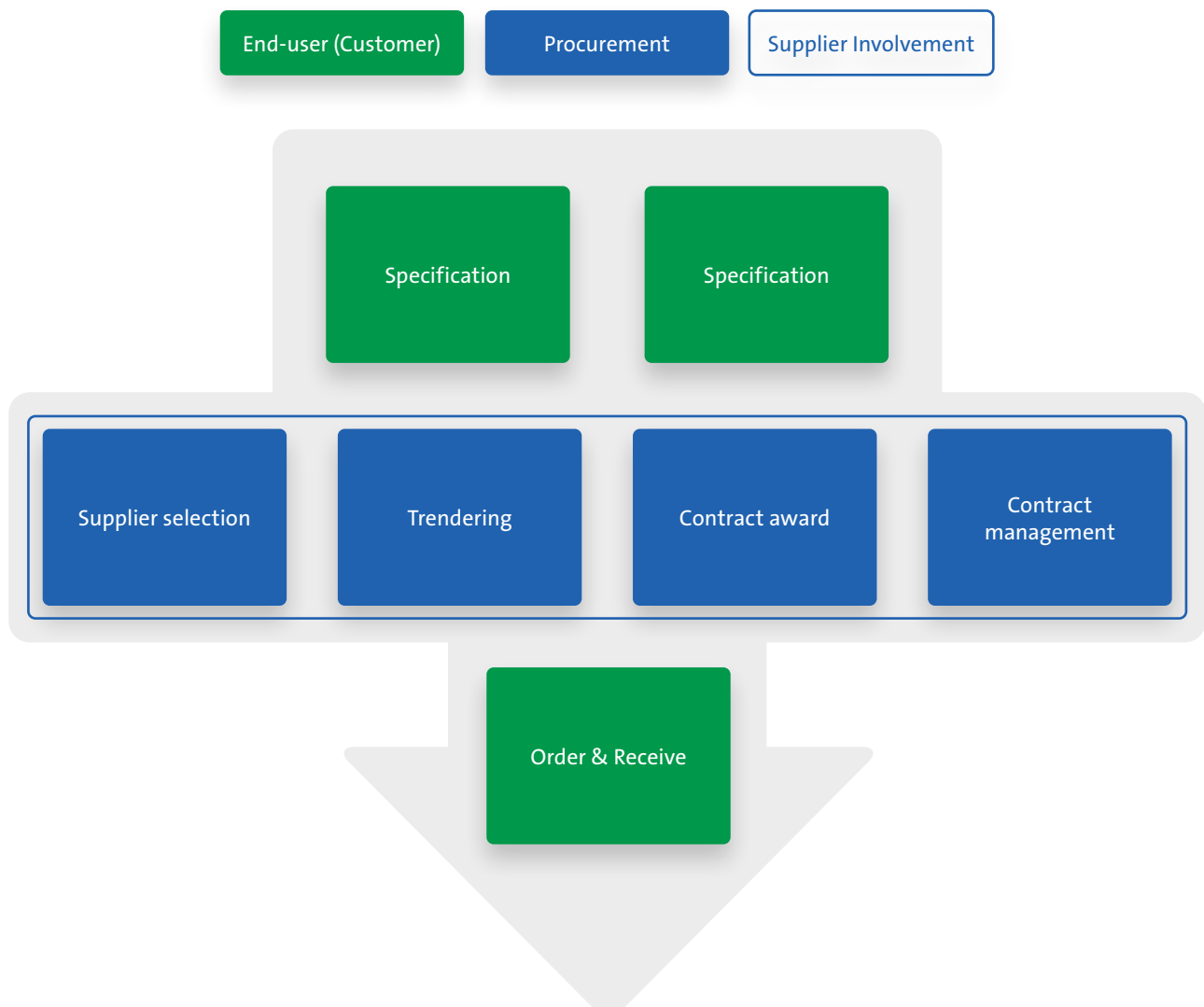
Procurement Practices

GRI 103-1, 103-2, 103-3, 204-1, GRI 414-1, GRI 414-2

Part of the Supply Chain Directive we have in Qatalum is the process interactions among customers, procurement, and suppliers to optimize our services for all users. As illustrated below, end-users or customers are involved during the demand and specification stages from the time

they have placed 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. We ensure that our 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, our 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

We have conducted a supplier assessment to check our 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

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, we have recorded the yearly total shipping activities for incoming raw material and outgoing products sourced through our 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 our 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]

Total third-party withdrawal by source [GRI 303-3]	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%

Communities That We Care For

GRI 103-1, 103-2, 103-3, 413-1, SDG 1, SDG 17

Creating a sustainable value means being attuned to the interests of the community. Here at Qatalum, we are 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 our stakeholders—the communities where we operate.

Corporate Social Responsibility Strategy

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

The Corporate Social Responsibility (CSR) Framework of Qatalum is grounded on six principles that mold our 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.

Dialogue

Qatalum maintains an open and transparent communication with stakeholders, with activities meeting the local conditions and confidence that they generate positive results.

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.

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 our 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.

**CSR Reach in 2021:
USD 55,000**

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 our 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 we serve, and nationwide.

Future Commitments

Description	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 we serve and nationwide.

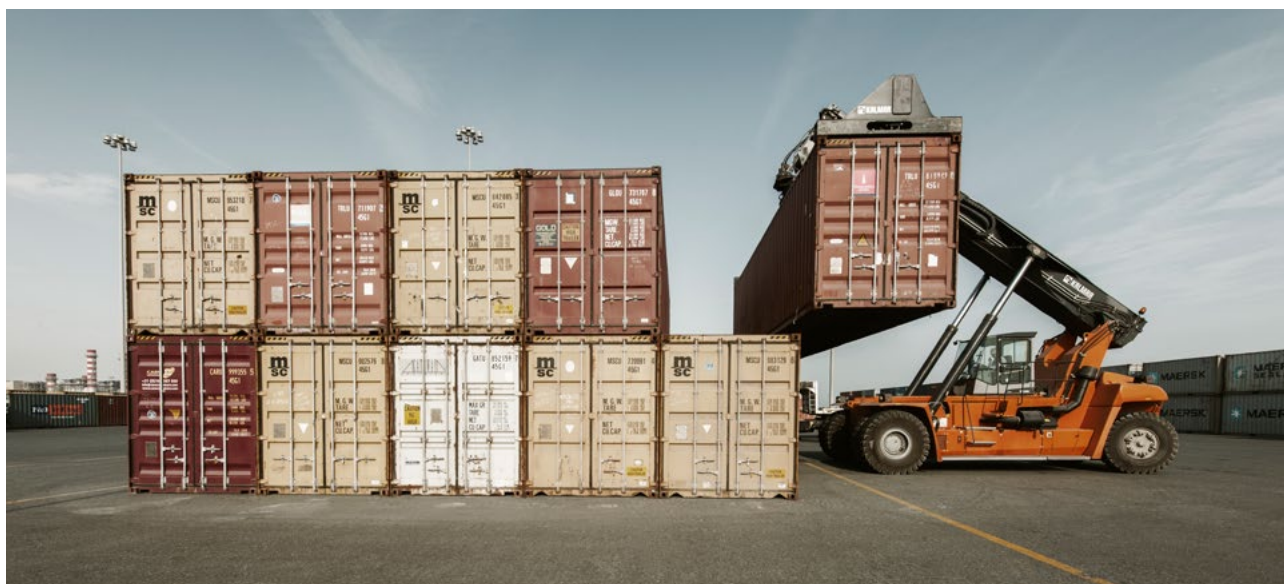
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Contact Point for Feedback on the Report

GRI 102-53





We deeply appreciate our stakeholders in their support for the Company's sustainability performance. We encourage you to provide your feedback through info@qatalum.com. You may also go through our website (Qatalum.com) or follow us on social media to know more about our sustainable initiatives.



Qatar Aluminium



Qatar_Aluminium



Qatalum



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GRI Content Index

GRI 102-55



For the Content Index Service, GRI Services reviewed that the GRI content index is clearly presented and the references for all disclosures included align with the appropriate sections in the body of the report. The service was performed on the English version of the report.

GRI Standard	Disclosure	Page and / or Direct answer	Sustainable Development Goal	Reason for Omission
GRI 101: Foundation 2016	GRI 101 does not include any disclosures			
General Disclosures				
GRI 102: General Disclosures 2016	Organizational profile			
	102-1 Name of the organization	9, 16		
	102-2 Activities, brands, products, and services	19		
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GRI Standard	Disclosure	Page and / or Direct answer	Sustainable Development Goal
GRI 101: Foundation 2016	GRI 101 does not include any disclosures		
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	102-42 Identifying and selecting stakeholders	36	
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	Reporting practice		
	102-45 Entities included in the consolidated financial statements	44	
	102-46 Defining report content and topic Boundaries	10	
	102-47 List of material topics	37	
	102-48 Restatements of information	No restatement of information	
	102-49 Changes in reporting	No changes in reporting	
	102-50 Reporting period	10	
	102-51 Date of most recent report	9	
	102-52 Reporting cycle	10	

GRI Standard	Disclosure	Page and / or Direct answer	Sustainable Development Goal	Reasons for Omissions
GRI 101: Foundation 2016	GRI 101 does not include any disclosures			
General Disclosures				
GRI 102: General Disclosures 2016	102-53 Contact point for questions regarding the report	115		
	102-54 Claims of reporting in accordance with the GRI Standards	9		
	102-55 GRI content index	117		
	102-56 External assurance	This report has not been externally assured		
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Economic Performance				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	44		
	103-2 The management approach and its components	44		
	103-3 Evaluation of the management approach	44		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	44	SDG 8, SDG 9	

201-3 Defined benefit plan obligations and other retirement plans

Confidentiality constraints - QATALUM doesn't publish its financial statements publicly. However, the financial performance on an annual basis is circulated to the shareholders.

Since the financial performance is not publicly available and expecting that the SR 2021 will be made publicly available, the management decided to exclude financial details from the Sustainability Report.

The information GRI 201-3 can be made available separately to QAMCO on request, but not as a part of the SR 2021 disclosure.

201-4 Financial assistance received from government

Confidentiality constraints - QATALUM doesn't publish its financial statements publicly. However, the financial performance on an annual basis is circulated to the shareholders.

Since the financial performance is not publicly available and expecting that the SR 2021 will be made publicly available, the management decided to exclude financial details from the Sustainability Report.

The information GRI 201-4 can be made available separately to QAMCO on request, but not as a part of the SR 2021 disclosure.

GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	44, 46	SDG 8, SDG 9
	203-2 Significant indirect economic impacts	44	SDG 8, SDG 9

Procurement Practices

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	104	
	103-2 The management approach and its components	104	
	103-3 Evaluation of the management approach	104	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	104, 108	SDG 8

Anti-corruption				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	32		
	103-2 The management approach and its components	32		
	103-3 Evaluation of the management approach	32		
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	32	SDG 16	
	205-3 Confirmed incidents of corruption and actions taken	32	SDG 16	
GRI Standard	Disclosure	Page and / or Direct answer	Sustainable Development Goal	Reasons for Omissions
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Energy				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	55		
	103-2 The management approach and its components	55		
	103-3 Evaluation of the management approach	55		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	55, 56, 57	SDG 7, SDG 8, SDG 12, SDG 13	
Water and Effluents				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	59		
	103-2 The management approach and its components	59		
	103-3 Evaluation of the management approach	59		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	59	SDG 6, SDG 12	
	303-2 Management of water discharge-related impacts	59	SDG 6	
	303-3 Water withdrawal	59	SDG 6	

Emissions			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	49	
	103-2 The management approach and its components	49	
	103-3 Evaluation of the management approach	49	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	49, 50	SDG 3, SDG 12, SDG 13, SDG 14, SDG 15
	305-2 Energy indirect (Scope 2) GHG emissions	49, 50	SDG 3, SDG 12, SDG 13, SDG 14, SDG 15
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	57, 58	SDG 3, SDG 12, SDG 13, SDG 14, SDG 15
Waste			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	64	
	103-2 The management approach and its components	64	
	103-3 Evaluation of the management approach	64	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	60, 64	SDG 3, SDG 6, SDG 11, SDG 12
	306-2 Management of significant waste-related impacts	64, 65	SDG 3, SDG 6, SDG 8, SDG 11, SDG 12
	306-3 Waste generated	64	SDG 3, SDG 6, SDG 11, SDG 12, SDG 15

GRI Standard	Disclosure	Page and / or Direct answer	Sustainable Development Goal	Reasons for Omissions
Material Topics				
Employment				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	99		
	103-2 The management approach and its components	99		
	103-3 Evaluation of the management approach	99		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	99, 100, 101, 102	SDG 5, SDG 8, SDG 10	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	97	SDG 3, SDG 5, SDG 8	
	401-3 Parental leave	97, 98	SDG 5, SDG 8	
Occupational Health and Safety				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	74		
	103-2 The management approach and its components	74		
	103-3 Evaluation of the management approach	74		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	74	SDG 8	
	403-2 Hazard identification, risk assessment, and incident investigation	76	SDG 8	
	403-3 Occupational health services	76	SDG 8	

403-4 Worker participation, consultation, and communication on occupational health and safety	38, 81	SDG 8, SDG 16
403-5 Worker training on occupational health and safety	38, 81	SDG 8
403-6 Promotion of worker health	74	SDG 3
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	76	SDG 8
403-8 Workers covered by an occupational health and safety management system	74	SDG 8
403-9 Work-related injuries	76, 78	SDG 3, SDG 8, SDG 16
403-10 Work-related ill health	76	SDG 3, SDG 8, SDG 16

GRI Standard	Disclosure	Page and / or Direct answer	Sustainable Development Goal	Reasons for Omissions
Material Topics				
Training and Education				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	95		
	103-2 The management approach and its components	95		
	103-3 Evaluation of the management approach	95		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	95, 96	SDG 4, SDG 5, SDG 8, SDG 10	
	404-2 Programs for upgrading employee skills and transition assistance programs	95	SDG 8	
Diversity and Inclusion				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	89		
	103-2 The management approach and its components	89		
	103-3 Evaluation of the management approach	89		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Percentage of individuals within the organization's governance bodies in each of the following diversity categories	89, 90, 91, 92	SDG 5, SDG 8, SDG 11	
Non-discrimination				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	103		
	103-2 The management approach and its components	103		
	103-3 Evaluation of the management approach	103		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	103, 109	SDG 5, SDG 8, SDG 11	None

Child Labor				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	103		
	103-2 The management approach and its components	103		
	103-3 Evaluation of the management approach	103		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	103, 109	SDG 5, SDG 8, SDG 16	
Local Communities				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	109		
	103-2 The management approach and its components	109		
	103-3 Evaluation of the management approach	109		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	109	SDG 1, SDG 2	
Supplier Social Assessment				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	104		
	103-2 The management approach and its components	104		
	103-3 Evaluation of the management approach	104		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	104, 105	SDG 5, SDG 8, SDG 16	
	414-2 Negative social impacts in the supply chain and actions taken	104, 106	SDG 5, SDG 8, SDG 16	

Glossary

Aluminium Stewardship Initiative – A non-profit organization that establishes an independent third-party certification program for the aluminium value chain.

Climate Change – A significant change in the average distribution of weather patterns over a long period of time.

Carbon, Capture and Storage – The removal of carbon dioxide (CO₂) from the atmosphere caused by the use of fossil fuels or biomass. It prevents the gas from accumulating in the atmosphere before transporting it to a storage site to permanently isolate it from the Earth's atmospheric carbon cycle, typically by injecting it at depth into a geological reservoir such as depleted oil or gas field.

Corporate Governance – The system that directs and controls businesses. It includes regulatory and market mechanisms, as well as the roles and relationships of a company's management, board, shareholders, and other stakeholders, as well as the goals that the corporation is governed by.

Global Reporting Initiative – A network-based organization that creates a comprehensive sustainability reporting framework that is widely used globally with the goal of mainstreaming disclosure on environmental, social and governance. GRI is dedicated to the framework's continuous improvement and global application

GRI Standards – The first global standards for reporting on sustainability. They have a modular,

interconnected structure and represent global best practices for reporting on a variety of economic, environmental, and social impacts.

Greenhouse Gas Emissions – Gas emissions that contributes to the trapping of heat inside the atmosphere resulting to global warming.

International Organization for Standardization – an independent, non-governmental international organization that brings together experts to share knowledge and develop consensus-based, market-relevant International Standards that support innovation and provide solutions to global challenges.

Qatarization – Initiative of the government of Qatar to increase the number of Qatari nationals in all joint-venture industries and government departments.

Sustainability Management – Management of economic, social, and environmental issues in an integrated manner that maximizes value for all stakeholders.

List of Abbreviations

GRI Standard	Disclosure
Abbreviations	Long Form
ASI	Aluminium Stewardship Initiative
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

GRI Standard	Disclosure
HEC	Hazardous Energy Control
HF	Hydrogen Fluoride
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
NOx	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
SOx	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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