

20
23

For a Better Future



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1. Introduction





AbdulRahman Ahmad Al-Shaibi
Chairman of the Board of Directors

I am pleased to present you with the 2023 Sustainability Report for Qatar Aluminium Limited (Qatalum). This report provides insights into our sustainability performance, development and goals within the environmental, social, and governance (ESG) framework.

While ESG may be a relatively modern acronym, environmental stewardship, social development and good governance have been a part of our corporate ethos since the formation of the Company. This ethos is a reflection of the values of our Qatalum's founding shareholders, QatarEnergy and Norsk Hydro.

Qatalum also benefits from operating in a supportive environment. The importance of sustainable growth is reflected in the State of Qatar's National Vision (2030) and the National Climate Change Action Plan (NCCAP) which provides guidance for Qatalum's sustainability plans.

The challenges of addressing climate change and other sustainability objectives requires a continuous effort and Qatalum reaffirms its commitment to sustainable development. In travelling along its sustainability journey, the Company has achieved some important milestones, such as achieving zero landfill, setting a record high for energy efficiency and a record low for recordable injury rate. These achievements signpost our sustainability vision as does the theme of this report: "For a Better Future."

I am incredibly proud of the entire Qatalum team for their focus, commitment, and performance in 2023. I invite you to read this report to learn more about Qatalum's sustainability journey.



Khalid Mohamed Laram
Chief Executive Officer

Over the past year, Qatalum made important developments to its ESG program along with its strategic road map to meet the requirements of its varied stakeholders.

The health and safety of our employees and contractors continues to be a top priority for Qatalum. Our Total Recordable Injury Rate (TRIR) for employees and directly supervised contractors was 0.61 in 2023, which is an exceptional level by industry standards. The ultimate goal for Qatalum is to achieve zero loss time injuries.

In 2023, the Company underwent the recertification process for the Aluminium Stewardship Initiative (ASI) Performance Standard. The successful recertification to version 3 of the Performance Standard reflects the significant efforts the Company has made towards environmental protection, worker welfare, employment of Nationals and corporate governance, among other things.

I would like to thank my team for their efforts throughout 2023 and also to recognize the important contributions by our shareholders and local stakeholders in supporting Qatalum's sustainability initiatives. We are committed to sustainable growth and a better future for all.



2. About this Report

Unless otherwise stated, this report covers the period between 1 January 2023 and 31 December 2023 and presents our operational and non-financial performance, together with our sustainability policies, objectives, and achievements. While the focus of this report is on the 2023 calendar year, in some instances we have also referred to data from 2020-2022 to show trends.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and the disclosure requirements identified by the Aluminium Stewardship Initiative (ASI) Performance Standard.

Qatalum's Sustainability Report is prepared by Management and is reviewed by Qatalum's Board of Directors prior to publishing.


Forward Looking Statements


This report contains statements that may be deemed as "forward-looking statements" including "plans", "aims" or any variations of such words, or statements that certain actions, events or results "may", "could", "should", "might", "will", or "would" be taken or be achieved. These statements are not guarantees of future performance and undue reliance should not be placed on them. Such forward-looking statements necessarily involve known and unknown risks and uncertainties and as such, do not represent a guarantee that events implied in these forward-looking statements will occur.


Contact

Feedback on this Report can be provided at pr@qatalum.com. For further details, please visit our website [Qatalum.com](https://qatalum.com) or connect with us through our social media channels.

 Qatalum

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2023 ESG Highlights

Environment

75,953

tonnes of CO₂eq

Reduction in GHG
Emissions since 2022

0

Process Waste to landfill
since 2022

0

Significant spills both
in barrels and volume

Social

0

Heat Stress Related
Cases

62.9%

Percentage of local
procurement

28,807

Number of training
hours for total workforce

Governance

100%

Non-executive members
in highest governance
body

0

Confirmed incidents
of corruption

ASI

Performance
Standard

Recertified to
ASI performance
standard V 3

2.1 About Qatalum

Qatalum is a joint venture between Qatar Aluminium Manufacturing Company (founded by QatarEnergy) and Hydro Aluminium, a Norsk Hydro subsidiary. The Company operates a smelter in Mesaieed, Qatar, about 40km south of Doha, Qatar's capital. The facility includes a carbon anode plant, reduction plant, casthouse, port and storage facilities, as well as dedicated power plant.

Qatalum's annual production exceeds 675,000 metric tonnes of primary aluminium products, including specialized extrusion ingots and foundry alloys.

- Commissioned in 2009.
- 704 reduction cells in twin 1.2 km potlines utilizing Hydro Aluminium technology.
- General Electric (GE) combined-cycle captive power plant.
- Administration (Head Office) and training centre located on site.

Affiliations



Qatalum's operations are certified by the Aluminium Stewardship Initiative (ASI), a global non-profit standard setting and certification organization for the aluminium industry. The ASI Performance Standard and Chain of Custody Standard set requirements for the responsible production, sourcing and stewardship of aluminium. These standards are globally applicable and encompass all stages of the aluminium value chain. Qatalum holds both of the ASI certifications.

In October 2023, a recertification audit was commenced to evaluate the Company's performance against the latest version of the Performance and Chain of Custody Standards. Qatalum successfully achieved recertification for ASI Performance Standards V3 and Chain of Custody Standards V2.



Qatalum is an active member of the International Aluminium Institute (IAI), established in 1972 to represent the global primary aluminium industry. Through the IAI, the aluminium industry aims to promote a wider understanding of its activities and to demonstrate both its responsibility in producing the metal and the potential benefits to be realised through its use in sustainable applications and recycling. Qatalum participates in a variety of initiatives and working groups to share knowledge and collaborates to further sustainability objectives of the IAI.



Qatalum is also a member of the Gulf Aluminium Council (GAC), a coordinating body that represents, promotes and protects the interest of the Aluminium industry within the Gulf. The council's main objectives are to provide a forum to develop strategies for common issues and concerns facing the Aluminium industry in the region, and to share best practices to improve the efficiency of the industry.

There are 11 Principles of the ASI Performance Standard, addressing:

- Business integrity
- Policy and management
- Transparency
- Material stewardship
- Greenhouse gas emissions
- Emissions, effluents and wastes
- Water
- Biodiversity
- Human rights
- Labour rights
- Occupational health and safety



2.1.1. Vision, Mission and Values

Vision:



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

Mission:



To maximise shareholder value through sustainable operational excellence and support aluminium industry and supplier development in Qatar.

Core Values:



Respect: Our approach is characterized by transparency and collaboration.

Proactivity: We consistently strive for excellence and continuous enhancement.

Integrity: Our commitment to reliability is unwavering, ensuring tasks are executed proficiently.

Enthusiasm: We maintain a constructive outlook in our work and towards our colleagues.



2.1.2. Qatalum's Role in the Aluminium Value Chain

Aluminium Smelting

Aluminium smelting is an energy intensive process. Qatalum utilizes Hydro Aluminum (HAL) technology, based on the Hall-Herout process, in which an electric current is passed through alumina dissolved in molten cryolite to break the aluminium-oxygen bond.

• Production of Carbon Anodes

Carbon anodes are required for the electrolysis process. Qatalum produces its own carbon anodes in its carbon plant which includes a paste plant for anode preparation, a baking furnace for anode baking and an anode service plant to make the final anode assembly and recycling of used anodes.

• Procurement of Alumina

Alumina is the primary raw material for aluminium production. Qatalum procures its alumina primarily from Australia. Alumina is refined from bauxite: it takes approximately two to three tonnes of bauxite to produce one tonne of alumina.

• Casting

After the smelting process, liquid aluminium metal is transferred to the casthouse where it is made into different products. Alloying materials are added to liquid aluminium according to customer specifications. Qatalum's Casthouse has 2 extrusion ingot casting centers, 3 foundry alloy casting centers, and 11 furnaces overall. Once casted, the products are transferred to containers for shipment across the world.

• Production of Power

The Qatalum Power Plant comprises four gas turbines and two steam turbines in a combined cycle to produce electricity (1350 MW capacity), enhanced with GE's «OpFlex» and «AGP» technology, which increase output, efficiency and availability while reducing fuel consumption.

Products

Qatalum produces high quality primary aluminium including Value Added Products and standard ingots. The two main Value-Added products are:

- **Extrusion Ingots (EI):** Utilized in processes such as extrusion and forging for sectors like automotive, construction, and transportation. The Casthouse also produces precision tubing for heat exchanger applications. Qatalum sold 302,000 MT of extrusion ingots in 2023.
- **Primary Foundry Alloys (PFA):** Offered mainly in 10 kg and 23 kg units, these alloys are preferred for their castability and are extensively used in the automotive and transportation industries. Qatalum sold 322,000 MT of foundry alloys in 2023.

Value Chain

UPSTREAM



Raw material:
Bauxite ore is used as a primary input material.



Chemical reaction:
A chemical process turns bauxite into alumina powder.



Shipment:
Raw materials are shipped to Qatalum's storage facilities.

QATALUM'S VALUE CREATION PROCESS



Cast house:
In the holding furnace, liquid aluminium is cast into aluminium products



Smelter:
Raw materials are smelted into aluminium by electrolysis.



Carbon Plant:
The carbon plant produces carbon anodes used in the smelter.



Shipment:
Primary aluminium products are packaged, secured and shipped to customers for further processing.



Power Plant:
The electricity for all production requirements is supplied by a captive combined cycle power plant, which is one of the most efficient in Qatar.

DOWNSTREAM



End products:
Alloyed metals are used by various Industries to manufacture end user products.



Recycling:
Aluminium is highly recyclable; end products can be recycled.



3. Sustainability



While Qatalum creates value for its shareholders, stakeholders, customers, and local community, it also recognizes the risks and challenges that arise from its operations and the production of aluminium. Protection of the environment, positive social impact and good governance require robust management. Our sustainability objectives are integral to our strategy to achieve sustainable growth and meet the needs of our customers.

3.1. Advancing our ESG Objectives

Our commitment to ESG is guided by adherence to applicable benchmarks, frameworks and best practices in alignment with the broader objectives of Qatar National Vision 2030.

Environmental	Social	Governance
Enhance the Sustainability of our Operations	Improve the Safety, Health, Welfare and living conditions of our employees and contractors	Achieve Governance Excellence
GHG Reduction	Zero LTI	Commitment to ESG
Scrap Recycling & Circular Economy	Investment in Education and Charities	Transparent ESG reporting
Zero Land Fill	Enhance Worker Welfare Programs	Stakeholder Engagement



3.1.1 Environmental Objectives:

Enhance the Sustainability of our Operations

GHG Reduction

Qatalum has set a strategic goal to reduce its GHG emissions and the targets are under approval from shareholders. Initiatives to achieve reductions include increasing scrap recycling and improving energy efficiency throughout the plant. A study for the integration of solar power into the power plant is planned for 2024.

Scrap Recycling & Circular Economy

Qatalum has increased its scrap recycling volumes as the use of scrap requires a fraction of the energy of smelting. Qatalum is planning to expand its recycling efforts to include a greater volume of both post-consumer and pre-consumer scrap materials leading to energy efficient production.

Zero Land Fill

Qatalum has achieved a 100% landfill diversion rate for process-related waste and has set an objective to continue zero landfill even with production increases. To further the development of the ‘circular economy’, Qatalum will continue to seek out innovative solutions to transform wastes into by-products through internal recycling and reuse. A key lever for this strategy is collaborations with cement companies, research institutions and other industries.



Muhammad Ali Shahrukh
Chief HSSE and Quality Officer
Appointed in 2023

“By integrating an ESG sustainability framework into our operations, Qatalum contributes to building a better, safer and more sustainable future in Qatar and for the aluminium industry.”

3.1.2. Social Objectives

Improve the Health, Safety, Welfare and living conditions of our Employees and Contractors

Health & Safety:

Qatalum is striving to eliminate Lost Time Injury (LTI) among its employees and directly supervised contractors, aiming for a workplace with no LTI occurrences.

This ambitious goal is being supported through the adoption of the Human & Organization Performance (HOP) philosophy, Process Safety Management and the continuous enhancement of HSE practices.

Investment in Education & Charities:

Qatalum is committed to contributing to the local community through a variety of sponsorships, in-kind support and other assistance to local charities.

The Company's main focus is on education - both in terms of funding the education of local students in Qatar and abroad, as well as supporting local educational institutions. Qatalum's long term objectives are to increase the participation of Qatari nationals in the Company, support the growth of the aluminium industry in Qatar and to create a local "center of excellence" for aluminium research.

Enhance Worker Welfare Program:

Qatalum's Worker Welfare Program ensures that Qatalum's business partners adhere to corporate social responsibility standards including fair pay, benefits, accommodation, and safety measures for its workforce. The Company's Worker Welfare program adheres to international standards, including ASI Performance Standard v 3 requirements; the Company plans to enhance the program by providing greater awareness of grievance mechanisms, building strategic partnerships with key contractors and expanding on pre-recruitment protection measures.

3.1.3. Governance Objectives

Achieve Governance Excellence

Qatalum's corporate governance system is designed to ensure appropriate control and oversight of the Company's operations. Qatalum is continually seeking to improve its policies and procedures to enhance shareholder value and align with the evolving expectations of its stakeholders. With respect to governance initiatives related to sustainability objectives, the Company's focus areas include:

- **Commitment to ESG:**
Enshrining the Company's commitment to ESG in its top-policy documents.
- **Transparent ESG Reporting:**
Continue to produce an annual Sustainability Report that adheres to the Global Reporting Initiative (GRI) Standards.
- **Stakeholder Engagement:**
Increase engagement with both local and international stakeholders.



3.2. Contribution to UN SDGs and Qatar National Vision 2030

Qatalum aligns its initiatives with the United Nations Sustainable Development Goals (UN SDGs) & Qatar National Vision 2030 for a comprehensive approach to sustainable development and corporate responsibility.



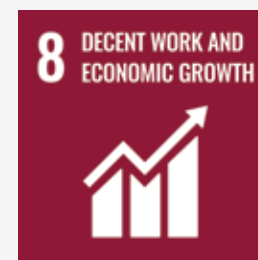
Good Health and Well-being (UN SDG 3):

Qatalum aims to promote and maintain the health and safety of employees within the workplace. This includes identifying workplace hazards and risks and implementing controls to eliminate and/or minimize them. Qatalum also encourages healthy behaviour through programs for stress management and physical activities. Qatalum is committed to providing safety training to employees and contractors, conducting periodic medical examinations and motivating all employees to use their annual wellness benefits. The Company also provides education to employees on health-related topics, including presentations from local health experts.



Quality Education (UN SDG 4):

Qatalum has actively contributed to SDG 4 by supporting quality education through a series of strategic initiatives. These include an agreement to sponsor a Faculty Chair at Qatar University, Summer Internship Program for local university students, participation in career fairs, donation of materials and equipment to the University of Doha for Science & Technology and funding of education for Qatari nationals both in Qatar and abroad. These initiatives are aimed at fostering local talent development and enhancing education in Qatar.



Decent Work and Economic Growth (UN SDG 8):

Qatalum offers competitive salaries and benefits to its employees and ensures that its contractors also receive fair wages and decent living conditions. Aligned with the objectives of Qatar National Vision 2030, Qatalum contributes to Qatar's economic growth and development.



Industry, Innovation, and Infrastructure (SDG 9):

Aluminium is used to develop quality, sustainable and resilient infrastructure which supports mobility, communication and economic development. Qatalum metal has been used in Qatar and across the world in construction and infrastructure projects. Qatalum provides industrial diversification to the State of Qatar and supports downstream industries.



Climate Action (SDG 13):

Qatalum has undertaken a number of initiatives to improve operational efficiency and reduce emissions across our facilities. Most notably, the implementation of the Advanced Gas Path (AGP) solution in the power plant has substantially improved power generation efficiency and decreased greenhouse gas emissions per megawatt produced. The Company has also significantly increased recycling of aluminium scrap material. Studies are ongoing to develop additional levers to further reduce GHG emissions.



Ahmad Al-Khudairi
Chief Financial Officer
Appointed in 2014

“Economic growth and environmental stewardship cannot be viewed as opposing targets – both are necessary. Sustainable growth provides benefits to people while safeguarding the planet.”

3.3. Stakeholder Engagement

Qatalum recognizes the importance of stakeholder engagement to gain further understanding of the impacts of its operations and to undertake a collaborative approach to make improvements. Qatalum operates within the planned and regulated Mesaieed Industrial City (MIC) on the southeastern coast of Qatar. The Company regularly engages in MIC committees and working groups and other efforts, including synergy initiatives with other companies located in MIC to address ESG issues, both in the industrial city and the associated residential community in the town of Mesaieed. Examples of joint initiatives include the MIC Risk Management Forum, the MIC Emergency Management Forum, residential air quality monitoring in Mesaieed and the operation of a recreational facility for Mesaieed residents.

Qatalum regularly engages with its contractors on safety and worker welfare issues. The Company hosts a semi-annual Contractor HSE Forum, where contractors can present best practices and make suggestions for safety improvements to Qatalum. Joint committees are established to address specific safety concerns, such as heat stress awareness.

The Company also regularly engages with the broader community through educational endeavors, volunteering, student programs and other initiatives. Outside of Qatar, the Company is an active participant in industry associations, such as the GAC and IAI.



Working Together

Recognition of Contractor Safety Performance:

On March 30, 2023 Qatalum recognized STAREF General Maintenance Services LLC, a key Qatalum contractor operating the Company's relining facility, for their exemplary safety record of five million workhours without a Lost Time Injury (LTI).



Annual CEO Awards

- The 8th Annual CEO Awards ceremony took place on May 18, 2023, celebrating outstanding achievement by employees in categories including Performance, Innovation, Quality Sustainability, Commercial, Cost and Safety.



Gulf Aluminium Council Training Summit Hosted by Qatalum:

- Qatalum hosted the Gulf Aluminium Council Training Summit Meeting, which featured presentations from Emirates Global Aluminium, Sohar Aluminium, and Maaden Aluminium on best practices and innovative training methods.

IAI Committee Meetings:

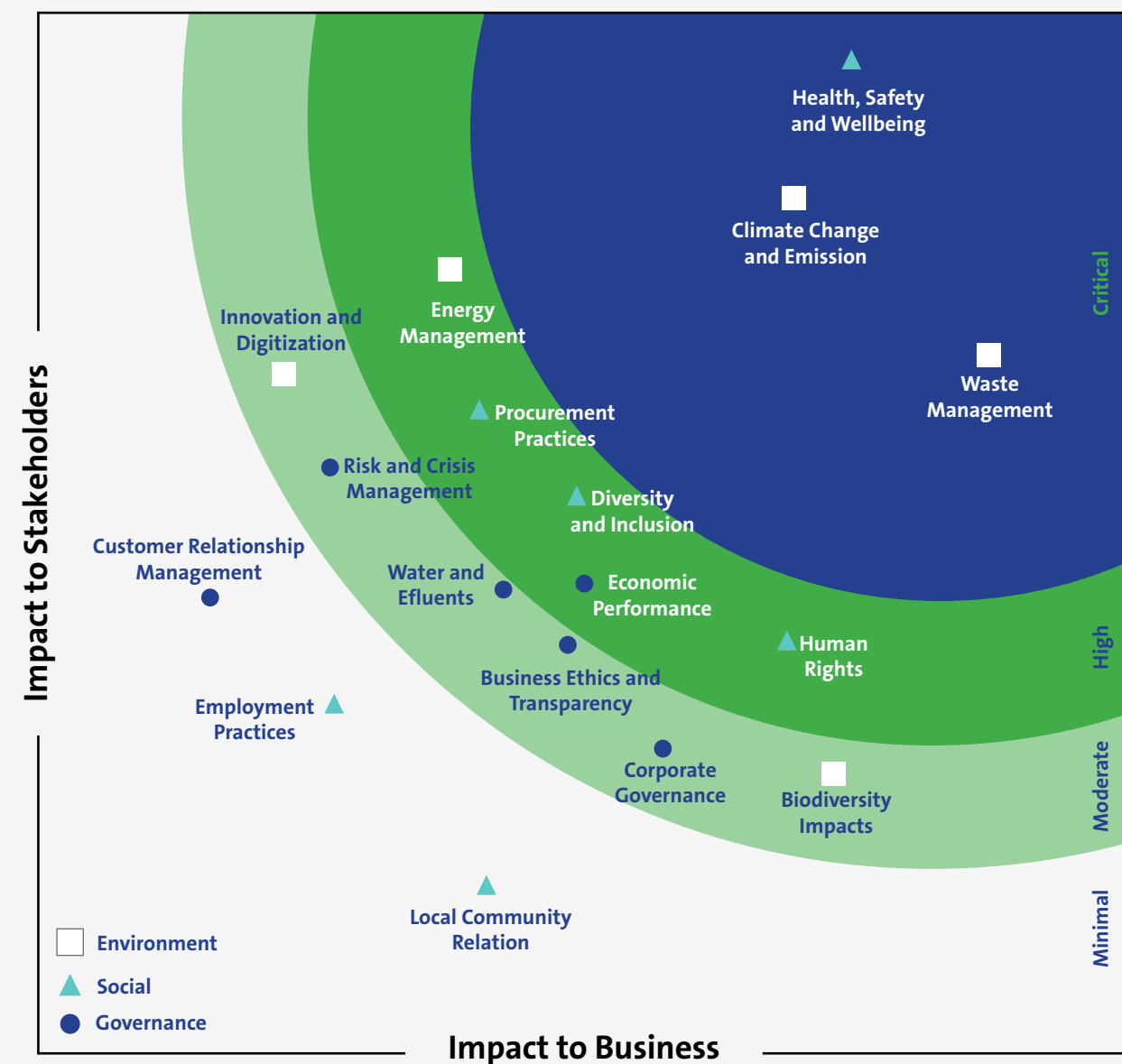
Qatalum attended the International Aluminium Institute (IAI) Committee Meetings in London from September 4-8, 2023. Discussions included industry programs, best practices, and climate-related issues.



3.4. Materiality Assessment and GRI Alignment

Qatalum ensures that its sustainability report reflects stakeholder interests and adheres to the GRI’s materiality principle, which emphasizes the collective determination of report content. Through annual interactions with a broad range of stakeholders, Qatalum identifies and reports on issues that are critical to both our stakeholders and our business.

In 2023, Qatalum identified 17 sustainability topics using the GRI Standards and Aluminium Stewardship Initiative, with feedback from internal and external stakeholders guiding the prioritization of these issues. This feedback, which includes both positive and negative impacts, is assessed and ranked to inform Qatalum’s sustainability practices and reporting.



Critical: Topics that merit critical inclusion

High: Topics that are significant to our Company

Moderate: Management has the flexibility to report on these topics based on their strategic direction

Minimal: Topics that require less significant attention as per stakeholder consultations



4. Environment



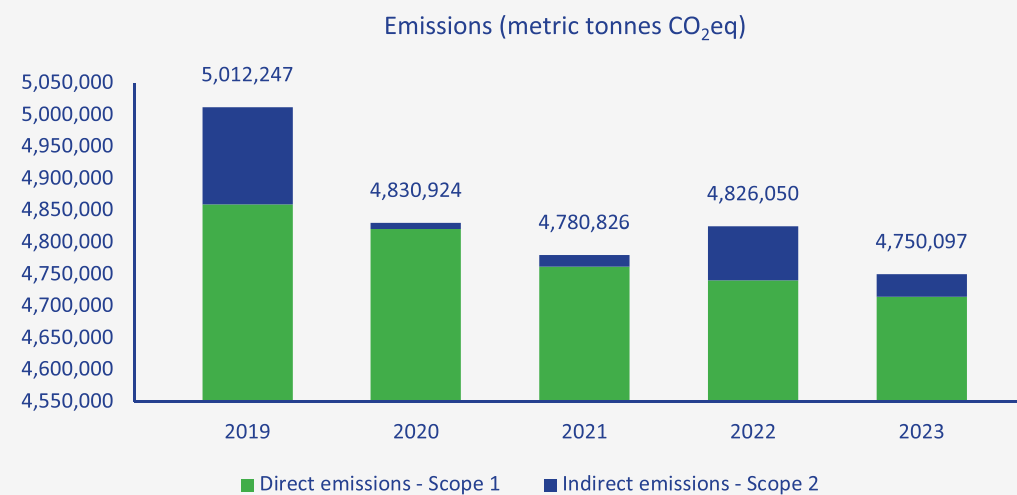
Qatalum is committed to responsible environmental management. The Company has a dedicated team of environmental specialists who work closely with operations to ensure environmental risks are appropriately assessed, monitored and mitigated when necessary and to ensure the Company's compliance with applicable laws and regulations and sustainability targets.

Qatalum monitors all emissions and seeks solutions to minimize, reuse, recycle and, when necessary, safely dispose of process wastes. Qatalum's operations are certified by ASI Performance Standards v 3 and our Environmental Management System is ISO 14001:2015 certified.

4.1. GHG Emission Reduction

Qatalum GHG emissions for both Scope 1 (including fuel combustion, anode production and consumption, and PFC emissions) and Scope 2 (from purchased energy) are tracked, assessed, and verified by an independent consultant.

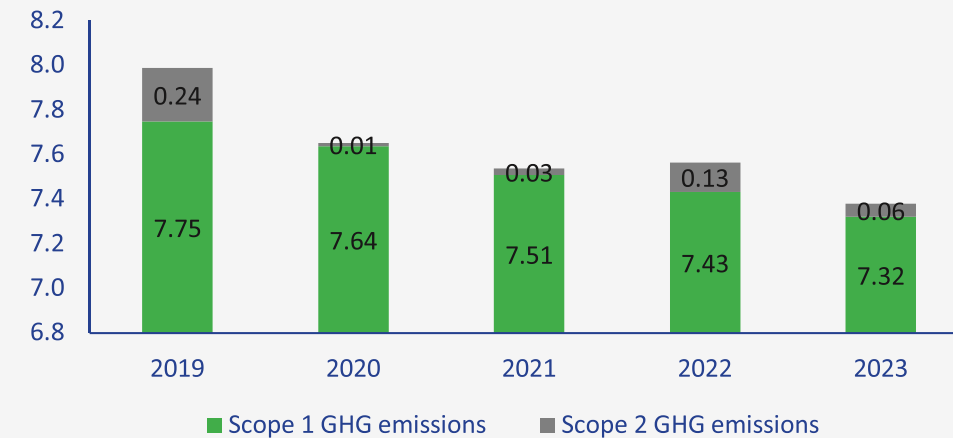
Qatalum reduced total annual GHG emissions by 1.6% in 2023 against a production increase of 1.7%. compared to 2022. This was achieved by operational optimizations resulting in lower anode effect, lower energy consumption, and the implementation of the advanced gas path solution in Qatalum’s power plant.



Qatalum has reduced both Scope 1 and Scope 2 emissions over time. Scope 1 emissions are direct greenhouse gas emissions from sources that are owned by Qatalum, such as emissions from combustion of NG and diesel, or process emissions generated during electrolysis process, etc.

Scope 2 emissions are indirect greenhouse gas emissions associated with the purchase of electricity that the Company consumes, but that are generated elsewhere. The intensity of Scope 2 emissions decreased by 55.2% in 2023 compared to 2022. GHG emission intensity for aluminium production are aligned with the performance standards set by the Aluminium Stewardship Initiative (ASI).

GHG Emissions Intensity (Metric tonnes CO₂ eq/t Al)



Case Study:

Optimization of Power Production:

Qatalum’s Power Plant made a notable improvement in their CO₂ emissions in 2023 through process improvement and adopting new technology. Turbine operations were better aligned with fluctuating weather conditions and installation of the Advanced Gas Path (AGP) solution on all turbines was completed during the year. The improvement over the year equates to carbon sequestration of roughly 32,200 acres of forest or the annual emissions of 6,000 gasoline cars.

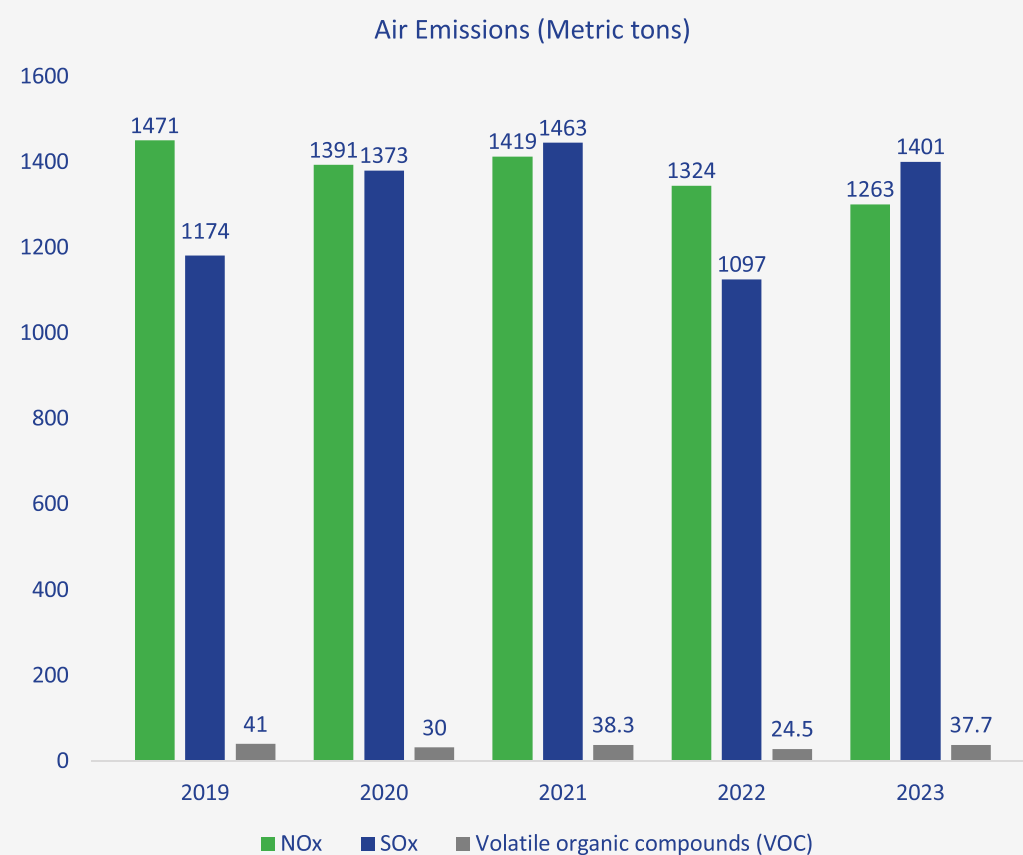


Stian Tangen
Chief Operations Officer
Joined in 2024

“In addition to implementing innovative solutions, Qatalum is relentless in its pursuit of continuous improvement as incremental efficiency gains can have a significant impact on our long term sustainability.”

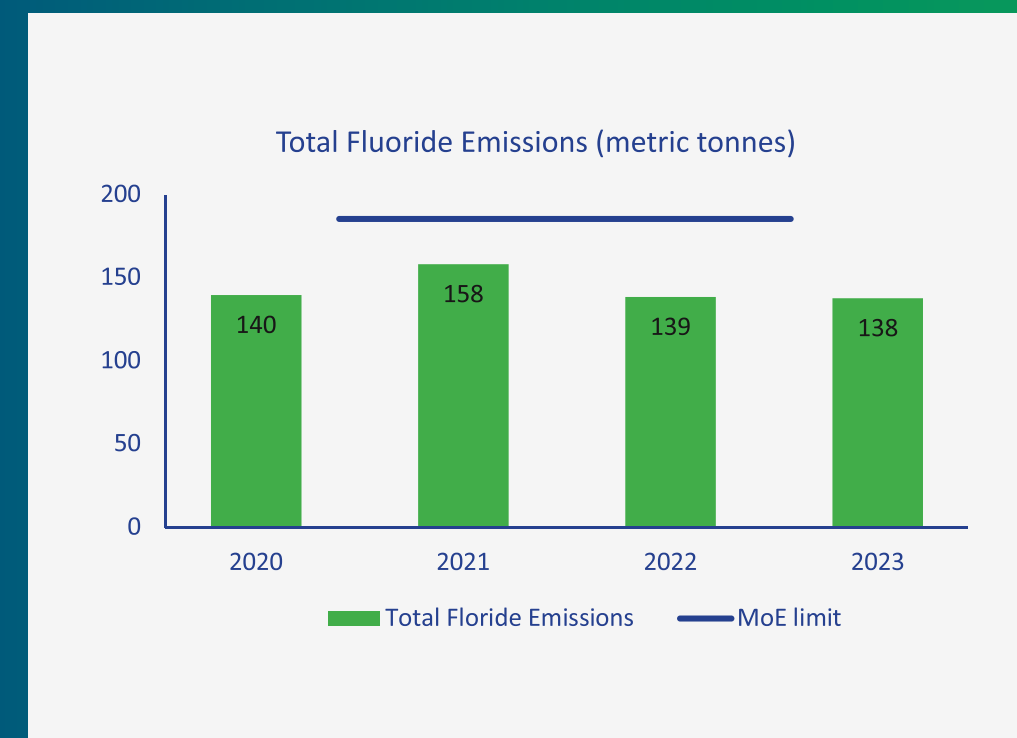
4.2. Air Emissions

Qatalum seeks to reduce air emissions, including non-GHG pollutants like nitrogen oxides (NOx), and hydrogen fluoride (HF), through enhanced operational practices and technology, while adhering to internal and regulatory standards. Qatalum reduced NOx emissions in 2023 by 4.6% as compared to 2022. However, there was a slight increase in SOx emissions due to an increase in the average sulfur content of the petcoke used to produce carbon anodes.



Case Study:

Qatalum implemented a real-time hydrogen fluoride (HF) measurement system to continuously monitor HF emissions, enabling early detection of abnormalities. Overall emissions of fluoride for 2023 remained at the same level of 2022 despite increase in primary Aluminium production.

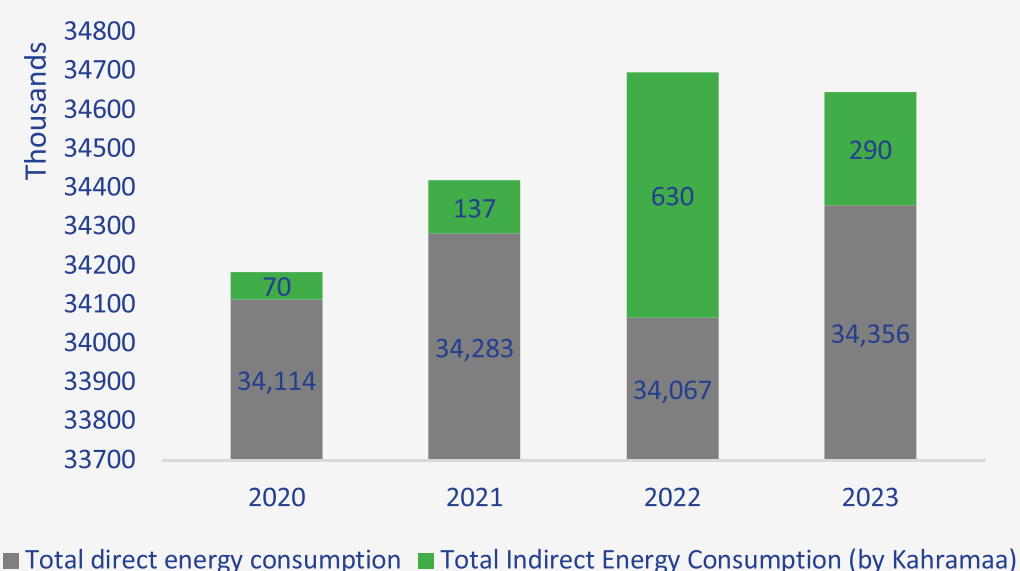


4.3. Energy Consumption

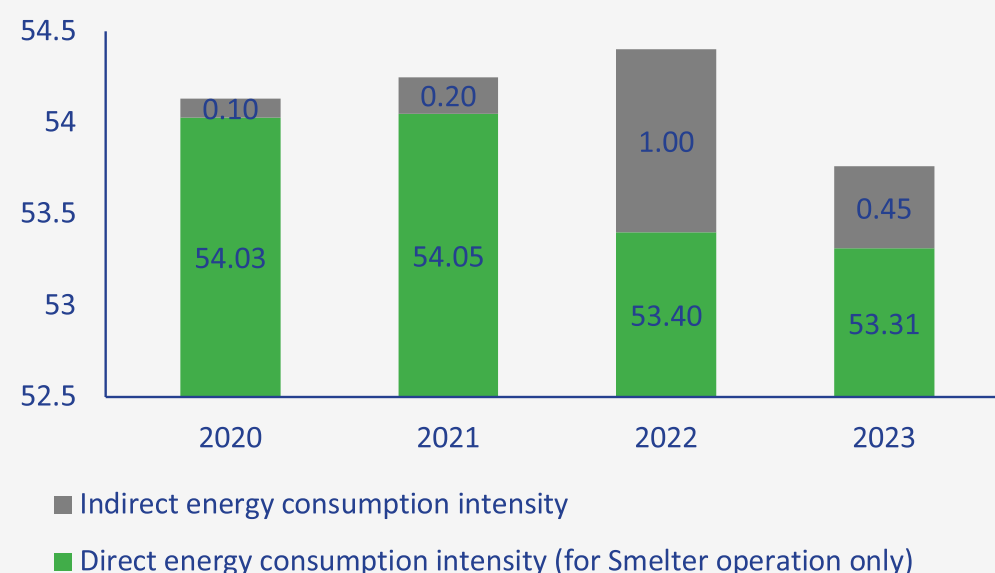
Aluminium production is an energy-intensive process. Qatalum seeks out production efficiencies and technological improvements to reduce its energy consumption per ton of aluminium produced.

In 2023, the Company's total energy consumption decreased marginally by 0.1% from 34,696 thousand GJ to 34,646 thousand GJ. In 2023, smelter operations reached a record low energy intensity of 53.31 GJ per tonne of aluminium and indirect energy intensity of 0.5 GJ per tonne of aluminium.

Energy Consumption (Direct and Indirect, Thousand GJ)



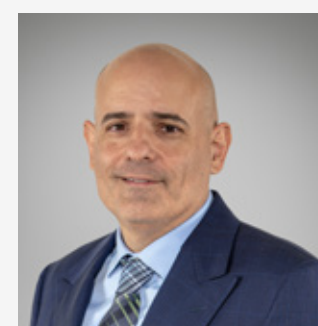
Energy Consumption Intensities(GJ/tonne AL)



Case Study:

Reducing resistance in the Pot Cells:

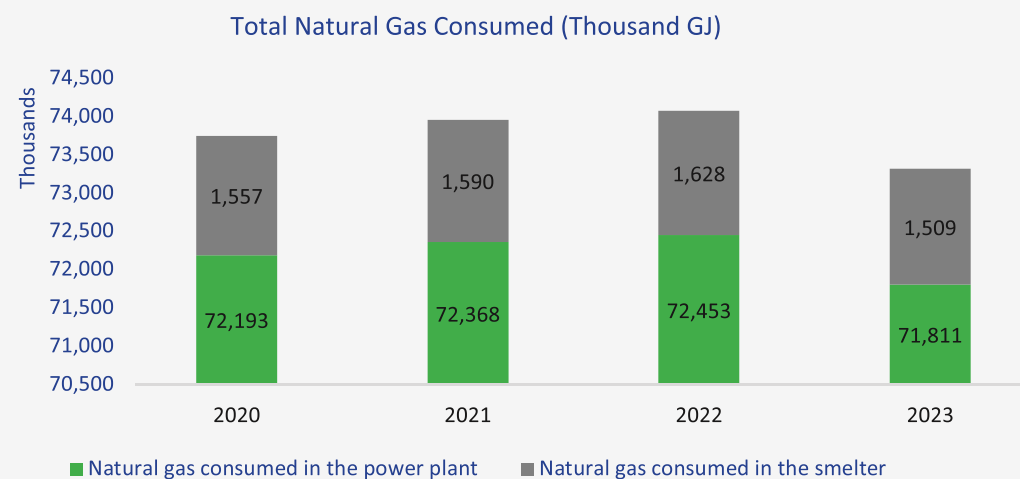
By utilizing its established system of continuous improvement, Qatalum was able to decrease the electrical resistance in the reduction cells and thereby reduce the energy consumption rate per tonne of aluminium. Over the course of 2023, energy usage decreased by 51,554 MWh, which corresponds to a reduction of 19,812 tonnes of CO2 emissions.



Jose Fores
Chief Power Officer
Appointed in 2022

“Optimization, lifecycle extension and technological innovation are important levers for improving the sustainability of power production. We employ energy solutions that pave the way for a cleaner industrial future.”

Improvement in energy efficiency measures have resulted in reduction of natural gas usage, both in smelter and power plant by 0.9% in 2023 even with a production increase of 1.7% compared to 2022.



Case Study:

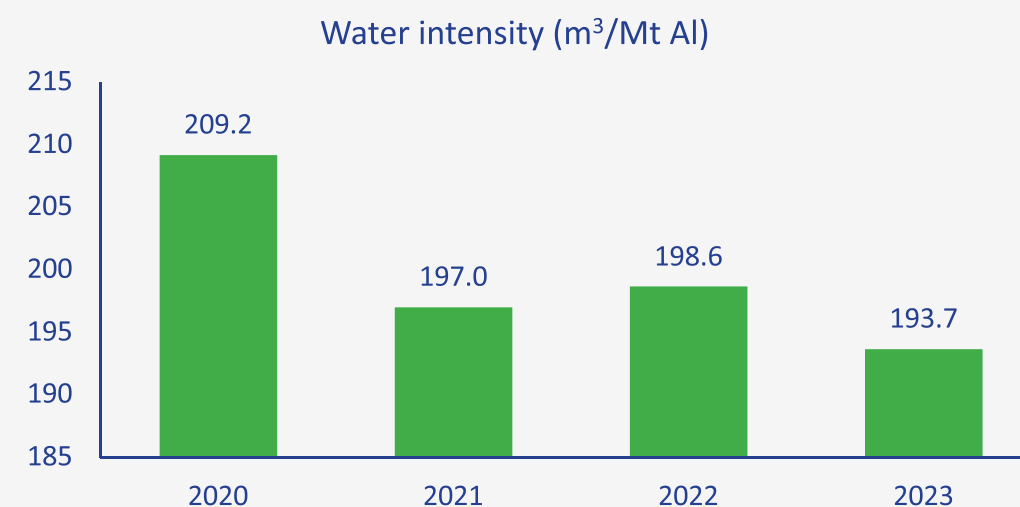
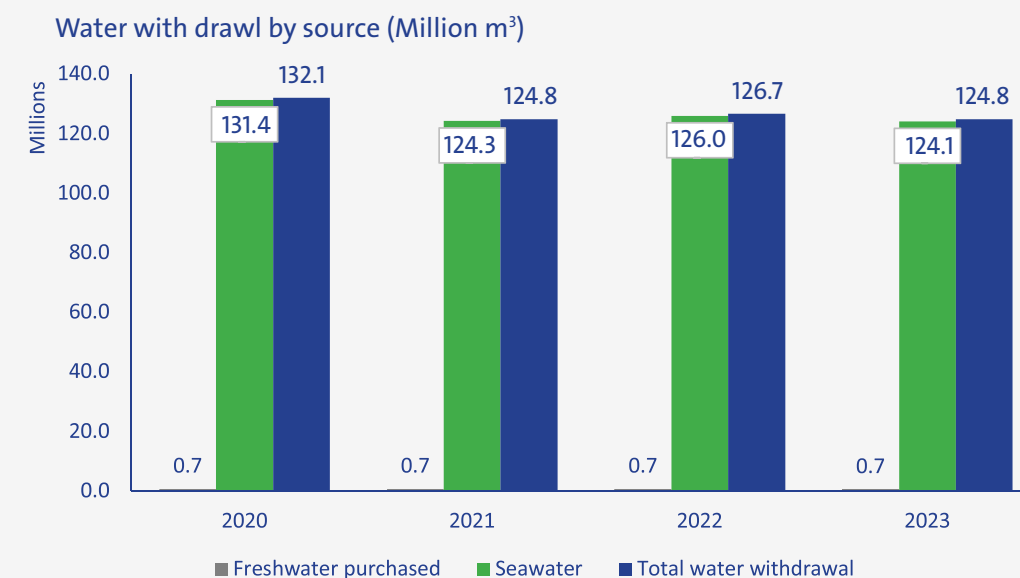
Natural gas consumption in Qatalum’s anode baking plant has been reduced by ~20% from 2019 through to 2023 through a series of technical enhancements including the adoption of self-calibrating pressure transmitters, optimization of draft settings and burner heat rates, improved furnace sealing, and monitoring of flue wall conditions.



4.4. Water Stewardship

Qatalum adopts responsible water management and sustainable practices in its water usage. Fresh water use was reduced by 7.9% from 2022 while seawater use reduced by 1.5% from 2022. Additionally, Qatalum achieved a 2.5% reduction in water intensity in 2023 compared to 2022.

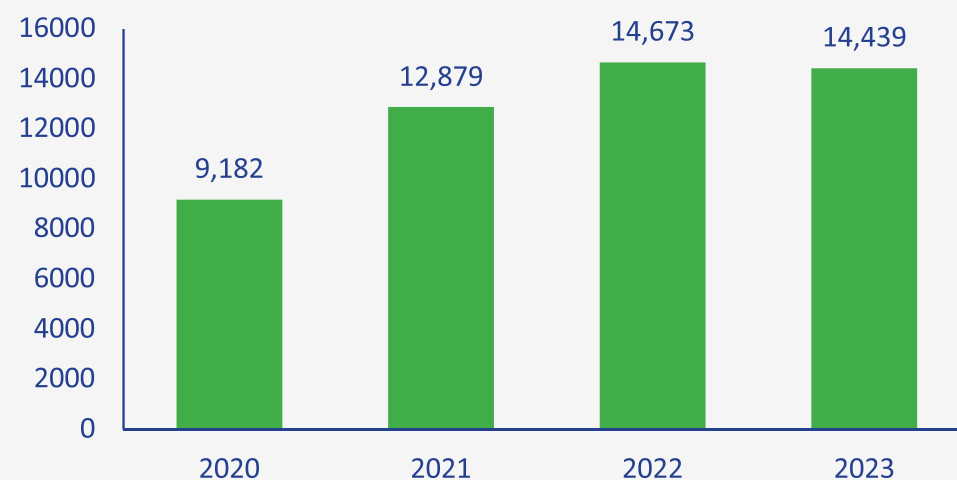
The reduction in usage is primarily attributable to lower usage of water during extensive maintenance activities occurring during the year.



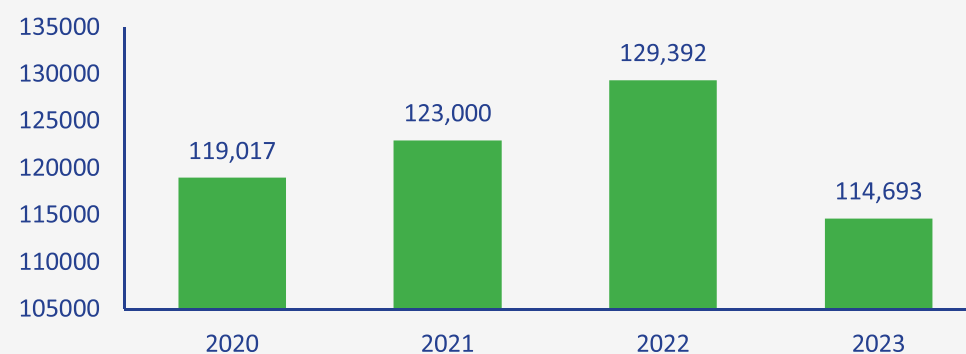
4.4.1. Water Recycling

Water discharge was reduced in 2023 to 14,439 cubic meters, which along with recycling rate are shown in the graphs below.

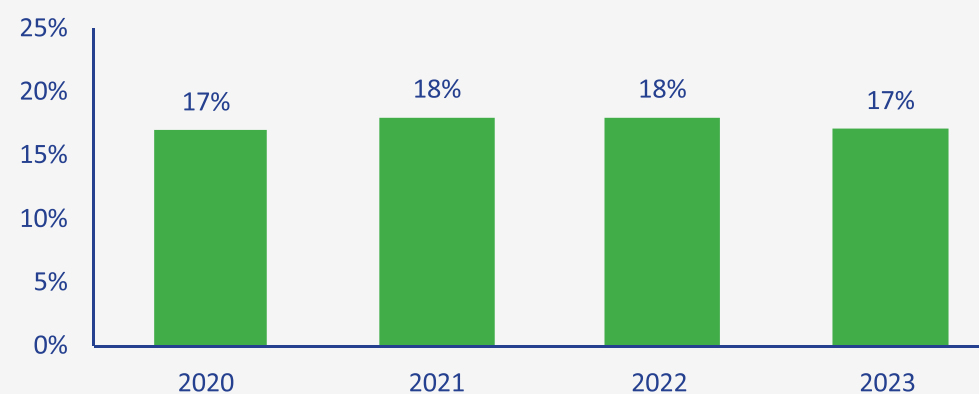
Total water discharged (m3)



Volume of recycled and reused water (process and sanitary) (m3)



Recycled water (%)



4.5. Recycling and Circularity

4.5.1. Scrap Metal

Aluminium is a highly recyclable material. The use of recycled aluminium scrap in the Casthouse requires a fraction of the energy of smelting, leading to more efficient production and lower GHG emissions. Qatalum has increased use of both pre-consumer and post-consumer scrap materials in Casthouse while maintaining the exceptional quality of its primary metal.

Qatalum engages with its local customers to recover their production scrap together with a reliable network of local suppliers of processed scrap as key sources. The Company recycled more than 9000 tons of scrap material in 2023.

4.5.2. Waste Management

Waste management and waste reduction initiatives in 2023 focused on by-product waste and zero landfill compliance. With respect to hazardous material, the Company adheres to stringent management protocols.

WASTE MANAGEMENT STRATEGY

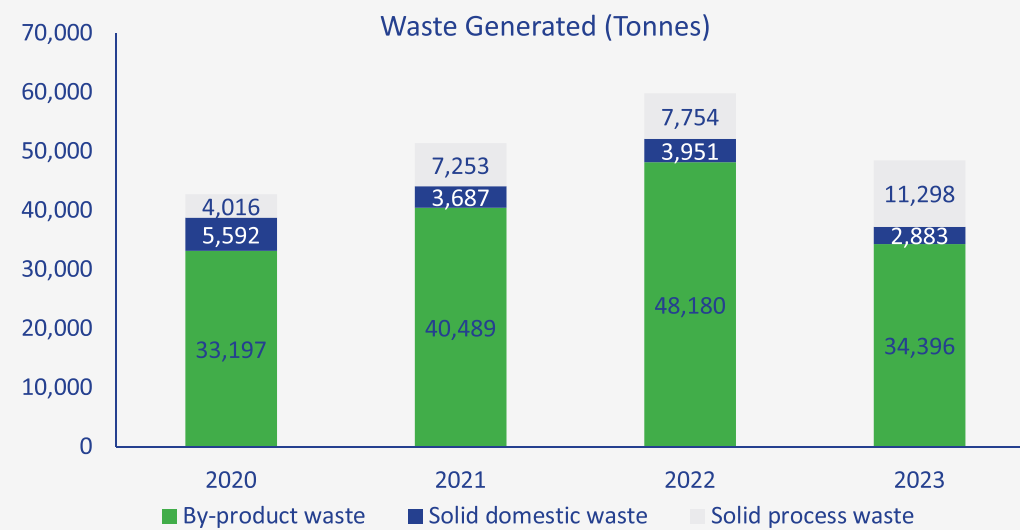
We have a comprehensive management system for waste minimisation efforts.



Total Waste Generated (Tonnes):

In 2023, improvements in production efficiency and increased internal recycling rate led to an 18.9% decrease in total waste compared to the prior year. There was an increase in solid process waste, while by-product waste significantly declined and solid domestic waste reached a five-year low.

Qatalum has developed methods for safely handling of SPL as well as local recycling solutions within the cement industry. With respect to aluminium dross, Qatalum has agreements with specialized dross recycling companies to remove the impurities and recover solid metal. Qatalum is currently working to develop a local option for dross processing.



Case Study:

Process Waste Stockpile:

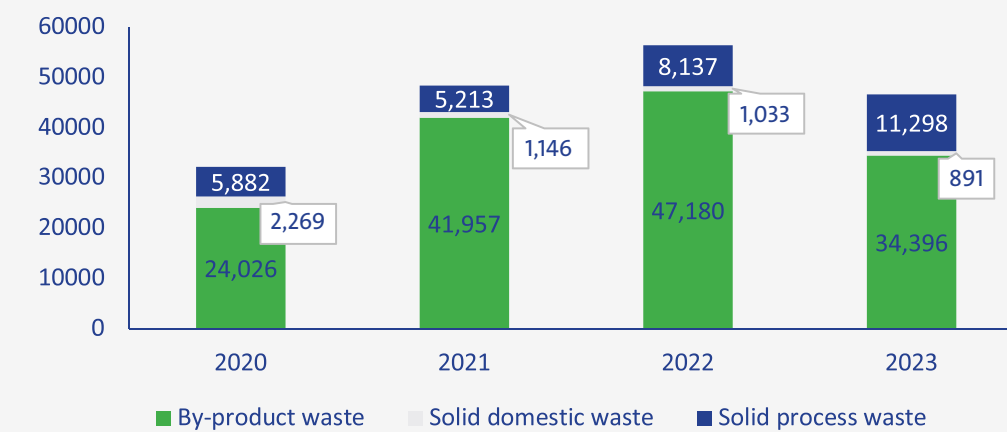
Qatalum collaborated with a local cement company to develop a process for integrating Qatalum's waste material into cement production. In addition, Qatalum was successful in finding additional outlets for other process wastes. These efforts resulted in the elimination of the tapped bath stockpile in 2023.



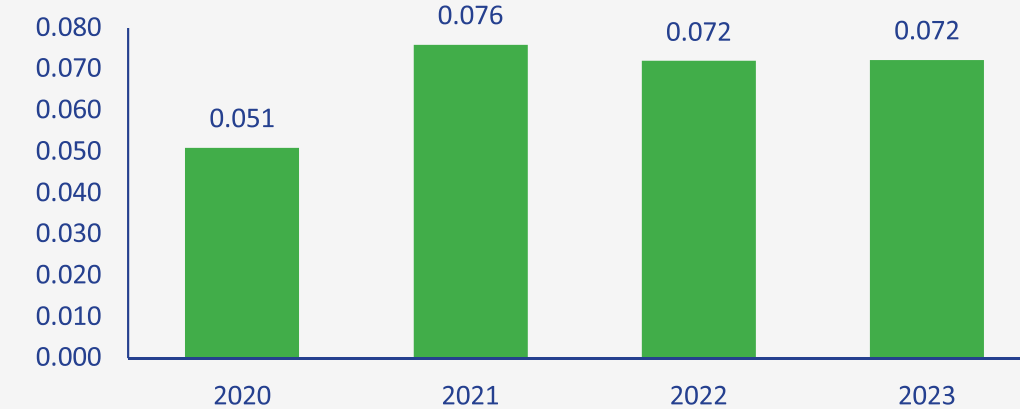
4.5.3. Waste Recycling

In 2023, Qatalum recycled all by-products and solid process waste. 30.9% of solid domestic waste was recycled, an increase from 25% in 2022.

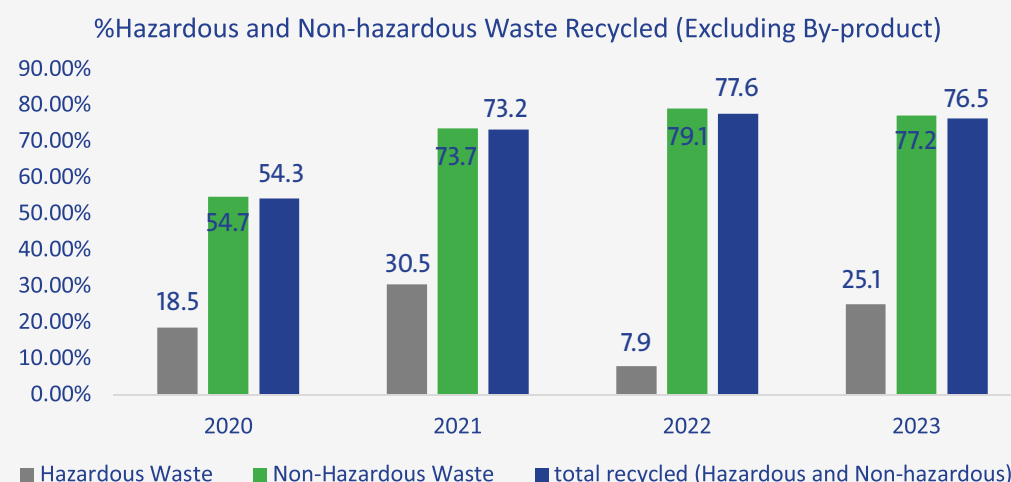
Waste Recycling (Tonnes)



Waste Recycled intensity (Tonnes/tonnes Al)



Qatalum has significantly increased its waste recycling from 2020 levels. Total hazardous and non-hazardous waste recycled increased from 54.22% in 2020 to 76.41% in 2023. The percentage of hazardous waste recycled in 2023 decreased slightly from 2022 which is attributed to an increase in hazardous waste disposal from warehouse and technical operations.



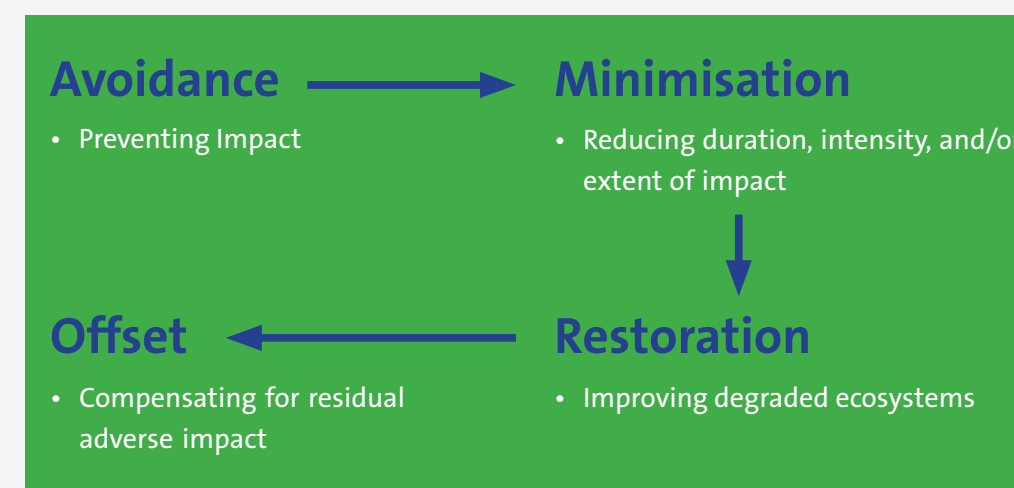
No fines or non-monetary sanctions for non-compliance with environmental laws or regulations.

Zero significant spills since 2019.

4.6. Biodiversity

Qatalum's facilities in the Mesaieed Industrial City are not adjacent to any environmentally protected or designated biosphere reserves. Nevertheless, the Company's discharge monitoring considers the surrounding areas to ensure that there are no adverse impacts on the environment.

Qatalum has developed a plan to construct a bird sanctuary to replace a wetland area affected during plant construction. The area initially identified for this project has subsequently been allocated for a future ESG project. Qatalum has identified a new area for the bird sanctuary and is in the process of obtaining the necessary approval from the environmental authorities to begin development.



Mitigation Progress

Marine Ecology

No significant mammals or fish were detected in Original Port Area (OPA). Alternative port site has low ecological significance.

Terrestrial Ecology

The surrounding areas are not legally protected, and there are no designated biosphere reserves, according to the United Nations Educational, Scientific and Cultural Organization (UNESCO) and Ministry of Environment and Climate Change.

Noise Pollution

Noise pollutant levels comply with standards set by the Ministry of Environment and Climate Change.

Waste Management

When required, non-hazardous waste is disposed of at a licensed facility for industrial waste.

4.7. Employee Engagement in Sustainability

Qatalum introduced several initiatives to raise awareness of the Company's sustainability efforts and encourage employees to develop a sustainability mindset. Some of the initiatives include.

- A food waste reduction campaign during the second half of 2023 that rewarded canteen users that consistently minimized their food waste with free meals and prizes. The program achieved a reduction of ~ 25 tons of food waste.



- An E-Waste Campaign coinciding with World Environment Day to enhance awareness of the environmental impact of e-waste and safe disposal of electronic devices. The Company partnered with a local waste management company to deliver an information webinar and facilitate collection of e-waste from employees.



- A collaboration with the Doha Environmental Actions Project (DEAP) in an effort to reduce plastic waste in the oceans. On May 7, Qatalum hosted a DEAP webinar on the impact of plastic pollution on marine life, including vulnerable species like dugongs and whale sharks. And on May 12, over 50 employees descended onto Northwest Beach (Al Zubara) and collected 430kg of waste leaving behind a cleaner, more sustainable environment for all inhabitants of Qatar.





5. Social Responsibility

5.1. Occupational Safety, Health, and Welfare

Management Approach

The health and safety of our workforce is our top priority and Qatalum is committed to upholding the highest standards of health and safety. This commitment is underpinned by a Health, Safety, and Environment (HSE) Management System that adheres to international standards, legal requirements and best practices. This system has been certified pursuant to International Organization for Standardization's ISO 45001:2018 and ISO 14001:2015.

Qatalum's proactive approach to safety is based on utilizing a systematic approach to hazard identification and risk management. Where risks are identified, appropriate control measures are then implemented to eliminate the risk or if it cannot be eliminated, mitigate the risks to acceptable levels. These measures are continuously monitored to ensure they maintain effectiveness.

Qatalum's HSE Management systems and associated safety controls are extended to all Qatalum employees and directly supervised contractors. Indirectly supervised contractors must adhere to the requirements of Qatalum's safety system in addition to their own safety protocols. The HSE competence of all contractors prior to and during the term of engagement is continuously monitored.

People are at the core of our health and safety system. Qatalum ensures that everyone working at Qatalum has the tools and training to perform their work safely and is empowered to ensure their own safety and the safety of others. Qatalum's policies require all workers, regardless of role, to refuse to perform or stop any activity they consider unsafe. Workers are also provided with various channels to raise safety concerns and make suggestions to improve safety without fear of retaliation.

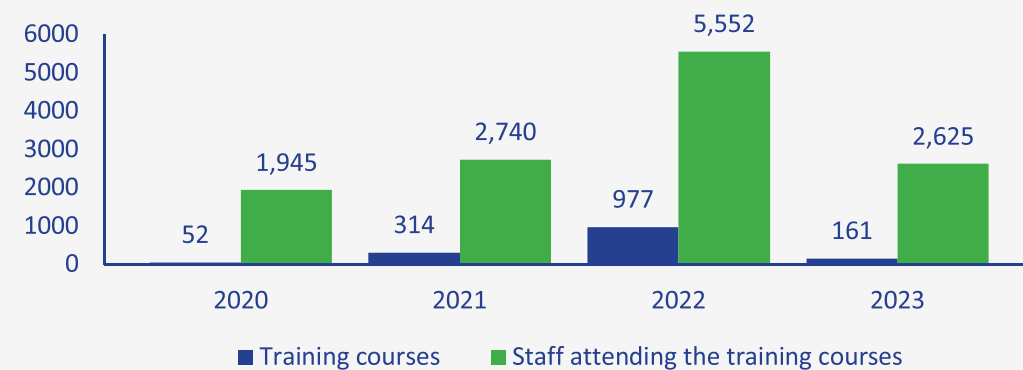
Training

The Company invests significant resources in safety training. All workers receive an extensive HSE induction program as well as training tailored to specific job roles. Specialized training for high risk or infrequently performed tasks is provided. Periodic and ongoing training requirements are monitored by HSE training specialist to comply with our HSE Management system.

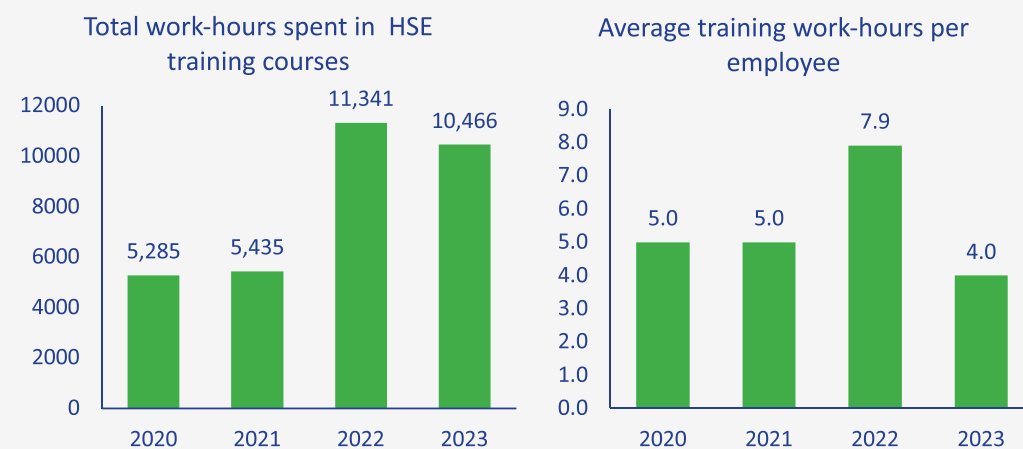
The number of training courses on HSE topics have increased over the past five years. HSE training in 2023 predominantly consisted of refresher sessions, reflecting a recurring trend in line with historical data. The decrease from prior year is due to the staggered cycle of when certification/recertifications are due - typically certifications are valid for periods of two to five years, and a very high number of trainings was provided in the prior year.



Health and Safety training



Total hours spent in HSE training declined in 2020 due to Covid-19 but has steadily risen in the following years, peaking in 2022. Average work-hours that have been employed in HSE Training per employee increased from 5 in 2020 to 8 in 2022 and decreased to an average of 4 in 2023, in line with the expected training cycle.

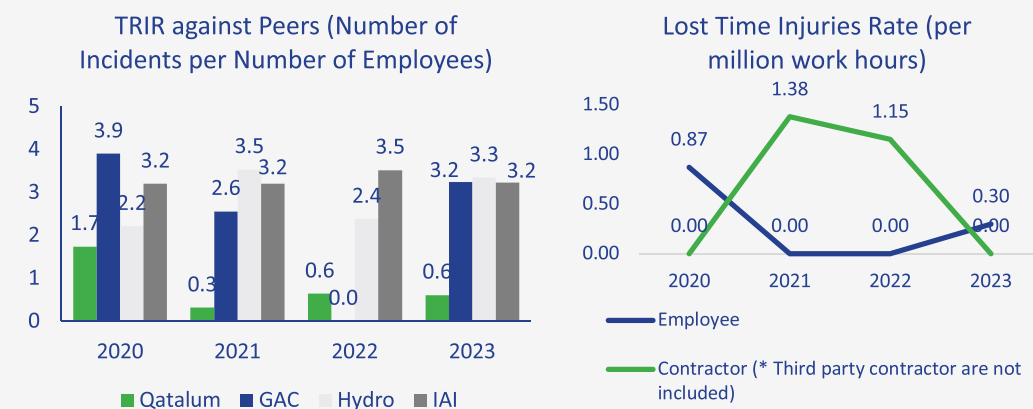


Safety Performance

Recordable Injury Rate		2019	2020	2021	2022	2023
Employees	per million work hours	0.68	1.74	0.32	0.64	0.61
Contractors*	per million work hours	3.36	0.7	1.38	1.72	0
Lost Time Injuries Rate		2019	2020	2021	2022	2023
Employees	per million work hours	0	0.87	0	0	0.3
Contractors*	per million work hours	0	0	1.38	1.15	0
Medical Treatment Injury		2019	2020	2021	2022	2023
Employees	per million work hours	0.34	0	0	0.32	0.3
Contractors*	per million work hours	1.68	0	0	0.57	0

* Directly supervised

Qatalum reduced its recordable injury rate in 2023 despite an increase in production. The Total Recordable Injury Rate for employees was 0.63 per one million work-hours as compared to an industry average of 3.27 recordable incidents per one million work-hours. Qatalum's contractors set a new benchmark by achieving zero lost time injuries (LTI) in 2023.



Qatalum had no fatalities for employees and directly supervised contractors during this reporting period. However, there was one fatality which occurred on Qatalum's premises during the year. In October 2023, worker from a contracting company appointed by a third party suffered a fatal injury while removing a purchased scrapped transformer. The Company has conducted a thorough investigation of the incident and implemented several remedial measures to prevent similar incidents from occurring in the future.

5. Social Responsibility

Key HSE initiatives:

- **Heat Stress Awareness Campaign**

Qatalum runs a Heat Stress Awareness campaign (see case study). There were zero incidents of heat stress related cases in 2023.



- **Traffic Safety Program**

Qatalum risk assessments have identified traffic safety within our premises as an important focus area. The Company implemented an enhanced safety training program for truck drivers and supervisors in 2023. Traffic safety was also a key focus area in a Contractor Safety forum.



- **Safety Delegates Workshop**

Qatalum enhanced its proactive safety culture with a successful Safety Delegates Workshop in July 2023. The workshop focused on empowering delegates to actively engage in safety initiatives, emphasizing open communication.



- **Protect Your Heart Campaign**

Qatalum successfully raised heart health awareness and encouraged a healthy lifestyle among its workforce. Nearly 500 workers participated in health check-ups.



Case Study:

Qatalum's Heat Stress Prevention Campaign

Key components of the campaign included:

- Early readiness and preparedness measures beginning in March.
- Inspections of cool booths and testing air conditioning systems and drinking water temperatures.
- Establishing the Contractor Heat Stress Prevention Committee to serve as a central body for managing heat stress prevention efforts.
- Promoting proper hydration and ensuring availability of water.
- Performing 3,435 urine specific gravity tests by the occupational hygiene team to monitor hydration levels of employees and contractors.

Outcome:

Zero heat stress or heat related cases reported in 2023.



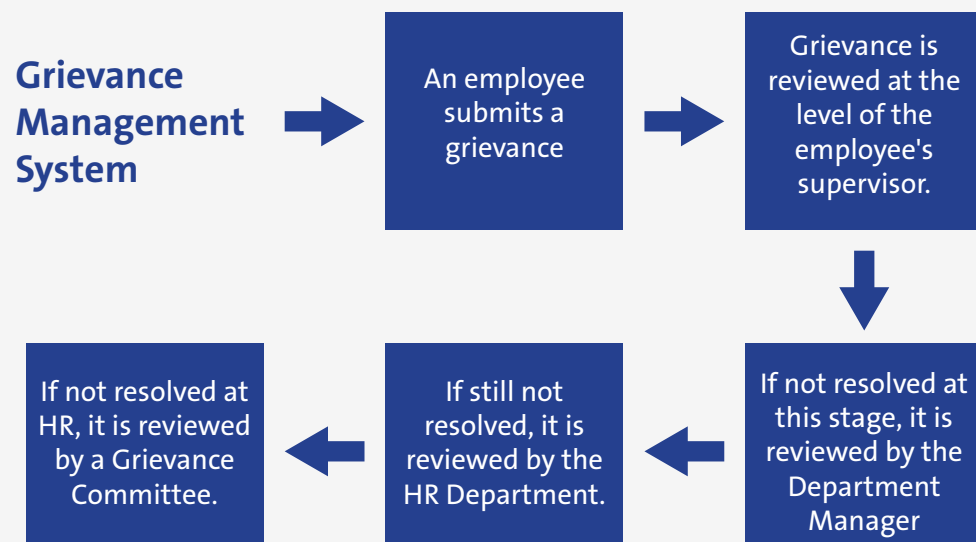
5.2. Working for Qatalum

Qatalum strives to create an inclusive work culture that maximizes employee potential. Qatalum believes that the health, well-being and satisfaction of our employees is inextricably linked to the success of the business. Qatalum's values of Respect, Proactivity, Integrity and Enthusiasm are our foundation for a work environment that is pleasant and healthy.

Qatalum is committed to treating all employees with fairness and respect. The Company's Code of Conduct, the Human Resources Policy and relevant policies and procedures are accessible to employees. The Company operates under a system of "line management" and employees are encouraged to resolve any questions or concerns with their immediate supervisor. The Company also provides formal channels for employees to address concerns. The Company has an established grievance management system (see workflow below) that is managed by the Human Resources department.

The Company has also established a Safety Delegate Forum comprising employee elected representatives that has an open line of communication to management. Additionally, the Company's Whistleblower Hotline for confidential reporting of Code of Conduct violations or other ethics concerns is publicly available.

Grievance Management System



5. Social Responsibility

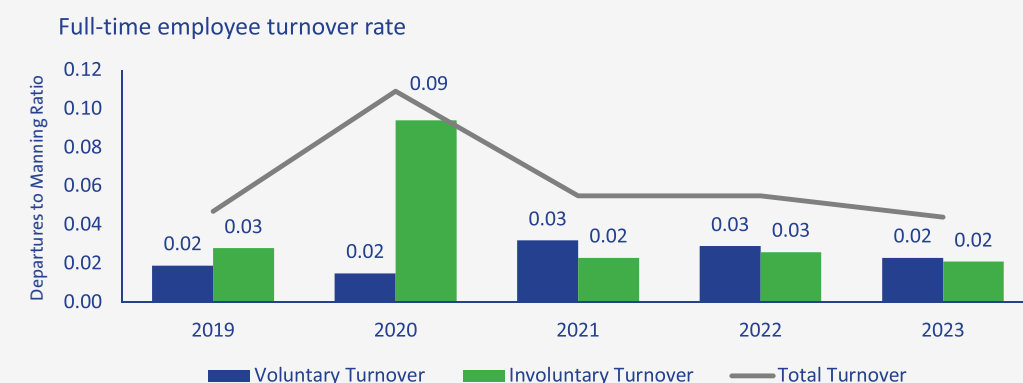
Executive Remuneration

Qatalum provides a competitive compensation package that encompasses a range of benefits, benchmarked against its regional peers and the comparable industries in the State of Qatar. Benefits include provisions for accommodation, air travel, children's education, transportation, and telecommunication services, life and health insurance, wellness benefits in addition to leave entitlements such as vacation, sick leave, maternity leave and patient escort leave.

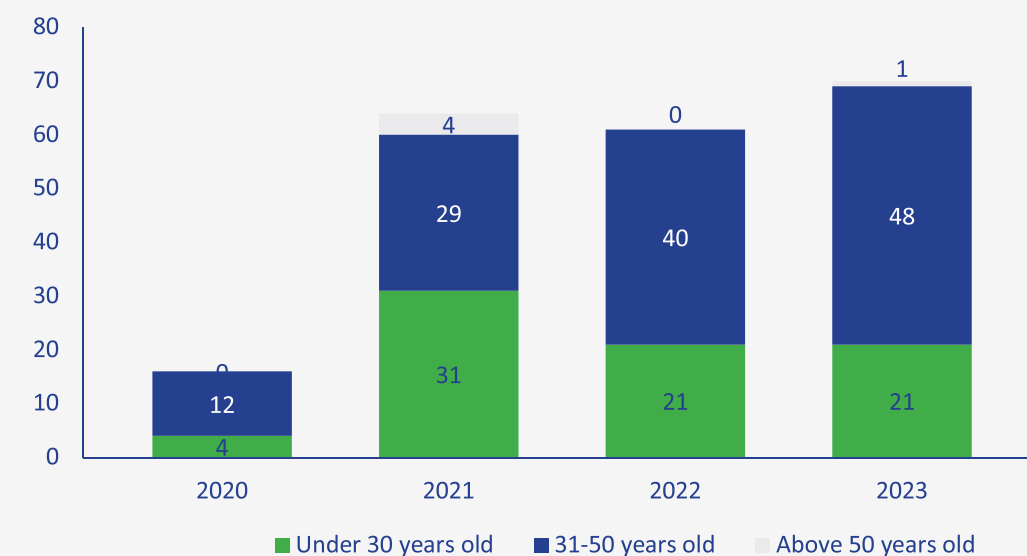
At Qatalum, senior executive pay is determined in accordance with Qatalum's HR Policy, which details entitlements regarding basic salaries, allowances and benefits. Each role is assigned a grade within Qatalum's grading structure and has a corresponding salary scale which is used to determine basic salaries. Variable pay is primarily focused on two main areas: company performance (based on a Board approved scorecard set each year) and individual performance. Variable pay typically comprises less than 10% of total compensation.

Certain executives are secondees from Qatalum's shareholders and are compensated in accordance with their entity's human resources practices.

Employee Retention and Recruitment



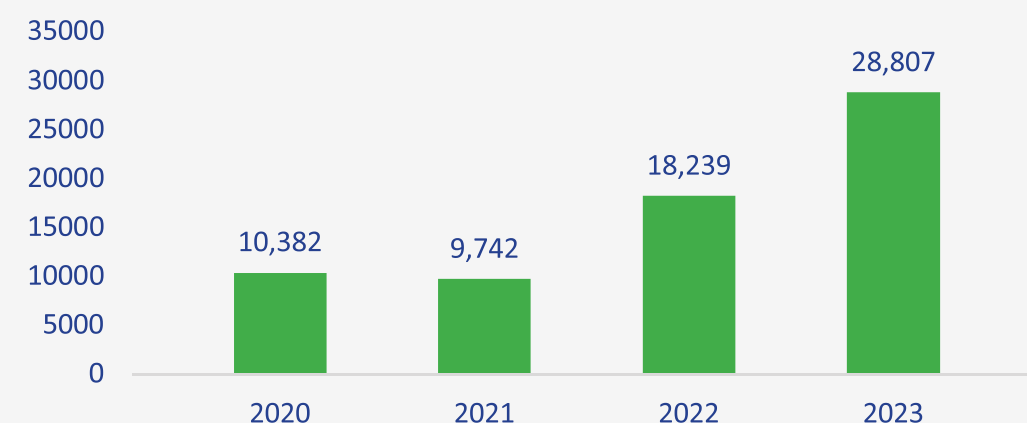
New hires by Age



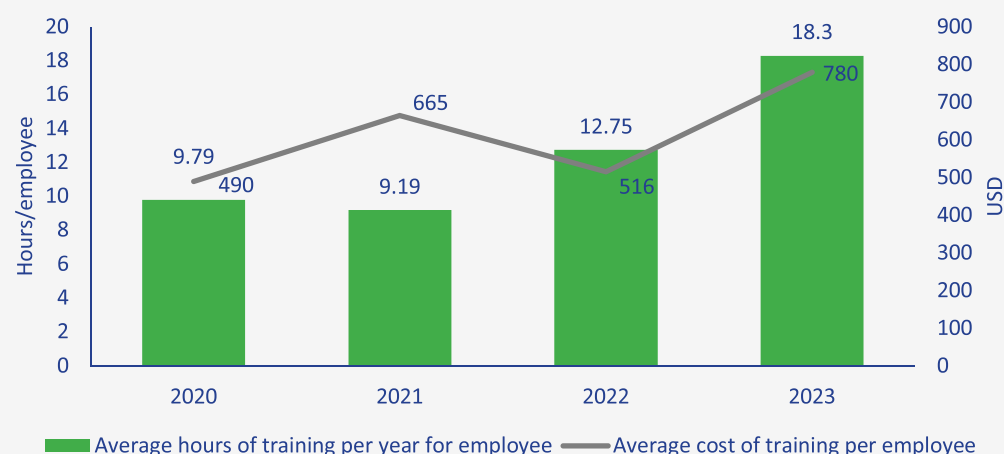
Training

In 2023, Qatalum successfully delivered a total of 28,807 hours of training (average of 18.3 hours of training per employee). All employees received a regular performance and career development review during the reporting period.

Total number of trainings for total workforce (Hours)



Average hours and cost (secondary axis) of training per employee



Nasser Al-Naimi
Chief Administration Officer
Appointed in 2016

“While technology has an important role, people are at the heart of Qatalum’s sustainability journey. We foster a people-centric work culture – focusing on learning, productivity and development – to achieve our sustainability goals.”

5.2.1. Diversity, Equity and Inclusion

Qatalum is proud to be a diverse and inclusive organization. By embracing diversity, the Company gains unique perspectives that enrich our organization and contribute to our overall growth and prosperity. Qatalum’s workforce includes employees from over 35 countries.

In line with our company’s objectives and the Qatar National Vision 2030 pillars of Human and Economic Development, the Company has developed a Qatarization programme to attract and retain Qatari nationals and to provide well defined pathways for career progression.

The Company’s Qatarization rate reached 10.6% in 2023 with a retention rate of 99.1% (106 nationals retained and only one exit). Qatalum’s strategy is to increase the presence of Qatari nationals in key roles and management positions, both within operations and support functions.

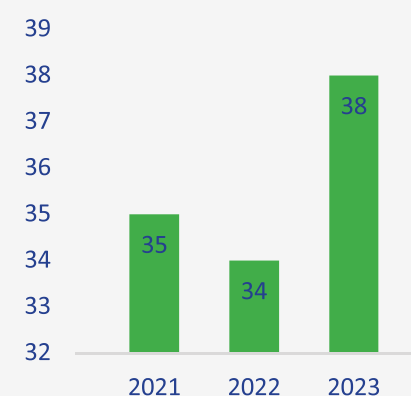
Qatalum recognizes that the metals industry has historically been male dominated and has made efforts to ensure an inclusive environment for its female workforce. Qatalum launched the Gender Equity and Women Empowerment Program in 2023. The key principles of the program include:

- Highlighting the Company’s prohibition of discrimination, including gender based discrimination, and its commitment to treat all employees fairly.
- Active promotion of an inclusive culture.
- Ensuring a violence and harassment free workplace for all employees.
- Providing access to education and training to support career development.
- Raising awareness about gender issues to encourage a supportive environment.
- Implementing externally evaluated job grading and salary band-based compensation to ensure equitable pay structures.

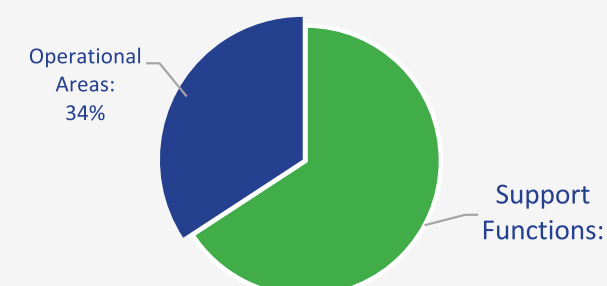
6.6% of senior roles are occupied by women up from 5.6% in 2022.

The number of female staff has increased 2023 representing 3.5% of the total employees. Support functions employ around 66% of female employees in comparison to 34% in operational areas. Women are paid more in comparison to their male counterpart at Staff and Middle management level at the ratio of basic salary and remuneration of women to men 1.5 and 1.3 respectively in 2023, whereas this ratio stands at 0.8 in case of Senior management roles.

Female Staff in Qatalum



Female Employees by Department 2023



Case Study:

Building an Inclusive Culture

The “Her Excellence in Performance” event was held on June 19, to celebrate the achievements of Qatalum’s female workforce. The event featuring a keynote by Shabana Hassan (Manager Quality & QBS) guest speaker Mead Al Emadi and various team building activities.



5.3. Responsible Supply Chain

Qatalum’s supply chain comprises more than 250 different suppliers of raw materials, goods and services. Qatalum uses a principled based approach to its supply chain, promoting competition, transparency, excellence in HSE and worker welfare, together with continuous improvement.

Responsible Sourcing

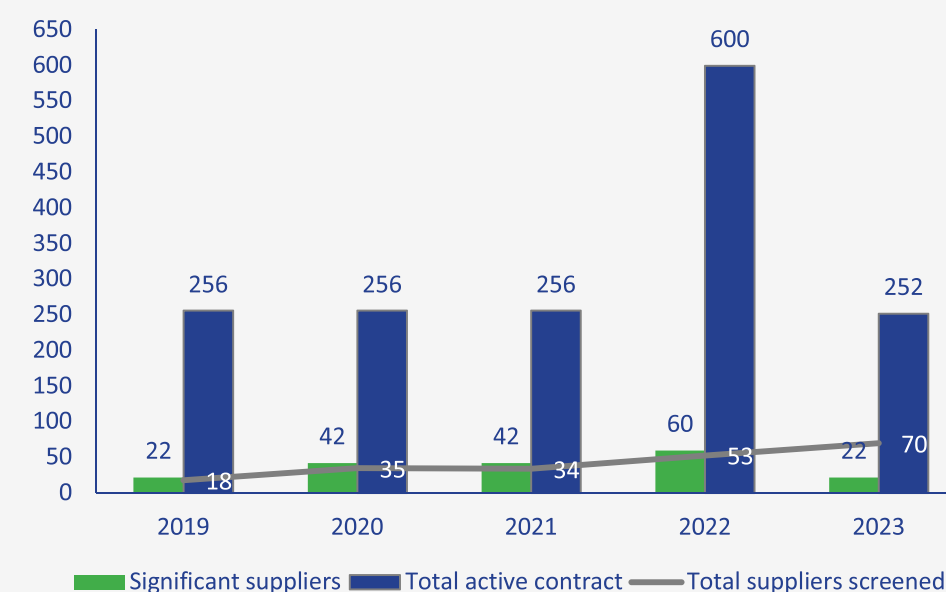
Qatalum is committed to lawful and ethical supply chain sourcing, ensuring compliance with all relevant regulations and fostering social value through responsible procurement practices. Qatalum’s approach to responsible sourcing is methodically executed via a three-tiered strategy, encompassing:

1. A risk assessment of potential suppliers.
2. Strict adherence to the Supplier Code of Conduct, and
3. Proactive supplier engagement to promote continuous improvement in ethical conduct, labour safety, human rights, and environmental stewardship.

The strategy also includes enhanced due diligence for suppliers in high-risk areas, in alignment with Organization for Economic Cooperation and Development (OECD) guidelines, and a policy of abstaining from sourcing conflict minerals.

All of Qatalum’s vendors are screened through its Know-Your-Supplier (KYS) processes. High risk vendors, including potential or existing counterparties, are screened for regulatory, fraud, legal, human rights, criminal, corruption, money-laundering violations and politically exposed persons using RDC AMLxp integrity risk tool (see graph below).

Suppliers



Qatalum sales and some of its strategic raw material procurement are conducted by Hydro Aluminum (Hydro), which has comprehensive policies and procedures for supply chain due diligence. Kindly refer to Hydro’s website (Hydro.com) for further information.

Supplier Code of Conduct

Qatalum's Supplier Code of Conduct sets out the minimum sustainability requirements for all its suppliers. We mandate that our suppliers maintain high ethical standards, comply with legal requirements, respect human rights, provide fair working conditions, and engage in environmentally sustainable practices.

The principles enshrined in Qatalum's Supplier Code of Conduct are based on internationally recognized standards and are made binding through contractual clauses. The Supplier Code of Conduct requires suppliers to conduct due diligence in their own supply chain. Contractor compliance is assessed in visits and audits.



Nafal Al-Hajri
Chief Supply Chain Officer
Appointed in 2012

"In our supply chain system, we conduct due diligence on compliance with our environmental, social and ethical principles by prospective suppliers before considering commercial matters."

Local Supplier Engagement

Qatalum recognizes that procuring goods and services locally increases our contribution to the local community and the value we generate for our stakeholders.

In view of this objective, Qatalum is a participant in the Tawteen In Country Value (ICV) program which is a QatarEnergy led Supply Chain Localization Program.

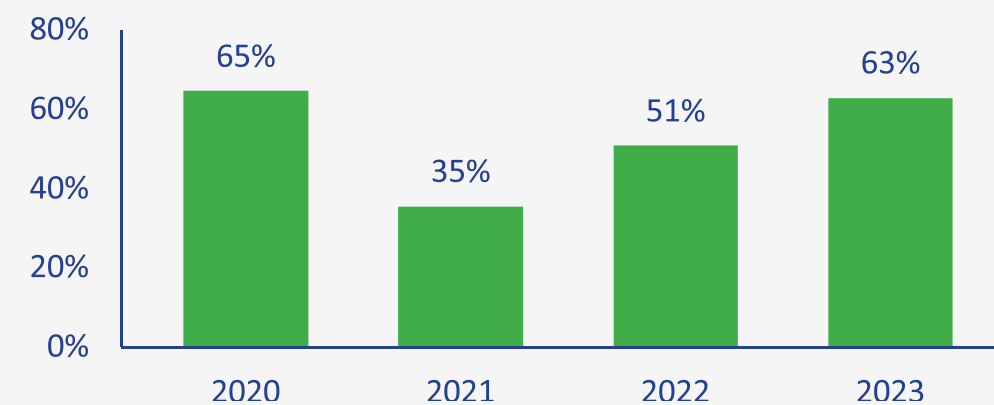
The Program has 3 main pillars:

1. Support the realization of Qatar National Vision 2030 by attracting companies engaged in knowledge and technology based businesses.
2. Establish sustainable and competitive in-country suppliers to meet the requirements of Qatar's Energy sector.
3. Support the growth and diversification of Qatar's economy.

ICV seeks to encourage both local and international suppliers to maximize the sustainable in-country value creation, upskill and develop local talent and suppliers and promote in country private investment.

In 2023, Qatalum's local procurement percentage was 63%.

Local Procurement



5.2.1. Human Rights Due Diligence

Qatalum is committed to the respect for human rights and to assess and respond to potential and actual adverse impacts from our operations. Our respect for human rights is inspired by the Universal Declaration of Human Rights and guided by the constitution of Qatar.

Qatalum has set out this commitment in its Code of Conduct, Human Rights Policy and Supplier Code of Conduct, copies of which are available on our website.

We respect the human rights of all people impacted by our activities, with particular attention to the rights of more vulnerable people such as migrant workers. We do not engage in, tolerate, or work with business partners who employ children and minors; engage in human trafficking or forced, bonded or compulsory labor; have employees that are not free to leave their employment after reasonable notice; require employees to lodge deposits of money or identity papers with their employer.

Qatalum has a robust management system that has the objectives of promoting respect for the human rights of employees, customers, and communities and performing due diligence on human rights impacts of the operations of the Company.

The system includes an annual human rights risk assessment, pre-contractual compliance assessments, post-award compliance auditing, awareness sessions, an open complaint/ad hoc auditing mechanism, regular reporting to management and oversight by the Board of Directors and Board Audit Committee.

In the event an adverse impact is identified, Qatalum engages in a risk mitigation process to remediate the risk within an appropriate timeframe with monitoring until the gap is closed. Qatalum does not establish or continue with suppliers who are unable to meet its standards.

In 2023, the Company conducted over 75 pre-contractual accommodation site visits, effectively screening local manpower/services supplier for compliance with our Accommodation Standards. Additionally, Qatalum conducted 9 post-contractual audits. The companies audited were selected based on our annual risk assessment or following an ad-hoc complaint. We identified significant potential or actual social impacts in each of these audits, primarily concerning improper deductions/allowances provided for meals, non-payment/delays in end of service benefits and certain accommodation non-compliances.

Where non-compliances with our Supplier Code of Conduct are found, the Company engages in a remediation process with the auditee. Most of the issues identified in the audits were addressed within an acceptable timeframe, although delays in initially agreed timeframes were not uncommon. In cases where the contract was coming to an end, the Company withheld final payments until it was satisfied that the workers had received all their dues.

5.4. Quality

Quality Management

Qatalum has an established and comprehensive quality management system (QMS) which aligns to international standards. The Company's operations are certified to IATF 16949: 2016 (ISO 9001:2015 incorporated) Quality Management System.

Certification to the IATF standard is a requirement for supplying value-added products to the automotive sector. The ISO 9001:2015 standard is the international standard for quality management systems. In order to meet this standard, Qatalum employs a systematic approach to address customer feedback, continuous improvement and compliance to regulatory and other legal requirements. Qatalum prioritizes customer satisfaction, aiming to minimize customer claims and complaints.

Qatalum operates its own laboratory for testing inputs as well as its products to ensure quality.

Additionally, Qatalum collaborates with Qatar University Centre for Advanced Materials (CAM) on various testing of products, byproducts and other samples. This has an additional benefit of building competence and research within Qatar.

Case Study:

Primary Foundry Alloy Casthouse

- Qatalum's Primary Foundry Alloy Casthouse was the recipient of the Hydro Quality Award, for excellence in Quality within the Hydro Aluminium system. Qatalum was recognized for achieving an all-time low scrap rate for Foundry Alloys in 2022 with a 12% improvement and zero customer claims for four consecutive years.



Quality Management Workshop

- Qatalum hosted a 10-day Quality Management Workshop which focused on the ISO/IATF 16949 standard and AIAG Core Tools. The Workshop provided participants with the latest industry knowledge and practices in quality management.



Customer Service

Qatalum provides extensive technical support to customers, including assisting customers with determining the correct specifications and processes for their applications. In addition to Qatalum's in-house expertise, Qatalum is able to leverage technical expertise from its technology provider, Hydro Aluminium.

Sales & Logistics

Qatalum has demonstrated excellence in quality and logistic services. The Company supplied primary aluminium to 260 customers in 34 countries in 2023 and with an low claims and complaints rate of 0.06 per 10,000 MT.



5.5. Engaging in Our Community

Qatalum's is committed to engaging with our community in a positive way in order to maximize our benefit to our stakeholders. A foundational principle of the Qatalum project was to facilitate industrial diversification and create a future of opportunities in the State of Qatar. In addition to charitable endeavors, Qatalum promotes educational initiatives and strives to build aluminium competence and capability within the State.

2023 Initiatives include:

- **Career Fairs**

Qatalum's participated in the 16th Qatar University Career Fair on September 13 and 14, providing Qatar University students with further insights into the future of opportunities and exciting career paths provided by Qatalum.

At the University of Doha for Science and Technology Career Fair in November 2023, Qatalum provided workshops on teamwork and quality management to benefit students and faculty.



- **Summer Internship Program:**

The Company runs a summer internship program for local university students to supplement their formal education with practical experience. Students are provided with a variety of tasks and projects in the Qatalum plant and the opportunity to present their work to senior management.

- **Qatalum-Hydro Faculty Chair Qatar University:**

Qatalum has forged a strategic alliance with Qatar University's Center for Advanced Materials to inaugurate the Qatalum-Hydro Faculty Chair, reinforcing the Company's dedication to educational excellence and the progression of aluminium research in Qatar. The Faculty Chair will advance research in aluminium including waste treatment, emissions control and laboratory innovation. The Faculty Chair is also expected to cultivate future aluminium experts by supervising research products and supporting Qatalum's internship program. The overarching goal of the program is to help establish Qatar University as a globally recognized hub for aluminium industry innovation.

- **Equipment & Material Donation:**

Qatalum donated three pieces of advanced machinery and various materials for educational and laboratory use to the University of Doha for Science & Technology (UDST).

- **Recognition of Academic Excellence:**

Qatalum awarded prizes to the winners of the Best Graduation Project in Electrical and Mechanical Engineering for the academic year 2022/23 at the Community College of Qatar (CCQ).



- **Ramadan CSR Activities:**

During the holy month of Ramadan, Qatalum supported Qatar Charity's Ramadan Projects, which included distributing Iftar boxes to motorists and providing Iftar meals to low-income families. Additionally, Qatalum partnered with Qatar Social Work to bring joy to children at Dreama, the Orphan Care Center, and to express gratitude to the Aman Centre and the Ehsan Center for their contributions to society.





6. Governance

6.1. Governance Framework

At Qatalum, our governance framework and practices ensure we conduct business responsibly and in accordance with our values. We comply with all applicable regulatory and legal requirements of the State of Qatar and other relevant jurisdictions.

We consider responsible business conduct and governance a key enabler for successful delivery of our sustainability strategy.

The objective of Qatalum's corporate governance system is to derive higher performance and contribute to sustainable value creation through:

- Alignment among the Shareholders, Board of Directors, Management and employees to develop a value-based organization;
- Ensuring decision-making authority is assigned at the appropriate levels and is matched by adequate controls;
- Maintaining a high degree of transparency, accountability, fairness and corporate responsibility throughout the organization.

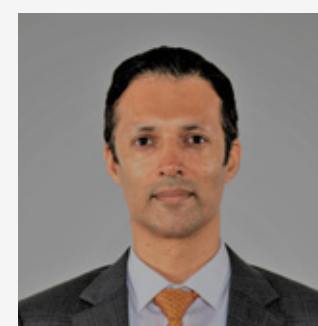
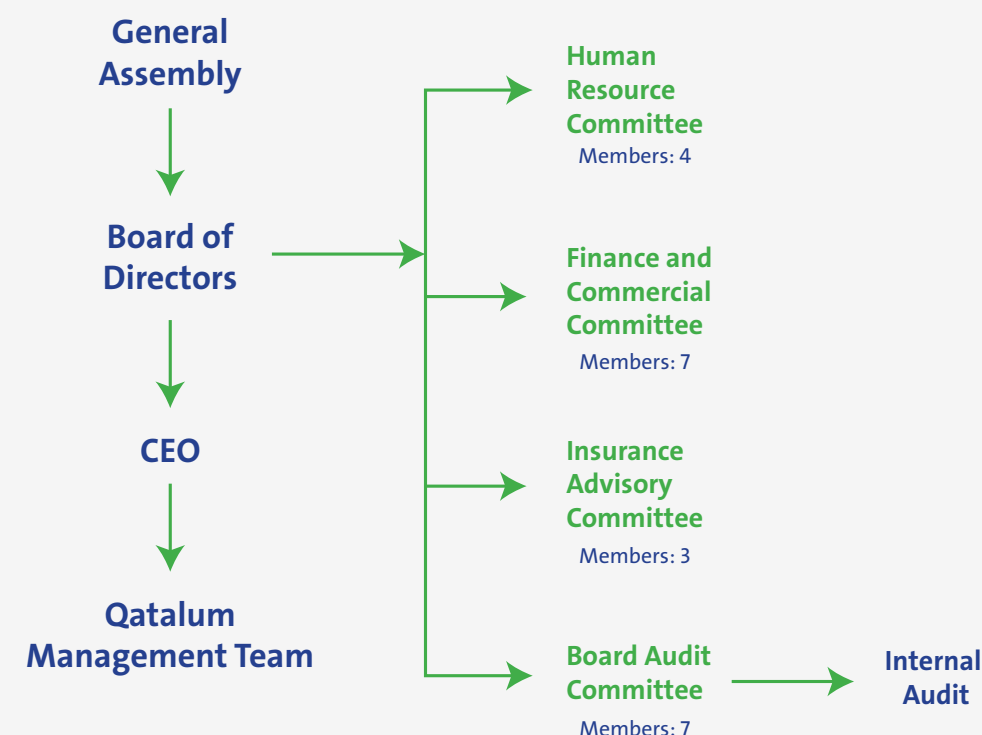
Board of Directors

Qatalum's Board of Directors has the overriding responsibility for the stewardship of the Company and ensures the Company is properly organized and all operations are subject to proper inspection and control.

Qatalum's Board of Directors contains a talented mix of high-quality professionals with deep experience and a broad range of competencies. Our Board is comprised of eight directors; all of whom are non-executives. Each Shareholder of the Company appoints four directors to the Board.

In 2023, the Board of Directors met six times. Each meeting of the Board includes, among other things, comprehensive updates on health, safety and environment, major projects, financial performance and reports from Board Committees on their specific remits. The Board maintains an annual agenda to ensure all salient topics are covered during the year. A self-assessment of the Board's performance is conducted annually to provide for continuous improvement.

Governance Organization



Ali Ahmad
General counsel and Company Secretary
Appointed in 2012

“Effective corporate governance and business ethics - centering on honesty, fairness and transparency - are essential for the realization of our sustainability objectives.”

6.2. Responsibility for ESG

The Board is responsible for approving Qatalum’s overall ESG and sustainability strategies, decarbonization pathway and climate-related goals.

Qatalum’s CEO is the highest executive management position in the Company who has responsibility for overseeing and managing sustainability for the organization and delivering the strategy approved by the Board.

This responsibility is delegated amongst key executives in accordance with their expertise, including the Chief Health, Safety, Environment, and Quality Officer (CHSSEQ), Chief Supply Chain Officer (CSCO), Chief Administration Officer (CAO), General Counsel and other management team members.

6.3. Business Ethics

Qatalum’s commitment to ethical and good governance serves as the bedrock for our sustainable business practices. Qatalum ensures that this commitment cascades through the business - from our employees, contractors, business partners - everyone who works for or with Qatalum.

Code of Conduct

Qatalum’s Code of Conduct applies to everyone at Qatalum, regardless of level. It sets out the key principles of responsible business conduct across a number of areas, including working conditions, human rights, non-discrimination, health and safety, compliance, anti-bribery and corruption, charitable and political contributions, competition, data protection, conflict of interest among other topics.

The Code of Conduct is supported by detailed policies, which provide more specific guidance on key areas.

Code of Conduct Training

Qatalum provides training on the Code of Conduct during induction for new joiners and a supplemented with periodic training through the Compliance Department, monitored by Qatalum’s Training Department. Staff are also required to review the Code of Conduct prior to making annual Conflict of Interest declarations.

Anti-Corruption and Bribery

Qatalum takes anti-corruption and anti-bribery risks very seriously. An annual risk assessment is conducted and training on these topics is provided to the organization by the Internal Audit Manager.

Monitoring and Reporting

Qatalum’s Internal Audit Department has a direct reporting line to the Board Audit Committee and ultimately reports to the Board of Directors. The Board of Directors receives a report from the Board Audit Committee in each meeting.

Good faith reports of any violations of the Code of Conduct are encouraged and protected from retaliation. Employees can seek help from their line management, human resources and the legal department. Additionally, Qatalum’s Conduct Violation hotline is publicly available and can be used to report concerns anonymously. This channel is managed by Internal Audit Department, which reports directly to the Board Audit Committee.

Telephone number +974 4403 0819

E-mail address conduct@qatalum.com

There were no reported instances of corruption in the calendar year 2023.



6.4. Risk and Crisis Management

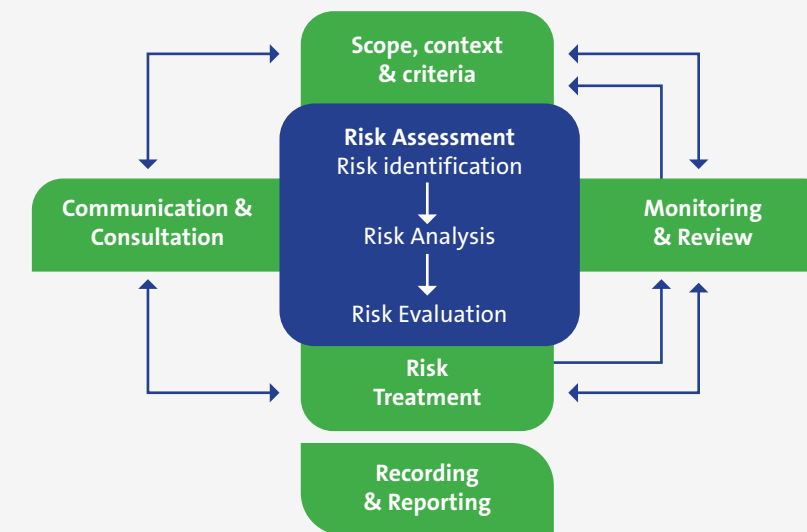
The Enterprise Risk Management (ERM) system implemented in 2023 creates a framework that incorporates the roles of stakeholders, strategic approaches, guiding principles, and methodologies, in line with the ISO 31000 standards. The system's core components include effective communication, contextual understanding, risk detection, evaluation, and mitigation strategies. A matrix-based risk treatment program categorizes risks by severity, dictating the level of management intervention required, from CEO and Board of Directors involvement to routine procedural management.

The risk management structure is designed to ensure a comprehensive approach to ERM. Roles and responsibilities within this structure include:

- The Board of Directors (BoD) is involved in managing high-level risks that may require direct attention and decision-making at the highest organizational level. The role of the BoD includes governance and oversight to ensure that the ERM system aligns with Qatalum's objectives and risk appetite. The Board is supported in this function by the Board Audit Committee.
- The Chief Executive Officer (CEO) is the primary executive responsible for the execution of the ERM system. The CEO oversees the necessary strategies and resources are in place for effective risk management. This includes overseeing the implementation of the ERM framework and making decisions on risk treatment options.
- The Business Resilience Management Committee (BRMC) supports the CEO in the execution of the ERM system. The BRMC's responsibilities include assisting in the development of risk management strategies, facilitating communication across the organization, and monitoring and reviewing the effectiveness of the ERM system.
- Internal stakeholders report and update on risk treatment. Departments and individuals actively participate in the risk management process, including identifying, analysing, and treating risks according to the established framework.
- Enterprise Risk Management Specialist (ERMS) plans the ERM system at Qatalum, ensures risk management integration and oversees the risk register, while liaising with the BRMC on risk profiles and treatment updates.
- Chief Officers and Group Managers ensure the ERM system's effective operation within their groups and consult with the ERMS on risk management practices.
- Internal Audit assesses the ERM system's effectiveness and provides assurance on its robustness to management and the Board Audit Committee.

In order to ensure effectiveness of the risk management, the Company's procedures requires a number of actions:

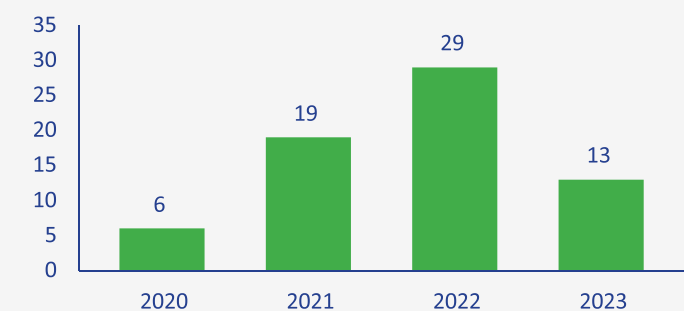
- Quarterly presentation of the corporate risk map and risk register to the BRMC;
- Quarterly distribution of a Business Resilience Report to the Board of Directors, Shareholder asset managers and Management;
- Presentation of the Company's most significant risks in each quarterly Board Audit Committee and Board of Directors meeting.
- Training in risk management procedures for employees of the Company.



Emergency Response

Qatalum has a dedicated Emergency Response Team (ERT) that provides initial response services and specialized support. The ERT is available 24/7, with expertise in fire safety, HAZMAT, medical support, and technical rescue, supported by dedicated hotlines for immediate communication during emergencies. Qatalum is also supported by a Mutual Aid agreement with its neighbouring companies and by the State of Qatar's fire and emergency response service (Qatar Civil Defense).

Emergency Response Drill





7. Material Topic: Innovation and Digitization

7. Material Topic: Innovation and Digitization



Yousuf Al-Ejji
Chief Technical Officer
Appointed in 2019

“Technology has a crucial role in helping to address the challenges of climate change. We continuously seek to source, develop and deploy technical solutions that further our sustainability objectives.”

Qatalum is utilizing artificial intelligence and large language models to enhance its workforce’s capabilities. The Company introduced “Molhem”, a coaching service that adheres to International Coaching Federation (ICF) guidelines. Molhem has the advantages of being completely confidential and always-available, providing an important supplement to Qatalum’s 2 ICF Approved Coaches. Since its launch in the last week of July 2023, it has conducted over 120 sessions, with positive feedback.



The chatbot was featured at the GAC Training Summit in September 2023 and exhibited at events held at the University of Doha for Science and Technology (UDST) and Qatar University (QU).

Qatalum has subsequently launched “Morshed,” an AI chatbot trained on Qatalum policies and procedures, including HR, IT, HSSE. Utilizing these technologies, employees are able to receive real-time access to ‘expert’ advice - improving workplace efficiency and employee satisfaction.



Qatalum Cybersecurity Awareness Initiative:

With increased digitization, the associated risks and consequences of cyberattack increase. To mitigate this risk, Qatalum initiated a cybersecurity campaign to enhance awareness of the Company’s Information Security Management System (ISMS), based on ISO 27001 standards. The campaign included employees, contractors, and third-party partners with the aim of instilling a culture of collective responsibility for protecting the Company’s digital assets. By educating stakeholders about cybersecurity risks and fostering a proactive approach to threat prevention and response, Qatalum seeks to address perhaps the most important element to the Company’s defense mechanisms: the human element.





8. Appendix

8.1 Glossary

Acronym	Full form
AGP	Advance Gas Path
AI	Artificial Intelligence
ASI	Aluminium Stewardship Initiative
BoD	Board of Directors
BRMC	Business Resilience Management Committee
CAPA	Corrective and Preventive Action
CCS	Carbon Capture Storage
CCQ	Community College of Qatar
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CNG	Compressed Natural Gas
CoC	Chain of Custody
COO	Chief Operating Officer
CSR	Corporate Social Responsibility
CTO	Chief Technical Officer
DEAP	Doha Environmental Actions Project
E&P	Engineering and Projects
E&S	Environment & Sustainability
EI	Extrusion Ingot
ERM	Enterprise Risk Management
ERMS	Enterprise Risk Management Specialist
ERP	Emergency Response and Preparedness
ERT	Emergency Response Team
ESG	Environmental, Social, and Governance
GAC	Gulf Aluminium Council
GE	General Electric
GHG	Greenhouse Gas
GJ	Giga Joule
GRI	Global Reporting Initiative
HAZMAT	Hazardous Materials
HF	Hydrogen Fluoride
HR	Human Resource
HSE	Health, safety, and environmental

HSSE	Health, Safety, Security and Emergency
HSSEQ	Health, Safety, Security, Environment, and Quality
IAI	International Aluminium Institute
IATF	International Automotive Task Force
ICF	International Coaching Federation
ICV	In-Country Value
ILO	International Labour Organization
ISIT	Information System and Information Technology
ISMS	Information Security Management System
ISO	International Organization for Standardization
IT	Information Technology
kWh	Kilowatt-hour
L&D	Learning and Development
LTI	Lost Time Injury
MoECC	Ministry of Environment and Climate Change
MT	Metric Tonne
MTI	Medical Treatment Injury
MWh	Megawatt-hour
MW	Megawatt
NOx	Nitrogen Oxides
Q&D	Qatarization and Development
QBS	Qatalum Business System
QNV	Qatar National Vision
QU	Qatar University
SDGs	Sustainable Development Goals
SOx	Sulphur Oxides
SPL	Spent Pot Lining
TRI	Total Recordable Incidents
TRIR	Total Recordable Incident Rate
UDST	University of Doha for Science and Technology
USD	US Dollar
VOC	Volatile Organic Compound

8.2. ESG Factsheet

Metric	Unit	2019	2020	2021	2022	2023
Environmental Metrics						
Greenhouse Gas Emissions						
Direct emissions - Scope 1	metric tonnes CO ₂ e	4860452	4821625	4761855	4741154	4714467
Indirect emissions - Scope 2	metric tonnes CO ₂ e	151795	9299	18972	84896	35630
Total emissions (Scope 1 & 2)	metric tonnes CO ₂ e	5012247	4830924	4780826	4826050	4750097
YTD Greenhouse Gas (GHG) Emissions Intensity						
Scope 1 GHG emissions	metric tonnes CO ₂ eq/t Al	7.7	7.6	7.5	7.4	7.32
Scope 2 GHG emissions	metric tonnes CO ₂ eq/t Al	0.24	0.01	0.03	0.13	0.06
Aluminium production	tonnes of Aluminum	627371	631390	634273	637975	644430
Energy Management						
Total Direct Energy Consumption						
Natural gas consumed in the power plant	MMBTU	69674953	68425633	68591792	68672501	68063846
Natural gas consumed in the smelter	MMBTU	1376121	1475667	1506624	1543217	1429960
Total natural gas consumed	MMBTU	71051074	69901300	70098416	70157426	69493805
Diesel Consumed by plant infrastructure	liters	3285000	3571844	4303270	3341326	3591692
Total direct energy consumption	GJ	32792400	34113600	34282800	34066847	34356021
Total Electrical Energy Production (by Power Plant)						
Electricity produced	million MWh	9.12	9.48	9.52	9.46	9.54
Electricity produced	MWh	9115719	9475625	9522654	9463013	9543339
Total Indirect Energy Consumption (by Kahramaa)						
Electricity from Kahramaa	MWh	316701	19498	37933	174899	80597
Electricity from Kahramaa	GJ	1140124	70193	136559	629636	290149

Metric	Unit	2019	2020	2021	2022	2023
Energy Consumption Intensities						
Direct energy consumption intensity (for Smelter operation only)	gigajoule/tonne AL	52.27	54.03	54.05	53.40	53.31
Indirect energy consumption intensity	gigajoule/tonne AL	1.8	0.1	0.2	1.0	0.5
Air Emissions						
NO _x	metric tonnes	1471	1391	1419	1324	1263
SO _x	metric tonnes	1174	1373	1463	1097	1401
Volatile organic compounds (VOC)	metric tonnes	41	30	38.29	24.5	37.7
Total Floride Emissions	metric tonnes	123.80	139.61	158.30	138.50	137.59
Water Use and Management						
Total Third-Party Withdrawal by Source						
Freshwater purchased	m ³	667162	703694	687079	727654	669930
Seawater	m ³	127881395	131355340	124264912	126001945	124134977
Total water withdrawal	m ³	128548557	132059034	124825650	126729599	124799789
Water intensity	cubic meter/metric tonnes Al	204.9	209.2	197.0	198.6	193.7
Wastewater Management						
Water Discharge						
Volume of recycled and reused water (process and sanitary)	m ³	122664	119017	123000	129391	114693
Total water discharged	m ³	12416	9182	12879	14673	14439
Recycled water	percentage	21%	17%	18%	18%	17%

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Metric	Unit	2019	2020	2021	2022	2023
Waste Management						
Waste Generated						
By-product waste	tonnes	20193	33197	40489	48180	34396.07
Solid domestic waste	tonnes	12008	5592	3687	3951	2882.95
Solid process waste	tonnes	4205	4016	7253	7754	11297.76
Total waste	tonnes	36406	42805	51429	59885	48576.78
Waste Recycled						
By-product waste	tonnes	19435	24026	41957	47180	34396.1
Solid domestic waste	tonnes	1270	2269	1146	1033	891.0
Solid process waste	tonnes	240	5882	5213	8137	11297.8
Total waste recycled	tonnes	20945	32177	48316	56350	46584.8
Waste Recycle Intensity						
Waste Recycled intensity	tonnes/tonnes Al	0.033	0.051	0.076	0.072	0.072
Recycling Rate						
By-product waste recycling rate	percentage	5	73	100	103	100.0
Solid domestic waste recycling rate	percentage	16	32	30	25	30.9
Solid process waste recycling rate	percentage	5	100	75	100	100.0
Recycling Rate						
By Product Waste						
January	percentage	4	125	105	163	134.7
February	percentage	5	67	66	45	154.1
March	percentage	2	77	136	179	141.5
April	percentage	2	29	76	83	83.9
May	percentage	7	32	51	85	111.0
June	percentage	18	70	109	58	95.4
July	percentage	4	61	78	63	107.2
August	percentage	6	67	87	100	193.4
September	percentage	5	70	91	95	195.2
October	percentage	4	69	155	104	191.6
November	percentage	1	102	166	118	191.8
December	percentage	2	104	154	141	306.3

Metric	Unit	2019	2020	2021	2022	2023
Solid Domestic Waste						
January	percentage	14	43	19	23	6.4
February	percentage	15	24	53	23	37.3
March	percentage	26	68	30	34	41.9
April	percentage	13	48	44	23	25.8
May	percentage	22	55	29	25	33.4
June	percentage	20	17	41	32	23.9
July	percentage	26	27	47	13	31.4
August	percentage	17	20	25	11	25.5
September	percentage	17	14	16	35	22.4
October	percentage	17	12	21	26	32.9
November	percentage	5	34	14	25	28.2
December	percentage	4	24.5	24	27	44.0
Solid Process Waste						
January	percentage	0	836	100	100	100
February	percentage	0	100	94	100	100
March	percentage	0	134	100	100	100
April	percentage	1	194	70	100	100
May	percentage	57	116	65	100	100
June	percentage	0	100	67	100	100
July	percentage	0	178	66	100	100
August	percentage	0	163	63	100	100
September	percentage	0	106	67	100	100
October	percentage	0	100	70	100	100
November	percentage	0	100	72	100	100
December	percentage	0	100	60	100	100
Yearly record of number of spills and volume						
Total number of significant spills (> one barrel)	barrel	0	0	0	0	0
Volume of spills	liters	0	0	0	0	0

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Metric	Unit	2019	2020	2021	2022	2023
Social Metrics						
Health and Safety						
Employee and Contractor Injury Rates						
Employee						
Employees Recordable Injury Rate	per million work hours	0.68	1.74	0.32	0.64	0.61
Employees Lost Time Injuries Rate	per million work hours	0	0.87	0	0	0.3
Employees Medical Treatment Injury	per million work hours	0.34	0	0	0.32	0.3
Contractor						
Contractors Recordable Injury Rate	per million work hours	3.36	0.7	1.38	1.72	0
Contractor Lost Time Injuries Rate	per million work hours	0	0	1.38	1.15	0
Contractors Medical Treatment Injury Rate	per million work hours	1.68	0	0	0.57	0
Emergency Response Drill	number	25	6	19	29	13
TRIR against Peers						
Qatalum	number of incident per number of employees	0.68	1.74	0.32	0.64	0.61
GAC	number of incident per number of employees	3.9	3.9	2.56	NA	3.24
Hydro	number of incident per number of employees	2.3	2.21	3.53	2.38	3.34
IAI	number of incident per number of employees	5.5	3.2	3.2	3.52	3.23

Metric	Unit	2019	2020	2021	2022	2023
Qatarization						
CEO						
Employees	number	2	1	2	2	3
Permanent	number	1	1	1	1	1
Developee	number	0	0	0	0	0
Total Qatari	number	1	1	1	1	1
Qatarization	percentage	50	100	50	50	33.33
Audit						
Employees	number	3	2	3	2	4
Permanent	number	0	0	0	0	0
Developee	number	0	0	1	1	1
Total Qatari	number	0	0	1	1	1
Qatarization	percentage	0	0	33.3	50	33.33
Carbon						
Employees	number	186	169	178	171	176
Permanent	number	1	1	1	1	1
Developee	number	7	5	5	4	3
Total Qatari	number	8	6	6	5	4
Qatarization	percentage	4.3	3.55	3.4	2.92	2.31
Casthouse						
Employees	number	154	147	150	146	150
Permanent	number	0	0	1	1	1
Developee	number	5	5	4	4	5
Total Qatari	number	5	5	5	5	6
Qatarization	percentage	3.25	3.4	3.3	3.42	4.14
Communications						
Employees	number	1	1	2	3	3
Permanent	number	2	2	1	2	2
Developee	number	0	0	0	0	0
Total Qatari	number	2	2	1	2	2
Qatarization	percentage	200	200	50	66.67	66.67

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Metric	Unit	2019	2020	2021	2022	2023
Human Resources and Administration						
Employees	number	16	13	39	29	53
Permanent	number	6	6	5	7	8
Developee	number	1	0	11	14	23
Total Qatari	number	7	6	16	21	31
Qatarization	percentage	43.75	46.15	41	72.41	58.5
Finance						
Employees	number	30	25	21	19	19
Permanent	number	7	6	5	5	6
Developee	number	10	12	2	3	1
Total Qatari	number	17	18	7	8	7
Qatarization	percentage	56.67	72	33.3	42.11	38.89
HSSE and Quality						
Employees	number	66	53	59	61	61
Permanent	number	6	7	5	6	6
Developee	number	2	1	1	0	0
Total Qatari	number	8	8	6	6	6
Qatarization	percentage	12.12	15.09	10.2	9.84	9.84
Legal						
Employees	number	3	3	4	3	4
Permanent	number	0	0	0	0	0
Developee	number	1	1	1	1	1
Total Qatari	number	1	1	1	1	1
Qatarization	percentage	33.33	33.33	25	33.33	33.33
Management - COO						
Employees	number	2	2	2	2	2
Permanent	number	0	0	0	0	0
Developee	number	0	0	0	0	0
Total Qatari	number	0	0	0	0	0
Qatarization	percentage	0	0	0	0	0

Metric	Unit	2019	2020	2021	2022	2023
Power						
Employees	number	82	77	78	75	86
Permanent	number	0	0	0	0	1
Developee	number	2	3	3	6	6
Total Qatari	number	2	3	3	6	7
Qatarization	percentage	2.44	3.9	3.9	8	8.75
Reduction						
Employees	number	321	292	300	294	301
Permanent	number	1	1	1	1	1
Developee	number	2	2	4	4	4
Total Qatari	number	3	3	5	5	5
Qatarization	percentage	0.93	1.03	1.7	1.7	1.68
Supply Chain						
Employees	number	34	29	45	42	50
Permanent	number	12	12	12	12	12
Developee	number	1	1	3	4	6
Total Qataris	number	13	13	15	16	18
Qatarization	percentage	38.24	44.83	33.3	38.1	40.91
Technical Group						
Employees	number	154	129	142	135	151
Permanent	number	3	7	7	11	12
Developee	number	7	7	6	4	5
Total Qatari	number	10	14	13	15	17
Qatarization	percentage	6.49	10.85	9.2	11.1	11.64
Total						
Employees	number	1054	943	1025	984	1063
Permanent	number	39	43	39	47	52
Developee	number	38	37	41	45	54
Total Qatari	number	77	80	80	92	106
Qatarization	percentage	7.31	8.48	7.8	9.35	10.5

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Metric	Unit	2019	2020	2021	2022	2023
Training and Education						
Average man hours per employee for overall training						
Total number of trainings for total workforce	hours	28428	10382	9742	18239	28807
Average hours of training per year for employee	hours/employee	24.55	9.79	9.19	12.75	18.3
Total cost of training	USD	717271	513419	704305	552721	845891
Average cost of training per employee	USD	619	490	665	516	780
Staff attended training courses						
Gender						
Male	number	5604	2523	4938	8401	4455
Female	number	49	50	58	136	374
Employee category						
Full-time	number	3315	2188	4500	4308	4342
Contractor	number	2338	385	496	4229	487
Health and Safety training						
Training courses	number	68	52	314	977	161
Staff attending the training courses	number	5653	1945	2740	5552	2625
Total man hours spent in training courses	hours	22612	5285	5435	11341	10466
Average man-hours per employee	hour/employee	19.5	5.0	5.0	7.9	4.0
Employees who received a regular performance and career development review during the reporting period						
Gender						
Female	percentage	100	100	100	100	100
Male	percentage	100	100	100	100	100
Employee category						
Senior Management	percentage	100	100	100	100	100
Middle Management	percentage	100	100	100	100	100
Staff	percentage	100	100	100	100	100

Metric	Unit	2019	2020	2021	2022	2023
Diversity & Inclusion						
Total employees by gender						
Male	number	1117	1022	1025	1030	1049
Female	number	41	35	35	34	38
Women in Qatalum						
Total Employees	number	1158	1057	1060	1064	1087
Female employees	percentage	3.5	3.3	3.3	3.2	3.5
Female employees in Senior roles	percentage	5.7	6.1	6.3	5.6	6.55
Female on the Board of Directors	percentage	0	0	0	0	0
Employees by contract type						
Full-time	number	1119	1020	1018	984	1006
Contractor	number	345	353	363	366	370
Total employees by age						
Under 30 years old	number	66	51	70	75	71
30-50 years old	number	855	788	755	728	741
Over 50 years old	number	237	218	235	261	275
Employees by ethnicity						
Asian	number	770	721	743	759	800
Caucasian	number	34	26	22	22	20
Others	number	354	310	295	283	267
Employees per category in each diversity group						
Under 30 years old						
Senior management	percentage	0	0	0	0	0
Middle Management	percentage	0.1	0.1	0.0	0.1	0
Staff	percentage	5.6	4.8	11.7	7.0	6.5
30-50 years old						
Senior management	percentage	2.7	2.7	2.3	2.9	2.9
Middle Management	percentage	2.6	2.6	1.5	1.6	1.6
Staff	percentage	68.58	69.27	69.18	63.93	63.75
Over 50 years old						
Senior management	percentage	1.5	1.4	1.8	1.3	1.6
Middle Management	percentage	0.6	0.5	0.3	1.5	1.2
Staff	percentage	18.4	18.7	13.1	21.7	22.5

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Metric	Unit	2019	2020	2021	2022	2023
Gender						
Female						
Senior management	percentage	0.17	0.19	0.10	0.19	0.18
Middle Management	percentage	0.09	0.09	0.07	0.09	0.09
Staff	percentage	3.3	3.0	3.3	2.9	3.2
Male						
Senior management	percentage	4.0	3.9	4.0	4.1	4.2
Middle Management	percentage	3.2	3.1	1.8	3.1	2.7
Staff	percentage	89.3	89.7	90.7	89.7	89.6
Identify the ratio of basic salary and remuneration of women to men for each employee category and by significant locations of operation						
Senior management	ratio	0.7	0.7	0.7	0.7	0.8
Middle Management	ratio	1.0	1.1	1.1	1.1	1.3
Staff	ratio	1.2	1.2	1.3	1.3	1.5
Employees Benefits						
Identify the total number of employees that were entitled to parental leave						
Female	number	41	24	22	20	38
Male	number	1113	941	913	916	1031
Identify the total number of employees that took parental leave						
Female	number	2	2	9	3	1
Male	number	29	15	1	15	19
Identify the total number of employees that returned to work in the reporting period after parental leave ended						
Female	number	2	2	9	3	1
Male	number	29	15	1	15	19
Identify the total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work						
Female	number	2	2	9	2	1
Male	number	29	15	1	15	19
Return to work and retention rates of employees that took parental leave						
Female	percentage	100	100	100	95	100
Male	percentage	100	100	100	100	100

Metric	Unit	2019	2020	2021	2022	2023
Talent Attraction & Retention						
New hires	number	64	15	63	61	70
New hires by Age & gender						
Under 30 years old	number	17	4	31	21	21
31-50 years old	number	47	12	29	40	48
Above 50 years old	number	8	0	4	0	1
Male	number	69	16	62	60	65
Female	number	3	0	2	1	5
Full-time employee turnover rate						
Total Turnover	ratio	0.05	0.11	0.06	0.06	0.04
Voluntary Turnover	ratio	0.02	0.02	0.03	0.03	0.02
Involuntary Turnover	ratio	0.03	0.09	0.02	0.03	0.02
Full-time employee turnover by gender						
Male	number	29	90	25	57	44
Female	number	0	5	0	2	1
Full-time employee turnover by age						
Under 30 years old	number	0	0	1	2	0
30-50 years old	number	12	47	7	30	18
Over 50 years old	number	17	48	17	27	27
Full-time employee turnover number						
Voluntary Turnover	number	22	16	34	31	23
Involuntary Turnovers	number	32	99	24	28	22
Total Turnovers	number	54	115	58	59	45
Terminated employees	number	21	79	16	12	5
Retired employees	number	8	16	9	11	16
Supplier						
Supplier						
Significant suppliers	number	22	42	42	60	22
Total suppliers screened	number	18	35	34	53	70
Total suppliers screened	percentage	0.82	0.83	0.81	0.88	3.18
Total active contract	number	256	256	256	600	252
Contracts declined out of total active contracts	number	0	0	1	0	0

8. Appendix

Metric	Unit	2019	2020	2021	2022	2023
Supplier assessment						
Suppliers subject to assessments for impacts on society.	number	35	23	34	53	70
Suppliers identified as having significant actual and potential negative impacts on society.	number	N/A	N/A	N/A	N/A	N/A
Significant actual and potential negative impacts on society identified in the supply chain.	11	1	1	0	0	0
Suppliers identified as having significant actual and potential negative impacts on society with which improvements were agreed upon as a result of assessment.	percentage	0.31	0.04	0	0	0
Suppliers identified as having significant actual and potential negative impacts on society with which relationships were terminated as a result of assessment, and why.	percentage	0	0	0	0	0
Spending on raw material by region						
Region						
Middle East	million USD	32.1	26.8	30.6	76.6	60.4
Europe	million USD	9.0	16.0	21.8	33.9	40.7
North America	million USD	17.8	14.9	41.0	39.8	24.9
South America	million USD	137.9	113.0	16.7	11.1	3.0
Australia	million USD	208.1	170.7	345.9	498.7	404.4
Asia (Except the Middle East)	million USD	77.3	68.3	179.6	167.2	144.9
Africa	million USD	3.7	4.7	3.5	13.5	6.2

Metric	Unit	2019	2020	2021	2022	2023
Total	million USD	480.3	409.7	635.6	840.8	684.4
Procurement						
Incoming raw material						
Alumina	number of shipments	31	27	27	30	28
Coke	number of shipments	14	14	14	16	16
Pitch	number of shipments	8	7	9	9	10
Outgoing product						
Ingot and Foundry alloys	number of shipments	64	62	62	76	68
Percentage of spending on locally based suppliers at significant locations of operation						
Total spending on suppliers and contractors	thousand USD	291815	257790	254946	197856	134827
Spending on locally based suppliers and contractors	thousand USD	190831	166899	90484	100749	84796
Local procurement	percentage	65.4	64.7	35.5	50.9	62.9
Corporate Social Responsibility						
Total value of community investments	USD	43,693	56,869	54,946	144,726	55,500
	QAR	159043	207004	200003	526802	202020
Governance Metrics						
Governance structure and composition						
Composition of the highest governance body						
Executive members	number	0	0	0	0	0
Non-executive members	number	8	8	8	8	8
Independent members	number	0	0	0	0	0
Tenure of members on the governance body	number	Until replaced	Until replaced	Until replaced	Until replaced	Until replaced
Female members	number	1	0	0	0	0
Male members	number	7	8	8	8	8
Under-represented social groups	number	4	4	4	4	4

8. Appendix

Metric	Unit	2019	2020	2021	2022	2023
Composition of each of the committees of the highest governance body						
FCC						
Executive members	number	0	0	0	0	0
Non-executive members	number	6	6	6	6	6
Independent members	number	0	0	0	0	0
Female members	number	0	0	1	1	1
Male members	number	6	6	5	5	5
Under-represented social groups	number	3	3	3	3	3
Audit Board Committee						
Executive members	number	0	0	0	0	0
Non-executive members	number	4	4	4	4	4
Independent members	number	0	0	0	0	0
Female members	number	0	0	0	0	0
Male members	number	4	4	4	4	4
Under-represented social groups	number	2	2	2	2	2
Insurance Advisory Committee						
Executive members	number	0	0	0	0	0
Non-executive members	number	3	3	3	3	3
Independent members	number	0	0	0	0	0
Female members	number	1	1	1	2	2
Male members	number	2	2	2	1	1
Under-represented social groups	number	0	0	0	0	0
Human Resources Committee						
Executive members	number	0	0	0	0	0
Non-executive members	number	3	3	3	3	4

Metric	Unit	2019	2020	2021	2022	2023
Independent members	number	0	0	0	0	0
Female members	number	2	2	2	2	2
Male members	number	2	2	2	2	2
Under-represented social groups	number	2	2	2	2	2
Communication of critical concerns						
Total number of critical concerns that were communicated to the highest governance body	number		0	0	0	0
Annual total compensation ratio						
Annual total compensation for the organization's highest paid individual	number	UA	UA	UA	UA	UA
Median annual total compensation for all of the organization's employees (excluding the highest-paid individual)	number	UA	UA	UA	UA	UA
Change in the annual total compensation ratio						
Increase in annual total compensation for the organization's highest paid individual	percentage	UA	UA	UA	UA	UA
Median increase in annual total compensation for all of the organization's employees (excluding the highest-paid individual)	percentage	UA	UA	UA	UA	UA

8. Appendix

Metric	Unit	2019	2020	2021	2022	2023
Compliance with laws and regulations						
Total number of significant instances of non-compliance with laws and regulations during the reporting period	number	0	0	0	0	0
Instances for which fines were incurred	number	0	0	0	0	0
Instances for which non-monetary sanctions were incurred	number	0	0	0	0	0
Total number of fines for instances of non-compliance with laws and regulations that were paid during the reporting period						
Fines for instances of non-compliance with laws and regulations that occurred in the current reporting period	number	0	0	0	0	0
Fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods	number	0	0	0	0	0
Monetary value of fines for instances of non-compliance with laws and regulations that were paid during the reporting period						
Monetary value of fines for instances of non-compliance with laws and regulations that occurred in the current reporting period	number	0	0	0	0	0
Monetary value of fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods	number	0	0	0	0	0

Metric	Unit	2019	2020	2021	2022	2023
Collective bargaining agreement						
Total number of employees covered by collective bargaining agreements	number	0	0	0	0	0
Total employees covered by collective bargaining agreements	percentage	0	0	0	0	0
Operations assessed for risk related to corruption						
Total number of operations assessed for risks related to corruption	number	7	6	7	7	7
Total percentage of operations assessed for risks related to corruption	percentage	19.44	16.67	19.44	19.44	20
Communication and training about anti-corruption policies and procedures						
Communication on anti-corruption						
Total number of governance body members that the organization's anti-corruption policies and procedures have been communicated to	number	UA	UA	4	4	8
Total percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to	percentage	UA	UA	50	50	100
Total number of employees that the organization's anti-corruption policies and procedures have been communicated to by employee category						
Senior Management	number	All	All	All	All	All
Middle Management	number	All	All	All	All	All
Staff	number	All	All	All	All	All

8. Appendix

Metric	Unit	2019	2020	2021	2022	2023
Total percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category						
Senior Management	percentage	100	100	100	100	100
Middle Management	percentage	100	100	100	100	100
Staff	percentage	100	100	100	100	100
Total number of business partners that the organization's anti-corruption policies and procedures have been communicated to						
Type of business partner	number	UA	UA	UA	UA	UA
Region	number	UA	UA	UA	UA	UA
Total percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to						
Type of business partner	percentage	UA	UA	UA	UA	UA
Region	percentage	UA	UA	UA	UA	UA
Governance body members who received training on anti-corruption						
Total number of governance body members that have received training on anti-corruption	number	UA	UA	7	7	8
Total percentage of governance body members that have received training on anti-corruption	percentage	UA	UA	87.5	87.5	100
Total number of employees that have received training on anti-corruption						
Senior Management	number	UA	UA	UA	4	13
Middle Management	number	UA	UA	UA	13	11
Staff	number	UA	UA	UA	57	312

Metric	Unit	2019	2020	2021	2022	2023
Confirmed incidents of corruptions and actions taken						
Total number of confirmed incidents of corruption	number	0	1	0	0	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	number	0	1	0	0	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	number	0	1	0	0	0
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices						
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant	number	0	0	0	0	0

8.3. GRI Content Index

Service Statement

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

Statement of Use

Qatalum has reported in accordance with the GRI Standards for the period between 1st January 2023 to 31st December 2023.

GRI 1 Used	Applicable GRI Sector Standard(s)
GRI 1: Foundation 2021	NA

GRI STANDARD	DISCLOSURE	Notes/Omission	Page No.
GRI 2: General Disclosures 2021			
The Organization and its Reporting Practices	2-1 Organizational details		16
	2-2 Entities included in the organization's sustainability reporting		14
	2-3 Reporting period, frequency and contact point		14
	2-4 Restatements of information		14
	2-5 External assurance	Qatalum will not perform external assurance for this report. However, it may seek to obtain external assurance for future reports to enhance its data reliability and stakeholder confidence	
Activities and Workers	2-6 Activities, value chain and other business relationships		20-21
	2-7 Employees		67-69
	2-8 Workers who are not employees		107
Governance	2-9 Governance structure and composition		84-85
	2-10 Nomination and selection of the highest governance body		84-85
	2-11 Chair of the highest governance body		85-86
	2-12 Role of the highest governance body in overseeing the management of impacts		86

GRI STANDARD	DISCLOSURE	Notes/Omission	Page No.
Governance	2-13 Delegation of responsibility for managing impacts		86
	2-14 Role of the highest governance body in sustainability reporting		86
	2-15 Conflicts of interest		86
	2-16 Communication of critical concerns		67
	2-17 Collective knowledge of the highest governance body		86-87
	2-18 Evaluation of the performance of the highest governance body		84
	2-19 Remuneration policies		68
	2-20 Process to determine remuneration		68
	2-21 Annual total compensation ratio	Confidentiality constraints: Qatalum's compensation and benefits framework is established/aligned with the guidelines for group subsidiary companies. As such, Qatalum cannot disclose compensation information as this is the confidential information of a third party. Certain Qatalum employee(s) are its shareholders' secondees, and Qatalum cannot disclose or include their compensation data in its disclosures.	
Strategy, Policies and Practices	2-22 Statement on sustainable development strategy		26
	2-23 Policy commitments		86-87
	2-24 Embedding policy commitments		86-87
	2-25 Processes to remediate negative impacts		76
	2-26 Mechanisms for seeking advice and raising concerns		67
	2-27 Compliance with laws and regulations		86-87
	2-28 Membership associations		16-17
Stakeholder Engagement	2-29 Approach to stakeholder engagement		32
	2-30 Collective bargaining agreements		32

MATERIAL TOPICS

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Notes/Omission	Page No.
GRI 3: Material Topics 2021	3-1 Process to determine material topics		36
	3-2 List of material topics		37
Climate Change and Emission			
GRI 3: Material Topics 2021	3-3 Management of material topics		42-44
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions		42-43
	305-2 Energy indirect (Scope 2) GHG emissions		42-43
	305-4 GHG emissions intensity		42-43
	305-5 Reduction of GHG emissions		42-43
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		44-45
Energy Management			
GRI 3: Material Topics 2021	3-3 Management of material topics		46-48
GRI 302: Energy 2016	302-1 Energy consumption within the organization		46-48
	302-3 Energy intensity		46-48
	302-4 Reduction of energy consumption		46-48
Water and Effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics		49-50
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts		49-50
	303-3 Water withdrawal		49-50
	303-4 Water discharge		49-50
	303-5 Water consumption		49-50
Waste Management			
GRI 3: Material Topics 2021	3-3 Management of material topics		51
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts		52-54
	306-2 Management of significant waste-related impacts		52-54
	306-3 Waste generated		52-54
	306-4 Waste diverted from disposal		52-54
GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials		52-54

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Notes/Omission	Page No.
Biodiversity Impacts			
GRI 3: Material Topics 2021	3-3 Management of material topics		55
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		55
	304-2 Significant impacts of activities, products and services on biodiversity		55
	304-3 Habitats protected or restored		55
Innovation and Digitization			
GRI 3: Material Topics 2021	3-3 Management of material topics		92-93
Health, Safety and Wellbeing			
GRI 3: Material Topics 2021	3-3 Management of material topics		60
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		60
	403-2 Hazard identification, risk assessment, and incident investigation		60-63
	403-3 Occupational health services		60-65
	403-4 Worker participation, consultation, and communication on occupational health and safety		60-65
	403-5 Worker training on occupational health and safety		60-65
	403-6 Promotion of worker health		60-65
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		60-65
	403-8 Workers covered by an occupational health and safety management system		60-65
	403-9 Work-related injuries		63
	403-10 Work-related ill health		63
Procurement Practices			
GRI 3: Material Topics 2021	3-3 Management of material topics		24
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		34-47
GRI 414: Supplier Social Assessment 2016	414-1 New Supplier screened		109-110
	414-2 Negative Social impacts		109-110

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Notes/Omission	Page No.
Employment Practices			
GRI 3: Material Topics 2021	3-3 Management of material topics		67
GRI 401: Employment 2016	401-1 New employee hires and employee turnover		68-69
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		68
	401-3 Parental leave		108
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		69-70
	404-2 Programs for upgrading employee skills and transition assistance programs		69-70
	404-3 Percentage of employees receiving regular performance and career development reviews		69-70
Diversity and Inclusion			
GRI 3: Material Topics 2021	3-3 Management of material topics		70-71
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees		70-71
	405-2 Ratio of basic salary and remuneration of women to men		70-71
Human Rights			
GRI 3: Material Topics 2021	3-3 Management of material topics		76
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		76
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor		76
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		76
Local Community Relation			
GRI 3: Material Topics 2021	3-3 Management of material topics		80-81
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		80-81

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Notes/Omission	Page No.
Business Ethics and Transparency			
GRI 3: Material Topics 2021	3-3 Management of material topics		86-87
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		73-86
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption		87
	205-2 Communication and training about anti-corruption policies and procedures		86-87
	205-3 Confirmed incidents of corruption and actions taken		87, 117
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		117
Corporate Governance			
GRI 3: Material Topics 2021	3-3 Management of material topics		84
Risk and Crisis Management			
GRI 3: Material Topics 2021	3-3 Management of material topics		88-89
Economic Performance			
GRI 3: Material Topics 2021	3-3 Management of material topics		80
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		31
	201-3 Defined benefit plan obligations and other retirement plans		68
	203-2 Significant indirect economic impacts		75
Customer Relationship Management			
GRI 3: Material Topics 2021	3-3 Management of material topics		77-79

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