

**2021
Summary
Sustainability
Report**



دانة غاز
DANA GAS

**Creating sustainable
long-term growth**

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Sustainability at Dana Gas

At Dana Gas, we annually disclose our environmental, social and governance (ESG) progress through our sustainability framework, which groups the material ESG areas that can impact our business and stakeholders under three distinct pillars:

- Performing Responsibly
- Safeguarding Our Workforce and Assets
- Contributing to In-Country Value

A summary of our ESG progress is provided in the subsequent sections of this report. For a more comprehensive analysis and discussion on our ESG progress, please refer to our 2021 Sustainability Report on the Dana Gas website (www.danagas.com).



Chapter 1

Performing Responsibly

Material Topics

- Climate change, energy, and GHG
- Compliance with regulations
- Sustainability Governance
- Water, waste, and spills management

SDG





Sustainability at Dana Gas

Performing Responsibly

Safeguarding Our
Workforce and Assets

Contributing to
In-Country Value



Dana Gas continues to ensure it operates in a responsible manner through a range of robust governance mechanisms, which are regularly reviewed and updated. These mechanisms guide the creation and protection of sustainable long-term value, which includes appropriately addressing climate change, complying with all relevant regulations, and effectively managing our environmental and social impacts. A key policy for Dana Gas is the

Health, Safety, Security, Environment and Social Performance (HSSE & SP) policy, which strives to reduce our negative environmental impacts (including those related to waste, emissions, discharges and energy efficiency) and to respect our neighbours and contribute to the sustainable development of societies in which we operate.

Board & Executive Management

The roles of our Board Chairman and CEO are separated, and the majority of the Board of Directors have been independent for the past three years.

Board Members (#)	2019	2020	2021
Total number of Board members	11	11	11
Total number of independent members	8	8	6
Total number of non-independent members	3	3	5
Total number of executive members	0	0	0
Total number of non-executive members	11	11	11
Total Board seats occupied by men	11	11	10
Total Board seats occupied by women	0	0	1

The Executive Committee at Dana Gas regularly monitors and reports to the Board of Directors on a range of ESG areas through specific corporate governance processes, including HSSE, ESG and corporate risk.

In 2021, we made improvements to emissions measurement and monitoring, resulting in restatements of previously reported GHG emissions data. Compared to 2020, our carbon emissions intensity increased by 2.4 percent to 8.31 kilograms (kg) of carbon

dioxide equivalent (CO₂e) per barrel of oil equivalent (BOE) produced. This still benchmarks as top quartile performance with international oil and gas industry peers and other operators in the region.

In addition to emissions reduction and increasing energy efficiency, Dana Gas aims to further integrate climate change-related risks and opportunities into our business planning and investment decisions. Further details are described in our 2021 Sustainability Report.

Key Performance Indicators

Water Use*

● 2019 ● 2020 ● 2021

Total water consumption (m³)



Energy & Emissions**

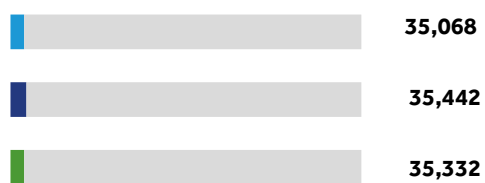
● 2019 ● 2020 ● 2021

Direct energy consumption (GJ)



Breakdown of Direct energy consumption	2019	2020	2021
Diesel & Petrol (L)	3,416,427	336,086	1,484,362
Fuel Gas (MMscf)	2,280	2,556	2,628
Flared Gas (MMscf)	409	378	304

Indirect energy consumption (electricity) (GJ)



Total energy consumption	2019	2020	2021
Total energy consumption (GJ)	3,104,577	3,255,720	3,296,330
Energy consumption (GJ) per BOE	0.13	0.14	0.15

Total GHG emissions (tons of CO₂eq)



	2019	2020	2021
Direct: Scope 1 GHG emissions (tons of CO ₂ eq)	174,554	180,889	183,965
Indirect: Scope 2 GHG emissions (tons of CO ₂ eq)	4,469	4,520	4,506
kg CO ₂ e (Scope 1 & 2) per BOE	7.5	8.12	8.31

Scope:

*Dana Gas & Joint Ventures

**Dana Gas Equity Share

Chapter 2

Safeguarding Our Workforce and Assets

Material Topics

- Asset integrity
- Human rights
- Workforce health and safety
- Diversity and equal opportunities
- Workforce management practices
- Ethics and prevention of corruption
- Learning and development
- Nationalisation

SDG







Dana Gas is committed to maintaining a healthy, supportive and productive work environment, free from discrimination, harassment or bullying. The protection of human rights is an essential component of our Code of Conduct and we are exploring the development of a standalone human rights policy. Any incidents related to corruption, ethical violations or bribery can be reported through our whistleblowing mechanism and are subsequently reviewed by our Business Ethics Committee.

Our HSSE & SP policy aims to drive continuous performance in multiple ESG areas, including zero incidents, preventing injuries and occupational ill health. The Dana Gas HSSE management framework incorporates an operating risk management system; health, safety and environment standards; supporting procedures and local HSSE management systems.

All employees at Dana Gas are hired in accordance with local labour laws, which incorporate minimum age and remuneration requirements. Our median male to female employee compensation levels are considered gender neutral.

As we continue to optimize our workforce and create efficiencies, the total number of Dana Gas employees and contractors reduced by 23 percent and 37 percent, respectively, compared to 2020. We saw a 47 percent increase in exposure hours reported across our joint ventures, largely the result of KM250 project construction activity and routine maintenance shut downs in Egypt and the KRI. Two injuries were recorded during 2021 across our portfolio, resulting in a total recordable injury frequency (TRIF) of 0.05. This represents an improving trend over recent years and better than average performance compared to regional and international peer benchmarks.

Key Performance Indicators

Workforce[†]

● 2019 ● 2020 ● 2021

Total number of employees



Total number of contractors



Scope:

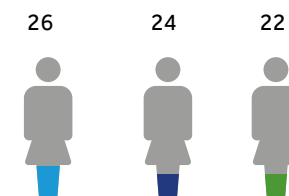
[†]Dana Gas only

*Dana Gas & Joint Ventures

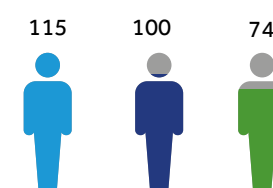
Workforce by gender profile[†]

● 2019 ● 2020 ● 2021

Female full-time employees



Male full-time employees

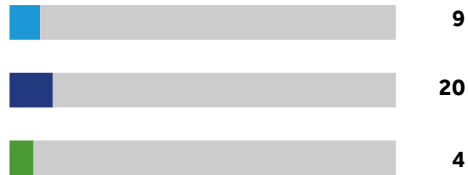




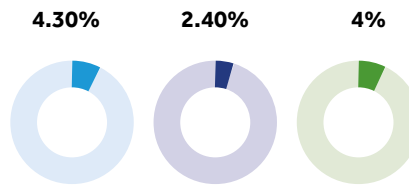
Employee turnover [†]

● 2019 ● 2020 ● 2021

Total number of employees who left the company



Attrition rate ¹



¹ Our attrition rate calculation is based on 'regretted' attrition (i.e., employees leaving the organisation voluntarily).



Health and safety*

● 2019 ● 2020 ● 2021

Total manhours (millions)



Health and safety*	2019	2020	2021
Employee fatalities	0	0	0
Contractor fatalities	0	0	0
Total recordable injuries	7	0	2
Total recordable injury frequency (TRIF)	0.2	0	0.05
Total lost-time injuries	2	0	2
Lost-time injury frequency (LTIF)	0.05	0	0.05

Scope:

[†]Dana Gas only

*Dana Gas & Joint Ventures



Chapter 3

Contributing to In-Country Value

Material Topics

- Economic performance
- Payments to governments
- Local community development and engagement
- Procurement practices

SDG







Dana Gas is committed to positively impacting the communities in the countries in which we operate. This includes effectively engaging with all relevant stakeholders, providing jobs, supporting local suppliers and building local capabilities.

During 2021, we focused our social investment on local communities across five themes, broadly categorized into health, education, energy, water and infrastructure. Over 92 percent of these community investments were directed

towards the Kurdistan Region of Iraq (KRI), with the balance in Egypt and the United Arab Emirates (UAE).

Due to increased production in our KRI operations and higher oil prices, the direct economic value we generated in 2021 increased by 30 percent compared to 2020. An increase in the payments we made towards our providers of capital and the Government of Egypt, respectively, resulted in similar levels of economic value retained compared to 2020.

Key Performance Indicators

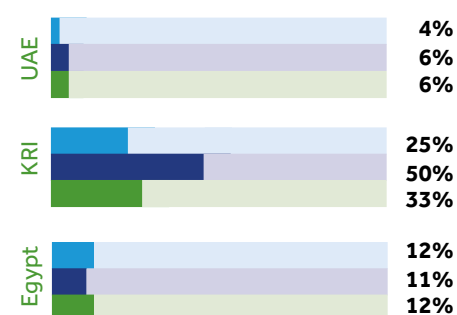
Nationalisation[†]

● 2019 ● 2020 ● 2021

Local nationals among total full-time workforce



Percentage of local nationals in management positions



[†]Scope: Dana Gas only

Community Investment^{*}

● 2019 ● 2020 ● 2021

Amount of community investment (USD Millions)



^{*}Scope: Dana Gas & Joint Ventures



Direct Economic Value Generated & Distributed (USD Millions)**

● 2019 ● 2020 ● 2021

Direct Economic Value generated

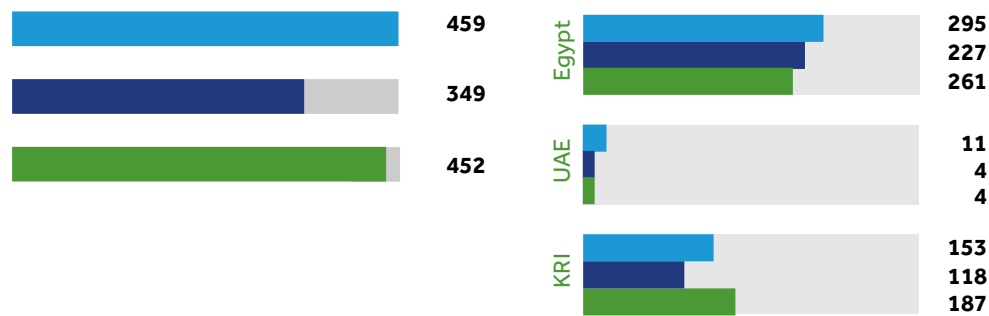


** Scope: Dana Gas Equity Share

	2019	2020	2021
Operating expenses	37	33	35
Employee wages and benefits	42	38	45
Payments to providers of capital	121	120	183
Payments to government (total)	188	128	156
Economic value retained 'direct economic value generated' minus 'economic value distributed (Opex, wages, etc.)	70	30	33

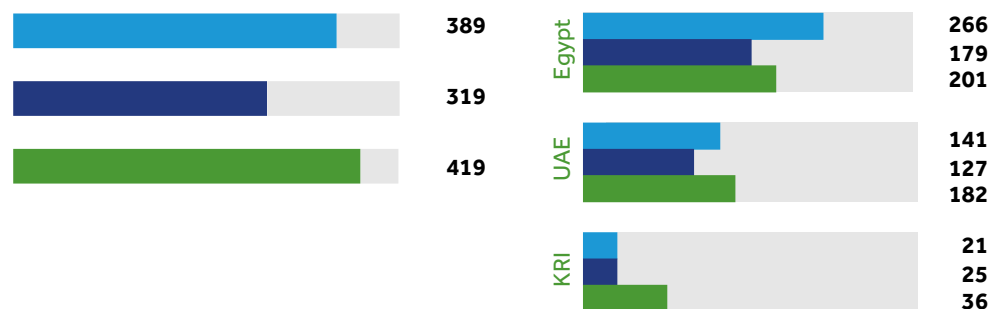
Total Economic Value Generated per Country

● 2019 ● 2020 ● 2021



Total Economic Value Distributed per Country

● 2019 ● 2020 ● 2021





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