



Building a Sustainable Future Together



Contents

01	About this Report	21	Payments to Governments
02	CEO's Message	22	Ethical Business Practices
04	An Overview of Dana Gas	22	Ethics and Corruption Prevention
04	About Dana Gas	22	Regulatory Compliance
04	2024 Financial Highlights	23	Supply Chain Management
05	Dana Gas at a Glance	23	Risk Management
06	Approach to Sustainability	26	Performing Responsibly
06	Overview	29	Our Energy Strategy: Harnessing Natural Gas for Cleaner Electricity
08	Stakeholder Engagement	32	Managing Resources Responsibly
08	Materiality Assessment	38	Safeguarding Our Workforce and Assets
09	Sustainability Framework	40	Strengthening Our Safety Culture
10	Governance & Business Ethics	44	Employee Recruitment & Retention
10	Board of Directors	46	Safeguarding Human Rights
11	International Advisory Board (IAB)	50	Appendix A: ADX Content Index
11	Board Committees	53	Appendix B: Contribution to the UNSDGs
11	Executive Management	54	Appendix C: GRI Content Index
11	Regional Management	59	Appendix D: WEF Stakeholder Capitalism Metrics Content Index
12	Contributing to In-Country Value		
14	Enhancing Local Communities		
20	Enabling Economic Growth		
20	Economic Performance		
21	Total Reserves		

About this Report

This ninth annual sustainability report for Dana Gas provides the company's stakeholders with a transparent view of our environmental, social, and governance (ESG) performance, initiatives, and accomplishments for 2024. It also shares insight into our future objectives, commitments, and strategies for advancing sustainability performance across the company. This report is available for download at www.danagas.com.

Reporting Period

This report covers our ESG performance and activities from 1 January 2024 to 31 December 2024 unless otherwise noted.

Report Scope and Boundary

This report and the data included is intended to help stakeholders understand our sustainability performance. Dana Gas is committed to increasing the scope of its sustainability data collection and disclosure in future years. The scope and boundary for the topic-specific standards, management approach, initiatives and plans included in this 2024 report encompasses all Dana Gas operations and joint-ventures in which we have company interest. Unless otherwise stated, data is included based upon our equity share of 100% in the UAE and Egypt, and 35% in the Kurdistan Region of Iraq.

Materiality

The content of this report has been determined based on a materiality assessment that helps us define the ESG topics and issues most relevant to our stakeholders and to Dana Gas. Refreshed in 2024, this assessment considers how Dana Gas creates value for stakeholders, along with their priorities, needs, and perspectives, as well as our environmental and social impacts. More information regarding our materiality process can be found in the Approach to Sustainability section of this report.

Reporting Guidelines

To determine our Key Performance Indicators (KPIs) and the disclosures included in this report, we referenced the Global Reporting Initiative (GRI) standards (2021), the World Economic Forum's Stakeholder Capitalism Metrics (WEF), the ESG disclosures required by the Abu Dhabi Securities Exchange (ADX), and the United Nations Sustainable Development Goals (UN SDGs).

Forward-Looking Statements

This report contains forward-looking statements that illustrate our current expectations, intentions, and forecasts of future events. Forward-looking statements are subject to known and unknown risks and uncertainties, and as such stakeholders should not rely on these as a prediction of actual results or place undue reliance on them.

Feedback

Dana Gas welcomes feedback on this report. To share questions, comments, or suggestions, please email us at mail@danagas.com or visit www.danagas.com to locate regional contact information.

CEO's Message



Richard Hall
Chief Executive Officer

It is my pleasure to welcome you to Dana Gas's ninth annual Sustainability Report, which outlines our environmental, social, and governance (ESG) performance for the year 2024.

Despite ongoing geopolitical volatility and continued global pressures on the energy sector—including fluctuating commodity prices, growing energy security demands, and the accelerating pace of climate action—Dana Gas delivered another year of robust operational performance and financial resilience. These achievements reflect the strength of our business model, the dedication of our people, and our unwavering commitment to responsible energy production.

As one of the region's leading suppliers of natural gas, we are proud to contribute to the global energy transition by providing a lower-carbon energy alternative to coal and other fossil fuels. Our operations in Egypt and the Kurdistan Region of Iraq (KRI) continue to play a vital role in meeting rising regional energy needs, particularly in areas where access to reliable and affordable energy remains a challenge. This contribution underscores our ambition to generate long-term value while creating positive socio-economic and environmental impact.

Throughout 2024, we maintained a strong focus on operational excellence, safety, and sustainability. I am pleased to report that our Group-wide process safety performance reached new benchmarks, with zero Tier 1 and only one Tier 2 Process Safety Event—our best performance to date. We also marked a full decade without any significant environmental spills and received no fines, penalties, or compliance issues related to environmental performance. All community grievances received were addressed and resolved in a timely and satisfactory manner.

Environmental stewardship remains a key strategic priority. In 2024, we achieved a 48% reduction in total aggregated flaring compared to the previous year, driven by plant reliability improvements and proactive mitigation of non-routine flaring events. Our targeted efforts at the Khor Mor facility led to a 69% reduction in flaring, supported by the continued use of Capterio's FlareIntel Pro satellite

monitoring technology. These efforts contributed to a 15% year-on-year reduction in Scope 1 and 2 GHG emissions and an improvement in our carbon intensity to 5.3 kg CO₂e per BOE, placing Dana Gas in the top quartile globally within our industry peer group.

In line with our long-term decarbonization ambitions, we advanced our collaboration with Levidian, a UK-based climate technology firm, to explore methane-to-hydrogen and graphene conversion solutions. This initiative represents a critical step toward our target of achieving near-zero methane emissions by 2030 and reflects our commitment to exploring innovative technologies that align with a lower-carbon future.

Our commitment to sustainability extends beyond environmental performance. In 2024, we continued to invest in impactful social development programs valued at over \$2.2 million, implemented in close coordination with local NGOs, academic institutions, community groups, and government entities. These efforts helped address pressing community needs and reinforced our role as a responsible and engaged corporate citizen.

I am proud of the significant progress made in 2024 and sincerely thank our employees, partners, and stakeholders for their contributions to advancing our sustainability journey. While we recognize that challenges remain, we are entering 2025 with renewed determination, a strong foundation, and a clear roadmap for continued responsible growth.

Thank you for your continued support.

Richard Hall
Chief Executive Officer



An Overview of Dana Gas

About Dana Gas

Dana Gas is the first and largest private sector natural gas company in the Middle East. With operations in Egypt, the Kurdistan Region of Iraq (KRI), and the UAE, the company focuses on exploring, producing, and marketing natural gas and oil.

Positioned at the forefront of the region’s burgeoning natural gas sector and publicly listed on the Abu Dhabi Securities Exchange (ADX), we aim to be the leading private sector natural gas company in the Middle East, North Africa, and South Asia (MENASA) region. With more than one billion boe in 2P reserves, the company possesses substantial assets, and in 2024 our average production was 54.9 kboepd.

Our relationships with international and regional energy companies and governments enable Dana Gas to actively pursue growth prospects and secure competitive advantage by capitalising on expertise, technology, and investment opportunities through joint ventures and partnerships. Alongside our commitment to continuously improving our technical and commercial acumen and to safe, efficient development and operations, this approach ensures Dana Gas is positioned to expand our market presence, optimise production, and maximise resource recovery.

2024 Financial Highlights

Net Production	EBITDA	Gross Revenue
54.9 kboepd	\$263 million	\$445 million
2P Reserves	Social Investment Projects Valued at	Net Profit
1,110 mmboe	\$2.2 million	\$151 million
Collections	Carbon Intensity	Total Recordable Injury Rate (TRIR)
\$326 million	5.39 kg CO ₂ e per BOE	1.62
Cash Balance		
\$317 million		

Dana Gas At a Glance

Market Cap
December 2024
\$ 1.6 billion

Average Daily Gas Production
253 MMscf

Average Daily Condensate Production
6,800 bbl

Average Daily Production of LPG
503 MT

83 Full time employees
across UAE, Egypt and KRI.
* with 23% Female Employees

16 Nationalities
among full time employees

Over \$2 million
invested in community initiatives



Our Vision
To be the leading private sector natural gas company in the Middle East, North Africa and South Asia region (MENASA), generating value for our stakeholders.

- Our Values**
- We set and apply the highest standards of conduct and accountability
 - We respect and value everyone and embrace diversity
 - We aim to provide a safe, healthy, secure and environmentally friendly workplace for our employees and business partners and to minimise any adverse effects of our operations on communities and the environment

- Our Strategy**
- Focus on sustainable growth through high return projects in the MENASA region across the natural gas value chain
 - Leverage strategic relationships to maintain competitive advantage
 - Continuously enhance our technical and commercial skills to develop and operate assets safely and efficiently

Approach to Sustainability

Overview

Dana Gas views sustainability as a strategic imperative that drives our response to evolving industry conditions, market demands, and the socio-economic landscapes of the countries in which we operate. Since 2016 we have focused on an impact-driven, ESG-centric business strategy that integrates the principles of environmental stewardship, social responsibility, and good governance across the Group. As part of this approach, we also strive to maintain high standards of health and safety, foster a safe, healthy, and secure work environment, and to minimise any adverse effects of our activities on our communities and the environment while generating long-term growth and value for our stakeholders.



2024 Sustainability Performance Highlights
Delivering impact across our Sustainability Framework

Performing Responsibly	Safeguarding our Workforce and Assets	Contributing to In-Country Value
Zero Significant spills over past 10 years	90% Reduction in Tier 1&2 Process Safety Events (PSEs) over past 4 years	\$2.2 M Invested in community initiatives
59% Decrease in total GHG emissions over past 5 years	8 years Lost-Time Incident free at El Wastani plant	\$445 MM Direct economic value generated
52% Waste generated recycled	13,656 Safety observations amongst staff & contractors	61% of Dana Gas workforce represented by local nationals
65% Lower flaring over past 5 years	11.1 MM Total workplace exposure hours	100% Community-related incidents & grievances satisfactorily resolved
5.39 kg Top quartile carbon intensity in kg CO ₂ per BOE	Zero Major road safety accidents	\$237 MM Total procurement spending
264 K tonnes Voluntarily offset CO ₂ e emissions		44% of procurement spending on local suppliers
		859 Local suppliers engaged

Approach to Sustainability continued

Stakeholder Engagement

The priorities, concerns, and needs of our stakeholders have a direct impact on our business strategy and sustainability performance, and we welcome opportunities to engage with them across a variety of channels.

We define our stakeholders as the individuals, organisations, entities, and communities who are directly or indirectly affected by our operations. They include our employees, investors and shareholders, local communities, environmental authorities, contractors and suppliers, customers, regulatory bodies, business partners, and industry and trade associations. Given this broad range, we focus our engagement efforts on those with the highest potential to impact or be affected by our operations.

To ensure all materially relevant strategic decisions and developments are effectively communicated to key stakeholder groups,

Dana Gas is committed to consistently disclosing our ESG performance through regular reporting and a variety of engagement opportunities, including but not limited to investor briefings, in-person meetings, surveys, conferences, and other interactions.

At the Group level, we also participate in a range of forums and associations with sustainability mandates, including the World Economic Forum (WEF), International Oil & Gas Producers Association (IOGP), and the Pearl Initiative. Along with direct feedback from our key stakeholders, these engagements ensure we remain informed and connected with sustainability matters that affect our company, our industry, and our region, and these insights are used to shape and evolve our sustainability strategy and direction.

Materiality Assessment

We conducted a comprehensive materiality assessment in 2022 to identify and prioritise the ESG concerns most materially important to our business. This targeted review of the Dana Gas operating context and the needs and interests of our stakeholders helped us prioritise the ESG topics that are most materially impactful for our company.

To ensure our sustainability strategy and framework continues to reflect the most current ESG issues, trends and stakeholder priorities, we refreshed our materiality assessment in 2024. As well as considering relevant stakeholder feedback, the refreshed assessment included benchmarking Dana Gas’s ESG priorities with peer companies across the oil and gas industry and cross-referencing these priorities with leading ESG standards and ratings indices including WEF Principles, IPIECA standards, GRI standards, the ESG reporting guidelines for Abu Dhabi Stock Exchange and the London Stock Exchange, and the ‘We the UAE’ 2031 National Vision.

To further strengthen our alignment with recognised stakeholder priorities and leading sustainability disclosures, this refreshed materiality assessment resulted in the addition of one new material topic, Risk Management, and renamed three topics: Water, Waste, and Spills Management was renamed Effective Use of Resources; Procurement Practices was renamed Responsible Supply Chain, and Sustainability Governance was renamed Governance and Business Integrity.

Sustainability Framework

Our Sustainability Framework galvanises our sustainability activities around our most materially important sustainability priorities, providing a structured approach for measuring ESG performance, facilitating internal governance, strengthening transparency and disclosure, and driving continuous improvement. The framework organises our material topics into three core pillars of action. This report highlights the progress driven by our sustainability framework over the past year, and the contents of this report are organised around the framework’s three pillars.

Dana Gas Sustainability Framework

Performing Responsibly	Safeguarding Our Workforce and Assets	Contributing to In-Country Value
<ul style="list-style-type: none">• Climate Change, Energy, and GHG• Effective Use of Resources• Biodiversity• Responsible Supply Chain• Compliance with Regulations• Ethics and Prevention of Corruption• Governance and Business Integrity• Risk Management	<ul style="list-style-type: none">• Security Practices• Asset Integrity• Workforce Health and Safety• Human Rights• Workforce Management Practices• Learning and Development• Diversity and Equal Opportunities	<ul style="list-style-type: none">• Local Community Development and Engagement• Total Reserves• In-Country Value Contribution• Nationalisation• Payments to Governments

2024 Material Topics

1. Climate Change, Energy, and GHG

2. Effective Use of Resources

3. Biodiversity

4. Responsible Supply Chain

5. Compliance with Regulations

6. Ethics and Prevention of Corruption

7. Governance and Business Integrity
8. Risk Management

9. Security Practices

10. Asset Integrity

11. Workforce Health and Safety

12. Human Rights

13. Workforce Management Practices

14. Learning and Development
15. Diversity and Equal Opportunities

16. Local Community Development and Engagement

17. Total Reserves

18. In-Country Value Contribution

19. Nationalisation

20. Payments to Governments



Governance & Business Ethics

The Dana Gas Board of Directors is responsible for the oversight of our company's performance. The Board is supported by an International Advisory Board, Board-level Committees, and our Executive and Regional Management teams.

Board of Directors

Comprised of 11 members including leading business experts from GCC countries with significant experience in the oil and gas industry, the Dana Gas Board of Directors (BOD) is elected every three years by the General Assembly. The current Board was elected on 26 April 2023, and several incumbent directors have been on the Board since the incorporation of the company in November 2005. Six Board members are categorised as independent per the UAE’s Securities and Commodities Authority (SCA) criteria, and verification of Board independence is conducted annually in accordance with this criteria.

The board attendance rate for 2024 was 98.57%.

The Board’s remit includes ultimate responsibility for the company’s sustainability and corporate performance, including the implementation of robust governance practices across the business. The Board meets six times a year to review the company’s business performance, define Group strategy, and evaluate risks and opportunities across the Dana Gas portfolio,

The roles of the Board Chairman and CEO are separated, and Board performance is evaluated annually through internal mechanisms. An external review of Board performance is also conducted every three years.

	2019	2020	2021	2022	2023	2024
Total number of Board members	11	11	11	11	11	11
Total number of independent members	8	8	6	6	6	6
Total number of non-independent members	3	3	5	5	5	5
Total number of executive members	0	0	0	0	0	0
Total number of non-executive members	11	11	11	11	11	11

Scope: Dana Gas

International Advisory Board (IAB)

Comprised of 10 members, the International Advisory Board (IAB) strategically advises the Dana Gas Board of Directors and management, helps to identify specific business opportunities and enables relationship-building worldwide.

Board Committees

Four committees support the Board in the delivery of its responsibilities: the Audit & Compliance Committee (A&CC), Board Steering Committee (BSC), Reserves Sub-Committee, and the Corporate Governance Remuneration & Nominations Committee (CGRNC). The company’s performance is assessed annually by the CGRNC, and this assessment forms the basis of performance-linked remuneration for company executives. In addition, the CGRNC holds responsibility for ensuring Dana Gas complies with all established corporate governance standards, assists the Board in appointing senior executives, appraising management performance, succession planning, and remuneration policies.

Executive Management

Guided by the Executive Committee, the Executive Management team is responsible for required decision-making and the strategic oversight of the company, including reviewing the Dana Gas strategic plan and mission, developing guidelines for management of capital, reviewing risk, setting company policy.

The Executive Committee also oversees the Dana Gas Sustainability Roadmap and ESG Framework, the Health, Safety, Security, Environmental & Social Performance (HSSE & SP) policy and management framework, the Operating Risk Management System (ORMS), and the Enterprise Risk Management System, which are audited to ISO 14001 and ISO 45001 standards.

The Committee uses our Corporate Scorecard, which integrates sustainability objectives, to set and monitor ESG-related targets and key performance indicators (KPIs) across Dana Gas and our joint ventures. For 2024, the scorecard included TRIF, routine flaring without plant upset, and a % reduction in total flared gas. Executive Management oversight for our sustainability strategy and performance against this scorecard is held by the CEO, and the scorecard performance informs executive remuneration.

Regional Management

Responsibility for regional level policy implementation and asset level performance is distributed across specific roles across Dana Gas and its joint ventures.

Contributing to In-Country Value

We foster economic opportunities in the communities where we operate.

Enhancing Local Communities

- Local Community Development & Engagement

Investing in Society

- Economic Performance
- Total Reserves
- In-Country Value Contribution
- Nationalisation
- Payment to Governments

SDGs



Contributing to In-Country Value continued

Through strong relationships, open engagement, and a focus on enabling local communities, Dana Gas is working to foster sustainable development and economic opportunity across the regions in which we operate. We partner with NGOs, academic organisations, community groups, and local authorities in the UAE, Egypt, and the KRI to deliver social investment programmes broadly focused on community-specific needs and concerns such as job creation, local suppliers, and investment in local capacity-building.

Enhancing Local Communities

Our social investment activities centre around four key impact areas:

- Supporting better quality education.
- Improving medical services and community healthcare.
- Assisting with infrastructure improvement, including roads, water supplies, and access to reliable sources of electricity.
- Enabling employment opportunities for local communities through the provision of small business grants and support for those negatively affected by conflict.

In 2024, we directly invested \$2.2 million in empowering local communities across our region with 89% of this directed in the KRI.

Because our social investment programmes are location- and context-specific, we have not yet quantified Group-level performance targets for these activities. Instead, our on-the-ground focus is on the delivery of meaningful, impact-driven programmes that address the specific, and nuanced needs of the communities we operate within. Quarterly updates are provided to our Board on the status of each programme, and we continue to work with social performance teams and their partners in each country on defining measurable indicators for long-term positive social impact.



Community Investments

	2019	2020	2021	2022	2023	2024
Community investments: voluntary contributions and investment of funds in the broader community (includes donations) (\$ Millions)	2.3	2.2	2.1	2.3	3.3	2.2
Percentage of total spend by country						
UAE	16%	1%	1%	1%	1%	1%
KRI	60%	79%	92%	95%	96%	89%
Egypt	24%	20%	7%	4%	3%	10%
Percentage of total spend by theme						
Health & Welfare	1%	59%	6%	21%	6%	15%
Education	18%	25%	8%	13%	9%	16%
Energy & Infrastructure	68%	10%	84%	65%	84%	65%
Other	10%	7%	2%	1%	1%	4%

Scope: Dana Gas and Joint Ventures



Contributing to In-Country Value continued

Education

Providing better quality education is a primary concern across most of the communities and regions in which we operate. Knowing education is the key to unlocking sustainable, resilient economic and social futures for our communities, we have a long-standing commitment to education investment at the Group and venture level.

Because many schools in the KRI suffer from lack of government funding, our Pearl venture invested approximately \$287K in 2024 for projects focused on upgrading schools, enabling the delivery of modern teaching methods, enhancing the overall educational environment, and facilitating access to schools. In collaboration with the Directorate of Education for the Chemchemical District, these projects included sponsoring and supporting transportation for Khor Mor students and teachers in Qadir Karam and surrounding villages, providing financial support to purchase a new 33 KV 400 kVA-capacity transformer for the Takya Jabari sub-district, providing science laboratory materials to the Qadir Karam Secondary School, upgrading the education capacity of the 9th and 12th grade students in Qadir Karam and Takya Jabaris sub-districts through financial sponsorship and a summer training course, rewarding CH District students

who successfully complete the 12th-grade national examination with laptops, and providing school kits to students in the Chemchemical, Qadir Karam and Takya Jabari sub-district schools, including the schools in Khormor Gawra, Shekh Hamid and Qaitul villages. We also provided support for several higher education organizations including enhancements to the studying environment for students and staff at the Chemchemical Technical Institute through the replacement of the AC unit and the restoration and repair of water leak issues; the provision of advanced medical lab equipment for Charmo University, and gold-level sponsorship of a three-day Oil and Gas Waste Management seminar at Koya University.

Beyond KRI, Dana Gas UAE, Egypt, and Wasco also supported a range of educational initiatives including the Give Education to Orphans social empowerment project in the UAE, the distribution of sewing machines and an intensive marketing and branding training program for 16 female graduates of the Income Generation Program at American University of Cairo, and an HSSE event to educate teachers and 150 students of Abou El Fetouh El Dengawy (the primary public school adjacent to El Wastani field) on health, safety, security and environmental topics.



Health and Welfare

Access to healthcare and medical supplies is a critical concern for many communities across Egypt. To address this issue, Dana Gas Egypt has formed collaborative partnerships with several health organisations in the region, including the Misr El Khier Foundation, Al Mansoura University, and Damietta Health to deliver medical services to communities in the Faraksour district to deliver a range of initiatives focused on improving access to quality healthcare. These include training for 100 paramedics on hazard identification and chemical & radiation hazards as well as training certificates and the provision of First Aid kits as in-kind gifts.

Our initiatives in Egypt in 2024 also included making collective contributions alongside other companies in the Egyptian oil & gas sector to support various health and welfare activities for underprivileged members of the community, and supporting the Al Ber and Takwa Foundation and Ministry of Social Solidarity through the distribution of 5000 dry food boxes to poor families in both Damietta (2500) & Dakahlia (2500) governorates for the holy month of Ramadan. In collaboration with the Ministry of Social Solidarity and Hands in Hands Foundation, we also provided upper and lower prosthetic limbs for 30 eligible amputees in Damietta governorate in addition to the needed psychological support.

In the KRI, Pearl Petroleum continued to work with the Chemchemical Directorate of Health on the refurbishment of the Shaid Saed Jawhar and Shaid Mala Yasin health centres, along with the provision of financial support to purchase medical equipment for the Takya Jabari (Shahid Wyra) Health Centre, and support for the refurbishment of the Shahid Peshraw Hospital in Chemchemical. We also continued to sponsor the monthly salaries of two ambulance drivers for Qadir Karam Health Centre, which services 52 villages in the local area, and we helped to provide critical support and infrastructure in the Sulaymaniyah Health Directorate, including specialized equipment and resources for the Hiwa Cancer Hospital and the donation and maintenance of a mobile X-ray unit for the burn hospital.

In partnership with the Chemchemical Mayoralty and Sulaymaniyah Social Affairs Directorate, we also offered financial assistance to low-income families and vulnerable individuals, provided a range of support for social welfare including the procurement of essential materials to support 120 individuals at the Orphan and Care House, which provides a nurturing and supportive environment for the elderly, children, and juveniles in the community, and funded a breast cancer awareness campaign to educate the general public on early warning signs, symptoms, and screenings.

Contributing to In-Country Value continued

Energy, Water and Infrastructure

A ready supply of energy and water enables a range of critical social and community benefits from health and education to economic development. For the past several years, our Pearl Petroleum venture in the KRI has provided fuel for the generation of power in the sub-district of Qadir Karam and 35 surrounding villages through a partnership with the Department for Energy. The venture also funds free electrical power for five villages in Qadir Karam. Initially 16,000 kWh/ day with an estimated monthly value of \$96,000, this has dropped to 6,500 kWh/day with an estimated monthly value of \$39,000 following PPCL’s installation of a substation and Qadir Karam’s improved connection to the national grid.

Via the Chemchemical Social Affairs Directorate, we provided financial assistance for the distribution of 100 200L barrels of kerosene to 100 families with disabilities in and near

Chemchemical City, the provision of diesel fuel for villages within the boundaries of Qadir Karam sub-district, and the provision of annual fuel (benzene) to the local authority of Qadir Karam including the mayoralty, police station, and ashayesh. To support the Qadir Karam electricity department, we also supported the purchase of new 33 KV transformers for the Ali Mustafa Village and the Takya Jabari sub-district, and we continued to provide funding for the Qadir Karam 10KVA Mobile Substation through annual sponsorship of 12 substation operators.

Our focus on helping improve water supplies to villages throughout the KRI also continued in 2024 through an investment of \$33K on the construction of six livestock dunking tanks for six villages in the Takya Jabari sub-district, and the installation of an irrigation water network from an existing water dam to the Takya Jabari Agriculture Department.



Employment and Income Generation

In 2024 Dana Gas continued to support the Social Entrepreneurship Mobilisation Income Generation Programme in Egypt through our partnership with the American University of Cairo and the Ministry of Social Solidarity. The programme provides training and skills development across a range of disciplines, from sewing to Microsoft Office, to empower participants in income generation. In 2024 Dana Gas Egypt also teamed up with the Misr El Kheir Foundation and the Ministry of Social Solidarity to support 20 young fishermen in the Dakahlia governorate with small engine boats and fishing nets to help them generate a sustainable income.

	2019	2020	2021	2022	2023	2024
Total procurement spending (\$ Millions)	155	77	128	234	251	237
UAE	6	4	3	12	3	4
KRI (100%)	55	41	87	202	222	214
Egypt	94	32	38	20	26	19

Scope: Dana Gas and Joint Ventures

Prioritising Local Suppliers

Dana Gas recognises the power of procurement to fuel job creation and the development of a skilled workforce, and we have made prioritising local suppliers a fundamental part of our procurement strategy, with an emphasis on supporting small- and medium-sized enterprises and specific criteria for local sourcing integrated into contractual agreements.

In 2024, 44% of Dana Gas’s total procurement spend of \$237 million was focused on local suppliers.

Our Pearl and WASCO ventures in the KRI and Egypt are particularly focused on utilising local contractors as part of their community investment. Their consistent use of local enterprises and talent has resulted in high-performing operational teams, high levels of employee retention, and skills- and capacity-building for local workforces. These practices are carefully tailored to the needs and requirements of each country’s operating environment. In the KRI, for instance, the Kurdistan Regional Government (KRG) has imposed specific requirements for local contracting regulated by the region’s Ministry of Natural Resources, including awarding orders to Community-Centred Contractors (3Cs) for locally sourced requirements. In UAE, 100% of all procurements and hiring in 2024 was focused on local companies (with no local hiring to site). In KRI, 30% of our procurement was from the local market, with nearly 50% hiring from locals.

Investing in Society

Defined as the total spend retained in-country that benefits business development, In-Country Value contributes to human capability development, and stimulates local productivity in the countries in which we operate. Dana Gas contributes to In-Country Value through our strong focus on prioritising local suppliers, our investment in local workforce development and capacity-building, and our support for small and medium-sized enterprises.

We engaged a total of 859 local suppliers across the Dana Gas portfolio in 2024.

Because local content is also part of the technical evaluation criteria for MNR guidelines, Pearl Petroleum must also engage qualified local contractors wherever possible based upon their proximity to the Khor Mor asset. These companies are eligible for as much as \$250,000 in business support annually. As part of this process, Pearl is also working to qualify more companies for specific projects by enhancing the skills and capacity of 3Cs.

Contributing to In-Country Value continued

Nationalisation

Dana Gas supports the nationalisation objectives of the countries in which we operate, and we actively prioritise the recruitment, support, and retention of national employees across the Group with a focus on hiring from within our local communities whenever possible. Given the specialised technical skills and qualifications required for many of our operational roles, we may at times need to expand recruitment to other regions. To further our nationalisation aims, we also promote local procurement and sourcing practices by integrating nationalisation requirements specific to each country into our contractual agreements with a focus on small- and medium-sized enterprises.

100% of employees at our WASCO joint venture are Egyptian nationals.

In 2024 local nationals constituted 61% of our full time workforce, including 80% in DGE, 100% in KRI and 18% in UAE of local nationals in management positions. In particular, our Pearl Petroleum venture has made significant investments in training and developing local talent. As a result, Pearl has maintained a localisation (non-expatriate) employment rate of 80% for more than a decade according to the KRI's MNR workforce report. In 2024 the venture also maintained a 100% local employment rate amongst junior employees.

Nationalisation

	2019	2020	2021	2022	2023	2024
Full-time positions held by local nationals (#)	97	91	61	55	52	51
Percentage of local nationals amongst full-time employees (%)	69%	73%	64%	61%	61%	61%

Scope: Dana Gas only

Enabling Economic Growth

Dana Gas contributes to the sustainable development and economic growth of the regions in which we operate by generating long-term value for our shareholders and host economies. Through robust governance, prudent capital expenditure management, and a focus on operational efficiency, our financial and operating performance in 2024 remained resilient. We recorded an adjusted net profit of AED 1,231 million (\$336 million). While revenues and adjusted net profit declined by 20% and 12% respectively, largely due to lower realised hydrocarbon prices, these were partially offset by cost reductions and increased production from the KRI.

Our direct economic value generated in 2024 stood at \$445 million, marking a slight recovery from 2023's \$423 million despite ongoing market volatility. This reflects our commitment to sustaining economic contributions across our operating regions, notably the KRI and Egypt, which together accounted for 99% of this value.

Production from the Group's fields in 2024 averaged 54.9 Kboe/d on a Dana Gas net equity share basis, a 6.5% reduction compared to 2023, reflecting a strategic balance between maintaining production and managing reserves efficiently.

Economic Performance

Dana Gas remains focused on maximizing the value of its existing assets while selectively pursuing growth opportunities in both the upstream and midstream segments. Our capital discipline has enabled us to navigate volatile markets while maintaining a robust financial position.

In 2024, the total economic value distributed decreased significantly to \$213 million, down from \$304 million in 2023. This was driven by a sharp reduction in payments to capital providers (\$21 million, down from \$108 million) and a notable drop in distributions to the UAE (\$17 million in 2024, compared to \$102 million in 2023). The decrease reflects both lower dividends and reduced government tax obligations, aligning with our lower revenue base.

Despite these reductions, we achieved a record high in total economic value retained in 2024 at \$232 million—a 95% increase from 2023. This positions the company well to reinvest in high-value opportunities and reinforces our financial resilience.

Additionally, Egypt and the KRI continued to be the largest recipients of Dana Gas's economic value distribution, receiving \$141 million and \$55 million respectively. These figures reaffirm our long-standing socio-economic contribution to local economies, particularly in terms of tax revenues, job creation, and local expenditures.

Total Reserves

Dana Gas, along with joint operator Crescent Petroleum through Pearl Petroleum Company Limited, continues to demonstrate the scale and potential of our upstream assets. The Khor Mor and Chemchemal Fields collectively contain 75 Tcf of wet gas and 7 billion barrels of oil in-place resources, underscoring our strong long-term production outlook.

In Egypt, the Company's 2P reserves as of 31 December 2024 stood at 22.1 MMboe, compared to 33.8 MMboe at year end 2022. Due to the lack of activity, 2024 production of 6.0 MMboe was not replaced. There was also a downward adjustment of 5.7 MMboe to reflect the most recent estimates of ultimate recovery.

Economic Impact

	2019	2020	2021	2022	2023	2024
Total direct economic value generated (\$ Millions)	459	349	452	529	423	445
UAE	11	4	4	4	4	4
KRI (35%)	153	118	187	255	218	225
Egypt	295	227	261	270	201	216
	2019	2020	2021	2022	2023	2024
Total economic value distributed by country (\$ Millions)	388	319	419	438	304	213
UAE	141	127	182	182	102	17
KRI (35%)	21	25	34	41	50	55
Egypt	226	167	201	216	152	141
	2019	2020	2021	2022	2023	2024
Direct economic value distributed by destination (\$ Millions)						
Operating expenses	37	33	35	30	32	31
Employee wages and benefits	42	38	45	45	39	40
Payments to providers of capital	121	120	183	185	108	21
Payments to governments (total)	188	128	156	178	125	121
UAE	1	0	0	0	0	0
KRI (35%)	0	0	0	0	0	0
Egypt	187	128	156	178	125	121
	2019	2020	2021	2022	2023	2024
Total economic value retained (\$ Millions)	70	30	35	90	119	232

Scope: Dana Gas equity share

Payments to Governments

In 2024, Dana Gas paid a total of \$121 million in taxes to the Egyptian government, consistent with its 100% tax obligation in the country. This continued fiscal contribution supports critical public services and infrastructure development in Egypt. There were no tax payments recorded for the UAE or KRI in 2024, reflecting the respective fiscal regimes and profit distributions in those jurisdictions.

Contributing to In-Country Value continued

Ethical Business Practices

Dana Gas prioritises ethical, responsible conduct across all our business activities and decision-making processes. Strict adherence to robust corporate governance standards and practices is the bedrock of this commitment, along with a zero-tolerance policy towards bribery, corruption, money laundering and any unethical practices of any kind.

Knowing rigorous governance is essential for ensuring full regulatory compliance and effective risk management, we underwent a third-party assessment by the International Finance Corporation in 2006, using insights from this review to strengthen our governance framework and standards. Since then, we have regularly benchmarked our governance against local, industry, and global standards through external audits and independent reviews.

In 2021 we conducted a further internal review of our Articles of Association, internal policies and governance framework to ensure full compliance with the latest regulatory guidelines, and all procedures within the Articles of Association and corporate Code of Conduct are regularly updated to comply with current and evolving changes to regulatory standards and best practices.

In keeping with our commitment to transparency and accountability Dana Gas issues an annual statement of Board ownership and transactions. The most recent statement can be found in the Corporate Governance Report section of the Dana Gas PJSC Integrated Report 2024.

Ethics and Corruption Prevention

Dana Gas maintains a clear zero-tolerance policy towards bribery, corruption, money laundering and unethical behaviour of any kind. Noting the low corruption rankings in Iraq and Egypt, robust Anti-Bribery and Corruption and Anti-Money Laundering policies are enshrined in our corporate Code of Conduct.

All Dana Gas employees are required to comply with the Code and must complete mandatory annual training on anti-bribery and corruption and anti-money laundering, including training on guidelines for acceptable behaviour.

In addition to our corporate policies and Code of Conduct, key elements of our anti-bribery and corruption policies and regulatory compliance requirements are also embedded into local venture policies and procedures in alignment with local conditions and according to the requirements set by governing bodies in the locality, such as the Ministry of Natural Resources in the KRI, which imposes specific supply chain criteria for KRI-based companies.

In 2024 there were no penalties or reported instances of corruption.

All employees and suppliers are encouraged to report any instances or suspected instances of corruption, bribery, or other ethical violations via our whistleblowing mechanism. Each report is reviewed and addressed by our Business Ethics Committee. *More information regarding our whistleblowing and grievance reporting mechanism can be found in the Safeguarding Our Workforce and Assets section of this report.*

Regulatory Compliance

Our governance standards and policies are designed to enable our full compliance with all applicable laws, rules, and regulations in the regions where Dana Gas operates. Regular internal and third-party regulatory reviews further ensure our continuous compliance. To uphold our ISO certifications, we also maintain updated registers of all environmental and safety regulations and undergo audits conducted by ISO certifiers.

There were zero complaints, issues, fines, or penalties related to environmental non-compliance in 2024.

Environmental and safety compliance reports are also regularly submitted by Dana Gas ventures to the regulatory authorities in the KRI and Egypt, and these authorities periodically conduct regulatory visits and inspections. As part of our loan agreement with the DFC for the KM250 project, Pearl Petroleum also provides monitoring reports on the status of environmentally sensitive areas, impact assessments, and Environmental and Social action plans.

Supply Chain Management

In addition to contractually required compliance with the Dana Gas Code of Conduct, anti-bribery and corruption, anti-money laundering, and other corporate policies, our suppliers must also undergo Know-Your-Customer (KYC) checks as part of their agreement.

In addition to our corporate policies and Code of Conduct, key elements of our anti-bribery and corruption policies and regulatory compliance requirements are further embedded into local venture policies and procedures in alignment with local conditions and according to the requirements set by governing bodies in the locality, such as the Ministry of Natural Resources in the KRI, which imposes specific supply chain criteria for KRI-based companies.

Risk Management

Our approach to climate-related risk is informed by a range of core climate-related risk assessments including a Strategic Climate Risk Scenario Analysis conducted in accordance with TCFD recommendations to assess the resilience of the Dana Gas portfolio in a low carbon future, and an assessment of Transition Risks against plausible and robust climate change scenarios using International Energy Agency data. These analyses encompass Physical Risk Screenings of Dana Gas assets in Egypt and the KRI to assess their exposure to climate-related hazards such as extreme heat or flooding. Guided by insights from these assessments and our Energy Transition Strategy and Climate Action Plan, we are continuously working to deepen the integration of climate-related risk considerations into our business planning and investment decisions.

To manage risk across the Group, we have established a robust Enterprise Risk Management (ERM) framework in place encompassing strategic, operational, project, financial, compliance and HSSE risks. The process ensures bottom-up escalations from country-level functions as well as top-down engagement from the Board and executive team, who oversee key risks with support from senior management.

Principal risks facing Dana Gas are assessed by the Executive Committee on a semi-annual basis, with key strategic risks and opportunities are reviewed quarterly by the Board and the Audit & Compliance Committee (A&CC). Risk management and assurance and performance management, incentivized by KPIs on our Group scorecard, drive active management of opportunities, risks, and stakeholder concerns.

Our ERM framework, including our risk appetite statement and risk management procedures, are regularly viewed and updated to reflect best-in-industry practices, and further high-level reviews are carried out to integrate the latest World Economic Forum regional and industry-specific risk mapping approaches.

In addition to high-level global climate risk, Dana Gas businesses in the MENASA region are exposed to numerous risks and uncertainties which could have a material effect on the Group’s strategy, business performance, or reputation either individually or collectively. Our risk profile also includes regional recent events such as intergovernmental conflict or trade wars, and country and project-level risks including operational, technical, and HSSE risks.

Dana Gas maintains a robust three-tiered Crisis Management System, aligned with the Incident Command System (ICS) model, to ensure a structured and effective response to a wide range of emergency scenarios. Throughout the year, comprehensive emergency exercises were conducted to test and strengthen preparedness across all levels of the organization, with active engagement from all tiers of the ICS response structure.

These exercises were overseen by independent subject matter experts to uphold the highest standards of objectivity and effectiveness. Each drill was followed by a structured review process, with lessons learned captured and corrective measures implemented to continuously enhance response capabilities. In parallel, routine informal drills were carried out across specialized teams—including Health, Safety and Environment (HSE), Fire and Rescue, and Medical units—ensuring ongoing readiness and reinforcing a culture of safety throughout the organization.



Contributing to In-Country Value continued

	2019	2020	2021	2022	2023	2024
Total exposure hours	6,936,230	5,900,979	8,669,886	9,609,225	14,940,186	11,083,784
UAE	323,133	133,084	93,719	136,159	90,666	98,188
KRI	3,662,970	1,754,131	4,326,734	5,686,401	11,081,303	7,345,071
Egypt	2,950,127	4,013,764	4,249,433	3,786,665	3,768.217	3,640,525
	2019	2020	2021	2022	2023	2024
Fatalities	0	0	0	0	0	4
Recordable injury cases	7	0	5	15	25	18
Total recordable injury rate frequency (TRIR)	1.01	0	0.58	1.56	1.67	1.62
Lost-time injury cases	2	0	2	3	1	1
Total lost-time injury frequency (LTIF)	0.29	0	0.23	0.31	0.07	0.09
High potential incidents (HIPO)	1	3	3	8	14	3
Serious motor vehicle accidents	4	0	0	0	0	1
Kilometres driven (million)	6.5	4.6	4.2	5.8	16.4	9.1
Number of safety observations	45,454	12,805	16,294	30,487	34,648	13,656
Observations actions close-out	95%	98%	97%	99%	99%	98%

Scope: Dana Gas and Joint Ventures



	2019	2020	2021	2022	2023	2024
Process Safety Events (PSE)						
Total Tier 1 & 2 PSEs	–	19	10	7	5	1
Total Tier 1 PSEs	–	3	1	1	2	0
KRI	–	2	1	0	2	0
Egypt	–	1	0	1	0	0
Total Tier 2 PSEs	–	16	9	6	3	1
KRI	–	6	2	3	1	1
Egypt	–	10	7	3	2	0

Scope: Dana Gas and Joint Ventures

	2019	2020	2021	2022	2023	2024
Security Incidents	8	3	13	12	11	4
KRI	8	2	12	12	9	4
Egypt	0	1	1	0	2	0

Scope: Dana Gas and Joint Ventures

	2019	2020	2021	2022	2023	2024
Community Incidents	–	22	32	12	24	9
KRI	–	22	32	12	24	9
Egypt	–	0	0	0	0	0

Scope: Dana Gas and Joint Ventures



Performing Responsibly

We are committed to our role in the low-carbon energy transition, striving to be the leading private sector natural gas company in the MENASA region.

Material Topics in this section

- Climate Change, Energy, and GHG
- Effective Use of Resources (Water & Waste)
- Biodiversity

UN SDGs



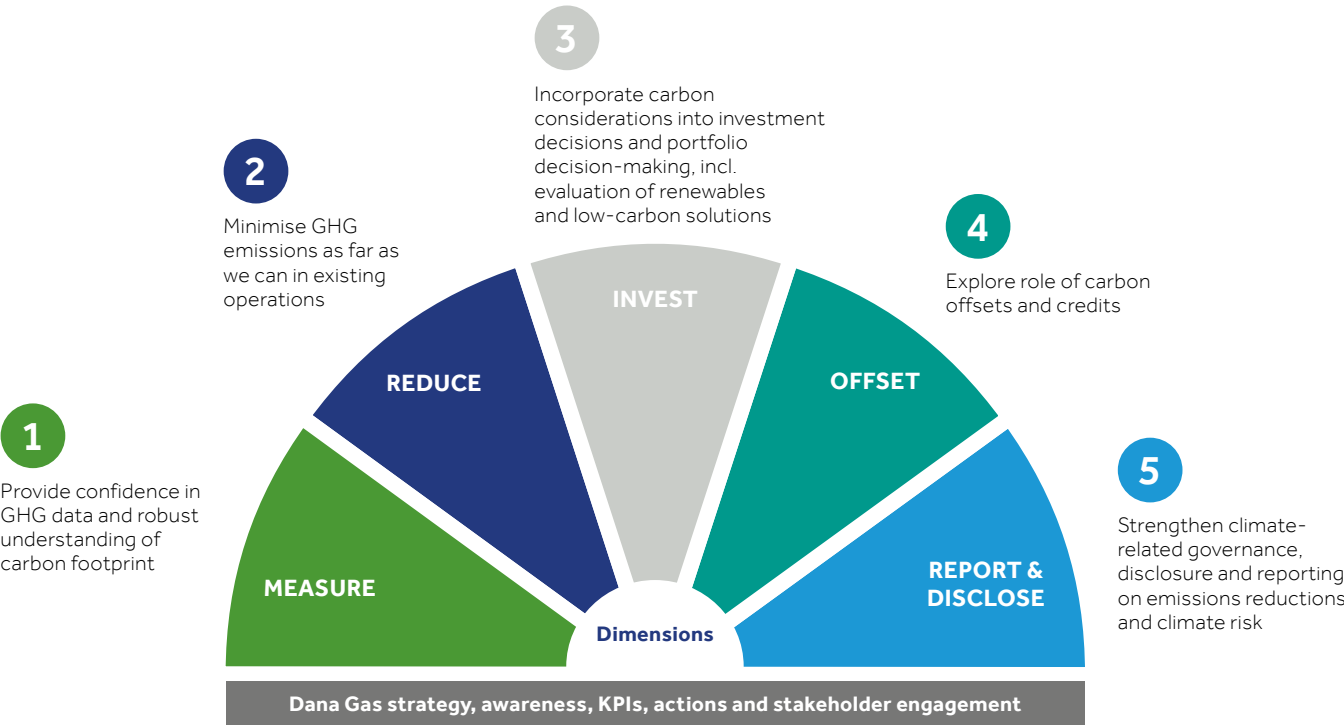
Performing Responsibly continued

Dana Gas firmly believes that gas production and sustainability are not mutually exclusive. By replacing coal and liquid fuels in the energy mix with clean burning natural gas, particularly in developing regions, gas has a crucial role to play in enabling the low carbon transition. As such, we are committed to advancing this transition for the MENASA region and beyond with full support for the UAE's Net Zero 2050 aspiration, and the goals of the Paris Agreement to limit global temperature rise.

To enable our contributions towards these ambitions and help strengthen the climate resilience of the region, we focus on managing our environmental impact through the adoption of sustainable and efficient practices underpinned by a commitment to strong environmental stewardship, including the conservation of biodiversity and the minimization of our impacts through ongoing measures to drive reductions in waste, emissions, and discharges.

Our **Energy Transition Strategy and Climate Action Plan** drives our contributions to these ambitions via a strategic focus on sustainable growth across the natural gas value chain.

Energy Transition Strategy and Climate Action Plan



Our Energy Strategy: Harnessing Natural Gas for Cleaner Electricity

Natural gas production is a critical enabler of the MENASA region's move to low-carbon energy systems, and our leading role in the region's oil and gas sector means that Dana Gas is strongly positioned to drive the transition. We are accelerating the green energy shift across the natural gas value chain by strategically focusing on supplying cleaner burning natural gas for electricity generation in fast-growing, high-demand markets such as Egypt and the KRI. As well as reducing GHG emissions by eliminating the need to use carbon-emitting fossil fuels, these efforts are powering broad-reaching socioeconomic benefits by enabling access to affordable electricity for millions of people.

In 2024, our Pearl Petroleum venture supplied approximately 80% of the energy used for electricity generation in the KRI. In addition to providing a critical economic stimulus for KRI by enabling broader access to an increased power supply, energy supplied by Pearl is significantly cleaner than traditional diesel alternatives. Since 2008 more than 42 million tonnes of CO₂ emissions have been avoided as a result, the equivalent of removing one million cars from the road for two years. These carbon savings have also yielded a cost savings of more \$27 billion for the KRI government, and more than 2,200 permanent jobs have been generated.

Through a similar project in Egypt, gas supplied by Dana Gas/WASCO ventures and other producers helps account for approximately 70% of the energy used for electricity generation, enabling the avoidance of carbon-emitting heavy oil (mazout) and reducing reliance on expensive imports of Liquefied Natural Gas (LNG) for the same purpose. As a result of these collective efforts, an estimated 24 million tonnes of CO₂ emissions have been avoided, and more than 1,000 permanent jobs have been created by Dana Gas and joint ventures in the Nile Delta region.

Repurposing Fields for Carbon Capture & Storage

Based on framing studies that confirmed the suitability of our existing depleted fields in Egypt for Carbon Capture and Storage (CCS), Dana Gas signed a Memorandum of Understanding (MOU) with the Egyptian government in 2022 to further scope the efficacy of this opportunity. Throughout 2023 we engaged with the government and other operatives to define the necessary steps for transforming this innovative carbon reduction concept into a practical reality, including establishing the requisite national policies and regulatory frameworks. Dana Gas is currently monitoring the government's progress in establishing a regulatory framework and licensing process for (CCS) in Egypt while simultaneously contemplating conducting a feasibility study to assess the technical, economic, and commercial viability of the project.



Performing Responsibly continued

Emissions Reduction

We are continuously working to reduce the carbon intensity of our portfolio by leveraging innovation in new projects and facility expansions, promoting best practices across our joint ventures, actively participating in joint industry collaborations for reducing emissions, and fully supporting international efforts to improve transparency and disclosure on the climate-related aspects of our business in alignment with the Task Force on Climate-Related Disclosures (TCFD) and the International Sustainability Standards Board (ISSB).

In 2024 the Dana Gas Pearl Petroleum venture maintained its position as one of the first carbon neutral oil and gas production businesses in the Middle East by voluntarily offsetting its annual CO₂ emissions for the fourth consecutive year.

Guided by the Dana Gas GHG Emissions Task Force, we took further steps in 2024 to build an even deeper understanding of our carbon impacts and the implications of Net Zero on our business, and to continue taking action to drive down GHG emissions by reducing methane emissions and flaring.

Over the past six years, our Total Scope 1 and 2 GHG emissions have reduced by more than 41% (an average decrease of more than 188,000 tonnes CO₂e per year), and in 2024 carbon intensity at the Group level improved to 5.39 kg CO₂e per BOE.

	2019	2020	2021	2022	2023	2024
Total GHG emissions (tCO ₂ eq)	461,603	411,326	369,097	340,036	315,377	273,268
	2019	2020	2021	2022	2023	2024
Direct GHG emissions (Scope 1) (tCO ₂ eq)	456,233	405,957	364,775	335,452	311,058	270,014
UAE*	5,888	–	997	732	627	618
KRI	352,221	295,553	246,929	237,399	244,177	196,265
Egypt	98,124	110,404	116,849	97,321	66,254	73,131
	2019	2020	2021	2022	2023	2024
Indirect GHG emissions (Scope 2) (tCO ₂ eq)	5,370	5,369	4,322	4,584	4,319	3,254
UAE*	115	86	85	46	45	44
KRI*	52	29	85	103	104	68
Egypt	5,203	5,254	4,152	4,435	4,170	3,142
	2019	2020	2021	2022	2023	2024
Carbon Intensity (kg CO ₂ e per BOE)	9.88	9.16	9.20	8.45	6.21	5.39
KRI	10.72	8.04	7.01	6.65	5.87	4.41
Egypt	8.49	10.37	11.62	10.65	8.37	11.99

Scope: Dana Gas and Joint Ventures
Note: Data presented as 100% gross emissions given Dana Gas has operational control of both ventures in the KRI and Egypt. Equity share contributions of GHG emissions between Dana Gas and its JV Partners in these ventures is available on request.
* Includes restatement of KRI and UAE Scope 2 emissions in 2022
Scope 3 data is collected, but is not yet sufficiently mature for reporting purposes.

Methane Emissions Elimination

Dana Gas is a confirmed signatory to the Aiming for Zero Methane Emissions Initiative, an industry effort led by the Oil and Gas Climate Initiative (OGCI), the initiative aims to eliminate methane emissions from operations as soon as 2030 by treating methane emissions with the same level of seriousness as safety: aiming for zero and doing what it takes to achieve it.

Since 2022, we have been working to address a historic lack of reliable and accurate data on methane emissions across our portfolio with the aim of reducing our overall GHG emissions by improving the identification and remediation of methane emission across our facilities. To help meet our methane emissions reduction objective, we have a full Leak Detection and Repair (LDAR) program in place to reduce emissions at our facilities by identifying and remediating the source of emissions leaks at our plants.

Reducing Flares to Reduce Emissions

Dana Gas is committed to complying with the World Bank’s zero-routine flaring policy, and we actively minimise any flaring necessary for safety or non-routine purposes. While our commitment to flare reduction has successfully yielded overall decreases in flaring and associated flaring emissions over the past few years, 2023 was an exception due to compressor trips from process upsets and well testing at our Khor Mor facility.

	2019	2020	2021	2022	2023	2024
Total flared hydrocarbons (tonnes)	20,892	20,932	15,735	11,158	20,354	7,198
KRI	18,112	18,775	13,591	9,394	18,997	5,842
Egypt	2,780	2,157	2,144	1,764	1,357	1,356
	2019	2020	2021	2022	2023	2024
Methane emissions (tonnes)	–	–	157	254	364	262
KRI *	–	–	58	176	292	105
Egypt	–	–	99	78	72	157

Scope: Dana Gas and Joint Ventures
Note: Data presented as 100% gross emissions.
* Includes restatement of KRI methane emissions in 2022

Performing Responsibly continued

Managing Resources Responsibly

Our environmental stewardship extends far beyond carbon reduction to encompass responsible resource management, biodiversity conservation, and comprehensive governance of our operations in ways that reduce waste, emissions, and discharges, and maximise the positive impact of our activities on people and planet.

The Dana Gas Health, Safety, Security, Environmental, and Social Performance (HSSE & SP) policy guides our operational approach to managing our environmental impacts. The policy sets forth operational guidelines and requirements for all key elements of environmental performance including water, waste, discharges, and emissions, and is implemented via our ISO 45001 certified Operating Risk Management System (ORMS) and our corporate Enterprise Risk Management (ERM) system. Each Dana Gas venture and operating asset then maintains a locally specific HSSE management system along with associated standards and procedures for enacting the policy.

All operating sites in Egypt (via our WASCO JV) are certified to ISO 45001 and ISO 14001. Pearl Petroleum in the KRI also has an HSE management system in place aligned with ISO standards and subject to lender due diligence to assure compliance with IFC Performance Standards.

All new projects across the Group undergo comprehensive pre-launch Environmental and Social Impact Assessments to ensure we have identified and understand the potential environmental or social impacts that may result from the project. These assessments include the development of an Environmental & Social Action Plan which sets forth steps for avoiding, monitoring and mitigating these impacts and assures lenders of full compliance with all project commitments.



Water Conservation

Water is involved in a range of applications across the natural gas production process, including drilling, production, cooling, and domestic use in our offices and accommodation camps, and with several Dana Gas assets located in water-stressed areas we remain sensitive to the need for the responsible management of water consumption and wastewater disposal.

Over the past three years our water requirements have increased due to additional cooling requirements for compressors at Khor Mor and the hydrotesting of new tanks for our KM250 project. To address these increases, in 2024 our Pearl venture introduced several improvements to the cooling capacity of the Khor Mor compressors including the use of mist and evaporative cooling. These projects have improved cooling effectiveness and made significant reductions in the consumption of process water. As a further benefit, these improvements are also helping to stabilise compressor performance, driving anticipated reductions in flaring, and equipment wear and tear.

Supporting Water Conservation in the KRI

Providing sustainable access to freshwater for burgeoning local communities remains a critical challenge for Kurdistan's regional government, particularly in places such as the Khor Mor area, which is also home to our Pearl Petroleum venture. To ensure operations at Khor Mor have a minimal impact on local freshwater supplies an integrated water strategy is in place to measure and characterise water streams, reduce water consumption, improve wastewater management, and enhance recycling and disposal practices at the site. For the past several years Pearl has also implemented systematic improvements to the site through facility modifications and changes in operating practices designed to improve the collection of produced water, maximize the efficiency of oil-water separators, and better manage camp water. These continuous improvement efforts continued in 2024 when we began to treat and use wastewater on site for irrigation purposes, and to collect stormwater and surface run-off water for firefighting back up – reducing direct water consumption at the site by a further 51%. In 2024, a total of \$176,803 was spent across SP water sector activities. The table below provides full details of our water position for the last 3 years:

Water	Unit	2022	2023	2024
Total water withdrawal	m ³	242,062	430,872	212,683
Surface water	m ³	0	47,104	11,458
Groundwater	m ³	242,062	383,768	201,225
Seawater	m ³	0	0	0
Third-party water	m ³	0	0	0
Produced water	m ³	2,719	3,544	3,610
Total amount of water reclaimed	m ³	0	3,986	2,898
Total fresh water consumed	m ³	242,062	430,872	212,683
Total water consumed in water-stressed areas	m ³	242,062	383,768	212,683
Water consumption intensity	m ³ /total employees	170	159	122
Water consumption intensity	m ³ BOE produced ('000)	6.19	10.06	4.76

Performing Responsibly continued

Wastewater Management

All sanitary and domestic effluent produced at our office facilities is directly disposed via the local municipal sewer and water treatment systems. In the water-stressed area of Khor Mor, sanitary and domestic waste is handled at an on-site biological treatment plant then discharged as surface water via reed beds that provide natural filtration and help to enhance local ecology and biodiversity.

In 2024 the overall volume of wastewater generated at our facilities was 51% lower than the previous year at 153,840 m³.

In both Egypt and the KRI, we route produced water from our operations through oil-water separators and into evaporation ponds where it is collected for off-site treatment and disposal by specialist waste contractors in compliance with local regulations.

	2019	2020	2021	2022	2023	2024
Total water consumption intensity (m³ / BOE produced ('000))	2.51	2.55	2.95	5.64	8.81	4.39
	2019	2020	2021	2022	2023	2024
Total water consumption (m³)	113,812	113,936	134,542	255,136	440,304	222,712
UAE	1,756	284	212	218	173	168
KRI	96,956*	100,653*	121,031	242,062	425,756	205,757
Egypt	15,100	12,999	13,300	12,856	14,375	16,787
	2019	2020	2021	2022	2023	2024
Total volume of wastewater generated (m³)	233,191	396,902	243,363	321,256	312,930	153,840
UAE	21,325	14,171	206	218	173	186
KRI	71,866	72,731	84,157	162,138	207,985	125,036
Egypt	140,000	310,000	159,000	158,900	104,772	28,618

Scope: Dana Gas and Joint Ventures
* Includes restatement of KRI water data for 2022.

Spill Management

We maintain comprehensive oil spill contingency and response plans across all operational activities to manage and mitigate unplanned or uncontrolled oil releases. These plans are regularly tested, approved, and updated in collaboration with national authorities and all applicable regulations. In the event of an incident, we have dedicated teams in place to respond swiftly and effectively. Our venture plans incorporate a three-tier emergency response approach, and operations teams undergo additional training to supplement drills and exercises.

In 2024 we had zero significant hydrocarbon spills for the tenth consecutive year.

A significant spill is defined as any accidental or unplanned loss of liquid hydrocarbon into the environment from a Dana Gas or contractor operation that exceeds 100 litres, regardless of any secondary containment or recovery measures in place. All reported spills were minor in nature and primarily associated with project-related vehicle / equipment refuelling and were satisfactorily cleaned-up to ensure no residual ground contamination. The total volume spilled in 2024 is estimated at less than 1,000 litres.

	2019	2020	2021	2022	2023	2024
Hydrocarbon spills (#)	18	7	14	12	24	9
UAE	0	0	0	0	0	0
KRI	–	–	8	8	22	7
Egypt	18	7	6	4	2	2

Scope: Dana Gas and Joint Ventures
Note: All spills regardless of quantity spilt are reported.



Performing Responsibly continued

Waste Management

Our comprehensive approach to waste management focuses on reducing the volume of waste generated across our offices, administrative facilities, and operating assets, amplifying our recycling efforts, and promoting a circular economy through the use of reusable and recyclable materials where possible. These efforts are guided by our HSSE policy, which also sets forth guidelines for the management of hazardous waste.

We reduced the volume of waste sent to landfill by 28% in 2024.

In 2024 we continued our efforts to responsibly tackle the volume of non-hazardous waste generated across our operations, including wastepaper, cardboard, plastic, glass, tires, scrap metal, and wood, through ongoing initiatives to increase the recycling and/or reuse of materials such as packaging, paper, cardboard and glass; replacing single-use plastic bottles with reusable alternatives, fully implementing a paperless documentation system, and properly recycling e-waste. The total quantity of waste disposed in 2024 amounted to 2,064 tonnes.

In 2024 we recycled or reused 2,795 tonnes of waste, increasing the total volume of waste recycled across Dana Gas to 52%.

As part of our commitment to making similar waste reduction and recycling improvements at our WASCO venture in Egypt, in 2024 we continued our ongoing initiative to better monitor, quantify, and report recycled waste from those operations.

Handling Hazardous Waste

Hazardous waste from the natural gas production process includes contaminated water and sludge from evaporation ponds, waste oils, lubricants, filters, batteries, fluorescent lights, and medical waste. To ensure proper disposal of our hazardous as well as non-hazardous waste, we engage specialist third-party contractors to collect and direct it to licensed disposal sites and treatment facilities. Regular Duty of Care audits are conducted to ensure the proper transport and disposal of all waste via these contractors.

	2019	2020	2021	2022	2023	2024
Total hazardous waste disposed (tonnes)	238	219	414	657	457	486
UAE	21	0	0	0	0	0
KRI *	0	0	334	9	13	22
Egypt	217	219	297	648	444	464
	2019	2020	2021	2022	2023	2024
Total non-hazardous waste disposed (tonnes)	995	892	887	2,575	2,873	2,064
UAE	50	35	8	27	7	6
KRI *	170	107	109	1,592	1,838	1,242
Egypt	775	750	770	956	1,028	816
	2019	2020	2021	2022	2023	2024
Total hazardous waste recycled (tonnes)	108	74	72	125	144	170
UAE	0	0	0	0	0	0
KRI *	43	34	37	86	104	152
Egypt	65	40	35	39	40	18
	2019	2020	2021	2022	2023	2024
Total non-hazardous waste recycled (tonnes)	1,401	1,203	1,205	2,086	2,353	2,625
UAE	—	—	—	1	<1	<1
KRI *	681	428	437	1,435	1,682	1,914
Egypt	720	775	768	650	670	710
	2019	2020	2021	2022	2023	2024
Percentage total waste generated recycled (%)	37%	29%	26%	41%	43%	52%

Scope: Dana Gas and Joint Ventures
* includes restatement of KRI waste figures in 2022.

Biodiversity Protection

None of the Dana Gas operations in the UAE, Egypt, or the KRI are located in or near protected areas or areas of high biodiversity conservation value; however, biodiversity conservation is deeply embedded in our HSSE & SP Policy. The policy sets forth key principles and practices for identifying potential environmental and social risks related to project activities, and for protecting the diverse ecology in and around each of our sites. These practices include baseline environmental and social studies encompassing impact areas such as air quality, biodiversity, and community dynamics, consultations with stakeholders such as local authorities and communities to understand their perspectives, and tailored mitigation measures for any identified impacts.

A Biodiversity Action Plan (BAP) is also in place to further protect the biodiversity of our Khor Mor plant. Developed for the KM250 Project in compliance with World Bank and International Finance Corporation (IFC) Performance Standards, the plan outlines opportunities to protect and enhance biodiversity at the site. To date, key projects undertaken as part of the plan include establishing an on-site nursery to cultivate trees and shrubs for local planting and amenity improvement, and the partial damming and collection of surface water/run-off. We are also using wastewater channelled downstream from our on-site biological effluent treatment plant to support and enhance a wetland habitat for indigenous plants and animals, including migratory birds.



Safeguarding Our Workforce and Assets

We operate our facilities in a safe, competent manner with care for all those on our sites or impacted by our activities.

Material Topics in this section

Safeguarding Human Rights

- Human Rights
- Security Practices

Protecting Our Workforce

- Asset Integrity
- Workforce Health & Safety
- Workforce Management Practices

Attracting, Retaining, and Developing Our Workforce

- Diversity and Equal Opportunities
- Learning and Development

UN SDGs



Safeguarding Our Workforce and Assets continued

Dana Gas is committed to creating a welcoming, and supportive work environment that enables everyone to thrive, and to protecting the rights and safety our employees, contractors, and the communities in which we operate. To accomplish this, we actively identify and mitigate health and safety risks and endeavour to cultivate a safety-first culture that prioritises health and well-being.

Dana Gas takes a zero tolerance approach to discrimination, harassment, or bullying in the workplace.

The value we place on human rights, safety, and inclusivity is enshrined in our Code of Conduct. Updated in 2023, the Code incorporates our commitment to the United Nations' Voluntary Principles on Security and Human Rights. The Code also defines our commitment to respecting and safeguarding human rights and articulates processes for effectively recording and reporting instances of discrimination should they occur.

Strengthening Our Safety Culture

Our approach to occupational health and safety is driven by the ultimate goal of doing no harm to people, and to upholding world-class safety standards across all our operations, joint ventures and assets. In accordance with this objective, all Dana Gas Health and Safety policies and practices align fully with international health and safety standards and the International Association of Oil and Gas Producers (IOGP) Life Saving Rules.

We also have clear safety commitments and targets in place at the Group, joint venture, and asset level, and key performance indicators such as Total Recordable Incident Frequency (TRIF) and Asset Integrity Key Performance Indicators (KPIs) are aggregated across our portfolio and reflected in Group-level scorecards.

In April 2024, a terrorist drone attack on our Khor Mor site tragically resulted in the loss of 4 contractor staff working at the plant. Overall, there were 18 recordable injuries across the DG Group, representing a year-end TRIF of 1.62.

In 2024, there were no reported cases of occupational illness across both Dana Gas employees and contractor workforce. As part of our ongoing commitment to safeguarding occupational health and promoting staff wellbeing, we are developing a comprehensive Occupational Exposure Monitoring Strategy. This strategy includes the identification of Similar Exposure Groups (SEGs) through structured workplace assessments and targeted exposure sampling.

Our proactive approach to health management is supported by a range of existing initiatives, including:

- **Daily staff fitness programs**
- **An annual fitness assessment scheme**
- **Monthly awareness sessions on key health topics**
- **Pre-employment medical screenings**
- **Biennial medical examinations aligned with OEUK standards**
- **Independent third-party industrial hygiene audits**

These efforts form part of our broader goal to ensure a healthy, safe, and supportive working environment for all personnel.

To drive continuous improvement of our occupational health and safety performance, in 2024 we continued to invest in focused efforts to improve the health and safety culture and behaviours of our contractor workforce, many of whom are drawn from the local region and lack prior experience with international health, safety, and environmental (HSE) standards. To address ongoing gaps in safety behaviours with our contractor workforce we also ensure high levels of on-site safety supervision and provide enhanced levels of HSE training for our contractors with a strong focus on hazard awareness and compliance with IOGP Life Saving Rules.

In 2024 Dana Gas and our joint ventures had zero penalties for non-compliance with safety or social regulations.

We also have a range of measures in place to support and protect occupational health and we encourage our local suppliers and contractors to do the same. As a result of these programmes, which include health and wellbeing programmes, occupational exposure monitoring, health awareness campaigns, pre-employment medical screenings, and third-party hygiene audits, we recorded zero occupational illnesses amongst Dana Gas employees and contractors in 2024.

Process Safety Fundamentals



Addressing Health & Safety Risk

Our comprehensive and systematic approach to managing health and safety risk across the Group is rooted in the fundamentals of Process Safety, which encourages and engages all employees and contractors to use behaviour-based practices to take all appropriate safety measures at all times, including avoiding safety risk by applying appropriate safety measures, maintaining hazard awareness and observation, and following all proper and safe procedures.

All employees and contractors are actively encouraged to make early reports of unsafe acts and conditions, with more than 13,656 HSSE observations recorded across the business in 2024 (a 61% decrease over 2023). Each observation or incident was immediately recorded and mitigated.

In the event a potential safety hazard is identified, everyone at Dana Gas is fully empowered to immediately halt any work they perceive to pose immediate threat to life, health, property, or the environment.

In compliance with our Code of Conduct, employees are also actively encouraged to use our whistleblowing and grievance mechanism to report incidents of non-compliance or safety violations.

HSSE Management System

Dana Gas has a variety of policies and procedures in place to monitor and guide our occupational health and safety programmes. These are enshrined in our comprehensive HSSE & SP policy, which is implemented through our ISO 45001-certified Operating Risk Management System (ORMS). The ORMS encompasses operating practices, HSSE standards, and local HSSE & SP management systems specific to each country or asset. The HSSE & SP policy sets forth clear guidance for embedding and enacting robust safety measures throughout our operations, including:

- The safe, competent, and efficient operation of our facilities, and care for all those on our sites or impacted by Dana Gas activities.
- The continuous improvement of objectives related to the prevention of injuries and occupational ill health, and our perpetual goal of zero incidents.
- The establishment of measurable targets for health, safety, security, environment and social performance targets, and transparent public reporting on those targets.
- The inclusion of HSSE & SP into corporate and individual performance appraisals.
- The inclusion, consultation, and participation of workers in developing, maintaining, and improving a safe work environment across the Group.
- The implementation of company policies, standards, and procedures in full compliance with all applicable national and international HSSE & SP legal requirements.
- Requirements for contractors and joint ventures under Dana Gas control to manage HSSE & SP in accordance with this policy, and the use of our influence to promote it in other ventures.
- Our contributions to the continuous improvement of the HSSE & SP performance of our industry by sharing best practices and lessons learned with partners, contractors, competitors, and regulators.

HSSE & SP also remains a continuous agenda item for the Dana Gas Executive Committee, and we have established Safety Committees across our joint ventures to ensure workforce representation, foster a safety-first culture, and expedite our implementation of workplace improvement plans.

Safeguarding Our Workforce and Assets continued



Safety Training

Throughout 2024 we continued to conduct regular safety training, hazard awareness education, and safety behaviour improvement initiatives aimed at driving the continuous improvement of our safety and compliance performance, including company-wide initiatives focused on growing our Safety Culture, Contractor HSSE Management, Security & Asset Protection, Crisis Management and Business Continuity, and Asset Integrity & Process Safety.

There has been one Tier 2 PSE in 2024 and zero Tier 1 events. This represents a 'best-ever' performance across the Group, marking a notable improvement in the number of Tier 1 & 2 PSEs over the past 6-years. It is reflective of ongoing implementation of Process Safety and Asset Integrity Management programs at both Khor Mor and El Wastani facilities, including further and more focused employee training and awareness programs and roll-out of the IOGP Process Safety Fundamentals.

Contractor Safety

Because contractors support Dana Gas operations and project developments through the provision of a significant volume of our equipment, services, and labour in Egypt and the KRI, we have established comprehensive processes

for contractor qualification, selection, monitoring, and performance management. In addition to conducting regular contractor performance reviews, we also have further requirements in place for contractors engaged in high-risk activities.

Road & Transportation Safety

Several Dana Gas assets are in remote areas in countries with unstable socio-political situations, poor road conditions, vehicle standards, and road-user behaviours. Collectively, these factors contribute to a high level of risk exposure for road and transportation safety. As a result, we have land transport safety programmes in place tailored and regularly updated to address specific concerns and requirements for each local area.

In addition, all land and road transport journeys are monitored to ensure safe driving practices are followed by all driver in line with our land transportation policies and procedures, and all company vehicles are equipped with In-Vehicle Monitoring Systems (IVMS) to track driver performance and compliance. We also conduct regular risk assessments and require that all company drivers undergo advanced defensive driving training.

We had no major road traffic accidents in 2024 – marking the fifth consecutive year without a major incident.

In the KRI, our vehicles are also equipped with Track24 monitoring systems to track all in-country movements of personnel and materials outside of plant boundaries, and all transportation is conducted in accordance with clear journey management plans along with associated security support from private contractors and government forces when necessary.

Asset Integrity

The integrity, reliability, and safety of our physical assets is a critical facet of safeguarding our employees, contractors, and communities. Asset integrity and safety-critical maintenance targets is a central aspect of the Dana Gas Operating Risk Management System (ORMS), and in accordance with ORMS requirements we focus on mitigating all major risks to a level that is "as low as reasonably practicable." This ALARP approach is driven by Asset Integrity Management Systems (AIMS) at all Dana Gas ventures and operating sites, and each venture regularly conducts efficacy reviews of their safety controls. Key performance indicators for asset integrity are also integrated into local and corporate level reporting.

Asset integrity performance targets, including numbers of Process Safety Events (PSEs) and safety critical maintenance completed on time without being overdue or deferred, is embedded into our corporate performance scorecard. Process Safety Events (PSEs) and process safety performance is further monitored and measured in accordance with international standards and criteria such as the American Petroleum Institute (API) and the International Association of Oil and Gas Producers (IAOGP). Tier 3 PSEs are also captured, reported and investigated as per our asset AIMS systems.

Emergency Response Preparedness

In alignment with industry best practices, we have Emergency Response Plans (ERPs) in place for DGE and our WASCO venture. Encompassing all foreseeable potential emergency scenarios, the plans are regularly tested through drills and practice events. In 2024, these included an internal drill in UAE completed within SAJAA Gas, and a fire drill at our UAE head office. No major events occurred in 2024.



Enhancing Transport Safety in the KRI

The transportation of Natural Gas Liquids (NGL)/ condensate and Liquified Petroleum Gas (LPG) from our Khor Mor facility in the KRI is handled by third parties on direct behalf of the KRI regional government. Due to ongoing challenges associated with vehicle maintenance by the third-party hauliers and the frequency of minor leaks from tankers during NGL/condensate loading, our Pearl Petroleum venture is actively engaged with the KRI authorities to drive improvements in the standard of the national tanker fleet and fleet maintenance, as well as in conducting regular quality checks on tankers prior to entry to the Khor Mor site. To further mitigate risk and advance this safety effort, in 2024 Pearl also issued updated vehicle specifications along with more rigorous processes for the registration and inspection assurance of any vehicle allowed on the Khor Mor site.

Safeguarding Our Workforce and Assets continued

Security Practices

Because our Khor Mor and our El Wastani gas plants are regarded as assets of national security importance in both the KRI and Egypt, respectively, Dana Gas has stringent government-level security measures in place for these sites and across all our operations. These internal security plans feature layers of protection that encompass organisational, procedural, and hardware control measures, including protection for existing operations, remote well and rig locations, and the movement of both personnel and materials.

To ensure the ongoing robustness of our security plans, Dana Gas engages with specialist independent security advisors and the latest monitoring and intelligence as well as

continuous analysis by our in-country asset protection and security teams. The UN Voluntary Principles on Security and Human Rights are also embedded in our security management plans and in the contractual agreements we maintain with private security companies in the KRI and Egypt

Employee Recruitment & Retention

Dana Gas is proud to attract, retain and support a talented workforce with the skills and expertise to positively contribute to the sustainability and success of our company and the regions we serve. We actively prioritise a range of initiatives to retain existing talent, attract new talent, and support the growth of our whole workforce.

	2019	2020	2021	2022	2023	2024
Total number of employees	141	124	96	90	86	83
UAE	47	34	35	35	35	34
KRI	4	2	3	3	3	3
Egypt	90	88	58	52	48	46

	2019	2020	2021	2022	2023	2024
Total number of contractors	29	27	17	17	20	23
UAE	4	3	3	3	5	5
KRI	0	1	1	1	1	1
Egypt	25	23	13	13	14	17

Scope: Dana Gas only. Excludes Joint Ventures.

	2019	2020	2021	2022	2023	2024
Total number of Joint Venture employees	896	857	903	1,008	1,012	1,013
KRI (PPCL)	497	463	511	626	637	640
Egypt (WASCO)	399	394	392	382	375	373

	2019	2020	2021	2022	2023	2024
Total number of Joint Venture contractors	492	975	1,125	1,104	1,062	997
KRI (PPCL)	36	10	65	160	172	203
Egypt (WASCO)	456	965	1,060	944	890	794

	2019	2020	2021	2022	2023	2024
Total number of employees who left the company voluntarily	6	3	4	2	2	6
UAE	1	1	1	0	2	3
KRI	0	0	0	0	0	0
Egypt	5	2	3	2	0	3

	2019	2020	2021	2022	2023	2024
Employee turnover rate	7%	17%	29%	10%	6%	7%

Scope: Dana Gas full-time employees only. Turnover includes voluntary and involuntary leavers.



Safeguarding Our Workforce and Assets continued

Safeguarding Human Rights

Operating in complex environments like the KRI means that Dana Gas is subject to a variety of security-related human rights risks that have the capacity to adversely affect our operational stability, credibility, and reputation. As a result, we are unequivocally dedicated to cultivating a diverse, inclusive, and supportive work environment that protects and respects individual rights and enables everyone to pursue fulfilling, successful careers.

Dana Gas takes a zero-tolerance approach to discrimination, harassment, and bullying in the workplace, and mechanisms are in place for employees and contractors to formally report human rights-related issues or grievances.

These values, along with our zero-tolerance approach to discrimination, harassment, or bullying in the workplace, are enshrined in our Code of Conduct, which applies to all employees and contractors and includes our commitment to the United Nations’ Voluntary Principles on Security and Human Rights (UNVPSHR).

No instances of discrimination, harassment, bullying, or human rights violations were reported in 2024.

In 2024, we continued the review of Dana Gas Code of Conduct to publicly strengthen our commitment to respecting and safeguarding human rights, including the elimination of human rights abuses such as child labour, human trafficking, and force labour, and to incorporate further enhancements to the recording and reporting of instances of discrimination should they occur.

Diversity & Equal Opportunity

Dana Gas believes that a diverse workforce is a strong workforce, and we are committed to creating a workplace and a culture that welcomes and respects the perspective, talent, and contributions of all individuals. Building gender diversity is one of the challenges we face in fulfilling this commitment. Like the oil and gas industry particularly in the Middle East, our full-time workforce is currently predominantly male. In response to this challenge, we have established initiatives to purposefully increase the number of women represented throughout our organisation. These include an internship programme in partnership with the University of Sharjah to recruit and support female talent, and training for all employees on our Code of Conduct and fostering a culture of mutual respect that prioritises inclusivity, well-being, and success for all.

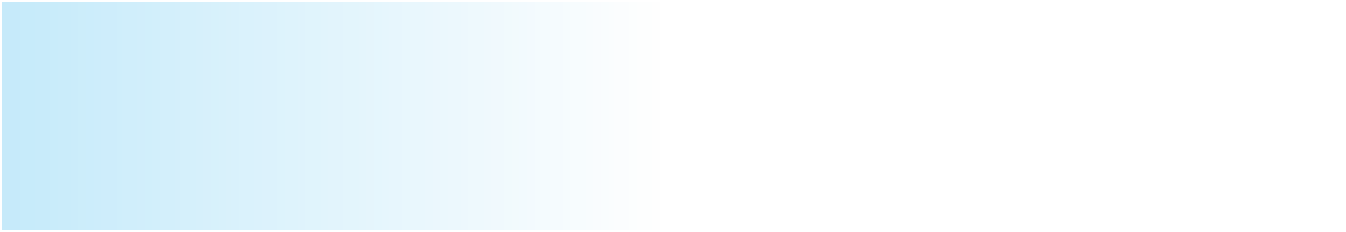


Board composition	2019	2020	2021	2022	2023	2024
Female	0	0	1	1	1	1
Male	11	11	10	10	10	10
Percentage Board committees headed by gender	2019	2020	2021	2022	2023	2024
Female	0%	0%	0%	25%	25%	25%
Male	100%	100%	100%	75%	75%	75%
Full time employees	2019	2020	2021	2022	2023	2024
Female	26	24	22	20	19	19
Male	115	100	74	70	67	64
UAE						
Female	8	8	8	8	8	9
Male	39	27	27	27	27	25
KRI						
Female	1	0	1	1	1	1
Male	4	2	2	2	2	2
Egypt						
Female	17	16	13	11	10	9
Male	72	71	45	41	38	37

Scope: Dana Gas only

Full time Joint Venture employees	2019	2020	2021	2022	2023	2024
Female	50	47	49	57	54	57
Male	846	810	854	951	958	956
KRI (PPCL)						
Female	15	14	17	27	28	28
Male	482	494	494	599	609	612
Egypt (WASCO)						
Female	35	33	32	30	26	29
Male	364	361	360	352	349	344

Scope: Dana Gas Joint Ventures



Safeguarding Our Workforce and Assets continued

Whistleblowing & Grievance Reporting

Dana Gas has a clear grievance reporting system in place to enable employees, contractors, community members and other stakeholders to securely report any issues or concerns they may have without fear of retaliation. We have a variety of reporting mechanisms including telephone, email, letters, comment boxes, and meetings. We log, acknowledge, and evaluate every grievance, then develop a formal response with the engagement and approval of relevant Dana Gas or joint venture management personnel. Each response is formally communicated and internally recorded.

In 2024 we received 24 reports of community-related incidents and grievances, all of them within the KRI. This is double the number from 2023 and most of them related to compensation claims for land access or damage to roads in the Khor Mor area, some of which were associated with roadblocks that caused minor disruptions in association with the KM250 project construction and drilling activities. Other reports included requests or protests related to employment demands, the awarding of contracts to local suppliers, community electrical power supply concerns, and reports of waste fly-tipping by contractors. All incidents and claims reported in 2024 were thoroughly investigated and addressed by the Pearl Petroleum Social Performance team in accordance with our local grievance reporting and investigation procedures. In a few instances, the team also undertook diplomatic engagement with community members and other stakeholders to achieve a satisfactory resolution.

Training & Development

	2019	2020	2021	2022	2023	2024
Average days of training	2.1	1.1	0.5	2.4	2.8	1.1
	2019	2020	2021	2022	2023	2024
Percentage of total employees who received regular performance and career development review	100%	100%	100%	100%	100%	100%

Scope: Dana Gas only

Enabling Employees

As part of our employee support and retention commitment, we provide all Dana Gas employees with health and life insurance, and annual and parental leave entitlements, and health management programmes to support fitness for work along with a variety of ergonomics, vaccination, medical fitness, and health monitoring programmes focused on supporting personal health and wellness.

We also provide training and development opportunities focused on empowering employees at every career stage, including thorough onboarding, specialised safety training that extends to relevant subcontractors, and external training for nominated individuals.

Supporting Employees' Mental Health

Individuals living and working in remote locations can experience a unique set of challenges, including exposure to hazardous environments, extended work shifts, disrupted sleep patterns, and separation from family and friends. Because these challenges can have a direct impact on physical and mental health, and social well-being, we have a comprehensive mental health initiative in place for employees based at our Khor Mor site aimed at building community and fostering a sense of collaboration, support, and resilience throughout the team.

Led by the Khor Mor Occupational Health Team, the programme addresses all three elements of well-being and includes Mental Health First Aid training for all department heads, enabling them to recognise the first signs of stress in themselves and in team members. The programme engages employees at Khor Mor in fitness challenges, competitions, and expert webinars focused on equipping everyone with the skills they need to address the challenges of remote work.



Appendix A: ADX Content Index











ADX Standard	Disclosure	Page number(s) and/or direct answers
Environment		
E1. GHG Emissions		
	E1.1) Total amount in CO ₂ equivalents for Scope 1	Page 30
	E1.2) Total amount in CO ₂ equivalents for Scope 2 (if applicable)	Page 30
	E1.3) Total amount in CO ₂ equivalents for Scope 3 (if applicable)	Not disclosed
E2. Emissions Intensity		
	E2.1) Total GHG emissions per output scaling factor	Page 30
	E2.2) Total non-GHG emissions per output scaling factor	Not disclosed
E3. Energy Usage		
	E3.1) Total amount of energy directly consumed	Not disclosed
	E3.2) Total amount of energy indirectly consumed	Not disclosed
E4. Energy Intensity		
	Total direct energy usage per output scaling factor	Not disclosed
E5. Energy Mix		
	Percentage: Energy usage by generation type	Not disclosed
E6. Water Usage		
	E6.1) Total amount of water consumed	Page 34
	E6.2) Total amount of water reclaimed	Page 33
E7. Environmental Operations		
	E7.1) Does your company follow a formal Environmental Policy? Yes/No	Yes
	E7.2) Does your company follow specific waste, water, energy, and/or recycling polices? Yes/No	Yes
	E7.3) Does your company use a recognized energy management system?	Yes
E8. Environmental Oversight		
	Does your Management Team oversee and/or manage sustainability issues? Yes/No	Yes
E9. Environmental Oversight		
	Does your Board oversee and/or manage sustainability issues? Yes/No	Yes
E10. Climate Risk Mitigation		
	Total amount invested, annually, in climate-related infrastructure, resilience, and product development	Not disclosed

ADX Standard	Disclosure	Page number(s) and/or direct answers
Social		
S1. CEO Pay Ratio		
	S1.1) Ratio: CEO total compensation to median FTE total compensation	Not disclosed
	S1.2) Does your company report this metric in regulatory filings? Yes/No	No
S2. Gender Pay Ratio		
	Ratio: Median male compensation to median female compensation	Not disclosed
S3. Employee Turnover		
	S3.1) Percentage: Year-over-year change for full-time employees	Page 44
	S3.2) Percentage: Year-over-year change for part-time employees	Page 44
	S3.3) Percentage: Year-over-year change for contractors/consultants	Not disclosed
S4. Gender Diversity		
	S4.1) Percentage: Total enterprise headcount held by men and women	Page 47
	S4.2) Percentage: Entry- and mid-level positions held by men and women	Not disclosed
	S4.3) Percentage: Senior- and executive-level positions held by men and women	Not disclosed
S5. Temporary Worker Ratio		
	S5.1) Percentage: Total enterprise headcount held by part-time employees	Not disclosed
	S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants	Page 44
S6. Non-Discrimination		
	Does your company follow a non-discrimination policy? Yes/No	Yes
S7. Injury Rate		
	Percentage: Frequency of injury events relative to total workforce time	Page 24
S8. Global Health & Safety		
	Does your company follow an occupational health and/or global health & safety policy? Yes/No	Yes
S9. Child & Forced Labor		
	S9.1) Does your company follow a child and/or forced labor policy? Yes/No	Yes
	S9.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No	Not explicitly – to be addressed in 2025 Code of Conduct refresh.
S10. Human Rights		
	S10.1) Does your company follow a human rights policy? Yes/No	Yes
	S10.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No	Not explicitly – to be addressed in 2025 Code of Conduct refresh.
S11. Nationalisation		
	Percentage of national employees	Page 20
S12. Community Investment		
	Amount invested in the community, as a percentage of company revenues	Page 15

Appendix A: ADX Content Index continued

ADX Standard	Disclosure	Page number(s) and/or direct answers
Governance		
	G1. Board Diversity	
	G1.1) Percentage: Total board seats occupied by men and women	Page 47
	G1.2) Percentage: Committee chairs occupied by men and women	Page 47
	G2. Board Independence	
	G2.1) Does company prohibit CEO from serving as board chair? Yes/No	Yes
	G2.2) Percentage: Total board seats occupied by independent board members	Page 11
	G3. Incentivized Pay	
	Are executives formally incentivized to perform on sustainability?	Yes Page 11, 28
	G4. Supplier Code of Conduct	
	G4.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/ No	Not explicitly – to be addressed in 2025 Code of Conduct refresh.
	G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?	N/A
	G5. Ethics & Prevention of Corruption	
	G5.1) Does your company follow an Ethics and/or Prevention of Corruption policy? Yes/No	Yes
	G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?	100%
	G6. Data Privacy	
	G6.1) Does your company follow a Data Privacy policy? Yes/No	Not explicitly – to be addressed in 2025 Code of Conduct refresh.
	G6.2) Has your company taken steps to comply with GDPR rules? Yes/No	No
	G7. Sustainability Reporting	
	Does your company publish a sustainability report? Yes/No	Yes
	G8. Disclosure Practices	
	G8.1) Does your company provide sustainability data to sustainability reporting frameworks? Yes/No	Yes
	G8.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)? Yes/No	Yes
	G8.3) Does your company set targets and report progress on the UN SDGs? Yes/No	No
	G9. External Assurance	
	Are your sustainability disclosures assured or validated by a third-party audit firm? Yes/No	No

Appendix B: Contribution to the UN SDGs

							
							
SDG	Chapter		Page number				
1. End poverty in all its forms everywhere	SAFEGUARDING OUR WORKFORCE AND ASSETS		Page 38				
2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture	SAFEGUARDING OUR WORKFORCE AND ASSETS		Page 38				
3. Ensure healthy lives and promote well-being for all at all ages	SAFEGUARDING OUR WORKFORCE AND ASSETS		Page 38				
4. Ensure inclusive and quality education for all and promote lifelong learning	SAFEGUARDING OUR WORKFORCE AND ASSETS		Page 38				
5. Achieve gender equality and empower all women and girls	SAFEGUARDING OUR WORKFORCE AND ASSETS		Page 38				
6. Ensure access to water and sanitation for all	PERFORMING RESPONSIBLY		Page 26				
7. Ensure access to affordable, reliable, sustainable and modern energy for all	PERFORMING RESPONSIBLY		Page 26				
8. Promote inclusive and sustainable economic growth, employment and decent work for all	SAFEGUARDING OUR WORKFORCE AND ASSETS		Page 38				
9. Build resilient infrastructure, promote sustainable industrialization and foster innovation	PERFORMING RESPONSIBLY		Page 26				
10. Reduce inequality within and among countries	SAFEGUARDING OUR WORKFORCE AND ASSETS		Page 38				
11. Make cities inclusive, safe, resilient and sustainable	PERFORMING RESPONSIBLY		Page 26				
12. Ensure sustainable consumption and production patterns	SAFEGUARDING OUR WORKFORCE AND ASSETS		Page 38				
13. Take urgent action to combat climate change and its impacts	PERFORMING RESPONSIBLY		Page 26				
14. Conserve and sustainably use the oceans, seas and marine resources	PERFORMING RESPONSIBLY		Page 26				
15. Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss	PERFORMING RESPONSIBLY		Page 26				
16. Promote just, peaceful and inclusive societies	CONTRIBUTING TO IN-COUNTRY VALUE		Page 12				
17. Revitalize the global partnership for sustainable development	CONTRIBUTING TO IN-COUNTRY VALUE		Page 12				

Appendix C: GRI Content Index

GRI Standard	Disclosure	Page number(s) and/or direct answers
GRI 101: Foundation 2016		
Organizational Profile		
102-1	Name of the organization	Page 4
102-2	Activities, brands, products, and services	Page 4
102-3	Location of headquarters	Page 4
102-4	Location of operations	Page 4
102-5	Ownership and legal form	For more details on geographical operations, activities, subsidiaries, joint operations and ventures, please refer to our 2024 integrated report.
102-6	Markets served	Page 4
102-7	Scale of the organization	Page 4
102-8	Information on employees and other workers	Page 44
102-9	Supply chain	Page 23
102-10	Significant changes to the organization and its supply chain	No significant changes in the supply chain.
102-11	Precautionary Principle or approach	Precautionary Principle approach to reduce or avoid negative environmental impacts is enshrine within the DG Enterprise Risk Management System., HSSE Management System and related procedures
102-12	External initiatives	Page 16- 17
Strategy		
102-14	Statement from senior decision-maker	Page 2
102-15	Key impacts, risks, and opportunities	Page 2
102-17	Mechanisms for advice and concerns about ethics	Page 22
Ethics and Integrity		
102-18	Governance structure	Page 11
102-19	Delegating authority	Page 11
102-20	Executive-level responsibility for economic, environmental, and social topics	Page 11
102-21	Consulting stakeholders on economic, environmental, and social topics	Page 8
102-22	Composition of the highest governance body and its committees	Page 11
102-23	Chair of the highest governance body	Page 11
102-24	Nominating and selecting the highest governance body	Page 11
102-26	Role of highest governance body in setting purpose, values, and strategy	Page 11
102-28	Evaluating the highest governance body’s performance	Page 11
102-29	Identifying and managing economic, environmental, and social impacts	Page 11
102-32	Highest governance body’s role in sustainability reporting	Page 11
102-38	Annual total compensation ratio	Not disclosed
102-39	Percentage increase in annual total compensation ratio	Not disclosed

GRI Standard	Disclosure	Page number(s) and/or direct answers
Stakeholder Engagement		
102-40	List of stakeholder groups	For detailed information on Dana Gas’s stakeholder engagement practices, please refer to Appendix A in our 2021 Sustainability Report
102-41	Collective bargaining agreements	Not applicable in the UAE
102-42	Identifying and selecting stakeholders	Page 8
102-43	Approach to stakeholder engagement	Page 8
102-44	Key topics and concerns raised	Page 8
Reporting Practice		
102-45	Entities included in the consolidated financial statements	Included in 2024 Integrated Report
102-46	Defining report content and topic Boundaries	Page 1
102-47	List of material topics	Page 8-9
102-48	Restatements of information	All restatements of information are presented as footnotes to data tables
102-49	Changes in reporting	None
102-50	Reporting period	Page 1
102-51	Date of most recent report	2024
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Page 1
102-54	Claims of reporting in accordance with the GRI Standards	Page 54
102-55	GRI content index	Page 54
102-56	External assurance	Dana Gas does not seek external assurance for its sustainability report
Material Topics		
GRI 200: Economic		
Economic Performance		
GRI 103: Management Approach 2016	103- 1 Explanation of the material topic and its Boundary	Page 20
	103- 2 The management approach and its components	Page 20-21
	103- 3 Evaluation of the management approach	Page 20-21
GRI 201: Economic Performance 2016	201- 1 Direct economic value generated and distributed	Page 21
	201-2 Financial implications and other risks and opportunities due to climate change	Page 20
	201-3 Defined benefit plan obligations and other retirement plans	Page 26- 37
Market Presence		
GRI 202: Market Presence 2016	103- 1 Explanation of the material topic and its Boundary	Page 4
	103- 2 The management approach and its components	Page 4
	103- 3 Evaluation of the management approach	Page 4
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	Not disclosed

Appendix C: GRI Content Index continued

GRI Standard	Disclosure	Page number(s) and/or direct answers
Indirect Economic Impacts		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 14- 19
	103-2 The management approach and its components	Page 14- 19
	103-3 Evaluation of the management approach	Page 14- 19
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Page 14- 19
	203-2 Significant indirect economic impacts	Page 14- 19
Procurement Practices		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 19
	103-2 The management approach and its components	Page 19
	103-3 Evaluation of the management approach	Page 19
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Page 19
Anti-corruption		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 22
	103-2 The management approach and its components	Page 22
	103-3 Evaluation of the management approach	Page 22
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 22
	205-2 Communication and training about anti-corruption policies and procedures	Page 22
	205-3 Confirmed incidents of corruption and actions taken	Page 22
GRI 300: Environmental		
Energy		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 28
	103-2 The management approach and its components	Page 28
	103-3 Evaluation of the management approach	Page 28
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Not disclosed
	302-2 Energy consumption outside of the organization	Not disclosed
	302-3 Energy intensity	Not disclosed
	302-4 Reduction of energy consumption	Page 28- 29
	302-5 Reductions in energy requirements of products and services	Page 28- 29
Water and Effluents		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 33- 37
	103-2 The management approach and its components	Page 33- 37
	103-3 Evaluation of the management approach	Page 33- 37
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 34
	303-2 Management of water discharge-related impacts	Page 34
	303-3 Water withdrawal	Page 34
	303-4 Water discharge	Page 34
	303-5 Water consumption	Page 34
Biodiversity		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 37
	103-2 The management approach and its components	Page 37
	103-3 Evaluation of the management approach	Page 37
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	Page 37
	304-2 Significant impacts of activities, products, and services on biodiversity	Page 37

GRI Standard	Disclosure	Page number(s) and/or direct answers
Emissions		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 30- 31
	103-2 The management approach and its components	Page 30- 31
	103-3 Evaluation of the management approach	Page 30- 31
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 30
	305-2 Energy indirect (Scope 2) GHG emissions	Page 30
	305-4 GHG emissions intensity	Page 30
	305-5 Reduction of GHG emissions	Page 30
Waste		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 36
	103-2 The management approach and its components	Page 36
	103-3 Evaluation of the management approach	Page 36
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 36
	306-2 Management of significant waste-related impacts	Page 36
	306-3 Waste generated	Page 36
	306-4 Waste diverted from disposal	Page 36
	306-5 Waste directed to disposal	Page 36
Environmental Compliance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 32
	103-2 The management approach and its components	Page 32
	103-3 Evaluation of the management approach	Page 32
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	Page 32
GRI 400: Social		
Employment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 44- 47
	103-2 The management approach and its components	Page 44- 47
	103-3 Evaluation of the management approach	Page 44- 47
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 44- 47
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not disclosed
Occupational Health and Safety		
GRI 103: Management Approach 2016	403-1 Occupational health and safety management system	Page 23
	403-2 Hazard identification, risk assessment, and incident investigation	Page 23
	403-3 Occupational health services	Page 40- 41
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 40- 41
	403-5 Worker training on occupational health and safety	Page 42
	403-6 Promotion of worker health	Page 42
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 42- 43
	403-8 Workers covered by an occupational health and safety management system	Page 42- 43
	403-9 Work-related injuries	Page 24- 25
	403-10 Work-related ill health	Page 24- 25

Appendix C: GRI Content Index continued

GRI Standard	Disclosure	Page number(s) and/or direct answers
Training and Education		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 40-41
	103-2 The management approach and its components	Page 40-41
	103-3 Evaluation of the management approach	Page 40-41
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 48
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 40-48
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 48
Diversity and Equal Opportunity		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 47
	103-2 The management approach and its components	Page 47
	103-3 Evaluation of the management approach	Page 47
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 47
Non-discrimination		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 40, 46
	103-2 The management approach and its components	Page 40, 46
	103-3 Evaluation of the management approach	Page 40, 46
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 40, 46
Human Rights Assessment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 46
	103-2 The management approach and its components	Page 46
	103-3 Evaluation of the management approach	Page 46
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	Page 46
	412-2 Employee training on human rights policies or procedures	To be addressed in 2025 Code of Conduct refresh.
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Not disclosed
Local Communities		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 14-17
	103-2 The management approach and its components	Page 14-17
	103-3 Evaluation of the management approach	Page 14-17
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page 14-17
	413-2 Operations with significant actual and potential negative impacts on local communities	Page 14-17

Appendix D: WEF Stakeholder Capitalism Metrics Content Index

WEF Theme	WEF Core Metrics and Disclosures	Page number
Governing Purpose	Setting purpose	
	The company’s stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental, and social issues. Corporate purpose should create value for all stakeholders, including shareholders	Page 10
Quality of Governing Body	Governance body composition	
	Composition of the highest governance body and its committees by: competencies relating to economic, environmental, and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual’s other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation	Page 10. See also 2024 Integrated Report
Stakeholder Engagement	Material issues impacting stakeholders	
	A list of the topics that are material to key stakeholders and the company, how the topics were identified, and how the stakeholders were engaged	Page 8
Ethical Behaviour	Anti-corruption	
	1. Total percentage of governance body members, employees and business partners who have received training on the organization’s anti-corruption policies and procedures, broken down by region	Not disclosed
	2. (a) Total number and nature of incidents of corruption confirmed during the current year but related to previous years (b) Total number and nature of incidents of corruption confirmed during the current year, related to this year	Page 22
	3. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption	Page 8
	Protected ethics advice and reporting mechanisms	
Risk and Opportunity Oversight	A description of internal and external mechanisms for	
	1. Seeking advice about ethical and lawful behaviour and organizational integrity;	Page 8
	2. Reporting concerns about unethical or lawful behaviour and organizational integrity	Page 8
	Integrating risk and opportunity into business process	
	Composition of the highest governance body and its committees by: competencies relating to economic, environmental, and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual’s other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation	Page 23

Appendix D: WEF Stakeholder Capitalism Metrics Content Index continued

WEF Theme	WEF Core Metrics and Disclosures	Page number
Climate Change	Greenhouse Gas (GHG) emissions For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO ₂ e) GHG Protocol Scope 1 and Scope 2 emissions	Page 30-31
	Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate	Not disclosed. Scope 3 data is collected but is not yet sufficiently matured
	TCFD implementation Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well-below 2°C above pre industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050	Page 29
	Land use and ecological sensitivity Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA)	Page 37
	Water consumption and withdrawal in water-stressed areas Report for operations where material, mega litres of water withdrawn, mega litres of water consumed and the percentage of each in regions with high or extremely high baseline water stress according to WRI Aqueduct water risk atlas tool	Page 34
Fresh Water Availability	Estimate and report the same information for the full value chain (upstream and downstream) where appropriate	Page 34
	Diversity and inclusion (%) Percentage of employees per employee category, per age group, gender and other indicators of diversity (e.g. ethnicity)	Page 47
Dignity and Equality	Pay equality Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men; minor to major ethnic groups; and other relevant equality areas	Not disclosed
Dignity and Equality	Wage level (%) 1. Ratios of standard entry-level wage by gender compared to local minimum wage	Not disclosed
	2. Ratio of CEO's total annual compensation to median total annual compensation of all employees (excluding the CEO)	Not disclosed
Dignity and Equality	Risk for incidents of child, forced or compulsory labour An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to type of operation (such as manufacturing plant) and type of supplier; or countries or geographic areas with operations and suppliers considered at risk	Not disclosed
Health and Wellbeing	Health and Safety (%) 1. The number and rate of fatalities as a result of work-related injury; high consequence work-related injuries (excluding fatalities); recordable work related injuries, main types of work-related injury; and the number of hours worked	Page 24
	2. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services and the scope of access provided for employees and workers	Page 40-41

WEF Theme	WEF Core Metrics and Disclosures	Page number
Skills For The Future	Training provided (#) 1. Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of trainings provided to employees divided by the number of employees)	Page 48
	2. Average training and development expenditure per full time employee	Not disclosed
Employment and Wealth Generation	Absolute number and rate of employment 1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region	Page 47
	2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region	Page 47
Employment and Wealth Generation	Economic Contribution 1. Direct economic value generated and distributed (EVG&D) – on an accrual basis, covering the basic components for the organization's global operations, ideally split out by:	Page 21
	a. Revenue	
	b. Operating costs	
	c. Employee wages and benefits	
	d. Payments to providers of capital	
	e. Payments to government	
	f. Community investment	
	2. Financial assistance received from the government - Total monetary value of financial assistance received by the organization from any government during the reporting period	Page 21
Wealth Creation and Employment	Financial investment contribution disclosure 1. Total capital expenditures (CapEx) – Depreciation supported by narrative to describe the company's investment strategy	Not disclosed
	2. Share buybacks + Dividend payments supported by narrative to describe the company's strategy for returns of capital to shareholders	Not disclosed
Innovation in Better Products and Services	Total R&D expenses (\$) Total costs related to research and development	Not disclosed
Community and Social Vitality	Community investment is included within the economic contribution metric (part of EVG&D)	Page 15
Community and Social Vitality	Total tax paid The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes and other taxes that constitute costs to the company, by category of taxes	Page 21

Notes



دانة غاز
DANA GAS

Dana Gas PJSC
PO Box 2011
Sharjah
United Arab Emirates
T: +971 (0)6 556 9444
e-mail: ir@danagas.com
www.danagas.com