



DRIVING SUSTAINABLE GROWTH



WELCOME

Aligned with our 2024 Sustainability Report, this executive summary reaffirms Dolphin Energy Limited’s long-standing commitment to address Environmental, Social, and Governance (ESG) priorities. We continue to drive progress through focused efforts in decarbonization, strengthening social impact, and upholding strong governance practices.

We are one of the largest energy ventures in the Gulf, driving economic growth in the UAE, Qatar, and Oman since we began production in 2007.

Every day, we supply natural gas that meets 30% of the UAE’s and 6% of Oman’s gas needs, while supporting energy security and affordability worldwide. Our cross-border operations span offshore gas extraction, onshore processing, and the transportation and distribution of lean gas through one of the region’s longest subsea pipelines. Built on strong partnerships with governments, industry leaders, and local communities, our business model creates long-term value while contributing to national visions and regional sustainable development goals.

“Dolphin Energy continued to uphold its vision of being a leading and reliable supplier of clean energy in a socially responsible manner, contributing to energy security, price stability, and economic growth in the region.

As we continue to meet the region’s natural gas demand, we remain committed to creating value by generating employment, strengthening local supply chains, and investing in communities across the UAE and Qatar. We are actively fulfilling our social responsibility and contributing to long-term sustainable development.”

Hamdan Bin Zayed Al Nahyan
Chairman

“In 2024, Dolphin Energy proudly celebrated 15 years of dedicated sustainability management. Last year, we also achieved key milestones in safety performance, operational resilience, and digitalization, all underscoring our commitment to protecting our people and delivering sustainable value.

As we look ahead to 2030, we remain focused on driving our ESG commitments and delivering against national climate goals and regional sustainability priorities.”

Obaid Abdulla Al Dhaheiri
Chief Executive Officer

For full reporting details, including alignment with the GRI Standards (including GRI 11: Oil and Gas Sector 2021), IPIECA guidance, and references to the UN SDGs, please refer to the full 2024 Sustainability Report.



15 YEARS OF SUSTAINABILITY LEADERSHIP

We have demonstrated a long-standing and strategic commitment to sustainability, with robust frameworks, policies, and strategies to integrate ESG into our core business and governance. Our approach aligns with global and regional sustainable development goals.

99.53%



of sustainability commitments achieved



COMPANY VISION

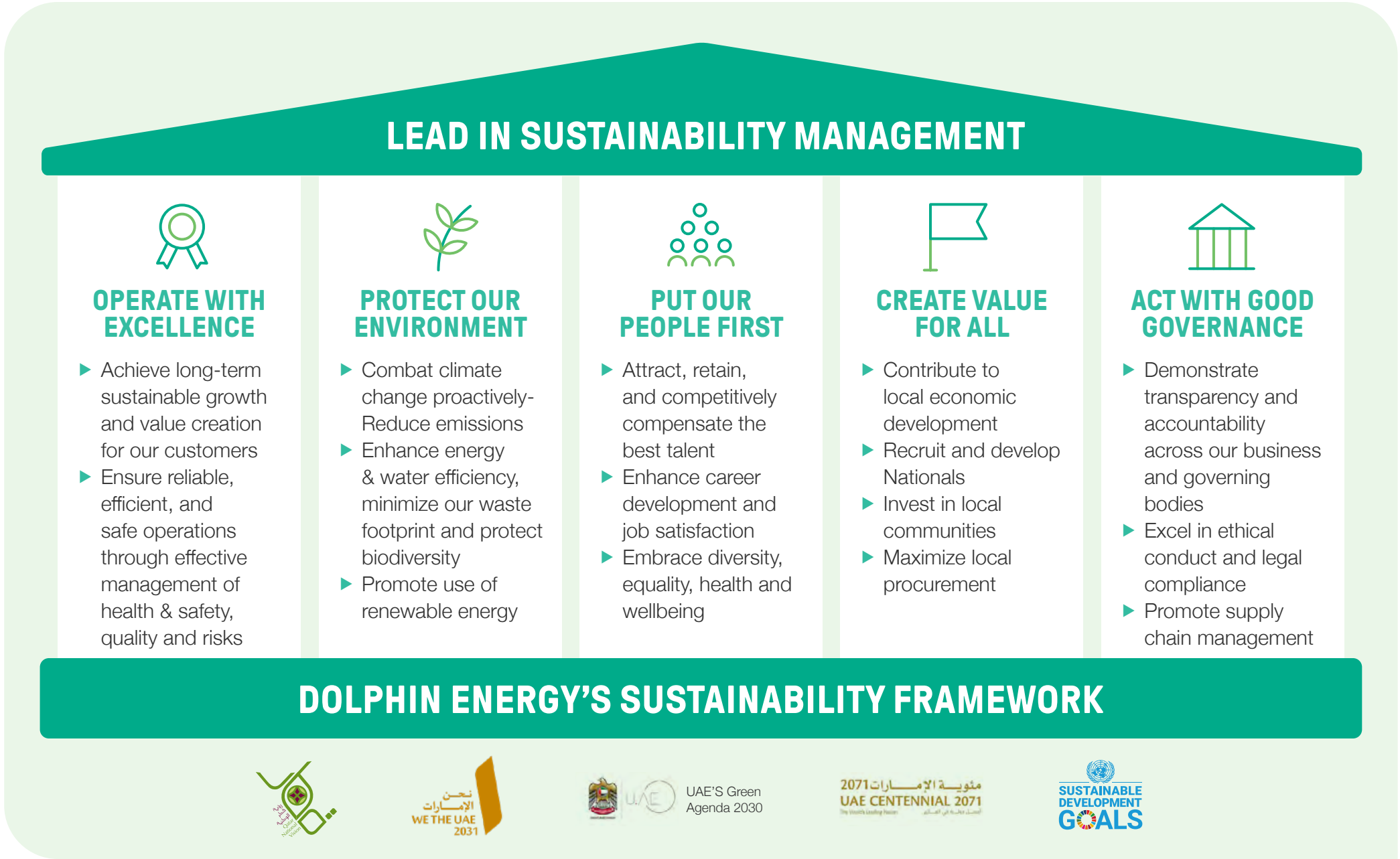
To be a leading and reliable supplier of clean energy in a socially responsible manner.

We will support the development of substantial long-term new industries throughout the region, creating sustainable wealth, economic growth, and employment opportunities for the citizens of the region far into the future.



SUSTAINABILITY FRAMEWORK

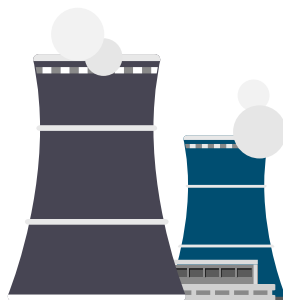
The framework is built around five strategic pillars which reflect the material topics identified through a stakeholder-informed materiality process. The framework is aligned with the following 'visions' - Qatar National Vision 2030, 'We the UAE 2031', the UAE's 'Green Agenda 2030' and 'Centennial 2071', as well as UN SDGs.



DOLPHIN ENERGY SUSTAINABILITY JOURNEY

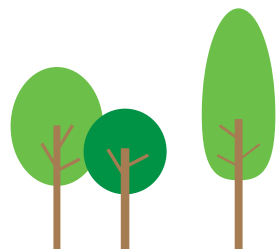
2010 - PRESENT

Annual publication of the sustainability report



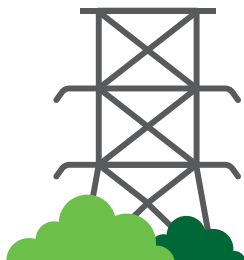
2011

Developed our sustainability framework



2013

Released our Sustainability Management Plan



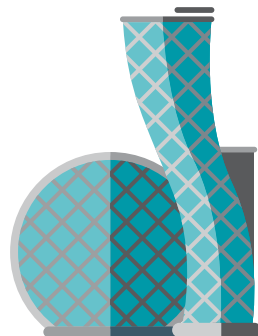
2014

Integrated sustainability pillars into our corporate strategy



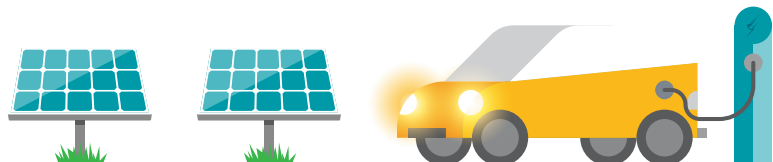
2024

Integrated ESG performance into our business planning



2022

Developed a decarbonization roadmap



2020

Extended our materiality assessment to engage internal and external stakeholders



2016

Issued our GHG Management Policy



Natural gas, considered as the cleanest fossil fuel, continues to play a crucial role in global energy security and affordability. However, we fully acknowledge our responsibility in addressing climate change and are committed to advancing cleaner solutions that meet growing energy demand. Through strategic environmental initiatives and research collaboration, we are driving progress toward ambitious sustainability objectives across all five material topics.



Targets: 6.3, 6.4, 7.2, 9.4, 12.2, 12.4, 12.5, 12.8, 13.2, 13.3, 14.1, 15.1, 15.6

ENVIRONMENT

HIGHLIGHTS

12%

increase on environmental investment

STRENGTHENED

our decarbonization roadmap

IDENTIFIED

our physical and transition climate risks

16.8%

reduction in GHG emissions
from imported power

SIGNED

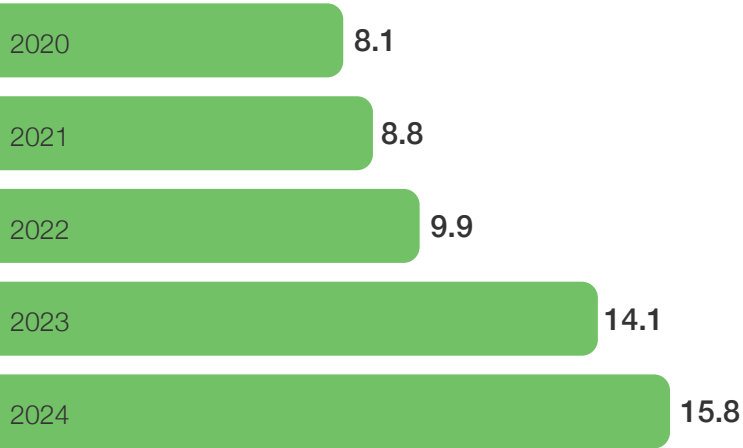
a five-year pledge for Abu Dhabi mangrove
plantation and coastal restoration

66%

reduction in hazardous waste

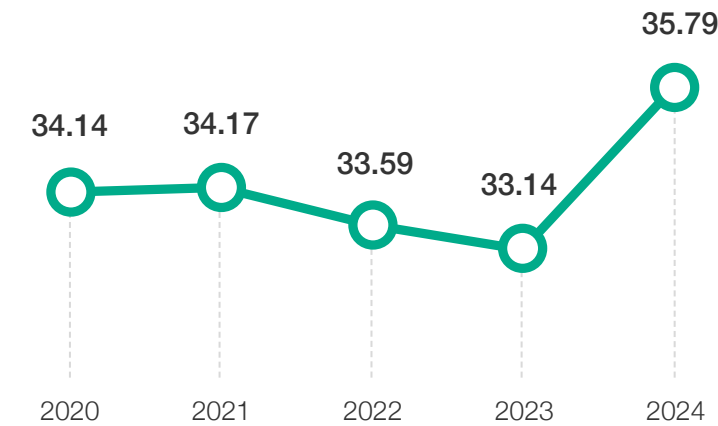
ENVIRONMENTAL EXPENDITURE

USD Millions



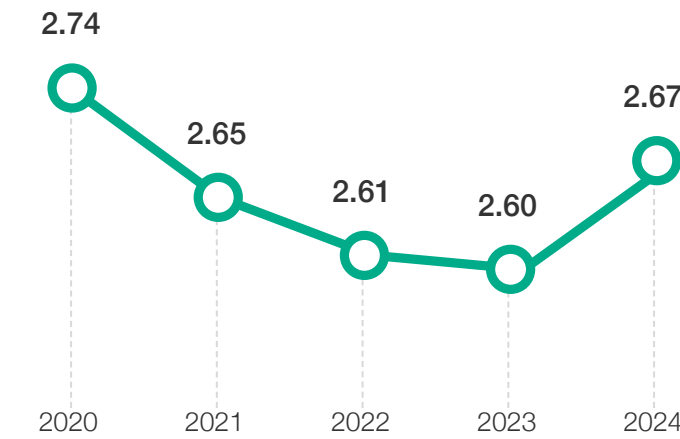
TOTAL ENERGY CONSUMPTION

Million Gigajoules (GJ)



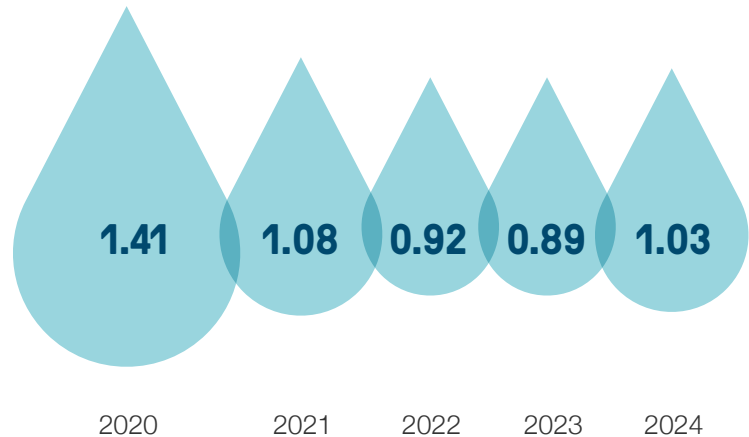
TOTAL GHG EMISSIONS

Million Tons CO₂e



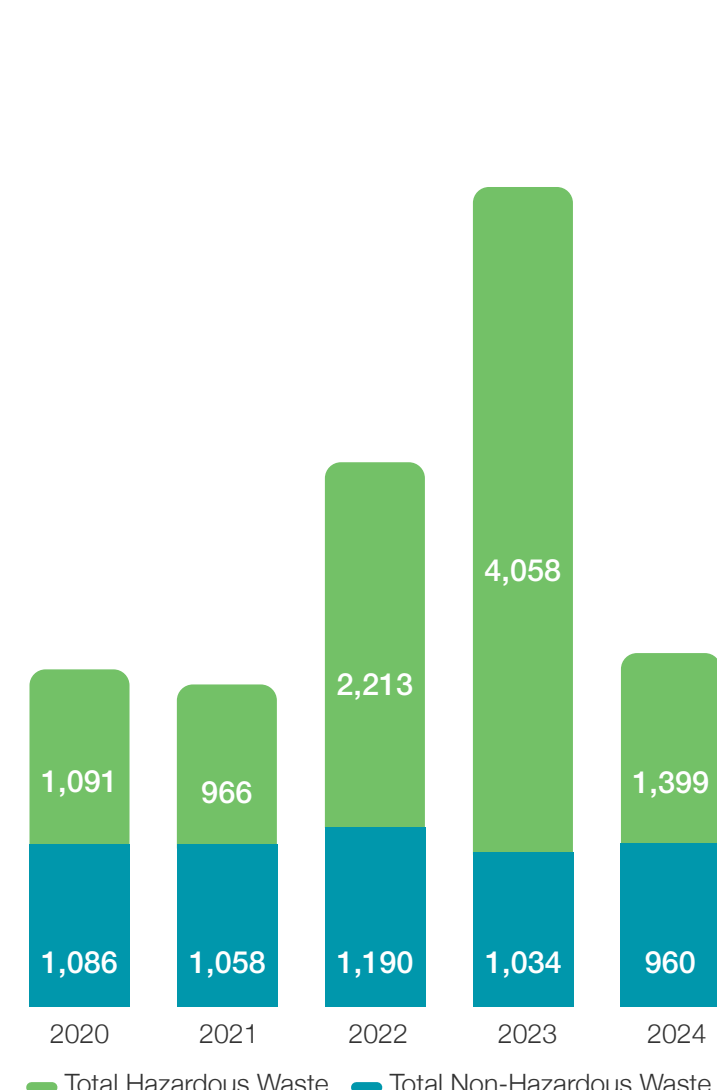
TOTAL WATER CONSUMPTION

Million Cubic Meter (m³)




TOTAL WASTE GENERATION

Tons



2024 COMMITMENT STATUS

- Conduct a Relative Accuracy Test Audit (RATA) on air emissions analyzers 100%
- Conduct a GHG emissions benchmarking study 100%
- Complete the replacement of conventional lights with LEDs at the upstream plant process area 100%
- Initiate a methane fugitive emissions study for downstream operations 100%
- Participate in a turtle beach cleanup campaign upstream 100%



مبادرة
القرم
أبوظبي

Abu Dhabi
Mangrove
Initiative

**COLLABORATING
FOR CONSERVATION**

Signed a new five-year partnership with the EAD, which cemented our long-term commitment to mangrove and coastal restoration.



RE-COMMISSIONING OUR REVERSE OSMOSIS PLANT

To further reduce reliance on purchased desalinated water, we re-commissioned our reverse osmosis plant to treat wastewater for reuse as process water.

RAISING INTERNAL AWARENESS

We continued to engage our teams on climate change to raise awareness of its business impacts and promote shared responsibility in reducing our carbon footprint.



→ Learn more about how we protect our environment



SOCIAL



Our utmost priority is keeping employees safe and well, while offering working environments that are inclusive, inspiring, and welcoming to all. We work to attract, retain, and competitively reward the industry’s best talent. We seek to create wider value in the countries where we operate through developing local talent and investing in local communities.



Targets: 3.9, 4.4, 5.1, 5.5, 8.2, 8.5, 8.6, 10.2, 10.3, 11.4, 11.7, 12.7

SOCIAL

HIGHLIGHTS

ZERO 

LTIs recorded for the first time since 2017 (upstream)

ZERO 


OIFR recorded for five consecutive years

USD 3.7M 

spent on training and development

79% 

of our management positions in Qatar and UAE were held by nationals

9.3/10 

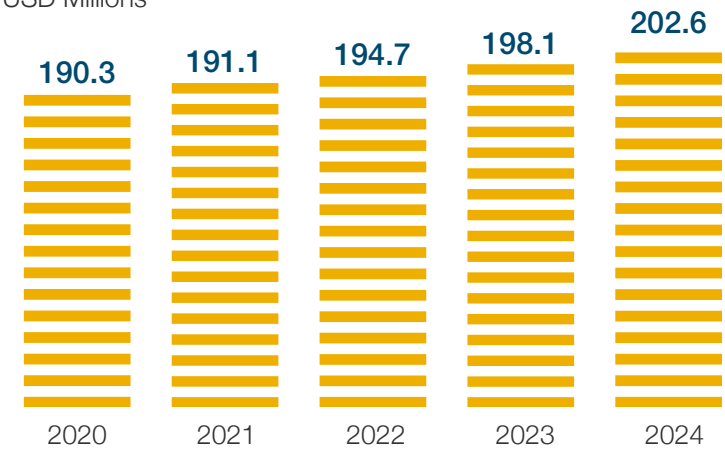
customer satisfaction rate

USD 2.5M 

spent on community investment

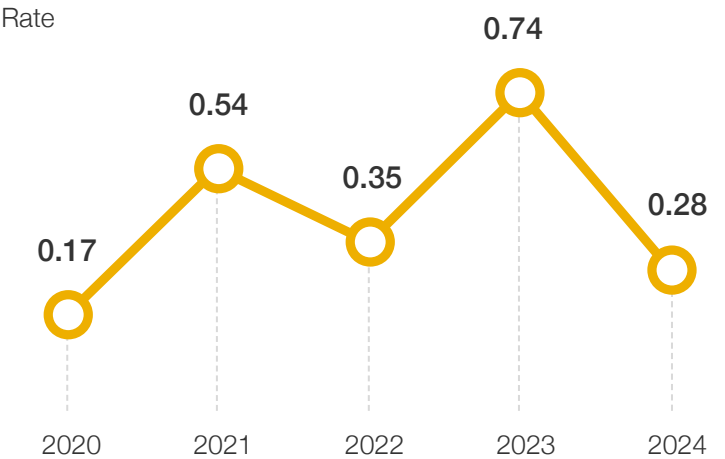
TOTAL SALARIES, BENEFITS, AND ALLOWANCES PAID

USD Millions



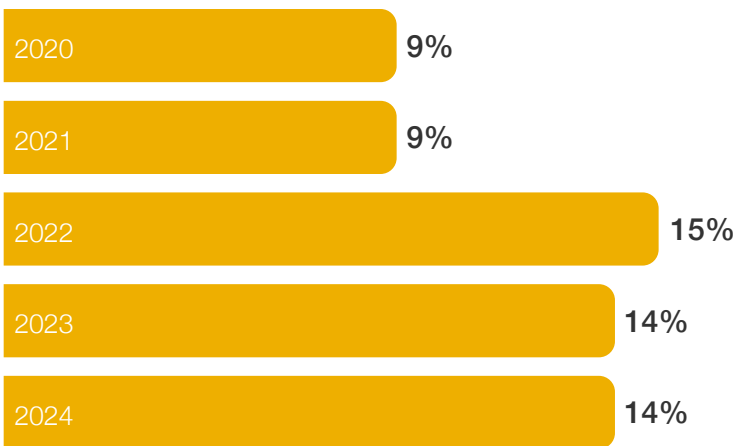
TOTAL TRIR (EMPLOYEES AND CONTRACTORS)

Rate



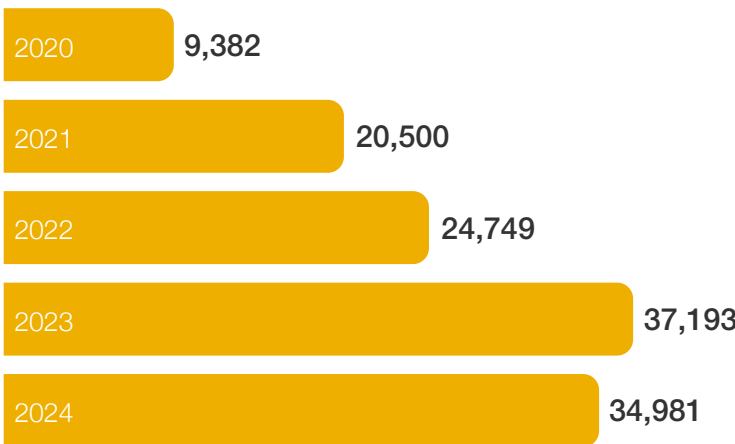
WOMEN IN MANAGEMENT

Percentage



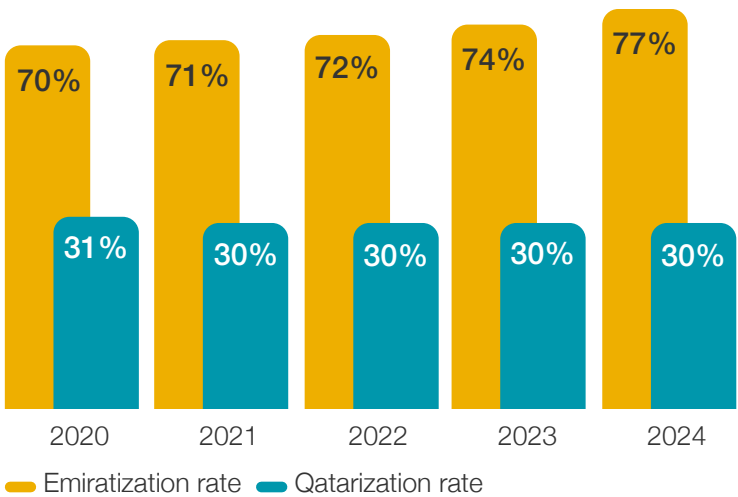
TOTAL HOURS OF TRAINING

Hours



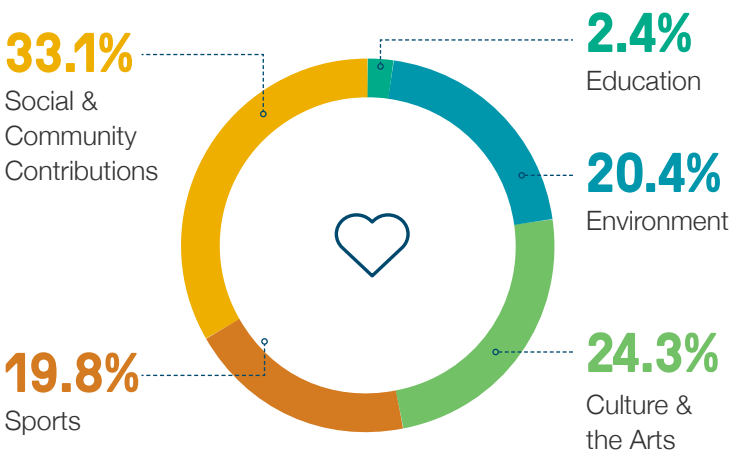
NATIONALIZATION

Percentage



COMMUNITY CONTRIBUTION BY TYPE

Percentage



2024 COMMITMENT STATUS

Ensure unplanned employee turnover less than or equal to 8% **100%**

Maintain the Emiratization rate of 73% **100%**

Achieve the Qatarization target of 31.25% **99%**

Maintain a TRIR of less than 1.0 for employees and contractors **100%**

Establish the Dolphin Energy Kawader Fellowship Program at New York University Abu Dhabi **100%**

Arrange a visit for our Oman customers to tour our upstream facilities in RLIC, Qatar **100%**



WORLD DAY FOR SAFETY

We marked World Day for Safety across multiple locations, focusing on the theme ‘Climate Change Impacts on Occupational Safety and Health,’ and highlighted climate-related risks, workplace resilience, and employee well-being.

VALUING EMPLOYEE CONTRIBUTIONS

In 2024, we saw a 38% increase in the distribution of Thanaa awards, with 1,497 employees recognized for exceptional performance across Qatar and the UAE.




SUPPORTING EMIRATI TALENT

Partnered with NYUAD on the Kawader Fellowship Program—a three-year, tailored initiative supporting Emirati researchers pursuing graduate studies or research careers.



PRESERVING HERITGAE

We continued our partnership on the Al Bithnah Conservation Project, focusing on restoring the historic Al Bithnah Village in Fujairah—home to rare and endangered habitats and species.

 [Learn more about how we create Social Value](#)

GOVERNANCE


We conduct our business with integrity and accountability, prioritizing safety, efficiency, and continuous improvement. Through strong stakeholder engagement and local procurement, we support economic growth and uphold a high standard of corporate citizenship.



Targets: 8.2, 8.4, 8.8, 9.1, 12.7, 16.5


GOVERNANCE


HIGHLIGHTS

715,136 BN 
British thermal units (Bbtu) of natural gas sold

SUCCESSFUL COMPLETION 
of the Total Production Shutdown

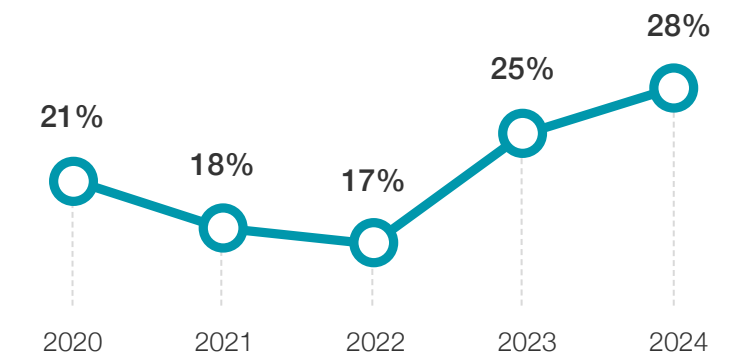
100% 
business units analyzed for corruption

97% 
of procurement spent on local suppliers

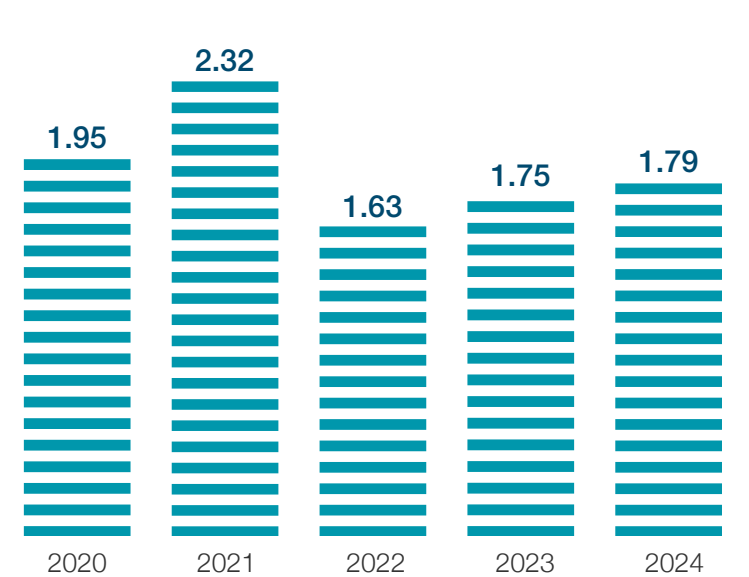
ISO 9001:2015 
certification validated

DYNAMX 
project launched

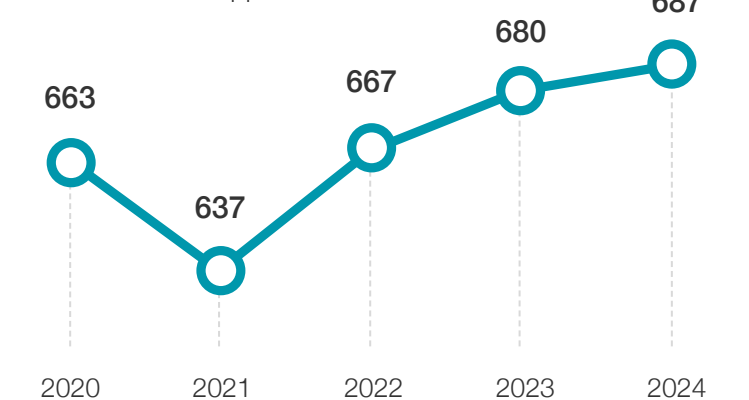
EMPLOYEES TRAINED ON ANTI-CORRUPTION AND NON-COMPLIANCE
Percentage



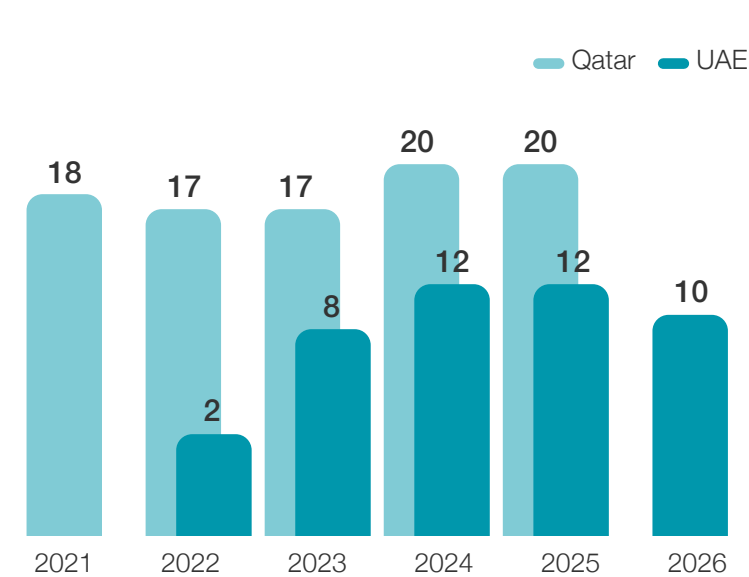
ECONOMIC VALUE DISTRIBUTED
USD Billions



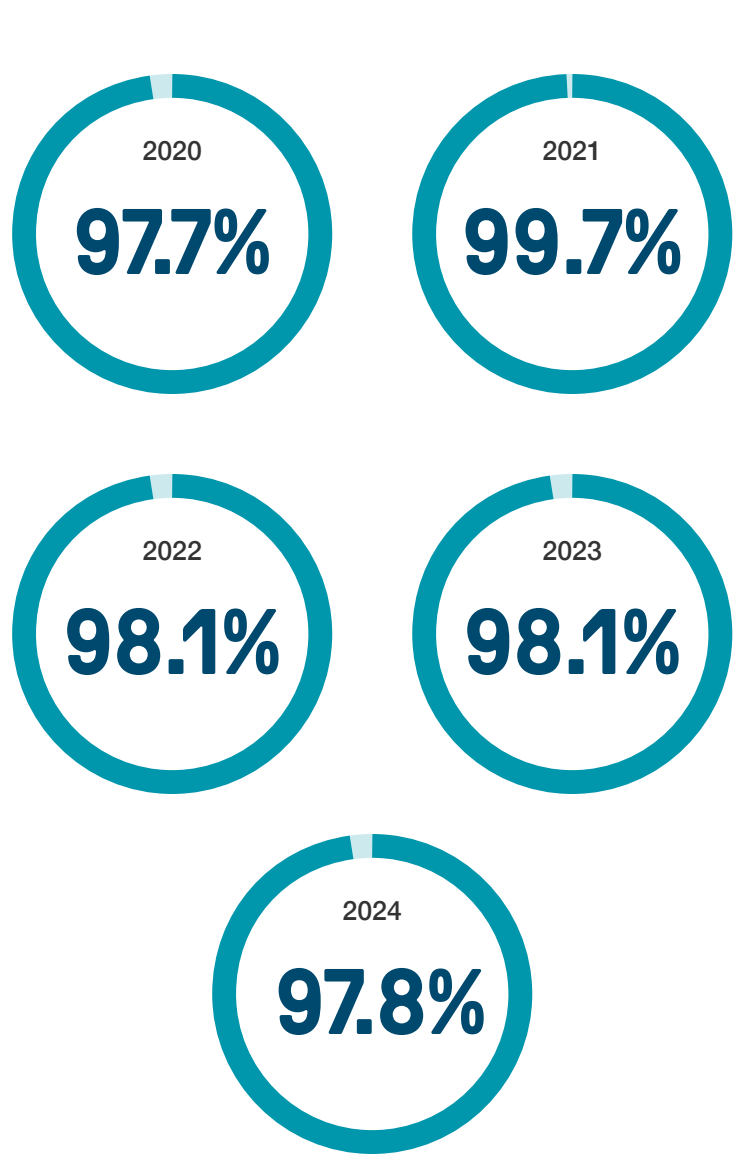
SUPPLIERS WITH LOCAL PRESENCE
Number of Local Suppliers



NUMBER OF SECEs ADDRESSED UNDER THE FIVE-YEAR VERIFICATION PROGRAM



AVAILABILITY OF UPSTREAM FACILITIES DUE TO OPERATIONAL SHORTFALL



2024 COMMITMENT STATUS

Complete the total production shutdown successfully without significant incidents **100%**

Complete the Smart Plant study on artificial intelligence (AI), machine learning, robotic process automation, and digital operational technologies **100%**

Develop online Code of Business Conduct training and certification **92%**

Conduct a minimum of five Safety, Quality, Management audits **100%**

Conduct ESG training for UAE and Qatar employees **100%**

Conduct a double materiality assessment **100%**

Conduct one large-scale and two major emergency exercises **100%**

Award a health risk assessment study for upstream and downstream **100%**



TOTAL PRODUCTION SHUTDOWN

We successfully completed our first ever total production shutdown ahead of schedule, delivering on production targets, and achieving year-on-year revenue growth.



DRIVING SUSTAINABLE EFFICIENCY: DYNAMX

Launched in 2024, the DynamX program focuses on innovation, efficiency, and value creation, targeting four key areas: Digital Transformation & AI, Process Improvement, Cost Efficiency, and Cost Avoidance.



ENGAGING WITH CONTRACTORS

In 2024, we hosted the Annual HSES Contractors' Forum in Abu Dhabi and Doha under the theme "Safety First: Advancing Health, Safety, and Preparedness."



BUILDING STAKEHOLDER RELATIONSHIPS











We hosted a series of gatherings with our customers and welcomed our shareholders to our facilities, reinforcing close business relationships and continued cooperation and collaboration.













Learn more about our Responsible Governance

WHAT'S NEXT?

As we transition to ESG reporting, our 2025 sustainability commitments are presented across the E, S, and G categories. We remain focused on elevating our sustainability performance, striving to go further and deliver more impactful outcomes over the next year.

ESG	2025 COMMITMENTS	SUSTAINABILITY FRAMEWORK PILLARS
	Complete the replacement of obsolete online air emissions monitoring analyzers	Protect our Environment
	Complete the off-gas heaters interconnection project to avoid flaring during a sulfur recovery unit trip	Protect our Environment
	Complete the identification of Scope 3 primary GHG emissions sources	Protect our Environment
	Acquire Clean Energy Certificates (CECs) to reduce Scope 2 GHG emissions (downstream)	Protect our Environment
	Identify potential methane fugitive emissions leaking equipment and sources downstream	Protect our Environment
	Maintain a TRIR of less than 1.0 for employees and contractors	Operate with Excellence
	Conduct a customer satisfaction survey	Operate with Excellence
	Hold annual staff meetings upstream and downstream	Put our People First
	Ensure unplanned employee turnover is less than or equal to 8%	Put our People First
	Finalize the development of a competency framework for all job positions	Put our People First

ESG	2025 COMMITMENTS	SUSTAINABILITY FRAMEWORK PILLARS
	Conduct an employee engagement survey to assess and improve satisfaction levels	Put our People First
	Maintain the Emiratization rate of 73%	Create Value for All
	Achieve the target Qatarization rate of 31.5%	Create Value for All
	Conduct sustainability roundtable workshops with shareholders	Lead in the Adoption of Sustainability Management
	Conduct one large-scale and two major emergency exercises	Operate with Excellence
	Achieve ISO 9001:2015 re-certification	Operate with Excellence
	Enhance AI usage through the deployment and adoption of Microsoft Copilot	Operate with Excellence
	Initiate information security management system (ISO 27001) certification	Operate with Excellence
	Conduct a minimum of six Safety, Quality, and Management audits	Act with Good Governance
	Develop an e-learning module for employee training on fraud prevention and the Code of Business Conduct	Act with Good Governance

CAUTIONARY STATEMENT

This report contains certain forward-looking statements. All statements, other than statements of historical fact, are or may be deemed, forward looking statements. By their nature, forward-looking statements involve known and unknown risks and uncertainties that could materially affect expected results of operations, cash flow and business prospects, because they relate to events and depend on circumstances that will or may occur in the future. Readers should not place undue reliance on forward-looking statements, which speak only as of the date of this report.