

ENVIRONMENT, SOCIAL AND GOVERNANCE (ESG) REPORT 2022



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INTRODUCTION

ESG (Environmental, Social and Governance) is a strategy adopted by companies to act on threats and risks and turn them into opportunities. It is the basis of sustainable operations adopted by companies. ESG is often seen as a strategy adopted by businesses to act and limit the negative impact on the environment, and to be actively involved in climate change problems. ESG also includes due care for the stakeholders and their welfare, in terms of how its operations impact the community around it, its employees, suppliers and customers.

ESG is a framework that can help stakeholders and investors to better understand how risks and threats are managed in an organisation regarding the environmental, social and governance criteria.

E (Environmental)

This demonstrates how a company performs as a steward of the environment and primarily relates to the company's operations and their impact on the environment. This includes, but is not limited to:

- Green House Gases (GHG) emissions,
- Water, Energy management and pollution,
- Waste management-volume and type of wastes,
- Consumption and depletion of natural resources.

S (Social)

The social pillar is all about the consideration of stakeholders and relationships in terms of measuring the human factors in and outside the company. This includes, but is not limited to:

- Company's operations impact and supply chain management on the community surrounding it.
- Health, safety, and welfare of employees,
- Skills and training development,
- Diversity, and human rights.

G (Governance)

Corporate governance is the system of rules, practices and processes by which the company is directed and controlled. Governance first defines the mission, the long-term vision, the purpose, the corporate risk appetite, and the culture that must be developed. This includes, but is not limited to:

- The management board in the way they are leading the company and the policies adopted, to ensure good business practices,
- Gender equity in the board composition,
- Fighting bribery and corruption,
- Internal controls,
- Executive compensation,
- Conflicts of interest among its board members.

In December 2016, the Qatar Stock Exchange introduced its Guidance on ESG Reporting which encouraged all listed companies to voluntarily report on a set of environmental, social, and governance performance indicators. GWC's 2022 ESG Report builds upon our previous performance and guidelines from Qatar Stock Exchange's ESG Reporting Framework.



GROUP CEO'S MESSAGE

It gives me great pleasure to present GWC's ESG Report for the Year 2022. This Report reflects GWC's commitment to the environment and the community we operate in, and alignment to the objectives of Qatar National Vision of 2030 which emphasises that development should be carried out with responsibility and respect for people and the environment.

We are still enjoying the glory of the incredible effort put in by our team to deliver the unforgettable FIFA World Cup Qatar 2022™ as the tournament's Official Logistics Provider. That tournament set a benchmark for social, human, economic and environmental development with its Sustainability Strategy.

While we commit to never compromising on serving our customers' requirements with ever improving world-class solutions and delivering a financial return to our shareholders, we firmly believe in achieving those objectives with responsibility towards the environment, the community, and our hard-working and dedicated workforce. That is our binding mandate for how we continue our business and grow our operations not just in Qatar but internationally as well.

At GWC, we recognise that the impact of what we do extends beyond our business activities and has an effect people's lives on an individual and community level. Therefore, we have incorporated the consideration of social, ethical, environmental, human rights and sustainability concerns in our daily activities and in our way of thinking and operating. We focus on youth, education, entrepreneurship, knowledge, culture, and sports with our intent to support and benefit our society.

Innovation and sustainability are an integral part of how we operate and how we grow our operations. We launched Phase I of the Al Wukair Logistics Park, a facility dedicated to providing state-of-the-art warehousing solutions to SMEs and MSMEs to allow them to flourish and grow. Such is the demand for this type of facility and support that we plan to add Phase II to triple the number of such warehouses.

Our commitment to occupational health and safety was also recognised by the Ministry of Labour during its Occupation Health and Safety Conference. This is further validation of our persistent and pioneering work towards safeguarding the health and safety of our workforce.

We have just come out of a landmark year for Qatar, but we are not ones to sit on our laurels and successes. As we move forward, we will take on board all our learning and experiences to continue to grow and improve further, but with recognition of our responsibility and our desire to serve our communities and customers. We will provide our workforce with a safe and healthy environment to work in. And we will strive towards continuous improvement and innovation to further enhance ESG values in our company.

Thank you.

Ranjeev Menon
Group CEO, GWC

ABOUT GWC

GWC (Q.P.S.C.) is the leading provider of logistics and supply chain solutions in the State of Qatar. Established as a Qatari shareholding company in 2004, the company offers the full spectrum of high-quality solutions to a variety of industry verticals. GWC delivers this by understanding its client's needs and by leveraging its global shipping network. The company is backed by a team of committed and innovative experts in the field and supported by state-of-the-art IT systems and logistical infrastructure, including the largest self-contained logistics hub in the State of Qatar, the Logistics Village Qatar.

GWC strives to provide the most comprehensive array of services to all its clients across every industry vertical in the State of Qatar. We meet needs as diverse as transporting very heavy and highly specialised equipment for our clients, offering records management services, supporting retail giants in the storage, packaging, and distribution of their products, and providing vital logistics support for nearly every major sporting event in the country.

At GWC, we constantly re-examine our motivations, seeking to best define our path to industry leadership. We have moved beyond a restrictive vision of what we seek to accomplish and focus instead on why we wish to accomplish it. We look at a picture larger than just how we will achieve our goals and identify the drive that will propel us towards them.



GWC AT A GLANCE

No. 1 Logistics Service Provider in Qatar

LISTED 2004
EMPLOYEES **4,000+**
CUSTOMERS **5,000+** Globally

TOTAL ASSETS
4.77 QAR Billion YTD 2022
1,600+ Truck, Trailers and Specialised Vehicles

LOGISTICS INFRASTRUCTURE IN QATAR 3.84 Million sqm

1,000,000 sqm Logistics Village Qatar (LVQ)	500,000 sqm Bu Sulba Warehousing Park	1,500,000 sqm Al Wukair Logistics Park	500,000 sqm Bu Fesseela Warehousing Park	260,000 sqm Ras Laffan Industrial City
60,000 sqm Mesaieed Industrial City	20,000 sqm Ras Bufontas	1,000,000 sqm Warehouses and Distribution Centers	440,000 sqm Open Yard	100,000 sqm Container Yard
			400,000 sqm 3PL Pallet Locations	

Locations across the GCC
25
With extended global presence

UPS
Authorised Service Contractor for UPS in Qatar

LINER REPRESENTATION

COSCO SHIPPING	WAN HAI LINES LTD. WE CARRY, WE CARE.	OOCL
K LINE KAWASAKI KISEN KAISHA, LTD.	EUKOR We deliver	HYUNDAI GLOVIS

AFFILIATED LINERS

MAERSK	Hapag-Lloyd	CMA CGM	MSC CRUISES
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LOCAL FOOTPRINT AND ACCESS

- Al Bayt Stadium
- Lusail Stadium
- Ahmed Bin Ali Stadium
- Education City Stadium
- Khalifa International Stadium
- Stadium 974
- Al Thumama Stadium
- Al Janoub Stadium

GLOBAL REACH

CERTIFICATIONS

END-TO-END SUPPLY CHAIN SOLUTIONS

GWC Contract Logistics	GWC Hazmat	GWC Forwarding	GWC Transport	GWC Relocations	GWC Consulting
GWC Projects	GWC Records	GWC Fine Arts	GWC Events	GWC Equestrian	GWC Pharma

- GWC Ras Laffan Industrial City
- GWC Bu Fesseela Warehousing Park
- GWC Ras Bufontas Freezone
- GWC Industrial Area Cluster
- GWC Logistics Village Qatar
- GWC Bu Sulba Warehousing Park
- GWC Al Wukair Logistics Park
- GWC Mesaieed DC

AWARDS RECEIVED

2010 / 2011 / 2012 Arabian Business 'Best Logistics Company of the Year'	2014 / 2015 / 2016 Arabian Business 'Top 30 Qatari Companies'	2012 SCATA 'Best Logistics Infrastructure in the Middle East'	2011 SCATA '3PL Service Provider of the Year'	2014 / 2015 / 2016 Trends/INSEAD 'Top CEO'	2013 / 2015 / 2016 Frost & Sullivan 'Qatar Domestic Logistics Service Provider of the Year'	2018 Microsoft 'Digital Transformation Award'
2019 Forbes Middle East 'Top 50 CEOs in the Middle East'	2021 Logistics Middle East 'Pride of Logistics Award'	2021 Top 10 Biggest Logistics Companies in the Middle East	2017 Forbes Middle East 'Qatar Success Awards'	2014 / 2016 Entrepreneur 'Enterprise Agility Award for Logistics Innovation'	2022 Best Customs Brokerage Company in Qatar	2022 Occupational Health and Safety Award

SPORTS LOGISTICS TRACK RECORD

2006 Asian Games DOHA	2010 IAAF World Indoor Championship DOHA	2011 AFC Asian Cup QATAR Arab Games DOHA	2014 FINA World Swimming Championship DOHA	2015 Men's Handball World Championship QATAR	2016 IPC Athletics World Championship DOHA UCI Road World Championships DOHA
2018 LONGINES Global Champions Tour DOHA	2019 CLUB WORLD CUP QATAR	2020 CAF Super Cup QATAR AMIR CUP QATAR	2021 FIFA ARAB CUP QATAR	2022 FIFA WORLD CUP QATAR 2022™ LONGINES Global Champions Tour DOHA	OFFICIAL LOGISTICS PARTNER FOR FIFA WORLD CUP QATAR 2022™

OUR ESG APPROACH AND STRATEGY

At GWC we operate as one, a global partnership united by a common vision, mission, and values. We embed a deep commitment to diversity and to creating inclusive opportunities for our staff, partners, and stakeholders.

We acknowledge that our people are our greatest asset. It is only through their engagement and dedication that we can deliver on our purpose to create positive, enduring change in the world. Our strategies and policies for managing our people help us to attract, develop, and support them to ensure that they thrive personally and professionally. These efforts are nurtured and supported by our robust governance structure led by the management from different levels.

GWC is holistically committed to the public disclosure of transparent, accurate, and reliable financial performance data as mandated by the law. In 2022 GWC's commitment towards sustainable development remains integral in all its functions and activities in delivering an integrated approach that takes into consideration environmental, social, and governance concerns along with economic development.

We believe that our approach to ESG will allow us to identify, assess and prioritise the most significant issues to guide us as we implement our strategy and to keep us focused on our short-term and long-term commitments towards sustainable growth.

Our commitment to ESG starts at the highest levels, with our priorities supported by our GCEO and with oversight from board-level committees and leadership. At the board level, the Board Audit Committee provides strategic direction to and oversight of ESG priorities and commitments. The Sustainability Team under the QHSE Division implements the ESG and sustainability initiatives, and the Audit, Risk and Compliance Division monitors progress against these initiatives, and manages regulatory reporting required for ESG.

GWC's contribution to the UN Sustainability Development Goals, is through the dictum **"Sustainable, Inclusive Growth and Governance."** This is narrowed down into:

Sustainability



Inclusive growth and governance



ESG FRAMEWORK

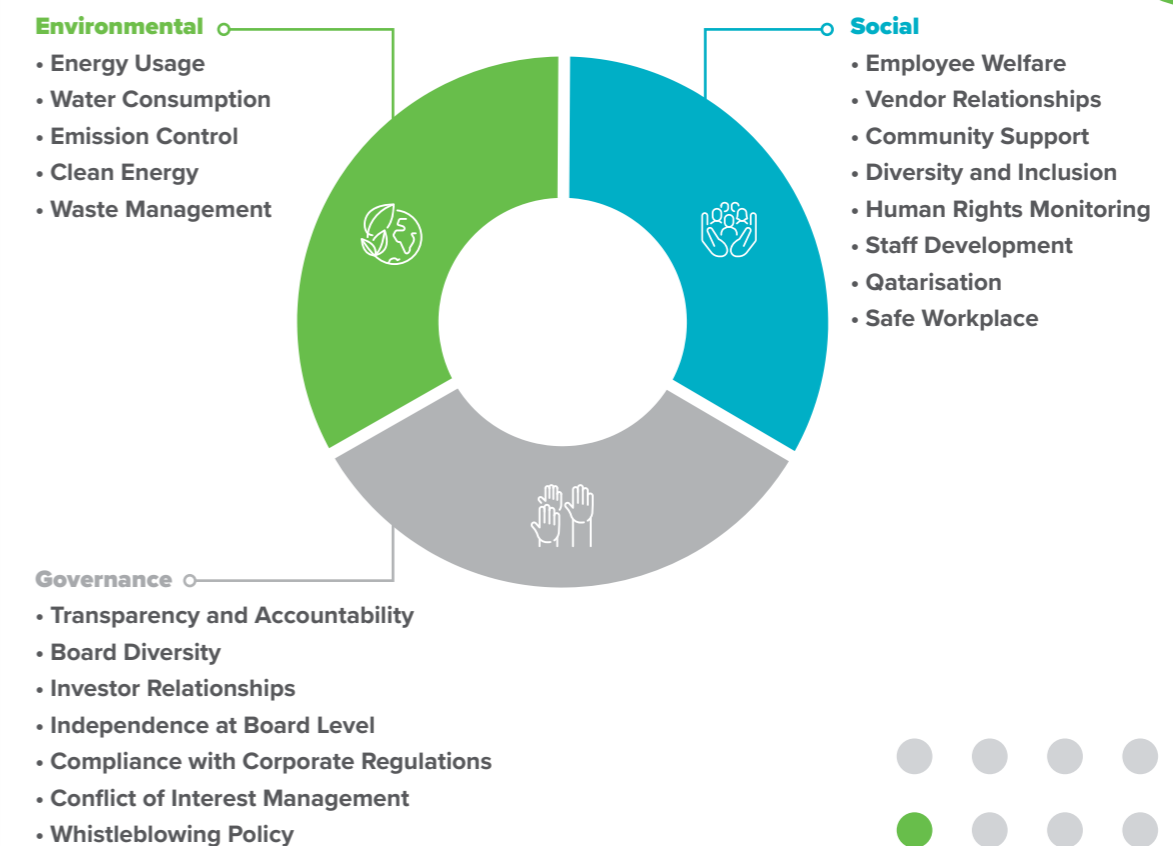
GWC is fully committed to supporting Qatar's National Vision 2030 which emphasises that developments should be carried out with responsibility and respect for people and the environment.

In 2021, GWC undertook a process to integrate its activities and function with ESG priorities aligned with the QSE framework. In 2022 GWC intensified these actions by carrying out a materiality assessment in connection with GWC's strategic objectives for sustainable growth.

GWC's ESG Framework (shown below) is fully aligned to our objectives and ambitions, and also demonstrates our commitment to growth with responsibility. Our ESG Framework allows us to identify, assess and prioritise on the most significant issues to

guide us as we implement our strategy and to keep us focused on our commitment.

This is materialised through our sustainable operations, inclusive and transparent in our engagement with clients and stakeholders. This not only allows us to generate financial value for our stakeholders, but to also create economic and social value while adhering to the require regulatory and governance standards.



ENVIRONMENT

Energy Usage

GWC required 142,288.25MWH (512,237.7 GJ) of electricity in 2022. This is a 9% utilisation increase from 2021. This is due to the opening of additional facilities at Al Wukair Logistic Park for the FIFA World Cup 2022™. Our energy consumption increased between September to December of 2022 to accommodate our clients' storage needs and the inflow of goods required for the success of the said event.

However, there have been several initiatives to reduce power consumption with a review on improving efficiency, particularly in terms of the lighting we use. In 2022 we installed solar streetlights at Logistics Village Qatar (LVQ) and our Warehouses at Street 41–Industrial Area.

While the total electricity utilisation has increased, it does reflect our growth with efficiency as our consumption per head has improved to 129.19 GJ per head from 129.30 GJ per head.

Water Consumption

GWC consumed 1,205,148 (m3) of water in 2022. Complementary to our energy usage during the peak of FIFA World Cup 2022™ our water consumption for 2022 is a 15% increase from the previous year. The contributory factor to this increase is the 80% additional operational requirements from our clients across all our logistic hubs and warehouses.

However, our per-head consumption improved from 340.18 (m3) per head to 303.94 (m3) per head. This is a 10% decrease from 2021, resulting from the continuous activities relating to sewage treatment plants to reduce water consumption across GWC logistics hubs.

Waste Management

In 2022 GWC intensified its waste management activities and initiatives through recycling wastes generated from our activities across the organisation. For this year there is a 90% increase in the total recycled materials from 2021.

The table below shows the summary of recycled materials in kilograms since 2019.

Recycled Wasted Type	Recycled Waste in Kilograms			
	2022	2021	2020	2019
Carton Boxes	652,248	461,901	446,903	365,851
Shredded Paper	318,516	45,760	15,400	21,115
Oil	42,403	32,700	35,500	31,450
Old Tyres	139,582	89,180	105,144	115,908
Plastic Wraps	63,450	39,070	39,123	67,807
Damaged Pallets	861,380	438,750	662,600	618,750
Old Batteries	40,591	11,250	13,500	11,250
Scrap Metal	87,040	44,395	6,000	6,000
Used Oil Filters	1,680	0	5,110	3,920
Spilled Material	0	489	3,920	0
Total	2,206,890	1,163,495	1,333,200	1,242,051

Emissions Control

GWC generates emissions from three sources and details are shown below:

Source	Consumption	CO ₂ Calculation
Energy	142,288,248 KWhr	76,551
Transport (Diesel)	10,479,254 Litres	28,084
Water	1,205,148 Litres	9,882
Total		114,517

GWC is committed to reducing its carbon footprint from its operations and its working partners to minimise its impact on climate change. This is managed and mitigated through our operational controls and sustainability initiatives delivered by our strategies across the business.

2022 saw a 22% increase in our CO₂ emissions. However, this was driven by growth rather than inefficiency due to an 80% increase in operational requirements from our existing and new customers for the success of FIFA World Cup 2022™.

GWC intends to continue its focus on reducing its carbon footprint through several initiatives and activities as listed below:

Water	Transport (Diesel)	Energy
<ul style="list-style-type: none"> • Employ latest technologies. • Improvements and changes to procedures to reduce water consumption in our facilities. • Installation of several fixtures to reduce water consumption as well as schedules inspections to detect leaks in the existing systems. • Retrofitting taps and faucets with aerators to reduce the water flow rate. • Daily security inspections for water leaks in the offices/facilities. • Use of Treated Sewage Effluent water for irrigation to reduce the use of potable water. 	<ul style="list-style-type: none"> • Route planning – All our vehicles before transport are advised on the optimal route to take to reduce CO₂ emission and fuel. • All our vehicles undergo scheduled maintenance for optimal vehicle performance and efficiency. • We monitor our fuel consumption monthly to ensure proper resource utilisation. • All our MHEs and forklifts being used in the warehouse are electric to reduce our overall GHG emissions. 	<ul style="list-style-type: none"> • Retrofitting older HVAC fixtures with energy-efficient systems to reduce consumption. • Retrofitting of old halogen lights in warehouses with LED lights. • Occupancy sensor-based lighting for warehouses. • Replacement of conventional streetlights with solar-powered streetlights. • Installation of skylights in warehouses to reduce the need for normal lights by utilising daylight. • Installation of smart meters with cloud-based monitoring to monitor the energy performance of buildings.

Clean Energy

In 2022 GWC remains committed to developing sources of clean energy and optimising the use of conventional energy sources as one of our key focus areas. We are actively reviewing our energy consumption requirements intending to become more sustainable on a year-on-year basis.

As part of our commitment to reducing our energy consumption, we installed solar streetlights at Logistics Village Qatar (LVQ) and our Warehouses at Street 41–Industrial Area.



SOCIAL

Employee Welfare

GWC acknowledges that when employees feel supported, they thrive both personally and professionally. GWC is committed to promoting a culture that protects and nurtures every facet of employee health and well-being, creating an environment where our people can reach their full potential. We approach health and well-being holistically with benefits and programs that support the mind, body, and purpose.

We at GWC believe that all staff should always feel safe and secure. From our offices, warehouses, or any parts of our logistics hubs or to the higher-risk work sites. GWC proactively seeks to safeguard the well-being and personal security of our staff. Our QHSSE Team is staffed by experienced professionals, present across all GWC Logistics hubs and offices. They ensure safety-related matters are identified, mitigated, communicated, and monitored in various platforms and communication channels across GWC.

Our compensation decisions and benefits are guided by a total rewards philosophy to provide competitive pay and valuable benefits that support our staff's physical, financial, and mental well-being. Ensuring that compensation and benefits are fair, our Compensation Team is responsible for supporting the strategy through design and implementation. At GWC we offer generous benefits to all staff and their families across our diverse team.

At GWC we also believe that our staff's health and well-being are at the core of our benefits philosophy. We aim to deliver comprehensive benefits that help staff feel empowered and engaged in their personal and professional lives. At GWC, the benefits package includes and is not limited to the:

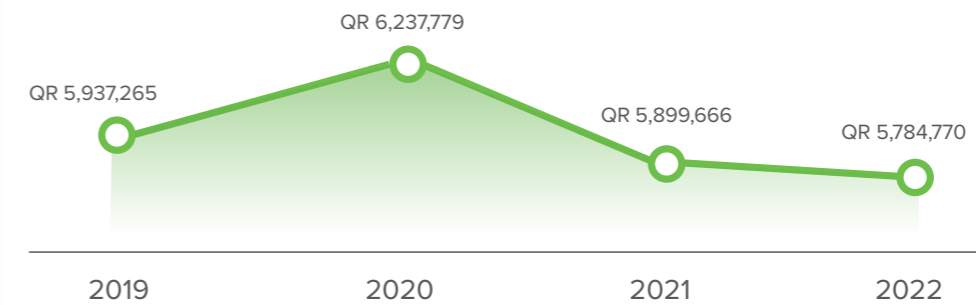
Health and Wellbeing	Financial Protection	Family and Personal Support
<ul style="list-style-type: none"> • Medical, dental, and vision coverage: protecting staff and their family's health with comprehensive benefits, and high levels of coverage. • Mental health: helping staff and their family members manage their mental health needs at minimal or no cost through a variety of confidential resources. 	<ul style="list-style-type: none"> • Life and accident insurance: safeguarding staffs' and their families' futures in the event of an accident or death. • Disability insurance: preserving staff's income if an illness or injury prevents them from working. • Pension to Qatari Employees. • End of Service benefits for expatriate employees. 	<ul style="list-style-type: none"> • Personal leave policies and support: flexible work arrangements and leaves of absence to allow staff the time for caregiving or grieving. • Parental leave policies: generous time away from work for new parents.

Community Support

At GWC our strategy to support and give to the community seeks to promote social responsibility in terms of the following:

- Community Development
- Promotion of education
- Raising awareness of healthy living
- Preservation of the environment

The Company has committed to contributing 2.5% of its annual profit to the Corporate Social Responsibility fund as required by Qatar Government law. During the year 2022, GWC has contributed QR 5,784,770 to this fund, with this amount being 2.5% of GWC profit for 2021. GWC intends to do the same in 2023 based on the annual profits of 2022. Our contribution record over the past few years is shown below:



We also reinforced our initiatives of giving back by providing our staff with a variety of opportunities to donate time and expertise, to causes that contribute positively to communities. Some of the initiatives are highlighted below:

Q1 2022

- We organised the “Flu Vaccination Drive” at our corporate office and warehouse facilities where we administered flu shots to all our staff in coordination with the Ministry of Public Health (MoPH).
- We organised the “Beach Clean-up Drive” in partnership with Doha Environmental Actions Project.



Cleaning beaches



Increasing public awareness

- We participated in the “Plant-A-Million Trees” drive in collaboration with the Ministry of Municipality and Environment.
- We participated in the “Community Garden Bed Donation” drive in collaboration with HADIQAA, Education City Micro-farm, Qatar Foundation, Earthna, The Pearl, Les Roses, and the Gate Mall.

Q2 2022

- We organised “Health Check-ups,” in partnership with Al Abeer Medical Centre, to allow our staff to avail of a basic medical check-up as part of our efforts to promote health and well-being amongst all staff. The check-ups included medical assessments, physician consultations, and eye and ear check-ups.
- We organised the “Blood Donations Drive” in collaboration with Hamad Medical Corporation



- We organised “World Day for Safety and Health at Work”. A series of activities were held to reiterate GWC’s commitment towards a safe and healthy working environment.



Q3 and Q4 2022

- We participated in the “Community Garden Bed Donation” drive in collaboration with HADIQAA, Education City Micro-farm, Qatar Foundation, Earthna, The Pearl, Les Roses, and the Gate Mall



To instill a culture of giving back and to maintain a high bar for impact, we reinforced the integration of social responsibility in all our functions and activities with a dedicated team managing the sustainability initiatives and activities across GWC.

Vendor Relationships

GWC’s vendors are considered as key stakeholders who have a critical role in the success of the company. GWC has an established process and system to ensure suppliers are evaluated and selected fairly with independent oversight. We at GWC also continue to strengthen our practices and engage with suppliers on reducing emissions to address climate change and on creating a supply chain that promotes diversity, equity, and inclusion. We strive to partner with suppliers that share our values and commitment to responsible and sustainable conduct.

Our local procurement for the year was 71.28% of total procurement. We saw an increase in our international purchases due to the following reasons:

- Material Handling Equipment and Transport Spare Parts are purchased internationally due to operational necessities.
- Hörmann parts for warehousing doors and gates were brought from Dubai and Germany directly.
- New business development in Saudi Arabia and Oman driving up international buying.

Diversity and Inclusion

GWC supports and encourages diversity and inclusiveness at all levels of the company. This is what we believe is the right thing to do, as it creates a healthy mix of talents and strengths from a variety of backgrounds for a more vibrant and creative workplace. We currently employ staff of 40 different nationalities. GWC desires a work environment that attracts, retains, and fully engages the talent of our employees.

In its commitment to fair, equitable and transparent treatment of all employees, GWC commits to employ and promote individuals based on operational needs, performance, and qualifications, while ensuring equal opportunity and fair treatment regardless of religion, ethnic or national origin, disability, marital status or gender.

The following table highlights our commitment to diversity and inclusion:

KPI	2022	2021	2020	2019
Total number of female employees	184	183	166	158
Percentage of female employees	4.64%	5.05%	5.52%	5.40%
Median male salary to median female salary (ratio)	1:3.33	1:4.05	1:3.50	1:3.48
Qatarisation % (GWC QPSC)	5.67%	7.03%	7.31%	6.06%

Equal Rights and Opportunity

GWC remains committed to providing equal opportunity and rights in its work environment. GWC believes that this is central to attracting, developing, and retaining exceptional people across the business. It also underpins our ongoing commitment to sustainability, growth and governance, and to radically expand our talent pool and evolve our processes while continuously working to mitigate the potential for bias.

We work to build teams that reflect the diversity of the communities in which we work, with merit being at the forefront of who we select. At GWC we are continually looking for new ways to reach people who might not otherwise consider a career at GWC. This includes partnering with external partners outside Qatar to help us connect with top talent around the globe, from Asia, Europe, the Americas and Africa.

Human Rights Monitoring

GWC respects human rights. We strive to create a work environment that supports, inspires, and respects all staff, clients, partners, and all our other external stakeholders. Our Code of Conduct defines a set of expectations for the behaviour of all staff across GWC and for those working on our behalf. Any staff failing to meet the expectations set out in the code are subject to disciplinary action including separation from GWC.

We at GWC ensure that our staff operate in a workplace that is discrimination- and harassment-free. We have a mechanism and reporting channels to report all incidents of discrimination, and harassment, regardless of the offender's identity or position. Individuals who are found to be responsible for harassment or discrimination will be subject to appropriate disciplinary action.

We work with our clients to ensure they are conscious and aware of our human rights obligations. We will not do work that supports or enables human rights violations. We do not tolerate physical violence, threats, bullying, or verbal abuse of any kind in the workplace, whether in our own or our clients' locations.

We have multiple platforms for constant awareness of our Code of Conduct and related policies. This could be and is not limited to, regular awareness training, briefing and communications. All staff including new and temporary staff must adhere to GWC's Code of Conduct and participate in a session that informs them about GWC's values, including inclusion, anti-discrimination, and anti-harassment. In addition to clearly defined internal channels, we have a whistleblowing hotline that enables staff to directly and raise concerns relating to any human rights issues confidentially and, where legally permissible, anonymously.

Staff Development

At GWC we foster a culture of continual learning and growth with learning embedded into every aspect of our work. We aim to help everyone reach their full potential and provide access to professional development at every level to ensure they are building new skills, expertise, and capabilities. This is achieved through our key principles for development, a few of which are listed below:

Culture of Development

We believe that the responsibility and ownership of encouraging a culture of development lies with all staff. This includes development through on-the-job training, mentorship or buddy system and strengths-based feedback. These are embedded into our learning management systems, where development and learning habits are encouraged and tracked by the Learning and Development Team. At GWC we expect all our staff to act as both learners and teachers. For example, staff with extensive industry or technology-related experience can act as mentors to other staff.

Continuous Learning

Everyone at GWC has a core learning journey, built around our skills categorisation that is designed to balance leadership skills, capabilities for client services, technology acumen, and risk and safety management awareness. Our continuous program includes and is not limited to:

- **Hybrid**, such as our modules designed for the needs of staff addressing several areas for development which includes behavioural and operational competencies.
- **Universal**, mandatory training to provide awareness and certain levels of competency required for specific roles across GWC.
- **Self-directed**, such as e-learning modules for all levels of competency to empower staff from any background to level up on skills personally desired.
- **Customised Training**, such as content tailored for specific operational needs, client requirements, interests or practice areas as required by the management.

At GWC we have created various learning offerings from classroom learning, on-the-job training, e-learning to external training. All staff across GWC has access to these platforms either through our integrated learning system or through their respective Supervisors.

In 2022, we re-enforced our learner experience platform, providing a one-stop shop that provides all staff with easy access to all our learning content. In 2022, our training hours and the team grew significantly to address the needs of the FIFA World Cup 2022™. We completed 68,138 training hours, an 86% increase from 2021.

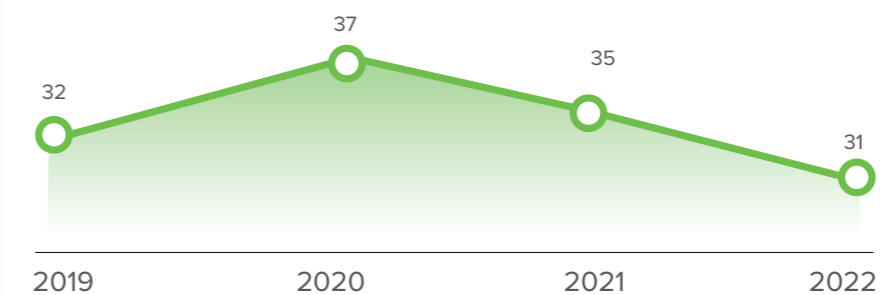
Qatarisation

GWC fully supports Qatar's strategy of developing a competent local talent workforce through education and training. At GWC we continuously sponsored graduate programmes for young Qataris and employed fresh graduates to train them and develop their skills, and in turn, they contribute to our success and growth. In 2022 we have an 11% decrease due to retirement, career development and personal reasons. We intend to address this in 2023 with additional positions offers to Qatari nationals.

To demonstrate our commitments, GWC was recognised as the "Employer of Continuous Collaboration" by Qatar University in acknowledgement of its partnership and its role in supporting the University's endeavours. The award was presented by Dr. Hassan bin Rashid Al-Derham, President of Qatar University, and was received by Hamad Mohammed R M Abuqaba Al-Marri – Director Human Resources on behalf of GWC. GWC has always been committed to interacting with students and guiding them, as the leaders of the future and in support of Qatar Vision 2030.



Qatari Employees – 2019 to 2022



Safe Workplace

GWC remains committed to providing a safe and healthy work environment for its staff, and all its stakeholders, through its robust safety and risk management systems to ensure hazards and all relevant risks involving its staff and stakeholders are identified, analysed, evaluated, treated, communicated, recorded, monitored and reported.

In 2022, GWC re-enforced this commitment through a series of processes, initiatives and programmes including but not limited to:

Functional Risks	Non-Functional Risks
<p>Management of risks that can cause incidents/accidents and has safety and security impact on staff and external stakeholders, could be in the form of:</p> <ul style="list-style-type: none"> • Safety induction • Safety huddles on recent safety incidents • Toolbox talk briefing on safety topics • Pre-job briefing on method statement and risk assessment • Post job, post briefing on any safety incidents • Health surveillance • Annual safety campaigns and programmes • Near miss reporting • HSE inspection and safety walkthrough with the management • Safety awards for staff during safety • HSE Audits • Specialised Risk Assessments: high-risk tasks, expectant mothers • Continuous training 	<p>Management of risks that cause impacts to Strategic, Financial, Legal/Regulatory Compliance, Reputation, Core Operation, Customer Service Satisfaction, and other non-safety related categories, these could be in the form of:</p> <ul style="list-style-type: none"> • Quantitative risk analysis, Enterprise risk assessment through bowtie risk analysis • Semi-quantitative risk analysis, Cost-benefit analysis, FMEA • Quantitative risk analysis, for project risks

Despite a busy year our focus on creating health and safety awareness did not waiver and we organised a “World Day for Safety and Health at Work.”

Furthermore, in May 2022 GWC was recognised by Ministry of Labour for its commitment towards occupational health and safety. The award was received by Nawaf Al-Emadi, Executive Director for GWC. The award was given as part of the World Day for Safety and Health at Work and was organised by the Ministry of Labour (MoL), in cooperation with the National Human Rights Committee (NHRC), the International Labour Organisation (ILO), and the International Federation of Building and Wood Workers (BWI).



GOVERNANCE

Transparency and Accountability

As a QSE listed company, we abide by all requirements of the QFMA and the Code of Corporate Governance (the Code), and we demonstrate our adherence to it in our Annual Report.

As required by the Code and in line with generally accepted best practices, the role of the Chairman and Group Chief Executive Officer is distinct and separate.

Our Board of Directors comprises of nine members, all of whom are non-executive, and four of them are independent in line with the requirements of the Code. Our Board has diversity with one female member.

The Board of Directors has independent oversight over the activities of GWC. The roles and responsibilities of the Board of Directors and its three Committees are clearly defined. The three Board Committees are:

- The Board Audit Committee
- The Board Nomination Committee
- The Board Remuneration Committee

The Board and the Audit Committee meet six times a year to discuss, and at least once every quarter. The Nomination Committee meets twice a year, while the Remuneration Committee meets once a year.

Being a listed company, GWCs financial performance is released on a quarterly basis, with the annual audited results published along with Annual Report which covers financial statements, corporate governance report, ICOFR results as well as reports from the three Board Committees.

Our policies, standards, and code of conduct apply to all members of GWC. This is manifested and elaborated in the following documents including but not limited to:

- Disclosure and transparency policy
- Whistleblowing policy
- Corporate anti-fraud policy
- Conflict of interest and related parties’ transaction policy
- Insider policy
- Confidentiality policy

Any breach of these policies or standards can lead to disciplinary action subject to a comprehensive investigation.

Investor Relationships

We at GWC consider the interests of our shareholders as well as our other stakeholders and see no contradiction between pursuing our business interests and investing into our long-term sustainability. Engagement with our shareholders through meetings and analyst calls allows us to listen to all our shareholders and other stakeholders, and to align that into our strategic vision.

We believe that strong corporate governance and growth achieve with a clear focus on sustainability and the community is a crucial factor to achieving high performance, as well as to maintaining investors’ trust.

All our reports are created and published with a view to provide comprehensive information about our performance for our shareholders and financial analysts.



Conflict of Interest Management

It is possible for a conflict of interests to arise through a variety of activities that the company performs, or because of a conflict between the interests of the company, the shareholders, the stakeholders, the board members, or the executive management.

Every member of the board of directors and the senior executive management must disclose to the company all their interests and relationships that may affect their ability to undertake the duties that have been assigned to them by the company. These interests must be recorded and disclosed in a special record to be held by the board secretary.

The board members and senior executive management must review and update the disclosure form annually and immediately disclose any changes in its regard that may result in a conflict of interest. The record must include disclosures from the board members and the senior executive management regarding any joint interests with the company concerning the following:

- Work positions in other companies or authorities.
- Membership in the boards of other companies.
- Ownership of shares, directly or indirectly, of any company that is a major client, competitor, or supplier for the company, and any authority that may transact with the company in any other manner.
- Relationship with a relative up to the second degree with any board member or senior executive management member of any of the main authorities that the company interacts with.
- Any other interests that may be related to the duties that have been assigned to them as board members.

Company's workers are also given a platform to disclose any of their doubts regarding any unsound practices, making the appropriate arrangements that allow for the safe and fair investigation of the claim while offering the informant the necessary amount of protection.

A mechanism also exists to facilitate the disclosure by stakeholders outside the company to the board of directors of any unsound practices.

The Chairman of the Board of Directors must disclose to the General Assembly of any contracts that a board member may have a personal interest or stake in.

Board Diversity

GWC Board currently has nine Board Members which includes one female Board Member – Ms. Hanadi Al Saleh, Chairwoman of Agility, who is a non-executive and a non-independent member of the Board. This gives GWC a Board Gender Diversity of 11%.

Independence at Board Level

Article 6 of the Corporate Governance Code issued by the Qatar Financial Markets Authority (QFMA) requires all listed companies to have a Board of Directors with at least one-third Non-Executive and Independent members.

The Board Structure is described in GWC's Article of Association of GWC (Article 25). As currently defined, it provides for nine elected Board members, all of whom were elected by the General Assembly by secret ballot in a cumulative manner every three years. GWC complies with this requirement as all Board Members are non-executive members and four Board Members are independent.

Compliance with Corporate Regulations

GWC, its directors, management and employees are required to comply with all laws and regulations applicable to its operations. GWC business activities may also take place or have effects outside the State of Qatar and thus may be subject to the laws, rules, and regulations of jurisdictions other than those of the State of Qatar and thus may be subject to the laws, rules, and regulations of jurisdictions other than those of the State of Qatar.

These laws, which may vary in different jurisdictions, affect GWC's behaviour and the dealings with customers, contractors, and competitors in general. GWC, its directors, management and employees are responsible for understanding these laws and regulations and shall obtain Legal Counsel's advice as required. Compliance is an operational obligation of all directors, management and employees when conducting GWC business activities and they are personally accountable for applying the highest standards under all circumstances.

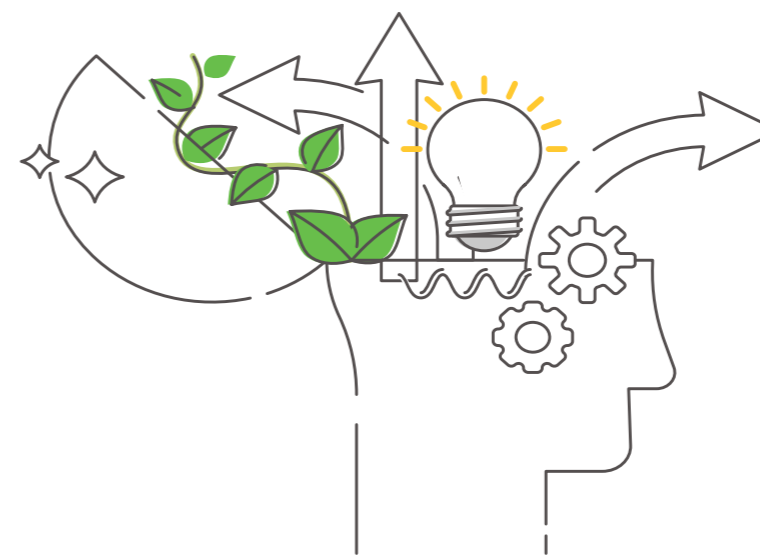
Whistleblowing Policy

GWC is committed to maintaining the highest standards of business conduct and ethics, as well as full compliance with all applicable government laws. GWC is also committed to conducting its business with honesty and integrity, and we expect all staff to maintain high standards in accordance with our policies and procedures.

GWC has developed a Whistleblowing Policy to allow employees to disclose information that they believe shows malpractice, unethical conduct, or illegal practices in the workplace, without being penalised in any way. This includes protecting employees from any detriment or discrimination if they do report improper or illegal conduct within the organisation.

The Whistleblowing Policy is available on the corporate website under Investor Relations – Policies and Procedures. Please use the following link to access:

<https://www.gwclogistics.com/investors-relations/policies-procedures/>



ESG Report in line with QSE Guidelines

At GWC we are continuously committed to ESG, and TSE guidelines by making ESG reporting a common practice across all listed companies. The table below highlights our performance against QSE KPIs from 2019 to 2022.

GWC – ESG Report 2022

Environment	2022	2021	2020	2019
Does the company publish and follow an environmental policy? Yes/No	Yes	Yes	Yes	Yes
Energy used (GJ/employee) – Annual total direct energy consumption per employee	129.19	129.30	149.41	Not Available
Specify the primary source of energy used by the company	Electricity	Electricity	Electricity	Electricity
Total amount of energy used (GJ)	512237.7	468720	448970	Not Available
Total greenhouse gas emissions (tonnes)	114515	94303	84684	Not Available
Total waste produced (kg) and recycled (kgs)	2208912.3	1163495	1335220	1244070
Total water use (m3)	1205148	1047164	1233157	Not Available
Social	2022	2021	2020	2019
Average hours of training per employee	17.18	10.12	6.08	12.08
Disclosure and adherence to a Human Rights Policy? Yes/No	Yes	Yes	Yes	Yes
Does the company prohibit the use of child or forced labour throughout the supply chain?	Yes	Yes	Yes	Yes
Does the company publish and follow a policy for occupational and global health issues?	Yes	Yes	Yes	Yes
Employee turnover rate (%)	14%	8%	13%	10%
Employee wages & benefits	QR 349M	QR 277M	QR 255M	QR 255M
Nationalisation rate (%) – GWC QPSC	5.67%	7.03%	7.31%	6.06%
Number of grievances about human rights issues filed, addressed and resolved	0	0	0	0
Pre-tax profits invested in the community (%)	2.50%	2.50%	2.50%	2.50%
Spending on locally based suppliers (%)	71.28	89%	95%	91%
Total number of injuries and fatal accidents (contractors)	0	0	0	0
Total number of injuries and fatal accidents (employees and contractors) – Injuries only	17	9	9	12
Total number of injuries and fatal accidents (employees) – Injuries only	17	9	9	12
Total workforce (FTE)	3965	3625	3005	2893
Women in the workforce (%)	4.64%	5.05%	5.52%	5.40%
Corporate Governance	2022	2021	2020	2019
Disclosure of the voting results of the latest AGM. Yes/No	Yes	Yes	Yes	Yes
Does the company publish and follow a Bribery/Anti-Corruption Code? Yes/No	Yes	Yes	Yes	Yes
Does the company publish and follow an Ethics Code of Conduct? Yes/No	Yes	Yes	Yes	Yes
Executive compensation linked to performance indicators. Yes/No	Yes	Yes	Yes	Yes
Female Directors on the Board (%)	11%	11%	11%	11%
Independent Directors on the Board (%)	33%	33%	33%	33%
Median male salary to median female salary	0.29	0.25	0.29	0.29
Role separation of Chairman and CEO. Yes/No	Yes	Yes	Yes	Yes
Sustainability Report published. Yes/No	No	No	No	No