

QALEX

الشركة القطرية لسحب الألمنيوم

QATAR ALUMINIUM EXTRUSION CO.



FROM QATAR TO THE WORLD

Aluminium with Sustainability in Mind

Sustainability Report

2024



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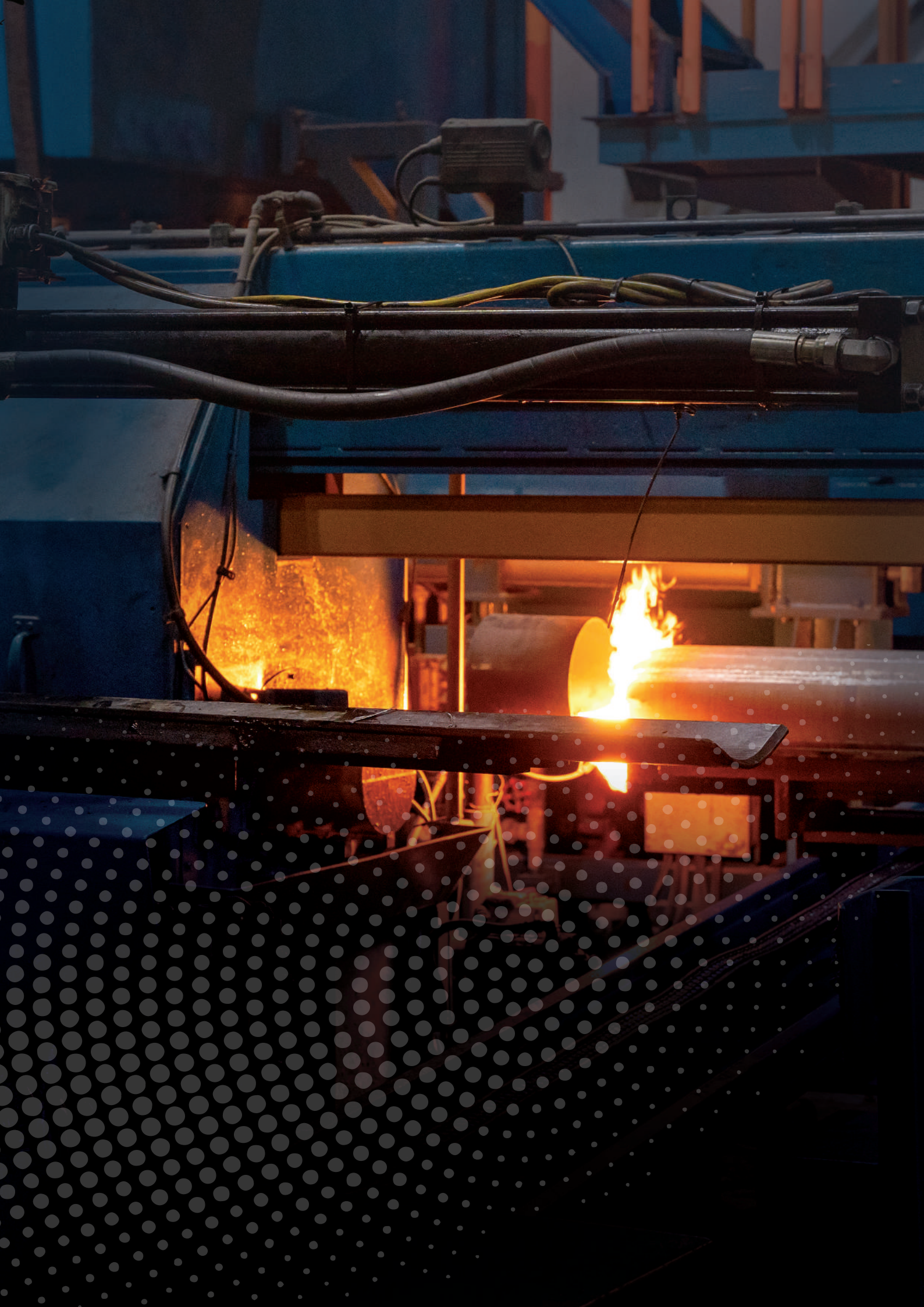
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About This Report

This report offers a summary of Qatar Aluminium Extrusion Co. (QALEX)'s performance in terms of Environmental, Social, & Governance (ESG) factors that are significant for the company and its stakeholders.



It also outlines the company's vision and goals related to its future environmental and social strategies, aiming to become a leader in sustainability across its operations and activities.

The report presents ESG data and performance for all QALEX's operations from January 1, 2023, to December 31, 2023. The selection of key topics was based on thorough engagement with the company's internal and external stakeholders. This marks the company's inaugural Sustainability Report, and it intends to continue this practice of transparently disclosing its sustainability performance in future Sustainability Reports.



Message from the Chairman

I am honored to unveil QALEX's inaugural Sustainability Report, a testament to our unwavering commitment to environmental responsibility, social progress, and economic prosperity. This report serves not only as a record of our achievements but also as a blueprint for our journey towards a more sustainable future.

Aligned with Qatar's Vision: The State of Qatar has long championed the cause of sustainable development, recognizing the critical need to address climate change. QALEX proudly aligns itself with this vision, integrating sustainability into the very core of our business strategy.

Leading the Energy Transition: As a frontrunner in aluminum extrusion, QALEX is uniquely positioned to spearhead the global energy transition. We recognize that achieving the Paris Agreement goals requires a collaborative effort, necessitating partnerships with energy producers, consumers, and industry leaders. Natural gas, a clean and reliable baseload energy source, plays a pivotal role in reducing emissions across various industries. By prioritizing a low-carbon future, we pave the way for a more sustainable energy landscape.

Actionable Commitments, Measurable Outcomes: Reducing our environmental footprint is a central pillar of our sustainability strategy. We've established ambitious targets to decrease carbon intensity across our entire LNG value chain. Furthermore, we've made significant strides in minimizing NOx emissions and maximizing hazardous waste recycling.

Safety: A Core Value, not a Slogan: Operational excellence is paramount within QALEX. We prioritize a culture of safety through comprehensive initiatives focused on personal well-being, process integrity, and continuous improvement. Our unwavering commitment to safety has resulted in achieving zero employee fatalities for several consecutive years, a testament to our dedication to a safe working environment.

Investing in the Future: Investing in the next generation is crucial for long-term sustainability. This commitment to social progress extends to community partnerships, local supply chain development, and job creation – all cornerstones of a thriving and resilient economy.

Collaboration is Key: Our approach to sustainability transcends individual efforts; it thrives on collaboration. We believe in the power of collective action to accelerate progress towards a sustainable future. I invite you to delve into this report and explore the details of our sustainability journey. Join us in this collective endeavor as we strive to create a brighter, more sustainable future for generations to come. Thank you.

**Abdulrahman I
Al-Ansari**





COMPANY'S VISION & MISSION

Mission

We aim to achieve profitable growth for our company and stakeholders by prioritizing superior customer service, fostering innovation, delivering high-quality extruded profiles, and maintaining unwavering commitment. We operate with honesty, ethical integrity, and honor in all aspects of our business. Additionally, we strive to promote the sharing of best practices to improve global health, environmental sustainability, and safety performance across the industry.

Vision

Our vision is to become synonymous with trust and quality in the field of aluminum extrusion. We aspire to be the preferred supplier for all our customers, consistently delivering excellence and exceeding expectations in every interaction.

Sustainability Vision

At QALEX, we envision a future where sustainability is at the core of everything we do. Our commitment extends beyond mere compliance with regulations; we strive to be a beacon of environmental stewardship and social responsibility in the aluminum extrusion industry, fostering a circular economy through resource efficiency and carbon neutrality. We are committed to a safe, inclusive work environment, ethical supply chain practices, and innovative solutions that drive industry-wide sustainability. Our transparent reporting and stakeholder engagement ensures accountability as we work towards a greener, more resilient future.



Awards & Recognition 2023

QALEX has been recognised well in the industry by prestigious organizations. It received the "Best Exporter's Award" by Rowad for the year 2023. The Rowad Awards acknowledge and celebrate the exceptional Qatari businesses who have consistently demonstrated excellence in their endeavors and have made significant positive contributions to the national economy.

QALEX also received Best Exporter's Award for Non-Oil & Gas Sector Category for 2023. This prestigious recognition was bestowed upon us by the Ministry of Commerce and Industry in the State of Qatar, reaffirming our commitment to excellence and leadership in the export industry. The award serves as a testament to our dedication to delivering high-quality products and services globally, further solidifying our position as a trusted and innovative player in the market.



Best Exporter's Award for Non-Oil & Gas Sector



Ministry of Commerce & Industry

At QALEX, we place immense value on our relationships with suppliers, viewing them as crucial partners in our success. Our enduring partnerships with key suppliers reflect our commitment to collaboration and excellence. This dedication is exemplified by the prestigious Supplier Appreciation Award we received from Schuco in 2022, highlighting our dedication to fostering strong, long-term relationships with our valued suppliers.





Sustainability Strategy

At QALEX, we deeply understand the significance of sustainability in today's world. As a crucial player in powering human progress and economic growth, we are dedicated to the sustainable evolution of our business, our workforce, and the wider community. Our commitment extends to a comprehensive and holistic approach that tackles the challenges presented by climate change head-on. We strive to undertake proactive measures to safeguard our environment while also fostering social and economic development in a balanced manner. Our mission is to contribute positively to a sustainable future by prioritizing environmental protection, promoting social well-being, and driving economic progress that benefits everyone.

Our Sustainability strategy is centred around four core principles:



Workplace Health and Safety

We prioritize the well-being of our employees through rigorous preventive measures aimed at preventing accidents. This includes strict adherence to Standard Operating Procedures (SOPs), consistent protocol follow-up, regular safety training for both workers and staff, and ensuring a secure working environment.

Community Engagement and Economic Empowerment

We prioritize the well-being of our employees through rigorous preventive measures aimed at preventing accidents. This includes strict adherence to Standard Operating Procedures (SOPs), consistent protocol follow-up, regular safety training for both workers and staff, and ensuring a secure working environment.



Environmental protection

Our commitment to environmental sustainability is evident in our practices such as upcycling and reusing aluminum resources. By minimizing waste and promoting circularity within our operations, we strive to reduce our environmental impact and play a role in preserving a healthier planet for future generations.

Our sustainability strategy aligns closely with several United Nations Sustainable Development Goals (SDGs):

Business Ethics and Integrity

We uphold strong business ethics and integrity standards. This includes maintaining transparency in our dealings, ensuring fair treatment of all stakeholders, adhering to legal and regulatory requirements, and conducting business in an honest and ethical manner. We believe that ethical business practices are fundamental to building trust, fostering long-term partnerships, and contributing positively to the overall business environment.

SDG 3 (Good Health and Well-being)

By prioritizing employee health and safety, we contribute to the goal of ensuring good health and well-being for all.

SDG 9 (Industry, Innovation, and Infrastructure)

We promote innovation and sustainable practices within our industry, contributing to the development of resilient infrastructure and fostering technological advancements.

SDG 8 (Decent Work and Economic Growth)

Our emphasis on hiring locally and supporting economic growth fosters decent work opportunities and contributes to sustainable economic development.

SDG 12 (Responsible Consumption & Production)

Through our focus on responsible consumption, waste reduction, and recycling efforts, we support the goal of sustainable consumption and production patterns.

SDG 13 (Climate Action)

Our commitment to Climate Action centers on driving forward initiatives aimed at reducing emissions within our operations. We leverage state-of-the-art clean technology to achieve this goal, prioritizing resource efficiency and implementing robust recycling practices. Our focus is on adopting sustainable practices that not only mitigate our environmental impact but also contribute positively to combating climate change.



Qalex’s Business and Operations

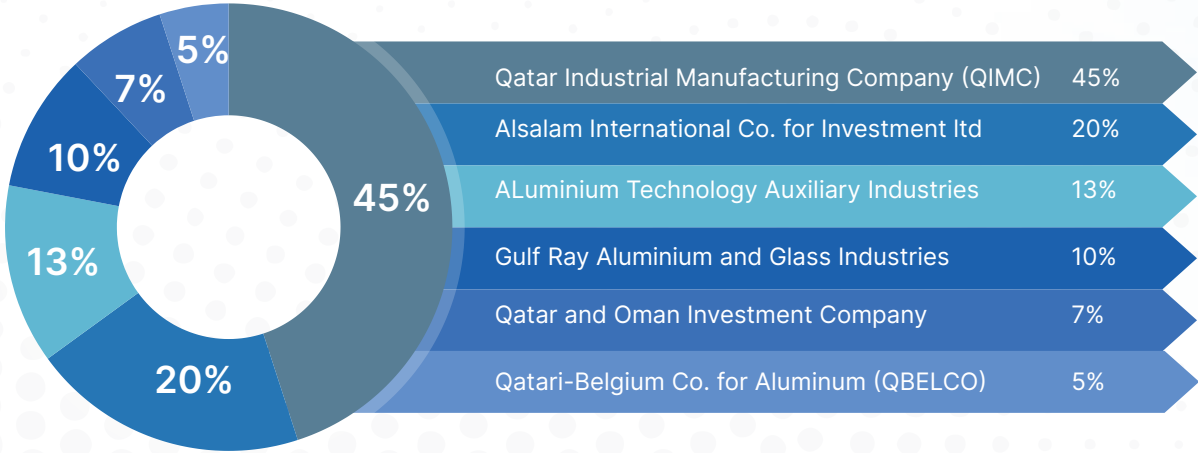
QALEX: A Collaborative Approach to Sustainable Aluminum Extrusion

QALEX, a leading aluminum extrusion company headquartered in Doha, Qatar, embodies the spirit of collaborative sustainability. Established by Qatar Industrial Manufacturing Company (QIMC) alongside prominent Qatari businesses Alsalam International Co. for Investment Ltd, Aluminum Technology Auxiliary Industries, Gulf Ray Aluminium and Glass Industries, Qatar and Oman Investment Company, and Qatari-Belgium Co. for Aluminum (QBELCO), QALEX represents a united front in responsible aluminum extrusion process.

A Foundation Built on Innovation and Efficiency

This large-scale project reflects a commitment to cutting-edge, sustainable practices. The meticulously designed facility, situated in the New Industrial Area's Pink Zone, prioritizes both innovation and efficiency. Spanning an impressive 59,000 square meters, the landscaped grounds encompass a state-of-the-art production plant housed within a 26,000 square meter steel structure.

Partners and their share in the company



QALEX benefits from the guidance of a robust leadership team. The Board of Directors, comprised of nine esteemed individuals, spearheads the company's operations. This esteemed group includes a Chairman, a Vice-Chairman, and seven additional board members, each bringing a wealth of experience and knowledge to the table.

To ensure efficient execution of strategic decisions, QALEX has designated seven authorized signatories within the company. This collaborative approach fosters a culture of shared responsibility and transparency, contributing to QALEX's overall success.

Delivering Value Through Sustainable Practices

QALEX is committed to exceeding stakeholder expectations by providing high-quality products and services alongside a deep commitment to sustainability. We achieve this through a multi-pronged approach:

Meeting Customer Needs

Aluminum Extruded Profiles in various finishes (MF, powder coated, anodized, wood finish)

We offer a diverse range of aluminum extrusions in various mill finishes to cater to the specific needs of our customers.

Advanced Finishing Options

Our comprehensive services include powder coating and anodizing, allowing us to deliver products that are not only functional but also aesthetically pleasing and durable.

Thermal Break Technology

By incorporating thermal break technology, we provide energy-efficient aluminum extrusions that contribute to building sustainability.

Stakeholder Engagement

Werecognizetheimportanceoftransparentcommunication and mutual benefit with all our stakeholders. Here's how we address their key expectations:

Owners and Stakeholders

We prioritize sustained profitability and maintain open communication to ensure transparency in our operations.

Employees

We foster a positive work environment that prioritizes job security, recognition, and reward systems to empower our workforce.

Suppliers and Partners

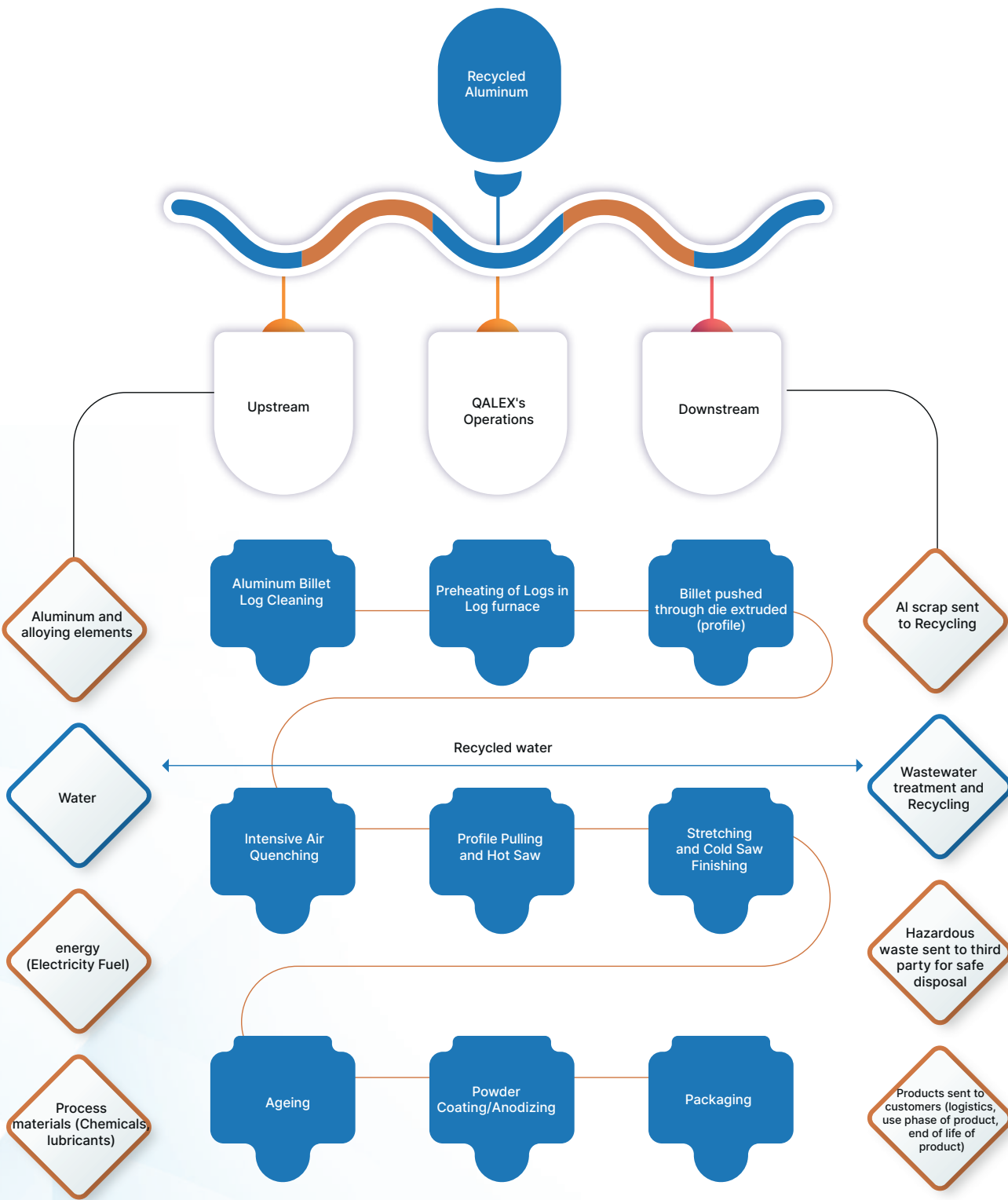
We cultivate long-term, mutually beneficial relationships with our suppliers and partners, ensuring a reliable and sustainable supply chain.

Society

We hold ourselves accountable for environmental protection, ethical behavior, and strict compliance with all statutory and regulatory requirements.

By integrating sustainability principles into every aspect of our operations, we aim to create shared value for all our stakeholders.

We are committed to fostering responsible practices not just within our own operations, but also across our supply chain.



Our core operation involves transforming pre-heated aluminum billets into desired shapes and sizes. This is achieved by forcing the molten metal through precisely shaped die blocks. The resulting profiles maintain the cross-sectional design of the die and can be produced in various lengths.

Following extrusion, the profiles are stored until needed. Depending on customer requirements, they may be directed towards further finishing processes like anodizing or powder coating. This allows us to offer a range of final products:

Plain Aluminum Profiles

These extruded profiles (15,000 MT/year) represent the base product and are suitable for various applications.

Anodized Aluminum Profiles

A portion of the extruded profiles (6,540 MT/year) undergoes anodizing. This electrochemical process enhances the surface properties of the aluminum, improving abrasion resistance, corrosion resistance, heat resistance, and overall appearance.

Powder Coated Aluminum Profiles

Another portion of the profiles (17,700 MT/year) is directed for powder coating. This process involves surface preparation and electrostatic application of a powder coating material. The powder adheres to the

grounded aluminum profile due to opposing electrical charges, resulting in a durable and visually appealing finish. The equipment used in these processes, such as billet heaters, ovens, and boilers, requires careful management to optimize energy efficiency and minimize environmental impact. We, at QALEX, follow best available techniques and processes as part of our ongoing efforts to improve the sustainability of our extrusion and finishing operations.

To enhance thermal break production capacity and meet growing demand, we will invest €750,000 in a new, fully automated machine. This expansion will increase our monthly thermal break output to 5,750 metric tons.

Materiality and Stakeholder Engagement

QALEX places a strong emphasis on fostering honest and transparent relationships with its stakeholders, considering them essential partners in achieving sustainable business practices. We identify key stakeholder groups based on their level of involvement and influence on the company's operations and overall business sustainability.

This approach enables us to prioritize communication, engagement, and collaboration with stakeholders who play a significant role in shaping our strategies and decisions. By understanding their needs, concerns, and expectations, we aim to build enduring relationships founded on trust, mutual respect, and shared values.



Identifying What Matters Most: Our Materiality Assessment Process

At QALEX, we prioritize the sustainability issues that are most critical to our business and our stakeholders. This focus is guided by a detailed materiality assessment process that incorporates both internal and external perspectives.

Our materiality assessment considers several key factors:

Internal Alignment: We begin by aligning with our overarching goals, values, commitments, and competitive strategy. This ensures our sustainability efforts are directly linked to our long-term vision.

Impact on Performance: We assess the influence of environmental, social, and governance (ESG) issues on our economic performance. This helps us identify areas where sustainability practices can contribute to financial success.

Risk Management: We leverage insights from internal risk assessments, audits, and self-evaluations using established frameworks like DJSI and CDP. This proactive approach allows us to address potential sustainability-related risks effectively.

A Collaborative Identification Process for Material Topics

Stakeholder Feedback: We actively seek input from our key stakeholders through various channels. This ensures our sustainability focus aligns with the needs and concerns of those most impacted by our operations.

Benchmarking: We benchmark our practices against industry leaders and sustainability best practices to identify areas for improvement.

Internal Assessment: We conduct thorough internal evaluations to assess the environmental, social, and governance issues most relevant to our business operations and long-term success.

Prioritization with Context

Once identified, we prioritize these issues through a comprehensive process:

Stakeholder Input: Stakeholder feedback remains a critical factor in prioritizing material issues.

Sustainability Context: We consider the broader social and environmental landscape when determining the significance of each issue. This ensures our sustainability efforts address the most pressing concerns within the global context.

Intrinsic Value: We also assess the intrinsic value of each issue to our business, ensuring our sustainability strategy aligns with our long-term vision and goals.



Engaging Stakeholders: A Collaborative Effort

Recognizing the importance of stakeholder perspectives, we conducted a comprehensive materiality analysis. Through a series of interviews with key stakeholders, we identified the most relevant

environmental, social, and governance topics. These critical areas form the foundation of this sustainability report.

Stakeholder	Rationale for engagement	Key Material issues	Modes of engagement
Government	Corporations can be powerful advocates for positive change. By engaging with governments, businesses can use their voice and influence to support the development of legislation, policies, and directives that address key societal challenges.	Labour & human rights Remuneration policy for employees and workers Health benefits to employees	Planned meetings, conferences, exhibitions and workshops
Shareholders	Shareholders increasingly focus on ESG factors alongside traditional financial metrics. Engaging them in the materiality process ensures the company prioritizes sustainability issues that matter most to investors, leading to more informed investment decisions.	Transparency on company's sustainability performance Aligning long term value creation with shareholders' values	Planned meetings, conferences, exhibitions, and workshops
Customers	Understanding customer needs is at the heart of QALEX's relationship-building strategy. This close collaboration allows us to identify emerging trends and tailor our offerings to provide unique value.	Quality and timeliness of delivery Impact on customer's business goals Responsible sourcing of products	Strategic reviews, Customer meetings, formal customer feedback and surveys.
Employees	Through collaboration with employees, we gain valuable insights into their expectations and feedback. This allows us to continuously improve our people processes, fostering a more positive employee experience and ultimately leading to better retention.	Continuous learning & improvement Quality of work Compensation & benefits Occupational health & safety Integrity & transparency	Group meetings, feedback and improvement forms, periodic trainings.

Suppliers	A collaborative relationship with our suppliers allows us to work together to ensure consistent quality and minimize the risk of disruptions to our services.	Ease of doing business with QALEX Ability to meet company's legal requirements Ethical business code of conduct and social practices	Regular operational reviews, supplier meets/ feedback, vendor surveys
Local Community	A thriving business and a strong society are fundamentally intertwined. We recognize that for our company to flourish, the communities where we operate must also be healthy and prosperous. This is why deep engagement with communities and society is an imperative for QALEX.	Environment issues that affect communities such as air quality, waste disposal, water treatment and disposal Employment generation & livelihood improvement	Open meetings with the community

Our commitment to sustainability is reflected in the following key material topics. These areas were identified through a comprehensive materiality

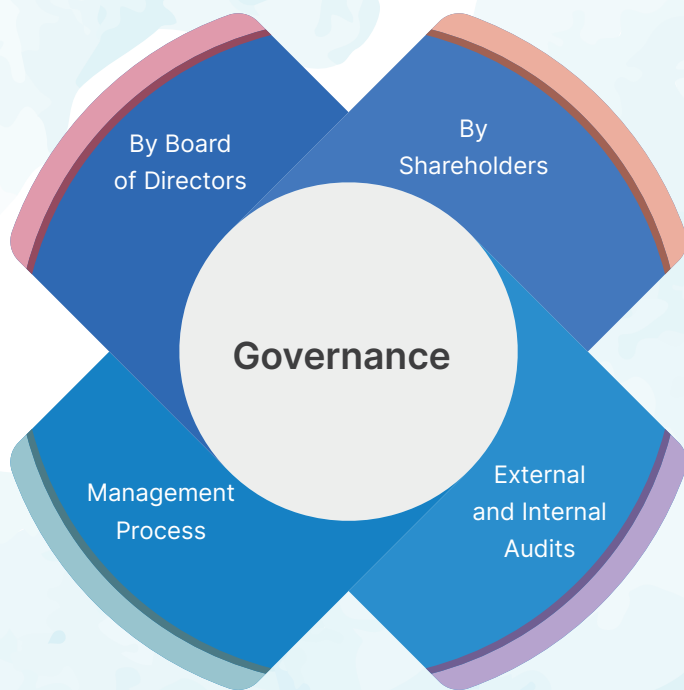
assessment process and represent the most pressing sustainability challenges and opportunities for QALEX and its stakeholders.



Responsible Governance and Business Conduct

At QALEX, our commitment to sustainability extends beyond just meeting compliance standards. We actively embrace transparency and ethical conduct through voluntary initiatives that go above and beyond

regulatory requirements. This dedication is reflected in our four-part sustainability governance framework, which we'll explore in more detail below.



Governance by Shareholders

We recognize that our shareholders are essential partners in our sustainability journey. We maintain open communication channels and actively engage with shareholders on environmental, social, and governance issues. We believe that focusing on long-term value creation goes together with sustainable business practices. By integrating sustainability considerations into our decision-making processes, we aim to deliver strong financial performance alongside positive social and environmental impacts, ultimately creating long-term value for our shareholders.

Governance by Board of Directors

Governance As of March 31, 2024, QALEX's Board of Directors comprised nine members, including a Chairperson and a Vice-Chairperson. The Board benefits from the diverse expertise and perspectives of its members, who guide the company's strategic direction while ensuring responsible and sustainable practices.

To maintain a balance between leadership and oversight, the Board operates with a clear governance structure. While all members contribute significantly to decision-making, three directors hold specific authorities outlined in detail in the company's governance documents. These clearly defined roles ensure effective leadership and accountability within the Board.



Mr. Abdul Rahman Al-Ansari
Chairman



Mr. Abdul Salam Abu-Issa
Salam International



Sheikh Ali Hamad Al Thani
ALUTEC



Mr. Mohd. Issa Abdul Salam
Salam International



Mr. Aktham Al Baqali
QIMC



Mr. Jamal Sharida Al-Kaabi
QIMC



Mr. Ahmad A Khaliq A Alghamdi
Qatar Oman



Mr. Salman Al-Abdulghani
Qatar Belgium



Mr. Fouad Al Masri
AGR

Governance by Management Process

At QALEX, we believe excellence in sustainability goes together with continuous improvement. Our Integrated Management System (IMS) encompassing Quality, Environment, and Health & Safety (QH&S) forms the cornerstone of this commitment. Top management plays a vital role in ensuring the effectiveness of the IMS, fostering a culture of responsible practices throughout our aluminium extrusion operations.

A Two-Tiered Review Process for Optimal Performance

We employ a comprehensive, two-tiered approach to IMS management review:

- **Formal Management Review Meetings:** Held at least annually, these meetings bring together key decision-makers. Participants include senior leadership, the Management Representative (MR), and department heads. The agenda delves into various aspects of our sustainability performance:
 - **Reviewing Past Actions:** We assess the progress made on action items identified during the previous review meeting. This ensures accountability and continuous improvement.
 - **Adapting to Change:** The review considers evolving internal and external factors that can impact sustainability efforts. This could include changes in:
 - Environmental regulations, such as stricter emission standards or waste management protocols.
 - Customer needs, such as a growing demand for eco-friendly aluminium products.
 - Emerging sustainability risks and opportunities in the aluminium extrusion sector.
 - **Evaluating IMS Performance:** We delve into key performance indicators (KPIs) to gauge our progress towards sustainability goals. These KPIs might include:
 - Customer satisfaction with regards to sustainable product offerings.
 - Performance of extrusion processes in terms of resource efficiency and waste reduction.
 - Number and types of non-conformances related to environmental or safety concerns.
 - Incident reports related to environmental impact or worker safety.
 - Progress towards achieving specific sustainability goals, such as reducing energy consumption or increasing the use of recycled aluminium.

- **Resource Adequacy:** We assess the adequacy of resources, including training programs, to maintain a culture of continuous improvement and ensure employees possess the necessary skills to uphold sustainable practices.
- **Communication and Engagement:** We evaluate the effectiveness of communication channels with stakeholders, including workers' participation and consultation on sustainability initiatives.
- **Risk Management:** We evaluate the effectiveness of actions taken to mitigate environmental aspects and health & safety risks associated with aluminium extrusion processes.
- **Identifying Improvement Opportunities:** A crucial aspect of the review involves identifying areas where we can further improve our IMS, extrusion processes, and related services in terms of sustainability.
- **Ongoing Management Activities:** Beyond these formal meetings, top management remains actively engaged throughout the year. They closely monitor and evaluate the effectiveness of the IMS, ensuring timely identification and resolution of any issues that could impact sustainability performance.

This comprehensive review process empowers QALEX to continually enhance our IMS framework. By optimizing extrusion processes and ensuring responsible practices across all operational levels, we strive to become a leader in sustainable aluminium extrusion.

Governance by External and Internal Audits

At QALEX, we utilize a robust system of internal and external audits to ensure the accuracy and credibility of our reported data. Internal audits conducted by our legal team regularly assess adherence to our sustainability policies and procedures across our operations. Additionally, we engage independent third-party auditors to verify financial statements, GHG emission calculations in accordance with recognized standards. These combined audits provide stakeholders with confidence in the accuracy and integrity of our company information.

Business Integrity and Ethics

At QALEX, we are committed to a future that is innovative, responsible, and successful. Our core values guide us in everything we do:

- **Innovation:** We constantly strive to develop new and better solutions for our customers.
- **Quality:** Quality is at the heart of everything we do. We deliver products and services that exceed customer expectations and meet international standards.
- **Equity:** We foster a diverse and inclusive environment where everyone feels valued and respected.
- **Efficiency:** We are committed to operational excellence, providing cost-effective solutions for our customers.
- **Customer Satisfaction:** Building long-term relationships with our customers is our top priority. We actively seek their feedback and strive to exceed their expectations.
- **Carbon Reduction:** We recognize our responsibility to the environment and are committed to reducing our carbon footprint and integrating energy saving solutions.
- **Responsibility:** We operate with integrity and transparency, upholding ethical business practices in everything we do.
- **Respect:** We foster a culture of mutual respect for our employees, customers, and partners.

We believe that success is built on trust and strong relationships. We earn this trust by delivering on our promises, acting with honesty and integrity, and achieving our goals through ethical practices. Our actions speak louder than words, and we are committed to demonstrating our values through our day-to-day operations.



Whistleblowing Policy

At QALEX, we prioritize open and honest communication. Employees and customers feel empowered to voice concerns, particularly those related to ethics. Managers foster a safe space for these discussions, understanding that open communication prevents mistakes and strengthens our ethical foundation. We investigate all reported issues and take appropriate action. We have zero tolerance for retaliation against those raising genuine concerns.

Compliance with the Law

At QALEX, integrity is paramount. We follow all laws and regulations wherever we operate. Employees should familiarize themselves with relevant company policies and seek guidance if unsure about the legality of an action. We all share the responsibility to prevent legal violations and report potential non-compliance.

Fair competition

At QALEX, we believe in achieving success through fair and ethical competition. Our focus is on the strengths of our products and services – their superior quality, functionality, and competitive pricing. We make independent pricing and marketing decisions, ensuring we avoid any improper collaboration with competitors. We maintain the highest ethical standards, prohibiting bribes or kickbacks in connection with sales or purchases. Additionally, we avoid participation in unlawful boycotts of customers.

Emphasis on Objectivity & Transparency

We prioritize maintaining a high standard of objectivity and ethical conduct at QALEX. This means avoiding any personal relationships or activities that could be perceived as compromising our ability to make impartial

decisions for the company. Employees may encounter situations where personal interests could conflict with QALEX's business objectives. In such cases, the duty lies with the employee to prioritize and advance the company's legitimate interests. Furthermore, company property and information should never be used for personal gain, nor should employees leverage their positions at QALEX for personal opportunities.

Anti-Bribery Policy

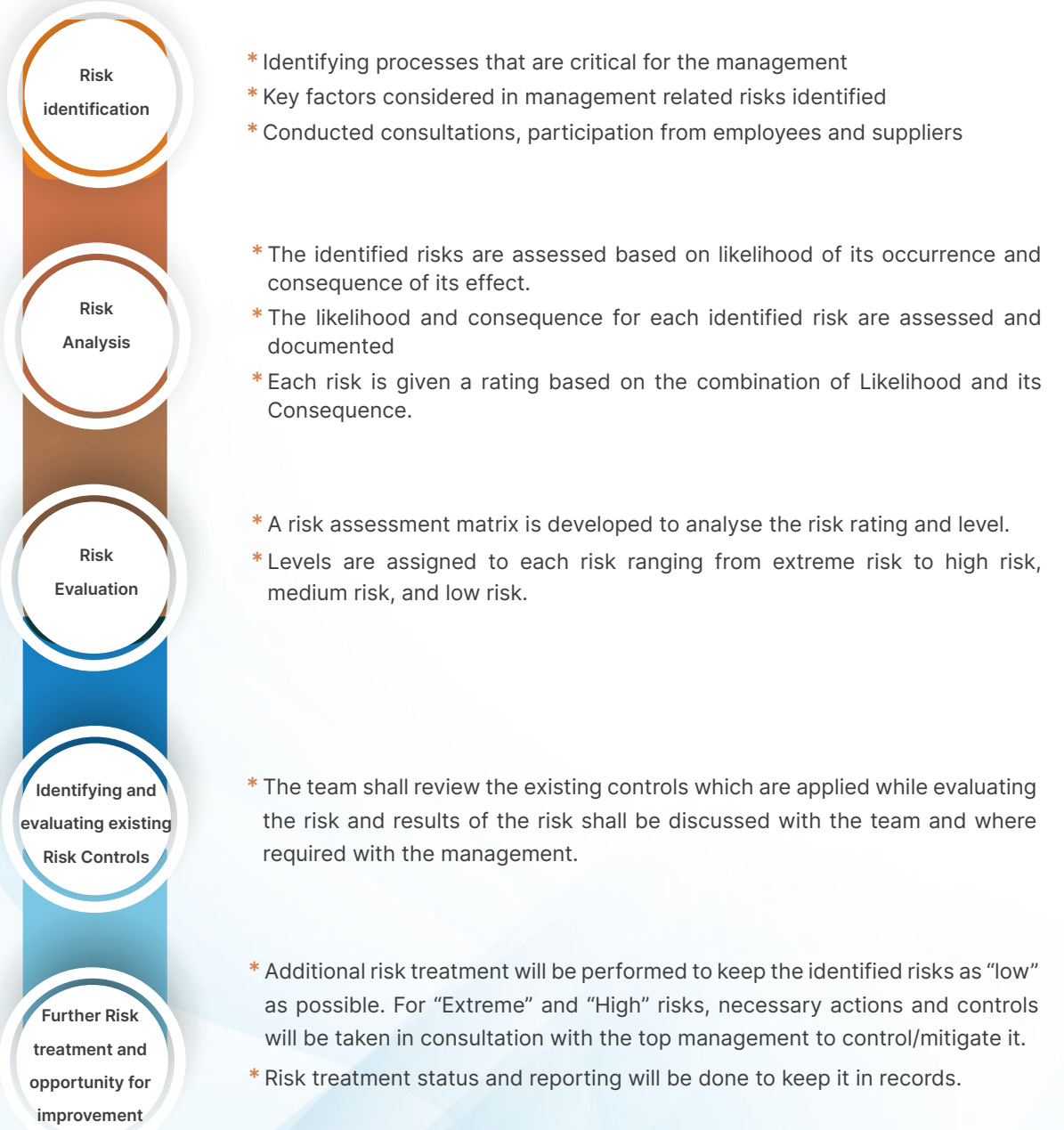
At QALEX, we believe in achieving success through fair competition and maintaining a strong reputation. We avoid any actions that could suggest we are offering or receiving preferential treatment in exchange for personal favors. This includes business courtesies like gifts, meals, or entertainment received from or given to business partners. We have a strict policy against accepting or offering courtesies that could be seen as undue influence, violate laws or regulations, or damage QALEX's reputation.

Risk Management and Business Sustainability

Ensuring the sustainability of our business is a top priority for us, and this involves effectively identifying and managing risks. At QALEX, we have implemented a structured approach to risk management, which involves capturing risks systematically and evaluating each one to determine its priority and develop strategies for tackling and managing it.

Our risk management system includes a register for risks and opportunities, where departments and

stakeholders can log identified risks and communicate them to management. This system aims to provide a methodical process for identifying, assessing, and determining the treatment of risks, as well as identifying opportunities across all critical management system activities within QALEX's sphere of influence. By doing so, we aim to proactively address potential challenges and capitalize on opportunities to ensure the continued success and sustainability of our business operations.





Environmental Action

QALEX is deeply committed to environmental sustainability. The aluminum extrusion industry is known for its high energy consumption and substantial use of resources such as electricity, water, and other natural materials. In this section, we will delve into our environmental initiatives, assess our environmental footprint, and outline our broader environmental practices.

At QALEX, we recognize the importance of minimizing our environmental impact and strive to implement sustainable practices across our operations. This includes initiatives aimed at reducing energy consumption, optimizing water usage, and minimizing waste generation. Additionally, we actively seek

innovative solutions and technologies to improve our environmental performance and contribute to a greener future.

Our environmental efforts are not limited to internal practices but extend to collaborating with suppliers, customers, and other stakeholders to promote sustainability throughout the supply chain. By transparently reporting on our environmental practices and progress, we aim to demonstrate our ongoing commitment to environmental responsibility and inspire positive change within our industry and beyond.

QALEX places a strong emphasis on compliance, ensuring that its environmental parameters are thoroughly

assessed by a third party on an annual basis. This comprehensive evaluation encompasses critical areas including Air Quality, Noise Levels, Stack Emissions, Waste Management, and Water Management. This process not only ensures regulatory compliance but also contributes to the company's efforts towards sustainable operations and environmental stewardship. Through regular assessments and checks across these key environmental aspects, QALEX remains dedicated to upholding high standards and minimizing its environmental impact.

Emissions

Reducing greenhouse gas (GHG) emissions is a central pillar of our ongoing commitment to address climate change. At QALEX, we diligently track and report on our Scope 1, Scope 2, and Scope 3 emissions. Scope 1 emissions mainly result from fuel combustion within our operations, while Scope 2 emissions account for GHG emissions linked to our purchased electricity and heat/steam. Scope 3 emissions cover other indirect emissions, such as purchased goods and services, travel, waste, transportation of goods, processing of sold materials etc. details of which are mentioned in the table in the subsequent section.

The main sources of Scope 1 emissions are purchased natural gas combusted in heaters, boilers, and ovens, purchased diesel used in electricity generators, purchased diesel used in forklifts, manlift, and comb lift, purchased petrol used in owned vehicles. The source of Scope 2 emissions is the purchased electricity from Kahramaa.

The table below provides a detailed summary of boundaries and inclusions for all the Scope 1,2, and 3 emissions.

Emission Category	Emission Source	Boundary
Scope 1		
Stationary combustion	Machinery operation for manufacturing and fuel for generators	Included
Mobile combustion	Company owned vehicles	Included
Scope 2		
Electricity	Purchased electricity for operations	Included
Heating/Cooling	Not applicable	Not included
Scope 3		
Purchased goods & services	Cradle to gate emissions of raw material – aluminium, chemicals, packaging materials, office supplies and other professional services	Included
Capital goods	Cradle to gate emissions of Machinery, Cargo truck, A/C units, furniture, computers etc.	Included
Fuel and energy related activities	Upstream emissions of fuel and electricity consumption	Included
Upstream transportation and distribution	Emissions for transportation of goods through air, land, and sea	Included

Fuel and energy related activities	Upstream emissions of fuel and electricity consumption	Included
Upstream transportation and distribution	Emissions for transportation of goods through air, land, and sea	Included
Waste generated	Treatment / Disposal emissions of all solid and liquid wastes generated from operations	Included
Business travel	Emissions from business travel by employees to foreign countries including hotel stays	Included
Employee commuting	Emissions from buses, medium vehicles, and private vehicles	Included
Leased Assets	Emissions from one leased truck used for local dispatch	Included
Downstream transportation	Emissions from transportation of final products by sea and land	Included
Processing of sold products	Emissions from processing mill finish product by the purchaser	Included
Processing of sold products	Emissions from processing of other finished products	Not included
End of life	Emissions from treatment/disposal of packaging	Included
End of life	Emissions from recycling / disposal of aluminium	Not included

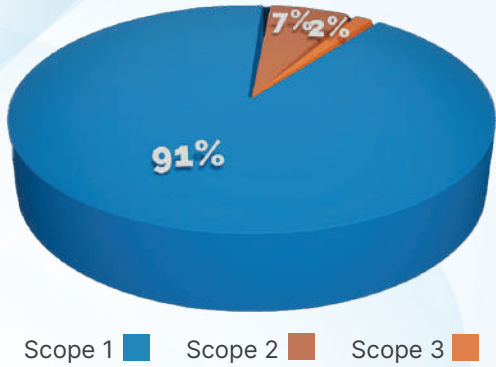
For transparency, any exclusions and their rationales for Scope 3 are clearly outlined in the table below.

Emission Category	Description	Emissions
Waste generated	Emissions from transportation of wastes are not calculated due to lack of sufficient data.	Not calculated
Employee commuting	Emissions from Client and visitor transport is excluded from this category due to unavailability of Quality Data.	Not calculated
Downstream transportation	Storage of sold products in warehouses and distribution centres by reporting company is not applicable for QALEX. No warehouses / distribution centers.	Not calculated
Use of sold products	Direct use in buildings for doors, kitchens, windows etc. which will not have any relevant direct/indirect emissions. Since there are no major emissions expected to generate from usage of sold products, this category is excluded from calculations.	
End of life	Usually, aluminium products have a high life and can be recycled at end of life. Aluminium's EOL is excluded from calculations since it does not correspond to the reporting year.	
Downstream leased assets	QALEX does not lease any assets to others, so this category is not relevant	
Franchises	QALEX does not own any franchises, so this category is not relevant	
Investments	Not Applicable for QALEX	

In 2022, our total emissions at QALEX amounted to 132,379.43 tCO2eq. Direct emissions represented 9,211.84 tCO2eq, while indirect Scope 2 emissions stood at 3,206.59 tCO2eq. Scope 3 emissions stood at 119, 961 tCO2eq. It is notable that Scope 3 emissions covers 91% of the total emissions. The calculation of emissions strides marks a significant initial step as we align with national decarbonization goals.

GHG emissions (tCO2e)	2022	% of total emissions
Scope 1 emissions (Direct emissions)	9,211.84	6.96
Scope 2 emissions (Indirect emissions)	3,206.59	2.42
Scope 3 emissions (Other indirect emissions)	119,961	90.62
Specific Emebeded emission		
Qalex extrusion	2.733 MT of Co2/MT extrusion	
Qatalum(Raw material)	6.724MT Co2/MT	

GHG Emissions for the year 2022



For Scope 1 and Scope 2 emissions, we got our data verified from a third party in accordance with ISO 14064-03:2019 and with regard to compliance with the requirements of ISO 14064-1:2018. While for Scope 3 emissions, the verification process is under progress.

Driving Sustainable Operations: Short-Term Actions & Long-Term Vision

At QALEX, we are committed to achieving our ambitious emission reduction targets. To make significant strides in the short term, we have implemented several key initiatives:

- **Adopting latest technology/equipment:** Our company is investing USD 15 million to construct a new casting facility with an annual production capacity of 25,000 metric tons. This facility will significantly reduce our carbon footprint by decreasing carbon emissions to less than 4 kg of CO2 per ton of aluminum produced. Additionally, we will be able to fully recycle all aluminum scrap generated in the process.

- **Transitioning to Clean Energy:** We are investing in the installation of a new transformer by Q1 2024. This critical infrastructure upgrade will significantly reduce or even eliminate our reliance on diesel generators, leading to a substantial decrease in greenhouse gas emissions.
- **Minimizing Environmental Impact:** We are implementing stricter HSE (Health, Safety, and Environment) regulations to prevent fuel spills and leaks throughout the entire lifecycle – from storage and refilling to equipment use. This includes enhanced equipment maintenance, improved storage tank management, and the deployment of additional spill trays for our diesel generators.

- **Optimizing Existing Processes:** We are continuously optimizing our carbon reduction plants to maximize their efficiency and environmental benefits. Additionally, we have heightened our focus on scrap recycling efforts, further minimizing our environmental footprint.
- **Transitioning to Suppliers with lower carbon emissions:** To further reduce our carbon footprint, we are actively seeking new suppliers with lower carbon emissions.

Building a Sustainable Future:
The QALEX Green Supply Chain Initiative

At QALEX, we recognize that a sustainable future requires a holistic approach. This extends beyond our own operations and encompasses the entire supply chain. We are committed to building a Green Supply Chain that minimizes environmental impact throughout the product lifecycle, from raw material acquisition to end-of-life product management.

Strategic Planning and Collaboration:

We are actively developing a comprehensive set of Green Supply Chain policies. These policies will establish clear criteria for new supplier selection, implement robust supplier monitoring programs, and establish regular sustainability audits. This collaborative approach ensures that our environmental values are shared throughout the supply chain.

From Cradle to Cradle: A Greener Approach

The traditional linear supply chain model is being transformed into a closed-loop system by integrating environmental considerations at every stage:

- **Product Development:** Utilizing recycled aluminum content in new product designs, like our innovative QALEX Architectural System.
- **Manufacturing:** Implementing closed-loop water systems to significantly reduce water consumption across our product lines. Notably, by reusing water in our presses, we are minimizing environmental impact and resource depletion.
- **Distribution and End-of-Life Management:** Partnering with our aluminum billet suppliers to prioritize the use of “post-consumer scrap” (recycled aluminum) and explore the potential for renewable energy sources in their operations. This collaborative effort has the potential to reduce CO2 emissions by an impressive 76%.

By collaborating with partners who prioritize sustainability, we aim to minimize our Scope 3 emissions and contribute to a more sustainable supply chain. This strategic initiative aligns with our commitment to environmental responsibility and continuous improvement.

These initiatives go beyond short-term carbon footprint reduction. By prioritizing closed-loop systems, recycled materials, and renewable energy use, we are building a more sustainable future for generations to come.

Looking to the Future:

These short-term actions represent a vital first step in our sustainability journey. We are actively exploring long-term solutions and leveraging cutting-edge technologies to further enhance our sustainability initiatives. This forward-looking approach will enable us to achieve lasting positive environmental impact.

Energy Management

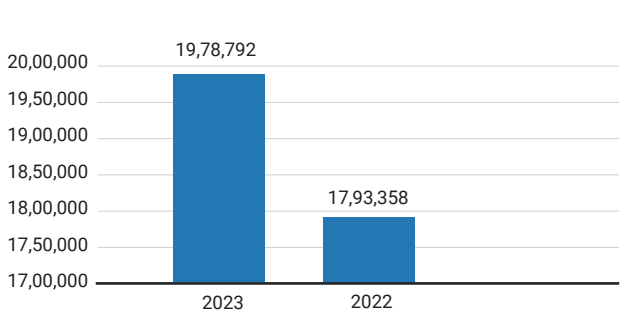
Effective energy management plays a crucial role in optimizing the efficiency of our plant operations. It is essential for us to continually enhance and upkeep our energy management systems, as they offer a clear overview of energy consumption patterns and trends in energy efficiency.

By prioritizing energy management, we aim to maximize the utilization of resources while minimizing waste and environmental impact. Our ongoing efforts include implementing advanced technologies and practices that enable real-time monitoring and analysis of energy usage. This proactive approach not only helps us identify areas for improvement but also supports our commitment to sustainable and responsible resource management.

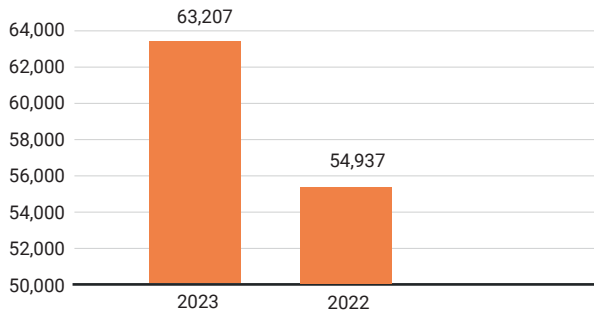
Furthermore, maintaining transparent energy management systems allows us to make informed decisions regarding energy-saving initiatives and investments in renewable energy sources. Through these measures, we strive to enhance operational efficiency, reduce costs, and contribute positively to our sustainability goals.

	Unit	2023	2022	2021
Diesel	Liter	1,793,358	1,978,792	-
Natural Gas	MMBtu	54,937	63,207	-
Total energy consumption	kWh	11,528,470	12,005,150	12,094,280

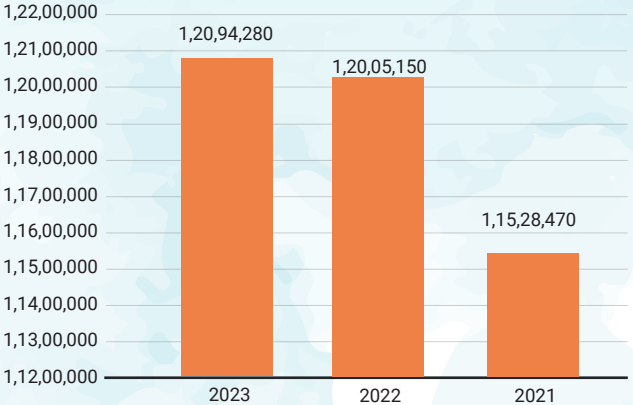
Annual Diesel Consumption for 2023 and 2022 (Liter)



Annual Natural Gas Consumption for 2023 and 2022 (MMBtu)



Annual Electricity Consumption over the last three years (kWh)



Eliminating Diesel Reliance for a Greener Future

As mentioned in the previous section, with the successful installation of new transformer substation, we will be able to decommission our diesel generators, resulting in a substantial reduction in diesel consumption. This shift is pivotal to our journey towards sustainable energy practices, as it will lead to a complete cessation of diesel usage within our operations.

Transitioning to a clean energy source aligns with our commitment to environmental stewardship and reducing our carbon footprint. We aim to contribute positively to the preservation of the environment and mitigate the impact of our operations on climate change through such efforts.

This strategic investment in infrastructure underscores our dedication to continuous improvement in energy management and underscores our proactive approach to embracing renewable and efficient energy solutions. We are excited about the positive impact this project will have on our sustainability efforts and look forward to sharing the outcomes with our stakeholders upon its completion.

Converting 30% of energy to renewable energy by 2030

To achieve this target, our company aims to focus on a combination of on-site generation and off-site procurement. Installing solar panels or wind turbines can directly contribute to renewable energy production. Additionally, purchasing renewable energy certificates (RECs) or entering power purchase agreements (PPAs) can help offset the company's carbon footprint.

Simultaneously, the company will conduct regular energy efficiency audits, upgrades in equipment, and operational changes that can maximize the impact of renewable energy investments.

Air Quality

The assessment of air quality at QALEX is a meticulous and ongoing process, conducted and documented every quarter. Our monitoring practices encompass a comprehensive range of parameters including PM10 (particulate matter with a diameter of 10 micrometers or less), SO2 (sulfur dioxide), NOx (nitrogen oxides), CO (carbon monoxide), O3 (ozone), and VOC (volatile organic compounds). These parameters are critical indicators of air pollution and environmental health. Throughout the reporting period, our monitoring efforts have consistently demonstrated that all these parameters are well within the standard threshold concentration levels set by regulatory bodies.

In parallel with our air quality monitoring, QALEX places significant emphasis on managing noise levels to ensure they remain within acceptable limits. We conduct regular monitoring of noise levels using various metrics such as LAeq (equivalent continuous sound level), LAeq10 (average equivalent continuous sound level over a 10-minute period), LA10 (sound level exceeded for 10% of the time), LA50 (median sound level), and LA90 (sound level exceeded for 90% of the time). These measurements are crucial for assessing the impact of noise pollution on our surroundings and mitigating any potential adverse effects. It is noteworthy that our noise levels have consistently remained compliant with the stringent standards established by the Qatar Ministry of

Environment and Climate Change (MoECC) throughout the entire reporting period. This meticulous monitoring and adherence to standards are integral to QALEX's commitment to maintaining a healthy and sustainable environment for our employees, stakeholders, and the communities in which we operate.

Regarding stack emissions monitoring, we employ a systematic sampling method that captures data on a quarterly basis. We utilize standard sampling techniques tailored to each specific parameter to ensure accuracy and reliability in our emissions data. This comprehensive approach to emissions monitoring is vital in evaluating our environmental impact and guiding our efforts towards continuous improvement in environmental performance.

Parameters	Sampling Method
Stack Gas Temperature (°K)	US EPA-02
Stack Flow Rate (Nm3/hour)	US EPA-02
Particulate Matter (PM10) (mg/Nm3)	US EPA- 05/201A
SO2 (mg/Nm3)	Flue Gas Analyzer
TOC (mg/Nm3)	US EPA-18
Smoke Density (%)	Ringelmann Chart

Water

Throughout various stages of our manufacturing process, QALEX relies heavily on water, particularly for crucial processes like anodizing and powder coating. However, with the prevalent water scarcity challenges in our region, we are driven to use freshwater as efficiently as possible, employing a range of water reduction strategies.

These strategies primarily revolve around optimizing our water usage through measures such as implementing water-saving technologies, recycling water where feasible, and conducting regular assessments to identify and address areas of excess water consumption.

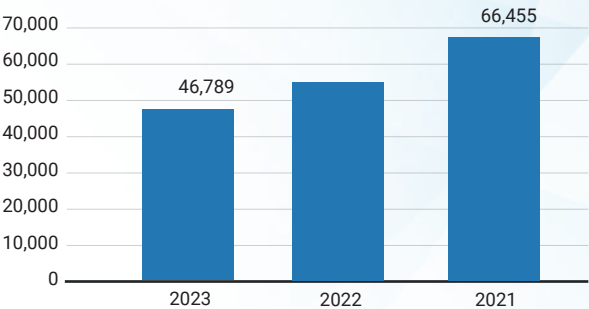
To meet our water needs, QALEX sources water from Kahramaa, our local government's electricity and water supplier. This water undergoes meticulous monitoring, measurement, storage, and treatment as necessary, ensuring its suitability for both domestic and industrial use within our facility.

Wastewater Treatment Plant: A Commitment to Clean Water

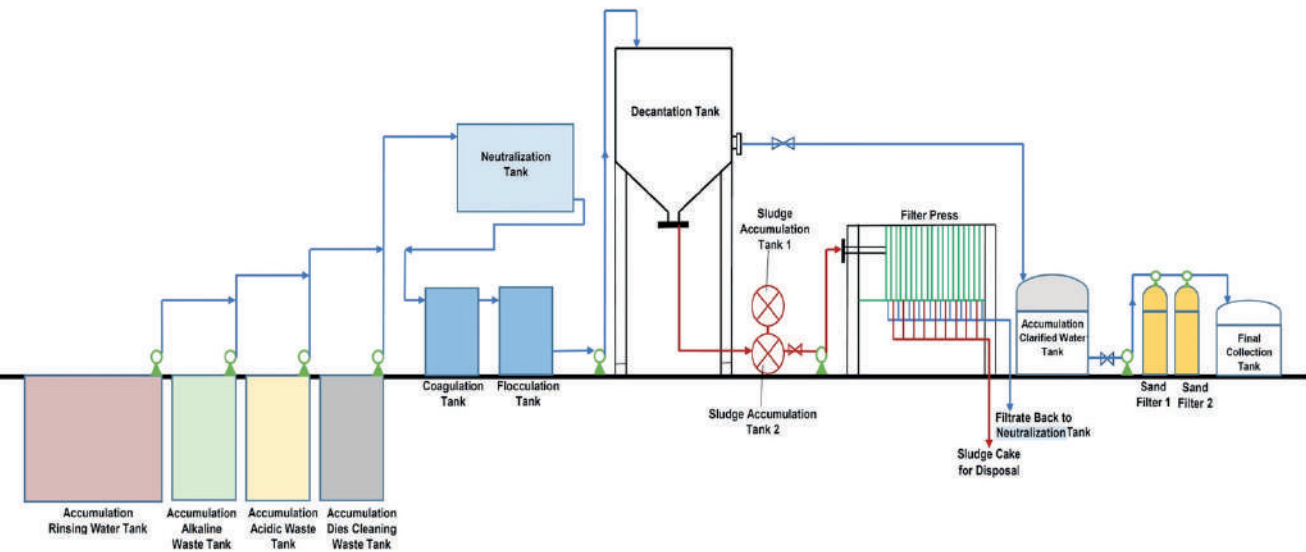
We are constructing an in-house wastewater treatment plant, which will deploy a multi-stage process to effectively treat wastewater generated from our operations.

Despite an increase in production rates during the reporting period, our concerted efforts towards water conservation resulted in a notable achievement: our total purchases amounted to only 66,455 m3 in 2023. This underscores our commitment to sustainable water management practices and serves as a testament to our ongoing efforts to minimize our environmental footprint.

Annual Water Consumption over the years (Cubic Meter)



This commitment will ensure we minimize our environmental impact and contribute to clean water resources.



Detailed Treatment Process:

- Wastewater Collection:** Dedicated tanks segregate wastewater streams based on their characteristics:
 - Rinsing water accumulation tank
 - Alkaline wastewater accumulation tank
 - Acid wastewater accumulation tank
 - Dies cleaning wastewater accumulation tank
- Equalization and Neutralization:** These segregated streams are combined in a neutralization tank. The pH level is then adjusted using precise dosing systems:
 - Hydrochloric acid for acidic streams
 - Calcium hydroxide for alkaline streams
- Coagulation and Flocculation:** A reactor introduces a flocculant (Meta flock) to promote the formation of larger particles that can be easily removed in the following stage.
- Decantation and Clarification:** The treated wastewater settles in a decantation tank, allowing suspended solids to clarify and settle at the bottom as sludge.
- Sludge Management:** Settled sludge is collected in dedicated tanks for further processing or disposal.
- Treated Water Polishing:** The clarified supernatant from the decantation tank undergoes additional treatment with dual media (sand) pressure filters, ensuring a high level of purification.
- Treated Water Storage:** The final treated water is collected in a dedicated tank before potential reuse or discharge (in compliance with relevant regulations).
- Automated Control System:** A PLC unit acts as the central nervous system of the plant, facilitating automated control and monitoring of various treatment stages, pumps, and dosing systems.

This comprehensive wastewater treatment system will allow us to responsibly manage our wastewater and contribute to a sustainable future.



Waste Management

Closing the Loop: A Commitment to Responsible Waste Management

At QALEX, we are committed to minimizing our environmental footprint through a comprehensive waste management strategy. This strategy prioritizes a waste hierarchy that emphasizes:

- **Waste Reduction:** Our primary focus is on preventing waste generation in the first place. This includes optimizing processes, minimizing material use, and exploring product design strategies that reduce waste throughout the lifecycle.
- **Reuse:** Whenever possible, we prioritize the reuse of materials within our operations. This could involve reusing equipment, containers, or finding alternative applications for by products.
- **Recycling:** We have robust recycling programs in place to divert waste from landfills. We continuously explore innovative techniques to increase recycling rates for various waste streams generated in our operations.

Responsible Waste Handling

We ensure all waste management practices comply with local regulations and industry best practices. This includes:

- **Proper Segregation:** Implementing clear and effective waste segregation protocols to ensure different waste streams are managed appropriately.
- **Safe Handling:** Equipping employees with the necessary personal protective equipment (PPE) for handling different types of waste.
- **Transparent Documentation:** Maintaining accurate and up-to-date records of waste generation, transportation, and disposal practices.

Employee Empowerment for Safety and Sustainability

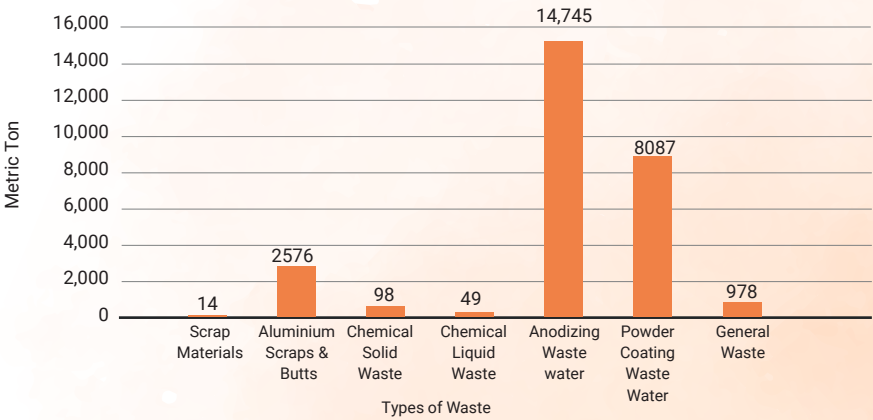
QALEX adheres to all Occupational Safety and Health Administration (OSHA) Hazard Communication Protocols. These protocols play a crucial role in ensuring a safe and healthy work environment. We go beyond regulatory compliance by providing comprehensive Environmental, Health, and Safety training programs. These programs equip our employees, especially those dealing with hazardous materials or exposed to hazardous substances, with the necessary knowledge and skills to handle waste safely and responsibly.

By prioritizing waste reduction, reuse, and recycling, and ensuring responsible waste handling practices, we are demonstrating our commitment to a more sustainable future. We are also fostering a culture of safety and environmental awareness among our employees.

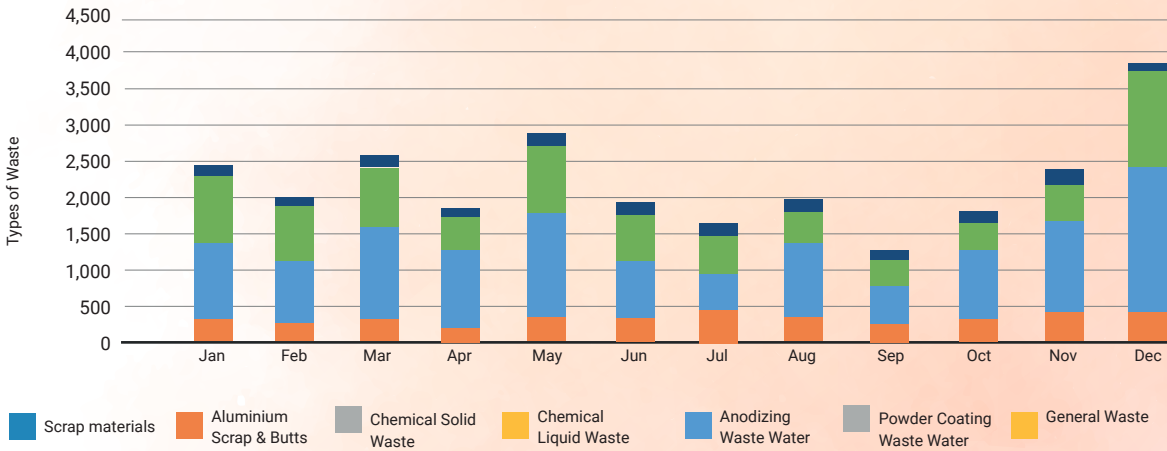


Type of waste generated	Quantity of waste generated in 2023	Quantity of waste generated in 2022	Quantity of waste generated in 2021	Unit	Method of disposal	Hazardous or non-hazardous
Aluminium Scrap & Butts	2,576	874	2,450	MT	Sent to Qatalum for recycling	Non-hazardous
Aluminium Jigs	0	15	20	MT	Sold to External Party	Non-hazardous
General Waste	978	650	850	MT	Sent to Environment Service Center	Non-hazardous
Chemical Cleaning Solid Waste	98	43.17	20	MT	Sent to Qatar Energy for safe disposal	Hazardous
Chemical Cleaning Semi-Solid Waste	49	0	15	MT	Sent to Qatar Energy for safe disposal	Hazardous
Anodizing Cleaning Wastewater	6,452,400	2,855,700	5,255,300	Gallons	Sent to Environment Service Center	Hazardous
Powder Coating Cleaning Wastewater	3,642,300	1,242,391	2,052,000	Gallons	Sent to Environment Service Center	Hazardous
General Scrap Materials	15	0		MT	Sold to External Party	Non-hazardous
Alu- Powder Coated & Anodizing Scrap	0	15	0	MT	Sold to External Party	Non-hazardous
Aluminium Scrap Flashing Butts	0	650	0	MT	Sold to External Party	Non-hazardous

Waste Generation details for the reporting Year 2023



Monthly trends of Waste Generated in 2023



Safe and Responsible
Management of Hazardous Waste

At QALEX, we prioritize the safe and responsible management of hazardous waste generated from our operations. We take this responsibility very seriously and adhere to stringent protocols to ensure the protection of human health and the environment.

Partnership for Safe Disposal

We have partnered with Waste Manifest, a reputable hazardous waste management company owned by Qatar Energy. This partnership ensures our hazardous waste is transported and disposed of in strict accordance with all applicable regulations. This minimizes the potential environmental impact and ensures proper treatment and disposal of hazardous materials.

Preventing Incidents and Promoting Safety

We are committed to preventing hazardous waste spills and incidents. Our focus on process safety, rigorous employee training, and emergency preparedness measures have contributed to a strong safety record, with zero significant spills reported during the reporting period. We continuously strive to improve our practices and maintain the highest standards for safe hazardous waste management.

Embracing a Circular Economy –
Closing the Loop on Aluminium
Scrap

Aluminum Scrap: A Valuable Resource

A key aspect of this strategy involves the responsible management of aluminum scrap generated during our operations. We don't consider this scrap as waste, but rather as a valuable resource. 100% of our aluminum scrap is meticulously collected and diverted from landfills.

Partnership for Sustainable Production

We have established a strong partnership with Qatalum, a major supplier of our raw aluminum materials. Our aluminum scrap is sent to Qatalum for recycling, where it is transformed back into high-quality aluminum ingots. By closing the loop on aluminum scrap, we significantly reduce our reliance on virgin aluminum and minimize our environmental footprint.

Benefits of a Circular Approach

This circular economy approach offers several key benefits

- **Reduced Environmental Impact:** Recycling aluminum requires significantly less energy compared to primary aluminum production. This translates to lower greenhouse gas emissions and reduced consumption of natural resources.
- **Resource Conservation:** By maximizing the use of recycled aluminum, we help conserve finite natural resources for future generations.
- **Sustainable Production:** Our commitment to aluminum scrap recycling contributes to a more sustainable production process and minimizes our overall waste generation.

Looking Ahead

We are continuously exploring ways to further optimize our aluminum scrap recycling practices and strengthen our partnerships within the circular economy. By embracing these principles, we are working towards a more sustainable future for our industry and the environment.

Resources and Materials

QALEX conducts biannual evaluations and performance monitoring for critical suppliers, adhering to ISO Standards for thoroughness and consistency in the assessment process.

Our procurement of primary raw materials encompasses alloys for mill finishing, as well as chemicals essential for our powder coating and anodizing processes. These materials are sourced from reputable suppliers in Abu Dhabi, the UK, Germany, and Spain.

While we have not identified any associated environmental or social risks during the sourcing of

these raw materials, we recognize the importance of evaluating our suppliers' sustainability performance and compliance with relevant standards. Therefore, we seek clarifications from suppliers as needed regarding the quality and sustainability attributes of raw materials. However, we do not currently conduct periodic audits or assessments specifically focused on sustainability and compliance. This reflects an area for potential enhancement in our sustainability practices, as we aim to continuously improve our supply chain transparency and sustainability efforts.

Type of Product	Raw material used	Qty. of raw material used in 2023 (Ton)	Qty. of raw material used in 2022 (Ton)	% of recycled raw material used (2023)	% of recycled raw material used (2022)	Total no. of suppliers for procuring the raw material
Mill Finishing	Alloy	25,850	30,783	18%	17%	1
Powder Coating	Chemicals	38	75	N/A	N/A	3
	Powders	597	785	N/A	N/A	8
Anodizing	Chemicals	698	730	N/A	N/A	6

For the packaging of products, four types of packaging material are used, details of which are given in the table below.

Type of packaging material	Sourced from	Quantity procured in 2023 (Ton)	Quantity procured in 2022 (Ton)
Wrapping sheet (for local customers)	Qatar	253	314
Water Kraft paper (for international customers)	Turkey	66	78
Inter-levi paper (for international customers)	Turkey	37	30
Protection tape	Turkey, Dubai	112	113



Social Responsibility

Building a Culture of Safety: QALEX's Commitment to Health and Wellbeing

At QALEX, we are firmly committed to creating a safe and healthy environment for everyone associated with our operations. This commitment extends beyond our employees to encompass customers, suppliers, and the communities where we operate. Health and safety are considered foundational principles, guiding our actions and decisions.

Key Performance Indicators (KPIs): Measuring Progress and Success

We have established a comprehensive set of Health and Safety KPIs to monitor our performance and identify areas for continuous improvement. These KPIs track metrics such as:

- Lost Time Injury Frequency Rate (LTIFR)
- Recordable Incident Rate (RI)
- Near Miss Reporting and Investigation Rates
- Employee participation in safety training programs

By actively monitoring these KPIs, we can identify trends, measure the effectiveness of our programs, and ensure we are continually enhancing our safety culture.

Initiatives that Drive Positive Change

- **Robust HSE Policy:** Our comprehensive Health, Safety, and Environment Policy outlines clear expectations, adheres to local regulations, and aligns with international best practices.
- **Safety Training and Development:** We provide ongoing safety training programs for all employees, equipping them with the knowledge and skills to work safely and identify potential hazards.
- **Preventative Maintenance Programs:** We prioritize preventative maintenance of our facilities and equipment to minimize the risk of accidents and incidents.
- **Incident Investigation and Corrective Action:** We have a well-defined process for investigating incidents and implementing corrective actions to prevent similar occurrences in the future.
- **Emergency Preparedness:** We maintain a comprehensive emergency preparedness plan to ensure a swift and coordinated response in the event of an emergency.

Occupational Health and Safety

Our Health, Safety, and Environment (HSE) Policy outlines our commitment to minimizing risks, preventing incidents, and promoting a culture of safety throughout our operations. To ensure the effective implementation of our HSE Management System, we conduct regular training and awareness programs throughout the year. These initiatives aim to empower our workforce with the knowledge and skills necessary to identify hazards, mitigate risks, and promote a safe working environment.

Furthermore, QALEX establishes both short-term and long-term plans for achieving and maintaining a safe working environment. We prioritize the integration of Environmental, Health, and Safety considerations into our business processes, ensuring that sustainability and safety go hand in hand in all aspects of our operations.

QALEX places immense value on its employees and contractors, recognizing them as crucial assets fundamental to cultivating a safe and healthy work environment. In line with this commitment, the Company has recently renewed and successfully maintained its ISO Certification, reflecting its dedication to upholding clear and defined standards across its operations.

Key Performance Indicators (KPIs): Measuring Progress and Success

We believe in fostering a culture of safety that extends beyond our company walls. We collaborate with customers and suppliers to promote safe work practices throughout the supply chain. Additionally, we contribute to the State of Qatar's sustainable development by upholding high health and safety standards and minimizing our environmental impact. Through continuous monitoring, ongoing improvement initiatives, and a collaborative approach, we strive to create a safe and healthy environment for all stakeholders within the QALEX sphere.



QALEX consistently implements rigorous standards, as evidenced by its acquisition of certifications such as ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018.

The core highlights of our policy encompass several key principles

- Integration of quality, health, safety, and environmental considerations on par with the company's business objectives.
- Provision of necessary resources, adequate training, and a conducive work environment to minimize quality costs and ensure employees can carry out their activities safely.
- Implementation and maintenance of programs and practices to achieve environmental, health, and safety objectives and goals.
- Adherence to all regulatory and statutory requirements in both local and international HSE laws.
- Encouragement of all management levels to identify and eliminate hazards, prevent incidents, protect the environment, and foster a safer and healthier work environment.
- Promotion of process improvements to minimize natural resource consumption and encourage recycling.

- Commitment to minimizing the environmental impact of projects and services, promoting recycling wherever feasible, and using environmentally preferred materials/products.
- Support for pollution prevention, energy conservation, and responsible waste handling and disposal practices.
- Active and periodic monitoring and review of the implemented HSE management system to continuously enhance safety, health, and welfare of employees and others exposed to hazards due to QALEX activities.

To ensure the robustness of our HSE Management System, QALEX implements measures to enhance the competency of all involved parties. We have established comprehensive measures, including HSE induction sessions covering hazard, risk, and HSE requirements, tailored HSE training matrices for each position, specific HSE training for roles involving high-risk activities, assessment, and management of HSE-specific hazards, as well as thorough assessment of contractor HSE competency before and during their activities.

Proactive Risk Management: Prioritizing Safety through Hazard Identification and Mitigation

At QALEX, we are committed to creating a safe work environment for all personnel and minimizing potential hazards associated with our operations. To achieve this, we conduct a comprehensive Hazard Risk Assessment (HRA) process.

Identifying and Analyzing Potential Threats

This HRA process involves a systematic and detailed evaluation of all potential hazards within our facility. Our team meticulously identifies

- **Specific Hazards:** This includes any physical, chemical, biological, ergonomic, or psychological hazards present in the workplace.
- **People at Risk:** We assess which personnel could be potentially exposed to each identified hazard.
- **Severity and Probability:** We evaluate the potential severity of harm associated with each hazard, as well as the likelihood of its occurrence.

Developing Effective Control Measures

Based on the HRA findings, we prioritize and implement a hierarchy of risk control measures

- **Elimination:** Whenever possible, we strive to eliminate hazards at the source by modifying processes or equipment.

- **Substitution:** If elimination is not feasible, we may substitute a less hazardous material or process.
- **Engineering Controls:** We implement engineering controls like ventilation systems, machine guards, or personal protective equipment (PPE) to minimize exposure risks.
- **Administrative Controls:** These include establishing safe work procedures, permit systems, and providing ongoing safety training for employees.

Mitigating Residual Risk

Following the implementation of control measures, we reassess the remaining (residual) risk associated with each hazard. This allows us to ensure that the risk is reduced to an acceptable level.

Continuous Improvement

The HRA process is not a one-time exercise. We regularly review and update our assessments to reflect changes in our operations, new technologies, or evolving safety regulations. This continuous improvement approach ensures our risk management practices remain effective in safeguarding the health and safety of our workforce.

By proactively identifying potential hazards, implementing control measures, and fostering a culture of safety awareness, we can minimize risks and create a secure work environment for all.

Prioritizing Safety: Open Communication and Zero Tolerance Approach

At QALEX, we prioritize a proactive approach to safety that encourages open communication and continuous improvement.

Empowering Employee Feedback

We are committed to fostering a culture where employees feel empowered to raise concerns and provide suggestions for improving safety practices. This is facilitated through our HSE Concerns Register, which allows all personnel to anonymously or directly report any safety concerns related to operations or procedures at our facilities.

Zero Tolerance for Unsafe Work Environments

We maintain a zero-tolerance policy for unsafe work environments. The possibility of a fatality is unacceptable, and our leadership team takes decisive action to address any potential risks. These proactive measures have contributed to our outstanding safety record, with a zero-fatality rate achieved for both employees and contractors during the reporting

period. The reporting period saw one fire incident, which was promptly addressed by our emergency response team. Fortunately, there were no severe injuries sustained. The HSE statistics for the reporting period are provided in the table below:

Parameter	Count
Fatality	0
Lost time incidents	3
Lost time incident days	0
Restricted duty incidents	0
Restricted duty days	21
Major accidents	1
Total recordable incidents	4
First Aid cases	0
Near miss	0
Vehicle incidents	0
Environmental incidents	0
Lost time incident rate	7.604
Total recordable incident rate	9.541

Learning & Development

Building a Culture of Safety: Investing in Employee Learning and Development

At QALEX, we firmly believe that a safe and healthy work environment starts with a well-equipped and empowered workforce. This is why we prioritize ongoing learning and development initiatives for all our employees.

Commitment to Continuous Improvement

We are constantly looking for new ways to improve safety performance. This includes actively monitoring industry best practices and implementing innovative safety initiatives. Over the past two years, we've demonstrated this commitment by

- Launching training programs on critical topics like heat stress management,
- Enthusiastically participating in national safety awareness events (e.g., National Sports Day, World Occupational Therapy Day, Hygiene awareness, etc.).

Continuous Improvement

By promoting open communication, actively addressing concerns, and implementing preventative measures, we strive to create a work environment where everyone feels safe and empowered.



Quantifiable Results in 2023

In 2023 alone, we delivered **X training courses**, resulting in **378 employees** receiving **over 11,340 training hours**. This substantial investment in training underscores our dedication to building a safety-first culture.

Tailored Training Programs

Our training programs are designed to address the specific needs of our diverse workforce. This includes:

- **Daily Toolbox Talks:** These short, daily sessions address immediate safety concerns and hazards relevant to daily tasks.
- **On-the-Job Training:** Departments provide targeted training specific to their operations and equipment.
- **Probationary Period Training:** New hires receive comprehensive safety training during their probationary period.
- **Refresher Courses:** We conduct regular refresher training sessions on critical safety protocols to ensure continued knowledge retention. The frequency of these refreshers is strategically determined based on the validity period of the information and the potential risk associated with the topic.

Quantifiable Results in 2023

Our training approach goes beyond theory. We emphasize practical application of learned skills to ensure employees can confidently navigate potential hazards in the workplace.

Core Safety Curriculum

Our comprehensive HSE training curriculum covers a wide range of essential topics, including:

- Skilled Person training
- Confined Space protocols
- Working at Heights procedures
- First Aid and AED usage
- Hazardous Material handling

By equipping our employees with the necessary knowledge and skills, we empower them to work safely and effectively.

Measuring Success

The positive impact of our training programs is evident in the increased frequency of HSE observations conducted by our employees each year. This demonstrates a heightened awareness and commitment to safety protocols among our workforces. These outcomes validate our unwavering dedication to fostering a culture of continuous learning and improvement, ultimately leading to a safer work environment for all.



Employee benefits and human rights

Building an Inclusive Future: Our Commitment to Human Rights

At QALEX, we believe that respecting and promoting human rights is fundamental to creating a more just and equitable world for all. We recognize that human rights are not only a core value for our company, but also a critical pillar of sustainability and stakeholder trust in our vision.

Embedding Human Rights in Our Operations

We are committed to upholding universal human rights principles throughout all aspects of our business. This includes:

- **Fair and Ethical Recruitment:** We implement fair and ethical recruitment practices that are free from discrimination. This ensures a diverse and qualified workforce, fostering a culture of inclusion and respect for all.

- **Employee Relations:** We cultivate a work environment that prioritizes the dignity, health, safety, and security of all employees. This includes providing opportunities for professional development, fostering open communication, and maintaining a zero-tolerance policy for harassment or discrimination.
- **Client Interactions:** We conduct business with integrity and respect for the rights of our clients and partners. This means transparency in communication, upholding ethical business practices, and respecting intellectual property rights.
- **Sustainable Supplier Practices:** We hold our suppliers to the same high standards we uphold for ourselves. This includes requiring them to adhere to ethical labor practices, respect human rights principles, and combat child and forced labor within their operations. We may achieve this through contractual agreements, supplier audits, or collaboration with industry initiatives promoting responsible sourcing.

Alignment with Qatari Law and International Standards

We are dedicated to adhering to all Qatari labor laws and regulations. Furthermore, we strive to align our practices with internationally recognized human rights principles.

Customer Satisfaction

Building Enduring Customer Partnerships: A Commitment to Satisfaction and Sustainability

At QALEX, we are committed to fostering long-term, successful partnerships with our valued customers. This commitment extends beyond simply providing high-quality aluminum extrusions. We recognize that sustainability is increasingly important to our customers, and we strive to integrate these principles throughout the entire customer experience.

We work closely with our customers to understand their specific needs and develop aluminum extrusion solutions that meet their functional and sustainability requirements. This may involve exploring lightweight designs, utilizing recycled aluminum content, or optimizing production processes to minimize environmental impact. We provide our customers with transparent information about the attributes of our products, including the source of raw materials, recycled content percentages, and life cycle assessments.

Zero Tolerance for Exploitation

We have a zero-tolerance policy for human rights abuses, including child labor, forced labor, and human trafficking. We actively communicate this commitment to our employees, vendors, and business partners.

Continuous Monitoring and Improvement

We are committed to ongoing monitoring of our supply chain and business practices to ensure they remain aligned with our human rights principles. We are pleased to report that during the reporting period, we identified no incidents of human rights violations, child labor, or forced labor within our operations or supply chain.

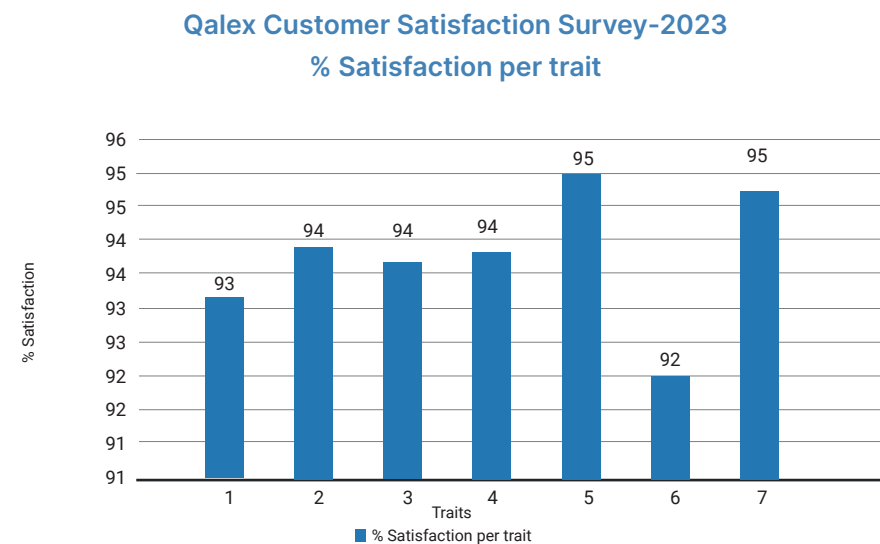
Looking Ahead

We remain dedicated to continuous improvement in our human rights practices. We will continue to seek opportunities to strengthen our policies, raise awareness among our stakeholders, and collaborate with others to promote a more inclusive and sustainable future.

This empowers them to make informed purchasing decisions that align with their own sustainability goals.

We are constantly innovating to develop new aluminum extrusion products and processes that are more sustainable and resource efficient. This focus on continuous improvement allows us to offer our customers leading-edge solutions that meet their evolving needs while minimizing environmental impact.

Investing in Long-Term Relationships: We believe that building strong customer relationships is fundamental to achieving long-term success. Our commitment to sustainability is not just an environmental imperative; it's a strategic decision that allows us to deliver exceptional value to our customers and create a more sustainable future for generations to come.



Community Relations

Fostering Positive Community Relations: Building a Sustainable Future, Together

At QALEX, we firmly believe that our success is intrinsically linked to the well-being of the communities we operate within. Building strong and positive community relations is not just a social responsibility; it's a core element of our sustainability commitment.

Investing in Local Development

We are dedicated to supporting the social and economic development of the communities where we operate. This commitment is reflected in our initiatives to:

- **Create Local Jobs:** We prioritize the hiring and training of local talent whenever possible, contributing to local employment and economic growth.
- **Support Local Businesses:** We actively seek opportunities to partner with local businesses/suppliers for various goods and services, fostering a thriving and integrated local economy.
- **Invest in Community Infrastructure:** We believe in giving back to the communities we call home. This may involve supporting educational initiatives, healthcare programs, or infrastructure development projects that enhance the overall quality of life for local residents.

Supporting Local Events: We actively participate in and sponsor local events, festivals, and cultural celebrations. This allows us to connect with the community on a deeper level and showcase our commitment to being a good neighbor.

Volunteerism and Social Investment: We encourage our employees to volunteer their time and skills to support local causes, fostering a culture of giving back that benefits the community.

We are committed to continuously monitoring and measuring the impact of our community relations initiatives. This allows us to identify areas for improvement and ensure our efforts are effectively addressing the needs of the communities we serve. By building strong and positive community relations, we create an environment of shared value where QALEX can thrive alongside the communities we touch. We are dedicated to working collaboratively with our neighbors to build a more sustainable and prosperous future for all.



Economic Development

At QALEX, we are committed to driving positive economic impact through our business operations. This commitment extends beyond simply generating revenue; it's about fostering sustainable growth for both our company and the communities we serve.

Local Focus, Global Reach

Empowering Local Suppliers: We prioritize partnering with local suppliers whenever possible, fostering a vibrant local economy. We conduct comprehensive annual assessments to ensure they meet our quality standards and comply with Qatari regulations.

Investing in Our Workforce: Our greatest asset is our people. A significant portion of our revenue is directly invested in our valued employees through competitive wages, benefits, and training programs.

Building Sustainable Partnerships: Our strategic partnership with Qatalum, a reputable Qatari aluminum supplier, exemplifies our commitment to local collaboration and high-quality sourcing.

Financial Highlights of 2023

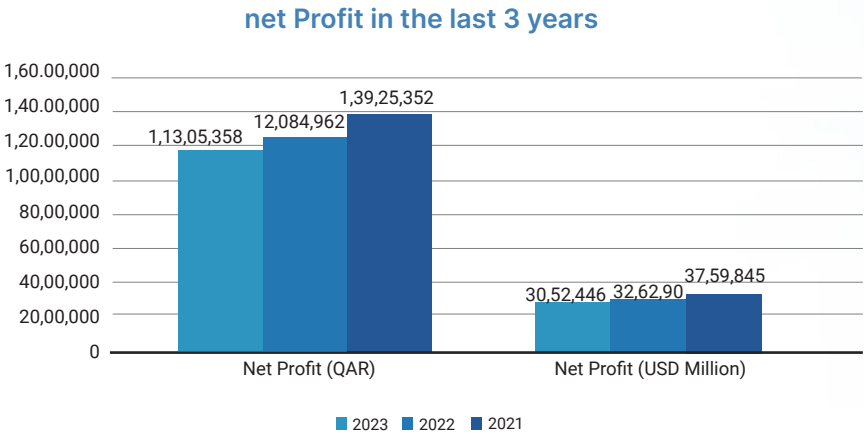
- **Direct Economic Value Generated:** QR 337 million
- **Economic Value Distributed:** QR 309 million in cost of sales
- **Economic Value Retained:** QR 27.362 million in gross margins and QR (11.305 million) in net margins

While we are committed to a strong local presence, QALEX also boasts a robust export network. Our products reach customers in Australia, Africa, Bahrain, Europe, and many other countries.

Financial Growth in the last three years

This section outlines our company’s financial performance over the past three years. We will demonstrate our ability to generate sustainable growth while maintaining a strong financial position. By analyzing key financial metrics, we will highlight our financial stability and resilience during this period.

The following table provides the financial performance of our company in the last three years. We strive to do better in the coming years and contribute significantly to adopting sustainable practices and social programs.

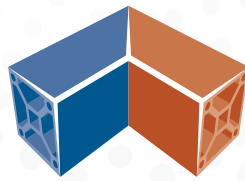


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List of Abbreviations

AED	Automated External Defibrillator
CDP	Carbon Disclosure Project
DJSI	Dow Jones Sustainability Index
ESG	Environment, Social, and Governance
GHG	Greenhouse Gas
HSE	Health, Safety, and Environment
HRA	Hazard Risk Assessment
IMS	Integrated Management System
KPI	Key Performance Indicators
MMBtu	Million British thermal units
MF	Mill Finish
MoECC	Qatar Ministry of Environment and Climate Change



QALEX

الشركة القطرية لسحب الألمنيوم

QATAR ALUMINIUM EXTRUSION CO.

Sustainability Report

2024