



2024 Corporate Social
Responsibility Report
(CSR)



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About ConocoPhillips

ConocoPhillips is one of the world's largest independent exploration and production (E&P) companies, recognized for its extensive global operations and expertise in energy production. With fully functional activities in 14 countries, including a business unit in Doha, Qatar, the company reported \$97 billion in total assets and employed approximately 11,300 people as of Dec. 31, 2024.



At ConocoPhillips, we recognize that sustainable energy production is built on collaboration. By fostering strong relationships with partners across the private and public sectors, we actively contribute to meaningful advancements in the communities where we operate. In Qatar, this philosophy is embedded in our work, where we engage with key stakeholders, community leaders and partners to drive shared progress and align our goals.

Our relationship with QatarEnergy, established in 2003, is a testament to our commitment to collaboration. Through this long-standing partnership, we have played a pivotal role in the development of QatarEnergy LNG N(3), one of the world's largest liquefied natural gas (LNG) facilities. This state-of-the-art project features cutting-edge offshore and onshore facilities supported by a world-class joint venture development team. ConocoPhillips further enhances this partnership by deploying 36 secondees who bring extensive expertise and experience from across our global operations.

Qatar's vibrant ecosystem of academic institutions, forward-thinking government entities and leading international companies serves as an ideal environment for collaboration.

ConocoPhillips Qatar (CPQ) supports institutions such as Qatar Foundation (QF) and Qatar University (QU) in nurturing the next generation of engineers and scientists. We also partner with organizations like Hamad Medical Corporation (HMC) and Qatar General Electricity and Water Corporation (Kahramaa) to deliver impactful community-focused initiatives. In addition, our collaboration with the Abdullah Bin Hamad Al-Attiyah International Foundation for Energy and Sustainable Development (Al-Attiyah Foundation) reinforces our commitment to advancing Qatar's oil and gas industry.

The ConocoPhillips Global Water Sustainability Center (GWSC), based at Qatar Science & Technology Park (QSTP), serves as our center of excellence for water-related research and innovation.

Over the past decade, GWSC has earned international recognition for its groundbreaking contributions to water sustainability. The center's dedicated team has achieved numerous milestones, including patented technologies, published scientific research and awards for innovation. As a trusted resource for the global oil and gas industry, GWSC continues to pioneer sustainable solutions while advocating for water stewardship.

This CPQ Corporate Social Responsibility (CSR) Report highlights the initiatives we have delivered in collaboration with our Qatari partners, celebrates our achievements and reflects our deep engagement with the local community. Together, we are committed to advancing sustainability, innovation and shared success in Qatar and the world.



14
COUNTRIES WITH OPERATIONS AND ACTIVITIES

11,300
EMPLOYEES
As of Dec.31, 2024.

SPiRiT Values

Our SPiRiT Values guide how we do our work across the ConocoPhillips organization. We respect one another, recognizing that our success depends upon our employees. We create an inclusive environment that reflects the different backgrounds, experiences, ideas and perspectives of our employees.



ConocoPhillips Qatar staff collaborate in Doha, Qatar.



Safety

No task is so important that we can't take the time to do it safely. A safe company is a successful company.

People

We respect one another. We recognize that our success depends upon the capabilities and inclusion of our employees. We value different voices and opinions.

Integrity

We are ethical and trustworthy in our relationships with internal and external stakeholders. We keep our promises.

Responsibility

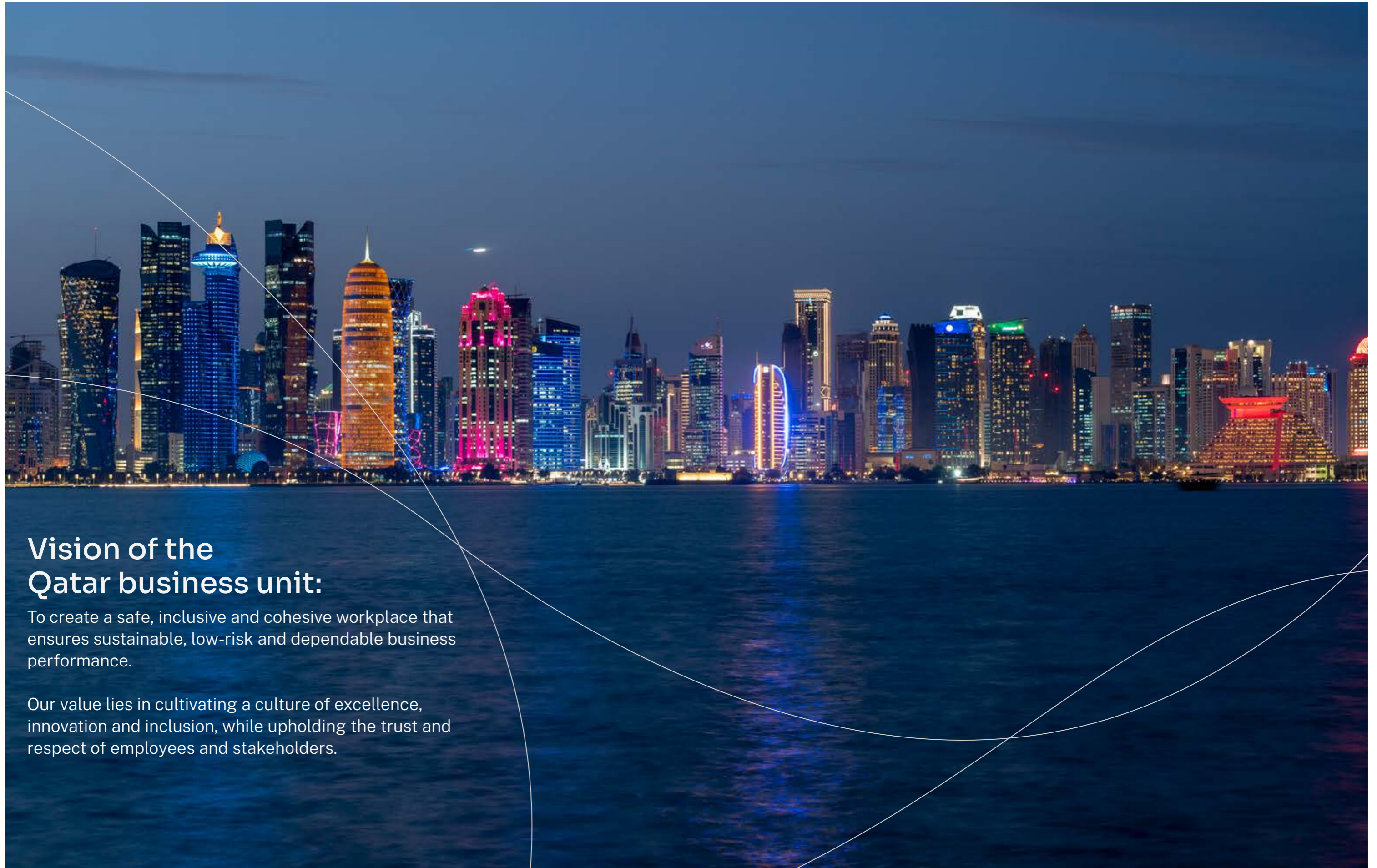
We are accountable for our actions. We care about our neighbors. Sustainability is core to our company and creates shared value for our stakeholders.

Innovation

We anticipate change and respond with creative solutions. We are responsive to the changing needs of the industry. We embrace learning. We are not afraid to try new things.

Teamwork

We have a "can do" attitude that inspires top performance from everyone. We encourage collaboration. We celebrate success. We win together.



Vision of the Qatar business unit:

To create a safe, inclusive and cohesive workplace that ensures sustainable, low-risk and dependable business performance.

Our value lies in cultivating a culture of excellence, innovation and inclusion, while upholding the trust and respect of employees and stakeholders.

CSR at ConocoPhillips Qatar

As one of the world's largest independent exploration and production (E&P) companies, ConocoPhillips is deeply committed to achieving its Corporate Social Responsibility (CSR) objectives. Through its Qatar business unit, ConocoPhillips Qatar (CPQ), the company focuses its CSR efforts on three strategic pillars: environment and water sustainability, health and safety, and education. This targeted approach aligns seamlessly with Qatar's Sustainable Development Goals and Qatar National Vision 2030, ensuring CPQ's contributions drive meaningful and lasting impact toward a sustainable and prosperous future.

ConocoPhillips invests in the communities where it operates through charitable

contributions, community engagement, volunteerism, sponsorships and civic leadership. Guided by our SPIRIT Values, we prioritize programs that foster sustainable community development, benefit stakeholders, align with our corporate identity and reflect our core values. We believe in building strategic relationships with organizations dedicated to serving communities, recognizing that long-term partnerships create the most effective social and charitable investments.

We also understand that our employees are our best ambassadors. ConocoPhillips actively encourages and supports employee involvement in social outreach initiatives, empowering them to contribute to the communities where they live and work.



The Global Water Sustainability Center (GWSC) team engaging with young members of the community on water sustainability.



Environment and water sustainability

Our commitment to environmental and water sustainability reflects our belief in developing innovative solutions for a better tomorrow. We focus on advancing more sustainable ways of conducting business and applying this research to improve the communities in which we operate. By prioritizing sustainability, we aim to enhance the well-being of our employees, stakeholders and community members, ensuring a brighter future for all.



Health and safety

Health and safety are core values at ConocoPhillips and central to our CSR strategy. We invest in initiatives that improve the health and safety of our employees, stakeholders and broader communities. Our efforts focus on enhancing access to quality health care, promoting healthy lifestyles and fostering industrial and workplace safety. Through these investments, we aim to create safer, healthier environments for both our organization and the communities we serve.



Education

Education is vital to the development of a skilled global workforce that drives economic growth and innovation. At ConocoPhillips, we are dedicated to advancing education and supporting skill development critical to the company's success. Our engagement programs focus on enhancing secondary and technical education, fostering diversity in STEM (science, technology, engineering and mathematics) disciplines and supporting research initiatives. By investing in education, we aim to inspire the next generation of leaders, innovators and problem-solvers.

A message from the president

I am delighted to present the ConocoPhillips Qatar (CPQ) 2024 Corporate Social Responsibility (CSR) Report. Our steadfast focus on sustainability – encompassing environmental stewardship, water conservation, health, safety, education and community development – remains the driving force behind our initiatives, aligned with Qatar’s vision for a sustainable and inclusive future.

At CPQ, we believe that progress is best achieved through collaboration, both within our local community and on the global stage. In 2024, we further strengthened our relationships with our key partners such as QatarEnergy, QatarEnergy LNG and Abdullah Bin Hamad Al-Attiyah International Foundation for Energy and Sustainable Development (Al-Attiyah Foundation), while engaging with numerous industry leaders. We also continued to build bridges globally and toward our goals, as demonstrated in our knowledge-sharing initiatives with ConocoPhillips Norway, our endeavors with QatarEnergy LNG at Australia Pacific LNG (APLNG), and our active participation in global forums such as the Annual Pipeline Integrity and Hydrate Management Forum.

Over the course of the year, we also made significant strides in advancing sustainable technologies for water and energy, led by ConocoPhillips’ Global Water Sustainability Center (GWSC), our center of excellence for all water-related research and innovative technologies. From developing pioneering water conservation innovations with Hamad Bin Khalifa University (HBKU), to participating in global forums like the Water Environment Federation’s Technical Exhibition and Conference (WEFTEC) and the 108th Petroleum Environmental Research Forum (PERF), we reaffirmed our commitment to advancing Qatar’s water security.

Our GWSC awareness program and engagement with local communities and youth continue to inspire, reinforcing our commitment to advancing the nation’s vision of a knowledge-based society. Through the Water Visitor Center at GWSC and partnerships with Qatar Science & Technology Park (QSTP), among other initiatives, we have showcased the importance of sustainability. Additionally, under the umbrella of our flagship campaign *Kulluna*, in collaboration with Hamad Medical Corporation (HMC), events such as National Sport Day and the Healthy Heart campaign have highlighted our commitment to health and safety.

Our strategy is guided by an unwavering commitment to sustainability, ensuring that we drive innovation, foster collaboration and create meaningful impact for Qatar and beyond.

We remain invested in nurturing Qatar’s future leaders through partnerships with Qatar’s leading educational institutions, such as Qatar Foundation (QF) and Qatar University (QU). By lending our support to initiatives like the Three Minute Thesis (3MT) competition, the USA Girl Scouts Overseas (USAGSO), and the Qatar Museums (QM) Community Service Section, we foster growth and development. Our focus on volunteerism and education ensures that our impact resonates deeply with young Qataris.



Diversity and inclusion remain central to our culture, enriched by wellness initiatives, cultural programs and workshops fostering unity within our team. We also recognize the exceptional work of individuals like Dr. Samer Adham, manager, ConocoPhillips GWSC, whose contributions to environmental science drive innovation and sustainability. Special mention also goes to Javier Sanchez, technical manager, base assets, CPQ, who contributed to his team earning a company award for outstanding reporting and sustainable practice. This achievement exemplifies our shared commitment to excellence and community impact.

As part of our ongoing efforts to enhance efficiency and sustainability in our operations, we launched the FALCONS program in 2024. This initiative is designed to foster innovation and inspire best practices internally, ensuring we continuously improve.

As we look ahead, we remain committed to sustainability, innovation, health and community empowerment. Together, through strategic partnerships and groundbreaking efforts, we contribute to Qatar’s National Vision 2030 and a brighter, more sustainable future.

Sincerely,
Bill Arnold
 President, ConocoPhillips Qatar

Leading sustainable innovation in water and energy

In 2024, ConocoPhillips Qatar (CPQ) reinforced its leadership in sustainability through a strategic focus on innovation, collaboration and community engagement. By addressing critical challenges in water and energy, we continue to align with Qatar's National Vision 2030, demonstrating our commitment to environmental stewardship and resource efficiency.



The GWSC's efforts in leading sustainable innovation throughout 2024 can be defined in three ways:

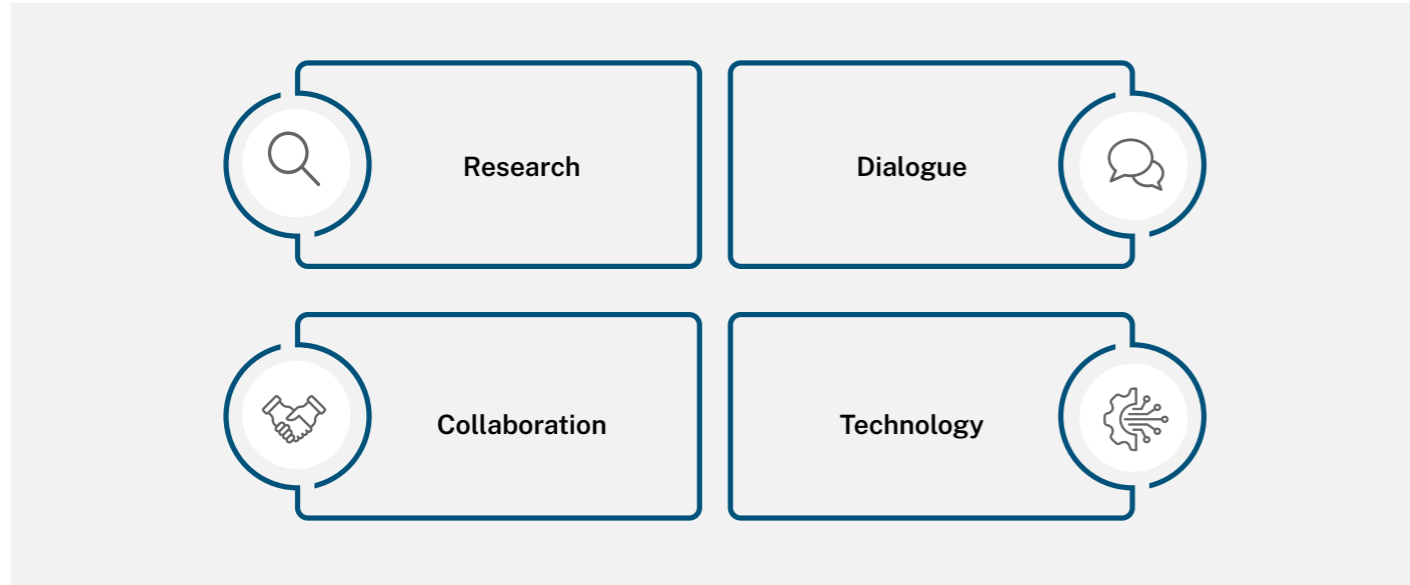
a. Through pioneering technologies for water conservation we highlight groundbreaking research and technological advancements led by our Global Water Sustainability Center (GWSC). From sustainable water management research to innovations in desalination and brine management, GWSC drives progress in addressing global water challenges.

b. By engaging communities in sustainability initiatives we underscore our dedication to fostering environmental awareness through educational programs, open house events and outreach efforts that inspire diverse groups to adopt responsible practices.

c. Advancing water and energy management through strategic partnerships we highlight our collaborations with industry leaders, academic institutions, and stakeholders to drive innovation and efficiency in water and energy management.

Together, these pillars represent GWSC's integrated approach to responsible water and energy management, driving long-term efficiency and positive community impact.

In overview, there are four mobilizing themes that drive our advancements.



a. Pioneering technologies for water conservation

At CPQ, sustainability is not just a commitment – it’s a driving force behind our innovation in water and energy management. Through the GWSC, we focus on groundbreaking research and collaborative initiatives that align with Qatar’s vision, along with the United Nations Sustainable Development Goals (SDGs). Here are four ways we have furthered research initiatives and collaborations for pioneering technologies:

1. Exploring collaborative research opportunities

Our pursuit of sustainable water management has led to active discussions with one of Qatar’s higher academic institutions and expert department entities in sustainable development, Hamad Bin Khalifa University (HBKU). These engagements explored advanced methods for managing produced water, with an emphasis on resource recovery, green hydrogen production and innovative biological treatments. Research into membrane-aerated biofilm reactors and electrochemical processes highlighted the potential to reduce energy consumption and greenhouse gas emissions in water treatment. These discussions have laid the groundwork for future collaboration, with plans to secure government funding for joint research initiatives that merge academic insight with industrial expertise.

2. Advancing knowledge through international platforms

GWSC participated in the [13th Annual Materials Science and Engineering Symposium](#), an event focused on addressing climate change through material innovation. The symposium served as a platform to showcase GWSC’s work in managing produced water within a circular economy framework, reinforcing Qatar’s progress toward sustainability. This participation reflects our aim to integrate scientific innovation into our environmental strategies.

3. Expanding global collaboration

Furthering our collaborative efforts, the GWSC contributed to the Qatari-Korean Symposium on Sustainable Water and Energy Solutions. This event celebrated a shared commitment to innovation and sustainability, bringing together industry and academic leaders to discuss advancements in water and energy technologies. The GWSC highlighted its research in sustainable water solutions while fostering opportunities for future collaboration through knowledge exchange and facility tours.

4. Exploring new frontiers in water technology

As part of its ongoing research, the GWSC organized a workshop on advanced water desalination and brine management technologies. The event convened experts from around the world to share insights on reducing environmental impacts, enhancing efficiency and driving resource optimization. These discussions play a vital role in shaping sustainable solutions for our partners, QatarEnergy, and ConocoPhillips global operations, further embedding sustainability into our industry practices.

The collective efforts of the GWSC reflect CPQ’s holistic approach to sustainability, addressing environmental challenges while promoting innovative technologies. By combining research, collaboration and practical implementation, we continue to play a vital role in advancing Qatar’s sustainability goals and supporting the global transition to a low-carbon future.

b. Engaging local and international communities

Highlight delegations at the GWSC in 2024 brought awareness and exposure to water sustainability progress, bringing about unique learning outcomes:

 <p>American Chamber of Commerce in Qatar (AmCham Qatar)</p> <p>Highlighted water sustainability programs and technologies.</p> <p>Showcased GWSC's role in advancing environmental initiatives across industries.</p>	 <p>Qatar Science & Technology Park (QSTP) Little Employee Program</p> <p>Young participants explored water recycling technologies through interactive exhibits.</p> <p>Sparked curiosity and empowered future leaders.</p>	 <p>New Mexico Environment Department (NMED)</p> <p>Discussed international collaboration on hypersaline water treatment and wastewater reuse technologies</p> <p>Strengthened international partnerships and shared expertise in innovative water management solutions.</p>	 <p>Oryx Universal College</p> <p>Civil engineering students explored innovative water solutions.</p> <p>Gained valuable insights into sustainable development practices.</p>
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Engaging communities in sustainability initiatives

Fostering sustainability is about engaging with people, sparking ideas and building a shared commitment to protecting our planet's most vital resource, water. Through the GWSC, we bridge science and community, raising awareness, inspiring action and fostering innovation to create a sustainable future.

Inspiring the next generation

Beyond research, GWSC remains committed to fostering a culture of environmental awareness. Through our Water Visitor Center, we have engaged with **over 14,000 schoolchildren, educators, and community members since its inception**. By emphasizing the importance of water conservation and sustainable practices, we aim to inspire the next generation to champion a greener future.

Earlier in the year, nearly 200 fifth-grade students from the American School of Doha (ASD) visited the GWSC's Water Visitor Center, diving into an interactive journey of discovery about water conservation and sustainability.

Designed to captivate young minds, the visit featured hands-on exhibits showcasing water's importance and cutting-edge treatment technologies.

The event left a lasting impression, with students and teachers alike praising the experience. By reaching out to future leaders, GWSC is cultivating a culture of environmental awareness that will resonate for years to come.

The GWSC Open House later welcomed our business unit employees and their families, providing an exclusive glimpse into the center's pioneering work. Visitors toured the laboratories and Water Visitor Center, discovering innovations in water management tailored to the oil and gas industry.

Interactive exhibits showcased water treatment challenges and solutions, while the day's activities offered entertainment for children and networking opportunities for adults. It was a celebration of learning and community, leaving attendees inspired to take meaningful action toward water conservation.

Empowering scientific minds

As part of [Qatar Science & Technology Park's \(QSTP\) Little Employee program](#) organized by the Qatar Career Development Center and founded by Qatar Foundation (QF), GWSC welcomed students for a captivating look into water sustainability. Participants discovered how science and creativity converge to solve global challenges, exploring interactive exhibits and learning from GWSC's experts.

Similarly, civil engineering students from Oryx Universal College toured the center, gaining practical knowledge about water conservation technologies and their role in sustainable development. These educational programs inspire future innovators to take an active role in addressing real-world environmental challenges.



Kids in the QSTP Employee Program enjoy a guided tour and talk at the GWSC.



Dr. Khaled Mahmoud, senior scientist, Qatar Environment and Energy Research Institute (QEERI), and Dr. Mohammad K. Hassan, research associate professor, Center for Advanced Materials, Qatar University (QU), joined Dr. Samer Adham, manager, ConocoPhillips GWSC, at WEFTEC

Strengthening strategic partnerships

GWSC continues to play a vital role in fostering collaboration across industries. The center hosted QatarEnergy LNG’s flow assurance team for discussions on advanced analytical methods supporting the quality control of corrosion inhibitors. The visit included a tour of the labs and the Water Visitor Center, reinforcing a shared commitment to sustainable water practices.

In July, Xiomara Henriquez, executive director, AmCham Qatar, toured the GWSC, gaining insights into its water conservation technologies and research initiatives. After engaging with GWSC experts, she explored the labs and exhibits, deepening her understanding of water management in Qatar.

By the end of the year, the GWSC hosted a delegation from the New Mexico Environment Department and ConocoPhillips representatives to exchange insights on regulatory frameworks, hypersaline water treatment and sustainable water reuse. The visit included tours of the GWSC labs and Qatar’s advanced water facilities, fostering a mutual understanding of global water challenges and solutions.

“I was pleased to join the Qatar delegation to WEFTEC 2024. It was a valuable learning and networking experience. Representing Qatar and sharing our expertise on a global stage reinforces the importance of collaboration in tackling water challenges.”

Dr. Samer Adham, manager, ConocoPhillips GWSC

Global recognition and collaboration

At the Water Environment Federation’s Technical Exhibition and Conference 2024 ([WEFTEC 2024](#)), the world’s largest water quality event, Dr. Samer Adham, manager, ConocoPhillips GWSC, was joined by a delegation from Qatar and QSTP. Dr. Adham highlighted, in a presentation, how the GWSC efficiently manages produced water as part of a circular economy.

He also joined international delegates in discussing United Nations Sustainability Development Goal #6: Clean Water and Sanitation, furthering Qatar’s leadership in water sustainability and innovation.

Driving collective action

Through these initiatives, GWSC exemplifies CPQ’s sustainability commitment by connecting people, knowledge and action. Whether inspiring school children, collaborating with global experts, or engaging employees and their families, GWSC’s efforts build bridges toward a future where water resources are valued and conserved for generations to come.



c. Advancing water and energy management through strategic partnerships

At the GWSC, our commitment to environmental stewardship is strengthened through strategic collaborations with industry partners, academic institutions and government entities. By fostering innovative research, knowledge-sharing and technological advancements, we are addressing critical water and energy challenges while contributing to Qatar's sustainability goals under Qatar National Vision 2030. Through these partnerships, we continue to drive progress in water conservation, energy efficiency and environmental protection for a more sustainable future.

Fostering research and partnerships

In 2024, the GWSC further solidified its role as a hub for groundbreaking research and partnerships. A significant highlight of the year was the visit by Dr. Jack Lau, president, QSTP. Dr. Lau's extensive experience in technology and innovation brought valuable perspectives to our discussions. During his visit, the GWSC team shared our water sustainability initiatives, exploring opportunities to integrate our research into QF's broader sustainability efforts as the founding organization of QSTP. As GWSC, we are proud to call QSTP – Qatar's premier hub for applied research, technology, innovation, incubation and entrepreneurship – our home.

[Qatar Environment and Energy Research Institute \(QEERI\)](#) joined GWSC and other key partners at the Korea-Qatar Green Industry Business Roundtable, organized by the commercial section of the Korean Embassy in Qatar. With remarks from His Excellency (HE) Mr. Hyunsoo Yoon, ambassador of Korea to Qatar, and Sheikh Soud Al Thani, director of green development & environment sustainability, Ministry of Environment and Climate Change, the event featured presentations from organizations including Samsung and ASHGHAL. GWSC showcased innovative wastewater treatment technologies through a presentation by Joel Minier-Matar, senior engineer, ConocoPhillips GWSC. The roundtable fostered knowledge exchange and strengthened cross-industry collaboration.

Sharing knowledge on global platforms

Throughout the year, the GWSC team shared its expertise at international forums, amplifying the impact of our research and exchanging ideas with global leaders. In May 2024, Dr. Adham and Dr. Gennaro Dicaldo, principal engineer, ConocoPhillips GWSC, represented the GWSC at the [108th Petroleum Environmental Research Forum \(PERF\) in Paris](#). Dr. Dicaldo took center stage with a presentation on groundbreaking approaches to green hydrogen production using treated produced water. This research emphasized the potential of sustainable solutions at the water-energy nexus.

On the local stage, GWSC's participation in the 6th International Gas Conference (IGC2024), hosted by the Gas Processing Center (GPC), in collaboration with the Department of Chemical Engineering at Qatar University (QU), highlighted our commitment to addressing key industry challenges. During the event, Mashaal Al-Maas, engineer, ConocoPhillips GWSC, delivered an insightful presentation on polymeric adsorbents for oil-water separation. Developed in partnership with QU's Center for Advanced Materials (CAM) and Qatar Petrochemical Company (QAPCO), this innovation demonstrated the impact of industry-academia collaboration on advancing sustainable water technologies.

Commitment to a sustainable future

As we reflect on 2024, GWSC's achievements underscore our dual role as a technical leader and a collaborative partner. From advancing water recycling technologies and fostering partnerships with global experts to raising awareness within local communities, our efforts are rooted in a shared vision for a sustainable and resilient future.

By continually pushing the boundaries of innovation and strengthening ties with like-minded stakeholders, the GWSC reaffirms its commitment to creating long-term value for Qatar and beyond, aligning with both national and global sustainability goals.



Championing health and safety excellence

At ConocoPhillips Qatar (CPQ), the health and safety of our community is a cornerstone of our corporate responsibility. Our partnerships with organizations like Hamad Medical Corporation (HMC) through the *Kulluna* initiative allow us to actively engage in programs that enhance the well-being of individuals across Qatar. In 2024, CPQ continued to lead initiatives that emphasize preventive care, safety awareness and healthy lifestyles. These efforts directly align with Qatar National Vision 2030, ensuring that CPQ remains a key contributor to building a safer and healthier society.



Impact in numbers: 2024 at a glance

Total individuals engaged

Over **41,126** across various campaigns.



National Sport Day

890 participants benefited from interactive health and wellness activities.



Healthy Heart Campaign

Over **22,000** individuals received personalized health services across three major venues.



Ghalai Program

543 car seats inspected for safety compliance.




a. Empowering communities with *Kulluna* initiatives: A commitment to health and safety

To us, health and safety are not just operational priorities but integral pillars of our corporate social responsibility (CSR) strategy. Since 2012, CPQ has partnered with HMC to bring the *Kulluna* initiative to life. Derived from the Arabic word meaning “all of us,” *Kulluna* represents a collective effort to advance health awareness, preventive care and safety education across Qatar.


Through engaging campaigns and innovative programs, *Kulluna* has reached diverse segments of Qatar’s population, empowering citizens, residents and visitors to adopt healthier and safer lifestyles. In 2024, CPQ reaffirmed this commitment by expanding the reach and impact of *Kulluna*, positively influencing the lives of over **41,126 individuals**.

National Sport Day: Inspiring health and fitness


Kulluna’s annual participation in National Sport Day at Katara Cultural Village brings together families, professionals, and health enthusiasts for a day of education, fitness and fun. This year’s vibrant event engaged **890 participants** through various interactive activities, including:




Free heart health screenings at the *Kulluna* Healthy Heart station, offering attendees insights into their cardiovascular health.



CPR demonstrations, equipping participants with potentially life-saving skills.



Mental health awareness at the MAAK booth, fostering conversations about emotional well-being.



Zumba fitness sessions, promoting physical activity in a lively group setting.

By combining health education with recreational activities, *Kulluna* fostered a sense of community and reinforced the importance of preventive care in daily life.

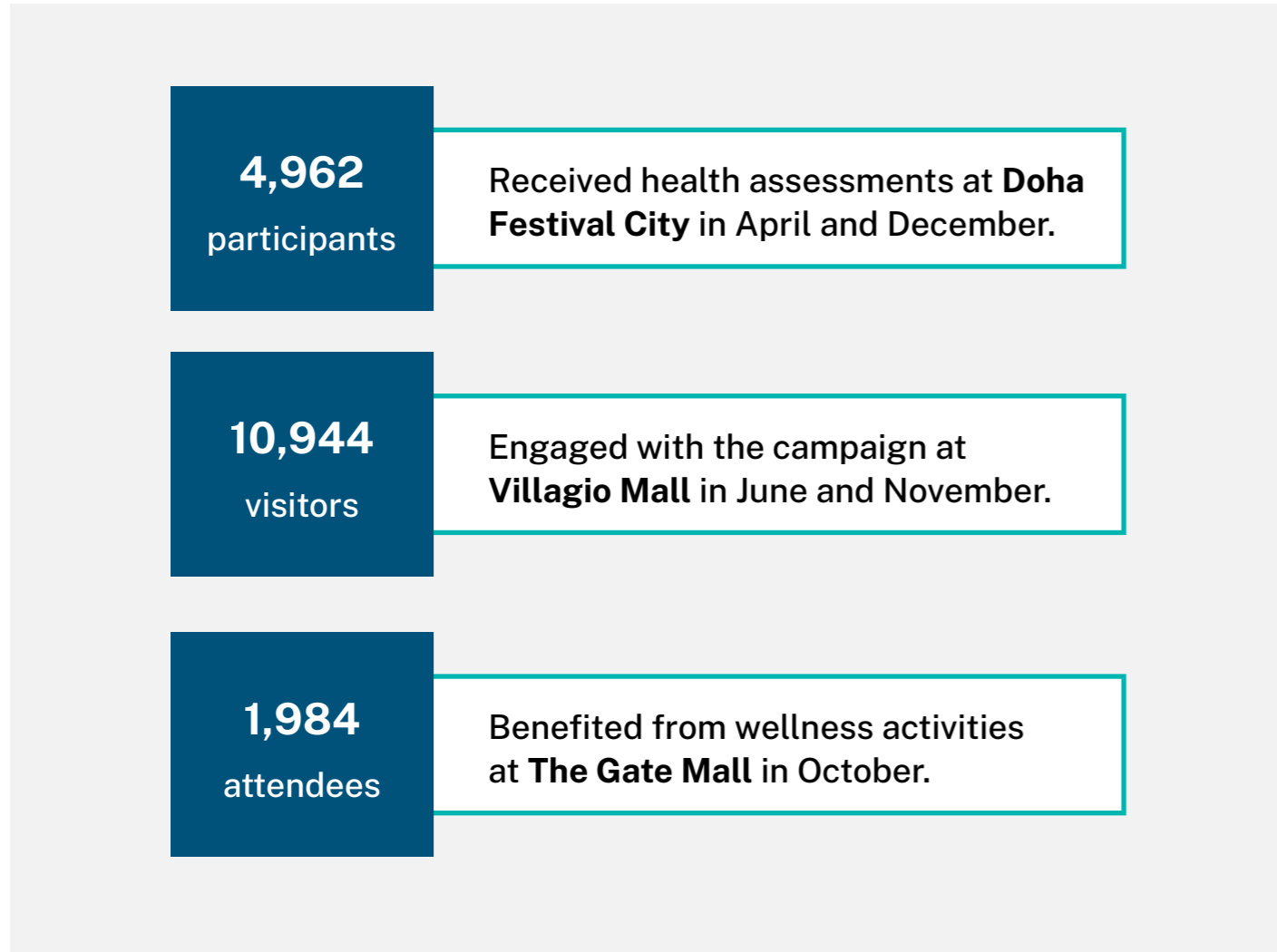


The *Kulluna* booth is fully equipped with essential resources to support the public in improving their overall health.

Healthy Heart campaigns: Bringing preventive health care closer to communities

With cardiovascular diseases remaining a leading global health concern, *Kulluna's* Healthy Heart campaigns have become a cornerstone of CPQ's health advocacy. These campaigns, held at popular malls across Qatar, provided free health screenings, consultations and personalized guidance to thousands of participants.

Screenings included blood pressure, glucose, cholesterol and body mass index checks, helping individuals understand their health risks and adopt proactive measures. These campaigns underscored CPQ's dedication to fostering accessible health care for all.



“The Healthy Heart campaign helped me understand my health risks and take proactive steps. It’s an invaluable resource for anyone looking to improve their heart health.”

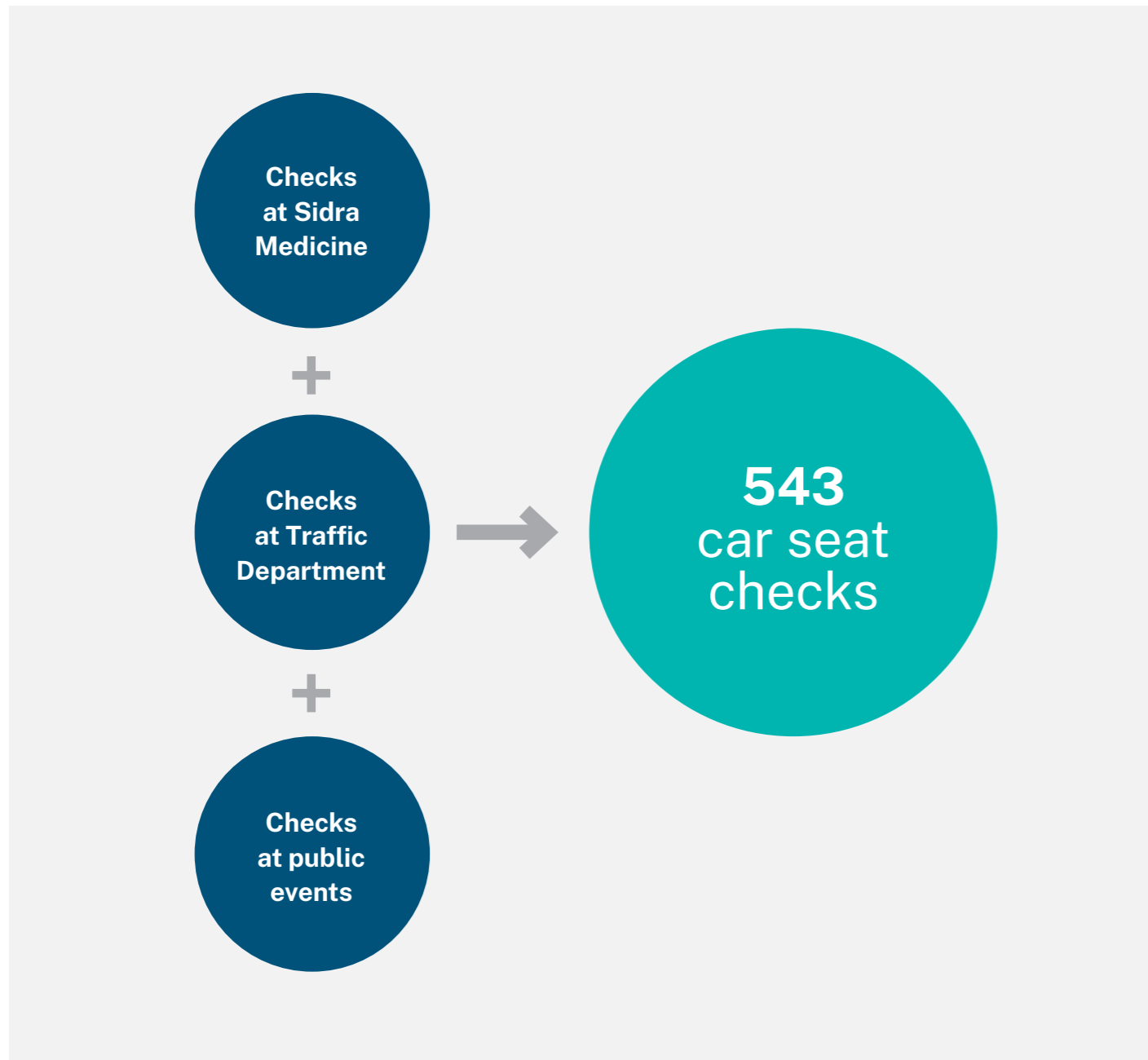
From a Healthy Heart campaign booth visitor

Ghalai: Protecting Qatar’s most precious lives

The *Ghalai* program, meaning “my precious” in Arabic, remained a vital part of *Kulluna*’s outreach, focusing on child safety in vehicles. In 2024, Ghalai conducted **543 car seat checks** at Sidra Medicine, the Traffic Department, and public events, ensuring the correct installation of car seats and educating families on road safety best practices.

This initiative not only improved road safety but also empowered parents with the knowledge to safeguard their children, creating a ripple effect of safety consciousness in households across Qatar.

Launched in 2019, *Ghalai* is a collaboration between HMC, the Ministry of Public Health (MoPH), the Ministry of Interior, the Ministry of Education and Higher Education, Primary Health Care Corporation, Sidra Medicine, Qatar University and CPQ.



Global advocacy at WISH 2024

Kulluna’s presence at the [World Innovation Summit for Health \(WISH\)](#), hosted by Qatar Foundation (QF), under the theme “Providing Healthcare in Times of Conflict,” demonstrated CPQ’s alignment with global and national health care goals. The *Kulluna* booth showcased the initiative’s contributions to preventive health care, particularly in the areas of heart health and child safety.

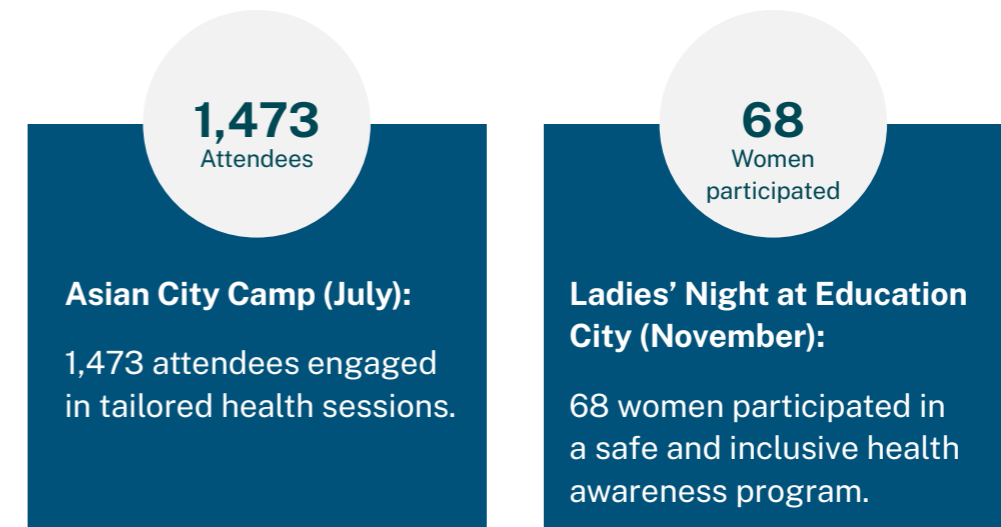
preventive care in achieving long-term health outcomes. The six-day festival, supported by Qatar’s Ministry of Public Health, QF, and the World Health Organization, featured public activities, awareness campaigns and professional workshops leading up to the WISH 2024 global health care conference, reinforcing *Kulluna*’s dedication to health education.

Public health campaigns during [Doha Healthcare Week](#) further amplified this impact, engaging diverse audiences and emphasizing the importance of

Inclusive community-centric health campaigns

CPQ extended its outreach to wider communities, ensuring that health and safety education reached all segments of society:

Additional events, such as Save a Heart Day and screenings at Qatari airside venues, ensured accessibility and inclusivity in health education efforts.



CPQ proudly supported QF’s transformation of Education City Stadium into a women-focused sports destination (see section 4). The stadium hosted weekly Ladies’ Nights (monthly in summer), offering activities such as HIIT, boxing, badminton and football. One key event welcomed over 800 women, with the *Kulluna* booth providing free health screenings, including cholesterol, glucose, blood pressure, and body mass index checks conducted by expert female physicians. Participation steadily grew, with **823 attendees in June, 1,116 in August, and 1,149 in September**. CPQ’s support empowered women in Qatar through access to world-class sports and wellness opportunities.

“The *Kulluna* initiative empowers individuals with the knowledge to make informed health decisions, contributing to a healthier society. Our Healthy Heart campaigns are an important step in making preventive care accessible to all communities in Qatar.”

Sarah Mroueh, communication and public affairs manager, ConocoPhillips Qatar



Looking ahead: A shared vision for a safer, healthier future

As part of its contribution to Qatar National Vision 2030, CPQ is committed to addressing pressing health and safety challenges through innovative partnerships, community engagement and impactful programs. By focusing on areas such as heart health, mental well-being and child safety, *Kulluna* continues to unite communities under a shared mission to build a healthier future for all.

Looking ahead, CPQ remains steadfast in its goal to empower individuals and families with the knowledge and tools needed to make informed health and safety choices. Together, through collaboration and collective action, we are shaping a brighter and healthier future for Qatar and beyond.



Nurturing Qatar's future leaders

Our commitment to developing future leaders goes beyond business — it's about fostering a culture of innovation, collaboration and excellence that aligns with Qatar National Vision 2030. By empowering students and young professionals, we aim to inspire the next generation to shape a sustainable and prosperous future for Qatar. Our engagement programs are dedicated to strengthening secondary and technical education, promoting diversity in STEM (science, technology, engineering and mathematics) fields and advancing research initiatives. In 2024, CPQ strengthened its partnerships with Qatar's leading academic institutions — ranging from Qatar Foundation (QF) to Qatar University (QU) — championing impactful initiatives that bridge the gap between academia and industry. These initiatives reflect our dedication to nurturing talent, driving innovation and building a legacy of leadership.



Shahad Mohammed Al-Khair, a QU student and 3MT participant, presents her research.

a. Partnerships with Qatar's leading academic institutions

Fostering talent through Qatar University's 3MT competition

CPQ proudly supported another edition of a tested format that sharpens the skills of young academic researchers in Qatar, the 2024 National Three Minute Thesis (3MT) competition. Hosted by QU, this dynamic event challenged graduate students to distill years of research into concise, compelling presentations that could be understood by a general audience in just three minutes. The competition united students from top institutions like the Doha Institute for Graduate Studies, Hamad Bin Khalifa University (HBKU) and Texas A&M University at Qatar (TAMUQ), showcasing a breadth of academic excellence across Qatar.

Event highlights:

- **Exceptional talent recognized:** Shahad Al-Khair from QU took first place, with Tara Al-Baraznji from QU, and Anees Fatima Memon from Qatar Finance and Business Academy (QFBA) securing second and third places, respectively.
- **Community engagement:** Noora Al Salem from QU, winner of the People's Choice Award, exemplified how research can resonate with diverse audiences.

"I am happy for the opportunity to present the findings of my master's thesis in this year's National 3MT competition. During our participation, we attended numerous training workshops that helped us enhance our communication and presentation skills. Additionally, the competition provided a platform for exchanging ideas and experiences between participants and the audience, which helps broaden our intellectual and scientific horizons."

Shahad Mohammed Al-Khair, QU student and first prize winner in her conversation with local press, including [Qatar Tribune](#)

Celebrating innovation at the first GCC 3MT competition

Building on the success of the 3MT at the national level, CPQ also participated in the inaugural GCC 3MT competition, hosted by QU in November 2024. This regional event brought together graduate students from across the GCC, showcasing their ability to address critical challenges through innovative research. This milestone event reinforced CPQ's role as a key supporter of regional collaboration and knowledge-sharing, fostering a culture of innovation that transcends borders.

CPQ's involvement included:

- **Inspiring opening remarks:** Eric Thomas, human resources manager, ConocoPhillips Qatar, highlighted the vital role of academia-industry collaboration in driving progress.
- **Judging excellence:** Mashaal Al-Maas, engineer, ConocoPhillips Global Water Substitutability Center (GWSC), contributed her expertise as a member of the judging panel, ensuring the highest standards in evaluating participants.

By supporting both the national 3MT and the GCC 3MT, CPQ underscores its active approach to empowering young researchers with the communication skills needed to transform complex ideas into actionable solutions. We proudly celebrate the achievements of all the winners and participants, whose efforts exemplify innovation and dedication in research.



ConocoPhillips Qatar is honored to be recognized at the Employers' Recognition Ceremony.

Strengthening partnerships with Qatar University

Recognizing the value of collaboration, CPQ was honored at QU's Employers' Recognition Ceremony in March 2024. This accolade celebrated our efforts to create meaningful career opportunities for QU students and graduates, enriching the learning experience of students, particularly through the involvement of the GWSC.

Accepting the award, Eric Thomas, reaffirmed CPQ's dedication to investing in Qatar's youth:

“At CPQ, we believe in unlocking the potential of young talent to drive innovation and create lasting impact. Our longstanding partnership with QU is a testament to this belief.”

Driving impact, creating leaders

CPQ's partnerships with educational institutions and participation in research initiatives demonstrate our commitment to empowering the country's human capital and resources, which are vital to its advancement. The company has sponsored various educational projects and research competitions in Qatar and is committed to providing career development opportunities to students in the energy sector.

By investing in education and collaboration, we inspire the leaders of tomorrow to tackle global challenges with confidence, creativity, and purpose.



b. Building a legacy of youth empowerment

We believe in the transformative power of community engagement, especially when it comes to empowering the youth. Our commitment to shaping future leaders is reflected in our dynamic partnerships and initiatives, which aim to provide young people with the tools they need for personal and professional success.

USA Girl Scouts Overseas partnership: Cultivating future leaders

In early 2024, CPQ embarked on an inspiring collaboration with the USA Girl Scouts Overseas (USAGSO) at the American School of Doha (ASD). This partnership is focused on supporting young girls in developing essential life skills and leadership qualities. Engaging workshops aimed at teaching invaluable first aid skills, helped Girl Scout Brownies aged 7 to 9, and Girl Scout Daisies aged 5 to 7, gain confidence and practical knowledge.

These interactive sessions were led by esteemed medical professionals, Dr. Julie Oh, pediatric consultant, International Medical Center, and Dr. Ali Mardassi, consultant, Otorhinolaryngology, West Bay Medicare, who guided the girls through life-saving techniques. This initiative marks just the beginning of our shared journey to foster the next generation of female leaders.

Adventurous activities throughout the year

<p>Daisies: Demonstrated courage by earning their climbing badge at Trampo Extreme, a milestone in trying new challenges.</p>	<p>Brownies: Explored hands-on learning through the “Math in Nature” badge and earned it after a visit to Heenat Salma farm. They also honed their culinary skills while working on cooking badges.</p>	<p>Juniors: Showcased patience and determination during the Pinewood Derby and embraced teamwork and nature by earning gardening/flowers badges at Heenat Salma farm.</p>	<p>Cadettes: Focused on earning babysitting badges to gain practical caregiving skills and enhance their sense of responsibility.</p>	<p>Seniors: Combined creativity and advocacy through the “Mission Sisterhood” journey, crafting textile art and planning an upcoming campout.</p>
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Community engagement events

- **Animal Dance Party (Sept. 2024):** Offered Daisies and Brownies a chance to bond through music, games, and creative arts, promoting fun and community-building.
- **Girl Scout Campout (Nov. 2024):** This annual event at Sheikh Faisal Al Thani Farm in Shahaniya provided an incredible opportunity for Girl Scouts to bond with nature and each other.
- **STEAM Adventures (Nov. 2024):** Daisy Girl Scouts participated in a science and robotics session with Nutty Scientists at Alif Stores.
- **Visit to Heenat Salma Farm (Dec. 2024):** Brownie Girl Scouts explored organic farming and sustainability practices.
- **Troop Skills Development (Dec. 2024):** Troop 015 earned their Eco Camper badge through knot-tying, menu planning and mentoring younger scouts.

Badge earning highlights

<p>✓ Daisies: Completed foundational Daisy Petals badges, which emphasize the principles of the Girl Scout Law.</p>	<p>✓ Juniors: Earned badges for gardening and flowers while enhancing teamwork and patience.</p>
<p>✓ Brownies: Earned their “Math in Nature” badge and developed cooking skills while working on their culinary badges.</p>	<p>✓ Cadettes: Pursuing the prestigious Silver Award, demonstrating leadership and dedication.</p>
<p>✓ Ambassadors: Working on Gold Award projects, addressing significant community challenges and showcasing innovation and service.</p>	



Young scouts test their first aid skills using soft toy props.





Qatar Museums activations and volunteer programs: A year of culture and community engagement

Our partnership with Qatar Museums (QM) has been a cornerstone of CPQ's efforts to engage the youth of Qatar. This collaboration spans a

year of impactful initiatives aimed at enriching the cultural landscape and supporting volunteerism. Here are some of the highlights:

- **Recognition at Qatar Museums Sponsorship Awards Ceremony:** CPQ was honored with the "Bronze Key Sponsor" award, recognizing our deep commitment to promoting cultural heritage and education in Qatar. This recognition was a moment of pride for our team and a testament to our enduring partnership with QM.
- **Championing volunteerism and youth engagement:** As part of our ongoing efforts to encourage volunteerism, CPQ supported QM's initiatives that engage youth in community and cultural preservation activities. From training programs to international volunteer trips, we've been proud to empower young people to take an active role in societal growth.
- **A year of cultural immersion:** CPQ's support for QM's activations in 2024 provided numerous opportunities for youth involvement in local and global cultural experiences. These activations not only fostered learning but also nurtured a sense of belonging and community among Qatar's youth.
- **Inspiring volunteer programs:** Our partnership with QM inspired the creation of a volunteer program encouraging young people to get involved in cultural preservation, arts and heritage initiatives. These hands-on experiences allowed volunteers to gain valuable skills while contributing to Qatar's cultural fabric.
- **Morocco Volunteer Exchange Program:** In a significant step toward international collaboration, CPQ supported QM's volunteer exchange program with Morocco. This initiative provided young volunteers with a unique opportunity to contribute to rebuilding efforts following the recent earthquake, combining service with cultural learning.



Roger Belman, managing counsel, ConocoPhillips Qatar, accepts the Bronze Key Sponsor award from Her Excellency Sheikha Al Mayassa bint Hamad bin Khalifa Al Thani, chairperson, Qatar Museums, at the Sponsorship Awards on behalf of ConocoPhillips Qatar.

Qatar Museums: nurturing cultural awareness and community service

Through our partnership with QM's Community Service Section, CPQ has played a vital role in empowering Qatar's youth and promoting volunteerism as a key pillar of societal development. Our support has led to several impactful programs that have engaged over 2,000 volunteers in initiatives that bridge education, culture, sports and sustainability.

Since the launch of the program in Q4 of 2023, notable volunteer events included the 3-2-1 Obstacle Course Challenge at Doha Expo, the World Wide Walls project at the MINA District, and the Doha International Book Fair 2024. These events have provided our volunteers with opportunities to connect, learn and contribute to Qatar's cultural and educational goals.

Youth Hub Program: shaping the future of service

While *Darb Al Matahef* (which translates to Path to our Ancestors in Arabic) introduced young volunteers to Qatari heritage through museum and restoration site opportunities, the Youth Hub program, launched with the Ministry of Education, empowers students to lead volunteer clubs focused on leadership, advocacy and global citizenship. The Youth Hub program engages five educational institutions including Arab International Academy, Al Manar International School, Compass International School Doha, University of Doha for Science & Technology, and QU. Centered on arts, sports, environment, archaeology, and restoration, the program supports students in completing the 25-hour mandatory service requirement for graduation.

This initiative not only helps students fulfill graduation requirements but also allows them to explore their passions in fields such as arts, sports, environment and archaeology. With this program, CPQ continues to nurture future leaders, encouraging them to take on roles of responsibility and become advocates for positive change.

Launching the CPQ-sponsored youth volunteer buses

In 2024 and as our pledge towards empowering the next generation and fostering community engagement, CPQ proudly sponsored dedicated transportation for Qatar Museums' Youth Volunteer Program. These buses have become a vital resource, enabling young, aspiring volunteers to travel seamlessly to various work locations across Qatar. By supporting this initiative, CPQ ensures that youth participants can actively contribute to cultural preservation, arts education and community projects without logistical barriers. This sponsorship reflects our efforts to enable youth to make a meaningful impact on Qatar's cultural and societal development.

Looking ahead: building a brighter future together

As we continue our partnership with Qatar Museums and the USA Girl Scouts Overseas, CPQ remains dedicated to providing opportunities for youth to engage, learn and contribute. We are excited to see the continued impact of these initiatives as they inspire young people to embrace leadership, community service and cultural exchange.

With a shared vision of empowering youth, fostering volunteerism and enriching cultural experiences, CPQ is proud to be part of this legacy that will leave a lasting mark on the future of Qatar and beyond. Together, we can achieve great things and build a brighter, more inclusive future for all.



QM volunteers take part in community events and museum activities.



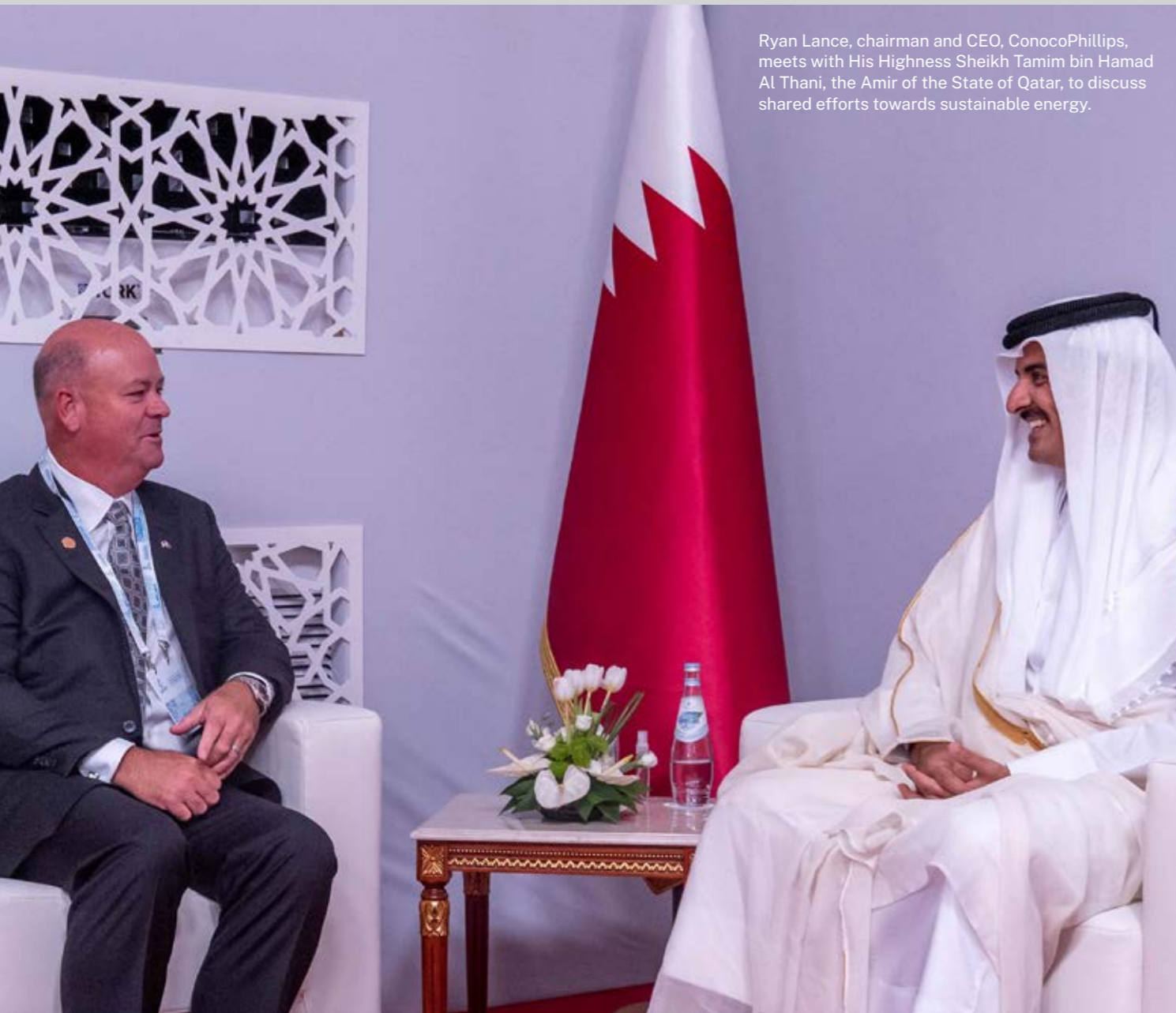
QM volunteers get creative with a hands-on and hands-off painting session.

2023/2024 Events and volunteer participation journey



Forging stronger connections: Locally and globally

At ConocoPhillips Qatar (CPQ), collaboration and connection remain at the heart of our operations, both locally and globally. Through impactful partnerships, strategic engagements and steadfast commitments to safety and excellence, we continue to strengthen our bonds with stakeholders while fostering sustainable growth in Qatar’s energy landscape.



Ryan Lance, chairman and CEO, ConocoPhillips, meets with His Highness Sheikh Tamim bin Hamad Al Thani, the Amir of the State of Qatar, to discuss shared efforts towards sustainable energy.

a. Strengthening bonds with local stakeholders

Chairman and CEO visit and partnership strengthening

Our commitment to fostering meaningful partnerships was further reinforced during a visit to Qatar by Ryan Lance, chairman and CEO, ConocoPhillips. His engagement with His Highness Sheikh Tamim bin Hamad Al Thani, the Amir of the State of Qatar, and His Excellency Eng. Saad bin Sherida Al Kaabi, minister of state for Energy Affairs, president & CEO of QatarEnergy, underscored the alignment between our organizations and our shared vision for advancing Qatar’s energy sector. Their discussions highlighted our collective efforts to not only strengthen energy security but also contribute to Qatar’s broader goals for sustainable development and global energy leadership.

Strategic collaborations with QatarEnergy and QatarEnergy LNG

At the core of this alignment is our ongoing collaboration with QatarEnergy, which continues to drive impactful initiatives in the energy sector. Our joint ventures in the North Field East (NFE) and North Field South (NFS) projects exemplify our shared commitment to enhancing Qatar’s position as a global leader in liquified natural gas (LNG) production. These projects are key to meeting both Qatar’s energy demands and international energy needs, while ensuring that we remain focused on sustainable and responsible practices that benefit communities and the environment.

Through these collaborations, CPQ is proud to contribute to the objectives of Qatar National Vision 2030, working alongside QatarEnergy and QatarEnergy LNG to promote innovation, environmental stewardship and economic development. Our partnerships reflect our dedication to ensuring that both the energy sector and the broader community benefit from the positive impact of our collective efforts.

Leadership engagements driving collaboration

In a dynamic series of engagements, CPQ welcomed Kirk Johnson, senior vice president, Global Operations, ConocoPhillips, and Khao Dao, chief commercial officer, ConocoPhillips, to Qatar. Over several days, they engaged in strategic discussions, explored growth opportunities and deepened connections with employees and partners.

Highlights included a collaborative townhall with CPQ staff, a focused business review and meaningful interactions with QatarEnergy LNG officials to discuss shared values and future priorities. Their visit also provided an opportunity to recognize and further strengthen the safety and operational strategies at QatarEnergy LNG’s Ras Laffan site, one of the most advanced LNG facilities in the world.

Celebrating excellence in health, safety and environment (HSE)

Recognizing leadership and commitment in HSE is a core value for CPQ. This was exemplified by the presentation of the ConocoPhillips HSE Excellence Award to Sheikh Khalid bin Khalifa Al-Thani, CEO, QatarEnergy LNG, for his extraordinary efforts in cultivating a culture of safety-first practices. Under his leadership, QatarEnergy LNG achieved unparalleled safety milestones, managing an ambitious LNG expansion project with over 60,000 workers and 800 million man-hours.

The award was presented by Johnson, during his visit to Qatar. The award ceremony, hosted at QatarEnergy LNG's headquarters, not only celebrated Sheikh Khalid bin Khalifa Al-Thani's achievements but also reinforced the shared dedication between CPQ and QatarEnergy LNG to operational excellence and sustainability.



“This award reflects a deep commitment to fostering a culture of safety that permeates every level of QatarEnergy LNG. Sheikh Khalid bin Khalifa Al-Thani’s leadership has made safety a core value, not just a priority, and this recognition honors his outstanding contributions to ensuring a safe working environment.”

Kirk Johnson, senior vice president, Global Operations, ConocoPhillips



Kirk Johnson presents Sheikh Khalid bin Khalifa Al-Thani, CEO, QatarEnergy LNG, with the ConocoPhillips HSE Excellence Award for his leadership in advancing safety standards.

Shareholder Cold Eyes Review (CER):

To ensure the success of QatarEnergy LNG’s NFE project, CPQ participated in a thorough CER. This comprehensive initiative, spanning several weeks, brought together project management teams, contractors and key stakeholders to evaluate strategies, assess risks and enhance the project’s readiness for achieving LNG production milestones. With 140 in-depth interviews, rigorous site tours and data reviews, the CER demonstrates our operational excellence and collaboration.

The process culminated in actionable recommendations to steer the project toward a seamless and efficient future. The CER not only exemplified CPQ’s meticulous approach, but also celebrated the collaborative spirit between stakeholders with a culminating event at Katara Cultural Village that showcased teamwork and shared dedication.

Operations in Ras Laffan continue to strengthen collaboration with QatarEnergy and QatarEnergy LNG.



Advancing process safety

In line with our dedication to nurturing meaningful ties with our partners, CPQ plays a pivotal role in cultivating future professionals within the energy sector through dialogue across academia and industry. Our commitment is exemplified through the annual Qatar Process Safety Symposium (QPSS), an event we have proudly supported for over a decade.

Each year, QPSS brings together industry, academic and professional leaders to share their insights, listen to talks by prominent experts and engage in a vibrant exchange of knowledge focused on critical process safety topics. It embodies Qatar’s commitment to process safety as a core value in safeguarding lives, the environment and the energy industry’s sustainable future.

In 2024, CPQ, in partnership with QatarEnergy LNG and the University of Doha for Science and Technology (UDST), co-hosted the [14th QPSS](#), bringing together over 700 participants in person and online. Centered

on the theme “Making Process Safety Personal,” the event featured 24 expert presentations, including insights from Michael Hatfield, chief technology officer, ConocoPhillips, on integrating innovation with human-centered safety. Bill Arnold, president, ConocoPhillips Qatar, emphasized safety as a shared responsibility, fostering a culture of accountability. Key highlights included the recognition of Dr. Luc Véchet, associate professor and managing director, Mary Kay O’Connor Process Safety Center in Qatar, with the QPSS Process Safety Excellence Award, and innovative research presentations by UDST students. Through this partnership, CPQ reaffirms its dedication toward advancing safety and collaboration in the energy sector.

“When safety is personal, we create a culture of genuine care and accountability”

Bill Arnold, president, ConocoPhillips Qatar



Bill Arnold and Michael Hatfield join industry experts at the Qatar Process Safety Symposium to discuss safety innovations.

Honoring global energy leadership in Doha

CPQ has a strong history of valuable collaboration with the stakeholders in Qatar’s energy sector, particularly with the Abdullah Bin Hamad Al-Attiyah International Foundation for Energy and Sustainable Development (Al-Attiyah Foundation). We actively participate in the foundation’s events, including CEO Roundtables and the annual International Energy Awards, which provide a platform for CPQ executives to exchange ideas and best practices with other energy leaders and promote the sustainability of the energy sector.

In 2024, CPQ was privileged to participate in the prestigious Abdullah Bin Hamad Al-Attiyah International Energy Awards. This annual event celebrates exceptional lifetime achievements that have significantly influenced the global energy landscape.

Joining **300 esteemed guests**, CPQ leadership reaffirmed its promise toward fostering sustainability, innovation and collaboration in the energy sector.

The event served as a powerful reminder of Qatar’s leadership in advancing energy standards and CPQ’s role in driving impactful partnerships and progress.

CPQ is proud to share a long history of collaboration with its trusted partner, Al-Attiyah Foundation, and looks forward to continuing our successful journey together in the years to come.

Why these engagements are meaningful: Through these initiatives, CPQ continues to build bridges across industries and geographies, demonstrating its commitment to forging stronger connections while advancing Qatar’s sustainability and energy goals. Each interaction, award and engagement reaffirms our vision to lead with excellence, foster partnerships and delivering enduring value to stakeholders.



b. Global partnerships sustainably driving industry growth

Collaboration is the cornerstone of our commitment to excellence in the energy industry. In 2024, CPQ engaged in several strategic initiatives and partnerships aimed at advancing innovation, operational efficiency and sustainability within the global LNG sector. These efforts emphasize our dedication to building resilient partnerships and sharing knowledge to shape the future of energy. Here’s a visual map highlighting key journeys and engagements from these initiatives.



Expanding strategic partnerships in Qatar

Strengthening ties with QatarEnergy LNG was a major focus of CPQ’s activities throughout the year. In May 2024, William L. (Bill) Bullock, executive vice president and chief financial officer, ConocoPhillips, visited the Qatar business unit. His visit included a high-level meeting with Sheikh Khalid bin Khalifa Al-Thani, where discussions centered on operational collaboration and growth opportunities.

Bullock’s visit also included an employee townhall and participation in visits to educational institutions in the country. These engagements reaffirmed CPQ’s dedication to nurturing talent and promoting innovation in the region.

Knowledge sharing: Norway and Qatar exchange

Operational excellence took center stage during a June 2024 knowledge-sharing session between CPQ and QatarEnergy LNG in Tananger, Norway. Led by CPQ Vice President, JV assets & project, Brandon Viator, the exchange covered maintenance strategies, logistics and digital technologies.

This initiative provided valuable insights for ongoing projects such as NFE and NFS, furthering CPQ's goal of enhancing offshore operations through collaborative learning.

Building synergies with Australia Pacific LNG in Qatar

In early 2024, CPQ hosted the Australia Pacific LNG (APLNG) team for collaborative sessions with QatarEnergy LNG, focusing on sustainability and operational excellence. Discussions covered environmental strategies, greenhouse gas monitoring, water quality and biodiversity, along with best practices in LNG production, asset integrity and process safety.

“The trip was a huge success, and the Qatar business unit will benefit from the Australia business unit team’s generosity in the form of a strengthened relationship with QatarEnergy LNG.”

Brandon Viator, vice president, JV assets & projects, ConocoPhillips Qatar

Furthering synergies with Australia Pacific LNG in Australia

In August, CPQ's commitment to cross-regional collaboration continued with a visit to APLNG alongside our partners at QatarEnergy LNG. CPQ representatives explored advanced LNG operations, including predictive maintenance and digital transformation initiatives. The four-day visit offered hands-on learning opportunities and strengthened ties between the two business units, fostering innovation and best practices within the LNG sector.

Advancing HSE excellence in Houston

In October, CPQ President Bill Arnold led a QatarEnergy LNG delegation to ConocoPhillips' headquarters in Houston, Texas. The delegation consisted of Khalifa Ahmed Al-Sulaiti, chief HSEQ officer; Ashraf Alhasan, center of excellence division manager; and Mohsin M. Raja, head of environmental management and sustainability. The visit focused on enhancing HSE standards, with discussions highlighting innovative safety technologies and sustainability-driven operational practices. The QatarEnergy LNG team acknowledged for their success, emphasizing the ConocoPhillips team's transparency in sharing insights and best practices. This collaboration strengthened the relationship between ConocoPhillips and QatarEnergy LNG, highlighting a mutual dedication to operational excellence, safety and environmental responsibility within the global energy sector.

“Our meetings at ConocoPhillips were excellent and extremely productive. We were very impressed by the team’s openness and willingness to share and discuss best practices and lessons learned.”

Mohsin M. Raja, head of environmental management and sustainability, QatarEnergy LNG

Promoting industry best practices at QatarEnergy LNG

CPQ's participation in the Annual Pipeline Integrity and Hydrate Management Forum, organized by QatarEnergy LNG in October, showcased the value of collective expertise. With contributions from peer companies, the forum highlighted advancements in pipeline safety and hydrate management. CPQ's active involvement underscored its pivotal role in enhancing Qatar's leadership in LNG production.

Looking ahead

In 2024, CPQ's focus on strategic partnerships and innovation demonstrated the transformative potential of global collaboration. By fostering relationships across regions and industries, CPQ continues to champion operational efficiency and sustainable growth, ensuring its position as a trusted partner in a dynamic energy sector.

Through these initiatives, we remain steadfast in our mission to drive progress and innovation in partnership with QatarEnergy LNG and the global energy community.

Sharing knowledge and best practices across our operations strengthens our partnerships and highlights the power of collective innovation in advancing the energy sector. Together, we look forward to achieving greater success and shaping a sustainable future.



c. Celebrating cultural and diplomatic milestones

We recognize that social responsibility extends beyond the boardroom. It requires actively engaging with diverse communities, both locally and globally, in meaningful ways. Through partnerships and support for events that empower others, we reinforce our commitment to fostering inclusivity, diversity and cultural understanding. The fifth Annual Autism Gala and the American Chamber of Commerce (AmCham) Thanksgiving Dinner are prime examples of our involvement in celebrating cultural and diplomatic milestones that align with our core values.

Empowering the autism community: ConocoPhillips at the fifth Annual Autism Gala

In Washington, D.C., the fifth Annual Autism Gala, organized by the Embassy of the State of Qatar in collaboration with the Autism Society of America, emerged as a beacon of hope for the autism community. Held in the Anthem at the District Wharf, the event embraced the theme “Acceptance to Action,” gathering advocates, supporters and philanthropists united by a common cause: empowering the autism community.

ConocoPhillips proudly supported the gala, reaffirming our continued dedication toward promoting social responsibility and inclusivity. Representing our organization were Andrew Lundquist, senior vice president, Government Affairs; Josh Corless, vice president, International Government Affairs & Global Political Risk; and Jared Cutright, manager, International Government Affairs & Political Risk.

The gala also provided a platform for collaboration between organizations, emphasizing the importance of community support. Proceeds from the evening benefited the Autism Society, enabling them to continue creating connections and offering vital resources for those living with autism.

Made possible by the special efforts of His Excellency Sheikh Meshal bin Hamad Al Thani, ambassador of the State of Qatar to the United States, the event marks one of many causes we will continue to support.

Fostering community connections: AmCham Thanksgiving Dinner

In Qatar, ConocoPhillips had the honor of participating in the AmCham Thanksgiving Dinner, where tradition and community were celebrated in style. As the platinum sponsor of the event, CPQ emphasized our gratitude for the contributions of United States service members who were special guests of ours on the night.

Held in November, the evening began with heartfelt speeches, including one from Brandon Viator, vice president, JV assets & projects, ConocoPhillips Qatar, who spoke about the importance of preserving traditions while embracing cultural exchanges.

This event was not just about celebrating the holiday; it was about reinforcing the importance of community and relationships that bind us together. Year after year, it serves as an opportunity for CPQ to demonstrate its ongoing commitment to building meaningful ties with the broader community in Qatar, fostering collaboration and nurturing the spirit of togetherness.

Spotlight on Viator’s touching speech

“It’s important to recognize the value of community – whether through family, friendships, or the partnerships we build along the way. At ConocoPhillips, we believe that partnerships are the foundation of growth and development.”

Brandon Viator, vice president, JV assets & projects, ConocoPhillips Qatar



Brandon Viator delivers an inspiring speech on preserving traditions and cultural exchange.



d. Celebrating sporting, cultural and community milestones

Advancing Qatar’s legacy through sports and community engagement

Qatar continues to lead on the global stage, hosting world-class events that inspire unity, foster cultural exchange and support economic diversification. CPQ is proud to contribute to these efforts by championing initiatives that extend beyond energy. By supporting sports, education and community development, CPQ helps shape a vibrant and inclusive society, aligning with Qatar’s vision to create a sustainable and diverse economy.

In 2024, CPQ actively supported Qatar’s successful hosting of the AFC Asian Cup 2023™, a tournament that brought together football fans and cultures from across Asia. To celebrate this achievement, CPQ invited local stakeholders to attend the opening match and final match, demonstrating its dedication to connecting communities and amplifying Qatar’s role as a global sports hub. The presence of ConocoPhillips leadership team, including Andy O’Brien, senior vice president,

Strategy, Commercial, Sustainability & Technology, and Steinar Vaage, president, ConocoPhillips Europe, Middle East, and North Africa, emphasized the company’s shared commitment to advancing Qatar’s international prominence in the sporting arena.

Qatar’s status as a global sporting destination is further elevated through iconic events like the annual Formula 1 Qatar Airways Grand Prix, which showcases the nation’s excellence in motorsports and sports tourism. By supporting this premier event with our team and key stakeholders, CPQ contributes to Qatar’s efforts to drive skill development. The Formula 1 Qatar Airways Grand Prix attracts global audiences, promoting Qatar as a hub for innovation and fostering connections that extend beyond borders. CPQ’s involvement highlighted the power of sports to unite communities, stimulate local industries and inspire a future built on collaboration and excellence.

Qatar business unit and guests gather to support our host country’s growing portfolio of world-class sporting events.



Empowering women through sports and education

At the heart of Qatar’s commitment to inclusivity is the transformation of [Education City Stadium](#) into a dedicated hub for women’s and girls’ sports. This project, spearheaded by Qatar Foundation (QF), reflects a bold vision for gender equity in sports and education. CPQ is honored to support this initiative, which provides access to world-class facilities, development programs and STEM (science, technology, engineering and mathematics) learning opportunities for women and girls. By enabling active, healthy lifestyles and fostering personal growth, the redesigned stadium stands as a cornerstone for advancing opportunities for all. CPQ’s involvement reinforces its dedication to creating lasting, impactful legacies that empower communities and promote wellness and education.

Through its active engagement in these transformative initiatives, CPQ continues to support Qatar’s ambitions to become a leader in sports, education and community development. These efforts not only enrich lives but also reinforce the country’s position as a global trailblazer, fostering a future where diversity, unity and progress thrive together.



Embracing diversity, inclusion and growth

At ConocoPhillips Qatar (CPQ), our commitment to promoting diversity and respecting the local culture is deeply ingrained in our ethos. As we acknowledge the importance of our employees as the foundation of our success, we strive to establish an all-encompassing atmosphere that cherishes the varied backgrounds, experiences, thoughts and perspectives of our team. To this end, we implemented various initiatives in Qatar to showcase our unwavering commitment to our SPIRIT Values.



a. Qatarization: Empowering local talent

At CPQ empowering Qatari talent is at the heart of our commitment to fostering a diverse and inclusive workforce. The journey of each individual at our company is a testament to the power of determination, growth and the opportunities that come from supporting Qatar’s young professionals. This is particularly evident through the inspiring journeys of Mashael Al-Maas, engineer, ConocoPhillips Global Water Sustainability Center (GWSC), and Hala Al-Romaihi, associate engineer, ConocoPhillips GWSC – two remarkable women who exemplify the spirit of Qatarization.

Mashael Al-Maas’ inspiring academic and professional achievements

Al-Maas, recently reached a significant milestone in her academic journey, marking a proud moment not only for herself but also for her family, ConocoPhillips and Qatar as a whole. After earning her bachelor’s degree in chemical engineering from Qatar University (QU), Al-Maas joined the GWSC in 2017. She was determined to push herself further, and in 2023, she embarked on a new chapter by pursuing a master’s degree in chemical engineering with the support of CPQ.

Her journey is a shining example of how the company supports the professional and academic growth of local talent, empowering them to contribute to the country’s vision of becoming a knowledge-based society.

“Earning my master’s degree was a moment of immense pride, symbolizing not only my academic journey but also the support and opportunities provided by ConocoPhillips Qatar. This milestone reflects my commitment to advancing water sustainability and contributing to Qatar’s vision of a knowledge-driven future. I am deeply grateful for the encouragement and resources that have empowered me to grow both personally and professionally.”

Mashael Al-Maas, engineer, ConocoPhillips GWSC



A journey of learning and collaboration at PetroTechnical Academy (PTA)

Al-Maas' growth continued through her participation in the 2024 PetroTechnical Academy (PTA), an immersive program held at ConocoPhillips' headquarters. In 2024, the PTA brought together 47 talented early-career professionals from across the world, including two standout representatives from CPQ — Engineer Mashael Al-Maas and Associate Engineer Hala Al-Romaihi, both proud graduates of QU.

The PTA is not just a training program; it is an experience that tests and strengthens professionals' technical and leadership skills. Through challenging simulations, networking with experts, and engaging in real-world scenarios, participants were given the opportunity to grow and sharpen their abilities in a collaborative, supportive environment. Al-Romaihi worked alongside Al-Maas during the PTA, embracing the challenges of the program and the opportunity to showcase their skills.

One of the highlights of the program was a competitive simulation where teams managed a fictional oil and gas company. The experience tested their ability to collaborate, think critically, and make strategic decisions in the face of complex, evolving scenarios.

Al-Maas, with her expertise in water sustainability, also had the chance to present on behalf of the Qatar business unit (QBU), sharing the innovative work of the GWSC in water treatment and conservation.

For both Al-Maas and Al-Romaihi, the PTA was a transformative experience, not only enhancing their technical expertise but also reinforcing the importance of teamwork, continuous learning, and leadership in the energy industry. It was a reminder of the incredible potential of Qatar's young professionals and their ability to lead the charge toward a sustainable future.



Engineers Hala Al-Romaihi and Mashael Al-Maas represent ConocoPhillips Qatar at PetroTechnical Academy 2024.

“The PTA was an eye-opening experience that pushed me to enhance my leadership and decision-making skills. Collaborating with Mashael and others from around the world was invaluable. I’m thankful to ConocoPhillips for the opportunity to represent the company and further my growth in the energy industry.”

Hala Al-Romaihi, associate engineer, ConocoPhillips GWSC



Beyond individual success: Advancing Qatarization at CPQ

While the stories of Mashael Al-Maas and Hala Al-Romaihi highlight the transformative impact of our Qatarization program, CPQ's commitment extends across the organization with strategic steps to develop Qatari talent and prepare them for leadership roles. These efforts include strategic workforce planning, robust mentorship programs and targeted development initiatives aimed at enhancing the skills and competencies of Qatari employees.

CPQ's active participation in the Qatarization Review Meeting at QatarEnergy Headquarters, chaired by His Excellency Eng. Saad Sherida Al-Kaabi, minister of State for Energy Affairs and president and CEO of QatarEnergy, reaffirmed its alignment with the nation's

vision for human capital development. CPQ were represented by Bill Arnold, president, and the meeting provided a platform to discuss best practices, review progress and strengthen collaborations across the energy sector to discuss best practices, review progress and strengthen collaborations across the energy sector. The discussions underscored CPQ's role in supporting Qatar's goals through innovative talent development strategies and partnerships with educational institutions.

Through these initiatives, CPQ not only contributes to Qatar National Vision 2030 but also fosters a workplace culture where innovation, inclusivity and growth thrive, ensuring a sustainable future for Qatar's energy sector.



b. Cultural enrichment and team building at CPQ

CPQ nurtures a workplace culture that thrives on diversity, inclusion and strong team dynamics. Through various cultural and team-building initiatives, we aim to foster a sense of belonging and celebrate the rich traditions of the communities where we operate. Here's a glimpse into some of the most impactful activities reflecting our commitment to enhancing the CPQ employee experience in 2024.

Celebrating togetherness: Suhoor gathering during Ramadan

In the spirit of Ramadan, CPQ hosted an unforgettable suhoor event at Sawa by Sanad restaurant, offering employees a chance to come together and celebrate the values of unity, gratitude and compassion. This special gathering provided a unique opportunity for our team to connect, share reflections and strengthen the bonds that make CPQ a vibrant and collaborative workplace.

We're proud to continue this cherished tradition, embodying the spirit of Ramadan through heartfelt conversations and cultural exchange.

A day of joy and team spirit: Family Fun Day 2024

Our annual Family Fun Day at Banana Island Resort was a highlight of 2024, bringing together **120 employees and their families** for a day of fun-filled activities. From egg-and-spoon races to sandcastle challenges, the event offered an exciting mix of competition and teamwork.

With teams donning their CPQ blue t-shirts, the day was filled with laughter, healthy competition and memorable moments. The yellow team triumphed as the day's champions, but the real victory was in the camaraderie shared by all. Family Fun Day was a perfect reflection of CPQ's pledge to fostering a healthy and united workplace, where both physical well-being and family bonds are celebrated.



Qatar business unit enjoy the spirit of Ramadan during the suhoor gathering.

Building inclusive bridges: Cultural classes and Arabic lessons

At CPQ, we recognize that fostering a culture of inclusivity goes beyond professional development — it extends to understanding the local culture and heritage. In 2024, we launched cultural classes and Arabic lessons to promote cultural awareness and enhance communication across our diverse workforce.

Led by Eman Al-Shamari, scientist, ConocoPhillips GWSC, with guidance from our Human Resources Manager Eric Thomas, our collaboration with [Embrace Doha](#) resulted in a successful cultural awareness training, which provided employees with valuable insights into Qatari customs, business etiquette and local heritage. This interactive session deepened the appreciation for Qatar’s culture and was met with great enthusiasm.

Additionally, our Arabic language lessons have enabled employees to develop foundational language skills, fostering better communication and inclusivity within the workplace. With virtual and in-person options, the courses provide flexibility, making it easier for employees and their families to learn and connect with the local culture.



Traditional attire worn by the business unit includes the men's *Bisht*, a famous ceremonial cloak.

Cultural Awareness Program and masterclasses: National Museum tour

Over the course of the year, CPQ launched its Cultural Awareness Program with a special museum tour designed to enhance employees' understanding of Qatar's rich history and vibrant art scene. Under the leadership of Sarah Mroueh, communication and public affairs manager, ConocoPhillips Qatar, employees had the chance to explore Qatar's National Museum and engage with exhibits that highlighted the country's heritage.

The tour offered an immersive experience that deepened our connection to the country we call home.

Some other activities Mroueh has successfully led for the initiative and over the course of the year, include:



Qatar National Vision 2030 National Development Strategy 3: Deep dive session (Office-based)



Tour of Qatar National Museum and briefing on DADU Children's Museum (Voluntary afterwork activity)



Tours of Qatar Foundation (QF) and Education City Stadium Discussions on partnerships with QF including WISH and WISE (Voluntary afterwork activity)



Educational Beach Cleanup Event with our One Volunteer team (Open to family members)

Mroueh reflected on the program's success:

“Discovering Qatar’s heritage through these museum tours has been an enriching experience, allowing us to connect with our surroundings while also appreciating the cultural significance of the work we do at CPQ.”

Upcoming initiatives: Continuing the journey of cultural exploration

Looking ahead, CPQ will continue to host enriching extracurricular activities to deepen cultural appreciation among employees. All ongoing outings, workshops and museum visits are designed to further integrate our employees into the local culture, enhance community engagement and promote personal development.

We will keep inviting all our employees to join these exciting programs as we strengthen connections, learn from each other and contribute to the sustainable growth of Qatar's society and economy.



c. Diversity and wellness in the workplace

An impressive 95% of staff partook in the Spirit of Wellness campaign, with 91% achieving the goal of 20,000 healthy-heart points.

Promoting employee well-being through inclusive initiatives

At CPQ, we prioritize the health and wellness of our employees while fostering an inclusive and supportive work environment. The Safety and Wellness Action Team (SWAT), led by Chuck Manula, technical supervisor, Projects, CPQ, continues to spearhead initiatives aimed at encouraging healthy lifestyles, team building and overall well-being.

Our Spirit of Wellness (SoW) campaign, a cornerstone of our wellness initiatives, encourages employees to participate in physical and nutritional activities while also focusing on mental health. In 2024, we introduced mental health check-ins as part of the campaign, further promoting a holistic approach to wellness. CPQ employees embraced this initiative, with 95% participation in the SoW campaign and 91% achieving the goal of 20,000 healthy-heart points.

Among the many engaging activities, a bowling event stood out as a fun, interactive way to get employees active and engaged. The event brought together a team of **21 participants**, contributing to the overall success of the wellness campaign.

Additionally, CPQ sponsored biometric screenings under the “Know Your Numbers” initiative, encouraging employees and their spouses to monitor their health and identify potential issues early. These screenings have proven to be an invaluable part of our efforts to promote long-term well-being.

Health and safety also means a safe office

CPQ also recognizes the importance of maintaining a safe work environment. As part of our ongoing commitment to safety, we re-certify our floor wardens and first aid responders every two years. This ensures our employees are equipped to handle emergencies and contribute to the safety of the workplace. A number of dedicated employees volunteered for this important role and successfully completed the required training.



PARTICIPANTS

contributing to the overall success of the wellness campaign

Celebrating diversity through the “Food from My Family” cook-off

CPQ’s commitment to diversity, equity and inclusion (DEI) was celebrated through the “Food from My Family” cook-off, a vibrant and engaging event also organized by SWAT. This event highlighted the cultural diversity within our workforce, with employees from various backgrounds sharing family recipes and competing in categories such as appetizers, entrées and desserts.

The cook-off provided an opportunity for employees to celebrate their cultural heritage and bond with colleagues through food. Top entries were selected in each category, with the winning dishes representing a wide range of cultural traditions. The event culminated in the creation of a global recipe book, featuring not only the winning dishes but also other entries that showcase the diversity of flavors and traditions within the ConocoPhillips family.

The QBU’s participation in the cook-off served as an excellent example of how CPQ continues to foster an environment where diversity and inclusion thrive, while also encouraging team spirit and cultural exchange. The event was a huge success and inspired employees to continue sharing their unique cultural stories and traditions.

These initiatives are a testament to CPQ’s dedication to creating a workplace where wellness and diversity are at the heart of our values. We look forward to continuing to offer employees opportunities to engage, grow and contribute to a vibrant and supportive work environment.



Staff gather around to taste each other’s culinary creations.

Empowering progress: individual and industry milestones

Our commitment to innovation, sustainability, and industry leadership is reflected in the achievements of our people and partners. In 2024, we celebrated milestones that highlight the impact of research, collaboration, and operational excellence. From pioneering advancements in water technology and emissions reduction to fostering a culture of mentorship and industry best practices, these achievements reinforce our dedication to environmental stewardship and sustainable progress.



Dr. Samer Adham gives CEO and Chairman, Ryan Lance, a tour of the GWSC.

a. The recognitions and accomplishments

Lifetime achievements of Dr. Samer Adham

- A [Research.com](#) ranking of #2 in Environmental Sciences and #7 in Engineering and Technology, among leading scholars in Qatar
- An Academic impact consisting of a h-index nearing 50 and a d-index above 40
- Outstanding contributions to sustainable practices with 6 patents in water technology, 100 peer-reviewed publications, 350 papers and conference appearances

In the pursuit of sustainability and innovation, certain individuals emerge as champions of transformative progress. Dr. Samer Adham, manager, ConocoPhillips Global Water Sustainability Center (GWSC), exemplifies this leadership. His extensive contributions to environmental science and technology have not only garnered recognition within ConocoPhillips Qatar (CPQ), but have also solidified his reputation as a key figure in Qatar's research community. Recently recognized by [Research.com](#) as one of Qatar's top scholars, Dr. Adham's academic credentials are exceptional. With an h-index approaching 50 and a d-index exceeding 40, his research influences not only academic discourse but also industry practices worldwide. His career spans over three decades, including more than 15 years at CPQ, where he played a pivotal role in establishing the GWSC in 2010.

Driving sustainability through expertise and innovation

Dr. Adham's leadership at GWSC has been instrumental in addressing water-related challenges in the oil and gas industry. He led the evaluation and qualification of over 25 advanced water technologies for produced and process water treatment. Under his guidance, three of these technologies were fully implemented as part of QatarEnergy LNG's Water Reduction and Recycling (WRR) Plants. These initiatives exemplify GWSC's commitment to environmental stewardship and resource efficiency.

Beyond his technical achievements, Dr. Adham has fostered a culture of mentorship and collaboration. Recognized by Qatar Foundation as a leading subject matter expert in water sustainability, he has guided GWSC staff and ConocoPhillips engineers globally, cultivating a culture of innovation. His academic contributions include serving as an adjunct professor at Qatar University's Center for Advanced Materials, where he has collaborated on groundbreaking research and advised graduate students.

A legacy of engagement and education

Dr. Adham's influence extends to public engagement. He spearheaded the creation of GWSC's Water Visitor Center, which has welcomed over 14,000 visitors,

including students, graduates and international delegations. This facility highlights water conservation and sustainable practices, amplifying awareness across diverse audiences. Additionally, his involvement in community-focused programs reflects ConocoPhillips' SPIRIT Values, particularly in fostering environmental stewardship and community development.

Recognition and impact

As a globally recognized water technology expert, Dr. Adham has published over 100 peer-reviewed articles and presented 350 conference papers. His six patents in water technologies further underscore his industry impact. A recipient of 15 prestigious awards, including the Energy Globe and SPIRIT Lifetime Achievement Award in Technical Excellence, his ability to translate research into practical solutions exemplifies the synergy of science and sustainability.

Dr. Adham's commitment to advancing sustainability aligns with Qatar's National Vision 2030 and ConocoPhillips' dedication to environmental innovation. By bridging research, industry and community, he continues to inspire a sustainable future for Qatar and the world.

Individual achievement for a team project

Javier Sanchez, technical manager, Base Assets, ConocoPhillips Qatar and the Global OGMP 2.0 Implementation Team

Another staff member and winner of a Team SPIRIT Award, who has been outstanding in CPQ’s efforts to enhance sustainability and industry leadership is Javier Sanchez, technical manager, Base Assets, ConocoPhillips Qatar. He played a critical role in the success of the Global OGMP 2.0 Implementation Team, which achieved the prestigious Gold Standard Reporting designation from the Oil and Gas Methane Partnership 2.0 three years ahead of schedule. This achievement, earned in 2024, places ConocoPhillips among only three U.S. companies to attain this milestone, setting a new industry benchmark in methane emissions reporting. Sanchez’s expertise and dedication were instrumental in improving emissions estimates, aligning the company with the highest standards of environmental responsibility.

Sanchez’s commitment to sustainability and innovation has been a key driver in the company’s efforts, alongside our partners at QatarEnergy and QatarEnergy LNG, to enhance reporting practices. His leadership and collaboration with the team reflect ConocoPhillips’ company-wide values of transparency.



“This achievement highlights our team’s commitment to emissions transparency and industry leadership. I’m proud to have played a role in setting a higher standard alongside our partners at QatarEnergy and QatarEnergy LNG.”

Javier Sanchez, technical manager, Base Assets, ConocoPhillips Qatar

b. Proactive industry best practice involvement

Empowering employees: Driving efficiency and sustainability through our program, FALCONS (Finding Applicable, Lucrative and Creative Opportunities, or New Solutions)

At CPQ, our people are central to driving innovation and achieving operational excellence. Reflecting our commitment to continuous improvement and sustainability, the FALCONS program was launched to empower employees to contribute fresh, forward-thinking ideas that enhance the way we work. Named after Qatar’s national animal, and standing for Finding Applicable, Lucrative and Creative Opportunities, or New Solutions, this initiative supports operational efficiency while aligning with CPQ’s sustainability goals, reinforcing our dedication to a greener future.

The FALCONS program fosters a culture of innovation by providing a platform for employees to address critical topics like resource optimization, waste reduction and energy efficiency. By embedding sustainability into our business practices, the program strengthens CPQ’s position as a leader in sustained innovation. Through streamlined idea submissions and leadership review, the program ensures that employee contributions drive meaningful change, creating a foundation for continues improvement and sustainable growth.

In 2024, the Qatar business unit (QBU) celebrated the successful launch of the program, a milestone marked by employee engagement and innovative contributions. Four employees were honored for their creative solutions that exemplified the program’s goals, while the initiative was spearheaded by Mashael Al-Maas, engineer, ConocoPhillips GWSC. The program was further supported through the guidance of ConocoPhillips Qatar President, Bill Arnold. The event not only energized staff participation but also set a strong precedent for future innovation and collaboration within CPQ.

At CPQ, we acknowledge that our world-class workforce is our strongest asset, driving our strategy, performance, culture and reputation. Our dedication to empowering our employees, promoting diversity and inclusiveness, and being fully integrated into the Qatari community is a fundamental aspect of our culture, and we will continue to prioritize our people and culture today and every day.



GWSC staff engage in diversity activities, joined by Qatar’s national bird, the falcon.

