



DELIVERING SUSTAINABLE LOGISTICS:

FROM STRATEGY TO
MEASURABLE IMPACT

2025 ESG REPORT

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INTRODUCTION

In this chapter, we provide a comprehensive overview of the company, including key facts and figures. We highlight significant achievements and milestones that underscore the company's growth and success.

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MESSAGE FROM THE MANAGING DIRECTOR

GWC's ESG Report for 2025 reflects our long-term commitment to responsible growth and sustainable value creation. As a listed company on the Qatar Stock Exchange, we continue to strengthen our ESG reporting practices in line with evolving regulatory expectations, internationally recognised standards and the broader ambitions of Qatar National Vision 2030.

Over the years, sustainability has become increasingly embedded within GWC's strategic direction, supporting the way we govern our operations, manage risk, allocate investments and drive innovation across the business. In 2025, we further enhanced our ESG framework and reporting approach in alignment with the latest guidance issued by the Qatar Financial Markets Authority (QFMA), reinforcing transparency, accountability and stakeholder confidence.

As the logistics sector continues to evolve, GWC is focused on building a resilient and future-ready organisation capable of creating sustainable economic and social value. During the year, we further strengthened our long-term sustainability roadmap by introducing measurable environmental ambitions aligned with national priorities and the company's future growth strategy. These efforts reinforce our commitment to responsible growth and support Qatar's national sustainability objectives.

At the same time, we recognise that sustainable progress extends beyond environmental performance. Investing in our people, fostering an inclusive and supportive workplace, maintaining strong governance standards, and contributing positively to our communities are essential to our long-term success and resilience.

Looking ahead, our priority is centered on integrating ESG principles more deeply into strategic decision-making and operational planning, ensuring GWC continues to deliver sustainable logistics solutions that create enduring value for stakeholders, communities and the markets we serve.

I extend my sincere appreciation to our management team, employees and partners for their continued dedication and contribution to advancing GWC's ESG journey.

Sincerely,

**Sheikh Abdulla Bin Fahad Bin Jassim Bin
Jaber Al Thani**
Group Managing Director & Board Member



“As the logistics sector continues to evolve, GWC is focused on building a resilient and future-ready organisation capable of creating sustainable economic and social value.”



MESSAGE FROM GROUP CHIEF EXECUTIVE OFFICER

2025 marked another year of progress and resilience as GWC advanced its journey towards delivering sustainable logistics. In a dynamic operating environment, we maintained a strong focus on operational excellence, environmental stewardship, employee well-being and responsible business practices across all areas of the organisation.

Throughout the year, we progressed several initiatives aimed at improving energy efficiency, strengthening environmental data management, and enhancing operational performance across our facilities and fleet. Building on this momentum, we established clear targets to reduce direct carbon emissions from fleet and operations by 3% and indirect emissions from energy consumption by 6% by 2030, using 2023 as our baseline year. These efforts support Qatar's national ambition to reduce carbon emissions by 25% by 2030 and reflect our commitment to sustainable operations.

Our focus on operational sustainability also extended to resource efficiency initiatives across the business. We continued to optimise energy consumption, improve waste management practices, and strengthen water conservation efforts to support more efficient and environmentally responsible operations.

Equally important is our commitment to our employees and the communities we serve. During 2025, we continued investing in employee development, engagement and well-being through training

programs, and workplace initiatives designed to create opportunities for growth and long-term success. We also maintained our support for community and social initiatives that contribute positively to society and reinforced our role as a responsible corporate citizen.

Strong governance and ethical business are fundamental to the way we operate. By reinforcing accountability, transparency and a culture of integrity across the organisation, we continue to strengthen stakeholder trust and support sustainable business performance.

As we look ahead, our focus will continue to center on innovation, operational excellence, and delivering sustainable logistics solutions that create long-term value for our customers, stakeholders and communities across the region.

The progress we have achieved this year reflects the dedication of our employees, the trust of our customers and the strength of our partnerships. As we move forward, we remain committed to advancing our ESG ambitions and delivering sustainable logistics solutions that create lasting value for our stakeholders and the communities we serve.

Mathew Kearns
Group Chief Executive Officer

“As we move forward, we remain committed to advancing our ESG ambitions and delivering sustainable logistics solutions that create lasting value for our stakeholders and the communities we serve.”



ABOUT GWC

Gulf Warehousing Company, GWC (Q.P.S.C.) stands as the premier provider of logistics and supply chain solutions within the State of Qatar. Since its establishment as a Qatari shareholding company in 2004, GWC has been delivering top-tier solutions across various industry verticals. Leveraging a global shipping network and a deep understanding of client needs, GWC ensures the provision of high-quality solutions.

Expanding beyond Qatar, GWC continued to scale its footprint across the GCC and internationally, with operations spanning three continents and 20 strategic locations across the GCC, the United Kingdom, the Netherlands and the United States. Our services extend to warehousing, energy services, freight forwarding, contract logistics, e-commerce and more, reflecting our significant role in regional and global logistics sectors.

Strategically located operational sites, including warehousing facilities and marine services, ensure comprehensive coverage across key areas.

From Ras Laffan to Bu Fasseela and from Khazaen to Dubai, GWC remains dedicated to delivering logistical excellence and sustainability across its operations.

Our Vision

To become GCC's leading Logistics Service Provider, delivering the region's most trusted, innovative and sustainable logistics solutions to our customers.

Our Key Pillars in Driving Our Vision to Life

- Driving growth through diversification and expansion
- Becoming the benchmark for trust and accountability
- Leading in innovation and sustainable solutions
- Advancing the National Vision objectives of countries where we operate





INTRODUCTION

SUSTAINABLE LOGISTICS

INCLUSIVE GROWTH

ETHICAL LEADERSHIP

REPORTING APPROACH

GWC AT A GLANCE

STARTED IN 2004

The journey began as a small start-up with a big dream

30
Employees

15
Vehicles

15,000 sqm
Leased Warehouse

WHERE WE STAND NOW

#1

Logistics Service
Provider in Qatar



Over
4,000
Employees



Over
4 Million sqm
Logistics Infrastructure



Over
2 Million
Freight Tons Handled



Over
1,600
Vehicles



Over
2.5 Billion
Documents Archived



Authorised Service
Contractor For
UPS In Qatar



Qatar, UAE, Bahrain, Netherlands, Oman, KSA, Germany,
Austria, France, United Kingdom, United States
(GWC | Quivo)



2019 | 2022 | 2023 | 2024
Best Customs Brokerage Company in Qatar by the General Authority of Customs



OFFICIAL LOGISTICS PROVIDER



SUSTAINABLE LOGISTICS



OUR GROWTH FROM THEN TO NOW



Milestones



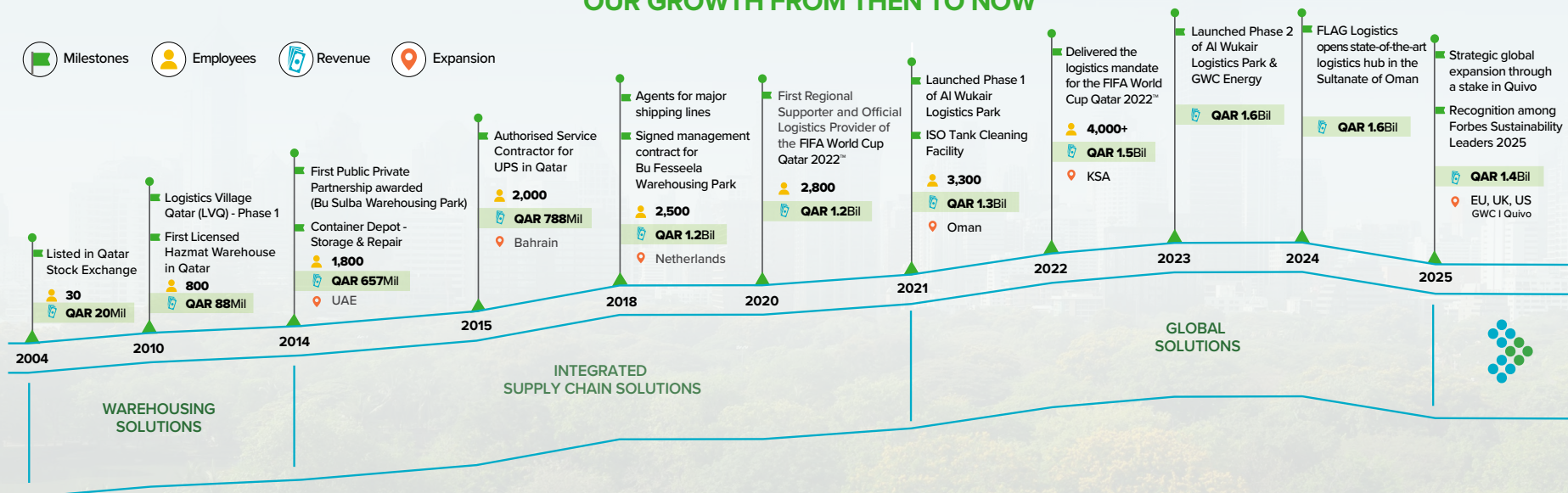
Employees



Revenue



Expansion





BUSINESS UNITS SUMMARY

Logistics Hubs

GWC is the region's largest private-sector developer of logistics hubs, with more than 4 million square meters of world-class infrastructure. These hubs support 3PL and 4PL operations for local and international customers across aviation, telecommunications, fine art, records management and industrial sectors. Purpose-built facilities in strategic locations, including Ras Laffan and Mesaieed, enable industry-specific solutions while supporting continued expansion through new developments and long-term management agreements.

Contract Logistics

GWC operates as an integrated provider of logistics solutions, delivering end-to-end supply chain capabilities across contract logistics, transportation, freight forwarding, e-commerce fulfillment, fine art logistics and specialised verticals. Our contract logistics services support customers ranging from small and medium-sized enterprises to multinational corporations across food and beverage, FMCG, industrial goods, hazardous and regulated cargo, and specialised movements, including equine logistics. Beyond operations, GWC provides advisory and solution-design expertise, enabling customers to optimise, scale and future-proof their supply chains.

Freight Forwarding

In 2025, GWC strengthened its freight forwarding services, delivering seamless air, sea and land connectivity through an integrated and digitally enabled operating model. Strong international partnerships and enhanced visibility tools supported record shipment volumes, improved routing efficiency and reliable customs clearance.

GWC plays a key role in complex project logistics, hazardous cargo and temperature-controlled movements, supporting Qatar's strategic sectors and international trade flows. Continued investment in digital solutions and eco-efficient practices reinforces reliability, speed and sustainability across global supply chains.

Transportation

GWC sets the benchmark for transportation and fleet-based logistics in Qatar, operating one of the region's largest and most versatile fleets of over 1,600 trucks, trailers and specialised vehicles. Advanced telematics and AI-driven optimisation enable the safe and efficient movement of general cargo, hazardous materials and temperature-controlled shipments. These capabilities are complemented by nationwide distribution, container yard management, ISO tank handling and maintenance services, delivering fully integrated transport solutions aligned with the highest international safety and performance standards.





Fine Art

GWC delivers specialised fine art logistics services to the highest international museum and exhibition standards, supporting the movement, storage and installation of high-value artworks and cultural assets. Capabilities include secure storage, specialised packing and transport, tarmac operations, and on-site installation and deinstallation for major indoor and outdoor exhibitions. In 2025, GWC further strengthened its position through landmark cultural partnerships and projects, reinforcing Qatar's role as a regional centre for fine art logistics and stewardship delivered to the highest international standards.

Energy Logistics

GWC supports the energy sector through specialised logistics solutions for complex, large-scale projects, drawing on established expertise across freight forwarding, transportation and project execution. In 2025, these capabilities underpinned successful project awards and regional growth initiatives, supported by strong compliance frameworks, specialised handling of oversized and critical cargo, and operational execution in demanding environments. Energy logistics remains a core application of GWC's integrated capabilities, aligned with Qatar's strategic infrastructure and industrial priorities.

International Operations

GWC continues to expand its international presence through branch offices and subsidiaries across regional and global markets. This approach strengthens market access, diversifies revenue streams and enables the delivery of integrated, sector-specific logistics solutions to customers operating across borders.

Records Management Solutions

Records Management Solutions form a specialised component of GWC's service portfolio, supported by PRISM-, ISO- and ISMS-certified facilities. GWC manages billions of records across their full lifecycle, delivering secure digitisation, physical and digital storage, controlled retrieval, compliant destruction, and fixed-asset tagging. These solutions support governance, compliance and operational efficiency for public and private sector customers.

E-Commerce Solutions

In 2025, GWC expanded its e-commerce fulfillment services across Qatar and the UAE, supporting customers from small and medium-sized businesses to large enterprises. The offering delivers end-to-end omnichannel fulfillment, covering inbound logistics, customs clearance, dedicated warehousing, order processing and last-mile distribution across B2B and B2C channels. These services are strengthened by GWC's strategic equity stake and operational integration with Quivo, enabling system connectivity, real-time visibility and scalable execution. Expansion into additional GCC markets is planned for 2026.

Marine Services

GWC's marine services, delivered through established subsidiaries, include shipping and port agency services, liner representation, cruise ship hosting and husbandry operations. These services leverage Qatar's advanced port infrastructure and support integrated maritime logistics solutions for regional and international customers.

ASC for UPS Qatar

As the Authorised Service Contractor for UPS in Qatar, GWC supports the expansion of UPS's market presence through its logistics infrastructure, operational teams and integrated promotion of UPS Express and UPS Supply Chain Solutions.

New Ventures

Alongside geographic expansion, GWC continues to evaluate new business areas aligned with its diversification strategy, selectively entering well-studied opportunities that complement core capabilities and support long-term value creation.





DELIVERY FOUNDATIONS

Health, Safety, Security, Environment and Sustainability (HSSE & Sustainability)

Health, Safety, Security and Environment (HSSE) are fundamental to GWC's operational discipline and risk management across all activities. The Group maintains a strict zero-tolerance approach to incidents, prioritising the safety and wellbeing of employees, subcontractors, customers and partners across its operations.

Sustainability is embedded into operational planning and asset management, with initiatives including the advancement of renewable energy solutions such as solar power generation and the phased integration of electric vehicles. These efforts support emissions reduction, resource efficiency and long-term environmental responsibility.

Human Capital

Human Capital underpins GWC's ability to execute at scale and adapt in a rapidly evolving logistics environment. Continued focus was placed on reinforcing a performance-driven culture, employee engagement and organisational effectiveness across the Group.

Improvements to processes and digital tools enhanced the efficiency and responsiveness of people operations, while collaboration with business and functional leaders supported capability building, leadership development and modern workplace practices, ensuring the workforce remains equipped to deliver operational excellence and sustainable growth.

Supply Chain, Product & Technology

Supply Chain, Product and Technology enable operational excellence and scalable growth across the Group. Supply chain capabilities focus on planning, optimisation and continuous improvement, embedding data-driven decision-making to enhance efficiency, resilience and service reliability across operations.

Product development supports both internal and customer-facing solutions that strengthen service capability and customer experience, while technology integrates client systems, modernises platforms and advances digital transformation initiatives. Continued investment in advanced technologies, including artificial intelligence, supports smarter operations and more efficient logistics solutions across the region.





OUR LOGISTICS HUBS ACROSS THE WORLD

4 MILLION SQM OF LOGISTICS PARKS

For over two decades, GWC has proven to be the partner of choice for public and private sectors in developing their vision for bespoke logistics parks.



LOGISTICS
VILLAGE QATAR

1,000,000 SQM
408,117 SQM

WAREHOUSES AND
DISTRIBUTION CENTRES



AL WUKAIR
LOGISTICS PARK

1,500,000 SQM
469,408 SQM

WAREHOUSES, LIGHT INDUSTRIAL
UNITS AND DISTRIBUTION CENTRES



BU SULBA
WAREHOUSING PARK

517,375 SQM
195,358 SQM

WAREHOUSES AND
DISTRIBUTION CENTRES

Expertise in engineering
and project management

Accelerated speed
to market

Established presence
in the logistics industry

Successful delivery
of logistics parks

Deep domain expertise in
logistics real estate

Global client base



INDUSTRY SPECIFIC HUBS

MESAIEED INDUSTRIAL CITY

65,000 SQM

15,000 SQM

HAZMAT WAREHOUSES
AND DISTRIBUTION CENTRES

RAS LAFFAN INDUSTRIAL CITY

400,000 SQM

50,000 SQM

SUPPLY BASES
AND WORKSHOPS





OUR INTEGRATED SUPPLY CHAIN SOLUTIONS AND OUR NOTABLE PERFORMANCE





GWC SOLUTIONS



GWC Contract Logistics

GWC is the market leader in warehousing and distribution, providing cost-efficient and industry-focused solutions to large, medium and small companies in Qatar and the GCC. Our state-of-the-art infrastructure, combined with lean practices and unique warehouse management system that seamlessly integrate with the customers' IT system, provides a competitive edge for our clients.

Over
500,000
Pallet locations

99.99%
Inventory accuracy

-25°C to +25°C
Climate-controlled storage



28000:2007
Supply chain security and resilience

GWC Hazmat

GWC Hazmat offers ISO-certified and government-approved end-to-end Hazmat logistics solutions. Our strategically located facilities in Ras Laffan, Mesaieed Industrial Cities and LVQ can handle more than 60 types of hazardous classification materials. These facilities are equipped with 24/7 manned security, CCTV monitoring and industry-specific fire fighting systems.

Over
23,000
Pallet locations

ISO tank storage



100%
Inventory accuracy



UN Class 2 | 3 | 4 | 5 | 6 | 8 | 9
and non-classified

GWC Pharma

GWC Pharma offers 25,000 square metres of infrastructure equipped with temperature-controlled, refrigerated and frozen chambers built to the latest specifications. Qatar's first MOPH-licensed and GDP-certified 3PL facility offers solutions that meet the distinctive requirements of the pharmaceutical industry by providing a wide range of services to medical providers and pharmacies alike, managed by QCHP-certified professionals.

100%
Accuracy

35,000
Pallet locations

-70°C to +25°C
Temperature- and humidity-controlled GDP-compliant warehouses

GWC Distribution

GWC provides reliable logistics services with a vast distribution network, efficient time-sensitive deliveries and advanced tracking technology. With over 350 specialised vehicles, GWC can handle different demands, including express delivery, and continually develops innovative delivery models to exceed customer expectations. GWC's last-mile services generate value for customers and their consumers, contributing to their business success.

Over
350
Distribution fleet

Real-time
visibility

Over
200,000
Deliveries per month

Electronic
PODs

GWC Consulting

GWC Consulting team comprises industrial engineers, Six Sigma professionals, data scientists and consulting experts who focus on bringing about the best practices in logistics to ensure the clients' entire supply chain is efficient and cost-effective.

Over
75 Consulting services to our clients

15 Logistics and shipping experts

Successful supply chain consulting services delivered to different industry domains



Retail



FMCG



Aerospace
and Defense



Energy
Logistics



GWC SOLUTIONS

GWC Forwarding

GWC's expansive global network and well-established partnerships with carriers provide a buffet of transit-time options with optimised costs and tailor-made logistics solutions. Our consolidation programme at strategic locations gives us a definite competitive advantage, along with our advanced tracking and visibility, tech-driven expediting, EDI capabilities and delivering uncompromised customer expectations. Our in-house customs brokerage and the transport team ensures the quickest turnaround of shipments, with adherence to HSE and compliance. Above all, our people and the relationships we foster with our clients have been paramount to our success.

125 Countries reached	550 Freight offices worldwide	~95% Customer retention	2019 2022 2023 Best Customs Brokerage Company in Qatar
Sea Freight 60,000 yearly TEUs	Air Freight 14,000 yearly tonnage	 Integrated Management System	 بائع المفضل للتخليص المعتمد الخليجي GCC AEO

GWC Projects

GWC Projects is known for its smooth execution of complex projects with tight deadlines and limited budgets. Our expertise in chartering, OD cargo transportation, risk assessment, project management, route survey, feasibility study, combined with our early engagement and domain knowledge, gives the client a competitive advantage for end-to-end project shipments. The key element in any project is safety. Our dedicated HSE team supervises and supports every task while ensuring visibility and reporting to clients throughout the project duration.



Oversize cargo



Complex projects

Over **1 million tons**
freight yearly

GWC Transport

GWC, the largest transport fleets in Qatar, provides clients with a complete logistics value chain. Our tracking and analysis systems allow for customised and cost-effective transport solutions for various industries.

Over 1,600 Transport vehicles (different sizes)	Container depot 100,000 sqm Al Wukair
Over 12,000 Trips monthly	Yearly container throughput 130,000 TEUs
 Automatic ISO tank cleaning facility	Handling capacity of over 4,500 ISO tanks per year

GWC Records

GWC is a leading provider of records and asset management solutions, offering a full range of services including collection, storage, digitisation, retrieval and destruction of paper documents, data tapes and more. The company has earned multiple certificates for its commitment to industry best practices. GWC's state-of-the-art storage facilities are equipped with automated heat and smoke detection systems and FM200 gas-based fire suppression system, and currently house billions of customer documents.

Over 1.6 Million Box storage capacity	Over 2.5 Billion Documents stored	99.99% Inventory accuracy
Physical delivery	Electronic delivery	
Normal within 24 hours	Express within 4 hours	Normal within 60 minutes
		Express within 15 minutes

i-SIGMA
International Society for Information
Governance & Management Assoc.





GWC SOLUTIONS



GWC Relocations (Residential/Offices/Industrial)

GWC Relocations uses competent personnel and materials to safely move the clients' personal belongings or office assets within, out of, or into Qatar, while also providing assistance with settling in or leaving the country by guiding clients through the necessary procedures with ease.

TRUSTED
PERFORMANCE
97%
Client satisfaction



200,000
Handled annually



GWC Fine Art

GWC Fine Art logistics has proven itself as one of the few service providers in the Middle East, capable of offering highly specialised fine art logistics services. Using industry-specific warehousing, trucking and manpower assembled to the best international museum standards, GWC Fine Art handles every step of the irreplaceable pieces of art from curation to installation.

Over
300
Events/Exhibitions

Over
50
Specialised crew

Specialised Fine Art
warehouse and
transport assets

Partner of choice
for museums and
galleries globally



GWC Events

GWC Sports logistics has the experience and assets needed to manage the logistical requirements of any indoor or outdoor championships, sporting events, conferences and exhibitions. Deploying dedicated resources to each event along with access to specialised handling and transportation capabilities, the trained team has repeatedly measured up as an accomplished one-stop provider of logistical solutions. Skilled at time-bound operations, prioritisation, issue resolution, inventory checks and even map reading; GWC Sports ensures that everything proceeds smoothly and without delay.



Multiple-venue
management



Results delivered in tight
deadlines



Venue management
services



Reverse
logistics

Over
200 Events successfully delivered

GWC Equestrian

GWC is the provider of choice in equestrian logistics, providing end-to-end solutions for the transport of horses and related assets by land and air. Partnering with the best grooms and veterinarians during the transport and quarantine, the horses' arrival at their final destination is done safely and comfortably. From stable to stable and back again, GWC Equestrian provides solutions for every leg of the journey.

Over
3,000
Horses transported



Charter flights



Specialised handlers

Partner of choice for CHI and LGCT events



GWC SOLUTIONS

GWC E-Commerce

GWC provides technology-enabled end-to-end e-commerce fulfillment solutions that support fast-growing online brands, retailers and marketplaces. Through its strategic partnership with Quivo, GWC combines advanced logistics infrastructure with omnichannel e-commerce technology to deliver scalable fulfillment operations.

With a network spanning 3 continents and 15 cities worldwide, the platform enables local and regional brands to access global marketplaces while supporting international companies entering the GCC's rapidly expanding e-commerce market.





GWC SOLUTIONS



GWC Energy Services is a specialised subsidiary of GWC, delivering integrated logistics solutions for the energy sector. Operating from strategic supply bases in Ras Laffan and Mesaieed, it supports onshore and offshore operations through services including supply base management, HAZMAT logistics, marine support and project logistics.

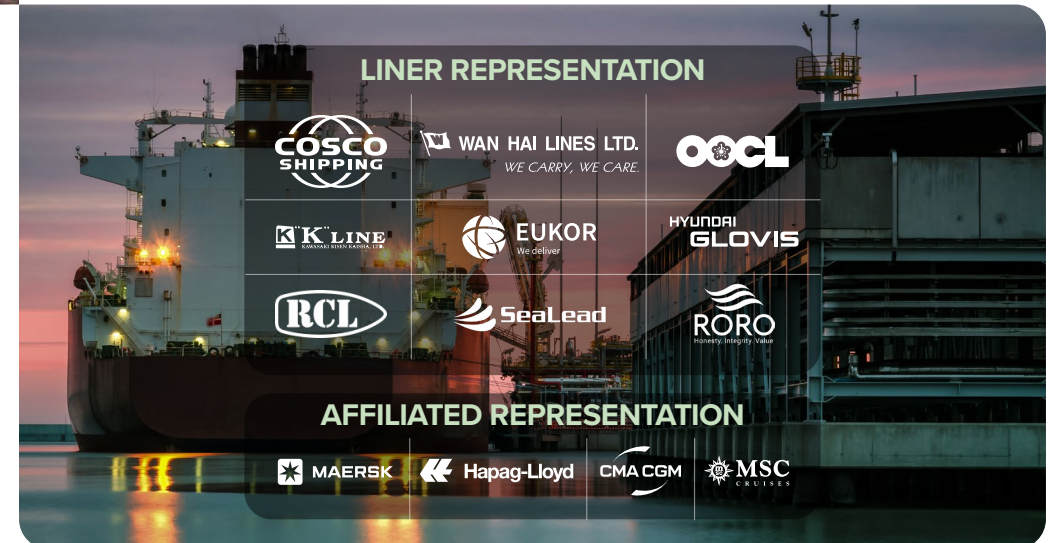
Backed by advanced infrastructure and strict QHSE standards, GWC Energy ensures safe, efficient and reliable operations across the oil and gas value chain.

Yearly	1,500 Vessel calls	2,500 Crew changes
	1,750 Import & export shipments	



GWC's Shipping Division is a wholly-owned division of GWC (Q.P.S.C.), overseeing multiple subsidiaries that provide comprehensive maritime solutions. Established to meet customers' growing needs, our services include full cargo agency, crew logistics, husbandry, transits, dry docking, bunker calls, protective agency, financial management and fully outsourced solutions managed through our service center hubs.

12 Main lines	70 NVOCCs	Over 40,000 Import RORO - Vehicles	Over 1,000 Vessel calls
80,000 TEUs Annually Import	30,000 TEUs Annually Export	Over 47% Market share - Import of passenger vehicles	





DIGITAL GWC

GWC's Digital Infrastructure and Business Applications adapt to an agile and scalable approach to streamline our operations, improve efficiency and enhance customer satisfaction. The focus on corporate digital strategy is mainly focused on:

- Automation
- Data analytics
- Mobile technology
- Cloud computing
- Innovation



LEDD Technologies is a fully owned subsidiary of GWC Q.P.S.C., established in 2018 to be the digital transformation partner of choice, supporting internal processes and our clients digital journey.





GWC | THE AUTHORISED SERVICE CONTRACTOR FOR UPS IN QATAR

UPS EXPRESS

UPS SUPPLY CHAIN



A dedicated team
of over **150**
employees



Over **25**
dedicated
vehicles



Services Offered:

- Pick-up and delivery of express packages
- Multi-modal offerings
- Contract logistics
- Customs brokerage



Country Office and Express Shop

D-Ring Road



Access to shipping
tools, visibility tools
and track & trace tools



ISO-certified facilities and practices,
capable of handling items as diverse
as F&B, HAZMAT, horses, fine art
and others

Sorting Facility and Express Shop

Ras Bufontas Free Zone



OUR FIFA WORLD CUP 2022 LEGACY



Delivering the Logistics Mandate for FIFA WORLD CUP QATAR 2022™



Infrastructure

The infrastructure developed by GWC supported Qatar to deliver a memorable FIFA World Cup™. A dedicated 50,000m² warehouse footprint was the foundation for success. More than 350 dedicated vehicles travelled 1,900,000 km on distribution runs, powered by six custom logistics systems and 1,400 employees in the operation.



50,000 SQM
Warehouse



+1,400
Human capital



+1.9 million KM
Travelled



+350
Dedicated vehicles

Scope

Delivering Qatar 2022™ involved an extensive range of integrated logistics services, from venue management to shipping, customs clearance, warehousing, distribution, logistics fleet management, vehicle delivery permits, reverse logistics and last-mile delivery.



+15 million
Cans of beverages



+3.8 million
Linens



+1.8 million
Pieces of equipment



+200,000
Pieces of media and
broadcasting equipment



+200,000
Hospitality
match tickets



+193,600
Fixtures

Venue

Qatar hosted the most compact tournament with a distinctively compact footprint encompassing over 75 official sites. The expertise developed by GWC in sports logistics management for over 15 years ensured perfect coordination and fulfilment of all requirements in these venues. The dedicated team of skilled professionals, trucks, specialised equipment provided hassle-free venue management to all key stakeholders like FIFA, HCO, CA's, media, catering, F&B and event management companies.



32
Team base camps



32
Team hotels



9
Fan zones



8
Stadiums



2
Airports



2
Seaports



2
Media hubs

Stakeholders

Successfully delivered all logistics mandates on time and in full for a host of stakeholders, including FIFA, host country, participating teams, commercial affiliates, broadcasters, media rights licensees, fans, staff, suppliers and vendors.



FIFA



Host country



Participating teams



Commercial
affiliates



Broadcasters
and media



Fans

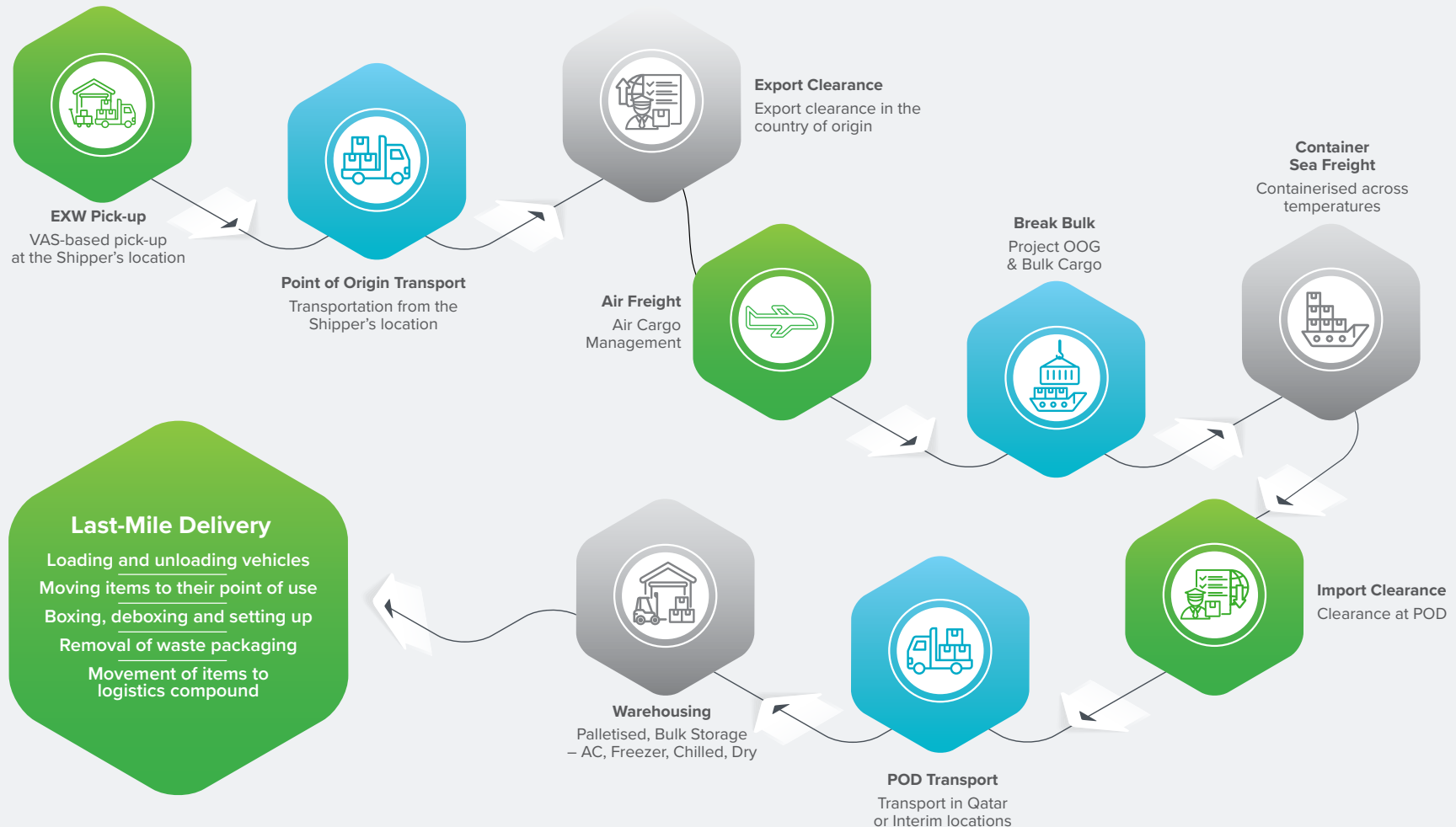


Suppliers
and vendors



OUR END-TO-END LOGISTICS

At GWC, we manage the full journey of goods from the time they are picked up at the point of origin to their final delivery. The illustration below shows how each stage connects and how we integrate Environmental, Social and Governance (ESG) principles throughout the process.





EXW Pickup and Point of Origin Transport

We collect shipments directly from suppliers and move them to our logistics hubs. Our teams use modern tools to plan the most efficient routes.

Our ESG Considerations:

- **Emissions:** We track fuel usage and take steps to reduce carbon output from our fleet.
- **Waste:** We reduce excess packaging during pickup and reuse materials whenever possible.



Export and Import Clearance

When goods cross borders, our team handles customs procedures and documentation with care. We place a strong emphasis on keeping trade documents secure and encouraging digital processes.

Our ESG Considerations:

- **Paper Reduction:** We promote digital processing to reduce paper use.
- **Waste:** We manage packaging waste that may arise from inspections or repacking at customs.



Freight (Air, Sea or Break Bulk)

Our freight services include air cargo, container sea freight and break bulk. We also support port-side services through our marine team.

Our ESG Considerations:

- **Emissions:** While carriers produce the most emissions, we work with partners to promote fuel efficiency.
- **Waste:** This includes pallets, wraps and protective materials used around cargo.



POD Transport (Point of Delivery)

After customs clearance, we move goods across Qatar and the region through our fleet.

Our ESG Considerations:

- **Emissions:** We monitor and manage fuel use across our vehicles.
- **Waste:** Final delivery sometimes involves new packaging, which we aim to minimise.



Warehousing

Our warehouses support a wide range of products, from general goods to specialised categories like Hazmat, Pharma and Fine Art. We also manage document storage with a focus on data security.

Our ESG Considerations:

- **Energy:** Used for lighting, cooling and temperature-controlled storage.
- **Water:** Consumed for cleaning, maintenance and cooling systems.
- **Waste:** Sorted and handled responsibly, including both regular and hazardous waste streams.



Last-Mile Delivery

We handle the final step of delivery, including setup and removal of leftover packaging. Our dedicated distribution network and UPS services help us reach the final destination efficiently.

Our ESG Considerations:

- **Emissions:** Last-mile delivery often involves small vehicles with higher carbon intensity.
- **Waste Management:** We collect and dispose of packaging waste responsibly.





OUR ESG STRATEGY

At GWC, our ESG strategy reflects our shared vision and core values, demonstrating our commitment to integrating Environmental, Social and Governance (ESG) principles into all aspects of our operations. Our strategy is built on three foundational pillars: Sustainable Logistics, Inclusive Growth and Ethical Leadership, which drive our overarching ESG goal of “Delivering Sustainable Logistics Innovation”.

Our ESG framework provides a structured approach to addressing key ESG priorities.

Recognising the impact of our actions on both the environment and society, we align our ESG priorities with the United Nations Sustainable Development Goals (SDGs) and Qatar National Vision 2030.

We are working towards 9 SDGs across our 3 ESG Pillars



SUSTAINABLE DEVELOPMENT GOALS

OUR GOAL

Delivering Sustainable Logistics Innovation

OUR STRATEGY



SUSTAINABLE LOGISTICS
Environmental



INCLUSIVE GROWTH
Social



ETHICAL LEADERSHIP
Governance



We bring our ESG goal to life through:

Our Strategy

Defining clear ESG commitments, setting measurable targets and tracking performance indicators to drive progress towards our goal in every area where we operate.

Our Actions

Implementing industry best practices and leveraging various mechanisms to advance our ESG commitments while contributing to the United Nations Sustainable Development Goals (SDGs).

Our Giving

Promoting inclusive development by prioritising local talent, investing in impactful CSR initiatives and providing continuous learning and education opportunities to empower individuals and communities.



OUR GOVERNANCE

GWC is committed to maintaining and proactively fostering a culture of transparency, accountability, integrity and compliance across all aspects of its business. Ethical leadership is at the core of our governance approach, with the Board of Directors holding ultimate responsibility for overseeing GWC's activities, ESG strategies and commitments.

As a QSE-listed company, we adhere to applicable QFMA requirements and the Corporate Governance Code, and demonstrate our governance practices through annual reporting.

BOARD OVERSIGHT AND GOVERNANCE STRUCTURE

The Board of Directors plays a critical role in guiding GWC's long-term strategy, overseeing responsible risk management and ensuring transparent corporate practices. To enhance governance effectiveness, the Board has established committees with clearly defined mandates covering audit, nomination, remuneration, risk management, compliance and related governance oversight matters.

Following the issuance of the updated QFMA Governance Code for Listed Companies in 2025, GWC will review its Board Committee structure, Committee mandates and related governance arrangements within the prescribed reconciliation period.

These Committees operate under clearly defined mandates, reporting directly to the Board to reinforce accountability, transparency and stakeholder confidence.

The Chairman of the Board does not serve on any Board Committee, ensuring independence and objectivity in decision-making. The roles of the Chairman and Group Managing Director are distinct and separate, ensuring balanced leadership and effective oversight.

Below is an overview of GWC's Board structure, followed by details of each Committee's focus areas.

Committee	Focus Area
Audit Committee	• Overseeing internal control systems and conducting periodic reviews • Ensuring external auditor independence, compliance with International Financial Reporting Standards (IFRS) and International Standards on Auditing (ISA) • Reviewing the accuracy and validity of financial statements and periodic reports • Providing oversight of ESG reporting and disclosures – Supervising and coordinating with Internal Audit, Compliance and Risk functions and verifying the implementation of necessary controls and training programs • Reviewing related-party transactions to confirm they meet the relevant controls



Committee	Focus Area
Nomination and Remuneration Committee	• Developing criteria for Board membership and succession planning for Senior Executive Management • Recommending suitable candidates for Board membership and vacant senior roles • Reviewing Board performance and providing an annual report on strengths, weaknesses and improvement proposals • Setting the company's remuneration policy, including for the Chairman, Board Members and Senior Executive Management • Recommending the annual bonus pool criteria and determining the actual bonus pool based on performance • Ensuring the remuneration structure aligns with long-term growth and success, incorporating both fixed and performance-related components • Presenting the remuneration policy to shareholders for approval at the General Assembly

As of year-end 2025, GWC's Board of Directors comprises nine members, including members classified as independent in accordance with the applicable governance disclosures for the reporting period. The Board also values diversity, with one female Board Member, Ms. Hanadi Al Saleh, Chairwoman of Agility, contributing to Board gender diversity of 11%.

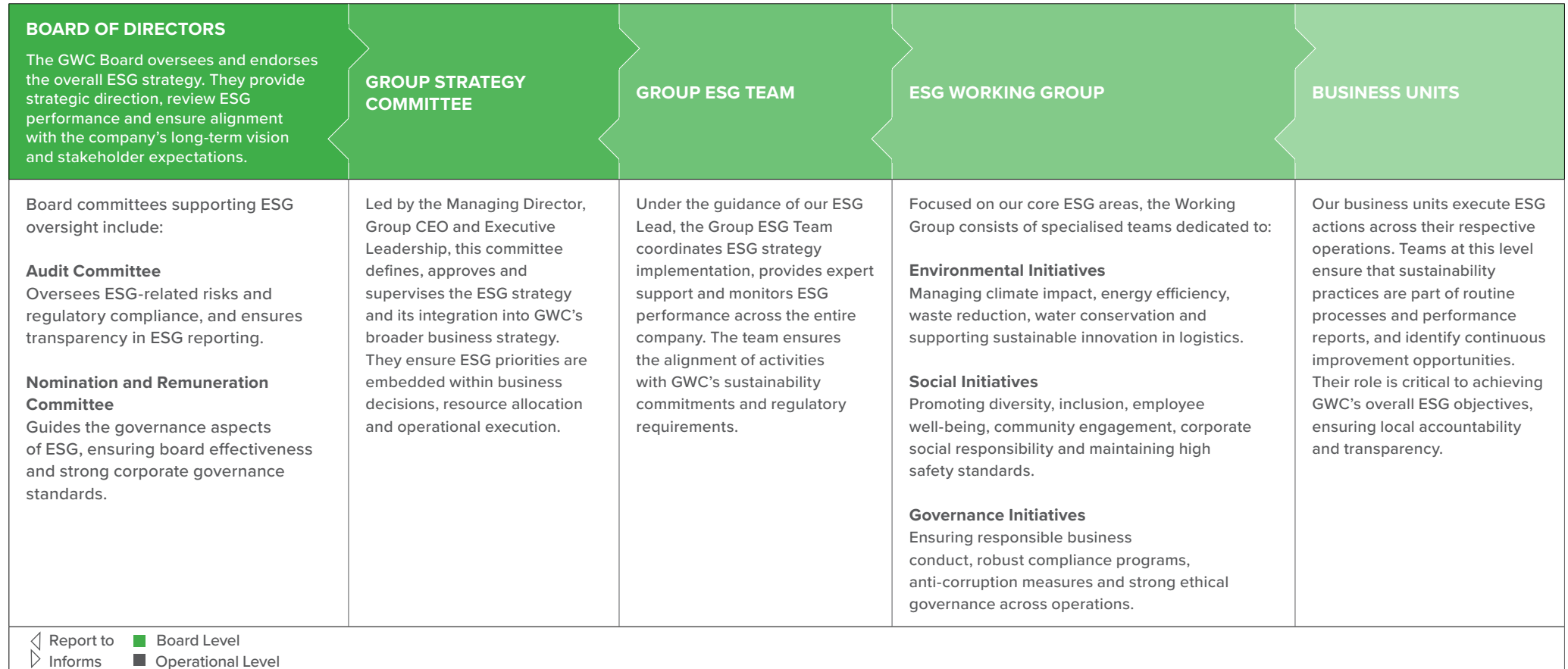
GWC adheres to applicable QFMA Corporate Governance requirements relating to Board composition, including the presence of non-executive and independent Board members. The Board structure is outlined in Article 25 of GWC's Articles of Association, defining a nine-member elected Board, with all members elected by the General Assembly via secret cumulative ballot every three years.

During 2025, the Board met six times, including once per quarter, while the Audit Committee met in accordance with its approved charter to review financial reporting, risk, control, audit, compliance and ESG-related matters. The Nomination and Remuneration Committee meets in accordance with its approved charter to oversee Board appointments, succession planning, remuneration policies and incentive-related matters.



OUR ESG GOVERNANCE

At GWC, our Environmental, Social and Governance (ESG) practices are deeply integrated into our corporate strategy. Our structured approach ensures clear accountability, consistent oversight and practical implementation across all areas of our business.



In 2025, GWC strengthened its ESG governance by enhancing executive leadership roles and improving the company's overall management structure. The appointment of the GCEO further supported clear executive accountability, strategic delivery, responsible resource management and ethical business conduct. These governance arrangements continue to support clearer reporting lines, effective oversight and timely decision-making across the organisation.

GWC's ESG governance is supported by the Board of Directors, Board Committees, Executive Management and responsible functions across the business. Detailed information on the Board, Board Committees, Executive Management structure, Internal Control and Corporate Governance arrangements is presented in GWC's Annual Report and Corporate Governance disclosures.



2025 KEY HIGHLIGHTS

SUSTAINABLE LOGISTICS

We are committed to reducing our carbon footprint and maximising resource efficiency by cutting greenhouse gas emissions, advancing waste reduction, recycling and adopting renewable energy.

Our Targets

Fleet Emission Reduction

3%

Reduction in Scope 1 emissions by 2030 from the 2023 baseline

Energy (Electricity)

6%

This reduction is primarily attributed to the clearer segregation of electricity consumption between tenants and GWC's operations

Water

12%

Reduction in our consumption by 2030 from the 2023 baseline

Waste Reduction

20%

Reduction in the quantity of waste generated by 2030 from the 2023 baseline

Recycling

20%

Increase the recycling rate of waste diverted from landfills through recycling or reuse by 2030 from the 2023 baseline

Our 2025 Highlights

Fleet Emission Reduction

-6%

Scope 1 greenhouse gas (GHG) emissions reduction compared to the 2023 baseline

Energy (Electricity)

-17%

This reduction is primarily attributed to the clearer segregation of electricity consumption between tenants and GWC's operations

Water

+3%*

Increase in water consumption compared to the 2023 baseline

Waste Reduction

+16%*

Change in waste generated compared to the 2023 baseline

Recycling

-1%

Decrease in the recycling rate of waste diverted from landfills compared to the 2023 baseline



*Water consumption has increased by 3%, primarily attributed to full operational capacity in the FLAG Oman warehouses, and significant energy reductions compared to 2024, due to clearer data segregation of electricity consumption between GWC and its tenant operations.



INCLUSIVE GROWTH

We are committed to creating an inclusive, safe work environment, encourage employee growth and support our communities. Prioritising diversity, professional development, health and safety, and community engagement to drive positive social impact.



Our Targets

Diversity and Inclusion

7.5%

Female employee representation by 2030 from the 2021 baseline

Employee Health and Safety

<1

Total recordable incident rate every year

Community Investment

2.5%

Annual contribution of our annual profit to the Sports and Social Activities Fund in Qatar

Our 2025 Highlights

Diversity and Inclusion

0.44%

Female employee representation in 2025 increase versus 2024

Employee Health and Safety

0.69

Total recordable incidents for 2025

Community Investment

2.5%
QAR 3,162,326

2025 contribution



ETHICAL LEADERSHIP

We are committed to leading with integrity and accountability, and maintaining high ethical standards.

Our Targets

Ethics and Compliance

100%

Employees are trained on GWC's Code of Conduct and Anti-Corruption

Our 2025 Highlights

Ethics and Compliance

90.3%

Employees are retrained on GWC's Code of Conduct and Anti-Corruption

Net Profit (QR Million)

120

Million Qatari Riyals

Gross Revenue (QR Million)

1,382

Million Qatari Riyals

Total Assets (QR Billion)

5.132

Billion Qatari Riyals

Qatar Local Procurement (QR Million)

148

74.98% of our spending in 2025





SUSTAINABLE LOGISTICS

In this chapter, we share our progress towards our commitment to emissions reductions and waste recycling.

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OUR STRATEGY

Our commitment to environmental sustainability integrates sustainable logistics as part of our core strategy, driving long-term impact through responsible operations and innovation. We operate an ISO 14001:2015-certified Environmental Management System (EMS) across our key business areas in Doha, Qatar and FLAG Oman Operations. Our EMS system covers the scope of our activities encompassing Contract Logistics Management (Warehousing and Distribution), Freight Forwarding, Transport Operations and Workshop, ISO Tank Cleaning and Repair, Container Yard Services, International Moving and Relocation Services (IMRS), Records Management Services (RMS), Courier Management, Information Technology and Data Centres, Human Capital Management, Contracts and Procurement, Facility Management, Quality, Occupational Health and Safety, Sustainability and Environment (QHSSE), Security Management and Fine Arts Handling.

Our Environmental Strategy is built within our foundational pillar called **Sustainable Logistics**, which is structured around key environmental focus areas. These are:

Reducing Greenhouse Gas (GHG) Emissions

- **Emission Reduction:** We implement carbon-reduction strategies, optimise fuel efficiency, integrate low-emission technologies and transparently report our GHG performance.
- **Energy Optimisation:** We deploy energy management systems and invest in energy-efficient technologies to reduce energy consumption.
- **Responsible Water Management:** We implement targeted water conservation measures supported by rigorous monitoring and efficiency-enhancing practices.

Waste Management and Resource

- We actively enhance resource efficiency through robust waste reduction, reuse and recycling programs, by continuously monitoring and optimising processes to minimise our environmental footprint.





OUR 2025 KEY ACTIONS

Reducing Scope 1 emissions

In 2025, we expanded the boundary of our Scope 1 disclosures to include fugitive emissions from refrigerants, alongside direct fleet emissions. This enhancement has increased our reported total Scope 1 emissions year-on-year, reflecting improved transparency rather than an underlying rise in operational emissions.

Fleet emissions totaled 28,049 tonnes of CO₂e, achieving a 2.4% reduction compared to 2024. This performance was driven by the continued rollout of Euro V-compliant trucks, delivering higher fuel efficiency and lower emissions. Additional reductions were realised through focused driver training and advanced route optimisation, improving fuel efficiency across operations.

Fugitive emissions from refrigerants amounted to 39,146 tonnes of CO₂e in 2025, calculated based on annual refrigerant consumption (kg). This newly reported category underscores the growing relevance of emissions from cooling systems and the need for enhanced monitoring and management.

Following the expansion of our Scope 1 boundary, we have refined our emissions reduction target to maintain clarity and accountability. Our previous target of a 3% reduction in total Scope 1 emissions, against a 2023 baseline, has been revised to apply exclusively to direct fleet emissions, excluding refrigerant-related emissions. This ensures alignment between our targets and the emission sources most directly influenced by operational efficiencies.

Improving Scope 2 performance

In 2025, our Scope 2 (location-based) emissions were 49,339 tonnes of CO₂e, covering operations in Oman and Qatar. Data for Saudi Arabia, Bahrain, the Netherlands and the UAE is currently unavailable and will be incorporated as data coverage improves.

Electricity consumption totaled 93,093,431 kWh during the year. Scope 2 emissions decreased from 59,131.6 tonnes of CO₂e in 2024 to 49,339 tonnes of CO₂e in 2025. This reduction primarily reflects improved data accuracy, driven by clearer segregation between tenant electricity usage and GWC's operational consumption, which was not fully distinguished in the prior year.

Total energy consumption declined from 175,288,679 kWh in 2024 to 171,793,134 kWh in 2025. This was mainly due to slightly lower activity in the contract logistics business unit, coupled with enhanced energy monitoring and control measures implemented across operations.

We continue to implement energy efficiency initiatives across our facilities, including the phased replacement of conventional lighting with LED systems and the upgrade of older air conditioning units to newer, more efficient systems utilising R410A refrigerant. These measures are expected to further optimise energy consumption and support ongoing emissions reduction effort.

Engaging our Supply Chain and Improving Data (Scope 3)

To strengthen our performance on indirect emissions, we worked closely with tenants and supply chain partners throughout the year. We expanded our monthly monitoring of tenant electricity usage through submetering, which supports transparent energy billing and encourages efficient energy practices.

We also continued efforts to improve data coverage across our international operations, including Oman, Saudi Arabia, Bahrain, the UAE and the Netherlands. While some environmental data remains under validation, we are actively working to complete and verify these datasets as part of our broader sustainability reporting goals.

Water consumption

In 2025, total water consumption was 981,625 m³, compared to 1,028,970 m³ in 2024. This decrease is primarily attributable to improved segregation between tenant water usage and GWC's operational consumption, which was not fully distinguished in the previous reporting year.

Despite the reported reduction, underlying total water demand increased overall, driven mainly by higher tenant consumption and a decline in the production of Treated Sewage Effluent (TSE) during the year.

TSE production from our Sewage Treatment Plant (STP) decreased from 162,294 m³ in 2024 to 150,810 m³ in 2025. This reduction was primarily due to operational disruptions caused by one month of scheduled maintenance activities. TSE continues to play a key role in our water management strategy and is reused for irrigation purposes, including the maintenance of trees, shrubs and landscaped areas at the Bu Sulba Logistics Park facility.





OUR 2025 ENGAGEMENT HIGHLIGHTS

Supporting our sustainable logistics commitment through visible actions



GWC Group and Yellow Door Energy Announce Major Solar Power Partnership

GWC partnered with Yellow Door Energy to develop one of the GCC's largest private solar power projects across key logistics hubs, supporting renewable energy adoption and reducing carbon emissions.

GWC Group announced a strategic partnership with Yellow Door Energy to develop one of the GCC region's largest private solar energy projects across key logistics hubs, including Logistics Village Qatar, Bu Sulba Warehousing Park and Al Wukair Logistics Park. The initiative marks a significant milestone in GWC Group's sustainability journey, reinforcing its commitment to reducing carbon emissions, promoting renewable energy adoption, and supporting Qatar National Vision 2030 and the country's Net Zero goals. Through this landmark project, GWC Group continues to strengthen its position as a leader in sustainable logistics by integrating innovative green solutions across its operations and advancing environmentally responsible business practices.



MEED Awards for Best Water Recycling Project

GWC Group was named Qatar's National Winner in the wastewater treatment sector at the prestigious MEED Projects Awards 2025 for its Sewage Treatment Plant at the GWC Bu Sulba Warehousing Park. The award recognizes the company's commitment to sustainability, environmental responsibility and the development of world-class infrastructure aligned with Qatar National Vision 2030.

The facility treats 456 cubic meters of water daily and recycles Treated Sewage Effluent (TSE) for irrigation across landscaped areas within the logistics park, supporting sustainable water management and reducing environmental impact. The recognition further reinforces GWC Group's leadership in delivering innovative, growth-oriented and sustainable logistics infrastructure across the region.



Forbes 2025 Sustainability Leader Awards 3rd Consecutive Year

GWC was ranked among Forbes Middle East's Sustainability Leaders 2025, recognising its strong commitment to ESG practices and sustainable development across its operations.

GWC Group ranked ninth regionally in the transport and logistics category on Forbes Middle East's Sustainability Leaders 2025 list, recognising the company's strong commitment to Environmental, Social And Governance (ESG) practices and sustainable development initiatives. The recognition highlights GWC Group's ongoing efforts to integrate sustainability into its business model through initiatives focused on emissions reduction, waste recycling, water conservation, renewable practices and community engagement, in alignment with Qatar National Vision 2030 and the United Nations Sustainable Development Goals (SDGs). The company's sustainability achievements include recycling over 2,200 tons of waste in 2024, reducing carbon emissions, and advancing innovative environmental projects such as the Biobin food waste recycling initiative and wastewater treatment programs.

GWC Free Eye Check-Up Drive – Qatar Sustainability Week 2025 (November 2025)

As part of Qatar Sustainability Week 2025 event participation, GWC organised a Free Eye Check-Up Drive for employees in collaboration with Al Dar Optics. The initiative aimed to support early detection of vision-related issues and promote awareness of eye health and preventive care practices.



OUR 2025 PROGRESS HIGHLIGHTS TOWARDS EMISSION REDUCTION

Address Climate Change Impacts and Reduce Emissions

Emission Reduction (Scope 1)

- Total Scope 1 emissions in 2025 were 67,195 tonnes of CO₂e, comprising 28,049 tCO₂e from direct fleet operations and 39,146 tCO₂e from fugitive refrigerant emissions.
- The Scope 1 boundary was expanded in 2025 to include fugitive refrigerant emissions alongside direct fleet emissions, reflecting improved disclosure transparency rather than an underlying rise in operational emissions.
- Direct fleet emissions achieved a 2.4% reduction vs 2024, driven by the continued rollout of Euro V-compliant trucks, focused driver training and advanced route optimisation improving fuel efficiency across operations.
- Fugitive refrigerant emissions (39,146 tCO₂e) are calculated based on annual refrigerant consumption (kg) and underscore the growing relevance of cooling systems and the need for enhanced monitoring.
- **Revised Target:** Our previous 3% reduction target on total Scope 1 emissions (2023 baseline) has been refined to apply exclusively to direct fleet emissions, excluding refrigerant-related emissions, ensuring alignment between targets and the emission sources most directly influenced by operational efficiencies.

67,195

tonnes CO₂e
Total Scope 1 emissions in 2025

28,049

tonnes CO₂e — direct fleet

▼ 2.4%

Reduction vs 2024

39,146

tonnes CO₂e — refrigerants
(newly reported in 2025)

Energy Optimisation (Scope 2)

- Continued retrofits of HVAC systems and increased LED lighting adoption to approximately 60% of Doha facilities, targeting 100% by 2030. Use of solar streetlights in RLIC and QFZ facilities.
- Scope 2 (location-based) emissions fell from 59,131.6 tCO₂e in 2024 to 49,339 tCO₂e in 2025, covering operations in Oman and Qatar.
- Electricity consumption totalled 93,093,431 kWh. Reduction reflects improved data accuracy through clearer segregation of tenant vs GWC operational consumption.
- Total energy consumption declined from 175,288,679 kWh in 2024 to 171,793,134 kWh in 2025, supported by lower contract logistics activity and enhanced energy monitoring.
- Continued phased replacement of conventional lighting with LED systems and upgrade of older air conditioning units to R410A refrigerant-based systems.

60%

LED lighting adoption in Qatar facilities

49,339

tonnes CO₂e
Scope 2 emissions in 2025

▼ 16.6%

Reduction vs 2024

93.1M kWh

Electricity consumed



Address Climate Change Impacts and Reduce Emissions

Managing Scope 3 Emissions

- Expanded monthly monitoring of tenant electricity usage through submetering, supporting transparent energy billing and encouraging efficient energy practices.
- Continued efforts to improve data coverage across international operations including Oman, Saudi Arabia, Bahrain, UAE and the Netherlands.

Responsible Water Management

- Decreased recycled water volume from STPs to 150,810 m³ in 2025, up from 162,294 m³ in 2024. In 2025, our total water withdrawal reduced to around 969,924 m³ in Qatar and increased to 11,701 m³ in Oman – the reduction in water consumption for our Qatar facilities is due to better data segregation of water consumption of GWC operated facilities and tenant facilities. The water consumption in Oman has increased significantly due to our warehouse operations achieving 90% capacity and increased manpower.

981,625 m³

Total water consumption in 2025

▼ 4.6% vs 2024

150,810 m³

TSE produced by STP

▼ 8% vs 2024

MEED Award for best water recycling initiative

FORBES Sustainability Leaders award for 2025, 3rd year in a row



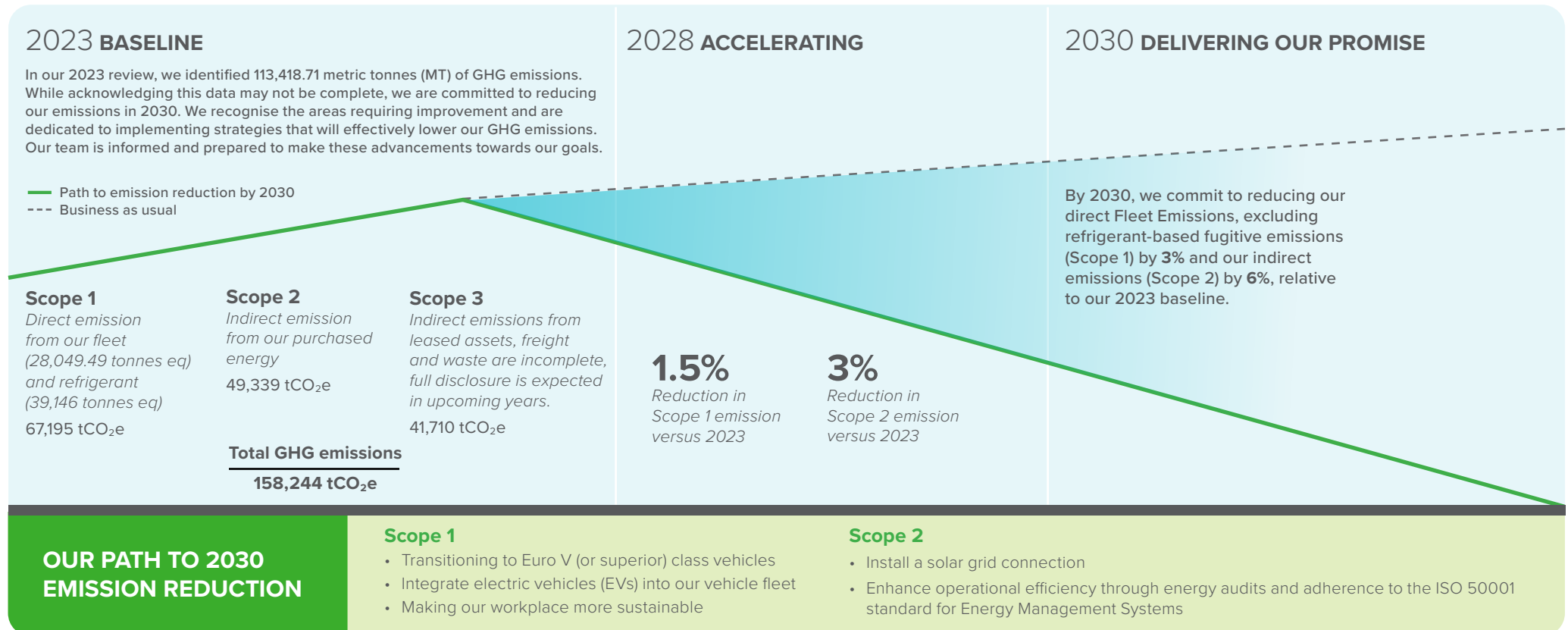
OUR PATH TO 2030 EMISSIONS REDUCTIONS

OUR STRATEGY

Our path to 2030 as introduced in 2023 (see diagram below) remains the basis for achieving GWC's reduction targets across Scope 1, 2 and 3. Our commitment remains the same:

- 3% reduction in Fleet Emissions for Scope 1 emissions by 2030, relative to the 2023 baseline. Refrigerant-based emissions are not targeted for reduction.
- 6% reduction in Scope 2 emissions by 2030, relative to the 2023 baseline.

We continue to refine data collection and operational controls, especially in our operations in KSA, Bahrain and the Netherlands. Using 2025 and comparative 2024 data, we continue to review how emissions-related matters may affect our operations, reduction priorities and longer-term sustainability objectives. This helps connect our emissions pathway with broader operational planning, business resilience and environmental performance.





OUR EMISSIONS REDUCTION CONTROLS

We remain committed to reducing GWC's overall carbon footprint through focused initiatives. Below is a summary of key actions, including 2025 and comparative 2024 data for Scope 2 and 3, along with an explanation of incomplete figures and the outlook for 2026. These actions also form part of GWC's broader response to relevant sustainability-related matters, including climate-related matters where applicable to the business.

Scope and Description	2025 (tCO ₂ e)
Scope 1 Fleet emissions (28,049.49 tonnes eq) + Refrigerant emissions (39,146 tonnes eq) (Direct)	67,195
Scope 2 Electricity from GWC-operated assets (Indirect)	49,339
Scope 3 Tenant energy (downstream leased assets)	41,710
Total	158,244

UTILISING ELECTRIC VEHICLES (EV) - OWNED (SCOPE 1)

We are committed to reducing Scope 1 GHG emissions by transitioning our owned fleet to low-emission and electric alternatives. This strategy includes: 1) gradual electrification of light-duty vehicles and on-site mobility; 2) integration of energy-efficient technologies and eco-friendly refrigerants; 3) route optimisation to reduce fuel consumption and emissions; and 4) continuous monitoring of emerging technologies for heavy-duty equipment where EV alternatives are currently limited.

While most Material Handling Equipment (MHE) and forklifts are already electric, certain heavy equipment (e.g., container handlers, reach stackers and cranes) currently lack viable electric solutions. We continue to assess technological advancements to address these gaps.

Climate-related risks and opportunities linked to fleet emissions are managed through: 1) transition risk assessments (regulatory changes, fuel costs, carbon constraints); 2) technology risk evaluation (availability and maturity of EV solutions); 3) supplier engagements through ESG-integrated procurement processes; and 4) operational risk mitigation via phased implementation and pilot testing.

Our targets include expansion of EV adoption across owned fleet in phases starting 2026, reduce Scope 1 emissions through fleet optimisation, electrification, efficiency improvements and increase share of low-emission vehicles in total fleet composition.

In 2025, we completed EV transition implementation-readiness phase, including: 1) defining operational and technical requirements for EV integration (fleet suitability, charging infrastructure

and operational needs); 2) developing technical specifications aligned with safety, performance and sustainability criteria; 3) structuring and drafting an ESG-integrated Request for Approval (RFP); 4) conducting internal review and finalisation of RFP documentation; and 5) issuing RFP to pre-qualified vendors.

Following completion of the RFP phase, the next steps include vendor selection and phased-EV deployment. This will support the long-term decarbonisation goals and strengthen alignment with climate-related disclosure requirements.

CLEAN ENERGY (SCOPE 2)

We are dedicated to using clean energy to lessen our environmental impact. Our strategy includes exploring renewable power sources and integrating solar-lighting solutions where possible. We also design our warehouses with skylights to make better use of natural light. These steps reflect our ongoing drive to adopt energy practices that are both sustainable and efficient.

In 2025, we awarded a solar energy development project, currently in the engineering phase, with expected completion by Q3 2027. Once operational, the project is anticipated to reduce GWC's total energy consumption by approximately 30%, representing a significant step toward improving energy efficiency and lowering our overall carbon footprint.



MAKING OUR WORKPLACE MORE SUSTAINABLE (SCOPE 1 AND 2 EMISSIONS)

Our workplaces are a testament to our goal of cutting GHG emissions by improving energy efficiency and using equipment that consumes less energy. During our maintenance activities and whenever feasible, we retrofit older Heating, Ventilation and Air Conditioning (HVAC) systems and lighting with efficient alternatives like Light Emitting Diode (LED) fixtures.

We also use daylight sensors, skylights and, where suitable, solar-powered lighting to minimise electricity usage. This commitment helps us reduce our Scope 1 and Scope 2 emissions while providing a comfortable and efficient environment for our employees.

Since 2024, we have continued replacing older HVAC units and lighting systems as they reach the end of their service life, particularly in Qatar, as part of our ongoing energy efficiency efforts. In Oman, all systems are already upgraded with energy-efficient technology. About 75% of our Doha warehouse lighting now uses LED fixtures, and we aim for full LED adoption by 2026. We have also discontinued the use of solar-powered streetlights to concentrate on a broader solar power plan in the coming years. While no new buildings were certified under the Global Sustainability Assessment System (GSAS) this year, we are exploring the ISO 50001 standard to further enhance our energy management. Looking ahead, we plan to keep upgrading our workplaces and integrating robust energy management systems to steadily lower our overall emissions.

ELECTRICITY CONSUMPTION (SCOPE 2)

We manage our electricity consumption through a comprehensive strategy of efficiency upgrades and careful monitoring. This includes retrofitting older fixtures, installing smart meters to track performance and introducing renewable energy solutions where practical. By keeping a close watch on energy use, we aim to lower our Scope 2 emissions and align our operations with broader sustainability objectives.

MONITORING AND ENGAGEMENT IN TENANT ENERGY CONSUMPTION (SCOPE 3)

We acknowledge that although we do not directly control our tenants' electricity usage, we have a responsibility to promote and share environmentally responsible practices. We record tenant energy use, hold discussions on energy conservation and offer guidance on sustainability measures. By encouraging tenants to adopt best practices, we hope to foster a collaborative effort toward reducing overall energy consumption and related emissions. In 2025, we continue billing tenants monthly based on actual consumption, which stands at about 78,699,702 (78.6 million) kWh in Qatar. We also share advice and recommendations on energy-saving measures, but ultimately, tenants decide how they manage their electricity usage. Looking ahead, we will maintain open communication and engagement strategies to help tenants see the long-term value of responsible energy practices.

REDUCING OUR SUPPLY CHAIN EMISSIONS (SCOPE 3)

We understand that reducing our supply chain emissions is a vital part of our overall sustainability strategy. Working closely with suppliers and partners, we encourage the adoption of greener practices. However, detailed data for the exact impact of these efforts is not yet fully available.

In 2025, we have not tracked our supply chain emissions in detail, but we plan to include them in our Greenhouse Gas (GHG) inventory by 2026. Our goal is to work with key suppliers to identify the biggest areas of emission and explore ways to mitigate them. At GWC, building a transparent and accountable supply chain remains a major priority for us, and we aim to share measurable progress in the years to come.





OUR WATER CONSUMPTION

Water conservation is a core part of our sustainability efforts. We fit taps with aerators, conduct regular checks for leaks and use Treated Sewage Effluent (TSE) water for irrigation. By installing smart meters and using a Sewage Treatment Plant (STP) to recycle water for landscaping and other uses, we have made strides in lowering our overall water footprint. We also comply with local regulations set by the Ministry of Municipality and Environment (MME) and work with third-party contractors to manage wastewater in sites without direct municipal connections.

In 2025, our total water withdrawal reduced to around 969,924 cubic meters in Qatar and an additional 11,701 cubic meters in Oman, the reduction in water consumption for our Qatar facilities is due to better data segregation of water consumption of GWC-operated facilities and tenant facilities. The water consumption in Oman has increased significantly due to our

warehouse operations achieving 90% capacity and increased manpower. At the same time, we decreased our STP recycling capacity to about 150,810 cubic meters, primarily due to a shutdown of our STP for a month for maintenance activities. This further helps in cutting down our reliance on municipal water. We continue to rely on daily inspections, efficient fixtures and responsible waste disposal through third-party vendors. Looking ahead, our plans include expanding STP capabilities, exploring more advanced water monitoring tools and staying compliant with MME guidelines, with the aim of meeting our 2028 and 2030 water conservation milestones.

Total Water Consumption	Source	Water Withdrawal	Water Discharge	Net Water Consumption
Middle East Operations				
Qatar	3 rd Party – Kahramaa	969,924 (m ³)	N/A	N/A
Oman	3 rd Party	11,701 (m ³)	Data Incomplete	Data Incomplete
KSA, Bahrain, UAE	Data Incomplete	Data Incomplete	Data Incomplete	Data Incomplete
European Operations - Netherlands	Data Incomplete	Data Incomplete	Data Incomplete	Data Incomplete



WASTE MANAGEMENT AND RECYCLING

At GWC, we strive to minimise the environmental impact of our operations by carefully managing our waste output. Our commitment involves detailed data collection, clear reduction targets and ongoing waste-handling innovations. We track every step of our waste lifecycle from sourcing materials to final disposal and we work closely with licensed vendors to ensure that waste is handled in line with regulations and environmental best practices.

To outline the company's approach to managing waste-related environmental impacts, including waste generation, diversion and circularity initiatives, and to demonstrate how these activities support resource efficiency and climate-risk related mitigation.



OUR APPROACH

Our approach is:

- Waste is tracked across full lifecycle, from material sourcing to final disposal
- Segregation at source is implemented across facilities
- Dedicated storage areas with clear labeling and colour-coded bins ensure proper handling
- Recycling infrastructure is continuously upgraded

We partnered with accredited disposal contractors in Qatar (Al Able, Apex, Al Suwaidi, Al Taawon, Kryslar, Core Eng'g, Dupco, Seashore) and Oman (Al Shaheen) to gain a full picture of the waste we generate.

This disclosure covers waste generated from owned and controlled operations, including:

- Warehousing and distribution activities
- Facility management and maintenance
- Logistics operations across Qatar and international sites (where applicable)

Waste streams include both:

- Non-hazardous waste: general waste, wooden pallets, plastic, cardboard
- Hazardous waste: chemical containers, oily rags, used lubricants, contaminated materials

Upstream (suppliers) and downstream (tenants) waste impacts are addressed through operational controls and engagement practices.



GWC's waste strategy focuses on waste minimisation, circularity and responsible disposal, contributing to:

- Reduced environmental footprint and landfill dependency
- Lower operational costs through material efficiency
- Reduced exposure to regulatory and environmental risks

Key strategic priorities include:

- Waste reduction at source through supplier engagement
- Expansion of reuse and recycling programs
- Strengthening data systems to support decision-making and reporting
- Integration of circular economy principles into operations

Waste-related risks and opportunities are managed through:

- Regulatory risk: Ensuring compliance with environmental laws via licensed contractors
- Operational risk: Managing increased waste volumes due to business growth
- Reputational risk: Maintaining responsible waste practices across the value chain
- Climate-related risk: Reducing landfill emissions and improving resource efficiency

2025 KEY ACTIONS

In 2025, waste generation increased to 20,658 tonnes, primarily due to increased operational activity and expanded international data collection.

To reach our 2030 target of 14,388 tonnes, we must drive substantial progress through enhanced collaboration with suppliers and tenants, and by scaling-up onsite recycling and reuse initiatives.

Looking ahead to 2026 and beyond, we are projecting an annual waste generation increase of approximately 4%, reflecting both the growth in operations and the integration of more comprehensive data from our international sites in KSA, UAE and the Netherlands. During this period, our key priorities will include stabilising data collection systems and implementing targeted waste reduction initiatives.





Data Acquisition and Monitoring

Our data collection process includes:

- Onsite logs capture daily waste generation
- Contractors provide weighbridge tickets and disposal certificates
- Data includes waste type, weight and final destination (recycling, reuse, landfill)

Data is validated through:

- Internal checks and reconciliations are performed
- Vendor data is cross-verified against onsite records
- Consolidated datasets are used for reporting and performance monitoring

Future Plans

Looking ahead, we aim to expand our most successful programs across all GWC operations including KSA, the Netherlands, the United Arab Emirates (UAE), Oman and Bahrain. By scaling up these strategies, we aim to improve stakeholder trust, lessen our environmental impact and take bigger steps toward a circular economy approach to waste management.

GWC will focus on:

- Scaling circular economy initiatives
- Enhancing supplier and tenant collaboration
- Increasing waste diversion rates
- Improving data accuracy and integration across regions

GWC has established a robust waste management framework, integrating operational controls and circularity initiatives. Despite increased waste volumes due to growth, GWC is positioned to achieve its long-term reduction targets through structured, data-driven and sustainable waste management practices.

GWC Group Marks Global Recycling Day with Sustainability Initiative

GWC Group marked Global Recycling Day by highlighting the success of its pioneering Biobin initiative, which processed nearly 100 tons of food waste in 2024 and converted close to 40 tons into nutrient-rich compost to support local agricultural projects. The initiative reflects GWC's commitment to sustainability, circular economy practices and environmental responsibility, while contributing to Qatar National Vision 2030. Alongside the Biobin project, GWC recycled more than 2,200 tons of waste in 2024 and continues to advance innovative sustainability initiatives aimed at reducing landfill dependency and promoting a greener future.

TOTAL WASTE GENERATED (tonnes)	TOTAL
Middle East Operations	
Qatar	20,298.62
Oman	359.82
KSA, Bahrain, UAE	Data incomplete
European Operations - Netherlands	Data incomplete



OUR 2025 WASTE MANAGEMENT AND RECYCLING EFFORTS

Below is a summary of the waste we generated in 2025, including the amounts we diverted from disposal and the remaining fractions that ended up in landfills. While we have more complete data for Qatar and Oman, figures from KSA, Bahrain, the UAE and the Netherlands are still being compiled.

WASTE GENERATED

In 2025, our waste generated across our operations in Qatar and Oman is presented below. KSA, Bahrain, UAE and the Netherlands data are still incomplete.

Waste Composition	Waste Generated (tonnes)
Construction Waste	92.11
E-Waste	17.95
Food Waste	76.79
General Waste	18,117.75
Glass Waste	39.09
Hazardous Waste	1.03
Metal Waste	88.04
Other	200.41
Paper and Cardboard	1,287.17
Plastic Waste	119.04
Tyres and Rubber	87.51
Wood Waste	531.55
Total	20,658.44

Key Insight: In total, 20,658.44 tonnes of waste was generated in 2025, marking an increase from the 2023 baseline of 17,985.04 tonnes. This uptick is partially due to heightened operational throughput and additional tenant activities.



WASTE DIVERTED FROM DISPOSAL

	Onsite (tonnes)	Offsite (tonnes)	Total (tonnes)
Hazardous Waste (Total)	0.00	94.12	94.12
Preparation for Reuse	0.00	0.00	0.00
Recycling	0.00	94.12	94.12
Other Recovery Operations	0.00	0.00	0.00
Non-Hazardous Waste (Total)	0.00	2,014.37	2,014.37
Preparation for Reuse	0.00	148.77	148.77
Recycling	0.00	1,865.6	1,865.6
Other Recovery Operations	0.00	0.00	0.00
Total Diverted	0.00	2,108.49	2,108.49

No onsite recovery was recorded in 2025; all diverted waste was handled offsite. Notably, 2,108.49 tonnes of waste avoided landfills through either reuse or recycling.



WASTE DIRECTED TO DISPOSAL

	Onsite (tonnes)	Offsite (tonnes)	Total (tonnes)
Hazardous Waste (Total)	0.00	1.06	1.06
Incineration (with energy recovery)	0.00	0.00	0.00
Incineration (without energy recovery)	0.00	0.00	0.00
Landfilling	0.00	1.06	1.06
Other Disposal Operations	0.00	0.00	0.00
Non-hazardous Waste (Total)	0.00	18,548.89	18,548.89
Incineration (with energy recovery)	0.00	0.00	0.00
Incineration (without energy recovery)	0.00	0.00	0.00
Landfilling	0.00	18,548.89	18,548.89
Other Disposal Operations	0.00	0.00	0.00
Total Disposal	0.00	18,549.95	18,549.95

All waste disposal was carried out offsite at accredited landfills, with 18,549.95 tonnes ultimately ending up in landfill. No incineration was recorded in 2025.



INCLUSIVE GROWTH

In this chapter, we share our progress towards achieving inclusive growth, focusing on our approach to our people Qatarization, and our corporate social responsibility initiatives.

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Our Approach to Corporate Social Responsibility	63



OUR STRATEGY

Inclusive Growth is our foundational pillar for social responsibility at GWC. With a workforce spanning 48 nationalities, we believe that diversity is not just a value — it is a competitive strength. Through our operations and community engagement, we create long-term, shared value by building an inclusive workforce, championing local talent and contributing to stronger communities across every market we serve.

We operate an ISO 45001:2018-certified Occupational Health and Safety Management System (OHSMS) in both Doha, Qatar and FLAG Oman Operations. This certification helps us maintain high standards of safety, well-being and social responsibility across all our activities. Our overarching approach to **Inclusive Growth** encompasses three key areas:

OUR APPROACH TO PEOPLE

- **Diversity and Inclusion:** We foster a workplace where individual differences are celebrated, every voice is heard, and a culture of belonging drives stronger collaboration and performance. Our ambition to achieve **Great Place to Work** certification reflects our commitment to building an environment where people genuinely thrive.
- **Equal Rights and Opportunities:** We uphold fairness and transparency at every level, ensuring that advancement is merit-based and free from discrimination. We actively measure and improve employee engagement, because we believe that an equitable workplace is also an energised one.
- **Developing Our Staff:** We invest in continuous learning, mentorship and skill-building to nurture talent and accelerate professional growth. Our people development agenda is integral to our **Great Place to Work** journey — empowering employees to grow with us and take ownership of their careers.
- **Caring for Our Staff:** Guided by our ISO 45001:2018 framework, we maintain rigorous health and safety standards alongside comprehensive employee well-being support. Beyond compliance, we are actively campaigning to deepen behavioral safety awareness across our workforce — shifting mindsets from rule-following to personal ownership of safety — because we believe every colleague deserves to go home safe, every day.

OUR APPROACH TO QATARIZATION

- We actively recruit, mentor and develop local talent to contribute to national goals and strengthen our workforce diversity. By integrating Qatari employees at all levels, we help foster economic resilience and shared prosperity.

OUR APPROACH TO SOCIAL RESPONSIBILITY

- We partner with community organisations, engage in volunteer programs and support initiatives that enhance social welfare. Our focus extends beyond our operations, aiming to uplift local communities, protect the environment and drive inclusive progress.





OUR 2025 KEY ACTIONS

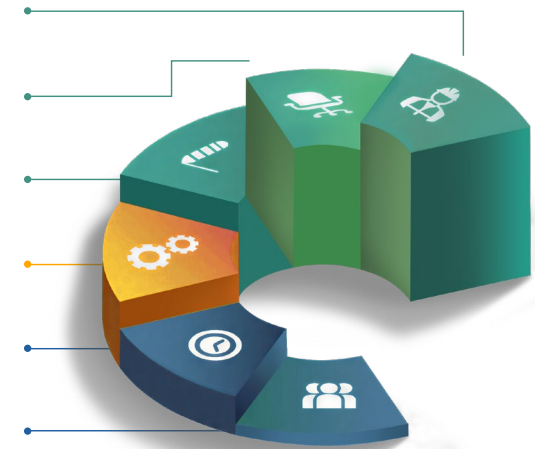
CARING AND DEVELOPING OUR STAFF

The **Learning and Development** function sustained strong governance across the 2025 performance cycle, achieving a 99.76% completion rate in the annual performance management process. Post-calibration accuracy reached 97% against the corporate bell curve, demonstrating robust alignment with performance standards and consistent rating application across business units.

On the capability-building front, 1,283 training hours were delivered in December, with 2,393 average monthly training hours and 8.4 hours per employee annually. While 86% of employees completed at least one training this year, HSSE mandatory training distribution currently stands at 55%, and given its critical importance, this area requires priority focus to achieve the required 100% compliance.

GWC TRAINING STRATEGY 2026

Mandatory	Safety Trainings
Mandatory	Corporate/Compliance Trainings
Mandatory	Critical Technical Trainings
Behavioural	PMS-Driven Trainings
Recommended	Technical (Enablement) Trainings
Recommended	Safety (Enablement) Trainings



5.45%

Female
Employment
Rate (%)

48

Nationalities
Represented
(Number)

0

Discrimination
Incidents
(Number)

27,901

Total
Training Hours
(Number)

30

Total
Work-Related
Injuries
(Number)

0.69

Rate of
Work-Related
Injuries
(Per 200,000
Hours)

0

High-
Consequence
Injuries
(Number)

0

Fatalities
(Number)

4,519

Safety
Observations
(Number)



OUR PROGRESS TO QATARIZATION

Throughout 2025, GWC enhanced its collaboration with local universities to attract more Qatari graduates. We refined our graduate trainee programs and introduced tailored career development initiatives to better support national talent. Our leadership development courses and higher education sponsorships offer Qatari employees the advanced skills necessary for long-term career progression.

GWC's Qatarization rate remained stable at 5.60%. In addition, Qatari nationals occupied 6% of leadership roles, while 1.7% of Qatari employees held senior management positions.

**5.60%**

Qatarization Rate (%)

6%

Qatarization in Leadership (%)

1.7%

Qatari Staff in Senior Management (%)



ADVANCING OUR SOCIAL RESPONSIBILITY COMMITMENT

In 2025, we continued to strengthen our commitment to sustainability, operational excellence and community engagement through impactful initiatives and strategic partnerships. GWC Group announced one of the GCC region's largest private solar energy partnerships with Yellow Door Energy, supporting renewable energy adoption across Logistics Village Qatar, Bu Sulba Warehousing Park and Al Wukair Logistics Park. We also highlighted the success of our Biobin sustainability initiative, which transformed nearly 100 tons of food waste into nutrient-rich compost supporting local agricultural projects and circular economy practices.

Employees also participated in various community and well-being initiatives, including the GWC Mini Marathon during Qatar National Sports Day and a blood donation campaign organised in collaboration with Hamad Medical Corporation. These initiatives reflected our culture of teamwork, wellbeing and social responsibility.

Our continued focus on sustainability best practices earned us recognition once again from Forbes Middle East, which named GWC Group among the Sustainability Leaders 2025 for

the third consecutive year. GWC Group also received several prestigious recognitions throughout the year, including the 'Logistics Project of the Year' award for Al Wukair Logistics Park and the MEED Projects Award in the wastewater treatment sector for the Sewage Treatment Plant at Bu Sulba Warehousing Park.

We also strengthened our commitment to operational excellence and governance through the renewal of our ISO Record of Verification certification and by receiving first-time credit ratings from Capital Intelligence with a 'Stable' outlook. Additionally, GWC Group was recognised by Qatar's General Authority of Customs for continued compliance with Authorised Economic Operator (AEO) standards, reinforcing our leadership in customs clearance and logistics services.

3rd Year Recognised

Forbes Middle East Sustainability Leaders 2025

Project Award Won

MEED Projects Award - Wastewater Treatment Sector

Major Sustainability Initiative

Yellow Door Energy Solar Partnership



OUR APPROACH TO PEOPLE

Our approach to people revolves around cultivating a workplace where everyone feels valued, supported and empowered to grow. This approach is anchored by our commitment to diversity and inclusion, employee engagement, supporting women, training and development programs, and staff retention initiatives. We also ensure equal rights and opportunity, foster staff development through continuous learning and provide competitive compensation and benefits. Through these efforts, we strive to maintain a positive, high-performing culture that helps our teams succeed both personally and professionally.

DIVERSITY AND INCLUSION

GWC remains firmly committed to fostering a diverse and inclusive workplace that reflects the global nature of our operations. We recognise that diversity of thought, background and experience enhances innovation, decision-making and overall business performance.

Our **Human Capital Management** function continues to promote an inclusive culture that values respect, equal opportunity and professional growth. We actively engage employees across multiple geographies including Qatar, KSA, UAE, Oman and other regions, ensuring alignment with both local and international workforce dynamics.

In 2025, our focus evolved beyond representation to strengthening inclusive practices through structured engagement and governance. Key initiatives include:

- **Employee Engagement Programs** aimed at strengthening communication, recognition and employee experience
- **Women Empowerment Initiatives** supporting career development, inclusion and leadership participation
- **Training and Development Programs** aligned with performance outcomes and behavioral competency gaps
- **Performance Governance and Performance Improvement Plan (PIP) Framework** ensuring structured support for employee improvement and fair performance outcomes
- **Digital Learning & Accessibility** through LMS and e-learning platforms, enabling inclusive and flexible learning opportunities

We continue to ensure that all employees have equal access to development opportunities, fair performance evaluations and transparent career progression pathways.

Our recruitment strategy remains globally inclusive, focusing on building a workforce that reflects diverse nationalities, cultures and expertise across our operations. This approach strengthens our adaptability in international markets while enriching our organisational culture.

Looking ahead, GWC will continue to enhance its diversity and inclusion agenda by integrating inclusive leadership practices, expanding digital learning accessibility and strengthening employee engagement frameworks to support a resilient and high-performing workforce.





EMPLOYEE ENGAGEMENT

At GWC, employee engagement is a strategic priority that underpins our ability to deliver sustained business performance. Our approach focuses on creating a connected, inclusive and high-performing workplace where employees feel valued, motivated and aligned with organisational goals.

We recognise that engagement extends beyond activities —it is driven by meaningful work, transparent communication, recognition and opportunities for growth. In 2025, we continued to strengthen our engagement framework by integrating it more closely with performance management, learning and development, and organisational governance practices.

Our Engagement Model is built around seven key pillars:

- **Connection and Collaboration:** We continue to promote teamwork and cross-functional collaboration through structured team-building initiatives across business units. These initiatives are designed to enhance communication, build trust and strengthen alignment between leadership and frontline teams, supporting a more cohesive and resilient workforce.
- **Employee Well-Being and Work-Life Balance:** We remain committed to supporting the physical, mental and emotional well-being of our employees through targeted wellness initiatives and corporate programs. Events such as Qatar National Sports Day and other well-being initiatives encourage active lifestyles, strengthen team spirit and promote a balanced work environment.
- **Recognition and Rewards:** Recognition remains a cornerstone of our engagement strategy. In 2025, GWC introduced a structured **Motivational Rewards Program**, designed to recognise and reward employee contributions across multiple categories aligned with organisational priorities and performance outcomes. The program incorporates a range of recognition categories that acknowledge individual excellence, team achievements, innovation and contributions to organisational values.

This enhanced framework ensures a more inclusive and transparent approach to recognition, enabling broader participation across business units and employee groups. By aligning recognition with performance management outcomes and organisational values, GWC continues to reinforce a culture of accountability, appreciation and high performance.

Additionally, strengthened governance mechanisms have been implemented to ensure consistency, fairness and standardisation in the nomination and evaluation process, further embedding recognition as a key driver of employee motivation and engagement.
- **Employee Voice and Communication:** GWC maintains open and structured communication channels to ensure employee feedback is actively captured and addressed. Through performance discussions, engagement touchpoints and feedback mechanisms, we foster a culture of transparency, continuous improvement and shared accountability.

- **Digital Learning Enablement:** Our Learning Management System (LMS) continues to play a key role in driving engagement by providing employees with access to e-learning, compliance training and self-directed development opportunities. This has strengthened a culture of continuous learning and increased accessibility across our workforce.
- **Performance Management Integration:** Engagement is closely linked to our enhanced performance management framework, which includes structured goal-setting aligned with SMART principles, transparent evaluation processes and fair calibration practices. This ensures employees have clarity on expectations and a strong sense of purpose in their roles.
- **Performance Improvement and Support:** The introduction of a formal Performance Improvement Plan (PIP) framework provides structured support for employees requiring development, reinforcing our commitment to employee growth, fairness and accountability.





2025 HIGHLIGHTS

- During the year, GWC continued to deliver impactful engagement initiatives across its operations in Qatar and other regions
- Expanded team-building programs across multiple divisions, enhancing collaboration and strengthening relationships between management and frontline employees
- Continued recognition programs with increased participation across business units, reinforcing a culture of appreciation
- Successful organisation-wide initiatives promoting well-being and team spirit, including participation in Qatar National Sports Day
- Ongoing support for employee-led activities and achievements, strengthening community and organisational pride
- Increased adoption of digital learning and engagement platforms, enabling broader participation and accessibility





SUPPORTING WOMEN

GWC is committed to creating an inclusive workplace where women are supported to grow and succeed across all levels of the organisation. We focus on providing equal opportunities through structured learning, career development and fair performance practices.

In 2025, while there was a slight decline in overall female representation due to operational factors, we continued to maintain strong engagement through targeted upskilling and development initiatives. Representation at senior management level remains an area of focus and we are strengthening internal talent pipelines through performance management and succession planning frameworks.

Our commitment to equity is reflected in improved pay balance, with a gradual increase in the median male-to-female salary ratio. We also continue to support our female workforce through well-being initiatives, healthcare benefits, and work-life balance practices.

KPI 6: Female Employment [QFMA/IFRS S1-S2: Social/Human Capital/Diversity and Inclusion]	2025	2024
Female employment rate (%)	5.45	5.01
Women in senior management (%)	4.6	0
Women in middle management (%)	14.6	15.28
Median male salary to median female salary (ratio)	0.36	0.35
Board seats occupied by women (%)	11	11

We recognise that some of the decrease in female employment and leadership representation can be attributed to project completions and market-driven shifts. Still, GWC remains focused on attracting and retaining female talent by offering comprehensive healthcare, flexible working hours and dedicated professional development pathways. Our median male salary to median female salary ratio improved slightly from 0.35 to 0.36, indicating steps toward more equitable pay structures. We also continue to hold an 11% female representation on our Board of Directors.

TRAINING AND DEVELOPMENT PROGRAMS

GWC continues to strengthen its commitment to building a high-performing and future-ready workforce through structured, performance-driven learning and development initiatives. Our **Human Capital Management - Learning and Development** function delivers integrated programs aligned with operational priorities, competency gaps and organisational strategy.

In 2025, GWC delivered a comprehensive learning portfolio covering soft skills, safety and technical training reinforcing both capability development and compliance across the organisation. Training interventions are delivered through a blended approach including classroom sessions, digital learning via LMS, workshops and on-the-job training, ensuring accessibility and scalability across our workforce.

A key focus during the year was the alignment of learning with performance management. We conducted **SMART Goal Setting** workshops for managerial staff and refresher sessions for employees at other levels. Strengthening goal clarity, KPI measurement and alignment with organisational objectives. In addition, our **Leadership Excellence Program** equipped managers with essential leadership and team management capabilities, supporting succession and leadership pipeline development.

GWC also maintained strong onboarding and workforce integration through induction programs for new employees, ensuring alignment with company values, policies and safety standards.

From a compliance and governance perspective, L&D played a critical role in supporting business assurance by achieving zero non-conformities across multiple external audits, including ISO certifications, client audits and international compliance standards. We also delivered targeted training on information security (ISO 27001), business continuity (ISO 22301) and safety awareness, reinforcing regulatory and operational excellence.

Digital learning was further strengthened through the rollout and utilisation of the **Learning Management System (LMS)** and expansion of e-learning content, enabling employees to access training flexibly and supporting a culture of self-directed learning. Additionally, the implementation and enhancement of SuccessFactors performance management system improved goal-setting, appraisal consistency and performance transparency across the organisation.

GWC also introduced department-specific customised training programs, addressing operational and behavioral needs across business units, and supported strategic initiatives such as AI awareness workshops, safety governance development and employee engagement-linked learning activities.

Through these initiatives, GWC continues to embed a culture of continuous learning, operational excellence and performance-driven development, ensuring our workforce remains agile, compliant and aligned with future business demands.



FOSTERING A DEVELOPMENT CULTURE

GWC promotes a culture where learning is a shared responsibility. Employees are encouraged to engage in coaching, mentoring and knowledge-sharing practices, creating a collaborative environment that supports continuous improvement. Development is further reinforced through structured onboarding, leadership development initiatives and department-specific training programs aligned with operational needs.

CONTINUOUS LEARNING

Our continuous learning approach is designed to build both technical and behavioural capabilities across the workforce. Key focus areas include:

- **Competency-Based Development** aligned with role-specific skills and behavioural expectations
- **Compliance and Regulatory Training** supporting safety, information security and operational standards
- **Digital and Self-Directed Learning** through LMS, enabling flexible and scalable learning access
- **Customised Training Programs** addressing specific business and operational requirements
- **External Certifications** supporting professional growth and industry alignment

In 2025, our training programs continued to evolve, with increased focus on leadership development, performance-driven learning, safety compliance and digital capability building. While training volumes fluctuated due to system enhancements and evolving business requirements, the overall focus remained on delivering high-impact, outcome-based learning aligned with organisational priorities.

Learning and Development department launched AI-based learning using the Synthesia platform. We are implementing AI-avatar-based training for enhanced learning engagement, starting with our annual code of conduct training available in Arabic, English and Hindi. Additionally, the team has identified an e-learning content library portal for integration into our LMS, providing access to resources for approximately 1000 employees. This initiative aims to significantly enhance our learning culture and training accessibility.

Training and Development [QFMA/IFRS S1-S2: Social/Human Capital/Training and Development]	2025	2024
Total training hours (number)	28,725	34,210
Average training hours per employee	8.3	10

GROWING BACK WITH GWC

GWC takes pride in welcoming new talent while also staying connected to team members who have developed their skills and expertise beyond our organisation. In 2025, 117 staff returned to GWC, reflecting our strong focus on professional development and talent retention.

During 2025, we onboarded 703 new staff members from 46 different countries across various positions. These hires include both white-collar and blue-collar roles, with 303 additional hires and 268 replacements. Many were drawn by the chance to work in the Gulf Cooperation Council (GCC) region, while others saw promising career opportunities within GWC. We keep both current and former employees informed about these openings through direct referrals, ongoing communication with the Recruitment Team, and soon, a dedicated career portal. This approach helps us continually add fresh perspectives to our organisation while retaining a supportive network of experienced professionals.

Rehired GWC Employees	117
Hired Permanently	71
Hired Temporarily	46



INTRODUCTION

SUSTAINABLE LOGISTICS

INCLUSIVE GROWTH

ETHICAL LEADERSHIP

REPORTING APPROACH





PROVIDING COMPETITIVE COMPENSATION AND BENEFITS

Our compensation decisions and benefits are guided by a total rewards philosophy to provide competitive pay and valuable benefits that support our staff's physical, financial and mental well-being. Ensuring that compensation and benefits are fair, our Remuneration Committee is responsible for supporting the strategy through design and implementation.

Our remuneration strategy considers the responsibilities and scope across all levels and functions, as well as the performance of the company. Compensation includes fixed and performance-related components, noting that such performance-related components are based on the long-term success of the company.

Employment decisions, including compensation matters, are based on legitimate business needs, job requirements and individual qualifications. Staff are compensated based on relevant skills and experience, performance in the role, and location.

We aim to deliver comprehensive benefits that help staff feel empowered and engaged in their personal and professional lives. At GWC, the benefits package includes and is not limited to the:

HEALTH AND WELL-BEING	FINANCIAL PROTECTION	FAMILY AND PERSONAL
Medical, Dental and Vision Coverage: GWC offers comprehensive medical, dental and vision coverage to protect the health of our staff and their families. Our benefits provide high levels of coverage to ensure that employees have access to quality healthcare when needed. Mental Health Support: We prioritise the mental well-being of our staff and their families by offering resources to help manage mental health needs. These confidential resources are available at minimal or no cost, ensuring that employees receive the support they require to maintain their mental health.	Life and Accident Insurance: GWC provides life and accident insurance to safeguard the futures of staff and their families in the unfortunate event of an accident or death. Disability Insurance: We offer disability insurance to preserve staff members' income in case an illness or injury prevents them from working. Pension for Qatari Employees: Qatari employees receive pension benefits as part of their employment package, ensuring financial security during retirement. End-of-Service Benefits for Expatriate Employees: Expatriate employees are entitled to end-of-service benefits upon completion of their tenure with GWC, providing financial assistance as they transition from employment with the company.	Personal Leave and Support: GWC offers flexible work arrangements and leaves of absence to accommodate staff for caregiving or grieving purposes. Additionally, employees are entitled to 30 days of annual leave with round-trip airfare tickets provided. Parental Leave: New and existing mothers benefit from generous time away from work to care for their newborns, ensuring a smooth transition into parenthood. Educational Support: Employees in managerial positions receive educational reimbursement for up to three children per annum until they reach the age of 18, reflecting our commitment to supporting their children's educational endeavours.

For temporary or project-based employees, GWC provides comprehensive benefits to support them throughout their assignments. This includes medical insurance coverage for the entirety of the project, ensuring that they have access to necessary healthcare services during their time with us. On successful completion of the project, employees are provided with a return ticket to their home country. This benefit facilitates a smooth transition back home and underscores our commitment to supporting our temporary staff members throughout their journey with GWC.





CARING FOR OUR STAFF

GWC is committed to fostering a healthy, engaged and empowered workforce. As part of our Environmental, Social and Governance (ESG) commitments, we continued to invest significantly in employee well-being during the reporting period. The initiatives below reflect GWC's dedication to holistic employee wellness — spanning physical health screenings, awareness campaigns, community health drives and active lifestyle program across all major operational sites in Qatar.

We aim to create an environment where employees feel supported and empowered — both professionally and personally. Because well-being includes physical and mental health, we embrace a broad approach to employee welfare. Our programs and benefits focus on nurturing the mind, body and purpose of our staff, giving them access to the resources needed for overall health and well-being.

Across all our operations, from offices and warehouses to logistics hubs and higher-risk sites, staff safety and personal security remain paramount. Our dedicated Health, Safety and Environment (HSE) Team, positioned throughout GWC's logistics hubs, warehouses and offices, plays a vital role in protecting our workforce. Through various initiatives, activities and communication methods, this team proactively promotes staff welfare by identifying, mitigating and monitoring safety-related issues.

GWC reinforced its commitment to employee welfare and safety throughout our global footprint, including operations in the Kingdom of Saudi Arabia (KSA), Oman, Dubai, the Netherlands and Bahrain.

OUR TARGETS AND PERFORMANCE FOR ENHANCED SAFETY AND WELL-BEING

Our primary goal remains the same — leading the industry in employee welfare and safety. Each year, we set specific targets to track and enhance our performance:

- Maintain a Total Recordable Incident Rate (TRIR) below 1 annually
- Ensure full compliance with Occupational Health and Safety (OHS) regulations
- Conduct monthly safety audits to identify workplace hazards and improve safety conditions

Below is a summary of our 2025 performance:

EMPLOYEE HEALTH AND SAFETY DATA	2025
Fatalities resulting from work-related injuries	0 (zero fatalities)
Number of fatalities from work-related ill health	Zero work-related ill health
High-consequence injuries (recovery period > 6 months, excluding fatalities)	Number: 0 cases
Recordable work-related injuries (≥1 full day away from work)	Number: 30 cases Rate: 0.69 cases per 200,000 hours worked
Total hours worked in 2025	8,634,031.39 hours

All 30 injuries resulted in lost time accidents, of which 10 were classified as critical work-related injuries, each resulting in more than seven days away from work. Each incident underwent a comprehensive investigation to pinpoint the root causes. Corresponding preventive and corrective actions, together with designated action owners, have been identified to avoid recurrence. These investigations are now concluded and all necessary measures have been implemented.

30% of injuries involved fractures (hand and foot), 30% were laceration incidents affecting hands, fingers, neck and face, 20% were crush/caught incidents affecting fingers, 17% were fracture incidents affecting foot, toes and fingers, and 3% were burn incidents affecting face. Our subsequent investigations highlighted specific areas for improvement, guiding our targeted action plans to reduce similar incidents in the future.



CONTINUING OUR COMMITMENT TO SAFETY AND EMPLOYEE WELFARE

Central to GWC's values and commitments is the health and safety of our employees, which remains our top priority. A robust health and safety management system safeguards our employees and enhances operational excellence. Our executive leadership team is actively involved in managing workplace hazards and risks, ensuring employee well-being and fostering a culture where safety is embedded in every action and decision. Our robust system includes:

- **OHS Policies and Procedures Awareness:** Regular toolbox meetings led by site supervisors and HSE officers, with training provided by the Learning and Development Team for consistent implementation.
- **Continuous Training and Resources:** A structured training plan covers both in-person and online sessions, addressing topics like defensive driving, the safe use of Material Handling Equipment (MHE), Personal Protective Equipment (PPE) and emergency preparedness.
- **Safety Audits:** Our Quality Assurance Team conducts routine safety audits, promptly correcting any deviations. Third-party Integrated Management System (IMS) audits are held annually.
- **Comprehensive Health and Safety Training Program:** Internal courses cover a range of safety topics, while specialised training (e.g., first aid, lifting and rigging, hazardous materials handling) is provided by certified external partners. Training outcomes are monitored via feedback and periodic re-certification.
- **Wellness Programs:** We partner with approved health centers for regular checkups that include full-body assessments, dental and vision screenings, and blood pressure and blood sugar tests. We also maintain a staff clinic at Logistics Village Qatar (LVQ) staffed by an in-house doctor and nurses. We also offer sports grounds and gyms to help employees stay active.





CERTIFICATIONS AND RECOGNITIONS

GWC operations hold multiple ISO (International Organisation for Standardisation) certifications across various business areas, ensuring compliance with international quality, safety and environmental standards. These certifications cover Contract Logistics Management (Warehousing and Distribution), Freight Forwarding, Transport Operations and Workshop, ISO Tank Cleaning and Repair, Container Yard Services, International Moving and Relocation Services (IMRS), Records Management Services (RMS), Courier Management, Information Technology and Data Centers, Human Capital Management, Contracts and Procurement, Facility Management, Quality, Occupational Health and Safety, Sustainability and Environment (QHSSE), Security Management, and Fine Arts Handling.

ISO Certifications by Region

Doha and Oman – IMS Certification:

- Quality Management (ISO 9001:2015)
- Environmental Management (ISO 14001:2015)
- Occupational Health and Safety (ISO 45001:2018)

Doha – Additional Certifications:

- Quality (ISO 9001:2015)
- Environmental (ISO 14001:2015)
- Occupational Health and Safety (ISO 45001:2018)
- Food Safety (ISO 22000:2018)
- Information Security (ISO/IEC 27001:2013)
- Supply Chain Security (ISO 28000:2007)
- Facility Management (ISO 41001:2018)

Other Regions – KSA, Dubai, Bahrain and Netherlands

Our operations in these regions align with GWC's corporate assurance policy and are actively working towards expanding ISO certifications. This initiative is part of our global strategy to maintain consistent safety, quality and operational excellence across all locations.

Enterprise Risk Management Certification (ISO 31000:2018)

GWC has achieved ISO 31000:2018 certification for Enterprise Risk Management (ERM) through LRQA verification. This certification reinforces our commitment to identifying and mitigating risks, ensuring operational resilience and business continuity. By adhering to international standards, GWC remains proactive in managing risks and sustaining long-term business success.





CELEBRATING OUR SAFETY CULTURE IN 2025

Health and Wellness Campaign

Across our logistics hubs in Qatar, we worked with Nova Health Care to provide onsite health screenings and check-ups, promoting early detection and prevention.

GWC organised a **Wellness Campaign** across multiple locations to raise awareness on preventive health practices, mental well-being and healthy lifestyle habits. The campaign featured informational sessions, health consultations and interactive wellness activities designed to promote a culture of health consciousness within the organisation.

The Wellness Campaign recorded a combined attendance of 480 employees. The LVQ and RAF locations were the most active participants, each contributing 150 attendees. The campaign reinforced GWC's proactive approach to employee health beyond traditional medical check-ups, addressing broader dimensions of personal well-being.



Free Eye Test

GWC conducted a company-wide **Eye Checkup Program** to support early detection of vision-related conditions among employees. The initiative was rolled out across six operational locations, demonstrating GWC's commitment to making preventive healthcare accessible at the workplace.

A total of 570 employees participated in the **Eye Checkup Program** across all sites, underscoring strong employee engagement and the effectiveness of GWC's multi-site deployment approach. The RAF location recorded the highest participation at 150 employees, reflecting robust on-site health awareness among staff.





Blood Donation Drive

In collaboration with Hamad Medical Corporation (HMC) — Qatar's primary public healthcare provider — GWC organised a **Blood Donation Drive** to support national blood bank reserves and encourage a spirit of community service among its employees.

100 employees voluntarily participated in the **Blood Donation Drive**, making a direct and meaningful contribution to public health in Qatar. This initiative reflects GWC's broader social responsibility agenda and its commitment to giving back to the community it operates within. The partnership with Hamad Medical Corporation also reinforces GWC's alignment with national health priorities. Key Highlight: 100 employees donated blood, directly contributing to Qatar's national healthcare system and community well-being.

KSA, Netherlands, Dubai, Oman, Bahrain

Similar programs ranging from safety drills and training workshops to collaborative events uphold GWC's consistent HSE standards across all sites.

By embedding these initiatives throughout GWC, we strengthen staff engagement, reduce risks, and foster a supportive work culture. Our heightened emphasis on observation and reporting evidenced by an increase from 2,321 observations in 2024 to 4,519 in 2025 (195% increase) demonstrates improved vigilance. This has been achieved by implementing an online HSE observation reporting system, accessible to all GWC employees. This reporting system allows our employees to report all the Health, Safety, Environmental and Sustainability operations of GWC. By honouring individual contributions and teamwork, we reaffirm our commitment to protecting employees and building a more resilient workplace overall.





OUR APPROACH TO QATARIZATION

GWC is deeply committed to supporting Qatar's national vision of Qatarization, focusing on the development of a skilled local talent pool through targeted education and training initiatives. Our dedication to this cause is demonstrated through a range of recruitment and development strategies specifically designed to nurture Qatari talent and align with the nation's workforce development goals.

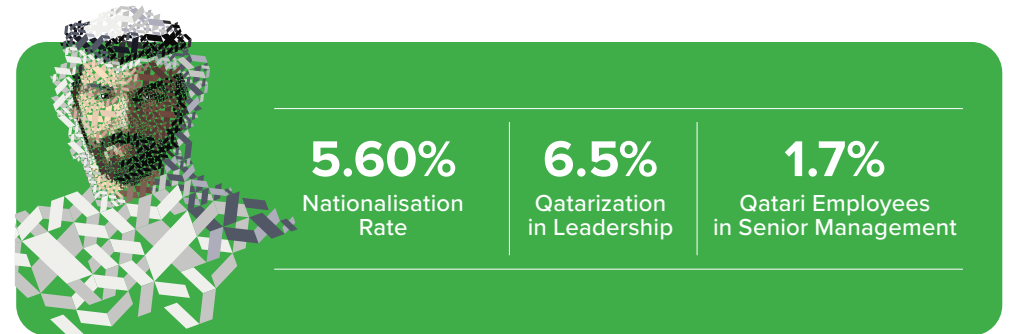
At the heart of our efforts is the Executive Leadership Program (ELP), a bespoke initiative aimed at cultivating leadership skills among aspiring local candidates. This program is carefully tailored to equip Qatari professionals with the competencies required for executive roles, ensuring they are prepared to lead with excellence and innovation. GWC actively sponsors graduate training programs aimed at young and recent Qatari graduates. The primary goal of these programs is to enhance their knowledge and skills, thereby making significant contributions to the company's success and growth while fostering a culture of continuous learning and development.

OUR 2025 KEY ACTIONS

GWC's dedication to Qatarization goes beyond targets — it is a strategic and cultural commitment to building a generation of Qatari professionals who will lead the future of logistics and supply chain in Qatar and beyond. When GWC opened its state-of-the-art regional hub in Ras Bufontas Free Zone to a delegation from Qatar University's Executive Master's in Leadership Program, it was a deliberate expression of that commitment — connecting emerging Qatari leaders with world-class infrastructure, operational expertise and transformative vision in action. As the first logistics operator to establish in QFZ, GWC takes pride in demonstrating what is possible when Qatar's strategic ambitions are matched with global capability. Through partnerships with leading academic institutions, structured development pathways and initiatives designed to unlock the potential of Qatari nationals, GWC is actively contributing to the human development pillar of Qatar National Vision 2030 — ensuring that Qatari talent is not just represented within our workforce, but empowered to shape it.

Retaining Qatari nationals is equally important. Through our Learning and Development Team, we have introduced career development plans tailored to each Qatari employee's aspirations and performance. We also have succession planning initiatives where senior expatriates mentor local colleagues, ensuring effective knowledge transfer and sustained growth for both individual staff and the broader organisation.

This year, our Qatarization rate is 5.60%, reflecting a sustained level of engagement with local talent. We attribute this to our robust market reputation, which has attracted more Qatari professionals looking for stable and rewarding career paths. In addition, Qatarization in Leadership stands at 6.0%, with 1.7% of Qatari employees now occupying senior management roles.





OUR APPROACH TO CORPORATE SOCIAL RESPONSIBILITY

At GWC Group, Corporate Social Responsibility is a genuine expression of who we are and how we grow – together with our people, our communities and our nation. Our CSR framework continues to focus on sustainability, employee well-being, operational excellence, innovation and community engagement.

We remain committed to supporting Qatar National Vision 2030 and the United Nations Sustainable Development Goals (SDGs) through responsible business practices and long-term sustainability initiatives. In 2025, GWC Group expanded its environmental programs, strengthened occupational health and safety awareness, promoted renewable energy solutions and reinforced customer-focused logistics services across the region.

As a proud member of the United Nations Global Compact, GWC Group continues to integrate Environmental, Social and Governance (ESG) principles into its operations and business strategy while delivering sustainable logistics and supply chain solutions.

Our approach is guided by the following focus areas:

- **Community Engagement and Volunteerism:** Encouraging employees to participate in initiatives that support community wellbeing and social development.
- **Environmental Stewardship for Community Benefit:** Promoting sustainable practices focused on renewable energy, recycling, waste reduction and resource conservation.
- **Recognition and Social Impact:** Highlighting achievements that reflect the positive impact of our sustainability and operational excellence initiatives.
- **Economic Contribution and Local Empowerment:** Supporting MSMEs, strategic partnerships and sustainable economic development across Qatar.
- **Awareness and Capacity Building:** Strengthening awareness around occupational safety, quality management, sustainability and responsible business practices.

Through these initiatives, GWC Group reaffirms its steadfast commitment to sustainable growth, innovation and creating long-term value for the communities we serve.





COMMUNITY ENGAGEMENT AND VOLUNTEERISM

At GWC, community engagement is not an occasional gesture – it is a sustained commitment to the well-being of our people, our partners and the broader society we serve. Through a growing portfolio of volunteerism and outreach programs, we foster a culture where giving back is part of everyday working life.

Sport, Culture and National Celebrations

GWC actively participates in Qatar's national events and cultural milestones, using these occasions to strengthen team spirit, community bonds and national pride.

- **Annual Sports Marathon - Qatar National Sports Day:** In celebration of Qatar National Sports Day, observed on the second Tuesday of February each year, GWC organised its Annual Sports Marathon and Mini Marathon, bringing together employees from across departments and locations in a spirit of teamwork, fitness and healthy competition. The activities promoted health, wellness and employee engagement, while encouraging employees to adopt an active lifestyle. This initiative reflects GWC's commitment to employee well-being, a positive workplace culture and Qatar's national vision of building a healthy and engaged society.





- **Art Basel Qatar 2026:** As the Official Logistics Partner of the inaugural Art Basel Qatar 2026, GWC played a pivotal role in bringing the world's most prestigious art fair to the MENASA region for the first time. The partnership reflects GWC's commitment to supporting Qatar's cultural ambitions and its belief that logistics can be a force for cultural exchange and creative development.
- **FIFA Tournaments:** Building on nearly two decades of major event logistics experience — including a pivotal role in the FIFA World Cup Qatar 2022™ — GWC formalised its partnership with the Local Organising Committees of the FIFA U-17 World Cup Qatar 2025™ and the FIFA Arab Cup Qatar 2025™. GWC's involvement extends beyond operational delivery to encompass community impact, youth engagement and the localisation of talent within Qatar's logistics sector.

Education, Talent and Qatarization

GWC's community commitment extends to nurturing the next generation of Qatari professionals. By hosting a delegation from Qatar University's Executive Master's in Leadership Program at its regional hub in Ras Bufontas Free Zone, GWC offered emerging leaders first-hand exposure to world-class logistics infrastructure and operational excellence. As the first logistics operator to establish in QFZ, GWC continues to build meaningful academic partnerships that support the human development pillar of Qatar National Vision 2030 — ensuring Qatari talent is empowered to shape the future of the industry.



Environmental Volunteerism and Community Sustainability

GWC's community engagement extends to environmental stewardship. The company's Biobin initiative processed nearly 100 tons of food waste last year, converting close to 40 tons into nutrient-rich compost donated to local agricultural and educational projects — including the Education City Micro Farm, a community garden that teaches children in Doha about sustainable food production and self-sufficiency. GWC has also organised beach clean-up campaigns and tree-planting drives, embedding environmental volunteerism into its broader community engagement calendar and reinforcing its status as a three-time Forbes Middle East Sustainability Leader.

At GWC, we encourage our employees and partners to play an active role in uplifting local communities through volunteer work and collaborative projects. In 2025, our community engagement included Ramadan-related activities that reflected our commitment to social responsibility and employee well-being.

Ramadan Community Initiatives

In April 2025, we arranged Iftar gatherings for employees and took part in local sports federations' events to honour the spirit of Ramadan.



ENVIRONMENTAL STEWARDSHIP FOR COMMUNITY BENEFIT

We believe that protecting the environment goes hand in hand with supporting community well-being. Throughout 2025, GWC Group focused on responsible environmental practices that contribute to sustainability and long-term positive impact.

Biobin Sustainability Initiative

GWC Group marked Global Recycling Day by highlighting the success of its Biobin initiative, which processed nearly 100 tons of food waste into nutrient-rich compost supporting local agricultural projects and sustainable farming practices.

Renewable Energy Partnership

GWC Group partnered with Yellow Door Energy to develop one of the GCC region's largest private solar energy projects across major logistics hubs, supporting carbon reduction and renewable energy adoption.

Energy & Water Efficiency Awareness

GWC Group participated in the Energy & Water Efficient Building Workshop organised by Kahramaa and Tarsheed Qatar, reinforcing the company's commitment to sustainability and environmental responsibility. The workshop provided valuable insights into energy and water conservation practices, supporting GWC's ongoing efforts to strengthen resource efficiency, adopt sustainable solutions and contribute toward a greener and more efficient future.





RECOGNITION AND SOCIAL IMPACT

In 2025, GWC Group was honored with several recognitions highlighting the positive impact of our sustainability initiatives, operational excellence and customer-focused approach.

GWC Group Wins ‘Logistics Project of the Year’ Award

GWC was awarded ‘Logistics Project of the Year’ at the Logistics Middle East Awards 2025 for its Al Wukair Logistics Park, recognising its contribution to innovation, operational excellence and support for MSMEs in Qatar.

GWC Group was awarded the prestigious ‘Logistics Project of the Year’ title at the Logistics Middle East Awards 2025 for its Al Wukair Logistics Park, recognising its contribution to innovation, operational excellence, sustainability and advanced supply chain solutions in Qatar. Spanning 1.5 million square metres, the park plays a key role in supporting MSMEs by offering integrated warehousing, light industrial units, logistics services and business setup solutions, in line with Qatar National Vision 2030 and the country’s economic diversification goals.

GWC Group Named Among Forbes Sustainability Leaders 2025

GWC Group ranked among Forbes Middle East’s Sustainability Leaders 2025 in recognition of the company’s commitment to ESG initiatives and sustainable development.

GWC Group Receives Customer Champion Award

GWC Group was honored with the prestigious Customer Champion Award at the Americana Partner Summit 2025, recognising the company’s commitment to delivering exceptional logistics solutions and outstanding customer experience. The award reflects GWC’s dedication to operational excellence, reliability and building strong strategic partnerships through innovative supply chain services tailored to client needs across the region.

GWC Group Wins MEED’s ‘Project of the Year’ Award

The Sewage Treatment Plant at Bu Sulba Warehousing Park received recognition at the MEED Projects Awards 2025 for its contribution to sustainable infrastructure and environmental stewardship.





ECONOMIC CONTRIBUTION AND LOCAL EMPOWERMENT

GWC Group remains committed to supporting economic development and empowering businesses through innovative logistics infrastructure and operational excellence.

Supporting MSMEs Through AI Wukair Logistics Park

AI Wukair Logistics Park continued supporting MSMEs through integrated warehousing, logistics services and business support solutions aligned with Qatar National Vision 2030.

Strengthening Operational Excellence

GWC Group received first-time ratings from Capital Intelligence with a 'Stable' outlook, reflecting strong financial performance, operational resilience and sustainable growth strategy.

Receiving Recognition from the General Authority of Customs

GWC Group was honored by Qatar's General Authority of Customs for its continued compliance with Authorised Economic Operator (AEO) standards, reaffirming the company's leadership in customs clearance and logistics services in Qatar. The recognition highlights GWC Group's commitment to international customs protocols, operational excellence, and the delivery of seamless and reliable logistics solutions for both the public and private sectors. As the first logistics company in Qatar to receive AEO certification in customs clearance, imports and exports, GWC Group continues to strengthen its position as a trusted logistics partner supporting the growth of Qatar's logistics sector.

Renewing ISO Record of Verification Certification

GWC Group has formally renewed its ISO Record of Verification certification, reaffirming the company's strong commitment to risk management, operational excellence and international quality standards. Through the implementation of global best practices, GWC Group continues to strengthen operational resilience and ensure seamless, secure and efficient logistics solutions that support business continuity and customer confidence.

Enhancing Quality and Safety Standards

In 2025, GWC Group celebrated World Quality Week through a series of educational and strategic initiatives promoting quality management, operational excellence, innovation, and continuous improvement across its operations. Held under the global theme "Quality: Think Differently," the activities reinforced GWC's commitment to international quality standards, customer satisfaction and risk reduction through advanced quality management practices. Together with its occupational safety awareness initiatives in collaboration with national entities, GWC continued to strengthen a culture of continuous improvement, workplace safety and future-ready logistics solutions that meet evolving client needs.

Enhancing Occupational Safety Standards

GWC Group, in collaboration with the Ministry of Labour and key national entities, organised an awareness seminar focused on the safe storage and handling of hazardous materials to strengthen occupational health and safety standards across its operations. The initiative reflects GWC Group's commitment to maintaining a safe and healthy work environment through comprehensive employee training, emergency preparedness, risk prevention measures and adherence to international safety protocols.

Through continuous investment in safety awareness, hazard prevention and advanced monitoring systems, GWC Group continues to reinforce a strong culture of occupational safety and operational excellence across its logistics infrastructure and supply chain operations.





ETHICAL LEADERSHIP

In this chapter, we share our progress towards ethical leadership through our ethics and responsible practices, how we develop and care for our staff and how we work with our stakeholders.

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OUR STRATEGY

Ethical leadership stands at the centre of GWC's operations, embodying our commitment to integrity and accountability. This commitment encompasses a broad spectrum of governance and management practices, including Ethics and Compliance, board diversity and adherence to our Code of Conduct and Policies. These initiatives are further supported by key elements such as Conflict of Interest Management, comprehensive training and a robust Whistleblowing Policy. Our ethical leadership approach is also supported by employee awareness, training and a culture that encourages responsible decision-making across the organisation.

Our commitment extends to Human Rights, Risk Management, Stakeholder Engagement, and rigorous Data Privacy and Information Security, forming the foundation of our governance principles.

At GWC, our governance principles and priorities are designed to reflect our dedication to leading with integrity, ensuring every business decision aligns with our ethical guidelines and values. We uphold a zero-tolerance stance towards corruption, underscored by anti-corruption measures, employee training and controls. Our commitment also extends to protecting customer privacy through strict data protection protocols, adhering to privacy standards and transparency in our data practices. These governance principles are not merely policies but form part of how we operate, helping us strengthen accountability, support ethical decision-making and maintain stakeholder trust.





OUR ETHICS AND COMPLIANCE APPROACH

As part of our ongoing commitment to strengthening our ethics and compliance program, GWC continues to strengthen the way ethics and compliance are embedded across the organisation.

Our approach to ethics and compliance allows us to engage responsibly with our stakeholders — customers, regulators, investors and suppliers.

In 2025, GWC continued to strengthen its Ethics and Compliance framework through several key initiatives. We introduced a new role within the Audit, Risk and Compliance Division to oversee the ethics program and drive continuous improvement. In close collaboration with our Learning and Development team, we launched an Ethics Training Program focused on real-life applications across various areas of our operations. A communication campaign was also rolled out to highlight core ethical principles and encourage ethical decision-making throughout the organisation.

These efforts aim to:

- Foster a culture of integrity and ethical behaviour
- Improve employee awareness of ethical risks and compliance responsibilities
- Support open dialogue and strong ethical leadership across all levels

These initiatives support stronger tone from the top, clearer ethical expectations and greater awareness of compliance responsibilities across the organisation. We reinforce this awareness by sending monthly email reminders on ethical perspectives. Through this approach, our employees are empowered to consider the well-being of both our stakeholders and society as they achieve business objectives. We have also equipped them with practical decision-making frameworks to navigate challenging situations when the right course of action is not immediately clear.

In 2025, GWC also continued to strengthen its compliance and operational standards through recognised certifications, regulatory engagement and alignment with responsible business principles. These included:

- GWC Shipping Services, Prime Shipping Services and the Mixed Distribution Centre K2C achieved ISO 9001 (Quality), ISO 14001 (Environmental Management) and ISO 45001 (Occupational Health and Safety) certifications, along with WHO GDP accreditation. These certifications affirm our commitment to safe, reliable and sustainable operations, ensuring that GWC consistently meets global best practices.
- FLAG Logistics also expanded its compliance footprint by securing four key ISO certifications 9001, 14001, 45001 and 28000 (Security). This achievement strengthens our operational credibility and reinforces our ability to deliver secure, high-quality and sustainable services. [\(Click here to learn more\)](#)
- GWC's customs compliance efforts were also recognised twice in 2025 by the General Authority of Customs, commending our adherence to Authorised Economic Operator (AEO) standards. This recognition underscores our commitment to seamless, transparent and efficient trade operations, leading to faster clearance processes and enhanced trust with regulatory bodies. [\(Click here to learn more\)](#)
- Further solidifying our dedication to ethical business conduct, GWC joined the UN Global Compact in September 2024. This milestone aligns our operations with internationally recognised principles on human rights, labour, environment and anti-corruption. Through this initiative, we reaffirm our role as a responsible corporate citizen, actively contributing to sustainable business practices and the UN Sustainable Development Goals. [\(Click here to learn more\)](#)



CORPORATE RESILIENCE AND INVESTOR CONFIDENCE

GWC received first-time credit ratings from Capital Intelligence with a 'stable' outlook, reflecting its strong market position, financial stability and growth strategy in the logistics sector.

GWC Group received first-time long- and short-term ratings of 'qaA-' and 'qaA2' respectively from Capital Intelligence (CI), with a 'Stable' outlook, reaffirming the company's strong market leadership, solid financial position and sustainable growth strategy in Qatar's logistics sector. The international rating agency highlighted GWC's dominant market share, strong cash flows, expanding higher value-added logistics services and the promising performance of its subsidiary FLAG Logistics. The rating also reflects GWC's focus on innovation, operational excellence, sustainability and long-term expansion plans, including the proposed QAR 2 billion subordinated perpetual sukuk aimed at strengthening its capital base and supporting future growth in line with Qatar National Vision 2030.

OUR APPROACH

GWC is committed to transparency and accountability in all our operations, guided by our vision and purpose. We work ethically with our stakeholders, always aware of our broader impact. We continually strive to foster a culture built on respect, integrity and professionalism. Our ethics and compliance function collaborates closely with teams across our national and international operations. These efforts are overseen at the board level by the Audit Committee and led at the management level by our Chief Audit, Risk and Compliance Officer. Further information on Board oversight, governance structure, internal control and corporate governance arrangements is presented in GWC's Annual Report and Corporate Governance disclosures.





OUR COMPLIANCE PROGRAM AND POLICIES

Our Compliance Program is structured to guide ethical behaviour and ensure that every part of our business meets legal and regulatory requirements. Central to this program is our Code of Conduct, supported by additional policies covering issues such as anti-corruption, whistleblowing and human rights. Our regular training and clear guidelines on corporate regulations ensure that our staff remain well-informed and fully equipped to make responsible, ethical decisions every day.

GWC's Code of Conduct defines our commitment to comply with all applicable laws and regulations, reflecting the high standards of business conduct and ethics that guide our interactions with customers, suppliers, governments and employees. We require all stakeholders including employees, suppliers and contractors to act in a manner consistent with the Code. We do not offer, accept, solicit or pay bribes under any circumstances and comply fully with anti-corruption laws everywhere we operate. Through our Whistleblowing Policy, staff can report malpractice, unethical conduct or illegal practices without fear of retaliation.

Our policies and standards apply across GWC, covering areas such as disclosure, transparency, fraud prevention and confidentiality. This is described in the following documents including but not limited to:

- Corporate Social Responsibility Policy
- Whistleblowing Policy and Procedures
- Nomination Policy
- Corporate Anti-Fraud and Anti-Money Laundering Policy
- Related Parties Transaction Policy
- Dividend Policy
- Insiders Policy
- Policy Framework for Stakeholders Indemnification
- Confidentiality Policy

Staff who fail to meet these expectations face disciplinary action. We strictly prohibit discrimination, harassment and violence in all forms, ensuring a safe and inclusive environment. GWC also rejects any work that violates human rights. We regularly provide training and communications on our Code of Conduct and related policies. All employees, including new and temporary staff, must attend sessions that highlight GWC's values, such as inclusion, anti-discrimination and anti-harassment.

In 2025, GWC reinforced its ethical leadership by updating key policies, increasing oversight and promoting a strong culture of integrity across our organisation. A significant step was updating our Anti-fraud and Whistleblowing Policy, reaffirming our commitment to a zero-tolerance approach against fraud and unethical behaviour. Employees can safely report concerns without fear of retaliation, which helps protect the company's integrity.

We also introduced the Mandatory Annual Code of Conduct Training to ensure all employees understand our ethical expectations, legal obligations and conflict-of-interest guidelines. Regular internal "Ethics Tips", shared by our Audit, Risk and Compliance division, reminded employees about GWC's core values, respect, honesty and teamwork, and encouraged ethical behaviour in daily work.

Throughout 2025, we strengthened these policies by conducting annual reviews, updating them where needed and communicating changes clearly to all employees through various channels, including the GWC website. The Compliance function increased its oversight by using annual checklists, surveys and performance reviews to ensure that policies are followed consistently and to identify areas needing improvement.





TRAINING AND COMPLIANCE WITH CORPORATE REGULATIONS

At Gulf Warehousing Company (GWC), we maintain a strong commitment to compliance, ethical conduct and responsible corporate governance across all areas of our operations. Our compliance management framework is designed to ensure adherence to applicable laws, regulations and corporate policies in every jurisdiction where we operate. Given the diverse regulatory environments across our regional and international operations, GWC places significant emphasis on ensuring employees understand and uphold these requirements in their day-to-day responsibilities.

Compliance at GWC is embedded within our organisational culture and reinforced through continuous communication, leadership accountability and structured learning initiatives. Employees are expected to act in accordance with the company's Code of Conduct, Corporate Governance Standards and applicable legal requirements, while also seeking guidance from relevant departments, including Legal and Human Capital Management, whenever clarification is required.

To support this commitment, GWC continues to strengthen its corporate compliance and ethics learning framework through annual mandatory training programmes. These programmes are designed to enhance employee understanding of ethical conduct, corporate values, regulatory obligations, information security requirements and workplace responsibilities across all operational locations. Training topics include Corporate Ethics, Code of Conduct, Information Security and Cybersecurity Awareness, Data Privacy, Workplace Behaviour Standards and other governance-related areas identified through business and regulatory requirements.

Our Learning and Development (L&D) function delivers these programmes through a combination of instructor-led sessions, digital learning platforms and periodic refresher programmes.

GWC views compliance training as a continuous and proactive process rather than a one-time annual activity. Accordingly, training schedules are planned in advance to support broad workforce participation, while supplementary sessions and virtual learning opportunities are arranged where necessary to accommodate operational requirements, employee availability and emerging compliance needs. This approach helps ensure that employees remain informed, aware and equipped to uphold GWC's governance standards and ethical principles across all aspects of the business.

Through these ongoing efforts, GWC continues to promote a workplace culture founded on integrity, transparency, accountability and responsible business conduct, recognising that an informed and ethically aware workforce is fundamental to sustainable organisational success.

Training Completion by Region

Operations	Percentage of Staff Completed
Qatar	92%
KSA	100%
Bahrain	78%
Oman	100%
UAE	97%
Netherlands	75%





ANTI-CORRUPTION

GWC has a zero-tolerance approach to fraud, bribery and corruption, ensuring strict compliance with our Corporate Anti-Fraud and Anti-Money Laundering Policy, which is supported by our Code of Conduct.

GWC does not tolerate any form of fraud and takes appropriate action to review and investigate all allegations or suspicions of fraudulent activity. Where fraud is proven, strict disciplinary and legal actions are taken in accordance with GWC's applicable policies and procedures. Management is responsible for detecting and preventing fraud, misappropriation and irregularities across the organisation.

This policy applies to all fraudulent activities, including but not limited to:

- Theft, false accounting, bribery and corruption
- Conspiracy to defraud
- Any irregularities or suspected irregularitiesThe scope extends to employees, shareholders, consultants, vendors, contractors, external agencies and any third parties with a business relationship with GWC. Investigations are conducted impartially, regardless of the suspected individual's position, tenure or relationship with the company.

We prioritise awareness and training to ensure all employees uphold our Anti-Fraud and Anti-Corruption Standards. In 2025, 90.3% of employees across our national and international operations completed the Code of Conduct refresher training. New employees undergo Code of Conduct training as part of their onboarding and induction programme, led by our Learning and Development Team.

To reinforce ethical business practices across our supply chain, suppliers receive our Supplier Code of Conduct during onboarding and contract renewals, along with our terms and conditions. GWC also provides employees and third parties with a secure and confidential whistleblowing mechanism through multiple channels. The externally managed multi-lingual hotline, 'Let's Speak Up', is available 24/7 via phone and online for reporting concerns. Whistleblowing posters are prominently displayed across all biometric access areas to ensure accessibility.



90.3%

of staff, both national and operational, completed the annual Code of Conduct refresher training.



OUR CONFLICT OF INTEREST MANAGEMENT

Conflicts of interest can arise through a variety of activities that the company performs, or because of conflicts between the interests of the company, the shareholders, the stakeholders, the board members or the executive management.

Every member of the Board of Directors and the Senior Executive Management must disclose to the company all their interests and relationships that may affect their ability to undertake the duties that have been assigned to them by the company. These interests must be recorded and disclosed in a special record to be held by the board Secretary. The Board members and Senior Executive Management must review and update the disclosure form annually and immediately disclose any changes in its regard that may result in a conflict of interest. The record must include disclosures from the Board members and the Senior Executive Management regarding any joint interests with the company concerning the following:

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

In 2025, we continued to strengthen our Conflict of Interest Management framework to ensure transparency, fairness and ethical decision-making across the organisation. Employees in decision-making roles are now required to complete annual declarations identifying any potential conflicts of interest. Personal and financial interests that might influence professional judgment must be disclosed, particularly when dealing with vendors, suppliers or business partners.

We also continued to apply the Gift Policy, which clarifies acceptable and prohibited practices around gift-giving and receiving. Board members, in accordance with the Code of Conduct and

Conflict of Interest Policy, must acknowledge and disclose any existing or potential relationships with external parties or confirm they do not hold positions prohibited by law or regulations. Employees also received mandatory annual training on the Code of Conduct, with a special focus on conflict of interest scenarios. This initiative reinforces transparency and accountability in business transactions and to prevent ethical conflicts that could compromise decision-making.

RAISING CONCERN (WHISTLEBLOWING POLICY)

GWC is committed to maintaining the highest standards of business conduct and ethics, as well as full compliance with all applicable laws. We are dedicated to operating with honesty and integrity, and we expect all staff to uphold these values by following our policies and procedures. To support this, GWC has developed a Whistleblowing Policy that allows employees to report what they believe to be malpractice, unethical conduct or illegal activities without fear of penalty. This includes protection from any detriment or discrimination if they report improper or illegal conduct.

Complaints and concerns can be reported confidentially through our whistleblowing hotline (+974 4146 2863) or by emailing whistleblowing@gwclogistics.com. The Whistleblowing Policy is available on our corporate website under “Investor Relations – Policies and Procedures”.

GWC continues to maintain accessible whistleblowing channels to encourage employees and third parties to report unethical behaviour, malpractice or compliance concerns in a confidential and secure manner.

In 2025, GWC continued to reinforce its Whistleblowing Framework through company-wide communication, training sessions and emphasis on non-retaliation to safeguard employees and third parties who report concerns in good faith. These steps help ensure that our whistleblowing mechanisms remain confidential, secure and easily accessible. These initiatives support stronger corporate governance, improved accountability and more effective identification and escalation of ethical and compliance concerns across our operations.

To protect whistleblower anonymity, we offer secure email and a dedicated hotline, restrict report access to authorised personnel, and strictly enforce non-retaliation measures so that those who come forward are shielded from adverse actions.



COLLECTIVE BARGAINING

GWC recognises the requirements of Article (127) of the Qatar Labour Law, which facilitated the formation of Collective Bargaining Agreements in 2019. This advancement led to the establishment of 'Joint Labour Committees' in collaboration with the Ministry of Administrative Development, Labour and Social Affairs (MADLSA) and the International Labour Organisation (ILO).

GWC upholds the principles of freedom of association and collective bargaining in accordance with local labour laws. Although GWC employees are not covered by collective bargaining agreements, their working conditions and terms of employment are managed in accordance with the standards set by Qatar labour laws and applicable employment requirements.





OUR COMMITMENT TO HUMAN RIGHTS

At GWC, we believe that every person deserves respect, dignity and fair treatment. Upholding human rights is fundamental to our purpose and we will not tolerate any form of child labour, forced labour, human trafficking or other forms of exploitation.

OUR APPROACH

We protect the rights of our employees, suppliers and clients by holding ourselves to high ethical standards grounded in the Qatar Labor Law, the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work, the principles set forth in the United Nations Global Compact (UNGC), and other global human rights frameworks where we operate.

OUR POLICY AND STANDARD

GWC's Code of Conduct serves as the foundation of our commitment to human rights, setting clear expectations for ethical behaviour. Our Code of Conduct explicitly includes anti-discrimination provisions and emphasises equal opportunity for everyone.

We have also embedded these principles into our supplier assessment processes. All suppliers are expected to follow our standards, which prohibit the use of forced labour, child labour and any violation of fundamental human rights. We maintain a strict policy against harassment and discrimination, ensuring that all reports, regardless of the offender's role or position, are addressed promptly and fairly.

HUMAN RIGHTS DUE DILIGENCE

We regularly review and refine our due diligence processes to prevent and detect any human rights issues in our operations or supply chain. This includes incorporating human rights checks in supplier evaluations and client engagements. We also encourage employees and external stakeholders to report concerns through our whistleblowing channels, where they can share information confidentially and, when allowed by law, anonymously.

We continue to respect workers' rights by promoting equal opportunities, providing safe workplaces, and holding ourselves accountable for following local and international standards. As of 2025, no human rights violations have been reported. We aim to maintain this record by staying vigilant, training our staff and strengthening our policies so that every individual connected to GWC can feel safe, respected and supported.





OUR ENTERPRISE RISK MANAGEMENT APPROACH

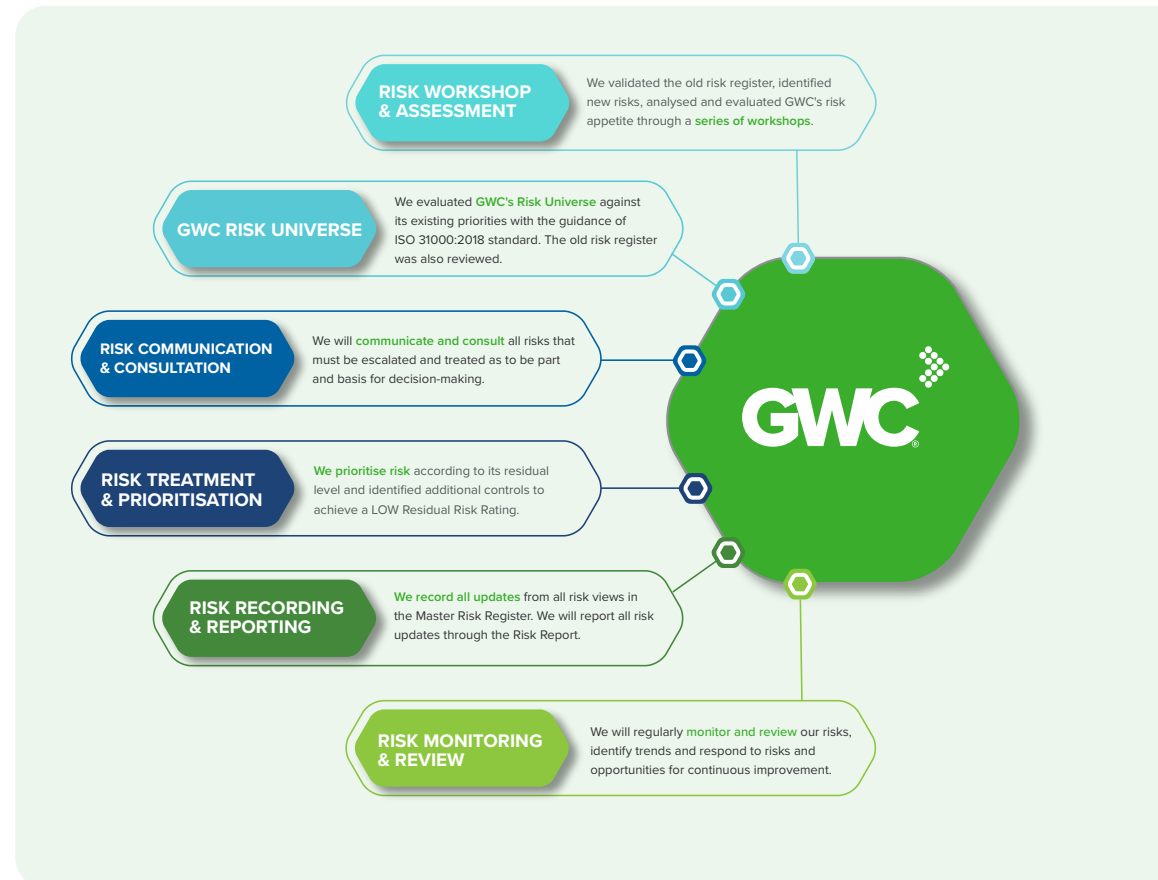
At GWC, we believe effective risk management is vital to achieving our long-term goals. Our Enterprise Risk Management (ERM) system helps us identify, assess and respond to both risks and opportunities, ensuring we remain resilient and ready to adapt to changing social, economic and environmental conditions. By integrating risk management into our daily operations, we protect our business, people and stakeholders. Our ERM approach also supports better decision-making by helping management and the Board understand how key risks and opportunities may affect the business and what actions are needed to respond effectively. Our ERM approach also supports the identification and management of sustainability-related risks and opportunities by bringing relevant environmental, social and governance matters into the company's broader risk review and reporting process. This includes relevant sustainability-related and climate-related risks and opportunities, where applicable, that may affect GWC's prospects across its operations and business activities.

OUR APPROACH

Our ERM framework follows internationally recognised standards, including ISO 31000:2018 and COSO, providing a structured and comprehensive way to manage risk. Oversight of our ERM system lies with the Audit, Risk and Compliance function under the guidance of the Audit Committee. In 2022, we obtained an ISO 31000:2018 Verification Record from LRQA, confirming our alignment with global best practices. We renewed this verification in 2023, 2024 and 2025, showing our ongoing commitment to managing uncertainty, safeguarding our core processes and meeting stakeholder expectations.

Our ERM strategy addresses a range of potential threats, including Hazard Risk (Pure Risk), Control Risk, Compliance Risk and Opportunity Risk, covering areas such as Strategic, Legal, Regulatory, Financial, Reputational, Operational and Environmental factors. By monitoring these key issues, we ensure our approach remains dynamic and responsive to changes in the internal and external environment. This includes considering new and emerging developments that may affect GWC's operations, resilience and stakeholder expectations.

Our risk management process is built around a clear cycle of risk identification, assessment, treatment, recording, reporting, monitoring and review. This helps us maintain a consistent approach across the business while allowing management to focus on the matters that require the most attention. As part of this process, sustainability-related matters are considered within our broader ERM framework so that relevant risks and opportunities can be identified, assessed, monitored and escalated through the same overall governance and reporting structure used across the business. These matters are considered alongside other business risks so that relevant exposures can be identified, assessed, monitored, and reflected in management review and reporting. This also supports clearer integration of sustainability-related risks and opportunities into GWC's overall enterprise risk-management framework and risk register. Relevant climate-related matters, including transition-related matters such as emissions reduction initiatives where identified, are considered through this broader process and reflected in related risk review, mitigation and reporting activities.





RISK ASSESSMENT

We assess risks across all functions and business units by combining both qualitative and quantitative analysis. Workshops, regular reviews and continuous monitoring help us spot risks early, evaluate their potential impact and prioritise responses. This thorough process includes:

- **Identification:** We scan the horizon for emerging threats, changes in market trends and regulatory shifts. Our identification process draws on risk workshops, periodic reviews, management discussion, operational experience, and engagement with risk owners and risk champions across the business. It also takes into account relevant sustainability-related and climate-related developments, including broader operational, procurement, infrastructure and supply chain dependencies, where these may affect GWC's business, service delivery, resilience or stakeholder expectations.
- **Analysis:** We measure potential impacts on our financial, strategic and operational objectives to understand the significance of each risk, and how it may affect business performance or resilience. Where relevant, we also consider how sustainability-related matters may affect operations, service delivery, stakeholders, broader business objectives, assets, service continuity or other business priorities. These matters are then assessed through GWC's broader risk-assessment approach, including likelihood, impact, overall risk significance, control effectiveness and residual exposure, as applicable.
- **Evaluation:** We evaluate identified risks to determine their priority and appropriate response, including whether to avoid, mitigate, transfer or accept the risk, while also considering opportunities for improvement. Relevant sustainability-related matters are evaluated within the same overall risk framework used for other principal risks. Where relevant, we assess the adequacy of existing controls and define additional controls, action plans, treatment strategies, implementation tasks, or follow-up measures to support mitigation, monitoring and reporting.
- **Communication:** Key findings are shared with the Audit Committee, which then updates the Board of Directors. This ensures top-level support for risk mitigation strategies. This reporting flow also helps support timely escalation of key matters, reinforces accountability across management levels, and ensures that relevant sustainability-related matters identified through the risk process are reflected in broader management review and reporting. It also supports follow-up on matters requiring additional action, closer monitoring or escalation.

In 2025, we continue refining our processes to keep pace with emerging risks, including regulatory developments, digital and cybersecurity concerns, geopolitical factors, and broader economic, environmental and social developments. Through periodic ERM reviews and ESG assessment activities, we monitor changes in risk exposures, controls and action plans, and follow up on matters requiring further attention, escalation or reassessment. Relevant sustainability-related and climate-related matters are considered as part of this process and, where identified, may be recorded in the risk register with assigned ownership, ratings, controls, mitigation actions and review timelines.

ENGAGING OUR STAFF TO MANAGE RISK

Our employees play a central role in recognising and addressing risks. Through focused training and regular communication, we ensure that every employee understands their responsibilities and has the skills to manage risk effectively. Our collective efforts from the enterprise/corporate to the operational levels, we encourage staff to:

- **Be Aware:** Know what policies, processes and guidelines they need to follow.
- **Be Proactive:** Identify risks in their day-to-day work and raise concerns when something seems off or unsafe.
- **Collaborate:** Work together with management (respective line managers, head of department), risk owners, risk champions and the Chief Audit, Risk and Compliance Team to share ideas and solutions.
- **Lead by Example:** Act with integrity and speak up if they see unethical or high-risk behaviours.

By embedding risk awareness across the organisation, we strengthen early identification of issues, support better reporting and promote a culture where risk management is treated as part of everyday business responsibilities rather than a stand-alone exercise.

At GWC we foster an open communication where questions and feedback are encouraged. Through our Automated Safety Observation Reporting System accessible to all staff, we empower everyone to protect GWC's reputation and strengthen our commitment to ethical leadership.

This open culture also supports timely escalation of concerns and helps management respond to issues before they develop into larger operational, compliance or reputational risks. It also supports the identification and escalation of sustainability-related matters where these arise through day-to-day operations, observations or functional review.



ESG INTEGRATION

At GWC, we believe effective risk management must also account for Environmental, Social and Governance (ESG) issues. We embed ESG considerations into our ERM reviews to better understand how risks like climate change, supply chain disruptions and social impacts could affect our business. Insights from our periodic risk reviews with our risk owners and risk champions also feed into our ESG materiality assessment, helping us see how ESG trends and potential vulnerabilities align with our overall risk profile. This two-way feedback loop allows us to refine policies, set priorities and ensure that ESG factors are managed as part of our broader enterprise risk strategy.

In 2025, we strengthened this linkage further by making the connection between ERM reviews and ESG assessment more explicit. Periodic risk reviews continue to inform the ESG materiality assessment, while discussions arising from ESG assessment help identify areas that may require closer attention within the broader risk management process. This allows GWC to look at ESG-related matters not in isolation but alongside other key business risks and opportunities.

This approach helps improve consistency between risk identification, management review and sustainability reporting, while supporting clearer integration of sustainability-related risks and opportunities into GWC's overall ERM framework and risk register. Relevant climate-related matters, where applicable, are considered alongside other sustainability-related matters through the broader ERM and ESG review process. Where relevant, this may include transition-related considerations and related operational, procurement, implementation, monitoring, action planning and sustainability reporting activities connected to GWC's sustainability objectives.

RISK TAXONOMY

Our Risk Taxonomy classifies risk into several principal categories to ensure clarity and consistency in how we identify and manage potential threats. These principal risks include:

- **Strategic Risk:** Changes in regulatory, technological, political or societal trends.
- **Legal and Regulatory Risk:** Noncompliance with local and international laws.
- **Financial Risk:** Factors affecting liquidity, credit or market stability.
- **Operational Risk:** Disruptions in day-to-day processes, systems or services.
- **Reputational Risk:** Events that could harm our brand or stakeholder trust.
- **Security and Resilience Risk:** Threats to the physical and digital safety of our facilities, people and data.
- **Social and Environmental Risk:** Risks tied to ESG factors, such as climate change or labour practices.

By continually reviewing and updating this taxonomy, we make sure we capture any new or emerging risk types, enabling GWC to remain agile and prepared in a rapidly changing world. Using a common taxonomy also helps us classify, assess, monitor and report risks more consistently across business units, supporting clearer discussion and prioritisation. This includes relevant ESG and climate-related matters, such as transition-related considerations, operational dependencies, procurement, infrastructure and supply chain factors, where these may affect GWC's risk profile.





WORKING WITH OUR STAKEHOLDERS

OUR APPROACH

At GWC, we recognise that our success depends on building strong, collaborative relationships with everyone involved in our business, including customers, regulators, investors, employees, suppliers and the wider community. We strive to listen, learn and respond to their needs, ensuring that we address their concerns and foster trust through open dialogue and transparent communication.



OUR POLICY, STANDARDS AND VALUES

Guided by our Code of Conduct and ESG commitments, we engage with all stakeholders fairly and responsibly. We uphold ethical and sustainable practices that align with local regulations and international standards. Whether it is through formal engagements, frequent feedback sessions or day-to-day operations, we apply the same principles of accountability, honesty and respect across every area of our business.

CUSTOMERS, REGULATORS AND INVESTORS

We believe that a well-structured stakeholder engagement process is key to responsible and ethical business growth. GWC maintains transparent, ongoing communication with customers, regulators and investors through multiple channels:

- **Customers and Clients:** We actively seek feedback on our services and work to tailor our solutions to their evolving needs, fostering a culture of continuous improvement.
- **Regulators:** We comply with all relevant regulations and Corporate Governance standards. For instance, we submit the required financial statements, disclosures and governance reports to the Qatar Financial Markets Authority (QFMA) and Qatar Stock Exchange (QSE).
- **Investors:** We keep our investors updated on our progress and performance through annual assembly meetings, quarterly investor conferences and timely disclosures. This open line of communication ensures that our shareholders' perspectives are considered in our strategic decisions.

In 2025, our engagements with QFMA and QSE continued to emphasise timely reporting, strong Corporate Governance and market transparency. We continued to engage with regulators, investors and other key stakeholders through regular reporting, formal meetings, investor communications and disclosure channels. These engagements support transparent communication and help ensure that stakeholder expectations are considered in GWC's governance, reporting and strategic decision-making processes.



WORKING WITH OUR SUPPLIERS

GWC's partnership with suppliers is integral to our operations. We hold our suppliers to the same ethical, social and environmental standards that we expect within our own business. Through fair selection processes, regular assessments and transparent contract terms, we encourage responsible practices and mutual growth.

In 2025, we continued to strengthen our supplier engagement framework by applying supplier onboarding requirements, procurement controls and supplier screening practices. This helps us better identify ESG risks, support compliance with labour and human rights standards, and strengthen our overall supply chain resilience.

Supplier engagement also supports GWC's broader sustainability and risk management approach by helping the company consider relevant business, operational, procurement and supply chain factors when identifying sustainability-related matters.

OUR STANDARDS AND VALUES

Our core standards and values guide every aspect of our work with stakeholders. These include:

- **Ethical Conduct:** Zero tolerance for corruption, bribery or unethical behaviour.
- **Respect for Human Rights:** Upholding fundamental labour standards and ensuring safe working conditions.
- **Environmental Responsibility:** Encouraging resource efficiency, waste reduction and sustainable practices throughout our operations and supply chain.
- **Transparency and Accountability:** Clear guidelines, open communication and robust reporting mechanisms.

We communicate GWC's Code of Conduct to all suppliers through our Supplier Registration Form (SRF). Vendors cannot complete their registration unless they acknowledge and accept this mandatory requirement, which has been in place since 2021. Approximately 739 suppliers have accepted our Code of Conduct via this process. At GWC, we maintain a single procurement policy across all our entities, ensuring consistency in upholding GWC's ethical, social and environmental standards across our operations.





SUPPLIER RELATIONSHIPS AND MANAGEMENT

Our Strategy

At GWC, our suppliers are not merely vendors — they are strategic partners who play a critical role in enabling us to deliver logistics excellence to our clients and the communities we serve. Our approach to supplier management is built on four principles: transparency, accountability, sustainability and mutual value creation.

We recognise that the integrity of our supply chain directly reflects the integrity of our organisation. Accordingly, we have invested significantly in building a procurement governance framework that ensures every supplier engagement — from initial registration through to performance review —

is conducted with rigour, fairness and a clear commitment to ethical standards.

In 2025, GWC formally launched its new Procurement Policy Manual (GWC-PROC-MAN-001), a comprehensive framework governing all aspects of supplier selection, evaluation, contract management and performance monitoring. This policy establishes clear authority levels, minimum sourcing requirements and mandatory due diligence standards, ensuring consistent and accountable procurement practices across all business units and geographies.

Our Approach to Supplier Onboarding and Due Diligence

GWC operates a structured supplier registration and qualification system through its WAX procurement platform, which governs the onboarding of all new suppliers across three registration tracks based on spend category and risk profile.

All prospective suppliers are required to submit documentation confirming their legal standing, financial stability and compliance with GWC's standards prior to being approved for any procurement engagement. For strategic and high-value suppliers, the requirements are more comprehensive and include submission of audited financial statements, relevant insurance certifications, HSE management system certifications (ISO 45001 or equivalent), quality certifications (ISO 9001 or equivalent), anti-bribery and beneficial ownership declarations, and verifiable references from comparable projects.

This tiered approach ensures that supplier risk is assessed proportionately, with more extensive scrutiny applied to higher-value and higher-risk engagements. In 2025, we further strengthened this framework by introducing mandatory Supplier Code of Conduct acceptance as a condition of registration for all supplier tiers, reinforcing our expectation that every supplier upholds the same ethical and environmental standards that GWC holds itself to.

2025 Supplier Registration Metrics

Total Active Approved Suppliers	New Suppliers Registered	Suppliers Removed/Suspended from Approved Suppliers List (ASL)
1,690	330	Zero

Procurement and Economic Contribution

GWC maintains a strong and deliberate commitment to supporting the local economy through its procurement activities. We prioritise engagement with locally registered suppliers across all spend categories where quality, capability and value requirements can be met, contributing directly to Qatar's economic diversification goals and the objectives of Qatar National Vision 2030.

In 2025, GWC's total procurement spend reached approximately QAR 181 million, of which approximately 78.89% was directed to locally registered and locally operating suppliers. This reflects our sustained commitment to in-country value creation and our role as a responsible corporate citizen in the markets we operate.

2025 Procurement Performance

Total Procurement Spend (QAR)	Local Supplier Spend (%)	International Supplier Spend (%)
181M	78.89	21.11

Beyond Qatar, GWC's regional procurement activities in Oman, KSA, UAE and Bahrain similarly prioritise local supplier engagement in line with each country's applicable in-country value requirements and regulatory frameworks.



Ethical Sourcing and Supply Chain Integrity

GWC is committed to ensuring that its supply chain is free from corruption, forced labour and any practices that contravene internationally recognised human rights standards. Our Supplier Code of Conduct, accepted by all registered suppliers, sets out clear expectations in relation to anti-bribery and anti-corruption compliance, fair labour practices, environmental responsibility, health and safety standards, and data privacy.

For our most strategic supplier relationships, we require compliance with internationally recognised ethical trade audit standards including SMETA (Sedex Members Ethical Trade Audit), ensuring that our supply chain commitments extend beyond contractual terms to independently verified practices.

All procurement decisions at GWC are governed by the principle of competitive neutrality. Our category-based procurement framework ensures that sourcing decisions are made through structured competitive processes, with award decisions documented, justified and approved at the appropriate authority level. This eliminates scope for bias or preferential treatment and reinforces supplier trust in the integrity of GWC's procurement process.

Supplier Performance Management

GWC recognises that supplier relationship management does not end at the point of award. We operate a structured supplier performance evaluation framework that applies to all active suppliers across our approved supplier list, with the frequency and depth of evaluation calibrated to the nature and value of the engagement.

Performance reviews assess suppliers across key dimensions including delivery reliability, quality of goods and services, responsiveness, contractual compliance and HSE performance. Where performance falls below the required standard, GWC issues a formal Corrective Action Plan and works collaboratively with the supplier to identify and implement improvements. Failure to remediate within the agreed timeframe may result in suspension from the Approved Supplier List.

For our most strategic supplier relationships — those governed by formal contracts under our Category 3 procurement framework — both annual reviews and mid-contract reviews are conducted for engagements of two years or more, ensuring that performance standards are maintained throughout the life of the relationship and not only at its outset.

This approach reflects GWC's belief that strong supplier relationships, built on transparency, mutual accountability and continuous improvement, are a key enabler of the operational excellence we deliver to our clients.

Looking Ahead

In 2026 and beyond, GWC will continue to strengthen its supplier management framework through the rollout of a dedicated Contract Lifecycle Management (CLM) system, the expansion of ESG screening criteria within our supplier onboarding process, and the development of a Supplier Sustainability Programme that will engage our key suppliers in our broader emissions reduction and social responsibility goals. We are committed to building a supply chain that not only supports GWC's commercial objectives, but actively contributes to a more sustainable and equitable logistics industry.





OUR DATA PRIVACY AND INFORMATION SECURITY

OUR APPROACH

At GWC, safeguarding data privacy and maintaining a robust information security posture are fundamental to our operations. Our policies, procedures and controls are developed and implemented in alignment with internationally recognised standards, applicable local regulations and established industry best practices.

2025 KEY ACTIONS

Strengthening Data Privacy Compliance

During the year 2025, GWC placed significant emphasis on strengthening its data privacy practices in alignment with the requirements of the Qatar Personal Data Privacy Protection Law (PDPL). The organisation remained committed to safeguarding personal and sensitive data by embedding privacy principles into operational processes and governance frameworks. Continuous efforts were made to enhance privacy controls, improve compliance monitoring and ensure that personal data is processed in a lawful, secure and transparent manner across all relevant business functions.

Enhancement of Security Monitoring Capabilities

To ensure stricter monitoring and protection of critical information assets, GWC enhanced its security monitoring capabilities through the implementation of modern and advanced security technologies. These improvements enabled better visibility into system activities, strengthened detection of potential threats and supported timely response to suspicious events. The enhanced monitoring framework significantly improved the organisation's ability to safeguard its digital infrastructure and maintain operational resilience.





Expansion of Information Security Workforce

Recognising the growing importance of cybersecurity and the increasing complexity of the threat landscape, GWC initiated plans to expand its Information Security workforce. This strategic initiative reflects the organisation's commitment to strengthening its security governance and ensuring the availability of qualified personnel to support cybersecurity operations, regulatory compliance activities and risk management functions. The planned workforce growth is expected to enhance the organisation's capacity to address emerging security challenges effectively.

Enhanced Risk Assessment and Data Residency Compliance

During 2025, GWC strengthened its risk assessment processes to support more effective identification, evaluation and mitigation of information security and privacy risks. The enhanced risk management approach introduced improved evaluation mechanisms, periodic reassessment of critical systems and strengthened oversight of sensitive information assets. Additionally, focused efforts were made to ensure compliance with data residency requirements, ensuring that sensitive and personal data are stored and processed in accordance with applicable regulatory and contractual obligations.

Strong Security Posture and Incident Prevention

As a result of strengthened security controls, enhanced monitoring capabilities and proactive risk management practices, GWC did not experience any major data breaches or significant information security incidents during the year 2025. This achievement demonstrates the effectiveness of the organisation's security framework and highlights its continued commitment to maintaining a robust and resilient information security posture.



[INTRODUCTION](#)[SUSTAINABLE LOGISTICS](#)[INCLUSIVE GROWTH](#)[ETHICAL LEADERSHIP](#)[REPORTING APPROACH](#)

REPORTING APPROACH

In this chapter, we share our approach to reporting, our ESG performance, stakeholder engagement and how we create value.

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REPORT SCOPE

GWC's 2025 Environmental, Social and Governance (ESG) Report is our annual report detailing our commitment, programs and performance regarding our ESG priorities. The report covers the financial year from January 1 to December 31, 2025, complementing GWC's 2025 Annual Report, which is separately published for the benefit of all relevant stakeholders.

This report has been prepared using GWC's 2025 reporting approach for environmental, social, governance and sustainability-related disclosures. The report includes a **QFMA Disclosure Matrix** that maps the relevant requirements of the **QFMA Guidance on Corporate Sustainability Reporting for Companies Listed on the Main Market** to the corresponding sections of the ESG Report. The report also reflects GWC's broader commitment to transparency, responsible business practices, and contribution to Qatar National Vision 2030.

This report has been prepared using available data and information for the reporting period, together with relevant internal inputs from the responsible functions. The purpose of this report is to provide transparency and insight into GWC's ESG initiatives, sustainability-related matters and performance for 2025.

All our calculations were prepared based on available source data, applicable internal methodologies and relevant calculation bases used by the responsible functions to derive

the final results presented in the report. Data sources and calculations are internally generated and have not been independently validated. Where relevant, the report is also supported by internal review, cross-functional input and disclosure mapping to help improve consistency, clarity and alignment with the 2025 reporting requirements.

Should there be a need for additional information or clarifications, stakeholders are encouraged to reach out directly to our Audit, Risk and Compliance team via email at ARC@gwclogistics.com

Furthermore, our approach to ESG reporting is guided by key national and international frameworks and commitments, showcasing our holistic engagement with sustainable development goals and ESG best practices.

GWC's 2025 disclosure approach is designed to improve how sustainability-related information is communicated across the report, supported by the **QFMA Disclosure Matrix** and the relevant sections referenced therein, in line with the **QFMA Guidance on Corporate Sustainability Reporting for Companies Listed on the Main Market**. The 2025 report also serves as a transition-year enhancement of GWC's sustainability reporting approach, with continued development expected in future reporting periods as applicable requirements, data availability, internal processes and reporting practices mature.

Membership and Association (National and International)



Reporting Frameworks and Principles



Global Reporting Initiative (GRI) Standards

Qatar Stock Exchange (QSE) Sustainability and ESG Dashboard

We have committed to disclose GWC's ESG performance to the QSE, which is a signatory to the United Nations Sustainable Stock Exchange Initiative.



OUR STAKEHOLDER ENGAGEMENT

We aim to use clear, relevant and supportable information when engaging with our stakeholders, including in relation to our goals, commitments, policies, standards and performance. At GWC, our stakeholders and how we engage with them are summarised below:

Our Stakeholder Group	Needs and Expectations	Material Topic	Our Engagement and Frequency
Customers	- Shipments are transported safely and reliably, and arrive on time and intact - Customised solutions tailored to customers' specific needs, including shipping methods, packaging and delivery schedules - Transparency in the shipping process by being informed about the status of their shipments, tracking information and any delays or issues that may arise - Secure and convenient storage solutions for their goods - Cost transparency in terms of pricing structures, including any additional fees or charges that may apply	- Data security and privacy - Ethical business conduct and anti-corruption	Regular - Transaction-based customer satisfaction survey - Customer feedback and ESG-related inputs (as required) Ongoing - Customer complaints management - Company website and social media
Shareholders and Investors	- Reasonable return on investment - Consistent profitability and financial stability in generating revenue and cost management - Transparency in financial reporting and disclosures - Innovation and staying competitive in an evolving industry	- Diversity, inclusion and Qatarization - Ethical business conduct and anti-corruption	Regular - Regular externally published performance and strategy updates (Annual) - Annual general meeting - Board meetings and governance updates (quarterly) - ESG and sustainability-related disclosures (annual/as required)
Staff	- Fair Compensation for their work, competitive salary, benefits and opportunities for performance-based bonuses or raises - A safe and healthy workplace which encompasses physical safety, as well as psychological safety, free from harassment and discrimination - Professional growth and development with access to training, mentoring and career advancement - Work-life balance with reasonable working hours and flexibility to accommodate personal responsibilities	- Diversity, inclusion and Qatarization - Employee welfare and safety - Employee engagement, training and development	Regular - Training need analysis (annual) - Induction program (monthly) - Learning and development programs (monthly) - Performance evaluation (quarterly) - Division/Department engagement activities (monthly/as required) - Employee engagement inputs and ESG-related feedback (as required)



Our Stakeholder Group	Needs and Expectations	Material Topic	Our Engagement and Frequency
	Recognition and Appreciation – staff are recognised and appreciated for their contributions through verbal appreciation, awards or other forms of acknowledgement		Ongoing Recruitment engagement
Regulators and Government	- Contribution to local economy and communities - Compliance with all legal and regulatory requirements - Addressing climate change risks and opportunities	- Diversity, inclusion and Qatarization - Ethical business conduct and anti-corruption	Regular - Public disclosures (e.g., Annual and Corporate Governance Report) - Regulatory reporting and sustainability-related disclosures (as required) Ongoing - Industry peers working group - Information request
Suppliers	- Being paid promptly and in accordance with the terms and conditions outlined in the contracts - Fair and transparent negotiations in terms of setting prices, terms and conditions	Ethical business conduct and anti-corruption	Regular - Supplier survey and audits (annual/as required) - Contractual meetings and tenders - Assessment and due diligence (quarterly) - Supplier engagement and ESG-related inputs (as required)
Local Communities	- Responsible environmental practices and sustainable development that protect natural resources and reduce pollution - Creating employment opportunities	- Diversity, inclusion and Qatarization - Corporate Social Responsibility	Regular - We support charities by providing 2.50% of our annual revenue (annual) - We organise and support multiple sustainability initiatives and activities across Qatar to actualise our commitment to “Sustainable Logistics, Inclusive Growth and Ethical Leadership” (annual) - Community engagement and CSR-related inputs (annual/as required) - Qatar CSR Activities (annual) - GWC CSR Activities (annual)

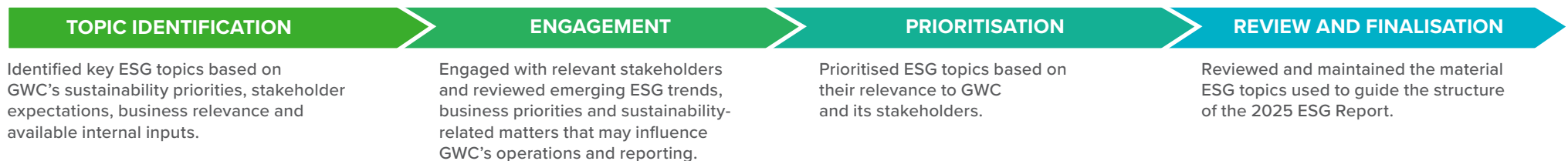


MATERIALITY ASSESSMENT

GWC periodically reviews its ESG priorities to understand the sustainability-related matters that are most relevant to the business and its stakeholders. This process supports the identification and prioritisation of ESG topics, and helps inform our sustainability reporting, stakeholder engagement and broader ESG commitments.



The review process is informed by various internal and external inputs, including stakeholder engagement, management discussions, ERM risk reviews, operational experience and sustainability-related developments. These inputs help GWC consider changes in stakeholder expectations and business priorities over time.





The material topics presented below reflect GWC's key ESG priorities and their alignment with relevant sustainability themes and the United Nations Sustainable Development Goals (SDGs). For 2025, these topics are retained to support continuity in ESG reporting, while the **QFMA Disclosure Matrix** serves as the primary disclosure index for mapping the report against the **QFMA Guidance on Corporate Sustainability Reporting for Companies Listed on the Main Market**.

The sequence of topics reflects GWC's existing materiality assessment and prior reporting structure. Topics within the same priority level should not be interpreted as a strict ranking.

Sequence	Material ESG Topic	QFMA/IFRS S1-S2 Disclosure Area	Related UN SDGs	Summary of Impact/Relevance	Scope/Boundary	Priority
1	Ethical Business Conduct and Anti-Corruption	Governance/ Risk Management		Supports integrity, accountability, compliance and stakeholder trust in business dealings	Internal operations, employees, suppliers, contractors, business partners and other relevant third parties	Most Important
2	Employee Welfare, Health and Safety	Social/Human Capital/ Risk Management	 	Supports employee well-being, safe operations, workforce productivity and business continuity	Employees and contractors across relevant GWC operations and locations	Most Important
3	Climate Change and Emissions	Climate-Related Disclosures/Metrics and Targets/Risk Management		Supports GWC's efforts to manage operational emissions, improve environmental performance and consider relevant climate-related matters in line with sustainability objectives	Relevant operational areas, including logistics services, warehousing energy consumption, transportation and selected indirect emissions where data is available	Most Important
4	Data Security and Privacy	Governance/Risk Management	 	Supports protection of sensitive information, customer trust, regulatory compliance and operational resilience	Areas handling sensitive information, including records management, data processing, customer interactions and digital platforms	Most Important
5	Employee Engagement, Training and Development	Social/Human Capital	 	Supports employee capability, engagement, retention, productivity and career development	Employees across relevant departments and geographic locations	Most Important
6	Diversity, Inclusion and Qatarization	Social/Human Capital/ Governance	  	Supports inclusive growth, equal opportunity, local workforce development and responsible employment practices	Employees across relevant levels, functions and operating locations	More Important



Sequence	Material ESG Topic	QFMA/IFRS S1-S2 Disclosure Area	Related UN SDGs	Summary of Impact/Relevance	Scope/Boundary	Priority
7	Energy Usage and Efficiency	Environmental/ Metrics and Targets	 	Supports energy efficiency, resource management, emissions reduction efforts and operational cost efficiency	Direct operations and purchased energy across relevant GWC facilities and operations where data is available	More Important
8	Corporate Social Responsibility and Community Engagement	Social/Stakeholder Engagement	 	Supports community development, stakeholder relationships and GWC's contribution to social and economic development	Community engagement activities, CSR initiatives and locations impacted by GWC's operations	More Important
9	Waste Management and Recycling	Environmental/ Metrics and Targets		Supports responsible waste management, recycling, resource efficiency and reduction of environmental footprint	Facilities and operations where waste is generated and data is available	Important
10	Water Consumption and Conservation	Environmental/ Metrics and Targets	 	Supports responsible water use, conservation and improved environmental performance	Facilities and operations with material water usage and available data	Important



HOW WE CREATE VALUE

As one of the leaders in our industry across the Middle East and the world, we create value by making our operations sustainable and efficient. Our efforts to reduce emissions and manage waste, alongside optimising energy and water use, demonstrate our commitment to the environment. We value diversity and invest in our employees' growth, ensuring a safe and inclusive workplace. Our active engagement in community initiatives and strict adherence to ethical practices builds trust with clients and stakeholders. By focusing on data security and maintaining high ethical standards, we contribute to a sustainable future, driving our success and that of our clients.

GWC VISION

To become GCC's leading **Logistics Service Provider**, delivering the region's most trusted, innovative and sustainable logistics solutions to our customers.

OUR VALUE CREATION

Our value creation model visually demonstrates how we transform what we depend on into value creation that ultimately benefits our customers, staff, society, the planet and our stakeholders.

WHAT WE DEPEND ON

Purpose-Driven People and Culture:

Our team of 3,424 employees, spanning the Middle East (excluding our European operations), embodies our diverse, inclusive culture and shared commitment to excellence.

Our Identity: Over two decades, we have fostered sustainable partnerships with customers, evolving alongside them and contributing to mutual progress.

Stakeholder Relationships and Partnerships:

We have built strong, positive connections with customers, suppliers and regulatory authorities, ensuring seamless end-to-end delivery networks.

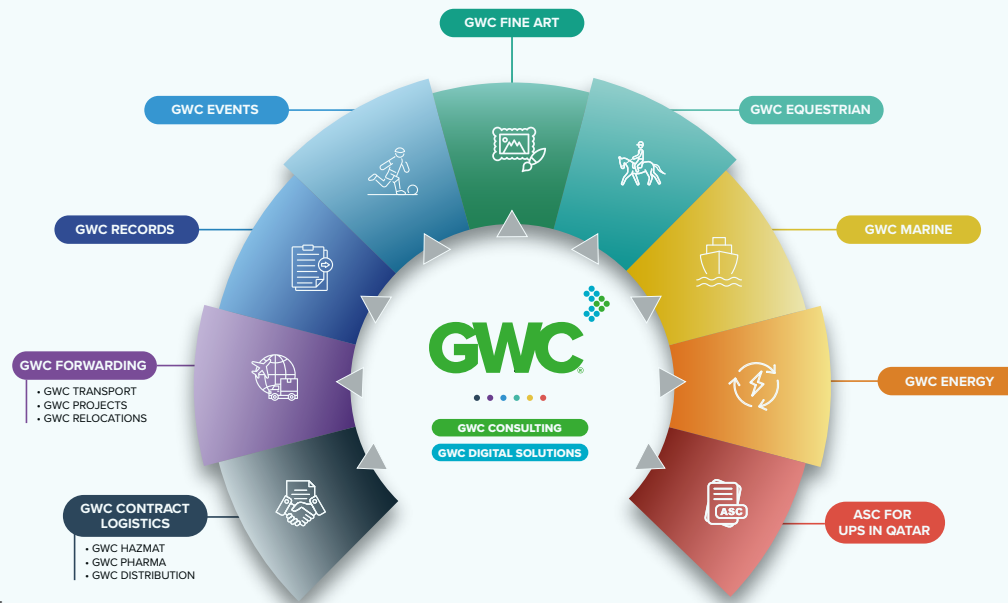
Financial Capital:

Our robust financial foundation underpins our operational and strategic initiatives.

Digital Infrastructure and Information

Management: Our advanced, secure information systems are crucial for coordinating our comprehensive logistics solutions.

OUR INTEGRATED SUPPLY CHAIN SOLUTIONS



VALUE CREATED FOR

Our Customers: We strive to offer sustainable logistics innovations marked by transparency and accountability, setting industry standards.

Our Staff: Inclusive growth by ensuring staff safety, promoting professional development.

Society: By optimising the flow of goods and materials, we support the socio-economic development of Qatar and of the Middle East and beyond, enhancing the quality of life.

The Planet: Acknowledging our environmental footprint, we continue to pursue initiatives that support emissions reduction, resource efficiency and improved environmental performance by 2030, in line with our sustainability objectives and Qatar National Vision 2030.

Shareholders: As we pursue international expansion, our focus on innovation and operational excellence continues to enhance.



OUR PERFORMANCE DATA

GWC'S SUSTAINABLE LOGISTICS KPIs

The following ESG performances are disclosed for 2024 and 2025.

SUSTAINABLE LOGISTICS	2025	2024
KPI 1: Environmental and Climate Impact [QFMA/IFRS S1-S2: Environmental/Climate-related Disclosures/Metrics and Targets]		
Energy		
Total petrol consumption (litres)	721,595	719,574
Total diesel consumption (litres)	9,912,847	10,145,324
Natural gas consumption (m ³)	N/A	N/A
Total electricity consumption (kWh)	93,093,431	111,569,029
Total energy consumption (GJ)	743,445	822,500
Total energy consumption from fuel (GJ)	408,308	420,852
Total energy consumption from electricity (GJ)	335,137	401,648
Energy intensity (GJ/employee)	229	115.615
Total energy consumption reduction (GJ)	66,512	1,928
Greenhouse Gas Emissions (GHG Emissions)		
Scope 1 direct GHG emissions (tonnes of CO ₂ e)	67,195	28,721.4
Scope 2 indirect GHG emissions (tonnes of CO ₂ e)	49,339	59,131.6
Scope 3 other indirect GHG emissions resulting from downstream leased property (tonnes of CO ₂ e)	41,710	33,772.6
Scope 3 other indirect GHG emissions resulting from waste disposal (tonnes of CO ₂ e)	Data incomplete	Data incomplete
Total GHG emissions (tonnes of CO ₂ e)	158,244	121,627
GHG emissions intensity (tonnes of CO ₂ e/employee)	48.7	35.8
GHG emissions reduction since target baseline 2023 (%) ¹	+29	+9.9

¹ GHG emissions increased by 9.9% from the 2023 baseline due to new operations in Oman, Al Wukair B3 and Street 41 warehouses. Further increases are expected until 2026 as data from KSA, UAE and the Netherlands are added.



SUSTAINABLE LOGISTICS	2025	2024
CO ₂ Emissions		
Direct CO ₂ from petrol (tonnes)	1681	1,729
Direct CO ₂ from diesel (tonnes)	26,367	27,031
Direct CO ₂ from natural gas (tonnes)	N/A	N/A
Indirect CO ₂ from electricity (tonnes)	49,339	59,132
Water		
Water consumption (m ³)	981,625	1,026,096
Water intensity (m ³ /employee)	302	293
Waste		
Total paper/cardboard consumption (kg)	1,287,170	233,580
Total paper/cardboard consumption intensity (kg/employee)	395.81	68.06

¹ GHG emissions increased by 9.9% from the 2023 baseline due to new operations in Oman, Al Wukair B3 and Street 41 warehouses. Further increases are expected until 2026 as data from KSA, UAE and the Netherlands are added.



GHG EMISSIONS CALCULATION METHODOLOGY

GWC calculates its greenhouse gas (GHG) emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, covering Scope 1 direct emissions, Scope 2 indirect energy emissions and selected Scope 3 other indirect emissions where data is available. All emissions are expressed in tonnes of CO₂ equivalent (tCO₂e). The table below summarises the calculation approach, activity data, emission factor sources and key assumptions used for GWC's disclosed GHG emissions. The methodology has been prepared based on available internal records, utility data, procurement logs and applicable emission factor sources for the reporting period.

Scope	Category	Activity Data	Emission Factor Source	Calculation Methodology
Scope 1	Fleet Emissions (Mobile Combustion)	Total volume of fuel consumed (litres) – Diesel & Petrol <i>Source: Fuel purchase records & fleet management logs</i>	UK DESNZ Greenhouse Gas Conversion Factors 2025 https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2025	Emissions (tCO ₂ e) = Fuel Quantity (litres) × Fuel-specific EF (kgCO ₂ e/litre) ÷ 1,000 <i>Covers CO₂, CH₄ and N₂O components on a per-litre basis for diesel and petrol separately.</i>
Scope 1	Fugitive Emissions (Refrigerant Gases)	Total weight of refrigerant gas consumed (kg), based on cylinders purchased/refilled Gases: R-404A, R-134a, R-410A, R-407C, R-22	GHG Protocol — GWP values from IPCC Fifth Assessment Report (AR5) https://ghgprotocol.org	Emissions (tCO ₂ e) = Refrigerant Quantity (kg) × GWP Value ÷ 1,000 GWP values (AR5): R-404A: 3,922 R-134a: 1,430 R-410A: 2,088 R-407C: 1,774 R-22: 1,810 <i>Follows the simplified mass-balance approach per GHG Protocol.</i>
Scope 2	Purchased Electricity (Location-Based)	Total electricity consumption (kWh) across all GWC-operated facilities <i>Source: Kahramaa utility bills</i>	Kahramaa (Qatar General Electricity & Water Corporation) Grid Emission Factor: 0.53 kgCO ₂ e/kWh <i>(as published in Kahramaa utility documentation)</i>	Emissions (tCO ₂ e) = Electricity Consumed (kWh) × 0.53 kgCO ₂ e/kWh ÷ 1,000 <i>Location-based approach applied. The assumed Kahramaa factor is treated as the applicable national grid emission factor for Qatar.</i>
Scope 3	Category 13 — Downstream Leased Assets	Electricity consumption (kWh) of tenants occupying GWC-leased warehouse facilities <i>Source: Sub-meter readings or direct tenant reporting</i>	Kahramaa (Qatar General Electricity & Water Corporation) Grid Emission Factor: 0.53 kgCO ₂ e/kWh <i>(consistent with Scope 2 methodology)</i>	Emissions (tCO ₂ e) = Tenant Electricity Consumed (kWh) × 0.53 kgCO ₂ e/kWh ÷ 1,000 <i>GWC, as lessor, recognises indirect emissions from tenant operations across leased warehouse facilities.</i>

Note: Emissions calculations are based on available internal records and applicable emission factor sources. The Kahramaa grid emission factor of 0.53 kgCO₂e/kWh is applied consistently across Scope 2 and Scope 3 Category 13 calculations. GWC has applied the disclosed GHG emissions calculation methodology consistently over the past three reporting periods, with no material methodology changes applied for the 2025 reporting period.



GWC'S INCLUSIVE GROWTH KPIs

INCLUSIVE GROWTH	2025	2024
KPI 2: Employment [QFMA/IFRS S1-S2: Social/Human Capital/Workforce Composition]		
Total number of employees broken down by gender and region		
Male employees	3,246	3,300
Female employees	189	174
Employees by region: Middle East	3,424	3,466
Employees by region: Europe	11	8
Total number of full-time employees broken down by gender and region		
Male employees	3,192	3,291
Female employees	177	170
Employees by region: Middle East	3,358	3,461
Employees by region: Europe	11	0
Total number of part-time employees broken down by gender and region [There are no part-time employees across GWC and its subsidiaries]		
Male employees	0	0
Female employees	0	0
Employees by region: Middle East	0	0
Employees by region: Europe	0	0
Total number of employees on indefinite or permanent contracts broken down by gender and region		
Male employees	3,182	3,291
Female employees	176	170
Employees by region: Middle East	3,347	3,461
Employees by region: Europe	11	0



INCLUSIVE GROWTH	2025	2024
Total number of employees on fixed-term or temporary contracts broken down by gender and region		
Male employees	54	9
Female employees	12	4
Employees by region: Middle East	66	5
Employees by region: Europe	0	8
Employees broken down by career level		
Senior management employees (number)	44	31
Middle management employees (number)	233	216
Non-management employees (number)	3,158	3,227
Employees broken down by age		
Employees aged 18-30 (number)	701	859
Employees aged 31-50 (number)	2,499	2,398
Employees aged 51+ (number)	235	217
Youth employment (%)	0	0
Nationalisation		
Qatarization (%)	5.61	5.70
KPI 3: Outsourced employees [QFMA/IFRS S1-S2: Social/Human Capital/Workforce Composition]		
Total number of workers who are not employees and whose work is controlled by the organisation	0	0
KPI 4: Talent Retention [QFMA/IFRS S1-S2: Social/Human Capital/Talent Retention]		
Employee engagement		
Employee engagement score (%)	N/A	N/A
Absenteeism rate (%)	1.60	1.83
Turnover		
Total employee turnover (number)	743	900
Total employee turnover (%)	22	25.91
Voluntary employee turnover (number)	517	500
Voluntary employee turnover (%)	15	14.39



INCLUSIVE GROWTH	2025	2024
Turnover (voluntary and involuntary) broken down by gender and region		
Male (number)	700	806
Female (number)	43	94
Middle East (%)	22	25.65
Europe (%)	0.12	0.26
Turnover (voluntary and involuntary) broken down by age		
Employees aged 18-30 (number)	221	365
Employees age 31-50 (number)	452	500
Employees age 51+ (number)	70	35
New hires		
Total new employee hires (number)	703	627
Total new employee hires (%)	20.47	18.05
New hires broken down by gender and region		
Male (number)	643	569
Female (number)	60	58
Middle East (%)	20.23	17.93
Europe (%)	0.23	0.12
New hires broken down by age		
Employees aged 18-30 (number)	225	271
Employees age 31-50 (number)	441	349
Employees age 51+ (number)	37	7



INCLUSIVE GROWTH	2025	2024
Parental Leave²		
Total number of employees that were entitled to parental leave	280	251
Male employees who were entitled to parental leave <i>Oman and KSA staff only</i>	91	77
Female employees who were entitled to parental leave	189	174
Total number of employees that took parental leave	9	14
Male employees who took parental leave	2	1
Female employees who took parental leave	7	13
Total number of employees who returned to work after parental leave ended	8	13
Male employees who returned to work after parental leave ended	2	1
Female employees who returned to work after parental leave ended	6	12
Return to work rate		
Male return to work rate (%)	100	100
Female return to work rate (%)	85.71	92.31
Total number of employees who returned from parental leave who were still employed twelve months after return to work	7	8
Male employees who returned from parental leave who were still employed twelve months after returning to work (%)	50	100
Female employees who returned from parental leave who were still employed twelve months after returning to work (%)	85.71	92.31
Retention rate (%)	77.78	57.14
Male retention rate (%) <i>Male GWC staff are not entitled to parental leave</i>	50	100
Female retention rate (%)	85.71	53.85
KPI 5: Training and Development [QFMA/IFRS S1-S2: Social/Human Capital/Training and Development]		
Total training hours (number)	28,725	34,210
Average training hours provided per employee	8.3	10
Training hours broken down by career level		
Average training hours of senior management (number)	59	30
Average training hours of middle management (number)	765	1,706
Average training hours of non-management (number)	27,901	32,473

² Under the current policy, male staff in GWC Qatar are not eligible for parental leave, while male staff in Oman and KSA operations are eligible.



INCLUSIVE GROWTH	2025	2024
Training hours broken down by gender		
Average training hours of male employees (%)	96	5
Average training hours of female employees (%)	4	95
Investment in learning and development		
Spend on learning and development of our people (QAR)	629,667.21	406,009.42
Performance reviews		
Employees who received a performance and career development review (%)	100	100
Performance reviews broken down by gender		
Male employees who received a performance and career development review (%)	100	100
Female employees who received a performance and career development review (%)	100	100
Performance reviews are broken down by career level		
Senior management employees receiving regular performance and career development reviews (%)	100	100
Middle management employees receiving regular performance and career development reviews (%)	100	100
Non-management employees receiving regular performance and career development reviews (%)	100	100
KPI 6: Female Employment and Diversity [QFMA/IFRS S1-S2: Social/Human Capital/Diversity and Inclusion]		
Female employment rate (%)	5.45	5.01
Women in senior management (%)	4.6	0
Women in middle management (%)	14.6	15.28
Median male salary to median female salary (ratio)	0.36	0.35
KPI 7: Community Investment [QFMA/IFRS S1-S2: Social/Community Investment]		
Community investment as a percentage of pre-tax profits (%)	2.5	2.5
Total number of employee volunteering hours	125	40



INCLUSIVE GROWTH	2025	2024
KPI 8: Employee Health and Safety [QFMA/IFRS S1-S2: Social/Human Capital/Health and Safety]		
Total Recordable Incident Rate (TRIR)	0.69	0.49
Lost Time Incident Rate (LTIR)	0.69	0.49
Number and rate of fatalities as a result of work-related injury	0	0
High-consequence injuries (recovery period > 6 months, excluding fatalities)	0	1
The number and rate of recordable work-related injuries	30	22
The number of hours worked	8,634,031.39	9,014,911.18
Number of fatalities as a result of work-related ill health	0	0
Number of cases of recordable work-related ill health	0	0
Main types of work-related ill health	0	0



GWC'S ETHICAL LEADERSHIP KPIs

ETHICAL LEADERSHIP	2025	2024
KPI 9: Corporate Governance [QFMA/IFRS S1-S2: Governance/Board Composition/Business Conduct]		
Incidents of non-compliance with laws and regulations (number)	0	0
Non-monetary sanctions (number)	0	0
Total amount of legal and regulatory fines and settlements (QAR Mil)	0	0
Confirmed incidents of bribery or corruption (number)	0	0
Board seats occupied by independent directors (number)	3	3
Board seats occupied by men (number)	8	8
Board seats occupied by women (number)	1	1
Group BoD members under 30 years old (number)	0	0
Group BoD members between 30-50 years old (number)	8	7
Group BoD members over 50 years old (number)	1	2
Group CEO pay ratio	N/A	N/A
KPI 10: Anti-corruption [QFMA/IFRS S1-S2: Governance/Business Conduct/Anti-Corruption]		
Total number of employees that have received training on anti-corruption broken down by career level and region	2,268	2,744
Senior management employees	30	14
Middle management employees	128	185
Non-management employees	2,110	2,545
Employees by region <i>Middle East</i>	2,263	3,050
Employees by region <i>Europe</i>	5	6



ETHICAL LEADERSHIP	2025	2024
Total percentage of employees that have received training on anti-corruption broken down by career level and region		
Senior management employees (%)	81	46
Middle management employees (%)	88	86
Non-management employees (%)	65	79
Employees by region (%) <i>Middle East</i>	66	88
Employees by region (%) <i>Europe</i>	45	75
KPI 11: Data Security and Customer Privacy [QFMA/IFRS S1-S2: Governance/Risk Management/Data Security and Privacy]		
Data security breaches (number)	0	0
Amount of fraudulent transaction activity (QAR Mil)	0	0
Total number of substantiated complaints received concerning breaches of customer privacy	0	0
Complaints received from outside parties and substantiated by the organisation	0	0
Complaints from regulatory bodies	0	0
KPI 12: Grievances [QFMA/IFRS S1-S2: Social/Human Capital/Employee Relations]		
Number of grievances filed in the reporting period	2	13
Number of grievances addressed or resolved	2	13
KPI 13: Incidents of Discrimination [QFMA/IFRS S1-S2: Social/Human Capital/Non-Discrimination]		
Total number of incidents of discrimination	0	13
KPI 14: Responsible Procurement and Supply Chain [QFMA/IFRS S1-S2: Governance/Supply Chain/Responsible Procurement]		
Local procurement spends (%)	78.89	78.5



QFMA/IFRS S1-S2 DISCLOSURE MATRIX

The following disclosure matrix maps GWC's 2025 ESG Report against the relevant requirements of the **QFMA Guidance on Corporate Sustainability Reporting for Companies Listed on the Main Market**, with reference to the underlying IFRS S1 and IFRS S2 disclosure areas. The matrix is intended to help readers locate where relevant sustainability-related and climate-related information is presented within this report and, where applicable, in GWC's related public documents, including the Annual Report, Corporate Governance Report, Consolidated Financial Statements, Board Charter, Committee Charters, and published policies and procedures.

The 2025 ESG Report represents a transition-year enhancement of GWC's sustainability reporting approach. Accordingly, the matrix identifies disclosures that are already included in the report or covered through related public documents, as well as areas that remain under review for future reporting periods as data availability, internal processes, reporting practices and applicable requirements continue to mature.

Where certain disclosure requirements have not been fully addressed for 2025, the matrix provides a brief explanation of the omitted requirement and the reason for omission. This approach supports transparency and helps stakeholders understand the current status of GWC's transition toward fuller alignment with the QFMA Guidance and the underlying IFRS S1/IFRS S2 requirements.

The **Supplementary QSE ESG Performance Metrics** and **Supplementary WFE Performance Metrics** are retained in this report as additional reference tables to support continuity with prior-year reporting and provide stakeholders with comparable ESG performance information.

REF.	DISCLOSURE	QFMA PAGE REF.	LOCATION IN THE REPORT	OMISSION	
				DISCLOSURE STATUS/ FUTURE ENHANCEMENT	EXPLANATION
Governance					
G1	The Board’s responsibilities for oversight of sustainability-related and climate-related risks and opportunities.	20–21	ESG Report 2025 – Our Governance (Pages 22–24) • GWC Annual Report 2025 – Corporate Governance 2025 (GWC Website) • GWC Annual Report 2025 – Internal Control Report 2025/ Board Audit Committee Achievements Report (GWC Website) • Board Charter (GWC Website) • Audit Committee Charter (GWC Website)		
G2	How responsibilities for sustainability-related and climate-related risks and opportunities are reflected in the terms of reference, mandates or policies applicable to the Board or Board Committees.	21	• ESG Report 2025 – Our Governance/Board Oversight and Governance Structure (Pages 22–23) • GWC Annual Report 2025 – Corporate Governance 2025 (GWC Website) • Board Charter (GWC Website) • Audit Committee Charter (GWC Website) • Nomination and Remuneration Charter (GWC Website)		



REF.	DISCLOSURE	QFMA PAGE REF.	LOCATION IN THE REPORT	OMISSION	
				DISCLOSURE STATUS/ FUTURE ENHANCEMENT	EXPLANATION
G3	Whether the skills and competencies of the members of the Board or Board Committees are appropriate for overseeing sustainability-related and climate-related risks and opportunities.	21	- ESG Report 2025 – Our Governance/Board Composition (Pages 22–24) - GWC Annual Report 2025 – Board of Directors/ Corporate Governance 2025 (GWC Website) - GWC Annual Report 2025 – Board Audit Committee Composition and Independence (GWC Website) - Audit Committee Charter (GWC Website)		
G4	How and how often the Board or Board Committees are informed about sustainability-related and climate-related risks and opportunities.	21	- ESG Report 2025 – Our Governance (Pages 22–24) - ESG Report 2025 – Our Enterprise Risk Management Approach (Pages 79–81) - GWC Annual Report 2025 – Board Audit Committee Achievements Report/Monitoring of Enterprise Risk Management (GWC Website) - GWC Annual Report 2025 – Corporate Governance Report 2025 (GWC Website)		
G5	How the Board takes account of sustainability-related and climate-related risks and opportunities when overseeing the company's strategy, decisions on major transactions, and risk management processes and related policies.	21	- ESG Report 2025 – Our ESG Strategy (Page 21) - ESG Report 2025 – Our Governance (Pages 22–24) - ESG Report 2025 – Our Enterprise Risk Management Approach (Pages 79–81) - ESG Report 2025 – Risk Assessment/ESG Integration/ Risk Taxonomy (Pages 80–81) - GWC Annual Report 2025 – Corporate Governance Report 2025/Monitoring of Enterprise Risk Management (GWC Website) - Board Charter (GWC Website)	Formal disclosure on how sustainability-related and climate-related matters are considered in decisions on major transactions, including quantified financial effects, funding implications or transition-related financial considerations.	The 2025 ESG Report describes how sustainability-related and climate-related matters are considered through ESG strategy, governance oversight, ERM reviews, risk assessment and risk reporting. Quantified financial effects, funding implications or transition-related financial considerations in relation to major transaction decisions are not separately presented for 2025, and remain under review for future reporting periods.



REF.	DISCLOSURE	QFMA PAGE REF.	LOCATION IN THE REPORT	OMISSION	
				DISCLOSURE STATUS/ FUTURE ENHANCEMENT	EXPLANATION
G6	How the Board oversees the setting of targets related to sustainability-related and climate-related risks and opportunities, and monitors progress towards those targets, including whether and how related performance metrics are included in remuneration policies.	21	• ESG Report 2025 – Message from the Managing Director (Page 1) • ESG Report 2025 – Message from the Group Chief Executive Officer (Page 2) • ESG Report 2025 – Our Governance (Pages 22–24) • ESG Report 2025 – Our Path to 2030 Emissions Reductions (Page 34) • ESG Report 2025 – Our Performance Data (Pages 96–106) • GWC Annual Report 2025 – Corporate Governance Report 2025/Remuneration Committee (GWC Website) • Nomination and Remuneration Charter (GWC Website)	Disclosure of whether and how sustainability-related or climate-related performance metrics are included in remuneration policies.	The 2025 ESG Report discloses GWC's environmental targets and related performance data, and describes Board and Committee oversight of ESG matters. The linkage between sustainability-related or climate-related performance metrics and remuneration policies is not separately presented for 2025 and remains under review for future reporting periods.
G7	The governance processes, controls and procedures used by Senior Management to monitor, manage and oversee sustainability-related and climate-related risks and opportunities.	21	• ESG Report 2025 – Our Governance (Pages 22–24) • ESG Report 2025 – Our Enterprise Risk Management Approach (Pages 79–81) • ESG Report 2025 – Risk Assessment/ESG Integration/Risk Taxonomy (Pages 80–81) • ESG Report 2025 – Our Ethics and Compliance Approach (Pages 71–77) • GWC Annual Report 2025 – Internal Control Report 2025/ Board Audit Committee Achievements Report (GWC Website) • Audit Committee Charter (GWC Website)		



REF.	DISCLOSURE	QFMA PAGE REF.	LOCATION IN THE REPORT	OMISSION	
				DISCLOSURE STATUS/ FUTURE ENHANCEMENT	EXPLANATION
G8	Which controls and procedures are used to support oversight of sustainability-related and climate-related risks and opportunities and how they are integrated with other control functions.	21	• ESG Report 2025 – Our Governance (Pages 22–24) • ESG Report 2025 – Our Enterprise Risk Management Approach (Pages 79–81) • ESG Report 2025 – Risk Assessment/ESG Integration/Risk Taxonomy (Pages 80–81) • ESG Report 2025 – Our Ethics and Compliance Approach/Our Compliance Program and Policies (Pages 71–73) • GWC Annual Report 2025 – Internal Control Report 2025/Corporate Governance Report 2025/Board Audit Committee Achievements Report (GWC Website) • Audit Committee Charter (GWC Website) • GWC Policies and Procedures (GWC Website)		
Strategy					
S1	The sustainability-related risks and opportunities that could reasonably be expected to affect the company's prospects.	22	• ESG Report 2025 – Our ESG Strategy (Page 21) • ESG Report 2025 – Materiality Assessment (Pages 92–94) • ESG Report 2025 – Our Enterprise Risk Management Approach/Risk Assessment/ESG Integration/Risk Taxonomy (Pages 79–81) • ESG Report 2025 – Our Performance Data (Pages 96–106)		
S2	The climate-related risks and opportunities that could reasonably be expected to affect the company's prospects.	22–23	• ESG Report 2025 – Sustainable Logistics – Our Strategy (Page 29) • ESG Report 2025 – Our Path to 2030 Emissions Reductions (Page 34) • ESG Report 2025 – Our Emissions Reduction Controls (Pages 35–37) • ESG Report 2025 – Our Enterprise Risk Management Approach/ESG Integration/Risk Taxonomy (Pages 79–81) • ESG Report 2025 – Our Performance Data/Environmental and Climate Impact (Pages 96–98)		



REF.	DISCLOSURE	QFMA PAGE REF.	LOCATION IN THE REPORT	OMISSION	
				DISCLOSURE STATUS/ FUTURE ENHANCEMENT	EXPLANATION
S3	Whether each identified climate-related risk is considered a physical risk or a transition risk.	22–23	- ESG Report 2025 – Sustainable Logistics – Our Path to 2030 Emissions Reductions (Page 34) - ESG Report 2025 – Our Enterprise Risk Management Approach/ESG Integration/Risk Taxonomy (Pages 79–81)	Formal classification of each identified climate-related risk as either physical risk or transition risk.	The 2025 ESG Report discusses emissions reduction, operational controls, ESG integration and climate-related considerations within the broader ERM and sustainability process. A formal table classifying each climate-related risk as physical or transition risk is not separately presented for 2025 and remains under review for future reporting periods.
S4	The time horizons over which the effects of identified sustainability-related and climate-related risks and opportunities could reasonably be expected to occur.	22–23, 29	- ESG Report 2025 – Our ESG Strategy (Page 21) - ESG Report 2025 – Our Path to 2030 Emissions Reductions (Page 34) - ESG Report 2025 – Materiality Assessment (Pages 92–94)	Formal short-, medium- and long-term time horizon definitions for sustainability-related and climate-related risks and opportunities.	The 2025 ESG Report includes 2030 environmental targets and discusses GWC's longer-term sustainability objectives. A consistent short-, medium- and long-term horizon framework for all sustainability-related and climate-related risks and opportunities is not separately presented for 2025, and remains under review for future reporting periods.
S5	How the company defines short, medium and long term, and how those definitions are linked to the planning horizons used for strategic decision-making.	22–23, 29	- ESG Report 2025 – Our ESG Strategy (Page 21) - ESG Report 2025 – Our Path to 2030 Emissions Reductions (Page 34) - GWC Annual Report 2025 – Vision/Business Units Summary/Delivery Foundations (GWC Website)	Formal linkage of short-, medium- and long-term sustainability reporting horizons to GWC's strategic planning horizons.	The 2025 ESG Report and Annual Report describe GWC's strategy, sustainability priorities, operating model and 2030 environmental targets. Formal linkage between sustainability reporting time horizons and strategic planning horizons is not separately presented for 2025 and remains under review for future reporting periods.



REF.	DISCLOSURE	QFMA PAGE REF.	LOCATION IN THE REPORT	OMISSION	
				DISCLOSURE STATUS/ FUTURE ENHANCEMENT	EXPLANATION
S6	The current and anticipated effects of sustainability-related and climate-related risks and opportunities on the company's business model and value chain.	23	- ESG Report 2025 – Our End-to-End Logistics (Pages 19–20) - ESG Report 2025 – Our ESG Strategy (Page 21) - ESG Report 2025 – Sustainable Logistics – Our Strategy/ Our Path to 2030 Emissions Reductions (Pages 29–34) - ESG Report 2025 – Materiality Assessment (Pages 92–94) - GWC Annual Report 2025 – Business Units Summary/ Delivery Foundations (GWC Website)		
S7	Where the effects of sustainability-related and climate-related risks and opportunities are concentrated, for example in geographical areas, facilities and types of assets.	23	- ESG Report 2025 – About GWC/GWC at a Glance/Business Units Summary/Logistics Hubs (Pages 3–18) - ESG Report 2025 – Our End-to-End Logistics (Pages 19–20) - ESG Report 2025 – Sustainable Logistics – Our Path to 2030 Emissions Reductions (Page 34) - GWC Annual Report 2025 – Business Units Summary/ Delivery Foundations (GWC Website)	Formal mapping of each sustainability-related or climate-related risk and opportunity to specific geographical areas, facilities or asset types.	The 2025 ESG Report provides information on GWC's geographic footprint, logistics hubs, operating activities and value chain. A risk-by-risk concentration map by facility, geography or asset class is not separately presented for 2025 and remains under review for future reporting periods.
S8	The actual and planned responses to sustainability-related and climate-related risks and opportunities in the company's strategy and decision-making.	23–24	- ESG Report 2025 – Our ESG Strategy (Page 21) - ESG Report 2025 – Sustainable Logistics – Our 2025 Key Actions (Pages 30–33) - ESG Report 2025 – Our Path to 2030 Emissions Reductions (Page 34) - ESG Report 2025 – Our Emissions Reduction Controls (Pages 35–37) - ESG Report 2025 – Our Enterprise Risk Management Approach (Pages 79–81)	Formal disclosure of planned strategic responses, including implementation roadmap, decision-making impacts, quantified financial effects, funding implications or transition-related financial considerations.	The 2025 ESG Report describes actions undertaken during the year, emissions reduction controls, ESG integration and ERM-related consideration of sustainability matters. Planned strategic responses with quantified financial effects, funding implications or transition-related financial considerations are not separately presented for 2025 and remain under review for future reporting periods.



REF.	DISCLOSURE	QFMA PAGE REF.	LOCATION IN THE REPORT	OMISSION	
				DISCLOSURE STATUS/ FUTURE ENHANCEMENT	EXPLANATION
S9	Progress against plans disclosed in previous reporting periods.	24	- ESG Report 2025 – Message from the Managing Director (Page 1) - ESG Report 2025 – Message from Group Chief Executive Officer (Page 2) - ESG Report 2025 – 2025 Key Highlights (Pages 25–27) - ESG Report 2025 – Sustainable Logistics – Our 2025 Key Actions (Pages 30–33) - ESG Report 2025 – Our Performance Data (Pages 96–106) - Supplementary QSE ESG Performance Metrics (Pages 126–127) - Supplementary WFE Performance Metrics (Pages 129–131)	Formal progress reporting against all previously disclosed sustainability-related and climate-related strategic plans.	The 2025 ESG Report provides year-on-year performance data and discusses selected actions and environmental targets. A formal tracker comparing all previously disclosed sustainability-related and climate-related plans against implementation status is not separately presented for 2025 and remains under review for future reporting periods.
S10	Trade-offs the company considered between sustainability-related risks and opportunities.	24, 29	- ESG Report 2025 – Our ESG Strategy (Page 21) - ESG Report 2025 – Materiality Assessment (Pages 92–94) - ESG Report 2025 – Our Enterprise Risk Management Approach/Risk Assessment (Pages 79–80)	Formal disclosure of trade-offs considered between sustainability-related risks and opportunities.	The 2025 ESG Report discusses ESG priorities, material topics, risk assessment and sustainability-related considerations. A formal trade-off analysis between sustainability-related risks and opportunities, including quantified operational or financial trade-offs, is not separately presented for 2025 and remains under review for future reporting periods.
S11	Climate-related targets and how the company plans to achieve them.	24	- ESG Report 2025 – Message from the Managing Director (Page 1) - ESG Report 2025 – Message from Group Chief Executive Officer (Page 2) - ESG Report 2025 – 2025 Key Highlights (Pages 25–27) - ESG Report 2025 – Our Path to 2030 Emissions Reductions (Page 34) - ESG Report 2025 – Our Emissions Reduction Controls (Pages 35–37) - ESG Report 2025 – Our Performance Data/Environmental and Climate Impact (Pages 96–98)	Detailed implementation plan, assumptions, dependencies and funding approach for achieving climate-related targets.	The 2025 ESG Report discloses GWC's 2030 emissions reduction targets and related operational controls. A detailed climate target implementation plan covering assumptions, dependencies, capital requirements, funding sources or transition-related financial implications is not separately presented for 2025, and remains under review for future reporting periods.



REF.	DISCLOSURE	QFMA PAGE REF.	LOCATION IN THE REPORT	OMISSION	
				DISCLOSURE STATUS/ FUTURE ENHANCEMENT	EXPLANATION
S12	Current and anticipated changes to the business model attributable to climate-related risks and opportunities.	24	- ESG Report 2025 – Our End-to-End Logistics (Pages 19–20) - ESG Report 2025 – Sustainable Logistics – Our Strategy/ Our Path to 2030 Emissions Reductions (Pages 29–34) - GWC Annual Report 2025 – Business Units Summary/ Delivery Foundations (GWC Website)	Formal disclosure of current and anticipated changes to GWC's business model attributable specifically to climate-related risks and opportunities.	The 2025 ESG Report describes GWC's value chain, logistics model, emissions-related initiatives and environmental controls. Current or anticipated changes to the business model specifically attributable to climate-related risks and opportunities are not separately presented for 2025 and remain under review for future reporting periods.
S13	Direct mitigation and adaptation efforts.	24	- ESG Report 2025 – Sustainable Logistics – Our 2025 Key Actions (Pages 30–33) - ESG Report 2025 – Our Path to 2030 Emissions Reductions (Page 34) - ESG Report 2025 – Our Emissions Reduction Controls (Pages 35–37) - ESG Report 2025 – Waste Management and Recycling (Pages 38–43) - ESG Report 2025 – Our Performance Data/Environmental and Climate Impact (Pages 96–98)		
S14	Indirect mitigation and adaptation efforts, including support for customers and other value chain actions.	24	- ESG Report 2025 – Our End-to-End Logistics (Pages 19–20) - ESG Report 2025 – Working with Our Stakeholders/ Working with Our Suppliers (Pages 82–83) - ESG Report 2025 – Sustainable Logistics – Our Emissions Reduction Controls (Pages 35–37) - ESG Report 2025 – Materiality Assessment (Pages 92–94)	Formal disclosure of value-chain-wide indirect mitigation and adaptation efforts, including quantified support for customers and other value chain parties.	The 2025 ESG Report discusses ESG considerations across the logistics value chain, supplier engagement and selected operational controls. Quantified indirect mitigation and adaptation efforts across customers, suppliers and other value chain parties are not separately presented for 2025, and remain under review for future reporting periods.



REF.	DISCLOSURE	QFMA PAGE REF.	LOCATION IN THE REPORT	OMISSION	
				DISCLOSURE STATUS/ FUTURE ENHANCEMENT	EXPLANATION
S15	The climate transition plan, including assumptions and dependencies.	24	Not disclosed	Formal climate transition plan, including assumptions, dependencies, implementation actions, financing considerations and governance of delivery.	The 2025 ESG Report discloses GWC's 2030 emissions reduction targets and related environmental initiatives. A formal climate transition plan, including assumptions, dependencies, implementation milestones and financing considerations, is not separately presented for 2025 and remains under review for future reporting periods.
S16	The current and anticipated financial effects of sustainability-related and climate-related risks and opportunities on financial position, financial performance and cash flows.	24–25	Not disclosed	Formal disclosure of current and anticipated financial effects of sustainability-related and climate-related risks and opportunities on financial position, financial performance and cash flows.	Current and anticipated financial effects of sustainability-related and climate-related risks and opportunities on financial position, financial performance and cash flows are not separately presented for 2025, and remain under review for future reporting periods.
S17	The expected financial effects over the short, medium and long term.	25	Not disclosed	Formal disclosure of expected short-, medium- and long-term financial effects of sustainability-related and climate-related risks and opportunities.	Expected short-, medium- and long-term financial effects of sustainability-related and climate-related risks and opportunities are not separately presented for 2025, and remain under review for future reporting periods.
S18	The planned sources of funding to implement the strategy.	25	Not disclosed	Specific disclosure on planned sources of funding for implementation of sustainability-related or climate-related strategy.	Planned sources of funding for implementation of sustainability-related or climate-related strategy are not separately presented for 2025 and remain under review for future reporting periods.
S19	The resilience of the company's strategy and business model to sustainability-related risks.	26	- ESG Report 2025 – Our ESG Strategy (Page 21) - ESG Report 2025 – Our End-to-End Logistics (Pages 19–20) - ESG Report 2025 – Our Enterprise Risk Management Approach/Risk Assessment (Pages 79–80) - GWC Annual Report 2025 – Business Units Summary/ Delivery Foundations/Corporate Governance 2025 (GWC Website)	Formal resilience assessment of GWC's strategy and business model against sustainability-related risks.	The 2025 ESG Report describes GWC's ESG strategy, value chain, ERM process and sustainability-related considerations. A formal resilience assessment of the company's strategy and business model against sustainability-related risks is not separately presented for 2025 and remains under review for future reporting periods.



REF.	DISCLOSURE	QFMA PAGE REF.	LOCATION IN THE REPORT	OMISSION	
				DISCLOSURE STATUS/ FUTURE ENHANCEMENT	EXPLANATION
S20	The climate-related scenario analysis used to assess resilience.	26, 48-49	Not disclosed	Climate-related scenario analysis used to assess business resilience.	Climate-related scenario analysis used to assess business resilience is not separately presented for 2025 and remains under review for future reporting periods.
S21	The implications of the resilience assessment and areas of uncertainty.	26, 48-49	Not disclosed	Formal disclosure of the implications of resilience assessment and related areas of uncertainty.	The implications of a formal resilience assessment and related areas of uncertainty are not separately presented for 2025 and remain under review for future reporting periods.
S22	The key assumptions, time horizons, scope and scenarios used.	26, 48-49	Not disclosed	Key assumptions, time horizons, scope and scenarios used in climate-related scenario analysis.	Key assumptions, time horizons, scope and scenarios used in climate-related scenario analysis are not separately presented for 2025 and remain under review for future reporting periods.
Risk Management					
R1	The processes the company uses to identify sustainability-related risks and opportunities.	32-33, 40-42	- ESG Report 2025 – Ethical Leadership – Our Enterprise Risk Management Approach (Pages 79–81) - ESG Report 2025 – Ethical Leadership – Risk Assessment (Page 80) - GWC Annual Report 2025 – Internal Control Report 2025/ Board Audit Committee Achievements Report – Monitoring of Enterprise Risk Management (GWC Website)		
R2	The inputs and parameters the company uses, and the sources of information applied, in identifying sustainability-related risks and opportunities.	32–33, 40–42	- ESG Report 2025 – Ethical Leadership – Risk Assessment (Page 80) - ESG Report 2025 – Ethical Leadership – ESG Integration (Page 81) - GWC Annual Report 2025 – Internal Control Report 2025/ Monitoring of Enterprise Risk Management (GWC Website)		



REF.	DISCLOSURE	QFMA PAGE REF.	LOCATION IN THE REPORT	OMISSION	
				DISCLOSURE STATUS/ FUTURE ENHANCEMENT	EXPLANATION
R3	The processes the company uses to assess and prioritise sustainability-related risks and opportunities.	32–33	- ESG Report 2025 – Ethical Leadership – Risk Assessment (Page 80) - ESG Report 2025 – Ethical Leadership – Risk Taxonomy (Page 81) - GWC Annual Report 2025 – Internal Control Report 2025/ Monitoring of Enterprise Risk Management (GWC Website)	Separate sustainability-specific prioritisation methodology, including quantified financial impact scoring where applicable.	The 2025 ESG Report explains that sustainability-related matters are considered within GWC's broader ERM framework and risk assessment process. A separate sustainability-specific prioritisation model or quantified financial impact scoring for sustainability-related risks and opportunities is not separately presented for 2025, and remains under review for future reporting periods.
R4	How the nature, likelihood and magnitude of sustainability-related risks and opportunities are assessed, including whether qualitative or quantitative criteria are used.	32–33	- ESG Report 2025 – Ethical Leadership – Risk Assessment (Page 80) - ESG Report 2025 – Ethical Leadership – Risk Taxonomy (Page 81) - GWC Annual Report 2025 – Internal Control Report 2025/ Monitoring of Enterprise Risk Management (GWC Website)	Formal disclosure of quantitative criteria used to assess the magnitude of sustainability-related risks and opportunities, including quantified financial effects where applicable.	The 2025 ESG Report describes how risks are assessed through GWC's broader ERM approach, including likelihood, impact, overall risk significance, control effectiveness and residual exposure where applicable. Quantitative criteria for assessing the financial magnitude of sustainability-related risks and opportunities are not separately presented for 2025 and remain under review for future reporting periods.
R5	The processes the company uses to monitor sustainability-related risks and opportunities.	32–33	- ESG Report 2025 – Ethical Leadership – Risk Assessment (Page 80) - ESG Report 2025 – Ethical Leadership – ESG Integration (Page 81) - GWC Annual Report 2025 – Internal Control Report 2025/ Monitoring of Enterprise Risk Management (GWC Website)		
R6	The monitoring processes, reporting cadence, review mechanisms, triggers for escalation, and whether risk management processes have changed since the previous reporting period.	32–33	- ESG Report 2025 – Ethical Leadership – Risk Assessment (Page 80) - ESG Report 2025 – Ethical Leadership – Engaging Our Staff to Manage Risk (Page 80) - ESG Report 2025 – Ethical Leadership – ESG Integration (Page 81) - GWC Annual Report 2025 – Internal Control Report 2025/ Monitoring of Enterprise Risk Management (GWC Website)		



REF.	DISCLOSURE	QFMA PAGE REF.	LOCATION IN THE REPORT	OMISSION	
				DISCLOSURE STATUS/ FUTURE ENHANCEMENT	EXPLANATION
R7	The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring sustainability-related risks and opportunities are integrated into and inform the company's overall risk management framework.	15-16, 32-33	- ESG Report 2025 – Ethical Leadership – Our Enterprise Risk Management Approach (Pages 79–81) - ESG Report 2025 – Ethical Leadership – ESG Integration (Page 81) - ESG Report 2025 – Ethical Leadership – Risk Taxonomy (Page 81) - GWC Annual Report 2025 – Internal Control Report 2025/ Monitoring of Enterprise Risk Management (GWC Website)		
R8	The specific processes used to identify, assess, prioritise and monitor climate-related risks and opportunities.	32-33, 48-49	- ESG Report 2025 – Ethical Leadership – Our Enterprise Risk Management Approach (Pages 79–81) - ESG Report 2025 – Ethical Leadership – Risk Assessment (Page 80) - ESG Report 2025 – Ethical Leadership – ESG Integration (Page 81) - ESG Report 2025 – Ethical Leadership – Risk Taxonomy (Page 81) - ESG Report 2025 – Sustainable Logistics – Our Strategy/ Our Path to 2030 Emissions Reductions/Our Emissions Reduction Controls (Pages 29–37)	Dedicated climate-specific risk management process, including scenario analysis, quantified climate risk assessment and translation of climate-related risks into financial effects.	The 2025 ESG Report describes climate-related considerations through emissions reduction targets, environmental initiatives, ERM reviews, ESG integration and risk taxonomy. A dedicated climate-specific process that includes scenario analysis, quantified climate risk assessment or translation of climate-related risks into financial effects is not separately presented for 2025, and remains under review for future reporting periods.
R9	Whether the company considers climate-related risks as physical risks or transition risks.	10, 22-23	- ESG Report 2025 – Ethical Leadership – ESG Integration (Page 81) - ESG Report 2025 – Ethical Leadership – Risk Taxonomy (Page 81) - ESG Report 2025 – Sustainable Logistics – Our Path to 2030 Emissions Reductions/Our Emissions Reduction Controls (Pages 34–37)	Formal classification of identified climate-related risks into physical risks and transition risks.	The 2025 ESG Report discusses climate-related matters, emissions reduction initiatives and broader ESG risk integration. A formal risk-by-risk classification of climate-related risks into physical risks and transition risks is not separately presented for 2025 and remains under review for future reporting periods.



REF.	DISCLOSURE	QFMA PAGE REF.	LOCATION IN THE REPORT	OMISSION	
				DISCLOSURE STATUS/ FUTURE ENHANCEMENT	EXPLANATION
R10	How the company considers value chain information when identifying sustainability-related and climate-related risks and opportunities.	10, 16, 23	- ESG Report 2025 – Introduction – Our End-to-End Logistics (Pages 19–20) - ESG Report 2025 – Sustainable Logistics – Our Strategy (Page 29) - ESG Report 2025 – Ethical Leadership – Risk Assessment (Page 80) - ESG Report 2025 – Ethical Leadership – ESG Integration (Page 81) - ESG Report 2025 – Ethical Leadership – Working with Our Stakeholders/Working with Our Suppliers (Pages 82–83)		
Metrics and Targets					
M1	The metrics the company uses to monitor sustainability-related risks and opportunities.	34-38	- ESG Report 2025 – Our Performance Data (Pages 96–106) - ESG Report 2025 – Sustainable Logistics – Our Path to 2030 Emissions Reductions/Our Emissions Reduction Controls (Pages 34–37) - ESG Report 2025 – Inclusive Growth – Our Approach to People/Our Approach to Qatarization/Our Approach to Corporate Social Responsibility (Pages 49–68) - ESG Report 2025 – Ethical Leadership – Our Ethics and Compliance Approach/Our Data Privacy and Information Security (Pages 71–87) - Supplementary QSE ESG Performance Metrics (Pages 126–128) - Supplementary WFE Performance Metrics (Pages 129–131)		
M2	The metrics the company uses to monitor progress towards targets required by law or regulation, or targets the company has set.	34-38	- ESG Report 2025 – Message from the Managing Director (Page 1) - ESG Report 2025 – Message from Group Chief Executive Officer (Page 2) - ESG Report 2025 – 2025 Key Highlights (Pages 25–27) - ESG Report 2025 – Our Path to 2030 Emissions Reductions (Page 34) - ESG Report 2025 – Our Performance Data (Pages 96–106) - QFMA/IFRS S1-S2 Disclosure Matrix (Pages 107–125) - Supplementary QSE ESG Performance Metrics (Pages 126–128) - Supplementary WFE Performance Metrics (Pages 129–131)		



REF.	DISCLOSURE	QFMA PAGE REF.	LOCATION IN THE REPORT	OMISSION	
				DISCLOSURE STATUS/ FUTURE ENHANCEMENT	EXPLANATION
M3	The metric used to set the target and monitor progress towards reaching the target, the specific target, the period over which the target applies, the base period, any milestones or interim targets, and current performance against the target.	34-38	- ESG Report 2025 – Message from the Managing Director (Page 1) - ESG Report 2025 – Message from Group Chief Executive Officer (Page 2) - ESG Report 2025 – 2025 Key Highlights (Pages 25–27) - ESG Report 2025 – Our Path to 2030 Emissions Reductions (Page 34) - ESG Report 2025 – Our Performance Data/Environmental and Climate Impact (Pages 96–98)	Detailed target-level disclosure for all sustainability and climate-related targets, including milestones, interim targets, assumptions, dependencies and current performance against each target.	The 2025 ESG Report discloses GWC's emissions reduction targets by 2030 using 2023 as the baseline year, together with selected environmental performance data. A complete target-level table covering all sustainability-related targets, interim milestones, assumptions, dependencies and progress against each target is not separately presented for 2025, and remains under review for future reporting periods.
M4	The source and definition of each KPI.	34-38	- ESG Report 2025 – Reporting Approach – Report Scope (Page 89) - ESG Report 2025 – Our Performance Data (Pages 96–106) - ESG Report 2025 – GHG Emissions Calculation Methodology (Page 98) - Supplementary QSE ESG Performance Metrics (Pages 126–128) - Supplementary WFE Performance Metrics (Pages 129–131)	Detailed source and definition for every KPI disclosed in the report.	The 2025 ESG Report presents ESG performance indicators and includes a GHG Emissions Calculation Methodology table for emissions-related KPIs. Detailed source and definition notes for every KPI disclosed across all ESG areas are not separately presented for 2025 and remain under review for future reporting periods.
M5	The calculation method or methodology used for each KPI.	34-38	- ESG Report 2025 – Reporting Approach – Report Scope (Page 89) - ESG Report 2025 – Our Performance Data (Pages 96–106) - ESG Report 2025 – GHG Emissions Calculation Methodology (Page 98) - Supplementary QSE ESG Performance Metrics (Pages 126–128) - Supplementary WFE Performance Metrics (Pages 129–131)	Detailed calculation method or methodology for every KPI disclosed in the report.	The 2025 ESG Report explains the general calculation basis and includes a GHG Emissions Calculation Methodology table for emissions-related KPIs. Detailed calculation methodologies for every ESG KPI, particularly non-GHG metrics, are not separately presented for 2025 and remain under review for future reporting periods.



REF.	DISCLOSURE	QFMA PAGE REF.	LOCATION IN THE REPORT	OMISSION	
				DISCLOSURE STATUS/ FUTURE ENHANCEMENT	EXPLANATION
M6	The reporting boundary, geographic coverage and data source for each material KPI.	15–16, 34–38	- ESG Report 2025 – Reporting Approach – Report Scope (Page 89) - ESG Report 2025 – About GWC/Business Units Summary/ Logistics Hubs (Pages 3–18) - ESG Report 2025 – Our End-to-End Logistics (Pages 19–20) - ESG Report 2025 – Our Performance Data (Pages 96–106) - ESG Report 2025 – GHG Emissions Calculation Methodology (Page 98)	Detailed reporting boundary, geographic coverage and data source for every material KPI.	The 2025 ESG Report provides the overall reporting period, GWC's operational footprint, value chain, ESG performance data and GHG-related activity data sources. A detailed KPI-by-KPI boundary table showing specific geographic coverage, included or excluded entities and data source for every material KPI is not separately presented for 2025, and remains under review for future reporting periods.
M7	Any changes in methodology or boundaries, and any restatement of comparative information.	34–38	- ESG Report 2025 – Reporting Approach – Report Scope (Page 89) - ESG Report 2025 – Our Performance Data (Pages 96–106) - ESG Report 2025 – GHG Emissions Calculation Methodology (Page 98) - Supplementary QSE ESG Performance Metrics (Pages 126–128) - Supplementary WFE Performance Metrics (Pages 129–131)		
Climate Metrics					
C1	Scope 1 GHG emissions.	66–67	- ESG Report 2025 – Sustainable Logistics – Our Strategy (Page 29) - ESG Report 2025 – Our 2025 Key Actions (Pages 30–33) - ESG Report 2025 – Our Path to 2030 Emissions Reductions (Page 34) - ESG Report 2025 – Our Emissions Reduction Controls (Pages 35–37) - ESG Report 2025 – Our Performance Data/Sustainable Logistics KPI 1: Environmental and Climate Impact (Pages 96–98) - ESG Report 2025 – GHG Emissions Calculation Methodology (Pages 98) - Supplementary QSE ESG Performance Metrics – Environmental KPIs (Page 126) - Supplementary WFE Performance Metrics – Environmental KPIs (Page 129)		



REF.	DISCLOSURE	QFMA PAGE REF.	LOCATION IN THE REPORT	OMISSION	
				DISCLOSURE STATUS/ FUTURE ENHANCEMENT	EXPLANATION
C2	Scope 2 GHG emissions.	66–67	• ESG Report 2025 – Sustainable Logistics – Our Strategy (Page 29) • ESG Report 2025 – Our 2025 Key Actions (Pages 30–33) • ESG Report 2025 – Our Path to 2030 Emissions Reductions (Page 34) • ESG Report 2025 – Our Emissions Reduction Controls (Pages 35–37) • ESG Report 2025 – Our Performance Data/Sustainable Logistics KPI 1: Environmental and Climate Impact (Pages 96–98) • ESG Report 2025 – GHG Emissions Calculation Methodology (Page 98) • Supplementary QSE ESG Performance Metrics – Environmental KPIs (Page 126) • Supplementary WFE Performance Metrics – Environmental KPIs (Page 129)		
C3	Scope 3 GHG emissions.	69–72	• ESG Report 2025 – Our Performance Data/Sustainable Logistics KPI 1: Environmental and Climate Impact (Pages 96–98) • ESG Report 2025 – GHG Emissions Calculation Methodology (Page 98) • Supplementary QSE ESG Performance Metrics – Environmental KPIs (Page 126) • Supplementary WFE Performance Metrics – Environmental KPIs (Page 129)	Further enhancement of Scope 3 category coverage and related disclosures.	The 2025 ESG Report discloses selected Scope 3 emissions, including downstream-leased property, based on available data. Further assessment of relevant Scope 3 categories and related measurement approaches remains under review for future reporting periods.
C4	The measurement approach used for GHG emissions, including assumptions and methodology changes.	66–67	• ESG Report 2025 – Reporting Approach – Report Scope (Page 89) • ESG Report 2025 – Our Performance Data/Sustainable Logistics KPI 1: Environmental and Climate Impact (Pages 96–98) • ESG Report 2025 – GHG Emissions Calculation Methodology (Page 98) • Supplementary QSE ESG Performance Metrics – Environmental KPIs (Page 126) • Supplementary WFE Performance Metrics – Environmental KPIs (Page 129)		



REF.	DISCLOSURE	QFMA PAGE REF.	LOCATION IN THE REPORT	OMISSION	
				DISCLOSURE STATUS/ FUTURE ENHANCEMENT	EXPLANATION
C5	The metrics used to disclose climate-related transition risks.	10, 77	- ESG Report 2025 – Sustainable Logistics – Our Path to 2030 Emissions Reductions (Page 34) - ESG Report 2025 – Our Emissions Reduction Controls (Pages 35–37) - ESG Report 2025 – Our Performance Data/Sustainable Logistics KPI 1: Environmental and Climate Impact (Pages 96–98)	Further enhancement of climate-related transition risk metrics.	The 2025 ESG Report discloses emissions, energy, emissions intensity, emissions reduction targets and related environmental initiatives that support understanding of transition-related matters. Further development of dedicated climate-related transition risk metrics remains under review for future reporting periods.
C6	The metrics used to disclose climate-related physical risks.	10, 77	- ESG Report 2025 – Our Enterprise Risk Management Approach/ ESG Integration/Risk Taxonomy (Pages 79–81) - ESG Report 2025 – Sustainable Logistics – Our Strategy/ Climate-Related Disclosures (Pages 29, 34–37)	Further enhancement of climate-related transition risk metrics.	The 2025 ESG Report discusses climate-related considerations through the broader ERM and ESG integration process. Further development of climate-related physical risk metrics, such as asset exposure, facility vulnerability, disruption exposure or physical hazard sensitivity, remains under review for future reporting periods.
C7	The metrics used to disclose climate-related opportunities.	10, 77	- ESG Report 2025 – Sustainable Logistics – Our Strategy (Page 29) - ESG Report 2025 – Our Path to 2030 Emissions Reductions (Page 34) - ESG Report 2025 – Our Emissions Reduction Controls (Pages 35–37) - ESG Report 2025 – Our Performance Data/Sustainable Logistics KPI 1: Environmental and Climate Impact (Pages 96–98)	Further enhancement of climate-related transition risk metrics.	The 2025 ESG Report presents selected metrics and initiatives related to emissions reduction, energy use and environmental performance, which support the identification of climate-related opportunities. Further development of climate-related opportunity metrics, such as cost savings from climate initiatives, investment linked to climate opportunities or revenue from low-carbon solutions, remains under review for future reporting periods.



REF.	DISCLOSURE	QFMA PAGE REF.	LOCATION IN THE REPORT	OMISSION	
				DISCLOSURE STATUS/ FUTURE ENHANCEMENT	EXPLANATION
Reporting					
P1	The basis of preparation and application of the Standards.	19–20	ESG Report 2025 – Reporting Approach – Report Scope (Page 89)	Formal statement of compliance with, or formal application of, IFRS S1 and IFRS S2.	The 2025 ESG Report is being issued as a standalone ESG report. A formal statement of compliance with IFRS S1 and IFRS S2 is not separately presented for 2025. The report supports GWC’s transition toward enhanced alignment with the QFMA Guidance on Corporate Sustainability Reporting and the underlying IFRS S1/IFRS S2 requirements.
P2	Whether the company has used transition relief and, if so, that fact.	20	Not disclosed	Formal transition relief disclosure.	The company is not formally applying IFRS S1/IFRS S2 for 2025. Accordingly, a formal transition relief disclosure is not separately presented in the 2025 ESG Report and remains under review for future reporting periods.
P3	The location and timing of sustainability-related disclosures.	11, 55–57	- ESG Report 2025 – Reporting Approach – Report Scope (Page 89) - GWC Annual Report 2025 – Consolidated Financial Statements (GWC Website) - GWC Consolidated Financial Statements 2025 (GWC Website)	Timing alignment with the Annual Report and Financial Statements.	The 2025 ESG Report is being issued as a standalone report. Future reporting location and timing will be reassessed as GWC continues its transition toward fuller alignment with QFMA Guidance and the underlying IFRS S1/IFRS S2 requirements.
P4	How sustainability-related information is communicated effectively and efficiently, including connected information.	55–61	- ESG Report 2025 – Reporting Approach – Report Scope (Page 89) - ESG Report 2025 – QFMA/IFRS S1-S2 Disclosure Matrix (Pages 107–125) - GWC Annual Report 2025 – Financial Highlights/Business Units Summary/Delivery Foundations/Corporate Governance Report 2025/Consolidated Financial Statements (GWC Website)		



REF.	DISCLOSURE	QFMA PAGE REF.	LOCATION IN THE REPORT	OMISSION	
				DISCLOSURE STATUS/ FUTURE ENHANCEMENT	EXPLANATION
P5	The basis, limitations, reliability and confidence-building considerations relevant to the disclosures.	62–65	• ESG Report 2025 – Reporting Approach – Report Scope (Page 89) • ESG Report 2025 – GHG Emissions Calculation Methodology (Page 98)	External independent validation of calculations and data.	The report explains that calculations are prepared using GWC's internal approach and based on available data, internal records, cross-functional inputs and management review. External independent validation of the 2025 ESG data and calculations is not separately presented for 2025 and remains under review for future reporting periods.
P6	External assurance requirements and readiness for sustainability reporting.	12–13	• ESG Report 2025 – Reporting Approach – Report Scope (Page 89)	External assurance over the 2025 ESG Report.	The 2025 ESG Report has been prepared using available internal data, cross-functional input and internal review processes. External assurance over the 2025 ESG Report is not separately presented for 2025 and remains under review for future reporting periods.
P7	Readiness to report in accordance with the ISSB Digital Taxonomy.	78–79	Not disclosed	ISSB Digital Taxonomy/ Digital Tagging.	ISSB Digital Taxonomy or Digital Tagging is not separately presented for the 2025 ESG Report and remains under review for future reporting periods.



SUPPLEMENTARY QSE ESG PERFORMANCE METRICS

The following table presents GWC's selected ESG performance metrics previously aligned with **Qatar Stock Exchange (QSE)** ESG reporting indicators. For 2025, these metrics are retained to support continuity and year-on-year comparability with prior reporting periods. They should be read together with the relevant sections of this report and the **QFMA Disclosure Matrix**, which serves as the primary disclosure index for the 2025 ESG Report.

ENVIRONMENTAL KPIs	2025	2024	2023	2022	2021	2020	2019
Does the company publish and follow an environmental policy? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Energy used (GJ/employee) - Annual total direct energy consumption per employee	229	115	113	129.19	129.30	149.41	Not Available
Specify the primary source of energy used by the company	Electricity	Electricity	Electricity	Electricity	Electricity	Electricity	Electricity
Total amount of energy used (GJ)	743,445	822,500	568,330	512,237.7	468,720	448,970	Not Available
Total greenhouse gas emissions (tons)	158,244	121,625.60	113,418.71	114,515	94,303	84,684	Not Available
Total waste produced (t) ¹	20,658.44	20,673.86	17,767.42	2,208.91	1,163.50	1,335.22	1,244.07
Total waste recycled (t) ²	2,108.49	2,248.14	2,234.97	Not Available	Not Available	Not Available	Not Available
Total water used (m ³)	981,625	822,500	953,283	1,205,148	1,047,164	1,233,157	Not Available

¹During this reporting period, we converted our waste data from kilograms to tonnes for consistency. Please note that waste figures reported from 2019 to 2022 did not include skip waste and certain categories of general waste.

²Waste recycled data from 2019 to 2022 is currently under review due to incomplete records. We are working to ensure consistency and accuracy, and updated figures will be disclosed in future reports.



SOCIAL KPIs	2025	2024	2023	2022	2021	2020	2019
Average hours of training per employee	8.3	10	12.38	17.18	10.12	6.08	12.08
Disclosure and adherence to a Human Rights Policy? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Does the company prohibit the use of child or forced labour throughout the supply chain?	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Does the company publish and follow a policy for occupational and global health issues?	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Employee turnover rate (%)	21.61	25.94	25.60	14	8	13	10
Employee wages and benefits	QAR 313M	QAR 328M	QAR 335M	QAR 349M	QAR 277M	QAR 255M	QAR 255M
Nationalisation rate (%) <i>GWC QPSC</i>	5.61	5.70	5.74	5.67	7.03	7.31	6.06
Number of grievances about human rights issues filed addressed and resolved	0	0	0	0	0	0	0
Pre-tax profits invested in the community (%)	2.50	2.50	2.50	2.50	2.50	2.50	2.50
Spending on local suppliers (%) <i>Qatar only</i>	74.98	78.5	94	71.28	89	95	91
Total number of injuries and fatal accidents (contractors)	0	0	0	0	0	0	0
Total number of injuries and fatal accidents (employees and contractors) <i>Injuries only</i>	0	22	12	17	9	9	12
Total number of injuries and fatal accidents (employees) <i>Injuries only</i>	30	22	12	17	9	9	12
Total workforce (FTE)	3,358	3,474	3,774	3,965	3,625	3,005	2,893
Women in the workforce (%)	5.25	5.01	5.72	4.64	5.05	5.52	5.40
Median male salary to median female salary	0.36	0.35	0.33	0.29	0.25	0.29	0.29



GOVERNANCE KPIs	2025	2024	2023	2022	2021	2020	2019
Disclosure of the voting results of the latest AGM (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Does the company publish and follow a Bribery/Anti-Corruption Code? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Does the company publish and follow an Ethics Code of Conduct? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Executive compensation is linked to performance indicators (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Female directors on the Board (%)	11	11	11	11	11	11	11
Independent directors on the Board (%)	33	33	44	33	33	33	33
Role separation of Chairman and CEO (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes



SUPPLEMENTARY WFE (WORLD FEDERATION OF EXCHANGES) PERFORMANCE METRICS

The following table presents GWC's selected ESG performance metrics previously aligned with the **World Federation of Exchanges (WFE)** ESG indicators. For 2025, these metrics are retained as supplementary reference information to support continuity and comparability with prior reporting periods, where relevant. They should be read together with the relevant sections of this report and the **QFMA Disclosure Matrix**, which serves as the primary disclosure index for the 2025 ESG Report.

ENVIRONMENTAL				
ID	Metric	Calculation	2025	2024
E1	GHG Emissions	E1.1) Total amount, in CO ₂ equivalents, for Scope 1 (tonnes of CO ₂ e)	67,195	28,721.4
		E1.2) Total amount, in CO ₂ equivalents, for Scope 2 (if applicable)	49,339	59,131.6
		E1.3) Total amount, in CO ₂ equivalents, for Scope 3 (if applicable)	41,710	33,772.6
E2	Emissions Intensity	E2.1) Total GHG emissions per output scaling factor (tonnes CO ₂ e/km ² /year)	39,561	30,406
E3	Energy Usage	E3.1) Total amount of energy directly consumed (kWh)	93,093,431	117,375,873
		E3.2) Total amount of energy indirectly consumed (kWh)	78,699,703	63,619,165
E4	Energy Intensity	E4.1) Total direct energy usage per output scaling factor (kWh/km ² /year)	23,273,357	29,343,968
E5	Energy Mix	E5.1) Percentage: Energy usage by generation type	100% Grid electricity	100% Grid electricity
E6	Water Usage	E6.1) Total amount of water consumed (m ³)	981,625	1,026,096
		E6.2) Total amount of water reclaimed (m ³)	150,810	162,294
E7	Environmental Operations	E7.1) Does your company follow a formal Environmental Policy? (Yes/No)	Yes	Yes
		E7.2) Does your company follow specific waste, water, energy, and/or recycling policies? (Yes/No)	Yes	Yes
		E7.3) Does your company use a recognized energy management system? (Yes/No)	No	No
E8	Environmental Oversight	E8.1) Does your Board/Management Team oversee and/or manage climate-related risks? (Yes/No)	Yes	Yes
E9		E9.1) Does your Board/Management Team oversee and/or manage other sustainability issues? (Yes/No)	Yes	Yes
E10	Climate Risk Mitigation	E10.1) Total amount invested, annually, in climate-related infrastructure, resilience and product development?	QAR 1,023,630	QAR 7,818,000



SOCIAL				
ID	Metric	Calculation	2025	2024
S1	CEO Pay Ratio	S1.1) Ratio: CEO total compensation to median FTE total compensation	0.01	0.01
		S1.2) Does your company report this metric in regulatory filings? (Yes/No)	Yes	Yes
S2	Gender Pay Ratio	Ratio: Median male compensation to median female compensation	0.1	0.35
S3	Employee Turnover	S3.1) Percentage: Year-over-year change for full-time employees (%)	2.98	19.76
		S3.2) Percentage: Year-over-year change for part-time employees (%)	0	0
		S3.3) Percentage: Year-over-year change for contractors and/or consultants (%)	0	0
S4	Gender Diversity	S4.1) Percentage: Total enterprise headcount held by men and women (%)	100	N/A
		S4.1.1) Percentage: Total enterprise headcount held by men (%)	94.72	94.99
		S4.1.2) Percentage: Total enterprise headcount held by women (%)	5.27	5.01
		S4.2) Percentage: Entry- and mid-level positions held by men and women (%)	100	N/A
		S4.2.1) Percentage: Entry- and mid-level positions held by men (%)	90.83	94.95
		S4.2.2) Percentage: Entry- and mid-level positions held by women (%)	9.17	5.05
		S4.3.1) Percentage: Senior- and executive-level positions held by men (%)	90.94	100
		S4.3.2) Percentage: Senior- and executive-level positions held by men and women (%)	8.06	0
S5	Temporary Worker Ratio	S5.1) Percentage: Total enterprise headcount held by part-time employees (%)	0	0
		S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants (%)	0	0
S6	Non-Discrimination	S6.1) Does your company follow a sexual harassment and/or non-discrimination policy? (Yes/No)	Yes	Yes
S7	Injury Rate	S7.1) Percentage: Frequency of injury events relative to total workforce time (%)	0.69	0.49
S8	Global Health & Safety	S8.1) Does your company follow an occupational health and/or global health & safety policy? (Yes/No)	Yes	Yes
S9	Child & Forced Labour	S9.1) Does your company follow a child and/or forced labour policy? (Yes/No)	Yes	Yes
		S9.2) If yes, does your child and/or forced labour policy also cover suppliers and vendors? (Yes/No)	Yes	Yes
S10	Human Rights	S10.1) Does your company follow a human rights policy? (Yes/No)	Yes	Yes
		S10.2) If yes, does your human rights policy also cover suppliers and vendors? (Yes/No)	Yes	Yes



GOVERNANCE				
ID	Metric	Calculation	2025	2024
G1	Board Diversity	G1.1) Percentage: Total board seats occupied by men (%)	89	89
		G1.1.2) Percentage: Total board seats occupied by women (%)	11	11
G2	Board Independence	G2.1) Does the company prohibit the CEO from serving as board chair? (Yes/No)	Yes	Yes
		G2.2) Percentage: Total board seats occupied by independents (%)	33	33
G3	Incentivised Pay	G3.1) Are executives formally incentivised to perform on sustainability? (Yes/No)	No	No
G4	Collective Bargaining	G4.1) Percentage: Total enterprise headcount covered by collective bargaining agreement(s) (%)	N/A	N/A
G5	Supplier Code of Conduct	G5.1) Are your vendors or suppliers required to follow a Code of Conduct? (Yes/No)	Yes	Yes
		G5.2) If yes, what percentage of your suppliers have formally certified their compliance with the code? (%)	N/A	N/A
G6	Ethics & Anti-Corruption	G6.1) Does your company follow an Ethics and/or Anti-Corruption policy? (Yes/No)	Yes	Yes
		G6.2) If yes, what percentage of your workforce has formally certified its compliance with the policy? (%)	100	100
G7	Data Privacy	G7.1) Does your company follow a Data Privacy policy? (Yes/No)	Yes	Yes
		G7.2) Has your company taken steps to comply with GDPR rules? (Yes/No)	Yes	Yes
G8	Disclosure Practices	G8.1) Does your company provide sustainability data to sustainability reporting frameworks? (Yes/No)	Yes	Yes
		G8.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)? (Yes/No)	Yes	Yes
		G8.3) Does your company set targets and report progress on the UN SDGs? (Yes/No)	Yes	Yes, GWC is a member of UNGC and will start reporting by 2025
G9	External Assurance	G9.1) Are your sustainability disclosures assured or validated by a third party? (Yes/No)	No	No



INTRODUCTION

SUSTAINABLE LOGISTICS

INCLUSIVE GROWTH

ETHICAL LEADERSHIP

REPORTING APPROACH



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