



**2019  
2020  
2021**

**ConocoPhillips Qatar**  
Corporate Social Responsibility Report  
[www.conocophillips.qa](http://www.conocophillips.qa)



Todd Creeger (center in red) discussing operations with engineers and workers at Ras Laffan Industrial City.

## Introduction

### About ConocoPhillips

As one of the world's largest independent exploration and production (E&P) companies based on production and proved reserves, ConocoPhillips owns fully functional operations and activities in 14 countries, including a business unit set in Doha, Qatar. As of Dec. 31, 2021, the company reported \$91 billion of total assets and approximately 9,900 employees.

At ConocoPhillips, we understand that sustainable energy production requires meaningful collaboration with a diverse array of partners hailing from the private and public sectors. We weave this philosophy into our work in Qatar, cultivating a multitude of robust relationships with key partners, stakeholders, and community leaders and forging new partnerships whenever possible.

Our long-running relationship with Qatargas is a testament to our ability to nurture trust and a sense of proactive cooperation. Since 2006, we proudly support a world-class joint venture development team and state-of-the-art offshore and onshore facilities, such as our joint project Qatargas 3, one of the largest liquefied natural gas (LNG) facilities in the world. In addition, we deliver specialist knowledge in the form of our secondees, who transfer insights gained from their experience working across the ConocoPhillips network.

As Qatar hosts a thriving hub populated by esteemed academic institutions, forward-thinking government organizations and prominent international companies, ConocoPhillips took every opportunity to establish an impressive collection of partners. We provide steadfast support to Qatar Foundation, Qatar University and Texas A&M University at Qatar, as they empower the next generation of Qatari engineers and scientists. We collaborate with Hamad Medical Corporation and Qatar General Electricity and Water Corporation (Kahramaa) to deliver



From left to right: President of ConocoPhillips Qatar Todd Creeger, Manager of the ConocoPhillips Global Water Sustainability Center (GWSC) Dr. Samer Adham, Senior Scientist at the GWSC Nabin Upadhyay, and ConocoPhillips Chairman and CEO Ryan Lance.

impactful community initiatives. We work with the Abdullah bin Hamad Al-Attiyah International Foundation for Energy and Sustainable Development and other leading institutions and companies to advance Qatar's oil and gas industry.

Our ConocoPhillips Global Water Sustainability Center, the company's designated Center of Excellence for water-related research and technologies, commemorated a remarkable decade of work at the Qatar Science & Technology Park. The Center's dedicated team cemented a reputation as a leading research entity, a problem-solver for the international oil and gas industry, and an advocate for water sustainability within the span of a decade. Along the way, GWSC garnered international acclaim, including the 2019 National Energy Globe Award, and an assortment of achievements, such as a U.S. patent for a groundbreaking water management technology and several credits as lead author on a number of research papers published by leading scientific journals.

Encapsulated in this ConocoPhillips Qatar 2019-20-21 CSR Report are the various initiatives we delivered in collaboration with our partners in Qatar, the achievements that both our business unit and the GWSC acquired, as well as our engagement with the local community.



## ConocoPhillips Qatar Vision Statement

Guided by our SPIRIT values, we will be the exploration and production partner of choice by sharing world-class technologies and expertise and pioneering a new standard of excellence to contribute toward the Qatar National Vision 2030 of human, social, economic and environmental development.





An aerial night photograph of the Doha skyline, Qatar. The image shows several prominent skyscrapers, including the Doha Tower (left) and the Doha Tower (center), both illuminated with blue and white lights. The city lights reflect on the water in the background. The sky is dark, and the overall scene is vibrant with city lights.

## ConocoPhillips Qatar

### Mission Statement

To proactively enhance the value of ConocoPhillips' partnerships in Qatar.



## SPIRIT Values

At ConocoPhillips, we attribute our success primarily to the dedication and capabilities of our people around the world. Our SPIRIT Values consist of Safety, People, Integrity, Responsibility, Innovation and Teamwork. These commitments, coupled with the talent and drive of everyone who works with us, have created a strong, unified workplace with an exciting future ahead.

We further define and uphold our Values through a number of policies and position statements such as our Code of Business Ethics and Conduct; Health, Safety and Environment Policy; and Diversity, Equity and Inclusion Position.



### Our Values

S	P	I	R	I	T
<b>SAFETY</b>	<b>PEOPLE</b>	<b>INTEGRITY</b>	<b>RESPONSIBILITY</b>	<b>INNOVATION</b>	<b>TEAMWORK</b>
No task is so important that we can't take the time to do it safely. A safe company is a successful company.	We respect one another. We recognize that our success depends upon the capabilities and inclusion of our employees. We value different voices and opinions.	We are ethical and trustworthy in our relationships with internal and external stakeholders. We keep our promises.	We are accountable for our actions. We care about our neighbors in the communities where we operate. We strive to make a positive impact across our operations.	We anticipate change and respond with creative solutions. We are responsive to the changing needs of the industry. We embrace learning. We are not afraid to try new things.	We have a "can do" attitude that inspires top performance from everyone. We encourage collaboration. We celebrate success. We win together.

➤ We respect one another, recognizing that our success depends on our employees.





The ConocoPhillips Global Water Sustainability Center's booth at Tarsheed Carnival.

## Corporate Social Responsibility (CSR) the ConocoPhillips Way

As one of the world's largest independent exploration and production companies, and with a business unit situated in Qatar, ConocoPhillips is sincerely committed to delivering its Corporate Social Responsibility (CSR) objectives. With a core focus on three areas – environment & water sustainability, health and safety, and education – ConocoPhillips Qatar (COPQ) supports programs that are in line with Qatar's Sustainable Development Goals and Qatar National Vision 2030. We endeavor to be a responsible citizen wherever our employees and stakeholders live and work.

ConocoPhillips invests in communities around the world through charitable contributions, community engagement, volunteerism, sponsorships and civic leadership. Guided by our SPIRIT Values, we choose to invest in programs that provide sustainable community development, benefit our stakeholders, align with our identity, and are consistent with our core values. We believe the most effective social and charitable investments are made through strategic relationships with organizations dedicated to serving our communities, day in and day out.

In addition, we recognize that our employees are the company's best ambassadors to the communities in which we operate. Therefore, we encourage and support their involvement in our social outreach initiatives.



### Environment and Water Sustainability

Our dedication to environmental and water sustainability underpins our commitment to social investment that develops solutions for a better tomorrow. We put a particular emphasis on finding more sustainable ways to do business, and use this research to advance the communities in which we operate to improve the lives of our employees, stakeholders and fellow community members for the future.



### Health and Safety

We invest in health and safety because it is one of our core values and priorities. We are motivated to support initiatives that improve the health and safety of our employees and stakeholder base. Through our community investments, we strive to improve healthcare in targeted communities where our employees and stakeholders live and work, improve industrial and workplace safety, and advance healthy lifestyles.



### Education

Investing in education is critical to the continued development of the global workforce that will drive our economic future. We are particularly compelled to support the development of skills critical to our company's success. Through our social engagement programs, we strive to improve skills and advance research in secondary and technical education, support diversity within the talent pool of the math, science and engineering disciplines, and improve the effectiveness of education.



## The President's Message

At the onset of 2020, ConocoPhillips Qatar prepared to mark a new chapter in our storied relationship with the State of Qatar, defined by our record of Corporate Social Responsibility (CSR) work with an incredible network of partners ranging from universities, public organizations and the oil and gas industry.

However, the rise of the COVID-19 pandemic greatly impacted our lives in unprecedented ways. As we began to adapt to this unforeseen threat, ConocoPhillips Qatar stayed true to its SPIRIT Values – Safety, People, Integrity, Responsibility, Innovation and Teamwork – while demonstrating remarkable adaptability to uncertain circumstances.

Through the efforts of our COVID-19 Crisis Management Team, which led our company's efforts to design and implement work-from-home protocols, we were able to sustain and build on our CSR offerings in the country. Despite having to continue our work from a distance, we fostered closer ties with our partners.

We had a great cause to celebrate amidst a turbulent year, as the ConocoPhillips Global Water Sustainability Center marked its 10<sup>th</sup> anniversary, celebrating a decade of excellence in water-related research and technology. The remarkable pace at which the Center expanded upon its core role as a designated Center of Excellence – dedicated to researching groundbreaking water management solutions and raising awareness of water sustainability in the country, and incorporating a responsibility as a problem-solver for the global oil and gas industry – embodies the ConocoPhillips drive to deliver results beyond expectations.

Throughout the last three years, the GWSC built on its legacy of work in the country alongside its partners, including Qatar National Research Fund-supported projects with Qatar University, Texas A&M University at Qatar, and a host of universities worldwide. Through tireless work, the GWSC team secured a U.S. patent and numerous credits both as lead author and co-author on research papers published in some of the world's leading research journals. The GWSC's commitment to advancing the state of water-related research won recognition from organizations in Qatar and beyond, including the 2019 National Energy Globe Award for Qatar.

The Center's expert team of scientists and engineers also continued to strengthen a long-running relationship with our partners at Qatargas. Together, they celebrated the startup of membrane bioreactors at several Qatargas Wastewater Reduction and Recycle Plants, the culmination of three years of work that will maximize water resource usage efficiency at oil and gas facilities. They also lent assistance throughout the challenging working conditions imposed by COVID-19, utilizing their advanced laboratories to provide specialist capabilities in various analyses and investigations.

Kulluna, the national health and safety awareness campaign born out of a joint initiative between ConocoPhillips Qatar and Hamad Medical Corporation, saw further successes. We inaugurated the national Qatar Child Passenger Safety Program, named Ghalai, in order to advocate for automobile safety for children, adding to Kulluna's roster of impactful programs that serve the local community.

As the only international oil company in the Middle East to operate solely in the country, ConocoPhillips Qatar joined the people of Qatar in celebrating their finest achievements, such as the launch of the iconic National Museum of Qatar. Our endearment to the local community, born out of our unique relationship with the country, drives us to continue exploring new ways to empower its citizens. It is with great pride that I present the ConocoPhillips Qatar 2019-2020-2021 CSR Report, a record of our service to Qatar's community. Alongside our friends in the country, we are excited to continue building on our treasured relationship in the future.

A stylized, handwritten signature in black ink, appearing to read 'Todd Creeger'.

**Mr. Todd Creeger**  
President, ConocoPhillips Qatar



## Mass Vaccination Center for the Business and Industry Sector highlights



**1.6M** doses  
administered



**12 hours**  
**6 days** per week



**300K**  
square-meter-wide



**700**  
professionals



**300** vaccination  
stations



**10-minute**  
walk through

## Global Water Sustainability Center highlights



**10K** students  
sponsored



**50** journal  
papers



**15** awards



**6** patents



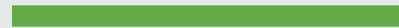
**6** QNRF  
grants





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PEOPLE & CULTURE

We invite all stakeholders to provide us with comments and feedback through the following channels:



<https://www.instagram.com/conocophillipsqatar/>



[infoqatar@conocophillips.com](mailto:infoqatar@conocophillips.com)



## COVID-19 RESPONSE



## Meeting the Challenge of COVID-19

The COVID-19 pandemic drastically impacted daily life in our communities and forced all of us to adapt to new routines in order to protect those most important to us. Throughout the crisis, ConocoPhillips Qatar's (COPQ) top priority has always been to protect the health and safety of our employees and secondees, while enacting a variety of measures in adherence with health and safety guidelines implemented by the State of Qatar's government to combat the virus.

Our COVID-19 Crisis Management Team (CMT), comprised of our Leadership Team and headed by COPQ Technical Advisor Brenda Clark, worked rapidly to adapt new work-from-home (WFH) measures. The CMT successfully tested and delivered a comprehensive Business Continuity Plan, ensuring that employees could benefit from a robust online system from which they could conduct work.

The CMT emphasized constant communication to bolster their efforts, holding daily meetings to ensure that the company stayed abreast of government updates and relevant developments surrounding the pandemic. In addition, they conducted town hall meetings with the entire workforce every few weeks, keeping employees consistently engaged by encouraging discussion and feedback of the current measures, while also informing them of new updates.

The CMT coordinated with the wider ConocoPhillips network to share insights gained from their own experiences in dealing with the pandemic. Clark collaborated with Grant Logan, ConocoPhillips Asia Pacific and Middle East regional medical director, to provide a ready-made template for business units in the region to benefit from during these challenging times. For her efforts, Clark received the Gold Coin, a special award from ConocoPhillips recognizing unique individual accomplishments.

ConocoPhillips aided different communities around the world to help their fight against the pandemic. In Qatar, ConocoPhillips Qatar worked closely with the State of Qatar's Ministry of Public Health (MoPH) and Hamad Medical Cooperation (HMC) to aid the country's vaccination efforts. Together, we proudly launched two vaccination centers— Qatar's fourth national mass vaccination center as well as its successor, the Qatar Vaccination Center for Business and Industry Sector. Both centers played crucial roles in combating the COVID-19 pandemic.

The Qatar Vaccination Center for Business and Industry Sector, located in the Doha Industrial Area, administered 1.6 million doses of the COVID-19 vaccine in seven months between April and October 2021. More than 700 healthcare professionals, working 12-hour shifts for six days a week administered 40,000 daily doses, exceeding the initial goal to deliver 25,000 doses a day.

We remain committed to play our role as partners to stakeholders in Qatar and throughout the world in the fight against the pandemic, while supporting the country's thriving energy sector.





## Supporting the National COVID-19 Vaccination Program

In early 2021, ConocoPhillips Qatar further supported the State of Qatar's National COVID-19 Vaccination Program, making a financial contribution to our partners at Hamad Medical Corporation (HMC) to aid their efforts in establishing the Vaccination Center Industrial Area in its capital city, Doha.

HMC collaborated with the Ministry of Public Health and Qatar Charity to create the vaccination center. With assistance from the Ministry of Interior, Ministry of Commerce and Industry, and ConocoPhillips, the center was officially inaugurated on April 12, 2021, by Her Excellency the Minister of Public Health, Dr. Hanan Mohamed Al Kuwari.

Prior to the Vaccination Center Industrial Area's inauguration, vaccines were distributed through temporary facilities across the country. The center provided greater capacity and provided easy access to the vaccine for residents in the local area.

Vaccination Center Industrial Area featured more than 120 vaccination stations and operated six days a week. Patients visiting the center benefitted from its intuitive layout, which utilized a color scheme that guided them through the vaccination process in a quick and effective manner. Todd Creeger and Sarah Mroueh, communication & public affairs manager, had the chance to inspect the facility and were impressed by its management, noting how patients could arrive and get vaccinated in under half an hour.



Top: Todd Creeger and Sarah Mroueh receiving a guided tour of the vaccination center.  
Middle and Bottom: Local residents undergoing the vaccination process.





Members of the community undergoing the vaccination process at Qatar Vaccination Center for Business and Industry Sector.



Members of the community undergoing the vaccination process at Qatar Vaccination Center for Business and Industry Sector.



## Collaborating to Establish One of the World's Largest Vaccination Centers

Following our support of the State of Qatar's National COVID-19 Vaccination Program through Kulluna and the Vaccination Center Industrial Area, ConocoPhillips continued to aid its partners as they opened the Qatar Vaccination Center for Business and Industry Sector on June 22, 2021.

The Ministry of Public Health, Hamad Medical Corporation, Primary Health Care Corporation, and Qatar Charity collaborated together to set up the center, one of the largest of its kind in the world. The Ministry of Interior, the Ministry of Commerce and Industry, and ConocoPhillips Qatar both gave additional support in this important initiative.

Covering 300,000 square meters, the center delivered more than 1.6 million COVID-19 vaccine doses to residents around Doha's Industrial Area as well as a substantial portion of the country's workforce. At its peak, the 300,000 square meter facility featured 300 vaccination stations and 700 medical staff, enabling it to distribute 3,000 doses per hour.

The huge boost in capacity provided by the Qatar Vaccination Center for Business and Industry Sector enabled the country to focus the majority of its efforts there and close two drive-thru centers as well as the vaccination facility inside the Qatar National Convention Centre.

Qatar's Minister of Public Health HE Dr. Hanan Mohamed Al Kuwari visited the new Qatar Vaccination Center for Business and Industry Sector as the Center began operations.

"The opening of this new vaccination center highlights Qatar's commitment to continuing the fast rollout of the National COVID-19 Vaccination program which has seen a noticeable increase in the number of vaccinated people," said Her Excellency, speaking to *The Peninsula*, a local newspaper.

"At the start of the year, we announced a phased plan to deliver the vaccination program and committed to vaccinating all eligible members of the population throughout 2021. Thanks to the hard work of healthcare staff and the overwhelming support of the public, we are now ahead of where we planned to be in terms of vaccination coverage."

ConocoPhillips is committed to supporting HMC and Kulluna, the National Health and Safety Awareness Campaign as they help Qatar continue its successful National COVID-19 Vaccination Program and continue protecting the lives of citizens and residents alike.



HE Dr. Hanan Mohamed Al Kuwari with other officials during the visit to the new Qatar Vaccination Center for Business and Industry Sector.

**"The opening of this center further strengthens the National COVID-19 Vaccination Program, adding to more than 35 vaccination centers across Qatar, and will significantly boost access to COVID-19 vaccines for people living and working in the Doha Industrial Area and surrounding regions."**

*(The Peninsula – April 12, 2021)*

- HE DR. HANAN MOHAMED AL KUWARI  
MINISTER OF PUBLIC HEALTH







## Kulluna Joins the Fight Against the Pandemic

In late 2020, Kulluna, the national health and safety awareness campaign created by Hamad Medical Corporation (HMC) in partnership with ConocoPhillips Qatar, joined the State of Qatar's fight against COVID-19, dedicating their resources to helping the local community fight the spread of the pandemic.

The team repurposed Kulluna's health awareness campaign vehicles into COVID-19 testing units and drove them to the Industrial Area, a known hotspot for the coronavirus, to support HMC by increasing their capabilities on the front line. Kulluna also lent their expertise at HMC's facilities, with their own Dr. Mahmoud Younis, assistant director of Health Promotion & Community Engagement, providing direct support on the ground.



Members of the community undergoing the vaccination process at Qatar Vaccination Center for Business and Industry Sector.



## ENVIRONMENT & WATER SUSTAINABILITY





Outside one of the buildings at Qatar Science & Technology Park, where the GWSC is based.

## Introduction

### Environment and Water Sustainability

As communities around the world demand greater action toward tackling climate change, environment and water sustainability continue to form a key part of ConocoPhillips Qatar's (COPQ) work and Corporate Social Responsibility strategy in the State of Qatar.

Throughout the last three years, the ConocoPhillips Global Water Sustainability Center led the way with its work as our designated Center of Excellence for all water-related research and technology. In 2020, the GWSC celebrated its 10<sup>th</sup> anniversary, a milestone in a decadelong journey of knowledge sharing, capacity building and community outreach built on a history of collaboration with an impressive network of academic and industrial partners.

Along the way, the GWSC won multiple awards, such as the 2019 National Energy Globe Award for Qatar, acquired various patents, and published and contributed to a series of research papers published in leading scientific journals.

In addition, ConocoPhillips reinforced its commitment to injecting sustainability into its operations worldwide, announcing on Oct. 19, 2020, that it adopted an extensive framework that would help the company achieve net-zero operational emissions by 2050. COPQ conducted several important initiatives that bolster our ability to conduct our business while minimizing our environmental footprint.

**"I am eternally proud to have led the ConocoPhillips Global Water Sustainability Center on this incredible journey. It was an immense privilege to witness the Center evolve beyond - and surpass - its original vision, becoming a problem-solver for the oil and gas industry while continuing to advance the state of both academic research and water sustainability awareness in the country."**

- DR. SAMER ADHAM,  
MANAGER, GLOBAL WATER SUSTAINABILITY CENTER



**"Our partnership with the GWSC has added value not just for Qatargas but for the whole oil and gas industry here in Qatar. ConocoPhillips provides us with their full support; we are working with the best of the best."**

- ABDULLAH AL HAJRI,  
INTEGRITY AND RELIABILITY MANAGER, QATARGAS



## The GWSC: Celebrating a Decade of Innovation

As our designated Center of Excellence for all water-related research and technology, the ConocoPhillips Global Water Sustainability Center (GWSC) demonstrates our core corporate commitment to advance knowledge sharing and capacity building in Qatar.

For the last decade, the Center has served as an integral hub of innovation, developing advanced technical solutions for our industry's pressing environmental challenges while also leveraging our unique expertise to create fit-for-purpose solutions. Moreover, it assumed the role of educator, engaging the public with initiatives to promote awareness of the importance of water sustainability.

The GWSC's capabilities have expanded beyond introducing novel technologies that help reduce water consumption at oil and gas facilities in the years since its inception. As the decade progressed, the Center also began wielding its unique capabilities to help our partners address specific challenges at their installations by conducting thorough investigational analyses.

The GWSC team's reputation as a problem-solver augments ConocoPhillips Qatar's intrinsic dedication to water sustainability and knowledge sharing. We endeavor to continue providing support to our partners while maintaining our commitment to conducting research that can be leveraged and replicated on an international scale, and fostering a widespread appreciation for water sustainability.

A decade after its inauguration, the GWSC team welcomed His Excellency Abdullah Bin Hamad Al-Attiyah to celebrate the Center's accomplishments in an exclusive tour held in December 2019. This tour highlighted the history of research and innovation for treating and recycling byproduct water from oil and gas operations. It was a special return for HE Al-Attiyah, as he and the team reflected on the GWSC's growth and success over the past ten years.

To encapsulate a decade of work, the GWSC shared a celebratory video featuring the team's reflections and outlining their hopes and ambitions for the future. Watch above to hear more and join us in wishing them congratulations on this milestone.



Top: His Excellency (HE) Al-Attiyah touring the ConocoPhillips Global Water Sustainability Center (GWSC). Middle: Dr. Samer Adham, manager of the GWSC, and his team gathering for the GWSC's 10<sup>th</sup> anniversary. Bottom: Todd Creeger, president of ConocoPhillips Qatar, (left) HE Al-Attiyah (middle) and Dr. Samer Adham, manager of the GWSC, marking the inauguration of the GWSC.





Todd Creeger and Dr. Adham highlighting the great work conducted at the Center on HE Al-Attiah's recent visit.



## Partners: An Incredible Network

In the last decade, the ConocoPhillips Global Water Sustainability Center has cultivated a diverse network of partnerships across the worlds of academia and business while also forging relationships with an assortment of like-minded organizations in Qatar.

The GWSC actively contributes to a thriving academic scene in the country by bridging the gap between industry and academia. It works closely with Texas A&M University at Qatar and Qatar University to help develop engineering talent by supporting their students through a series of initiatives.

In the realm of scientific research, the GWSC works with local partners as well as a variety of international universities, including those based in Australia, Singapore, the U.S. and the United Kingdom, to collaborate on Qatar National Research Fund-supported projects. Through their work on some of Qatar's top research priorities, the GWSC secured several patents on innovative water management technologies.

Out in the field, the GWSC works with its partners in the oil and gas industry to help maximize the efficiency of freshwater usage at onshore production and refining facilities. We enjoy a long-standing relationship with Qatargas which has culminated in several successful projects at their facilities including the Wastewater Reduction and Recycling Project. Around the world, the Center partners with other labs and international business units to tackle water-related challenges at their facilities.

The GWSC's sustainability outreach efforts are underlined by joint efforts with environmentally focused organizations in the country. The Center partners with Qatar General Electricity and Water Corporation (Kahramaa) and their National Program for Conservation and Energy Efficiency, known as Tarsheed, to deliver ConoTarsheed, an educational series of initiatives that take place throughout Qatar. In addition, we frequently participate in Qatar Green Building Council's Qatar Sustainability Week.







## The Faces of the GWSC: An Invaluable Asset

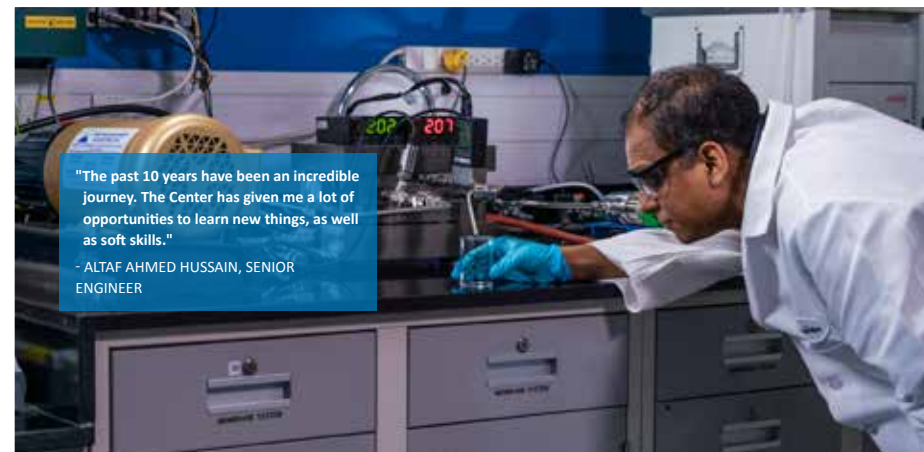
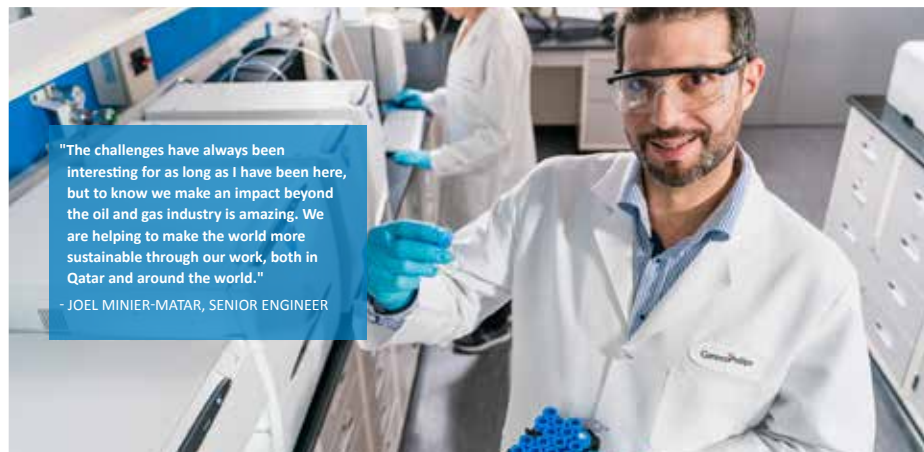
At the ConocoPhillips Global Water Sustainability Center, our people are our greatest asset.

Over the last decade, we have been fortunate to host a collective of great minds from all over the world. People from different cultures, countries and backgrounds, as well as varying levels of expertise and stages in their careers, joined the GWSC united in their passion for water sustainability. In addition, we also source fresh graduates from local universities, including the likes of Texas A&M University at Qatar and Qatar University, ensuring a constant inflow of new thoughts and perspectives.

When we step through the doors of the Qatar Science & Technology Park, we all share a common goal: to develop innovative water solutions for treating and recycling byproduct water from oil and gas operations.

We at ConocoPhillips wish to commemorate our experts from times past and present – without whom our Center would not be what it is today.









Research &amp; Technology



Sustainability Outreach



Global Operation: Investigative Analysis



Capital Projects: Technical Support

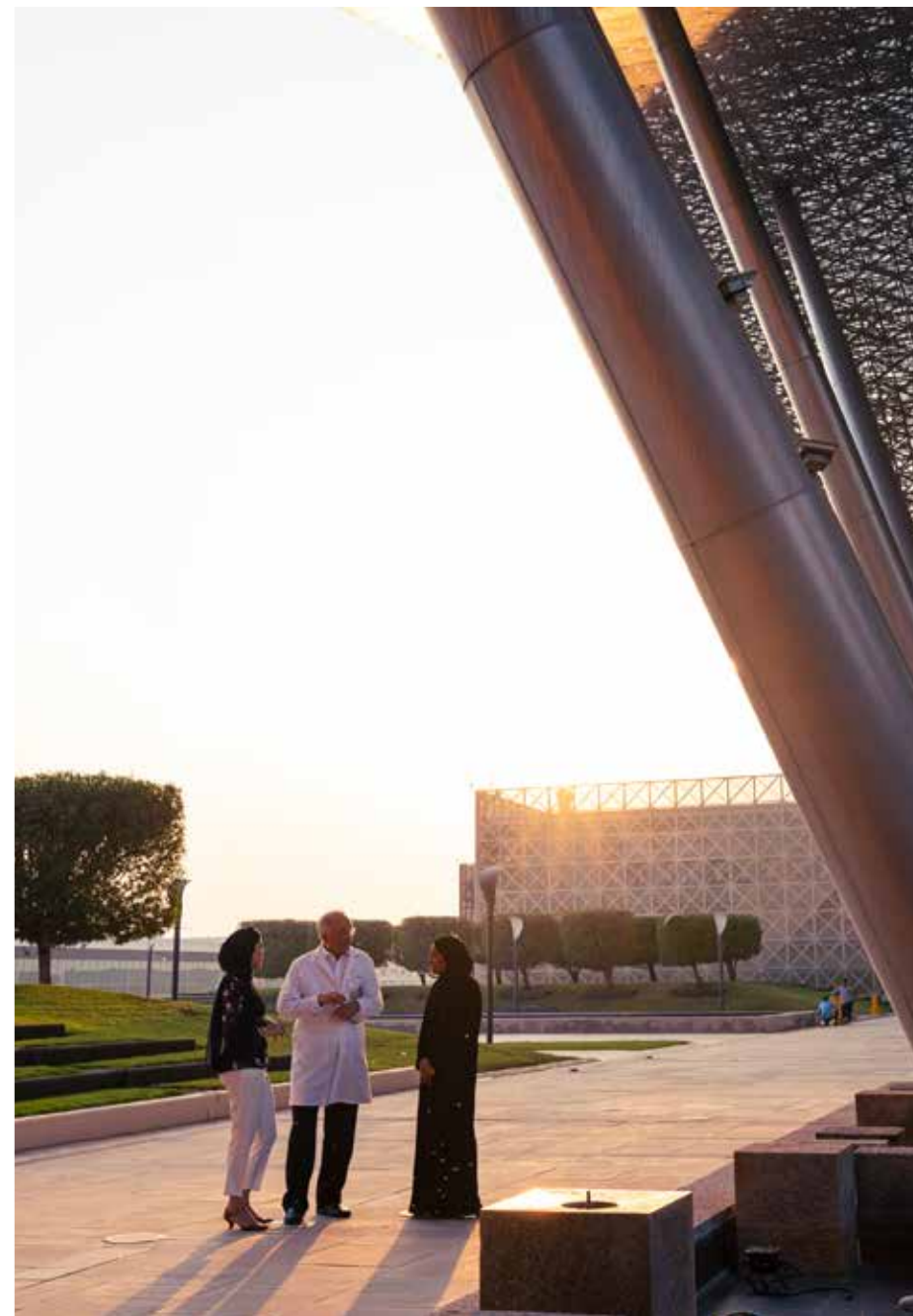
## The Tech Series: A GWSC Docuseries

In order to promote a greater understanding of its work to stakeholders in Qatar and across the world, the ConocoPhillips Global Water Sustainability Center published a collection of informative videos titled the “Tech Series” in 2020.

The four-part docuseries focuses on illustrating the extent of the GWSC’s efforts, capabilities, and the collaborative nature of the Center’s team of scientists and engineers – outlining their work with an impressive network of local and international partners.

In summary, the GWSC’s prowess in water-related research is shown in the “Research & Technology” edition, while the Water Visitor Center and the various initiatives hosted alongside its partners in Qatar are displayed in “Sustainability Outreach.” Its efforts to both provide analytical capabilities and technical support to our partners in the oil and gas industry are captured in “Global Operations: Investigative Analysis” and “Capital Projects: Technical Support.”

With the help of the Tech Series, our global stakeholders can better understand the impact the GWSC has in our collective understanding of the planet’s most valuable resource – water. We invite you to watch the videos above and share them with your respective networks.





Members of the ConocoPhillips Global Water Sustainability Center (GWSC) team engaging with Qatar Academy for Science and Technology (QAST) students.

## Participating in the Qatargas Go-Green Campaign

The ConocoPhillips Global Water Sustainability Center collaborated with its partner, Qatargas, as they launched the 2021 edition of their educational initiative – Go-Green.

Qatargas' Go-Green campaign aims to raise awareness of prominent environmental issues among local youth in Qatar, working with its partners to conduct workshops at local schools and universities to cover topics such as climate change, greenhouse gas emissions and managing a carbon footprint.

With water sustainability being a major aspect of Qatargas' carbon footprint calculator and a critical issue in the Middle East region, the GWSC team brought their own expertise in water-related research to the campaign. Members of the ConocoPhillips Global Water Sustainability Center team engaging with Qatar Academy for Science and Technology (QAST) students. They highlighted global water issues and the importance of their communities practicing water conservation.

The GWSC team is committed to its role of being a water sustainability advocate to the Qatari community, conducting several initiatives as part of an extensive outreach program. They were happy to collaborate with Qatargas as they looked to spread awareness of environmental issues to local youth.



Top: The GWSC team lecturing QAST students on environmental issues. Bottom: GWSC staff conducting their water sustainability workshop with Oryx Universal College students.





## Research and Development



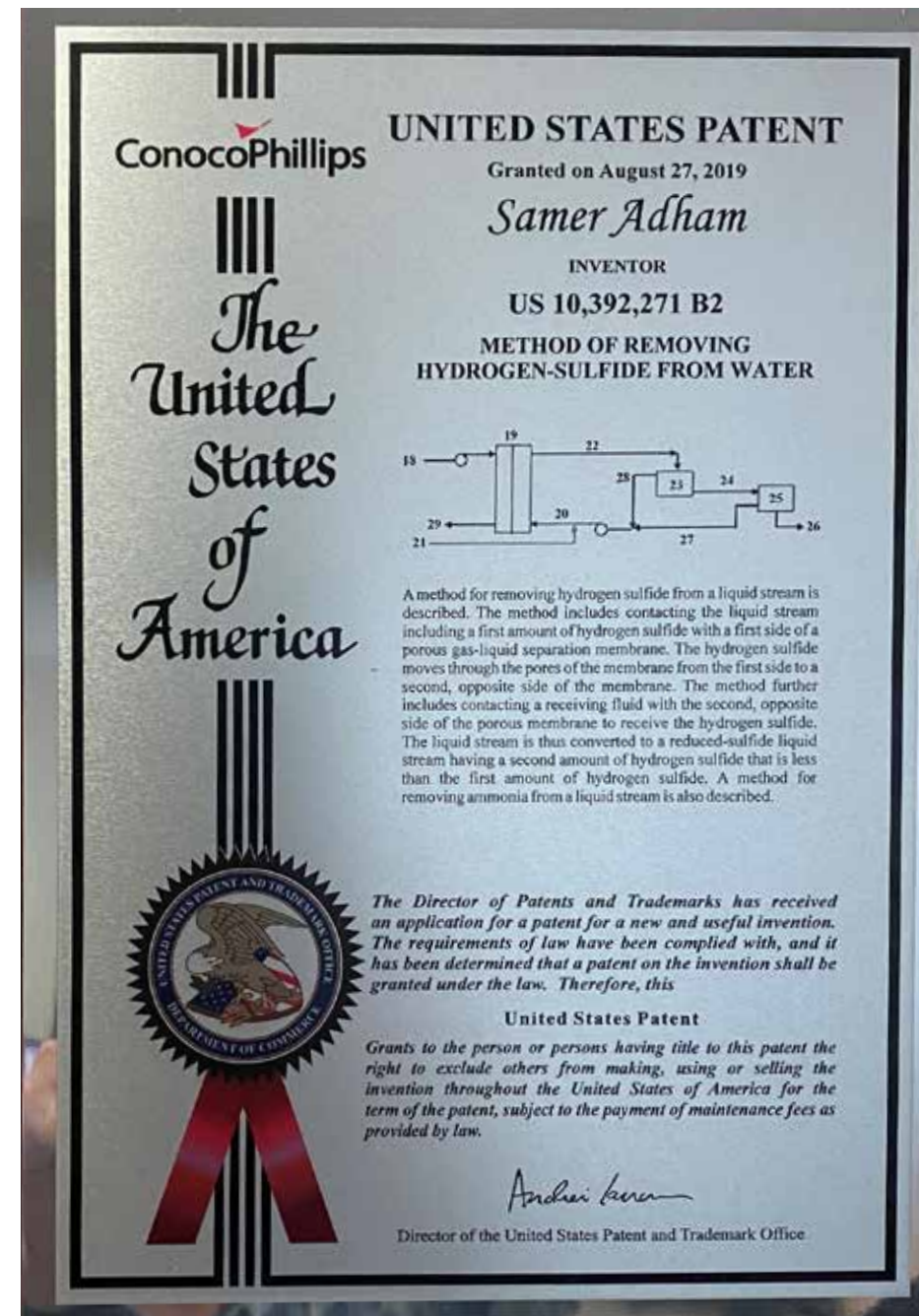
ConocoPhillips Chairman and CEO Ryan Lance, presenting the commemorative plaques to GWSC Manager Dr. Samer Adham, Principal Engineer Arnold Janson, and Senior Engineer Joel Minier-Matar.

## Patenting New Water Technologies

ConocoPhillips holds a strong legacy of finding and implementing innovative solutions to today's challenges. During 2019 – 2021, GWSC continued to add to this legacy with three patents being awarded by the U.S. Patent and Trademark office (USPTO). A fourth patent application was filed and has been published by USPTO. The intellectual property described in each of these four filings relates specifically to advanced technologies for produced water treatment and management.

The ConocoPhillips Global Water Sustainability Center conceived and then tested all these processes at bench scale, ensuring their viability and promise before submission to the USPTO. During a visit to the GWSC, Ryan Lance, chairman and CEO of ConocoPhillips, presented the team with plaques commemorating the patent for the advanced process to treat sour wastewater.

Obtaining these patents solidifies our contribution to the State of Qatar, as we help build a foundation of scientific knowledge in the country, a key element of the Qatar National Vision 2030. Through our commitment to developing human capital in Qatar, ConocoPhillips is helping fulfill Qatar's vision of a knowledge-based economy.







Members of the GWSC and QNRF together at our labs in Qatar Science & Technology Park.

## Qatar National Research Fund Pressure-Retarded Osmosis Project

As part of our mission to develop and invest in sustainable energy, the ConocoPhillips Global Water Sustainability Center hosted the first annual progress meeting for the Qatar National Research Fund (QNRF) project on pressure-retarded osmosis (PRO).

Collaborating researchers from Texas A&M University at Qatar and the University of Technology at Sydney, Australia, attended the meeting, which hosted many international participants. They met to discuss team progress updates, share and address research challenges, and plot a path forward to deliver target outcomes.

PRO is an exciting development in sustainable energy, as the process can convert osmotic energy in high-saline solutions into electrical energy using a hydro-turbine and a generator. Alternatively, it can be pumped directly into pressure exchangers to generate pumping energy. Harnessing osmotic energy from oil field-produced water is a different task altogether, requiring innovative research to solve the challenges of using oil field-produced water, including the creation of a new generation of membranes and appropriate pretreatment.

We believe that all the project researchers are more than capable of meeting the challenge, and we at ConocoPhillips Qatar are proud to support their drive to develop a new method of creating sustainable energy.



GWSC Engineer Dareen Dardor.



Project team members in our GWSC labs.



## Joint Project with Qatar University and Qatar Petrochemical Company

ConocoPhillips places great importance on scientific research, as it always seeks to foster innovation throughout its operations. To achieve this, the company has grown a strong network of partners in academia in the oil and gas industry that allows for close collaboration in scientific research.

One such collaboration provided cause for celebration, as the ConocoPhillips Global Water Sustainability Center, along with its partners at Qatar University (QU) and Qatar Petrochemical Company (QAPCO), announced on Oct. 15, 2019, that their joint proposal would receive funding in the Qatar National Research Fund's (QNRF) 12th Cycle of National Priorities Research Projects. The QNRF awarded funding to only 88 out of 334 proposals submitted and evaluated nationwide, highlighting the importance of the joint project and the talented teams at the GWSC and its partners.

The project, entitled "Development of Novel Polymeric Adsorbent Media for Produced Water Treatment," aims to create innovative polymeric adsorbents that remove oil from produced and process water from industrial operations. The GWSC's scientists collaborated with QU's Vice President for Research and Graduate Studies Dr. Mariam A. Al Maadeed and QAPCO to develop the proposal together, which will see QAPCO provide polyethylene wastes to serve as the base material for the adsorbent media.

ConocoPhillips and the GWSC are proud to be on the cutting edge of water research, bringing forth new solutions to the world's water challenges while strengthening our relationships through close cooperation with renowned partners such as QU. We congratulate the GWSC team for marking another achievement on the national stage and adding yet again to Qatar's knowledge base.



Dr. Mariam A. Al Maadeed, vice president of Research and Graduate Studies, Qatar University.



Media for oil removal from produced water. From left to right: walnut shell, synthetic resin and activated carbon.





Members of COPQ and GWSC collecting the National Energy Globe Award in 2019.

## ConocoPhillips Wins National Energy Globe Award for First-of-its-Kind Project

In October 2019, the Austrian-based Energy Globe Foundation awarded the ConocoPhillips Global Water Sustainability Center with the 2019 National Energy Globe Award for Qatar in recognition of its “Sustainable Application of Osmotic Concentration to Reduce Wastewater Disposal Volumes from Gas Fields” project.

The Energy Globe Foundation honors projects that enable efficient and sustainable energy usage – through either innovative technologies or effective outreach efforts – in 182 countries through its National Energy Globe Awards. Dr. Samer Adham, manager of the GWSC, and Joel Minier-Matar, senior engineer at the GWSC, received this prestigious award at a special Austrian National Day celebration ceremony organized by the Embassy of Austria at the Intercontinental Hotel.

The project began in 2014 and was a collaborative effort with Nanyang Technical University in Singapore, funded by the Qatar National Research Fund (QNRF) under its National Priority Research Program. Following successful lab tests, they initiated a pilot study in 2017 with additional funding from QNRF and participation of our long-standing partners Qatar University and Qatargas.

Qatar Science & Technology Park actively supported both studies, facilitating their groundbreaking work. In addition to this Energy Globe Award, the project also won the “Green Research by a Professional” award during Qatar Sustainability Week 2017.



Members of COPQ and GWSC collecting the National Energy Globe Award in 2019.



Some of the journals that the GWSC submitted research papers to in 2020.

## An Exceptionally Productive 2020 for our Researchers

The ConocoPhillips Global Water Sustainability Center worked tirelessly during the COVID-19 pandemic to submit a record total of 20 research papers.

While working from home, the GWSC focused their efforts toward drafting a total of six research manuscripts. Three of these papers, which have already been accepted and published in prestigious peer-reviewed scientific journals worldwide, focused on hydrogen sulfide removal by membrane contactors, application of pressure-retarded osmosis for enhanced oil recovery, and osmotic concentration for volume reduction of process water.

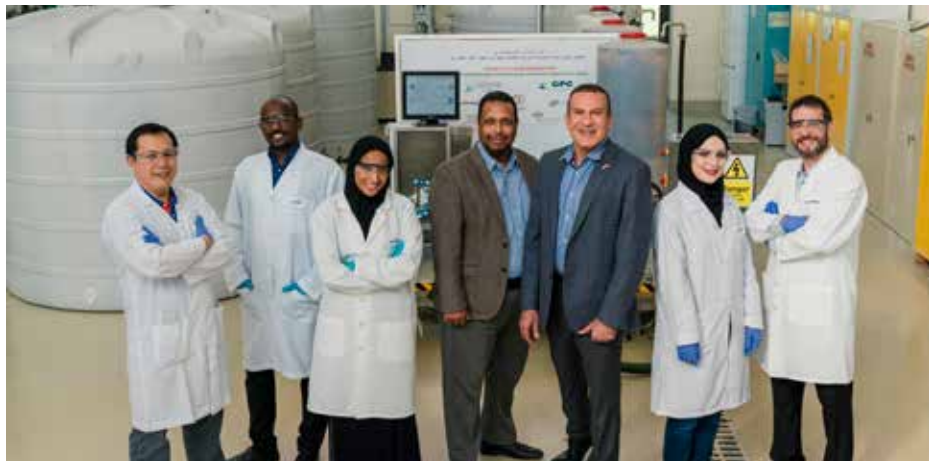
In addition, our researchers submitted three more papers to various journals. These tackled subjects including the latest developments on membrane distillation, developing protocols to prepare synthetic solutions to mimic produced waters, and evaluating novel ultrafiltration membranes for oil removal.

The GWSC displayed a collaborative spirit, co-authoring 14 additional manuscripts with researchers at Qatar University, Texas A&M University at Qatar, and the University of Technology in Sydney, Australia. Together, they oversaw the successful publication of 10 manuscripts and submitted four more to leading journals.

This impressive list of research papers cements the GWSC's technical brand, reinforcing its reputation as a Center of Excellence in water-related research that actively works with its academic partners to expand our collective knowledge.







Team members from both the ConocoPhillips Global Water Sustainability Center and Qatar University.

## Working Collaboratively to Complete the Wastewater Reduction Pilot Study

The ConocoPhillips Global Water Sustainability Center and Qatar University's Gas Processing Center commemorated the completion of their two-year-long pilot study. Entitled "Osmotic Concentration for Reducing Injected Wastewater Volumes in Qatar," the project was finalized on Oct. 1, 2020, during a virtual meeting.

President of ConocoPhillips Qatar Todd Creeger, Manager of the GWSC Dr. Samer Adham, Principal Engineer at the GWSC Arnie Janson, and Senior Engineer at the GWSC Joel Minier-Mater represented the ConocoPhillips delegation during the meeting. Also in attendance were Sheikh Khalid bin Abdulla Al Thani, chief engineering and projects officer at Qatargas; Dr. Khalid Naji, dean of QU's College of Engineering; Professor Muftah El-Naas, QU's Gas Processing Center director; and other dignitaries from QU and Qatargas.

Todd Creeger delivered the welcoming remarks, while Dr. Adham and Dr. Mustafa Nasser, associate professor in QU's Chemical Engineering program, presented the project's primary outcomes. They also highlighted that this represented a successful demonstration of an emerging technology that can see a direct application in Qatar's oil and gas industry.

This is the latest milestone in the development of this promising technology, which has come a long way since the GWSC proved the concept's viability in bench-scale tests back in 2016. It applies osmotic concentration – a low-energy technology – to reduce produced water volumes at oil and gas facilities.

We look forward to future collaborations that will help support capacity building in Qatar's oil and gas industry.



Members of the project team conducting pilot tests at Qatar University.



## Local and International Guests





ConocoPhillips Chairman and CEO Ryan Lance (center) visiting the GWSC's laboratories alongside Todd Creeger, president of ConocoPhillips Qatar, (left) and Dr. Samer Adham, (right) manager of the GWSC, and his team.

## Hosting International ConocoPhillips Visitors

The ConocoPhillips Global Water Sustainability Center plays an integral role at ConocoPhillips Qatar, providing immense value for the company's operations both in Qatar and abroad. These efforts have not gone unnoticed by senior executives at the company, as Bill Bullock, chief financial officer; Lloyd Visser, global head of ConocoPhillips Sustainable Development; and then-executive vice president and chief operating officer at ConocoPhillips' Matt Fox, all took trips to the GWSC to meet the team and examine their world-class facilities in person.

Bullock, Visser and Fox were given tours of the Water Visitor Center, where the team gave them a comprehensive overview of their activities at the GWSC and answered questions about water conservation. The GWSC team were honored to welcome members of the company's leadership and provide insights into their groundbreaking work.



Lloyd Visser, global head of Sustainable Development, (fourth from right) receiving a tour of the GWSC's Water Visitor Center from Dr. Samer Adham (fourth from left) and the GWSC team.'



Left: Bill Bullock, chief financial officer, (middle), learning about the GWSC's facilities. Right: Bullock (right) receiving an overview of the GWSC's Water Visitor Center.



Matt Fox, then-executive vice president and chief operating officer, interacting with the Water Visitor Center's exhibits.



Cologne University of Applied Science students visiting the GWSC Water Visitor Center.

## Hosting Cologne University of Applied Sciences Students on Tour of the Water Visitor Center

Our strong relationships with academic institutions in Qatar are built on our readiness to assist them in achieving their educational goals. The ConocoPhillips Global Water Sustainability Center upheld this tradition by fulfilling a request from our long-standing partners at Qatar University to host a group of students from the Cologne University of Applied Sciences, Germany, and provide insights into the field of water sustainability.

The students were given a tour of the Water Visitor Center, where they learned about the importance of water sustainability research, before the GWSC's Principal Engineer Arnie Janson presented a technical overview of current projects and discussed various issues related to water conservation with the students. We were happy to support QU's educational goals and further promote water sustainability.



Cologne University of Applied Science students visiting the GWSC Water Visitor Center.





## Knowledge Sharing

## Partnering with the Qatargas Environmental Affairs and Regulatory Team

In support of a long-standing relationship between ConocoPhillips and Qatargas, the ConocoPhillips Global Water Sustainability Center conducted several meetings with the Qatargas Environmental Affairs and Regulatory team to build on this relationship and identify areas of collaboration.

In March 2020, Khalifa Al-Sulaiti and Mohsin Raja, manager of the Environmental Affairs team and head of Environmental Management & Sustainability at Qatargas respectively, visited the GWSC at the Qatar Science & Technology Park, holding discussions with the GWSC Manager Dr. Samer Adham, former Technical Manager at ConocoPhillips Qatar William R. Denney Jr., and other members of the team before embarking on a tour of the Center's laboratories.

During the work-from-home phase mandated in response to the spread of COVID-19, both parties continued to meet, conducting virtual calls between team members to discuss further details of possible joint projects.

These discussions were followed by another meeting in late November 2020, when representatives from the Qatargas Environmental Affairs and Regulatory team made another visit to the GWSC to hold productive conversations focusing on potential collaborative projects and tour the Center's laboratories. All present followed strict distancing guidelines and observed best practices, ensuring they could meet without endangering the health of all attendees.

Both the GWSC and Qatargas remain committed to furthering their relationship, overcoming the challenging working conditions, and adapting to the "new normal."



Members of ConocoPhillips alongside the Qatargas Environmental Affairs and Regulatory Team.





The GWSC's scientists conducting analyses at their advanced laboratories for Qatargas investigations.

## Providing Steadfast Support to Qatargas in a Challenging Work Environment

Despite unprecedented circumstances that changed our working environment throughout much of 2020 and 2021, members of the ConocoPhillips Global Water Sustainability Center continued to support Qatargas with several critical business tasks securing the Center's role as a trusted partner of choice.

The GWSC's support extended to three specific issues which saw the team analyze solids that were deposited in a freshwater cooling loop's heat exchanger, investigate sludge buildup in a Qatargas South offshore glycol vessel's dehydrator unit, and characterize the chemical composition of old deposits collected from a slug catcher used in the Barzan Gas Project.

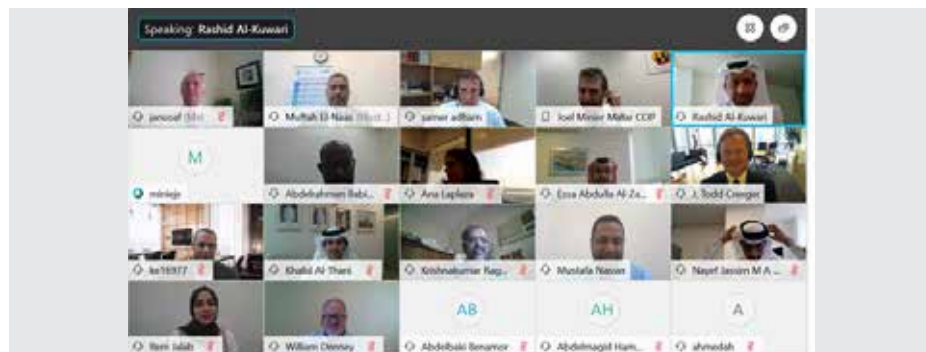
Our team conducted analyses wielding our state-of-the-art facilities, such as our modern carbon/nitrogen solids analyzer, used to determine organic and inorganic compounds, as well as our liquid chromatography-mass spectrometry machine, used to screen organic components in samples utilized to solve these challenges.

Once complete, the Center shared these results with Qatargas, identifying the potential causes as well as possible mitigation strategies before submitting formal reports.

The successful completion of these tasks provided significant tangible and intangible benefits to Qatargas, as the mitigation strategies offered by the GWSC resulted in significant operational savings. For ConocoPhillips, the Center's support helped us strengthen our relationship with our longtime partners at Qatargas and solidified the GWSC's reputation as a problem solver, displaying technical prowess despite a restricted working environment.



The GWSC's scientists conducting analyses at their advanced laboratories for Qatargas investigations.



The ConocoPhillips and Qatar University teams discussing the results of the wastewater reduction pilot study.

## Assisting Qatargas in the Successful Startup of Wastewater Reduction and Reuse Plants

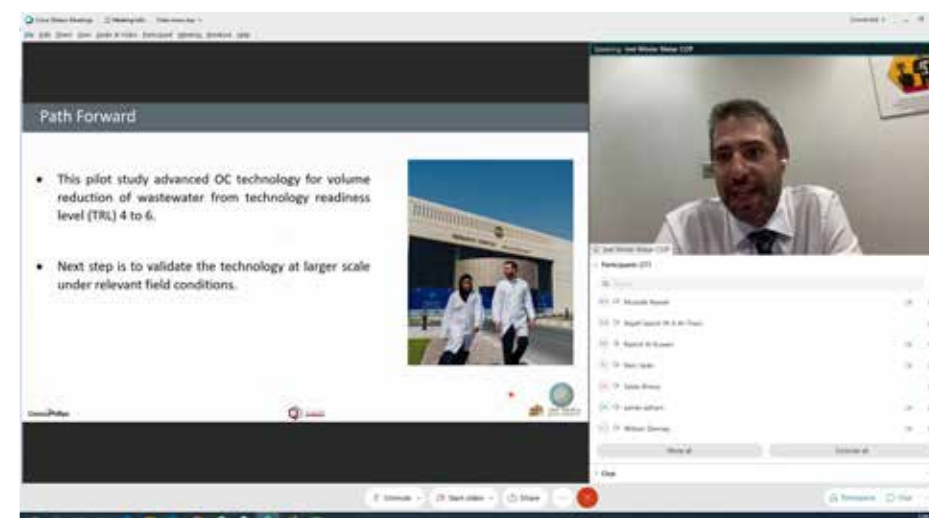
Our partners at Qatargas share our commitment to ensuring water sustainability by working tirelessly to develop technologies that reduce wastewater generation throughout their operations. The ConocoPhillips Global Water Sustainability Center lent their expertise to Qatargas' latest initiative, the Wastewater Reduction and Reuse (WRR) project.

The GWSC team provided invaluable assistance throughout all stages of the project to date. They were heavily involved in the planning process, as they provided feedback on the overall commissioning and startup plans while also discussing mechanical design issues with the Qatargas WRR team. In addition, we lent our specialist knowledge and resources to conducting important research for the project, as the team successfully evaluated the biotreatability of three separate wastewater streams as well as a combined wastewater stream that mimicked the blending ratios and conditions that would be found in a full-scale plant.

These results proved crucial for the overall project and formed the basis for additional tests that modeled the growth of activated sludge on different wastewater sources. These insights and test results helped the Qatargas Engineering and Operations team understand the factors driving the membrane bioreactors (MBRs) startup schedule and set up a preliminary strategy for bringing the MBRs to full operation.

In the final phase of construction, David Twaite, then-project manager at ConocoPhillips Qatar and then-project division manager of the Qatargas WRR project, leveraged his vast experience in managing key projects to gather the various stakeholders together and deliver the treatment plants successfully. Throughout the process, our team's support included daily plotting of WRR performance data and providing expert feedback on periodic operational challenges.

Over three years of construction culminated in the successful startup of these advanced wastewater treatment systems, which greatly reduce the amount of water sent to disposal wells and produced desalinated water for reuse. Thus far, approximately 300,000 tons of desalinated water have been recycled for reuse, a rousing success for all parties involved in this project.



Manager of the GWSC Dr. Samer Adham (top) and Senior Engineer at the GWSC Joel Minier-Matar (bottom) detailing the outcomes of the wastewater reduction pilot study.





## Community Outreach Initiatives

## Refreshing the Water Visitor Center: From Solo to Group Experience

Throughout 2019, the ConocoPhillips Global Water Sustainability oversaw a comprehensive upgrade of the Water Visitor Center (WVC).

The extensive list of updates focused on the Water Visitor Center's hardware and software assets, including:

1. The addition of key features that shift the tour from an individual to a group experience, such as:
  - A wall-mounted camera that is used for group pictures featuring all sections of the WVC.
  - A class-size entry option that calculates the impact a whole group has when implementing simple water conservation tips compared to individual savings.
2. The introduction of a new "Innovation & Technology" section, featuring experiments highlighting the latest water treatment technologies and detailing engineering as a possible future career for school students following a STEM approach (Science, Technology, Engineering and Mathematics).
3. Updated information about local and global water sources that incorporates the latest water consumption statistics in the State of Qatar, reflecting efforts by the National Program for Conservation and Energy Efficiency, Tarsheed, to reduce per capita water consumption in the past few years.

The team provided multiple school tours of the upgraded facilities during the first few months of 2020, pre-COVID-19, involving approximately 300 students. The attendees enjoyed the new experience, giving positive feedback on the added section and new features.

This successful upgrade was made possible through close collaboration with experienced contractors with knowledge in delivering engaging experiences.





## The Water Visitor Center: A Unique Educational Experience

A key facility and component of the Center's community outreach efforts is its Water Visitor Center and conservation awareness program.

"It all started in 2000, early when we are designing the GWSC. We met with several stakeholders and asked what we, as a Center, could specifically create for Qatar. Everybody emphasized the importance of educating children on the value of water and the need for conservation. It's the message of sustainability. We took this feedback on board and the idea of the Water Visitor Center was born," notes Dr. Samer Adham, manager of the GWSC.

Recognizing that all water conservation efforts depend on public awareness and an understanding of the need for conservation, GWSC scientists and engineers have educated more than 8,000 school children, teachers and visitors about ways to save water in their daily lives.

As visitors enter through a captivating misty wall made of fine water droplets, our scientists and engineers welcome them on their two-hour tour. First, students learn about the importance of water from a global lens, before moving on to learn about where and how freshwater is produced in Qatar.

In addition to engaging lectures delivered by our scientists, these topics are supplemented by interactive exhibits, all of which are designed to give visitors a consistently interesting experience that they would gladly share with their friends and family in the Qatar community and beyond.

On their next stop, the students are introduced to different innovative methods of treating water and learn about the importance of shared responsibility and are encouraged to share the information they have learned with their families and friends. Finally, students discuss and brainstorm different methods through which they can minimize their personal water consumption.

"It's very pleasing to know that you're making an impact on children's lives," continues Dr. Adham. "It's the gift that keeps on giving. As you teach children, the children will teach their children, and they will teach their parents and their friends. If you want to make a change, this is the right segment of a population that you need to target."

In quarter one and two of 2019 alone, the GWSC team greeted over 500 students from the American School of Doha, English Modern School, Qatar Foundation's Awsaj Academy, and QatarEnergy's Mesaieed International School in separate trips. They were shown the value of water and educated on water treatment technologies and the need for water conservation through the Center's interactive exhibits.

Through deepening knowledge on the importance of water conservation, the Water Visitor Center instills a sense of responsibility and commitment among Qatar's future leaders, whom we trust will lead our communities forward to a more sustainable future.



Various GWSC members educating school-aged children at the Water Visitor Center.



Members of ConocoPhillips Qatar at the launch of World Water Day.

## Imparting the Principles of Water Sustainability to Qatar's Youth

ConocoPhillips Qatar and the ConocoPhillips Global Water Sustainability Center share a unique relationship with the Qatar General Electricity and Water Corporation (Kahramaa), as each supports a common mission to help preserve water in our daily lives – the Earth's most valuable resource.

We sustained this relationship by helping Tarsheed, Qatar's National Program for Conservation and Energy Efficiency, host a hugely successful annual 10-day event aimed at spreading the importance of water sustainability to the local community. These events aim to engage and educate children and their families, featuring a wide array of water experiments and interactive mediums to enthrall them and draw attention to the worldwide significance of sustainable water management.

In 2019, ConocoPhillips collaborated with Tarsheed to hold the World Water Day Carnival at Al Thumama Park from Feb. 19-28. The GWSC worked with Mad Science Qatar, a leading science enrichment provider, to inspire Qatar's future sustainability champions through a series of imaginative learning and family-friendly activities. Through these captivating events and educational lessons, the students learned the importance of adopting water-saving habits and defending our water supply.



Members of both ConocoPhillips Qatar and the ConocoPhillips Global Water Sustainability Center.

In 2020, pre-pandemic, the partners worked together again to deliver the annual carnival, held under the theme "Be the Change." The GWSC brought Mad Science Qatar back to the festivities to captivate and educate the youth on water sustainability through thrilling demonstrations and experiments.

The Center also hosted the Kulluna Child Safety in the Home Caravan – the nationwide health and safety awareness campaign – to raise awareness on how to develop safe habits to guard against avoidable child injuries in households.

Protecting the environment and our natural resources is a vital responsibility for all of us, especially as Qatar faces water usage challenges unique to the region. Promoting a sustainable attitude among the next generation ensures that the Earth's natural resources can be enjoyed well into the future.







## Industry Engagement





Dr. Samer Adham (center) attending the QU conference on Nanomaterials Research.

## Participating in the 2019

### QU International Conference on Smart Nanomaterials

In support of our educational partnership with Qatar University, Dr. Samer Adham, manager of the ConocoPhillips Global Water Sustainability Center, was invited to present a keynote address on the “Applications of Membrane Technology for Water Management in the Oil and Gas Industry” at the International Conference on Smart Nanomaterials. The event was hosted from Feb. 24-25, 2019 and was organized by the Centre of Advanced Materials (CAM) at QU in collaboration with Fudan University, China.

President of QU Dr. Hassan Rashid Al-Derham inaugurated the conference, which focused on the current state of the field of nanoscience and nanoengineering, highlighted the latest advances in the field, and underlined the role of nanomaterials in enhancing various manufacturing industries, including membrane materials.

Prominent nanotechnology experts from all over the world gathered to participate in these groundbreaking discussions, with researchers from the University of California-Los Angeles, USA, University of Chicago, USA, and Fudan University, China, exchanging knowledge and creating a new international hub of nanotechnology expertise in Qatar.



Dr. Samer Adham, manager at the ConocoPhillips Global Water Sustainability Center.



Members of the GWSC collecting their recognition award for efforts in sustainability.

## ConocoPhillips Wins Accolades at the Qatar Sustainability Awards 2020

The ConocoPhillips Global Water Sustainability Center received recognition for our sustainability accomplishments at the Qatar Sustainability Awards 2020. Hosted on March 7, 2020, at the City Center Rotana Hotel by the Qatar Green Building Council (QGBC), the Center won both the “Oil and Gas Sustainability Initiative” and the “Tadmur Special Award.”

The local initiative saw more than 100 applicants compete for awards in 29 categories which rewarded the year’s most exciting sustainability initiatives and honored achievements made across Qatar’s market.

The Qatar Sustainability Awards Ceremony is an important local initiative that honors outstanding individuals and organizations for their contributions toward sustainable development and environmental protection in Qatar. It is the focal point of Qatar Sustainability Week, an initiative of QGBC that aims to encourage the community to engage with sustainability through interactive activities across the country.

We are honored to receive recognition for our efforts from like-minded leaders and organizations in the Qatari community. We are committed to collaborate with them as we continue to advocate for environmentally friendly habits in our homes and businesses.



Members of the team showcasing their sustainability accomplishments.





The main stage at the National Scientific Research Competition.

## Supporting Young Science Talents at the 2019 National Scientific Research Competition

In 2019, ConocoPhillips Qatar (COPQ) raised its commitment to furthering young science talents and joined the National Scientific Research Competition – an annual initiative of the Ministry of Education and Higher Education and Qatar National Research Fund – to support hands-on research and learning.

ConocoPhillips Global Water Sustainability Center Scientist Eman Al Shamari and Engineer Dareen Dardor were part of the competition's expert panel to review 350 project submissions from over 800 attendees from high schools across the country.

While the competition saw a wide range of awards given to deserving young researchers, COPQ sponsored two special awards for research projects related to water sustainability as part of our ongoing efforts to raise awareness and protect our planet's resources.

First place was awarded to a project about the impact of using the Q-lysis machine and electrolytic cells to desalinate Gulf water in Qatar, while second place went to a project featuring a water treatment device that would allow wastewater from car washes to be reused in agriculture to promote a "Green Qatar" by 2030.

Al Shamari and Dardor were impressed by the creativity and knowledge put forth by Qatar's budding scientists, and COPQ is proud to continue supporting a culture of research in the country's high schools.



GWSC Scientist Eman Al Shamari and Engineer Dareen Dardor on the expert panel at the National Scientific Research Competition.

## Active Players at the Petroleum Environmental Research Forum

The Petroleum Environmental Research Forum (PERF) is a collective effort from prominent members in the oil and gas industry to foster cooperation and support research toward novel technologies that preserve the environment and the health of our communities.

With Dr. Samer Adman, manager of the ConocoPhillips Global Water Sustainability Center serving on PERF's Board of Directors, GWSC has actively engaged with its peers in the industry at each edition of PERF and collaborated with them outside of these signature events. The Forum marked its 100th PERF meeting on Oct. 9-10, 2019, in Richmond, California, U.S., where Chevron took on the responsibility of hosting the event. The theme focused on Growing Partnerships with Liaison Members: Technology and Options for Efficient Environmental Protection and Risk.

Dr. Samer joined the rest of the participants as they attended PERF's Upstream Water Discussion Group, in which the GWSC played a key role through its leadership of water-related projects from the cluster.

The 101<sup>st</sup> edition of PERF, hosted on Oct. 27-28, 2020, saw Dr. Adham and Arnie Janson, Principal Engineer at the GWSC, meet online with fellow experts in the industry, as COVID-19 health and safety measures prevented an in-person gathering.

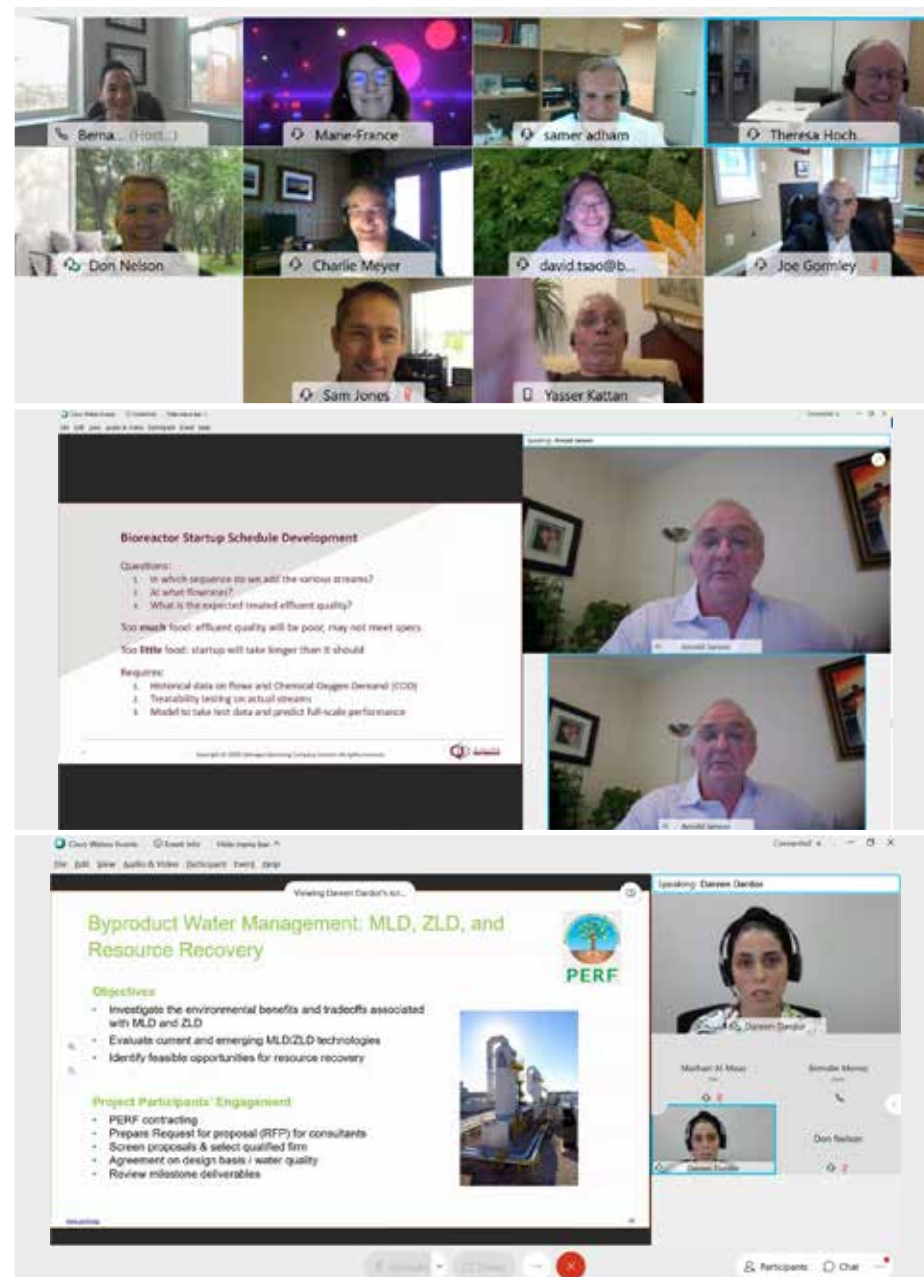
The 2020 meeting focused primarily on the fields of air and water research, gathering more than 150 experts from Europe, the Middle East and the U.S. to encourage collaboration toward research in these areas. In a sign of Qatar's active engagement in this sphere, around 30 attendees hailed from various Qatari organizations, including our partners at Qatargas and the Qatar Environment and Energy Research Institute.

Dr. Adham gave the opening remarks while Janson worked alongside a representative from Qatargas to present their joint Wastewater Recycle and Reduction project's successful startup. Together, they also joined in discussions surrounding potential partnerships toward developing sustainable technologies and saw PERF experts give technical presentations.

Outside of the annual meetings, the GWSC also sought to create opportunities for collaboration in the field by partnering with Chevron to organize a PERF water discussion virtual meeting, which took place on March 31, 2021.

More than 60 water treatment experts hailing from the oil and gas industry attended the event, where they discussed active research project proposals and potential collaborations with one another. The GWSC also proposed a joint-industry project, which would focus on byproduct water management through minimum/zero liquid discharge solutions.

The meeting proved to be a great success, leading to follow-up discussions and formal expressions of interest by member companies to participate in several projects presented at the event. ConocoPhillips Qatar is dedicated to partnering with like-minded peers to advance the industry and fulfill its duties as an active PERF member.



Top: Dr. Samer Adham meeting with the PERF board. Middle: Arnold Janson presenting the GWSC's work on the Wastewater Recycle and Reduction Project. Bottom: Daren Dardor and Mashael al Maas discussing byproduct water management with fellow experts.





Joel Minier-Matar, senior engineer at the GWSC, speaking at ICSEWEN19.

## The International Conference on Sustainable Energy-Water-Environment Nexus 2019

The International Conference on Sustainable Energy-Water-Environment Nexus in Desert Climates 2019, held from Dec. 2-5, 2019, at the Qatar National Convention Centre, gathered experts in academia and industry to tackle the barriers and opportunities related to research and technology development in the energy, water and environment nexus.

His Excellency Essa bin Hilal Al-Kuwari, president of the Qatar General Electricity & Water Corporation, and Dr. Ahmad M. Hasnah, president of Hamad Bin Khalifa University, delivered the opening speeches at the event. Dr. Samer Adham, manager of the ConocoPhillips Global Water Sustainability Center, and Joel Minier-Matar, senior engineer at the GWSC, contributed to this vital knowledge exchange, organized by the Qatar Environment and Energy Research Institute (QEERI).

Dr. Adham participated in a panel addressing "Innovative Strategies for a Sustainable Industry Transformation," where he spoke about key innovation strategies for water management within the oil and gas industry in a session with 120 attendees. Minier-Matar delivered a presentation entitled "Osmotic Concentration for Reducing Wastewater Volumes from Gas Processing Facilities in Qatar" to an audience of 80 experts.

With the GWSC at the forefront, ConocoPhillips makes significant efforts in promoting water sustainability throughout our global operations and creating the fit-for-purpose technologies that help us conserve the planet's natural water resources. ConocoPhillips is dedicated to contributing to this increasingly important field alongside leaders and academics.



Dr. Samer Adham, manager at the GWSC (second from left), on the ICSEWEN panel.



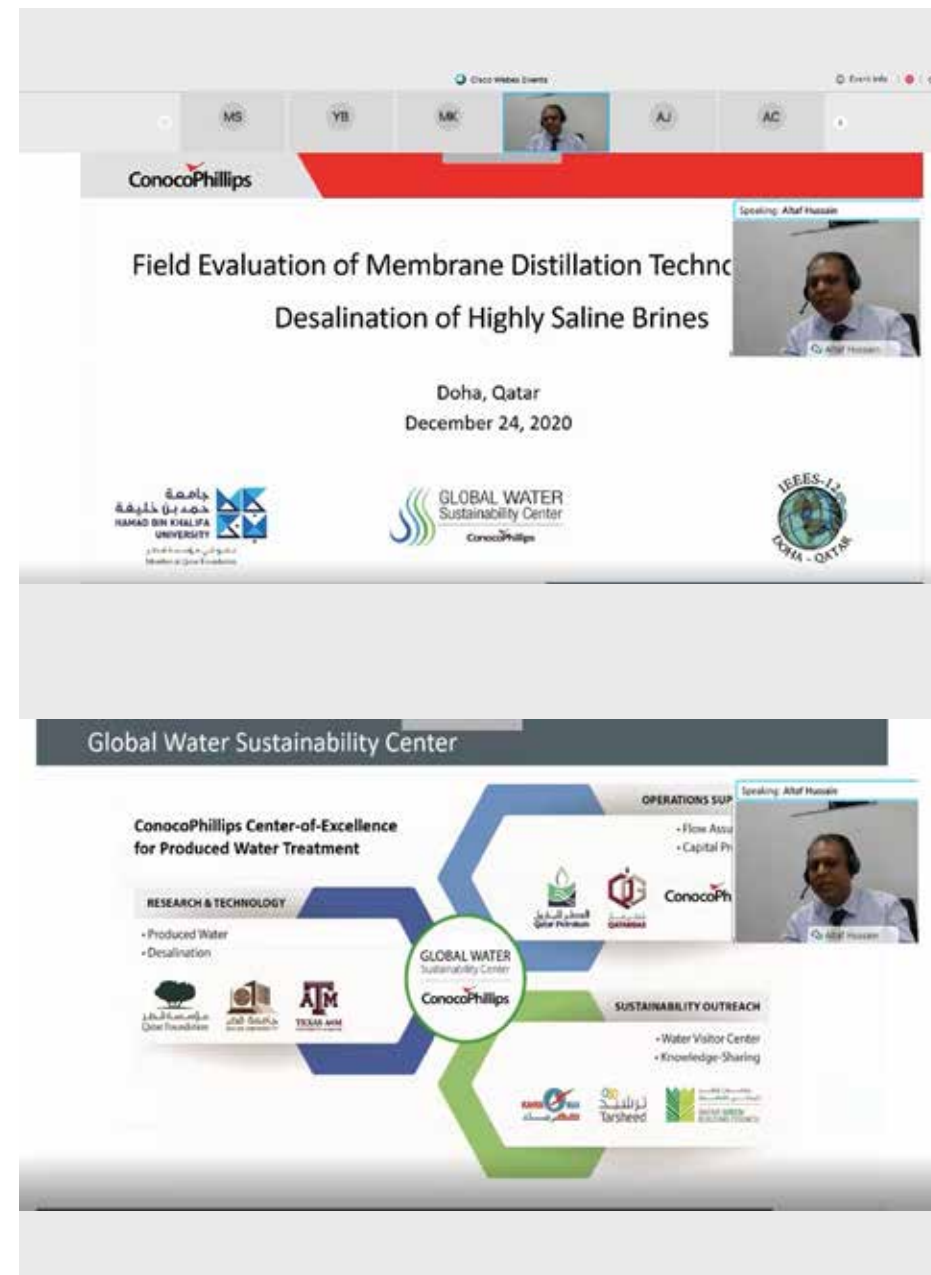
## GWSC Presents at the 12<sup>th</sup> International Exergy Energy and Environmental (IEEE) Symposium

Hamad Bin Khalifa University (HBKU) invited the ConocoPhillips Global Water Sustainability Center to participate in the 12<sup>th</sup> International Exergy Energy and Environmental Symposium (IEEEES-12), which took place from Dec. 20-24, 2020.

Co-organized by KAHRAMAA and Qatar National Research Fund (QNRF), the international symposium gathered academics, engineers and scientists to share their research in the energy and environmental fields. The event featured presentations, talks, and workshops on a variety of topics, including desalination and sustainable green technologies – subjects that are of great interest to the GWSC's team of experts.

Our own Dr. Altaf Hussain represented ConocoPhillips, giving a presentation on the advancement of desalination technologies, titled "Field Evaluation of Membrane Distillation Technologies for Desalination of Highly Saline Brines."

The GWSC works to advance the state of environmental research, particularly in water sustainability, alongside prominent educational partners such as HBKU.



Dr. Altaf Hussain outlining the ConocoPhillips Global Water Sustainability Center's work on evaluating membrane distillation technologies and giving a brief overview of the Center to attendees.





## The GWSC Featured at the 24<sup>th</sup> St. Petersburg International Economic Forum

Our partners at the Qatar Science & Technology Park (QSTP) featured the ConocoPhillips Global Water Sustainability Center's work in a special display at 24<sup>th</sup> edition of the St. Petersburg International Economic Forum, held June 2-5, 2021, in Russia.

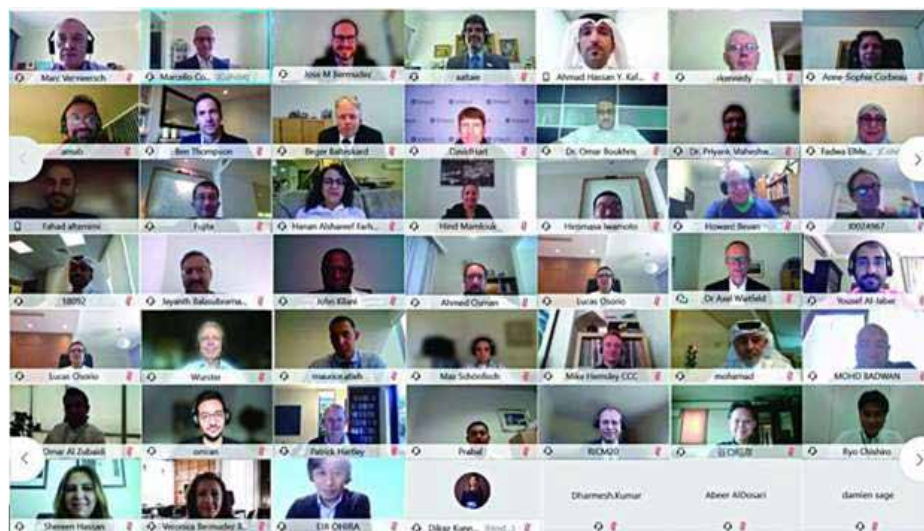
Qatar participated in the event as a guest country, with His Highness the Amir attending the proceedings in person. The country hosted its own booth, featuring various sections that highlighted the country's efforts in a variety of important fields such as academia, investments and the oil and gas industry.

As a prominent national institution, QSTP took the opportunity to showcase its various tenants and their accomplishments, including the GWSC. In particular, they outlined the Center's various research efforts, operational support capabilities, and sustainability outreach initiatives to a global audience.

Established in 1997 and hosted under the auspices of the President of the Russian Federation since 2005, the forum is an annual platform from which members of the global business community gather to foster stronger relations with their Russian counterparts.



QSTP featuring GWSC's work at the St. Petersburg International Economic Forum.



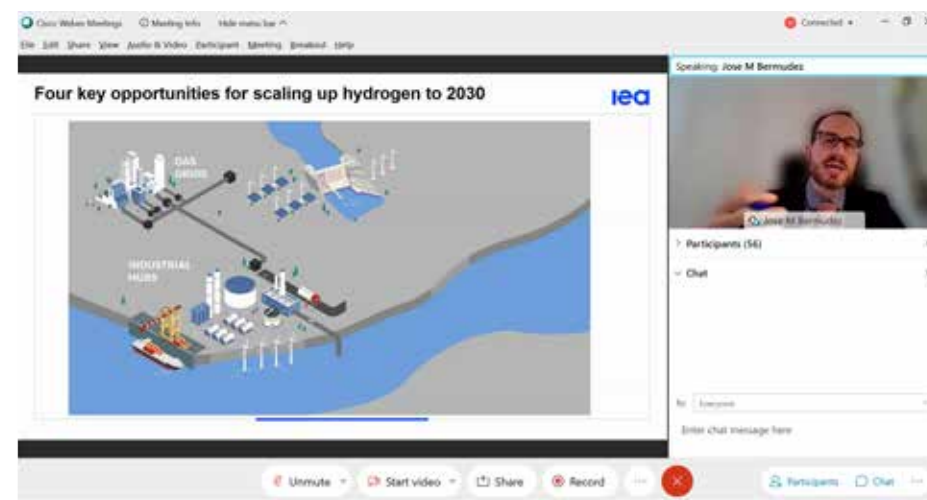
## Exploring Opportunities in Hydrogen Energy at QEERI Workshop

In line with our commitment to sustainable energy production, several employees from across the ConocoPhillips network joined an international workshop hosted by Qatar Environment and Energy Research Institute (QEERI) entitled “The Hydrogen Energy Opportunity for Qatar,” held on Oct. 6-7, 2020.

Birger Balteskard, global head of Liquefied Natural Gas (LNG), alongside Ben Thompson and Malcolm Rice-Jones from Business Development, represented ConocoPhillips at the two-day workshop.

Together, they heard from leading academic experts and members of the wider oil and gas industry. Specialists discussed the importance of hydrogen energy to national stakeholders, promoted discussions on what that strategy might look like and provided steps to facilitate international collaboration in policy, business, and research.

Thompson, Balteskard and Rice-Jones took away important insights from the workshop, which complements our work on devising new strategies to tackle LNG greenhouse gas emissions. This will enable us to better work with QatarEnergy and Qatargas toward achieving a more sustainable oil and gas industry.



Ben Thompson, Birger Balteskard and Malcolm Rice-Jones absorbing hydrogen energy insights from experts and industry peers.





Dr. Samer Adham, manager of GWSC, participating in "Water Scarcity and Solutions" panel discussion at the Qatar Economic Forum.

## Dr. Samer Adham Participates in Virtual Roundtable at Inaugural Qatar Economic Forum

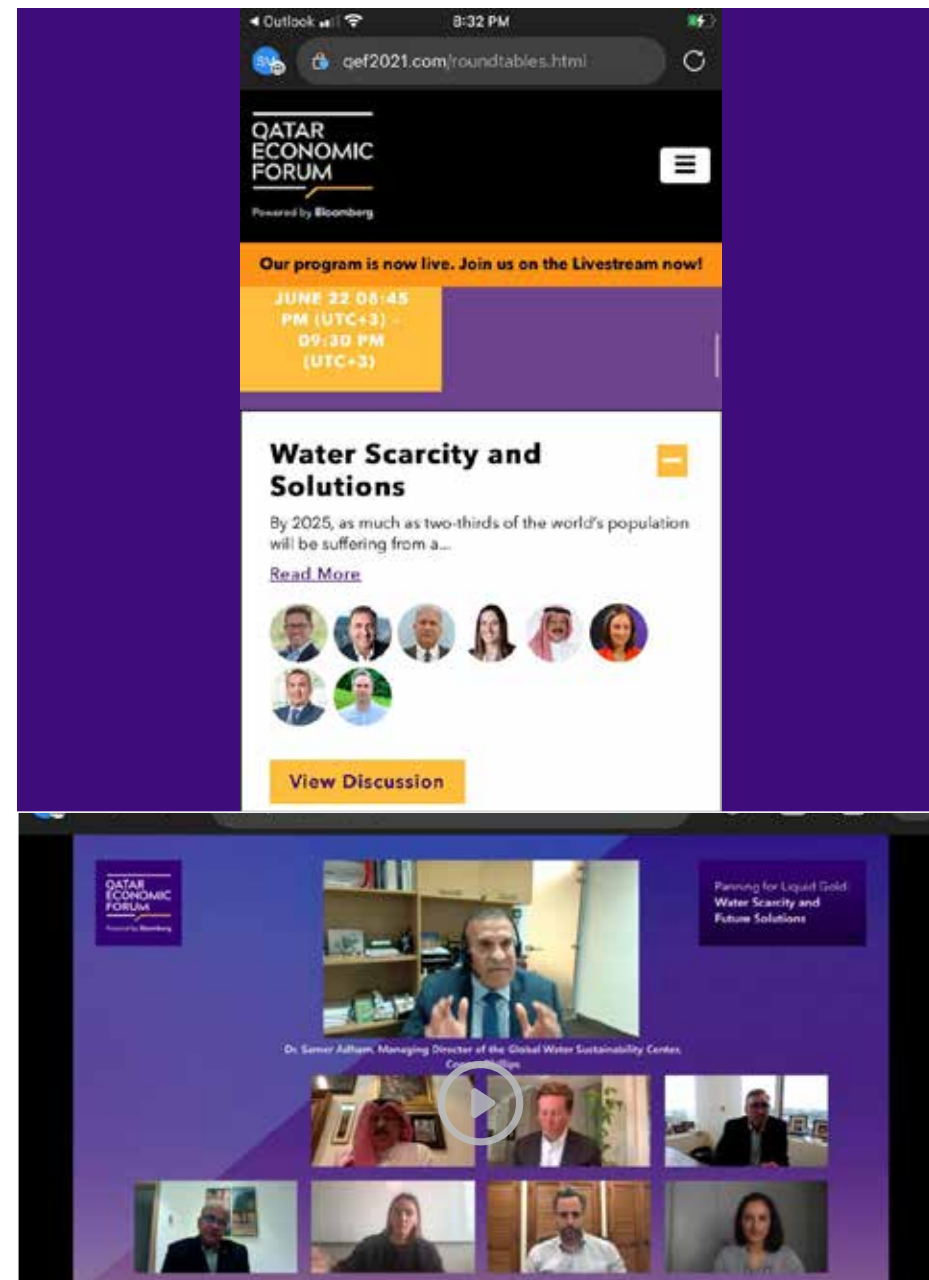
Dr. Samer Adham engaged with fellow water experts at a Qatar Economic Forum, Powered by Bloomberg virtual roundtable titled "Panning for Liquid Gold: Water Scarcity and Future Solutions" on June 22, 2021.

During the enlightening discussion, he highlighted the ConocoPhillips Global Water Sustainability Center's work toward advancing the state of water research in Qatar, while also emphasizing the importance of water conservation to the well-being of our businesses and communities.

The inaugural Qatar Economic Forum, which took place virtually from June 21-23, 2021, saw His Highness the Amir Sheikh Tamim bin Hamad Al Thani participate alongside over 500 international delegates, including heads of state and decision-makers from various fields including commerce, finance, education, economic policy, investment, technology, energy, sports and climate.

Throughout the three-day forum, participants gathered to discuss pivotal issues that affect the global economy, including leadership in the aftermath of COVID-19, the power of sport, diversity, environmental sustainability, and many more.

ConocoPhillips is proud to join important stakeholders at major events like the Qatar Economic Forum, where we can be part of the conversations that help shape Qatar's development.



Dr. Samer Adham, manager of GWSC, participating in "Water Scarcity and Solutions" panel discussion at the Qatar Economic Forum.



## HEALTH & SAFETY





## Health and Safety

### Our Contribution to Our Community

Despite the fact that Qatar spends more on healthcare than many other industrialized nations, preventable sicknesses and diseases are at all-time highs. For ConocoPhillips, this represents an opportunity to reframe health and safety as a broader stakeholder issue – a societal issue – and ensure that the company's CSR agenda reflects that priority.

In 2012, ConocoPhillips Qatar collaborated with its esteemed partners at Hamad Medical Corporation (HMC) to inaugurate a national health and safety campaign named Kulluna – which means “all of us” in Arabic. This inclusive program aims to raise awareness of important practices people can take in their daily lives to protect their well-being highlighting important topics such as preventable injuries and illnesses and measures to safeguard the safety of children at home and in cars. Coordinated by the Hamad International Training Center, its scope targeted audiences across all demographics in the country and mandated a variety of initiatives to be conducted across schools, corporate offices and public spaces.

Throughout the last two years, Kulluna continued to impact thousands of people's lives in the country through flagship campaigns and special programs held in the heart of the community, from cultural events like Ramadan and Qatar National Day to various schools and offices across Qatar. It also expanded its activities with the addition of Ghalai, the Qatar Child Passenger Safety Program (QCPSP), which launched with a mission to promote automobile safety for children in the country.

**"Together we can strive to change for the better the behaviors (...) to make the environment for children safer and improving individual and family health, safety and wellness."**

*(launch of Kulluna Sept 12, 2012)*

DR. KHALID ABDULNOOR SAIFELDEEN,  
CHAIRMAN OF KULLUNA AND DIRECTOR OF HAMAD MEDICAL  
CORPORATION'S HAMAD INTERNATIONAL TRAINING CENTER (HITC)



**"We are dedicated to becoming more than a responsible partner to the Qatari community. We are invested in the well-being of the country's citizens, engaging with them directly through impactful programs designed in collaboration with our trusted local partners. We are proud to call Qatar home, and that means we strive to create value-added initiatives that are welcomed by the community. One such project that we are exceptionally proud of is Kulluna – a premier program run by an incredible team led by HMC's Dr. Khalid Abdulnoor Saifelddeen."**

- SARAH MROUEH,  
COMMUNICATION & PUBLIC AFFAIRS MANAGER,  
CONOCOPHILLIPS QATAR



HE Dr. Hanan Mohamed Al Kuwari, minister of Public Health for the State of Qatar (center) at the launch of Ghalai.

## Launching Ghalai: The National Qatar Child Passenger Safety Program

In a major milestone for ConocoPhillips Qatar's (COPQ) social responsibility commitment to the local community, we rolled out Ghalai – the national Qatar Child Passenger Safety Program (QCPSP) – in February 2019. Following the success of Kulluna, our first national health and safety awareness campaign, Ghalai tackles the topic of child automobile safety through nationwide education.

As a national program that was designed in Qatar for Qatar, the Ghalai launch drew high-profile guests including the then-prime minister and minister of Interior Sheikh Abdullah bin Nasser bin Khalifa Al-Thani.

In collaboration with Hamad Medical Center's (HMC) Hamad International Training Center and several government entities, the program implements drive-through car seat check stations across the country. The current station is embedded within the HMC women's pre- and post-natal care unit to provide support from the get-go, with plans to expand.

QCPSP also helps support the national Child Passenger Safety Technician course, a first-of-its-kind program. Incorporating online and face-to-face learning modules, safety technicians learn how to provide direct and practical advice on the use of a child car seat.

As a proud community member and social investment contributor, COPQ does its part to set a new standard for automobile safety and ensure a safer future for all.



Attendees at the grand opening of the first Ghalai station, in Hamad Medical Center.





Kulluna's interactive pop-up booth in action at the Gulf Mall, with shoppers undergoing a free health check.

## Kulluna Healthy Heart Campaign

The Healthy Heart campaign is the most successful Kulluna initiative addressing heart disease, obesity and unhealthy lifestyles, all of which are recognized as leading causes of death on a global and national level. We wanted to bring these issues to the forefront in Qatar and encourage everyone to lead a more active and healthy lifestyle.

In order to reach the wider community, the campaign has continued to work together with Hamad Medical Corporation, Qatar's national health provider, for the last ten years. To date, we have held numerous outreach activities in shopping malls, government and educational institutions, and at many public events.

Kulluna's interactive pop-up booths invite people to undergo a free health check, including tests for blood pressure, glucose, cholesterol and body mass index (BMI). The team of healthcare experts also educate the community about the risk factors and warning signs of heart disease, and the potential lifesaving steps needed to help someone suffering from a heart attack.

The Kulluna for a Healthy Heart screening booths continue to be very popular among various sectors of the community in Qatar, a strong testament to the impact and increasing understanding of the importance of this initiative.



Members of the community participating in Kulluna's Healthy Heart campaign.





Outdoor workers showcasing their lifesaving Beat the Heat kits, courtesy of Kulluna.

## Kulluna Beat the Heat Campaign

Building on previous years' successes, the Beat the Heat campaign continues to educate the public about signs, symptoms and preventative techniques of heat-related illnesses. Temperatures soar during the summer months in Qatar, with blazing heat putting many at risk of severe cases of dehydration and heat exhaustion. The hazard is particularly high among those who work outdoors. In order to "beat the heat," the Kulluna team used the campaign's mobile center to visit different locations across the country, including public spaces and construction sites.

The designated mobile units passed out thousands of heat kits that contain water bottles, hats, heat-relief supplies, and educational material. During the visits, the team members were actively present to answer people's questions in five different languages (Arabic, English, Hindi, Malayalam and Nepalese). Embodying dedication and catering to diversity, the campaign ensures symptoms are understood and spotted easily, playing a pivotal role in reducing the number of heat-related illnesses across the country.



Members of the community and volunteers participating in Kulluna's Beat the Heat campaign.





Members of the community taking part in Kulluna's Qatar National Sport Day activities.

## Kulluna Meets the Community

Aside from its signature programs, the Kulluna campaign also engages with the community in special lectures and workshops throughout the year.

Under the spirit of the campaign, meaning “all of us” in Arabic, the team gives a series of talks every year, focusing on important health-related topics such as heart health, smoking cessation and nutrition. These informative sessions can also include demonstrations and exercises, such as basic CPR workshops and even Zumba classes for the whole family.

Every second Tuesday in February, Kulluna joins the Qatari community to commemorate Qatar National Sport Day, a national initiative designed to promote healthy lifestyles for citizens and residents. As the community is swept up in an array of health and fitness activities, the Kulluna team, with the support of ConocoPhillips Qatar, arranges special sports sessions for the whole family to partake in.



Members of the community taking part in Kulluna's Qatar National Sport Day activities.





## Kulluna Ramadan Campaign

Every year, Kulluna launches its Ramadan campaign across the State of Qatar. The initiative is designed in collaboration with Hamad Medical Corporation's top specialists, and is focused on raising awareness on healthy fasting. It also alerts the community to any possible and avoidable side effects, such as dehydration, headaches, and overeating after the long fasting hours are over. This year, Kulluna distributed informative leaflets – in both Arabic and English – in mosques around Qatar during the Holy Month.

Ramadan is observed by millions of Muslims around the world every year. When practiced with thoughtfulness, Ramadan provides the chance to make impactful changes in one's life. Through encouraging the community to eat mindfully and adhere to healthy and balanced meals, the campaign has established itself within the local community as a welcomed health and wellness advocate.



Members of the community learning about healthy fasting at a Kulluna pop-up booth in Doha Festival City.





School-aged children taking part in Kulluna's Home Safety School Visit program.

## Kulluna Home Safety School Visit Program

The Kulluna Home Safety School Visit program successfully continues to be one of the campaign's most highly demanded initiatives across Qatar. It is focused on raising awareness within the Qatari community on different everyday situations where children's health and safety might be put at risk.

As part of the campaign, the Kulluna team has visited different government and private schools in Qatar. During these visits, team members interact with students, teachers, schools' nurses and parents to discuss potential dangers facing children and the varying methods for resolving them.

As a strong advocate of safety, ConocoPhillips Qatar takes pride in Kulluna's efforts to instill good safety habits. Together, we create a safe environment for children and help ensure Qatar's youth stay safe and sound.



Kulluna's Home Safety School Visit program team educating children about health and safety.



Representatives from Sixty Degrees presenting a module on CSR.

## Sharing the Kulluna Experience with Qatar University Public Health Students

As part of our long-running bilateral relationship with Qatar University (QU), ConocoPhillips hosted final-year students from QU's Public Health department for a special module focusing on Corporate Social Responsibility (CSR) in both 2019 and 2020.

The annual collaboration, which is part of a joint initiative between Hamad Medical Corporation (HMC) and QU, connects students with marketing experts from Kulluna – a national health and safety campaign of which ConocoPhillips is a founding sponsor – to examine its model of successful CSR engagement in Qatar. Hailing from Sixty Degrees, a multinational creative agency, the lecturers gave the students an overview of the field of creative branding and successful awareness campaigns and their archetypes, with help from Sarah Mroueh, Communication and Public Affairs manager at ConocoPhillips Qatar.

Both groups of students showed great interest, engaging with the Kulluna team with thoughtful questions and exciting ideas, demonstrating a keen desire to develop their own CSR programs to benefit the local community!

ConocoPhillips is happy to support our partners at QU and supplement their curricula with professional expertise, whether from our Qatar Business Unit or our extensive network of partners.



Qatar University students engaging with the team.





## EDUCATION



## Introduction

### Education

ConocoPhillips exists to power civilization, and one way we strive to do that is by educating the youth to become the leaders of tomorrow. Education plays a major role in the sustainability of a nation and its economic future. ConocoPhillips trains and educates tomorrow's leaders through a number of programs and partnerships.

We work closely with national and international schools and universities across Qatar to unlock the potential of their gifted students. After all, these are potential ConocoPhillips employees of the future. ConocoPhillips also partners with several educational centers to train and help young professionals realize their potential and achieve their goals.

Over the past three years, ConocoPhillips joined forces with Qatar Green Building Council, Qatar University, Texas A&M University at Qatar, and Virginia Commonwealth University School of the Arts in Qatar. ConocoPhillips' partnerships with such key local stakeholders allowed it to expand its education offering to young talents and benefit hundreds of students across Qatar.

During the last three years, ConocoPhillips collaboration with Texas A&M University at Qatar has grown bigger and stronger. Together, we cohosted the 10<sup>th</sup> Qatar Process Safety Symposium (QPSS) in 2019. In 2021, ConocoPhillips and Texas A&M University at Qatar responded swiftly to the COVID-19 pandemic and successfully hosted the 11<sup>th</sup> QPSS virtually, for the first time.

ConocoPhillips strongly believes that educating the youth and providing learning opportunities for them to become global citizens and leaders will drive global development and advancement.

"Every year, we support a number of students in the form of scholarships or travel support to fully experience world-class engineering education at Texas A&M University at Qata," Malavé said. "ConocoPhillips Qatar has been a longtime friend and partner to our campus, especially under the leadership of Mr. Creeger, who is a former graduate and a strong supporter of our university. We are grateful to ConocoPhillips Qatar for its generosity and its vision in contributing to our mission of creating engineering leaders in Qatar."

- DR. CÉSAR O. MALAVÉ,  
DEAN AT TEXAS A&M UNIVERSITY AT QATAR



"Accessibility is a really big focus for us at Qatar Foundation because we believe that people with different abilities should be able to have access to not only our facilities but also our offerings and our programs. We're really excited to be partnering with the Smithsonian and also ConocoPhillips. We have Spark!Lab with us here today and they are an invention-based activity center bringing children and youth together to tackle real-life challenges and problems through invention problem-solving."

- MACHAILLE AL-NAIMI,  
PRESIDENT OF COMMUNITY DEVELOPMENT AT QATAR  
FOUNDATION

"Qatar's progress is tied to the quality of its research and education, and our relationship with ConocoPhillips Qatar allows us to be a driving force of that progress. Our collaboration is defined by a long history of cooperation, which has led most recently to launching the first National Three Minute Thesis Competition in Qatar."

- MARIAM AL MAADEED,  
VICE PRESIDENT FOR RESEARCH AND GRADUATE STUDIES  
AT QATAR UNIVERSITY







From left to right: Texas A&M University at Qatar's Dean and Professor of Chemical Engineering Dr. César O. Malavé, President of ConocoPhillips Qatar Todd Creeger, and Khalid Al-Hemaidi, Chief Operating Officer, Health Safety Environmental and Quality, Qatargas.

## A Decade of the Qatar Process Safety Symposium

Together with Texas A&M University at Qatar and the welcome addition of our partners at Qatargas, ConocoPhillips Qatar cohosted the 10<sup>th</sup> Qatar Process Safety Symposium (QPSS) from April 14-15, 2019. A tripartite Memorandum of Understanding (MoU) rang in the new collaboration during the opening ceremony and reconfirmed our shared commitment to the lasting success of QPSS as a premier industry event in the region.

Tackling an important topic in process safety circles – “Human error happens. How do we overcome the inevitable?” – the two-day forum attracted a host of international experts including Todd Conklin, one of the foremost authorities in organizational safety and human performance. Conklin's keynote presentation touched on the state of international best practice for human performance development.

Celebrating a decade of dialogue and knowledge exchange, QPSS 2019 presented a total of 22 speakers from over 10 countries to debate current challenges and advances in the field. The symposium culminated in the QPSS Process Safety Excellence Award ceremony, honoring Jack T. Cranefield with the Process Safety Excellence Award, and Jack Altwal with the Process Safety Excellence Student Award.

ConocoPhillips fosters human capital development through dialogue across academia and industry. As such, QPSS continues to promote sustainable and safe industry practices for the oil and gas field and beyond.



Attendees at the 10<sup>th</sup> annual Qatar Process Safety Symposium, held in Doha, Qatar.

## The First Virtual Qatar Process Safety Symposium – Embracing the Red along with Texas A&M University at Qatar and Qatargas

Texas A&M University at Qatar, ConocoPhillips Qatar Ltd. (ConocoPhillips), and Qatargas welcomed researchers and experts back to the Qatar Process Safety Symposium (QPSS) after a two-year hiatus, hosting its 11<sup>th</sup> edition virtually June 21-22, 2021.

Held since 2010, this homegrown event gathers local and international members of industry and academia together to participate in a thriving knowledge exchange revolving around important subjects in process safety. COVID-19 health and safety regulations prevented the symposium from taking place in 2020 as originally scheduled, with the event's sponsors deciding to host the event entirely on online platforms in 2021.

This year's theme – “Embracing the Red” – emphasized the importance of acknowledging failures and mistakes made in the field, utilizing an objective approach to solving problems as they come. Distinguished figures including His Excellency Dr. Mohammed bin Saleh Al-Sada, former minister of Energy and Industry of the State of Qatar, and Professor Andrew Hopkins, an award-winning author and global leader in the field of process safety, gave keynote speeches at the symposium, lending their vast experience to these vital conversations.

The two-day event featured 19 local and 12 international speakers, including industry professionals from companies including Qatargas, Qatar Petrochemical Company (QAPCO), Saudi Basic Industries Corporation (SABIC), Shell Qatar, and Siemens Energy. Academics from Qatar University, Texas A&M at Qatar's Mary Kay O'Connor Process Safety Center, University College London, University of Strathclyde, and the Von Karman Institute for Fluid Dynamics also gave talks at the event.

The speakers presented technical papers, ranging from updates on promising solutions and studies, to observations on emerging challenges in the industry, to more than 370 local and international participants. Attendees also had the opportunity to view research posters and attend a panel discussion, “Embracing the Red,” an enlightening conversation that featured speakers participating from across the globe, including Professor Hopkins, in a session taking full advantage of this year's digital platform.

The transition to a virtual platform presented a unique challenge for us and our partners at exas A&M University at Qatar and Qatargas. However, the experience also presented unique opportunities, as several speakers from our organizations got the chance to visit Northwestern University at Qatar's fully featured studio facilities to record their QPSS speeches and presentations.

Despite taking place over video conferencing technology, the Qatar Process Safety Symposium symbolized our mutual commitment to further process safety in our industry. ConocoPhillips is grateful to our partners at Qatargas and exas A&M University at Qatar for their collaborative efforts, which enabled the safe and successful return of this pivotal event.



The 13<sup>th</sup> edition of the Qatar Process Safety Symposium taking place entirely on online platforms.



Top left: Todd Creeger and other ConocoPhillips Qatar representatives getting ready to record their speeches. Top right: HE Dr. Mohammed bin Saleh Al-Sada, former minister of Energy and Industry and adjunct professor at TAMUQ. Bottom left: Dr. César Malavé, dean and COO, TAMUQ. Bottom right: Nick Olds, senior vice president of global operations at ConocoPhillips, giving his keynote presentation.





Communication & Public Affairs Manager Sarah Mroueh (center) showing students around the COPQ offices.

## ConocoPhillips Offices

### Case Study

In collaboration with our long-standing partners at Qatar Green Building Council (QGBC), we hosted future interior design experts from Virginia Commonwealth University School of the Arts in Qatar. Using principles of sustainability and design catered to well-being, eager undergraduate students visited the ConocoPhillips Qatar (COPQ) offices in March 2019 to evaluate and retrofit our office space.

In April 2019, the students presented their ideas on how to create a working environment that meets the concept of well-being, while fulfilling sustainability standards. The COPQ team enjoyed the presentation and appreciated the retrofit concept the students delivered, and are looking forward to seeing how their fresh ideas will come to fruition in the future as they join the workforce.



Top right and left: Communication & Public Affairs Manager Sarah Mroueh showing students around the COPQ offices. Bottom right and left: VCUQ students presenting their ideas on how to create a more sustainable working environment.



Members of ConocoPhillips Qatar alongside Texas A&M University at Qatar faculty.

## Joining in Texas A&M University at Qatar Multiphase Flow Workshop

Our valued partners at Texas A&M University at Qatar hosted an inaugural research planning workshop – entitled “Current Advancements and Challenges in Multiphase Flow” – on Mar. 20-21, 2019, in collaboration with the Society of Petroleum Engineers Qatar Section. President of ConocoPhillips Qatar (COPQ) Todd Creeger and then-Technical Manager William R. Denney Jr. joined to support their fellow alumni, referred to as Aggies, in this important research initiative and participate in a knowledge exchange with some of the world’s most renowned experts on multiphase flow.

The workshop featured prominent researchers from Texas A&M University, University of Houston, USA, and Imperial College London, United Kingdom. Together, they sought to not only outline the state of flow assurance challenges in the oil and gas industry, but to initiate a central contact point for multiphase flow assurance at each University while planning to create a dedicated center for research with input from stakeholders in the country. Going forward, a workshop will be held annually with a mission to pool knowledge on multiphase flow hydrodynamic scaling, geometric scaling, and subsurface flow modeling and create innovative solutions to these challenges – ultimately creating a more environmentally sustainable ecosystem at oil and gas facilities in Qatar and throughout the world.

COPQ seeks to advance new research initiatives and actively exchange knowledge with experts in the oil and gas industry to better follow best practices and perhaps forge our own. Supporting Aggies in their own activities in Qatar only serves to strengthen our long-standing relationship with Texas A&M University.



Part of the workshop, held of Texas A&M University at Qatar.





The Texas A&M University at Qatar building, located within Qatar Foundation's Education City campus.

## Texas A&M University at Qatar Dean's Development Council

Todd Creeger, president of ConocoPhillips Qatar (COPQ), has played an impactful role on the Dean's Development Council at Texas A&M University at Qatar for three years, supporting the Dean with strategic decisions on the University's curriculum, fundraising efforts, partnerships and relationships, and community outreach together with other key stakeholders. As the Vice Chair of the council, Creeger leverages his experience to provide industry-relevant advice and guidance to the Texas A&M University at Qatar Dean, a role he relishes as a proud alumnus.

The Council gathered for its spring semester meeting in March 2019, where Creeger continued to lend his expert knowledge to discussions focusing on the University's proposals for new initiatives and received updates on the University's research efforts.

Creeger is committed to supporting his alma mater's efforts in Qatar, and COPQ is dedicated to assisting our educational partners to achieve their academic goals.



Qatari dignitaries and members of the Dean's Development Council.



HE Dr. Mohammed bin Saleh Al-Sada, former minister of Energy and Industry (left) with Dr. César O. Malavé, dean at Texas A&M University at Qatar (right).



From left to right: Eman Al Shamari (GWSC), Mashael Al-Maas (GWSC), Sara Al-Khal (Qatargas), Todd Creeger (COPQ), Khalifa Al-Sulaiti (Qatargas), Eng. Meshal Al-Shamari (QGBC), Ahmed Yazidi (Texas A&M University at Qatar) Dareen Dardor (GWSC).

## Tech Talks (T2) at Texas A&M University at Qatar

The ConocoPhillips Global Water Sustainability Center (GWSC) partnered with the Graduate Student Association of Texas A&M University at Qatar to deliver a unique lecture series called Texas A&M Tech Talks (T2).

The local community was invited to participate in the Texas A&M Tech Talks, which took place in Mar. 2019 and discussed current wastewater reduction projects and the future of tech-powered sustainability. The talks featured technical presentations from industry experts, including the GWSC's Principal Engineer Arnie Janson and Senior Engineer Joel Minier-Matar, and others from Qatar General Electricity and Water Corporation (Kahramaa), Qatargas and Qatar Green Building Council.

These talks provided an opportunity for Texas A&M University at Qatar students to gain insights into the state of the fields they expect to join soon. It is through such engagements that ConocoPhillips Qatar supports aspiring engineers and scientists in their journey of professional growth and innovation.



Left: Sara Al-Khal, environment lead, Qatargas. Right: GWSC representatives with members of the Texas A&M University at Qatar Graduate Students association.

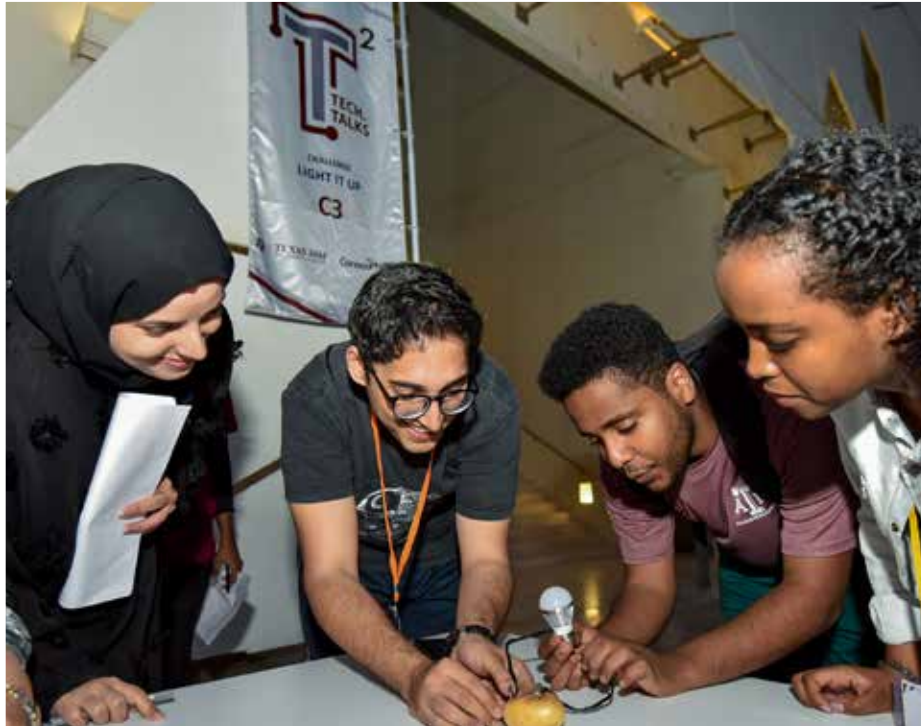


Left: Mohammed Al-Sharshani, project engineer for Renewable Energy, Kahramaa. Right: Meshal Al-Shamari, director, Qatar Green Building Council.



Left: First place Rally Paper winners with the event organizers. Right: Rally Paper participants with the event organizers.





Texas A&M students participating in the Rally Paper Competition.

## Rally Paper Competition at Texas A&M University at Qatar

Building upon Texas A&M University at Qatar's Tech Talks (T2), the ConocoPhillips Global Water Sustainability Center lent their expertise in an engaging point-based rally paper competition.

Inspired by the in-depth T2 talks, teams of four students each had the chance to try their luck at a point-based rally paper competition. The GWSC's Principal Engineer Arnie Janson and Senior Engineer Joel Minier-Matar returned in supporting roles for the contestants, supervising the dynamic multistation game as participants fought their way through our science challenges. ConocoPhillips Qatar (COPQ) rewarded the three leading teams with various prizes.

COPQ and the GWSC value the continued collaboration with Texas A&M University at Qatar – a partnership which extends to thought-provoking events and stimulating activities that foster scientific discourse among today's young students and innovators.



Texas A&M students participating in the Rally Paper Competition.



Asmaa Othman, Qatar University graduate assistant, defending her Master's thesis.

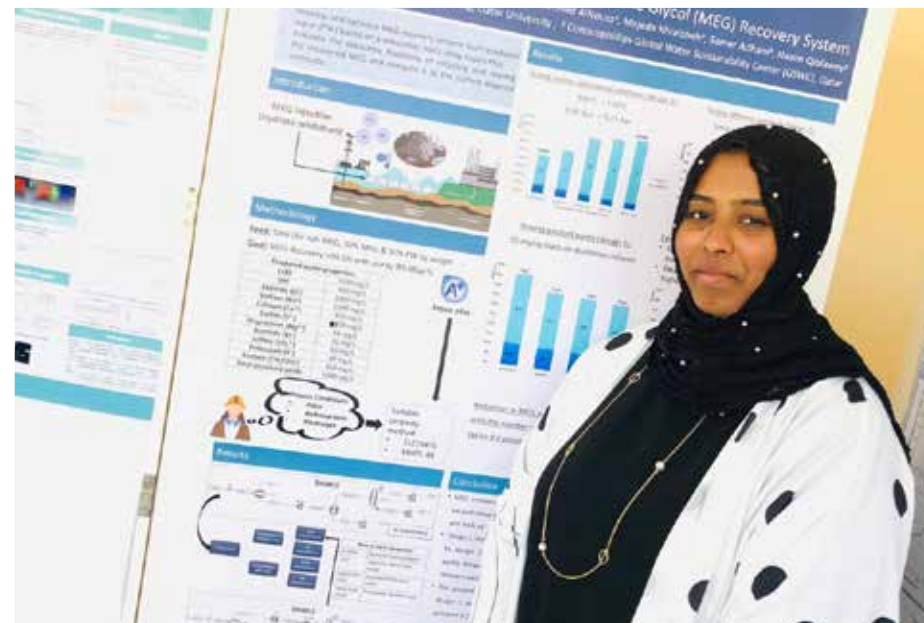
## Qatar University Graduate Assistants Conclude In-House Program

ConocoPhillips is proud to contribute to local knowledge-sharing initiatives and personal interactions with rising science talents. Hania Albatrni and Asmaa Othman are two exceptional young researchers from Qatar University's (QU) Department of Chemical Engineering, who were awarded with ConocoPhillips Qatar's (COPQ) sought-after graduate tuition sponsorship in 2017.

Years of mentorship from the ConocoPhillips Global Water Sustainability Center experts, an abundance of hard work and self-motivation, and a combined sponsorship of \$100,000 culminated in our graduate assistants' innovative research findings on oil-removal absorbents for produced water and recovery systems for monoethylene glycol (MEG). COPQ then-Technical Manager William R. Denney Jr. and the GWSC team attended their final presentation in March 2019, where they both successfully defended their Master's theses and went on to present their research outcomes at the 2019 QU Annual Research Forum.

Othman's project in particular continued to impress experts in the field, as her poster went on to win first place in the Eighth Global Conference of Climate Change held in Doha from April 22-25, 2019.

We are sure to meet Albatrni and Othman around the international oil and gas circuit again and wish them the best of luck in their future endeavors.



Hania Albatrni, Qatar University (QU) graduate assistant, standing beside her poster during the QU Annual Research Forum in 2019.



Hania Albatrni, Qatar University graduate assistant, during her presentation to ConocoPhillips.





Todd Creeger (front-right) sitting on the Texas A&M University at Qatar Advisory Board.

## Serving on Texas A&M University at Qatar Petroleum Engineering Industry Advisory Board

We have shared a strong relationship with Texas A&M University, USA, for decades, making every effort to support their educational goals and proactively seeking new opportunities to bolster their efforts and initiatives around the world. In 2019, Todd Creeger, president of ConocoPhillips Qatar, embodied this spirit as he sat on the Texas A&M University at Qatar Petroleum Engineering (PETE) department's Industry Advisory Board (IAB) for the first time.

Creeger and the rest of the board received updates on Texas A&M University at Qatar academic programs and research projects while also discussing solutions to challenges the PETE program was facing. The IAB agreed to assist in student recruitment efforts through sponsorship and scholarship opportunities aimed at new students and promised to support graduates in their job search. Furthermore, the IAB discussed the prospect of formalizing internship opportunities for Texas A&M University at Qatar students as this is an academic requirement for PETE students.

This meeting is another addition to Creeger's long list of contributions to his alma mater, as he additionally attended an IAB meeting at Texas A&M University's main campus in the U.S. on March 8, 2019. Here, the board recognized the winners of the 2019 Society of Petroleum Engineers Student Paper competition and shared new developments from the PETE department.

Creeger's efforts highlight the storied ConocoPhillips and Texas A&M University partnership, which we are confident will continue to reap benefits for both organizations in the future.



Members of the Petroleum Engineering Industry Advisory Board at Texas A&M University at Qatar.



## Officiating the Texas A&M University at Qatar's Annual Petroleum Engineering Paper Contest

Every year, the Petroleum Engineering program at Texas A&M University at Qatar holds an annual paper contest to recognize exemplary student research efforts and to assist the winners in entering regional contests for Petroleum Engineering student papers.

Todd Creeger, president of ConocoPhillips Qatar (COPQ), and William R. Denney Jr., then-technical manager at COPQ, were enthusiastic about supporting and promoting members of the Texas A&M University student body and alumni, and their research, so they volunteered to judge at the contest.

Texas A&M University at Qatar junior and senior students showed great excitement for the annual contest, submitting their research papers for judging in huge numbers. Creeger and Denney both joined esteemed panels of judges, reviewing and weighing individual papers according to a comprehensive set of criteria before casting their votes for the most promising research papers.

We extend our sincere congratulations to winning Aggies and the other contestants for consistently showing research excellence. Creeger and Denney are proud to lend their expertise to the contest, where they can play a role in overseeing and guiding fellow Aggies who aspire to become researchers and engineers.



Members of COPQ taking part in the Annual Petroleum Engineering Paper Contest.





Students presenting their research at the Texas A&M University at Qatar poster sessions.

## Guiding Texas A&M University at Qatar Students on a Face-to-Face Basis

Lending our expertise to future researchers and engineers is a point of pride for ConocoPhillips, as we seek to share an industry perspective to promising student research projects. President of ConocoPhillips Qatar Todd Creeger and then-Technical Manager William R. Denney Jr. advised fellow alumni at Texas A&M University at Qatar in poster sessions throughout 2019-20. Here, students were given the opportunity to present their own research projects to gain valuable feedback from the University community and outside stakeholders.

Creeger and Denney listened to student researchers as they explained their projects, outlined their research objectives, and presented the progress and conclusions of their work. They were impressed with the quality and quantity of output produced by Aggies and were eager to recommend paths in which future studies could be conducted, guiding them with an industry perspective to provide another layer to the students' already impressive research.

The pair hope to continue to attend Texas A&M University at Qatar's poster sessions, a small part of their efforts to give back to their alma mater, proof of their commitment to assist the next generation of industry experts, and a testament to our strong relationship with Texas A&M University at Qatar's and other educational partners.



Students presenting their research at the Texas A&M University at Qatar poster sessions.



The Texas A&M University at Qatar building, located within Qatar Foundation's Education City campus.

## The Sponsored Students Behind our Pressure-Retarded Osmosis Project

Over the last few years, the ConocoPhillips Global Water Sustainability Center worked in partnership with Texas A&M University at Qatar and the University of Technology at Sydney, Australia, on the pressure-retarded osmosis (PRO) project.

Supported by the Qatar National Research Fund, the novel venture focuses on evaluating PRO as a means to harness the osmotic energy of saline-produced water from oil and gas operations and convert it into useful mechanical work for various applications.

Throughout the lifespan of this project, ConocoPhillips Qatar sponsored several graduate students, enabling them to support on Texas A&M University at Qatar's project tasks:

- Husnain Manzoor completed his thesis work focused on simulating full-scale PRO processes and optimizing its conditions. A Texas A&M University at Qatar's graduate, Husnain is currently working at Qatar Environment and Energy Research Institute (QEERI) on a multi-effect thermal desalination pilot project that the Center is evaluating.
- Sally Matta is working on her thesis, which aims to develop a mass transfer model for spiral wound membranes used in PRO application. Sally also worked with Schlumberger in the United Arab Emirates, while also continuing her research work on the PRO project.
- Elizabeth Obode is the most recent graduate to join the project after starting her master's degree studies in 2020, and will engage in experimental and modeling tasks as required to support the project and her thesis objectives.

ConocoPhillips Qatar extends its thanks to the brilliant minds, past and present, that have supported achieving the goals outlined by the Center and the State of Qatar. Our continued collaboration helps advance water sustainability in the country and around the world.

Husnain Manzoor



Sally Matta



Elizabeth Obode






**جامعة قطر**  
**QATAR UNIVERSITY**

**مكتب الدراسات العليا**  
**Office of Graduate Studies**

## Final Approval of Thesis/Dissertation

The Manuscript submitted by the student Ali Alaa Eldcin Ali El-Samak On the date \_\_\_\_\_  
 was evaluated, by signing the below:  
 We, the member of the committee mentioned below agree on accepting the manuscript of the student mentioned above. According to the committee, this manuscript aligns with Qatar University requirements, and we approve it to be part of the student examination.

Members	Names	Signatures
Thesis/Dissertation Supervisor	Prof. Mariam Al Ali Al Maadeed	
Committee Member	Dr. Mohammed K. Hassan	
Committee Member	Dr. Samer Adham	
Committee Member	Dr. Aboubakr M Abdullah	

Master thesis form signed by the advisory committee, including Dr. Mariam A. Al-Maadeed and Dr. Adham.

## Inaugural Accomplishments as Adjunct Professor

A global pandemic could not keep Dr. Samer Adham, manager of the ConocoPhillips Global Water Sustainability Center away from his new responsibilities as Adjunct Professor at Qatar University's Center of Advanced Materials.

After successfully undergoing a strict hiring process – which included credentials evaluations by internal and external committees – he enthusiastically commenced his two-year, renewable tenure in early 2020.

In this capacity, Dr. Adham virtually co-supervised master's students' thesis dissertations alongside Dr. Mariam A. Al-Maadeed, vice president for Research and Graduate Studies at QU. He also lent his expertise as Principal Investigator on three Qatar National Research Fund projects during his time at the university.

This prestigious post further confirms ConocoPhillips' commitment to capacity building in the State of Qatar. During his time with our trusted educational partners, Dr. Adham raised the company's profile and awareness of the GWSC's expertise among QU faculty and leadership.



Dr. Samer Adham, manager of the ConocoPhillips Global Water Sustainability Center (GWSC).

## Qatar Foundation Selects Expert Commentators

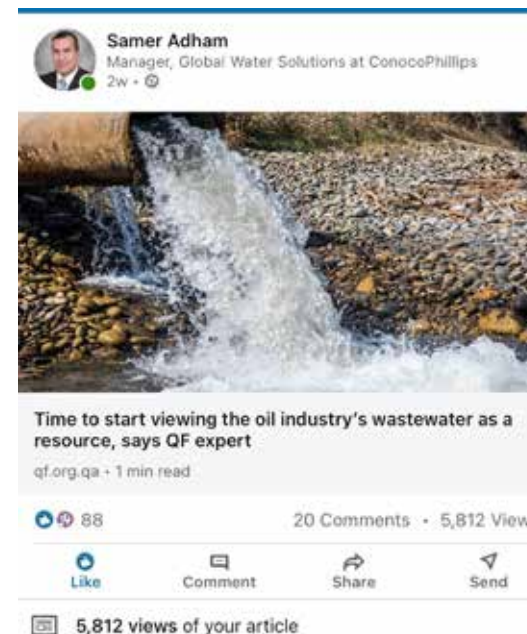
In 2020, our partners at Qatar Foundation (QF) chose Dr. Samer Adham, manager of the ConocoPhillips Global Water Sustainability Center, to serve as an expert commentator under its QF Voice initiative. He was tasked with providing an authoritative voice on topics surrounding water sustainability to local and international media seeking specialist knowledge. Dr. Adham stands as one of only a handful of experts hailing from outside QF's network of organizations and institutions to be selected for this prestigious role.

Under this program, QF selected 45 leading experts from a variety of disciplines within Qatar to serve as expert commentators on topics including research, health and education. Aside from lending his expertise in interviews with media outlets, Dr. Adham will also act as a thought leader, appearing at relevant public engagements and adding his insights to thought-provoking articles and debates. This unique role expands his ability to engage with stakeholders, placing him in the public eye as a trusted figure in the field of water-related research.

As part of his role thus far, Dr. Adham joined GWSC Engineer Dareen Dardor to provide an industry op-ed focusing on the cutting-edge pressure-retarded osmosis (PRO) technology, entitled: ["Time to start viewing the oil industry's wastewater as a resource, says QF expert."](#)

In the article, Dr. Adham highlighted how the GWSC and its partners have been exploring the possibility of generating energy using the oil industry's Produced Water (PW). While Dardor underlined that the aim of this unique innovative project, funded by the Qatar National Research Fund (QNRF), is to find a pretreatment method that is cost and energy efficient.

Discussing these insights further, Dr. Adham was interviewed on the Qatar Television nightly show "Hayatuna" to outline the op-ed and emphasize how the GWSC actively cooperates with Qatar Science & Technology Park and other leading research entities in Qatar to work on the country's research priorities and support capacity building of local engineering and scientific talent.



## QF research explores energy generation using wastewater

Scientists from Global Water Sustainability Centre (GWSC), Texas A&M University at Qatar (TAMUQ) – a QF partner university – and University of Technology Sydney (UTS) have been working together to use produced water to generate 'blue energy', sometimes also called osmotic power or salinity gradient power.

Produced water (PW) is a term used in the oil industry to describe water that is produced as a byproduct during the extraction of oil and natural gas. Funded by Qatar Foundation's (QF's) Qatar National Research Fund, this innovative project is based on the phenomenon of osmosis, which is the movement of water molecules from a region of low solute concentration to a region of high solute concentration, through a semi-permeable membrane.

The technology being pursued by the group is called Pressure Retarded Osmosis (PRO). In simpler words, imagine you have two solutions of water, one with high salt content and the other with little or no salt. If these two solutions were placed side by

side, with only a thin semi-permeable membrane between them – which means it only allows water molecules to pass through and not salt ions – water molecules will move from the side with low salinity to the side with high salinity. This movement of water



Research team members discussing PRO membrane configurations

molecules across the membrane will build up pressure which can eventually be used to drive turbines and generate power.

"Since ageing is inevitable, the amount of PW generated is only expected to increase. With that in mind, we are trying a different approach wherein instead of trying to find new ways to dispose PW, we are looking at it as a resource rather than a nuisance. For the past 2-3 years, we have been exploring the possibility of generating energy using PW," said Dr Samer Adham, head of ConocoPhillips GWSC at the Qatar Science and Technology Park.

"The challenge with PW is its complex composition, in addition to being hypersaline, it also consists of dispersed oil, hydrocarbons and suspended solids. Its complex composition means it does not make economic sense to treat this water for use in irrigation or such. It is typically reinjected into disposal wells so it can help maintain reservoir pressure and enhance oil recovery via waterflooding," said Dr Adham. **To Page 9**

Dr. Samer Adham, manager of the ConocoPhillips Global Water Sustainability Center (GWSC), providing an expert voice on water sustainability in the media.





Left: Arnold Janson presenting the science behind the membrane bioreactors with Qatar University (QU) faculty and students. Right: Doreen Dardor reflecting on her career with QU Chemical Engineering students.

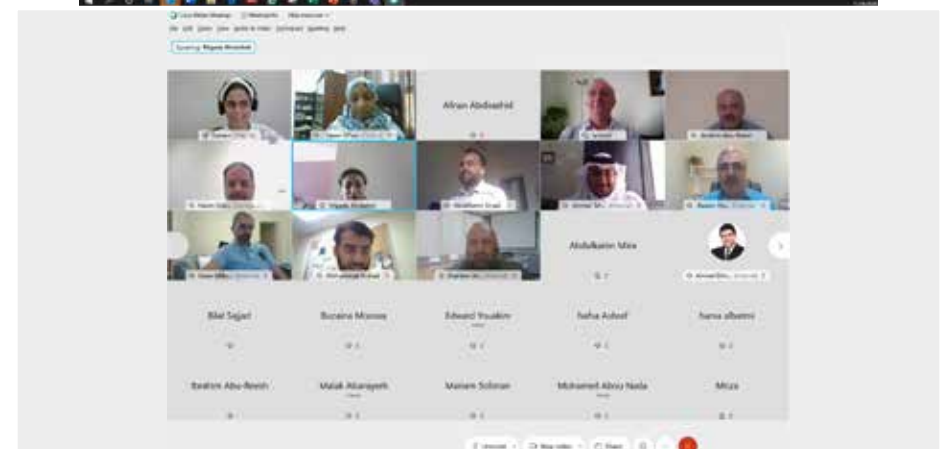
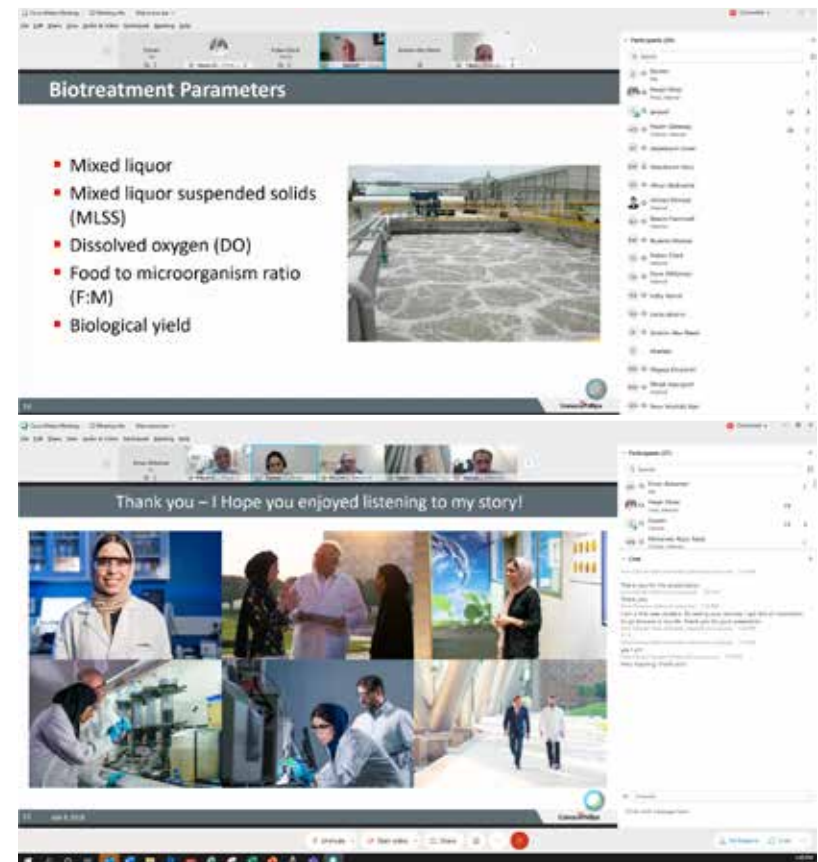
## Delivering Seminars at Qatar University's Department of Chemical Engineering

Our partners at Qatar University's Department of Chemical Engineering invited two ConocoPhillips Global Water Sustainability Center members, Principal Engineer Arnold Janson and Engineer Doreen Dardor, to deliver their own virtual seminars to over 80 students and attendees.

In his Nov. 11, 2020 seminar, Janson walked attendees through membrane bioreactors and their use in industrial wastewater treatment, detailing their design and application in Qatar before presenting the GWSC's work on the Qatargas Wastewater Reduction and Recycle Plant Startup.

As an alumna from QU's Chemical Engineering program, Dardor proudly shared her experiences from her career in applied research in her Nov. 18, 2020 session. She discussed how her time as an undergraduate and master's student helped prepare her for her successful career at the GWSC.

These seminars formed part of a department program that aims to bridge the gap between QU's students and industry experts by exposing them to the latest developments in their specialty, as well as the experience of others gained over the course of their careers. ConocoPhillips is proud to continue supporting QU and other academic partners as they look to boost their students' professional development.



Qatar University's Department of Chemical Engineering students engaging in online lectures.



Todd Creeger, president of ConocoPhillips Qatar and Dr. César O. Malavé, dean of Texas A&M University at Qatar, sign the agreement formalizing ConocoPhillips Qatar's financial gift.

## Supporting Students at Texas A&M University at Qatar

ConocoPhillips Qatar (COPQ) provided a financial gift in support of student scholarships and experiential learning to our longtime partners at Texas A&M University at Qatar.

This sizeable offering will strengthen Texas A&M University at Qatar Al Shaheen Scholarship Fund while enhancing student activities, including travel to professional conferences and exhibitions and other high-impact learning experiences that shape engineering leaders.

COPQ is among Texas A&M University at Qatar all-time leading patrons, maintaining a record of generous sponsorship supporting engineering education at the university. The offering was picked up by local news outlets, such as the Gulf Times.

Since its creation in 2016, the Al Shaheen Scholarship Fund has supported scholarship awards for engineering students. This scholarship fund provides an opportunity for former students and community leaders to contribute directly to young people's education in Qatar.

We are proud to directly support our fellow Aggies as they pursue a world-class engineering education.



Todd Creeger, president of ConocoPhillips Qatar marking the signing of the agreement with Texas A&M Qatar representatives.



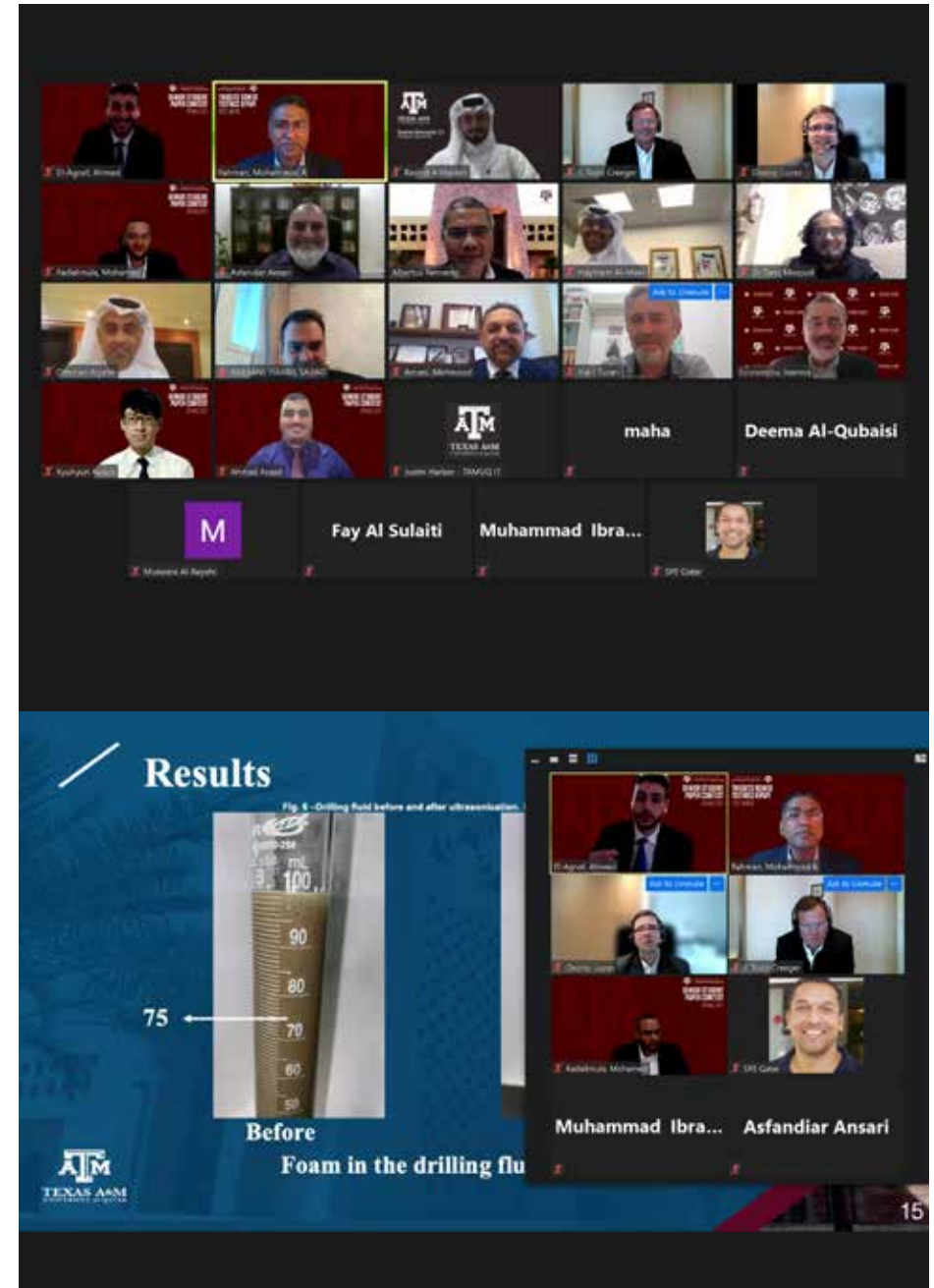


## Judging Aggie Student Papers at Texas A&M University at Qatar's **Virtual Annual Petroleum Engineering Paper Contest**

Todd Creeger, president of ConocoPhillips Qatar continued his own tradition of assisting young Aggies' development, serving as a judge at the annual Petroleum Engineering senior students paper contest, at Texas A&M University at Qatar.

Held Feb. 24, 2021, the contest took place virtually to protect the health of all participants due to the COVID-19 pandemic. Despite the physical distance between them, the student researchers showed great enthusiasm and demonstrated their considerable scientific prowess, presenting their technical papers to Todd Creeger and eight other industrial experts serving on the judging panel.

After reviewing the papers according to strict criteria, the panel honored the winning contestants and their impressive research efforts. ConocoPhillips Qatar extends its congratulations to all the students who participated in the event, and Creeger remains as proud as ever to have engaged with the next generation of Aggie engineers and researchers.



Todd Creeger, president of ConocoPhillips Qatar and the rest of the panel listening and judging a contestant's research paper presentation.

## Honoring Graduate Student Researchers at Three Minute Thesis Competitions

ConocoPhillips Qatar (COPQ) witnessed firsthand the quality of graduate research in Qatar at our partner Qatar University's inaugural national Three Minute Thesis (3MT) competition, hosted at their campus on Oct. 9, 2021.

Based on the initial student competition developed by The University of Queensland, New Zealand, 3MT is a worldwide contest with 1,000 participating institutions from around 85 countries. This format challenges masters and PhD students to communicate their research within three minutes to a public audience.

QU invited the winners of seven local 3MT competitions, all of them held by Qatar-based universities including Doha Institute for Graduate Studies, Hamad Bin Khalifa University, University of Calgary, Qatar, Al Rayyan International University College, Virginia Commonwealth University School of the Arts, Qatar, as well as our partners at QU and Texas A&M University at Qatar, to take part in this contest.

COPQ lent close support to the event organizers, with Todd Creeger, president, giving special remarks at the event and Dr. Samer Adham, manager of the ConocoPhillips Global Water Sustainability Center, joining the esteemed jury panel.

Dr. Adham joined Dr. Khalid Abdulla Al-Ali, acting assistant undersecretary for Higher Education Affairs in the State of Qatar's Ministry of Education and Higher Education; Fatma Hassan Al-Remaihi, CEO of Doha Film Institute; Emad Al-Khaja, CEO of Injaz Qatar; Mohammed Hassan Al-Jefairi, a renowned consultant in Innovation Management; and Dr. Buthaina Hassan Al-Ansari, a Strategic Planning and Human Development expert, in critiquing and scoring the student's research and presentation skills.

Sara Amani, Texas A&M University at Qatar graduate and an interdisciplinary engineering Ph.D. student, placed first in the competition with her research, titled "How attractive is the engineering profession for females in Qatar?" She took home the first-place award, amounting to QR15,000.

In addition, COPQ also assisted Texas A&M University at Qatar Graduate Student Association as they hosted their own edition of the 3MT competition on Feb. 25, 2021. Exclusive to Texas A&M University at Qatar graduate students, the competition comprised two stages: the preliminary stage, which saw contestants submit three-minute video presentations of their theses, and the final stage, which saw the finalists present their entries on April 12, 2021, at the university's campus.

COPQ was honored to help QU and Texas A&M University at Qatar establish new initiatives in support of aspiring researchers and witness the quality of work found among Qatar's crop of graduate students. These events help to bolster the quality of graduate-level research among the next generation of Arab scientists.



Sara Amani, first place winner at the inaugural national 3MT competition.



Nour Al-Ziftawi, second place winner at the inaugural national 3MT competition.



Muhammad Danyal, third place winner at the inaugural national 3MT competition.





Adulrahman Adel Mahmoud, Qatar University (QU) graduate student, participating in a joint project between GWSC, QU and Qatar Petrochemical Company (QAPCO).

## Sponsored Students Supporting Produced Water Treatment Research

The ConocoPhillips Global Water Sustainability Center nominated several Qatar University master's students to take supporting roles on a Qatar National Research Fund project.

A collaborative effort between the GWSC, QU and Qatar Petrochemical Company (QAPCO), the project focuses on the development and evaluation of novel polymeric adsorbent media for produced water treatment.

The GWSC project team worked with their QU counterparts, led by Dr. Mariam Al-Maadeed, vice president for Research and Graduate Studies at QU, to identify two graduate students to participate in the project: Adulrahman Adel Mahmoud, hired in the spring of 2021, and Sarah Hailan, who joined the team in the fall of 2021.

Both Abdulrahman and Sarah will support on specific project tasks being led by QU that are related to the development of novel adsorbent materials, which will be evaluated by the GWSC team.

We wish the best of luck to them as they take part in cutting-edge research alongside the GWSC's scientists!



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**QAPCO**  
شركة قطر للبتر وكيمائيات  
QATAR PETROCHEMICAL COMPANY



The ConocoPhillips Qatar team participating in the American School of Doha's Friendship Festival.

## Embedding Ourselves in the Local Community

For two successive years, ConocoPhillips Qatar (COPQ) took part in the American School of Doha's (ASD) Friendship Festival, an annual event aimed at bringing together the diverse student body to enjoy a selection of live performances, sample cuisines from international food stalls, and play interactive games.

Organized by the ASD Parent Teacher Association, the important initiative fosters a stronger sense of community while also raising funds for the school's extracurricular activities. For the 25<sup>th</sup> and 26<sup>th</sup> editions of the festival, COPQ was proud to collaborate with our valued educational partners at ASD to deliver the 2019 and 2020 Friendship Festival T-shirt, commemorating this special celebration of friendship.



The ConocoPhillips Qatar team participating in the American School of Doha's Friendship Festival.



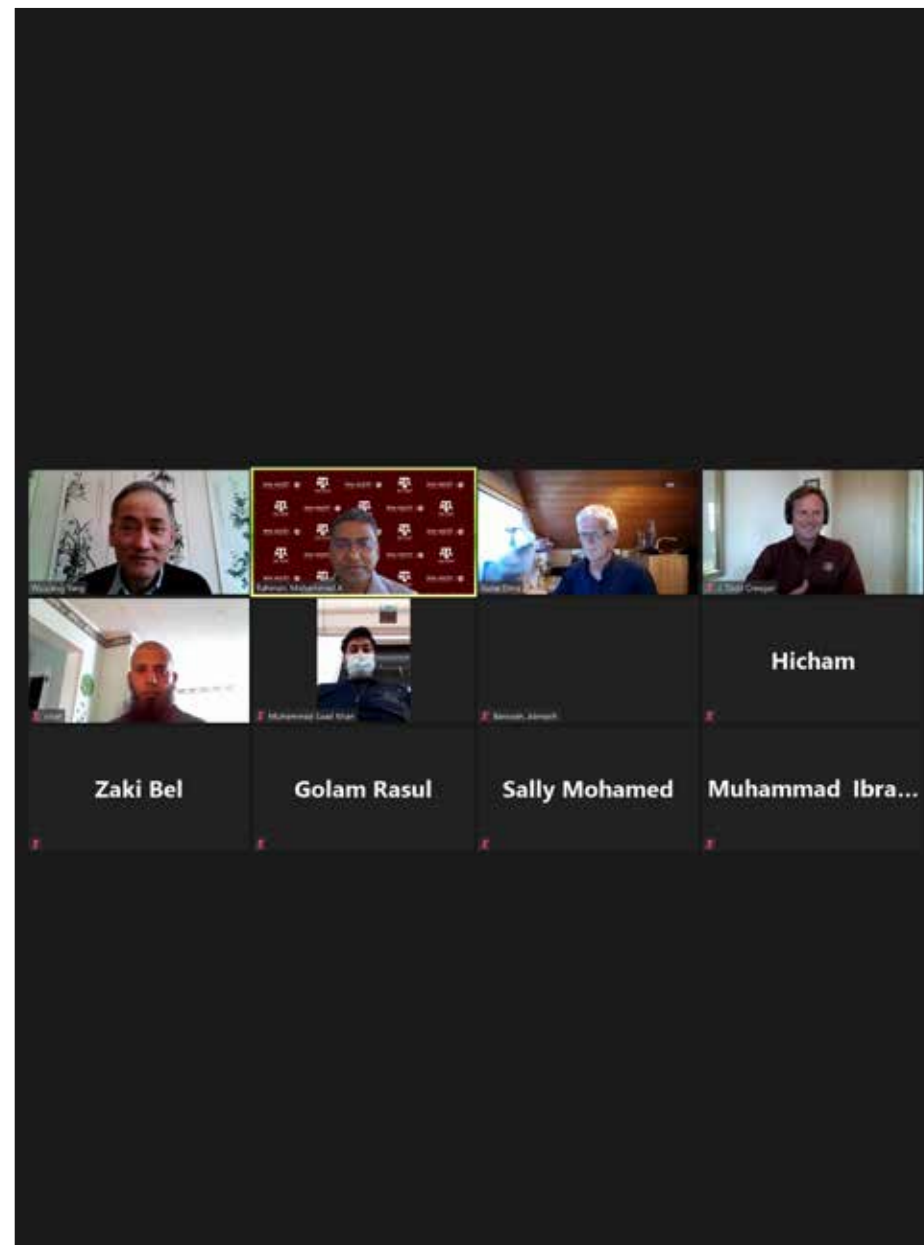


## Participating in Society of Professional Engineers Talk

Todd Creeger, president of ConocoPhillips Qatar joined fellow professionals at a May 20, 2021, talk titled “Electrical Capacitance Tomography (ECT) and Industrial Applications,” hosted by the Society of Professional Engineers Qatar (SPE Qatar) and co-sponsored by our partners at Texas A&M University at Qatar.

Wuqiang Yang, professor at The University of Manchester, UK, and technical director of ECT Instruments Ltd, UK, outlined how ECT could potentially find a wide range of uses in the oil and gas industry, such as the accurate measurement of gas/oil/water flows produced from oil wells. The ECT process is an advanced method of measurement that takes multiple measurements at the periphery of an object, combining them to provide precise information on electrical properties.

ConocoPhillips Qatar takes proactive efforts to stay updated on the state of research relevant to the oil and gas industry, joining our fellow professionals in riveting discussions revolving around promising technologies.



Todd Creeger, president of ConocoPhillips Qatar and fellow oil and gas industry professionals engaging with Wuqiang Yang, professor at The University of Manchester, UK, and technical director of ECT Instruments Ltd, UK, on his electrical capacitance tomography research.

## Bringing Spark!Lab to Qatar

### Alongside Qatar Foundation and the Smithsonian Institute

To help inspire Qatar's future inventors discover their passions for discovery and problem-solving, ConocoPhillips joined their partners Qatar Foundation and the Smithsonian Institute's Lemelson Center for the Study of Invention and Innovation to deliver Spark!Lab Doha 2021 from Dec. 12-13 at Qatar Foundation's Oxygen Park in Doha, Qatar.

Built on more than two decades of research into inventors at work, Spark!Lab is a unique learning space where children and families can explore their inventive identities by empowering them to create, innovate, and collaborate to devise solutions in their own unique ways.

To accomplish this, each Spark!Lab facility features several activities and challenges that are centered on key steps in the invention process, including identifying the problem, conducting research, building a prototype, testing it, refining the invention and then marketing the final product.

With the Spark!Lab network spanning nine U.S. locations as well as several branches set up around the world, including in India and Ukraine, ConocoPhillips was proud to collaborate with Qatar Foundation and the Smithsonian Institute to bring this program to the Middle East for the first time!

Based in the Vine Arbor Garden at Oxygen Park, Spark!Lab Doha 2021 featured unique activities related to the world of sport in the hopes of inspiring the next generation to make their own contributions to the field long after the FIFA World Cup Qatar 2022™. Visitors could test their knowledge of aerodynamics as they build a device that can stay aloft in the Vertical Wind Tunnel, design their own sports apparel, invent their own unique stadium, or introduce solutions that aid accessibility in sports.

Todd Creeger, president of ConocoPhillips Qatar, toured the space alongside several members of Qatar Foundation's leadership, including Machaille Al Naimi, president of Community Development; Aysha Abdulhameed, Director of Partners at their CEO Office; and Abeer Al-Khalifa, president of Pre-University Education. They observed the activities in action, getting a closer look at how the Spark!Lab team immersed local visitors in the spirit of invention.

ConocoPhillips is eager to witness Qatar's youth immerse themselves in the invention process alongside both Qatar Foundation and the Smithsonian Institute. Together, we are excited to inspire the engineers and scientists of the future to start thinking about how to solve the problems they and their communities may face with novel technological solutions.



Top: Todd Creeger, president of ConocoPhillips Qatar, alongside Qatar Foundation leadership and local youth participating in Spark!Lab. Bottom: Students engaging with several of the Spark!Lab activities, including interactive lessons and invention sessions.





His Highness (HH) the Amir Sheikh Tamim bin Hamad Al Thani, Her Excellency Sheikha Al Mayassa bint Hamad bin Khalifa Al Thani, chairperson of Qatar Museums, and Gianni Infantino, president of FIFA, posing with the Founding Family of Dadu, the Children's Museum of Qatar.

## Joining the Founding Family of Dadu, the Children's Museum of Qatar

ConocoPhillips Qatar joined Dadu, the Children's Museum of Qatar (Dadu)'s Founding Family at a groundbreaking ceremony of the Dadu Garden on Nov. 18, 2021, at the museum's site, located in Al Bidda Park.

His Highness (HH) Sheikh Tamim bin Hamad Al Thani, the Amir of Qatar, planted a Sidra tree – the 600,000th to be planted under the Ministry of Municipality and Environment's "Plant Million Trees" campaign – that will become a permanent feature of the Dadu Garden.

Her Excellency Sheikha Al Mayassa bint Hamad bin Khalifa Al Thani, chairperson of Qatar Museums, Gianni Infantino, president of FIFA, and several government officials attended the ceremony. ConocoPhillips- represented by Roger Belman, managing counsel, and Sarah Mroueh, Communications & Public Affairs Manager- and the other Founding Family members also joined HH the Amir in planting other trees native to the region, including Frankincense, Meswak, Arabic Gum, Lou and Tut trees, which will become permanent features of the Dadu garden that future visitors can enjoy.

We at ConocoPhillips are proud to contribute to such an important cultural initiative in support of Qatar's youth, and becoming a part of Dadu's Founding Family.



Top: HH the Amir Sheikh Tamim bin Hamad Al Thani, planting a Sidra tree to mark the inauguration of the Dadu Garden. Bottom: HH the Amir leaving his signature on the commemorative sign.



## LOCAL AND INTERNATIONAL RELATIONS





Chairman and CEO of ConocoPhillips Ryan Lance with His Highness the Deputy Amir of the State of Qatar Sheikh Abdullah bin Hamad Al-Thani.

## Strengthening Our Relationship with Qatar's Leaders

ConocoPhillips lends its expertise and resources in support of the State of Qatar's dynamic energy sector, providing an indispensable resource for our partners in the local industry. In support of this long-standing relationship, Ryan Lance, chairman and CEO of ConocoPhillips, has personally worked to strengthen ties with Qatar's leadership across numerous visits to the country.

In the background of the Qatar Science & Technology Park's (QSTP) 10-year anniversary celebrations held Oct. 21, 2019, Lance, Todd Creeger, president of ConocoPhillips Qatar (COPQ), and Dr. Samer Adham, manager of the ConocoPhillips Global Water Sustainability Center (GWSC) met with Her Highness Sheikha Moza bint Nasser, chairperson of Qatar Foundation, in a closed-door meeting.

In this successful meeting, HH Sheikha Moza and the team discussed the future of water sustainability in Qatar as well as the ongoing efforts and current investments made into furthering the field. They reflected on the success of the GWSC, highlighting its numerous achievements in research and support of the local oil and gas industry. Together, they agreed on the importance of strengthening this relationship for the next 10 years and beyond.

In February 2020, Lance, along with his accompanying delegation, met with His Highness the Deputy Amir of the State of Qatar Sheikh Abdullah bin Hamad Al-Thani at his Amiri Diwan office. The meeting aimed to reinforce the steadfast relationship between ConocoPhillips and the State of Qatar by exchanging greetings and holding engaging discussions.

During his March 31, 2020, visit to Qatar, Lance met with His Highness the Amir Sheikh Tamim bin Hamad Al Thani in his office at Al Bahr Palace. In the latest chapter of their ongoing relationship, Ryan and His Highness the Amir exchanged greetings and highlighted the strong partnership between ConocoPhillips and the State of Qatar, reaffirming their long-standing ties.

COPQ focuses its efforts into benefitting the citizens and residents of Qatar, overseeing important social engagement initiatives, groundbreaking research of water technologies at the GWSC and technical support of the local energy sector. Engaging key stakeholders and fostering relationships built on trust and understanding are a critical part of the company's work in the country.



Her Highness Sheikha Moza bint Nasser among various dignitaries in Qatar.



Andrew Lundquist, senior vice president, Government Affairs for ConocoPhillips and Todd Creeger, president, Qatar Business Unit for ConocoPhillips meeting with His Excellency Akbar Al Baker and US-Qatar Business Council leadership at Qatar Airways headquarters.

## Introduction

### Building Local and International Relationships

Maintaining healthy relationships with prominent stakeholders facilitates our ability to address the needs of the communities we operate in, forming a critical component of our work at ConocoPhillips Qatar (COPQ) and our overall Corporate Social Responsibility strategy throughout 2019, 2020, and 2021.

Our ongoing support of the Abdullah bin Hamad Al-Attiyah International Foundation for Energy and Sustainable Development helps solidify a national apparatus from which the local oil and gas industry can launch joint initiatives that advance environmental sustainability in the sector. As a faithful partner and advocate of their mission, COPQ frequently participates in their events, including their CEO Roundtables and their annual International Energy Awards.

COPQ is a proud proponent of multilateral relations between the U.S. and Qatar, which has included flourishing ties in business and culture between the two countries. We participated in the 2019 U.S.-Qatar Strategic Dialogue, joining with American and Qatari leaders in government and industry as they reaffirmed the importance of lasting economic cooperation. The last three years also saw COPQ support organizations that work tirelessly to bolster these relations, including the U.S.-Qatar Business Council and the Qatar America Institute for Culture.



**"The value of a lasting relationship cannot be understated. A foundation of trust enables greater possibilities with our partners, opening the door to impactful collaborations that advance our industry and empower the communities we work in. We are always working to strengthen bilateral ties between ConocoPhillips and its local stakeholders and forge partnerships with the Qatari public and private sector in Doha as well as in Washington D.C. We cooperate with like-minded partners across a variety of sectors to ensure that we build enduring bonds with the Qatari community."**

- ANDREW LUNDQUIST,  
SENIOR VICE PRESIDENT, GOVERNMENT AFFAIRS





Attendees gathering at the recent Al-Attiyah CEO Roundtable in Doha, Qatar.

## Participating in the Abdullah bin Hamad Al-Attiyah Foundation's Industry CEO Roundtables

Since 2015, the Abdullah bin Hamad Al-Attiyah International Foundation for Energy and Sustainable Development (Al-Attiyah Foundation) has worked to promote sustainable development in the oil and gas industry in Qatar and around the world. It builds upon His Excellency Abdullah Bin Hamad Al-Attiyah's four decades of service to the energy field and sustainable development through stints in senior leadership positions in Qatar's government and the international community.

ConocoPhillips Qatar (COPQ) is proud to be one of the Foundation's many partners, which span local and international organizations in the private and public sectors – all of which collaborate with the Foundation to advance the state of sustainability research and disseminate new insights across the energy industry.

Our support of the Al-Attiyah Foundation's work includes firm support of their Industry CEO Roundtables. These events bring together respected world leaders in the energy sector to discuss contemporary topics and trends in the industry and share their insights for the benefit of more sustainable energy development.

Todd Creeger, president of COPQ, is a frequent participant at these roundtables, joining HE Al-Attiyah in these stimulating conversations throughout the past seven years. Our lasting partnership with the Al-Attiyah Foundation thrives on continuous engagement on topics of mutual concern and shared dedication toward realizing a sustainable future.



Top: Qatari dignitaries. Bottom: President of ConocoPhillips Qatar Todd Creeger sitting on the panel at the roundtable.



HE Abdullah Bin Hamad Al-Attiyah (left) with Todd Creeger (right).

## Recognizing Leaders in Energy Sustainability at the Annual Al-Attiyah International Energy Awards

Our partner His Excellency Abdullah bin Hamad Al-Attiyah has been an active supporter of energy initiatives in the Middle East and around the world. Through the Abdullah Bin Hamad Al-Attiyah International Foundation for Energy and Sustainable Development, His Excellency recognizes outstanding leaders and their contributions to the energy industry at the Abdullah Bin Hamad Al-Attiyah International Energy Awards, held annually in Doha, Qatar.

With the help of a rotating panel of distinguished figures in the field of sustainable energy, awards are selected in seven different categories including Advancement of the Qatari Energy Industry; Gas Exporting Countries Forum; Education for Future Energy Leaders; Producer-Consumer Dialogue; Renewable Energy; International Energy Journalism; and International Energy Policy & Diplomacy.

ConocoPhillips Qatar is honored to attend the yearly event alongside its partners and stakeholders in the country and congratulate the winners for their commitment to adopting sustainability in the energy sector.



Todd Creeger among industry members and dignitaries at the awards ceremony.





American and Qatar dignitaries speaking at the event, with various stakeholders in attendance.

## Representing ConocoPhillips at the U.S.-Qatar Strategic Dialogue

In mid-January 2019, Josh Corless, vice president of International Government Affairs & Global Political Risk at ConocoPhillips Washington, and Todd Creeger, president of ConocoPhillips Qatar, represented ConocoPhillips at a Business Forum on the sidelines of the U.S.-Qatar Strategic Dialogue.

Hosted by the U.S. Chamber of Commerce's U.S.-Qatar Business Program, and in partnership with the U.S.-Qatar Business Council, the two-day event drew a host of high-ranking officials, diplomats and key industry players including the Chairman of the Qatari Businessmen Association, His Excellency Sheikh Faisal bin Qassim Al Thani, and featured remarks by Ali bin Ahmed Al-Kuwari, the then-minister of Commerce and Industry.

As one of over 658 private U.S. companies currently operating in Qatar, ConocoPhillips proudly supports the nation's strong commitment to a lasting partnership and economic advancement.



Various attendees at the 2019 U.S.-Qatar Strategic Dialogue.



His Excellency Sheikh Meshal bin Hamad Al Thani, Qatar's Ambassador to the U.S.

## Sponsoring the 2019 Autism Awareness Gala

ConocoPhillips Qatar proudly sponsored the Autism Awareness Gala, held Nov. 12, 2019, in Washington, D.C., USA. Hosted by the Qatar Embassy in partnership with the Autism Society, the annual event highlights the importance of creating job opportunities for individuals diagnosed with Autism Spectrum Disorder.

The gala's theme, "Spectrum of Opportunity," celebrated companies and industry leaders who worked to create inclusive environments and recognized the value that those with special needs can bring to an organization and society as a whole. Josh Corless, vice president of International Government Affairs & Global Political Risk, attended the event, which aligned with our mission of strengthening bilateral relations between Qatar and the U.S.



Josh Corless, vice president of International Government Affairs & Global Political Risk, socializing with other guests at the gala.



## Our Storied Relationship with the US-Qatar Business Council

Our efforts to support the long-standing relationship between Qatar and the U.S. are underpinned by our strong support of the US-Qatar Business Council (USQBC), with whom we celebrated important milestones throughout the past three years.

Josh Corless, vice president of International Government Affairs & Global Political Risk at ConocoPhillips and Todd Creeger, president of ConocoPhillips Qatar, represented the company at a business forum on the sideline of the US-Qatar Strategic Dialogue, held in Jan. 2019.

Hosted by the US Chamber of Commerce's US-Qatar Business Program in partnership with the USQBC, the two-day event drew high-ranking officials, diplomats and key industry players including the Chairman of the Qatari Businessmen Association, His Excellency Sheikh Faisal bin Qassim Al Thani, and featured remarks by the then-minister of Commerce and Industry. Corless and Creeger joined the USQBC in reaffirming the countries' vibrant economic partnership.

Later that year, Corless and Andrew Lundquist, senior vice president of Government Affairs at ConocoPhillips, joined Creeger, and together attended a reception event marking the opening of the USQBC's Doha offices, on Dec. 26, 2019.

The ConocoPhillips team was joined by distinguished Qatari and American stakeholders to celebrate this USQBC milestone. Notable guests included Ali bin Ahmed Al-Kuwari, Qatar's then-minister of Commerce and Industry; Timothy Lenderking, the then-U.S. Deputy Assistant Secretary for Arabian Gulf Affairs Bureau of Near Eastern Affairs; and Bill Grant, the then-chief of mission and chargé d'affaires of the US Embassy in Qatar.

As the country slowly reopened in the wake of COVID-19, ConocoPhillips continued supporting the USQBC and joined the Council for a safe, socially distanced luncheon held on Feb. 4, 2021, at the glamorous National Museum of Qatar's JIWAN restaurant.

Notable figures attended the luncheon including His Excellency Sheikh Khalifa bin Jassim Al Thani, chairman of Qatar Chamber; Ambassador Greta C. Holtz, then chargé d'affaires of the U.S. Embassy in Qatar; and His Excellency Sheikh Meshal bin Hamad Al-Thani, Qatar's ambassador to the U.S.

Creeger happily joined in the stimulating conversations surrounding the healthy cultural exchange between Qatar and the U.S., while also underlying the importance of the Qatar-USA 2021 Year of Culture in strengthening the countries' bonds with one another.

Lastly, Creeger joined the USQBC in welcoming five members of the U.S. House of Representatives on their visit to Qatar in late March 2021, as they sought to strengthen relations between the U.S. and Qatar.



Left: Andrew Lundquist, senior vice president of government affairs for ConocoPhillips, greeting HE Ali bin Ahmed Al-Kuwari, the then-minister of Commerce and Industry.

Right: Todd Creeger, president of ConocoPhillips Qatar; Josh Corless, vice president of International Government Affairs and Political Risk at ConocoPhillips; and Bill Grant, then-chief of mission and chargé d'affaires of the U.S. Embassy in Qatar.



(From left to right) Andrew Lundquist, Todd Creeger, Sheikha Mayes bint Hamad Al Thani, managing director of the USQBC's Qatar office, Ambassador Anne Patterson, president of the USQBC, Bill Grant, Josh Corless, and Mohammed Barakat, managing director of the USQBC.

During their Doha visit, U.S. Rep. Ruben Gallego of Arizona, U.S. Rep. Eric Swalwell of California, U.S. Rep. Lou Correa of California, U.S. Rep. Lisa McClain of Michigan and U.S. Rep. Sara Jacobs of California met with high-ranking government and business leaders, including His Highness the Amir Sheikh Tamim bin Hamad Al Thani. Creeger and his peers based in Doha also took the time to engage with the representatives and discuss the healthy economic relationship that both countries enjoy.



Top: USQBC leadership engaging with special guests at the reception. Middle: Ali bin Ahmed Al-Kuwari, the then-minister of Commerce and Industry and HE Ambassador Anne Patterson, president of the USQBC, giving speeches. Bottom: HE Sheikh Abdulla bin Saoud Al-Thani, governor of Qatar Central Bank, and Al-Kuwari receiving commemorative trophies from USQBC leadership.



Top: Sheikha Mayes bint Hamad Al-Thani, managing director of USQBC's Doha office, giving opening remarks at the luncheon. Middle: HE Ambassador Sheikh Meshal bin Hamad Al-Thani, Qatar's ambassador to the U.S. addressing the attendees. Bottom: HE Ambassador Greta Holtz, chargé d'affaires of the U.S. Embassy in Qatar, also giving a keynote speech.





Left to right: Andrew Lundquist, senior vice president of Government Affairs at ConocoPhillips; Bill Bullock, chief financial officer at ConocoPhillips; Rashid bin Abdulla Al Dehaimi, consul general of the State of Qatar's Consulate in Houston; and Ryan Lance, chairman and CEO of ConocoPhillips.

## ConocoPhillips Leadership Meet the Consul General of Qatar's Houston Consulate

Two members of senior ConocoPhillips leadership – Ryan Lance, chairman and CEO, and Bill Bullock, chief financial officer – had the special opportunity to meet with Rashid bin Abdulla Al Dehaimi, consul general of the State of Qatar's Consulate in Houston, for an amicable lunch meeting at his personal residence.

Both parties affirmed the multilayered partnership between ConocoPhillips and Qatar, with the discussion centering around their mutual interests. At the end of lunch, the Consul General presented Lance with a decorative Spanish plate bearing the Qatari flag, marking a long-standing relationship between the company's headquarters and the Consul General's office, which are both based in Houston.



Rashid bin Abdulla Al Dehaimi presenting the decorative plate to Ryan Lance.



## Supporting the Qatar America Institute for Culture

In demonstration of its deep appreciation of both Qatari and American cultures, ConocoPhillips signed a sponsorship agreement with the Qatar America Institute for Culture (QAIC) on Sept. 18, 2020, kicking off a robust partnership in service of strong cultural ties between our peoples.

Under this partnership, ConocoPhillips will lend its support to QAIC to continue developing exciting initiatives, such as art exhibitions, scholarly opportunities, and other activities.

The first of these took place in Washington D.C., U.S., as QAIC displayed the ConocoPhillips Global Water Sustainability Center's history and accomplishments at their Qatar National Day event, held Dec. 18, 2020.

At the event, the QAIC exhibited videos highlighting the importance of the GWSC's work in Qatar and ConocoPhillips' commitment to advancing global water sustainability efforts. Through the introductory videos, the attendees had the opportunity to hear Dr. Samer Adham, manager of the GWSC, and the rest of the team outline the Center's mission and capabilities while reflecting on a decade of scientific and sustainability achievements.

In line with the partnership, ConocoPhillips Qatar and QAIC held several events throughout the Qatar-USA 2021 Year of Culture, a Qatar Museums initiative that fosters a greater appreciation of both cultures among Qataris and citizens of the partnering nation. These events, which highlighted each country's culture, music, fashion and film included the ConocoPhillips Qatar-sponsored Arab Film House Awards initiative and the QAIC-hosted Art of Athletics Festival.







Click on the play button to watch the Art of Athletics event and listen to discussions focusing on the link between film and sport.

## The Art of Athletics Festival: Celebrating the Intersection Between Film and Sport

In celebration of both Qatar National Sport Day and the Qatar-USA 2021 Year of Culture, ConocoPhillips Qatar joined its partners at the Qatar America Institute for Culture (QAIC) at their Art of Athletics Festival, held Feb. 9, 2021, alongside a host of prominent Qatari and American cultural institutions.

At the event, the Doha Film Institute (DFI), Qatar Olympic and Sports Museum, America Scores, and the Washington Spirit professional soccer team gathered to hold compelling panel discussions. They highlighted how the universal passion found in the realm of sport complements the medium of film's ability to resonate with a diverse audience.

Todd Creeger, president of ConocoPhillips Qatar attended the festival on behalf of the company, giving remarks and noting how the link between film and sport is a notable aspect of the vibrant cultural exchange between Qatar and the U.S. "The medium of film transcends borders, documenting people's experiences and giving voice to their imaginations or struggles in equal measure. Through them, we gain glimpses into the cultures from which these filmmakers hail," he said.

The event also saw the launch of several initiatives, including the Arab Film House Awards, a QAIC and DFI initiative that we at ConocoPhillips Qatar are sponsoring! This initiative aims to honor Arab filmmakers who tell vibrant narratives on sports and society throughout the region, ensuring that they can continue to create films that resonate with an international audience.

We were proud to join our friends at the QAIC at this exciting event and to witness the launch of the Arab Film House Awards, an initiative that we are proud to support. ConocoPhillips Qatar remains dedicated to honoring both Qatari and American culture and assisting dedicated organizations that work to solidify these bridges between our peoples.

**Webinar**  
Tuesday, February 09, 2021  
11 AM (EST)

**ARAB FILM HOUSE**

# THE ART OF ATHLETICS

A virtual festival celebrating the intersection of creativity and athleticism alongside partners and friends from Qatar and America

**Speakers:**

- Dana Al Fardan** (Moderator)
- Shannell Sharpe** (Pro, Soccer, Becoming Astar)
- Michael Holstein** (Director of 'Our World Our Story')
- Dorian Bailey** (Washington Spirit)
- Paige Nielsen** (Washington Spirit)
- Sam Staab** (Washington Spirit)

**Partners:** AMERICA SCORES, ARAB FILM HOUSE, DFI, CONOCO PHILLIPS, WASHINGTON SPIRIT

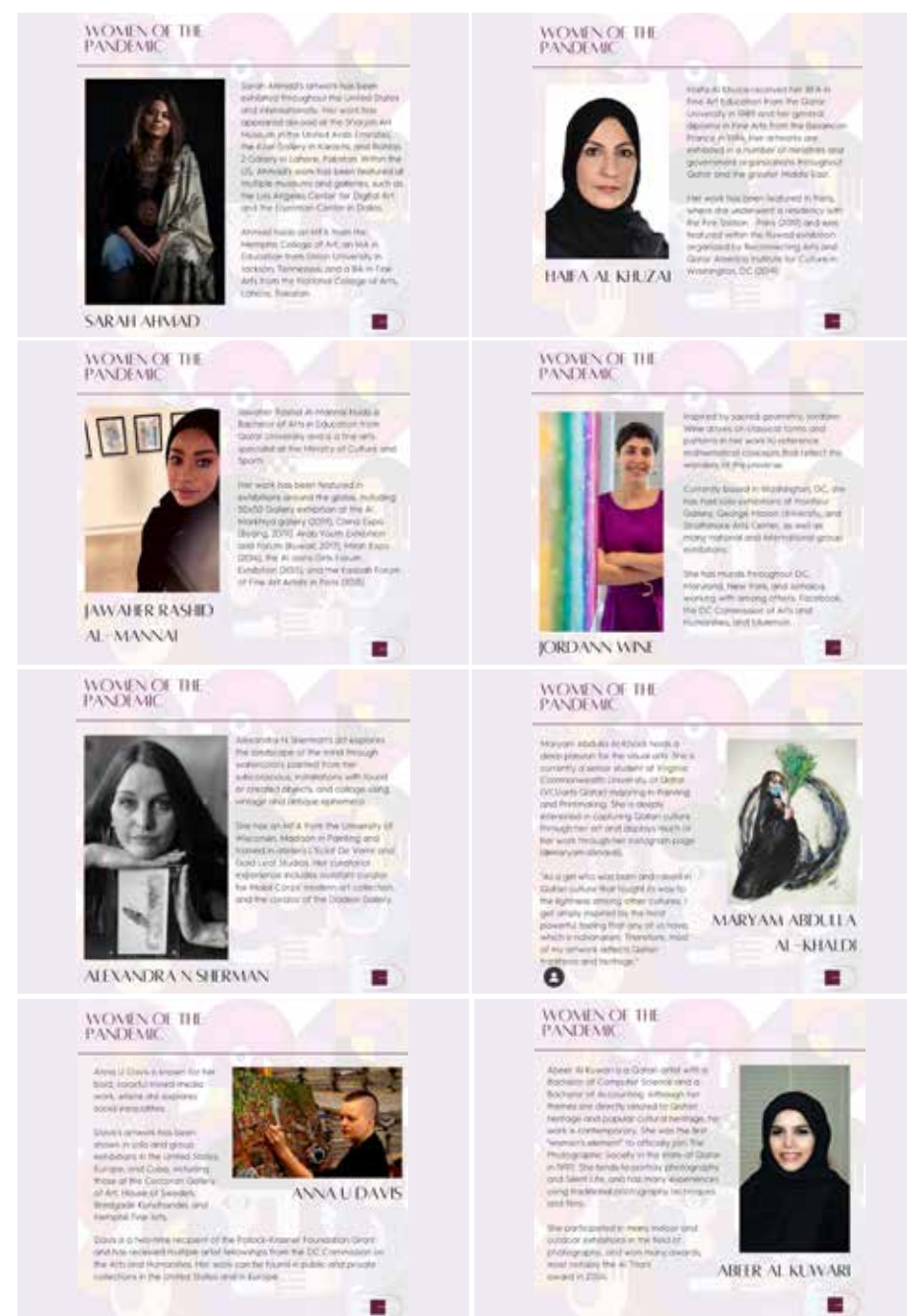


## Creativity in Quarantine: Women of the Pandemic

Our partners at the Qatar America Institute for Culture collaborated with Katara-The Cultural Village Foundation (Katara) to host a special exhibition under the theme, “Creativity in Quarantine: Women of the Pandemic, on June 13, 2021.

The virtual exhibit featured visual works by Qatari and American female artists that speak to the struggles faced by women in the creative industries during the global pandemic while simultaneously offering hope for the future.

To accompany the exhibition, QAIC and Katara also hosted a virtual panel on June 24, 2021, where the artists discussed their works, their experiences of sacrifice and struggle while living under the threat of COVID-19 and how it impacted their art.







## PEOPLE & CULTURE



Members of ConocoPhillips Qatar and the ConocoPhillips Global Water Sustainability Center celebrating Qatar National Day in 2019.

## Introduction

### People and Culture

People are the lifeblood of the work that we do at ConocoPhillips Qatar (COPQ). As they represent one of our company's SPIRIT Values, we work to facilitate a diverse working environment that celebrates local culture, respects unique perspectives, and empowers their personal and professional development.

Throughout our history in Qatar, COPQ has regularly immersed itself in the country's rich culture and traditions alongside its citizens. The last three years have been no exception, with our team joining in significant events such as the opening of the iconic National Museum of Qatar in March 2019 and partaking in the jubilant celebrations at the annual Qatar National Day, held every December 18.

We proudly boast one of the most diverse workforces in the entire ConocoPhillips network, with 62 employees representing more than 20 nationalities. In order to strengthen respect and trust between members of our staff, we established the Qatar Diversity & Inclusion team in 2019. Named WASL, which means "connecting" in Arabic, the team is composed of employees selected from across our business unit who are tasked with hosting initiatives that encourage greater awareness of cultural sensitivities and open communication in the workplace throughout the year.

COPQ invests in enabling our employees to realize their potential, crafting opportunities that leverage the combined expertise of our international network to augment their professional development. Our staff share in this responsibility to sustain excellence, garnering accolades for their tireless work from esteemed institutions and our global leadership.



**"We are proud to live and work in Qatar's dynamic cultural landscape! All of us at ConocoPhillips Qatar hold a deep appreciation for the country's history and traditions, which inspire us to look within and celebrate our own diversity of experiences and perspectives."**

- LAURA MARX,  
HUMAN RESOURCES MANAGER



## Qatarization

A strategic initiative by the Government of Qatar to provide employment for its citizens while reinforcing the available talent pool for important positions in government and industry, Qatarization seeks to support local talent by providing them unparalleled opportunities for professional growth.

As a longtime partner of the State of Qatar, ConocoPhillips Qatar (COPQ) contributes to this important initiative, dedicating itself to supporting promising Qatari professionals to realize their potential by providing meaningful employment opportunities and the resources to expand their skillsets. Our Human Resources function crafts tailored plans for their professional development, leveraging our standing as one of the world's largest independent exploration and production companies based on production and proved reserves to offer unmatched experiences at the cutting edge of the oil and gas industry.

We have continued our Training Development program, an initiative that has provided Qatari nationals working at QatarEnergy the chance to work alongside our employees throughout the ConocoPhillips network since 2017. Our business units in Alaska and the Lower 48 – both in the U.S. – hosted a duo of QP developers in 2019, embedding them within our Global Production and Petrophysics and Seismic Analysis groups. Here they spent time absorbing insights from our experts that they will take back to Qatar's oil and gas sector.

Several of our Qatari employees at COPQ witnessed great professional development over the last three years. Hamda Al-Kuwari, Events and Design specialist, met with our Creative Services team at the corporate center in 2019 to learn how they oversee and manage a multitude of projects from their varied clientele. Elsewhere, Eman Al-Shamari and Mashael Al-Maas, scientist and engineer at the ConocoPhillips Global Water Sustainability Center respectively, joined their team in celebrating the Center's 10th anniversary in Qatar, establishing themselves as experts in water-related research, developing exciting water management technologies for the oil and gas industry.

At ConocoPhillips, People are a part of our SPIRIT Values, and so we will always seek ways to help them realize their full potential. We are proud to aid the State of Qatar in realizing its Qatarization goals and to help the country build a dynamic economy built on the strength of its human talent.

**"Trust is knowing that team members can push each other because they care about the team. This is how we do it at ConocoPhillips; teamwork is a key part of success in our business, especially in the world of Finance."**

- DANAH AL-BAKER,  
SPECIALIST, ACCOUNTING & TAX



**"At ConocoPhillips, I hold a position that satisfies my career ambitions. I have an equal opportunity with everyone else at the company to learn and develop as a professional. In such an environment, it is important for me to contribute to the company's vision by combining my skills with a collaborative spirit. I'm proud to have learned these and many other skills during my time here."**

- EMAN AL-SHAMARI,  
SCIENTIST, GLOBAL WATER SUSTAINABILITY CENTER



The ConocoPhillips Qatar team outside the National Museum of Qatar.

## Embracing Qatar's History and Culture through Qatar National Day

Qatar National Day marks an important fixture on the ConocoPhillips Qatar (COPQ) calendar, as the team cultivate a mutual passion to deepen their understanding and respect for Qatar's history, culture, and traditions.

In the 2019 iteration of the occasion, the ConocoPhillips team decided to embrace Qatar's history to the fullest by visiting the recently opened National Museum of Qatar (NMoQ). Designed to mirror the beautiful, local desert rose, the team immersed themselves in the various exhibits that the NMoQ has to offer. They delved into the country's rich history starting from the formation of Qatar, its hidden yet diverse fauna and flora, and recollections of daily life in decades past in the form of curated interviews with some of Qatar's oldest residents.

They capped off the day with a delicious, traditional Arabic lunch on a dhow boat, organized by Qatar National Cruises. Overlooking the Doha skyline, the team spent time bonding and sharing stories of how they have witnessed Qatar's incredible growth over the past few years.

While COPQ could not celebrate the 2020 edition together due to the COVID-19 pandemic, the team gathered in 2021 to embark on an adventure at the Al Thakira mangroves, located in Al Khor. Our staff spent the day kayaking on the wetlands among the mangroves, hearing from a local geologist about the fascinating ecosystem and conducting a clean-up of the area to safeguard the local wildlife.



Members of ConocoPhillips Qatar celebrating Qatar National Day at the National Museum of Qatar.





Members of ConocoPhillips Qatar celebrating Qatar National Day at the Souq Waqif.



Members of ConocoPhillips Qatar celebrating Qatar National Day at Al Shaqab and Qatar National Library.





Members of ConocoPhillips Qatar celebrating Qatar National Day at the Al Thakira mangroves, in AlKhor.



Members of ConocoPhillips Qatar celebrating Qatar National Day at the Al Thakira mangroves, in AlKhor.





WASL وَصْل  
Connecting & Respecting

## Meet Our Qatar Inclusion Team (WASL)

The 2021 Qatar Inclusion Team (WASL) welcomed new members to the team and set a new direction for the year's activities, continuing its mission to nurture an appreciation of diversity at ConocoPhillips Qatar.

Todd Creeger, president, and Laura Marx, human resources manager, are the newest WASL members, replacing founding members Dan Clark and Amanda Moyes. Together, they joined the rest of the team to plan out the next phase in their programming.

With the Life Sharing Suggestions initiative concluding in March 2021, the team switched its focus toward psychological safety in the workplace. Cultivating an environment where people feel safe to express their opinions and ideas takes a collective effort, and WASL will spend the next several months starting an honest conversation about what all of us can do to make it possible.

With COVID-19 vaccination rates continuing to rise in Qatar, the team remains optimistic that they can conduct in-person sessions later on in the year. In the meantime, they will continue their mission to start important discussions through digital means!



Todd Creeger, president



Laura Marx, HR manager



Andre Hartono, commercial director



Karen Davis, then- secondee and project marine interface coordinator at Qatargas



Ashok Mishra, Sr. Petroleum Engineer Dukhan



Tanya Abbott, then HR advisor



Hamda Al Kuwari, events and design specialist



Dareen Dardor, ConocoPhillips Global Water Sustainability Center engineer



Dina Hamza, Controls & Compliance Specialist



## Meet our Safety and Wellness Action Team (SWAT)

While the Qatar Business Unit continued to observe COVID-19 restrictions, the 2021 SWAT Team worked to promote the health and safety of all members, whether they worked from home or returned to the office regularly.

The new team kicked off their tenure by introducing the Monthly Spirit Moment, a series of short articles shared with the virtual office. Each edition taught employees a useful practice that empowered them to safeguard their own health and safety. Some of these important topics included the proper usage of a smoke hood in case of a fire and a primer on COVID-19 preventative measures in the workplace.

These critical tips were also featured on *The Mark*, the company internet, as they had a universal application for every ConocoPhillips member, from the company's leadership down to the local staff at the company's numerous business units.

The team also supported Qatar employees' health and wellness through online video calls, bringing back popular virtual activities such as Stretch Wednesdays, Thursday Workouts and the Wellness Champion program. In addition, they held a special Teams session on the Life Sharing Rules, highlighting how they applied in daily life beyond the office.



Tanya Abbott, then- HR advisor



Nick Nie, commercial advisor



Terry Sarsonas, Qatar IT analyst



Mashael Al-Maas, ConocoPhillips Global Water Sustainability Center engineer



Renee Prieto, Executive Asst. & Events Coordinator



Brandon Viator, technical manager



At **ConocoPhillips** we believe that it's not just what we do that's important, but how we do it. We never forget our responsibility to be a good neighbor and a great place to work.

