

2025 – 2026

Corporate Social
Responsibility Report
(CSR)





Contents

About ConocoPhillips	4
SPIRIT values	6
Vision of the Qatar business unit	8
Our Approach to CSR	10
A message from the president	14
I- Empowering knowledge and education	16
- Embedding purpose in partnership: How CPQ advances education and youth engagement in Qatar	18
- QF: Advancing a national knowledge ecosystem	20
- Youth engagement through culture and community	30
- Community development through volunteerism	40
- Community in action – A volunteer’s experience	42
- Championing early education with Dadu	44
- QU: Innovation in three minutes	46
- ASD and USAGSO	48
II- Promoting health, safety and well-being	52
- How CPQ delivers CSR impact in health and wellness	54
- Public outreach: Health and wellness	56
- An interview with HMC: Advancing community health through partnership and prevention	58
III- Driving sustainability and environmental responsibility	60
- How CPQ delivers CSR impact in sustainability	61
- Community and educational outreach through the GWSC	62
- A GWSC legacy	66
IV- Leadership team in action: Strengthening global and local partnerships	74
- Safety and industrial excellence	76
- Global and diplomatic engagement	77
- Industry and institutional partnerships	78
- Sustainability and stewardship via partnerships	79
V- Recognizing excellence and innovation	82
- From recognition to results: Strengthening sustainability and efficiency	84
- Environmental innovation and water security	86
- Recognizing excellence with our partners	88
- Innovation and technical leadership	90
- Innovation across the board	92
VI- Our approach to people, culture, and inclusion	94
- Inclusion and growth at CPQ	96
- Advancing national talent development through Qatarization	98
- Supporting employee well-being and healthy lifestyles	99
- Innovation and inclusion through employee driven ideas	100
- Building connection through culture and community	101
VII- Looking ahead: Strategic priorities and sustained impact	102

About ConocoPhillips

ConocoPhillips is one of the world’s largest independent exploration and production (E&P) companies, recognized for its extensive global operations and expertise in energy production. With fully functional activities in 14 countries, including a business unit in Doha, Qatar, the company reported \$122 billion in total assets.



At ConocoPhillips, we recognize that sustainable energy production is built on collaboration. By fostering strong relationships with partners across the private and public sectors, we actively contribute to meaningful advancements in the communities where we operate. In Qatar, this philosophy is embedded in our work, where we engage with key stakeholders, community leaders and partners to drive shared progress and align our goals. As the regional headquarters for ConocoPhillips’ Middle East and Africa LNG operations, our presence in Doha further reinforces our long-term commitment to supporting sustainable development in Qatar and across the region.

Our relationship with QatarEnergy, established in 2003, is a testament to our commitment to collaboration. Through this long-standing partnership, we have played a pivotal role in the development of QatarEnergy LNG N(3), one of the world’s largest liquefied natural gas (LNG) facilities. This state-of-the-art project features cutting-edge offshore and onshore facilities supported by a world-class joint

venture development team. ConocoPhillips further enhances this partnership by deploying a dedicated team of secondees who bring extensive expertise and experience from across our global operations. Qatar’s vibrant ecosystem of academic institutions, forward-thinking government entities and leading international companies serves as an ideal environment for collaboration.

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



The ConocoPhillips Global Water Sustainability Center (GWSC), based at Qatar Science & Technology Park (QSTP), is our center of excellence for water-related research and innovation. Over the past decade, GWSC has earned international recognition for its groundbreaking contributions to water sustainability. The center’s dedicated team has achieved numerous milestones, including patented technologies, published scientific research and awards for innovation. As a trusted resource for the global oil and gas industry, GWSC continues to pioneer sustainable solutions while advocating for water stewardship.

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

 14
COUNTRIES WITH
OPERATIONS AND
ACTIVITIES

SPIRIT Values

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



ConocoPhillips Qatar staff collaborate in Doha, Qatar.



Safety

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

People

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

Integrity

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

Responsibility

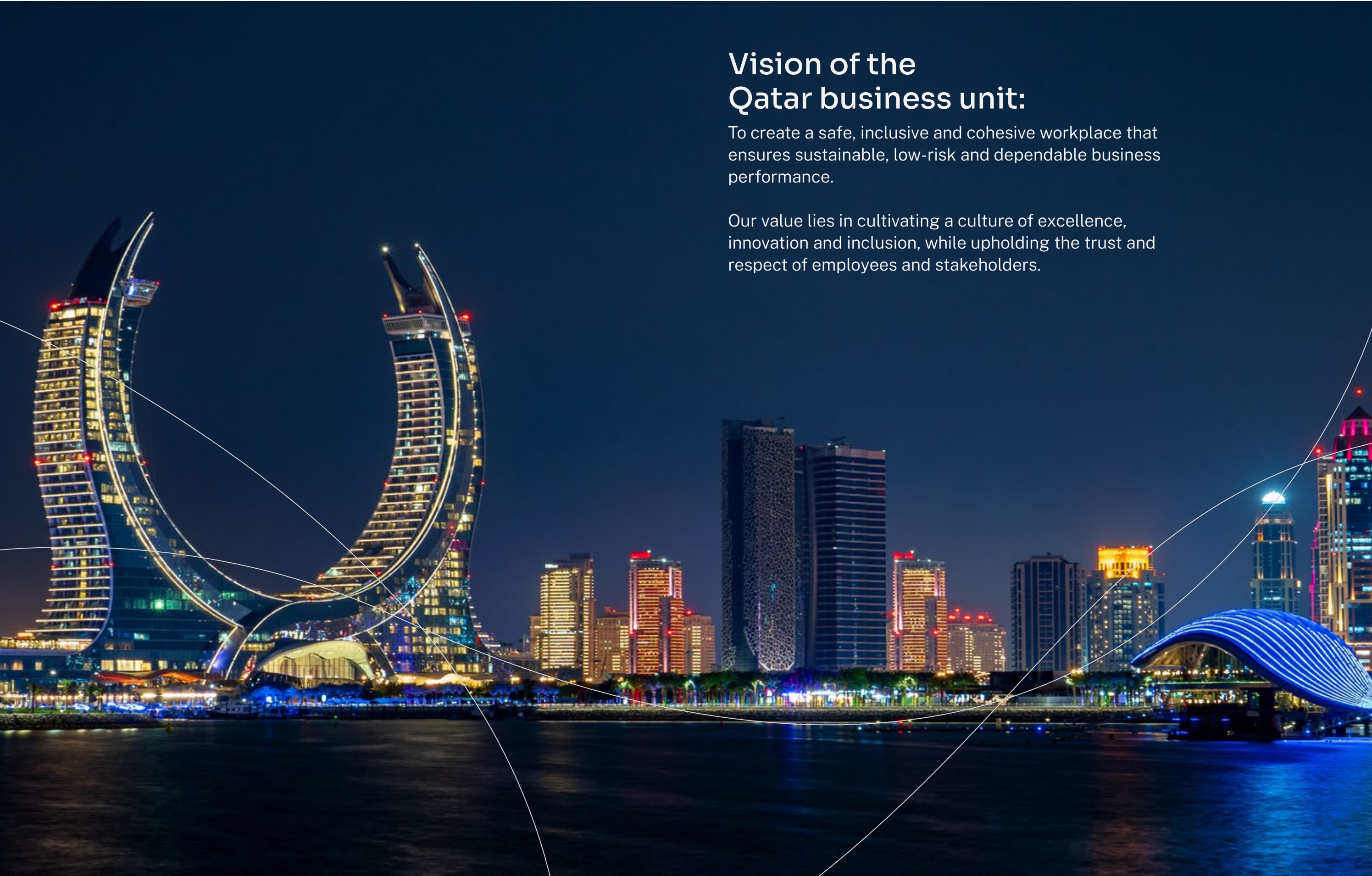
We are accountable for our actions. We care about our neighbors. Sustainability is core to our company and creates shared value for our stakeholders.

Innovation

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

Teamwork

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



Vision of the Qatar business unit:

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

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

Our approach to CSR

CPQ’s CSR approach is built on long-term partnerships that deliver measurable impact across education, health, sustainability and community development. These partnerships are designed to align with Qatar National Vision 2030, contributing to human, social and environmental progress while reinforcing a culture of safety, innovation and shared responsibility.

Rather than standalone initiatives, CPQ’s CSR model focuses on sustained collaboration with national institutions, academic partners and community organizations. This approach enables scalable programs that strengthen local capability, expand access to knowledge and promote preventive health and environmental awareness.



Students and Qatar Museums volunteers visit and explore the Global Water Sustainability Center.

Delivering impact through strategic partnerships

CPQ works with a network of trusted partners to deliver integrated CSR programs that address national priorities and community needs.

	Qatar Foundation (QF) QF is a non-profit organization supporting education, research and innovation in Qatar. Through this partnership, CPQ contributes to national knowledge development by supporting platforms such as the World Innovation Summit for Education (WISE) and long-term initiatives including the transformation of Education City Stadium and the development of <i>Bayt Al Iktishaf</i>. These efforts expand access to STEM (science, technology, engineering and mathematics) learning, promote innovation and create inclusive community spaces that support lifelong learning.
	Hamad Medical Corporation (HMC) HMC is Qatar’s primary public healthcare provider and a key partner in advancing preventive health. Through collaborations such as the <i>Kulluna</i> campaign and <i>Ghalai</i> child passenger safety initiative, CPQ helps extend health education beyond clinical settings into communities. These programs promote early awareness, healthy lifestyles and safety practices, reaching individuals across workplaces, public venues and national events.
	Education Above All (EAA) EAA is a global foundation focused on expanding access to quality education. In partnership with HMC, CPQ supports the delivery of certified first aid and health awareness programs across Assalam Schools, equipping teachers and students with essential life-saving skills. The partnership also extends to community-focused events and awareness initiatives that reinforce health, safety, and social well-being across the wider community.
	Global Water Sustainability Center (GWSC) The GWSC serves as CPQ’s center of excellence for water research and sustainability. Through research, education and community outreach, the center advances water treatment and reuse technologies while promoting conservation awareness. Engagement through the Water Visitor Center and academic collaboration supports both local capability-building and global knowledge sharing, positioning Qatar as a hub for water innovation.

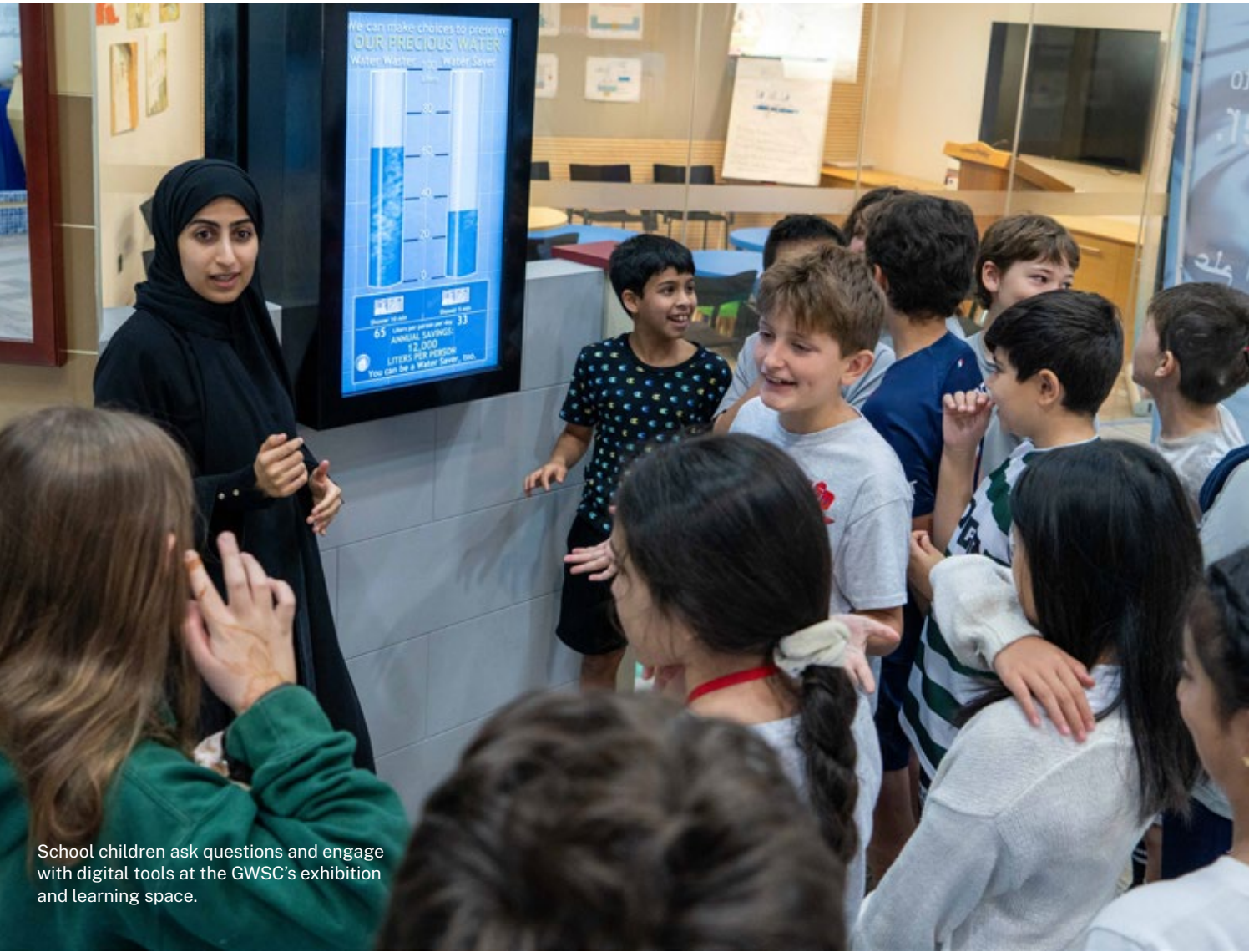
	Qatar Museums (QM) In partnership with QM, CPQ supports the One Team Volunteers program, which provides structured opportunities for community service, cultural engagement and youth development. The program strengthens civic participation and leadership skills while embedding volunteerism within Qatar’s cultural ecosystem, contributing to long-term social impact.
	Qatar University (QU) Through its collaboration with QU, CPQ supports academic excellence, research communication and innovation. Initiatives such as the Three Minute Thesis (3MT) competition and joint research projects enable students to translate academic knowledge into practical application, while strengthening links between academia and industry.
	American School of Doha (ASD) and youth development programs CPQ’s engagement with ASD reflects a commitment to youth empowerment through STEM education, leadership development and extracurricular enrichment. Support for programs such as the Science National Honor Society and USA Girl Scouts Overseas (USAGSO) contributes to building confidence, skills and community engagement among young people.
	Dadu, Children’s Museum of Qatar As a founding family member of Dadu, CPQ supports the creation of inclusive learning environments that encourage creativity, exploration and play. This partnership reinforces early childhood development and family-focused education within Qatar’s cultural landscape.

A partnership-led model for sustainable impact

Across these partnerships, CPQ’s CSR initiatives are guided by three core principles:

1. Prevention and early engagement through health, safety and education programs that build long-term resilience.
2. Capability-building through academic collaboration, research and experiential learning.
3. Community integration by delivering programs within schools, public spaces and cultural platforms.

This integrated model ensures that CPQ’s CSR investments contribute to lasting outcomes, supporting individuals, institutions and communities while reinforcing Qatar’s national development priorities.



School children ask questions and engage with digital tools at the GWSC's exhibition and learning space.

A message from the president

Dear colleagues,

In 2025, CPQ advanced its CSR commitments by strengthening partnerships that support knowledge development, community well-being, environmental stewardship and a culture of safety and excellence. Our approach is grounded in long-term value creation, aligning business performance with positive social and environmental outcomes.

Guided by Qatar National Vision 2030, CPQ’s efforts focused on building human capital, supporting preventive health and wellness, advancing water sustainability and reinforcing partnerships that enable safe and reliable energy. Through collaboration with national institutions, education partners and community organizations, we worked to ensure our contributions were meaningful, inclusive and sustainable.

As we look ahead, we remain committed to listening, learning and working alongside our partners to deliver impact that endures.

Warm regards,



Bill Arnold
President, Middle East and Africa LNG,
ConocoPhillips

“Engaging in education is one of the most meaningful ways we can contribute to long-term impact. By creating opportunities for young people to learn, explore and ask questions, we help build the foundation for future leaders who will shape more sustainable and resilient communities.”



Empowering knowledge and education

CPQ approaches education as a long-term social investment that strengthens human capital, supports national development priorities and creates pathways for future skills. Through sustained partnerships with education institutions, cultural platforms and youth organizations, CPQ contributes to a knowledge-based economy by expanding access to STEM learning, research exposure and leadership development in ways that extend beyond the classroom.



IMPACT HIGHLIGHTS

- Over **36,000** registered volunteers within QM’s volunteer community, including nearly **3,000** active and over **20** youth engaged in international cultural exchange
- Support for Assalam Schools through the EAA partnership, promoting health awareness and first-aid preparedness among teachers and students
- Nearly **95,000** people engaged in the Education City Stadium activities
- Over **4,000** participants at the 12th edition of WISE and 7 EdTech accelerator sessions supported by CPQ
- Over **29** ASD students participated in GWSC sustainability learning
- Dadu reached over **13,000** children, adults, students, and educators through its education and community engagement initiatives

Embedding purpose in partnership: How CPQ advances education and youth engagement in Qatar

As ConocoPhillips Qatar Comms and Community Relations Manager, Sarah Mroueh, supports partnership storytelling that keeps purpose and impact at the center. In this interview, she reflects on how education and youth engagement align with CPQ’s CSR approach and why sustained partnerships remain essential to building long-term capability in Qatar.



How has CPQ contributed to advancing STEM and academic engagement this year?

In 2025, CPQ strengthened STEM and academic engagement through partnerships that connect students and educators with applied learning, research exposure and hands-on sustainability education. Through GWSC and our education collaborations, students gained direct insight into real-world challenges and solutions, while educators and youth volunteers contributed to national platforms that elevate learning and innovation.

Which initiatives with QF are you looking forward to seeing more of? Tell us more about EAA.

With QF, we are excited by the continued progress of *Bayt Al Iktishaf*, a first-of-its-kind innovation and experience center within Education City Stadium, being brought to life as a long-term legacy platform for discovery, learning and community engagement. We also continued aligning with national partners to strengthen learning ecosystems, including collaborations with EAA. In 2026, CPQ looks forward to expanding health and safety education across Assalam Schools in collaboration with HMC’s Hamad International Training Center (HITC). Through this initiative, teachers across all Assalam Schools will receive certified first aid training, while students will participate in structured sessions designed to build essential emergency response skills. Beyond strengthening preparedness, the program also aims to foster a culture of community building by encouraging shared responsibility, collaboration, and collective wellbeing across the wider community.

How has the collaboration with academic institutions inspired students to explore innovation and research?

Our engagement with academic institutions, whether through the Girl Scouts program at ASD or the 3MT initiative at QU, supports curiosity, confidence and early exposure to innovation. Through sustainability-focused learning at GWSC and academic engagement opportunities, students are able to connect classroom

learning to real systems and research, and to see how innovation, communication and collaboration contribute to national development.

Can you highlight any specific events where student achievements stood out?

Two moments stood out in 2025. CPQ participated in WISE 12 on Nov. 24–25, 2025, where *Bayt Al Iktishaf* was officially launched, marking a major milestone in its development. CPQ also continued supporting academic excellence and research communication through QU’s 3MT engagement, helping spotlight student ability to translate complex research into clear, compelling ideas.

How do these partnerships reflect CPQ’s commitment to knowledge development and human capital empowerment?

These partnerships reflect CPQ’s belief that long-term impact comes from sustained investment in people and institutions. By supporting STEM learning, safety education, youth development and platforms that strengthen research communication, we help expand opportunity and capability, contributing to a knowledge-based economy and the human development pillar of Qatar National Vision 2030.



QF: Advancing a national knowledge ecosystem

Through its long-standing partnership with QF, CPQ contributes to initiatives that strengthen education, research and innovation ecosystems in Qatar. Engagement spans strategic collaboration, leadership dialogue and investment in platforms that support STEM learning and community impact.

1. CPQ joins QF’s 30-year anniversary celebration

Bill Arnold, president, Middle East and Africa LNG, ConocoPhillips, joined the 30-year anniversary celebration of QF at the Al Shaqab Equestrian Center.

The event, attended by His Highness Sheikh Hamad bin Khalifa al-Thani, the Father Amir, and Her Highness Sheikha Moza bint Nasser, chairperson, QF, honored QF’s contributions to education, research and community development.

For three decades, QF has played a transformative role in shaping Qatar’s knowledge economy, supporting the nation’s vision for innovation and sustainability. CPQ has long been actively participating in advancing education through longstanding partnerships, including support for QF’s educational programs. GWSC also reflects this commitment, serving as a hub for research, knowledge sharing and industry collaboration.

Throughout this year, CPQ has supported QF’s transformation goals of repurposing Education City Stadium into a center of excellence for women in sports, as well as creating an ecosystem within the stadium that supports Qatar National Vision 2030.



2. CPQ leadership team strengthens bonds at QF offsite

The CPQ leadership team participated in a team-building offsite at QF aimed at fostering collaboration and strengthening leadership connections.

The day included a featured tour of Education City Stadium, where the team received updates on its transformation into a dedicated women’s sports hub and facility supported by CPQ. The offsite concluded with reflections on trust, communication and collaboration, setting a strong foundation for continued collaboration.



3. Bayt Al Iktishaf: A legacy investment in curiosity and STEM learning

Bayt Al Iktishaf represents a long-term commitment to advancing STEM learning and making science, discovery and innovation accessible to diverse audiences. Developed in partnership with QF, the initiative is designed as a first-of-its-kind innovation and experience center that blends scientific exploration, immersive learning and digital-first engagement.

Positioned within Education City Stadium, *Bayt Al Iktishaf* is envisioned as a year-round platform that supports informal learning, community participation and national STEM ambitions. Officially launched at the 12th edition of WISE, the project continues to progress through design development, operational planning and brand strategy, bringing the concept closer to becoming a landmark destination for STEM learning.

As a long-term legacy project, *Bayt Al Iktishaf* will evolve through phased implementation, reflecting a shared commitment to investing in the next generation and supporting Qatar’s ambitions for STEM leadership.

IMPACT FOCUS

Building curiosity-led learning pathways and expanding access to STEM beyond traditional classrooms.

4. EAA: Building life-saving skills in schools →

CSR LENS

Through its partnership with EAA and HMC, CPQ supports the delivery of certified health and safety education across Assalam Schools. The program equips teachers and students with essential first aid and emergency response skills, reinforcing community resilience and preventive health awareness.

Advancing community health and safety education by empowering educators and students with practical skills that contribute to safer school environments and informed communities, in support of Qatar’s national education and wellbeing goals.

5. WISE

CPQ’s ongoing supports for WISE, a global platform convened by QF, reflects its commitment to advancing dialogue on education innovation and fostering collaboration across the global learning community. Through this partnership, CPQ contributes to knowledge exchange and supports initiatives that promote STEM learning and educational innovation.



Her Highness Sheikha Moza bint Nasser, chairperson, QF, visiting schools as part of her work leading QF’s EAA.

WISE 12: Promoting education and innovation through strategic engagement

On Nov. 24–25, 2025, CPQ’s leadership team participated in the 12th edition of WISE, joining educators, innovators and sector leaders to explore advancements in global learning and STEM education.

During the summit, *Bayt Al Iktishaf*, was officially launched, marking a major milestone in the project’s development.

On Nov. 24, 2025, Bill Arnold, president, Middle East and Africa LNG, CPQ, met with Her Excellency Sheikha Hind bint Hamad Al Thani, vice chairperson, QF. Discussion topics included progress on *Bayt Al Iktishaf*; the community impact of the *Kulluna* program, including its integration with EAA’s mission; and CPQ’s partnership contributions to WISE.

Additionally **Five volunteers** from QM’s One Team Volunteers program (head to page 30 to know more about this program), supported by CPQ, were also onsite to assist with ushering in guests throughout the event.



CPQ leadership team attends WISE 12 at Qatar National Convention Center (QNCC).



QF IMPACT IN NUMBERS

Education City Stadium 2025 engagement overview

Total activations recorded: **14**

Total cumulative participant reach: **94,809**

Participant breakdown by activation

Activation participants

HH Photoshoot	10,000
Closing Ceremony Cycle Her Way	150
National Sport Day	800
Ladies Night	1,149
Ladies Running Series	150
PUE Mukhayamna	50
Eid Al Fitr Prayer	40,000
Awards Ceremony Ladies Night Ramadan Tournament	700
Warriors World Cup 2025	700
PSG Football Ladies Only	40
WHO Tour	20
PUE Annual Gathering	50
Eid Al Adha Prayer	40,000
FIFA Arab Cup	40,000

Note: Cumulative reach reflects total attendance across CPQ-recorded activations for 2025. Large-scale events may be reported separately by venue organizers and may not be fully captured in CPQ’s activation logs.

Strategic analysis

Sustained activation density

14 recorded activations across diverse formats indicate consistent utilization of the stadium as an active civic and community hub rather than a single-purpose venue.

High-impact community moments

Religious gatherings and major sporting events each drew 40,000 participants, reinforcing the stadium’s role as a nationally significant convening platform that supports social cohesion and collective participation.

Women’s participation and empowerment footprint

Recurring programs such as Ladies Night, Ladies Running Series and Ladies-Only Football illustrate how the space is expanding access to inclusive sporting opportunities for women while strengthening community engagement.

Education and youth integration

School-linked activations, including PUE events and tours, demonstrate how the stadium environment extends beyond sport to include learning and youth engagement touchpoints.

CSR LENS

Activation data confirms Education City Stadium’s transition into a multifunctional platform that supports women’s empowerment, youth participation, national gatherings and inclusive community engagement in alignment with Qatar National Vision 2030.



WISE 12 strategic impact analysis

CPQ’s engagement at WISE 12 extended beyond participation, positioning the company within a high-impact global education ecosystem and reinforcing its role as a long-term partner in advancing innovation-led learning.

WISE 12 engagement and visibility metrics

Indicator 2025 result	
Total attendees	4,314
Total sessions	147+
EdTech Accelerator showcases powered by CPQ	7
Media coverage pieces	256
Audience reach	365M+ across digital and traditional media

Strategic interpretation

Global amplification of Qatar-based education initiatives

An online reach of 354 million combined with 10.65 million social media impressions significantly expanded visibility for *Bayt Al Iktishaf* and CPQ’s broader STEM commitments, positioning these initiatives within international education and innovation dialogue.

From sponsorship to ecosystem enabler

By powering seven EdTech Accelerator showcases, CPQ contributed directly to innovation scaling, supporting education technology platforms aligned with Qatar’s knowledge economy ambitions.

Integrated purpose-driven storytelling

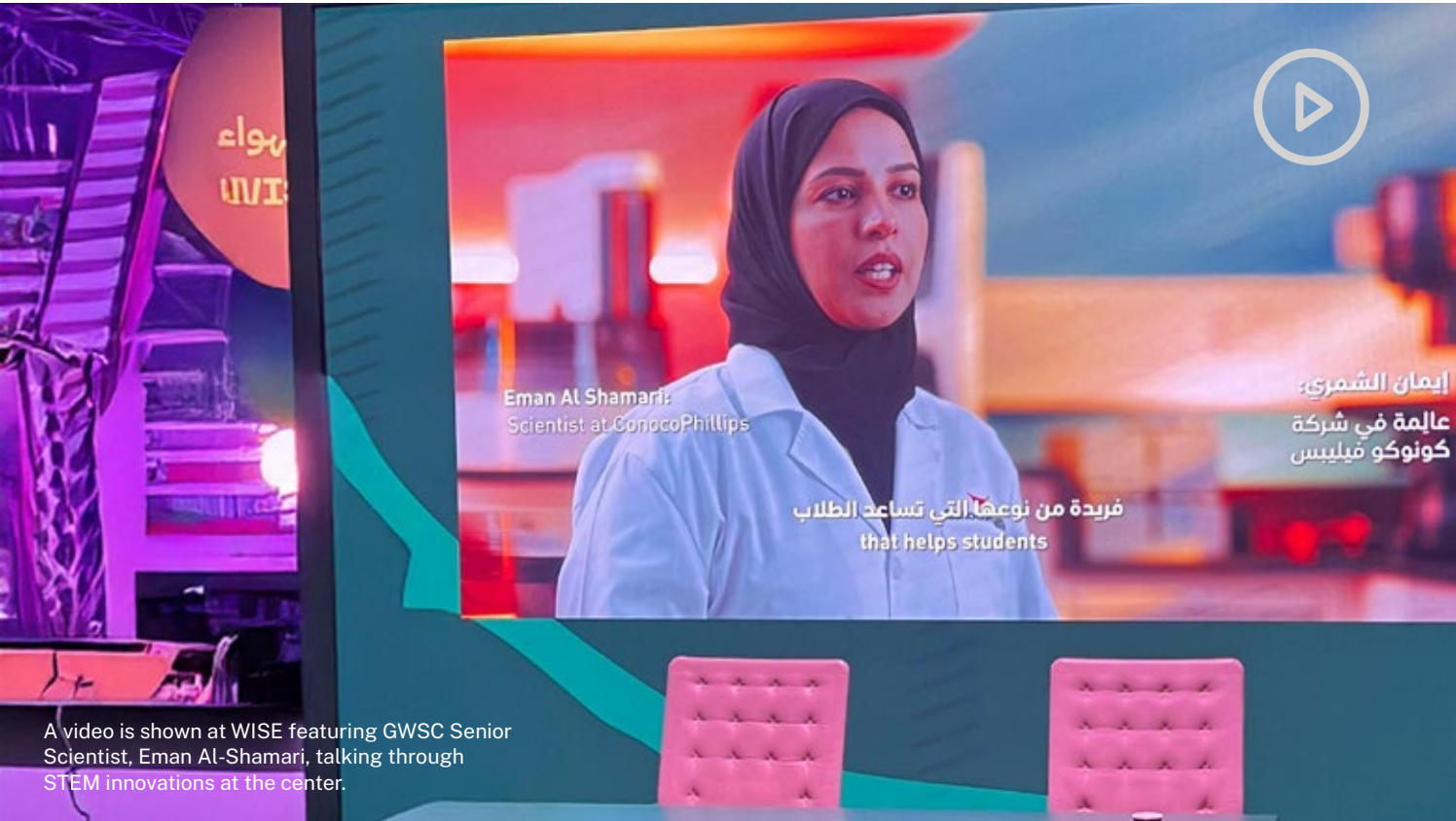
The joint WISE and CPQ social campaign strengthened narrative alignment between education innovation, community investment and long-term CSR commitments, reinforcing CPQ’s positioning as a sustained partner in human capital development.

CSR LENS

WISE 12 reflects CPQ’s contribution to systems-level education advancement by enabling dialogue, accelerating innovation and increasing global visibility for Qatar’s education ecosystem.

Tangible reputational value

Measured media and advertising value exceeding QAR 1.2 million demonstrates that strategic CSR engagement can simultaneously generate social impact and brand equity.



Empowering communities through culture and volunteerism

QM’s volunteer program

QM, through its Community Service Section, has joined forces with CPQ to expand its nationwide One Team Volunteers initiative, a growing program designed to empower the people of Qatar to build skills, give back to their communities, and discover new opportunities through volunteerism.

Through this program, CPQ supports structured volunteer pathways that integrate cultural engagement, service learning and leadership development. It enables participants to contribute to community initiatives while gaining transferable skills, civic awareness and global exposure through international exchange.

By embedding volunteerism within culture, heritage, education and public engagement, the program supports the long-term development of young people and older generations alike, fostering sustained community development rather than one-off participation. This approach ensures volunteers are equipped not only to serve, but to lead, reflect and advocate within their communities.



A QM volunteer participates in a restoration project under the Years of Culture program.

IMPACT FOCUS



Developing culturally aware individuals through hands-on engagement with art, heritage and public programs



Strengthening civic participation and a sense of responsibility among community members



Supporting national development priorities aligned with Qatar National Vision 2030



Volunteer age range: 12–70 years

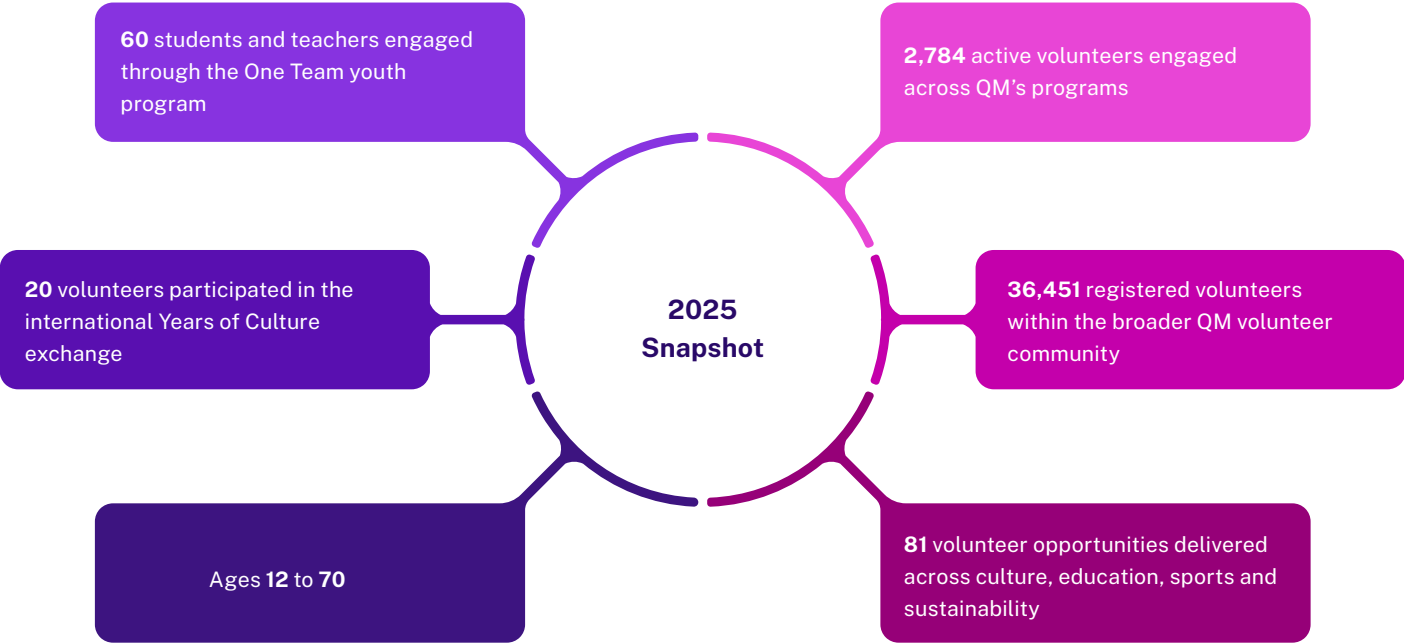
Understanding QM’s volunteer ecosystem

The volunteer ecosystem offers multiple pathways tailored to different stages of engagement, including community development activities across museums and public programs; youth service-learning integrated within schools and universities; and international volunteer exchanges delivered through the Years of Culture initiative.

Together, these pathways create a scalable model that supports continuous participation, personal development and lasting social impact.



2025 snapshot:



Expanding perspectives through international exchange

International volunteer exchanges provide a powerful extension of local service-learning. In September 2025, volunteers from Qatar joined peers from Argentina and Chile as part of the Years of Culture program, participating in collaborative art, music, photography and culinary activities designed to foster cross-cultural dialogue and community connection.

These experiences strengthened global awareness while reinforcing volunteers’ sense of national identity and responsibility upon their return to Qatar. International engagement complements local volunteering by enabling participants to apply their skills in new contexts and bring broader perspectives back to their communities.

Since 2024, more than **2,000 volunteers** have **participated annually** in QM-supported programs across Qatar, spanning education, culture, sports and sustainability. Supported by CPQ, these initiatives align closely with Qatar National Vision 2030, contributing to youth and community development, civic participation and long-term community resilience of local volunteering, while enabling participants to apply their skills in new contexts and bring global perspectives back to their communities.



Volunteers engage in a garden restoration project.

Community Service programs and initiatives supported by CPQ

International volunteer trips

Volunteer trips: *Ongoing*

- Supports Qatar National Vision 2030 through international service-learning opportunities.
- Promotes Qatar Museums globally in collaboration with Years of Culture.
- Focuses on cultural exchange, Art, Archaeology & Restoration, Sports, and Public Art.
- Includes museum visits, study tours, exhibitions, and biennials organized by Community Service.

Darb Al Matahef: “The Footpath of Our Ancestors”

Program: *Ongoing*

- Connects heritage and art sites across Qatar to raise awareness of the country’s history and development.
- Delivered in collaboration with Archaeological, Restoration, Cultural Heritage, and Public Art Departments.
- Offers hands-on educational experiences while promoting preservation and appreciation of heritage sites.
- Yearly Large-Scale Volunteer Events

Annual community Initiative

- Volunteer-led public events focused on arts, culture and heritage, sports, and environment.
- Includes family activities, performances, workshops, and museum engagement programs.
- Showcases QM initiatives while strengthening community participation.

Youth Program: “One Team”

Schools & Universities Program

- Integrates service-learning projects within schools and universities across Qatar.
- Encourages leadership, civic engagement, and student participation in community initiatives.
- Supports completion of the mandatory 25 service-learning hours.
- Strengthens partnerships between QM and educational institutions.

UNIV 220 Community Service Studies with QU

Educational volunteer module

- Developed with QU and delivered at the Sports Museum.
- Includes volunteer hours, seminars, site visits, training sessions, and certificates.
- Encourages youth participation and community engagement through practical learning.

Youth Catalysts Program

Training and workshops

- Provides online, onsite, and venue-based training for QM staff and volunteers.
- Focuses on youth leadership, community empowerment, active thinking, and responsible citizenship.
- Encourages positive social engagement and community-driven initiatives.

International volunteer day celebration and award ceremony

Annual event (December 5)

- Celebrates volunteer achievements through awards, keynote speeches, and entertainment.
- Recognizes outstanding volunteers with special acknowledgments presented by VIP guests.

Volunteer lounge

Learning and engagement space

- Dedicated space for learning sessions and discussions with QM staff.
- Offers volunteers opportunities to expand their knowledge of museums and cultural initiatives.



IMPACT FOCUS

Volunteer engagement by focus area in 2025

Volunteer participation spanned a broad range of community priorities, reflecting the diversity and reach of the program:

The journey

Category	Number of events	Total volunteers
Arts and culture	42	441
Education and youth	33	1,675
Sports and wellness	10	1,624
Community and heritage	9	100

Across these activities, volunteers contributed their time, skills and energy to initiatives that strengthen cultural preservation, promote healthy lifestyles, support learning and reinforce social cohesion.



ARTS AND CULTURE

Fostering creativity and cross-cultural dialogue

Program spotlight:

- **Qatar Olympic Cycling Track & Years of Culture (October 2025):** 56 volunteers supported international artists from Argentina and Chile, facilitating cross-cultural exchange and community dialogue.
- **Malba Exhibition at National Museum of Qatar (May to July 2025):** Acting as cultural guides, 14 volunteers spent weeks assisting visitors through this high-profile Latin and Spanish art exhibition.
- **VIP Lounge at 3-2-1 Qatar Olympic and Sports Museum Doha (QOSM) (May 2025):** A dedicated team of 60 volunteers ensured a world-class hospitality and cultural experience for international and local dignitaries.

EDUCATION AND YOUTH

Empowering the next generation of leaders

Program spotlight:

- **3-2-1 QOSM – Activation Zone (Ongoing):** Our continuous program saw 1,544 youth and adult volunteers facilitating daily educational and physical activities for children year-round.
- **Youth Festival 2025 at Expo House (November 2025):** 67 volunteers drove the success of this major festival, leading workshops and managing large-scale youth engagement activities.
- **Eid Al Fitr at DADU (March to April 2025):** 36 volunteers brought holiday joy to families by organizing educational play, crafts, and community celebrations.

SPORTS AND WELLNESS

Promoting active and healthy communities

Program spotlight:

- **Walk for Education (January 2025):** 82 volunteers managed logistics, crowd support, and participant motivation for this massive community walk.
- **Qatar National Sport Day (February 2025):** 29 volunteers deployed across three major venues (Aspire Park, DADU Gardens, and Qatar Youth Hostels) to lead fitness challenges and family sports activities.
- **Ramadan Football Event at MIA Park (March 2025):** 10 volunteers facilitated a multi-day community sports tournament, fostering teamwork and health during the holy month.

COMMUNITY AND HERITAGE

Preserving the past, protecting the future

Program spotlight:

- **Al Zubarah Archaeological Site Clean-Up (April 2025 and November 2025):** 12 volunteers dedicated their weekends to preserving a UNESCO World Heritage site, combining environmental action with historical preservation.
- **Garangao Night at DADU (March 2025):** 19 volunteers helped preserve Qatari heritage by organizing traditional games, songs, and celebrations for local children.
- **Turtle Hatching Program at Fuwayrit Beach (July 2025):** 5 volunteers assisted in vital ecological conservation efforts, protecting local marine life and promoting environmental awareness.

Ryan Lance, chairman and CEO, ConocoPhillips, with the One Team Volunteers.



Community development through volunteerism

Volunteerism plays a vital role in building resilient, inclusive communities and empowering future leaders. Supported by CPQ, QM Community Development’s One Team Volunteers program connects youth and adults with service-learning experiences rooted in culture, creativity, and social responsibility. In this interview, **Hazem Idriss, head of community services section, QM**, reflects on the strategic vision behind the program, its alignment with Qatar National Vision 2030, and how local and international volunteer initiatives are shaping globally minded, civically engaged citizens.



How does the QM Community Development mandate translate into real-world impact?

The Community Development mandate is designed to turn volunteerism into a structured, impactful journey. At QM, we connect communities with service-learning opportunities that extend culture beyond museum walls. This approach allows volunteers to actively contribute to society while developing leadership, cultural awareness, and a strong sense of citizenship, all essential components of sustainable community development.

What distinguishes the QM volunteer program from traditional volunteering models?

Our program goes beyond task-based volunteering. We focus on capacity-building, reflection, and long-term engagement. Volunteers are trained, supported, and empowered to become ambassadors for culture, heritage, and social responsibility. This creates a cycle where volunteers not only serve but also grow and eventually lead initiatives within their communities.

How does the One Team Volunteers program support youth development in Qatar?

The One Team Volunteers program integrates service learning into schools and universities, allowing students to fulfill required community service hours while gaining practical leadership experience. It strengthens civic engagement among youth, increases Qatari participation in cultural initiatives, and builds a pipeline of future leaders aligned with Qatar National Vision 2030.



International volunteer trips are a key highlight of the program. What impact do they create?

International volunteer trips, including the recent Years of Culture exchanges with Argentina and Chile, offer volunteers a unique platform for cross-cultural learning. Through art, music, and community workshops, volunteers experience how creativity can bridge cultures. These trips build global awareness while reinforcing a strong sense of national identity and responsibility when volunteers return to Qatar.

How does CPQ’s support strengthen the QM volunteer ecosystem?

CPQ’s support enables us to scale our programs and reach wider audiences. Their investment in youth, culture, and community development helps ensure that volunteers have access to high-quality training, meaningful service opportunities, and international exposure. This partnership directly contributes to building a civically active culture of learning and innovation.



Community in action – A volunteer’s experience

At the heart of every community initiative are the individuals who bring it to life through their time, energy, and commitment. The QM One Team Volunteers program provides young people and adults alike with opportunities to serve their communities, develop new skills, and engage in cultural exchange both locally and internationally. In this interview, **Fatima Al-Kuwari, deputy director of operations at teen hub, QM**, shares her perspective on volunteerism, community engagement and the role of cultural institutions in fostering active citizenship.



Volunteers take part in arts and crafts workshops.

What motivated you to participate in the QM One Team Volunteers program?

Volunteerism has always been an important way to connect with communities and create meaningful impact. The One Team Volunteers program stood out because it combines community service with culture, education and public engagement, creating opportunities for participants to contribute while learning from diverse experiences.

How does volunteerism complement your role at Qatar Museums?

My role at Teen Hub focuses on creating opportunities for learning, engagement and personal growth. Volunteerism complements this by providing a practical platform for people to apply their skills, connect with others and contribute to initiatives that benefit the wider community. It reinforces the idea that everyone has a role to play in shaping positive social outcomes.

What was the most memorable part of your volunteering experience?

Participating in creative workshops and working alongside volunteers from different backgrounds stood out the most. It showed me how collaboration and creativity can bring people together and make a positive impact.



How do you think volunteer programs contribute to community development?

Volunteer programs help build stronger, more connected communities by encouraging civic participation, social responsibility and collaboration. They create opportunities for individuals to contribute their time and expertise while developing a deeper understanding of community needs and cultural diversity.

What would you say to others considering volunteering?

I would encourage anyone, regardless of age or background, to get involved. Volunteering builds confidence, creates connections, and gives you the opportunity to make a meaningful difference in your community.



Championing early education with Dadu

As a Founding Family member of Dadu, Children’s Museum of Qatar, CPQ continued supporting Dadu’s mission to inspire learning through play, creativity, and cultural heritage. Through this partnership, CPQ contributes to initiatives that support child development and expand access to enriching educational experiences for young people across Qatar.

This year, Dadu continued its work under the theme “Rooted Locally, Growing Globally”. Its programs are deeply connected to Qatar’s culture and heritage while contributing to the global conversation on childhood development. Through initiatives like Dadu Gardens; cultural celebrations for National Day and Garangao; and collaborations with local artists, Dadu provides authentic, fun and engaging experiences for children and their families.



Photo Source: <https://qm.org.qa/en/stories/all-stories/dadu-gardens/>

IMPACT IN 2025

This year, Dadu’s programs reached thousands across Qatar.

	87 schools, 2,782 students and 440 teachers engaged
	5,711 children and 4,470 adults participated in family programs
	57 workshops delivered
	Nearly 36,000 hours of engagement provided
	Over 14,000 international visitors reached through global exhibitions

CSR LENS

This partnership supports the human development pillar of Qatar National Vision 2030 by investing in the next generation. By making learning accessible, inclusive, and fun, Dadu and CPQ are working together to cultivate the curious, creative, and confident individuals who will shape Qatar’s future.

QU: Innovation in three minutes

3MT: Innovation in three minutes

The 3MT competition returned to QU, challenging graduate students to distill complex research into a clear, engaging three-minute presentation.

Representing CPQ, Eman Al-Shamari, senior scientist, GWSC, served as a judge, while Eric Thomas, manager, Qatar human resources and shared services, delivered a keynote speech highlighting CPQ’s partnership with QU and offering words of encouragement to the contenders.

By supporting the 3MT, CPQ highlights the importance of concise communication and the transformative power of ideas. The event shines a spotlight on tomorrow’s innovators and the role of industry in supporting academic excellence in Qatar.

Support for QU’s 3MT competition reinforces CPQ’s role in advancing academic excellence and research communication. By engaging industry professionals as judges and speakers, the initiative bridges academic research and real-world application.



Qatar Human Resources and Shared Services Manager, Eric Thomas, gives a speech ahead of the 3MT presentations.



GWSC Senior Scientist, Eman Al-Shamari, hands awards to 3MT students.



The 3MT presentations get underway at QU campus.

ASD and USAGSO

CPQ’s support for ASD and USAGSO reflects a broader commitment to youth empowerment, leadership development and inclusive participation. Through STEM exposure, sustainability learning and leadership-focused activities, these programs support confidence-building and skill development among young people.

ASD Science National Honor Society: Inspiring future scientists

ASD students were recognized for their academic excellence and commitment to science during the ASD Science National Honor Society induction ceremony. The event celebrated students who demonstrated strong academic performance, leadership and a passion for scientific inquiry.

CPQ was proud to support this initiative, reinforcing its commitment to youth development, STEM education and academic achievement. By encouraging students to pursue scientific learning and innovation, CPQ continues to invest in the next generation of scientific leaders and problem-solvers who will contribute to Qatar’s knowledge-based economy.

ASD students explore water sustainability at the GWSC

Inspiring the next generation of environmental stewards, students from ASD visited GWSC to learn about water sustainability and conservation.

During the visit, students explored interactive exhibits at the Water Visitor Center, gaining insights into water treatment technologies, desalination processes and sustainable water management practices. The experience highlighted the importance of responsible water use and showcased how innovation and research play a vital role in addressing global water challenges.

The visit reflects CPQ’s ongoing pledge to educational outreach, STEM engagement and fostering environmental awareness among youth in Qatar.

CPQ continues to support USAGSO activities that empower and inspire

Throughout 2025, CPQ supported a range of activities organized by USAGSO in Qatar. These events offered meaningful opportunities for girls to build confidence, develop leadership skills and strengthen their sense of community.

During the Girl Scouts spring season, participants engaged in hands-on experiences that promoted personal growth, teamwork and creative problem-solving. Highlights included a bake sale at the ASD Friendship Festival, a Ramadan Iftar that coincided with International Women’s Day, the Pinewood Derby, a 1950s-themed bowling night, troop-led badge work, sustainability projects and a Girl Scouts Expo celebrating achievements and leadership development.

These initiatives reflect USAGSO’s dedication to youth development and CPQ’s ongoing support for programs that promote education and community engagement. Find out more about our activities with ASD below on page 50.



ASD students at the GWSC.

More about our full range of supported activities with ASD

HIGHLIGHTS

27

Student-focused activities and program initiatives delivered

4

Core program pillars supported across infrastructure, STEM and youth leadership

3

Gold Award milestones achieved and in progress

Gold Award milestones achieved and in progress

CPQ’s partnership with ASD reflects a sustained and multi-dimensional approach to education engagement. During the 2024–2025 academic year, CPQ’s support strengthened institutional capability across infrastructure, academic enrichment, applied STEM programming and youth leadership development. Rather than focusing on isolated events, the partnership reinforces learning environments, structured mentorship and experiential education that contribute to long-term student growth.

Strengthening shared student environments

Support during the year included the replacement of scoreboards in the Middle School and High School gym and football pitch. These upgrades enhance student participation across athletics, assemblies and school-wide programming, reinforcing teamwork, inclusion and community engagement.

Infrastructure impact overview

- Enhanced shared facilities serving Middle and High School students.
- Improved experience across athletics, assemblies and competitive events.
- Reinforced participation and sportsmanship within the school community.

Reinforcing scientific excellence and applied STEM capability

CPQ continued its support of ASD’s Science National Honor Society, a platform that recognizes high-performing students in STEM disciplines while fostering inquiry, peer leadership and awareness of sustainability and climate change.

In parallel, CPQ supported the development of advanced software and manufacturing capability in electronic circuit fabrication and robotics, delivered in collaboration with Hamad Bin Khalifa University (HBKU). This initiative strengthens ASD’s applied STEM pathways and technical learning infrastructure.

Students enrolled in Electronics and Robotics, Product Design and IB Diploma technical pathways gain practical competencies aligned with university study and workforce expectations.

STEM capability overview

- Science National Honor Society recognition platform.
- Focus on sustainability and climate change awareness.
- Advanced circuit fabrication and robotics capability.
- University collaboration with HBKU.
- Applied learning aligned with Electronics, Product Design and IB pathways.



Visiting ASD students stand together outside the GWSC located at QSTP.

Advancing youth leadership through USAGSO

CPQ’s continued partnership with USAGSO at ASD supported a structured year of leadership development, service learning and experiential education. Biweekly troop meetings provided consistent opportunities for badge work, skills development and peer connection. Intentional pairing of older and younger scouts strengthened mentorship and leadership progression.

Community engagement and civic participation remained central. Scouts volunteered at local shelters, participated in a community color run and demonstrated entrepreneurial initiative through the Friendship Festival bake sale.

Outdoor leadership development included hiking, climbing, kayaking and the Um Bab Beach campout. At the Al Khor mangroves Day Camp, scouts developed competencies in archery, paddling and first aid, reinforcing resilience, environmental awareness and teamwork.

Hands-on STEM engagement was integrated through participation in the Pinewood Derby engineering challenge, combining design thinking with collaborative problem solving.

The year also featured cultural and milestone events including the Investiture ceremony, the debut Cultural Fashion Show, the “Night at the Museum” sleepover, a dedicated Ramadan Iftar gathering and a Women’s Day celebration. Volunteer leader training and appreciation initiatives supported program sustainability and quality mentorship.

At the highest level of achievement, one Ambassador Girl Scout earned the prestigious Gold Award for a project supporting disadvantaged youth in Colombia, and two additional Ambassadors are currently pursuing their Gold Award initiatives.

Youth leadership impact overview

- Biweekly structured troop programming
- Cross-age mentorship model
- Community service participation including shelter volunteering
- Outdoor leadership activities including beach campout and mangroves Day Camp
- STEM integration through Pinewood Derby challenge
- Cultural engagement events including Iftar and Women’s Day
- One Gold Award earned and two in progress

Institutional impact overview

Across the 2024–2025 academic year, CPQ’s engagement with ASD contributed to:

- Enhanced learning environments that strengthen participation and school engagement
- Increased student collaboration and sustainability awareness
- Applied robotics and circuit fabrication capability aligned with higher education pathways
- Structured leadership development and mentorship for young women
- Community service, cultural engagement and experiential outdoor learning

Collectively, these initiatives reinforce institutional capability while supporting well-rounded student development across academic, technical and civic dimensions.



USAGSO take part in outdoor program activities promoting interactive learning.

Promoting health, safety and well-being

Health and well-being are central to CPQ’s responsibility to the communities in which it operates. By supporting preventive healthcare, safety awareness and healthy lifestyle initiatives, CPQ helps reduce risk, build resilience and promote informed decision-making. Partnerships in this area prioritize accessibility, education and long-term behavior change rather than short-term intervention, ensuring sustainable impact at the community level.



Walk-in patients undertake health checkups at the Kulluna mobile booths.

How CPQ delivers CSR impact in health and wellness

CPQ’s health and wellness initiatives are designed to meet people where they are, at public venues, workplaces and educational institutions, while reinforcing prevention as the foundation of long-term community health. Through structured, ongoing activations and trusted partnerships, CPQ supports scalable outreach that strengthens awareness, encourages early action and complements national public health priorities.

IMPACT HIGHLIGHTS

21,600+

People reached through Kulluna Healthy Heart activations across Qatar in 2025

13

Community health activations delivered across malls, workplaces and national events

3

Engagement formats used: Public venues, workplace outreach and university talks

1

Long-term partnership model focused on prevention and education rather than treatment

Public outreach: Health and wellness

CPQ supports community health initiatives that promote prevention, informed decision-making and healthy lifestyles. Through its flagship *Kulluna* campaign with HMC, CPQ helps extend health education beyond clinical settings and into public spaces, university campuses and national moments that bring communities together.

Kulluna’s Healthy Heart campaign

Kulluna, meaning “all of us” in Arabic, is a community health and safety awareness program delivered by HMC with the support of CPQ. The initiative focuses on promoting preventive health, safety awareness and community wellbeing through education, outreach and public engagement.

As part of this initiative, the *Kulluna* Healthy Heart campaign delivered a series of activations across workplaces, public events and high-traffic locations in Qatar throughout 2025. These engagements provided members of the public with opportunities to monitor vital signs, learn about cardiovascular health and receive guidance on making proactive health choices.

Key activations included outreach at Qatar Airways offices, Qatar National Sport Day and Visit Qatar, as

well as workplace engagement within CPQ. *Kulluna*’s mobile booth returned again this year to City Center Mall, Villaggio Mall, Doha Festival City Mall and Place Vendôme Mall, providing interactive opportunities for the public to learn more about cardiovascular care and preventive health.

Across 2025, Healthy Heart activations reached 21,673 people, demonstrating the value of repeated, high-visibility engagement in reinforcing preventive health behaviors and cardiovascular awareness.

Through *Kulluna*, CPQ contributes to inclusive, community-wide engagement on preventive health while supporting Qatar National Vision 2030 and fostering a culture of health, safety and well-being.



Participant reach across locations and events in 2025 included:

No	Event name	Date	Duration	Total number tested
1	Qatar Airways Safety Week	Jan. 12, 2025, to Jan. 14, 2025	3 days	412 persons
2	Place Vendôme Mall	Feb. 1, 2025, to Feb. 8, 2025	8 days	2,263 persons
3	Qatar National Sport Day- Katara	Feb. 11, 2025	1 day	772 persons
4	ConocoPhillips	April 21, 2025, to April 22, 2025	2 days	40 persons
5	City Center Mall	April 26, 2025, to May 3, 2025	8 days	2,746 persons
6	Place Vendôme Mall	May 28, 2025, to June 5, 2025	9 days	2,432 persons
7	Visit Qatar / Qatar Tourism	June 16, 2025	1 day	130 persons
8	Villaggio Mall	July 11, 2025, to July 19, 2025	9 days	3,710 persons
9	KAHRAMAA	Sep. 17, 2025, to Sep. 18, 2025	2 days	365 persons
10	Doha Festival City Mall	Sep. 22, 2025, to Sep. 30, 2025	9 days	3,176 persons
11	Community College	Sep. 24 2025, to Sep. 25, 2025	2 days	125 persons
12	Tawar Mall	Nov. 6, 2025, to Nov. 15, 2025	10 days	1,713 persons
13	Villaggio Mall	Dec. 10, 2025, to Dec. 20, 2025	11 days	3789 persons
				Total 21,673 persons

Together, these touchpoints illustrate how CPQ-supported initiatives extend health awareness across both public and professional environments.

Participating in National Sport Day with *Kulluna* interactive activities

Held at Katara Cultural Village, the annual National Sport Day activation featured an interactive booth where visitors participated in activities designed to promote healthy living, cardiovascular awareness and wellness education.

Supported by CPQ, the booth provided attendees with information on heart health and the importance of physical activity as part of a balanced lifestyle. With **772 participants** engaged, the activation reinforced the shared commitment of CPQ and HMC to advancing public health outreach during nationally significant moments that encourage collective participation.



Ghalai: Strengthening child passenger safety

Building on its commitment to community safety, CPQ also supports *Ghalai*, a child passenger safety initiative delivered in collaboration with HMC and the Ministry of Public Health (MoPH), the Ministry of Interior, the Ministry of Education and Higher Education, Primary Health Care Corporation, Sidra Medicine and QU. *Ghalai*, meaning “my precious” in Arabic, focuses on raising awareness around correct child car seat use and protecting young lives through education and hands-on guidance.

In 2025, **197 child passenger safety checklist interactions** were recorded across multiple touchpoints. These engagements provided parents and caregivers with practical instruction and reinforced best practices for child safety in vehicles.

By focusing on prevention and behavioral awareness, *Ghalai* complements CPQ’s broader health and safety strategy, addressing risk at the household level and supporting safer communities through informed decision-making.



NUMBERS BY MONTH

Child passenger safety checklist interactions	
January	24
February	13
March	9
April	18
May	19
June	19
July	17
August	20
September	13
October	20
November	11
December	14
Total 197	



An interview with HMC: Advancing community health through partnership and prevention

As part of its commitment to promoting health, safety, and well-being in the community, CPQ supports public health initiatives delivered in collaboration with HMC. Through campaigns such as *Kulluna*, these efforts extend health education beyond clinical settings and into everyday community spaces. In this interview, **Dr Khalid Abdulnoor Saifeldeen, director, HITC**, shares how strategic partnerships and community engagement initiatives are strengthening health awareness, encouraging preventive care, and supporting HMC’s broader well-being strategy.



How has CPQ supported public health initiatives in 2025?

In 2025, CPQ continued to play a meaningful role in advancing public health through its sponsorship of the *Kulluna* awareness campaigns, delivered in collaboration with HMC. This support enabled HMC to extend its outreach beyond clinical settings and into the community, focusing on prevention, early awareness, and healthy lifestyle choices. Through educational activations, university engagements, and national awareness days, the partnership helped amplify key health messages to diverse audiences across Qatar.

What role did *Kulluna* campaigns play in promoting community wellness?

The *Kulluna* campaigns served as an accessible platform to engage the public in conversations around physical activity, mental well-being, and preventive healthcare. By meeting people where they are, at public events, campuses, and national initiatives, the campaigns translated medical guidance into practical, everyday actions. This approach helped normalize conversations around well-being and reinforced the idea that health is a shared community responsibility.

How has engagement on National Sport Day contributed to health awareness?

Participation in National Sport Day allowed HMC to engage directly with families and youth populations through interactive activities that promoted movement, healthy lifestyles, and preventive health awareness in an inclusive community environment.



Can you share examples of measurable impacts from these health and wellness programs?

The campaigns recorded strong public engagement across multiple touchpoints, including high participation levels during National Sport Day activities and consistent attendance at different activations across the country. Feedback collected from participants indicated increased awareness of preventive health practices and lifestyle-related risk factors. These insights help HMC refine future outreach and ensure messaging remains relevant, evidence-based, and impactful.

How do these activities align with HMC’s broader well-being strategy?

These initiatives directly support HMC’s broader strategy of shifting healthcare from treatment to prevention. By prioritizing education, community engagement, and early intervention, the *Kulluna* campaigns complement HMC’s mission to improve population health outcomes. CPQ’s support has enabled this work to reach wider audiences, reinforcing a holistic approach to health that aligns with Qatar National Vision 2030’s human development pillar.

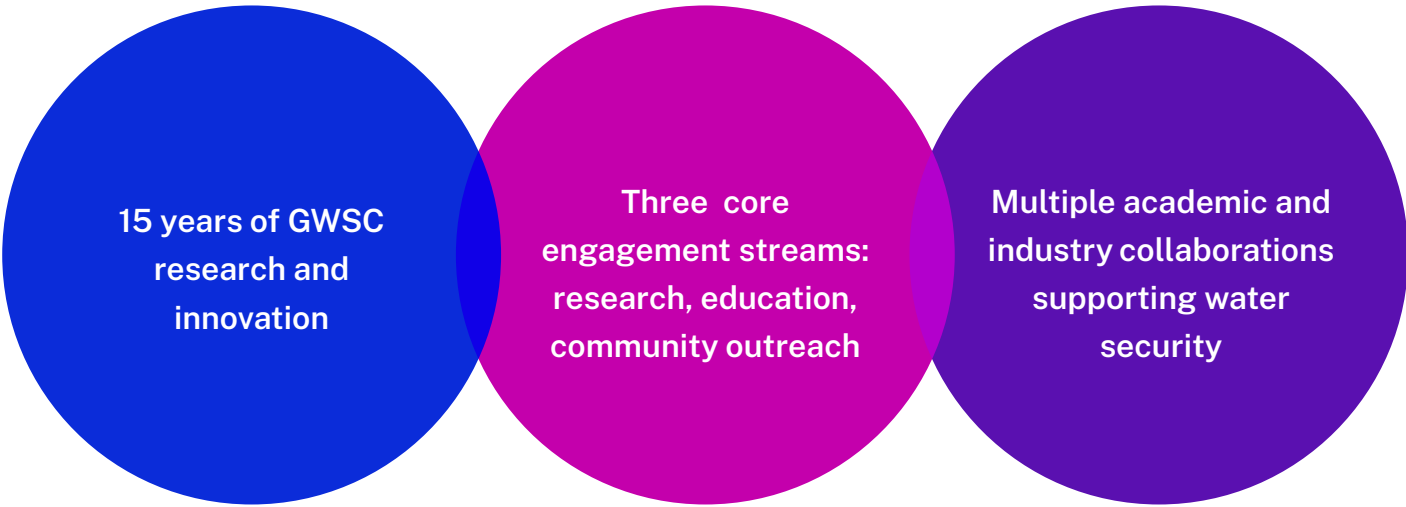


Driving sustainability and environmental responsibility

Environmental stewardship underpins CPQ’s approach to responsible operations and community engagement in Qatar. Through research, innovation and knowledge sharing, CPQ supports water security, environmental awareness and local capability-building. GWSC anchors this work, translating technical expertise into tangible sustainability outcomes.



How CPQ delivers CSR impact in sustainability



CPQ’s CSR efforts in sustainability focus on environmental stewardship and water security through research, capability-building and community engagement. Through the GWSC, we advance innovations in water treatment, reuse and management, supporting Qatar’s long-term sustainability objectives.

Community and educational outreach through the GWSC

Sustainability becomes tangible when people can see the systems, science and choices behind it. As a **Senior Scientist at GWSC**, **Eman Al-Shamari** helps translate water research into learning experiences for students, partners and the public. In this interview, she shares why engagement matters, and how research and outreach work together to support long-term water security.



As you are heading tours at the center, can you share highlights from GWSC visits, seminars and student engagement activities?

In 2025, we hosted a wide range of visits from students, environmental teams and research partners. These engagements helped demonstrate how water innovation supports sustainability outcomes and why stewardship matters for Qatar’s future.



What is the most enjoyable part for you?

Seeing curiosity in action, especially when students connect what they learn in class to real systems, technologies and research that are being applied today.

How has CPQ supported environmental stewardship and water sustainability this year?

CPQ supported research collaboration, knowledge sharing and public engagement through GWSC initiatives, including a QF research grant collaboration with HBKU and QatarEnergy LNG.

How has community outreach, such as Tarsheed Carnival participation, influenced public awareness?

Community events create a low-barrier way to talk about water efficiency, conservation behaviors and the practical changes people can make in everyday life.



Looking ahead, what sustainability initiatives or collaborations are planned for 2026?

We will continue expanding partnerships and sharing lessons learned through technical forums and community engagement, building on the research and outreach momentum established in 2025.







A GWSC legacy

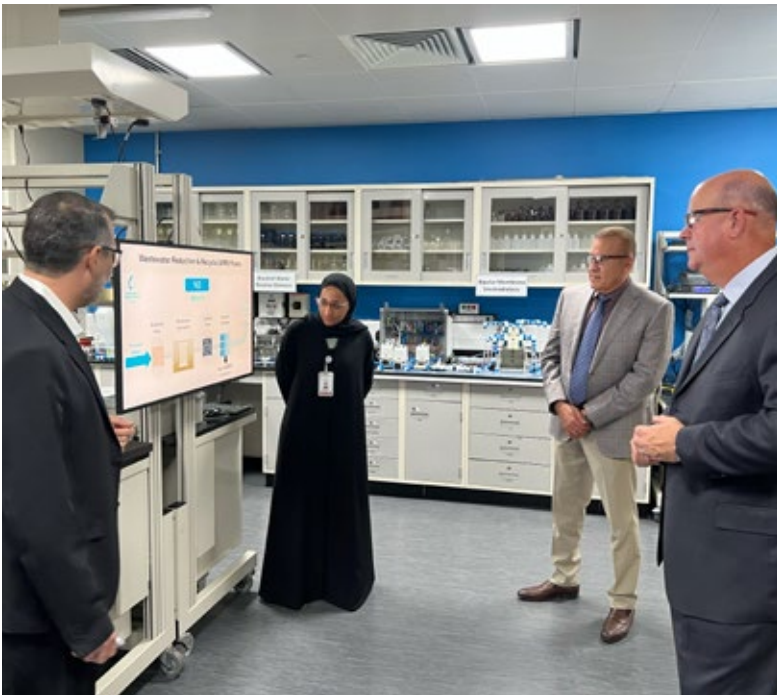
Over the past 15 years, GWSC has established itself as a cornerstone of CPQ’s environmental stewardship, positioning Qatar as a hub for advanced water research and innovation. Since its inception in 2010, the center has contributed to solving complex water challenges across the energy sector, developing and advancing technologies in water treatment, reuse and management that support both local sustainability priorities and global industry needs. Through its work, GWSC has translated research into practical solutions that enhance operational efficiency, reduce environmental impact and strengthen long-term water security.

Beyond its technical contributions, GWSC has played a critical role in exporting locally developed expertise to the global stage, reinforcing Qatar’s position within international sustainability dialogue. Through global forums, cross-border collaborations and knowledge-sharing platforms, the center continues to contribute insights and innovations that address shared water challenges across regions. This dual impact—solving local priorities while informing global practices—has enabled GWSC to evolve into a recognized center of excellence, supporting both Qatar National Vision 2030 and broader industry progress in sustainable water management.

Environmental innovation and water security

Staff celebrate 15 years of the GWSC

Employees gathered to commemorate GWSC’s journey since 2010, reflecting on growth and impact. The celebration reaffirmed GWSC’s continued role in advancing Qatar’s sustainability goals through innovative technologies that deliver value locally and globally.





GWSC’s Euronews interview marks the center’s 15th anniversary

To mark its 15-year anniversary, GWSC was featured in an [exclusive interview with Euronews](#) highlighting the center’s impact on water research, sustainability, investment in local talent and innovation in Qatar and beyond.

Since 2010, GWSC has served as a regional hub for advancing water stewardship and supporting Qatar’s long-term sustainability goals. The interview explored GWSC’s contributions to research, capacity building and global knowledge sharing on water reuse and treatment technologies.



Shaping the future: QatarEnergy LNG Environmental Team meets at the GWSC

As part of CPQ’s commitment to environmental stewardship and water security, the GWSC continued to convene technical collaboration with QatarEnergy LNG’s Environmental Affairs and Regulatory team to review progress on priority water research and align forward-looking workstreams.

The engagement reinforced a shared focus on improving wastewater reduction and reuse performance, strengthening design evaluation for future projects, and advancing produced-water treatment assessments. GWSC also shared progress on key research efforts, including work evaluating advanced biological treatment systems alongside academic partners, as well as technical advisory support that helps translate research insights into operational decision-making.

By bringing technical teams together around measurable water outcomes, these engagements support long-term environmental responsibility through improved treatment performance, expanded reuse opportunities and more informed planning for the years ahead.

Driving innovation: A GWSC, HBKU and QatarEnergy LNG collaboration

In 2025, the GWSC, in partnership with HBKU and QatarEnergy LNG, secured a QF research grant to advance biological wastewater treatment solutions. The collaboration aims to develop technology that enhances wastewater management efficiency and reduces industrial water waste.

GWSC committed financial support for HBKU graduate students and is providing in-kind contributions to promote academic and research growth.



Ryan Lance, chairman and CEO, ConocoPhillips, celebrates the center's 15-year anniversary with the GWSC team in Doha.



Engaging the community at the *Tarsheed* Carnival

Community engagement remains a key part of CPQ’s environmental responsibility approach, supporting awareness, participation and practical action that helps strengthen conservation culture.

During the *Tarsheed* Carnival, a sustainability awareness initiative led by KAHRAMAA, Qatar General Electricity and Water Corporation, CPQ supported and participated in family-focused activities designed to promote responsible energy and water use across the community. GWSC team members, including GWSC Manager, Dr. Samer Adham, and colleagues from the center, engaged directly with children and families through interactive conversations and educational activities that made conservation concepts accessible, relevant and motivating.

CPQ’s involvement also reflects long-term collaboration with *Tarsheed* to advance conservation awareness and showcase innovation in water preservation and sustainable energy practices through public-facing engagement.



QU seminar: Supporting water innovation through academic engagement

Academic collaboration remains central to CPQ’s sustainability work, ensuring research and technical expertise contribute to local capability-building and knowledge exchange.

Through a graduate seminar hosted by QU, GWSC shared applied insights on membrane technology and its role in water management within the energy sector. The session explored produced-water treatment challenges and practical opportunities for improved efficiency and sustainability performance.

The engagement also created space for two-way learning, as graduate students presented research topics spanning membrane filtration, produced-water systems and broader energy applications, supported by discussion and feedback from industry experts.

By supporting technical learning and dialogue in academic settings, CPQ helps strengthen the pipeline of future engineers and researchers contributing to Qatar’s long-term water security goals.



QU students explore water innovation

CPQ continued to support student learning by welcoming university cohorts to GWSC for sustainability-focused engagement that connects academic study to applied research and real-world water challenges.

Through guided exploration of the Water Visitor Center and discussions with GWSC experts, students gained practical insight into conservation principles, treatment technologies and the role of innovation in building resilient water systems.

These engagements reinforce CPQ’s role in expanding access to sustainability learning and strengthening local capability through experiential education.



QF team tour at GWSC: Strengthening partnerships through knowledge sharing

Partnership-building across Qatar’s research and innovation ecosystem supports CPQ’s CSR goals by enabling collaboration, accelerating learning and strengthening shared sustainability outcomes.

GWSC welcomed a delegation of QF partners, including representatives from Qatar Environment and Energy Research Institute (QEERI), Earthna, HBKU and the QF Partnership team, for a tour of the center and a technical discussion. The engagement highlighted GWSC’s role as a hub for research, knowledge sharing and applied innovation in water treatment and sustainability.

Participants explored laboratories, discussed areas of mutual interest and considered opportunities for collaboration aligned with Qatar’s long-term sustainability priorities.

Dr. Adham shares expertise across Qatar’s research and business community

CPQ’s sustainability work is strengthened when technical expertise is shared beyond the organization, supporting dialogue, collaboration and innovation partnerships that contribute to broader national development.

Through a webinar hosted by the Qatar Research Development and Innovation Council (QRDI) and the US-Qatar Business Council, Dr. Samer Adham, manager, GWSC, contributed insights on energy research and innovation and highlighted GWSC as an example of a U.S.-based company investing in a research and technology platform in Qatar.

The session connected education and business stakeholders and reinforced Qatar’s positioning as an active hub for science, technology and innovation, while expanding opportunities for collaboration that support sustainability and long-term capability-building.



Leadership team in action: Strengthening global and local partnerships

CPQ continues to expand its contribution to Qatar’s energy sector through strategic partnerships spanning industry, academia, and government. In collaboration with QatarEnergy, QatarEnergy LNG, Al-Attiyah Foundation, and American Chamber of Commerce in Qatar (AmCham Qatar), CPQ promotes knowledge exchange, innovation, and cross-sector collaboration to support sustainable growth and long-term sector advancement in alignment with Qatar National Vision 2030.



Ryan Lance, chairman and CEO, ConocoPhillips, receives a commemorative item from Her Excellency Sheikha Al Mayassa bint Hamad bin Khalifa Al Thani, chairperson, QM, on behalf of the One Team Volunteers program.



Strengthening well control capability through advanced training CPQ secondees joined Shell and QatarEnergy LNG professionals in simulation-based training, enhancing well control expertise and incident response capability.	
Advancing safety culture through joint industry leadership Brandon Viator, vice president, Joint Venture Assets & Projects, CPQ, and Chuck Manula, technical manager, Projects, CPQ, participated in the QatarEnergy LNG Safety Summit, supporting the launch of the Switch ON program to strengthen workforce awareness and reduce incidents.	Advancing process safety through long-term industry collaboration Bill Arnold joined QatarEnergy LNG and the University of Doha for Science and Technology (UDST) leadership in signing a five-year memorandum of understanding (MoU) to co-organize the QPSS, supporting knowledge exchange and capability-building. CPQ continues to contribute to QPSS by fostering regional dialogue on resilience, innovation, and safety culture across the energy sector.
Recognizing leadership in health, safety and environment performance Bill Arnold, president, Middle East and Africa LNG, ConocoPhillips, and Brandon Viator presented HSE Excellence Awards to QatarEnergy LNG leaders, reinforcing strong health, safety and environment (HSE) performance and shared safety values.	Recognizing execution excellence in complex operations Bill Arnold and Brandon Viator recognized 15 team members for delivering the N3&4 turnaround safely, reinforcing discipline, collaboration and operational excellence.
Enhancing technical capability through applied learning CPQ and QatarEnergy LNG specialists delivered a workshop to strengthen understanding of well performance, reservoir behavior and design optimization.	Celebrating world-class well delivery performance Brandon Viator presented the Drilling & Completion Excellence Award to QatarEnergy LNG's subsurface team for achieving the Vision 100 milestone.
Reinforcing a culture of excellence through leadership recognition Brandon Viator attended QatarEnergy LNG's inaugural CEO health, safety, environment and quality (HSEQ) Excellence Awards, recognizing 28 awards across seven categories spanning safety, environmental performance and operational excellence.	Strengthening global emergency response capability Chuck Manula represented the Qatar business unit at the Polar Tankers Global Incident Management Assist Team (GIMAT) drill in Alaska, joining more than 300 participants in a large-scale emergency response exercise.



Strengthening partnerships through high-level engagement Ryan Lance, chairman and CEO, ConocoPhillips, visited Qatar in May 2025 for a series of high-level engagements that underscored the company's commitment to responsible energy development, strategic collaboration and community impact. The visit reflected ConocoPhillips' long-standing role as a trusted partner in Qatar, highlighting its contributions to advancing sustainability, innovation and knowledge-sharing across the energy sector and beyond.	Celebrating 15 years of water innovation and impact Ryan Lance joined employees to mark the anniversary of GWSC, recognizing its role in advancing sustainable water solutions and exporting expertise globally.
	Supporting culture and community through partnerships Ryan Lance met with Her Excellency Sheikha Al Mayassa bint Hamad Al Thani, chairperson, QM, recognizing the One Team Volunteers initiative.
Driving dialogue on energy transition and sustainability During his visit to Qatar, Lance, participated in the Qatar Economic Forum, joining global energy leaders for high-level discussions on energy security, market dynamics and the evolving energy transition. He took part in a panel alongside His Excellency Saad Sherida Al-Kaabi, minister of state for energy affairs, president and CEO, QatarEnergy, and engaged in media interviews, contributing ConocoPhillips' perspective on global supply, demand and the role of LNG in supporting long-term energy stability. These engagements demonstrated the company's active role in shaping responsible energy dialogue on a global stage.	Strengthening U.S.–Qatar relations through community engagement QPQ leadership participated in the U.S. Embassy National Day celebration alongside Timmy Davis, former U.S. ambassador to Qatar, and members of the diplomatic and business community. The event reinforced strong diplomatic ties and highlighted the company's role in supporting long-standing U.S.–Qatar relations through continued engagement and collaboration.
Advancing collaboration in education and research Ryan Lance met with leadership from QF, including Her Highness Sheikha Moza bint Nasser, chairperson, and Her Excellency Sheikha Hind bint Hamad Al Thani, vice chairperson, reinforcing collaboration in education, research and innovation.	Strengthening business collaboration and community ties CPQ participated in the AmCham Qatar Annual Thanksgiving Dinner and was recognized as a Platinum Sponsor.
	Expanding leadership engagement in the business community Brandon Viator joined the AmCham Qatar Board of Governors, reinforcing CPQ's commitment to bilateral collaboration.



Supporting industry dialogue on energy and sustainability CPQ participated in CEO roundtables hosted by Al-Attiyah Foundation, joining industry leaders to discuss key developments shaping the global energy sector.	Reinforcing transparency and collaboration on major projects CPQ and its partners hosted a shareholder visit to the North Field East project site, showcasing development progress toward first production.
Recognizing global excellence in energy innovation CPQ leadership attended the annual Al-Attiyah International Energy Awards, highlighting advancements in sustainable energy practices.	Enhancing decision-making capability across teams CPQ delivered Collaborative for Decision Quality (CDQ) training to QatarEnergy LNG and Qatar business unit teams, strengthening structured decision-making and collaboration.
Strengthening technical collaboration on major energy projects CPQ hosted representatives from TechCom at North Field Expansion drill rigs, supporting knowledge exchange and alignment across project teams.	Advancing research partnerships in sustainability CPQ facilitated engagement between New Mexico State University (NMSU) and QF to explore collaboration in water sustainability, food security and innovation.



Strengthening collaboration on environmental stewardship QatarEnergy LNG teams visited GWSC to exchange knowledge on water management and sustainability practices.	Enabling global industry collaboration CPQ participated in early planning engagements for LNG2026, supporting alignment across stakeholders on content, logistics and partnership coordination.
Supporting collaboration across academia and industry GWSC hosted QF partners to showcase research and innovation initiatives. The visit reinforced GWSC's role as a platform for collaboration across academia, industry and the broader sustainability ecosystem.	Strengthening global connections through leadership engagement Kirk Johnson, executive vice president, Global Operations and Technical Functions, ConocoPhillips, visited Qatar for strategic engagements, alongside Ben Tier, general manager, Global Projects, ConocoPhillips, and Lorena Van Metre, development and integration manager, Global Projects, ConocoPhillips.
Advancing innovation through ecosystem partnerships Rama Chakaki, president, QSTP, visited the GWSC to explore collaboration opportunities. The visit highlighted opportunities to strengthen collaboration across Qatar's research, technology and innovation ecosystem.	



Ryan Lance meets with Her Highness Sheikha Moza bint Nasser, chairperson, QF, and Her Excellency Sheikha Hind bint Hamad Al Thani, vice chairperson, QF.

Recognizing excellence and innovation

Recognizing excellence and fostering innovation are central to CPQ's CSR approach. By celebrating achievements, encouraging employee-led ideas and acknowledging leadership across safety, sustainability and operational performance, CPQ reinforces a culture of integrity, continuous improvement and long-term value creation. These efforts not only strengthen business performance but also contribute to safer operations, environmental stewardship and community impact across Qatar's energy ecosystem.



Ahmad Helal Al-Mohannadi, CEO, QatarEnergy LNG, receives the HSE Excellence Award from Bill Arnold, president, Middle East and Africa LNG, ConocoPhillips.



From recognition to results: Strengthening sustainability and efficiency

Recognition plays a critical role in reinforcing the behaviors that drive sustainability, efficiency and operational excellence. In this context, **Javier Sanchez, technical manager, Base Assets, CPQ**, and a Team SPIRIT Award recipient, reflects on how recognition supports continued progress in sustainability and industry leadership. As part of the Global OGMP 2.0 Implementation Team, he played a key role in achieving Gold Standard Reporting designation, three years ahead of schedule, in collaboration with QatarEnergy and QatarEnergy LNG, setting a new benchmark in methane emissions reporting and reinforcing ConocoPhillips’ commitment to transparency, collaboration and environmental responsibility.



Since receiving recognition as part of the Global OGMP 2.0 Implementation Team, which achieved the prestigious Gold Standard Reporting designation, how have team achievements continued to support sustainability and efficiency?

Recognition creates momentum. It reinforces the importance of disciplined execution and encourages teams to continue identifying opportunities to improve efficiency, reduce waste and strengthen sustainability outcomes across operations.

How does recognition influence day-to-day performance and collaboration?

It builds pride and accountability. When teams see their efforts acknowledged, it strengthens collaboration and motivates people to apply the same standards consistently in their daily work.

Can you share examples of how innovation has translated into measurable impact?

Employee-driven ideas and technical improvements have helped optimize processes, enhance reliability and deliver tangible cost and efficiency benefits while maintaining high safety standards.



Why is it important to celebrate both individual and team achievements?

Both matter. Individual recognition highlights leadership and initiative, while team recognition reinforces collective responsibility and shared success.

In addition to individual recognition, the SPIRIT Awards celebrated teams whose work exemplified CPQ’s values of safety, integrity, collaboration and innovation. Recognized achievements reflected sustained focus on operational discipline, environmental performance and continuous improvement across the organization.

How does this culture of recognition support CPQ’s long-term vision?

It embeds continuous improvement into how we operate, ensuring that sustainability, efficiency and safety remain integral to long-term value creation.



Environmental innovation and water security

Norsheeda Mohd Ali recognized at the QatarEnergy LNG Operational Excellence Award Ceremony

CPQ secondee Norsheeda Mohd Ali, senior commercial advisor, QatarEnergy LNG, was recognized at the bi-annual QatarEnergy LNG Operational Excellence Award Ceremony for contributions that strengthened operational performance and collaboration. Her recognition under the Financial Performance pillar reflected her pivotal role in achieving a successful commercial settlement.

This recognition underscores CPQ’s commitment to developing and seconding talent that delivers long-term value across joint venture operations while upholding high standards of safety, accountability and performance.



QatarEnergy recognizes Vance Fryer for visionary leadership

QatarEnergy recognized CPQ secondee Vance Fryer, manager, Asset Development, QatarEnergy, for visionary leadership and strategic guidance, highlighting his role in advancing performance discipline, collaboration and long-term value creation. Fryer led a comprehensive reservoir characterization and dynamic reservoir simulation effort for the offshore *Idd El Shargi* field, a six-year study involving more than 70 technical professionals and extensive peer review.

The recognition reinforces the importance of leadership that prioritizes safety, technical rigor and partnership in complex operating environments, aligning with CPQ’s values of disciplined execution and sustainable value creation through collaboration.



AmCham Qatar Thanksgiving: CPQ honored as a Platinum Sponsor

At the AmCham Qatar Thanksgiving event, CPQ was honored as a Platinum Sponsor in recognition of its continued support for the U.S.- Qatar business community. The acknowledgment reflects CPQ’s commitment to partnership-building, institutional collaboration and community engagement that strengthens long-standing economic and diplomatic ties between the two countries.

Such engagement supports the company’s broader CSR focus on fostering inclusive dialogue, enabling cross-sector collaboration and contributing to sustainable development through strong international relationships.



Recognizing excellence with our partners

HSE Excellence Awards for QatarEnergy LNG

In 2025, CPQ organized and delivered the HSE Excellence Awards to recognize outstanding Health, Safety and Environment leadership across QatarEnergy LNG. The awards were designed to acknowledge leaders who demonstrated consistent commitment to safety, preparedness and disciplined execution during periods of high operational activity.

The awards were presented by Bill Arnold, president, Middle East and Africa LNG, ConocoPhillips, and Brandon Viator, vice president, Joint Venture Assets & Projects, CPQ, reflecting the company’s role as a joint venture partner in reinforcing shared safety values.

These recognitions underscore CPQ’s commitment to promoting a strong safety culture, celebrating leadership by example, and supporting operational excellence across its partnerships with QatarEnergy LNG.



QatarEnergy LNG CEO HSEQ Excellence Awards

The launch of the inaugural QatarEnergy LNG CEO HSEQ Excellence Awards marked a significant milestone in formally recognizing performance across health, safety, environment and quality disciplines. Viator attended the ceremony as a shareholder representative alongside senior leaders and management representatives.

CPQ’s participation underscored the importance of leadership systems, governance and behaviors that enable safe, reliable and responsible operations, reflecting the company’s commitment to operational excellence and long-term sustainability across its joint ventures.



Innovation and technical leadership

Innovation at CPQ is driven by people who see opportunities to improve how work is done. As a champion of the FALCONS program (which stands for Finding Applicable Lucrative Creative Opportunities or New Solutions), **Mashaël Al-Maas, engineer, GWSC**, supports a culture where employee ideas translate into measurable impact. In this interview, she shares how innovation, inclusion and well-being intersect through FALCONS.



What role does the FALCONS program play in driving innovation at CPQ?

FALCONS provides a structured pathway for employees to share ideas that improve efficiency, safety and sustainability, turning everyday insights into tangible outcomes.

How has the program evolved in 2025?

Participation has grown, with a wider range of ideas submitted across technical, financial and operational areas, reflecting increased confidence in innovation as a shared responsibility.

How does FALCONS support inclusion and employee engagement?

The program gives everyone a voice. When employees see their ideas valued, it strengthens engagement, well-being and a sense of ownership.

What makes recognition within FALCONS important?

Recognition validates effort and reinforces behaviors that support continuous improvement and collaboration.



What is the vision for FALCONS moving forward?

To continue expanding participation and ensuring ideas are implemented in ways that deliver long-term value.



Innovation in action: FALCONS program celebrates continuing milestones

In 2025, the FALCONS program continued to gain momentum as employees advanced ideas that delivered measurable cost savings, efficiency improvements and process enhancements. With **57 ideas submitted**, the program demonstrated the power of employee-led innovation in strengthening performance and sustainability outcomes.

The growing breadth and quality of submissions reflected a maturing innovation culture where creativity, discipline and collaboration drive continuous improvement across CPQ.

Innovation across the board
Expertise in action: Supporting QatarEnergy’s unconventional resources program

CPQ contributed technical expertise to support QatarEnergy’s unconventional resources program, reinforcing collaboration, knowledge sharing and responsible resource development. The engagement reflects CPQ’s commitment to applying expertise in ways that support national energy objectives and innovation.



CMER training visit: Preparing for every scenario

The Crisis Management and Emergency Response (CMER) training visit strengthened preparedness and technical capability by exposing teams to advanced emergency response scenarios. The training reinforced operational readiness, risk awareness and disciplined response, supporting CPQ’s commitment to safety excellence and continuous learning.



Our approach to people, culture, and inclusion

At CPQ, our people are central to how we deliver long term value. Our approach to integration, inclusion, and well-being focuses on creating an environment where employees feel supported, connected, and empowered to grow. Through talent development, national workforce initiatives, wellness programs, and cultural engagement, CPQ continues to foster a workplace culture aligned with Qatar National Vision 2030 and the company’s values.

By investing in people development and inclusive practices, CPQ strengthens workforce resilience, supports national human capital objectives, and reinforces a culture where well-being, belonging, and performance go hand in hand.



Inclusion and growth at CPQ

As CPQ Advisor, Graphic Design, Hamda Al-Kuwari’s career reflects the company’s commitment to developing national talent, fostering inclusive workplaces and supporting long-term career growth. In this interview, Al-Kuwari shares her perspective on professional development, cultural connection and the role people play in shaping a resilient and sustainable organization.



How has your journey at CPQ reflected the company’s commitment to inclusion and career development?

Over the past decade, my journey at CPQ has been shaped by opportunities to learn, grow and contribute meaningfully. From the beginning, I felt encouraged to develop my skills and take ownership of my work. The support I received helped build confidence and showed me that inclusion is not just about representation, but about being trusted and empowered to grow professionally.

What initiatives or experiences have had the biggest impact on your development?

Opportunities to collaborate across teams and contribute to projects beyond my immediate role made a real difference. These experiences expanded my perspective and helped me understand how creativity, communication and collaboration support the broader business. For example, I was assigned the role of Champion for our internal updates page *Wasl* (Link in Arabic) on Viva Engage, planning posts for the team to ensure everyone knows what is happening across the business unit. Being part of an environment that values continuous learning has been essential to my development.

How do cultural and community activities contribute to employee well-being at CPQ?

Cultural activities such as suhoor gatherings and shared moments during Ramadan create space for connection beyond daily work. These experiences strengthen relationships, build mutual understanding and reinforce a sense of belonging. They remind us that well-being is supported not only through formal programs, but also through meaningful human connection.



What role does mentorship and encouragement play in building confidence and capability?

Mentorship and informal guidance have been important throughout my career. Knowing that experienced colleagues are willing to share advice and support creates an environment where people feel comfortable asking questions and taking on new challenges. That encouragement makes it easier to grow and contribute with confidence.

What does inclusion mean to you in the context of CPQ’s workplace culture?

Inclusion means feeling valued for who you are and for the ideas you bring. At CPQ, inclusion is reflected in how teams collaborate, how voices are heard and how opportunities are created. It is about creating a workplace where people feel respected, supported and motivated to do their best work.

Looking ahead, what do you hope to see more of in terms of people development and inclusion?

I hope to see continued focus on creating pathways for growth, especially for national talent and early-career professionals. Supporting learning, mentorship and open dialogue will help ensure people feel connected and engaged as the organization continues to evolve.



Returning to campus: Hamda Al-Kuwari shares her career journey

As part of CPQ’s commitment to youth engagement and career development, employees continue to share their professional experiences with future graduates.

In 2025, Hamda Al-Kuwari, returned to her university campus as an alumna, marking 10 years since her own graduation. The visit offered an opportunity to reflect on her personal and professional journey, share lessons learned, and encourage students as they prepare to enter the workforce.

Drawing on a decade of experience, Al-Kuwari spoke about navigating life after university, embracing change, and the evolving nature of career paths. A meaningful highlight of the visit was reconnecting with a former professor whose mentorship played a lasting role in her development.

“It was incredibly fulfilling to be back, to give back, and to hopefully motivate the students who are just beginning their own journeys.”

The engagement reflects CPQ’s broader CSR focus on bridging education and employment and supporting youth as they transition into professional life.

Advancing national talent development through Qatarization

CPQ continues to actively support Qatarization as a cornerstone of its people and CSR strategy, contributing to the development of a skilled national workforce and long-term economic resilience.

The latest Qatarization meeting with QatarEnergy

In 2025, CPQ participated in a strategic Qatarization meeting with QatarEnergy to review progress under Qatar’s Strategic Qatarization Plan. The meeting was attended by CPQ representatives Sarah Mroueh, Qatar comms and community relations manager, and Eric Thomas, Qatar human resources and shared services manager.

His Excellency Saad bin Sherida Al Kaabi, minister of state for Energy Affairs, president and CEO of QatarEnergy, emphasized the vital role of Qatarization in advancing national development and creating long term opportunities for Qatari talent. The discussion reaffirmed shared objectives between QatarEnergy and its international partners to develop, empower, and retain a highly skilled local workforce.

At CPQ, this engagement reflects a continued commitment to creating meaningful career pathways, investing in capability development, and supporting Qatar’s human capital goals in line with Qatar National Vision 2030.



Supporting employee well-being and healthy lifestyles

Highlights from the ConocoPhillips “Good for You” campaign

Employee well-being is a key enabler of safe and sustainable performance. In 2025, colleagues across the Qatar business unit participated in the “Good for You” campaign, an annual monthlong wellness initiative focused on physical activity, nutrition, and mental well-being.

Teams competed to reach a **heart healthy benchmark of 20,000 points**, with recognition for participation, creativity, and performance. Activities ranged from healthy team lunches to padel tournaments and golfing events, creating energy, motivation, and shared commitment to healthier lifestyles.

Together, employees exceeded the business unit’s wellness goals, reflecting strong engagement and collective momentum. The challenge ran alongside a biometric screening campaign delivered through the *Kulluna* partnership, reinforcing a holistic approach to health and prevention.

“GOOD FOR YOU” HIGHLIGHTS

	Winning team: Deadlifts and Drillbits
	Top individual scorers: Renee Prieto, executive assistant and events coordinator, CPQ; Javier Sanchez, technical manager, Base Assets, CPQ and Shane McCracken, staff drilling engineer, QatarEnergy LNG
	Special category recognition included enthusiasm, engagement, and competitiveness
	As winners, the Deadlifts and Drillbits team joined President, Middle East and Africa LNG, Bill Arnold for an exclusive lunch to celebrate their achievement.

Innovation and inclusion through employee driven ideas

More about how the CPQ biometrics screening through *Kulluna* idea was born

Building on the momentum of the “Good for You” campaign, the biometric screening initiative reflected more than a parallel wellness activity – it was the result of an employee-driven idea brought forward through the FALCONS innovation program.

As colleagues engaged more deeply with wellness activities, Renee Prieto, executive assistant and events coordinator, CPQ, and Therese Nesland, technical advisor, Wells, CPQ, identified an opportunity to make preventive health screening more accessible and seamlessly integrated into the workplace experience. Through FALCONS, they proposed delivering biometric screenings in collaboration with *Kulluna*, aligning personal health awareness with operational efficiency.

Implemented in 2025, the initiative supported employee health and well-being across the organization by making preventive health screening more accessible and seamlessly integrated into the workplace experience. By originating from employee insight and being advanced through the FALCONS platform, the initiative demonstrated how inclusive innovation can translate into practical solutions that benefit both people and the business.

Together, the “Good for You” campaign and the FALCONS-led biometric screening initiative illustrate how CPQ empowers employees to shape wellness programs that strengthen engagement, promote prevention and support long-term, sustainable performance.



Building connection through culture and community

Suhoor 2025: A time for connection during Ramadan

Cultural engagement remains an important part of CPQ’s approach to employee well-being and inclusion. During Ramadan, employees and guests gathered for suhoor at Jiwan restaurant at the National Museum of Qatar (NMoQ).

The evening provided a space for reflection, meaningful conversation, and shared appreciation, reinforcing the importance of connection and belonging. More than a social gathering, this suhoor served as a reminder of the values that bring colleagues together and strengthen relationships across the organization.

As CPQ continues to grow, moments like these reinforce that its greatest strength lies in its people and the culture that supports them.



Looking ahead: Strategic priorities and sustained impact

As CPQ looks beyond 2025, its CSR approach remains centered on long term value creation, responsible growth and sustained partnership. The year ahead brings opportunities to deepen impact across sustainability, education, health and community engagement, while reinforcing a culture of innovation and collaboration that supports Qatar National Vision 2030.



His Highness Sheikh Tamim bin Hamad Al Thani, the Amir of the State of Qatar, in conversation with Ryan Lance, chairman and CEO, ConocoPhillips, and His Excellency Saad Sherida Al-Kaabi, minister of state for energy affairs, president and CEO, QatarEnergy.

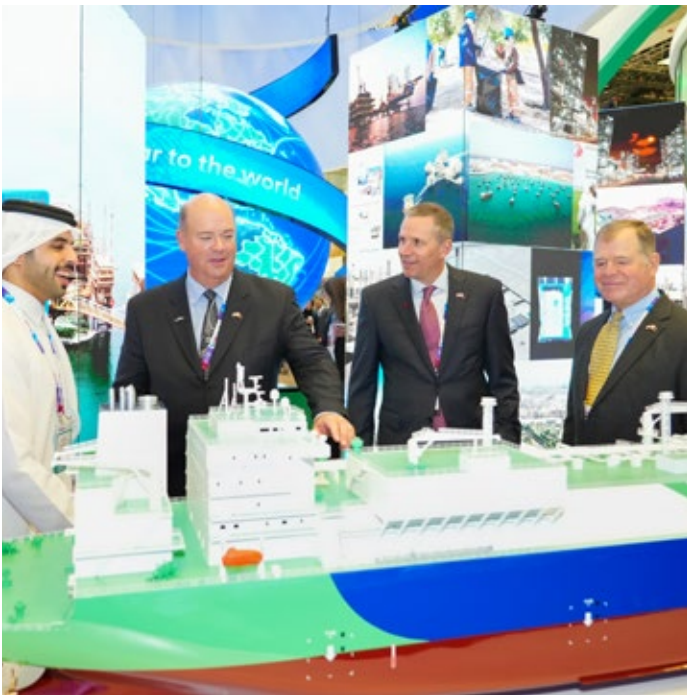


LNG2026: Advancing dialogue on sustainability and the future of energy

A major milestone from Feb. 2-5, 2026 was the 21st International Conference and Exhibition on Liquefied Natural Gas (LNG2026), a global platform that brings together leaders, experts and stakeholders from across the LNG value chain. Continuing the esteemed LNG Conference Series, established in 1968, LNG2026 builds on more than 56 years of global dialogue that has shaped the evolution of LNG from a niche technology into a critical end to end energy solution powering economies worldwide.

LNG2026 offered a comprehensive forum spanning production, transportation and market delivery, with discussions focused on industry developments, emerging technologies and market trends. From a CSR perspective, the event also presented an important opportunity to elevate conversations around sustainability, environmental responsibility and operational efficiency within the LNG sector. Knowledge sharing and collaboration at this scale supports collective progress toward safer operations, improved environmental performance and more resilient energy systems.

Hosted at the Qatar National Convention Centre, a world class venue designed to support large scale international events, LNG2026 reinforced Qatar’s role as a global convener for energy dialogue and innovation. Through its involvement, CPQ emphasized the integration of sustainability considerations, technological advancement and shared learning as essential components of responsible energy development.



Advancing process safety through QPSS 2026

In parallel with global dialogue platforms such as LNG2026, CPQ continues to advance industry collaboration on safety through its long-standing involvement in the Qatar Process Safety Symposium (QPSS). The 2026 edition of QPSS will be centered on the theme of Building Resilience, reflecting a shared industry focus on anticipating challenges, strengthening systems and safeguarding people, assets and operations.

Through its partnership with QatarEnergy LNG and academic institutions, CPQ plays an active role in shaping the symposium’s content and contributing to knowledge exchange that supports continuous improvement in process safety. This engagement underscores the company’s commitment to fostering a strong safety culture, advancing best practices and supporting the development of resilient operations across the energy sector.



Innovation, water stewardship and collaboration as enablers of future impact

Looking ahead, CPQ will continue to build on the momentum of key CSR platforms that support innovation and environmental stewardship. The FALCONS program will remain a cornerstone of internal innovation, empowering employees to contribute ideas that improve efficiency, reduce environmental impact and strengthen long term performance.

The GWSC will continue advancing its innovation trajectory through applied research, academic collaboration and community engagement, supporting water security and environmental resilience in Qatar and beyond.

Industry collaboration milestones, including partnerships with academic institutions and energy sector peers, will further reinforce knowledge exchange and capability building in support of sustainability objectives.



Sustaining community and social investment commitments

CPQ remains committed to continuing its core CSR programs that support education, health and community well-being. These include ongoing partnerships with QF, EAA and HMC to launch first aid trainings at Assalam Schools; support for QF and *Bayt Al Iktishaf* as a platform for STEM learning and curiosity driven education; collaboration with QM through the One Team Volunteers program; and continued engagement with schools and universities such as ASD and QU.

Internally, the company will continue fostering a culture of well-being, inclusion and connection through initiatives such as the wellness and team initiatives, cultural gatherings and digital engagement platforms that keep employees connected.

The company will also continue to support sporting and community infrastructure in Qatar, including national and international sporting events, reinforcing its commitment to supporting Qatar’s role as a global hub for world-class sporting events.



Looking forward together

As CPQ enters the next phase of its CSR journey, the focus remains on integrating responsible operations with meaningful social and environmental impact. By advancing industry and sustainability dialogue, strengthening innovation and water stewardship, continuing to champion best practice in safety standards and sustaining long standing community partnerships, the company aims to continue delivering value that endures for communities, partners and future generations.

