Golar LNG ESG methodology statement

Introduction

This document outlines the definitions and the methodologies that have been used to prepare Golar LNG Environment, Social and Governance (ESG) metrics.

1. General reporting overview

Basis for reporting

The metrics and disclosures in our ESG Report are selected based on our materiality assessments, explained within our report. The metrics reported, which are included in this methodology, are:

- Greenhouse Gas (CO_2) emissions (scope 1)
- Greenhouse Gas (CO_2) emissions (scope 2)
- SO_X emissions total
- NO_X emissions total
- PM emissions total
- CH4 emissions total
- Energy consumed in MW
- FLNG emissions per tonne produced
- General and Oily waste
- Employee Retention Rate (%) for Onshore staff
- Employee Retention Rate (%) for Offshore personnel
- Diversity – Number of nationalities and % of each gender onshore and offshore
- Number of serious marine incidents
- Lost Time Injury Frequency (LTIF)
- Total Recordable Case Frequency (TRCF)
- Number of fatalities
- Average training hours per Offshore personnel

Reporting scope

This report focuses on the assets owned by Golar, as at 31 December 2023.

Emissions data will be reported for all operational assets owned by Golar during the period of ownership in 2023, except emissions for our recently re-delivered second FLNG asset, Gimi, which will be reported from her commercial operations date, currently expected in 2024. For the calculation of our Greenhouse Gas (CO2) emissions (scope 1), we calculate the total of our CO2e emissions for our FLNG units and the CO2 for LNGC Arctic.

Health & Safety data will be reported for all assets operated by Golar, during the period of operation in 2023. This includes our waste and spills metrics. People data will be reported for staff employed as of 31 December 2023.

The reporting figures referred to in the body of this report relate to the year ending 31 December 2023.

Standards and methodology

To facilitate comparability, most of our reporting figures are calculated based on industry specific standards. Where industry specific standards are not available, we follow an alternative method as described in more detail below, being our view of best practice and the most accurate data available to us.

Uncertainty and estimates

Every effort is made to capture all relevant data, however where we have used estimates or assumptions, we have made this clear and this has been explicitly defined in the specific criteria for each indicator below, where appropriate.

Restatement

Where information is available, we will restate prior year's figures using the latest available data to make data as comparable between years as possible. We will clearly outline where restatements for specific indicators have been made.

Our responsibility

We ensure that appropriate procedures are in place to report our performance data, in all material respects, as set out in this document. We further acknowledge and fulfil our responsibilities in:

- establishing objective reporting criteria for preparing the selected information.
- the content of the Environment, Social and Governance Report.

2. Emissions reporting specifics and methodology

2.1 FLNG specifics

General overview

Our FLNG emissions are derived from the following processes: inlet gas handling, amine treating (CO2 and H2S removal), dehydration, liquefaction, heavy hydrocarbon separation, product handling, refrigeration, flash gas/fuel gas compression and utility systems.

Standards we follow

Due to the bespoke nature of Hilli, there are currently no industry standards we are able to use to calculate our environmental footprint. We have therefore performed our own studies on the various emission sources on the vessel to determine our environmental footprint and to accurately report on our emissions.

Scope and boundaries

The emissions reported are specific to our one operating asset Hilli for 2023.

Owner information: In 2023 the Hilli was owned by Golar LNG, Keppel and Black and Veatch. The emissions figures reported are the total emissions for all companies (100% of the asset's emissions).

Source of emissions: Our emissions including CO2, NO2 (NO_X), SO2 (SO_X), PM and CH4 are derived and calculated from the below sources:

- Fuel combustion (including estimated methane slip)
- Flaring (fuel and refrigerant)
- Amine treating system
- Venting (refrigerant)

Equipment and fuel: The following equipment operates on fuel gas; main boilers and gas engines (with a low-pressure fuel gas stream) and the gas turbines (high pressure fuel gas stream). The main boilers (with a low-pressure fuel gas stream) are dual fuel engines that can also operate on MGO. The generators (which include both essential and emergency generators) operate on MGO. We include all equipment above in our calculations, unless otherwise stated.

Refrigerants: We use ethylene, propane and iso-pentane in our liquefaction train mixed refrigerant loops, and Freon, specifically R407C and R407F, in our air conditioning units. We include refrigerant in our calculations, unless otherwise stated.

Venting: CO2 venting occurs in our amine treating system. Freon used in air conditioning units is lost to the atmosphere through flange leaks. We include all emissions from venting in our calculations, unless otherwise stated.

Flaring: The flare system safely disposes gases to the atmosphere in situations that require evacuation of such, and otherwise could pose a risk to the plant, equipment and personnel. The gases from the independent sub systems are disposed to atmosphere via flare stacks. We include emissions from flaring in our calculations unless otherwise stated.

Calculation, conversion factors and assumptions

The table on the next page table sets out the details behind our FLNG reporting items:

Calculation	Conversion factors and assumptions
Emission figures	
CO2e: The sum of CO2 emissions from the total fuel consumed, vented, flared and refrigerant consumed and flared multiplied by its respective conversion factors. **CO2e**= (fuel consumed x relevant CO2 conversion factor) + (venting and flaring x relevant CO2 conversion factor) + (refrigerant x relevant CO2 conversion factor) + venting of CO2 from feed gas through the amine treating system (CO2 material balance based on feed gas composition) + (freon venting x CO2e conversion factor) + (methane slip x relevant CO2e conversion factor) + (total N2O x relevant CO2e conversion factor)	**Fuel consumption:** The conversion factors used for equipment that consume gas fuel are based on direct calculation of CO2 emission based on carbon content and take into account the following for each of the different streams of gas fuels: fuel gas volume flow, fuel gas mole weight and carbon content. Our calculations are based on an assumption that we combust 100% of the carbon in the fuel. We calculate gas compositions each year based on the average fuel composition for the year. The conversion factors used for equipment that consume MGO are based on manufacturers data (main boiler) and Industry standards[1] (generators). **Refrigerant:** The conversion factors used for ethylene, propane and iso-pentane are based on stoichiometric conversions for complete combustion. **Venting:** The quantity of CO2 vented from freon is calculated based on material balance for the feed gas quantity and its molar concertation. Freon's conversion factor is based on the UK Government GHG Conversion Factors for Company Reporting. **Flaring:** The conversion factors used are based on the carbon content, the flare efficiency (% carbon combusted), the gas density and CO2/C "molecular" weight ratio[2].
SOx: the sum of Sox emissions from the total fuel consumed and its sulphur content multiplied by its respective conversion factors. **SOx**= Fuel consumed x relevant Sox conversion factor from Sulphur content in fuel	**Fuel consumption:** The conversion factors used for equipment that consume MGO are based on direct calculation based on the sulphur content in the fuel. We use the maximum sulphur content limits in MGO (specific to Cameroon) for the sulphur content with an assumed 100% combustion of the sulphur.
NOx: the sum of NOx emissions from the total fuel consumed multiplied by its respective conversion factors. **NOx**= Fuel consumed + gas flared x relevant NOx conversion factor.	**Fuel consumption:** The conversion factors used for our equipment that operates on fuel gas, excluding main boilers, are based on manufacturers data which also takes into account the average fuel gas parameters for the different stream types. The conversion factors used for the main boilers are based on manufacturers data which also takes into account the density and the Lower heating value of the fuel gas. The conversion factors used for our equipment that operates on MGO are based on manufacturers data. For the generators we use emission data for 75% engine load. **Flaring:** The conversion factors used are based on manufacturing data and use the Highest Heating value.

1 Lloyds Register emission factors (Table C5)

2 CO2/C "molecular" weight ratio = One Carbon atom is giving one CO2 molecule when the gas is combusted.

Calculation	Conversion factors and assumptions
PM: the sum of PM emissions from the total fuel consumed multiplied by its respective conversion factors. **PM**= Fuel consumed + gas flared x relevant PM conversion factor.	**Fuel consumption:** The conversion factors used for our equipment gas turbines) that operate on high pressure fuel gas are based on manufacturers data which also takes into account the average gas parameters for the fuel gas flow. The conversion factors for the gas engines & main boiler**:** are based on IMO data[3] and take into account the fuel density and the relevant PM conversion factors. The conversion factors used for our equipment that operates on MGO are based on manufacturers data, where we assume 75% engine load (generators). Whereas our conversion factors for the main boilers are based on IMO data.
CH4: the sum of CH4 emissions not combusted multiplied by its respective conversion factors. **CH4**= Methane not combusted x relevant conversion factor	The amount of methane that is not combusted through combustion engines and through flaring is based on the gas composition and manufacturers performance data. The non-combusted methane is then converted to CO2e by applying the industry standard conversion factors, which means that each tonne of non-combusted methane equals 28 tonnes of CO2.
Energy consumed in MW: The energy consumed to produce LNG is the energy of the retainage of the total gas utilised Retainage = (feed gas, MMBTU + displaced gas, MMBTU- LNG produced, MMBTU) / (feed gas, MMBTU + displaced gas, MMBTU)	Feed gas + displaced gas) x retainage % x 0.293071 (source - https://www.inchcalculator.com/convert/million-btu-to-megawatt-hour/) Retainage shall mean the amount of LNG and/or gas (expressed in MMBTUs) that is retained by Hilli operations as compensation for any LNG or gas that is required for operation of the FLNG Facility (including for use as fuel); and/or lost or unaccounted for as a result of ordinary operational losses during operations at the FLNG Facility.
Intensity figure	
Carbon intensity (Emission per tonne produced): this indicator measures the average GHG emissions for each tonne LNG produced.	CO2e emissions follow the same methodology as stated above, although we remove the CO2 emissions from our Amine treating systems. The indicator is the numerator divided by the denominator, as described below. The numerator: Total CO2e excluding CO2e emission from the amine treating system. The denominator: Total tonnes of LNG produced

Data collection and quality

Vessel performance data, which includes fuel consumption, LNG exported, gas flared etc. is captured daily. The sources of the information are from flow meters and our inventory records onboard. Capturing performance data allows real-time analysis of the data. The data captured is subjected to internal reviews to validate the

3 IMO data/document: MEPC 67/INF.3: REDUCTION OF GHG EMISSIONS FROM SHIPS. (Table 67).

accuracy and completeness of the data captured. Our results also get audited by an external party on an annual basis.

We have procedures documenting how we calculate our emissions figures and how we have determined the relevant conversion factors.

2.2 LNGC specifics

General overview

The majority of our LNGC emissions are mainly from the combustion of fuel in our engines.

Standards and Methodology followed

To facilitate comparability, we follow industry standards to calculate our reporting figures, unless otherwise stated. We mainly follow the IMO methodology when calculating our CO2, NO_X, SO_X and PM figures.

Scope and boundaries

After the sale of the majority of our LNGCs and FSRUs in 2021/2022, the ambitions and KPIs relating to the fleet are no longer key to our business. However, we have reported emissions from our one remaining LNGC, Arctic.

We measure, monitor, and report our emissions derived from our engines which includes emissions from our gas combustion unit and our boilers (where applicable). Our calculation excludes gas used in the kitchens onboard our vessels, as well as emissions from our waste incinerators.

Fuels used: LNGC Arctic uses a variety of fuels, the main fuels are: natural gas, LSFO and LSMGO (we also consume a small amount of MGO) all of which is included in our calculations, unless otherwise stated.

Calculation, conversion factors and assumptions

The below table sets out the details behind our LNGC reporting items:

Calculation	Conversion factors and assumptions
Emission figures	
CO2: The total of each fuel type consumed multiplied by the respective CO2 conversion factors. **CO2**= Fuel consumed (tonnes) x relevant TCO2 conversion factor.	The conversion factors used are those per the Third IMO GHG Study 2014 - final. When calculating our CO2 emissions from our LNG consumption, we take the average density of LNG lifted into account.
NOx: The total of each fuel type consumed multiplied by the respective NO2 (NOx) conversion factors. **NO_X**= Fuel consumed (tonnes) x relevant NO2 (NOx) conversion factor.	The conversion factors used are those per the Third IMO GHG Study 2014 - final.
SO_X: the total Sox emissions from the total fuel consumed and its sulphur content multiplied by its respective conversion factor. **SO_X=** Fuel consumed (tonnes) x relevant SO2 (SO_X) conversion factor from Sulphur content in fuel.	The conversion factors used are those per the Third IMO GHG Study 2014 - final. We use the IMO average sulphur content for each fuel type (2017) to determine the sulphur content.

Calculation	Conversion factors and assumptions
PM: The total of each fuel type consumed multiplied by the respective PM conversion factors. **PM=** Fuel consumed (tonnes) x relevant PM conversion factor	The conversion factors used are those per the Third IMO GHG Study 2014 - final.
Intensity figures	
LNGC Energy Efficiency Operational Indicator (EEOI)= Annual average CO2 emission per transport work (volume) [g CO2 / (MT cargo x nm)]	See CO2 emission calculation above for our calculation, methodology and assumptions used. Transport work is calculated by taking the actual cargo quantity (LNG MT) on board and then multiplying that by the observed distance. Port operation and ballast voyages, as well as voyages which are not used for transport of cargo, such as voyages for docking services, are included within our transport work calculation. Our calculation aligns to the IMO methodology[4].
LNGC Average Efficiency Ratio (AER) =Annual CO2 emissions divided by design deadweight (MT) of the vessels multiplied by distance travelled (nm) [g CO2 / (MT dwt x nm)]	See CO2 emission calculation above for our calculation, methodology and assumptions used. Design deadweight is given by vessel specification from the yard. Distance travelled is observed distance. Our calculation aligns to the IMO methodology [5]

Data collection and quality

For LNGC Arctic we capture vessel performance data, which includes fuel consumption, sailed distance, cargo quantity etc. every noon and at specific events, like departure, arrival and interruption of sea passage. The fuel consumption data are based on flow meter readings. The data captured is subjected to instant validation in our internal system to avoid clerical errors.

Fuel consumption volumes are multiplied by relevant conversion factors, as described above in the table, to create the relevant performance metrics.

Internal reviews are also performed to validate the accuracy and completeness of the data captured on a weekly basis through anomalies analysis.

In addition to the assurance on our 2023 emissions and emission intensity data, we are also subject to other audits to certify our compliance with the EU MRV and IMO DCS reporting.

4 IMO Calculation MEPC.1/Circ684

5 Fourth IMO GHG Study 2020

3. Health, Safety and Security reporting specifics and methodology

General

Golar strives to maintain an organisational culture based on openness and learning. At Golar we see failure as an opportunity to learn and we always focus on what we can learn from any failure. Unwanted outcomes will be reported in Maximo which is our incident reporting tool. The incident will be root cause analysed and system corrective actions are implemented.

Standards and Methodology followed

For registration of incidents, we follow OCIMFs definitions, and we use the DNV MSCAT model for root cause analysis of any registered incident. For incidents with serious potential, we also do a more thorough investigation based on the Kevin Top-Set methodology.

Scope and boundaries

We register all incidents that happen from the point that an employee enters the workplace until they leave the workplace. For the purposes of our ESG metrics, the workplace can be a ship or a unit (FLNG). For ships and units we count 24 exposure hours per day.

We differentiate between leisure time and worktime incidents. The reason is that we allow for a higher risk exposure during leisure time than during work hours. Playing basketball or exercising in the gym will always involve a certain risk for smaller injuries like a twisted ankle or similar. However, we consider the benefits of physical activity to be greater than the disadvantage related to a small number of RWCs caused by work out and physical activity.

H&S data has been reported during the periods we operated the ship/unit in 2023.

Calculation, conversion factors and assumptions

The below table sets out the details behind our reporting items:

Calculation	Conversion factors and assumptions
Number of serious marine incidents	A marine incident means an event which has occurred directly in connection with the operations of a vessel that endangered, or, if not corrected, would endanger the safety of the vessel, its occupants or any other person or the environment. Standard used: IMO (RESOLUTION MSC.255(84)).
Number of fatalities	A death directly resulting from a work injury regardless of the length of time between the injury and death.
Lost Time Injury Frequency (LTIF)	The number of lost time injuries that occurred during the reporting period calculated per 1 million man hours worked. This is calculated as follows: LTIF = LTIs* x (1,000,000/ Exposure Hours) *LTI: Lost Time Injuries are the sum of: • **Fatalities:** A death directly resulting from a work injury regardless of the length of time between the injury and death • **Permanent Total Disabilities (PTD):** any work injury which incapacitates an employee permanently and results in termination of employment on medical grounds (e.g. loss of limb(s), permanent brain damage, loss of sight) and precludes the individual from working either at sea or ashore.

Calculation	Conversion factors and assumptions
	• **Permanent Partial Disabilities (PPD):** Permanent Partial Disability is any work injury which results in the complete loss, or permanent loss of use, of any member or part of the body, or any impairment of functions of parts of the body, regardless of any pre-existing disability of the injured member or impaired body function, that partially restricts or limits an employee's basis to work on a permanent basis at sea. Such an individual could be employed ashore but not at sea in line with industry guidelines. • **Lost Workday Cases (LWC):** This is an injury which results in an individual being unable to carry out any of their duties or to return to work on a scheduled work shift on the day following the injury unless caused by delays in getting medical treatment ashore.
Total Recordable Case Frequency (TRCF)	The number of total recordable cases per million exposure hours worked during the period. This is calculated as follows: TRCF = (LTIs + RWCs + MTCs)* x (1,000,000 / Exposure Hours) ***RWC:** Restricted Work Cases - An injury which results in an individual being unable to perform all normally assigned work functions during a scheduled work shift or being assigned to another job on a temporary or permanent basis on the day following the injury. ***MTC:** Medical Treatment Case - Any work-related loss of consciousness (unless due to ill health), injury or illness requiring more than first aid treatment by a physician, dentist, surgeon or registered medical personnel, e.g. nurse or paramedic under the standing orders of a physician, or under the specific order of a physician or if at sea with no physician on-board could be considered as being in the province of a physician.
Number of hours per offshore personnel spent on training, towards safe and efficient operations, in the year	The number of hours per Offshore personnel spent on training, towards safe and efficient operations, in the year. Safety training is the sum of following trainings: • **Company trainings (including BOSIET):** This is classroom or web-based safety training by either internal or external providers. Golar run about 40 such courses every year. • **E-learning courses:** Golar subscribe to e-learning courses from the company 'Seagull'. All are included in the calculations. • **On board safety drills:** the number of weekly safety training drills each seafarer/worker has attended during their stay onboard. Normally 50 minutes per week.

Calculation	Conversion factors and assumptions
	• **STCW:** Mandatory safety training for seafarers to maintain proficiency certificates. Training is provided by accredited training centres.

Data collection and quality

Safety, security and environment related incidents are reported, and root cause analysed in our Maximo application. Maximo reports are quality checked by the senior officers onboard and the onshore support team.

Exposure hours are collected from our personnel system OCS and number of incidents are collected from Maximo. The results are displayed in our BI system PowerBi.

4. Waste reporting specifics and methodology

General

Waste reporting is based on what is being generated onboard our FLNG. Waste generated by our offices is not included in this report as this is considered immaterial.

Standards and Methodology followed

The Company has established an Environmental Management System (EMS) in compliance with the ISO 14001:2015 Standard. The ESG reporting of waste is based on our existing, and approved, environmental practices in line with this standard.

Scope and boundaries (Waste as Environmental Aspect Identification)

Environmental Aspect Elements are the organisation's footprints that can impact the environment. Environmental Aspects are identified in workshop sessions and the outcome is the Golar Environmental Aspect Register. Waste is an Environmental Aspect Element that is reported and monitored as part of the ESG KPIs.

Waste data has been reported for Hilli for 2023. There were no environmental fines in 2023.

Calculation, conversion factors and assumptions

The below table sets out the details behind our reporting items:

Calculation	Conversion factors and assumptions
FLNG general waste: Amount of garbage discharged to sea, incinerated and disposed ashore	Unit: m^3 **Definition:** Amount of garbage discharged to sea, incinerated and disposed ashore, by garbage type (in accordance with MARPOL Annex V garbage types). **Data source and calculation:** Figures should be extracted from the Garbage Record Book (GBR) for the period. Cooking oil disposed should be extracted from the Oil Record Book (ORB). Figures should match the figures entered in the GRB/ORB and the waste receipts from the garbage disposal contractor. Figures for garbage discharged to sea and incinerated are expected to be zero (it is not permitted to discharge garbage to sea except in emergencies, and onboard incinerators have been decommissioned).

Calculation	Conversion factors and assumptions
FLNG oily waste	**Bilge water pumped through OWS, Disposed Ashore, Evaporated and Incinerated:** Unit: m^3 **Definition:** Bilgewater collected in bilge holding tank. Does not include rainwater run-off. **Data source and calculation:** Figures should be extracted from the Oil Record Book for the period. For reference, volumes pumped through the oily water separator (OWS) are read from the OWS control panel at every discharge. Volumes disposed ashore are calculated manually from electronic tank level readings. Bilgewater evaporated / incinerated is expected to be zero (there is no evaporator on the bilge system and onboard incinerators have been decommissioned). Bilge disposed ashore should normally be zero, except when failure/ repair of bilge system requires onshore disposal. Waste Oils not processed through thew bilge or sludge holding tank are not currently reported on as these numbers are only held in the oil record book onboard. **Sludge pumped through OWS, Disposed Ashore, Evaporated and Incinerated:** Unit: m^3 **Definition:** Sludge collected in sludge holding tank. **Data source and calculation:** Figures should be extracted from the Oil Record Book for the period. For reference, sludge separation water is pumped through OWS – volumes are read from the OWS control panel at every discharge. The remaining sludge is pumped onshore via a supply vessel – the volume is calculated manually from electronic tank level readings. Sludge evaporated /incinerated is expected to be zero (there is no evaporator on the sludge system and onboard incinerators have been decommissioned)

Data collection and quality

All vessels are ISO 14001 certified to ensure the compliance with relevant regulations and consistent management of environmental improvements.

The actual figures are reported monthly in dedicated web-based software.

Each vessel 's general waste discharge to shore is quality checked by the office including proper segregation and quantity. For the latter we use photos and "Advance Notification of Delivery of Waste" Golar HSE 3405 forms.

The HSE 3405 form quantities are checked against the receipt from the local collecting facility. Garbage is stated on the PSV cargo manifest and MARPOL Certificates are then received from the waste management service provider.

In case of any environmental quarterly KPI breach, vessels are instructed to raise a non-conformity that is analysed for causes - remedials and re-occurrence prevention, fleetwide.

Golar's Power BI system is used to analyse the KPI's during the quarterly Operations Committee Meetings.

After the meeting, the quarterly Operations Committee Meeting minutes are shared with the fleet for their info/guidance.

Our local waste management service provider for Hilli Episeyo is reporting on former version of Annexe 3 for Waste Receipts. Ref. IMO Circular MEPC.1/Circ.834/Rev.1, Consolidated

Guidance for Port Reception Facility Providers and Users, issued 1 March 2018. As a consequence, the e-waste from Hilli Episeyo is reported in the Operational Waste category. Waste Management Service Provider is requested to update form and reporting according to latest template will be implemented in 2024."

At the end of quarter four, the Operations Committee issues a new "Company Environmental Program", based on the last years achievements, which is shared with the fleet.

Every fifth year, a new five-year "Company Environmental Program" plan with its KPIs is compiled as well. Last was 2019 and next is 2024.

5. People reporting specifics and methodology.

General

Our people are our greatest asset. We are proud to have 31 different nationalities working for us offshore and 21 onshore.

Standards and Methodology followed

We use the Intertanko model and formula for calculating retention rate. This is an acknowledged standard in the maritime industry.

Scope and boundaries

Our offshore metrics are specific to Hilli and Gimi only. We have not reported any people metrics relating to the LNGC Arctic as no workers were employed as at 31 December 2023.

Calculation, conversion factors and assumptions

The below table sets out the details behind our reporting items:

Calculation	Conversion factors and assumptions
People and Community	
Number of office staff employed as at 31 December 2023	Number of permanent employees, temporary employees and consultants "registered" in Simployer as at 31 December of the reporting year.
Number of offshore staff employed as at 31 December 2023 (Hilli and Gimi)	Number of employees with activity registered in OCS during the reporting year. "Activity" can be onboard, training, leave etc.
Employee Retention Rate (%) for Office staff	Proportion of year end work force comprised of employees present at the start of the year: (# employees present as at 1 January of the reporting year who remained employed as at 31 December of the reporting year / # of employees as at 1 January 2023) x 100. This is specific to permanent employees.
Employee Retention Rate (%) for Offshore personnel (Hilli and Gimi)	Intertanko model for calculation of Retention: $$\textbf{\% Retention Rate (RR)} = 100 - \left[\frac{\{S - (UT + BT)\} \times 100}{AE} \right]$$ **Where:** **RR** = Retention rate 24 months (in line with TMSA best practice guidance). **S** = Total number of terminations for whatever cause UT+BT= Unavoidable Terminations (retirements and long-term illness) and Beneficial Terminations (ex: redundancies, under-performers). **AE** = The average number of employees working for the company during the same period as calculated, this should be any period of 12 months.

Calculation	Conversion factors and assumptions
Diversity - Number of nationalities and % of each gender onshore/offshore (Hilli and Gimi)	**Gender:** Divided the number of females/males as at 31 December of the reporting year by the total number of onshore/offshore employees at Golar as at 31 December of the reporting year. Gender data used in the calculation was confirmed by all employees and was extracted from Simployer/OCS. **Nationalities:** Sum of the total number of nationalities recorded in employee profiles in Simployer/OCS.
Board attendance %	(The total number of attendees recorded in the minutes of each board meeting during the reporting year divided by the total number of board members multiplied by the total number of board meetings) x 100

Data collection and quality

For onshore staff, we use a common personnel system called Simployer for the Golar Group. Joiners and leavers are entered with start and leave dates. The turnover/retention calculation is based on these start and leaver dates as well as tagging of people not to be included in the calculation.

We use a Crew Management System (OCS) for offshore personnel where all data connected to hiring and leaving is entered. The same system is also used to register the various certificates and training needed to fulfil the requirement given in the STCW and the ISM Code.

6. Greenhouse Gas (CO2) emissions (scope 2)

Data collection and quality

Our Scope 2 emissions are calculated following the GHG Protocol and relate to our leased office spaces. For each office we either obtained our energy usage from our electricity supplier or made a best estimate based on other information provided.

London and Oslo – These are our main offices, both of which were leased for a full year. All energy usage for both is included.

Kuala Lumpur – We included all energy usage for this office until 01.05.2023 when the office was taken over by Cool Company Ltd.

Bermuda – This is a small office and our landlord provided us with an estimate of our November energy usage for 2022, based on the total energy usage for the office block allocated according to the square footage occupied by each tenant. No such estimate was provided for 2023 however the space we occupy has not changed. As with 2022 we therefore estimated our total 2023 usage by multiplying the November 2022 estimate by 12.

Cameroon – This is also a very small office. As with 2022, the Base Manager of our Cameroonian office was unable to provide an estimate of energy usage for the office, providing only actual energy consumed by our refrigerated containers. As a best estimate we have therefore taken the estimate for last year's office consumption and added it to this year's actual reefer container consumption.

For our London office we were able to obtain a renewable energy certificate, as all energy purchased for our London office is supplied from renewables. Therefore, under the GHG protocol we are required to calculate our Scope 2 emissions under both the location and market-based methods.

Under the location-based method, for each office we multiplied our energy usage by emission factors available from the local government or the IEA.

For the market-based method, the only market specific information we were able to obtain was for our London office, as described above. All other office emissions were calculated under the location-based method.