

FNRCO Commitment to International GHG Reporting Guidelines & Protocol

We, First National Human Resources Company (FNRCO), affirm our unwavering commitment to environmental stewardship and our adherence to the highest standards of greenhouse gas (GHG) emissions tracking and reporting. Our dedication to this cause is outlined through the following commitments:

- **Strict Adherence to the Greenhouse Gas Protocol:** FNRCO meticulously follows the GHG Protocol, the world's most widely used international standard for GHG accounting and reporting, ensuring that our emissions tracking and management are grounded in globally recognized best practices.
- **Comprehensive Scope Emissions Reporting:** We are committed to the exhaustive reporting of Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased energy), and Scope 3 (all other indirect emissions in our value chain) as outlined by the GHG Protocol, offering a holistic view of our environmental impact.
- **Consistency and Comparability:** Our reporting framework is designed to maintain consistency with international standards, allowing for comparability across organizations and sectors. This enables FNRCO to measure our progress effectively against global benchmarks.
- **Alignment with Global Best Practices:** FNRCO's GHG emissions tracking and reporting are aligned with the exhaustive guidelines provided by the GHG Protocol. This alignment ensures that our efforts contribute to a comprehensive understanding and strategic management of environmental impacts, both within our operations and across our value chain.
- **Commitment to Transparency and Accountability:** We pledge to maintain transparency in our environmental reporting and to hold ourselves accountable for our GHG emissions. This commitment is central to our efforts to continuously improve our environmental performance and to reduce our carbon footprint.
- **Engagement in Continuous Improvement:** FNRCO is dedicated to the continuous monitoring, reporting, and verification of our GHG emissions. We are committed to adopting innovative practices and technologies that further our sustainability goals and reduce our impact on the planet.

Through these commitments, FNRCO aims not only to comply with international standards but also to lead by example in our industry. We are dedicated to playing an active role in the global effort to mitigate climate change and to fostering a sustainable future for all.

We remain,


Ali Jaber Al Mahan
Chairman
First National Human Resources Company (FNRCO)

