

ESG Frequently Asked Questions (FAQs)

A. Environmental

Q: How does NFE promote access to sustainable energy in developing countries and emerging markets?

NFE was founded with a simple but ambitious mission – to reduce emissions and increase access to power across the world. Our investments today focus on bringing natural gas to markets that are almost entirely reliant on oil-based fuels and lack the capital to invest in clean technologies and grid improvements.

For more details, see our [2020 Sustainability Report](#).

Q: Does NFE consider climate change as part of the risk management strategy?

Yes. NFE analyzes and responds to the ever changing and evolving risk profile of climate change. As technical/engineering design decisions are made, impact on climate is part of the selection discussion. NFE monitors regulatory changes and trends to not only stay abreast to current changes but to get ahead on those which may have applicability in the future. Market impacts as well as cost and legal implications are weighed and responded to accordingly. Given the nature of our business, specific strategies are utilized, however, as we grow our ESG/Sustainability Program, formalizing a centralized strategy remains a target.

For more detail, see our [2020 Sustainability Report](#).

Q: Does NFE have a formal Environmental Management Program in place?

Yes. We have developed and implemented an Environmental Management Framework which sets forth the minimum expectations and approach to environmental compliance. Site specific plans are also developed. The program includes key focal areas such as permitting, regulatory monitoring, habitat stewardship, community engagement, documentation management, training and awareness, and incident management. Further, the program speaks to setting targets and addresses the need for site specific assessments/plans.

B. Social

Q: Does NFE support human rights?

Yes. Our [Code of Business Conduct](#) notes that we respect Human Rights across our operations and always follow applicable labor, employment and immigration laws and policies. Our Third-Party Integrity guidelines extend these requirements to our vendors.

Q: Does NFE have a discrimination and harassment policy?

Yes. Our people are critical to NFE's success. We value the diversity of our workplace, which we believe produces the best outcomes. We are committed to making all employment decisions (i.e., hiring, training, promotions, compensation, benefits, etc.) based on legitimate business needs, relevant qualifications, merit, and performance without regard to race, color, religion, sex, gender, creed, sexual orientation, gender identity, age, marital status, genetic information, national origin, citizenship, veteran status, military service, disability, or any characteristic protected by applicable law.

We maintain a professional work environment that is free from discrimination, harassment, or abuse. In addition, we do not tolerate any form of retaliation.

For more detail, see our [Code of Business Conduct](#).

Q: What measures does NFE take to promote equal opportunities and diversity?

Our Human Resources team oversees human capital management, including talent attraction and retention, rewards and remuneration, employee relations, employee engagement and training and development. They review diversity data on a monthly basis and regularly brief our executive team on human capital metrics and trends.

We are in the process of implementing a mechanism for collecting and analyzing disaggregated Diversity, Equity, and Inclusion (DE&I) data quarterly for all constituency groups (e.g., minority, disability, age, gender) across all regions from recruitment to retention.

For more details, see our [2020 Sustainability Report](#).

Q: What are the social impacts of NFE's product portfolio?

Today, our mission is to modernize energy and power infrastructure in emerging countries, supplying a more affordable, cleaner fuel: natural gas. Tomorrow, we aim to provide zero-carbon energy in the form of emissions-free hydrogen. The social impacts of our product portfolio include:

1. Protecting & preserving the environment by significantly reducing global carbon emissions by providing cleaner energy solutions.
2. Empowering people worldwide by creating access to affordable, cleaner energy where it is needed most.
3. Investing in communities by making significant investments in access to education, skills-training, and quality jobs.

4. Providing a solution to reach net zero carbon emissions by 2030 through green hydrogen.

For more details on the social impacts of our portfolio see our [2020 Sustainability Report](#) and our [2020 Philanthropic Guide](#).

Q: Does NFE do any community outreach and/or consultation?

Yes. We engage with our local communities from the earliest planning stages through all phases of permitting, construction, and operations. Keeping our local communities safe and informed is critical, and each of our sites has a method and public affairs staff responsible for communicating with community members as needed.

Our Managing Director for Public Affairs provide oversight and leadership on a coordinated stakeholder engagement effort, that aligns our local partners, operations and development requirements with community investments and corporate giving. This team undertakes regular assessments to understand local community needs, which inform our community development and investment efforts. They also provide periodic updates to the CEO and other members of senior management and measure impact against key metrics in an annual report.

For more detail on our community engagement, see our [2020 Sustainability Report](#).

Q: Does NFE have any programs to support local communities?

Yes. Across our business, we have a commitment to our community that extends beyond keeping the power flowing and the lights on. We are committed to having a positive and meaningful impact with our neighbors and the environment. In addition to our commitment to our local workforce, we engage with the local community to shape our programs in a way that can help address their needs. Key cornerstones to our engagement include:

- 1) Higher Education: Partner with local universities to create scholarship programs for high-achieving STEM students and develop and maintain mentorship networks of students and our employees.
- 2) Primary Education: Support local NGO's focused on STEM programs (robotics workshops, mathematics competitions, etc.) and provide financial assistance and school necessities (tablets, backpacks, school supplies, etc.) to ensure students have the basic necessities they need to succeed.
- 3) Workforce Training: Work with universities to develop programs that not only expose students, but also prepare students to work in the LNG, hydrogen, and energy transition space.
- 4) Health & Wellness: Support local NGO's that provide mental health and/or health and nutrition services for basic education students.

- 5) Critical Infrastructure: Provide funding and expertise to enhance local infrastructure, like schools, roads, and public parks.

For more detail on our community engagement programs in 2020 and our goals for 2021 and beyond, see our [2020 Philanthropic Guide](#).

C. Safety

Q: Does NFE have a HSSE Policy in place?

NFE has developed and implemented a HSSE Policy which outlines our commitment to be a conscious operator and good corporate citizen. Our Vice President and Head of HSSEQ manages compliance a risk across the business and ensures environmental performance in alignment with strategy, mission, and core values. Our Head of Permitting manages the processes associated identifying and acquiring all applicable authorizations and permits associated with our operations.

Q: Does NFE have a Safe Work Management Program in place?

Yes. We have developed and implemented an HSSE Strategic Framework which sets forth the minimum expectations and approach to overall HSSE Management within NFE. This strategic framework follows a structured approach to management and focuses on the development of a culture dedicated to compliance resulting in zero harm. The framework includes laying out expectations on leadership, risk management, education/training, emergency response, incident management, performance measurement and other key programmatic drivers. Additionally, the framework outlines NFE's commitment to continual improvement through corrective action management.

Q: What is NFE's incident rate?

We document and investigate both employee and contractor workplace safety incidents, implement actions, and share lessons learned to prevent recurrence.

Employee Incidents: In 2018, 2019 and 2020, we had had zero employee recordable incidents, lost time incidents, or fatalities across our operating sites.

Contractor Incidents: Since 2018, we have had a total of four lost-time injuries reported from our contractors.

For more detail, see our [2020 Sustainability Report](#).

Q: Has NFE recorded any fatal workplace accidents?

No. We have not recorded any fatal workplace accidents from both a direct employee and contractor basis.

For more detail, see our [2020 Sustainability Report](#).

Q: What is NFE's approach to training?

Carrying out training is critical in ensuring safe operations and job understanding. NFE has training programs which are required by all employees and others which are tied specifically to the role within the company and/or the location and division in which the employee is assigned. Following this determination, a tailored training program is put in place and carried out in accordance with the timelines set either by regulation, company policy, or other like requirements. Certain training must be completed prior to commencing normal job duties. Depending upon the training, competency tests are utilized to verify understanding of the content.

Q: Does NFE have any targets or metrics tied to training?

Yes. Once a program is established, the target is 100% completion within the specified time frame. This is tracked and reported internally where management reviews and follows up accordingly.

Q: Is all training carried out in-house?

No. A portion of training is carried out internally, however, NFE also partners with outside agencies when needed to aid in facilitating best-in-class training programs.

Q: How does NFE manage the training of outside contract workers, vendors, or suppliers?

NFE collaborates with outside parties to verify and validate training content and compliance. It is the responsibility of the outside party to ensure their staff is trained and it is the responsibility of NFE to verify this. In some cases, site specific training - including site orientations - are facilitated by NFE for outside parties. Records of these sessions are maintained locally.

Q: Does NFE have a Contractor Safety Management Program in place?

We have developed and implemented a contractor safety management handbook which is provided to companies at the time contracts are issued. This handbook outlines the general expectations and requirements set forth by NFE as well as affirming key aspects such as

compliance with all applicable laws and regulations, incident/accident reporting and management, prohibited substance abuse, and key topical requirements which outline the minimum expectations in certain areas of worker health and safety, environmental protection, record keeping.

Q: Does NFE have pipelines associated with its operations and how are those managed?

Yes. NFE does have pipelines associated with several of our operations. They are managed in accordance with all applicable regulatory requirements including inspections, maintenance, repair, replacement, and right of way management. Sites with pipeline associated operations maintain detailed leak detection and repair (LDAR) programs, tailored to the site. All tasks associated with pipelines - as well as all other operational components - are managed via a centralized maintenance management system.

Q: Does NFE have emergency response plans?

Yes. NFE is committed to ensuring the safety of our employees, contractors, and assets in all scenarios. As part of our risk assessment process, the identification of potential emergency situations is carried out. Each site has a detailed emergency response and action plan in place, following both internal and external guidelines. These are developed and implemented in alignment with all applicable regulatory and industry standards/requirements and the tools, equipment, and training and provided to ensure compliance. Further, collaboration is carried out with local, outside response agencies to ensure alignment on needs and response capabilities. These plans are reviewed regularly, and drills are conducted no less than annually. Outside agencies are involved in the review process and drills.

Q: How does NFE address and comply with EHS standards for vessel and marine operations?

NFE vessels and maritime operations comply with all applicable international maritime rules including all flag statutory regulations. Our vessels comply with a variety of standards (for example SOLAS, STCW, ISM, MLC, ISPS, IMDG, and IGC) as well as comply with host country statutory requirements while operating in their coastal waters. In addition, NFE vessels also abide by a ship's classification society rules and technical standards for the construction and operation of ships. This includes developing and complying with specialized operational standards based on the technical operations and locations of each vessel. All relevant staff are thoroughly trained on not only operating and job task requirements, but also on all HSSE protocols.

NFE is committed to conducting its vessel and maritime operations in a socially responsible, ethical, and sustainable manner to protect the environment and ensure the safety and health of our employees and communities.

D. Governance

Q: Does NFE have an Anti-Corruption Policy?

Yes. NFE maintains a robust anti-corruption policy. The Policy clearly defines bribery and noted that anything of value given to a public official may be considered a bribe under applicable statutes. NFE's policy prohibits facilitation payments. All new employees are onboarded by CCO weekly, which includes a discussion of the Anti-Bribery Policy and avoiding conflicts of interest (or apparent conflicts of interest). NFE employees are trained annually on the Anti-Bribery (and other) compliance policies. Our Third-Party Integrity Guidelines also prohibit NFE vendors from making corrupt payments on NFE' behalf, and our contracts and terms and conditions with vendors contain clear anti-corruption representation and warranties. The Anti-Corruption Policy is available in the three local languages spoken in NFE's main business locations (English, Spanish, and Portuguese).

Q: Does NFE have a Whistleblower Policy

Yes. NFE's Whistleblower Policy is readily available to employees on the Company's internal website and is part of the annual compliance training for all employees. The policy clearly sets forth how employees can raise compliance concern, including how to raise such concerns anonymously. The policy is available in English and Portuguese and will soon be available in Spanish. The Policy notes that employees making reports in good faith cannot be retaliated against. Additionally, the company posts notices throughout its operations (in the local language) reminding employees of the mechanisms available to raise compliance concerns (in person, phone, email, online). Our Third Party Integrity Guidelines also provide NFE vendors with directions on how to raise compliance concerns.

Q: Does NFE have a code of business ethics and compliance procedures?

Yes. Our Code of Business Conduct sets out the ethical standards for our company. Our Chief Compliance Officer and senior management team review our Code of Conduct annually.

For more details, see our [Code of Business Conduct](#).