



# GRI INDEX | 2021

A supplement to the 2021 ESG Report

# GRI General Disclosures 2021

*If not otherwise stated, page references are pointing to our 2021 ESG report*

| 2-1       | Organizational details  | Page 2. The Company's headquarter is in Bermuda.  |              |           |             |              |           |             |           |     |   |     |     |    |
|-----------|---|---|--------------|-----------|-------------|--------------|-----------|-------------|-----------|-----|---|-----|-----|----|
| 2-2       | Entities included in the organization's sustainability reporting            | <a href="#">2021 annual report</a> F-14.  |              |           |             |              |           |             |           |     |   |     |     |    |
| 2-3       | Reporting period, frequency and contact point                               | Page 3. The Annual ESG report was published on 10 May 2022.   |              |           |             |              |           |             |           |     |   |     |     |    |
| 2-4       | Restatements of information   | There were no restatements of information made in the reporting period.   |              |           |             |              |           |             |           |     |   |     |     |    |
| 2-5       | External assurance  | This report has not been externally assured.  |              |           |             |              |           |             |           |     |   |     |     |    |
| 2-6       | Activities, value chain and other business relationships                    | Page 2 and 4.   |              |           |             |              |           |             |           |     |   |     |     |    |
| 2-7       | Employees   | Page ,21 and: <table border="1" data-bbox="815 667 1485 786"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> <th>Under 30 yrs</th> <th>30-50 yrs</th> <th>Over 50 yrs</th> </tr> </thead> <tbody> <tr> <td>Employees</td> <td>600</td> <td>3</td> <td>193</td> <td>367</td> <td>43</td> </tr> </tbody> </table> |              | Male      | Female      | Under 30 yrs | 30-50 yrs | Over 50 yrs | Employees | 600 | 3 | 193 | 367 | 43 |
|           | Male  | Female  | Under 30 yrs | 30-50 yrs | Over 50 yrs |              |           |             |           |     |   |     |     |    |
| Employees | 600   | 3   | 193          | 367       | 43          |              |           |             |           |     |   |     |     |    |
| 2-8       | Workers who are not employees   | Not reported.   |              |           |             |              |           |             |           |     |   |     |     |    |
| 2-9       | Governance structure and composition  | Page 8 and in annual report p. 65-66, 84 and on company website: <a href="#">Board of directors – FLEX LNG.</a>   |              |           |             |              |           |             |           |     |   |     |     |    |
| 2-10      | Nomination and selection of the highest governance body                     | In annual report p. 68, 84 and on company website: <a href="#">Governance – FLEX LNG.</a>   |              |           |             |              |           |             |           |     |   |     |     |    |
| 2-11      | Chair of the highest governance body  | In annual report p. 65 and on company website: <a href="#">Governance – FLEX LNG.</a>   |              |           |             |              |           |             |           |     |   |     |     |    |
| 2-12      | Role of the highest governance body in overseeing the management of impacts | Page 8.   |              |           |             |              |           |             |           |     |   |     |     |    |
| 2-13      | Delegation of responsibility for managing impacts                           | Page 8.   |              |           |             |              |           |             |           |     |   |     |     |    |
| 2-14      | Role of the highest governance body in sustainability reporting             | Page 8.   |              |           |             |              |           |             |           |     |   |     |     |    |
| 2-15      | Conflicts of interest   | In annual report page 24-25.  |              |           |             |              |           |             |           |     |   |     |     |    |
| 2-16      | Communication of critical concerns  | Page 8, 10-11.  |              |           |             |              |           |             |           |     |   |     |     |    |
| 2-17      | Collective knowledge of the highest governance body                         | Not reported.   |              |           |             |              |           |             |           |     |   |     |     |    |
| 2-18      | Evaluation of the performance of the highest governance body                | Not reported.   |              |           |             |              |           |             |           |     |   |     |     |    |
| 2-19      | Remuneration policies   | In annual report page 66.   |              |           |             |              |           |             |           |     |   |     |     |    |
| 2-20      | Process to determine remuneration   | In annual report page 66.   |              |           |             |              |           |             |           |     |   |     |     |    |
| 2-21      | Annual total compensation ratio   | Information available on company website: <a href="#">SEC filings – FLEX LNG.</a>   |              |           |             |              |           |             |           |     |   |     |     |    |
| 2-22      | Statement on sustainable development strategy                               | Page 5.   |              |           |             |              |           |             |           |     |   |     |     |    |
| 2-23      | Policy commitments  | Pages 8-9, 19 and on company website: <a href="#">MEMO (flexlng.com).</a>   |              |           |             |              |           |             |           |     |   |     |     |    |
| 2-24      | Embedding policy commitments  | Page 8, and on company website: <a href="#">MEMO (flexlng.com).</a>   |              |           |             |              |           |             |           |     |   |     |     |    |

|      |  |  |
|------|--|--|
| 2-25 | Processes to remediate negative impacts            | Information available on company website: <a href="#">MEMO (flexlng.com)</a> . |
| 2-26 | Mechanisms for seeking advice and raising concerns | P.p 8 and 10.  |
| 2-27 | Compliance with laws and regulations               | P.p. 21.   |
| 2-28 | Membership associations                            | P.p. 8 and 10.   |
| 2-29 | Approach to stakeholder engagement                 | Page 6.  |
| 2-30 | Collective bargaining agreements                   | Page 19.   |

## GRI Topic Specific Disclosures

### GRI 3 Material topics 2021

|     |                                      |         |
|-----|--------------------------------------|---------|
| 3-1 | Process to determine material topics | Page 6. |
| 3-2 | List of material topics              | Page 6. |

### Material topic: Direct emissions

|       |  |                 |
|-------|--|-----------------|
| 3-3   | Management of material topics  | P.p. 12-15.     |
| 305-1 | Direct (Scope 1) GHG emissions   | P.p. 14 and 20. |
| 305-2 | Indirect (Scope 2) GHG emissions   | Page 20.        |
| 305-3 | Indirect (Scope 3) GHG emissions   | Page 20.        |
| 305-7 | Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions | P.p. 14 and 20. |

### Material topic: Energy mix

|       |  |                 |
|-------|--|-----------------|
| 3-3   | Management of material topics              | P.p. 12-15.     |
| 302-1 | Energy consumption within the organization | P.p. 14 and 20. |

### Material topic: Corruption risk

|       |  |                 |
|-------|--|-----------------|
| 3-3   | Management of material topics  | P.p. 10-11.     |
| 205-2 | Communication and training about our anti-corruption policies and procedures | P.p. 8 and 10.  |
| 205-3 | Confirmed incidents of corruption and actions taken                          | P.p. 10 and 21. |

### Material topic: Spills and releases

|       |                               |                 |
|-------|-------------------------------|-----------------|
| 3-3   | Management of material topics | Page 15.        |
| 306-3 | Significant spills            | P.p. 14 and 20. |