

# ESG index

ADNOC Distribution alignment with ADX ESG guide

ADX Guidelines	Disclosure	Section	Page Number(s)	ADX Alignment
Environmental	<b>E1 GHG Emissions</b> Total amount in CO2 equivalents for Scope 1 & 2	Environmental Protection	70	Yes
	<b>E2 Emissions Intensity</b> GHG Emissions intensity per gross profit	Environmental Protection	70	Yes
	Non-GHG Emissions intensity per gross profit	Environmental Protection	69	Yes
	<b>E3 Energy Usage</b> Energy directly consumed	Environmental Protection	69	Yes
	Energy indirectly consumed	Environmental Protection	69	Yes
	<b>E4 Energy Intensity</b> Total energy intensity per gross profit	Environmental Protection	69	Yes
	<b>E5 Energy Mix</b> Energy used by generation type	Environmental Protection	69	Yes
	<b>E6 Water Usage</b> Total amount of water consumed Total amount of water reclaimed/recycled	Environmental Protection	70	Yes
	<b>E7 Environmental Operations</b>	Environmental Protection	68	Yes
	<b>E8 Environmental Oversight – Management</b>	ESG Governance	66	Yes
SOCIAL	<b>E9 Environmental Oversight – Board</b>	ESG Governance	66	Yes
	<b>E10 Climate Risk Mitigation</b>	Environmental Protection	68	Yes
	<b>S1 CEO Pay Ratio</b>	Our People	75	Yes
	<b>S2 Gender Pay Ratio</b>	Our People	75	Yes
	<b>S3 Employee Turnover</b>	Our People	75	Yes
	<b>S4 Gender Diversity</b>	Our People	75	Yes
	<b>S5 Temporary Worker Ratio</b>	Our People	75	Yes
	<b>S6 Non-discrimination</b>	Non-Discrimination	80	Yes
	<b>S7 Injury Rate</b>	Health and Safety	78	Yes
	<b>S8 Global Health and Safety</b>	Health and Safety	76	Yes
	<b>S9 Child &amp; Forced Labour</b>	Child and Forced Labor	80	Yes
	<b>S10 Human Rights</b>	Human Rights	80	Yes
	<b>S11 Nationalization</b>	Our People	72	Yes
	<b>S12 Community Investment</b> Amount invested in the community as a percentage of company revenue	Corporate Social Responsibility	104	0.01%

ADX Guidelines	Disclosure	Section	Page Number(s)	ADX Alignment
GOVERNANCE	<b>G1 Board Diversity</b> 1) Percentage of total Board seats occupied by men and women 2) percentage of Committee chairs occupied by men and women	Board Diversity	92	1) 14% held by women 2) 33% held by women 86% held by men 66% held by men
	<b>G2 Board Independence</b> 1) does company prohibit CEO from serving as Board Chair 2) percentage of total board seats occupied by independent board members	ADNOC Distribution Board of Directors	89	1) Yes 2) 100%
	<b>G3 Incentivized Pay</b> Are executives formally required to perform on sustainability?	ESG Governance	67	Yes
	<b>G4 Supplier Code of Conduct</b> 1) Are the Company’s suppliers required to follow a Code of Conduct? 2) Percentage of suppliers that have formally certified their compliance with the Code	Procurement Practices	80	1) Yes 2) All our suppliers are expected to adhere to our <a href="#">Supplier and Partner Code of Ethics</a>
	<b>G5 Ethics &amp; Prevention of Corruption</b> 1) Does the Company follow an Ethics and/or Prevention of Corruption Policy? 2) Percentage of workforce formally certified for its compliance with the policy	Our Corporate Overview ESG Governance	86 66	1) Yes 2) In 2024, 100% of employees received training and awareness on Code of Conduct
	<b>G6 Data Privacy</b>	Cybersecurity and data privacy	81	Our Information Security Management System (ISMS), certified to ISO 27001
	<b>G7 Sustainability Reporting</b>	ESG at ADNOC Distribution	60	Annual ESG Report
	<b>G8 Disclosure Practices</b>	ESG at ADNOC Distribution	60	The Company publishes a GRI based Annual ESG Report
	<b>G9 External Assurance</b>	ESG at ADNOC Distribution	60	Annual external assurance is being obtained for 2024 ESG report