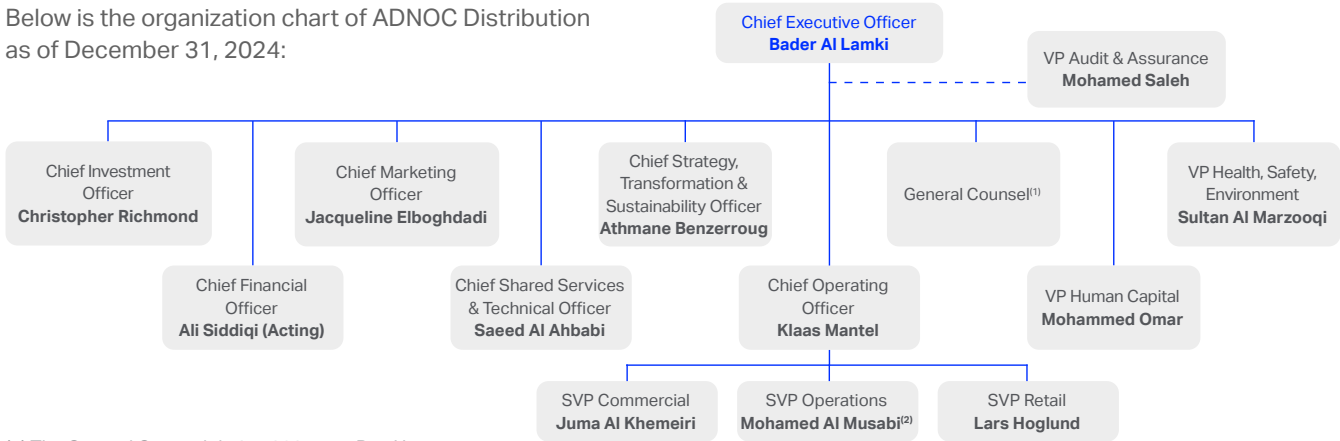


Executive management

Under the Delegation of Authority, and in consultation with the Board of Directors, our Chief Executive Officer has sub-delegated some of the powers given to him to members of our executive management team. Our Executive Management team carries out the day-to-day activities of ADNOC Distribution pursuant to this authority and in line with international best practice and the relevant governance rules and regulations.

ADNOC Distribution organization chart

Below is the organization chart of ADNOC Distribution as of December 31, 2024:



(1) The General Counsel during 2024 was Ben Hennessy. Mr. Ryan Rovere became General Counsel on January 6, 2025.
(2) Effective as of January 1, 2025.

Executive management remuneration

Details of the total salaries and benefits paid to the Senior Members of our Executive Management team in 2024 are provided in the table below:

Position	Appointment Date	Total Salaries and Allowances paid in 2024	Total Bonuses paid in 2024	Other Benefits for 2024 or due in the Future ⁽¹⁾
Chief Executive Officer	May 2021	2,832,852	2,425,000	-
Chief Operating Officer	Jul 2023	1,692,000	600,000	-
Chief Strategy, Transformation & Sustainability Officer	Sep 2018	1,765,200	1,050,000	-
Chief Investment Officer	Dec 2024	147,333	-	-
Chief Shared Services & Technical Officer	Jun 2019	1,794,000	650,000	-
Chief Marketing Officer	Sep 2024	466,667	-	-
Former – Position				
Former Chief Investment Officer	Jun 2022 - Jan 2024	1,243,095	-	-
Former Chief Marketing Officer	Oct 2022 - Apr 2024	608,064	-	-
Former Chief Financial Officer	Jul 2022 - Dec 2024	1,660,581	935,000	-

(1) Bonuses for 2024 that are payable in 2025 are yet to be determined or awarded.

