ESG INDEX

ADNOC Distribution Alignment with ADX ESG Guide

ADX Guidelines	Disclosure	Section	Page Number(s)	ADX Alignment
	ESG Disclosures			
ENVIRONMENTAL	E1 GHG Emissions	GHG Emissions	95	Scope 1 & 2 Emissions
	E2 Emissions Intensity	GHG Emissions	95	Yes
	E3 Energy Usage	Energy Management	94	Yes
	E4 Energy Intensity	Energy Management	94	Yes
	E5 Energy Mix	Energy Management	94	Yes
	E6 Water Usage	Water	95	Yes
	E7 Environmental Operations	Protecting Environment	93	Yes
	E8 Environmental Oversight – Management	Governance on ESG	61	Yes
	E9 Environmental Oversight – Board	Governance on ESG	61	Yes
	E10 Climate Risk Mitigation	Protecting Environment	93	Yes
SOCIAL	S1 CEO Pay Ratio	Pay Ratios	85	Yes
	S2 Gender Pay Ratio	Pay Ratios	85	Yes
	S3 Employee Turnover	People of ADNOC Distribution	85	Yes
	S4 Gender Diversity	Gender Diversity Policy, People of ADNOC Distribution	85	Yes
	S5 Temporary Worker Ratio	People of ADNOC Distribution	85	Yes
	S6 Non-discrimination	Non-Discrimination	77	Yes
	S7 Injury Rate	Health and Safety	89	Yes
	S8 Global Health and Safety	Health and Safety	89	Yes
	S9 Child & Forced Labour	Fair Labor Practices	77	Yes
	S10 Human Rights	Human Rights	77	Yes
	S11 Nationalization	People of ADNOC Distribution	83	Yes
	S12 Community Investment	Corporate Social Responsibility	86	Yes

ADX Guidelines	Disclosure	Section	Page Number(s)	ADX Alignment
GOVERNANCE	G1 Board Diversity	Board Diversity	63	Yes
	G2 Board Independence	Corporate Governance framework	63	Yes
	G3 Incentivized Pay	Governance on ESG	61	Yes
	G4 Supplier Code of Conduct	Procurement Practices	88	Yes
	G5 Ethics & Prevention of Corruption	Code of Conduct	75	Yes
	G6 Data Privacy	IT Security and Data Privacy	80	Yes
	G7 Sustainability Reporting			Yes – Annual ESG Report
	G8 Disclosure Practices			Yes
	G9 External Assurance			Yes – Seek to obtain assurance for 2023 ESG report