

ADNOC Gas



SUSTAINABILITY REPORT 2024

Fueling a Sustainable Tomorrow

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CEO Statement



Welcome to the ADNOC Gas Sustainability Report for 2024

This report provides a highlight of our environmental, social, and governance (ESG) performance in 2024. We strive to be among the lowest carbon gas producers by incorporating ESG principles into our operations, planning and targets. Sustainability has been central to our mission, as evident in the recent transformation of our energy mix to include more clean grid power usage in our operations.

Strategy

As the transformation of global energy systems accelerates, our objective is to support lowering the emissions footprint of today's energy while investing in the low carbon solutions for the future, in support of the United Arab Emirates' Net Zero by 2050 Strategic Initiative. Our ambition is to be one of the lowest carbon natural gas companies as we continue to meet the growing demand for clean, reliable and affordable energy. The transformation of global energy systems is increasing global demand for natural gas, especially in the Asia Pacific region, where gas is emerging as a more sustainable alternative to coal. In the UAE, gas demand is projected to grow at an annual rate of up to 6% through 2030.

Roadmap

We have announced a comprehensive Sustainability strategy, focused on eight areas where we believe our business can have the greatest impact. This strategy aligns with our recent corporate strategy update which prioritizes decarbonization, growth, and future-proofing our business. Even as we grow our business, we are targeting operational GHG emission intensity reduction (Scope 1 and 2) of up to 25% by 2030, and support ADNOC's 2045 net zero ambition. The key abatement levers include:

- Pursuing carbon capture to reduce CO₂ emissions
- Enhancing energy efficiency
- Importing clean power
- Integrating renewable energy in our operations
- Recovering flare gas and mitigating fugitive emissions

To help progress toward our sustainability goals, we are leveraging Artificial Intelligence (AI) and advanced technologies across our operations. We earned the ISO 42001 Artificial Intelligence Management System certification in 2024. In addition, we are partnering with global technology companies and enhancing our innovation ecosystem to improve efficiency, lower emissions and achieve sustainable growth.

Achievements

In 2024, we made significant progress in our ESG goals, reducing emissions while continuing to meet local and global energy demands. We cut GHG emissions intensity by about 2.31% and achieved about 770K tCO₂e abatement of GHG, through importing clean power from the UAE grid.

We are managing the Habshan Carbon Capture, Utilization and Storage (CCUS) project to reduce GHG emissions across our value chain. We also advanced the Ruwais LNG project, the first LNG export facility in the Middle East and North Africa (MENA) region planned to run on clean power, making it one of the lowest-carbon intensity LNG plants in the world. By 2028, we plan to acquire ADNOC's majority stake in Ruwais LNG at cost.

Recycling and circularity are essential components of our waste and water management strategy. We successfully reduced our waste generation and diverted approximately 47% of hazardous waste from landfills in 2024. In terms of water management, we are aligned with ADNOC's goal on keeping freshwater consumption below 0.5% through recycling and monitoring programs.

At ADNOC Gas, workforce safety and wellbeing are priorities. This year, we reported a total recordable injury rate of 0.05 and zero fatalities, demonstrating the effectiveness of initiatives such as the HSE++ program. These initiatives promote a proactive safety culture through stringent measures to protect our workforce. In parallel, we continue to champion diversity and inclusion, welcoming employees from over 60 different countries. Focusing on developing local talent, last year we exceeded our Emiratisation goal. To help our people unlock their full potential and accelerate their growth, we delivered approximately 155,550 hours of training to more than 5,120 employees.

We believe strong governance is the foundation of our sustainability journey. Our Sustainability Steering Committee drives our sustainability strategy, integrating sustainable ESG practices into our operations. We seek to uphold governance excellence through adherence to our policies, Code of Conduct, and Code of Ethics, guiding employees and suppliers to conduct responsible business.

As we grow, we will continue to drive the UAE's economic development and diversification. In 2024, we supported the local economy with over \$1.24 billion worth of investments. Our low carbon gas supports the UAE's energy needs, creates jobs, empowers communities, and supplies electricity to homes, schools, and hospitals. We also prioritize sourcing local goods and services.

None of these accomplishments would have been possible without the collective effort and support of everyone at ADNOC Gas. I want to thank all our stakeholders for their unwavering commitment and support. As we look ahead, we are deeply committed to pursuing our strong growth trajectory while adhering to our sustainability goals. I am confident that, through the collaborative efforts of our employees, our valued partners and stakeholders, and the communities in which we operate, we will continue to advance decarbonization, foster responsible growth and facilitate the transformation of global energy systems.

Fatema Mohamed Al Nuaimi

Chief Executive Officer

VP Statement



We proudly present ADNOC Gas's Sustainability Report, highlighting our sustainability journey achievements for the year 2024

In an era where global challenges demand urgent action, we embrace the opportunity to help mitigate environmental impact and transition to a low carbon economy. Aligned with ADNOC Group's Net Zero by 2045 ambition and the UAE 2050 target, our Sustainability Strategy, policy and objectives drive the integration of our ESG principles across our operations to deliver long-term value for society and the environment. Our approach to sustainability also aligns with all the UN Sustainable Development Goals (SDGs), with about 11 SDGs being addressed through our ESG materiality topics.

We made remarkable strides with the support and guidance of our Sustainability Steering Committee. Our decarbonization initiatives are delivering low-carbon energy solutions. Committed to zero operational disruptions, we leveraged cutting-edge technologies and artificial intelligence, achieving ISO 42001 AI certification, to work smarter and safer. Future-proofing our business goes beyond functionality to create positive impact. We successfully engage our employees in community activities and wellbeing initiatives as part of our broader commitment to social responsibility. This, along with our adoption of advanced technologies and ethical practices, helps us protect both our people and the planet.

Our journey ahead is guided by purpose and integrity. We remain steadfast in our efforts towards environmental resilience, operational excellence and people empowerment. Together with our stakeholders, we are shaping a future where sustainable energy solutions benefit the generations of tomorrow. Thank you for your dedication and collaboration in helping us redefine what is possible.

Dr. Aesha Ali Hashem

Vice President of Sustainability and ESG

ADNOC Gas Alignment with UN SDGs



Note: Further details of this alignment is elaborated on page 37 of this report.

About this Report

GRI 2-2, 2-3, 2-4, 2-5, ADX G7, ADX G8, ADX G9

Reporting Standards

This report was prepared with reference to the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) 2021 and the GRI 11 Oil and Gas Sector Standard.

As a public listed company listed on ADX, our Sustainability Report is also aligned with the ADX ESG Disclosure Guidelines. (See the GRI and ADX content index for full details.)

Reporting boundaries and scope

In terms of organizational and reporting boundaries, the disclosed data pertains to the consolidated results of ADNOC Gas PLC, encompassing the operations of ADNOC Gas Processing (AGP), ADNOC LNG (ALNG), and ADNOC Industrial Gases (AIG), all operating within the UAE.

Internal controls and Data validation

The data presented in this report cover the period from January 01, 2024 to December 31, 2024. Some of the totalities presented may reflect the rounding-down or rounding-up of subtotals. The data was been subject to internal validation, including data reviews by the Sustainability Report project team and internal subject matter experts.

Assurance

We followed an internal assurance process on key sustainability performance data and disclosures. In addition, we are in the process of considering external assurance for upcoming reporting periods.

Feedback

We value your input on our Sustainability Report and invite our stakeholders to contribute and share their feedback. Open communication will support us in advancing our sustainability journey.

For any comments or questions regarding this report, please contact:
sustainabilityesgdivisionusers.adg@adnoc.ae

Notes:

- The graphs are for visual representation purposes and are not to scale.
- In some cases, values may not add up due to rounding.



We are pleased to announce the publication of our Sustainability Report for ADNOC Gas PLC

covering the period from January 01, 2024 to December 31, 2024. The statistics presented are as of December 31, 2024, unless otherwise indicated.

Our History

The story of ADNOC Gas represents a journey of strength, growth and diversification. As our nation advances, we play a role in powering the progress.

<p>1970 ADNOC</p> <p>H. H. Sheikh Zayed issued a directive to cease non-technical flaring.</p>	<p>1973 ALNG</p> <p>ALNG established as a joint venture company between ADNOC (70%), Mitsui & Co (15%), BP (10%) and Total Energies (5%).</p>	<p>1977 ALNG</p> <p>First ever gas production in UAE and first LNG shipment delivered to TEPCO</p>	<p>1978 AGP</p> <p>AGP established as a 30-year joint venture between ADNOC (68%) and shareholders Shell (15%), TotalEnergies (15%) and PTTEP (2%).</p>	<p>1980 AGP</p> <p>Asab, Bab and Bu Hasa processing plants start up (associated gas).</p>	<p>1981 AGP</p> <p>Start of operations and first NGL shipment.</p>	<p>2001 AGP</p> <p>GASCO merged with ATHEER, adding three gas processing plants: Habshan 0, 1, 2 with a 3,000 MMSCFD processing capacity and pipeline network. The merger more than doubled the size of AGP, making it one of the world's largest gas processing companies.</p>	<p>2010 AGP</p> <p>Offshore Associated Gas Project commissioned with low pressure offshore gas export capacity of 200 MMSCFD.</p>	<p>2011 AGP</p> <p>Habshan 3, Asab 2, Ruwais Train 3 start up.</p>	<p>2018 AGP</p> <p>Taweelah Gas Compression Project commissioned, providing uninterrupted gas supplies to major Abu Dhabi industries and the UAE Northern Emirates.</p>	<p>2021 ADNOC</p> <p>Clean Energy Agreement with EWEC for supply of power to ADNOC from clean sources, with net-zero emissions</p>	<p>2022 ADNOC Gas Ltd.</p> <p>ADNOC Gas Ltd established as a private company limited by shares.</p>	<p>2023 ADNOC Gas PLC</p> <p>ALNG and AGP reorganized to create ADNOC Gas PLC listed on the Abu Dhabi Securities Exchange and was the largest IPO on ADX in 2023.</p>	<p>2024 ADNOC Gas</p> <p>ADNOC Gas announced a Strategy Update focused on three key pillars: Growth, Decarbonization and Future Proofing, expected to drive a +40% growth in EBITDA by 2029 versus 2023.</p>
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Highlights - 2024

Environmental highlights

2.31% Reduction

in Greenhouse Gas (GHGs) emissions intensity from 2023



~ 50% of our power requirements

were procured from clean energy sources



47% hazardous waste

diverted from landfills



~ 25% reduction in overall methane emissions

as compared to previous year



Habshan CCUS project recognized by Forbes Middle East

for most sustainable project in the Middle East



Loop 20 Proof of Concept (POC) implemented

a groundbreaking technology that captures CO₂ emissions by up to 30% and transforms it into low-cost, high-value graphene



Social highlights

0.05 Total Recordable Injury Rate (TRIR)

and zero fatalities



141 university students

joined the ADNOC Gas internship program



~155,550 hours

dedicated towards training over 80% of our employees



24% year-over-year increase in recruitment,

with a total of 185 new employees hired



86% Employee Experience Index

and 83% Culture Index scores achieved



~1,500 construction site workers

engaged through Rahma campaign and provided with HSE awareness sessions



> 600 volunteers

participated in CSR initiatives, contributing to 1,197 volunteering hours and impacting the lives of over 3,000 people



Highlights - 2024

Financial highlights

~9,000 loads of LPG and Paraffinic Naphtha

successful delivery milestone celebrated



7% year-on-year increase

in the adjusted revenues to \$24.43 billion, compared to prior year accompanied by an impressive 13% increase in adjusted net income to \$5 billion



59% In-Country Value (ICV)

achieved to support local economic development



US\$ 3.412 billion

Dividend for full year 2024, +5% YoY



Ranked 12th in the Forbes Middle East Top 100 companies in the MENA region

solidifying our position in the region's energy sector



Signed a 10-year agreement with GAIL India Limited

India's largest natural gas company, guaranteeing the supply of up to 0.52 million metric tons per annum (MMTPA) of LNG



Governance highlights

Achieved ISO 42001:2023 certification for the Artificial Intelligence Management System

highlighting our proactive approach towards artificial intelligence in sustainability and innovation



Established ADNOC Gas Sustainability Policy

to advance our environmental and social responsibility commitments



Zero cases of discrimination reported



Our Progressive Operational Journey

GRI 2-1, 2-6

ADNOC Gas is a large-scale, integrated gas processing company and a subsidiary of ADNOC, one of the world's largest integrated energy companies operating across the natural gas value chain. We receive raw gas feedstock from ADNOC Group to process and fractionate it. We also deliver an expanding portfolio of products to both domestic and international markets.

The Journey

On January 1, 2023, ADNOC Group, a trusted and responsible provider of lower-carbon intensity energy, announced the formation of ADNOC Gas. We emerged as a flagship company from the consolidation of ADNOC Gas Processing, ADNOC LNG and ADNOC Industrial Gas. We believe this strategic merger enhances our financial and operational performance, empowering us to meet evolving market demands while unlocking new growth opportunities.

Our future-ready approach is anchored in the delivery of critical capital growth projects, which are expected to help enhance our gas processing capabilities and accelerate our ambitions in LNG.

The formation of ADNOC Gas represents another major milestone in unlocking the full value of the UAE's vast natural gas resources and builds on ADNOC's more than 40 years' experience as a leading gas producer. Natural gas will be a critical fuel in the transformation of global energy systems and we expect that ADNOC Gas, through its world-scale operations and significant growth and expansion plans, will be well-positioned to meet both local and international gas demand. In addition to enabling the growth of local industry and manufacturing, ADNOC Gas will play a critical role in delivering ADNOC's broader LNG expansion plans, including in international markets.

Our foundation is built on over 50 years of ADNOC Group's industry-leading expertise as a prominent gas producer. ADNOC Gas became a publicly traded company in March 2023, following one of the largest initial public offerings (IPOs) in the region. This milestone unlocked significant financial and operational opportunities, further strengthening our position as a key player in the global energy landscape.

We are set to play a crucial role in supporting a responsible transformation of global energy systems

As a core enabler of ADNOC Group's ambitious growth agenda and decarbonization strategy, we serve as a central pillar of Abu Dhabi's and the UAE's energy ecosystem. With access to the UAE's natural gas reserves, which are estimated to be the seventh largest globally, we currently supply a significant portion of the UAE's natural gas needs and serve a diverse customer base in over 20 countries.



~ 60%
of UAE gas requirements met
by ADNOC Gas.

**Decarbonization
roadmap established**
contributing to the UAE's
decarbonization agenda and aligning
with ADNOC's Net Zero 2045 ambition.

Large scale gas processing asset base:

- 10+BSCF gas processing capacity with 30% growth by 2029.
- 29MTPA liquids processing capacity also growing 30% by 2029.
- 3,300km gas pipeline network.

Our Operations

ADNOC Gas' operations represent a highly integrated and comprehensive gas management platform, covering the full range of processing, transmission, transportation and marketing activities, with eight sites located across the UAE.

Gas Processing

Operating at the heart of the UAE's hydrocarbon value chain, we receive raw gas from ADNOC's onshore and offshore production operations, and produce a mixture of domestic gas, natural gas liquids (NGLs) and sulphur to serve our local and international downstream customers.

LNG Operations

Our liquefaction facilities supply liquefied natural gas (LNG) from gas produced in ADNOC's offshore operations for export to customers around the globe.

Pipeline Network

Our extensive gas pipeline network enables delivery of domestic gas to customers across Abu Dhabi, Dubai and the Northern Emirates, meeting ~ 60 % of the UAE's gas requirements.

Industrial Gases

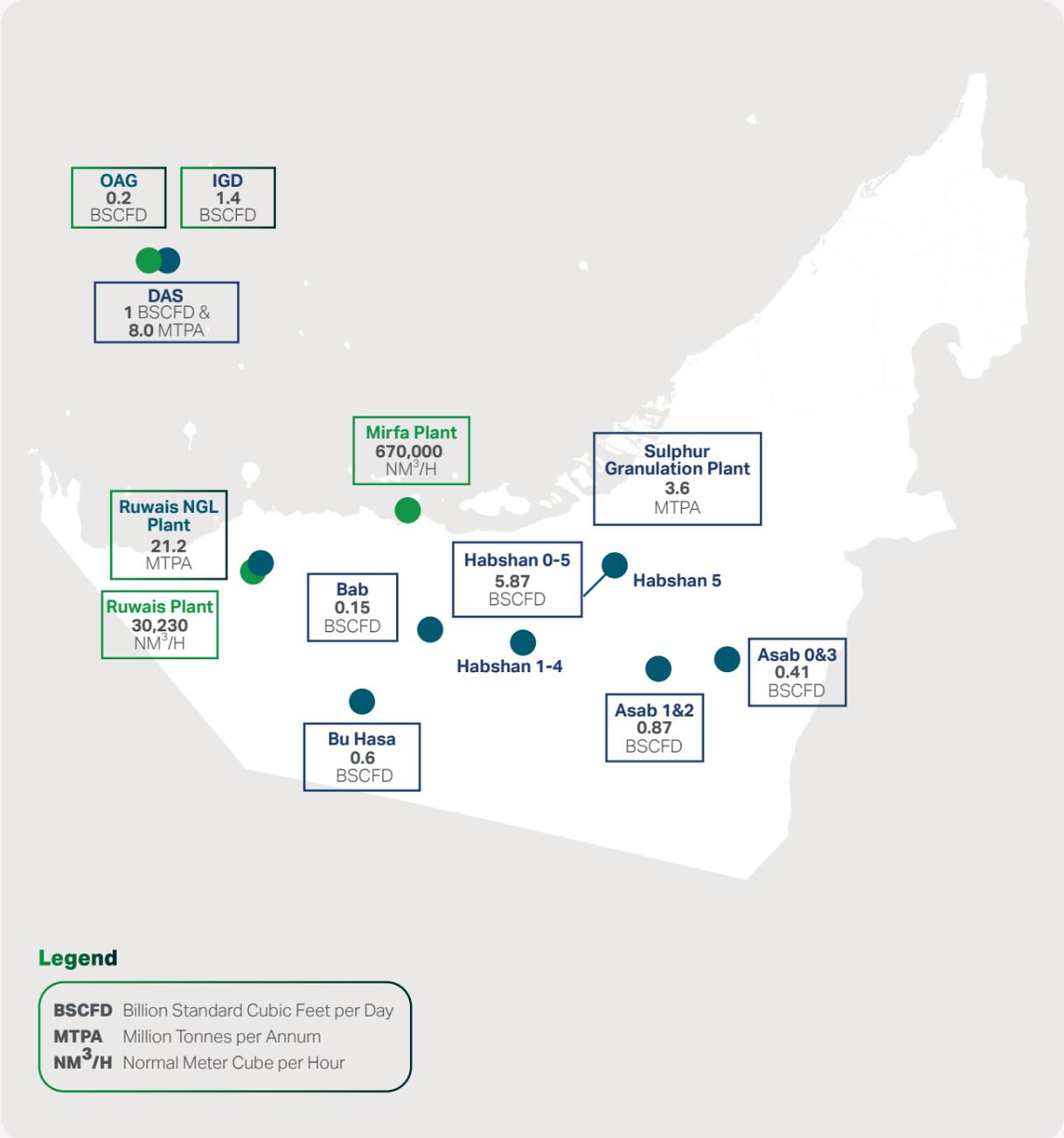
We are one of the UAE's major suppliers of industrial gases, primarily nitrogen and oxygen.

Note: As we do not operate any offshore wells, offshore well management is not applicable to our operations.



Our Presence

We believe we are strategically positioned to serve international markets and have built a reputation as a reliable and competitive supplier. In recent years, we have diversified our customer base, seizing opportunities in emerging markets. Our location in the East-West trade corridor enhances our access to fast-growing markets in Asia. Currently, we are exporting to more than 20 countries, and with the rising global demand for gas and gas products, we continue to expand our processing and export capacity.



Gas Processing

<p>Asab 0&3</p>	<p>Asab 1&2</p>
<p>Bab</p>	<p>Bu-Hasa</p>
<p>Habshan 1 - 4</p>	<p>Habshan 5</p>
<p>IGD</p>	<p>OAG / IGD-E2</p>
<p>Ruwais NGL Plant</p>	<p>Sulphur Granulation Plant</p>
<p>LNG</p>	
<p>Das</p>	<p>Industrial Gas</p>
<p>Mirfa Plant</p>	<p>Ruwais Plant</p>

Our Markets and Partners

Our markets are both domestic and international. Our partners and customers include the leading players in the industry.

The image features a world map with a dark teal overlay on Asia and the Middle East. Various national flags are placed on the map to indicate key markets: Germany, United Arab Emirates, Qatar, Kuwait, Saudi Arabia, Pakistan, India, China, and Taiwan. To the right of the map, a collection of logos for major energy partners and customers is displayed, including Jera, TotalEnergies, RWE, bp, Marubeni, PetroChina, ADNOC, IndianOil, Centrica, Shell, SEFE, GUNVOR, and JAPEX.

Our Marketed Products

Natural Gas

Primary gas produced after processing the raw feed gas. Mainly distributed as sales gas through our UAE pipeline network.

Ethane

A product of natural gas liquid (NGL) fractionation. Used as petrochemical feedstock for the production of polymers

Condensate

A light hydrocarbon liquid separated from the feed gas stream, used in refineries as feedstock to produce liquified petroleum gas (LPG), diesel, naphtha, and jet fuel.

LNG

Super-cooled natural gas that is exported by ship and, after regasification, is utilized for power generation or fed into national gas networks.

LPG

Comprising primarily butane and propane produced by NGL fractionation, LPG is used for residential and commercial heating, cooking fuel, and as a petrochemical feedstock.

Paraffinic Naphtha

A product of NGL fractionation, which is composed of pentane and slightly heavier material. Paraffinic Naphtha is used as a petrochemical feedstock.

Sulphur

A by-product processed to produce granulated Sulphur, which is used as feedstock in the manufacturing of fertilizers, pharmaceuticals and various everyday items.

Nitrogen

Produced by cryogenic air separation, nitrogen is used mainly for purging and blanketing applications in industry and as feedstock in various chemical processes, including the production of ammonia for fertilizer manufacturing and as a hydrogen fuel carrier.

Oxygen

Produced by cryogenic air separation, oxygen is used in a variety of industrial processes and medical facilities.

Xenon & Krypton

Produced by cryogenic air separation, these inert gases are primarily used for various lighting applications.

Memberships and Associations

GRI 2-28

 <p>IPIECA International Petroleum Industry Environmental Conservation Association</p>	 <p>WBCSD World Business Council for Sustainable Development</p>
 <p>IOGP International Association of Oil & Gas Producers</p>	 <p>WEF World Economic Forum</p>
 <p>UNGC United Nations Global Compact</p>	 <p>GPA-GCC Gas Processors Association-Gulf Council Chapter</p>

*Memberships and associations are at ADNOC Group level and they include ADNOC Gas. While ADNOC Gas may not always agree with, and does not control, the positions taken by trade associations in which it is a member, we believe these trade associations provide a unique venue for ADNOC Gas to engage with industry experts and other companies. We believe our participation is important to the informed exchange of views on topics, though we rarely agree 100% with any trade association.

Awards and Certifications

Awards



As we strive for excellence in our sustainability performance, ADNOC Gas received the following recognitions in 2024:

Habshan CCUS project recognized by Forbes Middle East

for most sustainable project in the Middle East

Gas Exporting Countries Forum (GECF) award for long-term commitment to Natural Gas

demonstrating an outstanding record of accomplishment in the natural gas industry.

Certifications



Adhering to high levels of compliance, ADNOC Gas has maintained nine ISO certifications at the corporate level, covering 100% of its assets and operations. This achievement highlights our focus on compliance and contributes to our sustainability agenda.

ISO 42001:2023 – Artificial Intelligence Management System (AIMS)

leveraging artificial intelligence for sustainability and innovation across our organization.

ISO 9001:2015 – Quality Management Systems (QMS)

helping ADNOC Gas consistently deliver high-quality products, meeting customer and regulatory requirements.

ISO 14001:2015 – Environmental Management Systems (EMS)

helping ADNOC Gas effectively manage its environmental responsibilities, adhere to relevant laws and regulations, and regularly improve its environmental performance.

ISO 45001:2018 – Occupational Health and Safety Management System (OHSMS)

providing ADNOC Gas with a framework to proactively manage workplace incidents and improve overall occupational health and safety performance.

ISO 50001:2018 – Energy Management Systems (EnMS)

guiding ADNOC Gas to improve energy performance, reduce energy costs and decrease greenhouse gas emissions.

ISO 55001:2014 – Asset Management Systems

enabling ADNOC Gas to effectively manage its assets, optimizing value and performance across the asset lifecycle.

ISO/IEC 17025:2017 – General requirements for the competence of testing and calibration laboratories

supporting the reliability of testing and calibration of ADNOC Gas onshore and offshore laboratories.

ISO/IEC 27001:2013 – Information Security Management Systems (ISMS)

providing a systematic approach for ADNOC Gas to manage sensitive company information, supporting its security and integrity.

ISO/IEC 20000-1:2018 – IT Service Management System (SMS)

establishing a framework for delivering high-quality IT services that meet customer needs and expectations.

Sustainable Energy

- 32 → ADNOC Gas Strategy
- 36 → Sustainability at ADNOC Gas
- 38 → Sustainability Strategy
- 40 → Stakeholder Engagement and Materiality Assessment



ADNOC Gas Strategy

Our Vision

We harness energy resources in the service of our nation.

Our Mission

Through partnerships, innovation and a relentless focus on high-performance and efficiency, we maximize the value of energy resources.

Our Values

Progressive

We foster the UAE's spirit of innovation to ensure that our business remains at the forefront of the global energy industry. Daily, we go beyond 'business as usual', do things differently and embrace new ways of thinking. Our culture empowers us to be change agents, where we share creative ideas, overcome challenges together and adapt to the evolving energy landscape quickly.

Respectful

We encourage a culture of inclusivity and mutual respect, and always operate to the very highest professional and ethical standards. We look out for each other and promote open communication that supports our development as individuals and as an organization. We support constructive dialogue and active listening while respecting cultural diversity.

Efficient

We are a performance-driven company dedicated to achieving gas self-sufficiency for the benefit of our people, our community, our partners, and our nation. We also strive for excellence while minimizing wastage of resources. We take an energetic approach towards carrying out our responsibilities, look for continuous improvement, see projects through to completion and inspire others to do the same.

Collaborative

We work closely with our partners and peers, leveraging collective strengths to deliver mutually beneficial results. We strive to raise teamwork to a higher level, solve issues together and innovate faster. By recognizing efforts and results, we build trust-based relationships, encourage information sharing and deliver constructive feedback.

Responsible

We devote our efforts to making a positive difference in our community while maintaining an unwavering commitment to health, safety, and the environment. We take the initiative to identify new opportunities, honour our obligations and stay responsible for our contributions. By adopting a 'can do' approach, we motivate each other, demonstrate a spirit of excellence, and achieve amazing results.

Our Core Strategy Pillars

Growth

- Optimize & Expand asset base
- Exercise capital discipline
- Growth underpinned by balance sheet capacity

Decarbonization

- Drive ADNOC net zero by 2045¹
 - Complement new energies
- ¹ ADNOC Gas plays a key role in supporting ADNOC Group's strategy to achieve net zero by 2045

Future proofing

- Energy for AI and AI for energy
- Increase supply flexibility for customers

These 3 pillars are underpinned by ADNOC Gas' strong foundations:

Access to Abu Dhabi's vast natural gas reserves, the world's 7th largest gas resource

Access to the UAE and key international natural gas markets

Unique, long-term gas supply product mix enhancement agreement with ADNOC, sole processor of ADNOC Upstream gas - a 24 year contract

- Large scale gas processing asset base:**
- 10+ BSCF gas processing capacity with 30% growth by 2029
 - 29 MTPA liquids processing capacity also growing 30% by 2029
 - 3,300 km gas pipeline network

Ideally positioned to capture future growth in domestic and international gas demand

Sustainability remains an important part of our operations. Through efforts towards environmental stewardship, social impact and business excellence, our ESG pillars, we are advancing the transformation of global energy systems, while creating long-term value for our stakeholders for a sustainable future.

Our key growth drivers

There are a number of identifiable drivers which support our growth strategy. Our future growth will be driven by the optimization of our operations, including utilization increases and investments into projects resulting in the expansion of production capacities. This strategy is intended to drive volume growth across all segments.



ADNOC Gas Strategy

Our Diverse pipeline of opportunities

Upstream Supply Growth

Planned oil production
Capacity expansion

New Non-associated Gas
Reservoirs Development

Processing Capacity Upgrade

Capacity expansion and
debottlenecking

Product Mix Enhancement

Extracting more value from
existing streams

1. Leveraging upstream supply growth

We believe we are well positioned to benefit from ADNOC's plans to accelerate monetization of Abu Dhabi's hydrocarbon resources while advancing the UAE's objectives of becoming a gas net-exporter and of gas self-sufficiency by 2030.



2. Adding and maximizing processing capacity and infrastructure

In addition to benefitting from ADNOC's upstream development plans, our growth strategy relies on upgrading and debottlenecking our gas processing capacity and enhancing the growth of our liquids recovery and liquefaction capacity. We believe this will result in an increase in the share of high-margin products output.



3. Expanding and enhancing our product mix

Whilst supporting the UAE's ambitions to achieve self-sufficiency in terms of natural gas supply, we are committed to enhancing our product mix towards high-margin products as demonstrated in 2024. We will strive to maintain this flexibility for the benefit of higher cash-flow generation in the upcoming period.



Our core growth project pipeline

We have refreshed our core growth project portfolio since the IPO and currently have IGD-E2 and MERAM projects under construction, with RGD and BCG projects at FEED (pre-FID) stage. On behalf of ADNOC, we are also managing the construction and design of Ruwais LNG, as well as leading the marketing of LNG volumes. Over 7 MTPA of the project's total production capacity of 9.6 MTPA has already been committed to international customers. ADNOC Gas expects ADNOC to transfer its majority stake of the Ruwais LNG Project to the Company at cost – estimated to be around US\$ 5 billion – in the second half of 2028.

Our current core growth projects are expected to contribute significantly to our capacity expansion in due course. These include:

MERAM: A key component of ADNOC's petrochemical growth strategy. It is expected to add 3.4 MTPA in raw ethane and NGLs gas processing capacity and entail expected capital expenditure of US\$ 3.6bn.

RGD (Rich Gas Development): A project that is expected to add 1.5 BSCFD in gas processing capacity and have expected capital expenditure of over US\$ 4bn

Bab Gas Cap: A project that is expected to add >1.8 BSCFD in gas processing capacity and have expected capital expenditure of over US \$4bn

Ruwais LNG: A project is expected to add 9.6 MTPA in total export capacity and have expected capital expenditure of around US\$ 5bn



Sustainability at ADNOC Gas

We are advancing our carbon capture, energy efficiency, renewables and clean power initiatives to lower our carbon footprint. Our efforts to decrease emissions, limit flaring and expand the use of low-carbon solutions align with ADNOC Group's 2030 sustainability strategy, Net Zero by 2045 ambition and the UAE 2050 target. In return, these initiatives may support having major global impact.

Driven by our focus on social responsibility and good governance, a culture of transparency, accountability and ethical business practices is set across our operations. This focus helps in shaping our efforts to enhance diversity and inclusion, emiratization, community engagement and employee well-being, while maintaining rigorous governance frameworks. By embedding these values into our approach, we seek to strengthen stakeholder confidence and create positive societal impact.

As the energy landscape evolves, we remain focused on integrating sustainability across our operations. By prioritizing our ESG pillars, we hope to advance the transformation of global energy systems, deliver long-term value for our stakeholders and support in creating a more sustainable future.



ADNOC GAS STRATEGIC ALIGNMENT WITH THE SDGs



Achieved a recordable injury rate of 0.05 in 2024, placing us consistently in the top quartile of the International Oil and Gas Producers (IOGP) benchmark.



A total of ~155,550 hours of training delivered to over 80% of our employees including a mix of technical and non-technical seminars and conferences hosted worldwide.



Maintained median Gender Pay Ratio at 1:1*, reflecting our commitment to gender equality in compensation practices.



Sourced approximately 50% of our 2024 power requirements from clean energy sources through a clean energy agreement with Emirates Water and Electricity Company (EWEC).



Provided qualifying employees with life insurance, healthcare coverage, disability and invalidity insurance, parental leave, and retirement provisions.



Over 3,500 components included in a digital library for on-demand 3D printing.



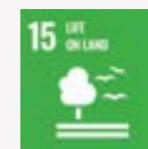
Nearly 63% of our workforce comprises of Emirati nationals. Remaining **37% of workforce consist of expatriates from 60 different countries.**



Through our waste recycling initiatives **we were able to divert from land fillings 47% (i.e. ~ 3,500 tons) of hazardous waste and 20% (i.e. ~ 560 tons) of non-hazardous waste.**



Established a decarbonization roadmap aimed at transitioning to a low-carbon economy and contributing to UAE's broader decarbonization agenda, aligned with ADNOC Group's Net Zero 2045 ambition.



Ongoing terrestrial and marine ecological survey and biodiversity assessment at our seven operated plants **expected to be completed by 2025.**



ADNOC Gas is conducting methane emission monitoring and reporting, as part of the Oil and Gas Methane Partnership (OGMP 2.0) Gold Standard.

*This ratio covers all employees occupying on-chart positions and includes both, the bonus and the basic salary.

Sustainability Strategy

ADNOC Gas' Sustainability Purpose

To forge an enduring path toward sustainable growth by embedding relevant environmental, social, and governance considerations into our business operations, decision-making, and strategic direction as appropriate.

ADNOC Gas' Sustainability Vision

To create long-lasting value for our stakeholders through cultivating a culture of responsible growth, ensuring social inclusivity, and enabling low-carbon transformations for a resilient and responsible energy future.

Our Sustainability Strategy is guided by our Corporate Strategy, sustainability policy and global sustainability imperatives. This strategy is designed to address critical global challenges while generating sustainable economic growth. We have defined specific focus areas that not only reflect our current position but also set a clear direction for our future goals. Our strategy prioritizes the issues of interest to our stakeholders and have the potential to drive meaningful, lasting positive impact for our people, communities and the environment.

The implementation of our sustainability strategy is guided by the Sustainability Steering Committee, which leads the division's efforts to integrate Sustainability and ESG pillars into our operations. This committee, in collaboration with the Sustainability and ESG division, strives to provide a structured approach to achieving our sustainability objectives and advancing responsible practices throughout the organization.

Fostering Environmental Stewardship

Championing responsible resource management, conservation practices and transition to low carbon operations

Enhancing Social Impact

Empowering our people and communities through sustainable development programs

Embodying Business Excellence

Pursuing operational efficiency and ethical practices for sustainable growth and corporate leadership

Our Sustainability Strategy Pillars and Objectives:

Pillars	Objectives
Fostering Environmental Stewardship	
Energy & Emissions Management	<ul style="list-style-type: none"> Drive transition to low carbon operations, accomplishing Scope 1 & Scope 2 emissions reductions Retire low-efficiency captive power generation by 2030 for existing assets and utilize energy efficient solutions for growth projects where economically viable Support ADNOC Group's commitment of achieving zero routine flaring by 2030 Achieve near-zero methane emissions by 2030
Climate Resilience	<ul style="list-style-type: none"> Maximize clean energy utilization within ADNOC Gas operations
Air Emissions	<ul style="list-style-type: none"> Strive to continually improve the ambient air quality by reducing emissions from our operations
Environmental Compliance	<ul style="list-style-type: none"> Minimize potential impact on ecosystems surrounding our operations
Enhancing Social Impact	
Occupational Health & Safety	<ul style="list-style-type: none"> Uphold high standards of HSE excellence to prevent harm to people
Community Engagement & CSR	<ul style="list-style-type: none"> Drive community engagement and CSR by aligning initiatives with core values to build trust and create sustainable social value
Employee Training	<ul style="list-style-type: none"> Enhance a learning & development culture that promotes career progression opportunities within ADNOC Gas
Employee Wellbeing	<ul style="list-style-type: none"> Enhance and protect the wellbeing of our workforce
Workforce Diversity & Development	<ul style="list-style-type: none"> We are aligned with ADNOC Group's 2030 goals for Emiratization and Diversity & Inclusion
Embodying Business Excellence	
Asset Integrity & Critical Incident Management	<ul style="list-style-type: none"> Consolidate Asset Integrity and Process Safety (AIPS) risks across our operation through effective mitigation measures and reliable safety barriers
Business Ethics	<ul style="list-style-type: none"> Drive compliance with the ADNOC Group Code of Conduct among our workforce
ESG Governance	<ul style="list-style-type: none"> Integrate ESG considerations into decision-making as appropriate through a governance structure that facilitates sustainability strategy implementation in line with relevant ESG topics

Stakeholder Engagement and Materiality Assessment

GRI 2-29, 3-1, 3-2

Engaging with our stakeholders

We believe that meaningful and transparent engagement with our stakeholders is integral to our sustainability journey. We make dedicated efforts to foster strong relationships with the diverse range of individuals and groups who have an interest in our operations or are impacted by them. Through actively engaging with stakeholders, we gain valuable perspectives, such as identifying evolving expectations and addressing concerns in a collaborative manner. In 2023, we have persisted in our commitment to understanding and meeting the needs of our stakeholders, working towards a shared responsibility for a sustainable and resilient future.

Stakeholders	Communication channels
 Employees	<ul style="list-style-type: none"> • Surveys • Townhalls • Emails • Trainings & programs • Internal communications
 Shareholders	<ul style="list-style-type: none"> • Annual General Meeting (AGM) • Website • Social media • Quarterly updates • Press releases • Emails
 ADNOC HQ and Group Companies	<ul style="list-style-type: none"> • Engagement programs • Events • Meetings • Townhalls • Emails
 Customers	<ul style="list-style-type: none"> • Website • Social media • Call center • Conferences • Surveys
 Suppliers & Contractors	<ul style="list-style-type: none"> • Surveys • Bids & tenders • Emails • Meetings
 Communities	<ul style="list-style-type: none"> • Engagement programs • Events • Websites • Social media • Social Impact Assessments (SIA) • Community engagement

ESG Materiality Assessment

ADNOC Gas PLC continues to show strong performance across its material ESG topics. We identified the topics through a detailed assessment in 2023. The assessment followed a structured approach to prioritize those issues that impact our economic growth, the environment and our people. We further reviewed the process for its alignment with both United Nations Sustainable Development Goals and ADNOC's strategic objectives.

The process involved a four-step methodology:

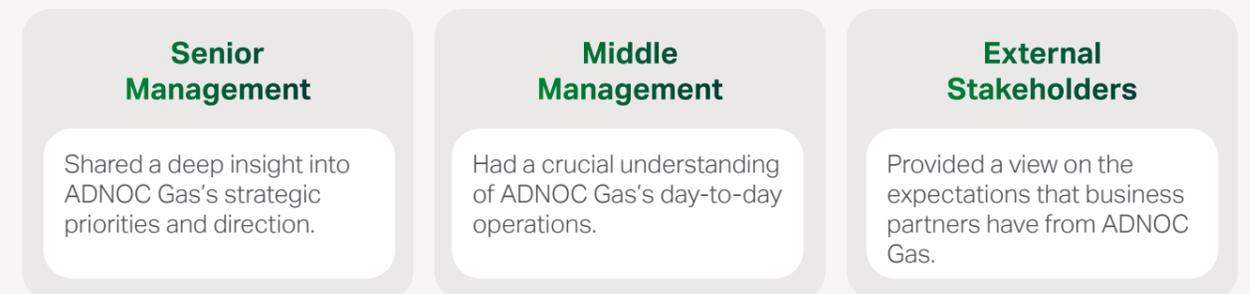
1. Compiling a comprehensive list of ESG topics for identification and assessment
2. Engaging with internal and external stakeholders
3. Assessing material topics based on stakeholder's feedback
4. Validating finalized topics with ADNOC Gas Sustainability Steering Committee

Accordingly **eight** materiality topics were identified.

ESG Materiality Assessment Results

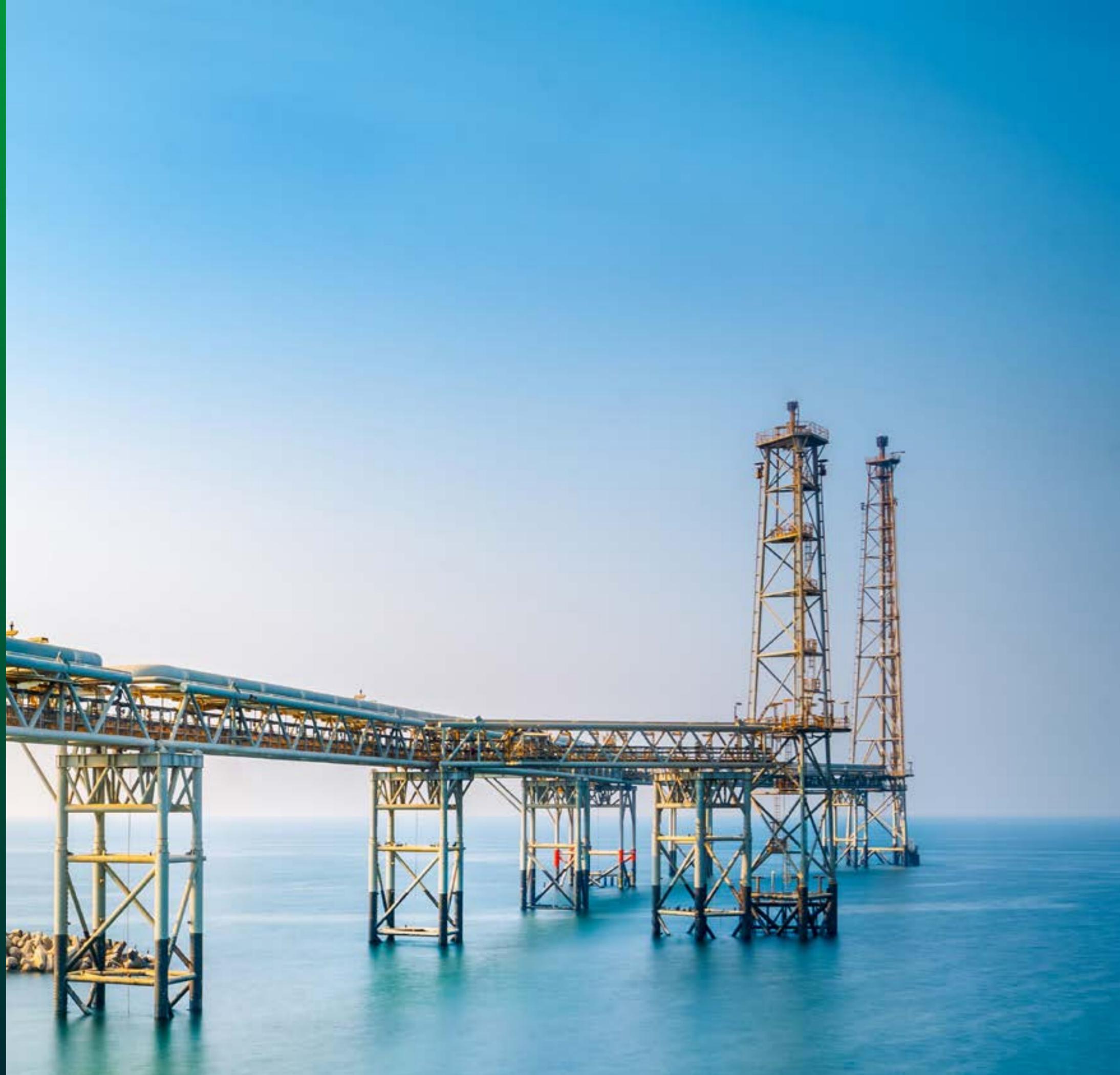


Our stakeholders were essential to determine the significance of each topic, which played a crucial role in the prioritization. This was completed through an ESG materiality assessment workshop which involved the three stakeholder groups:



Environmental Sustainability

- 44 → Environmental Sustainability
- 46 → GHG Emissions
- 48 → Net Zero, Energy Transformation and Resilience
- 54 → Air Emissions
- 55 → Environmental Compliance



Environmental Sustainability

Natural gas is essential to address the world’s growing energy demands. As ADNOC Gas, we leverage its use to transition to a lower-carbon energy future.

Preserving the environment is central to our operations. We are striving to minimize our impact on natural ecosystems by reducing carbon emissions and managing risks effectively, in line with global and national sustainability goals.

We are driving measurable progress by adopting cleaner energy solutions, conserving water, minimizing waste, cutting emissions and preserving ecosystems both on land and in water. These efforts directly contribute to the UN SDGs, supporting a more resilient and sustainable future.

- Material topics covered in this chapter:**
- Air Emissions
 - Environmental Compliance
 - Net Zero , Energy Transition and Resilience



GHG Emissions

GRI 305, GRI 11.1, ADX E1, E2

Tracking and Reporting

As part of our commitment to environmental stewardship, we implement robust MRV (Monitoring, Reporting, and Verification) processes to track and report our emissions across our operations. Our structured tracking systems are used to enhance transparency, accuracy and accountability in line with ADNOC Group's sustainability commitments.

Emissions Monitoring

- **Scope 1 emissions** represent direct Greenhouse Gas (GHG) emissions from sources that are under our operational control. This includes gas turbines, heaters, boilers, incinerators, flares and fugitive sources, with emissions calculated based on the API Compendium of GHG Emissions (2010/2022) or directly monitored. Fuel gas is monitored through a metering system, while Sulphur Recovery Units (SRUs) are equipped with the Continuous Emissions Monitoring System (CEMS) and undergoing regular Quality Assurance and Quality Control (QA/QC) processes. To enhance real-time tracking and accuracy, we are implementing Predictive Air Emissions Monitoring Systems (PEMS) and Simplified-PEMS (S-PEMS).
- **Scope 2 emissions** account for indirect GHG emissions from purchased electricity, steam, heating and cooling consumed across our operations. These emissions are driven from ADNOC Gas's electrically powered equipment. To support precise measurement and effective management of indirect emissions, the equipment is monitored through a metering system, with emission factors derived from ADNOC-provided data.
- **ADNOC Gas** is strengthening its methane emissions management by aligning with the Oil and Gas Methane Partnership (OGMP) 2.0 Level 4 framework. This initiative enhances transparency and supports our commitment to decarbonization. By leveraging advanced monitoring technologies and adhering to industry-leading methodologies, ADNOC Gas continues to drive sustainable operations while reducing its environmental impact.

We calculate our operational (Scope 1 and 2) GHG emissions based on operational control boundaries.

Our Carbon Footprint

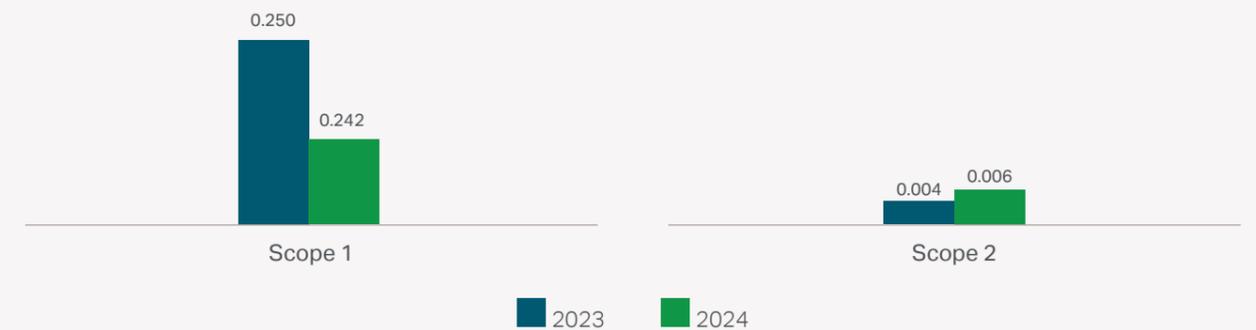
The implementation of energy efficiency and GHG reduction initiatives resulted in notable achievements in our Emissions Intensity ratios in 2024. For instance, production emissions intensity dropped from 0.253 tCO₂e/MT of production in 2023 to 0.247 tCO₂e/MT of production in 2024.

Emission intensity based on production

Total Emissions Intensity *	Unit of measurement	2023	2024
Emission intensity based on production	tCO ₂ e/ MT of Production	0.253	0.247

*The emissions intensity figures presented cover Scope 1 and Scope 2 emissions

Emissions Intensity (tCO₂e/ MT of production)



Owing to our efforts in implementing energy efficiency and GHG reduction initiatives, we achieved approximately



Notes:

- The share of methane gas (CH₄) in Scope 1 went down from 0.7% in 2023 to 0.6% in 2024.
- The main contributor to our Scope 1 emission is stationary combustion (~ 75%).

Net Zero, Energy Transformation and Resilience

GRI 305, GRI 11.2, ADX E10

Our Decarbonization Plan

In pursuit of a low-carbon future, we developed a structured decarbonization roadmap that aligns with the UAE's Net Zero 2050, ADNOC Group's Net Zero 2045 ambition and our 2030 Sustainability Strategy. The strategy is built on five key levers to guide our efforts. **By 2030, ADNOC Gas is targeting operational GHG emissions intensity reduction of up to 25% from business as usual, through the increasing use of these abatement levers.** ADNOC Gas is committed to accelerating this momentum of cost-effective decarbonization, along with advancing sustained business growth.



Clean Power

Importing clean power is one of the major contributors in our decarbonization ambitions. Clean power import to the existing assets started from January 2022.

- Key areas considered for clean power utilization are:
- Replacing existing import
 - Captive power generation retirement
 - Power demand for the growth projects



Energy Efficiency

By enhancing energy efficiency, we aim to decrease the energy loss and optimize processes by using energy-efficient technologies and deploy energy management systems. Waste Heat Recovery (WHR) projects are one of the key contributors in energy efficiency related abatement projects.



Carbon Capture

ADNOC Gas is actively pursuing Carbon Capture and Utilization (CCUS) for GHG emissions abatement.

In 2023 the Habshan CCUS project went through FID with a capacity of 1.5 MMTPA and reaching EXECUTE phase in 2024.



Flaring and Fugitives

Our flaring initiatives focus on flare gas recovery & fugitive emissions mitigation. We also developed the monitoring plan in line with the Oil & Gas Methane Partnership 2.0 (OGMP 2.0) to meet the Gold Standard in Methane reporting.



Renewables

Pursue renewable energy integration such as solar in our operations to enhance the company energy mix.

GHG emissions abatement

Through the decarbonization levers, we were able to reduce our emissions. In 2024, we achieved 0.870 million tCO₂e in emissions reduction, an increase from the 0.790 million tCO₂e achieved in 2023.

GHG emissions abatement

Estimated GHG Emissions Abatement Achieved in Reported Year	2023 (Million tCO ₂ e)	2024 (Million tCO ₂ e)
Scope 1 GHG emissions reduced as a result of abatement initiatives	0.110	0.090
Scope 2 GHG emissions reduced as a result of abatement initiatives	0.680	0.780
Total GHG emissions reduced as a result of abatement initiatives	0.790	0.870

Aligned with our decarbonization levers, we have implemented the following strategic initiatives:

1. Clean Power

By prioritizing clean power initiatives, we are enhancing energy efficiency across our operations. GHG emission abatement in 2024 from clean power imports enabled ADNOC Gas to redeem Clean Energy Certificates:

~ 770,000 tCO₂e

- GHG emissions abated through clean power import
- Approximately 50% of total power imports

2. Sustainability Campaign

In 2024, ADNOC Gas launched a sustainability campaign to enhance energy efficiency and reduce our overall operational GHG emissions. This campaign, coordinated by the ADNOC Gas Sustainability and ESG team as well as various site divisions, collectively resulted in over 100,000 tCO₂e of abated operational emissions through fuel gas and power savings, flare reduction and resource optimization. These initiatives underscore our proactive approach towards achieving the 2045 Net Zero ambition:

- Effective feed management and limited use of additional compressors: Implemented feed management initiatives across ADNOC Gas sites to stop additional compressors, reducing fuel gas consumption and achieving an operational GHG emissions reduction of approximately 30,000 tCO₂e in 2024.
- Decarbonize our operations by effective steam trap monitoring: Developed and implemented a steam trap monitoring and maintenance program, resulting in an operational GHG emissions reduction of approximately 11,000 tCO₂e in 2024 at Habshan and Ruwais.
- Optimum load allocation between gas turbines and utility boilers through Real Time Optimizer (RTO) & Advanced Process Control (APC): Optimized load allocation for steam and power generation in Habshan and Habshan-5, leading to an operational GHG emissions reduction of approximately 30,000 tCO₂e in 2024.

Net Zero, Energy Transformation and Resilience

3. CCUS Project

The Habshan Carbon Capture, Utilization and Storage (CCUS) project is one of the largest carbon capture projects in the Middle East and North Africa (MENA) region. ADNOC Gas is responsible for building, operating and maintaining the project on behalf of ADNOC. It aims to capture 1.5 million tons per annum (MTPA) of CO₂. Using best-in-class technology, the Habshan CCUS Project will triple ADNOC's carbon capture capacity to 2.3 MTPA and serve ADNOC Group's goal in safely sequestering 10 million tonnes of CO₂ per annum.

4. Clean Power for Ruwais LNG Project

The Ruwais LNG project, located in Al Ruwais Industrial City, Abu Dhabi, is expected to be the first LNG export facility in the Middle East and Africa (MENA) region to operate solely on clean power. Comprising of two liquefaction trains, Ruwais LNG is designed to offer a total export capacity of 9.6 million tons per annum (MTPA). This will more than double ADNOC Gas' existing operated LNG production capacity to around 15 MTPA, helping to enable us to meet rising global natural gas demand.

5. Flaring Reduction Initiatives

ADNOC Gas is actively implementing measures to reduce overall flaring volumes, contributing to lower GHG emissions and supporting ADNOC Group's goal of achieving zero routine flaring by 2030.

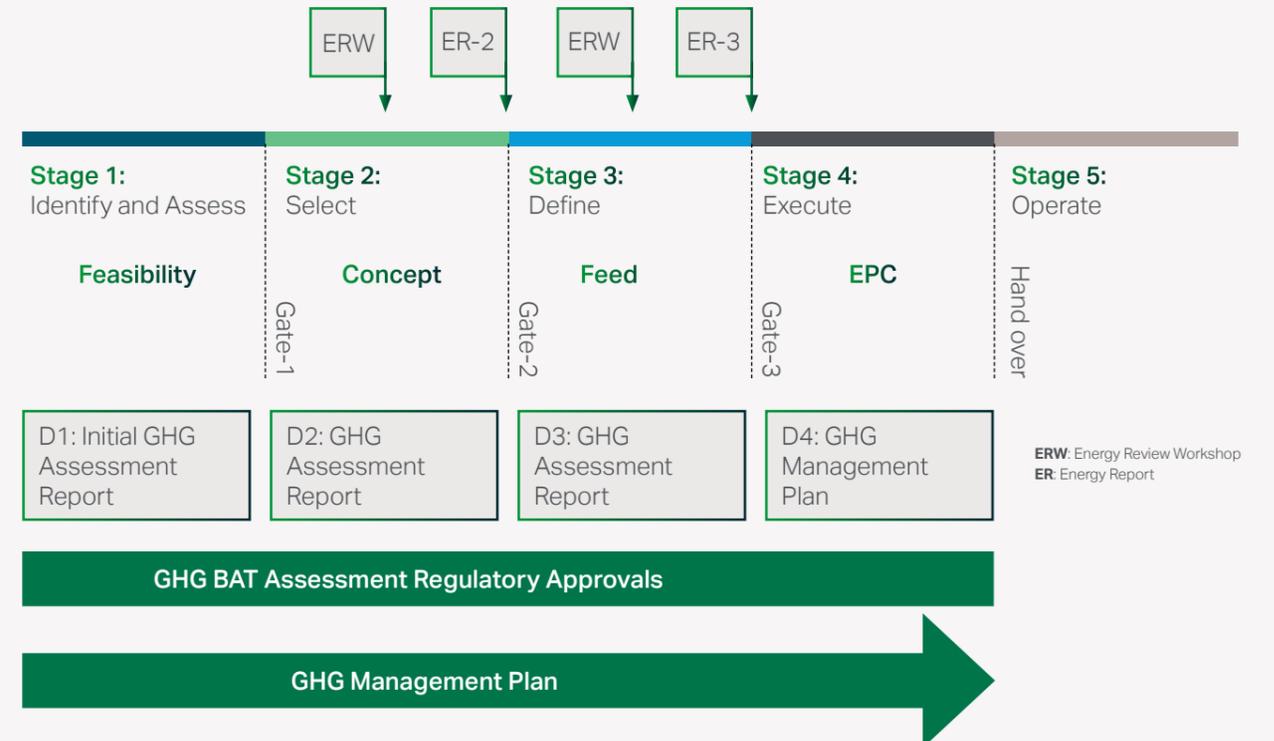
- **Flare gas recovery in Habshan-3:** Our landmark project to connect Habshan-3 hydrocarbon flare with the Habshan-2 Hydro-carbon Flare Gas Recovery System is currently in the execution stage and to be commissioned in Q1 2025. Through this project, it is expected to recover around 2 MMSCFD of flare gas from Habshan-3 unit.
- **Flaring reduction in Das LNG Plant:** Approximately 25% flaring reduction was attained at our Das site, through our enhanced operational integrity and the extensive preventive maintenance program. We also implemented a new approach to better optimize the Main Cryogenic Heat Exchanging process by eliminating the pre-cool down stage through utilizing Mixed Component Refrigerant (MCR) in its normal flow direction.
- **Flare.IQ technology:** We have piloted Flare.IQ, a state-of-the-art Advanced Process Controller (APC) technology, at one of our assisted flares. This further optimized the flare operations and improved combustion efficiency, thereby generating steam consumption savings. Following the successful pilot, we are exploring Flare.IQ implementation across assisted flares at our other sites to further reduce our environmental impact.

6. Methane reduction Initiatives/Program OGMP 2.0

ADNOC Gas is conducting methane emission monitoring and reporting, as part of the Oil and Gas Methane Partnership (OGMP 2.0) Gold Standard. This includes monitoring and emission quantification methods for various methane emission sources which include fugitive emission, tanks, vents, fuel combustion sources, flares and more. The monitoring is followed by implementation of mitigation measures for reduction which includes repairing fugitive emission sources. Our efforts have resulted in reducing methane emissions by about 25% as compared to 2023, supporting ADNOC Group's goal of achieving near-zero methane emissions by 2030.

GHG Management in Projects

While we are actively working to reduce GHG emissions at current operations, we also aspire to prioritize minimizing emissions from the future expansion projects. This proactive approach aligns with our overarching goal of achieving continued GHG emission reductions while supporting sustainable growth. These projects undergo a GHG Best Available Techniques (BAT) Assessment, from as early as the feasibility and conceptual stages. Through this process, we evaluate available and feasible technological options and their associated GHG emissions, in an effort to select solutions with lower environmental impact. The insights gained from these assessments inform our decision-making, allowing us to identify the option with the least impact on our overall GHG profile. Additionally, a GHG management plan is developed to help us effectively address and manage any residual emissions.



Energy Transformation

GRI 302, ADX E3, E4, E5

ADNOC Gas strives to prioritize sustainability, in line with the ADNOC Group's Energy Management policy, by embedding efficient energy use and responsible environmental practices into our operations. This policy is fundamental to sustainability, guiding our efforts to promote energy efficiency and environmental practices. We aim to provide clear communication of this policy at all levels, and to implement it across all Group companies. This reinforces our dedication to long-term energy efficiency and sustainability.

The main sources of energy in ADNOC Gas are fuel gas and power imported from the grid. Using fuel meters, the organization tracks the fuel consumption data per site daily. For power imported from the grid, we have internal meters at numerous locations to read the consumption and invoices as another source to cross check power consumption across the power import lines.

Net Zero, Energy Transformation and Resilience

The organization conducts annual internal and external audits related to energy management. Our sites, including the headquarters, hold an ISO 50001 certification for energy management system. During these audits, both internal and external auditors thoroughly examine relevant energy data, including baselines, targets and the register of opportunities for energy efficiency improvements. This examination supports compliance with ISO 50001 standards and the continual improvement of the organization's energy management practices.

Energy tracking and monitoring

ADNOC Gas employs advanced monitoring systems, including the data historian PI system for tracking operational performance data including fuel consumption. We also monitor production data and use Laboratory Information Management System (LIMS) for laboratory analysis of fuel and NGL compositions. These systems provide valuable insights into energy intensity which enhances our operational performance.

Energy use by generation type

Energy Usage by Generation Type	2023	2024
Compressed natural gas (mmscf)	235,346	235,721
Renewable energy - Solar (MWh)	2,929	3,003
Electricity consumption (including clean power) (MWh)	3,140,040	3,110,186
Total amount of energy directly and indirectly consumed within the organization (GJ)	249,851,420	253,723,906

Energy intensity based on production

Energy Intensity	Unit of measurement	2023	2024
Energy intensity based on production	(GJ/MT of production)	3.31	3.31

Clean energy

In 2024, ADNOC Gas imported approximately 50% of the total power from clean sources, about 6.4% of it from solar power, reinforcing its commitment to sustainability and reducing its carbon footprint.

For instance, with Al Maha solar camp being the largest application at 1.5 MW, which supplies power to the accommodation facilities in Habshan site. In addition, solar applications such as road lighting and site heaters further contribute to sustainability efforts.

Climate resilience

ADNOC Gas is aware of physical and transition risks and opportunities posed by climate change and is progressing efforts towards developing a systematic process to identify and assess these risks. This process will enable informed decision making to address potential challenges and capture future opportunities.

Demonstrating climate resilience

In our commitment to sustainable growth, we are undertaking a study to evaluate the climate change risks associated with one of our projects. This initiative is part of our continuous efforts to develop a systematic approach for identifying and assessing potential climate-related risks to our future plants and activities. By evaluating these risks, we aim to enhance the resilience and sustainability of our projects, thereby protecting our assets and operations from future climate uncertainties.

Transition Risk Management in Environment

The Group assesses where climate risks could have a significant impact, such as the introduction of emission-reduction legislation that may increase manufacturing costs. These risks in relation to climate related matters are included as key assumptions where they materially impact the measure of recoverable amount, these assumptions are included in the cash-flow forecasts in assessing value-in-use amounts.

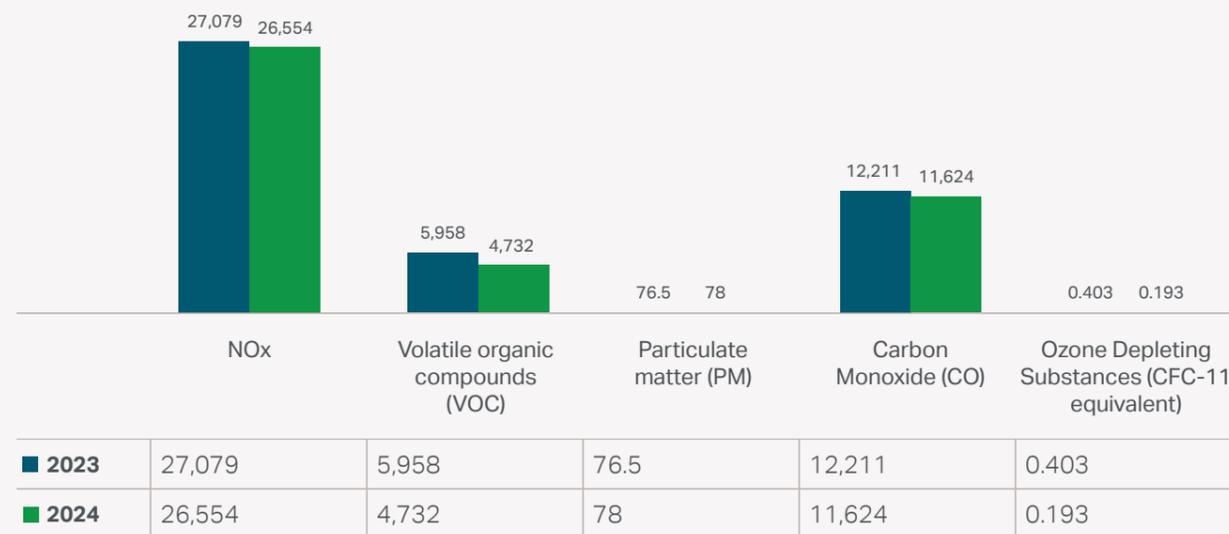


Air Emissions

GRI 305, GRI 11.3, ADX E2

To address non-GHG emissions, we focus on preventing and reducing the impact of our operations on air quality. ADNOC Gas has implemented initiatives such as retrofitting some conventional turbines with Dry Low NOx (DLN) burners, reducing nitrogen oxides (NOx) emissions. We are implementing an air emission real time monitoring system across our plants to improve emissions transparency by sharing real time data with our regulator. One of the levers, the Predictive Air Emissions Monitoring System (PEMS) uses an AI/data driven model to analytically predict emissions of our sites. Additionally, our onshore sites with Sulphur Recovery Units (SRUs) are equipped with a Continuous Emissions Monitoring Systems (CEMS). Therefore, to promote close monitoring, we are implementing a Data Acquisition and Handling System (DAHS) to further enable seamless emissions data transfer to our regulator.

Air emission by pollutant (Tons)



Pioneering Sustainable Practices with Air Emission Measurement System (AEMS) for Emission Monitoring

ADNOC Gas is implementing AEMS to enhance emission monitoring, accuracy, and compliance across its operations. With completion targeted for 2025, the project includes installing PEMS at 89 emission sources. So far, 21 PEMS models have been developed, with the rest set for completion by end of 2025. Meeting USEPA Performance Standard 16 simplified PEMS models have also been developed for 230 emission sources. Once fully operational, the system will track 56 emission parameters, integrating real-time data into the ADNOC Group Data Warehouse via a Data Acquisition Handling System (DAHS). This will enable real-time monitoring, non-compliance alerts and efficient data reporting. The initiative reinforces ADNOC Gas's commitment to environmental stewardship while optimizing operations.

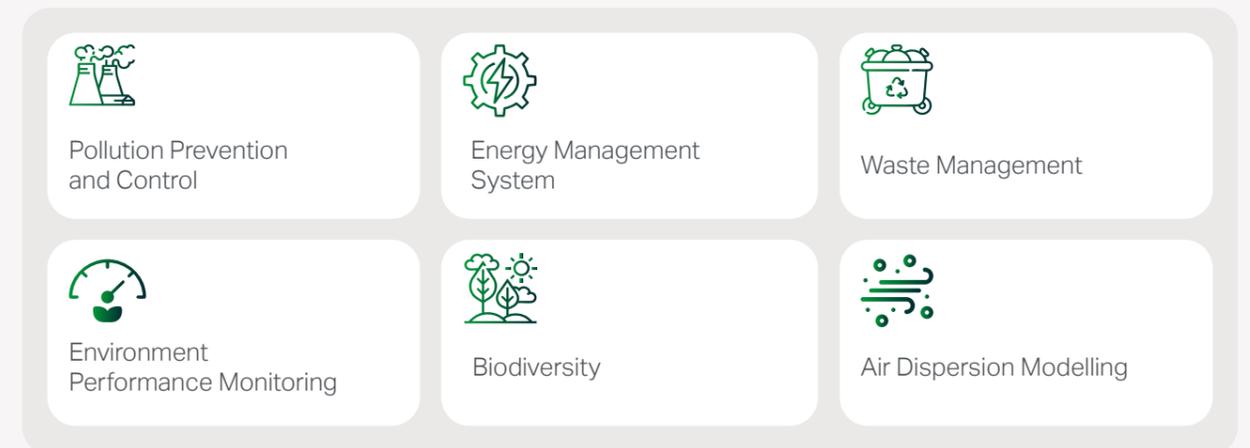
Environmental Compliance

ADX E7

Our commitment to environmental compliance is reinforced by ADNOC Group's Health, Safety and Environment (HSE) Policy, which integrates environmental components and aligns with ISO 14001:2015 requirements.

To effectively manage our environmental practices, we have implemented an Environmental Management System (EMS) that governs our operations that is based on the ADNOC Group Standards.

Environmental Management Approach



To support ongoing compliance, ADNOC Gas undergoes a series of audits annually, including internal and external assessments that cover environmental aspects at our operating sites. These audits, conducted in line with the ADNOC Group HSE Management System and relevant ISO standards, include:

- ISO 14001:2015 Internal and External Audits
- ISO 45001:2018 Internal and External Audits
- Environmental Management Audits as part of HSE Audit
- HSE Audits which include compliance with ADNOC Environmental Standards
- Internal Audit Department Audits (Internal)
- Joint Ventures Audits (External)

We devised an effective audit management system to support adherence to environmental requirements. Any non-compliances identified during Environmental Management Audits, 5-year operational Health, Safety, Environment and Impact Assessment (HSEIA) and regular Environmental Monitoring surveys (air, water and waste monitoring) are to be documented, tracked and adequately closed by the Audit Management System. Our HSE Legal Register is designed to maintain compliance with the federal laws, and its status is communicated to the authorities on an annual basis.

Environmental Compliance

As part of our commitment to responsible environmental stewardship, ADNOC Gas has embedded biodiversity and water scarcity issues within its broader HSE governance framework. These topics are managed under the HSE++ program, which outlines a governance structure led by our CEO as Chairperson and the Vice President of Corporate HSE serving as Secretary.

Biodiversity is specifically addressed through the Environment and Social Risk Management stream, where targeted actions and progress are regularly monitored. This stream operates under the oversight of the HSE++ Steering Committee, so that environmental priorities such as biodiversity are governed at the highest levels of the organization. This structure demonstrates our commitment to integrating environmental considerations into strategic decision-making and driving accountability through executive-level leadership.

For more information on HSE++, please refer to page 66 of this report.

Zero incidents of oil spills exceeding 1 barrel that reached the natural environment in both 2023 and 2024 due to the nature of ADNOC Gas activities.

Commitment to biodiversity

GRI 304, 11.4

As part of our emphasis on environmental responsibility, we aim to strengthen our focus on preserving biodiversity across our operational sites. In 2023, we have started a campaign to conduct terrestrial and marine ecological survey and biodiversity assessment at our operated plants, and with our seven operated plants being completed by 2025. The ecological impact assessments are designed to systematically identify and assess potential impacts on biodiversity based on the baseline studies, which provide the current state of the local environment, information on terrestrial and marine (where applicable) fauna and flora species, habitats, and ecosystems in the area.

With ADNOC Gas' facilities located within designated industrial areas, any impact on biodiversity is generally expected to be minimal. Currently, no natural habitats or priority biodiversity features have been identified as significantly impacted by our operations, including the pipeline sections encroaching the Houbara Protected Area.

Protecting UAE's biological diversity

We believe that safeguarding nature and biodiversity is crucial for sustaining life and community wellbeing, which is why we focused on initiatives that highlight our conservation efforts. In 2024, ADNOC Gas hosted an online event for International Day for Biological Diversity, engaging over 100 employees to highlight the importance of biodiversity and ADNOC Group's conservation strategy. Additionally, we conducted baseline biodiversity assessments, including a marine survey at Mirfa, which showcased the richness of coastal ecosystems. Building on these efforts, the company plans to complete biodiversity surveys in 2025. These initiatives align with the UN SDGs and our sustainability goals by promoting awareness on biodiversity, enhancing conservation through monitoring, and protecting marine and coastal ecosystems.

Water management

GRI 303, 11.6, ADX E6

As part of our policy commitment, ADNOC Gas considers water management integral to our operations. We seek to align with ADNOC's goal to keep freshwater consumption below 0.5% of total water use by implementing recycling and monitoring programs which enable us to track our losses and identify process improvement opportunities. ADNOC Gas strives to treat and recycle domestic wastewater within the plant premises for landscaping, resulting in reuse of approximately 1 million m³ of freshwater in 2024.

We encourage the efficient use of resources. We have identified that clean sour water from the stripper at Habshan-5 could be repurposed as input for the demineralization water plant, which supplies boilers. Our initiative to implement the required design treatment by 2025, potentially enabling the reuse of 250,000 m³ annually. This initiative aims to replace freshwater consumption and reduce reliance on deep well injection.

Amount of water withdrawn and discharged by type

Type of Freshwater	2023 (m ³)	2024 (m ³)
Groundwater withdrawal	44,322	86,736
Municipal and third-party water withdrawal	7,019,945	7,008,486
Any other freshwater withdrawal	None	None
Total freshwater and groundwater withdrawal	7,064,267	7,095,222
Total freshwater recycled / reclaimed	988,981	1,046,955
% Water recycled / reclaimed from water withdrawn	14%	15%

Other Type of Water	2023 (m ³)	2024 (m ³)
Seawater used (for once through cooling)	1,183,227,492	1,350,449,056

15% of our freshwater withdrawal was reclaimed in 2024

Conserving Groundwater Resources: Understanding the Balance of Groundwater Withdrawal and Natural Recharge

To sustainably manage groundwater resources, a study was carried out assessing groundwater usage at Bu Hasa plant, with the objective of defining a sustainable withdrawal rate, to support successful groundwater conservation. This approach reflects our strong commitment to responsible water management to attain the long-term viability of this vital resource. Through this endeavor, we reinforce our commitment to responsible resource utilization and sustainable business practices.

Environmental Compliance

Waste Management

GRI 306, 11.5

Effective waste management is a key part of our environmental commitment. We enhance recycling initiatives and integrate innovative solutions aligned with ADNOC Group's Standards and international best practices. Through audits, strategic partnerships, and technology-driven monitoring, we seek to manage waste efficiently and sustainably.

In line with the ADNOC Group Standard on waste management, we regularly refine our approach to help minimize environmental impact. Our focus is on increasing recycling and promoting circularity by collaborating with TADWEER-approved partners to recover materials such as spent garnet, waste oil, spent catalyst, and mol sieves. These efforts can not only reduce waste but also generate cost savings.

Through our recycling programs, we have diverted 47% (~ 3,500 tons) of hazardous waste and 20% (~ 560 tons) of non-hazardous waste from landfills.

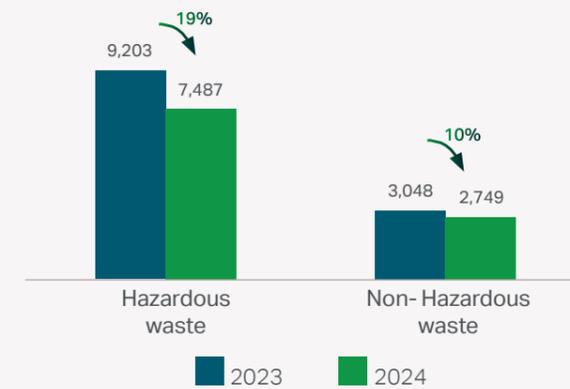
Tracking and monitoring waste

We track and monitor waste generation through the TADWEER Bolisaty System (E-Manifest), a digital platform that enables effective waste tracking across the Emirate of Abu Dhabi. This system supports regulatory compliance, data reporting, and waste management monitoring. Additionally, each site maintains monthly waste reports to assess trends and enhance waste management strategies. The breakdown of type of waste (hazardous vs. non-hazardous) disposed and diverted from landfill is presented in the table below.

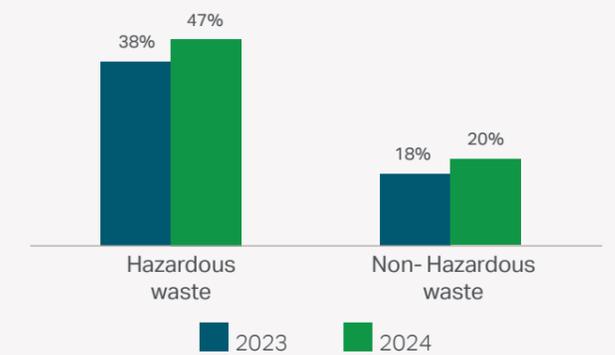
Waste disposal and diversion from landfill

Type of Waste	2023 (tons)	2024 (tons)
Hazardous waste disposed	9,203	7,487
Non-hazardous waste disposed	3,048	2,749
Total hazardous and non-hazardous waste disposed	12,251	10,236
Hazardous waste diverted from landfilling through recycling and reuse	3,499	3,543
Non-hazardous waste diverted from landfilling through recycling and reuse	557	561
Total waste diverted from landfilling through recycling and reuse	4,056	4,104

Waste disposed (Tons)



Rate of waste diversion from landfill through recycling, reuse and recovery



Advancing Circular Economy Practices

Recycling and waste recovery play a vital role in ADNOC Gas's sustainability strategy. We formed partnerships with approved recycling entities within Abu Dhabi and other emirates to improve waste diversion and resource efficiency. Key initiatives include:

- **Metal Scrap Recycling:** Successfully recycled over 100 tons of metal scrap, reducing environmental impact while generating financial returns.
- **Construction & Demolition (C&D) Waste Recycling:** Under the Estidama Project, we are collaborating with a specialized recycling facility in Mussafah, Abu Dhabi, to responsibly process C&D waste.
- **Spent Garnet Recycling:** In 2024, we recycled approximately 500 tons of spent garnet from Das Island. To streamline waste management, Das Island has been added to our existing waste management contract.
- **Unified Framework Agreement:** This initiative enhances food composting, source segregation and monetization of non-metal waste, further advancing our sustainable waste management practices.

Our commitment to a Greener Future

At ADNOC Gas, we believe in the importance of sustainable waste management. We are working towards a future where waste is minimized, resources are maximized, and environmental stewardship remains at the core of our operations.



Social

62 → Social Sustainability

64 → Health, Safety and Security

80 → Our People

102 → Community Engagement

Social Sustainability

As global demand for low-carbon energy continues to surge, we seek to play an important role in addressing this urgent need by providing a sustainable and affordable energy supply. With our Corporate Strategy firmly in place, we believe we are strategically positioned to foster economic growth beyond the borders of the UAE.

At the core of our mission are the fundamental principles of workforce empowerment, gender diversity, and the socio-economic well-being of our employees and the communities in which we operate. We are committed to integrating social sustainability into our decision-making processes. We respect internationally recognized human rights standards, including the Ten Principles of the United Nations Global Compact on human rights, labor, environment and anti-corruption, to which we are a signatory.

We are dedicated to striving towards compliance throughout our supply chain while investing in the long-term development and resilience of the communities we engage with. To realize this commitment, we focus our efforts on several key areas:

- Occupational Health and safety
- Employment Practices and Training
- Community Engagement & CSR
- Employee Wellbeing



Health, Safety and Security

At ADNOC Gas, HSE is governed through strong leadership engagement and structured oversight. Senior leadership, including the CEO and Board, are actively involved through formal governance channels that provide for the regular review of HSE performance, risks, and strategic initiatives. Oversight is provided via high-level platforms such as the HSE++ Steering Committee and Executive Leadership Team reviews. Executive management also endorses the HSE Balanced Scorecards and annual HSE plans, reinforcing a culture of safety, accountability, and continued improvement.

We strive to adhere to our goal of achieving 100% HSE, with a strong focus on the safety and well-being of our employees, contractors, and assets. This dedication reflects our determination to protect our workforce, communities, the environment, and our valuable assets from harm. We are committed to providing for the health and safety of both our employees and contractors, fostering a culture where safety is paramount in our operations.

ADNOC Gas monitors performance by tracking and disclosing work-related injuries, fatalities, and ill health for both employees and contractors. Our performance in 2024 continued to demonstrate a low rate of recordable injuries and zero fatalities, underscoring our commitment to a no-harm policy. This achievement reflects our dedication to maintaining a safe and healthy work environment for all.

Occupational health and safety

GRI 403, 11.9, ADX S7, S8

Every employee is responsible for being a safety leader within our organization. They are empowered to address unsafe acts and conditions, intervene, and support compliance with our procedures. In line with ADNOC Group's HSE policy, we adopt top HSE standards across our operations to protect the health of our people, business and environment.

Safety matters are overseen by ADNOC Gas's HSE Steering Committee, to provide clear communication of health, safety, and environmental (HSE) related targets and goals across the organization. The implementation of robust health and safety measures is important to us. We firmly believe that effective communication is essential to achieving our objective of "100% HSE". To support this, we use various communication channels and forums, fostering an environment where safety is a shared responsibility and priority for all.

Fostering a culture of safety and collaboration

At site level, we organize HSE Majlis, daily meetings, and monthly management gatherings.

At corporate level, we conduct Learning From Incidents (LFI) Triage Committee and HSE Steering Committee.

Committee meetings for continued improvement in our safety practices. Additionally, we place a strong emphasis on contractor welfare, by hosting dedicated forums to address safety concerns and promote the wellbeing of our contractors.

Through these initiatives, we create an inclusive environment where safety is a collective priority and a shared responsibility.

Our HSE community platform

Driven by our core value of responsibility, we encourage active communication and collaboration on HSE issues within ADNOC Gas. Through the **Viva Engage internal platform**, we provide our community with an interactive space where employees can connect, share best practices, and discuss the latest HSE trends. This initiative has been instrumental in raising HSE awareness among our employees, fostering a mindset that prioritizes HSE matters and upholds our commitment to achieving "100% HSE".

HSE Compliance

An organization wide exercise to update operational HSE Impact Assessment (HSEIA) for all sites was commenced in 2023. We have successfully completed the updates for all the sites except two, which are planned to be completed in 2025. Furthermore, we strive to adhere to environmental standards and regulations in the UAE and implement industry best practices. To monitor compliance status, ADNOC Gas undergoes a series of internal and external audits on an annual basis, covering environmental aspects across our operating sites, in line with the ADNOC HSE Management System and relevant ISO Standards, including:

ISO 14001 Internal and External Audit

ISO 45001 Internal and External Audit

Environmental Management Audit (Internal and External including by ADNOC)

HSE Audit

Internal Audit Department Audits (Internal)

Joint Ventures Audits (External)

ADNOC Gas has devised an audit management system to support our adherence to environmental requirements. Any non-compliance identified during Environmental Management Audits, 5-year operational HSEIA, and regular Environmental Monitoring studies (air, water, and waste monitoring) are to be documented, tracked and adequately closed through the Audit Management System. Our HSE Legal Register maintained compliance with the federal laws of the UAE and its status is communicated to the authorities on an annual basis.

ADNOC Group's HSE Objectives



Reinforce HSE Culture Transformation to gauge its effectiveness.



Implement mitigation strategies on business-critical assets.



Maintain Oil and Gas Methane Partnership (OGMP) Gold Standard.



Support ADNOC Group domestic and international growth.



Lead a safe working environment through culture of care and laser focus on 100% HSE.



Ensure that the ADNOC Group business continuity plans are aligned with the current goals, objectives, and priorities of the organization.

Health, Safety and Security

Our HSE Culture

We embrace a strategy of continuous improvement, driven by our HSE Culture Transformation program. This initiative is dedicated to elevating assurance levels and implementing robust work management systems. We aim to further embed our behavioral-based safety program and launch targeted HSE campaigns that address key HSE risks. Through these efforts, we focus on a proactive safety culture that prioritizes the well-being of our workforce and the integrity of our operations.

Pursuing HSE++ program

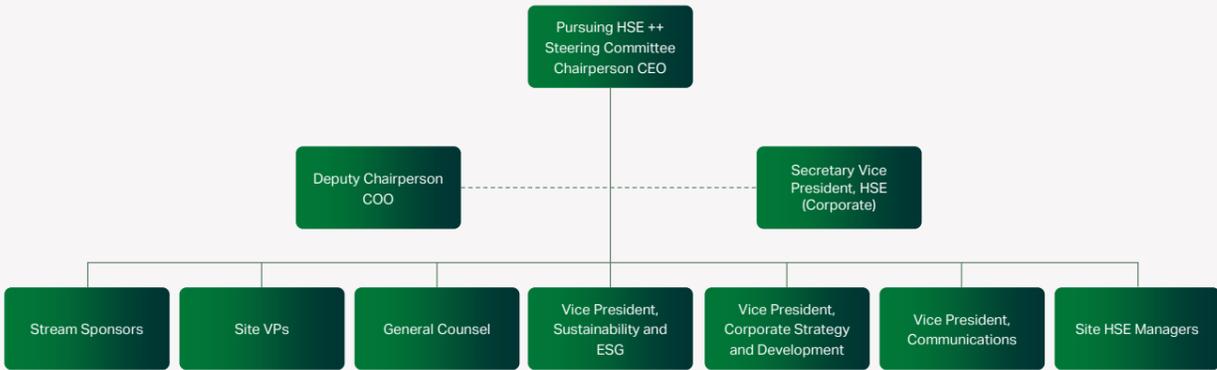
Our commitment to safety is driven by our goal of achieving 100% Health, Safety, and Environment (HSE) excellence. We are advancing our initiatives through innovative practices and a culture of HSE vigilance and proactive awareness. To support this vision, we launched a company-wide program called Pursuing HSE++. This program focuses on critical areas of HSE and Asset Integrity (AI) culture, the integration of AIPS framework, the development of HSE organizational resilience, the effective implementation of HSE standards, and the comprehensive onboarding of HSE business partners. Through these strategic efforts, we aim to create a safer and more resilient work environment for all.

This year, we conducted a company-wide campaign on “Chronic Unease” and “Frontline Barrier Management”. This initiative aimed to cultivate a culture of proactive vigilance and enhance our employees’ focus on asset integrity and process safety.

Our safety leaders emphasized the importance of educating staff to anticipate unsafe conditions and adopt a proactive approach to prevent incidents before they occur. This proactive mindset is essential in creating a safer and more resilient work environment. As a testament to our efforts, the initiative resulted in over 40,000 observations identified for rectification. Moving forward, we are determined to maintain this momentum and further embed a robust safety culture throughout the organization.

HSE Governance

The ADNOC Gas Pursuing HSE++ Steering Committee comprises of several members across the company. The committee played an important role in adhering to the ADNOC Group HSE Policy and pursuing a generative HSE Culture in ADNOC Gas.



HSE++ Program overall progress

8%

■ Current progress ■ YE plan remaining %

Health, Safety and Security

Implementing Start Work Checks

Our successful implementation of safety guidelines for Start Work Checks (SWCs) stands as a testament to our progress. The pilot program was launched at four of our locations: ADNOC Industrial Gas, Asab, Bu Hasa, and Pipelines, with plans to expand its reach to additional sites. This set of safety best practices is designed to empower both employees and contractors to verify that necessary safeguards are in place and functioning before starting work. By doing so, we not only enhance operational productivity but also significantly reduce safety risks on-site.

Moving forward, we will integrate the SWCs into our electronic Work Management System (WMS) and organize training sessions to raise awareness about the guidelines and how to navigate the tools and e-platform developed for data recording. This initiative marks a significant milestone in our commitment towards safe operations and advancing our HSE excellence.



Health, Safety and Security

Emergency response

Emergency response is an integral domain within our HSE Training framework and we take steps to address our emergency response competency needs at all employee levels to support effective responses. The areas covered under emergency response encompass Fire and Rescue Operations, Oil Spill Response, Crisis Management, and Business Continuity. In 2024, we carried out four emergency drill exercises.

We conduct risk-based audits and develop crisis and business continuity exercise plans to keep our emergency preparedness robust and effective. To further elevate our HSE performance, we have invested in the digitalization and automation of key safety processes. A key component of this initiative is the establishment of a central command and control center, which enables us to manage crises and business continuity events more effectively. Through these advancements, we are enhancing our ability to respond to emergencies and safeguard the well-being of our workforce and operations.

To proactively mitigate motor incidents, we utilize the Red, Amber, Green (RAG) Reporting system, aiming for zero road incidents. The implementation of the RAG system has significantly reduced the risk of motor vehicle collisions and rollover incidents.

Additionally, we abide by ADNOC life-saving rules across our operations, reinforcing our commitment to working towards safety and well-being of our workforce.

Let us continue to prioritize road safety and strive towards zero road accidents.

OPN road safety campaign: "Safe driving rules are your best tools"

The OPN HSE team launched a Road Safety Campaign themed: Safe driving rules are your best tools. Conducted in multiple languages, this campaign aims to educate and protect our drivers by reinforcing safety procedures. During the sessions, OPN teams and contractors actively emphasized and discussed accident prevention strategies. All drivers signed a pledge to drive safely and responsibly and adhere to the lifesaving rules.

LIFE-SAVING RULES



WORK AUTHORIZATION
Work with a valid permit when required



SAFE MECHANICAL LIFTING
Plan lifting operations and control the area



CONFINED SPACE
Obtain authorization before entering a confined space



TOXIC GAS
Follow the rules for working in toxic gas environments



ENERGY ISOLATION
Verify isolation and zero energy before work begins



DRIVING
Follow safe driving rules



BYPASSING SAFETY CONTROLS
Obtain authorization before overriding or disabling safety controls



LINE OF FIRE
Keep yourself and others out of the line of fire



WORKING AT HEIGHT
Protect yourself against a fall when working at height



HOT WORK
Control flammables and ignition sources

Health, Safety and Security

Our HSE Performance

Our health and safety management system is designed to be compliant with international standards, supporting high level of safety across our operations. Our primary goal is to streamline and automate HSE business processes onto a single platform, enhancing availability, accessibility and efficiency of managing safety initiatives. The implementation of an Enterprise Resource Planning system (ERP) centralizes our HSE processes, allowing all safety-related data to be readily available in one location. This integration simplifies our operations and empowers us to respond swiftly and effectively to safety challenges.

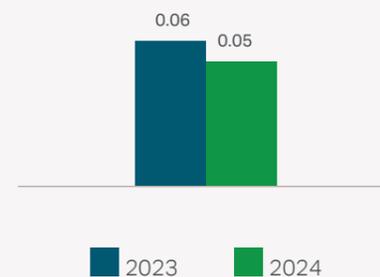
The ERP approach allowed:

- Reduced communication overload
- Quicker resolution of HSE issues
- Empowered teams to make data-driven decisions and address safety concerns
- Enhanced operational efficiency

In 2024, we took a step forward by enhancing our HSE Culture Transformation Strategy and roadmap, which reinforces our commitment to regular safety improvements. This has resulted in a Total Recordable Injury Rate (TRIR) improving from 0.06 in 2023 to 0.05 in 2024, placing us consistently in the top quartile of the International Oil and Gas Producers (IOGP) benchmark. Our proactive approach to implementing HSE initiatives and measures has not only enhanced our safety performance but also demonstrated a positive trend in TRIR.

Our policies expect that we promptly document all incidents, regardless of magnitude, in our ERP system. Those deemed significant are expected to undergo further analysis and investigation. Subsequently, we create a detailed remedial action plan that outlines responsibilities and target completion dates. We also monitor these actions; progress, tracking them regularly. This systematic approach ensures helps us address any safety concerns promptly and effectively, contributing to the overall well-being of our workforce and operations.

Overall Total Recordable Injury Rate (TRIR)



We exhibit great pride in our sustained position as a **first quartile HSE performer** as benchmarked against our peers by the International Association of Oil and Gas Producers.

	2023**		2024**	
	Employees	Contractors***	Employees	Contractors***
Total number of workforce fatalities because of work-related injury	0	0	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Total number of recordable work-related injuries to workforce	2	2	2	2
Total number of work-related Lost Time Injuries* (LTI)	1	2	0	2
Total number of hours worked by workforce in million manhours	13.69	49.89	9.35	69.14
Lost Time Injury Rate (LTIR)	0.07	0.04	0	0.029
Total Recordable Injury Rate (TRIR)	0.15	0.04	0.21	0.029

*LTIs are part of the recordable injuries count.
 **These HSE statistics include all employees (both Direct & Contractors) and do not exclude part-time, temporary, or any other employees
 ***ADNOC reporting guidelines for contractors are following the IOGP definitions

Occupational Health and Safety Training

We organize and conduct health, safety, and environment training sessions throughout the year. The allocation of courses is guided by a robust HSE training Matrix that covers over 100 courses across the domains of HSE inductions and toxic gas safety, HSE Governance, Process Safety and Risk, Work Management Systems, Operations Safety, Logistics Safety, Environment, Occupational Health and Industrial Hygiene, Crisis Management and Emergency Response, Sustainability, and Business Continuity. This allows us to tailor our competency development plans to meet the needs of our team. We also provide our contractors with trainings designed to align them to meet our competency framework requirements. HSE courses are aligned to industry standards and audited to achieve the highest standard in quality and delivery.

100% HSE

We believe that our success will depend in part on our **commitment to 100% HSE** in everything we do. As such, we work to continue to demonstrate this commitment in our work, from the smallest daily tasks to the largest strategic initiatives through ADNOC Group's HSE policy.

Health, Safety and Security

Customer Health and Safety

GRI 416

Customer health and safety is one of our top priorities, and we seek to achieve this through strict measures, adherence to international standards, and continued monitoring of asset integrity, particularly pipelines, in line with API guidelines. Our dedicated policy, backed by comprehensive safety documentation and clear communication, reinforces our commitment to upholding safety protocols.

Here are some of our key initiatives:

KPIs & Compliance

We set ambitious targets aligned with our commitment to achieving "100% HSE" and conduct audits every 1–3 years to comply with marketing and labeling standards.

Customer Access & Safety

We provide service areas that align with ADNOC Group's HSE policies and contractual obligations, for a safe environment for all.

Product Quality Transparency

We clearly communicate specifications, such as sulphur content, in contracts and keep our customers informed about projects that enhance production and quality.

Standardized Procedures

We implement a marketing procedure manual and safety data sheets to guide the safe use, disposal and environmental impact management of our products.

Sustainability and safety are at the heart of ADNOC Gas' operations. In accordance with our procedures for product and service information and labelling, we provide our customers access to ADNOC Gas facilities while working to comply with ADNOC Group HSE policies and legal or contractual obligations regarding information sharing. Our procedures require us to disclose specific information, particularly concerning substances that may have environmental or social impacts. We are committed to providing additional information as needed to achieve compliance and transparency in our operations.

~100% of significant product or service categories are covered by and assessed for compliance with product and service information and labeling procedures.

Security Practices

GRI 410

Security remains one of our top priorities, and we implement comprehensive measures to protect our employees, environment, assets, and reputation. Our security protocols include strict access controls such as headcount verification and biometric authentication (e.g., fingerprint scanning and ID verification) to prevent unauthorized access.

We have developed a detailed security plan to respond swiftly and effectively to security concerns. This plan outlines procedures for detecting, containing, mitigating, recovering from, and reporting security incidents. Our facilities have advanced surveillance systems that provide continued monitoring, supporting a secure environment for all stakeholders.

Our security system is designed to comply with relevant legal and regulatory standards, including those issued by the National Emergency Crisis and Disasters Management Authority (NCEMA), the National Guard, and Abu Dhabi Police. We also strive to meet other security operations standards. Internal audits are conducted twice a year to evaluate daily activities and HSE compliance, while external audits verify alignment with ISO standards and our business management system. We regularly conduct training sessions for employees and security staff to enhance awareness of potential threats and to reinforce the importance of complying with security protocols. These training programs address various topics such as emergency response procedures, occupational health and safety, situational awareness, decision-making fundamentals, self-motivation, and ethical behavior.

We have introduced training initiatives and promoted Emiratization within the security sector to further enhance our security coverage. We implemented a shift cycle system for in-house and third-party UAE national employees, providing continued site coverage. Local employees from third-party vendors receive corporate-level training, reinforcing our commitment to quality and compliance. Additionally, our security teams have also undergone specialized training in Organizational Safety and Security Protocols. These sessions focused on improving the safety and effectiveness of our security operations.



Health, Safety and Security

Enabling site security plans

This year, we conducted thorough site security surveys at all ADNOC Gas locations and established security plans for eight of these sites. We expect to target the remaining sites next year. These plans provide a detailed framework aimed at safeguarding our infrastructure, personnel, and assets from a variety of security threats. The key objectives of these security initiatives include:

- Protecting personnel and assets
- Preventing theft and vandalism
- Ensuring regulatory compliance
- Mitigating operational disruptions
- Enhancing emergency preparedness

Our Site Security Risk Survey serves as a critical assessment tool to identify, evaluate, and mitigate potential security threats and vulnerabilities at ADNOC Gas sites. The process focuses on:

- Identifying vulnerabilities in existing security measures to strengthen defenses.
- Evaluating potential threats to assess their impact on site safety.
- Ensuring compliance with relevant security regulations and industry standards.
- Enhancing emergency preparedness to effectively respond to security incidents
- Developing and implementing strategies to mitigate identified risks.
- Fostering continuous improvement in security protocols to adapt to evolving threats.

By implementing these stringent measures to protect critical infrastructure, personnel, and assets from potential security threats, we align our actions towards the United Nations Sustainable Development Goals.

As we move forward, our focus will be establishing a permanent Police Station in the remote area of Das Island to enhance the safety and security of this location. The initiative aims to provide rapid response and emergency services, so that residents and visitors feel secure and protected. By investing in a dedicated law enforcement presence, we will foster a safer community and improve overall emergency preparedness in this region.



As a result of above surveys, we conducted a **total of 27 security drills** as part of our site preparedness program

Our People

GRI 401, 402, 11.10 ADX S3

At the core of our organization, there are exceptional individuals with extensive industry-leading skills and experience across different areas of our business. The excellence of our team has been instrumental in achieving outstanding operations, maintaining performance, establishing a strong track record in project execution, and driving our recent advancements in digital transformation.

Our Human Capital Division leads the conceptualization and delivery of Human Capital programs, enabling ADNOC Gas to achieve its business objectives through the effective management and development of its workforce. Our three sub-committees – Happiness and Wellbeing, Youth Development and Gender Balance – play a crucial role in the execution of these programs.

Talent Acquisition

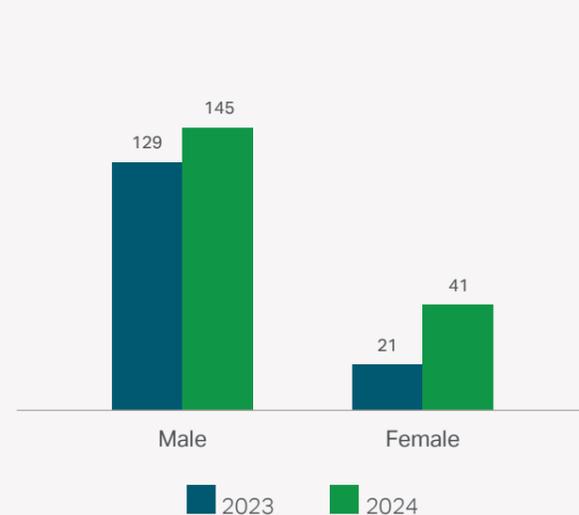
We attract local and international professionals and empower Emirati talent by creating opportunities for skill development, leadership growth and meaningful contributions across all levels of our operations. To support this, we participate in Career Days and Career Fairs to engage national talent, leverage the Talent Marketplace, and conduct referral programs and recruitment campaigns across the UAE to attract both Emirati and expatriate candidates.

24% increase in hiring rate

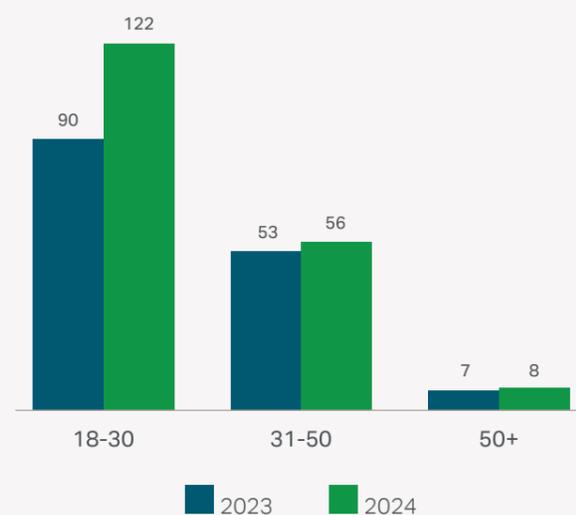
Our focus on the growth of ADNOC Gas is reflected in our enhanced hiring efforts, onboarding 186 talented new employees.

Additionally, we promote a performance-driven culture enriched by deep industry expertise, which is evident in our operational success, project execution and digital transformation efforts. By adhering to ADNOC Group's recruitment policy, we are committed to a fair, transparent and merit-based hiring process that attracts and secures exceptional talent as we continue to expand.

Total new hires by gender



Total new hires by age group



Turnover

This year, we continued optimizing our manpower by providing over 300 employees with the opportunity to gain diverse line experience within ADNOC Group Shared Services, an internal movement initiative within ADNOC Group. This initiative was designed to retain talent within the organization, allowing both employees and the organization to mutually benefit and focus on collective growth. The Shared Services model consolidates our people, processes, and technology to bring together processes and a unified support experience to enhance customer and employee satisfaction. In our commitment to enhancing operational efficiency, we successfully transferred more than 300 skilled employees from ADNOC Gas to the Shared Services department.

The overall turnover rate was approximately 10.5%, with about 4.6% exiting the organization — while around 5.8% transitioned internally, including about 5.0% to ADNOC Shared Services and around 0.8% through permanent transfers across the Group, reflecting strong internal mobility and talent retention.

Employee Diversity and Inclusion

GRI 405, 406, 11.11, ADX S6

We are committed to cultivating an inclusive culture, diversifying our workforce and providing employees equal opportunities for career development and advancement, regardless of gender, ethnicity, age or cultural background. Guided by ADNOC Group's Code of Conduct, our policies and practices are rooted in our core value of respect, emphasizing equality, embracing diversity, and adhering to applicable employment laws.

We maintain a strict zero-tolerance policy against any form of discrimination or harassment in the workplace, championing the essential principle of non-discrimination throughout our business activities and customer services.

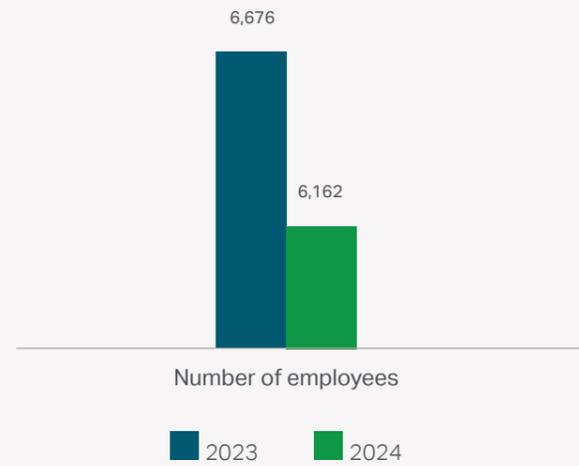
We believe diversity plays a transformative role in driving innovation, achieving sustainability targets and contributing to growth within our organization. We celebrate a wide array of perspectives, skills, and experiences, with ~63% of our workforce being UAE nationals and the remaining 37% representing expatriates from 60 different countries. Additionally, we are committed to providing equal opportunities for People of Determination (POD).

Zero cases of discrimination reported in 2024

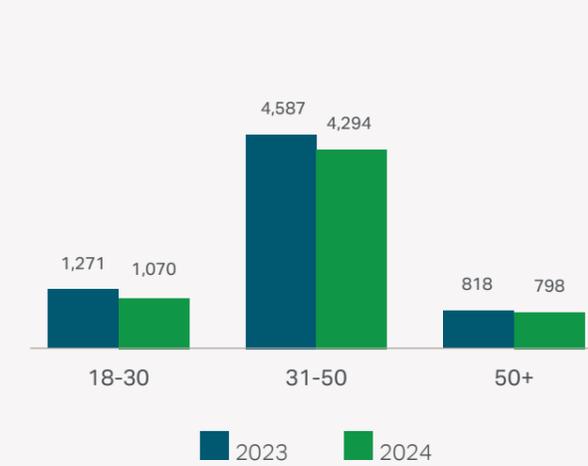
ADNOC Gas established the **People Committee**, bringing together the efforts of the Youth, Gender Balance, and Wellbeing Committees to promote a positive work culture and strengthen employee engagement. The committee aims to enhance employee well-being and work-life balance, foster a diverse and inclusive workplace, support the professional growth of employees, and address concerns related to youth employment, employee well-being, and gender balance. Through this commitment, ADNOC Gas launched 180 initiatives, engaging >43,700 participants, including employees, their families, and community members. These initiatives focused on a wide range of areas, including people development, workplace culture, social impact, and environmental sustainability.

Our People

Our Workforce



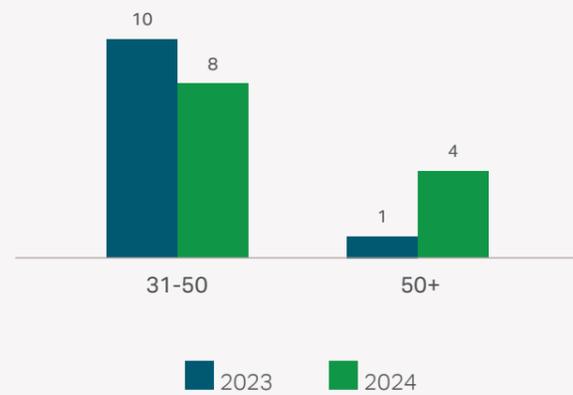
Employees breakdown by age group



Management level breakdown by age



Senior management and governance bodies members by age group



Gender Balance

ADX S2, S4

5.6% increase

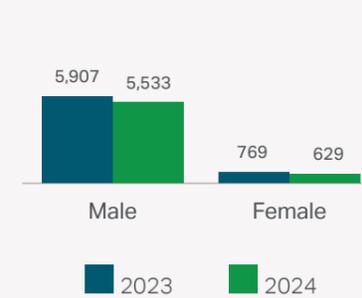
This year, we successfully increased the representation of women from 11% in 2023 to 16.6% in senior management and governance bodies positions, underscoring our commitment to women empowerment.

Gender diversity is a cornerstone of our organization, and we are dedicated to enhancing female representation across ADNOC Gas. Currently, our workforce comprises ~90% male and ~10% female employees. To promote a more equitable gender balance, we are taking proactive steps through initiatives such as the establishment of a Gender Balance Committee and the implementation of Female in Leadership Positions initiatives, aimed at promoting women's empowerment and increasing gender representation across the company.

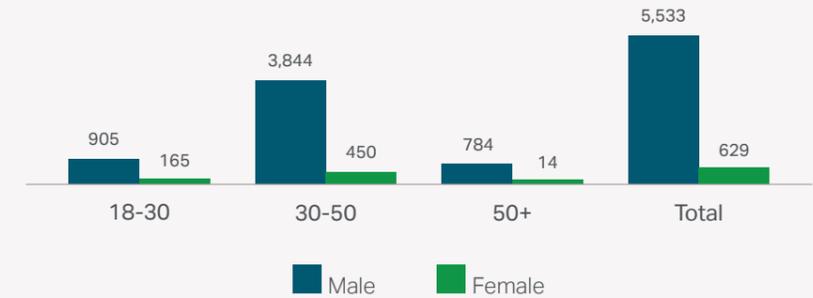
Our investments in female-friendly amenities and targeted development programs reflect our commitment to supporting leadership growth and increasing the participation of women in our organization. Through these efforts, we seek to harness the full potential of our company by embracing diversity and inclusivity.

This year, ADNOC Gas experienced a 6% decrease in male employees and 18% decrease in female employees, along with workforce reductions across age groups: 16% for employees aged 18-30, 6% for those aged 31-50, and 2% for employees aged 50 and above. These changes are primarily due to the movement of 300+ employees from ADNOC Gas to ADNOC Shared Services.

Employees breakdown by gender

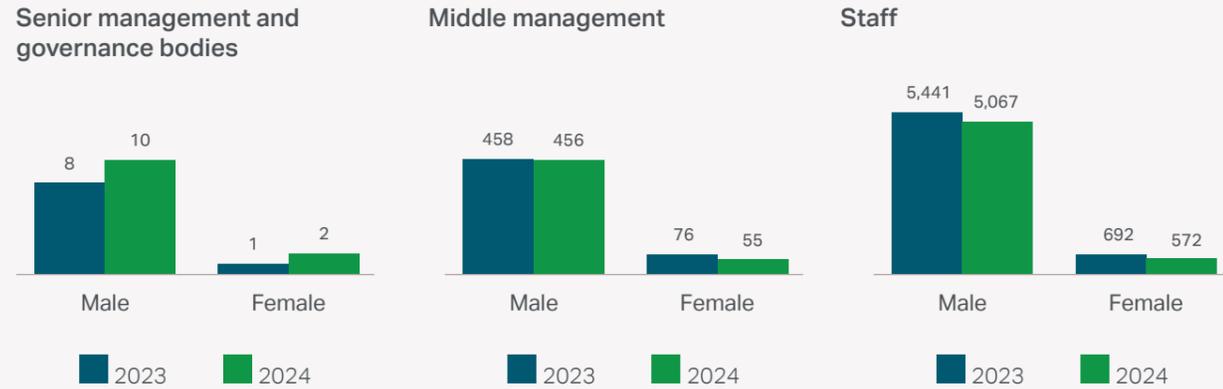


Employees breakdown by age group and gender



Our People

Employee breakdown by seniority and gender



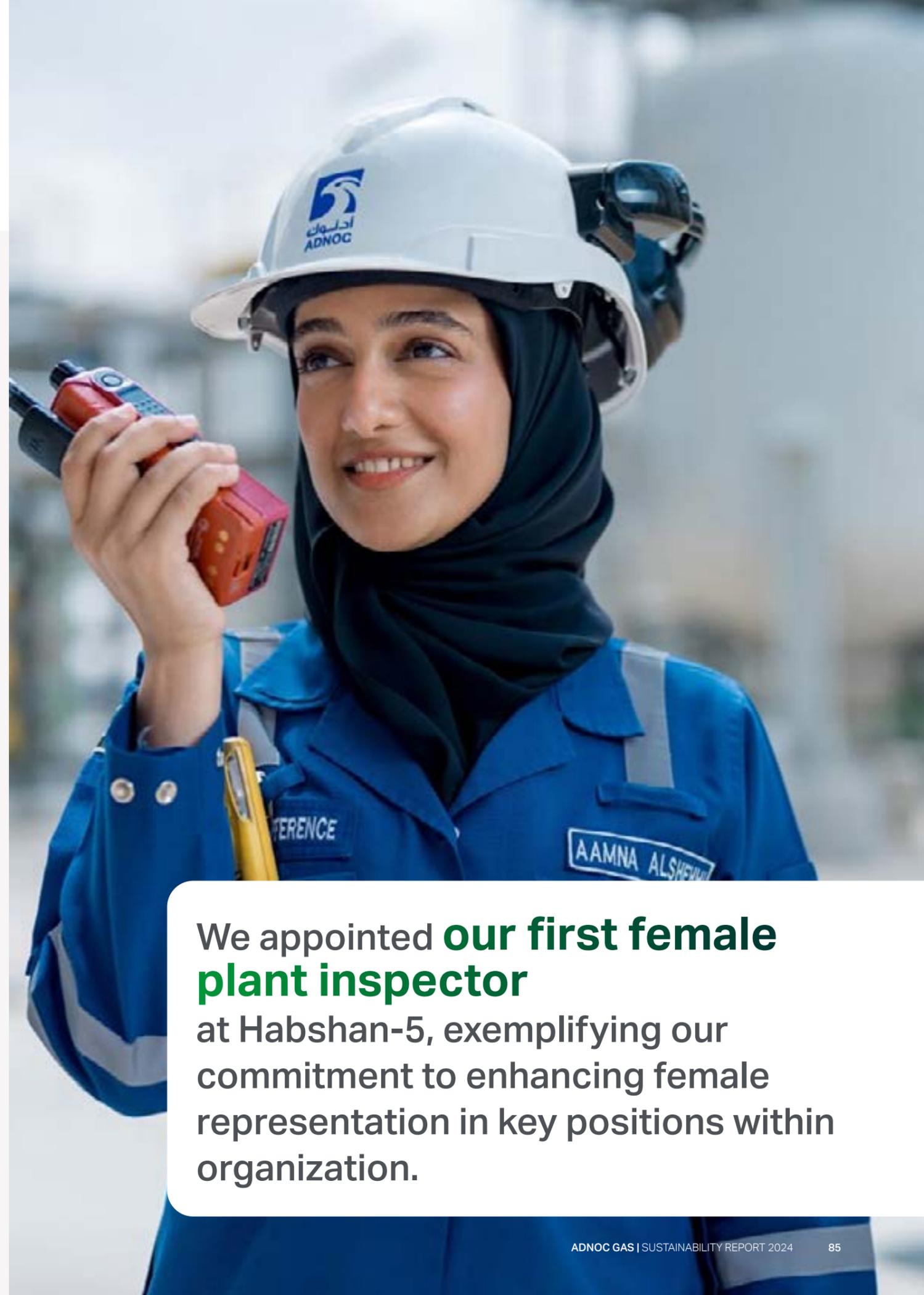
Our median gender-pay ratio stands at 1:1* reflecting our commitment to gender equality in compensation practices

We strive to comply with the gender representation requirements set by the Securities and Commodities Authority (SCA) for listed companies, ensuring the presence of at least one female member on our Board of Directors. This initiative is part of our broader commitment to empower Emirati women and enhance their representation in leadership roles.

The Gender Balance Committee initiated or participated in the following events in 2024:

- Two workshops in cooperation with the management of the Emirates Association for Women Entrepreneurs
- Engaging the mid-career female employees with leadership
- #IAmRemarkable Workshop tailored to recognize the value of accomplishments and ways to showcase contributions at the workplace and beyond
- Emirati Women's Day Celebration
- Family Stability Support Course
- Work Life Balance Workshop

*This ratio covers all employees occupying on-chart positions and includes both, the bonus and the basic salary.



We appointed **our first female plant inspector** at Habshan-5, exemplifying our commitment to enhancing female representation in key positions within organization.

Our People

2024 Highlights

International Women in Engineering Day

On Engineering Day, we celebrated the valuable contributions of our **>70 women engineers** working across offshore and onshore sites. Under the theme “Enhanced by Engineering,” we highlighted the significant achievements of these women in driving innovation and inspiring young women to pursue careers in engineering. Events like this underscore our commitment to fostering an environment where women’s roles are equally recognized and their efforts are appreciated in shaping a sustainable future through the ADNOC Way Recognition.



Recognizing the contributions of our female workforce on Women’s Day

This year, we celebrated Women’s Day to acknowledge the extraordinary contributions of women leaders within our organization who embody excellence, resilience, and innovation. Our women have made their mark in the following areas:

Digital Leadership: Our female leaders have driven innovation across operations through fostering a collaborative atmosphere. A team composed of nearly 30 women has led the transformation in digital technologies, spearheading initiatives in Integrated Operations Center (IOC), Digital Twin Platform, Smart Field Program, and the establishment of the Digital Academy.

Shared Services Leadership: Our women are the driving force behind our Shared Services function, exemplifying inclusive leadership while guiding a diverse team. One of our female leaders, a passionate advocate for diversity and inclusion, has empowered female talent through her tailored career development program, driving positive change and promoting gender equality.



Our People

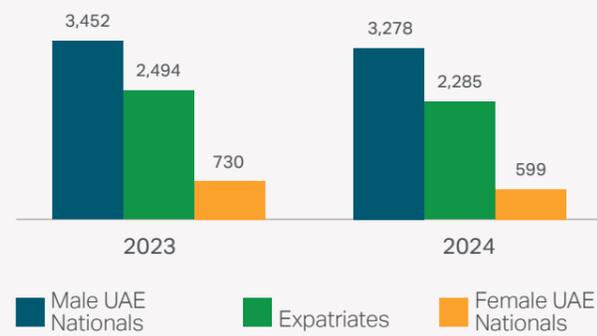
Emiratization

ADX S11

Our commitment to Emiratization is reflected in our workforce of 3,877 UAE nationals. We focus on developing local talent to strengthen our community ties and support national objectives on local skill enhancement. To support our continued progress, we have set annual KPIs to track Emiratization in critical roles, reinforcing our contributions to the UAE's long-term talent cultivation. Specifically, critical Emiratization refers to the percentage of our total workforce within sub-job families classified as "high criticality" according to the criticality matrix.

We have introduced targeted initiatives to meet these goals, including an **Annual Fresh Graduate Intake** Plan and the recruitment of experienced UAE nationals. Furthermore, we provide a range of training programs tailored for fresh Emirati graduates, aimed at cultivating a skilled and well-prepared workforce ready to tackle the dynamic challenges of the workplace. Our accelerated Emiratization program is designed to target a 68.86% Emiratization rate by 2030 and is integrated into our business strategy. Additionally, we are collaborating with ADNOC **Technical Academy** to support the training and development of our future technicians and operators.

Breakdown of Employees



2024 Highlight

~63%
Emiratization

Youth Empowerment

With around 1,070 employees, which is around 17% of our workforce representing the youth demographic, their involvement is not just important but crucial for our organizational growth and sustainability. To support the development of our young employees, we have launched initiatives such as the Youth Development Program (YDP) and the Youth Committee. These programs are specifically designed to support and guide Entry Point Employees (EPEs) with on-the-job training, helping them to perform their roles efficiently and deliver measurable results. They also provide mentorship, and resources that cater to the distinct needs and aspirations of our younger workforce. By engaging and empowering our youth, we not only promote their personal and professional development but also foster a vibrant and innovative organizational culture. Additionally, striving to adhere to ADNOC Group's YDP Policy reflects our commitment to advancing youth development and education. Through these initiatives, we aim to unlock the potential of our youth and guide them in becoming future leaders, potentially instigating positive change and make meaningful contributions to our shared success.

University Students' Internship Program

Each year, university students in the UAE seek practical internship opportunities to fulfill their academic requirements. To facilitate this, we have established the University Students Internship Program. Following a rigorous selection process, successful applicants participate in a two-month orientation program, gaining exposure to their chosen fields under the guidance of company representatives. Upon completing all assigned tasks in accordance with company standards, students receive an internship completion certificate.

We made a significant contribution to community service and talent development by offering a high number of internships and achieving first place in the ADNOC internship program in 2024. Additionally, several exceptional students were recruited by our company, further enhancing our pool of skilled manpower.

Total number of students in the internship program

2023	2024
152	141

Catalyzing Change: Youth Initiatives for 2024

We view youth as essential changemakers. We are committed to driving this change by providing them with opportunities to collaborate, grow, and inspire others through their skills and knowledge. Our initiatives encourage young professionals to connect with a broader community, where they can reflect on their well-being and personal development.

As part of the ADNOC Gas Youth Program, we launched several initiatives in 2024 aimed at empowering our youth:

Youth Circle

A platform where individuals can connect, learn and draw inspiration from influential leaders within ADNOC Gas. This initiative serves as a valuable opportunity to identify and nurture the talent within our workforce, helping to refine and enhance their skills for sustainable and long-term value creation.

Change Makers Majlis

An initiative that fosters innovation and collaboration among youth, providing a safe space for sharing ideas and concerns with youth committee and supporting diverse representation.

AI Accelerator

Encourages young professionals to propose AI-driven solutions for industry challenges, featuring a structured evaluation process and prizes for top ideas to incentivize participation.

Youth to Youth

A platform for knowledge sharing and networking among young professionals, enhancing their professional development through engaging discussions.

Our People

Youth in ADIPEC

Youth-organized VIP tours showcasing contributions to AI projects, highlighting their role in driving technological advancements during the event.

Youth International Day

Celebrated with activities designed to inspire and connect youth, including games, motivational talks and interactive sessions

Ramadan Boxes

A volunteer drive to distribute Iftar boxes during Ramadan, allowing youth to contribute to the community and grow spiritually.

Quran Recitation Competition

A community-building event during Ramadan for ADNOC Gas employees and their families to build spiritual connections and engagement.

Journey of Generation

A collaborative initiative aimed at connecting the younger generation with seasoned leaders, featuring discussions and activities that inspire and educate participants.

Employee Engagement

We value employee engagement as a driver of organizational success, influencing both individual fulfilment, and overall business performance. In today's evolving landscape, a highly engaged workforce is crucial to adapting and thriving. We believe in the importance of this dynamic and its direct impact on our ability to meet the challenges of an increasingly complex and competitive energy sector.

To continue our progress, we conduct an annual Employee Engagement Survey to gather valuable insights on the levels of engagement within ADNOC Gas. The feedback from participants allows us to measure engagement levels, identify areas for improvement, and take targeted actions. This helps us maintain high standards of employee satisfaction, performance, and alignment with our strategic goals.

The feedback from participants allows us to measure engagement levels, identify areas for improvement, and take targeted actions.

86%
Employee Experience Index

83%
Culture Index

87%
Participation Rate

The 12% increase in the participation rate, as compared to the previous cycle, highlights our ongoing efforts to enhance the employees' workplace experience, promoting a culture of transparency, trust and constructive feedback. It also marks another significant milestone for our company-wide transformation journey that we expect to help us, through the commitment of our people, to shape the future of ADNOC Gas.



Our People

HC People Connect Sessions

In line with our commitment to enhanced collaboration and employee engagement, we conducted >55 physical and virtual People Connect sessions, at 9 onshore and offshore sites. Our efforts received a highly positive response, with over 4,590 attendees participating. These sessions provided an opportunity for open dialogue and for employees to connect with colleagues and share feedback and suggestions. This reflects our efforts in transparent communication and collaboration. By consistently monitoring engagement and acting on the results, we can help our employees to contribute meaningfully to our success.

To enhance awareness and encourage participation, we held the **2024 Employee Engagement Survey Roadshow** themed **"YOU SPOKE, WE LISTENED, WE ACTED."**

This initiative included 26 sessions at various onshore and offshore locations, outlining the actions taken in response to employee feedback and encouraging involvement in the upcoming survey. We greatly appreciate our employees' feedback, as their contributions are vital to enhancing our workplace.



Our efforts in creating a positive work environment are reflected in an impressive **89.5% retention rate**

Our People

Culture Program

The Program aims to cultivate a high-performance and accountable culture rooted in our values and behaviors. The initiative focuses on developing capable leaders, empowering and celebrating employees, promoting continuous learning, and fostering a customer-centric mindset. These are essential for our transformation into a leading global energy company.

As part of our Cultural Program in 2024, we implemented a robust communication strategy and active engagement initiatives, including regular workshops and meetings, to establish a culture of learning.

2024 Highlights

89
culture ambassadors

12
training workshops

700+
employee participation

The program has resulted in a significant increase in employee participation and engagement compared to the previous year. Employees now have a clearer understanding of the organization's values and how they can contribute to achieving its goals, strengthening their connection to our mission.



Accelerating Sustainability Culture

Sustainability is an important part of our operations, and we view our employees as key change agents in this mission. To unlock their true potential and accelerate the sustainability integration across the organization, we conducted a company-wide sustainability awareness survey. Our employees demonstrated a strong enthusiasm for gaining knowledge about sustainability and engaging in the company's ESG initiatives.

The results revealed a strong commitment to sustainability, with:

835 employees
participated in the survey

97% of employees
demonstrated an understanding of sustainability and ESG concepts

95% considered sustainability and ESG
essential for long-term success

Moving forward, we will focus our efforts on conducting targeted awareness sessions, collaborating with industry experts on ESG issues, regularly communicating sustainability-related updates, and fostering innovative ideas through workshops that can be adopted within the organization.

This survey highlighted the resilience of our workforce in advancing our sustainability agenda and Net Zero commitments. It also identified key areas for strategic investment and support to enhance employees' skills and capabilities, empowering them to become impactful drivers of sustainability.

Team-Building

The team-building program emphasizes active engagement and has conducted 30 dynamic sessions this year to strengthen connections among departments. Each function organized tailored sessions to address specific team dynamics and objectives. These sessions foster open communication, enabling employees and leaders to align on goals and celebrate their collective strengths. Overall, the initiative reflects a commitment to achieving success through unity and collaboration.

The Leadership of Sight

The Leadership of Sight initiative is a program aimed at uniting 43 leaders within the organization, facilitated by ADNOC Group's team. It focuses on enhancing engagement, collaboration, and the exchange of expertise among leadership. Through targeted sessions and activities, leaders will align on key objectives, share insights, and strengthen their collective vision for success. The program is designed to inspire innovative thinking, promote knowledge-sharing, and reinforce the leadership community's role in driving the company's future. Overall, it reflects a commitment to empowering leaders and achieving excellence through strategic alignment and shared expertise.

Celebrating the spirit of Sportsmanship

The Sports Tournaments initiative promotes teamwork, healthy competition, and camaraderie by providing a platform for employees to engage in sports. It allows participants to showcase their athletic skills through friendly competitions, ranging from indoor games to outdoor tournaments. This initiative fosters collaboration, builds resilience, and encourages an active lifestyle, while enhancing physical well-being and strengthening relationships among employees. Overall, it cultivates a sense of community and celebrates sportsmanship and unity, reinforcing team bonds.

Our People

Training and Development

GRI 404

We value and invest in talent, supporting employees in unleashing their full potential and accelerating their learning and development. We offer a wide range of training programs to support an ongoing learning and skill enhancement. This reinforces our commitment to workforce development.

Continuous Learning

Our dedication to employee development is demonstrated through our annual learning demand process, conducted in collaboration with ADNOC Group shared services. These courses enhance the knowledge and skills required for employees' activities and cater to their specific needs. We offer flexible e-learning opportunities through our Learning Management System (LMS), SuccessFactors, and Computer-Based Training (CBT) courses. We encourage individuals to complete mandatory courses, while line managers may suggest external courses if deemed necessary. With various technical training courses available, employees can opt for one-day sessions and/or comprehensive long-term programs. This helps our employees gain both essential and advanced skills relevant to the industry. With around 3,500 different technical training courses, ranging from one-day to 20-day programs, we help equip our workforce with essential and advanced skills relevant to the sector. This year, a total of 155,550 hours of training were delivered to >5,120 employees including a mix of technical and non-technical seminars and conferences hosted worldwide. Our training target for 2027 is to deliver ~175,600 hours of training to over 7,000 employees. Our e-learning offerings encompass behavioural, leadership, and technical training, supporting employees develop in their current roles and acquire additional skill sets. Employees can navigate the platform based on the discipline or skill they wish to develop.

By adopting the 70-20-10 learning methodology in 2024, we provided our employees with over 350 opportunities to gain on-the-job experience and new skill sets. In addition, we sent our employees to various technical and non-technical seminars and conferences around the world.

5.7 times increase in training hours from last year

This year we placed a strong emphasis on our employees' personal and professional growth and offered them numerous mandatory and customised trainings to enhance their skills and support their career development.

We have launched our internal career platform, accessible to all ADNOC Gas employees. This platform offers an improved and transparent process, providing our employees with priority access to over 180 internal job openings. We strive to cultivate a collaborative environment where employees can learn from one another, inspire creativity and enhance the quality of their work.

Additionally, we actively promote the ADNOC Group Talent Hub, a platform that allows employees to showcase their hidden talents. Through these initiatives, we contribute to our employees' personal growth and career development, empowering them to reach their full potential.

We contributed to our Employee's Growth and Wellbeing agenda by addressing their career developmental needs. Focusing on mutual success, we initiated Talent Mobility Program, which provided career opportunities to more than 160 individuals.

2024 Highlights

662 individuals enrolled in leadership development programs

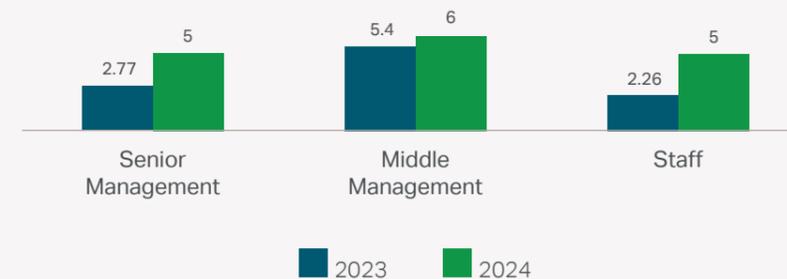
Identified **89** culture ambassadors to drive strategic alignment

3,900 learning opportunities provided

Conducted **57** HC People Connect sessions

Facilitated **2,800** personal development plans

Average Training Hours (by Employee category)



Average Training Hours (by Gender)



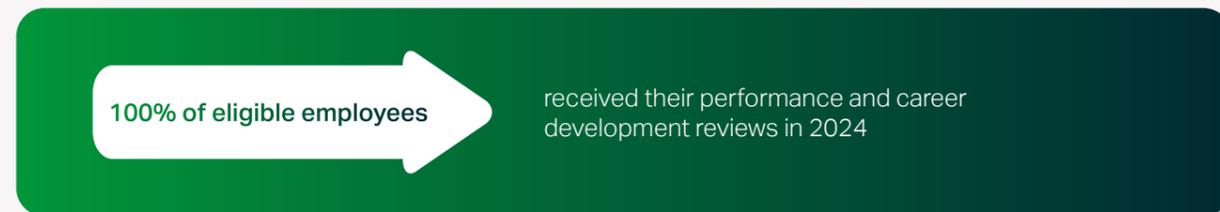
We invest in our talent through extensive training and development programs. We dedicated more than 155,550 hours towards training in 2024.

Our People

Performance Evaluation and Management

We strive for a consistent, merits-based, and constructive system of performance management to promote a high-performance driven culture with continuous feedback and alignment between corporate business and individual objectives.

To further enable career development, ADNOC Gas has implemented multiple programs, ranging from panel assessments and personal development plans to internationally utilized assessment tools such as the 9-box grid. This is a grid-based system that can be used to assess employee performance levels and growth potential to place them in nine segments. One axis represents the performance level, and the second axis represents the potential. Employees are exposed to tailored leadership programs that are based on skill development and succession planning requirements.



Total employees that received continuous performance management based on the following groups	2023	2024
Number of males that received regular continuous performance management review	5,858	5,411
Number of females that received continuous performance management review	721	565
Number of senior management that received continuous performance management review	10	37
Number of middle management that received continuous performance management review	471	407
Number of staff (professional, operational, and administrative) that received continuous performance management review	6,098	5,533

We aim for a collaborative environment where employees can learn from one another, inspire creativity and enhance the quality of their work. We promote the use of ADNOC Group Talent Hub, a platform for employees to showcase their hidden talent. Through these initiatives, we contribute to employees' personal growth career building.

Employee Benefits

Our employees are one of our most valuable assets, and we are committed to prioritizing their health and well-being. We provide a range of employee benefits that are standard for full-time employees within our organization. These benefits include life insurance, healthcare coverage, disability and invalidity insurance, parental leave and retirement provisions.

We evaluated the medical needs of our employees and enhanced their health insurance packages with additional benefits throughout 2024. We extended our support to individuals with autism and congenital conditions for UAE nationals. We increased our rehabilitation limits, reduced co-payments and included ABA therapy in speech therapy for non-national employees benefiting from our revised packages.

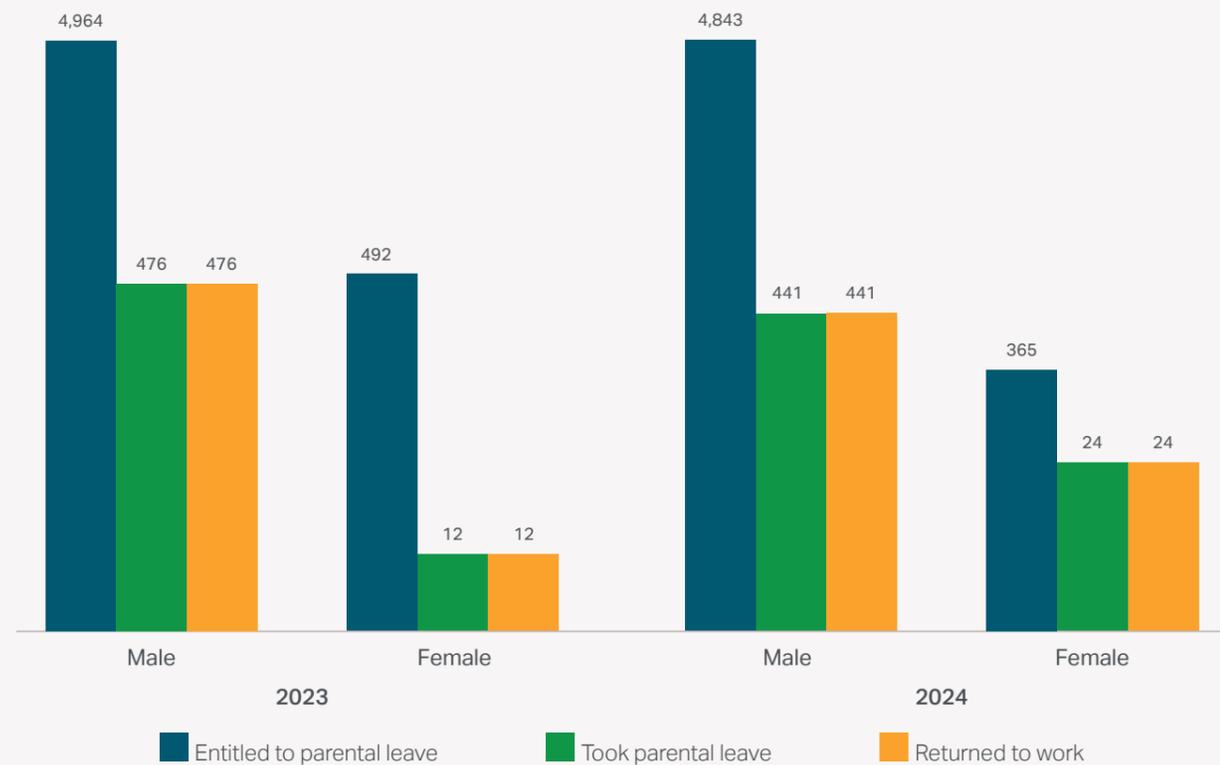
We are devoted to retaining our top talent through our support programs and well-being initiatives. Our Employee Assistance Program (EAP) offers a range of personalised services, including psychological therapy sessions, diet and fitness plans, life coaching, and financial and legal consultations – all provided at no cost to our employees and their immediate family members over the age of 18. Additionally, all ADNOC Group contractors can utilize the EAP services at no cost. Our services are available 24/7 in several languages.

We firmly believe that these enhancements to our employee benefits will help keep our workforce motivated and enable us to attract and retain the best talent for our company.

	2023	2024
Number of full-time employees who are provided with life Insurance	5,458	5,676
Number of full-time employees who are provided with healthcare	6,009	5,954
Number of full-time employees who are provided with disability and invalidity coverage	4	1
Number of full-time employees who are provided with retirement provisions	210	96

Parental leave	2023		2024	
	Male	Female	Male	Female
Entitled to parental leave	4,964	492	4,843	365
Took parental leave	476	12	441	24
Returned to work	476	12	441	24

Our People



We support our employees in achieving a work-life balance by promoting flexible working hours and parental leave options. In total, 465 employees availed themselves of parental leave, and all returned to work, reflecting a 100% retention rate. It is imperative to note that we regularly evaluate and enhance our policies and procedures to adopt employee-friendly practices that support work-life balance.

Employee Mobility

Operational changes are imperative to our organization across its units, job titles, and positions in response to evolving business needs and expansions, in alignment with the ADNOC Group. These changes, including adjustments in approved positions and the hierarchy of jobs, are designed to future-proof and enhance the resilience of the company.

To effectively communicate and raise employee awareness regarding ongoing organizational changes, we have established a comprehensive change management program. This program aims to provide the necessary support to employees navigating through the transitional phases.

We launched an internal platform called Talent Marketplace, which outlines all open career opportunities to support employees' mobility. Also, we ran several reskilling programs to train employees for new roles and enhance their skills.

Minimum Notice Period

1 to 3 months' notice period depending on the changes

Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them

Supplier and Partner Labor practices

We are dedicated to upholding high standards in labor management. Our commitment is driven by our core values set forth by [ADNOC Code of Conduct](#) and [ADNOC Supplier and Partner Code of Ethics](#).

We respect internationally recognized human rights standards, including the Ten Principles of the United Nations Global Compact on human rights, labor, environment and anti-corruption, to which we are a signatory. These principles serve as a guidelines for improving our labor practices within our supply chain. Our supplier registration and HSE contract management processes help us prioritize maintaining an environment that complies with applicable labor and environmental laws.

We actively support our suppliers and partners in upholding these standards and complying with industry benchmarks related to protection of labor rights, working and living conditions, standard working hours, minimum wage, overtime pay and leave entitlements.

To facilitate transparency, we have established an anonymous reporting system called [Takallam](#), which means "to speak" in Arabic. Managed by an independent third party, Takallam provides confidentiality and effective reporting within ADNOC Gas.

We expect our suppliers, contractors, business partners and other stakeholders to comply with the ADNOC Group's Supplier and Partner Code of Ethics

As part of our Supplier Registration and HSE Contract Management we review Labor practices of our suppliers and partners and assess their potential impact on our working relationships.

99%

of employees received trainings on ADNOC Group's Code of Conduct.

Our Social Responsibility

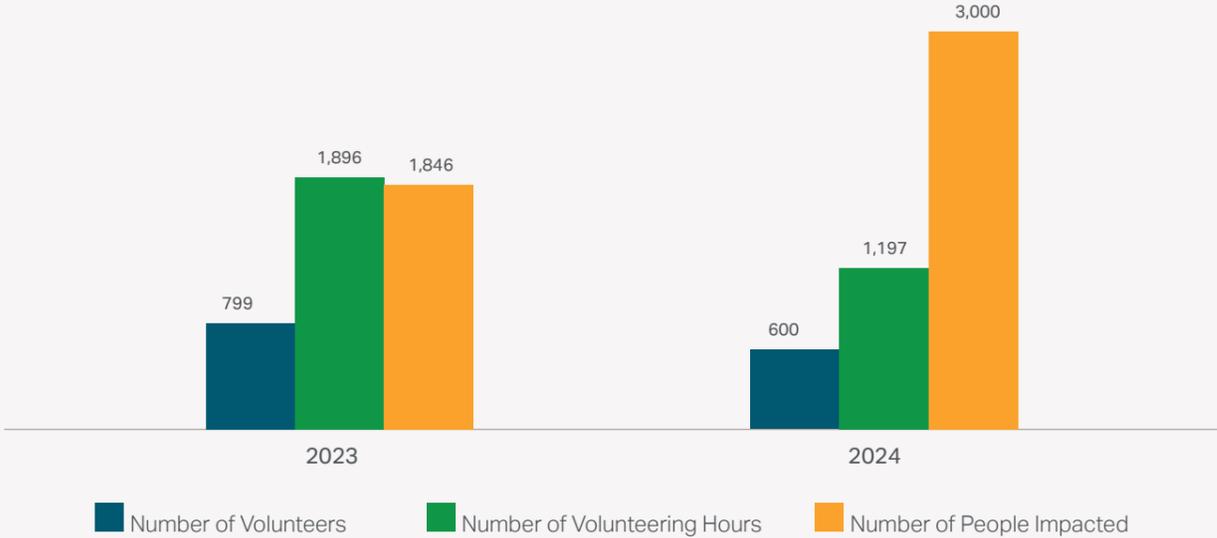
GRI 413, 11.7, 11.15, 11.16, 11.17, ADX S121

ADNOC Gas is building a culture of giving back by advancing sustainability through impactful initiatives that benefit both the environment and society. Engaging with our communities is a fundamental aspect of our Corporate Social Responsibility (CSR) initiatives. Our active participation in diverse CSR projects across the UAE highlights our dedication to creating positive impact that extends beyond our business activities. We take a proactive approach to community engagement by supporting various Group-level CSR initiatives and projects.

In line with this commitment, our total local community investment amounted to less than 1% of FY 2024 revenues.

The graph below summarises the time dedicated by our volunteers and the impact created through our CSR initiatives

CSR Volunteering Efforts & Impact



We have proactively contributed to the safety of our local community in 2024 by collaborating with Al Ain Municipality to relocate fodder trucks owned by local sellers near Al Towaisa.

To mitigate the potential safety risk, 10-15 trucks were relocated to the nearest alternate location with minimal disruption. This proactive approach significantly reduced the risk of fire hazards and potential accidents related to high-voltage power lines, driving a safer environment for both the sellers and the surrounding community. We are devoted to taking the essential measures needed to support the wellbeing of our communities and employees.

#RAHMACAMPAIGN

In collaboration with the Ministry of Human Resources, our #RahmaCampaign, supported by 40 volunteers, recognizes and expresses gratitude to construction site workers for their hard work and dedication.

During this one-day event, we provided a refresher HSE awareness session to ~ 1,500 outdoor laborers, along with cold refreshments to help them stay hydrated. This initiative reinforced **safety standards** during the summer months, demonstrating priority to worker safety and well-being in the UAE.



LIFESAVING BLOOD DONATION CAMPAIGN

We continued our contribution to ADNOC Group's Lifesaving Blood Donation Campaign this year, where 490+ colleagues donated blood, potentially saving up to >1,340 lives. This initiative highlights ADNOC Group's efforts towards health and community well-being, providing essential support through life-saving contributions.



Our Social Responsibility

Social Impact Assessment

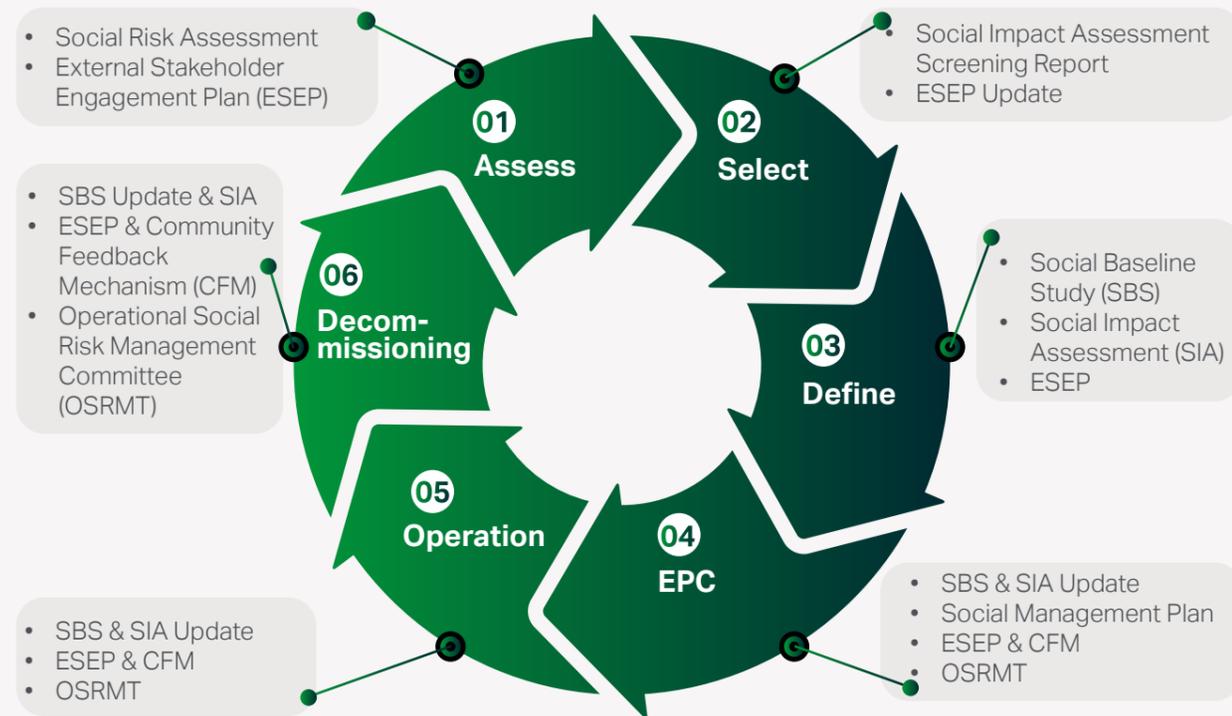
Social Risk Management (SRM)

Social risks can have a significant impact on our employees, stakeholders and the wider community. SRM has become an important part of the overall Health, Safety, and Environmental Impact Assessment (HSEIA) process.

Our social risk management standard is designed to align with international standards and national requirements. We apply social risk management across the project lifecycle stages – from concept to construction, from operations to decommissioning. ADNOC Gas designs the actions depending on the risks and impacts of the projects and activities.

We seek to identify, assess, monitor and address potential social impacts on the communities where we operate and on stakeholders linked to our activities. To identify social risks, we conduct social impact assessments.

The outcomes of these assessments are translated into social management plans which include actions for mitigation and stakeholder engagement plans.



Social Risk Management Committee

Our Social performance governance is designed to involve all parties, from site operators to senior management. Therefore, a Social Risk Management Committee led by the ADNOC Gas CEO is in place with the objective of providing direction, alignment and consistency in our social performance.

When necessary, operational Social Risk Management teams are established at the division, asset or project level.

The SRMC is designed to provide the following:

Ensures timely execution of social studies and social risk assessments by projects and operations as per ADNOC Group SRM Standard.

Advises on planning, executing, monitoring and reporting of social risks, community engagement activities, community feedback mechanism and opportunity enhancement activities carried out by SRM operational committees.

Reviews, analyzes and provides advice on community incidents in projects and facilities.

Monitors social performance of projects and facilities, whilst tracking and reporting social KPIs.

Social Performance Reviews and Stakeholder Engagement

ADNOC Gas conducted two performance reviews this year to enhance its social risk management processes and held two stakeholder engagement sessions to improve responsiveness.

We update our Social Impact Assessments (SIA) across all sites to inform targeted mitigation strategies and social management plans. The SRMC also tracks and reports social KPIs, monitors community engagement activities, and provides guidance on incident response.

A significant element of SRM is the Stakeholder Engagement, defined as the process of listening to and communicating with stakeholders to address their needs and concerns, facilitating the achievement of business objectives. Stakeholder engagement begins early in the project to guide the design process and continues throughout construction, operations, and decommissioning. This approach supports ongoing communication with affected communities, incorporating a formal Community Feedback Mechanism for feedback and complaints.

The mitigation program aims to reduce negative impacts while also providing benefits through corporate social responsibility (CSR). Building long-term, sustainable relationships between ADNOC and local communities is a focus area and reflects ADNOC's commitment to social responsibility.

Our Social Responsibility

Community Engagement

ADNOC Gas prioritizes health, safety and security, early social risk assessments, and positive impact on communities. Through CSR programs and transparent stakeholder engagement, the company supports local communities while collaborating with UAE authorities on resettlement and cultural heritage preservation. To further strengthen community relations, a Community Feedback Mechanism (CFM) provides structured grievance resolution, fostering transparency and trust. Community Liaison Officers have been assigned to all ADNOC Gas sites with the objective of effectively interacting with communities and addressing their feedback in a timely manner.

The CFM guided by ADNOC Gas CFM Guideline, allows stakeholders to raise questions or concerns and have them addressed promptly and respectfully. We aim to address all complaints received. Any stakeholders who consider themselves impacted by ADNOC’s activities can access this mechanism at no cost. The overall CFM process is shown below:



This transparent, structured approach helps us to handle any questions or concerns raised promptly and effectively, reinforcing our commitment to maintaining open channels of communication and continued improvement in our community engagement efforts.

Workforce Well-being

We are dedicated to a workplace culture that prioritizes the physical, mental and emotional health of our employees. Thus, we have formed a Well-being Committee that is responsible for promoting an inclusive and harmonious work environment within the organization. This Committee aims to address various aspects related to the wellbeing, development and engagement of employees. This committee builds a supportive work culture through targeted initiatives, including:

- 
Health Screening
 Regular health screenings conducted by health professionals allow individuals to detect health issues early and take preventive measures.
- 
Respirator Fit Testing
 Aiming for 100% safety for employees in hazardous environments.
- 
Industrial Hygiene Program
 Annual monitoring of hazardous agents to protect employees and contractors.
- 
Mental Health Support
 Confidential counseling, stress management programs, and regular assessments to enhance employee well-being and minimize burnout.
- 
Health Promotion
 Several campaigns, including “Know Your Heart Age,” “Beat the Heat,” and “Walk and Run,” are conducted on regularly to raise awareness of heart disease risk factors, heat-related illnesses, and the importance of engaging in physical activities to promote a healthy lifestyle.

ADNOC Gas participated in ADNOC’s **Mentoring and Coaching Program**, which led to the certification of 10 of our employees as coaches. The ADNOC Culture Master Class stands out as a key initiative that blends global and local cultural insights, empowering youth and establishing a strong foundation for future leadership. ADNOC’s commitment to fostering a robust cultural framework encourages young talent to embrace these values, which play a vital role in shaping their leadership journey. This experience reinforced the importance of collaboration, unity, and diversity within the company. It highlighted how our collective efforts significantly contribute to our success, emphasizing that we are stronger as one cohesive team. More than 140 of our employees enrolled in the ADNOC Culture Master Class, and eight cohorts have been conducted to date, focusing on diversity and the development of future leaders.

Our Social Responsibility



Prioritizing the wellbeing of our outdoor workers

The physical and mental well-being of our outdoor workers is a top priority for us. Given the challenging environments in which they operate, we assessed their fatigue levels this year using an automated stress meter that indicates exertion levels in real time. This technological integration allows us to proactively manage the physical and mental well-being of our laborers, providing them with the essential support needed to maintain optimal performance and safety. Subject to the success of this pilot study, we are committed to implementing stress monitoring on a full scale across all sites.



Inaugural well-being and beyond festival

A recent four-day festival dedicated to employee well-being focused on enhancing emotional, mental, and physical health through 24 tailored sessions in themed rooms. The event emphasized various health topics such as mental and social well-being, offering health check-ups and consultations on nutrition, weight management and dental care. It served as a platform for learning and community growth, highlighting the importance of prioritizing health, and well-being in both personal and professional life.

Our Social Responsibility



ADNOC Gas hosts successful family safari trip: A day of adventure and well-being

The ADNOC Gas Well-being Committee organized a successful safari family trip for more than 300 employees and their families. The event featured various activities, including a special Health, Safety, and Environment (HSE) session, opportunities to connect with nature and wildlife, and team engagement within the ADNOC Gas community.

The safari trip also provided attendees with a chance to connect with distinctive groups while learning about the cultural heritage of the UAE. This memorable event underscored ADNOC Gas' commitment to employee well-being by fostering a positive and inclusive work culture. It allowed everyone to connect with colleagues outside of work, showcasing the company's dedication to supporting its employees' overall well-being.



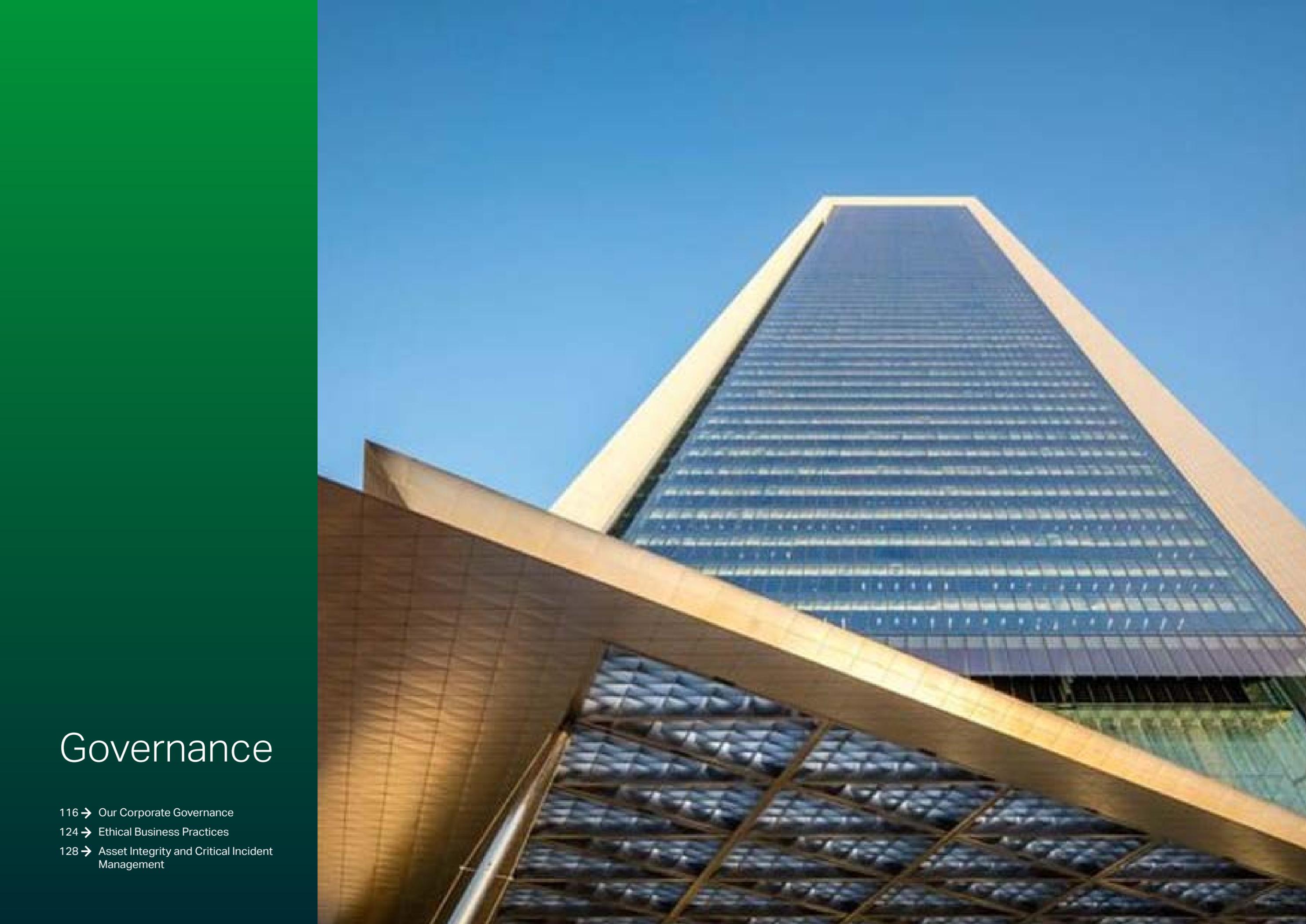
Fit to work program

We aim to prioritize employee health and safety through a comprehensive fit-to-work program managed by ADNOC Group medical clinics. This initiative includes rehabilitation support for injured employees and an annual industrial hygiene exposure monitoring program to assess pre-employment health and prevent occupational illnesses. Our key initiatives encompass risk-based health surveillance for early detection of health risks, contractor health and safety assessments before initiating site work, and Employee Assistance Programs (EAP) that offer confidential support from psychologists, dieticians, and legal consultants.

As a proactive measure, we plan to implement **Advanced Fatigue Detection Devices (AFDD)** in company vehicles by 2025 to monitor driver fatigue and enhance safety. These efforts underscore our commitment to the well-being of employees and contractors while enhancing workplace safety.

Additionally, we delivered a mental health awareness session to **100 project contractors**, supported by ADNOC Group Medical and Well-being Function. The session aimed to equip contractors with techniques to recognize and cope with common mental health issues, such as stress and anxiety. Mental well-being is a crucial component of our overall health and safety standards, and we are committed to helping those who seek our support while enhancing early recognition and reporting of mental health risks within the group.

Our Well-being Committee has launched "Wellness Wednesday," a year-long fitness program aimed at enhancing collective well-being and physical fitness. Each month will feature a different sport or activity. Mindful Breathing sessions will be led by Vogue Gym coaches. These sessions are aimed at revitalising the mind and body energy through muscle-relaxing exercises in an inclusive environment.



Governance

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Governance at ADNOC Gas

We believe in the impact of good governance on our sustainable growth. As a responsible energy leader, we are committed to upholding transparency, accountability and ethical decision-making to safeguard the interests of our stakeholders while maintaining operational excellence.

Our governance approach integrates sustainability into everything we do, while supporting compliance with applicable global best practices, UAE regulations and ADNOC Group's sustainability strategy. As a result, we drive continued improvements in environmental, social and economic performance across ADNOC Gas.

- **Good Governance**
- **Ethical Business Practices**
- **Asset Integrity and Critical Incident Management**



Our Corporate Governance

(GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-15, 2-16, 2-18, 2-19, 2-26, 2-27, 11.19, 11.20, ADX G1, G2, G5)

Effective governance is fundamental to responsible and sustainable business practices. Our structure embodies integrity and efficiency through clear policies, risk management strategies and decision-making protocols. The Board of Directors and the Executive Committee play key roles in maintaining oversight and driving compliance on sustainability plans and performance. Through this framework, we maintain our commitments to shareholders and stakeholders while strengthening trust and long-term sustainability.

Board of Directors

Our Board comprises of seven Directors. Pursuant to our Articles of Association, the Board shall be elected at every third annual general meeting of the Company. All members are non-executive and independent directors, selected in accordance with the standards established by the Securities and Commodities Authority (SCA). Each director is equipped with the necessary qualifications and experience to contribute effectively.

Female representation in the Board of Directors

We recognize the importance of creating an engaged, diverse and capable organization for the long-term success of the Company. Embracing diversity enables us to attract and retain talented people. We are committed to fostering an inclusive culture, and to providing equal opportunities for career development and advancement, regardless of gender, ethnicity, age, and culture, in line with ADNOC's overarching diversity and inclusion policies and practices. ADNOC Gas strives to achieve a fair female representation within the Board of Directors; accordingly, Ms. Fatema Mohamed Abdulla Alshaibeh Al Nuaimi was elected as a member of the Board of Directors.

~ 14% Female
representation in the Board of Directors

Board meetings attendance records

Our Articles of Association require that the Board of Directors meets no less frequently than four (4) times per year, and the quorum shall constitute by attendance at least a simple majority of Directors. During the financial year 2024, our Board has convened four times to deliberate on various matters pertaining to our strategic direction, financial performance, and overall governance.

Board member	Status	Experience	ESG related experience/ credentials	Nationality	Tenure
H.E. Dr. Sultan Ahmed Al Jaber (Chairman)	Non-executive Independent	Energy, industrial strategy, climate diplomacy	COP28 President, Climate diplomacy, Masdar Chairman	Emirati	2 years
H.E. Kamal Ishaq Almaazmi	Non-executive Independent	Strategic finance, investment management	Sustainable finance oversight, economic development	Emirati	2 years
Mr. Khaled Al Zaabi	Non-executive Independent	Financial strategy	Sustainable investment strategy	Emirati	1 year
Mr. Khaled Salmeen	Non-executive Independent	Downstream operations	Industrial Sustainability	Emirati	2 years
Mr. Abdulmunim Saif Alkindi	Non-executive Independent	Upstream operations	Industrial Sustainability	Emirati	2 years
Mr. Mussabeh Alkaabi	Non-executive Independent	Low carbon solutions and upstream operations	Carbon Management	Emirati	2 years
Ms. Fatema Mohamed Abdulla Alshaibeh Al Nuaimi	Non-executive Independent	Downstream Operations	Industrial Sustainability	Emirati	2 year

*Fatema Mohamed Abdulla Alshaibeh Al Nuaimi was replaced by Tasnim Al Mzaini effective 5 February 2025

Our Corporate Governance

Board Committees

The Board has established three permanent committees under its supervision and control for discharging its duties and responsibilities effectively – an Audit Committee (AC), a Nomination and Remuneration Committee (NRC) and an Executive Committee (ExCom).



In accordance with our Articles of Association, the Board of Directors (BoD) also retains the ability to form additional committees as necessary.

The delegation of responsibilities to these committees follows a structured process, with the BoD assigning specific duties to the relevant committees, which are then further delegated to designated individuals for effective implementation. This delegation is governed by the Delegation of Authority (DoA) approved by the BoD.

In line with our commitment to excellence, we prioritize the independence of our committees. To maintain this independence, the Chairperson does not serve as a member of either the Audit Committee or the Nomination and Remuneration Committee.

Audit Committee

The Audit Committee (“AC”) will assist the Board in discharging its responsibilities relating to financial reporting, external and internal audits, including reviewing and monitoring the integrity of our financial statements, reviewing and monitoring the extent of the non-audit work undertaken by external auditors, advising on the appointment of external auditors, overseeing the relationship with our external auditors, reviewing the effectiveness of the external audit process, and reviewing the effectiveness of our internal control review function. The Audit Committee will give due consideration to the applicable laws and regulations of the UAE, the Abu Dhabi Global Market (ADGM), the Securities and Commodities Authority (SCA) and the Abu Dhabi Securities Exchange (ADX). In addition, the Audit Committee provides oversight on strategic risk management, internal controls over financial reporting and compliance processes of ADNOC Gas.

In accordance with the approved Audit Committee Terms of Reference, ADNOC Gas Audit Committee has been established with three Non-Executive and Independent Directors and two members with financial audit, statutory reporting, and internal audit experience. The Audit Committee will be chaired by one of the independent members and will include other members elected by the Board from time to time. The members of the Audit Committee are appointed in accordance with the relevant Terms of Reference. The Audit Committee will meet not less than four times per year. All members of the Audit Committee will be required to comply with the Company’s insider trading policy which sets out guidelines on matters relating to the sharing of material non-public information and insider trading.

As part of his role as the Chairperson of the Audit Committee, H.E. Kamal Ishaq Abdulla Ismail Almaazmi has responsibility for implementing the Committee’s charter by the Company, reviewing its methods of operation, and ensuring its effectiveness.

The Audit Committee held seven meetings in 2024.

Nomination and Remuneration Committee

The Nomination and Remuneration Committee (“NRC”) will assist the Board in setting and overseeing the nomination and remuneration policies in respect of the Board, any committees of the Board and the executive management. In such capacity, NRC is responsible for evaluating certain matters relating to the Company’s executive management, evaluating the balance of skills, knowledge and experience of the Board and committees of the Board, and monitoring the independent status of the independent directors. In addition, and subject to the Articles of the company, the NRC will assist the Board in determining its responsibilities in relation to remuneration, including making recommendations to the Board on the Company’s policy on executive management remuneration and decisions on certain of the group’s human capital policies, setting the over-arching principles, parameters and governance framework of our remuneration policy and overseeing remuneration and benefits packages.

The Terms of Reference of the NRC requires that the committee shall comprise of four members, whereby at least three of the members of the Nomination and Remuneration Committee will need to be Non-Executive Directors (of whom at least two will need to be independent), in each case within the meaning of those terms in the Governance Rules. It is also noted that the Chairperson of the Board shall not be a member of the NRC as specified in the Terms of Reference document to ensure independence of the NRC. The NRC shall meet at least two times per year, and otherwise from time to time based on the Company’s requirements.

As part of his role as Chairperson of the NRC, Musabbeh Helal Musabbeh Ali Alkaabi has responsibility for implementing the Committee’s charter by the Company, reviewing its methods of operation, and ensuring its effectiveness.

The NRC held three meetings in 2024.

Executive Committee

The Executive Committee established under the Board, consists of six members, appointed by the Board in accordance with the committee’s Terms of Reference document. The committee assists the Board in discharging its responsibilities in matters such as the review and approval of related party transactions; approval of any matters delegated to it under the Company’s delegation of authority matrix; and the review, and, if requested by the Board, the endorsement of matters relating to the Company’s commercial, financial and operational performance, and planning. It is the duty of the committee to report to the Board, before the Board meeting, all decisions taken by committee along with evaluations, matters and any other item so requested by Board from time to time. The committee held four meetings in year 2024. The ExCom receives

Our Corporate Governance

regular updates on sustainability matters to oversee progress and monitor key metrics. These updates also contribute to strengthening governance and ensuring accountability in decision-making.

As part of his role as the Chairperson of the Executive Committee, Mr. Khaled Salmeen Anber Salmeen has responsibility for implementing the Committee's charter by the Company, reviewing its methods of operation, and ensuring its effectiveness.

Four meetings held by ExCom

Executive Management



Introduction of Executive Management

In addition to the members of the Board of Directors, the day-to-day management of the Company's operations are conducted by its Executive Management team, as follows:

~ 11% Female representation in our Executive Management

- Dr. Ahmed Alebri ***
Chief Executive Officer
- Peter van Driel**
Chief Financial Officer
- Mohammed Al Hashemi**
Acting Chief Operating Officer
- Nasser Saif Al Busaeedi**
Acting Chief Projects & Engineering Officer
- Naser Al Yafei**
Senior Vice President, Strategy, Sustainability & Transformation
- Rashid Al Mazrouei**
Senior Vice President, Marketing
- Saud Mohamed Al Hammadi**
Vice President, Health, Safety & Environment (HSE)
- Ameen Abdulla Al Hosani**
Vice President, Audit & Assurance
- Maitha Balfaqeeh**
Senior Vice President, Shared Services

Dr. Ahmed Mohammed Alebri * was the Chief Executive Officer of ADNOC Gas in 2024. His professional experience spans 18 years in the oil and gas industry. He previously served as Chief Executive Officer of ADNOC Gas Processing, the UAE's major supplier of gas and gas-related products and as General Manager of ADNOC Industrial Gases, the UAE's supplier of nitrogen and liquid oxygen to the oil and gas sector. His value-driven leadership style varies from accelerating the impact of tech-enabled transformation and innovative tactics in engineering services to the smart delivery of strategic projects leading to sustainable growth across the UAE hydrocarbon value chain. Dr. Alebri holds a Doctorate in Business Administration from University of Wales in the UK, a Master of Business Administration (MBA) from Abu Dhabi University, UAE, and a bachelor's degree in mechanical engineering from the University of Missouri, US.

*** Dr. Ahmed Mohammed Alebri was the CEO till December 31, 2024. Ms. Fatema Mohamed Abdulla Alshaibeh Al Nuaimi was appointed on January 01, 2025.**

Fatema Mohamed Al Nuaimi
Chief Executive Officer

Our Corporate Governance

Executive compensation

(GRI 2-19, 2-20, ADX S1, ADX G3)

ADNOC Gas understands the role well-defined incentives play in driving performance, with sustainability being a key focus. The executive compensation is linked to our Annual Performance Scorecard that incorporates a range of ESG KPIs, such as GHG emissions reduction, In-Country Value (ICV) contribution, Emiratization, and Health, Safety, and Environment (HSE) performance. To further support this approach, the remuneration framework combines fixed salary with performance-based incentives, aligning short-term incentives (STIs) and long-term incentives (LTIs) with the achievement of strategic and sustainability goals. This approach reflects ADNOC Gas's commitment to fostering local talent, supporting the nation's growth, and promoting environmental sustainability.

Additionally, ADNOC Gas embodies the value of transparency, reporting on executive remuneration as part of our regulatory filing.

Sustainability Steering Committee

(GRI 2-13)

In line with our Sustainability Strategy, we established the ADNOC Gas Sustainability Steering Committee to drive our strategic ESG initiatives. The Committee's objective is to build a sustainable legacy while aligning our efforts with ADNOC Group's 2045 Net Zero Ambition. To ensure effective oversight and progress, the Committee meets approximately four times annually.

The primary role of the Committee is to enhance performance in accordance with our sustainability priorities and ESG pillars, creating further positive impact on the communities and the environment. Furthermore, the Committee regularly oversees the implementation of programs and initiatives, which help to integrate sustainability into our operations.

Chaired by the CEO of the Company, the Sustainability Steering Committee includes the Vice President of ESG and Sustainability as the Committee's Secretary, with support from senior leaders who sponsor various initiatives. The Committee is further strengthened by four diverse Sub-Committees, each comprised of experts in their respective fields, tasked with managing workstreams that address specific sustainability focus areas.



Our Sustainability Policy

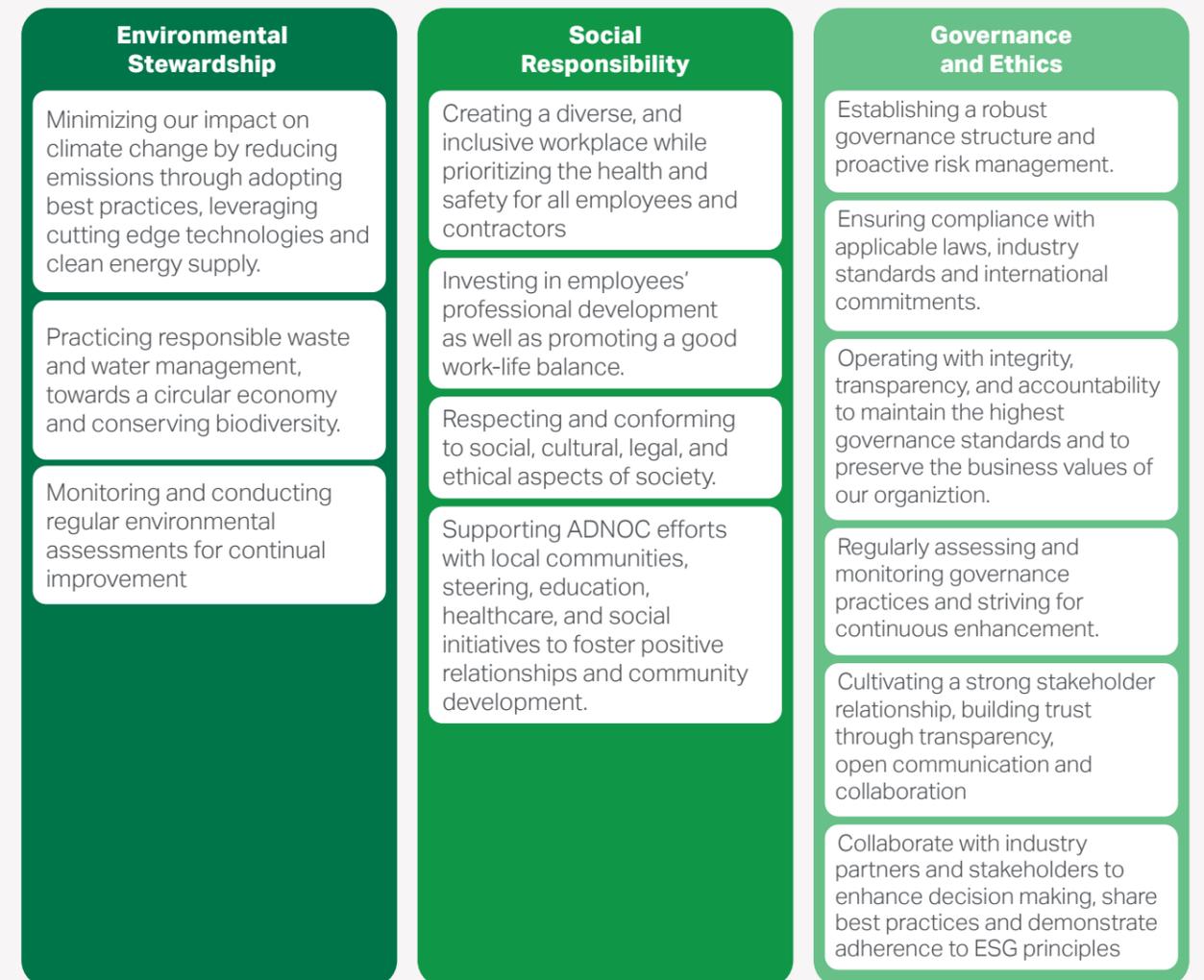
(GRI 2-25)

ADNOC Gas is committed to conducting its business in a way that promotes environmental stewardship, social responsibility, and robust corporate governance. As a leading gas processing company, ADNOC Gas believes in the importance of minimizing its environmental footprint, fostering social responsibility, and complying with national and international regulations.

Our Sustainability Policy is a testament to our commitment to sustainable practices and the principles that guide ADNOC Gas' operations.

We show commitment through effective communication, leading by example and fostering a culture of sustainability performance that is proactively monitored and reported, demonstrated by our continued investment in innovation, people, and assets.

We involve all our stakeholders and urge them to adhere to this policy.



Ethical Business Practices

We are committed to having a corporate governance framework that is compliant with all corporate governance requirements applicable to public joint stock companies in the UAE and consistent with international best practices.

Below is a summary of the key policies under which we operate:

Code of Conduct

ADNOC Group Code of Conduct

(ADX G4)

The ADNOC Code of Conduct, a foundation document for all policies, stipulates a set of standards for ethical behavior, so that anyone working for, or on behalf of, ADNOC Gas work in line with our core values and complies with our standards of integrity and responsibility. We seek to comply with all applicable UAE laws and regulations, as well as international conventions to which the UAE is a signatory.

All employees are required to annually confirm their understanding and adherence to the Code, reinforcing our commitment to ethical conduct. Our training programs focus on critical areas such as integrity, competition and antitrust, data privacy and confidentiality, anti-bribery and anti-corruption, international trade controls, insider trading and compliance with relevant laws and regulations.

We consider integrity and ethics as crucial for business success, as emphasized in the ADNOC Code of Conduct. ADNOC Gas has embraced core company values, including being Collaborative, Respectful, Responsible, Efficient and Progressive. These values serve as our guiding principles and shape our decision-making process and daily conduct.

Anti-bribery and anti-corruption

(ADX G5)

We are committed to doing business lawfully, ethically and with integrity, and we expect all our employees and representatives to act accordingly. ADNOC Gas Audit & Assurance activities extend to all areas of Company operations. In each audit of operational, technical, financial, commercial and technology domains, the audit activities focus on assessing the effectiveness of business ethics and anti-corruption related controls. Each auditable area within ADNOC Gas is covered at least once in every three years.

Consistent with this commitment, we take a zero-tolerance approach to fraud, bribery and all other forms of corruption. The Company aims to adhere to the group level Anti-Money Laundering Standard and Anti-Bribery and Corruption Standard and towards these efforts we have also implemented a Company level Gifts and Entertainment Standard, to set rules and regulations with respect to the exchange of gifts among various third parties. The policy is designed to that all employees and associated parties are aware of the gifting parameters and no employee or representative shall engage in the associated activities such as bribery, corruption, and money laundering.

Conflict of Interests Standard

(GRI 2-15)

We understand that our employees, officers, and directors will engage in legitimate social, financial, and business activities outside the scope of their work for us. Our Conflicts of Interest Standard sets out our requirements for the avoidance and management of conflicts of interest that may arise because of these other activities, including the avoidance of situations that have the appearance of a conflict of interest. Under this standard, conflicts of interest must be promptly disclosed so that the appropriate course of action can be taken to protect ADNOC Gas's interests.

Compliance Investigation Standard

Our commitment to operating with integrity includes investigating, where necessary, allegations of ethical misconduct. Our Compliance Investigations Standard and supporting procedures set out our approach to investigations relating to alleged violation of:

- (a) ethical business practices;
- (b) integrity in our interactions and arrangements with third parties; and
- (c) applicable laws, regulations, policies, and procedures relating to ethical business practices and integrity.

This standard outlines the process of internal investigation and requires all employees to cooperate fully and truthfully with all investigations and to avoid engaging in certain activities that may hinder or interfere with an investigation.

Additional policies such as Information Disclosure and Transparency Policy, Inside Information and Prevention of Insider Dealing Standard, Whistleblowing and Non-Retaliation Standard, etc. are outlined in the ADNOC Gas 2024 Integrated Report.

[Link: ADNOC Gas 2024 Integrated Report](#)

Critical concerns

By prioritizing open communication, we encourage our employees to report concerns regarding business conduct. Failing to report issues is considered a serious breach, potentially leading to disciplinary actions. The company has established various reporting mechanisms, including the Legal, Governance and Compliance function, line managers, the Ethics & Compliance team, Internal Audit and the Takallam Ethics Helpline, which provide for confidentiality and anonymity.

Retaliation against employees reporting in good faith is prohibited. All compliance-related complaints are reported to the Audit Committee quarterly to maintain transparency and accountability.



Our Takallam platform available to all our internal and external stakeholders: [Takallam.ae](#)

The following summarizes the process followed in the case a report is raised



Risk Management

Our Risk Management Approach

GRI 2-25

Risk management is vital for enhancing resilience and driving business continuity, protecting our operations and stakeholders from unexpected challenges. ADNOC Gas' Enterprise Risk Management (ERM) procedure outlines the process, governance, roles and responsibilities for consistent risk management across the organization.

The risk governance structure follows a pyramid model, with the Board of Directors overseeing the process, supported by the Audit Committee. Three risk committees—Division, Function and Corporate Risk Management Committees—support alignment with the company's risk appetite.

The systematic risk management process involves identifying, assessing, prioritizing, responding to, monitoring and reporting risks, which is applied at various organizational levels. Divisions like Projects, Asset Integrity, HSE, Business Continuity and Finance are responsible for specific risk assessments, adhering to the ERM Standard.



Case Study: Interactive Risk Assessment Training Module

We provide an interactive e-learning module to strengthen our risk assessment processes. This training is designed to enhance employees' understanding of risk assessment procedures, promoting a more informed approach to risk management.

The training consists of two sessions, each lasting 2 to 3 hours, covering:

- An introduction to the risk management process
- Risk assessment case studies

The e-learning format allows employees to complete the course at their convenience. Over 1,100 employees have participated in the training, resulting in improvements to our overall risk management processes.



Asset Integrity and Critical Incident Management

GRI 11.8

Maintaining the highest standards of asset integrity is at the core of our operations. By adhering to the ISO 55001:2014 Asset Management System, we are safeguarding the reliability and safety of our assets. Through a series of strategic initiatives, we seek for every aspect of our operations to meet rigorous standards, from critical incident management to the proactive maintenance of our assets.

Process Safety Events	2023	2024
Tier 1	3	0
Tier 2	1	1

Case Study: Implementation of ADNOC unified asset integrity and process safety management framework

We are currently implementing the ADNOC Unified Asset Integrity & Process Safety Management (AIPSM) Framework. Our target is to reduce incidents and improve performance related to Tier-3 & Tier-4 indicators, ultimately leading to a reduction in AIPSM incidents.

By helping minimize AIPSM-related incidents, the framework also contributes to lower GHG emissions through well-maintained assets, preventing flaring, loss of containment or fire incidents.

Structured around 3 pillars, 15 elements, 32 sub-elements and 243 expectations, this framework creates a strong safety culture and supports reliable, sustainable operations.



Our Initiatives

Integrated cumulative risk assessment across operations

We have implemented a process to manage cumulative risks resulting from multiple plant or process deviations. This integrated risk assessment approach helps us effectively address and mitigate risks throughout our operations.



Enhancing the LOPC management process with digital solutions

As part of our commitment to digital transformation, we are strengthening our Loss of Primary Containment (LOPC) Management Process using advanced digital solutions. These tools provide a comprehensive visualization of the entire LOPC event lifecycle, from reporting to normalization, improving our ability to manage and mitigate incidents efficiently.



Reviewing HSECES registers across sites

We have conducted a review of the Asset Register at all sites to help HSE Critical Equipment and Systems (HSECES) be accurately identified and flagged within the subsystem. The review helps align maintenance, inspection and testing activities with the Minimum Assurance Tasks (MAT) requirements outlined in HSECES Performance Standards.



Asset Integrity and Critical Incident Management

Independent technical integrity verification

To support the effectiveness of our operational assets, we conduct an independent technical verification every five years. A team of subject matter experts assesses the performance of the hardware barriers associated with HSECES across our assets, providing stakeholders with confidence in the operational integrity of these critical systems.



Innovative visualization of live HSECES status

Our Integrity Status Report functions as a digital dashboard, offering a real-time snapshot of open work orders related to HSECES. This visualization tool improves our ability to track and manage the integrity of critical equipment and systems effectively.



Data Privacy

GRI 418, ADX G6

Data privacy and cybersecurity are critical to safeguarding our operations, protecting sensitive information and maintaining business resilience. At ADNOC Gas, we prioritize the privacy of our customers' personal data and the security of confidential information, driving our efforts to comply with UAE Data Protection laws, ADNOC Group's Privacy and Data Protection Policies, and globally recognized standards.

Data Protection and Cyber Resilience at ADNOC Gas

ADNOC Gas has implemented robust data protection measures to support the security and confidentiality of its sensitive information. The organization has adopted ADNOC Group's Privacy and Data Protection Policies that aligns with UAE Personal Data Protection Law (PDPL) - Federal Decree-Law No. 45 of 2021. These measures include but are not limited to data classification, access controls, and regular audits. Additionally, ADNOC Gas leverages cutting-edge technologies to stay ahead of emerging cyber threats and provide the highest level of protection for its data.

Furthermore, ADNOC Gas implemented a proactive and comprehensive Cybersecurity Awareness and Training Program across ADNOC Gas. Regular training sessions are conducted to educate our employees about the importance of data protection and their role in maintaining privacy. By fostering a culture of security and vigilance, ADNOC helps its data protection practices to be consistently upheld.

As a leading energy company, ADNOC Gas handles vast amounts of sensitive data. The privacy and security of this data is crucial to maintaining trust and protecting the company's reputation and operations.

Cyber Resilience

ADNOC Gas is dedicated to achieving cyber resilience through a robust cybersecurity governance framework, continued enhancement of cybersecurity capabilities, and implementing advanced protection measures. ADNOC Gas seeks to comply with the UAE National Cyber Security Strategy, which defines the government's commitment to protecting the nation's cyberspace, and its implementation through the UAE Critical Information Infrastructure Protection Policy.

ADNOC Gas has implemented data protection regulations, supporting a secure and resilient operational environment. ADNOC Gas has adopted Information Security Management System (ISMS) that integrates advanced threat detection, prevention, and regulatory compliance. In addition, ISO/IEC 27001 certification further reflects a commitment to protecting information assets and upholding industry-leading security practices. Furthermore, ADNOC Gas adheres to ADNOC Group BCM framework, which is aligned with ISO 22301:2019 Business Continuity Management Systems (BCMS). These efforts reinforce ADNOC Gas's cyber resilience, helping provide for the confidentiality, integrity, and availability of its digital assets in an evolving threat landscape.

Building a Cyber-Resilient Workforce: ADNOC Gas Cybersecurity Awareness and Training Program

ADNOC Gas has implemented a **comprehensive Cybersecurity Awareness and Training Program** to enhance employees' understanding of cyber threats, safe online behaviors, and the importance of protecting sensitive information.

This structured initiative includes **interactive training modules, phishing simulations and cybersecurity policy education**, helping employees remain vigilant against evolving cyber risks. Delivered through **online courses, workshops and awareness campaigns**, the program reduces the risk of data breaches, strengthens organizational resilience and supports compliance with cybersecurity regulations.

In 2024, ADNOC Gas successfully participated in the **ADNOC CyberAware Program**, an industry-wide initiative aimed at fostering a cybersecurity-focused culture. This involved **tabletop exercises and cyber incident simulations** with industry peers, further reinforcing collaboration and response capabilities. By integrating continued education, practical simulations, and regulatory compliance, ADNOC Gas is actively strengthening its cyber defenses and fostering a security-conscious workforce.

ADNOC GAS ACHIEVEMENTS



Economic Sustainability

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- 144 → Sustainable Procurement and Supply Chain Management

Operational and Financial Performance

Economic sustainability is central to our business strategy to drive growth while safeguarding resources and creating shared value for all stakeholders. The success of our Initial Public Offering (IPO) on the Abu Dhabi Securities Exchange (ADX) marked a pivotal step in unlocking our potential for future expansion, underpinned by operational excellence and financial resilience. Our operational resilience is evident in our impressive financial performance with revenues and net income increasing year over year. As we navigate the evolving global energy landscape, we continue to invest in cutting-edge technologies, enhance energy efficiency, and support the UAE's transition to a low-carbon economy. Our economic sustainability efforts contribute to social and economic development, fostering innovation and promoting sustainable practices that align with our vision for a more resilient future.

ADNOC Gas achieved record-breaking IPO on ADX

Our inaugural ADX listing in 2023 was a historic IPO in the UAE. As we transitioned to being a publicly traded company, we received strong interest from retail and institutional investors which highlighted our potential and demonstrates the trust the market has in our company. As ADNOC Gas, we continue to focus on delivering value to our expanding international clientele to reinforce our role in meeting the rising global demand for natural gas.

Demonstrating Resilient Financial Performance

GRI 201, 11.14

ADNOC Gas's financial and operational performance in 2024 demonstrates our continued efforts in creating value for our stakeholders. Our adjusted revenue **increased by 7% to \$24.43 billion**, reflecting our resilience and capacity to sustain stable margins. This highlights our focus on maximizing growth opportunities and generating returns, culminating in net income of **\$5 billion**.

Operational Highlights

**Sales volumes:
3,616 TBTU**

We have a processing capacity of **10 billion standard cubic feet per day of gas**

Awarded US\$ 550 million contracts
to expand UAE gas infrastructure and increase customer reach

We supply more than 60% of the UAE's sales gas needs
and serve end customers in over 20 countries.

Financial Highlights

**Net income:
\$5 billion**

**Adjusted EBITDA:
\$8.65 billion**

**Free cash flow:
\$4.58 billion**

**Adjusted revenue:
\$24.43 billion**

ADNOC Gas distributed \$3.41bn dividend to shareholders after FY 2024 representing a 5% increase vs 2023 in line with the dividend policy of the company. This reflects the company's strong free cash flow, which exceeds the dividend commitment by over \$1 billion.

We are reinforcing our status as a dependable global supplier of natural gas. Our growth strategy includes international markets, exemplified by the ongoing successful production and loading of LPG and paraffinic naphtha. This milestone not only showcases our leadership in producing high-quality gas products for customers worldwide but also aligns with ADNOC Gas's capability to meet the increasing global demand for natural gas.

As we invest in projects integral to our growth strategy, we remain dedicated to thriving in a dynamic business landscape and delivering returns to our investors.

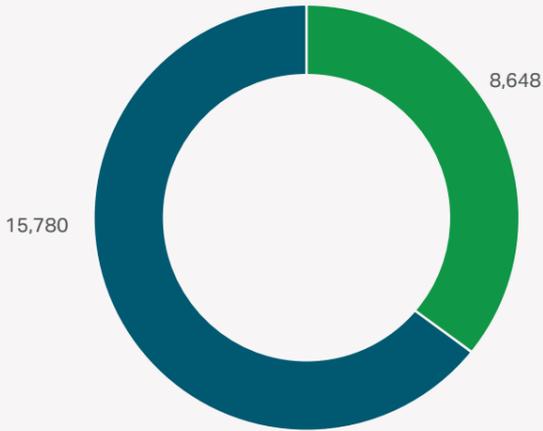
ADNOC Gas announced the transfer of ownership of \$2.4 billion UAE gas pipeline expansion project (ESTIDAMA) to ADNOC Group.

Furthermore, a \$550 million contract was granted for the ESTIDAMA project, which aims to provide increased volumes of natural gas to customers in the Northern Emirates.

Operational and Financial Performance

ADNOC Gas embodies economic sustainability through performance and global leadership. Our capacity to overcome challenges and seize opportunities strengthens our essential role in promoting economic resilience and growth.

Economic Value: Adjusted Revenue in 2024 (\$ million)



- Economic Value Retained: Direct economic value generated minus economic value distributed
- Economic Value Distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments.

Adjusted revenue: \$24,428 million

Tax

GRI 207

The tax regime and policies are governed by the fiscal letters we sign with the Supreme Council for Financial and Economic Affairs (SCFEA), in accordance with ADNOC Group’s practices. These letters outline the tax rates and other terms and conditions. Each year, tax calculations undergo an external audit appointed by the SCFEA. Additionally, our internal audits are carried out by the ADNOC Group Internal Audit Department based on the annual internal audit process.

Income tax expense	
Year	Value (USD'000)
2023	2,003,879
2024	2,327,116

We seek to comply with ADNOC Group’s tax governance framework, which delineates the roles and responsibilities of the tax function, tax risk management process, tax policies and procedures as well as tax reporting and disclosure requirements.

We strive to comply with all applicable tax laws and regulations, fulfilling our tax obligations in a timely and accurate manner.

We establish and uphold robust tax governance and control frameworks, policies and procedures to support our compliance with best practices and standards. These tax frameworks also emphasize optimizing our tax position, performing self-assessments and engaging with tax authorities.

Technology Driving Sustainable Growth at ADNOC Gas

Focusing on digital transformation to enhance efficiency and sustainability, we use big data analytics, supercomputing and artificial intelligence (AI) to increase operational and maintenance efficiencies, improve yield recovery and optimize inventory. This strategy combines digital technologies, strategic partnerships and capability development to foster sustainable growth.

ADNOC Gas aims to create a reliable data source for informed decision-making, improving asset efficiency and generating high-tech job opportunities. The implementation of the Centralized Predictive Analytic Diagnostic (CPAD) enhances proactive maintenance, reducing downtime and increasing reliability. The technology is currently being upgraded with AI-based prescriptive advisory. Advanced Process Control (APC) and Real-Time Optimization (RTO) solutions further optimize process plants for better yield and energy efficiency. Furthermore, as a next step, we are looking at the feasibility of setting up autonomous operations through AI enabled control room to minimize human intervention.

Additionally, the AI Foaming Prediction Module helps prevent process disruptions in acid gas removal units. These data-driven solutions are optimizing processing and maintenance operations, enhancing overall efficiency and our sustainability performance, providing a competitive edge. The insights derived from these technologies are not only driving operational excellence but also providing a competitive advantage in the industry. By collaborating with technology experts, we are developing innovative digital technologies that transform internal processes and support decarbonization efforts in the oil and gas industry.

As a next step, we are looking at feasibility of setting up autonomous operations through AI enabled control room to minimize human intervention.

As part of investments in innovation, ADNOC Gas is piloting several new technology initiatives:

Cyclone CC: Cost-Effective Carbon Capture Technology

Through ADNOC Technology, we supported piloting the Cyclone CC in Fertil, an innovative post-combustion carbon capture solution, designed to provide a safe, low-impact and cost-effective approach to reducing emissions. The 10 TPD CO₂ Cyclone CC unit employs breakthrough rotating packed bed (RPB) technology to intensify the carbon capture process. This technology has potential to be implemented for more efficient carbon capture from sources such as boilers, gas turbines and incinerators across ADNOC Gas assets.



3D printing to manufacture critical replacement components on demand

The innovative 3D printing technology provided by a third party has been used to manufacture critical replacement components at ADNOC Gas' Das Island and Habshan gas processing sites. This innovative approach has eliminated the need for overseas shipping, cutting CO₂ emissions and drastically reducing on-site inventories.

At the Das Island site, ADNOC Gas has successfully replaced air compressor impellers with 3D printed impellers, proving the feasibility of using the technology for complex and high-value rotating parts. Meanwhile, at its Habshan site, hundreds of components have been scanned and digitally stored, ready to be 3D printed on demand using polymers or metals.

ADNOC Gas's use of 3D technology paves the way for further innovation across the Company. It is exploring on-site 3D manufacturing to optimize its operations and reduce CO₂ emissions. It is also partnering with the third party to create and optimize 3D printing solutions specifically for the energy industry.

ADNOC Gas has developed one of the energy industry's largest digital libraries of critical components, which can be manufactured on demand using advanced 3D printing technology. Over 3,500 items have been scanned and stored in a secure digital warehouse, generating an expected benefit to ADNOC Gas of US\$ 50 million by 2028. 3D printing has cut production lead times by 50%, significantly reducing operational downtime and allowing for greater inventory flexibility and responsiveness to market demands.



Technology Driving Sustainable Growth at ADNOC Gas

AI-based flaring prediction

Incidental flaring from process units leads to the loss of hydrocarbons and affects the environment due to GHG emissions. Incidental flaring is caused by abnormal situations in process plants which, if detected in advance, can prevent flaring or plant upset. Through this initiative, we predict actual flaring site incidents using a machine learning model. As a result, we reduce operational expenditure (OPEX), heat emissions and minimization of operational and financial risks.



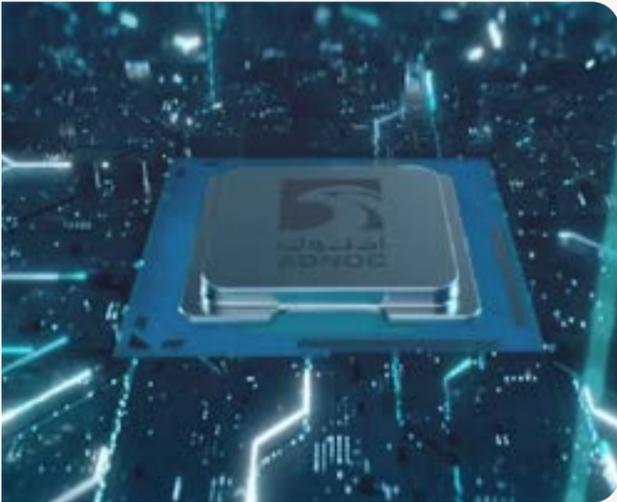
Loop 20 for Graphene production from Sales Gas

Our Habshan facility has implemented a proof-of-concept (POC) skid called Loop 20, an innovative technology specifically designed to capture carbon from methane during the extraction of natural gas. This groundbreaking technology not only reduces CO₂ emissions by up to 30% in this process but also produces hydrogen while transforming captured carbon into low-cost, high-value graphene—a material expected to shape the future of multiple industrial applications. When integrated into materials such as plastics, graphene can improve their durability and performance.



Neuron 5 – Operational enhancements with AI

We introduced Neuron 5, a centralized smart solution that leverages AI to drive autonomous operations while improving asset reliability and integrity. This advanced system utilizes predictive modelling and analytics to help us optimize production, energy consumption and plant shutdowns indirectly contributing to emissions reductions. By enabling AI-powered decision-making, Neuron 5 is projected to reduce unplanned shutdowns by up to 50% and extend planned maintenance intervals by up to 20% whilst upholding our safety standard.



Integrated Real Time Optimizer (iRTO) – a multi-site technology natural gas liquid production yields in real time

We pioneered the implementation of iRTO, a multi-site solution that optimizes production yields of natural gas liquids (NGLs) in real time at our processing sites. This groundbreaking initiative leverages digitalization and process automation to enhance energy efficiency and reduce emissions across our facilities.

Implemented at all plants, the iRTO provides operators with an energy management platform that monitors and optimizes energy use, leading to improved decision-making and reduced energy intensity. By analyzing operating data, utility costs and product prices, the system helps minimize emissions while maximizing the value of the product stream, directly contributing to enhanced profitability. The impact of this initiative resulted in around USD 5.8 million savings achieved in 2024.

Transitioning from a traditional “trial and error” approach to a precise, data-driven solution, the iRTO allows for real-time scenario testing and complex modeling. This capability has resulted in significant performance enhancements and improved process knowledge, ultimately driving financial gains for the organization.



Investing in Sustainability



GRI 203, ADX E10

Climate change presents various risks to our operations, including physical risks from extreme weather events, transitional risks, regulatory risks, and financial and market risks arising from shifts in behavior and preferences. However, we believe that these risks also offer opportunities that we can leverage, motivating us to proactively prepare for climate-related challenges through innovative solutions.

We have developed our ESG risk register to identify and continually monitor ESG-related risks to address any associated financial impacts appropriately.

Sustainable Procurement and Supply Chain Management

GRI 204, ADX G4

We aim to uphold the highest standards of ethical conduct within our organization and expect our suppliers and partners to do the same in their business dealings. As such, we strive to adhere to ADNOC Group's Supplier and Partner Code of Ethics, which sets forth the fundamental standards of ethical behavior we require from those wishing to collaborate with us. This Code also demonstrates our commitment to long-term success built on solid ethical principles.

This Code applies to all suppliers and partners, as well as their subcontractors, who carry out work for or represent our organization. We expect that all personnel working with us will be familiar with and adhere to the standards specified in this Code.

We strive to safeguard workers throughout the supply chain by selecting suppliers expected to adhere to international standards concerning workers' welfare. We collaborate closely with all our suppliers to review whether they operate responsibly and ethically, protecting the rights and well-being of their employees by complying with local and national laws. We strive to comply with all applicable labor laws, which explicitly prohibit any form of forced, compulsory, or child labor, to prevent such violations from occurring in any of our workplaces.

Moreover, we expect our suppliers and partners to adhere to all relevant labor laws and regulations, especially those related to working and living conditions, wages, working hours, and overtime compensation. Our commitment to integrity extends to protecting whistleblowers, and our policies prohibit retaliation against individuals who report concerns regarding business ethics. Our suppliers and partners are required to report any suspicions or issues they may encounter.

We also expect our suppliers and partners to operate in an environmentally responsible way and to comply with all relevant environmental laws and regulations. They must obtain all necessary environmental permits and licenses and adhere to the associated operational and reporting requirements. Additionally, our suppliers and partners should prioritize sustainability by ensuring the efficient use of resources and minimizing waste production.

In-Country Value (ICV)

As a testament to our commitment to contributing to the UAE's economy, ADNOC Gas achieved 59% ICV.

ADNOC Group's central procurement team diligently takes on the responsibility of conducting annual assessments of suppliers using environmental and social criteria, thoroughly evaluating their ESG performance and adherence to our Code of Ethics.

100% of new suppliers are assessed using environmental criteria.

Moreover, suppliers' pre-qualification includes HSE assessments. This pertains to service providers, including material, and equipment suppliers (vendors) as well as certain service categories.

Contributing to the UAE's Growth

We act as a catalyst for the ongoing narrative of the UAE's economic development and diversification. Through the energy and feedstock supply we provide, along with the initiatives we undertake, we have maximized the ICV of our operations. Launched in 2018, in Abu Dhabi, the ICV program aims to localize the supply chain and foster the growth of new local industries and services. Its objectives include stimulating and attracting foreign investments, diversifying the economy and contributing to the national GDP growth.

Our gas is integral to the UAE's energy ecosystem, powering traditional industries and supporting the development of the nation's infrastructure, as well as emerging high-tech sectors that will drive the next phase of economic growth. We also play a crucial role in supplying feedstock to key customers such as Borouge and Fertiglode, which are vital for establishing the Al Ruwais Industrial Complex and its TA'ZIZ Industrial Zone as a premier chemical hub.

Aligned with ADNOC Group, our ICV program is designed to strengthen the resilience of our local value chain by maximizing the use of local goods and services, promoting local manufacturing, and creating job opportunities for UAE nationals in the private sector.

~ \$1.2 billion of the procurement budget was spent in 2024 on UAE local suppliers, which amounts to 59% of the budget.

ADNOC Gas was successfully awarded \$550 million in contracts to expand its natural gas pipeline network, increasing it from 3,200 km to over 3,500 km. This expansion is part of our ESTIDAMA Projects and aims to enhance sustainable gas supply to the Northern Emirates and holds strategic importance in enhancing ADNOC Gas' role in supplying sustainable gas to the Northern Emirates of the UAE.

The pipeline expansion represents a crucial step toward achieving gas self-sufficiency in the UAE, enabling ADNOC Gas to transport larger volumes of natural gas to customers in the Northern Emirates. This strategic initiative not only bolsters the company's vision for market growth and increased market share, but also aligns with our broader strategy of offering cost-effective, cleaner, and sustainable gas solutions to a wider industrial base. The advantages of this network expansion go beyond merely increasing capacity; it also enhances industrial access to natural gas as a lower-carbon and cost-competitive fuel. Through the integrated gas masterplan, ADNOC Gas guarantees a sustainable and economical supply of natural gas by employing innovative approaches and technologies for optimal gas recovery and resource development. This initiative highlights ADNOC Gas's commitment to advancing the UAE's national objectives.



Appendix

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GRI Content Index

Statement of use	ADNOC Gas has reported in reference to the GRI Standards for the period between January 01, 2024 and December 31, 2024.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	GRI (11) Oil & Gas	Disclosure	Reference to the section in the Report
GRI 2: General Disclosures 2021		2-1 Organizational details	ADNOC Gas: Powering Progress with World-Scale Gas Operations, Our Operations, Our Presence, Our Global footprint
		2-2 Entities included in the organization's sustainability reporting	About this Report
		2-3 Reporting period, frequency and contact point	About this Report
		2-4 Restatements of information	-
		2-5 External assurance	About this Report
		2-6 Activities, value chain and other business relationships	ADNOC Gas: Powering Progress with World-Scale Gas Operations, Our Operations, Our Presence, Our Marketed products, Memberships and Associations
		2-7 Employees	
		2-8 Workers who are not employees	Not Applicable
		2-9 Governance structure and composition	Our Corporate Governance, Board of Directors, Board Committees
		2-10 Nomination and selection of the highest governance body	Board Committees
		2-11 Chair of the highest governance body	Board of Directors, Board Committees
		2-12 Role of the highest governance body in overseeing the management of impacts	Board Committees

GRI Standard	GRI (11) Oil & Gas	Disclosure	Reference to the section in the Report
GRI 2: General Disclosures 2021		2-13 Delegation of responsibility for managing impacts	Sustainability Steering Committee
		2-14 Role of the highest governance body in sustainability reporting	Sustainability Steering Committee
		2-15 Conflict of interests	Conflict of Interest Standard
		2-16 Communication of critical concerns	Ethical Business Practices
		2-17 Collective knowledge of the highest governance body	Annual Report Page 48-49
		2-18 Evaluation of the performance of the highest governance body	Board Committees
		2-19 Remuneration policies	Executive compensation
		2-20 Process to determine remuneration	Executive compensation
		2-21 Annual total compensation ratio	Annual Report Page 77
		2-22 Statement on sustainable development strategy	CEO Statement, ADNOC Gas Sustainability Strategy, Our sustainability Strategy Pillar and Objectives
		2-23 Policy commitments	Our Sustainability Policy
		2-24 Embedding policy commitments	Our Sustainability Policy
GRI 3: Material Topics 2021		2-25 Processes to remediate negative impacts	Our Sustainability Policy, Our Risk Management Approach
		2-26 Mechanisms for seeking advice and raising concerns	Our corporate governance
GRI 3: Material Topics 2021		2-28 Memberships and Associations	Memberships and Associations
		2-29 Approach to stakeholder engagement	Stakeholder Engagement and materiality Assessment
GRI 3: Material Topics 2021		2-30 Collective bargaining agreements	Not Applicable
		3-1 Process to determine material topics	Stakeholder Engagement and materiality Assessment
GRI 3: Material Topics 2021		3-2 List of material topics	Materiality Assessment Results
		3-3 Management of material topics	Economic Sustainability

Material topics GRI 200: Economic Standard Series Economic Performance

GRI Content Index

GRI Standard	GRI (11) Oil & Gas	Disclosure	Reference to the section in the Report
GRI 201: Economic Performance 2016	11.1.4, 11.2.1	201-1 Direct economic value generated and distributed	Economic Value in 2024
	11.2	201-2 Financial implications and other risks and opportunities due to climate change	NA
		201-3 Defined benefit plan obligations and other retirement plans	Annual Report Page 127
Procurement Practices			
GRI 3: Material Topics 2021		3-3 Management of material topics	Sustainable Procurement and Supply Chain management
GRI 204: Procurement Practices 2016	11.14	204-1 Proportion of spending on local suppliers	Sustainable Procurement and Supply Chain management
Anti-Corruption			
GRI 3: Material Topics 2021		3-3 Management of material topics	Anti-Bribery and Anti-Corruption Standard
GRI 206: Anti-corruption 2016	11.20	205-1 Operations assessed for risks related to corruption	Anti-Bribery and Anti-Corruption Standard
	11.20	205-2 Communication and training about anti-corruption policies and procedures	Anti-Bribery and Anti-Corruption Standard
Tax			
GRI 3: Material Topics 2021		3-3 Management of material topics	Tax
GRI 207: Tax	11.21	207-1 Approach to tax	Annual Report 102-103
	11.21	207-2 Tax governance, control, and risk management	Tax
GRI 300 Environmental Standards Series Energy			
GRI 3: Material Topics 2021		3-3 Management of material topics	Energy Transformation
GRI 302: Energy 2016	11.1	302-1 Energy consumption within the organization (11.1)	Energy Tracking and monitoring
	11.1	302-3 Energy intensity (11.1)	Energy Tracking and monitoring
Water and Effluents			
GRI 3: Material Topics 2021		3-3 Management of material topics	Water Management

GRI Standard	GRI (11) Oil & Gas	Disclosure	Reference to the section in the Report
GRI 302: Water and Effluents 2018	11.6	303-1 Interactions with water as a shared resource	Water Management
	11.6	303-2 Management of water discharge-related impacts	Water Management
	11.6	303-3 Water withdrawal	Water Management
	11.6	303-4 Water discharge	Water Management
Biodiversity			
GRI 3: Material Topics 2021		3-3 Management of material topics	Commitment to Biodiversity
	11.4	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Commitment to Biodiversity
	11.4	304-2 Significant impacts of activities, products, and services on biodiversity	Commitment to Biodiversity
	11.4	304-3 Habitats protected or restored	Commitment to Biodiversity
Emissions			
GRI 3: Material Topics 2021		3-3 Management of material topics	Net Zero, Energy Transformation and Resilience, Air Emissions
GRI 305: Emissions 2016	11.1	305-1 Direct (Scope1) GHG emissions	Our Carbon Footprint, GHG Emissions Abatement
	11.1	305-2 Energy indirect (Scope2) GHG emissions	Our Carbon Footprint, GHG Emissions Abatement
GRI 305: Emissions 2016	11.1	305-4 GHG emissions intensity	Our Carbon Footprint, GHG Emissions Abatement
	11.2	305-5 Reduction of GHG emissions	GHG Emissions Abatement
		305-6 Emissions of ozone-depleting substances (ODS)	Air Emissions
	11.3	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Air Emissions
Waste			
GRI 3: Material Topics 2021		3-3 Management of material topics	Waste Management

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GRI Standard	GRI (11) Oil & Gas	Disclosure	Reference to the section in the Report
GRI 306: Waste 2020	11.5	306-1 Waste generation and significant waste-related impacts	Tracking and monitoring waste
	11.5	306-2 Management of significant waste-related impacts	Tracking and monitoring waste
	11.5, 11.8	306-3 Waste generated	Tracking and monitoring waste
	11.5	306-4 Waste diverted from disposal	Tracking and monitoring waste
Waste			
GRI 3: Material Topics 2021	GRI 3: Material Topics 2021	GRI 3: Material Topics 2021	Environmental Compliance
307-Environmental Compliance		307-1 Non-compliance with environmental laws and regulations	Environmental Compliance
Supplier Environmental Assessment			
GRI 3: Material Topics 2021		3-3 Management of material topics	Sustainable Procurement and Supply Chain Management
GRI 308: Supplier Environmental Assessment 2016		308-1 New suppliers that were screened using environmental criteria	Sustainable Procurement and Supply Chain Management
GRI 400 Social Standards Series Employment			
GRI 3: Material Topics 2021		3-3 Management of material topics	Social Sustainability and Our People
GRI 401: Employment 2016	11.10	401-1 New employee hires and employee turnover	Our People
	11.10	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our People
	11.10, 11.11	401-3 Parental leave	Our People
Labor/Management Relations			
GRI 3: Material Topics 2021		3-3 Management of material topics	Supplier and Partner Labor practices
GRI 402: Labor/management relations 2016	11.7, 11.10	402-1 Minimum notice periods regarding operational changes	Supplier and Partner Labor practices
Occupational Health and Safety			
GRI 3: Material Topics 2021		3-3 Management of material topics	Health, Safety and Security

GRI Standard	GRI (11) Oil & Gas	Disclosure	Reference to the section in the Report
GRI 403: Occupational Health and Safety 2018	11.9	403-1 Occupational health and safety management system	Occupational Health and Safety
	11.9	403-2 Hazard identification, risk assessment, and incident investigation	HSE Compliance, ADNOC Group's HSE Objectives, Our HSE Culture, Emergency Response, Our HSE Performance, Occupational Health and Safety Training, 100% HSE
	11.9	403-3 Occupational health services	HSE Compliance, ADNOC Group's HSE Objectives, Our HSE Culture, Emergency Response, Our HSE Performance, Occupational Health and Safety Training, 100% HSE
	11.9	403-4 Worker participation, consultation, and communication on occupational health and safety	HSE Compliance, ADNOC Group's HSE Objectives, Our HSE Culture, Emergency Response, Our HSE Performance, Occupational Health and Safety Training, 100% HSE
	11.9	403-5 Worker training on occupational health and safety	HSE Compliance, ADNOC Group's HSE Objectives, Our HSE Culture, Emergency Response, Our HSE Performance, Occupational Health and Safety Training, 100% HSE

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GRI Standard	GRI (11) Oil & Gas	Disclosure	Reference to the section in the Report
GRI 403: Occupational Health and Safety 2018	11.9	403-6 Promotion of worker health	HSE Compliance, ADNOC Group's HSE Objectives, Our HSE Culture, Emergency Response, Our HSE Performance, Occupational Health and Safety Training, 100% HSE
	11.9	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	HSE Compliance, ADNOC Group's HSE Objectives, Our HSE Culture, Emergency Response, Our HSE Performance, Occupational Health and Safety Training, 100% HSE
		403-8 Workers covered by an occupational health and safety management system	100%
		403-9 Work-related injuries	Our HSE Performance
Training And Education			
GRI 3: Material Topics 2021		3-3 Management of material topics	Training and Development
GRI 404: Training and Education 2016	11.10, 11.11	404-1 Average hours of training per year per employee	Continuous Learning
	11.7, 11.10	404-2 Programs for upgrading employee skills and transition assistance programs	Continuous Learning
	11.10	404-3 Percentage of employees receiving regular performance and career development reviews	Performance Evaluation and Management
Diversity And Equal Opportunity			
GRI 3: Material Topics 2021		3-3 Management of material topics	Employee Diversity and Inclusion
GRI 405: Diversity and Equal Opportunity 2016	11.11	405-1 Diversity of governance bodies and employees	44, 93-97 Board of Directors, Executive Management,
	11.11	405-2 Ratio of basic salary and remuneration of women to men	Annual Report Page 74
Non-Discrimination			
GRI 3: Material Topics 2021		3-3 Management of material topics	Ethical Business Practices, supplier and partner labor practices
GRI 406: Non-discrimination 2016	11.11	406-1 Incidents of discrimination and corrective actions taken	Ethical Business Practices, supplier and partner labor practices

GRI Standard	GRI (11) Oil & Gas	Disclosure	Reference to the section in the Report
Freedom Of Association and Collective Bargaining			
GRI 407: Freedom of association and collective bargaining 2016	11.13	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not Applicable
Child Labor			
GRI 3: Material Topics 2021		3-3 Management of material topics	Sustainable Procurement and Supply Chain Management
GRI 408: Child Labor 2016	11.11	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainable Procurement and Supply Chain Management
Forced or Compulsory Labor			
GRI 3: Material Topics 2021		3-3 Management of material topics	Sustainable Procurement and Supply Chain Management
GRI 409: Forced or compulsory labor 2016	11.11	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainable Procurement and Supply Chain Management
Security Practices			
GRI 3: Material Topics 2021		3-3 Management of material topics	Security Practices
GRI 410: Security Practices 2016	11.18	410-1 Security personnel trained in human rights policies or procedures	Security Practices
Rights Of Indigenous Peoples			
GRI 411: Rights of indigenous peoples 2016	11.17	411-1 Incidents of violations involving rights of indigenous peoples	Not Applicable
Local Communities			
GRI 3: Material Topics 2021		3-3 Management of material topics	Community Engagement
GRI 413: Local Communities 2016	11.15	413-1 Operations with local community engagement, impact assessments, and development programs	Social Impact Assessment
	11.15	413-2 Operations with significant actual and potential negative impacts on local communities	Social Impact Assessment

GRI Content Index

GRI Standard	GRI (11) Oil & Gas	Disclosure	Reference to the section in the Report
Supplier Social Assessment			
GRI 3: Material Topics 2021		3-3 Management of material topics	Sustainable Procurement and Supply Chain Management
GRI 414: Supplier Social Assessment 2016	11.10	414-1 New suppliers that were screened using social criteria	Sustainable Procurement and Supply Chain Management
Public Policy			
GRI 3: Material Topics 2021	11.22	3-3 Management of material topics	We do not contribute to any political parties/institution.
GRI 415: Public policy 2016	11.22	415-1 Political contributions	We do not contribute to any political parties/institution.
Customer Health And Safety			
GRI 3: Material Topics 2021		3-3 Management of material topics	Customer Health and Safety
GRI 416: Customer Health and Safety 2016	11.3	416-1 Assessment of the health and safety impacts of product and service categories	Customer Health and Safety
Customer Privacy			
GRI 3: Material Topics 2021		3-3 Management of material topics	Data Privacy
Marketing And Labeling			
GRI 3: Material Topics 2021		3-3 Management of material topics	Customer Health and Safety
GRI 417: Marketing and labeling 2016	11.3	417-1 Requirements for product and service information and labeling	Customer Health and Safety
	11.3	417-2 Incidents of non-compliance concerning product and service information and labeling	Customer Health and Safety

ADX ESG Disclosures

ADX Guidelines	Disclosure	Metric	Page Numbers, Link Or Direct Answer	Reference to the section in the report
Environmental	E1. GHG Emissions	E1.1) Total amount in CO2 equivalents, for Scope 1	0.242 tCO ₂ e/MT	Our Carbon Footprint
		E1.2) Total amount, in CO2 equivalents, for Scope 2 (if applicable)	0.006 tCO ₂ e/MT	Our Carbon Footprint
		E1.3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)	ADNOC Gas is currently not reporting the Scope 3 emissions.	-
	E2. Emissions Intensity	E2.1) Total GHG emissions per output scaling factor	0.247 tCO ₂ e/MT	Our Carbon Footprint
		E2.2) Total non-GHG emissions per output scaling factor	3.34 Kg/MT	Our Carbon Footprint
	E3. Energy Usage	E3.1) Total amount of energy directly consumed	233,982,251 GJ	Energy Tracking and monitoring
		E3.2) Total amount of energy indirectly consumed	19,741,655 GJ	Energy Tracking and monitoring
	E4. Energy Intensity	Total direct energy usage per output scaling factor	3.31 GJ/MT	Energy Intensity
	E5. Energy Mix	Percentage: Energy usage by generation type	Compressed Natural Gas (CNG): 92.3 %, Solar: 0.004%, Electricity consumption (Power from Grid): 7.7 % (including clean power)	Energy Usage by Generation Type
	E6. Water Usage	E6.1) Total amount of water consumed	7.10 million m ³	Type of Freshwater
	E6.2) Total amount of water reclaimed	1.04 million m ³	Type of Freshwater	
E7. Environmental Operations	E7.1) Does your company follow a formal Environmental Policy? Yes/No	Yes - ADNOC Gas follows the ADNOC Group HSE Policy	Our sustainability Policy	

ADX ESG Disclosures

ADX Guidelines	Disclosure	Metric	Page Numbers, Link Or Direct Answer	Reference to the section in the report
Environmental		E7.2) Does your company follow specific waste, water, energy, and/or recycling policies? Yes/No	Yes – ADNOC Gas follows the ADNOC Group HSE Policy and ADNOC Group Energy Management Policy	Environmental Compliance
		E7.3) Does your company use a recognized energy management system?	Yes. ISO 50001:2018 is implemented	Energy Transformation
	E8. Environmental Oversight	Does your Management Team oversee and/or manage sustainability issues Yes/No	Yes – Senior management is part of the Sustainability Steering Committee	Sustainability Steering Committee
	E9. Environmental Oversight	Does your Board oversee and/ or manage sustainability issues? Yes/ No	Yes	-
	E10. Climate Risk Mitigation	Total amount invested, annually, in climate-related infrastructure, resilience, and product development	NA	-
Social	S1. CEO Pay Ratio	S1.1) Ratio: CEO total compensation to median Full Time Equivalent (FTE) total compensation	___5:1___	Annual Report Page 77
		S1.2) Does your company report this metric in regulatory filings? Yes/No	Yes	Annual Report Page 77
	S2. Gender Pay Ratio	Ratio: Median male compensation to median female compensation*	1:1	Annual Report Page 74

ADX Guidelines	Disclosure	Metric	Page Numbers, Link Or Direct Answer	Reference to the section in the report
Social	S3. Employee Turnover	S3.1) Percentage: Year-over-year change for full-time employees	Male: -6% Female: -18% Employees age group 18-30: -16% Employees age group 31-50: -6% Employees age group 50+: -2% Negative changes are due to the movement of 300+ employees from ADNOC Gas to ADNOC Shared Services	Turnover
		S3.2) Percentage: Year-over-year change for part-time employees	Not applicable as no part time employees work for ADNOC Gas in the reporting period	-
		S3.3) Percentage: Year-over-year change for contractors/consultants	The service order contractors/consultants are not considered in the employee headcount, so this is not being reported	-
		S4.1) Percentage: Total enterprise headcount held by men and women	The total enterprise headcount is 5,533 men and 629 women	Employee diversity and Inclusion
		S4.2) Percentage: Entry- and mid-level positions held by men and women	Entry positions are held by 5,067 men and 572 by women. At middle-management level, 456 are men and 55 are women.	Employee Breakdown by Seniority and Gender

*This ratio covers all employees occupying on-chart positions and includes both, the bonus and the basic salary.

ADX ESG Disclosures

ADX Guidelines	Disclosure	Metric	Page Numbers, Link Or Direct Answer	Reference to the section in the report	
Social		S4.3) Percentage: Senior and executive-level positions held by men and women	The senior management positions are held by ten (10) men and two (2) women	Employee Breakdown by Seniority and Gender	
	S5. Temporary Worker Ratio	S5.1) Percentage: Total enterprise headcount held by part-time employees	Not applicable as no part time employees work for ADNOC Gas in the reporting period	-	
		S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants	The service order contractors/consultants are not considered in the employee headcount, so this is not being reported	-	
	S6. Non-Discrimination	Does your company follow a non-discrimination policy? Yes/No	Yes – ADNOC Gas follows the ADNOC Code of Conduct policy	Code of Conduct	
	S7. Injury Rate	Percentage: Frequency of injury events relative to total workforce time	Employees: Total recordable injury rate: 0.21 per million-man hours worked	Contractors: Total recordable injury rate: 0.029 per million-man hours worked Overall total recordable injury per million-man hours is 0.05	Our HSE Performance
	S8. Global Health and Safety	Does your company follow an occupational health and/or global health & safety policy? Yes/No	Yes – ADNOC Gas complies with ADNOC's HSE Policies	Environmental Compliance	
	S9. Child & Forced Labor	S9.1) Does your company follow a child and/or forced labor policy? Yes/No	Yes – ADNOC Gas complies with the ADNOC Group Supplier Code of Business Ethics	Supplier and Partner Labor practices	
S9.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No		Yes – Suppliers are required to comply with the ADNOC Group Supplier Code of Business Ethics	Supplier and Partner Labor practices		

ADX Guidelines	Disclosure	Metric	Page Numbers, Link Or Direct Answer	Reference to the section in the report
Social	S10. Human Rights	S10.1) Does your company follow a human rights policy? Yes/No	ADNOC Gas sets out values in the ADNOC Gas Code of Conduct	Supplier and Partner Labor practices
		S10.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No	Suppliers are required to comply with ADNOC Group Supplier Code of Business Ethics & Suppliers and Partners Code of Ethics	Supplier and Partner Labor practices
	S11. Nationalism	Percentage of national employees	ADNOC Gas employees consist of 62.9% UAE Nationals	Emiratization
	S12. Community Investment	Amount invested in the community, as a percentage of company revenues.	<1%	-
Governance	G1. Board Diversity	G1.1) Percentage: Total board seats occupied by male and female	Six (6) Seats occupied by male and one (1) Seat occupied by a female	Board of Directors
		G1.2) Percentage: Committee chairs occupied by male and female	All Committee chairs are occupied by males	Board Committees
	G2. Board Independence	G2.1) Does your company prohibit CEO from serving as board chair? Yes/No	Yes	-
		G2.2) Percentage: Total board seats occupied by independent board members	100% - All members of ADNOC Gas Board are independent	Board of Directors
	G3. Incentivized Pay	Are executives formally incentivized to perform on sustainability?	Yes – Executive compensation is linked to sustainability performance	Executive Compensation
	G4. Supplier Code of Conduct	G4.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/No	Yes – Suppliers are required to comply with the ADNOC Supplier and Partners Code of Ethics	Sustainable Procurement and Supply Chain Management

ADX ESG Disclosures

ADX Guidelines	Disclosure	Metric	Page Numbers, Link Or Direct Answer	Reference to the section in the report
Governance		G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?	100% – The ADNOC Supplier and Partners Code of Ethics applies to all suppliers All suppliers seeking to register and pre-qualify with ADNOC are required to sign the Supplier Declaration form, which includes the following clause: “When acting for the ADNOC Group the Supplier and its personnel will comply with the ADNOC Group Supplier & Partner Code of Ethics as updated from time to time and available online at www.adnoc.ae .”	
		G5.1) Does your company follow an Ethics and/or Prevention of Corruption policy? Yes/No	Yes, ADNOC Code of Conduct – ADNOC Gas maintains ADNOC's Anti-Bribery and Anti-Corruption standards and Code of Conduct	Code of Conduct
	G5. Ethics & Prevention	G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?	99% - Employees completed mandatory training on ADNOC's Anti-Bribery and Anti-Corruption standards and Code of Conduct	Code of Conduct

ADX Guidelines	Disclosure	Metric	Page Numbers, Link Or Direct Answer	Reference to the section in the report
Governance	G6. Data Privacy	G6.1) Does your company follow a Data Privacy policy? Yes/No	Yes – ADNOC Group Privacy policy, designed to comply with UAE Data Protection laws, policies, and ADNOC Group Privacy Rules	Data Privacy
		G6.2) Has your company taken steps to comply with GDPR rules? Yes/No	As set out in the ADNOC Group Privacy and Data Protection Standard, ADNOC Gas strives to comply with applicable data protection regulations across all jurisdictions in which ADNOC gas operates	-
	G7. Sustainability Reporting	Does your company publish a sustainability report? Yes/No	Yes	-
	G8. Disclosure Practices	G8.1) Does your company provide sustainability data to sustainability reporting frameworks? Yes/No	Yes	About this Report
		G8.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)? Yes/No	Yes – ADNOC Gas Sustainability Strategy guides our actions towards sustainability goals	ADNOC GAS Strategic Alignment with the SDGs
		G8.3) Does your company set targets and report progress on the UN SDGs? Yes/No	ADNOC Gas aligns with SDGs 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 15, and 17	ADNOC GAS Strategic Alignment with the SDGs
G9. External Assurance	Are your sustainability disclosures assured or verified by a third-party audit firm? Yes/No	The Sustainability Report 2024 and related disclosures are not externally assured. However, we intend to assure upcoming reports	-	

