

Sustainability Report 2024



Presented By:
Abu Dhabi National Hotels

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About This Report

As we reflect on the year 2024, this Environmental, Social, and Governance (ESG) report underscores our unwavering commitment to sustainable growth, operational excellence, and positive societal impact. This report highlights the progress we have made across our hotels and subsidiary businesses, addressing key challenges and opportunities that have shaped our journey toward a more sustainable future. In a year marked by both global shifts and industry-specific challenges, we continued to prioritize actions that align with our values and long-term objectives. From reducing our environmental footprint to fostering diversity, equity, and inclusion, our initiatives this year reflect a balance between innovation, resilience, and accountability.

Scope and Content of the Report:

This report provides an in-depth overview of our ESG performance during 2024, structured around the three primary focus areas:

- Environmental Stewardship: Our progress in reducing greenhouse gas emissions, optimizing energy use, and advancing toward net-zero goals.
- Social Responsibility: Efforts to support employee well-being, engage with communities, and ensure safe, inclusive, and equitable workplaces.
- Governance Excellence: Strengthening transparency, ethical decision-making, and risk management practices to uphold stakeholder trust.

The Report Includes the ESG Performance of ADNH Catering, Which Became a Subsidiary in 2024 Following the Group's Acquisition of Compass International's Stake.



Message From Vice Chairman & Managing Director



Sheik Ahmed Mohamed Al Dhaheri
Vice Chairman and Managing Director

Driving Sustainable Growth and Innovation

As we present our Sustainability Report for 2024, we reflect on the remarkable progress ADN H has made in advancing our commitment to sustainability. This year, we have made significant strides in aligning our operations with a sustainable future, continuously improving our practices to positively impact both the environment and our community.

In 2024, sustainability remains at the forefront of our strategy, and we have taken further steps to embed environmentally responsible practices throughout our organization. The momentum created by COP28 has invigorated our resolve to align with global climate goals, and as part of our continued dedication to sustainability, ADN H is now focused on achieving our ESG 2030 goals. These ambitious targets not only reflect our commitment to environmental sustainability but also encompass social responsibility and robust governance, ensuring that ADN H leads the way in creating long-term value for our stakeholders while minimizing our environmental impact. Our approach to sustainability has been shaped by the pressing need for change, and we are working hard to reduce our carbon footprint, optimize energy efficiency, and implement innovative technologies across our properties. By incorporating energy-efficient systems and transitioning to cleaner energy sources, we are ensuring that ADN H plays a critical role in the sustainable transformation of our industry.

The year ahead holds even more promise as we continue to innovate and set new benchmarks for our sustainability efforts. From waste reduction to carbon neutrality and green building initiatives, we are committed to integrating sustainable practices at every level of our business. I extend my gratitude to the UAE leadership for their continued support of sustainability initiatives and for inspiring action both within and outside our industry. I would also like to thank our employees, partners, and stakeholders whose dedication and collaboration drive our success.

As we progress toward our ESG 2030 goals, ADN H is committed to maintaining a leadership role in sustainability, balancing economic growth with environmental protection and social responsibility. Together, we will continue to innovate, inspire, and build a sustainable future for generations to come.

Ahmed Mohamed Al Dhaheri,
Vice Chairman and Managing Director



CEO Statement

A Milestone for Growth, Transparency, and Sustainability

We are proud to announce a significant achievement for Abu Dhabi National Hotels, being the successful listing of its catering arm ADN H Catering on the Abu Dhabi Securities Exchange (ADX). This milestone reflects our confidence in ADN H Catering's ability to thrive as an independent entity and further strengthen its leadership position in the catering industry. With a proven track record of delivering exceptional catering and hospitality services across key sectors such as government, healthcare, education, and corporate industries, ADN H Catering has become synonymous with quality and innovation. trusted partner to a diverse and loyal client base.

This strategic initiative represents our commitment to unlocking value for stakeholders and positioning ADN H Catering for sustained growth. The listing underscores the company's strong market presence and growth potential, enabling it to expand its operational footprint, explore new opportunities in regional and international markets. This accomplishment would not have been possible without the unwavering support of our associates, clients, and stakeholders. We extend our heartfelt gratitude for your trust, dedication, and belief in our vision as we embark on this exciting new chapter for ADN H Catering.

Our Commitment Forward...

As we move into 2025 and beyond, we remain dedicated to embedding sustainability and social responsibility into every aspect of our business. This commitment is an integral part of our vision at Abu Dhabi National Hotels and remains at the core of our long-term strategies as we actively support the UAE's ambition to achieve net-zero emissions by 2050. As part of this commitment, we have allocated AED 23million, budget to advance sustainability strategies aligned with the nation's ambitious environmental goals. In the third quarter of 2024, we launched seven energy-saving projects, reflecting our dedication to environmental stewardship and the responsible use of the country's resources. These initiatives are well underway, with ongoing efforts to ensure their timely delivery and meaningful impact.

The outcomes of these projects are anticipated to deliver substantial energy savings and contribute to a more sustainable hospitality sector. These projects mark a significant step in our journey toward achieving our environmental objectives while supporting the UAE's long-term sustainability strategies. Our unwavering commitment ensures that ADN H remains a leader in responsible and sustainable hospitality practices.

Khalid Anib,
Chief Executive Officer



Mr. Khalid Anib, CEO of Abu Dhabi National Hotels

“ This accomplishment would not have been possible without the unwavering support of our associates, clients, and stakeholders. Together, we look forward to driving continuous success and growth.”



Abu Dhabi National Hotels (ADNH)

Established in 1976, Abu Dhabi National Hotels is a prominent hotel owner and accomplished asset manager. Over the years, it has transformed into a comprehensive hospitality group, encompassing a diverse range of services such as hotels, restaurants, destination management, catering, transportation, security, and facility management.

49	12	03	3434	10	05	22,829
Years	Owned Hotels	Managed Hotels	Guest Rooms	Businesses	Joint Ventures & Associates	Employees

About Us

We are diversified hospitality company that provides a wide range of hospitality services. Within our Hotel division, we proudly own some of the most reputable and recognizable hotels in UAE. Additionally, our company delivers comprehensive transport and tourism solutions throughout the UAE, along with Property management & facility management services, housekeeping, catering, and general security guard services.

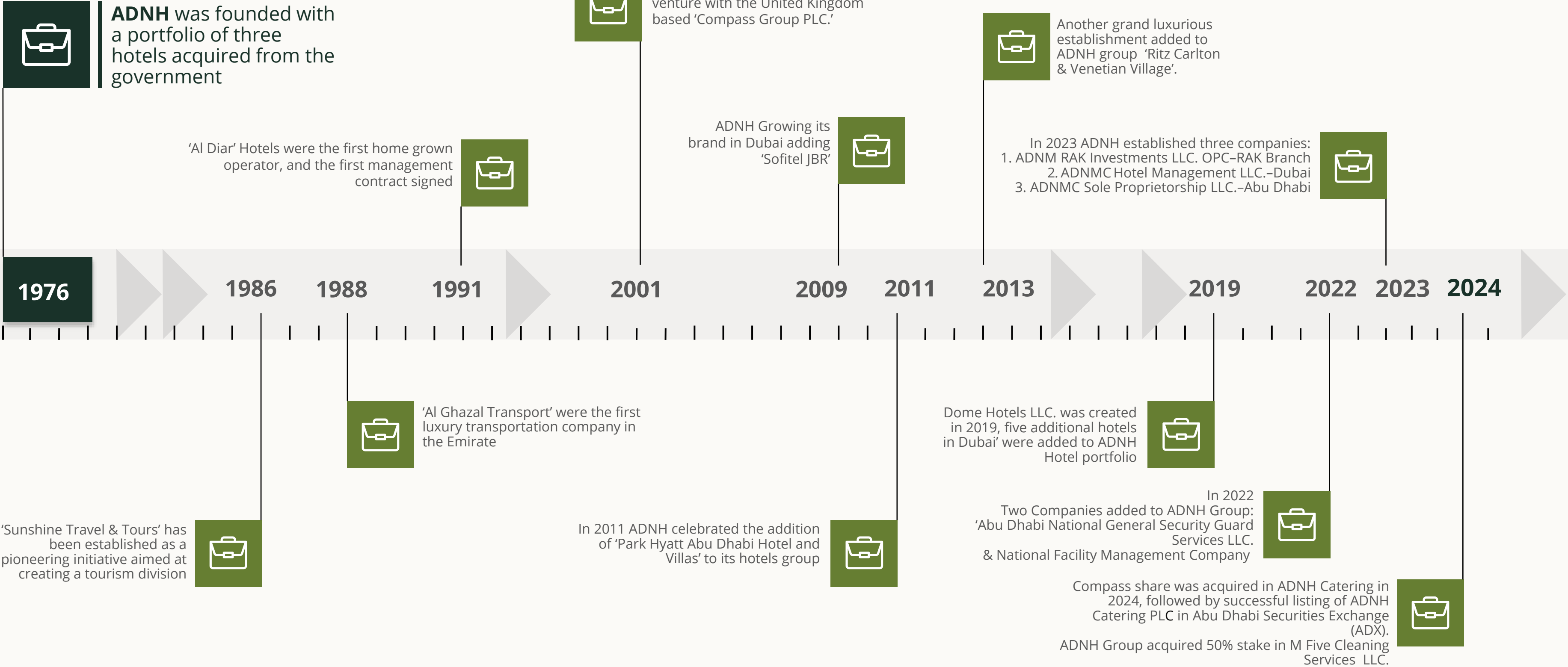
Our Mission

Dedicated to crafting unforgettable guest experiences across our diverse portfolio of hotels and businesses, our mission goes beyond to ensure a secure, pristine, efficient, and meticulously maintained environment for both our valued guests and dedicated employees. We are committed to strategizing and executing professional services that are operational excellence and conducive to long-term success, both in the present and for the future.



ADNH Portfolio

Historical Timeline 1976-2024



ADNH Hotels Portfolio

Abu Dhabi National Hotels owns some of the most reputable and recognizable hotels in the UAE.

Business Model:

Our Hotel business division operates within three administered operational practices:

- Hotels owned by ADNH and managed by international hospitality brand operators.
- Hotels owned & managed by ADNH under a franchised international brand.
- Hotels Managed by ADNH.

Owned Hotels:

Abu Dhabi

1. The Ritz-Carlton Abu Dhabi, Grand Canal
2. Park Hyatt Abu Dhabi Hotel & Villas
3. Radisson Blu Hotel & Resort Abu Dhabi Corniche
4. Sheraton Abu Dhabi Hotel & Resort
5. Le Meridien Abu Dhabi

Al Ain

6. Radisson Blu Hotel & Resort

Dubai

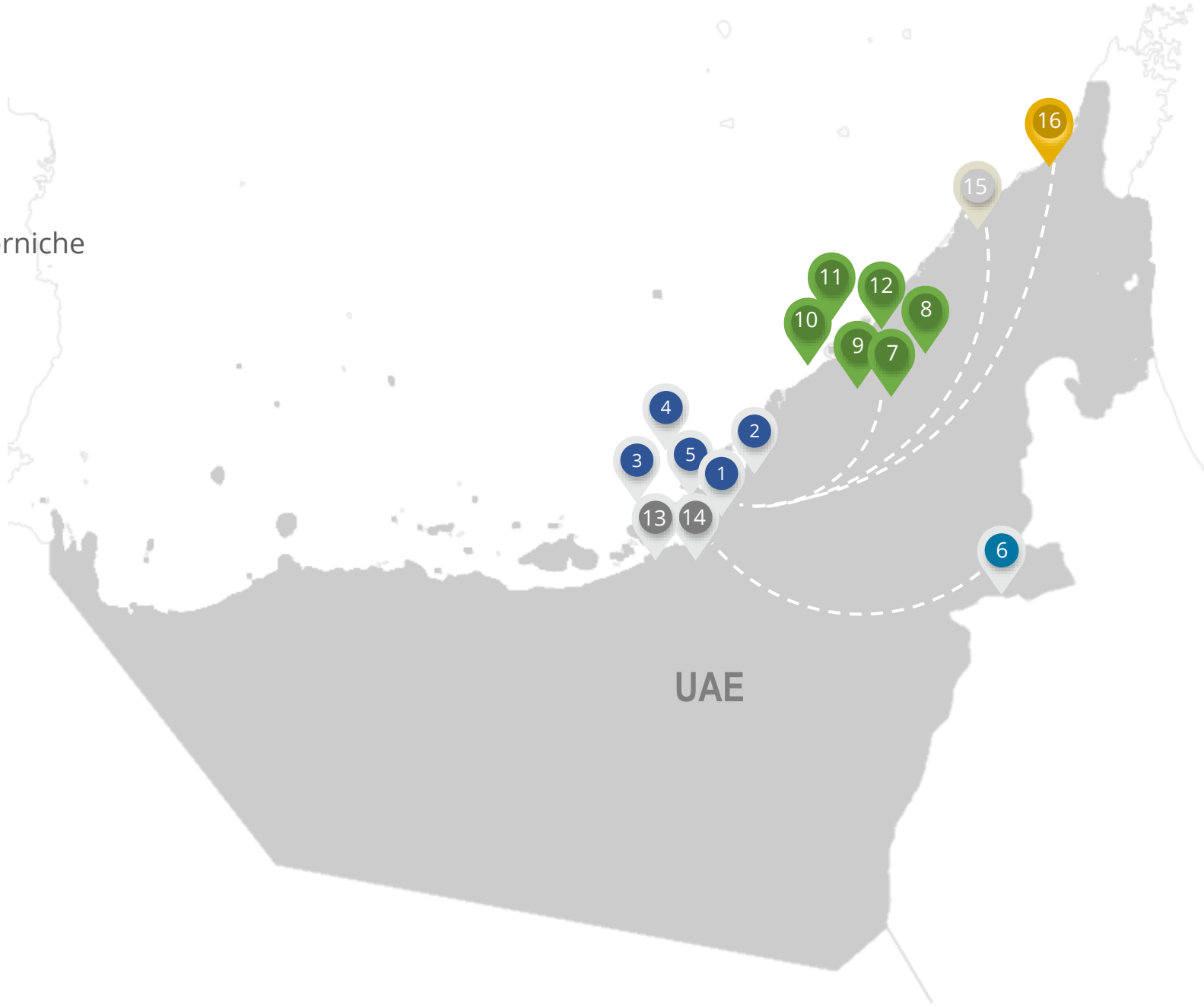
7. Sofitel Jumeirah Beach Resort.
8. Kempinski The Boulevard Dubai
9. Kempinski Central Avenue
10. Hotel Boulevard, Autograph Collection
11. The Heritage Hotel, Autograph Collection
12. JW Marriott Hotel Marina

Ras Al-Khaimah

16. Ras Al-Khaimah - New Addition to ADNH Hotels Portfolio (Project under tendering)

Managed Hotels:

13. Al Diar Sawa Hotel Apartments, Abu Dhabi
14. Al Diar Dana Hotel, Abu Dhabi
15. Radisson Blu Hotel, Ajman



PARK HYATT ABU DHABI™

HOTEL AND VILLAS



THE RITZ-CARLTON

ABU DHABI, GRAND CANAL



SHERATON

Abu Dhabi Hotel & Resort

SOFITEL

سوفيتل جميرا بيتش دبي

DUBAI JUMEIRAH BEACH

Le MERIDIEN

ABU DHABI



JW MARRIOTT

MARINA

Radisson BLU

HOTEL & RESORT, AL AIN

Radisson BLU

HOTEL & RESORT

ABU DHABI, CORNICHE

The

HERITAGE

Hotel

DUBAI



Kempinski

The Boulevard

DUBAI



Kempinski

Central Avenue

DUBAI

HOTEL

BOULEVARD

DUBAI



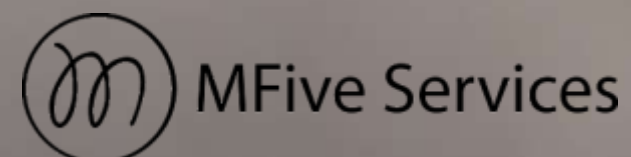
ADNH Subsidiary Companies, Joint Ventures & Associates

Subsidiary Companies:

1. Sunshine Travel & Tours
2. Al Ghazal Transport LLC.
3. Dome Hotels LLC.
4. Abu Dhabi National General Security Guard CO. L.L.C.
5. National Facility Management Company LLC
6. ADNMC RAK Investments LLC. OPC. – RAK Branch
7. ADNMC Hotel Management LLC. – Dubai
8. ADNMC Sole Proprietorship LLC. – Abu Dhabi
9. ADNHCatering PLC.
10. Em Sherif Café West Bay LLC.

Joint Ventures & Associates:

1. High Spirits LLC
2. M Five Cleaning Services LLC
3. Overseas Tourists Investments Co Ltd
4. Prime Concept Café & Restaurant LLC
5. Abu Dhabi Tourism Investment Co



2024 Highlights

Environmental

Sustainable Initiatives

-40%

Average decrease in GHG Emission Intensity per economic output (Total Revenues) scaling factor

7/11

7 Energy Saving projects out of 11 projects in our hotels have already started and on schedule.

02

Properties fully converted from LPG to NG, projects completed for two properties. Third project under planning.

20%

Increase the number of electrical vehicles

147

Hybrid Cars included in Al Ghazal Taxi fleet

Social

Training & Development

+161,670

Number of training hours

100%

Adherence to labour laws, fair wages, and non-discrimination policies.

36

Hired from local communities & Nationals 'Emiratization' in our hotels.

6131

Number of vendors and small businesses are registered with us.

7,000

Food Safety Audits conducted at ADNHC operational sites.

Governance

Sustainability Reporting



22

ESG Oversight: leaders and board members govern our ESG Developments.

100%

Adherence to code of conduct in business practices.

Full

Compliance to applicable laws and regulations.

04

Financial disclosures (Q1, Q2, Q3, Q4) Reports issued every three months.

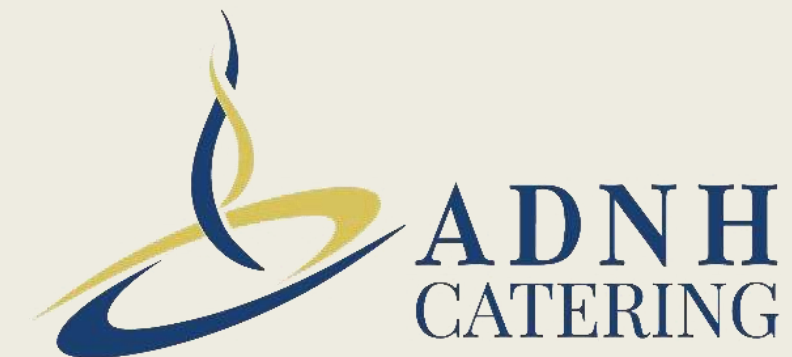


2024 Highlights

ADX Listing Of ADNHC Catering (ADNHC)

This year ADNHC Group proudly announced the successful listing of ADNHC Catering on Abu Dhabi Securities Exchange (ADX) under the trading symbol (ADNHC), marking a significant milestone of growth. ADNHC Catering is a leading provider of catering and hospitality services in the UAE, an established market leader in food and support services, catering to critical sectors including healthcare, education & business industry across the region.

By strengthening its market presence, the listing reinforces ADNHC Catering's position as an established leader in food and support services, along with enhanced corporate governance and operational transparency. ADX listing enables capital growth and provides access to new capital for scaling operations and driving innovation. ADNHC Catering is continuously providing a direct platform for investors to benefit from the company's growth trajectory.



On October 23rd, 2024 ADNHC Group Announced the Successful Listing of ADNHC Catering on Abu Dhabi Securities Exchange (ADX)

"ADX announces the listing of ADNHC Catering plc following the offering of 40% of its share capital to investors, raising AED 864 million. With demand exceeding AED 13 billion, the offering was oversubscribed by more than 15 times. ADNHC Catering is the 8th offering and 23rd listing on ADX in 2024"

*Abu Dhabi Securities Exchange . (2024, October 23).
ADX Welcomes the Listing of ADNHC Catering. ADX/About
ADX/Media/ADX News <https://www.adx.ae/>*



2024 Highlights | Financial Performance

A pivotal achievement in the first quarter of 2024 was the successful acquisition of the remaining shares of ADNH Compass, making it a fully owned subsidiary under the name of ADNH Catering . In October 2024, ADNH Catering proudly joined the Abu Dhabi Securities Exchange (ADX) following a highly successful IPO. This milestone highlights the company’s robust market position, driven by its well-established operations across key sectors in the UAE and the broader region.

The company achieved an impressive increase in operating revenues, growing from AED 1.63 billion in 2023 to AED 2.88 billion in 2024, reflecting a 77% Year-on-year growth. Net profit surged from AED 422 million in 2023 to AED 1.33 billion in 2024, representing more than 216% increase.

77%

In revenue growth

1,335,287,000

Net Profit (AED)

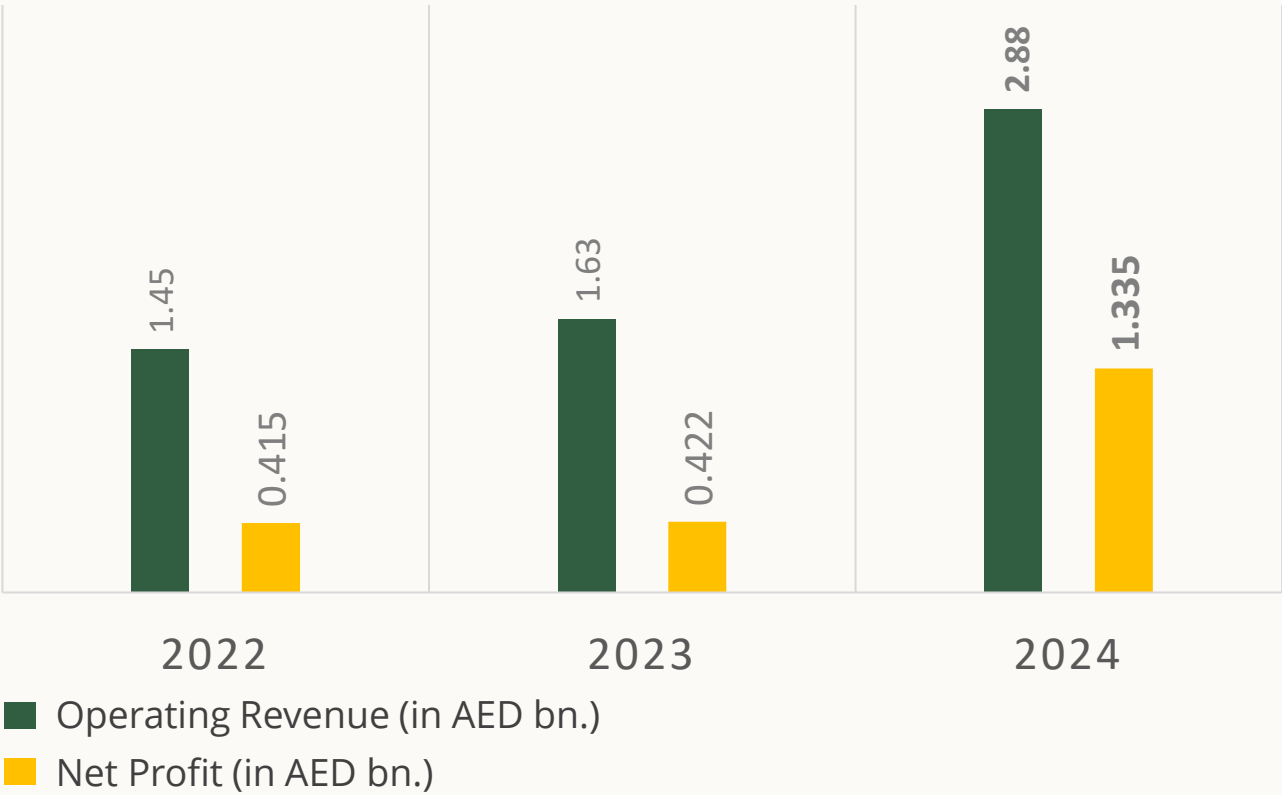
216%

Net Profit increase

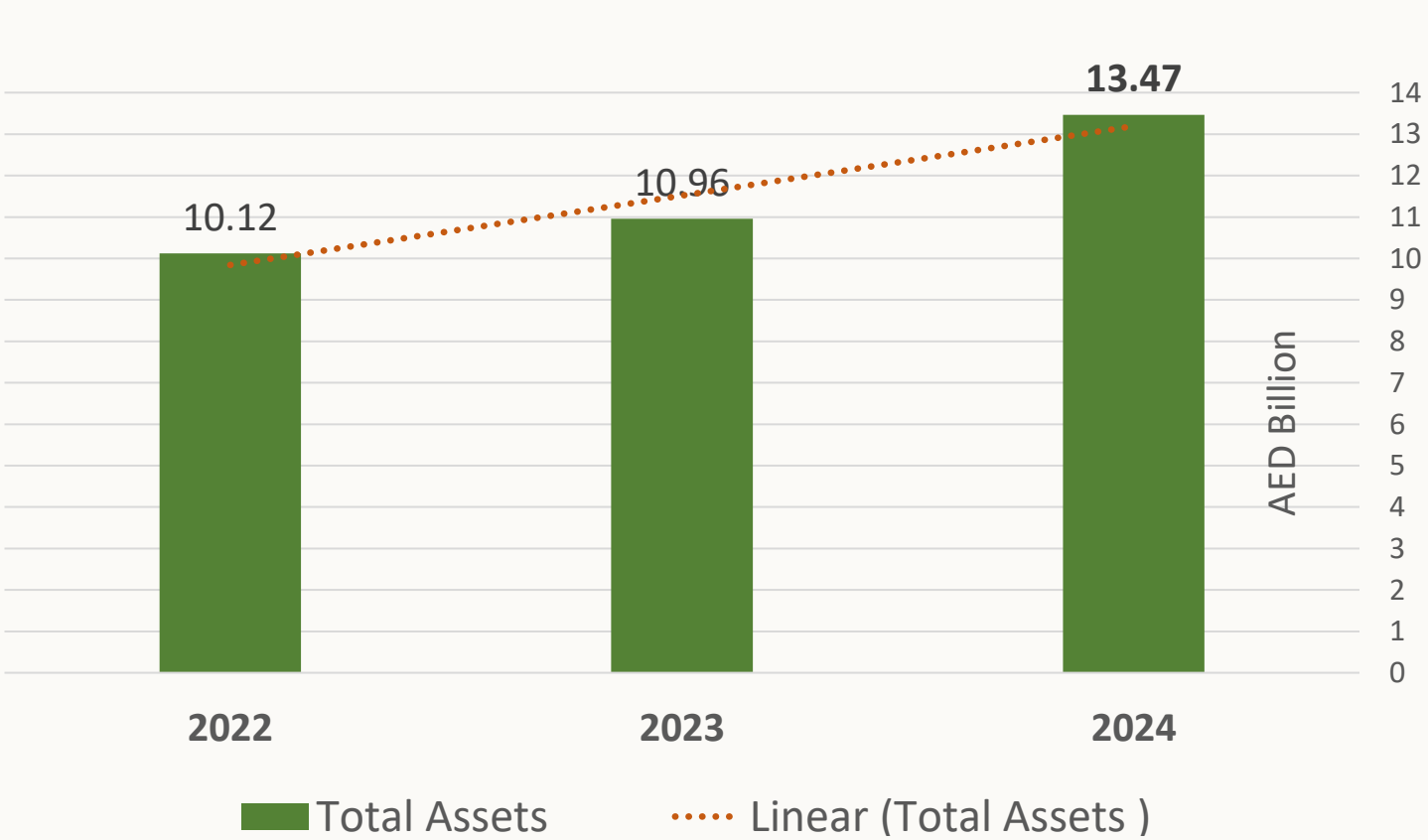
13.47 bn.

Total Capitalization

ADNH Total Profit



ADNH Total Assets



ESG Performance Across ADNHHotels, Subsidiary Companies & Leased Developments

Data Description	2022	2023	2024
Electricity Consumption /Megawatts	123,061 MW	126,230 MW	* 175,446 MW
(*) Electrical consumption increased primarily due to the acquisition of Compass International’s stake in ADNHH Catering, which became a subsidiary in 2024, resulting in an increase of approx. 39% in the electrical consumption. Also, the increase in hotel segment is driven by high year-round occupancies which played a significant role for our properties in Abu Dhabi & Dubai, additional guest amenities and facilities were added, such as the Surf Pool at Radisson Blu Corniche and the Padel facilities in Le Meridien. At the Ritz-Carlton Grand Canal, the completion of the full renovation, including new water features and swimming pools in villas, further contributed to the increase. Additionally, a rise in F&B covers across all ADNHH hotels has added to the overall energy demand.			
LPG Consumption/Liters	4,371,513.2 Liters	4,853,096.8 Liters	4,979,165.7 Liters
NG Consumption/m3 (Cubic Meter)	N/A	107,381 m3	694,960 m3
Fuel Consumption/Mega-Liters	17.49 ML	16,58 ML	20.26 ML
Total Water Consumption/m3 (Cubic Meter)	1,248,973 m3	1,444,854 m3	1,685,557 m3
	12,713m3 recycled water	12,573m3 recycled water	8,975m3 recycled water
Number of top-class UAE national talent training in ADNHH hotels through full-time /part-time job	14 full time associates + 19 trained under ‘Khabras’ program	16 full time associates + 20 trained under ‘Khebraty’ program	16 full time associates + 11 trained under ‘Khebraty’ program
Create jobs and career growth opportunities for our employees	23,702 Employee	22,536 Employee -7.1%	22,829 Employee +1.3%
Total number of accidents in relation to total workforce	0.46%	0.48%	0.29%
Training hours provided in ADNHH Group	+210,632 hrs.	+223,029 hrs.	+161,670 hrs.
Conducting ISO awareness trainings	✓	✓	✓
To upkeep ISO 14001 certification	✓	✓	✓
Engaging our hotels teams in ESG practices & development through guidance & trainings	✓	✓ All ADNHH Hotels & Companies track ESG performance on monthly basis.	✓ All ADNHH Hotels & Companies track ESG performance on monthly basis.





STAKEHOLDER ENGAGEMENT

INTERNAL STAKEHOLDERS

Include our Leadership, Team Members, and Operators. Internal stakeholders play a crucial role in influencing an organization's performance on Environmental, Social, and Governance (ESG) criteria. Our internal stakeholders are fully committed, ensuring collective progress towards achieving the organization's ESG goals.

Management & Leadership Are active participants in the management of ESG strategies and practices. Comprised of CEO and Executive Committee, the board of directors.

Team Members Including Head of Departments, General Managers, Hotels Managers, Operations, Guest-experience, Training, Employees & Staff, Procurement, Finance, Maintenance, development, Internal Audit, Human Resources, Legal Communication and Marketing, Food & Beverage, Housekeeping, Engineering, Asset Management, IT, ESG team, Travel & Tourism, Transportation, Security, Catering, Sales & Retail.

Regional & International Operators hoteliers & property owner interests are mutually aligned and interrelated in its core. Regional and international operators bring established brand names to the table. Hoteliers and property owners benefit from the global recognition and trust associated with these brands.

Shareholders & Partners Active shareholders use their influence to push for ESG improvements, advocate for responsible business practices, and propose resolutions related to environmental and social issues.

OUR
MANAGEMENT IS
LEADING
THE WAY ON
ESG

22,829+
TEAM MEMBERS

10
INTERNATIONAL
HOTEL BRANDS

1,560+
SHAREHOLDERS
& PARTNERS



STAKEHOLDER ENGAGEMENT

ESG considerations have become increasingly important for businesses as they impact long-term sustainability, risk management, and overall corporate responsibility. External stakeholders yield significant influence over the hotel business on all levels. The evolving landscape of consumer preferences, investor priorities, regulatory frameworks, community dynamics, supply chain considerations, and competitive forces collectively shape the way hotels approach and implement sustainability and responsible business practices.

EXTERNAL STAKEHOLDERS

Guests, investors, regulatory bodies, vendors, suppliers, and local communities, are players in shaping a hotel's sustainability practices and overall corporate responsibility. External stakeholders significantly impact the hotel business at ESG level.

Customer Preferences Hotels guests are increasingly concerned about sustainability and ethical business practices. Customer feedback, reviews, and demands for eco-friendly initiatives can drive hotels to adopt sustainable practices.

Investor Expectations: Responsible investing by placing a growing emphasis on ESG criteria. Hotels need to demonstrate a commitment to environmental conservation, social responsibility, and strong governance to align with investors' expectations.

Regulatory Compliance: Governments and regulatory bodies are enacting stricter environmental and social regulations. Compliance with these standards is not only a legal requirement but also essential for maintaining a positive public image. Non-compliance may lead to fines, legal issues, and reputational damage.

Community Engagement: Hotels are often integral parts of local communities. including residents and community groups, can influence a hotel's practices through public relations, and community engagement initiatives.

1,792,500+

GUESTS STAYED IN OUR HOTELS DURING 2024

6000+

VENDORS AND SUPPLIERS ARE REGISTERED WITH ADN
HOTELS & SUBSIDIARY BUSINESSES

AED 22,000,000+

INVESTED IN SUSTAINABLE DEVELOPMENTS
PROJECTS ACROSS ADN HOTELS TO ACHIEVE OUR
SUSTAINABLE GOALS





Kempinski The Boulevard Dubai, UAE

Sustainability Management – Materiality Analysis

We prioritize addressing the essential issues of both today and the future. Gaining a deep understanding of our stakeholders' social, environmental, and economic concerns is vital to identifying and focusing on these critical matters. At ADNH, we actively engage with stakeholders across our operations, recognizing their potential direct or indirect impact on achieving our business objectives. Through iterative materiality assessments, grounded in internal and external data, and ongoing collaboration with a diverse group of stakeholders—such as team members, guests, and subject matter experts—we have effectively defined our goals.

Materiality analysis is a crucial tool for us to identify the most relevant societal goals that align with ADNH’s vision and business strategy and to determine the content of our sustainability report. We plot the issues after extensive stakeholder interaction. We selected the issues that have a major impact on ADNH’s economic, social, and environmental performance, as well as those that may have a long-term impact on stakeholder perceptions and decisions, using this matrix. Internal and external stakeholders were contacted, and strategic insights were included.

100% of our hotels were mapped against external social and environmental risk indicators

We’ve taken the following steps to guarantee that our analysis stays on track with our most pressing concerns.

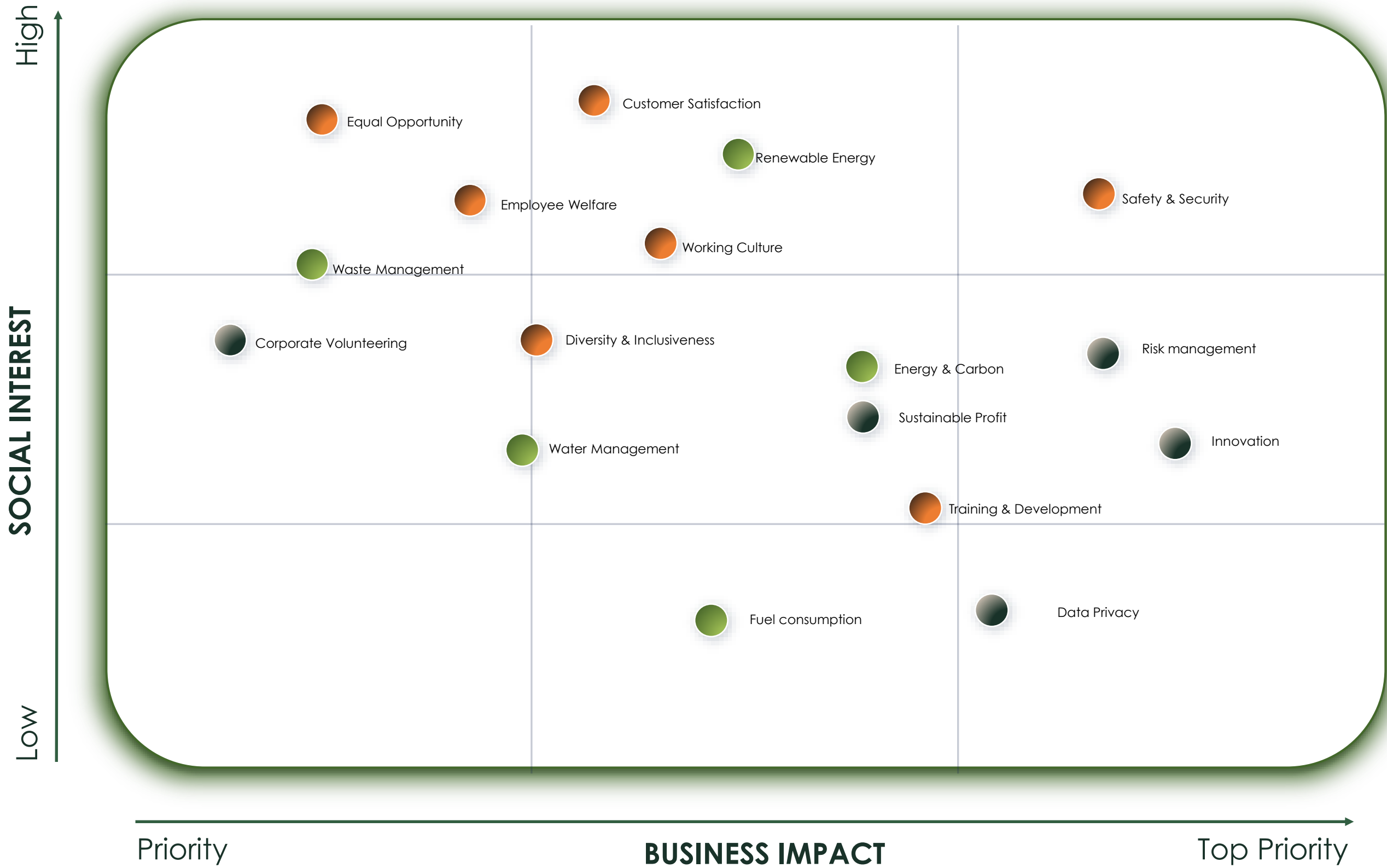
Gap assessments against best practises and expectations from external organisations, such as corporations, investors, clients, governments, benchmarks and rankings, should be conducted on a regular basis to guide our programme and reporting.

ADNH also ensures that there is alignment of national and international plans and commitment that were made to the customers and to the stakeholders.



Sustainability Management – Materiality Assessment

Is a critical tool for sustainability management, helping organizations identify, prioritize, and address the most relevant environmental, social, and governance (ESG) issues that impact both the company and its stakeholders.



List of 17 material specific to our business includes issues that we intend to manage, measure and report:

- Environment**
 - Energy and Carbon
 - Water Management
 - Waste Management
 - Fuel Waste Management
 - Renewable Energy
- Social**
 - Customer Satisfaction.
 - Employee Welfare
 - Safety and Security
 - Working Culture
 - Training and Development
 - Diversity & Inclusiveness
 - Equal Opportunity
- Governance**
 - Sustainable Profit
 - Risk Management
 - Innovation
 - Data Privacy
 - Corporate Volunteering



Our Approach To Sustainability

In alignment with the UAE's leadership in spearheading the Net Zero emissions initiative by 2050 in the MENA region, ADNH is dedicated to adopting long-term strategies aimed at mitigating greenhouse gas (GHG) emissions. Our commitment extends to limiting the global temperature rise to 1.5°C compared to pre-industrial levels.

Our commitments to the cause will remain unchanged and consistent:

- Track & measure our SDG performance : Measuring progress towards the Sustainable Development Goals
- Promoting of “reduce, reuse, and recycle” policies through efficient use of materials and resources including water, electricity, raw materials and other resources, particularly the non-renewable ones.
- Actively working towards achieving ‘Green Key’ certification across all our hotels which include the purchase and use of environmentally responsible products that have been selected based on the criteria of low toxicity, durability, use of recycled materials, reduced energy and/or water consumption.
- Regularly communicate our sustainability program to all our stakeholders and encourage them to support it.
- Our transport division, continues to recycle used car parts, tyres & oil to prevent polluting the environment by conserving landfilled space. Further, with the inclusion of electric, Hybrid & Natural Gas vehicles there will be less fuel consumption and lower CO2 emissions.



Environmental, Social & Governance (ESG) Performance

Environmental

ADNH is putting sustainability front & center. Continuously striving to strengthen sustainability programs in a valuable and impactful way. In this year's Sustainability Report, we share our contribution and future goals that affect the social and economic welfare of our stakeholders without damaging the environment.

Social

Our organization is centred around its people. Our social strategy has at its core a commitment to support the society as a whole. We understand that our achievements are the result of special support by our employees and guests, therefore, in everything we do, we make sure the welfare of our employees & guests is always our top priority.

Governance

ADNH continues to strengthen its commitment to make positive impact on our environmental & Social performances. Sustainable development and business practices have been incorporated in our organization for many years, making sure our practices are aligned with our sustainable goals. We believe that a strong governance is the key to our growth & success



2024 Environmental Key Achievements & Goals Tracker – Hotels Energy Saving Projects



We have successfully completed a comprehensive energy study across our hotel portfolio, identifying significant savings opportunities and evaluating the associated return on investment. This study marks the completion of 'Phase One' of the broader project, which is set to launch in the first quarter of 2024. As part of our commitment to sustainability and operational efficiency, ADN H is investing near to AED 23 million in energy efficiency projects driving impactful change and aligning with our strategic goals.



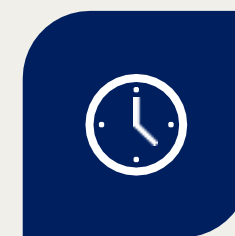
INVESTMENT
22,370,736 AED



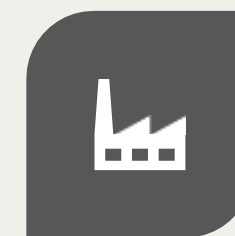
ANNUAL SAVING
7,351,789.61 AED



ROI
33 %



PAYBACK PERIOD
3 Years



ANNUAL CO₂ REDUCTION
9,470,853 kg

The above figures are based on site surveys, historical energy figures analysis, energy studies, and quotations. The supporting documents are attached in the appendix of this report for each project.

The suggested projects have taken into consideration the sustainability goals of ADN H. It contributes to the following Sustainable Development Goals (SDGs)



2024 Environmental Key Achievements & Goals Tracker – Hotels Energy Saving Projects

PROJECT DESCRIPTION	LOCATION/ HOTEL	BUDGET (AED)	PROJECT STATUS	GOAL
Thermodynamic System for Hot Water Generation	Le Meridien AD, Radisson Blu AD, Ritz Carlton	3,829,500	Ongoing	To reduce emissions of Scope 1 & 2 by using renewable energy source to replace the existing LPG Boilers and electrical heaters.
Sequencing AHUs and Installing VFDs	Radisson Blu AD, Le Meridien AD, Ritz Carlton	1,473,500	Ongoing	Replacing the old, air-cooled chillers and its circulation pumps with high efficiency new chillers and pumps reducing energy consumption, as well as reducing the overall carbon footprint. Moreover, the installation of new building management system with VFDs of the AHUs for full optimization of energy consumption in AC system.
Building Management System (Including Chiller Plant Manager)	Sheraton AD, Radisson Blu AD, Le Meridien AD	3,900,000	Ongoing	
Retrofitting the Chiller Plant (Chillers and Pumps)	Radisson Blu AD, Le Meridien AD	4,400,000	Ongoing	
Replacing Shower Heads to Energy Efficient Type	Sheraton AD, Radisson Blu AD, Le Meridien AD, Ritz Carlton, Park Hyatt, Sofitel JBR, Kempinski Central Avenue, Kempinski The Boulevard, autograph collection hotels, JW Marriott Hotel	1,467,925	Tendering	Reduce water consumption and subsequently reducing water wastage, energy wastage to heat and cool the water, and as well reducing the overall carbon footprint.
Installing In-Room Energy Management System	Sheraton AD, Radisson Blu AD, Le Meridien AD, Ritz Carlton, Park Hyatt	3,863,700	Tendering	New GRMS to regulate energy usage and prevent wastage on lighting system and air conditioning of unoccupied guest rooms.
Optimize the Oversized Chilled Water System	The Ritz- Carlton Abu Dhabi	700,000	Technical Evaluation	Enhancing chilled water system by balancing the water flow through each AC reduces energy waste by over water pumping to the system.
Swimming Pool Heat Pumps	Park Hyatt Abu Dhabi	399,500	Ongoing	Heating and cooling system of the swimming pools with high efficiency heat pump to reduce energy waste.
Kitchen Hood Optimization	Kempinski Central Avenue, Kempinski The Boulevard, Autograph Collection Hotels	1,477,811	Tendering	control the kitchen extract fan and volume of extracted air through hood which in return reduce volume of treated extracted air and energy required to treat and cool that volume of air.
Hot Water Heat Pumps	The Heritage Hotel, Autograph Collection	118,800	Ongoing	Heating and cooling system of the swimming pools with high efficiency heat pump to reduce energy waste
High efficiency Solar Photovoltaic system	JW Marriott Hotel Marina-Dubai	740,000	Ongoing	Target to reduce electrical consumption by installing a high efficiency Solar Photovoltaic system, a renewable source of energy



2024 Environmental Key Achievements & Goals Tracker

At ADNH we are constantly seeking ways to modernize our operations and reduce our environmental footprint. Adopting a paperless system is a significant step forward in our journey toward sustainability and operational excellence. This transition to paperless system supports our sustainability efforts and offers tangible benefits to employees, clients, and stakeholders

We are proud to embrace this change and encourage other organizations to join us in adopting practices that prioritize environmental responsibility.

Together, we can create a sustainable future for generations to come

100%

OF
ADNH HOTELS, BUSINESS UNITS
AND SUBSIDIARY BUSINESSES
ARE USING
**‘ELECTRONIC DOCUMENT
MANAGEMENT SYSTEM (EDMS)**

Goal Achieved



GHG Emissions Summary 2024

>

3.9%
Increase in GHG emissions
Direct (Scope 1)

>

40%
Increase in GHG emissions
Indirect (Scope 2)

>

8.2%
Increase GHG emissions
Other Indirect (Scope 3)

E1. GHG Emissions
GRI 305: Emissions 2016

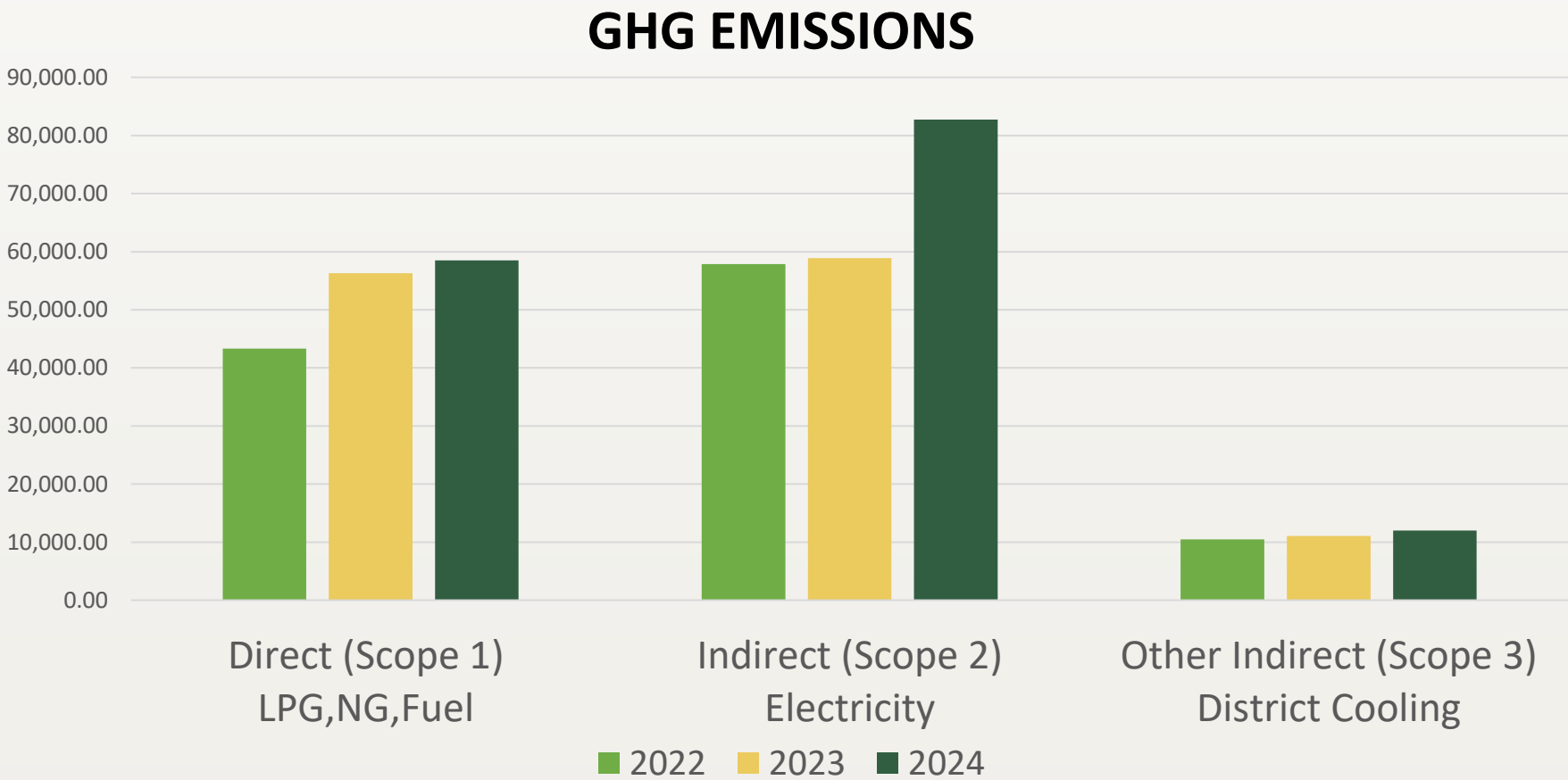


When GHG emissions, direct and indirect, are measured, the GHG reduction impact becomes clearer in a sustainability context. Controlling Green House Gases is important in maintaining Earth’s optimal temperature. Thus, we measure these aspects as well as part of our environmental & sustainability goals.

Estimated atmospheric emissions produced as result of the company’s consumption of energy

GHG Emissions Generated Across ADN Group /tCO2e				
Type of Energy	2022	2023	2024	ADX ESG indicators
LPG+ NG+ Fuel	43,333	56,306	58,503	Direct (Scope 1)
Electricity	57,872	58,919	*82,735	Indirect (Scope 2)
District Cooling	10,502	11,067	11,982	Other Indirect (Scope 3)

(*) Following the acquisition of Compass International’s stake, the group consolidated ADN Catering’s ESG performance in 2024, making it the primary contributor to the overall increase in energy consumption driven by the expansion of operations and business activities at both local and regional levels. As businesses scale up, the demand for energy-intensive processes grows, leading to a proportional increase in emissions. This trend reflects the broader economic growth and operational enhancements required to meet market demands and sustain business development.



GHG Emission Intensity

Total GHG emissions per economic output (Total Revenues) scaling factor

	2022	2023	2024
Revenues(AED'000)	1,459,845	1,631,156	2,887,613
*Scope 1			
tCO2e/AED'000 of revenue earned	0.0367	0.0344	0.0203
*Scope 2			
tCO2e/AED'000 of revenue earned	0.0399	0.0360	0.0287
*Scope 3			
tCO2e/AED'000 of revenue earned	0.0072	0.0068	0.0041

(*)**Scope 1**: Directly generated emissions resulting from the consumption of fuels in operations and transportation.

(*)**Scope 2**: Indirectly generated emissions resulting from generating electricity, steam, heating or cooling.

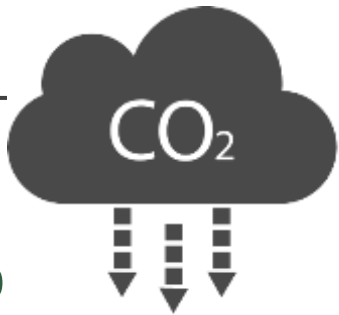
(*)**Scope 3**: All the other indirect emissions that result from a company’s activities across its value chain.

E2. Emissions Intensity
GRI 305: Emissions 2016



-39.2%

Decrease in GHG Emissions (Scope 1)
Compared to 2023



-40%

Decrease in GHG Emissions (Scope 2)
Compared to 2023

CO2 Emission Intensity (Hotels Portfolio)

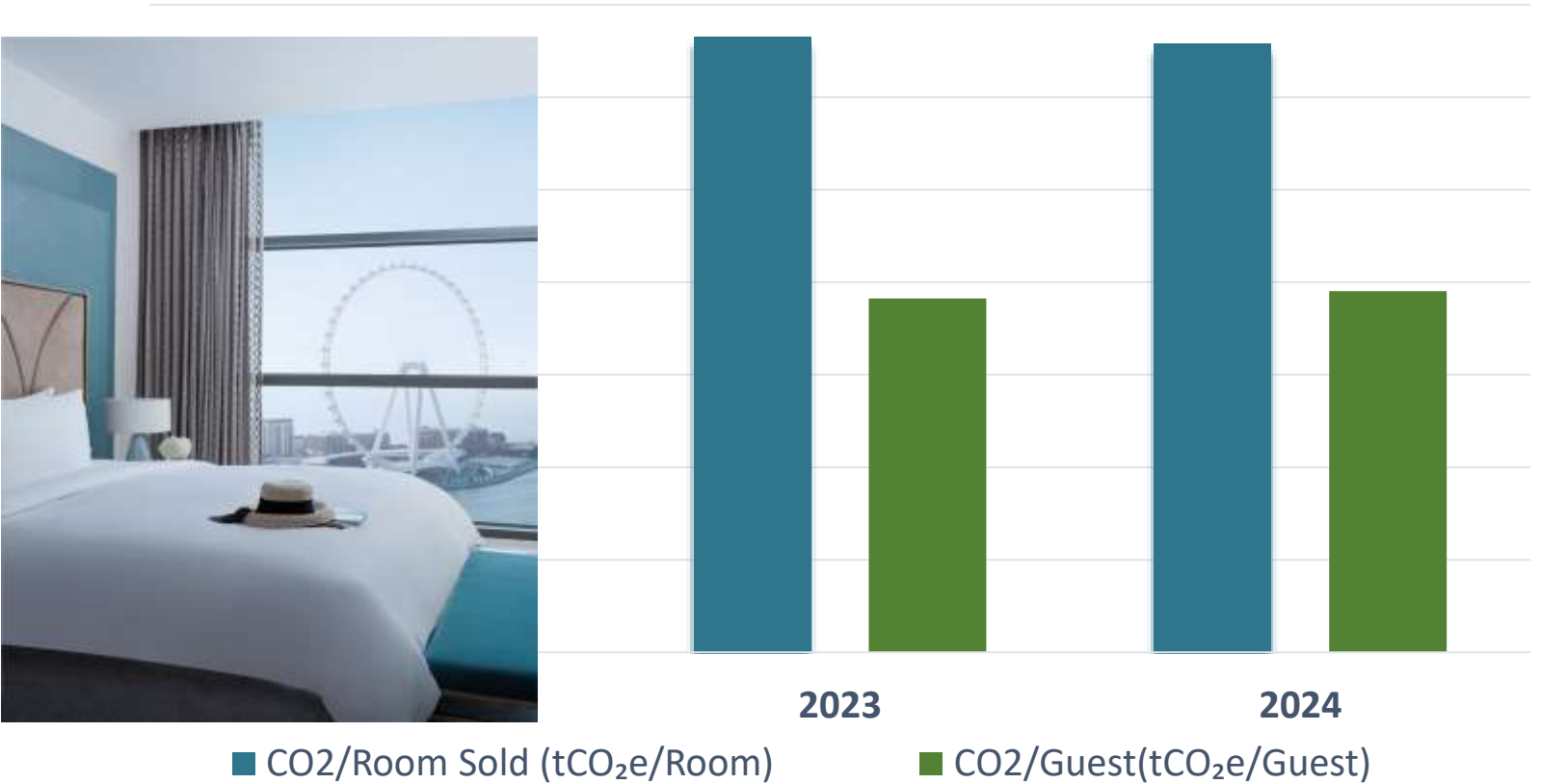
Total emissions per output scaling factor:

- 1) Per Hotel Room Sold
- 2) Per Hotel Guests

↑ Room Occupancy increased by 5.7%
Number of Guests increased by 4.4%

	2023	2024	
Room Sold (tCO ₂ e/Room Sold)	0.0666	0.0658	-1.2% Decrease
Guest (tCO ₂ e/Guest)	0.0383	0.0390	0.06% Increase

CO2 Emissions



As for our hotels, 2024 witnessed an increase of 4.4% in the number of guests and 5.7% in the number of occupied rooms, which led to a slight increase in the consumption of electricity, water and gas. However, due to the company’s efforts to save energy, this increase in the occupancy rate did not result in a noticeable increase in carbon dioxide emissions and energy consumption.





Total Amount of Energy Directly Consumed

2022	2023	2024
20.23 ML.	20.47 ML.	27.11ML.
691,866 (GJ)	700,074 (GJ)	927,466 (GJ)

Consolidated estimated amounts in Megaliters and Gigajoules of Fuel, LPG and NG directly consumed

Total Amount of Energy Indirectly Consumed

2022	2023	2024
123,061 MWh	126,230 MWh	175,446 MWh
443,019 (GJ)	454,428 (GJ)	631,605 (GJ)

Electrical Consumption in Megawatt Hour and Gigajoules

E3. Energy Usage
E4. Energy Intensity
GRI 302: Energy 2016



Total Direct Energy
Usage Per Economic Output
(Revenues)
Scaling Factor

2022	2023	2024
0.0166 Liters/AED	0.0149 Liters/AED	0.0093 Liters/AED



Utility Usage Analysis

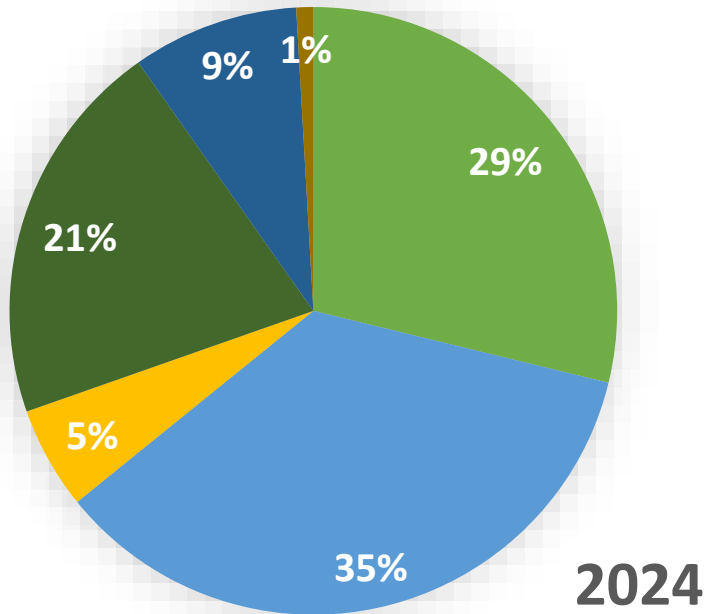
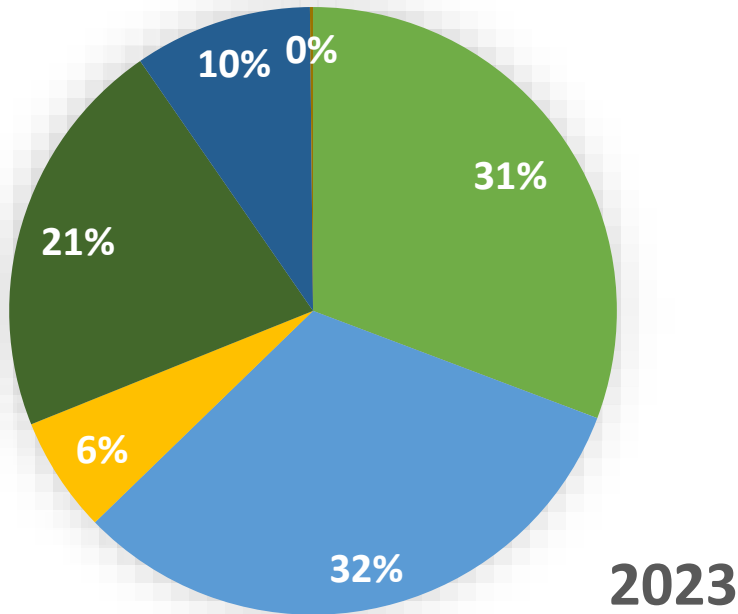
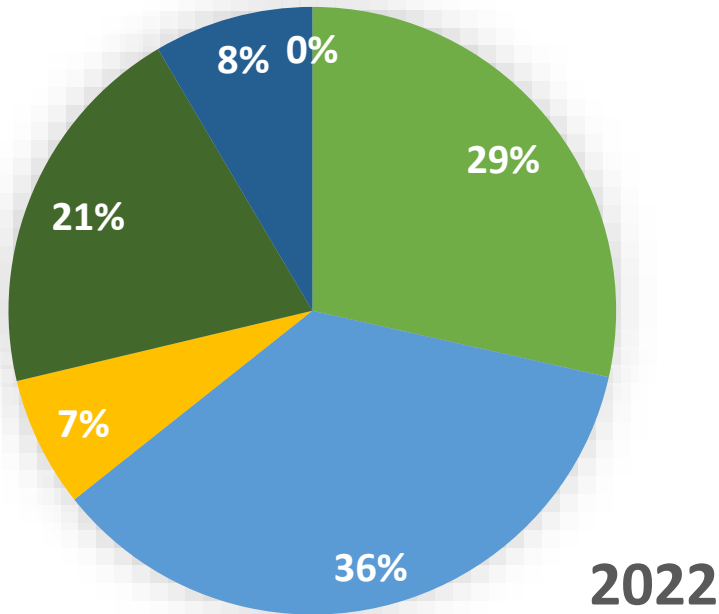
Energy usage by generation type

Prioritizing energy consumption using the cost percentage per utility involves analyzing and categorizing energy expenses to identify areas of improvement. This process helps allocate resources and implement strategies where they matter most, ensuring efficient energy management.

Utility Component	Priority	2022	2023	2024	Saving
Fuel	1	35.8%	32%	35.4%	↑
Electricity	2	28.5%	30.7%	28.8%	↓
District Cooling	3	20.2%	21.5%	20.6%	↓
Water	4	8.5%	9.5%	8.9%	↓
LPG	5	7%	6.2%	5.5%	↓
NG	6	-	0.2%	1%	↑

Cost Percentage

Energy Type



E5. Energy Mix
GRI 302: Energy 2016



IDENTIFYING AND ANALYZING THE ENERGY CONSUMPTION PROFILE FOR ADN H
GROUP ENABLES US TO IDENTIFY KEY AREAS FOR IMPROVEMENT, ESTABLISH
TARGETED PRIORITIES FOR ENERGY-SAVING INITIATIVES, AND SET STRATEGIC GOALS
FOR SUSTAINABLE DEVELOPMENT IN THE YEARS AHEAD.



Water Consumed, Recycled, and Reclaimed

Annually, in cubic meters (m3).

Total Water Consumed



Total Water Reclaimed



E6. Water Usage
GRI 303: Water and Effluents 2018



- During the reporting period, water consumption across all our hotels increased by 4%, driven primarily by consistently high occupancy levels throughout the year. Contributing factors include:
- The addition of new water facilities, such as the Surf Pool at Radisson Blu Abu Dhabi Corniche.
 - Completion of full renovations of guest rooms and villas at The Ritz-Carlton Grand Canal, incorporating new water features and swimming pools in the renovated villas.
 - Increased food and beverage (F&B) covers across all restaurant outlets. Our Hotels seen 5.7% increase in room occupancy and 4.4% increase in guest visiting our hotels and F&B outlets.



Surf Pool at West Bay Resort
Radisson Blu Hotel & Resort, Abu Dhabi Corniche



Sustainable Strategy: LPG to NG Conversion in Three Hotels

Partnering with the Market-leaders of Oil & Gas,
ADNOC, To Achieve Our Environmental Goals

Park Hyatt Abu Dhabi Hotel and Villas

Full Conversion to Natural Gas
was completed in third quarter
of 2023

**Emissions Converting from
liquefied petroleum gas
(LPG) to natural gas (NG) is
a key initiative to reduce
greenhouse gas (GHG)
emissions at our properties.**

Sheraton Abu Dhabi Hotel & Resort

100% operational on NG
Conversion was completed on
30th June 2024

Le Méridien Abu Dhabi

Conversion is under planning
estimated to be finalized by end
of 2025



CASE STUDY

Park Hyatt Abu Dhabi Hotel and Villas: The project aims to eliminate the use of LPG and transition to natural gas (NG), reducing the environmental impact and ultimately lowering the CO₂ footprint from this activity by 15–20%.

Transition from LPG to Natural Gas: Reducing GHG

Natural gas is a cleaner-burning fuel, producing up to 20% less (CO₂) per unit of energy compared to LPG. It is also more efficient, requiring less fuel for the same energy output, which further reduces emissions. Additionally, natural gas generates fewer pollutants into the atmosphere, and particulate matter, contributing to improved air quality. Its potential to be blended with renewable natural gas (RNG) in the future supports long-term sustainability goals.

Below comparison shows 9% decrease in CO₂ emissions even though hotel was exceptionally busy with high-occupancy all around year 2024 compared to year 2022:

LPG consumption and CO₂ emissions in year 2022 before transitioning to NG:

Property	LPG consumption /Liters	CO ₂ Emissions /tCO ₂ e
Park Hyatt Abu Dhabi Hotel and Villas	491,163	817,786

NG consumption and CO₂ emissions in year 2024 after transitioning to NG:

Property	NG consumption /m ³	CO ₂ Emissions /tCO ₂ e
Park Hyatt Abu Dhabi Hotel and Villas	372,634	744.150



Al Ghazal Transport (AGT) Sustainability Programs -Update

Electric Cars

12 fully electric cars introduced to the Franchise Taxi fleet in 2024, ie,1.5% of the fleet.

Hybrid Cars

147 new hybrid cars were added to the Franchise Taxi fleet in 2024.

Franchise Cars

116 Franchise taxi cars were fitted with CNG kits in 2024. 19 cars to be fitted in Jan 2025.
82.5% of the entire Franchise Taxi fleet consists of hybrid cars, while 16% comprises CNG cars.

% of electric cars to be included in the fleet as per RTA KPI's	2022	2023	2024	2025	2026	2027
	03%	06%	10%	14%	20%	25%

As per RTA regulations and KPI's, we need to include electric cars into our Limousine fleet year after year.



AL GHAZAL TRANSPORT
Overachieved the regulatory requirements.



2024 Highlights – Social Performance

Connecting people with meaningful opportunities

13,460+

Contractors & business partners worked with us in 2024

22,829

Total Count of Employment within ADNH Group

3,554

Number of Female Associates

50+

Diverse Nationalities Employed Under ADNH Group

52 Associates

Hired from Local Communities and UAE Nationals

161,670 +

Number of Learning & Development Hours

100%

Committed to Equal Pay for both Females and Males.



Giving Back To Communities

ADNH actively gives back to the communities it serves by contributing significantly to the local economy through its operations. This contribution surpasses 1.3 billion in costs incurred, which includes a wide range of expenditures designed to stimulate economic growth and support livelihoods.

Community Investments...

Beyond operational expenditures, the company reinvests in community programs, infrastructure development, education, and social initiatives that aim to uplift and enhance the quality of life for residents.

Through this robust circulation of funds, ADNH ensures its business operations thrive and fosters economic prosperity, community development, and improved living standards in the regions it operates.

Employee Wages and Benefits

Offering competitive salaries provides financial stability for employees and their families but also contributes to increased spending power within the community

Operating Costs

A major portion is allocated to the day-to-day functioning of the business supporting regional industries

Payments to Stakeholders

Timely payments to partners, contractors, and other stakeholders support the growth of various businesses, creating a robust and reliable ecosystem for mutual success.



Employee Turnover

Managing turnover effectively involves fostering a positive work environment, offering competitive benefits, and providing opportunities for professional development to retain talent and reduce recruitment costs.



Hotel Boulevard, Autograph Collection Dubai - UAE

1.5%
Average Percentage Year-over-year change
for full-time employees

33%
Average Percentage Year-over-year change
for Part-time employees

14.5%
Average Percentage Year-over-year change
for contractors/consultants

ADNH has seen a significant increase
in hiring across all employment types,
reflecting the company's growth and
commitment to expanding its
workforce.

Associate of the Month
Hotel Boulevard, Autograph Collection Dubai



New Year Party 2024 – Sofitel JBR Dubai



Health & Safety



Eye Check up – Kempinski Central Avenue, Dubai

CONDUCT HEALTH CHECKS AND PROMOTE HEALTHY WORK PRACTICES

Abu Dhabi National Hotels ensures that all employees undergo regular health check-ups and promotes healthy habits and practices that encourage physical activities. This includes organizing regular social/fitness events and incorporating brief 2–3-minute fitness breaks throughout the day. Additionally, the company conducts regular health and hygiene training to meet industry standards.

0.78%

Rate of number of accidents in relation to total workforce
66 out of 22,829 reported occupational injury

More than 60

Awareness campaigns were raised across ADN H Hotels & subsidiary businesses.

AWARENESS CAMPAIGNS ACROSS ADN H HOTEL & SUBSIDIARY BUSINESSES

Raise awareness for Breast Cancer through all ADN H hotels and subsidiary companies. Employees are encouraged to take part in medical initiatives such as blood donations, diabetes screenings, flu vaccinations, eye check-ups, and the 50/30 Fitness Challenge. Additionally, hotels offer healthy snack options, promote good eating habits, and support a healthy work-life balance.

S4. Gender Diversity
GRI 102: General Disclosures 2016



S7. Injury Rate
GRI 102: GRI 403: Occupational Health and Safety 2018
S8. Global Health & Safety
GRI 103: Management Approach 2016



Women Health – Al Ghazal Transport



Health & Safety

PRIORITIZING HEALTH AND WELLNESS

We prioritize the health and safety of our teams by implementing strategies that promote a positive and healthy work environment, leading to employee happiness, satisfaction, and productivity.



Breast cancer awareness – Kempinski Central Avenue

SUPERVISED HEALTH & SAFETY TRAINING

Employee health and safety training is a vital part of managing the workplace to prevent accidents, injuries, and illnesses among workers. We offer interactive training methods to enhance effectiveness, including simulations, hands-on exercises, and real-world scenarios. These methods help employees remember and apply information to their work situations.



EHHS Week Safety & Sustainability Awareness – Le Meridien AD

PROMOTE HEALTHY HABITS & MENTAL HEALTH SUPPORT

At ADNHH, we promote physical activity by providing gym access, organizing walking groups, and offering incentives for employees who reach fitness goals. We also prioritize mental health by offering stress management training and mindfulness sessions to create a supportive culture.



Mental Wellness– Park Hyatt Abu Dhabi Hotel and Villas



Employees Engagement

We support work-life balance, our associates feel valued and empowered. Recognition of achievements, team-building activities, and wellness initiatives further enhance morale and well-being. We prioritize inclusivity, ensuring all associates feel respected and valued. Regular feedback and continuous improvement efforts ensure voices are heard and their needs addressed. These practices foster a motivated, loyal workforce that contributes to the company's overall success and positive work culture.



Sustainability quiz activity– JW Marriott Marina Dubai



Sustainability activity–Clean UAE – Hotel Boulevard Autograph Collection , Dubai



Employees Engagement



Team Building, Sustainable Activity – Sheraton Hotel & Resort, Abu Dhabi

Through our various recognition resources and distinctive programs, we aim to honour the achievements of our team, both significant and small.

Our recognition website offers self-service options and customizable resources, such as printable certificates and cards.

In addition to this, we express our gratitude by acknowledging individuals throughout the year with initiatives like our annual Team Member Appreciation Week—a special week dedicated to celebrating our colleagues.



UAE National Day Celebration – Kempinski The Boulevard

ADNH IS FOCUSED ON ASSOCIATES ENGAGEMENT, WE CREATE A WORK ENVIRONMENT THAT FOSTERS A SENSE OF BELONGING, MOTIVATION, AND COMMITMENT.

We encourage all our associates to participate in social, cultural activities, national celebrations & festivities.

- Flag Day & National Day
- Commemoration Day
- Children's Day
- Women's Day
- World Humanitarian Day
- International Workers' Day
- International Day for Older Persons.
- Ramadan & Eid
- Religious Celebrations & International Days.
- New Year Celebration



Employees Engagement

In ADNH we understand the advantages of employee engagement in social and sports activities within our businesses. These activities have numerous benefits for both employees and the company as a whole. Our team members consistently organize and engage in various activities all around the year.



Team Building Activity – Sofitel JBR, Dubai

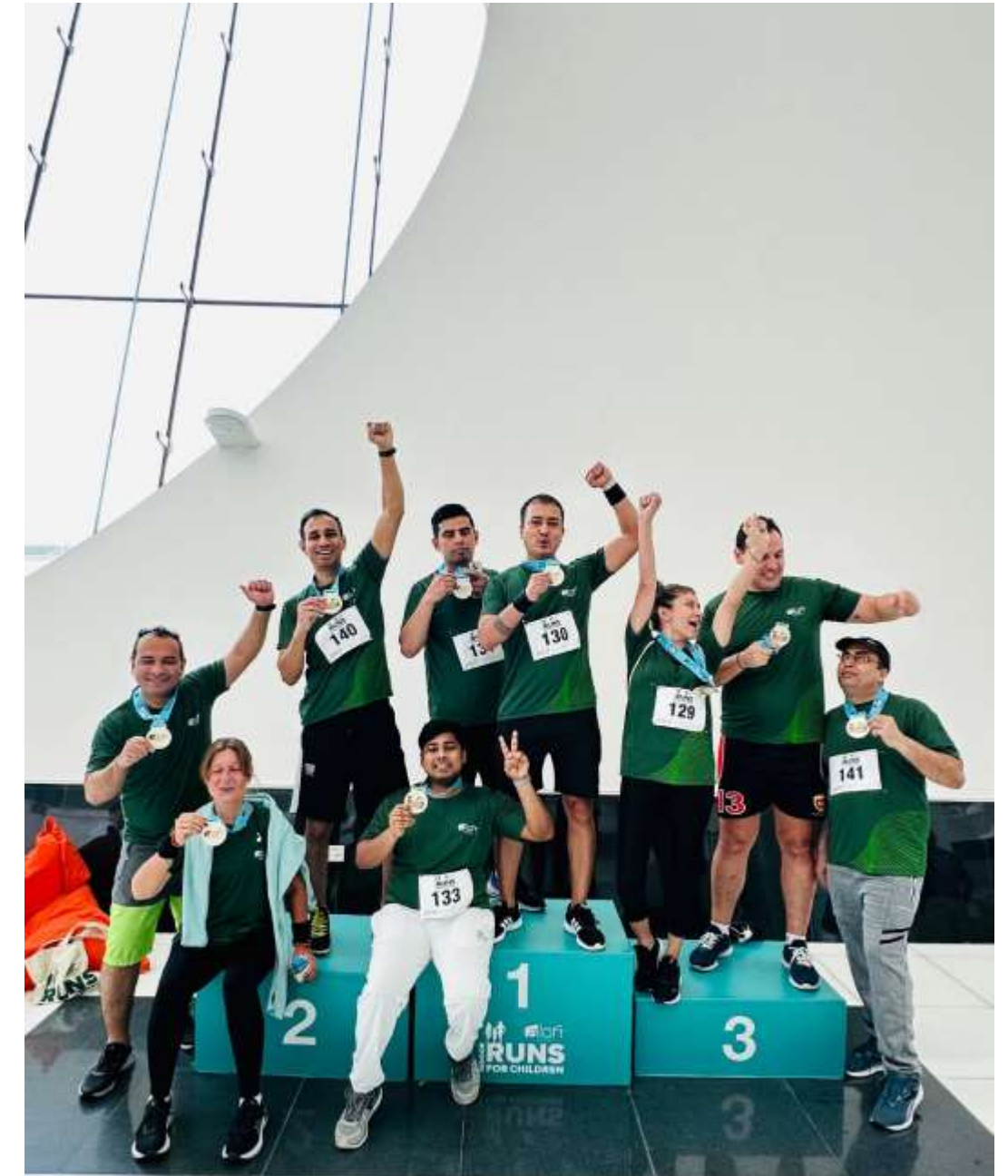
Evident advantages

Team Building: Social and sports activities provide opportunities for employees to interact outside of the formal work environment:

- Stress Relief: Engaging in recreational activities helps employees relax and reduce stress.
- Health and Wellness: Sports activities promote physical fitness, which can lead to healthier employees and lower healthcare costs for the organization.
- Morale Boost: Participating in enjoyable activities creates a positive work environment and boosts employee morale.



Sports day at the beach - Le Méridien, Abu Dhabi



Team Sports Activities - The Ritz-Carlton Abu Dhabi, Grand Canal

Work-Life Balance: Offering social and sports events supports a healthy work-life balance, making the workplace more appealing.



Governance





ESG REPORTING

All environmental management activities within our hotels and subsidiary businesses operate under a unified system. We collaborate with industry associations to actively influence policymaking, aligning with our corporate objectives.

ADNH Hotels & subsidiary companies have taken a pledge to commit to sustainability by setting annual goals and keep track of all activities related to operations & building systems. Every Hotel/business has its environmental management team, who report to ADNH monthly, where all data taken from each establishment is recorded and eventually reported to shareholders. Our Company recognises the importance of sustainable practices.

To further demonstrate our commitment to sustainability, we are currently enhancing our environmental management system to ensure that all practices & activities in our group are aligned with our sustainability goals.

Our Team

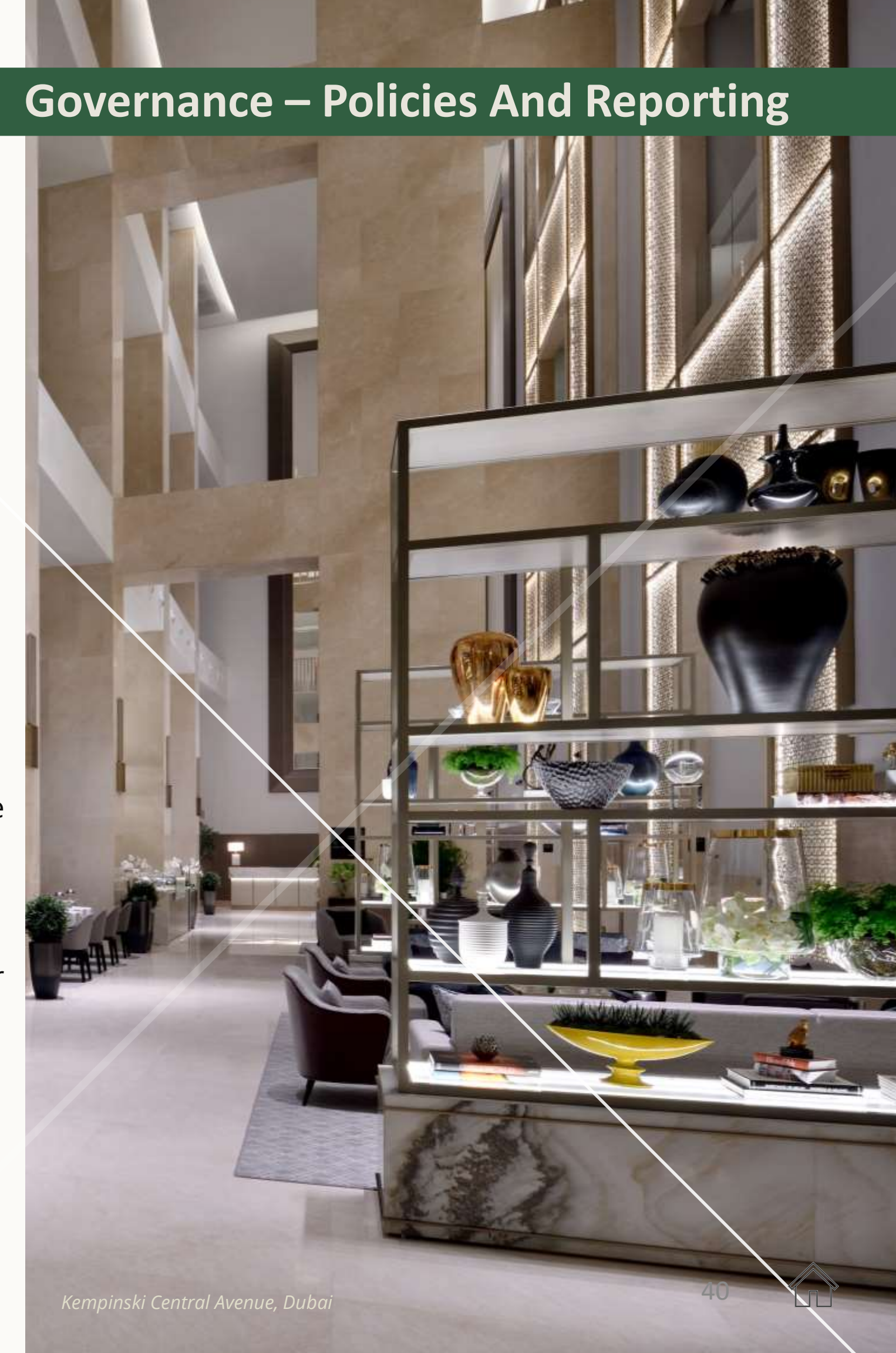
We maintain a specialized ESG team, consisting of a GM and ESG Manager, tasked with collaborating closely with our functional leaders. This team possesses a profound understanding and is dedicated to formulating and executing our ESG strategies, along with establishing ambitious, long-term objectives to direct the advancement of our company. Reporting directly to ADNHC CEO.

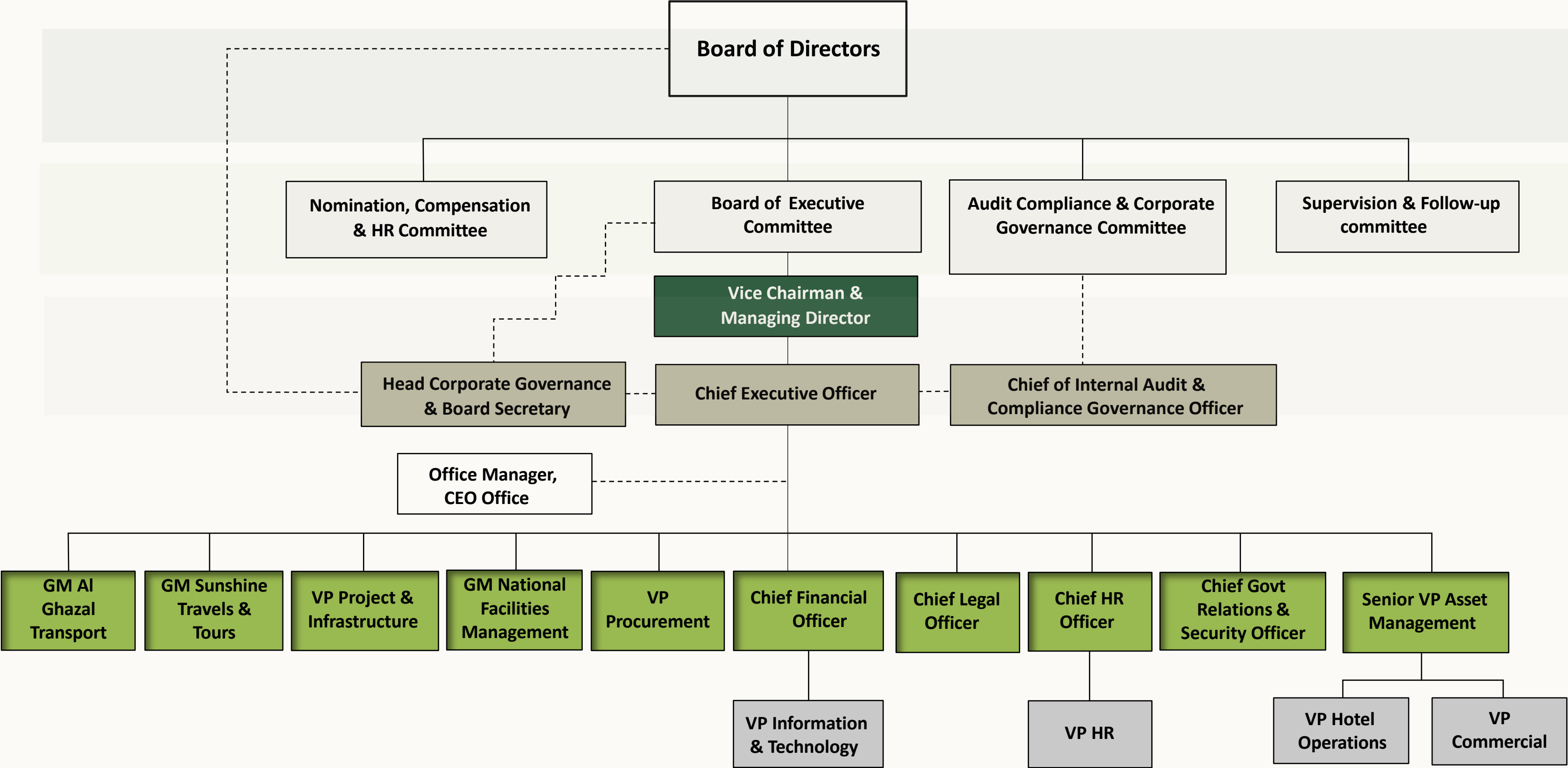
Our Policies

Our policies serve as directives for our ESG programs and set forth our expectations for both team members and business partners. We have additionally formulated a new Environmental Policy to oversee our environmental management on a global scale. These policies, coupled with our Employee Code of Business Conduct and Ethics, delineate our expectations for employees, business partners, and suppliers, emphasizing adherence to the highest standards of conduct in our environmental and social endeavours.

Evaluating and Managing ESG

The board of directors holds ultimate responsibility for overseeing risks comprehensively, which involves understanding material risks, evaluating the management's strategies to address these risks, and defining suitable risk thresholds for our company. This responsibility entails close collaboration with the Audit Committee and Finance Committees to establish criteria specifically relevant to our hotels and businesses.





- We find that gender diversity in boards has significant effect on board inputs, governance and committees. 8.75% of board seats occupied by men, 1.25% of board seats occupied by women.
- The CEO cannot serve as a Board member and hence cannot be Board Chair.
- 55.5% of total board seats are occupied by independent board members.

BOARD



08

Number of Board Members



01

BOARD

Aged 36-45



03

Aged 46-60



06

Aged 60+

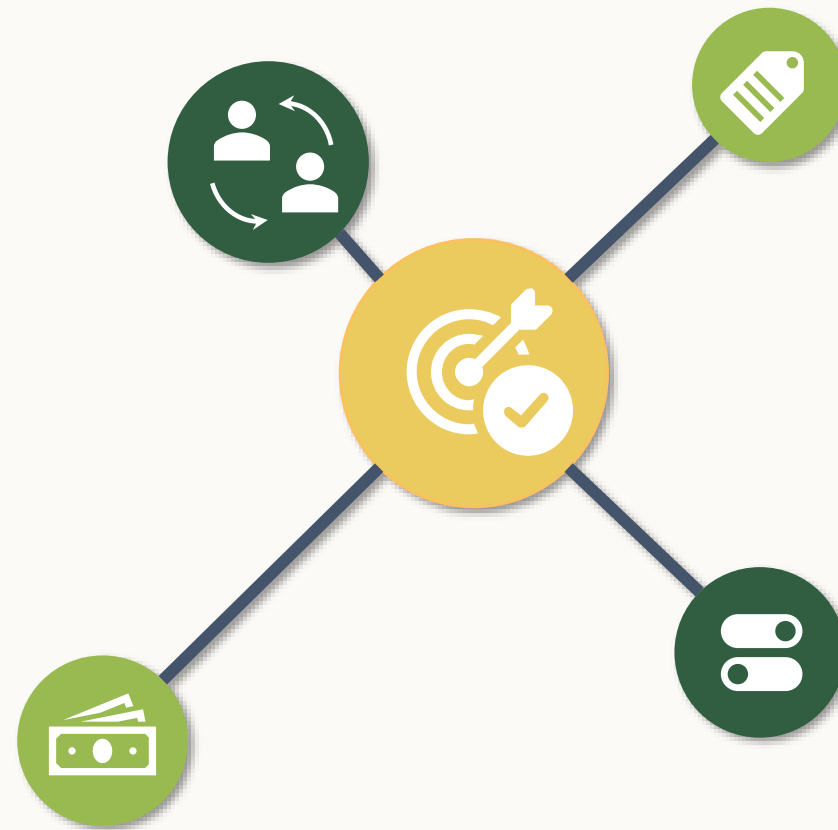


06

BOARD



Governance – Sustainability Management – Stakeholder Consultation



We are dedicated to implementing governance practices of the highest standard to guarantee that we conduct our operations with unwavering accountability, integrity, and transparency in all our endeavours. Every individual, ranging from our Chief Executive Officer and board members to team members, collaborates to seamlessly integrate responsible hospitality principles into our business practices. To fulfil this commitment, we systematically gauge our progress towards predefined objectives and utilize the resultant data to evaluate risks and inform decision-making processes.

Stakeholder Consultation

We owe our stakeholders for our current position as an industry leader. They are our source of motivation and goals. We connect with them to have a better understanding of their viewpoints and build our growth plan.

We work with them to determine what is most important to the business and inform them about environmental, social and governance concerns. Our stakeholder entities are diverse to interact with since ADNH activities vary greatly.

Respecting and being responsive to the interests of our stakeholders is what we believe strongly. In determining our growth, stakeholders play a dominant role. We involve our stakeholders and strive for transparency in communication with constant improvement.

Our new website serves as a forum for interaction with many stakeholder groups. On the contact page, a new module has been introduced that allows guests and customers of various ADNH business divisions, to exchange comments on supplied products and experienced services with the owning organisation.

IDENTIFICATION

Identify the stakeholders through discussion and deliberation by the corporate centre sustainability committee.

PRIORITISATION

Precedence is given to stakeholders based on the level of influence they have on our decisions and activities

ENGAGEMENT

Connect with stakeholders through various channels for determining material topics

MANAGING EXPECTATIONS

Enhance stakeholder relationships by handling their concerns and requirements



ADX ESG Index

ENVIRONMENTAL DISCLOSURES :

E-1 GHG EMISSIONS:

E1.1) Total amount in CO2 equivalents, for Scope 1	GRI 305: Emissions 2016	SDG 13: Climate Action	Page 23
E1.2) Total amount, in CO2 equivalents, for Scope 2 (if applicable)	GRI 305: Emissions 2016	SDG 13: Climate Action	Page 23
E1.3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)	GRI 305: Emissions 2016	SDG 13: Climate Action	Page 23

E2 - EMISSIONS INTENSITY

E2.1) Total GHG emissions per output scaling factor	GRI 305: Emissions 2016	SDG 13: Climate Action	Page 23
E2.2) Total non-GHG emissions per output scaling factor	GRI 305: Emissions 2016	SDG 13: Climate Action	-

E3 - ENERGY USAGE

E3.1) Total amount of energy directly consumed	GRI 302: Emissions 2016	SDG 12: Responsible Consumption	Page 25
E3.2) Total amount of energy indirectly consumed	GRI 302: Emissions 2016	SDG 12: Responsible Consumption	Page 25

E4 - ENERGY INTENSITY

Total direct energy usage per output scaling factor	GRI 302: Emissions 2016	SDG 12: Responsible Consumption	Page 25
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E5 - ENERGY MIX

Percentage: Energy usage by generation type	GRI 302: Emissions 2016	SDG 12: Responsible Consumption	Page 26
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E6 - WATER USAGE

E6.1) Total amount of water consumed	GRI 303: Water & Effluents 2018	SDG 6: Clean Water & Sanitation	Page 27
E6.2) Total amount of water reclaimed	GRI 303: Water & Effluents 2018	SDG 6: Clean Water & Sanitation	Page 27



ADX ESG Index

E7- ENVIRONMETAL OPERATIONS

E7.1) Does your company follow a formal Environmental Policy? Yes/No	GRI 105: Management Approach 2016		No, We are working towards this avenue, to be disclosed in further reports.
E7.2) Does your company follow specific waste, water, energy, and/or recycling policies? Yes/No	GRI 105: Management Approach 2016		No, We are working towards this avenue, to be disclosed in further reports.
E7.3) Does your company use a recognized energy management system?	GRI 105: Management Approach 2016		Yes, ISO - 14001 Energy Management Systems

E8 - ENVIRONMENTAL OVERSIGHT

Does your Management Team oversee and/or manage sustainability issues? Yes/No	GRI 102 : General Disclosures 2016		Yes
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E9 - ENVIRONMENTAL OVERSIGHT

Does your Board oversee and/ or manage sustainability issues? Yes/No	GRI 102 : General Disclosures 2016		Yes
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E10 - CLIMATE RISK MITIGATION

Total amount invested, annually, in climate-related infrastructure, resilience, and product development.		SDG 13: Climate Action	Page 15
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SOCIAL DISCLOSURES :

S1 - CEO PAY RATIO

S1.1) Ratio: CEO total compensation to median Full Time Equivalent (FTE) total compensation	GRI 102 : General Disclosures 2016	SDG 10: Reduced Inequalities	The CEO pay ratio is as per the industry standards.
S1.2) Does your company report this metric in the regulatory filings? Yes/No	GRI 102 : General Disclosures 2016	SDG 10: Reduced Inequalities	Yes



ADX ESG Index

S2 - GENDER PAY RATIO

Ratio: Median male compensation to median female compensation

GRI 405: Diversity & Equal Opportunity 2016

SDG 5: Gender Equality

ADNH provides equal compensations to males and females

S3 - EMPLOYEE TURNOVER

S3.1) Percentage: Year-over-year change for full-time employees

GRI 401: Employment 2016

Page 32

S3.2) Percentage: Year-over year change for part-time employees

GRI 401: Employment 2016

Page 32

S3.3) Percentage: Year-over year change for contractors/consultants

GRI 401: Employment 2016

Page 32

S4 - GENDER DIVERSITY

S4.1) Percentage: Total enterprise headcount held by men and women

GRI 102 : General Disclosures 2016
GRI 405: Diversity & Equal Opportunity 2016

SDG 5: Gender Equality

Page 30

S4.2) Percentage: Entry- and mid-level positions held by men and women

GRI 102 : General Disclosures 2016
GRI 405: Diversity & Equal Opportunity 2016

SDG 5: Gender Equality

Data under development

S4.3) Percentage: Senior- and executive level positions held by men and women

GRI 102 : General Disclosures 2016
GRI 405: Diversity & Equal Opportunity 2016

SDG 5: Gender Equality

Data under development

S5 - TEMPORARY WORKER RATIO

S5.1) Percentage: Total enterprise headcount held by part-time employees

GRI 102 : General Disclosures 2016

-



ADX ESG Index

S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants

GRI 102 : General Disclosures 2016

-

S6 - NON- DISCRIMINATION

Does your company follow non-discrimination policy? Yes/No

GRI 103: Management Approach 2016

SDG 10: Reduced Inequalities

Yes

S7 - INJURY RATE

Percentage: Frequency of injury events relative to total workforce time

GRI 403: Occupational Health & Safety 2018

SDG 3: Good Health & Well-Being

Page 13

S8 - GLOBAL HEALTH & SAFETY

Does your company follow an occupational health and/or global health & safety policy? Yes/No

GRI 103: Management Approach 2016

SDG 3: Good Health & Well-Being

Yes, ISO - 14001 Energy Management Systems

S9 - CHILD & FORCED LABOR

S9.1) Does your company follow a child and/or forced labor policy? Yes/No

GRI 103: Management Approach 2016

SDG 8: Decent Work & Economic Growth

Yes

S9.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No

GRI 103: Management Approach 2016

SDG 8: Decent Work & Economic Growth

Yes

S10 - HUMAN RIGHTS

S10.1) Does your company follow a human rights policy? Yes/No

GRI 103: Management Approach 2016

SDG 10: Reduced Inequalities

Yes



ADX ESG Index

S10.2) If yes, does your human rights policy also cover suppliers and vendors?
Yes/No

GRI 103: Management Approach 2016

SDG 10: Reduced Inequalities

Yes

S11 - NATIONALISATION

Percentage of national employees

SDG 8: Decent Work & Economic Growth

Page 30

S12 - COMMUNITY INVESTMENT

Amount invested in the community, as a percentage of company revenues.

GRI 413: Local Communities 2016

SDG 8: Decent Work & Economic Growth

Data under development

GOVERNANCE DISCLOSURES :

G1 - BOARD DIVERSITY

G1.1) Percentage: Total board seats occupied by men and women

GRI 413 : Local Communities 2016

SDG 5: Gender Equality

Page 42

G1.2) Percentage: Committee chairs occupied by men and women

GRI 413 : Local Communities 2016

SDG 5: Gender Equality

Page 42

G2- BOARD INDEPENDENCE

G2.1) Does company prohibit CEO from serving as board chair?
Yes/No

Yes

G2.2) Percentage: Total board seats occupied by independent board members

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G3 - INCENTIVIZED PAY

Are executives formally incentivized to perform on sustainability

Yes



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G4 - SUPPLIER CODE OF CONDUCT

G4.1) Are your vendors or suppliers required to follow a Code of Conduct?
Yes/ No

SDG 12:Responsible
Consumption

Yes

G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?

SDG 12:Responsible
Consumption

100%

G5 - ETHICS & PREVENTION OF CORRUPTION

G5.1) Does your company follow an Ethics and/or Prevention of Corruption policy?
Yes/No

SDG 16: Peace, Justice
& Strong Institutions

Yes

G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?

100%

G6 - DATA PRIVACY

G6.1) Does your company follow a Data Privacy policy? Yes/No

Yes

G6.2) Has your company taken steps to comply with GDPR rules? Yes/No

Under Process

G7 - SUSTAINABILITY REPORTING

Does your company publish a sustainability report? Yes/No

Yes, this is ADNH's fourth sustainability report

G8 - DISCLOSURE PRACTICES

G8.1) Does your company provide sustainability data to sustainability reporting frameworks? Yes/No

No, We are working towards this avenue, to be disclosed in further reports.



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G8.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)? Yes/No		We will be considering in future for necessary disclosures
G8.3) Does your company sets targets to report progress on the UN Sustainable Development Goals (SDGs)? Yes/No		We will be considering in future for necessary disclosures
G9 – External Assurance		
G9.1) Are your sustainability disclosures assured or verified by a third-party audit firm? Yes/No	GRI 103: Management Approach 2016 is to be used in combination with the topic specific standards	No, we choose to have an internal assurance

Disclaimer: Some data reported this year might differ from last year's baseline sustainability reporting, mainly because we keep enhancing our procedures with increased data reporting from our group entities, towards more detail-oriented and exhaustive ESG disclosures. Our commitment is to always strive for the best reporting every year.

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