



FAB 2023 ESG SUMMARY

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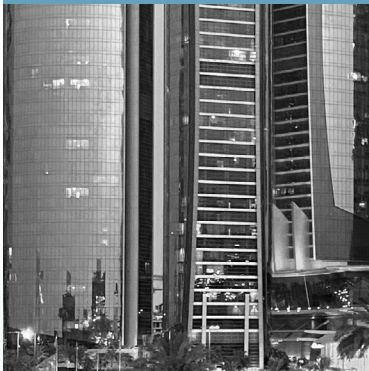
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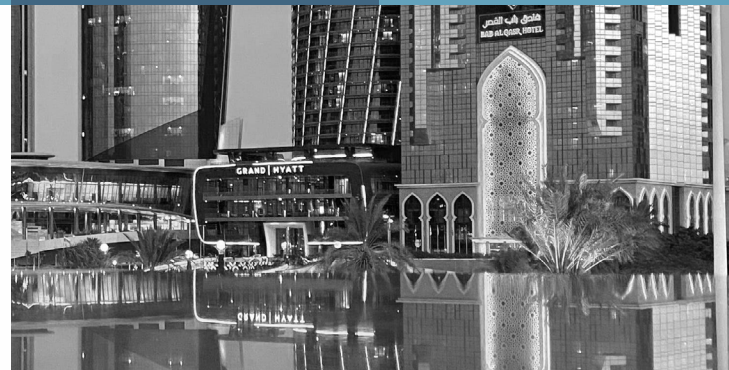
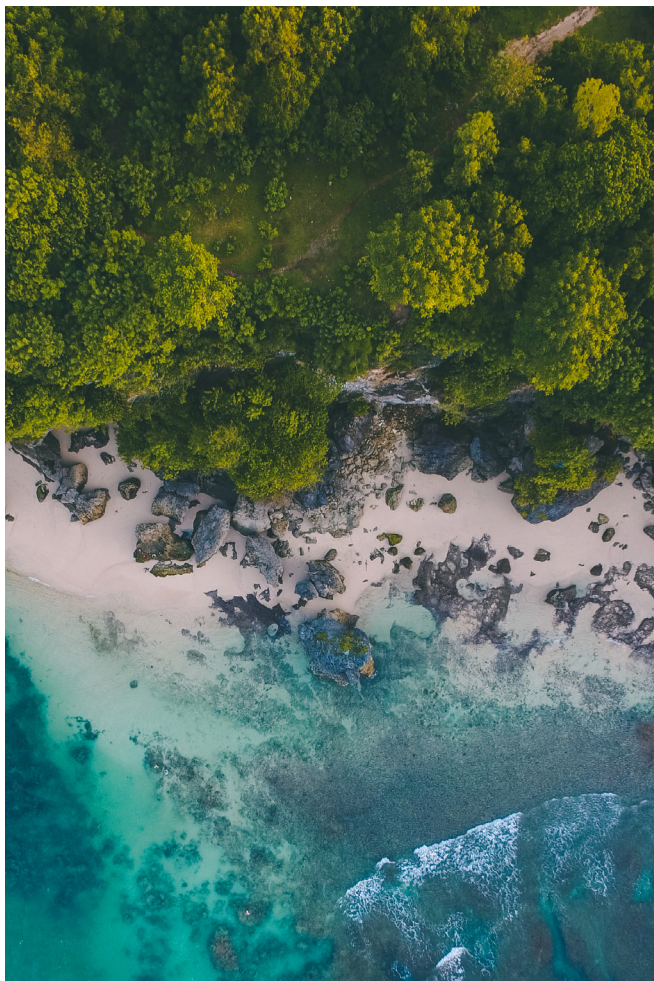


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2023 SUMMARY



At First Abu Dhabi Bank (FAB), our unwavering commitment to sustainability underscores our recognition of finance’s pivotal role in propelling a low-carbon and equitable economy.

In 2023, we continued to deliver against our goal of achieving net zero by 2050 by setting targets against our highest emitting sectors. We also, proudly, became the first bank in the Middle East and North Africa (MENA) region to adopt the Task Force on Climate related Financial (TCFD) Disclosure recommendations and published the corresponding report, showcasing our progress across the four key TCFD pillars of governance, strategy, risk management, and metrics and targets. Furthermore, in alignment with the Glasgow Financial Alliance for Net Zero (GFANZ) recommendations, our Climate Transition Plan formed a key component of our TCFD report.

Our commitment to support the transition to a low-carbon future remains a key pillar of our environmental, social and governance (ESG) agenda. As announced at COP28, we increased our lend, invest, and facilitate commitment by 80% in 2030, from USD 75Bn (set in 2021) to USD 135 billion in 2023.

Our dedication extends beyond financial commitments; we actively engage with a diverse set of programs to create opportunities that would benefit our employees and clients, spanning from large corporations down to Small Medium Enterprises (SMEs).

At COP28 we announced our collaboration with the SME Climate Hub, highlighting the necessity of driving deeper action and engagement with SMEs. This is to ensure their businesses remain resilient in a net zero future, and that they play an active role in the global effort to decarbonise in line with the Paris Agreement.

We also collaborate closely with community partners to create a thriving local environment. Throughout the year, our dedicated employees volunteered a total of 27,043 hours to support the community in which we live and work.

ESG is seamlessly integrated into our core governance framework through dedicated committees overseeing the business linkage and implications of ESG strategy, ESG risk framework, and policy implementation. We are committed to cultivating a corporate culture that comprehends the significance of ESG matters in business, fostering collaboration and capacity building across various business lines.

This report showcases our efforts to lead the banking community to achieve UAE’s shift towards a low-carbon and sustainable economy.

KEY HIGHLIGHTS FROM 2023

Transitioning to Low Carbon Future



Green Finance

- From 2022 to 2023 our sustainable financing was USD34.4 Bn (AED 126.3 Bn)
- Increased 2030 sustainable and transition finance target by 80% to USD 135 Bn (AED 500 Bn)
- Total Green Bonds and Sukuk outstanding at USD 3.2 Bn (AED 11.8 Bn)



Leading Climate response in MENA

- 1st bank globally to sign COP28 Net Zero Transition Charter
- 1st bank in MENA to publish a TCFD report
- Published the bank's 1st Principles for Responsible Banking (PRB) report



Portfolio Decarbonisation

- Founding member of UAE Carbon Alliance
- Set net zero targets for sectors that cover 90% of our financed emissions

Capitalizing on our Social Responsibility



Financial Inclusion

- Supported SMEs with AED 3.3 Bn in new lending
- Collaborated with COP28 Presidency, Masdar and Abu Dhabi Chamber to deploy the SME Climate Hub



Empowering Workplace

- Emiratization rate at 44%, progressing towards our target of 50% by 2026
- 75% of employees participated in FAB Wellness Programme*
- 20% of senior leadership positions are held by women



Social Responsibility Efforts

- 27,043 hours volunteered by staff to our community
- Partnered with Archireef to commit to the deployment of 100 square meters of Reef Tiles and restore UAE coral reef habitats

Transforming our Governance Model



ESG Risk and Ratings

- Rolled out ESG risk assessments to cover all corporate clients
- Received best Refinitiv ESG score in the Middle East (top 10% worldwide)
- Stood amongst high ESG rated banks by MSCI in MENA



Training & Capacity Building

- 99% of all employees completed ESG Risk Awareness Training
- Launched bank-wide Carbon Literacy Program
- Launched Frontiers in Sustainability Executive Education Programme



FAB as strategic pathway partner of COP28

- Hosted 73 expert panel sessions and 18 roundtables
- Sessions attended by over 5,000 (in person and virtual)
- More than 300 global thought leaders shared their perspectives

* FAB Wellness is the bank's internal wellness program that promotes activities that ensure the physical and mental wellbeing of all employees across the bank.

SUSTAINABILITY TRIUMPHS IN THE UAE AT COP28

The UAE paved the way at COP28

2023 was declared as the "Year of Sustainability" in the UAE and the nation achieved a historic milestone by securing the COP28 presidency. COP28 is noted as one of the most relevant UNFCCC Conference of Parties to date, one fondly mentioned as the UAE consensus.

Among many ground-breaking initiatives and COP's first such as a pledge to triple renewable energy capacity, a decision on the lost and damage fund to assist the Global South, the inclusion of actors traditionally left out of the conversation, a sustainable finance push, the first-ever health day and a trade day, one milestone was particularly relevant.

The world welcomed a landmark decision, referred to as the Global Stocktake, in which nearly 200 countries pledged to move away from fossil fuels, a breakthrough that came in the waning hours of the UN Climate Change Conference.

As a testament to the UAE's commitment to a sustainable future, the nation led the charge in renewable energy initiatives, spearheading ambitious projects to triple global renewable capacity by 2030.

The banking sector played a pivotal role in this transformative journey, aligning seamlessly with the UAE's Net Zero by 2050 ambition and energy diversification strategy.

Local banks actively embraced sustainability, launching frameworks, financing major renewable projects, and contributing to environmental campaigns, thereby becoming instrumental partners in the national effort to combat climate change. Their involvement underscored the synergy between financial institutions and the broader sustainability goals of the UAE.

FAB's strategic partnership at COP28, a vision for sustainability



Strategic pathway partner



First Abu Dhabi Bank was proud to be a strategic pathway partner of COP28. A partnership which represented an integral part of the UAE's vision to support a sustainable future, the bank's broader growth strategy and its sustainability priorities.

As part of its COP28 sponsorship, FAB took part in a series of engagements and thought leadership initiatives throughout the summit. The FAB pavilion at COP28 hosted expert panel sessions, roundtables, and other events, featuring more than three hundred global thought leaders in daily sessions that were also livestreamed online.

Our approach to COP28, was defined by our six-point COP28 agenda, outlined to the right.

FAB's six-point COP28 agenda

- 1 Accelerating sustainable finance and advancing the UAE's development as a green finance hub:** FAB is committed to driving sustainable finance initiatives, fostering economic development through green investments, and positioning the UAE as a regional hub for sustainable finance.
- 2 Supporting clients and partners with the transition to net zero:** Recognising the importance of transitioning to a net zero economy, FAB pledged support to clients and partners in adopting sustainable practices and reducing their carbon footprint.
- 3 Growing ESG awareness and adoption among SMEs:** FAB prioritised raising ESG awareness among SMEs, to support the integration of sustainable practices into their business models.
- 4 Advancing effective carbon markets through production innovation and knowledge transfer:** FAB contributed to the development of effective carbon markets by fostering innovation in production processes and facilitating the transfer of knowledge related to carbon reduction strategies.
- 5 Advocating for the restoration of natural ecosystems and biodiversity:** Recognising the importance of biodiversity, FAB advocated for and actively contributed to initiatives focused on the restoration of natural ecosystems, aligning with global efforts to preserve biodiversity.
- 6 Empowering individuals for positive environmental action:** FAB is committed to empowering individuals at all levels, to take positive steps towards environmental action. The bank seeks to inspire a sense of responsibility and activism for a sustainable future.

Some of the key achievements at COP28: a resounding success

The outcomes of COP28 set a strong precedent for global collaboration and sustainable development in the years to come. FAB successfully illustrated regional leadership during COP28 through demonstrated credentials, cross-stakeholder significant engagements and substantial commitments. Some of our key highlights included:



FAB became a signatory of the COP28 Presidency's

Net Zero Transition Charter and joined the **Sustainable Market Initiative – Circularity Taskforce**



Expanding our sustainable and transition finance commitment by **80%** to **AED 500 Bn** (USD 135 Bn), **covering 50% of the commitment** made by the UAE Banking sector



Launch of the SME Climate Hub Campaign to ensure that **SMEs remain resilient in a net zero future**



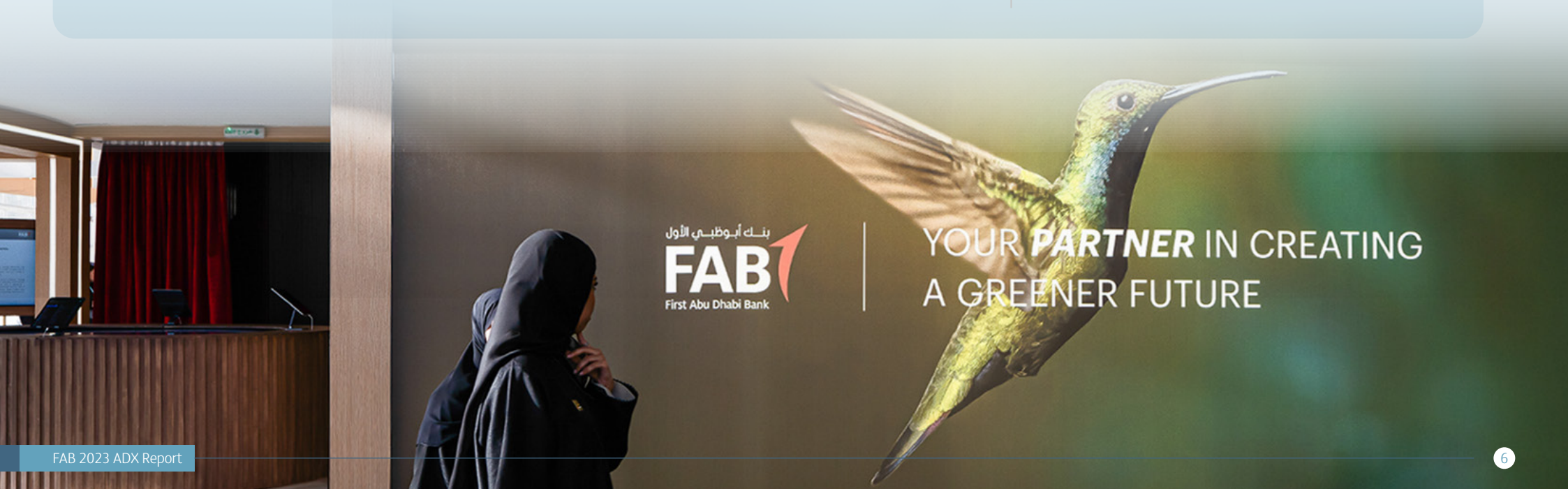
7 MoU announcements with Engie, Paymate, Emirates Steel Arkan, ACWA, Tabreed, Mastercard PPC and Emirates Foundation to support transition to a low-carbon and sustainable economy



مؤسسة الإمارات
EMIRATES FOUNDATION



The bank hosted **73** panels and, **18** roundtables which saw attendance (both virtually and in-person) by **over 5,000** individuals



OUR APPROACH TO ESG

In 2023, we remained committed to the delivery of our ESG (Environmental, Social and Governance) strategy through our strong governance model, setting and publishing targets for a low-carbon future and embedding a strong sense of social responsibility across our operations.

Our ESG strategy is built on three key pillars



Transforming our governance model

We will commit to the highest standards for ESG accountability, transparency and risk management.

This pillar outlines FAB's approach to a governance model including identifying incentives linked to ESG and responsible use of data:

- **ESG KPIs** and **performance** disclosure
- **Remuneration incentives** linked to ESG
- **Whistleblower** policies and processes
- ESG-driven **governance structures**
- Embed **ESG risk framework**



Transitioning to a low-carbon future

To become the model sustainable financial institution in MENA.

To act in partnership with our key stakeholders to accelerate the transition to a net zero society and economy.

This pillar outlines FAB's approach to net zero transition, climate resilience and a circular economy:

- UAE's regional leader in **sustainable finance**
- Embedding **ESG as part of vendor sourcing**
- **Carbon intensity** reduction
- Energy mix with **renewable sources**



Capitalising on our social responsibility

To expand access to financial services for all – in particular, underbanked groups.

To foster a diverse, inclusive and equitable organisation.

This pillar outlines FAB's approach to social responsibility including diversity, women's empowerment, education and financial inclusion:

- **Diversity, equity & inclusion** across the bank
- **Gender diversity** embedment
- **Emiratisation** focus
- **Strategic focus on financial inclusion**
- Drive **social responsibility efforts**



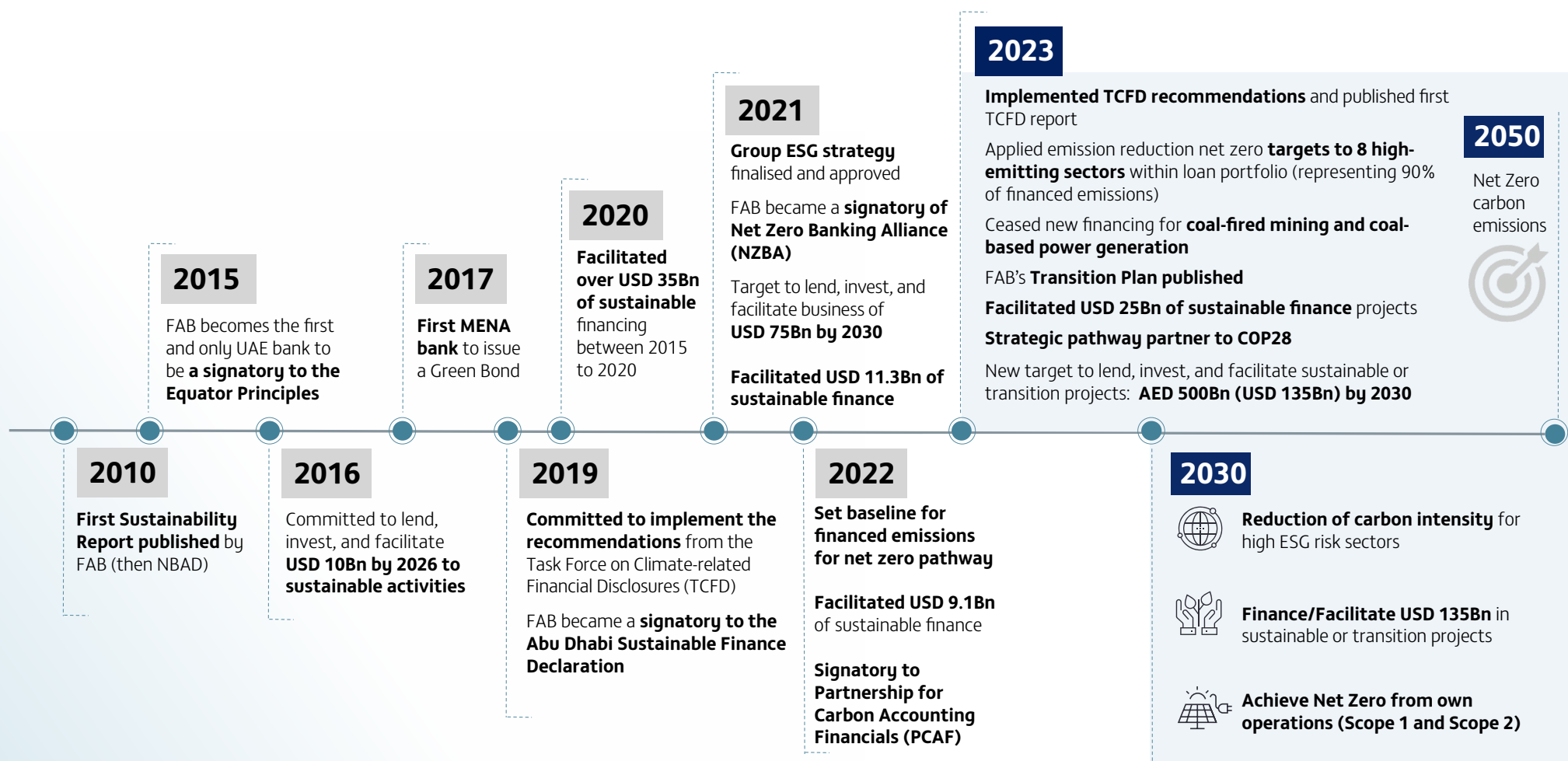
Our ESG pillars are set out to support the bank's efforts in achieving sustainable financial performance, through the reduction of risk and creation of new commercial opportunities. Information related to our achievements across these pillars can be found in the following sections.

TRANSITIONING TO A LOW-CARBON FUTURE

Our Net Zero Pledge

Our vision to foster sustainable economic growth is aligned with the UAE's 2050 Strategic Initiatives for Net Zero. We are signatories to the Net Zero Banking Alliance (NZBA) and the Partnership for Carbon Accounting Financials (PCAF). As an active member of these initiatives, we are continuously engaging with our clients to achieve our emission reduction targets by 2030, covering over 90% of our financed emissions. We are currently working with our highest emitting clients to understand and support their transition plans and net zero journeys.

Our roadmap to Net Zero



Our net zero journey: own operations

In solidifying our climate pledge, and as part of our ambition of being the first bank in the region to join the NZBA, we have established targets to attain net zero operations by 2030.

Helping us achieve these targets is our Net Zero Carbon Roadmap, with implementation underway and mitigation activities set to commence in 2024. The roadmap was developed in partnership with a globally recognised expert consultancy and our baseline emissions was set for the year of 2019.

The roadmap will support us in:

- 1 Improving carbon emissions monitoring
- 2 Reducing Scope 1 and 2 emissions through decarbonisation levers
- 3 Addressing material Scope 3 categories

The Net Zero Carbon Roadmap focuses on four levers which we intend to implement to reach net zero operations by 2030:



Energy efficiency

Adopting efficient solutions for data centres' cooling systems will be key in reducing our refrigerant fugitive emissions.



Renewable energy

When available in our main markets of operation (UAE and Egypt), we intend to source renewable electricity through Clean Energy Certificates. At our UAE sites, we are targeting 100% renewable electricity by 2030.



Fleet electrification

We plan to launch a fleet electrification initiative, transitioning up to 100% of our leased and owned company cars in UAE and Egypt to electric vehicles.



Carbon offsetting

For our emissions that will not be abatable, we intend to source carbon credits from reliable organisations supporting high-integrity sustainable projects.



As part of our operational decarbonisation roadmap, we monitor our greenhouse (GHG) emissions across scopes 1, 2 and 3 and we also monitor the progress we are making towards achieving net zero emissions by 2030.

We closely monitor the evolving international guidelines and emission calculation methodologies, which inform our data collection process and GHG accounting, for improvements in the accuracy of emission factors and operational and organisational boundaries of input data. In line with this approach the assessment for 2023 has been revised to reflect updates and alignment with the GHG Protocol to ensure that we present accurate performance measurement, accordingly, we have also revised our respective emissions footprint for the year 2021 and 2022 to enable comparability with previous reported years.

Updates for emission assessment methodologies include:

Scope 1 emissions:

- As quality data covering specific refrigerants within our operations has become feasible for use, we have updated the respective global warming potential factor and reflected this change in the emission data for 2022.
- We have also updated input data points from our operations in Egypt which is now part of our organisational boundary and therefore our GHG inventory.

Scope 2 emissions:

- We have referred to the latest electricity emission factors applicable across our global locations and updated for the same in our calculations for the years 2021 and 2022. This update is informed by the datasets of International Renewable Energy Agency (IRENA). IRENA is considered a leading global intergovernmental agency for energy transformation, and going forward we will use its emission factor database (applicable as of 2021), for our calculations across various regions.

Scope 3 emissions:

- As we continue to increase quality of our GHG emissions management and disclosure transparency, we have expanded the consideration of our scope 3 emissions to include the following categories of the GHG Protocol since 2021:
 - **Category 1:** Purchased goods and services
 - **Category 5:** Waste generated in operations,
 - **Category 6:** Business travel.

Operational emissions performance



Total GHG **emissions intensity per FTE decreased by 22%**
from our 2019 baseline



Scope 1 **emissions lower by 42%**
from our 2019 baseline

Total emissions summary

In 2023, our GHG emission intensity per full-time employees (FTE) (a representative metric we use to reflect the emission generation relative to the scale of our organisation) decreased by 26% against our baseline year of 2019, highlighting a further reduction of 5% from 2022.

However, we note that we saw a limited decrease in our total absolute emissions against baseline year of 2019, 1%, due to the bank's growth strategy, which included the acquisition of Bank Audi in 2022 and other assets across our key markets.

Scope 1

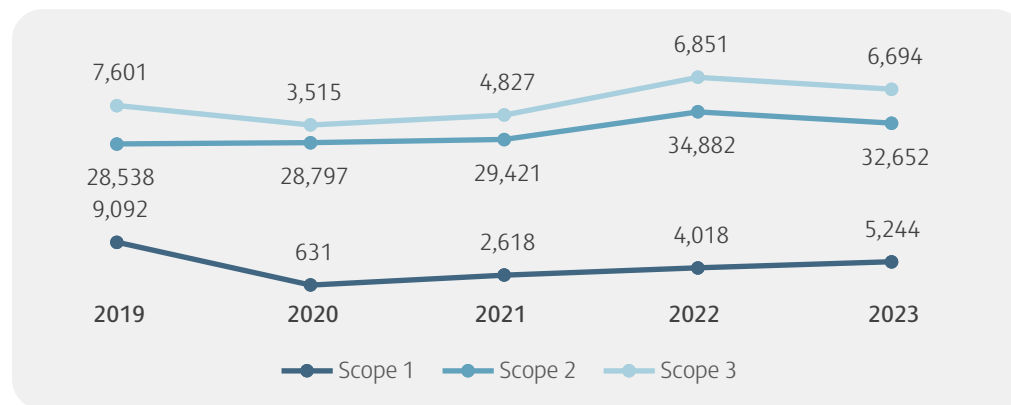
Our absolute scope 1 emissions have decreased significantly when compared with 2019 baseline, we note a 42% decrease. Our performance stalled in 2023, when compared to 2022, due to a refrigerant leak (Q2, 2023) in one of our UAE assets. To resolve the matter, our facilities team addressed the leak with urgency and they have taken the necessary remedial measures to ensure that this remains an isolated incident.

Furthermore, our operating subsidiary in Egypt conducted an extensive preventative maintenance plan covering all cooling devices across our branches. In particular, additional refrigerant cylinders were purchased, ahead of the hot summer months, to mitigate any potential down-time which translated into higher emissions for the 2023 year. However, in alignment with our net zero target, the facilities management team in Egypt have put in place the necessary plans to begin replacing low performance devices with new efficient ones in 2024.

Scope 2 and 3

We continue to make progress on our scope 2 and scope 3 emissions, which decreased by 6% and 2% respectively in 2023 from 2022.

Sector	Unit	Scope	2019	2020	2021	2022	2023
Scope 1	tCO ₂ e	UAE and Egypt	9,092	631	2,618	4,018 ¹	5,244 ²
Scope 2	tCO ₂ e	UAE and Egypt	28,538	28,797	29,421 ³	34,882 ³	32,652
Scope 3	tCO ₂ e	UAE and Egypt	7,601	3,515	4,827	6,851	6,694
Total GHG Emissions⁴	tCO ₂ e	UAE and Egypt	45,231	32,943	36,866 ⁵	45,751 ⁵	44,590
GHG Emissions Intensity (Scope 1 and Scope 2)⁶	tCO ₂ e/FTE	UAE and Egypt	6.90	5.82	6.3 ⁶	5.75 ⁶	5.49



Scopes 1, 2 and 3 GHG emissions over the years 2019 - 2023

¹ Scope 1 emissions reported in FAB 2022 ESG report were restated as part of this report to account for new input data due to the acquisition of Bank Audi in Egypt and the update of refrigerants GWP as per the GHG Protocol.

² Normalised total scope 1 emissions excluding emissions due to the refrigerant leak. Total scope 1 including the leak is 6,042 tco₂e.

³ Restated scope 2 emissions as a result of using location specific grid emission factors from the (IRENA) applicable as of 2021.

⁴ GHG calculations for scope 1,2 and 3 (excluding financed emissions) are based on the Greenhouse Gas Protocol, Corporate Accounting and Reporting Standard (Revised Edition). Emission Factors References: DEFRA 2022 Emission Factors, International Renewable Energy Agency (2021).

⁵ Restated data due to enhanced calculation methodology.

⁶ GHG emissions intensity: the emission rate in metric tonnes of CO₂e emissions per FTE.



Our Net Zero Journey: a focus on financed emissions

In March 2023, we announced our emission reduction targets for our high-emitting sectors in our portfolio: Oil & Gas, Power & Energy, and Aviation, underlining our dedication to lowering both financed and operational emissions. In November 2023, we expanded this commitment, to include five additional sectors: Agriculture, Aluminium, Cement, Commercial Real Estate and Steel. The eight sectors combined account for approximately 90% of FAB's financed emissions. Our target-setting processes adhered to science-based and sector-specific methodologies in alignment with NZBA and PCAF standards. In order to gain a broader perspective, kindly access our reports: 'FAB'S PATHWAY TO NET ZERO Wave 1' and 'FAB'S PATHWAY TO NET ZERO Wave 2'

The table below highlights our reduction targets against our 2021 baseline for our key emitting sectors.

Client Sector	Emissions Scope	Units	Baseline*	2030 Reduction Targets
Oil & Gas	Scope 1,2 or 3	MtCO ₂ e per EJ	63	-7 to -15% (53 to 59)
Power	Scopes 1 and 2	gCO ₂ per kWh	460	-64% (165)
Aviation	Scopes 1 and 2	gCO ₂ e per pkm	83*	-15% (71)
Agriculture	Scopes 1,2 and 3	ktCO ₂ e per m USD of client revenue	1.68	-35% to -45% (0.92 to 1.09)
Aluminum	Scopes 1 and 2	tCO ₂ e per t of aluminum	8.1	-32% (5.5)
Cement	Scopes 1 and 2	tCO ₂ e per t of cementitious material	0.75	-25% (0.57)
CRE	Scopes 1,2 or 3	kgCO ₂ e per m2	138	-45% to -55% (62 to 76)
Steel	Scopes 1 and 2	tCO ₂ e per tonne of crude steel	2.01	-26% to -32% (1.36 to 1.47)

* The aviation sector is measured against a 2019 baseline due to the impact of COVID-19 on air travel. All other sectors have a baseline year of 2021.

We continue to actively enhance our strategies to mitigate climate change impact across our operations, client engagements, and the wider ecosystem. Throughout 2023, we worked with key target sectors to discuss and support their decarbonisation efforts. For example, for the aviation sector, we led discussions at the aviation summit and hosted workshops during the Abu Dhabi Sustainable Week (ADSW), focusing on fostering the widespread adoption of Sustainable Aviation Fuel (SAF), working towards limiting emissions within the aviation sector.

In 2023, we hosted an event for the aviation sector value chain, focusing on the sustainability journey of the sector. The agenda addressed three key themes:



Global aviation net zero agenda



Aviation in the region and the pathway to net zero (including discussions on major levers and financing the transition)



Practical approaches and solutions to decarbonise aviation value chain

Complementing this event, FAB published a special report, **Realising Net Zero ambitions, a game plan for UAE industries**, which delved into the journey to net zero for key industries to realise UAE Nationally Determined Contributions (NDC) ambitions. This effort was further reinforced through a program of dialogue, with clients and industry stakeholders during COP28, featuring panels and roundtables.



Financing our transition to a low-carbon future

At COP28, we solidified our position in the MENA region's sustainable finance market by pledging AED 500 Bn (USD 135 Bn) towards sustainable and transition finance by 2030. A commitment which encompasses lending, investments, and the facilitation of funds towards sustainable initiatives. The largest regional initiative of its kind by a bank which is inclusive of financing for transition projects and innovative early-stage climate solutions. From 2022 to 2023 we facilitated USD 34.4 Bn (AED 126.3 Bn), in 2023, we facilitated USD 25.3 Bn (AED 92.9 Bn), this included three solar, and four wind energy projects.

Our approach will continue to include ongoing dialogue and support for clients to implement mitigation measures, **utilising finance** to bridge the gaps in their decarbonisation efforts. We have identified sector-specific levers and essential green technologies to assist clients in achieving their decarbonisation goals. Specifically, we plan to use the following levers to achieve our 2030 targets:

- Engaging with clients to support them in their decarbonisation journey;
- Financing low-carbon technologies like solar, wind, green hydrogen, ammonia projects and carbon capture utilisation and storage technologies (CCUS).

Addressing climate change

Our TCFD disclosure delivers on our 2019 commitment to address climate change by adopting TCFD recommendations into our processes and disclosures. In line with these recommendations, in 2021, the bank ran climate stress tests for relevant regulatory regions it operates in on a voluntary basis.

We further expanded our analysis of the impact of climate transition risk on our group non-retail portfolio in 2022 and presented sector-level expected credit loss forecasts to our board and senior leadership.

In 2023 the bank conducted a climate risk scenario analysis on its non-retail portfolio as part of the Central Bank of the United Arab Emirates (CBUAE) annual bank stress test exercise. The bank also integrated climate risk as part of its internal risk taxonomy demonstrating a commitment to further embed climate risk across enterprise risk categories.

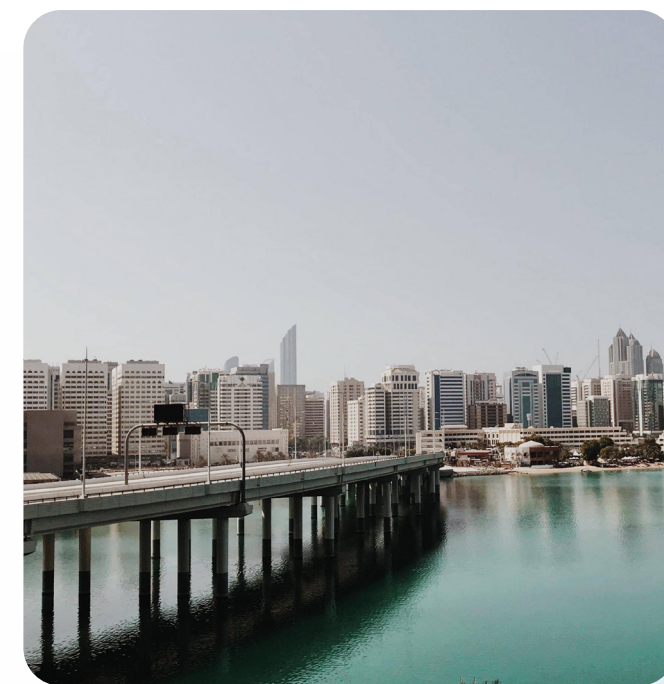
Emissions intensity reduction targets were set across eight of our high-emitting sectors covering approximately 90% of our portfolio emissions, this was done to pave the way for our high-level transition plan to support, included in the TCFD report.

Our GFANZ aligned transition plan specifies our sector-by-sector levers for achieving our decarbonisation targets, our own operations' net zero plan, and how we are assisting our clients in their transition towards tackling climate change.

We are working to develop a physical risk methodology and sourcing relevant data. We are also developing a stand-alone climate risk policy and establishing a roadmap to further integrate climate into traditional risk categories and risk management processes in line with the CBUAE's climate risk management guidelines published in November 2023. We are also working with our highest emitting clients on their transition plans and net zero journeys.

In the MENA region, our engagement in the green bond market is centred on projects that promote the development of renewable energy and sustainable finance products. 2023 was also the year in which we issued FAB's first green Sukuk (1.3 Bn AED), and the UAE's first AED-denominated green issuance.

Furthermore, we actively contribute to regional initiatives by sharing climate scenario analysis with the CBUAE.



CAPITALISING ON OUR SOCIAL RESPONSIBILITY

At FAB, our focus is on the well-being and engagement of our customers, employees, and the broader community. For our customers, this entails ensuring our financial services are accessible to all segments of the population, and our processes are transparent and fair.

Internally, our commitment extends to providing a supportive, diverse, and inclusive workplace through various wellbeing policies and initiatives. Lastly, at the community level, we actively invest in initiatives that contribute to societal development, environmental restoration, and community resilience.



SME engagement

SMEs make up to 90% of all businesses in MENA, contributing to a significant part of the region's economy. We recognise that SMEs have an integral role to play in accelerating the MENA region's transition to net zero. As such, in 2023, FAB supported SMEs with AED 3.3 Bn in new financing, demonstrating a steady increase from the previous year's AED 2.8 Bn.

The SME Climate hub

We play an active role in the SME Climate Hub, launched in 2020 by the We Mean Business Coalition. The Hub is the only UN-backed SME platform accrediting SMEs as Race to Zero members.

The Hub is designed specifically to support SMEs ramp up their climate action efforts, to ensure that their businesses remain resilient in the face of climate related challenges and a net zero future.

The SME Climate Hub was adopted by the COP28 Presidency as the first Race to Zero campaign, with Masdar placed as a campaign partner and FAB a campaign supporter through to August 2025.

This campaign is centred around recruiting SMEs and having them commit to halving their emissions by 2030 and becoming net zero by 2050. SMEs will be expected to share their progress annually. Upon joining, SMEs will gain access to resources and tools that will support their net zero transition strategies in an effort to speed up global decarbonisation efforts.

In 2023, FAB supported SMEs with AED 3.3 Bn in new financing, demonstrating a steady increase from the previous year's AED 2.8 Bn.

Diversity and inclusion at the workplace

We believe that diversity and inclusion is not just a social imperative, but a driver of innovation and excellence. Our employees represent 82 nationalities, and we are advancing our efforts towards the Gender Acceleration pledge made with the UAE's Gender Balance Council in 2022, with targets to achieve 40% women in senior leadership by 2030.

At Group level, FAB female employees represent 42% of permanent employee population, furthermore, 20% of senior leadership roles are held by women. Our efforts to achieve gender balance include, but are not limited to, ensuring fair hiring practices, providing equal opportunities for training and development, promoting fair and balanced promotions, providing increased flexibility for work-life balance and parental leave beyond that of what is required.

We proactively review and update our Emiratisation policies and initiatives to ensure alignment with our business practices and the country's larger socio-economic vision. We conduct customised development programmes for our Emirati staff, such as the Ethraa program for fresh graduates' development, through which we have recruited 300+ fresh graduates in the last 3 years. As of 2023, Emiratis comprise 44% of overall employees out of a 50% target by 2026 (our target was updated as per the CBUAE guidance), and 27% of senior management.

We are committed to fostering a culture of respect and dignity across our business operations and supply chain. We have zero tolerance towards any violation of human rights and discriminatory behaviours.

Our Group Code of Conduct and additional policies such as the Anti-Bullying and Harassment Policy, the Group Vendor Management Policy, and a statement on Modern Slavery clearly articulate our stand against these practices. These policies also ensure compliance with the applicable labour laws and regulations.

FAB Future Business Leaders Competition

At COP28, we announced the winner of our flagship ESG competition for university students - the Future Business Leaders competition. This initiative was first launched in 2022 as a part of our ESG strategy to assist UAE in its aim to transition into a knowledge-based economy.

The competition requires university students to outline the role of businesses in the national and global sustainability agenda. In 2023 we had over 10 UAE universities participate, and the top three candidates were awarded with the opportunity to participate in a panel discussion at COP28, on the role of youth in accelerating the sustainability agenda.

Additionally, the three candidates will receive an internship with the Bank, along with cash prizes, career coaching and exposure to the senior leadership at FAB to understand the inner workings of a bank. This initiative demonstrates our commitment to the younger generation and the role we hope they will play in shaping a sustainable future.

Frontiers in Sustainability Initiative

Frontiers in Sustainability Initiative is a collaborative effort undertaken by FAB, in 2023, in partnership with the Emirates Foundation and the International Institute for Management Development (IMD). The program is aimed at enhancing the understanding of corporate leaders on sustainability issues as a fundamental part of holistic business transformation. This initiative, is designed for senior leaders and C-suite executives from UAE private and governmental entities across sectors, to help create a baseline understanding of sustainability and provide a platform for participants to learn from leading experts and peers from across UAE.

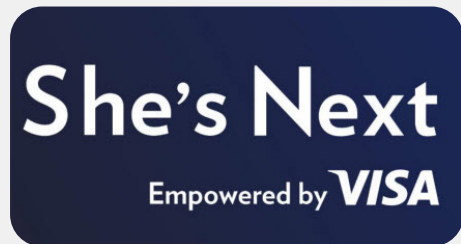
In 2023, two cohorts were established for the Frontiers in Sustainability Initiative, with 25 participants in Cohort 1 and 20 participants in Cohort 2. Each cohort underwent a comprehensive program involving four modules over 12 days, fostering in-depth exploration and learning. Additionally, the initiative organised two COP28 simulations, engaging over 100 participants in total.

Products and initiatives supporting our financial inclusion goals

Visa's She's Next

2023 was the second year that we partnered with Visa to launch the She's Next Campaign, a global advocacy program that supports female-owned small businesses through funding, training and mentorship. This popular program, received 880 applicants across the GCC, representing a wide range of sectors including textiles, education, food and beverage, beauty and wellness, and professional services.

The program provides the winner a USD50,000 grant along with a year of business coaching from International Trade Centre (ITC), a United Nations and World Trade Organization. The business coaching is provided by the ITC SheTrades Initiative, ITC's flagship women and trade program.



Ratibi Prepaid Payroll card

Ratibi is one of FAB's key initiative under financial inclusion umbrella, the product aims at banking the unbanked and providing them with a salary card to receive, save, and spend their monthly wages in a secure means without the need to maintain a minimum balance.

Since 2006, FAB issued over 2.1 million Ratibi payroll cards. Ratibi customers can enrol for Payit and get access to financial products such as domestic transfers, utility bill payments, remittances, and Money on Demand.



Community investments, engagements, and partnerships

At FAB, we work closely with our community partners to create a thriving and inclusive local community where everyone feels valued. Throughout the year, our dedicated employees volunteered a total of 27,043 hours to support the community in which we live and work. Our engagements reflect our promise to foster a connected and resilient local community. Some of these initiatives have been highlighted below.

Empowering Inclusion

We supported Emirates Association of the Visually Impaired in organising the 17th Emirates Championship of the Blind - Goal Ball. Through our sponsorship and active involvement, we contributed to the empowerment and celebration of individuals with visual impairments.



Promoting Justice

At FAB, we are dedicated, alongside the Himaya Foundation, to creating a meaningful impact, and we are honoured to support the mission to assist women subjected to domestic violence. Our commitment included covering court fees, ensuring that these brave individuals have the necessary resources to seek justice and rebuild their lives.



Supporting low-income families

FAB collaborated with Mohammed bin Rashid Housing Establishment to equip 20 low-income families with essential home necessities. Together, FAB and Mohammed bin Rashid Housing strive to make a positive impact by ensuring families have the necessary equipment for their homes.



Promoting sustainable housing for refugees in Jordan

The project is under the patronage of Her Highness Sheikha Shamma bint Sultan Al Nahyan, Director of the UAE Independent Climate Change Accelerators (UICCA) and the Founder of the Shamma bint Sultan Sustainability Initiatives. The housing complex consists of 25 units, made of eco-friendly palm wood and powered by solar energy. The units have been manufactured in the UAE and are currently being dispatched to the Emirati Jordanian Refugee Camp in Mrajeeb Al Fhood.



FAB kicks off the month of reading with a book fair at its head office

In March, we supported the UAE's Month of Reading initiative in line with the Ministry of Culture's vision to encourage reading. FAB supported several initiatives aimed at raising awareness and encouraging individuals and families to read. A book fair was conducted in Abu Dhabi Head Office to allow staff and customers to buy books and enjoy reading.



Restoring marine ecosystems

FAB + Archireef formed a partnership to engage retail customers in nature-based solutions to mitigate climate change and impacts on marine life in our home waters of the UAE. CSR sponsored four Marine Biodiversity workshops for children at FAB Pavilion at COP28. The sessions are a combination of lectures and activities to provide a holistic form of education partnering with Archireef, which specialises in degraded marine ecosystems.



Easing cancer patients' financial burden

FAB joined forces with the Rahma Cancer Patient Care Society to alleviate the financial strain on cancer patients by covering their fees. Together with the Rahma Society, we strive to make a positive impact on the lives of individuals affected by cancer, providing them with essential financial assistance during their journey to recovery.



Making a difference to families in need

During the Holy month of Ramadan, FAB launched its special and inclusive Ramadan campaign which provided 3,000 volunteers a chance to give back to the community where they spent 6,000 volunteering hours for activities across 30 days of Ramadan throughout UAE in Abu Dhabi, Dubai, Ajman, Ras Al Khaimah and Fujairah.



Promoting inclusive activities

In collaboration with Zayed Charitable & Humanitarian Foundation, we conducted a workshop for people of determination, highlighting the importance of Earth Day. During the workshop, the children learned about the importance of organic gardening and were taught about planting flower and vegetable seedlings.



Mastercard, the priceless planet coalition

FAB announced its support to the Mastercard Priceless Planet Coalition (PPC) and an exclusive co-hosted experience in the FAB showcase space. During COP28, visitors to FAB showcase calculated their carbon footprint to see the impact they have on the environment.



Cleaning our oceans

In alignment with the UAE Sustainability Year, FAB sponsored 25 staff members to attain PADI certification. On World Environmental Day, our 20 certified divers dedicated 100 volunteering hours to the waters of Lulu Islands in Abu Dhabi, removing over 100kg of debris, including glass bottles, plastic, cans, fishing lines, and buoys. On Coastal Cleanup Day, 15 certified divers invested volunteering hours at Dibba Al Fujairah Port, responsibly discarding more than 89kg of marine debris.



Supporting the UAE ecosystem with mangrove planting

In line with UAE's Planting week, we conducted awareness session on the importance of the Ajman mangroves and the crucial role they play in our ecosystem. 160 volunteers then kayaked and planted 200 mangrove trees.



TRANSFORMING OUR GOVERNANCE MODEL

Our governance principles are designed to demonstrate accountability, transparency, and ethical behaviour which are consistent with our policies and code of conducts and other business principles. We periodically assess the robustness of our governance models, and respective internal processes and controls to make sure we are operating at the highest level of ethical performance.

At FAB, ESG has been seamlessly integrated into our core governance framework with dedicated committees overseeing the business linkage and implications of ESG strategy, ESG risk framework and policy implementation. We persist in cultivating a corporate culture that comprehends the significance of ESG matters in business, fostering collaboration and capacity building across various business lines.

The Board of Directors actively directs our ESG ambitions in an ethical and transparent way to ensure long-term performance and sustainability. The Board's ESG strategic direction is communicated to the wider Group through the Board Risk and ESG Committee (BRESGC). The Group ESG Committee (G-ESGC), supports the BRESGC in overseeing the ESG culture and awareness across the Group, ensuring the ESG strategy is implemented and endorsing FAB's net zero pathway plans.

G-ESGC represents the highest authority at management level for all ESG related decision-making across the Group. It is supported by the ESG and Sustainable Finance Committee (ESG-SFC) that oversees the implementation of the ESG Strategy, Policy and Sustainable Finance Framework. The ESG direction set out by the Board is disseminated to the organisation through Group-wide ESG framework and policies and strategies which are developed and executed by the Group ESG team.

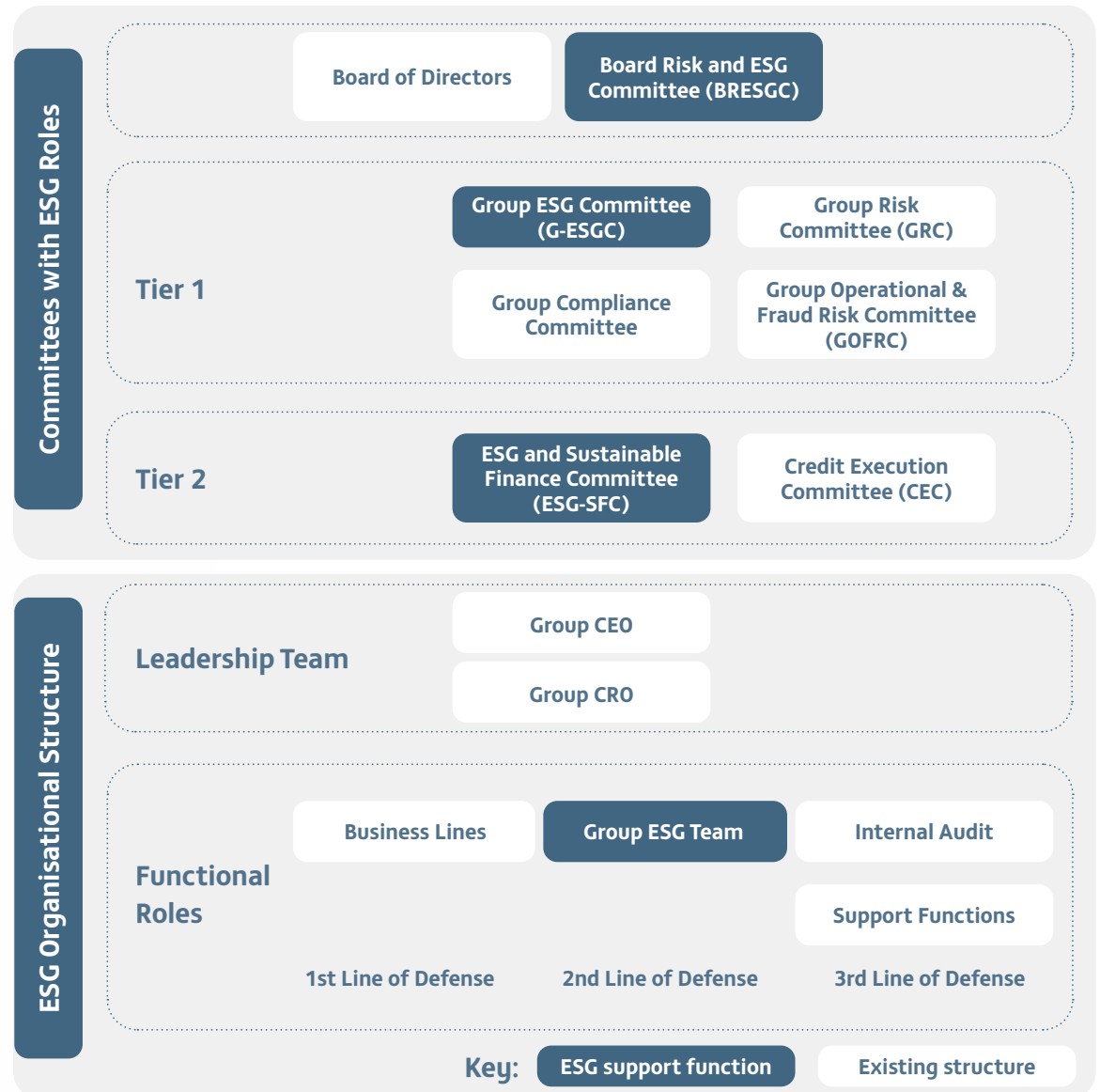
Senior Management, on the other hand, are responsible for implementing the ESG strategy framework and policies based on board approvals, while driving ESG culture and changes and ensuring compliance. These are internally supported with appropriate risk appetite framework.

Upskilling our colleagues on Climate Change

FAB prioritises the training and education of its staff. All staff are required to complete the mandatory annual compliance training. In addition to specific tailored training, The board receives an annual compliance training update.

During 2023, the total learning hours for MLC 2023 were 72,359. In July of 2023, we launched our Carbon Literacy program to upskill colleagues, enabling them to effectively assist clients as well as support the bank in navigating the shift towards a low-carbon economy to meet our net zero and ESG targets, this program will continue to be rolled out in 2024.

Structural overview of ESG governance



FAB'S SUSTAINABILITY COMMITMENT & ALIGNMENT WITH LOCAL AND GLOBAL STRATEGIES



Reporting Frameworks

- Global Reporting Initiative (GRI)
- Equator Principles (EP)
- Carbon Disclosure Project (CDP)
- Net Zero Banking Alliance (NZBA)
- Principles for Responsible Banking (PRB)
- Green bond ICMA Principles (ICMA)
- Task Force on Climate-Related Financial Disclosures (TCFD)
- Abu Dhabi Securities Exchange (ADX) ESG Guide for Listed Companies
- Partnership for Carbon Accounting Financials



National and International Goals

- Abu Dhabi Vision
- UAE Vision 2031
- UAE Green Agenda 2015-2030
- UAE Net Zero 2050
- UN Sustainable Development Goals (SDGs)
- UN Global Compact
- UAE Climate-Responsible Companies Pledge
- COP28 Net-Zero Transition Charter: Accountability Mobilization for the Private Sector



ADX ESG DISCLOSURES

Environment⁷

ADX Topic	ADX Metric	Unit	Scope	2019	2020	2021	2022	2023	Comments
E1. GHG Emissions	E1.1: Total amount in CO2 equivalents, for Scope 1	tCO ₂ e	Group	9,092	631	2,618*	4,018*	5,244 ⁸	2022 value was restated due to enhanced calculation methodology. As detailed in “Our Net Zero journey: own operations“ section. 2023 values provided are the absolute and the normalised values.
	E1.2: Total amount, in CO2 equivalents, for Scope 2	tCO ₂ e	Group	28,538	28,797	29,421*	34,882*	32,652	2021 and 2022 values restated due to enhanced calculation methodology. As detailed in “Our Net Zero journey: own operations“ section.
	E1.3: Total amount, in CO2 equivalents, for Scope 3	tCO ₂ e	Group	7,601	3,515	4,827	6,851	6,694	
E2. Emissions Intensity	E2.1: Total GHG emissions per FTE (Full Time Employees)	tCO ₂ e	Group	8.3	6.52	7.26*	6.76*	6.46	2021 and 2022 value restated due to enhanced calculation methodology. As detailed in “Our Net Zero journey: own operations“ section.
	E2.2: Total non-GHG emissions per FTE (Full Time Employees)	tCO ₂ e	Group	N/A	N/A	N/A	N/A		
E3. Energy Usage	E3.1: Total amount of energy directly consumed	GJ	Group	10,212	2,390	2,489	22,105*	23,596	2022 value restated due to enhanced calculation methodology. As detailed in “Our Net Zero journey: own operations“ section.
	E3.2: Total amount of energy indirectly consumed	GJ	Group	234,422	234,723	231,762	269,036	254,277	
E4. Energy Intensity	Total direct energy usage per FTE (Full Time Employee)	GJ/FTE	Group	1.9	0.5	0.5	3.27*	3.42	2022 value restated due to enhanced calculation methodology. As detailed in “Our Net Zero journey: own operations“ section.

⁷ Environment data scope covers our locations in UAE and Egypt only.

⁸ 2023 normalized total scope 1 emissions excluding emissions due to the refrigerant leak. Total scope including the leak is 6,042 tCO₂e

E5. Energy Mix	Energy usage by generation type	%	Group	NA	NA	NA	NA	NA	
E6. Water Usage	E6.1: Total amount of water consumed	M3	Group	205,133	187,454	221,329	196,927	431,915	
	E6.2: Total amount of water reclaimed	M3	Group	NA	NA	NA	NA	NA	
E7. Environmental Operations	E7.1: Does your company follow a formal Environmental Policy?	Y/N	Group	Y	Y	Y	Y	Y	
	E7.2: Does your company follow specific waste, water, energy, and/or recycling polices?	Y/N	Group	Y	Y	Y	Y	Y	
	E7.3: Does your company use a recognized energy management system?	Y/N	Group	N	N	N	N	N	
E8. Environmental Oversight	E8.1: Does your Management Team oversee and/or manage sustainability issues?	Y/N	Group	Y	Y	Y	Y	Y	
E9. Environmental Oversight	E9.1: Does your Board oversee and/or manage sustainability issues?	Y/N	Group	Y	Y	Y	Y	Y	
E10. Climate Risk Mitigation	E10: Total amount invested, annually, in climate-related infrastructure, resilience, and product development	AED	Group	NA	NA	NA	NA	16.8 Bn	Our disclosure on E10 includes financing of climate mitigation and adaptation projects as well as green loans aimed at climate-related projects.

Social

ADX Topic	ADX Metric	Unit	Scope	2019	2020	2021	2022	2023	Comments
S1. CEO Pay Ratio	S1.1: CEO total compensation to median Full Time Equivalent (FTE) total compensation	Ratio	Group	NA	NA	NA	NA	NA	
	S1.2: Does your company report this metric in regulatory filings?	Y/N	Group	NA	NA	NA	NA	NA	
S2. Gender Pay Ratio	Median total compensation for female compared to median total compensation for male	Ratio	Group	1.35	1.43	1.56	1.16	1	
	· Senior Management	Ratio	Group	1.43	1.08	1.36	1.3	1.3	
	· Middle Management	Ratio	Group	0.94	0.93	0.89	0.8	0.8	
	· Staff (Professional, Operational and Administrative)	Ratio	Group	1.41	1.45	1.35	1.21	1.3	
S3. Employee Turnover	S3.1: Year-over-year change for full-time employees	%	Group	20%	-7%	0.50%	33%	2%	
	S3.2: Year-over-year change for part-time employees	%	Group	NA	NA	NA	NA	-7%	
	S3.2: Year-over-year change for contractors/consultants	%	Group	NA	-13%	-2%	22%	-2%	

S4. Gender Diversity	S4.1: Percentage: Total enterprise headcount held by men	%	Group	61%	60%	58%	59%	58%
	S4.1: Percentage: Total enterprise headcount held by women	%	Group	39%	40%	42%	41%	42%
	S4.2: Entry and mid-level positions held by men	%	Group	61%	60%	58%	58%	58%
	S4.2: Entry and mid-level positions held by women	%	Group	39%	40%	42%	42%	42%
	S4.3: Percentage: Senior and executive level positions held by men	%	Group	96%	90%	87%	79%	80%
	S4.3: Percentage: Senior and executive level positions held by women	%	Group	4%	10%	13%	21%	20%
S5. Temporary Worker Ratio	S5.1: Total enterprise headcount held by part-time employees	%	Group	NA	NA	NA	NA	0.13%
	S5.2: Total enterprise headcount held by contractors and/or consultants	%	Group	38%	37%	36%	34%	33%
S6. Non-Discrimination	Does your company follow non-discrimination policy?	Y/N	Group	Y	Y	Y	Y	Y
S7. Injury Rate	Frequency of injury events relative to total workforce time	%	Group	0%	0%	0%	0%	0%
S8. Global Health & Safety	Does your company follow an occupational health and/or global health & safety policy?	Y/N	Group	Y	Y	Y	Y	Y
S9. Child & Forced Labor	S9.1: Does your company follow a child and/or forced labor policy?	Y/N	Group	Y	Y	Y	Y	Y
	S9.2: If yes, does your child and/or forced labor policy also cover suppliers and vendors?	Y/N	Group	Y	Y	Y	Y	Y
S10. Human Rights	S10.1: Does your company follow a human rights policy?	Y/N	Group	Y	Y	Y	Y	Y
	S10.2: If yes, does your human rights policy also cover suppliers and vendors?	Y/N	Group					
S11. Nationalization	S11.1: Percentage of national employees (Emiratization)	%	UAE	33%	24%	42%	44%	44%
S12. Community Investment	S12.1: Amount invested in the community, as a percentage of company revenues	%	Group	0.62%	0.64%	0.46%	0.32%	0.60%

Governance

ADX Topic	ADX Metric	Unit	Scope	2019	2020	2021	2022	2023	Comments	
G1. Board Diversity	G1.1: Total board seats occupied by:									
	· Men	%	Group	100%	100%	100%	100%	91%		
	· Women	%	Group	0%	0%	0%	0%	9%		
	G1.2: Percentage Committee chairs occupied by:									
	· Men	%	Group	N/A	N/A	N/A	N/A	100%		
	· Women	%	Group	N/A	N/A	N/A	N/A	0		
G2. Board Independence	G2.1: Does the company prohibit CEO from serving as board chair?			Y/N	Group	Y	Y	Y	Y	
	G2.2: Total board seats occupied by independent board members			%	Group	78%	82%	91%	73%	100%
G3. Incentivized Pay	G3.1: Are executives formally incentivized to perform on sustainability?			Y/N	Group	Y	Y	Y	Y	
G4. Supplier Code of Conduct	G4.1: Are your vendors or suppliers required to follow a Code of Conduct?			Y/N	Group	Y	Y	Y	Y	
	G4.2: What percentage of your suppliers have formally certified their compliance with the Supplier Code of Conduct?			%	Group	100%	100%	100%	100%	
G5. Ethics & Prevention of Corruption	G5.1: Does your company follow an Ethics and/or Prevention of Corruption policy?			Y/N	Group	Y	Y	Y	Y	
	G5.2: What percentage of your workforce has formally certified its compliance with the Ethics & Prevention of Corruption Policy?			%	Group	96	99.9	99.0	98.4	100%
G6. Data Privacy	G6.1: Does your company follow a Data Privacy policy?			Y/N	Group	Y	Y	Y	Y	
	G6.2: Has your company taken steps to comply with GDPR rules?			Y/N	Group	Y	Y	Y	Y	
G7. Sustainability Reporting	G7.1: Does your company publish a sustainability report?			Y/N	Group	Y	Y	Y	Y	
G8. Disclosure Practices	G8.1: Does your company provide sustainability data to sustainability reporting frameworks?			Y/N	Group	Y	Y	Y	Y	
	G8.2: Does your company focus on specific UN Sustainable Development Goals (SDGs)?			Y/N	Group	Y	Y	Y	Y	
	G8.3: Does your company set targets and report progress on the UN SDGs?			Y/N	Group	N	N	N	Y	Y
G9. External Assurance	G9.1: Are your sustainability disclosures assured or verified by a third-party audit firm?			Y/N	Group	Y	Y	Y	Y	

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