

# Sustainability Report

## 2023



Presented By:  
National Abu Dhabi Hotels

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## About This Report

This report provides insights into the advancements and accomplishments of 2023 with regards to Environmental, Social, and Governance Performance, progress and initiatives at Abu Dhabi National Hotels and its subsidiary businesses.

Having embraced a commitment to sustainable initiatives, Abu Dhabi National Hotels (ADNH) has actively implemented measures to diminish its environmental footprint. This includes raising awareness among stakeholders, closely monitoring activities, and investing in cutting-edge technology for energy reduction and reuse. Also outlines new strategies and goals set for 2024 aimed at fostering sustainability and contributing to the well-being of our planet.



## MESSAGE FROM VICE CHAIRMAN & MANAGING DIRECTOR



**Ahmed Mohamed Al Dhaheri**  
Vice Chairman and Managing Director

### Proud & Inspired...

It is with pride that we share our sustainability report for the year 2023. Inspired by UAE leadership vision and driven by its commitment to follow a responsible business model continuously, ADNH strives to strengthen its sustainability programs and dedication to make a lasting positive impact on the community by following its principles of working socially and environmentally responsibly. I am pleased to announce that 2023 has been a very successful year in growing our business and achieving our sustainability goals.

UAE hosting COP28 was a motivation across the nation, another incentive for ADNH to continue strengthening its sustainability programs in 2023 and the coming years to protect the planet and reduce the carbon footprint. We continue to work hand in hand with all stakeholders, on behalf of the Board and management of ADNH. I extend my gratitude to our visionary leadership for their support and guidance. I would also like to thank our shareholders, employees and partners who play a critical role in supporting our journey to building a more sustainable future.

## ADNH CEO STATEMENT

Built on very strong foundations, ADNH continues to demonstrate its long commitment to practicing a responsible, sustainable, and environmentally friendly business model. The recent COP28 has added momentum to the nation's sustainable approach, and ADNH was committed to the success of the convention. As a part of the Green Key and Planet 21 programs, ADNH has been at the forefront of innovative engineering to decrease energy consumption and reduce its CO<sub>2</sub> footprint. Additionally, the company has implemented a project to reduce the use of plastic bottles across its portfolio, as well as partnering with major suppliers to align environmental goals and minimize the supply chain's CO<sub>2</sub> impact. A notable increase of using EV's was a goal that has been set for 2023 and achieved.

ADNH's commitment to sustainability has yielded remarkable success, not only in terms of environmental impact but also in terms of business growth and reputation. By adopting a responsible and sustainable business model, ADNH has positioned itself as a leader in the industry and a preferred choice for environmentally conscious customers.

Sustainability is not a one-time effort but an ongoing strategy. The company recognizes the importance of continuously improving its environmental performance and has developed a detailed energy strategy for the year 2024. This strategy aims to build on the achievements and set ambitious goals for the future.

One of the key focuses of the strategy is to further reduce energy consumption across ADNH's properties. By leveraging innovative technologies and practices, the company aims to achieve even greater energy efficiency. This includes the implementation of smart building systems, energy monitoring tools, and employee engagement programs to raise awareness and encourage sustainable behaviours.



**Khalid Anib, ADNH CEO**

Top 50 Travel & Tourism Leaders in the Middle East  
by Forbes Middle East Magazine

# 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.

48	12	03	3434	05	03	22,536
Years	Owned Hotels	Managed Hotels	Guest Rooms	Businesses	Joint Ventures	Employees

## About Us

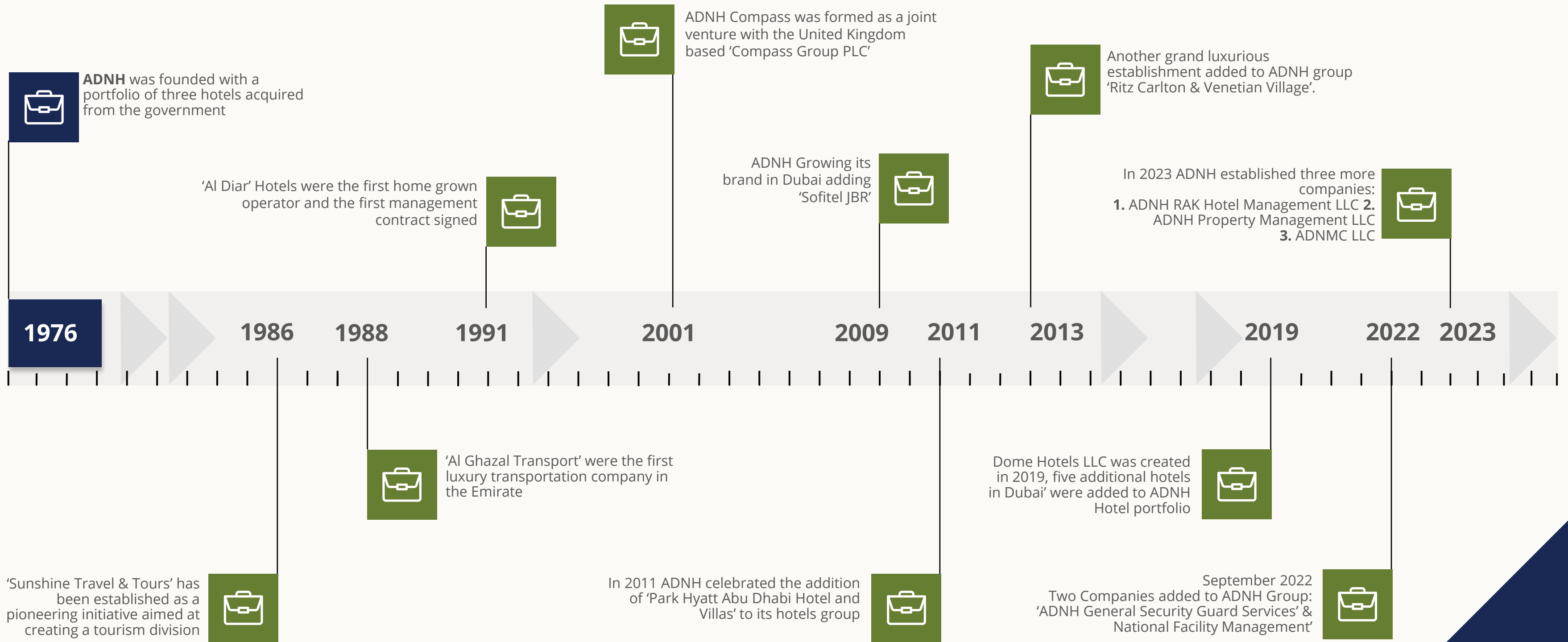
We are diversified hospitality company that provides a wide range of hospitality services. Within our Hotel division, we proudly own some of the most reputable and recognizable hotels in UAE. Additionally, our company delivers comprehensive transport and tourism solutions throughout the UAE, along with 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 1976-2023



# 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
4. Sheraton Abu Dhabi Hotel & Resort
5. Le Meridien Abu Dhabi

### Al Ain

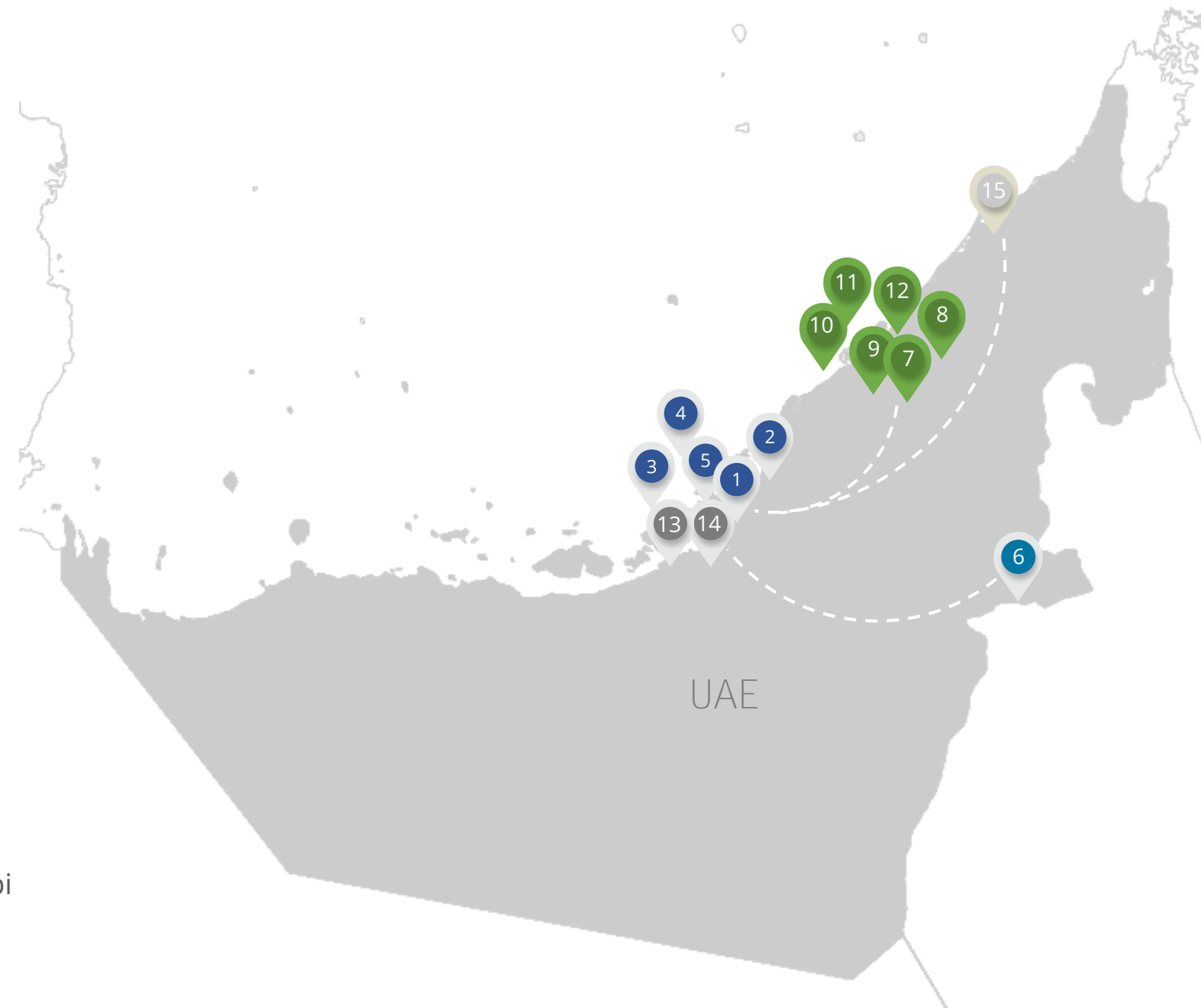
6. Radisson Blu Hotel & Resort

### Dubai

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

## 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 Venters

## Subsidiary Companies:

1. Sunshine Travel & Tours
2. Al Ghazal Transport LLC
3. ADNH General Security Guard Services LLC
4. National Facility Hotels Management Company LLC
5. ADNH RAK Hotel Management LLC
6. ADNH Property Management
7. ADNMC LLC

## Joint Ventures

1. ADNH Compass Middle East LLC
2. Em Sherif Café West Bay LLC
3. High Spirits LLC
4. M Five Cleaning Services LLC
5. Overseas Tourists Investments Co Ltd
6. Prime Concept Café & Restaurant LLC
7. Abu Dhabi Tourism Investment Co

الغزال للمواصلات  
Al Ghazal Transport



NFMC  
NATIONAL FACILITY MANAGEMENT COMPANY BY ADN H



أم شريف  
EM SHERIF  
CAFÉ



صن شاين للسفر والسياحة  
Sunshine Travel & Tours

HIGH  
SPIRITS

ايه دي ان اتش لخدمات الحراسة العامة  
A D N H General Security Guard Services

MFive Services

# 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 & Retails.

**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.



## INTERNAL STAKEHOLDERS

26

ADNH LEADERS

22,510

TEAM MEMBERS

10

HOTEL BRANDS

1,101

SHAREHOLDERS & PARTNERS



The Ritz-Carlton Abu Dhabi Grand Canal



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.

# 1,716,860

TOTAL NUMBER OF GUESTS STAYED IN OUR HOTELS DURING 2023

# 6000+

VENDORS AND SUPPLIERS ARE REGISTERED WITH ADN H HOTELS & SUBSIDIARY BUSINESSES

# 23,000,000

Will BE INVESTED IN SUSTAINABLE DEVELOPMENTS PROJECTS TO ACHIEVE OUR 2024 SUSTAINABLE GOALS

# Sustainability Management – Materiality Analysis



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

# 2023 Performance Highlight

## Financial Performance

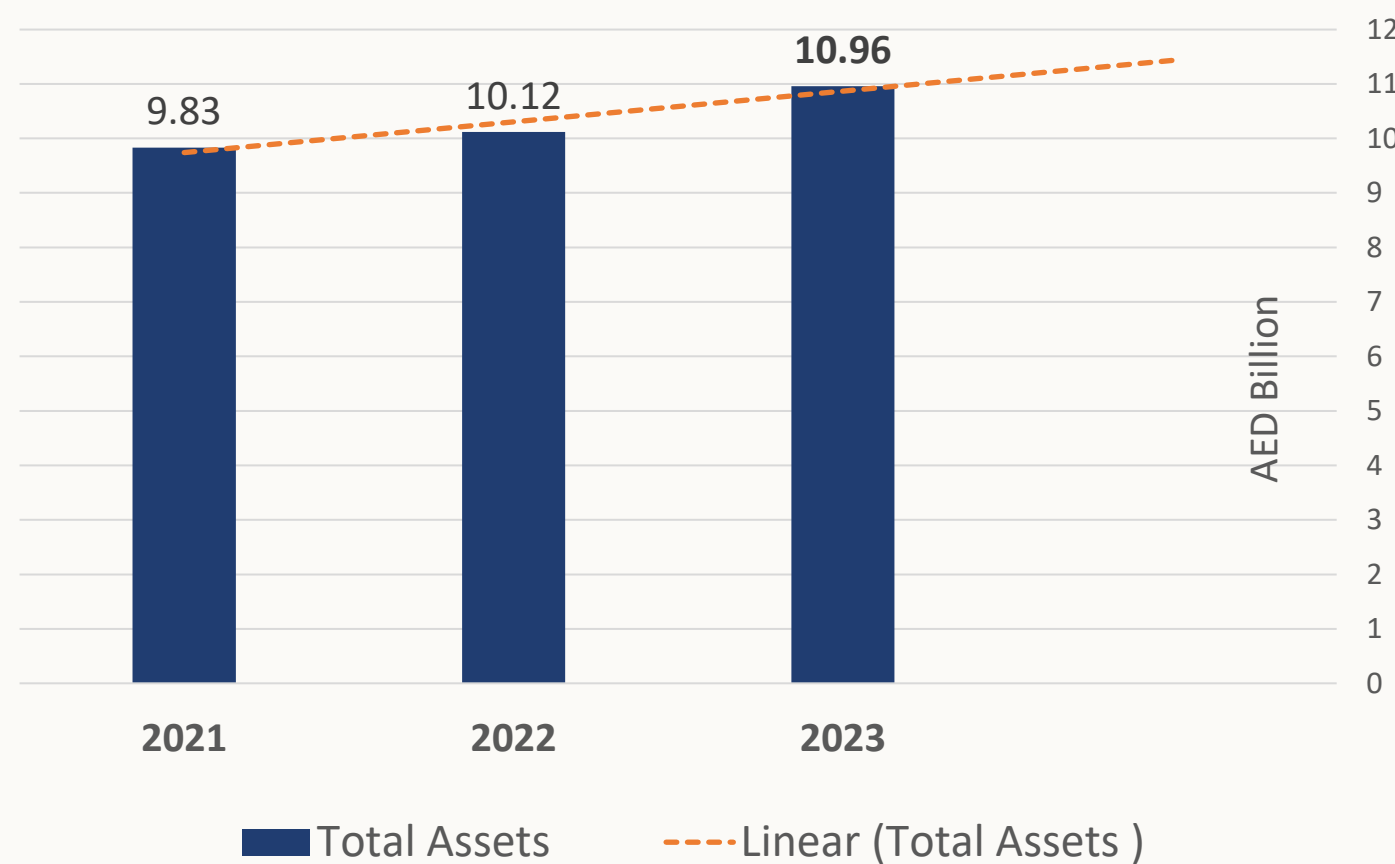
Abu Dhabi National Hotels Company PJSC disclosed sales totalling AED 1,631,156,000 in the final quarter of the year, indicating a rise in revenue from AED 1,459,845,000 during the same period of 2022. The net income for the year reached AED 422 million, a notable increase from the previous year's figure of AED 415 million.

Total Capitalization: Overall value of a company's capital, encompassing both equity and debt seen a rise from 10.12bn. To 10.96bn. By the end of 2023.

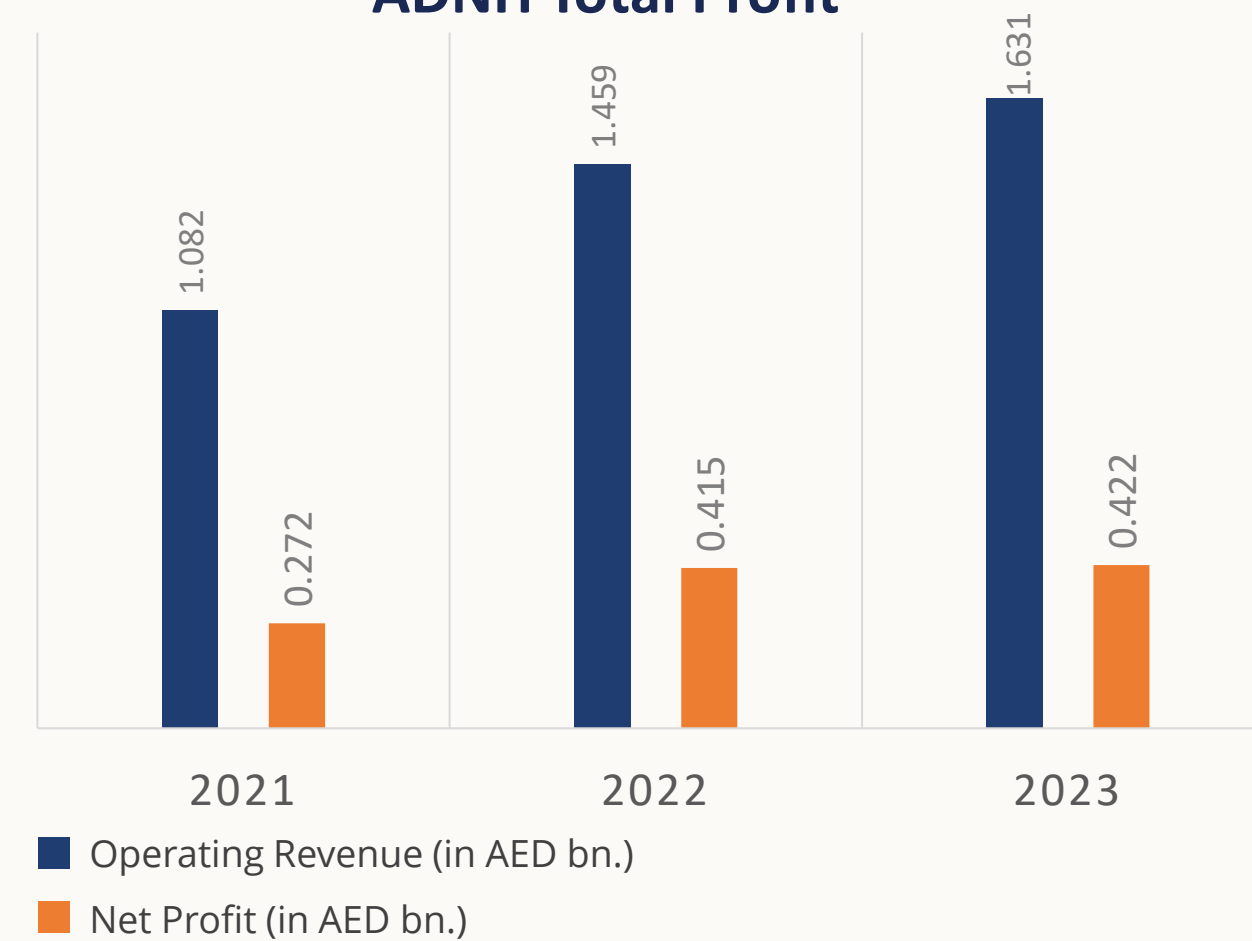
Revenue	+ 11.8%
Capital Spending	+ 13.6
Net Income	+ 1.8%
Earning Per Share	0.35

**ADNH Has Achieved  
A revenue growth of 11.8% by the  
conclusion of 2023.**

### ADNH Total ASSETS



### ADNH Total Profit



## 2023 Performance Highlight

ESG Performance across ADNH Hotels, subsidiary companies & leased development

Data Description	2021	2022	2023
Electricity Consumption /Megawatts	<b>112,729.25 MW</b>	<b>123,061.17 MW</b>	<b>126,230.666 MW</b>
	Hotel, F&B outlets operating at 50% capacity due to Covid-19 restrictions	(Hotels, F&B Outlets Operating at 100% capacity)	(Hotels, F&B Outlets Operating at 100% capacity)
LPG/CNG used/Litres	<b>3,509,186.90 Liters</b>	<b>4,371,513.22 Liters</b>	<b>4,853,096.80 Liters</b>
Fuel Consumption/Mega-litres	<b>16.24 ML</b>	<b>17.49 ML</b>	<b>16,58 ML</b>
Total Water Consumption in m3 (Cubic Meter)	<b>1,061,654.97 m3</b>	<b>1,248,973.73 m3</b>	<b>1,444,854.64 m3</b>
		12,713m3 recycled water	12,573m3 recycled water
Number of Top-class UAE National Talent training In ADNH Hotels through part-time job.	<b>10</b>	<b>19</b> trained under 'Khebraty' program	<b>20</b> trained under 'Khebraty' program
Create jobs and career growth opportunities for our employees	<b>25,524 Employees</b> (Approx. 1,600 people were contracted for 2020 Expo)	<b>23,702 Employee</b> -7.1%	<b>22,536 Employee</b> -4.9%
Total number of injuries and fatalities relative to all employee workforce	<b>0.59%</b>	<b>0.46%</b>	<b>0.48%</b>
Training hours Provided in ADNH Group	<b>+110,000 hrs.</b>	<b>+210,632 hrs.</b>	<b>+223,029 hrs.</b>
Conducting ISO awareness trainings	✓	✓	✓
To upkeep ISO 14001 certification	✓	✓	✓
Engaging our hotels teams in ESG practices & development through guidance & trainings	✓	✓ All ADNH Hotels & Companies track ESG performance on monthly basis.	✓ All ADNH Hotels & Companies track ESG performance on monthly basis.

# 2023 Performance Highlight

## GHG Emissions Summary

ADNH is ADX listed company, in our ESG disclosure we follow 31 ESG indicators that are considered essential to the report in alignment with the recommendations of the Sustainable Stock Exchanges (SSE) Initiative and the World Federation of Exchanges (WFE). The indicators are also mapped against Global Reporting Initiative (GRI) indicators and the Sustainable Development Goals (SDGs) for companies willing to adopt more detailed sustainability reporting standards that go beyond this report.


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.

Slight increase in GHG Emissions (Scope 1)

**3.79%**

Compared to 2022

Number of Guests increased by 16.2%  
Room Occupancy increased by 8.73%



CO<sub>2</sub>

Slight increase in GHG Emissions (Scope 2)

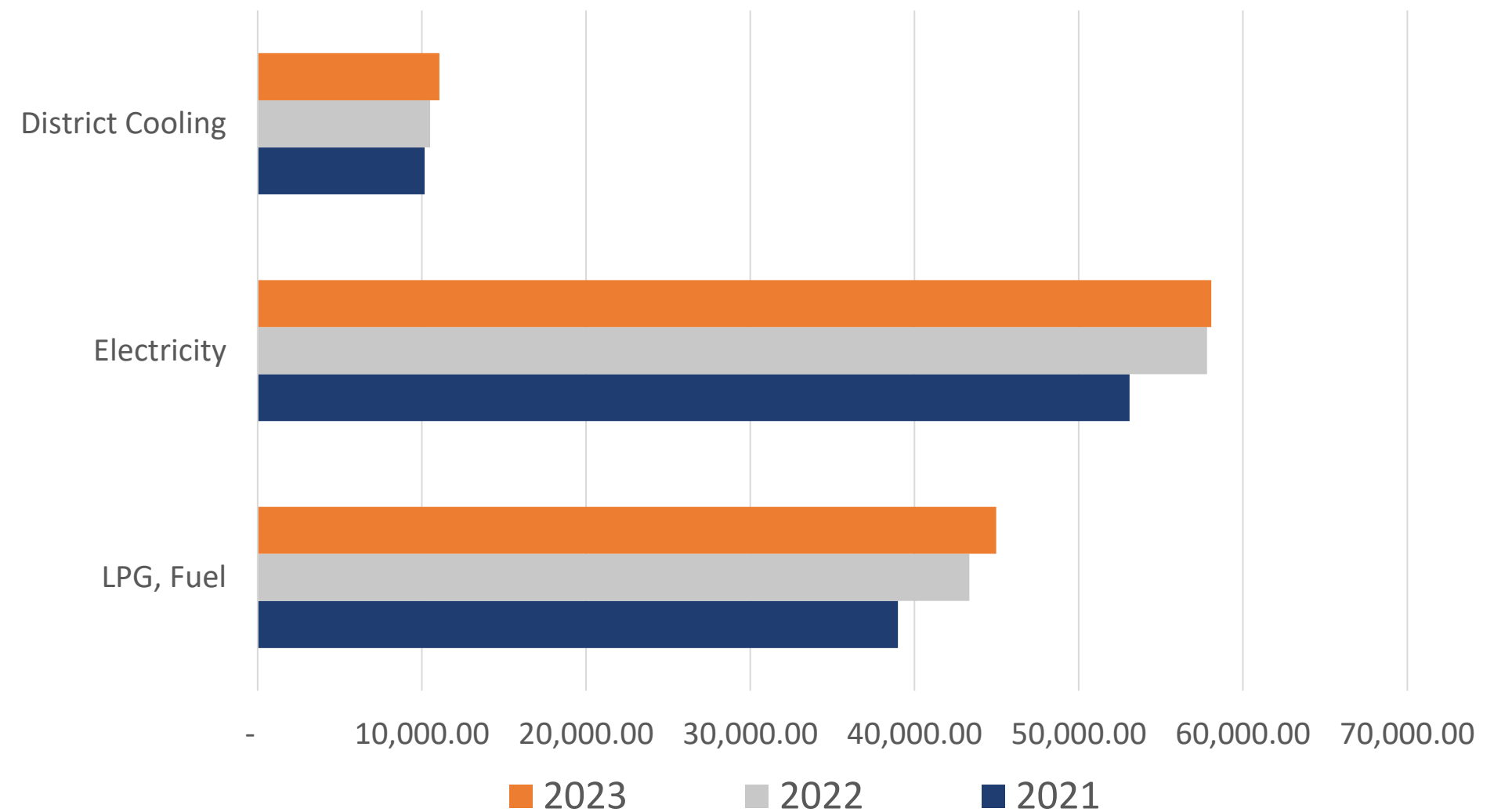
**1.8%**

Compared to 2022

## Total (CO2) emissions generated across ADNH group /tCO2e

Type of Energy	2021	2022	2023	*ADX ESG indicators
LPG+ Fuel	38,978.82	43,333.35	56,306	Direct (Scope 1)
Electricity	53,159,083	57,872,857	58,919,159	Indirect (Scope 2)
District Cooling	10,165.876	10,502.394	11,067.663	Other Indirect (Scope 3)

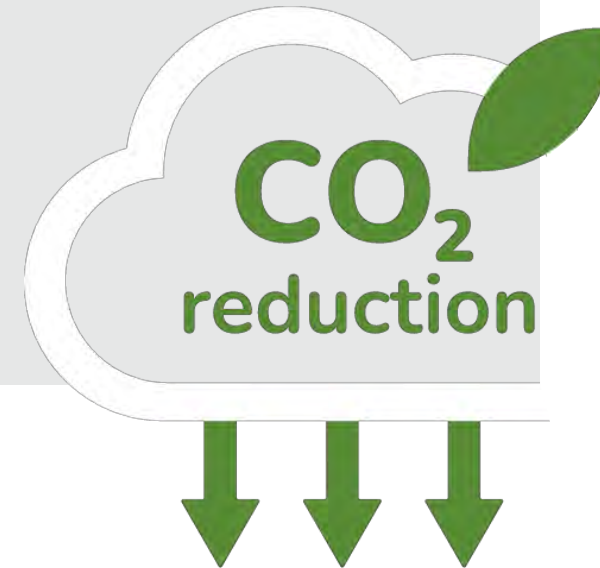
### CO2 Footprint



# 2023 Performance Highlight

## GHG Emissions Summary

ADNH keep records and track of emissions per property/company over time to develop a baseline of emissions and an overall carbon emissions target.



## GHG Emission Intensity

Total GHG emissions per output scaling factor

	2021	2022	2023
<b>Revenue(AED)</b>	1,082,011	1,450,752	1,636,846
<b>Scope 1</b>			
tCO2e/AED of revenue earned	0.0125	0.0367	0.0344
<b>Scope 2</b>			
tCO2e/AED of revenue earned	0.0491	0.0399	0.0360
<b>Scope 3</b>			
tCO2e/AED of revenue earned	0.0094	0.0072	0.0068

**\*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.

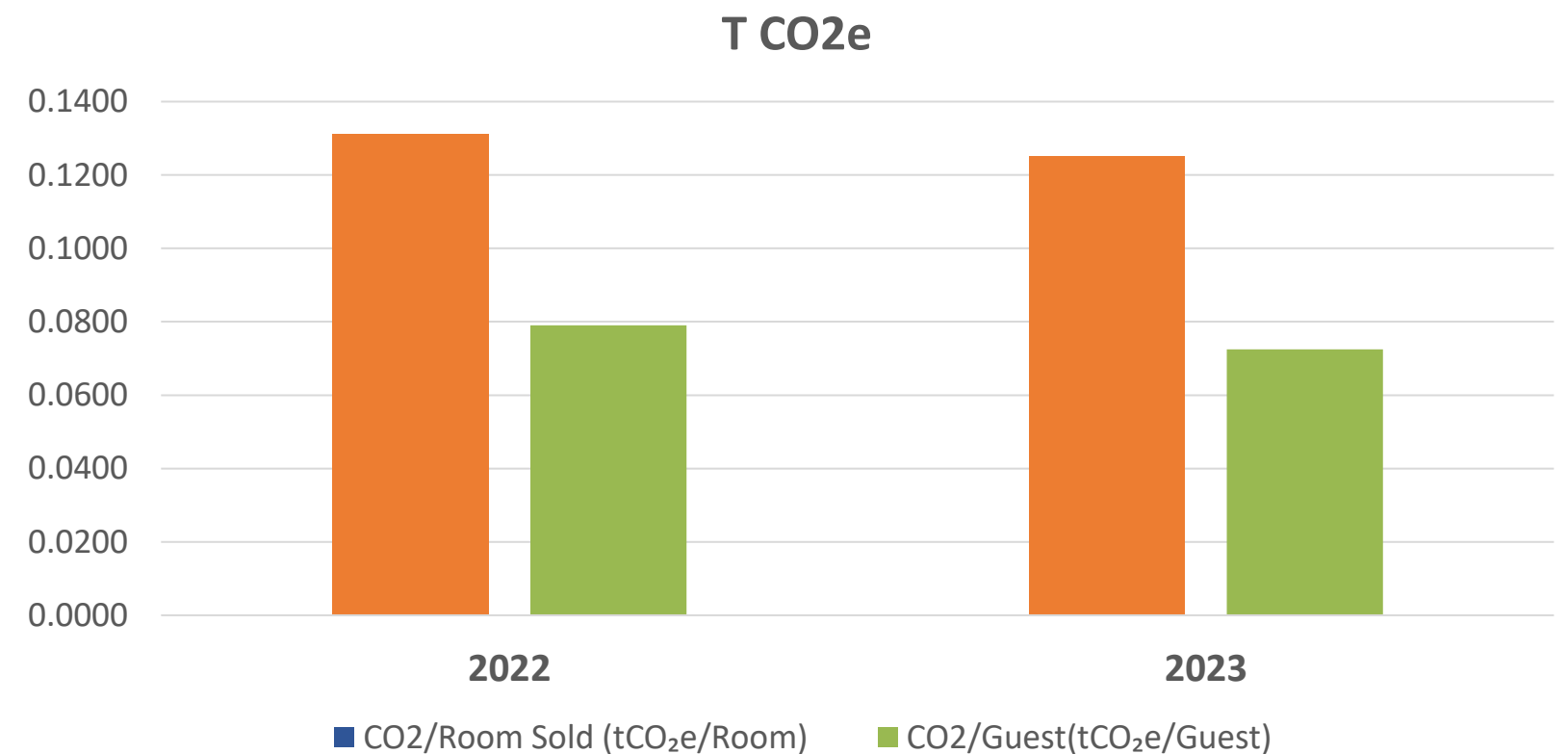
**\*Scope 3:** All the other indirect emissions that result from a company's activities across its value chain.

Description	2022	2023	Remarks	Reduction %
2				- 5%
2				- 8%

## CO2 Emission Intensity

Total emissions per output scaling factor:

- 1) Per Guest
- 2) 2) Per Room



**Despite Having Increased Our Profit In 2023 As We Have Received More Guests And Sold More Rooms Compared To Previous Year, We Have Managed To Reduce Our CO2 Footprint Per Guest And Per Room.**

# 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

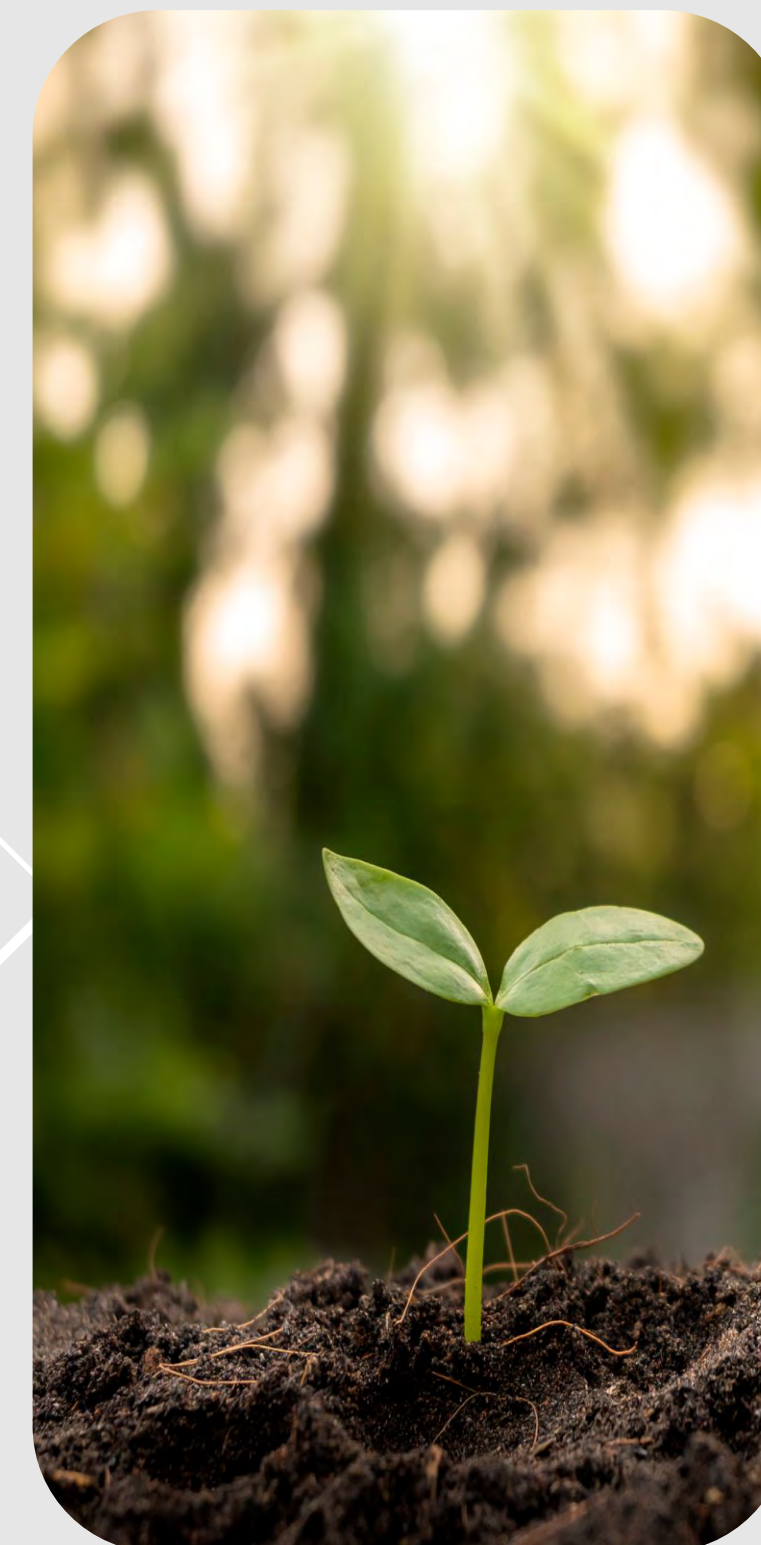
ADNH is putting sustainability front & center. Continuously striving to strengthen sustainability programs in a valuable and impactful way. In this year's Sustainability Report, we share our contribution and future goals that affect the social and economic welfare of our stakeholders without damaging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



# 2023 KEY ACHIEVEMENTS & GOALS TRACKER

Target	Sustainable Initiatives	Progress	Goal	KPI
<b>Total Energy Management</b>	We have completed a full energy study across the portfolio, identified the saving opportunities and return on investment. This study is phase one of the project that is due to be launched in the first quarter of 2024. ADNH's is planning to invest close to 23 million dirham on energy efficiency projects in 2024.	<b>In Progress</b>	To Complete the project in 2024	 <p>INVESTMENT 22,370,736 AED    ANNUAL SAVING 7,351,789.61 AED    ROI 33 %    PAYBACK PERIOD 3 Years    ANNUAL CO<sub>2</sub> REDUCTION 9,470,853 kg</p>
<b>Energy Saving &amp; Water Efficiency</b>	We have completed the installation of <b>Auto Dosing Systems</b> for Sheraton, Le Meridien & Radisson Blu hotels in Abu Dhabi. This project drastically reduces environmental and ecological risks with the restraint of energy and water consumption, the reduction of environmental pollution and material wasting.	<b>Completed</b>	<b>Achieved</b> installation in three hotels completed in the Q4/2023	With this system, there is more production in less time, more coordination; reduction of the margins of error in all the processing phases, more energy saving, less wastes, more company profits and more safety for the operators.
<b>Energy Saving</b>	We have retrofitted the Air Condition control system in ADNH head office to a state-of-the-art technology that ensures the consistency of cooling and eliminates the waste of overcooling	<b>Completed</b>	<b>Achieved</b>	This has improved the workplace conditions, eliminated energy waste and improved the building CO2 footprint.
<b>Responsible Consumption</b>	Applied 'Paperless Office' policy in our office. Through investing in Electronic Document Management System (EDMS) , we digitized our forms & documents to reduce the use of paper in business processes. Digital transformation reduces negative environmental impacts like natural resource consumption, pollution and waste.	<b>In Progress</b>  <b>Completed</b> <i>In ADNH Head Office</i>	Target to run Electronic Document Management System (EDMS) in all ADNH hotels & subsidiaries	Eliminating paper usage in our business practices contribute to our environmental commitment. Using EDMS helps reduce paper prints, reduce waste, reduce cost and improve productivity.
<b>Reduce CO2 Emissions</b>	We completed converting our supply of <b>LPG into natural gas (NG)</b> . Natural gas is cost efficient and more efficient than LPG.	<b>Complete</b>	<b>Achieved</b>	This project will not only make the gas consumption more efficient but has as well eliminated all the CO2 produced by the LPG supply chain.

# Environmental Performance

## ENERGY SAVING

Within our sector, we rely on scientific insights to guide the implementation of the most influential changes is logical. Conducting energy audits at our hotels every two years has yielded valuable insights into hotel operations, particularly in terms of efficiency.

This process is the result of a collaborative effort between ADNH management and Engineering department.

**In adherence to the Country's Net Zero Commitment, ADNH has Budgeted 23,000,000AED in Sustainable Developments and Technological Investments to Optimize the Hotels Energy Efficiency.**



*Kempinski Central Avenue Dubai, UAE*

### ENERGY PERFORMANCE ACROSS ADNH HOTELS

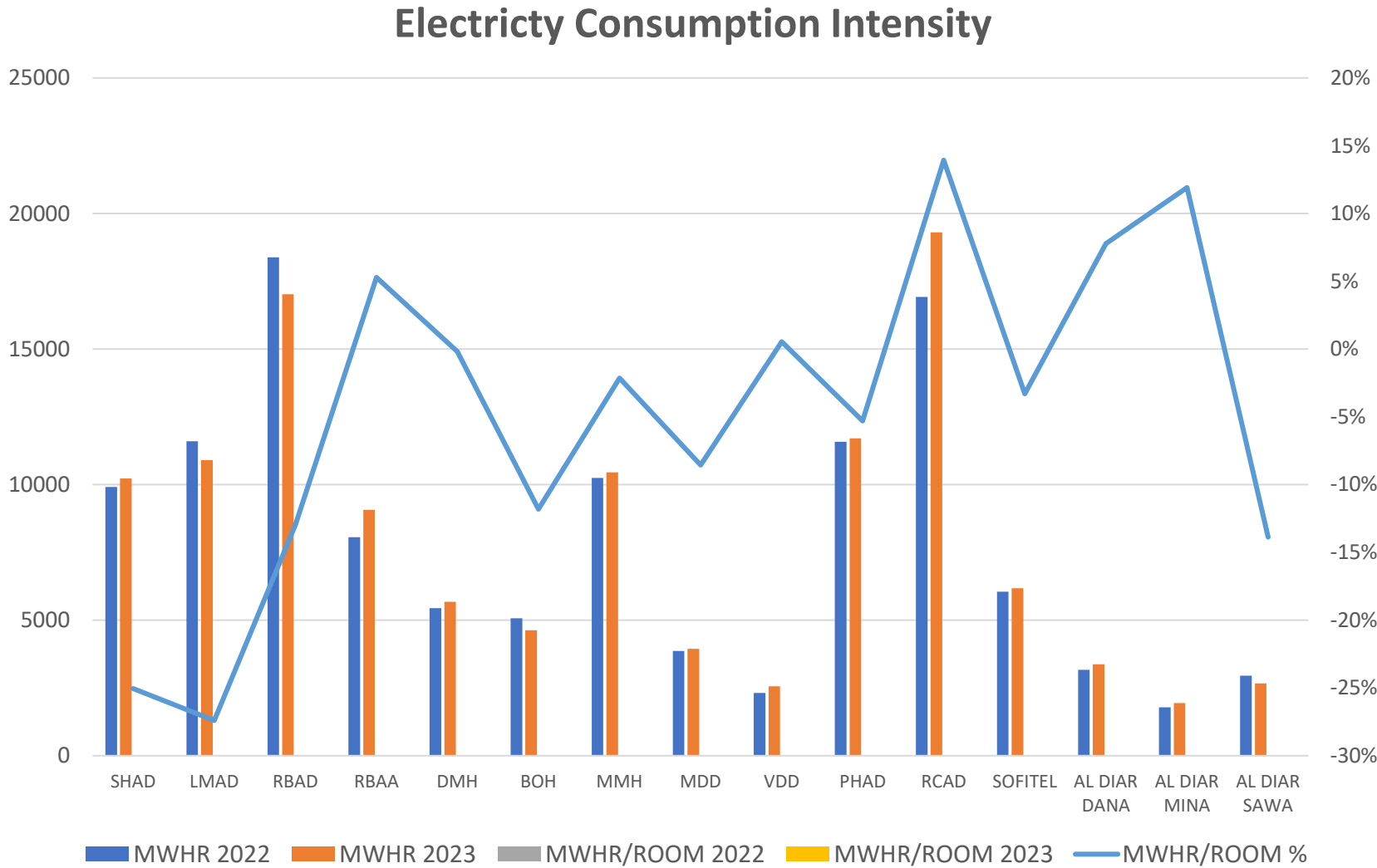
Despite the 8.73% increase in guest room occupancy, the rate of electrical consumption has only risen by 1.7%.

Year	No. Rooms Occupied	Total Guests	Occupancy Increase	Guests Increase	Electricity Consumption Kw/Hr	Increase rate
2021	780,260	1,205,869	-	-	106,173,870	-
2022	907,430	1,511,444	16.2 %	25.3%	117,332,948	10%
2023	986,659	1,716,860	8.73%	13.6%	119,631,830	1.7%

# Energy Saving in ADNH Hotels

## CASE STUDY

Electricity consumption is the actual energy supply for Hotels, F&B outlets, Activities and miscellaneous purposes. In this Case Study, we considered a Hotel 'Guest Room' as ultimate unit of measurement and an overall indication of electrical consumption in the property since guest rooms make the most of any hotel.



**More than 67% of the hotels have shown considerable amount of reduction in electricity intensity usage, that comes from different aspects including but not limited to, investments, awareness, and close control.**

	MWhr		MWhr/Room		%	
	2022	2023	2022	2023		
<b>Sheraton AD</b>	9910.0406	10229.6	0.1633918	0.1224691	-25%	<b>Saving</b>
<b>Le Meridien AD</b>	11598.29	10902.769	0.2031794	0.1475081	-27%	<b>Saving</b>
<b>Radisson Blu AD</b>	18384.805	17021.835	0.204346	0.177848	-13%	<b>Saving</b>
<b>Radisson Blu AA</b>	8060.27	9070.73	0.1872043	0.1970998	5%	
<b>Kempinski Central Avenue</b>	5442.2731	5673.6677	0.0812534	0.081108	0%	<b>Saving</b>
<b>Kempinski The Boulevard Dubai</b>	5065.6472	4626.3495	0.0969855	0.0855243	-12%	<b>Saving</b>
<b>JW Marriot Marina</b>	10247.113	10449.536	0.1816445	0.1777555	-2%	<b>Saving</b>
<b>Hotel Boulevard</b>	3863.1806	3938.749	0.0748055	0.0684012	-9%	<b>Saving</b>
<b>THE Heritage</b>	2314.7835	2560.7081	0.0556452	0.0559412	1%	
<b>Park Hyatt AD</b>	11580.149	11701.481	0.1715247	0.1624371	-5%	<b>Saving</b>
<b>The Ritz-Carlton AD</b>	16924.125	19303.906	0.1590942	0.1812505	14%	
<b>SOFITEL JBR</b>	6047.6122	6173.5294	0.0449172	0.0434309	-3%	<b>Saving</b>
<b>AL DIAR DANA</b>	3162.608	3366.148	0.081719	0.0880753	8%	
<b>AL DIAR MINA</b>	1778.7	1943.332	0.6926402	0.7751623	12%	
<b>AL DIAR SAWA</b>	2953.3513	2669.4896	0.0777095	0.0669313	-14%	<b>Saving</b>

### Sustainable Strategy: Gas Conversion In Two Hotels

As part of the company's commitment to decrease the Co2 footprint and improve the safety of the occupants, we completed a conversion from LPG to NG and full of the gas network in both Sheraton Abu Dhabi, and Park Hyatt Saadiyat island has been completed during the year 2023.

The project aims to eliminate the supply have environmental effect and reduce the Co2 footprint from this activity by 58'000 kg Co2 a year.



شركة أبوظبي الوطنية للفنادق  
Abu Dhabi National Hotels



ADNH and ADNOC City Gas are committed to exploring the potential of extending this partnership to include other ADNH hotels. Founded in 1976. ADNH owns some of the most

Abu Dhabi National Hotels Appoints ADNOC City Gas as Exclusive Natural Gas Supplier for Two Hotels, Promoting Sustainable Hospitality

- Natural gas supply agreement will reduce an estimated 58,000 kg of carbon emissions annually at The Park Hyatt Abu Dhabi Hotel and Villas and Sheraton Abu Dhabi Hotel & Resort.
- ADNH and ADNOC City Gas remain committed to exploring the potential of expanding the partnership to include other ADNH hotels, underscoring dedication to sustainability.

Abu Dhabi, UAE, [insert date]- Abu Dhabi National Hotels (ADNH) and Abu Dhabi Gas Distribution Company (ADNOC City Gas) today announced they have signed a strategic agreement designating ADNOC City Gas as the exclusive natural gas supplier to convert and connect two ADNH hotels, advancing sustainable practices within Abu Dhabi's hospitality sector.

The agreement to supply natural gas to The Park Hyatt Abu Dhabi Hotel and Villas and Sheraton Abu Dhabi Hotel & Resort will reduce an estimated 58,000 kg of carbon dioxide emissions annually across the two properties which together boast of more than 575 rooms, suites, and villas. Khalid Anib, CEO of Abu Dhabi National Hotels PJSC, said: "We are delighted to announce our partnership with ADNOC City Gas, underscoring a significant milestone in our sustainability journey. At ADNH, we have consistently maintained a sustainable and environmentally friendly business model, and this partnership demonstrates our commitment to sustainable operations, including our energy supply chain. As the UAE celebrates the Year of Sustainability and with the country set to soon host COP28, we are inspired to align our sustainability goals with that of the nation's. As we advance on our journey towards achieving these goals, we remain steadfast in our commitment to preserve the planet for future generations."

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

### Al Ghazal Transport Sustainability Programs

As per RTA regulations and KPI's, Al Ghazal will include electric cars into their Limousine fleet year after year.

AGT has initiated this process in advance, They added **15 EV's in 2022**, **10 EV's in 2023** and adding **1 EV during Jan 2024**.

% 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%

AGT's achievement of including EV's in the fleet	2022	2023	2024	2025	2026	2027
No of Fleet	15	10	1	TBA	TBA	TBA
% of Fleet	15%	25%	26%	TBA	TBA	TBA



**AL Ghazal (AGT)  
Overachieved The  
Regulatory Requirements**



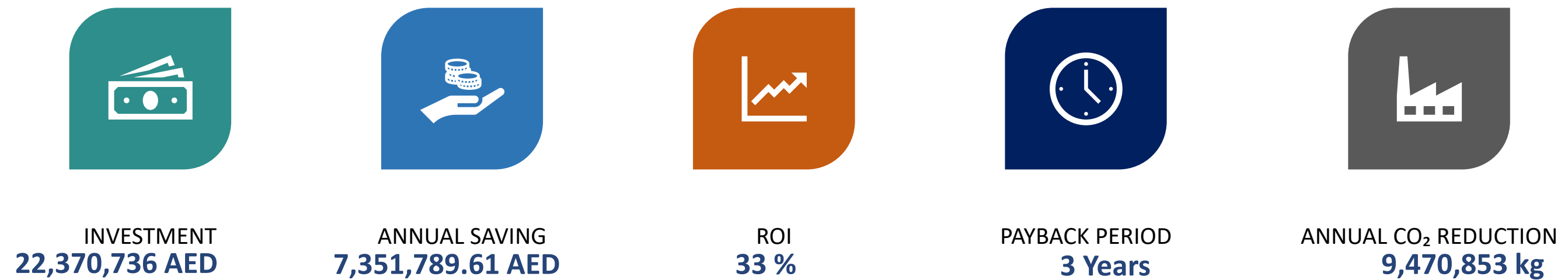
AGT has made a new breakthrough by integrating Hybrid cars with CNG fuel in Franchise Taxi fleet.

Entire Hybrid fleet will be fitted with CNG kits within 2024

AGT has started using Bio Diesel in our buses which will enable the reduction of 4.3% of CO2 emission

# Our 2024 Targets – Feasibility

In 2021, we mapped our existing properties and properties under development against a series of 30 ESG risk indicators, including those related to climate change, human rights, water stress, natural disasters, waste management, and biodiversity. We will use the results of this analysis to define how we prioritize our environmental and social efforts, including the deployment of tools and processes. We also evaluate enterprise-level environmental and human rights risks in our quarterly Enterprise Risk Management (ERM) assessment, which is overseen by our Risk and Internal Audit department.

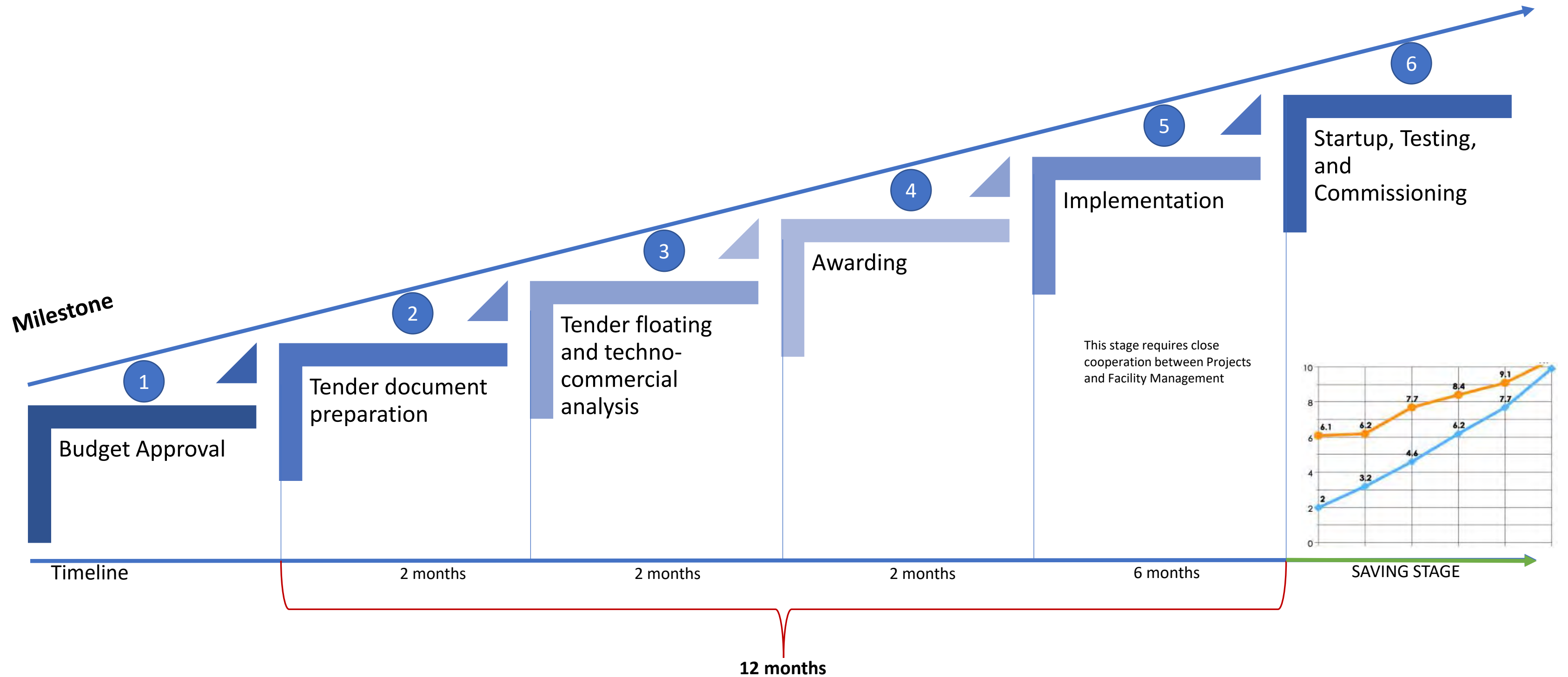


The above figures are based on site surveys, historical energy figures analysis, energy studies, and quotations. The supporting documents are attached in the appendix of this report for each project.

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



# Our 2024 Targets - Roadmap



The above timeline may be much shorter in certain projects that do not require long lead time ( example: Shower head replacement, In-room GRMS, Sequencing AHU's) Decision on chillers replacement is ideally to happen before August to allow for implementation by the spring.

# Social Performance

## 2023 HIGHLIGHTS

**22,536**

Total count of Employment

**3,234**

Number of Female Associates

**+159**

Diverse Nationalities

**57**

UAE National Associates

**+223,000**

Training Hours

**+ AED 220mil**

Wages Paid

ADNH stands as a prominent player in the hospitality industry within the UAE, overseeing the ownership and management of hotels, F&B outlets, and various tourism services. Our expanding operations contribute significantly to local communities by injecting funds and generating employment in the UAE market. Each hotel or business under our umbrella is dedicated to supporting unique causes that directly benefit their immediate local communities.

At ADNH, our commitment extends to treating our employees with fundamental dignity, respect, and appreciation. We firmly believe that fostering a work environment where individuals are healthy, and content serves as the primary catalyst for organizational prosperity.

Moving forward, ADNH is unwavering in its dedication to promoting diversity, gender equality, and inclusion. Additionally, we are committed to ensuring a safe, healthy, and productive environment for both our employees and customers. Our ongoing efforts reflect our dedication to creating a workplace that thrives on principles of equality, well-being, and inclusion.



## Social Goals & Progress



### Training & Development

- ✓ Create learning and career growth opportunities for our employees through continuous trainings and development programs
- ✓ Continue with our 'Khebraty' program to train & employ more UAE Nationals.
- ✓ Training centred on Guest Experience ensuring that our team members are well-equipped and understand and effectively guest requirements.



### Health & Safety

- ✓ Every year all hotels & subsidiary businesses provide Life-Saving training & Firefighting training to staff & Employees

**100%**

Compliance with UAE labor law as well as continue to provide healthy workplace & emphasize physical activities

**InProgress** Organize Mental health awareness, Prostate Cancer Awareness



### Diversity, Inclusion & Equal Opportunities

**InProgress** Actively source candidates from diverse channels, networks, and communities.

- ✓ Use structured interviews and standardized assessment tools to minimize subjective judgments.

**InProgress,** We aim to achieve a balanced gender and increasing the presence of women at executive roles.



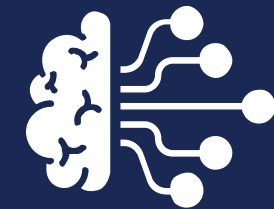
### Supporting Community

**InProgress** ADNH continues its commitment to support, enrich and elevate our communities

- ✓ Team members of all levels participating in Clothes Donation, Global Recycling day, Food Donation

**72.5%**

Of ADNH Total Revenue went to operating cost, employee wages & benefits, payments in 2023



### Programs & Initiatives

- ✓ Regularly track and report on ESG progress, to ensure commitment to achieving goals.

**InProgress** Encourage employees to volunteer for charitable causes

**InProgress** Emiratization, continue our commitment to train & employ local talents.

**InProgress** Promote hospitality training programs, or mentorship opportunities.



Promoting community sustainability stands as a pivotal facet of ADN H social responsibility. This support comes in various means through actively foster sustainable community development:

- **Local & International Employment Opportunities:** ADN H has Created thousands of jobs and employment opportunities for UAE Nationals, residents, attracting global talents & promoting economic stability and self-sufficiency.
- **Education and Training Programs:** Invest in educational initiatives and training programs to enhance the skills and knowledge of our team members, contributing to long-term employment and career growth.
- **Supplier Diversity:** Encouraging diversity in your supply chain by sourcing goods and services from local businesses, especially those owned by underrepresented groups, is a positive step towards promoting inclusivity and supporting the broader community.

**ADN H Provides a sea of opportunities helping combat poverty and support more than 22,536 families in the UEA and abroad**

### More than:

- 60** Awareness campaigns were hosted across ADN H Hotels & subsidiary businesses.
- 1.6** Billion contributing to our local economy.
- 81** Concessionaires operating their businesses & investing in our Hotels

### SDG Goals



### Indicators:

- 1.4** ADN H Provides support to communities
- 8.1** Sustainable economic growth
- 10.2** Promote social & economic inclusion
- 10.3** ADN H continues to encourage equal work opportunities to all nationalities and ethnic back grounds
- 16.1** Public Safety
- 16.5** Substantially reduce corruption and bribery
- 16.6** Develop effective, accountable and transparent institution
- 17.1** Improve domestic revenue collection
- 17.2** Implement development assistance to least-developed countries.

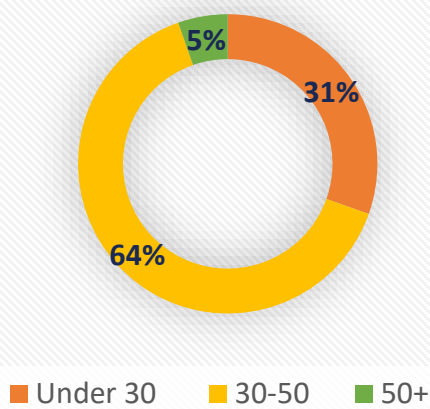
# Social Performance

## AWARENESS CAMPAIGNS ACROSS ADN H HOTEL & SUBSIDIARY BUSINESSES

Promote Breast Cancer Awareness campaigns through all ADN H hotels & subsidiary companies. Employees are encouraged to participate in medical missions such blood donations, examinations for Diabetes, Flu Vaccination, eye check-up and 50/30 Fitness Challenge. Moreover, Hotels provide access to nutritious snacks, encourage healthy eating habits, and support a work-life balance.

Creating a 100% healthy work environment for team members & guests is one of ADN H sustainable development goals. The good health and well-being of our employees is a top priority. Providing a decent work, providing continues training and growth opportunities are strategies we fostered for a positive workplace environment.

### EMPLOYEES AGE GROUP



### 0.48%

Rate of Injury and Fatality in ADN H Group Workplace.  
**110 or 22536** reported injury/fatality.

### More than 60

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

### SDG Goals



# Health & Safety



### Indicators:

- 3.4 Implement wellness programs that promote physical and mental health.
- 3.5 Provide access to nutritious snacks, encourage healthy eating habits,
- 3.6 Provide all means of transport safety
- 8.6 Promote youth employment, education and training.
- 8.8 Compliance of labour right and occupational injuries

# Social Performance

## Fostering Diversity, Inclusion & Cultural Understanding

### Diversity



*Al Ghazal Transport – Heat Stress Campaign*

UAE is home to a rich tapestry of cultural diversity encompassing over 200 nationalities. ADNH, proudly employs individuals from more than 159 nationalities, each contributing their unique skills and expertise across various positions and roles within the company.

### Inclusion



*Dubai Mall Team*

Our Company's culture and work environment recognizes & appreciates its people, we effectively utilizes the talents, skills, and perspectives of every employee.



*Sofitel JBR Team*

Spreading cultural awareness among colleagues encouraging them to be more authentic without the pressure to hide their cultural identity.

### Cultural Understanding

In ADNH we consider Diversity, Inclusion, and Cultural Understanding are indispensable cornerstones for our success, shaping a vibrant and resilient workplace. Embracing diverse perspectives sparks a dynamic synergy that propels the organization forward. Fostering this inclusive environment has cultivated a sense of belonging within our organization, unlocking the full potential of each team member. We recognize the unique talents of our teams, this recognition leading to increased engagement and productivity. A diverse workforce mirrors the complexity of a global market, enhancing adaptability and responsiveness.

Diverse leadership reflects a comprehensive understanding of the market, contributing to strategic agility. ADNH understand diversity that attracts top talent, driving recruitment and retention that is ultimately forms a powerful catalyst for our organization triumph, navigating challenges with a versatile and united front.

### SDG Goals



1 NO POVERTY



4 QUALITY EDUCATION



5 GENDER EQUALITY



10 REDUCED INEQUALITIES

### Indicators :

- 1.1 Reduce poverty
- 1.4 ADNH Provided support to communities through employment
- 4.4 increased number of people with reverent skills
- 4.7 Providing more education is sustainability
- 5.1 Providing equal opportunities
- 10.2 Promote universal inclusion
- 10.3 ADNH continues to encourage equal work opportunities to all nationalities and ethnic back grounds

# Social Performance

## Prioritizing Health and Wellness

We prioritize the health and safety of our teams By implementing strategies that can contribute to creating a positive and healthy work environment that fosters employee happiness, satisfaction, and productivity.

## Supervised Health & Safety Training

Employee health and safety training is a crucial aspect of workplace management aimed at preventing accidents, injuries, and illnesses among workers. We have created opportunities for Interactive training methods, this effective training often involves interactive methods such as simulations, hands-on exercises, and real-world scenarios. This helps employees retain information and apply it to their specific work situations.

# Employees Engagement



Certificate Awarded to Al Ghazal Transport for participating in 'World Day for Safety and Health'



# Social Performance

Our achievements can be attributed to the dedication of our team members. We hold the perspective that employee engagement should transcend beyond the confines of work-related responsibilities and encompass social and cultural engagement.

We continue to invest in our people as we strive to provide fair working conditions and to maintain a safe & healthy working environment for all our employees, we encourage activities that care for well-being of all ADNH staff & guests.

# Employees Engagement

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.

**"Empowered and engaged employees are the driving force behind organizational success. Their commitment fuels innovation, fosters collaboration, and propels us towards excellence. Together, we build a workplace where every voice matters, and every contribution makes a difference."**



Vida Downtown– Celebrating Eid



The Ritz Carlton Abu Dhabi Grand Canal– Book Sale

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

# Social Performance

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.

## Evident advantages

**Team Building:** Social and sports activities provide opportunities for employees to interact outside of the formal work environment, fostering stronger relationships and improving teamwork.

**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.

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



*Sofitel JBR team engaged in sports activities*

# Employees Engagement



*Park Hyatt team engaged in Social activities and celebrations*

### Supporting Community: Training & Development

#### **KHEBRATY PROGRAM (Part-Time Work Program)**

In 2015 Abu Dhabi National Hotels signed an agreement with Abu Dhabi Department of Culture and Tourism (DCT) to support, cooperate and encourage the UAE nationals to develop their experiences and career in the hospitality & tourism sector.

The program aims to train candidates about the basic activities and employment areas of the tourism industry as well as the sector's vital contribution to development plans and economic diversification. Candidates will also have the opportunity to gain hospitality experience by working part-time in an Abu Dhabi hotel/s.

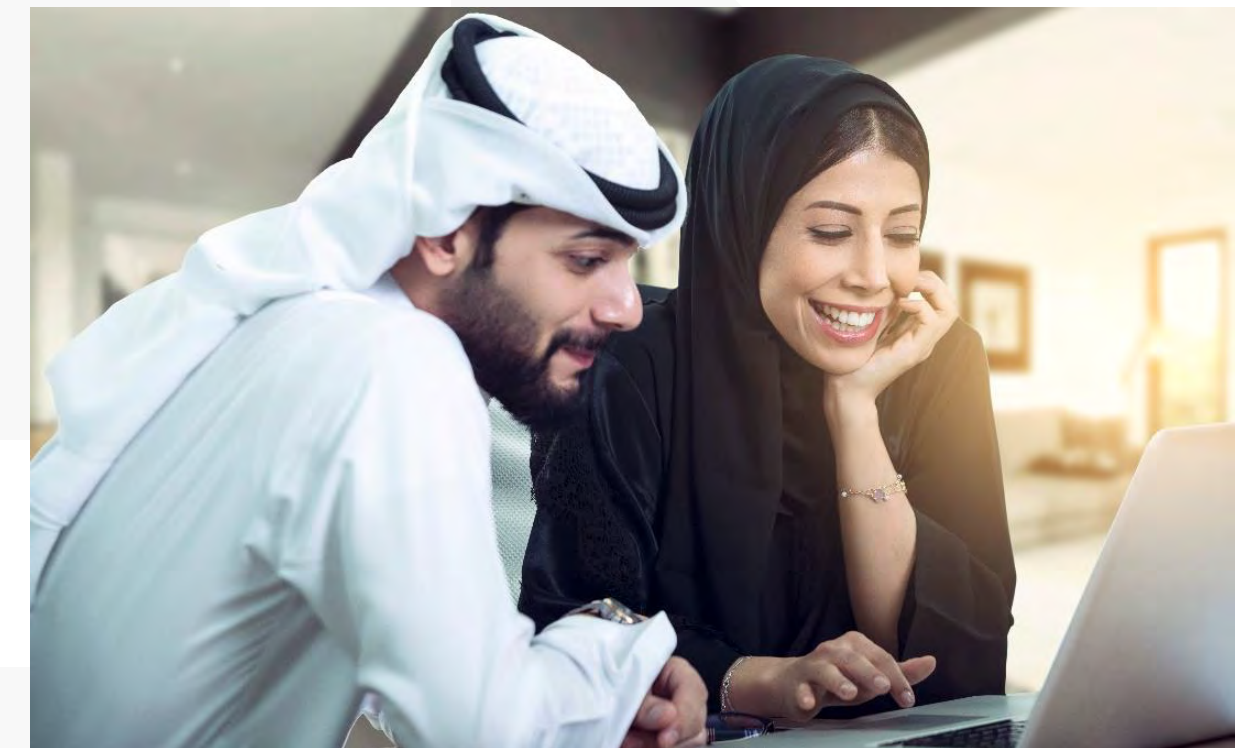
As ADN H group is one of Abu Dhabi's market leaders in hospitality & tourism business with portfolio of 15 hotels, cooperation and providing support to such initiative is a great opportunity to support society in general by contributing to local community.

We are proud to be part of 'KHEBRATY PROGRAMME', As always ADN H is committed to support the growth & upskilling of Abu Dhabi young talents which in return enhance Abu Dhabi's role in tourism and hospitality sector on regional & international levels.

**20 UAE Nationals participated in Part-Time Training under 'Khebraty' Program**



دائرة الثقافة والسياحة  
DEPARTMENT OF CULTURE  
AND TOURISM



“Through participation in the program, UAE National will have the chance to work in one of Abu Dhabi's leading hotels to gain an insight into the different components of the tourism industry and how this contributes to the growth and development of the country. You will also be equipped with knowledge and training about the different aspects of tourism and culture and their important role in the UAE's economic diversification.”

# Social Performance

## Supporting Community: Through Cultural Preservation

We respect and contribute to the preservation of local culture and community's heritage. Through the years ADN H has reserved a massive fund dedicated for developing, maintaining and preserving some of Abu Dhabi's oldest hotel buildings.

We partner with local organizations that support the development of landmark building. We follow their guideline and collaborate in cultural initiatives to achieve practical optimum results of preserving the built environment of local heritage for generations to come.

### ADNH Owns and Operates in Four of The Country's Oldest International Hotels

Capital Spent On Renovations, Development Projects & Upkeeping Of Hotels Between 2018-2023:

Heritage-Listed Hotels by DCT Abu Dhabi	Year Built	Hotel Age
Capital Expenditure 2018-2023	AED 304,391,436	





### 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.

# Governance – Policies and Reporting

## Our Team

We maintain a specialized ESG team, consisting of a Vice President and a 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 ADNH CEO.

## Our Policies

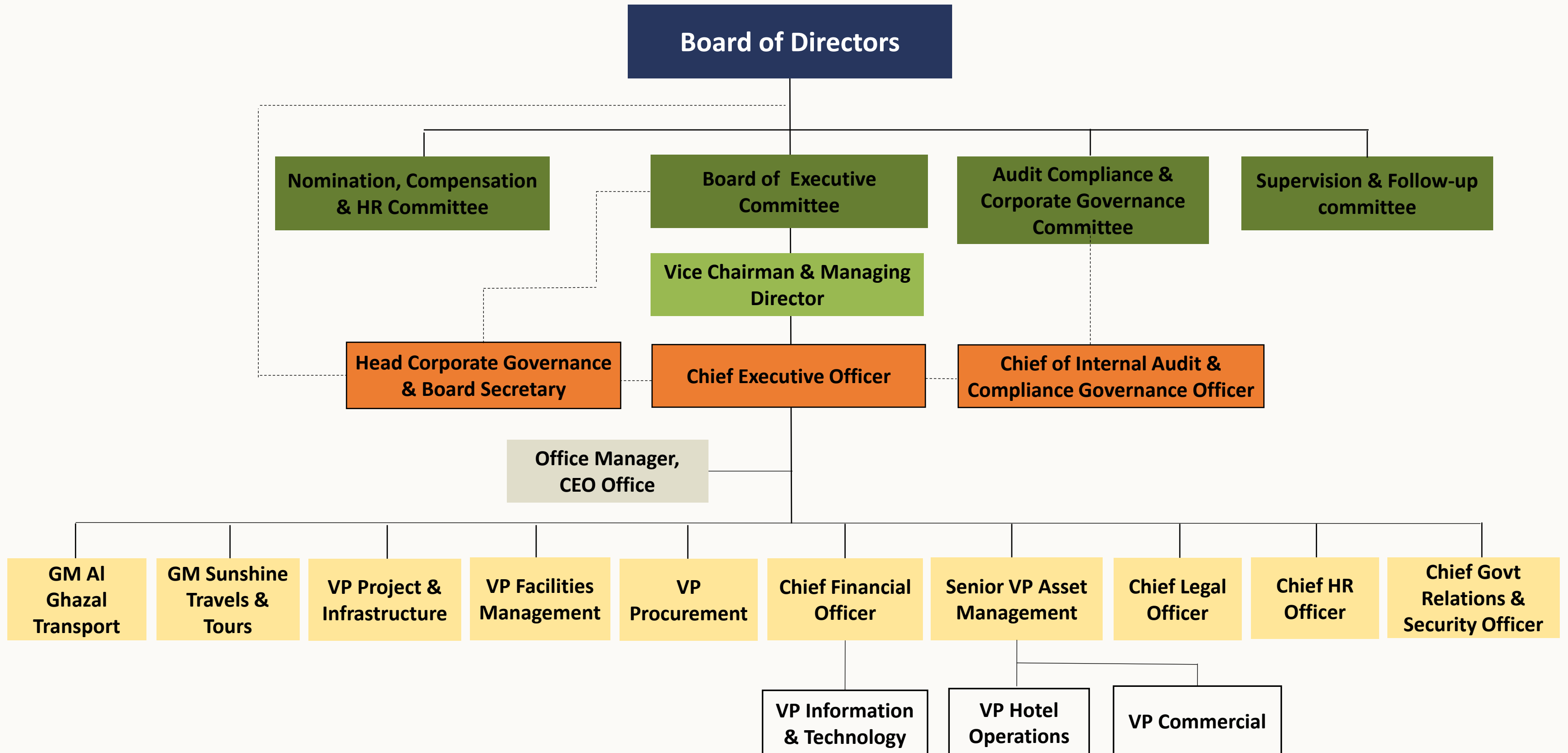
Our policies serve as directives for our ESG programs and set forth our expectations for both Team Members and business partners. We have additionally formulated a new Environmental Policy to oversee our environmental management on a global scale. These policies, coupled with our Employee Code of Business 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.

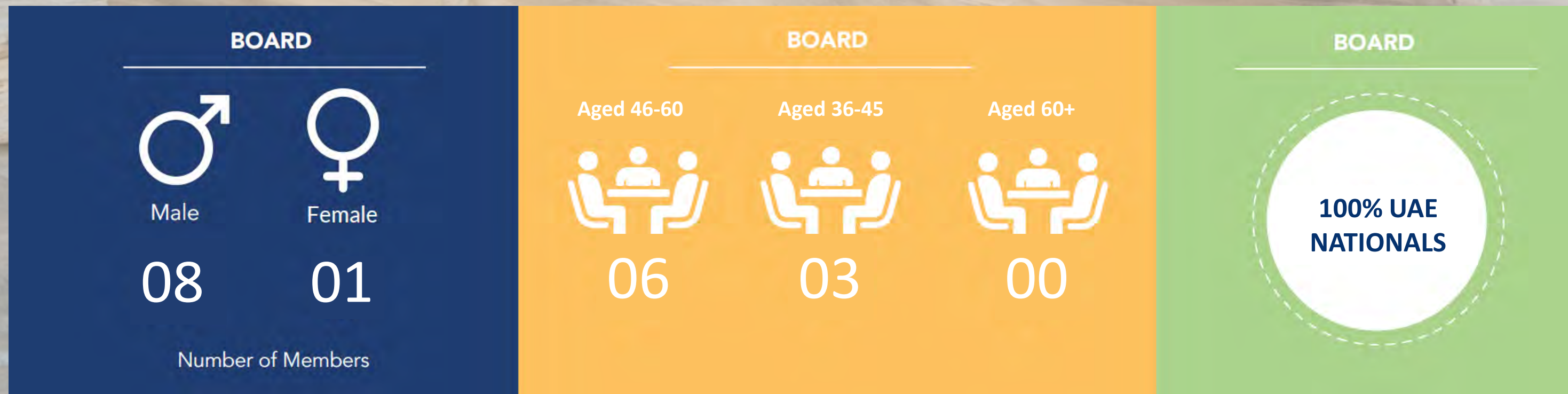


# Governance – Corporate Structure

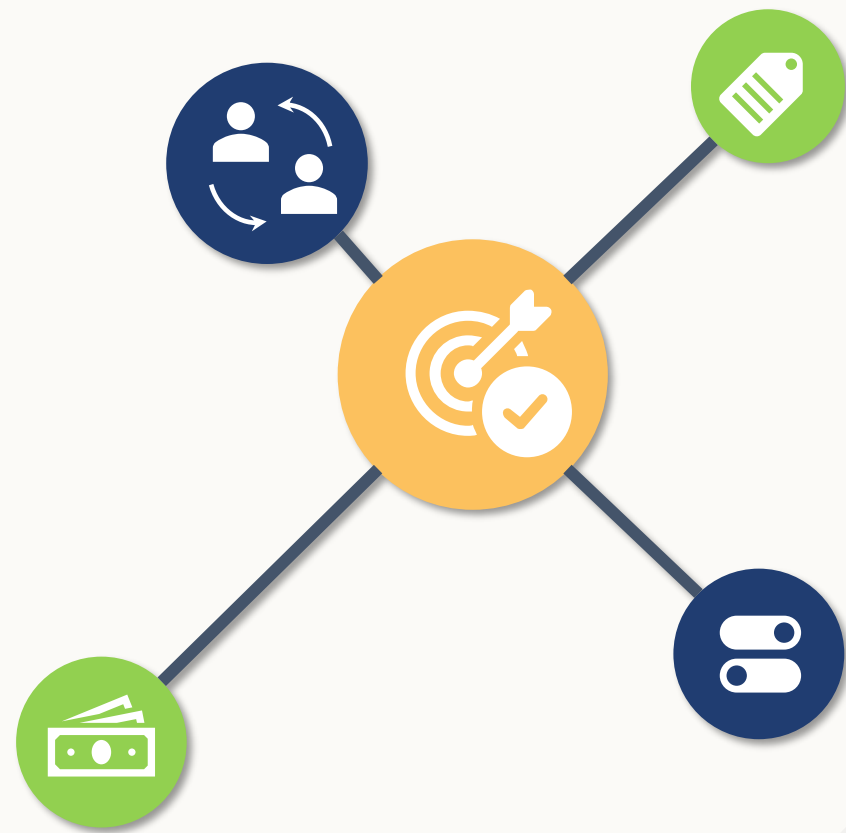


# Governance – Board of Directors

- 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.



# 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



## Sustainability Management – Materiality Analysis

We are focused on essential issues in the present and future. Understanding our stakeholders’ social, environmental, and economic concerns is critical to focus on the crucial issues today and in the future. ADNH engages with stakeholders in its operations, all of whom might directly or indirectly affect the fulfilment of business objectives. Iterations of materiality evaluations based on internal and external data and ongoing engagement with a diverse group of internal and external stakeholders, including Team Members, guests, and subject matter experts, have helped us define the 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.

# 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 15

E1.2) Total amount, in CO2 equivalents, for Scope 2 (if applicable)

GRI 305: Emissions 2016

SDG 13: Climate Action

Page 15

E1.3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)

GRI 305: Emissions 2016

SDG 13: Climate Action

Page 15

### E2 - EMISSIONS INTENSITY

E2.1) Total GHG emissions per output scaling factor

GRI 305: Emissions 2016

SDG 13: Climate Action

Page 16

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 14

E3.2) Total amount of energy indirectly consumed

GRI 302: Emissions 2016

SDG 12: Responsible Consumption

Page 14

### E4 - ENERGY INTENSITY

Total direct energy usage per output scaling factor

GRI 302: Emissions 2016

SDG 12: Responsible Consumption

Page 15

### E5 - ENERGY MIX

Percentage: Energy usage by generation type

GRI 302: Emissions 2016

SDG 12: Responsible Consumption

-

### E6 - WATER USAGE

E6.1) Total amount of water consumed

GRI 303: Water & Effluents 2018

SDG 6: Clean Water & Sanitation

Page 14

E6.2) Total amount of water reclaimed

GRI 303: Water & Effluents 2018

SDG 6: Clean Water & Sanitation

Page 14

# ADX ESG Index

## E7- ENVIRONMENTAL 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	-
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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

-

## S3 - EMPLOYEE TURNOVER

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

GRI 401: Employment 2016

14

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

GRI 401: Employment 2016

14

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

GRI 401: Employment 2016

-

## 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 26

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 29

## 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

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## 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

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

GRI 413 : Local Communities 2016

SDG 5: Gender Equality

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### 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

Data Under development

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

SDG 12:Responsible  
Consumption

Data Under development

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

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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