



Stakeholder Engagement Policy Statement

INTRODUCTION

AD Ports Group is committed to fostering transparent, respectful, and mutually beneficial relationships with its external stakeholders. The Group recognizes its responsibility to align its operations with national interests and contribute to the socio-economic development of the communities in all its areas of operations.

PURPOSE

The purpose of this policy is to outline the principles and procedures for engaging with external stakeholders, ensuring that their interests and concerns are considered in the Group's decision-making processes.

SCOPE

This policy applies to all AD Ports Group employees, senior management, directors and contractors involved in stakeholder engagement activities. External stakeholders include, but are not limited to, government entities, customers, suppliers, investors, community groups, and non-governmental organisations (NGOs).

POLICY STATEMENT

A. Principles of Engagement

- **Transparency:** AD Ports Group will provide clear, accurate, and timely information to stakeholders about its operations, performance, and strategic direction as required by applicable law and regulations.
- **Respect:** AD Ports Group will engage with stakeholders in a respectful manner, recognising their diverse perspectives and interests.
- **Inclusiveness:** AD Ports Group will seek to include a broad range of stakeholders in its engagement activities, ensuring that all relevant voices are heard.
- **Responsiveness:** AD Ports Group will actively listen to stakeholder feedback and respond appropriately, addressing concerns and incorporating suggestions where feasible.
- **Accountability:** AD Ports Group will hold itself accountable for its commitments to stakeholders, regularly reporting on engagement outcomes and progress.

B. Stakeholder Identification and Analysis

ADPG will identify and prioritise stakeholders based on their interest, and impact on the company's operations and the impact of the Group on these stakeholders. This process will involve:

- Mapping stakeholders to understand their relationships with AD Ports Group.
- Assessing stakeholder needs and expectations.
- Prioritising stakeholders to focus engagement efforts on those most critical to Group's success.

C. Engagement Methods

AD Ports Group will employ a variety of methods to engage with stakeholders, including:

- **Consultations:** Regular meetings, forums, and workshops to gather stakeholder input.
- **Surveys and Feedback Mechanisms:** Tools to collect stakeholder opinions and suggestions.
- **Partnerships and Collaborations:** Joint initiatives with stakeholders to address common goals.
- **Public Disclosures:** Reports, press releases, and digital communications to keep stakeholders informed.



D. Roles and Responsibilities

- **Cluster/AD Ports Group Board of Directors:** Oversee the implementation of the stakeholder engagement policy and ensure alignment with the Group's strategic objectives.
- **Cluster/AD Ports Group Executive Management:** Lead stakeholder engagement efforts and integrate stakeholder feedback into decision-making processes.
- **Cluster/AD Ports Group Stakeholder Engagement Team:** Coordinate engagement activities, maintain stakeholder relationships, and monitor engagement outcomes.
- **All Employees:** Support stakeholder engagement efforts by adhering to the principles and practices outlined in this policy.

E. Monitoring and Reporting

AD Ports Group will regularly monitor and evaluate its stakeholder engagement activities to ensure effectiveness and continuous improvement. This will involve:

- Tracking engagement activities and outcomes.
- Assessing stakeholder satisfaction and feedback.
- Reporting on engagement performance to the Board of Directors and relevant external stakeholders.

Mohamed Juma Al Shamisi
MD & Group CEO - AD Ports Group