



SUSTAINABILITY REPORT 2023

Accelerating Growth While Ensuring
Environmental Stewardship, Social
Well Being & Ethical Governance

Our 2023 Sustainability Report captures the past, present and future of our sustainability strategy.



TABLE OF CONTENTS

1	INTRODUCTION
6	Managing Director & Group CEO's Statement
8	Key Successes
2	ABOUT AD PORTS GROUP
14	At a Glance
18	Ports
20	Economic Cities & Free Zones
22	Maritime & Shipping
26	Logistics
30	Digital
3	LEADERSHIP AND GOVERNANCE
34	Stakeholder Engagement
38	Excellence in Governance
4	SUSTAINED ECONOMIC RESILIENCE
52	Sustainable Economic Performance
54	Change Through Innovation
58	Sustainable Procurement
60	Safeguarding Information
5	CARE FOR INDIVIDUALS AND COMMUNITIES
64	Safeguarding Our People
70	Enriching Lives
76	Diversity & Equal Opportunities
80	Empowering Our People
84	Abu Dhabi Maritime Academy
6	PROTECTING THE ENVIRONMENT
88	Enhancing Energy Efficiency
96	Water Stewardship
98	Circular Operations
102	Proactive Impact Assessment & Monitoring
7	ASSURANCE STATEMENT
8	GRI CONTENT INDEX

INTRODUCTION

AD Ports Group presents the 2023 edition of its annual Sustainability Report, offering a comprehensive overview of AD Ports Group's sustainable development, decarbonisation efforts, and responsible corporate citizenship.

The commitment of AD Ports Group extends to openly sharing performance with stakeholders, demonstrating transparency in operations. As a key player in the maritime, industrial, and logistics sectors, our initiatives align with UN Sustainable Development Goals (SDGs) and sustainability objectives set by Abu Dhabi and the UAE, emphasising the Group's pivotal role in fostering positive environmental, social, and economic impacts.

The report, developed with reference to the Global Reporting Initiative (GRI) Standards, provides general and topic-specific disclosures relevant to AD Ports Group's operations and initiatives. Through this report, AD Ports Group explores its journey, partnerships, and collaborative efforts, aspiring to shape a more sustainable and resilient future for all.

ASSURANCE

The report, inclusive of performance data and claims, has undergone verification and assurance conducted by an independent third party.

"The report is developed with reference to the Global Reporting Initiative (GRI) Standards"

REPORTING PRINCIPLES

 **Sustainability Context**

 **Completeness**

 **Quality Balance**

 **Comparability**

 **Accuracy**

 **Timeliness**

 **Verifiability**

 **Clarity**

MANAGING DIRECTOR & GROUP CEO'S STATEMENT



Captain Mohamed Juma Al Shamisi

Managing Director and Group CEO,
AD Ports Group

At AD Ports Group, we firmly believe that sustainability and ESG principles are integral to our operational ethos and fundamental to our global growth and expansion strategy.

In our determined effort to foster equitable growth and inspired by our leadership's wise vision, AD Ports Group has taken significant strides in diversifying the UAE's economy, while adhering to our sustainability commitments.

Our strategic acquisition of Noatum, a globally integrated logistics powerhouse with a presence in 27 countries, is a testament to our dedication to expanding our global reach and reinforcing Abu Dhabi's position as a pre-eminent leader in the Maritime & Shipping and logistics sectors.

Furthermore, our ventures into new geographical markets, including Jordan, Egypt, Pakistan, the Republic of the Congo, Uzbekistan and Kazakhstan, among others, are set to further cement our leading stance.

Our global expansion is accompanied by a conscious commitment to sustainable practices, which we recognise as critical, not only for mitigating risks but also for unlocking new opportunities for long-term and sustained value creation.

Sustainability is deeply embedded in our growth strategy, propelling us towards the adoption of sustainable technologies, reduction of carbon emissions, and promoting social inclusivity throughout our operations.

AD Ports Group has achieved significant progress in advancing its sustainability agenda.

This progress, coupled with our strong economic performance, the Group's revenue reached AED 11.68 billion in 2023, and is a compelling testament to the efficacy of our sustainability-centric approach.

As we navigate the complexities of a rapidly evolving global business landscape, I remain confident that our enduring commitment to sustainability and ESG principles will continue to serve as the cornerstone of our future growth and success.

KEY SUCCESSES



United Nations Investment Promotion Award 2023



Harvard Business Council Award for Occupational Health & Safety Gold Award 2022



Maritime Standard Award - Port of the Year (Khalifa Port)



Gulf Sustainability Awards 2023- Innovation in Sustainable Technologies (Maqta Airfreight Services (MAS))- Silver Award



Abu Dhabi Sustainable Business Leadership Awards 2023 - Best Sustainability Initiative Award



Preferred Choice for Shareholder Investments UAE 2023 Award



International Business Awards - Achievement in Finance



Market Standard International (MSI) 20000 Certification



Investors in People: Platinum Level



18%
Increase in Gross Profit



112%
Year-on-Year (YoY) Growth in Revenues



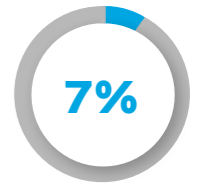
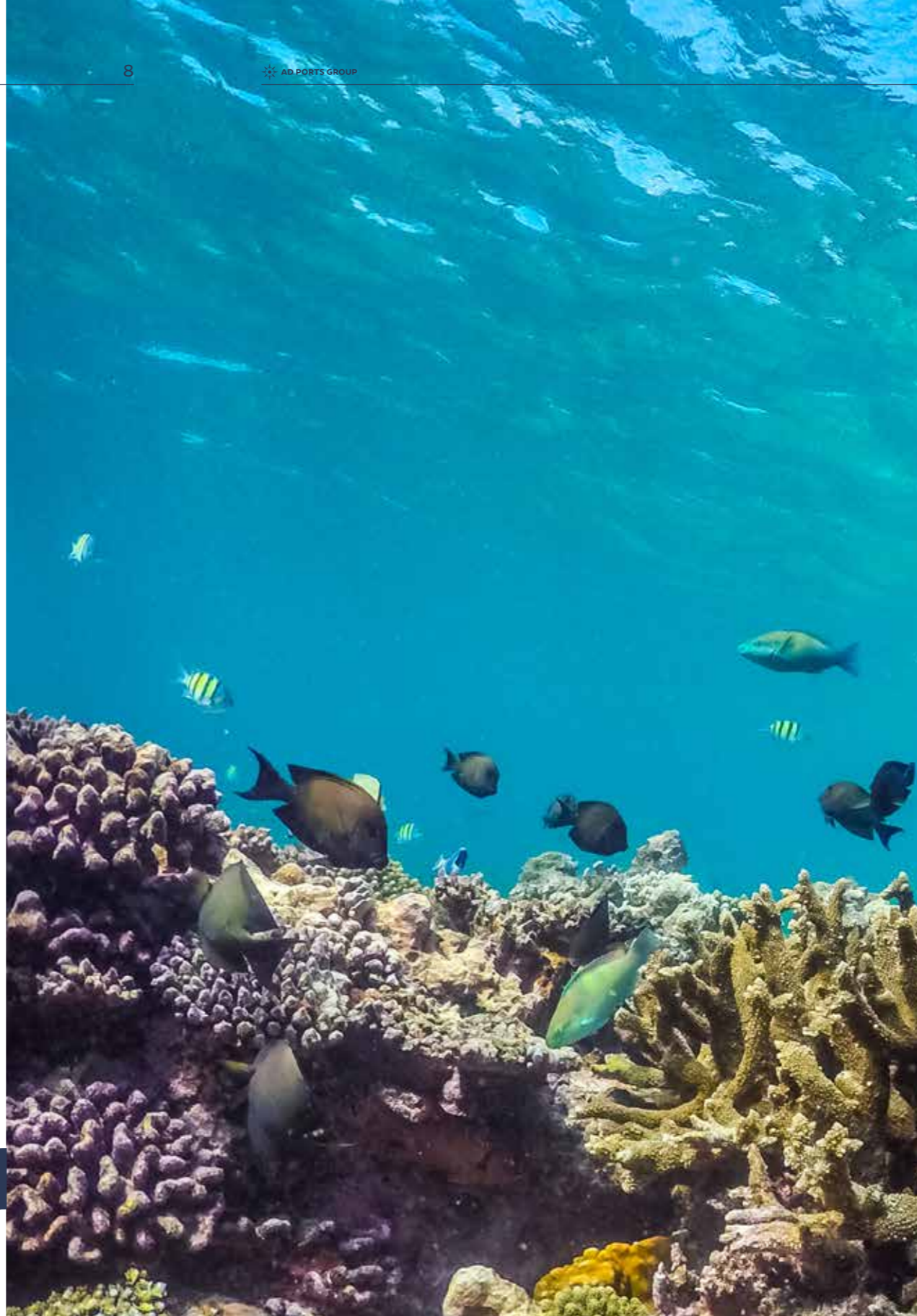
13%
Increase in TEU's Handled



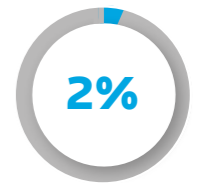
182%
Increase in Cruise Passengers



46%
YoY Growth in the Vessels Fleet



Decrease in Electricity Consumption Intensity for Container Terminals



Decrease in GHG Emission Intensity per TEU



174%

Increase in Solid Waste Recycled at AD Ports Group



4,250 kWp

of Solar PV Integration at AD Ports Group



5,000 tCO₂e

Emission Reduction from Clean Energy Generation

124
CSR Initiatives

84%
Job Satisfaction

66.6%
Emiratisation Rate

100+
Nationalities at AD Ports Group

57%
Increase in the Total Hours of Training for Employees

42%
Increase in Number of Female Employees Hired





ABOUT AD PORTS GROUP



GLOBAL FOOTPRINT



AD Ports Group is a Leading Regional Enabler of Trade, Industry and Logistics, which Pursues Value-Enhancing Expansion and Synergistic Growth.



PORTS

- EGYPT
- JORDAN
- PAKISTAN
- REPUBLIC OF CONGO
- SPAIN
- UAE



ECONOMIC CITIES & FREE ZONES

- UAE



DIGITAL

- UAE



Operations across **27** countries.



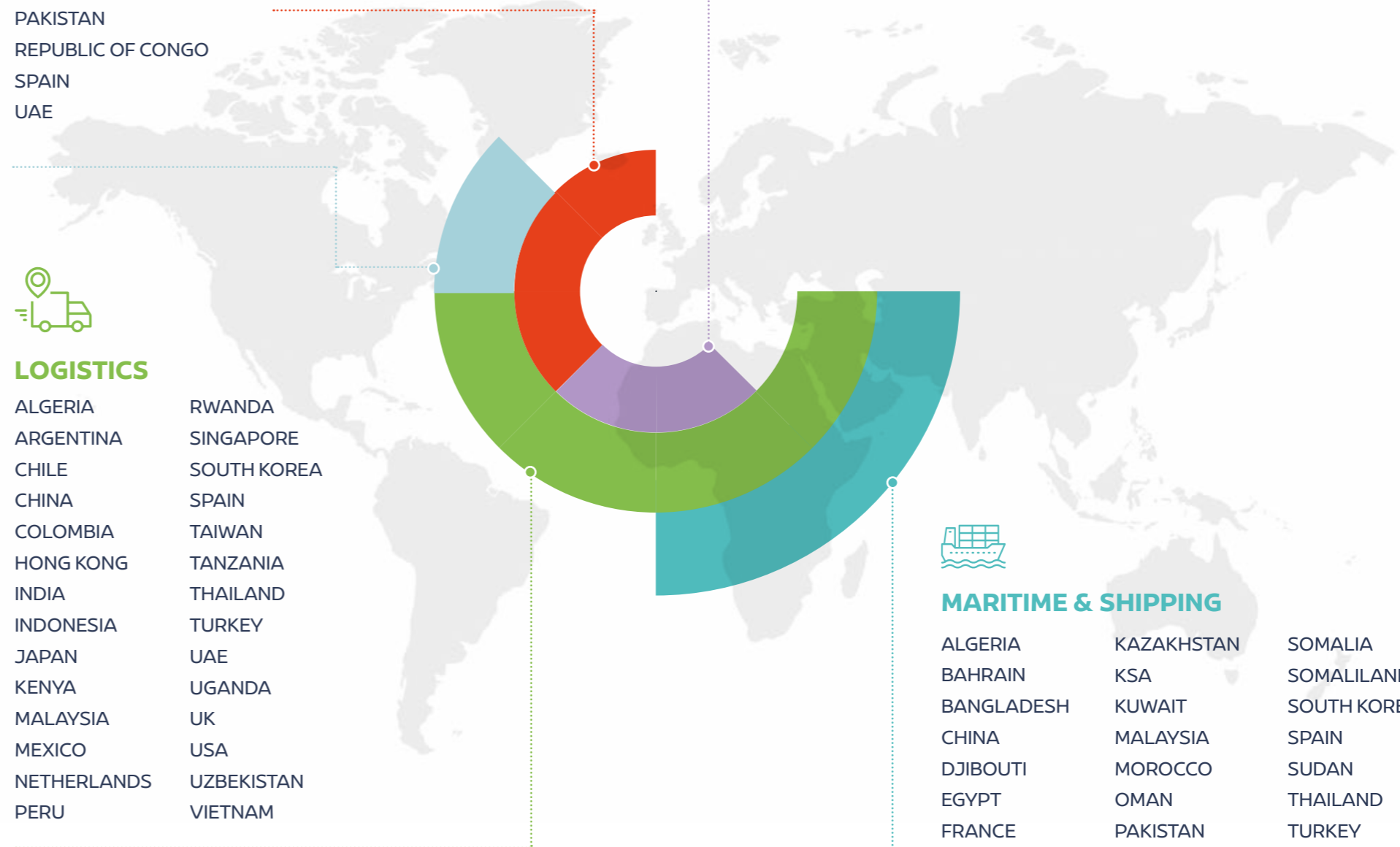
LOGISTICS

- | | |
|-------------|-------------|
| ALGERIA | RWANDA |
| ARGENTINA | SINGAPORE |
| CHILE | SOUTH KOREA |
| CHINA | SPAIN |
| COLOMBIA | TAIWAN |
| HONG KONG | TANZANIA |
| INDIA | THAILAND |
| INDONESIA | TURKEY |
| JAPAN | UAE |
| KENYA | UGANDA |
| MALAYSIA | UK |
| MEXICO | USA |
| NETHERLANDS | UZBEKISTAN |
| PERU | VIETNAM |



MARITIME & SHIPPING

- | | | |
|------------|------------|-------------|
| ALGERIA | KAZAKHSTAN | SOMALIA |
| BAHRAIN | KSA | SOMALILAND |
| BANGLADESH | KUWAIT | SOUTH KOREA |
| CHINA | MALAYSIA | SPAIN |
| DJIBOUTI | MOROCCO | SUDAN |
| EGYPT | OMAN | THAILAND |
| FRANCE | PAKISTAN | TURKEY |
| INDIA | PORTUGAL | UAE |
| IRAQ | QATAR | VIETNAM |
| JORDAN | SINGAPORE | YEMEN |



AT A GLANCE



Advancing Sustainable Trade, Globally.

AD Ports Group is a dynamic and forward-thinking entity that plays a pivotal role in shaping the economic landscape of the United Arab Emirates (UAE). It was established to meet the evolving needs of global trade and has emerged as a key player in the Maritime & Shipping, Industrial and Logistics sectors within the UAE.

With a strategic focus on excellence, efficiency, and sustainable development, AD Ports Group is shaping a resilient and integrated future for trade and commerce.

Its resilient and sustained growth is anchored in its five distinctive business Clusters:



These integrated Clusters form a robust trade community, characterised by strong partnerships and synergistic endeavours.



PORTS

Managing and operating 27 state-of-the-art ports and terminals in the region and the globe, facilitating trade and building capacity whilst connecting Abu Dhabi globally.

The Ports Cluster is dedicated to pursuing sustainable growth by establishing partnerships with leading local and international market players.

It aims to diversify and enhance its capacity, catering to the increasing and varied demands of its customers. This strategy is integral to reinforcing Abu Dhabi's position as a major global centre for trade and logistics.

A steadfast commitment to executing a strategy of infrastructure expansion, cementing strategic partnerships, and investing in technology, has yielded record business demand. With plans for infrastructure expansion, investment in technologies, and new market connectivity already well advanced, the Cluster is ideally positioned to bring Abu Dhabi to the forefront of global business.



ECONOMIC CITIES & FREE ZONES

The Economic Cities & Free Zones Cluster spearheads the operation of KEZAD Group, the largest operator of integrated and purpose-built economic zones in the United Arab Emirates. Providing competitive business ecosystems that encourage unprecedented growth, KEZAD Group is a key strategic enabler of Abu Dhabi's vision for the diversification of its economy.

KEZAD Group's vital infrastructure and services span 12 economic zones (located in Abu Dhabi City, Al Ain City and Al Dhafra Region) covering a total area of 550km² and including more than 40 staff accommodation complexes under its subsidiary, KEZAD Communities.

Economic Cities & Free Zones serves as a catalyst for economic diversification and industrial excellence.



MARITIME & SHIPPING

The Maritime & Shipping Cluster includes SAFEEN Group, the largest diversified provider of maritime services in the region, which provides shipping & transshipment, offshore and subsea solutions and marine services including drydocking.

The Cluster also governs and regulates Abu Dhabi's waters via Abu Dhabi Maritime. They are tasked with enhancing Abu Dhabi's maritime infrastructure to meet the needs of the local maritime community for both businesses and recreational users and developing a Public Water Transportation System to create a leading global maritime city.

Both entities are committed to efficiency and excellence ensuing safe and streamlined operations across all operations.



LOGISTICS

The Group's Logistics Cluster features Noatum, a leading multinational trade and logistics player which provides fully integrated maritime, logistics, and port operations services across all major global markets and trade lanes.

Noatum brings to market a global network of 16 terminals, 127 international offices, presence across 67 ports, and a team of over 4,200 professionals covering 27 countries, across Europe, Asia, Africa, North and South America.

Noatum's comprehensive services portfolio is divided into three main business areas: Noatum Maritime, Noatum Logistics and Noatum Terminals. Its main market differentiator is its ability to synergise its three businesses into integrated and individualised solutions that serve clients' entire value chains – from manufacturer to consumer.



DIGITAL

Digital Cluster is digitalising and transforming the very nature of trade. It's secure and scalable digital solutions' portfolio cement the Group's rapidly growing reputation as a global end-to-end trade and logistics enabler. Leveraging emerging technologies, the Cluster serves as a hub for endless innovation, delivering unparalleled experience to the Group's stakeholders and customers.

At the heart of the Digital Cluster is Maqta Gateway, the developer and operator of Abu Dhabi's Official Single Window for trade (ATLP) under the supervision of the Abu Dhabi Department for Economic Development.

Maqta Gateway streamlined trade through Abu Dhabi, delivering unparalleled trade efficiencies and millions of tonnes in carbon emission reductions. It's Advanced Trade and Logistics Graduate (ATLG) Programme champions sustainable economic development for Abu Dhabi by elevating the status of Emiratis and creating trade transformation leaders of tomorrow.



With a strategic focus on excellence, efficiency, and sustainable development, AD Ports Group is shaping a resilient and integrated future for trade and commerce.



PORTS



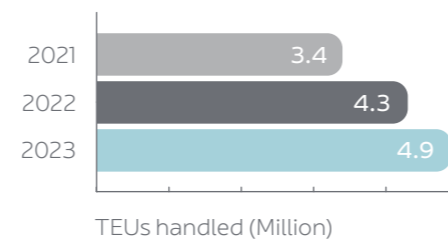
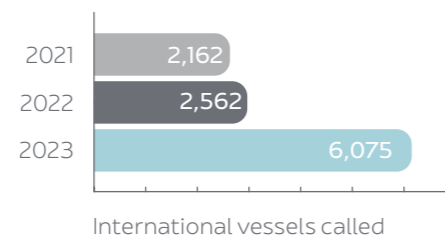
Facilitator of Global Trade and Logistics.



About

The Ports Cluster owns and operates 27 terminals in the UAE and globally, facilitating trade and connecting Abu Dhabi to global markets.

AD Ports Group strategically focuses on sustainable growth and forming key partnerships with global market leaders, resulting in remarkable YoY growth across all metrics.



SUSTAINABILITY INITIATIVES

Throughout our ports and infrastructure, the Ports Cluster has implemented numerous sustainability initiatives:



New buildings under construction are in alignment with green building regulations and integrated renewable energy systems.



Invested in a new air quality monitoring station at Khalifa Logistics Port Terminal.



Significant energy consumption reduction achieved across buildings within the Ports Cluster.



Earth Hour campaign ran successfully and resulted in a savings of 679.5 kWh.



Electrification of existing diesel terminal equipments at our Ports.



Electric car charging stations installed across Zayed and Khalifa Port.



The Tribology Oil Analysis programme has been implemented to extend the lifespan of oil used on terminal equipment.



Integration of Etihad Rail Terminal to significantly reduce Greenhouse Gas (GHG) emissions.



AWARDS WON

In recognition of the outstanding achievements and commitment to excellence, the Ports Cluster has been awarded the following accolades:

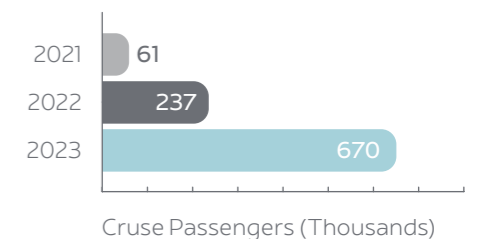
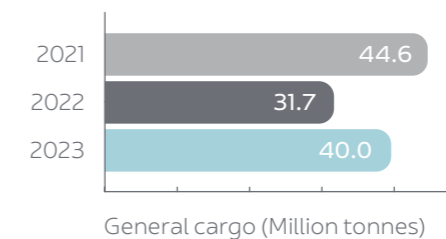
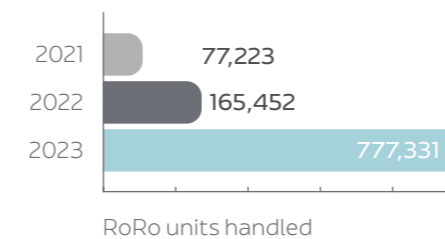
International Stevie Awards (Silver)
Management Team of the Year.

Maritime Standard Awards (Port of the Year)
Khalifa Port.

Seatrade Maritime Awards
Port & Terminal Operator Award.

Harvard Business Award (Gold)
Project Award.

Container Port Performance Index (by the World Bank and S&P)
Khalifa Port was named the world's 3rd most efficient port.



ECONOMIC CITIES & FREE ZONES



Largest Operator of Integrated and Purpose-Built Economic Zones in the UAE.

The Economic Cities & Free Zones Cluster leads the operation of Khalifa Economic Zones Abu Dhabi - KEZAD Group.

As a key strategic enabler of Abu Dhabi's economic diversification vision, the Group is committed to fostering competitive business ecosystems that propel sustainable growth within an open, agile, and integrated environment.

Highlights



Total Land Bank: **550 km²**



Developed Land: **146 km²**



Leasable Land: **98 km²**



Warehouses Under Management: **587,000 m²**



EC&FZC Added **5 km²** of Gross New Land Leases

THE CLUSTER SUPPORTS VARIOUS SUSTAINABILITY INITIATIVES



Establishment of a 3.35 sq. km conservation area in Khalifa Industrial Area - KEZAD Area B2.



Expansion of KEZAD Utilities' natural gas supply network and efficient district cooling plants.



Ongoing translocation project for the Spiny Tailed Lizard (Dhub) from KEZAD Area B1 to the conservation area in KEZAD Area B2.



Collaboration with Emirates Steel Arkan, ITOCHU Corporation, and JFE Steel to develop a low-carbon iron complex.



Partnership with the Environment Agency Abu Dhabi for the 'Auto Permit X71' service to facilitate environmental licensing for industrial facilities in KEZAD.



Partnership with Sustainable Water Solutions Holding Company (SWS) for the development of **polished water, a product made from recycled sewage water.**



KEZAD has partnered with Abu Dhabi Department of Energy (DOE) to issue clean energy certificates for its clients.



Launch of 'Sustainability Talks' in line with the Year of Sustainability and the UAE hosting COP 28.

SUSTAINABILITY INNOVATORS AT KEZAD

KEZAD Group hosts several innovators contributing to ecological restoration and circular economy:

1. Dendra Systems:

Providing advanced technology and services for optimising restoration activities in arid and coastal ecosystems

2. Archireef:

Pioneering terracotta-based coral reef tiles for marine conservation

3. Desert Board:

Transforming date palm residues into a nature-based construction material called Palm Strand Board (PSB)

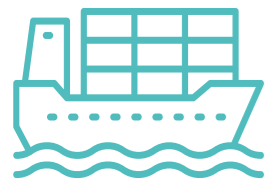
4. Usage of Construction Material:

Asphalt milling for ICAD rehabilitation project



Won United Nations Investment Promotion Award 2023 for attracting investments in energy transition.

MARITIME & SHIPPING



The Maritime & Shipping Cluster Includes Safeen Group And Abu Dhabi Maritime.

Through SAFEEN Group, the Cluster provides end-to-end onshore and offshore maritime services and capabilities with a focus on expanding its global footprint, serving key markets and enhancing trade connectivity.

As the custodian of Abu Dhabi's waterways, Abu Dhabi Maritime is tasked with regulating the waterways, developing built and digital maritime infrastructure and operating an integrated Public Water Transportation system. This supports the Emirate's vision to become one of the top 10 global maritime hubs.



SAFEEN GROUP

SAFEEN Group stands as one of the largest and leading diversified providers of maritime services. It offers a broad portfolio of services across three key sectors - Shipping & Transshipment, Offshore & Subsea, and Marine Services, which includes Dry Docking.



Shipping & Transshipment

SAFEEN Group is growing its shipping and transshipment division on a global scale and is comprised of container feeding through SAFEEN Feeders and Transmar, dry bulk, liquid bulk and Ro-Ro.

Transshipment allows for bulk cargo to be transported in the largest possible ocean-going vessels to or from berths that with draft limitations. Our bespoke logistics solutions and project expertise result in substantial freight savings for customers.

The fleet is led by M/V HAFEET, the largest bulk commercial vessel converted into a Transshipping vessel ever and registered under the UAE flag, accompanied by three (3) self-propelled barges/self-discharging barges that facilitate safe and efficient dry bulk cargo handling.



Offshore & Subsea

SAFEEN Group is undergoing rapid growth as an integrated offshore and subsea service provider. Forging partnerships and acquisitions with established entities within the sector has been instrumental in delivering innovative customised solutions to customers across the offshore oil, gas, as well as engineering, procurement and construction (EPC) and the renewable energy sector. SAFEEN Offshore, OFCO, SAFEEN Survey and Subsea and Divetech provide a wealth of experience across underwater engineering, offshore support, shore-based operations, subsea services, surveys and commercial diving to meet customer demand.



Marine Services

SAFEEN Marine Services delivers integrated marine services, including Vessel Traffic System (VTS), Vessel Management, Pilotage, Towage Services, Cross Chartering, Mooring Services, Maintenance & Installation of Aids to Navigations (AtoN), Bathymetric Survey and Oil Spill Response.

ABU DHABI MARITIME

Abu Dhabi Maritime is part of AD Ports Group, in cooperation with the Department of Municipalities and Transport. As the custodian of Abu Dhabi's waterways, Abu Dhabi Maritime pursues its mission by implementing a streamlined, user- and business-friendly regulatory environment that remains responsive to the needs of the Emirate's recreational and commercial maritime communities. Furthermore, it focuses on developing ultra-modern infrastructure and introducing advanced digital services to enhance the user experience.

EXPANDING HORIZONS

The Maritime & Shipping Cluster has shown exceptional growth in 2023. Strategic vessel acquisitions have improved connectivity to vital trading markets and saw the Cluster venture into business areas including Ro-Ro and liquid bulk. Additionally, 10 vessels were purchased, offshore operations in the Middle East and Southeast Asia. The year also saw a significant collaboration with Kazakhstan's national shipping company, KazMorTransFlot (KMTF), leading to the acquisition of two advanced vessels for transporting Kazakhstan's oil across the Caspian Sea. **Today, the Cluster boasts over 200 vessels operating across all service lines.**

Another key development was the **formation of SAFEEN Drydocks**, a joint venture between AD Ports Group and Premier Marine Engineering Services LLC. This venture, based at Khalifa Port, offers comprehensive services including drydocking, afloat repairs, shipbuilding, and refurbishment.

A significant highlight of the year was the **inauguration of Sila Community Harbour and Al Fiyay Island Marina in Al Dhafra region, by His Highness Sheikh Hamdan Bin Zayed Al Nahyan**- Ruler's Representative in the Al Dhafra Region. The enhanced infrastructure projects form part of Abu Dhabi Maritime's strategy and commitment to give back to Al Dhafra region and strengthen its maritime community by enhancing local employment opportunities and preserving local heritage and culture.

In pursuit of raising the bar across the maritime landscape, initiatives developed this year included the Abu Dhabi Maritime Awards, celebrating excellence in marinas across the MENA region, and Maritime Hub Abu Dhabi, a platform to bridge the gap between public and private players driving progress in the sector.



AWARDS AND RECOGNITIONS

Harvard Business Council Awards:
Gold Level Winner - Start up Gold Award

Harvard Business Council Awards:
Diamond Level Winner - Occupational Health & Safety

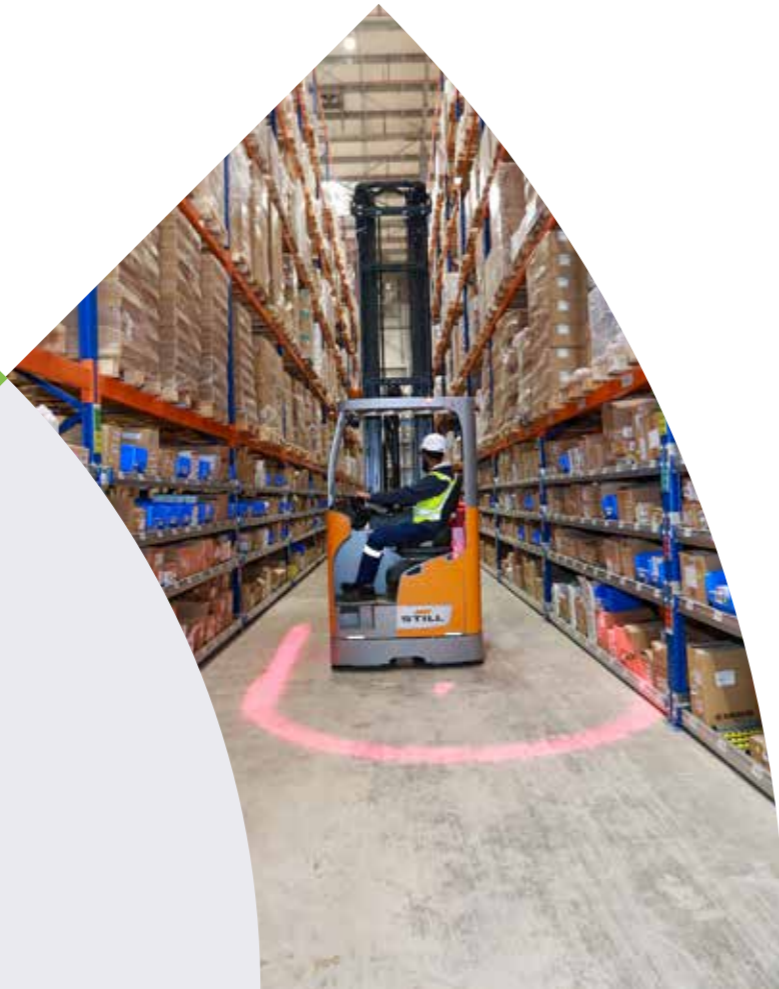
Stevie International Business:
Gold Level Winner - Executive of the Year - Diversified Services

Stevie International Business:
Gold Level Winner - Abu Dhabi's Extraordinary Wingfoil World Cup

Customer Centricity World Series 2024:
Customer Centricity in B2B

ideasUK:
Sustainability Award - Ecological Concrete Mattresses in Saadiyat Marina

LOGISTICS



AD Ports Group's Logistics Cluster Includes Noatum.

A leading multinational trade and logistics player which provides fully integrated maritime, logistics, and port operations services across all major global markets and trade lanes.

Noatum brings to market a global network of 16 port terminals, 127 international offices, and a team of over 4,200 professionals covering more than 27 countries, inclusive of Europe, Asia, Africa, North and South America.

Noatum's comprehensive services portfolio is divided into three main business areas: Noatum Maritime, Noatum Logistics and Noatum Terminals. Its main market differentiator is its ability to synergise its three businesses into integrated and individualised solutions that serve clients' entire value chains – from manufacture to consumer.



AWARDS AND RECOGNITIONS

Air Cargo Service Award at the British International Freight Association (BIFA) Freight Service Awards 2023.

NEESHAN HSE Award for Best Environmental Performance

Member of MACN Maritime Anti-Corruption Network

Noatum has 15 ISO 14001:2015 certified companies, located in Spain, France, UAE, Peru, Chile, and Colombia

Winner of the Logistics Fleet of the Year in the Middle East region

In 2023, its global team handled more than 15,452 port agency calls, 14.8 million tons of bulk and general cargo at terminals and depots, and 1.6 million vehicles. It also handled more than 151,000 containers at terminals and depots and facilitated movement of 560,000 TEUs via commercial booking.

From the sustainability perspective, Noatum is focused on growing responsibly and doing so through a planned and deliberate sustainability strategy. Specifically, its goal is to become a Carbon Neutral Company by 2050, which means that its carbon emissions will be fully balanced through energy efficiency actions and decarbonization plans with the aim of avoiding carbon emissions as much as possible and rely on compensation as a last resort.

SUSTAINABILITY SUCCESSES

Strategic approach to sustainability

In 2023, Noatum began implementing a new strategic approach to ESG, aligned with AD Ports Group's broader sustainability agenda and sets Noatum's sustainability course for the 2025-2030 time horizon.

As a result, Noatum's ESG approach will be implemented through four major pillars: Climate Action; Environmental Protection; People and Community Welfare; and, Government and Sustainability Growth. Each pillar will have strategic deliverables that will be deployed in the form of specific plans and projects, highlighted below.



The details of these initiatives will allow Noatum to define its goals, objectives, and realistic deliverables, which will lay the foundation for its sustainable growth as an organisation and its alignment with the United Nations' Sustainable Development Goals (SDGs).

Electrification of the vehicle fleet

Noatum is progressively upgrading its road transport fleet to electric and hybrid vehicles, which are more efficient and environmentally friendly. **Specifically, over the course of 2023, Noatum acquired 18 fully electric and 8 liquefied petroleum gas vehicles for terminal operations. In total, 26% of its current fleet is made up of electric and hybrid vehicles, a percentage that will increase in the coming years.**

Noatum has also increased the installation of electric vehicle chargers throughout its global operations. As an example, there are now 77 chargers at its terminals, both for fleet and customers' vehicles, and it is also expanding its current electric charging points within the office network.

Noatum Terminals, which specialises in handling of cargo and Ro-Ro vehicles at ports and terminals, plays an essential role in the movement and distribution of electric and electrified vehicles, both in the import and export of these units. Specifically, its terminals have handled more than 125,000 of these vehicles in 2023, thereby contributing to their adoption in markets that Noatum serves.

Efficient vehicle fleet management

Noatum Logistics' fleet of trucks dedicated to the mining industry in Peru currently has a EURO-5 classification and will soon be replaced by new EURO-6 tractor units, which lower emissions of Nitrogen Oxide.

In addition to technical and efficiency improvements in engines, Noatum is also utilising tires with low rolling resistance, training for more efficient driving, and software for optimal configuration of routes and continuous monitoring of vehicle efficiency and fuel consumption. Such measures maximise the efficiency of Noatum Logistics' operations and reduce environmental impact.

Furthermore, Noatum Logistics is also adopting tandem trailers for container shifting to enhance productivity, decrease maintenance requirements, and lower CO₂ emissions.

Zero-carbon warehousing

Noatum Logistics' new logistics hub in Biggleswade, a 230,000 ft² facility with advanced robotics and a net-zero carbon design in Central Bedfordshire, UK, started operations in July, 2023, and aims to process up to three million items during peak periods under a five-year contract with a major retail client.

Recycling initiatives

Noatum has a series of initiatives aimed at eliminating the use of single-use plastics at its workplaces. For instance, it has provided staff with reusable aluminum bottles and installed ultra-filtration water fountains in its network of offices. Furthermore, Noatum is running recycling programs for used oil, metals, cartons, and tires in collaboration with authorized waste managers.

Transition to solar and LED lighting

Noatum is committed to greener operations through continued installation of photovoltaic panels to power its facilities and premises. In 2023, it installed a 20kW photovoltaic system at Autoterminal Barcelona, which will be followed by one 400kW plant at Noatum Terminal Malaga and another similar plant at Noatum Terminal Tarragona in 2024.

In Spain, most of the electricity that Noatum utilises comes from 100% renewable energy sources, following its commitment to becoming a carbon-neutral company by 2050. As part of this commitment, it is continuing to upgrade the lighting systems to LED technology with the aim of having 100% LED lighting across all its port terminals and warehouses.

As an example, Noatum has upgraded its Terminal Tarragona and Autoterminal Barcelona to 100% LED lighting by installing 100 LED panels inside the premises and replacing all halogen lights with solar-powered or LED options. In addition, Noatum Logistics is proceeding with the same strategy across its regional branches around the globe.

Paperless operation

Noatum has been implementing the use of iPads to eliminate the need for printing paper for job-related tasks, while utilising double screens at workstations and applying the sustainability criteria in the purchase of paper.

With a forward-looking approach and a steadfast commitment to sustainability, the Logistics Cluster, operated by Noatum, continues to innovate and lead in the ever-evolving industry landscape with the goal of becoming one of the top providers of trade and logistics services across all global markets.



DIGITAL



A Leader in Delivering Innovative Digital Solutions to Trade and Logistics Stakeholders.



The Digital Cluster, has significantly enhanced the efficiency and productivity of AD Port Group's business interactions.

This commitment to innovation aligns with the conviction that digital transformation is integral to expediting the transition of businesses towards sustainable operations.

Sheets of paper saved:
138 million

Person days saved:
1.9 million

Tonnes of carbon dioxide emissions avoided:
677 thousand tCO₂

SUSTAINABILITY ACHIEVEMENTS AND RECOGNITION

A cornerstone of the Cluster's sustainability success lies in the Advanced Trade Logistics Platform (ATLP).

This innovative solution, facilitates global goods exchange and people movement, contributing substantially to Abu Dhabi's sustainable development.

As a unified platform for payments and applications, ATLP assists stakeholders in resource management and serves as Abu Dhabi's single-window trade platform for sea, land, air, industrial, and free zones. By encouraging paperless trade, ATLP has enabled organisations to conduct business with fewer in-person visits, resulting in enhanced government and customer efficiency and a significant reduction in CO₂ emissions.

THE FUTURE TRAJECTORY OF THE DIGITAL CLUSTER INVOLVES THE FOLLOWING STRATEGIC INITIATIVES:

Strategic Roadmap: 2024-2028 Initiatives



The Digital Cluster's excellence was acknowledged through various prestigious awards in 2023:

Gulf Sustainability Awards 2023

- Innovation in Sustainable Technologies - Maqta Airfreight Services (MAS) Silver Award
- Reaction to Crisis (mUnity) Gold Award

IdeasUK 2023:

- Judges Special Achievement Award (mUnity)

International Customer Experience Awards 2023:

- Best Customer Experience Strategy (Gold Award)
- Best Contact Centre (Silver Award)
- CX Leader of the Year (Silver Award)
- Best Digital Customer Experience Gold Award – Maqta Port Community System (mPCS)



LEADERSHIP AND GOVERNANCE



STAKEHOLDER ENGAGEMENT



Stakeholder Engagement and Materiality Assessment.

AD Ports Group acknowledges its interconnectedness with various internal and external stakeholders on local, regional, and global scales. The company operates with a commitment to fostering genuine, open, and authentic relationships with stakeholders, considering these connections are deemed vital to the overall success of the business. In recognising the significance of understanding stakeholders' concerns, AD Ports Group actively engages in the identification and prioritisation of issues that hold value for both the stakeholders and the company.

This strategic approach aligns with our pursuit of shared value and underscores potential co-benefits that can be jointly secured through the alignment of AD Ports Group's business and operational objectives, with our sustainability strategy.

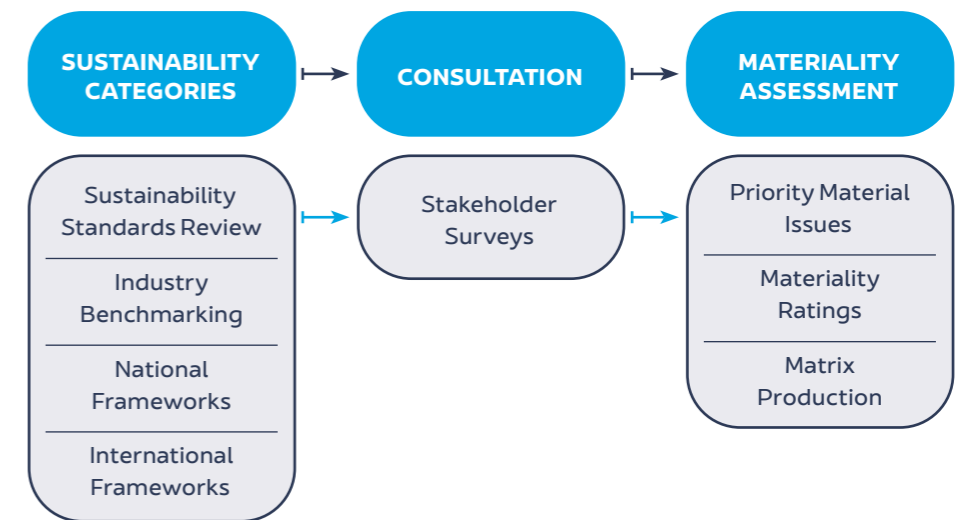
LISTENING TO STAKEHOLDERS TO DEFINE PRIORITIES

In 2022, AD Ports Group conducted a comprehensive stakeholder engagement and materiality assessment, involving all employees, key government bodies, customers, suppliers, and contractors. The insights gained from this exercise played a crucial role in identifying priority material issues relevant to our business and operational context. These issues were evaluated based on their importance to stakeholders and their potential impact on our business.

The next materiality assessment is scheduled for 2025.

METHODOLOGY

Our assessment methodology guarantees that the information presented is pertinent, meaningful, and centred on topics of utmost importance to our organisation and its stakeholders. The materiality assessment considers both financial and non-financial impacts, encompassing social and environmental factors. **This process is summarised in three main steps:**

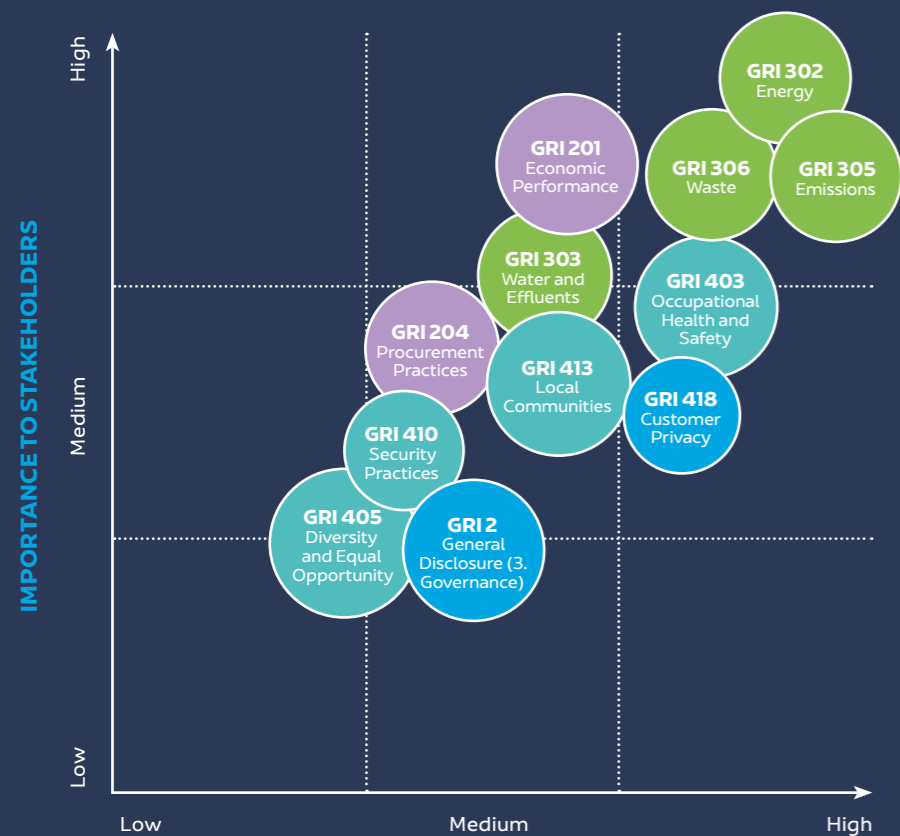


INTEGRATION, TRANSPARENCY, AND DISCLOSURE

To seamlessly integrate the identified priority material issues into our strategy, we aligned them with the four themes of our Integrated Sustainability Model, ensuring focused action on these issues. We also compile the Global Reporting Initiative (GRI) disclosure standard for each priority material issue.

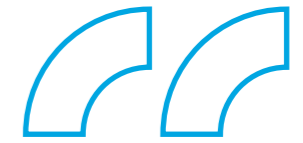
The information from the stakeholder engagement exercise enabled us to identify the priority material issues relevant to our business and operational context. These were rated according to their importance to our stakeholders and the potential impact on our business.

Following the acquisition of Noatum, the sustainability committee of AD Ports Group evaluated Noatum’s materiality assessment and aligned it with our materiality matrix. As a result, customer privacy was identified and added as a material topic in 2023.



This strategy serves as a guiding framework for AD Ports Group’s sustainability endeavours, concentrating on activities within the UAE region. It is not merely a declaration of our commitment but also a decision-making and accountability tool for stakeholders.

AD PORTS GROUP’S SUSTAINABILITY STRATEGY OPERATES ON A FOUR-TIER APPROACH:



Following stakeholder feedback and the identification of material sustainability issues, AD Ports Group has formulated a comprehensive strategy to uphold its commitment to sustainability. **This strategy was developed after careful consideration of the following focus areas:**

- 1. Increasing Climate Resilience:** Strategically reducing human-induced greenhouse gas (GHG) emissions and embedding low-carbon transformation at the core of operations.
- 2. Protecting the Environment:** Proactively contributing to biodiversity conservation and minimising environmental impact.
- 3. People and Community Welfare:** Prioritising the well-being of our workforce and communities, fostering partnerships for sustainable development.
- 4. Boosting Economic Growth:** Creating job opportunities and supporting the local economy.

This cohesive strategy underscores AD Ports Group’s dedication to sustainability and provides a roadmap for measuring and tracking progress. It reflects a commitment to responsible business practices and signifies proactive engagement with the broader community and environment.



EXCELLENCE IN GOVERNANCE



All of Our Operations were Assessed for Risks Related to Corruption, Demonstrating a Strong Commitment to ESG Requirements.



AD Ports Group Governance efforts emphasise a structured sustainability and ESG governance framework which provides clear guidance and direction for the Group's business subsidiaries, capturing all sustainability related aspects.

These efforts aim to clearly define the distribution of rights and responsibilities among various stakeholders, including the Group Board, Senior Management, Shareholders, and other Stakeholders. It establishes rules and procedures for decision-making at the Group level, corporate affairs, and subsidiaries by their respective boards.



OUR MISSION

The governance framework was designed to enable and drive capabilities that enhance the principles of transparency, accountability, responsibility, and fairness. It sets forth a group of corporate governance principles that the Group and its subsidiaries should comply with in their day-to-day activities.



OUR VISION

To maximise our shareholder value by integrating ESG across our portfolio of world-class Clusters.



This governance framework and its principles aim to set and monitor the achievement of the Group's objectives, ensuring the effective management and oversight of the organisation's performance and strategic direction.



OUR PRINCIPLES

The governance principles include:



TRANSPARENCY:

Ensuring openness and clarity in operations and making information verifiable and subject to scrutiny.



ACCOUNTABILITY:

Enabling shareholders to hold senior management accountable for its performance under the law and governance systems. It also ensures the responsibility of senior management before the Board and the Board's responsibility before the shareholders.



RESPONSIBILITY:

Elevating the sense of duty within management (both the Board and Senior Management) and ensuring that each Board member acts according to a high level of professional ethics. It acknowledges the legal rights of shareholders and encourages cooperation between the Group and shareholders on matters such as profit and job opportunities.



EQUALITY:

Ensuring rights equality between minor and major investors, as well as between local and foreign investors.

GOVERNANCE FRAMEWORK

The Corporate Governance Policy sets the tone at the top, providing direction and guidance for the Group's business Clusters and subsidiaries. The corporate governance structure clearly defines the distribution of roles and responsibilities among different stakeholders and related subsidiaries, such as the Group Board, Senior Management, Shareholders, and other Stakeholders.

Our robust governance structure empowers us to effectively implement our sustainability strategy across our five business Clusters, bolstering performance, nurturing trusted relationships with stakeholders, and ensuring accountability at every level.

KEY GOVERNANCE POLICIES

The key governance policies are integral to AD Ports Group's governance framework, supporting ethical conduct, regulatory compliance, and the protection of stakeholder interests. They reflect the Group's commitment to high standards of corporate governance, transparency, and accountability.

Related Parties Transaction Policy:

AD Ports Group has established a comprehensive policy to govern transactions with related parties, aiming to ensure that all dealings are conducted transparently and fairly. This policy outlines the procedures for identifying, approving, and reporting transactions with related parties, ensuring they are managed appropriately, and provides safeguards for minority shareholders and other stakeholders against potential conflicts of interest or abuse.

Insider Trading Policy:

The Insider Trading Policy of AD Ports Group is designed to prevent insider trading and ensure compliance with applicable laws. The policy outlines strict guidelines and procedures for insiders, defined as individuals who have access to material, non-public information. It emphasizes the importance of safeguarding sensitive information and mandates timely disclosure to prevent misuse.

Dividend Distribution Policy:

AD Ports Group's Dividend Distribution Policy sets the framework for distributing dividends to shareholders, aligning with applicable laws and regulations while considering the Group's long-term growth. This policy aims to protect shareholder rights, maintain trust, and ensure a fair and proportional distribution of dividends, considering the company's financial stability.



Board Nomination and Remuneration Policy:

The Board Nomination and Remuneration Policy details the process for nominating, selecting, electing, and re-electing Board members. It emphasizes merit and objective criteria to serve the Group's and stakeholders' best interests. The policy guides remuneration practices to attract, retain, and motivate Board members, ensuring alignment with the Group's goals and stakeholder interests.

Group Internal Control Policy Policy:

The Group's Internal Control Policy is structured to uphold an operating governance model, employing a three-tiered defence strategy for effective internal control framework management. This approach aims to enable an integrated assurance approach by developing of management controls, risk identification, the establishment of Key Risk Indicators (KRIs), and Key Performance Indicators (KPIs), alongside rigorous internal and external audit processes.

Governance, Risk and Compliance Policies:

The Group's Code of Conduct and Business Ethics Policy underscores our commitment to the highest professional and ethical standards across all business activities. These comprehensive policies guide the ethical behaviour of everyone within the organisation, including employees and stakeholders, ensuring integrity and transparency in business dealings. The policies cover conflict of interest, whistleblowing, fraud control, anti-money laundering (AML), counter-terrorism financing (CTF), and international trade and sanctions compliance..

External Audit Policy:

The External Audit policy outlines the principles and guidelines for the selection, appointment, and oversight of external auditors to ensure the integrity of financial reporting. It emphasise the independence, qualifications, and performance evaluation of external auditors, ensuring they provide an unbiased and accurate assessment of the company's financial statements.

Market Disclosure and Transparency Policy:

AD Ports Group is committed to ensuring timely, accurate, and transparent disclosure of information to the market. The Market Disclosure and Transparency Policy outlines the procedures for the release of financial and operational information, ensuring compliance with regulatory requirements and enhancing stakeholder confidence through open communication.

The Group Enterprise Risk Management Policy:

Enacts robust governance, risk management, and compliance across the organisation, integrating with corporate culture to manage and capitalise on risks as potential opportunities. This comprehensive framework supports significant organisational milestones, evolving to identify and mitigate risks effectively, thereby enhancing Corporate Governance and achieving the Group's strategic objectives.

BOARD COMPOSITION:

During 2023, the Group's Board of Directors comprised of a balanced mix of members, each bringing a unique set of skills, extensive experience, and a commitment to the highest standards of Corporate Governance that supports the Group's ambitions and operational excellence.

The Group's Board of Directors is constituted of a diverse blend of executive and non-executive members, each selected for their extensive experience, expertise, and ability to guide the Group towards achieving its strategic objectives.

The Board's composition reflects our commitment to upholding the highest standards of Corporate Governance, with a clear focus on diversity, innovation, and leadership within the Ports, Economic Cities & Free Zones, Maritime & Shipping, Logistics, and Digital Clusters.

The Board offers leadership, oversight, scrutiny and supervision at the executive and director levels. It holds ultimate accountability

for the identification and management of our impact.

The Board is established in accordance with the Board Nomination Policy, which outlines the procedures for nominating, selecting, electing, and re-electing Board candidates.

The policy, rooted in merit and objective criteria, ensures that candidates align with the interests of AD Ports Group and its stakeholders.

To enhance its effectiveness, the Board engages in annual evaluations and self-assessments. External consultants rigorously assess the Board at least every three years, to provide an unbiased perspective.

The Board is strengthened by three primary committees: the Audit & Risk Committee (ARC), the Remuneration & Human Resources Committee (RHRC), and the Strategy and Investment Committee (SIC). The Sustainability Committee and the Sustainability Task Force report to the ARC.



AUDIT & RISK COMMITTEE (ARC)

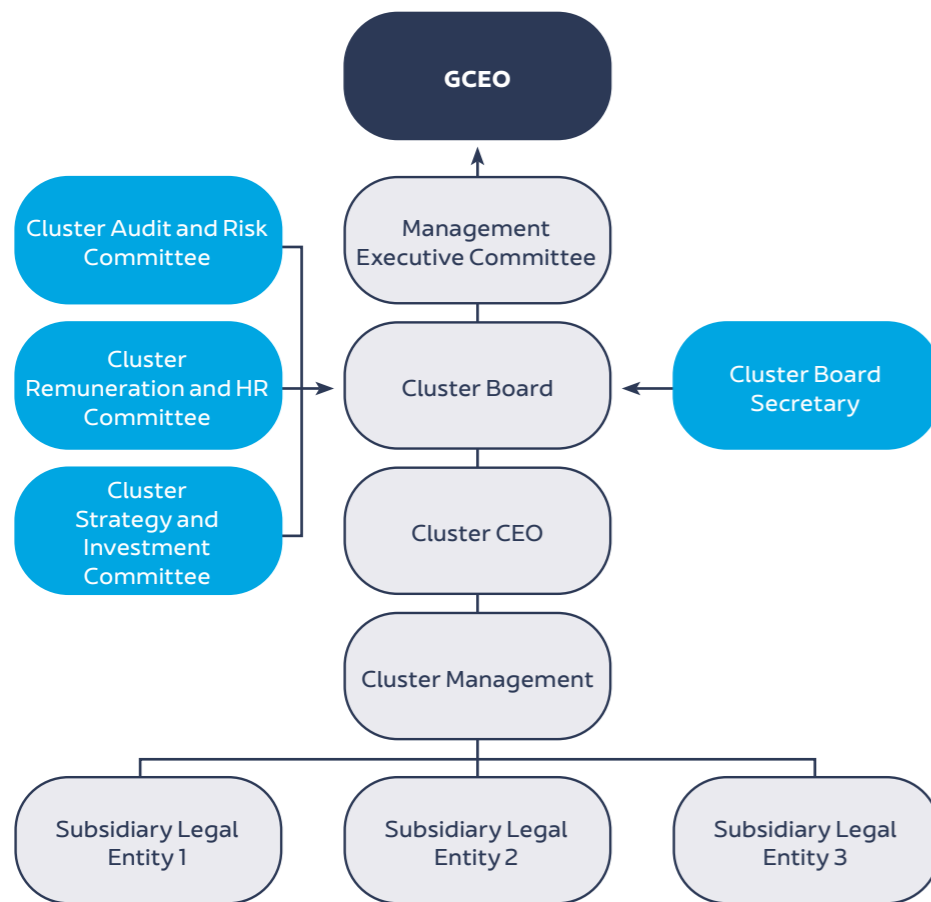
ARC plays a crucial role in reinforcing the organisation's governance, risk management, and internal control frameworks. Tasked with providing structured, systematic oversight, the ARC supports the Group's BoD and Management by ensuring the robustness and effectiveness of various governance aspects. In line with SCA's Governance Guide, the ARC is composed of non-executive, independent members of the Board who are well-versed in financial and accounting matters, and includes a member who is an expert in financial and accounting affairs as determined by the Board.

REMUNERATION & HUMAN RESOURCES COMMITTEE (RHRC)

RHRC plays a vital role within the Group, supporting the Board in fulfilling its governance responsibilities with an unwavering commitment to due-care and diligence. Under the leadership of the RHRC Chairwoman, the Committee ensures that the Group's governance mechanisms concerning remuneration, recruitment, Board nomination, and succession planning are executed with the highest standards of integrity and transparency.

STRATEGY & INVESTMENT COMMITTEE (SIC)

SIC is a cornerstone in the Group's governance structure, tasked with overseeing the strategic direction and investment activities of the Group and its subsidiaries. Under the stewardship of SIC Chairman, SIC plays a pivotal role in guiding the Group towards sustainable growth and value creation.



KEY COMPONENTS OF THIS MODEL INCLUDE:

Cluster Boards and Cluster Boards' Committees:

Each Cluster within AD Ports Group has a dedicated Board, consisting of a Chairman and other Board members. These Cluster Boards are responsible for oversight of their respective Clusters, including Cluster Boards' Committees, Cluster Boards' Secretaries, and Management Committees. The responsibilities of the Cluster Board encompass providing oversight over the implementation of the Cluster's strategic and operational plans, approving the Cluster's policies, reviewing financial results, evaluating the performance of the Cluster Management Team, and ensuring all activities, strategies, budgets, and expenditures align with the Group's expectations.

Delegation of Authority:

A comprehensive Delegation of Authority Matrix articulates the distribution of authorities within AD Ports Group, detailing the powers of shareholders, the Board, and the authorities delegated by the Board to Executive Management for the administration and affairs of AD Ports Group in strategic, financial, compliance, and operational aspects. This framework aims to empower management to make decisions and undertake transactions within set boundaries, achieve simplified internal control and communication effectiveness, ensure efficient operation while maintaining fiscal and policy integrity, and provide principles for the delegation including the requirement for review, monitoring, and appropriate exercise of delegated authority.



MANAGEMENT COMMITTEES

AD Ports Group has established several committees to ensure good governance, mitigate associated risks, and keep decision-making under control. These committees also provide assurance from pertinent functions and offer a platform for receiving and discussing operational updates.

The following management committees are mentioned as established by the Managing Director and Group CEO to ensure good governance, mitigate associated risks, and maintain control over decision-making:



Management Executive Committee

This committee's main roles and responsibilities focus on decision-making for the Group and its related subsidiaries, including strategies, business planning, budgeting, financial reporting, and Group risk and internal control management. It also focuses on establishing effective organisational structures, managing risk, ensuring that digital strategies align with business goals, and formalising succession planning for critical positions in the Group.



Tender Board Committee:

The Tender Board Committee supports the Group's functions with the authority to approve commitments and other decisions on the procurement of goods and services per the approved Delegation of Authority (DoA). This committee ensures the integrity of the procurement process, and compliance with procurement policies and procedures, and reviews and advises on matters as required by the DoA and/or the Competent authority.



Investment Committee:

This committee oversees merger and acquisition proposals, greenfield/ brownfield project finance, investment opportunities, asset sales, and funding for capital expenditures or abandonment. It is responsible for overseeing the corporate strategy, annual budget, long-term business strategy, growth strategies into international markets, the strategic rationale for investments, ensuring the adequacy of the financial funding plan of the Group, and all material financing activities that require board approval.



Sustainability Taskforce:

The Sustainability Taskforce provides crucial support to the Sustainability Committee by offering technical expertise in implementation. It ensures comprehensive coverage with adept professionals in various fields such as CSR, Environment, Occupational Health & Safety, Human Resources, Procurement, Finance, Business Continuity, and Operations. The task force is responsible for diligently monitoring and reporting the progress and performance of initiatives to the Sustainability Committee.



Sustainability Committee:

The Sustainability Committee is tasked with formulating and advancing our sustainability strategy, with empowered oversight over initiatives across our Clusters and corporate units.



SUSTAINABILITY GOVERNANCE AND OPERATING MODEL

AD Ports Group's Sustainability Operating Model, Benchmark Approach, and Methodology are pivotal components of our commitment to sustainability and corporate responsibility. This comprehensive framework is designed to embed Environmental, Social, and Governance principles across all levels of our operations, ensuring a unified approach to achieving our related objectives.

The Group's Sustainability Operating Model integrates Sustainability and Governance, Risk, and Compliance (GRC) capabilities to align our business operations with emerging global regulatory requirements and stakeholder expectations. This model emphasises the importance of

environmental solvency and social responsibility across our value chain, addressing emerging risks and monitoring principled factors effectively within our operation Clusters.

This operating model, benchmark approach, and methodology illustrate AD Ports Group's dedication to transparency, accountability, and continuous improvement in our sustainability efforts. By adhering to these principles, we aim to enhance our overall sustainability performance, contributing positively to our communities and stakeholders while reinforcing our position as a responsible leader in the global maritime and logistics industry.

GOVERNANCE FRAMEWORK

Our ESG governance framework, characterised by rigorous oversight and strategic implementation, is crucial in embedding ESG considerations into our corporate ethos and decision-making processes. This framework is structured to:

- Align ESG strategy from the top down, ensuring cohesive execution and integration across the Group and its subsidiaries.
- Enhance transparency and accountability in our ESG efforts, fostering trust and confidence among our stakeholders.
- Engage stakeholders effectively, aligning our operations with global ESG benchmarks and best practices.

OPERATIONAL EXCELLENCE

AD Ports Group's ESG Operating Model is designed to incorporate ESG and Governance, Risk, and Compliance (GRC) capabilities, reflecting our strategic commitment to sustainability and operational integrity. Key elements include:

- Monitoring ESG factors within our operational clusters to identify and mitigate risks proactively.
- Integrating responsible investment principles and ESG considerations into the core operations of AD Ports Group's subsidiaries.
- Supporting the development of our ESG framework with targeted capabilities like gap assessments, materiality analyses, and risk evaluations.

STRATEGIC ESG INITIATIVES

Our governance and operating models underpin several strategic initiatives aimed at bolstering our ESG performance, including:

- Crafting a comprehensive Group-level ESG framework that guides our sustainable growth and performance enhancement.
- Building expertise in global ESG standards and aligning our practices with the Sustainable Development Goals (SDGs) for a broader impact.
- Implementing robust ESG reporting and monitoring tools to ensure our operations are transparent and our stakeholders are well-informed.

CONDUCT AND BUSINESS ETHICS CORPORATE COMPLIANCE POLICIES



Code of Conduct and Business Ethics Policy:

AD Ports Group is committed to maintaining the highest professional and ethical standards in all business activities. Our comprehensive Code of Conduct and Business Ethics guide the ethical behaviour of all relevant persons within the organisation, including employees, internal and external stakeholders, shareholders, Group industries, communities, vendors, supply chain influencers, and society at large. The Code ensures that all business dealings are conducted with integrity and transparency, safeguarding the Group's reputation and stakeholder trust.



Conflict of Interest Policy:

The Group's Conflict of Interest Policy mandates that all Board members, Committee members, and employees fully understand and comply with applicable laws, rules, and regulations. It ensures that any opportunities for monetary and non-monetary benefits, including standard compensation arrangements, align with the Group's ethical standards and governance practices, avoiding conflicts of interest and promoting fairness and transparency in all transactions.



Anti-Money Laundering (AML), Counter-Terrorism Financing (CTF), and Financing of Illegal Organisations Policy:

AD Ports Group adheres to strict AML and CTF policies, reflecting its commitment to combating money laundering and terrorism financing. These policies ensure compliance with national and international regulations, enhancing the Group's ability to identify and mitigate related risks proactively. The Group conducts due diligence and screening processes to prevent any association with illegal activities or organisations.



Whistleblowing Policy:

AD Ports Group has established a Whistleblowing Policy to empower employees to report concerns or potential violations of policies, laws, or ethical standards without fear of retaliation. This policy is crucial for maintaining an open and accountable working environment, encouraging the reporting of any improper conduct or unethical behaviour, and ensuring that all reports are handled with the utmost confidentiality and professionalism.



Fraud Control:

The Group adopts a zero-tolerance approach to fraud, bribery, corruption, and other forms of malpractice. Comprehensive measures, including the Fraud Risk Management Control Policy Framework and corresponding risk registers, are in place to prevent, detect, and respond to fraud risks. These measures underscore the Group's commitment to safeguarding its assets and reputation through rigorous internal controls and risk management practices.



International Trade and Sanctions Compliance Policy:

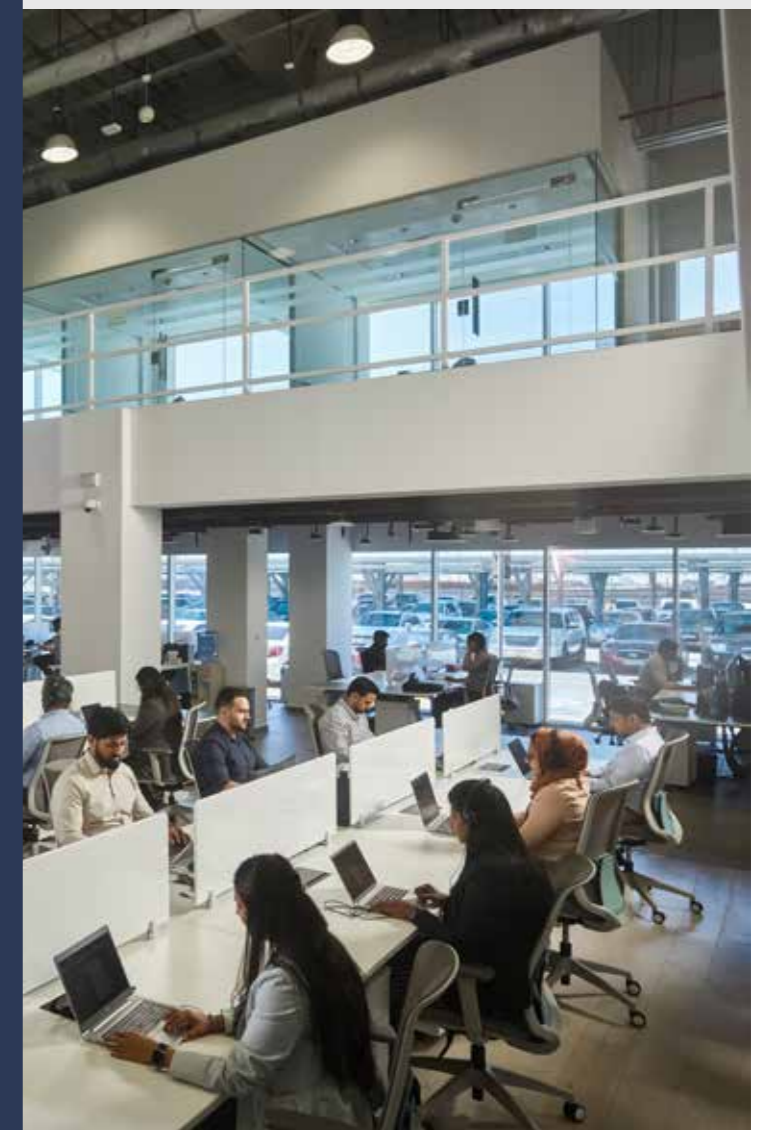
The Group's Sanctions/KYC Screening Policy demonstrates its dedication to complying with international trade laws and sanctions. This policy guides the Group's dealings on a global scale, ensuring that all transactions and partnerships abide by applicable international sanctions and trade regulations. Regular due diligence transactions and the use of advanced screening platforms like World Check "LSEG" underline the Group's efforts to maintain compliance and uphold its reputation as a responsible global trade facilitator.

These policies and procedures are integral to AD Ports Group's Governance, Risk, and Compliance Frameworks, reflecting its unwavering commitment to ethical business practices, compliance, and risk management across all levels of the organisation.

2023 ACCREDITATIONS AND ATTESTATIONS

In 2023, AD Ports Group was recertified an additional 3-year cycle for management standards, including ISO 31000 (Risk Management), ISO 37301 (Compliance Management Systems), ISO 37001 (Anti-Bribery Management Systems), and ISO 27001 (Information Security Management).

Our dedication to responsible behaviour, decision-making, openness, and honesty is shown by also being awarded ISO 37000 on Corporate Governance and ISO 37002 on Whistleblowing Management Systems.

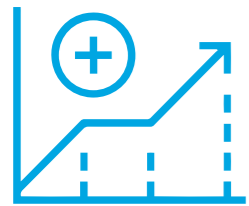




SUSTAINED ECONOMIC RESILIENCE



SUSTAINABLE ECONOMIC PERFORMANCE



Strong Economic Performance Through Strategic Expansion and Robust Market Engagement.

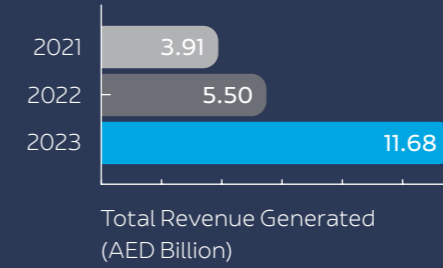
The year 2023 was a defining year for AD Ports Group, marked by an 112% increase in revenue year-on-year, reaching AED 11.68 billion, and a 6% increase in net profit year-on-year, amounting to AED 1.36 billion.



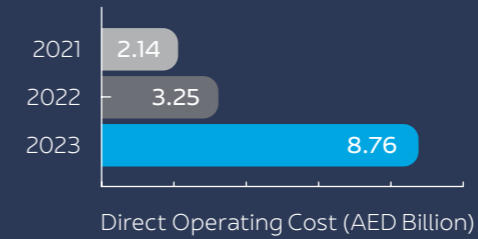
AD Ports Group shares have been actively traded on the ADX, delivering an impressive 99% returns since listing on 8th Feb 2022.



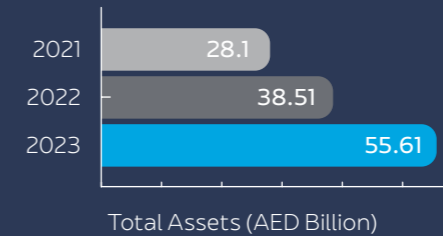
SUCCESES



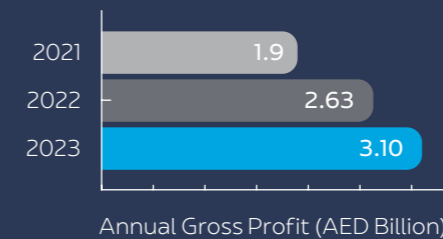
Growth in EBITDA 23% year-on-year



Revenue from long term nature of our contract business: 65%

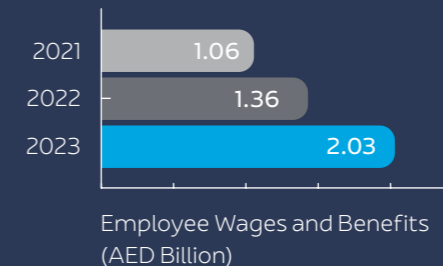


First-year stock performance returns: 99%+



A+ credit ratings by S&P Global and Fitch.

Acquisition of Noatum



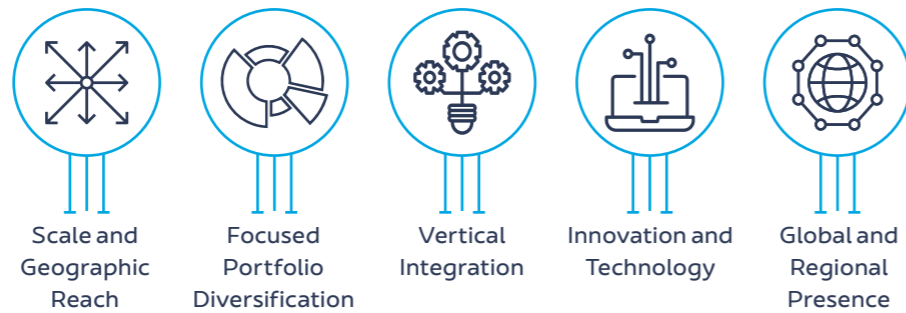
As we continue to navigate the ever-evolving business environments, AD Ports Group would continue to contribute to economic diversification and prosperity.

CHANGE THROUGH INNOVATION



The Innovation Division Fosters Sustainability, Fortified by Esteemed External Innovation Accreditations.

AD Ports Group's innovation aligns with the UAE's Innovation Strategy to drive sustainable growth and economic diversification. Through its comprehensive Corporate Innovation Strategy, the Group aims to lead innovation across its value chain, focusing on five strategic pillars.



Through a combination of global recognition and internal innovation ecosystems, the Division continues to lead transformative initiatives that support the organisation's objectives towards a sustainable future.

EXTERNAL ACCREDITATIONS

The Innovation Division has earned prestigious recognition from respected organisations:

Compliance with the Global Innovation Management Institute (GIMI) affirms the Division's commitment to international standards in innovation management, ensuring alignment with global benchmarks.

ADPG Innovation is dedicated to bolstering ADPG's global innovative portfolio by effectively presenting its exceptional ideas to a diverse audience worldwide. Within this concept ideasUK had honored ADPG with the prestigious Sustainability Award for the groundbreaking implemented idea of Ecological Concrete Mattresses in Saadiyat Marina - Abu Dhabi

The Division's ISO 56002:2019 certification demonstrates its dedication to adhering to established protocols and frameworks for effective innovation management.

INTERNAL MECHANISMS:

The Innovation Division utilises a robust suite of internal mechanisms to promote innovation and sustainability:

Benchmarking initiatives allow the Division to evaluate its performance across industries, fostering a culture of continuous improvement and excellence.

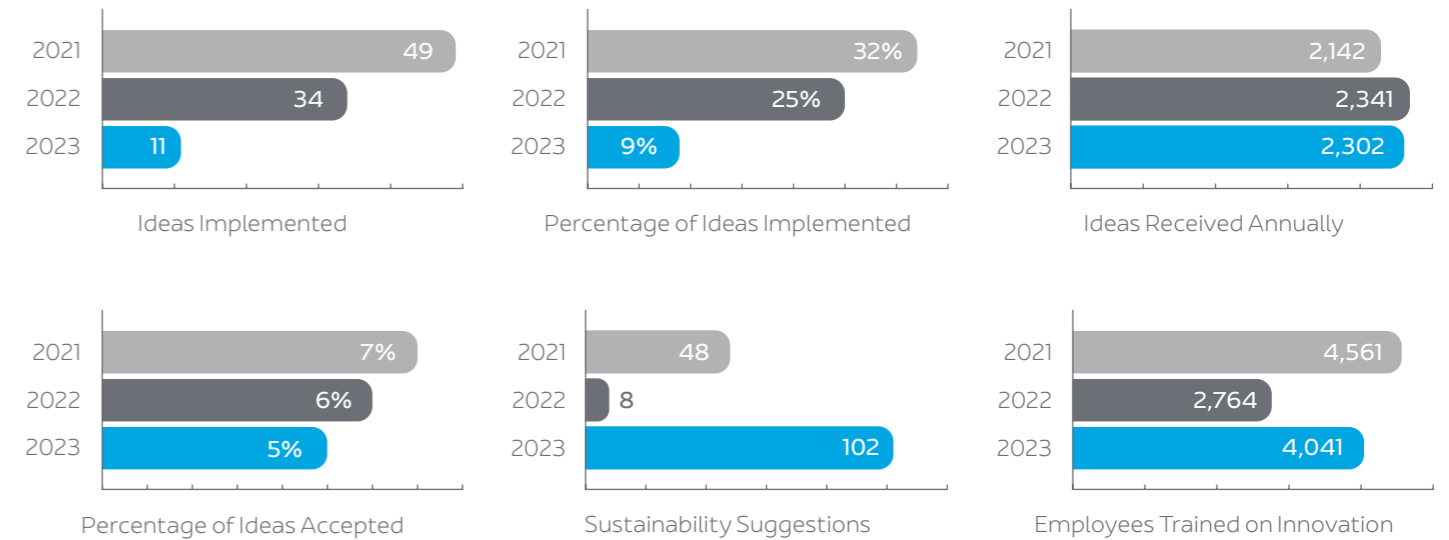
IBTIKAR encourages intrapreneurship, empowering employees to develop and implement innovative solutions that address real-world challenges.

The innovation Café provides a global collaborative platform for thought leaders to exchange and brainstorm transformative ideas, nurturing an environment conducive to innovation.

The Industry 4.0 Open Innovation Platform facilitates collaboration with external stakeholders, creating synergies and co-creation opportunities to jointly address industry challenges.

Hackathon events serve as dynamic forums for intensive ideation and problem-solving, harnessing collective creativity to tackle complex issues and drive innovation.

INNOVATION PERFORMANCE METRICS





LEADING INNOVATION PROJECTS FOR AD PORTS GROUP IN 2023 INCLUDED:

Exploration Sessions Related to Sustainability

Ten Innovation Exploration sessions conducted to profile new and ground breaking technologies and solutions to promote awareness, and for possible adoption to promote sustainability and reduce ADPG's carbon foot print.

Innovation Campaigns on Sustainability

ADPG Innovation conducted two campaigns on sustainability generating 307 diverse ideas on energy conservation, waste management, and more. showcasing Innovation's commitment to positive change.

R&Ds Related to Sustainability

An exercise to enhance data on the AI Tool for evaluating energy consumption in building, delivered in 2022.

Innovation and ETS are engaged in the ongoing R&D exercise with NYUAD Amber Lab to develop Lime Calcined Concrete (LC3). LC3 is a novel composite material that blends limestone powder, calcined clay, and conventional Portland cement at a replacement level of up to 50%. LC3 not only displays enhanced mechanical and durability performance but also boasts a substantial reduction in environmental impact. This game-changing construction solution relies on abundant and less energy-intensive materials, embodying a vision for greener construction practices.

An ADQ funded research on Eco seawalls made of a special composition of 3D printable concrete that is aimed to promote marine flora and fauna by promoting marine biodiversity in coastal waters.

Proof of Concepts (PoCs) Related to Sustainability

The innovation department has executed numerous proof of concepts (POCs) that enhance the Group's sustainability performance. Those implemented in 2023 are presented below.

- | | | |
|--|---|---|
|  Nadeera POC |  Etree |  Avatour |
|  PCM Boxes (POC is still under testing) |  Watergen @CT1 |  Hullwiper |

Innovating For Circular Economy Workshop

ADPG Innovation organized Circular Economy Workshop for all staff to raise awareness of the circular economy principles, educate staff on the environmental and economic advantages of a circular approach, encourage them to identify opportunities to integrate circular practices within their roles, as well as foster a culture of sustainability within the organization.

This workshop demonstrates ADPG's commitment to employee education and fostering a culture of sustainability, by empowering staff to identify and implement circular practices in the business and society.

Closing the Loop, Opening Minds through Circular Economy Educational Workshop.

Pilots Related to Sustainability

Two successful POCs resulted in an escalation to pilots:

Successful PoC with the water from Air (MA Hawa), units from Watergen resulted in a pilot at Sir Bani YAs island for cruise season 2023. The exercise resulted in a large reduction of single use plastic bottles and was enthusiastically received by cruise guests.

SICC coatings were applied throughout the external walls at ATK offices at Khalifa Port. Results included, cooler offices, lower power consumption and reduced wear and tear due to weather in the outer walls there by reducing the frequency of painting the external walls /year.



SUSTAINABLE PROCUREMENT



Strategic Procurement Initiatives for Sustainable Business Practices.

AD Ports Group's strategic procurement initiatives are crafted to meet operational goals, fostering a sustainable ecosystem. These initiatives seek to drive responsible business practices, innovation, and the creation of economic and social value within the local community.

Guided by two decades of business expertise, AD Ports Group acknowledges the significant responsibility and opportunities associated with its investments and exploring new market prospects. This awareness extends beyond simply considering 'what' is consumed and procured, focusing intently on the 'how' procurement activities can be utilised to construct a robust sustainability value chain.



Understanding the pivotal role of procurement, the Group strives to ensure value for money and operational efficiencies while unlocking sustainable co-benefits in collaboration with suppliers and partners. Key initiatives in this pursuit include:

1. Total Supplier Compliance:

Ensuring complete adherence to the Code of Business Conduct by all suppliers.

2. Environmental Criteria Integration:

Embedding mandatory environmental criteria into procurement categories, with non-compliance posing a potential exclusion risk.

3. Supplier Environmental Screening:

Achieving a notable 100% environmental screening for suppliers involved in Engineering and Construction services.

4. Preference for Local Entities:

Prioritising ADQ and Khalifa Fund companies to actively support local businesses and social initiatives.

5. Green Building Standards Implementation:

Incorporating ESTIDAMA green building requirements in the design and construction of the built environment within AD Ports Group.

SUSTAINABILITY PERFORMANCE METRICS (2023)

In compliance with the Environmental, Social, and Governance (ESG) requirements, AD Ports Group presents the following key sustainability performance metrics for procurement in 2023:

1. Fostering local economy

AD Ports Group engaged with 687 suppliers, of which 608 were local, reaching 89.34% by year-end, up from 87% in Q1.

The total spend on suppliers was 2.613 billion AED, out of which 2.234 billion was spent on local suppliers, furthering our commitment to bolstering the local economy, an important aspect of our sustainability strategy.

The proportion of local suppliers consistently exceeded 87%, reaching 89.34% in Q4.

2. Supplier Code of Conduct:

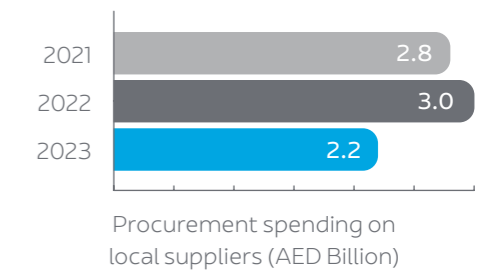
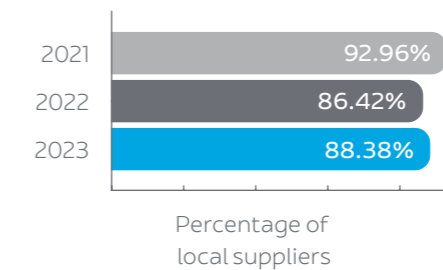
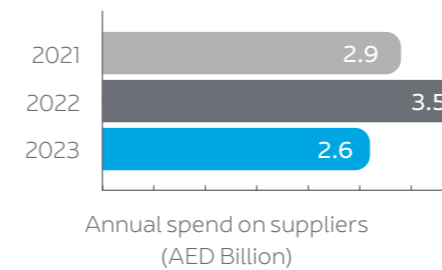
The Group adheres to a Supplier Code of Conduct, ensuring ethical business practices. The compliance percentage remains a focal point for continuous improvement.

3. Environmental and Social Integration:

AD Ports Group integrates environmental and social considerations into key procurement categories. The supplier contracts also include environmental or social requirements.

4. Local Engagement and Sustainable Practices:

- a. Measures are in place to promote engagement and partnerships with local suppliers.
- b. AD Ports Group actively promotes sustainable products and services, contributing to environmental and social responsibility.



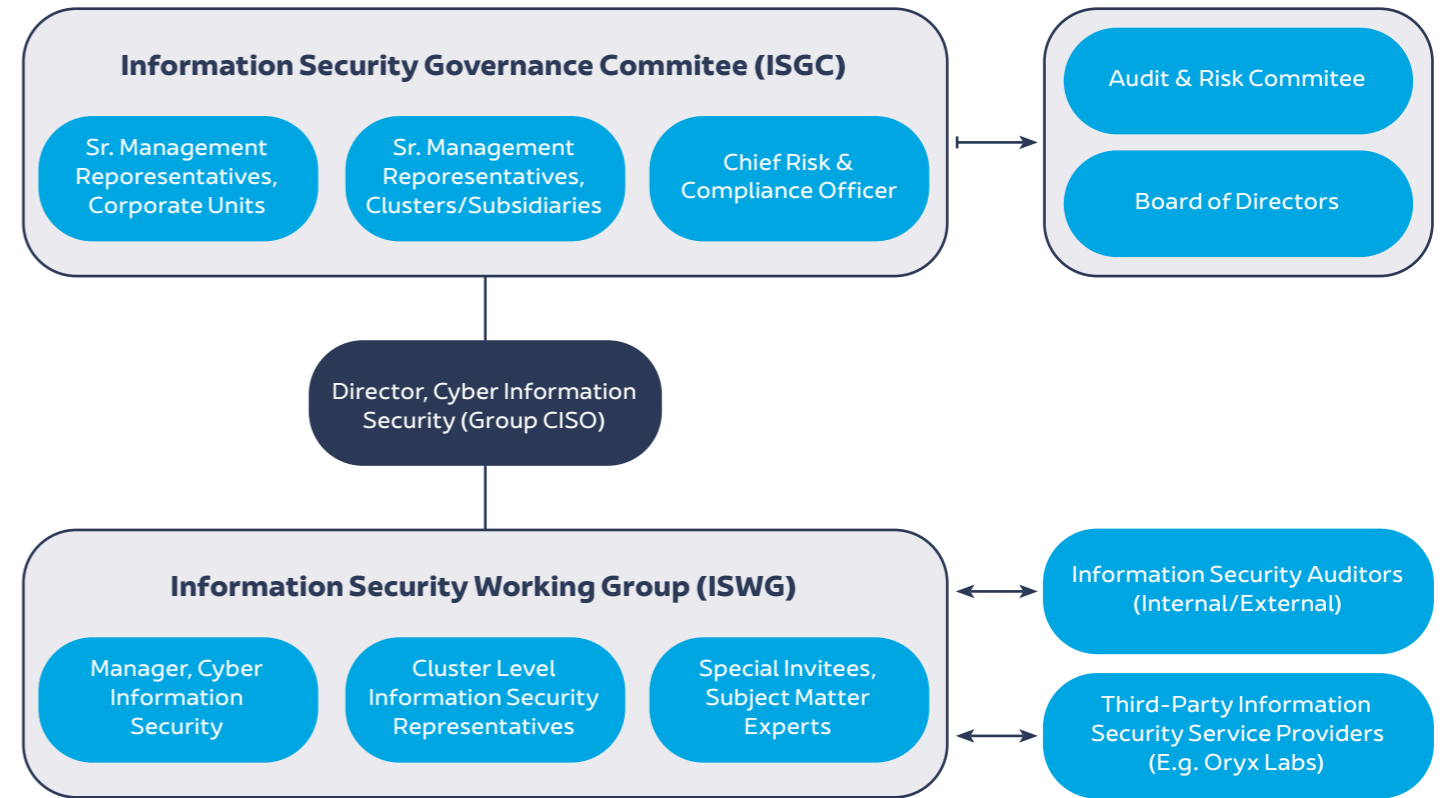
SAFEGUARDING INFORMATION



AD Ports Group has Set Up a Robust Information Security Governance Framework.

Information security is indispensable for fostering the long-term success of AD Ports Group by safeguarding its critical infrastructure, digital assets, and sensitive data from cyber threats that could disrupt operations, compromise data integrity, and undermine stakeholder trust. Cyber security is an essential facet of organisational sustainability, especially for AD Ports Group as it is included within the UAE's Critical Information Infrastructure (CII).

With a vision to “Create a secure environment where our employees, customers, and stakeholders can trust that their information assets are protected, reliable and resilient”.



Key Achievements in Information Security for 2023

- Expanding ISO 27001 compliance across AD Ports Group's Clusters and successful migration to the latest framework
- As we move forward, AD Ports Group remains committed to strengthening our information security framework and staying abreast of the latest developments to ensure the continued protection of our digital assets and operations.



The information security framework of AD Ports Group adheres rigorously to federal laws, International Maritime Cyber Security Guidelines and ISO Standards.



INDIVIDUALS AND COMMUNITIES



SAFEGUARDING OUR PEOPLE



Enhanced
Safety
Performance
Through
Proactive Risk
Management.

AD Ports Group's activity spectrum covers an array of operational complexities, ranging from port facilities, logistical operations, marine services, maritime operations, and construction to office environments. As our business continues to expand in scale and scope, so does the imperative to safeguard the health, well-being, and safety of our employees and those who engage with our services, be they contractors, suppliers, or customers.

This multifaceted operational setting demonstrates our collective responsibility to develop a culture of excellence in health and safety, permeating every facet of our collaborative endeavours.



INDUSTRY BEST PRACTICE IN HEALTH AND SAFETY MANAGEMENT

AD Ports Group has established a comprehensive occupational health and safety management system aligned with the ISO 45001:2018 standard, which is recognised worldwide as a benchmark for safe operations.

Within this management system, we institute;

- Bespoke Health and Safety Policies,
- Employ rigorous Risk Assessment processes,
- Set and monitor performance against targets,
- Conduct inspections and compliance audits,
- Oversee permitting procedures,
- Manage incidents with precision,
- Foster active engagement with employees, contractors, and suppliers,
- Impart comprehensive education, training, and awareness across our organisation.



All Clusters, business units, and subsidiaries under AD Ports Group are mandated to establish and maintain business HSE plans. These plans undergo review and validation by corporate HSE to ensure compliance with AD Ports Group IMS and legal requirements.

SUCCESSSES IN 2023

HSE WEEK

Neeshan Awards

HSE Partners Programme

Senyar-II

Eagle Eyes Team

Heat Stress Campaign

HSE Passport Initiative



NEESHAN Awards

In a commitment to reinforcing safe practices and achieving excellence in Health, Safety, and Environment (HSE), AD Ports Group introduced the “NEESHAN” initiative in 2017, which continues to thrive. This initiative acknowledges the contributions of Clusters, Units, Departments, Contractors, Investors, Stakeholders, and partners in enhancing the overall HSE performance of AD Ports Group. It includes Individual Awards, Business Units Awards, and Customers Awards. Winners receive certificates of appreciation, monetary rewards, and honorary commemorative plaques. This award promotes a competitive spirit among AD Ports Group employees, customers, and suppliers, encouraging adopting best HSE practices in various facilities.

HSE Partners Programme

The HSE Partners Program is a training and awareness program offering three levels of training:

- Entry-level basic tasks (Level I),
- Intermediate level (Level II), and
- Advanced-level professional HSE training (Level III).

The program ensures all personnel know the minimum HSE standards required to access and work within AD Ports Group.

AD Ports Group HSE Week 2023

HSE ADPG Innovation, in coordination with the HSE - Corporate Authority, conducted AD Ports Group HSE Week 2023 under the theme of “Innovation in sustainability” to promote sustainability innovations and highlight AD Ports Group’s dedication to sustainability and social responsibility.



SENYAR-II

SENYAR-II is an advanced digital platform designed to automate HSE processes for effective management, control, and monitoring. Its integration into our operations has enhanced our capacity with respect to Incident Management, Management of Change, Actions/Tasks Management, Performance Management, Permit to Work, Reports & Dashboards, HSE Observation, and Cost Management.

Eagle Eyes Team

Launched in 2023, the “Eagle Eyes” team specialises in incident investigation, adopting a thorough and systematic methodology to scrutinise incident data. This process involves identifying the fundamental causes and contributing factors behind incidents. By understanding these aspects, the team can devise and apply targeted corrective measures. The actions undertaken by the team help prevent the recurrence of similar incidents and the overall safety standards and performance within the organisation.

Heat Stress Campaign

The “Working Safely in the Heat” Campaign, conducted annually, raises awareness about the risks of working in the heat. It includes site inspections, management tours, and distribution of electrolytes to workers, promoting acclimatisation and hydration during the summer months.

HSE Passport Initiative

The HSE Passport Initiative is a strategic programme designed to ensure that contractors attain acceptable levels of competence, thereby significantly enhancing both safety and operational effectiveness. The contractors are required to participate in designated HSE training sessions. Following these sessions, their understanding and proficiency are assessed to validate their knowledge and capabilities to maintain the expected safety and performance standards.

HEALTH AND SAFETY KPIS

In 2023, there was a notable enhancement in health and safety performance throughout the operations, achieving improvements in 8 key performance indicators (KPIs).

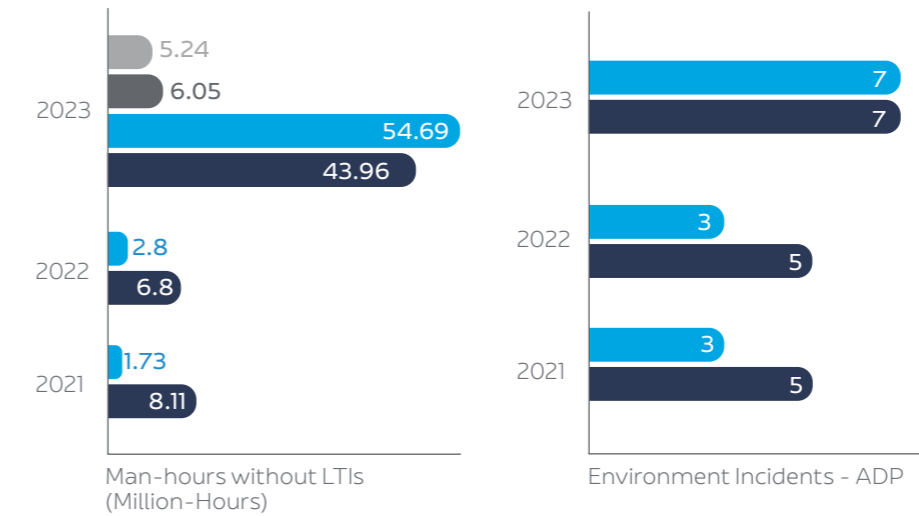
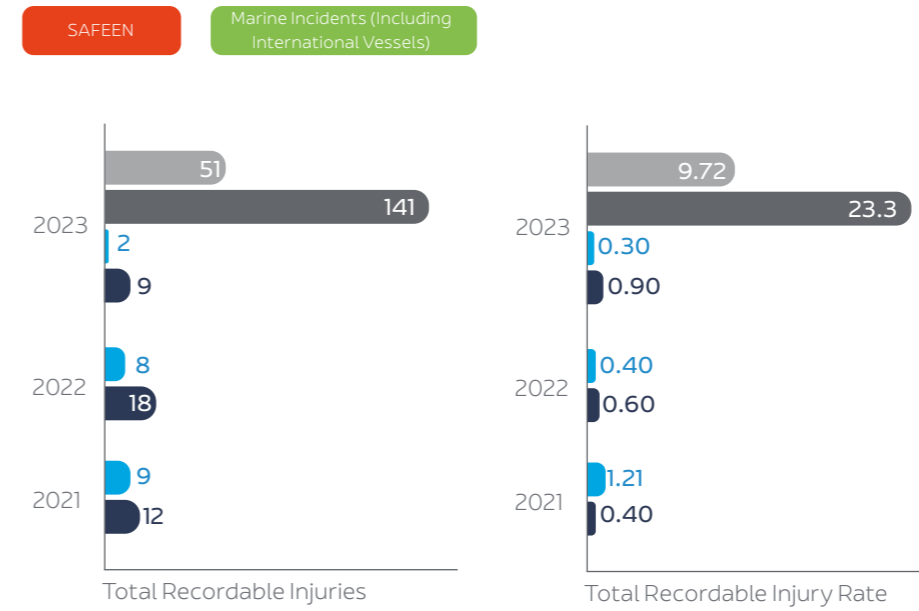
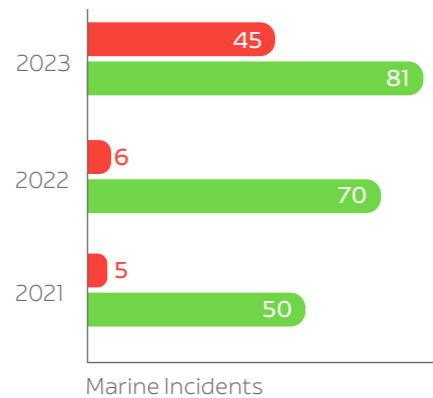
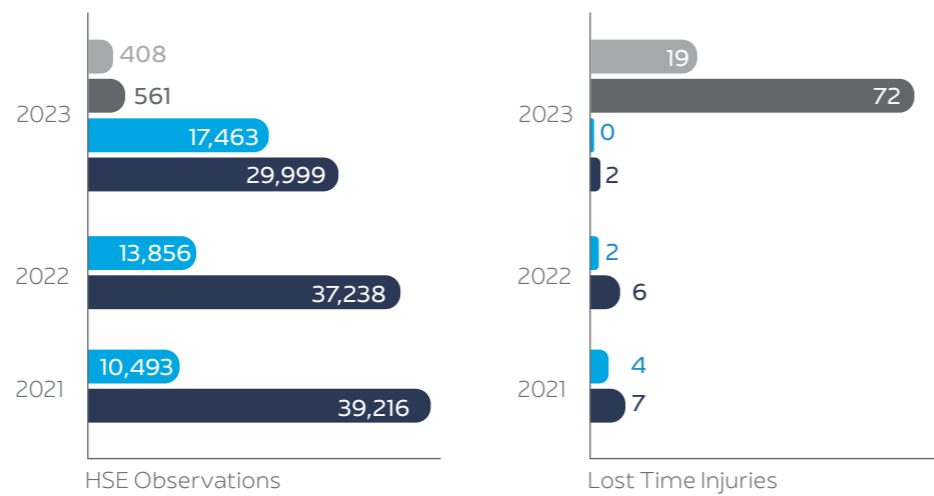
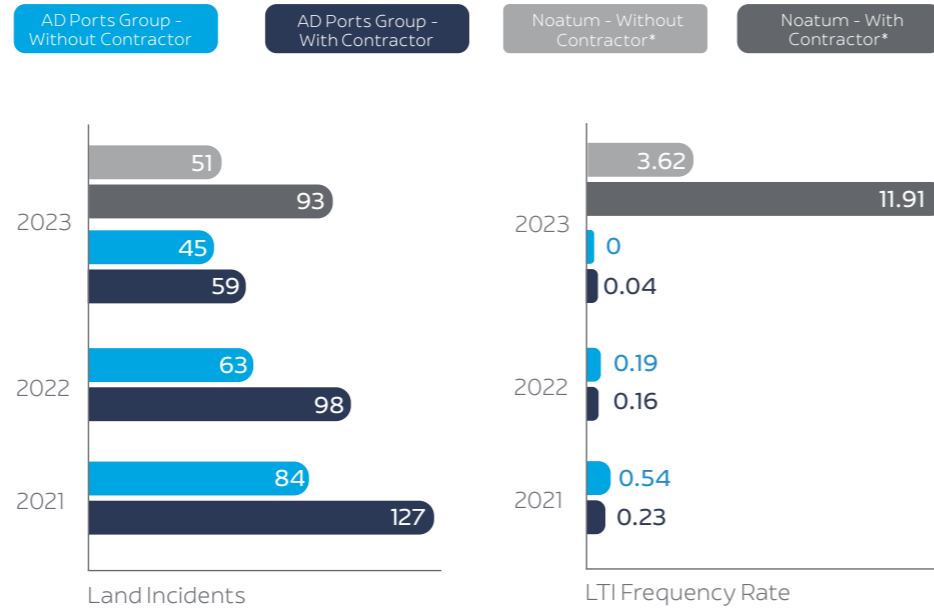
Land incidents showed a notable decrease compared to previous years, indicating enhanced safety protocols and accident prevention measures.

The Lost Time Injury (LTI) frequency rate significantly declined, reflecting the effectiveness of proactive safety initiatives and employee training programs.

HSE observations were reduced, indicating employees' heightened awareness and adherence to safety protocols.

The instances of Loss-Time Injuries (LTIs) and serious injuries were almost negligible, highlighting the Group's commitment to ensuring the well-being of its workforce.

Additionally, the Total Recordable Injury Rate witnessed a drastic decrease, signifying an overall improvement in safety performance and a safe working environment for all employees.



*Note: Noatum was acquired in 2023. Therefore, the safety data analysis for Noatum operations will be undertaken from 2024 onwards.

ENRICHING LIVES



The Group Launched Over 124 Impactful Initiatives to Foster Positive Change Within Our Communities.

Throughout 2023, we substantially intensified efforts to enhance our social impact in the communities where we operate, outlining social impact accomplishments and future goals. We recognise the global challenges and are dedicated to taking appropriate action to tackle them.

From supporting communities at the local level to advocating for equal opportunities and prioritising employee welfare and development, our CSR strategy remained resolute in its pursuit of creating lasting impacts. To achieve this, we have established our Corporate Social Responsibility (CSR) Strategy, which includes six focus areas.



AD PORTS GROUP CORPORATE SOCIAL RESPONSIBILITY STRATEGY

1. Health:

Promote the health and well-being of our employees and the communities surrounding our operations. We collaborate with non-profit organisations and encourage employee volunteerism for emergency response initiatives.

2. Employee Welfare and Development:

Nurture employee welfare, job satisfaction, and career progression by improving policies and procedures.

3. Equal Opportunities:

Embed initiatives that safeguard and promote equal treatment for all. This includes the implementation of policies and procedures to ensure equal opportunities regardless of an individual's gender, ethnicity, or disability.

4. Supporting Our Community:

Implement measures, activities, and projects aimed at benefitting the society in which we operate. This involves collaborating with local communities, non-profit organisations, educational institutions, and other relevant stakeholders.

5. Environmental Activities:

Deliver initiatives that address environmental enhancement, waste reduction, renewable energy, and biodiversity conservation.

6. Philanthropy:

Provide charitable donations and sponsorships to support social causes, including meal donations, community event sponsorships, and charitable organisations.



Reflecting on the accomplishments of the past year, we take pride in reporting significant enhancements and advancements across all six focus areas.

CSR Initiative Highlights



1. Junior Captain:

This programme aims to equip youth with insights into opportunities within the maritime sector and arm them with the necessary skills to lead in the future. It reached 1,500 direct and 7,000 indirect beneficiaries.

2. Healthcare Training:

Cardiopulmonary resuscitation (CPR) and Stop the Bleed training were provided for KEZAD Group investors, reaching 87 direct beneficiaries.

3. Abu Dhabi Agritech Project Plan:

The project focuses on enhancing food security for the nation by attracting major food producers. The project involves indoor multi-purpose vertical farming in partnership with ZERO, aiming to transform the nation's food and agricultural landscape.



4. Educational Programmes:

AD Ports Group is committed to advancing education through initiatives such as the Advanced Trade Logistics Graduates (ATLG) Batch, ATLG for Kids, Sir Bani Yas (SBY) Campaign for School Student Group (ISBY), Floating Library, and Innovation of the Future. These initiatives impacted 6,005 direct beneficiaries and 113,414 indirect beneficiaries.

5. Sir Bani Yas Cruise Beach Students Visits:

School trips were organised for students who had the opportunity to visit SBY, reaching 35 direct beneficiaries.

6. ATLG for Kids:

This initiative, in collaboration with the General Women's Union, Al Maqta Gateway, and the Supreme Council for Motherhood and Childhood, aimed to celebrate and train young pioneers in programming and advanced technological techniques. Fifty-nine male and female trainees participated in this programme.



7. Ferry Transport Free of Charge - Free Passenger Ride:

Abu Dhabi Maritime provided free ferry transportation to support the local community, reaching 59,600 direct beneficiaries.

8. Wet Berth and Dry Parking's Initiative in Al Dhafra Region:

Dry Parking and Wet Berths in the Al Dhafra region were made free of charge for UAE Nationals, reaching 700 direct beneficiaries.

9. Salamaty Campaign - Safety Awareness:

The Salamaty Campaign raised safety awareness among students from Dalma Island using ferries, reaching 130,000 direct beneficiaries.

10. Employee Health & Wellness Campaign:

Employee health checks and follow-ups were conducted within the Logistics Cluster, reaching 115 direct beneficiaries.



KEY ACHIEVEMENTS:

Executed **124 CSR** initiatives/projects

Made **11 CSR** donations

Sponsored **7 CSR** initiatives

AWARDS:

Corporate Engagement Award 2022, Gold Winner, Best Community Involvement During a CSR Programme

The International Excellence CSR Award

The CSR World Leader Award

Stevie International Business Award, Bronze Award, Achievement in Corporate Social Responsibility

MAAN Appreciation



DIVERSITY & EQUAL OPPORTUNITIES



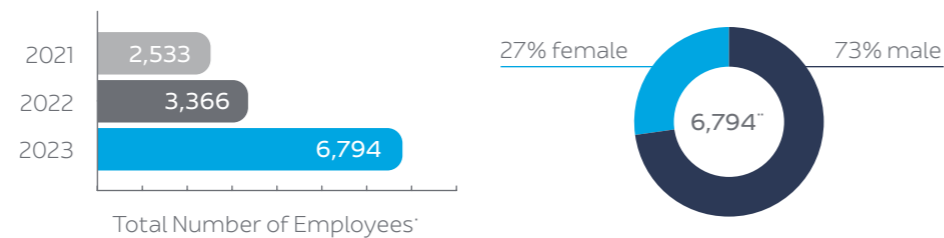
Building an Inclusive Environment with Over 100 Nationalities.

AD Ports Group is committed to equal opportunity. We foster a diverse and inclusive workplace environment, ensuring the well-being of all employees. We value the unique perspectives and experiences that each individual brings to the organisation.

We feel very proud to mention that we have people from more than **100+ nationalities** working with us in different capacities.

As of 2023, AD Ports Group total headcount reached 6,794, comprising 4,960 male and 1,834 female employees.

The female percentage rose from 10% in 2022 to 27% this year.



*Note: Increase in headcount due to global expansion in 2023

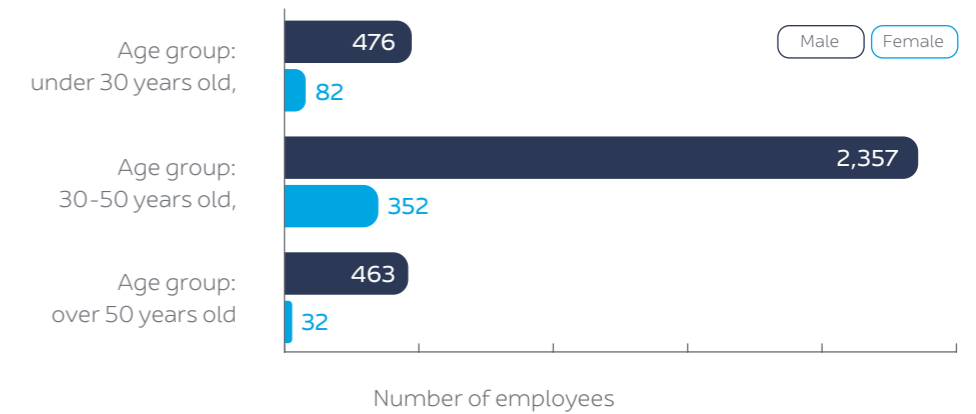
** Note : Including blue collars

AD Ports Group offers time off work for new parents to ensure mental and physical wellbeing of employees by being with their children. In 2023, a total of 24 female employees and 52 male employees availed parental leave.

UAE BASED OPERATING COMPANIES

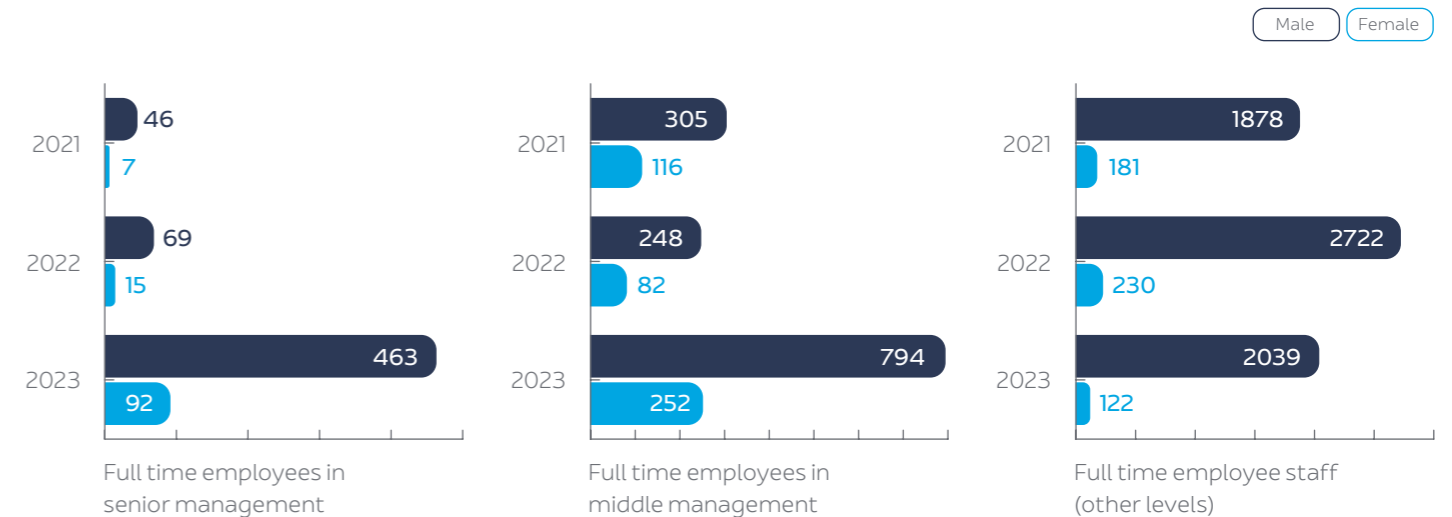


In a step towards fostering inclusivity, AD Ports Group has welcomed five individuals of determination into our dynamic workforce, enriching our team with their insights and skills.



In senior management and middle management positions, AD Ports Group employed 463 male, 92 female and 794 male, 252 female employees respectively. A significant increase in female representation across senior and middle management was witnessed.

We've implemented a new indicator within the Excellence Maturity Index to track female representation in leadership roles and set targets for the overall female workforce and leadership positions within clusters.



WORKFORCE TURNOVER

Throughout 2023, AD Ports Group saw the exit of 192 full-time employees, comprising voluntary and involuntary departures. This resulted in an overall turnover rate of 10.7%, with a voluntary turnover rate of 4.8% and an involuntary turnover rate of 5.9%.***

***Note: This is excluding blue collar workers.

NURTURING LOCAL TALENT

Aligned with the UAE's nationalisation strategy, we progressed on our Emiratisation journey, achieving a 66.6% rate of Emiratisation within our UAE operations*.

We are pleased to report that 72% of our UAE national employees are holding positions at managerial level positions (middle management and above), showcasing our commitment to empowering local management.

Through various programs, including recruitment drives, training initiatives, and career development pathways, AD Ports Group seeks to empower Emirati talent, support national development goals, and contribute to the socioeconomic growth of the UAE.



Emiratisation Committee was formed and implemented its Strategy, along with a 5-year Emiratisation target, approved by the Group Chief Executive Officer.



KEY INITIATIVES

Emirati graduate development programme, 'Voyage of Discovery'.

SANAD Mentoring programme, a two-way development initiative to mentor UAE National professionals.

Advanced Trade & Logistics Graduates (ATLG) Initiative for recently graduated or final year female Emirati undergraduates.

*Note: Excluding blue-collar workers.

EMPOWERING OUR PEOPLE



Advancing Employee Potential Through Upskilling and Targeted Career Development Pathways.

Upskilling our employees and creating a clear career development path for them is crucial for AD Ports Group. It ensures our team has the skills and knowledge needed to excel in a fast-changing industry.

To support this, a Training Needs Analysis is conducted for every employee, overseen by the leaders of each business unit and Cluster, and shared across all levels of the organisation.

Additionally, we have implemented several specialised programs to further our commitment to employee development. The Voyage of Discovery program supports fresh graduates in transitioning into the workforce, the SANAD mentoring program certifies new internal mentors within the group, and the “LEAP to Success” initiative focuses on providing leadership skills for new or potential leaders.



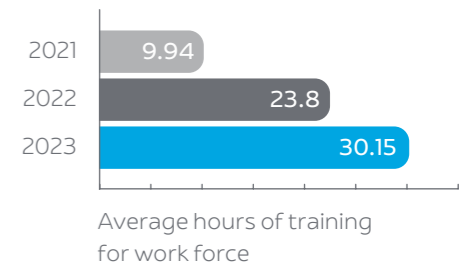
Our Learning Management System, which includes policies, procedures, and e-learning platforms, is tailored to effectively meet the needs and enhance the skills of our people.

LEARNING MANAGEMENT SYSTEM

- L&D policy, procedure and manual
- Totara
- Automated Onboarding

- Online training platforms
 - Harvard ManageMentor
 - Udemy
 - LinkedIn
 - ProQuest E-library
 - EBSCO Research Library

In 2023, AD Ports Group demonstrated a solid commitment to employee development, investing in 45,551 training hours. A closer look at the distribution of training hours reveals a focus on gender inclusivity and the targeted development of our diverse talent pool. On average, the workforce received 30.15 hours of training per employee.



The job satisfaction rate was 84%, highlighting our commitment to a positive work environment.

Our low absenteeism rate of 3.4% indicates our effectiveness in maintaining a supportive workplace culture.

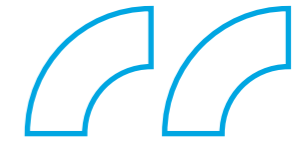


HUMAN RIGHTS, A CORE PRIORITY

AD Ports Group expects and ensures the highest ethical standards from everyone involved in our operations, including employees, contractors, and suppliers. With our operations spanning five Clusters across various regions, we recognise the risk of human rights violations in our complex supply chain. To address this, we've established stringent human rights risk management practices that are enforced across our entire organisation without exception.

Our actions on upholding human rights are guided by a Human Rights Policy overseen by our Human Capital & Emiratisation Department. This policy mandates adherence from all employees, directors, and business units across our operations. We've developed targeted training and awareness programs to embed these principles deeply within our corporate culture and extend this commitment to our stakeholders. In 2023, 3,976 employees came across human rights training to ensure the awareness of fundamental rights and responsibilities.

Reinforcing our ethical stance, AD Ports Group's Code of Conduct and Business Ethics align with the UAE Labour Law and international frameworks, including the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. Our Board of Directors and Senior Management fully support these commitments, with rigorous governance to ensure adherence without exception.



Our risk-based approach ensures the policy's application throughout our diverse units and roles, from directors to interns and suppliers. Notably, no discrimination, human rights violations or harassment were reported in 2023, reaffirming the company's commitment to fostering an ethical and inclusive workplace environment.

ABU DHABI MARITIME ACADEMY



Shaping
the Future
of Maritime
Professionals.

The Abu Dhabi Maritime Academy (ADMA) stands as a distinctive partner, dedicated to cultivating the next generation of maritime leaders within the region.

Established by AD Ports in 2012, ADMA has evolved into a premier maritime training centre, uniquely positioned to provide world-class education and corporate training. We take pride in being the sole entity in the UAE to offer over 50 accredited courses and programs recognised by top global and regional bodies such as IMO, MCA, IALA, and FMA. These programmes span the entire spectrum of maritime training, catering to individuals from high school students to those in senior managerial roles, both offshore and onshore.



In 2023, ADMA expanded its services beyond the maritime sector to include corporate training. The corporate training division is committed to revolutionising the professional landscape by addressing knowledge and skill gaps across technical and financial domains. We provide a diverse array of high-quality training programs spanning various industries and disciplines.



Moreover, our Research and Development (R&D) team operates as a multidisciplinary research and consultancy centre, addressing engineering challenges and contributing to Maritime sustainability objectives.

Comprising core members at ADMA and affiliates engaged in specific research projects, the R&D team also collaborates with international researchers when required.

As we highly value our partnerships, we eagerly anticipate strengthening these ties for mutual benefit.

KEY HIGHLIGHTS:

A cutting-edge R&D centre focused on sustainability goals and the commercialisation of advanced digital solutions.

Commitment to delivering high-quality education and training for the next generation of maritime leaders in the UAE and beyond.

The region's inaugural multidisciplinary maritime simulator centre ensures an exceptional learning environment.

Offering the highest number of professional qualifications and skill development programs across diverse domains.

Targeting a broad spectrum of learners, ADMA collaborates with prestigious certification bodies to deliver expertise from world-class trainers with deep industry knowledge.

A consultancy centre proficient in addressing engineering challenges related to AI, renewable energy, CFD, and financial analysis of corporate growth strategy.

EDUCATIONAL ACHIEVEMENTS (2023):



Academic Programs:

93 Enrolled



Chartered Financial Analyst (CFA):

30 Enrolled



Certified Management Accountant (CMA):

15 Enrolled



Short Courses:

1,348
participants



Peer-Reviewed Publication

20 Publications



3 Patents



PROTECTING THE ENVIRONMENT



ENHANCING ENERGY EFFICIENCY



AD Ports Group's GHG Management is Both a Moral and Strategic Imperative.

Climate change is one of the most pressing and consequential challenges in today's global landscape. The 2024 Global Risk Report by the World Economic Forum (WEF) highlights climate change as one of the four structural forces shaping global risks in the coming decade, with extreme weather events being the top risk.

Understanding the magnitude of human-induced GHG emissions and their contribution to global warming is paramount as our planet confronts unprecedented environmental challenges.

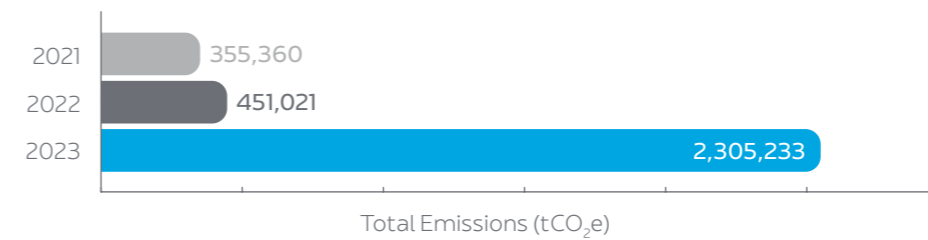
AD Ports Group recognises the importance of accurately assessing and transparently reporting its GHG emissions and implementing decarbonisation measures to mitigate climate risks effectively.

Through systematically monitoring and analysing emissions across all clusters, AD Ports Group gains insights into its GHG emissions hotspots and drivers, allowing for targeted strategies and interventions to reduce emissions and enhance environmental performance.



This year we conducted a comprehensive Scope 3 GHG emission assessment, which is a significant step forward from the limited scope emission assessment for previous years.

The total emissions for 2023 were 2,305,233 tCO₂e. The increase is primarily due to the inclusion of additional Scope 3 emission categories, acquisition of Noatum and fuel consumption in the fleet of vessels acquired by the Maritime & Shipping Cluster in 2023.

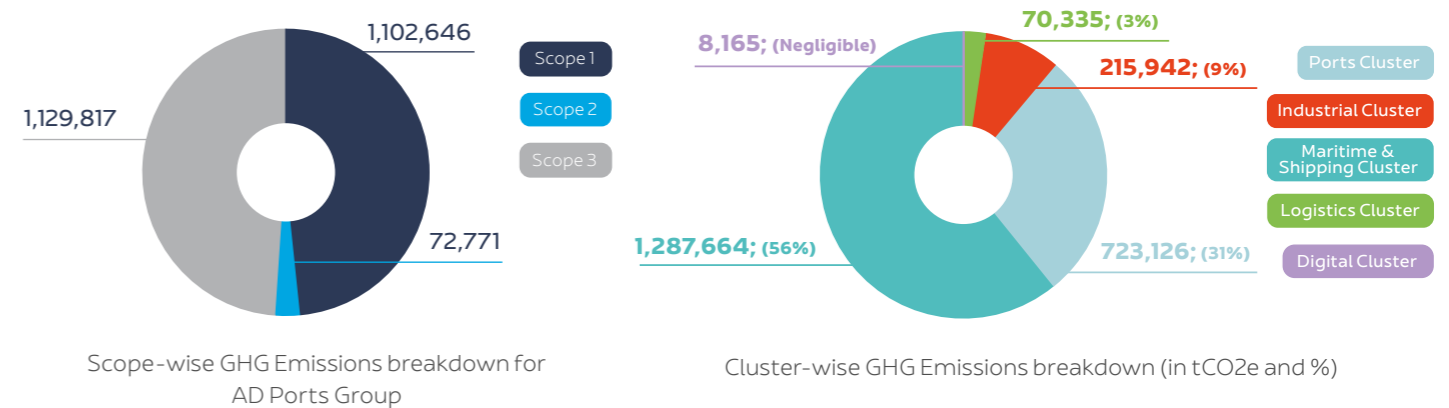


GHG Inventory Methodology

The GHG inventory for the reporting year has been developed in accordance with the requirements of the GHG Protocol Corporate Standard.

Consolidation of emissions across AD Ports Group's clusters and subsidiaries is based on the **equity control approach**. This year a detailed scope 3 emission assessment has been undertaken.

Additionally, the emission factors and global warming potentials (GWPs) in the calculations have been sourced from the Intergovernmental Panel on Climate Change (IPCC) as well as local resources where available.

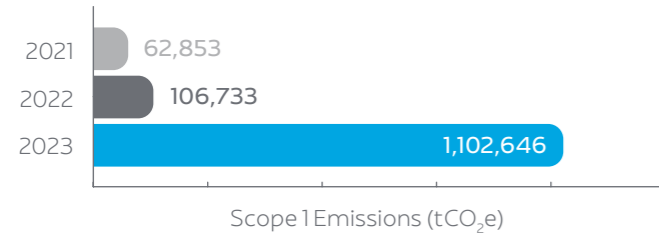


The Maritime & Shipping Cluster was the highest contributor, with the majority of emissions stemming from the combustion of fuel for the operation of vessels, followed by the Ports Cluster, where the main emission source was electricity consumption.

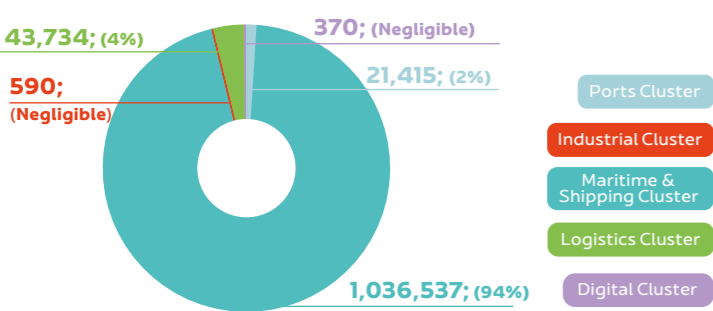


Scope 1 Emissions

Totalling 1,102,646 tCO₂e, Scope 1 emissions represent direct greenhouse gas emissions from sources owned or controlled by AD Ports Group. These emissions include those generated from combustion processes, such as fuel used in vehicles, equipment, and facilities operated by AD Ports Group.



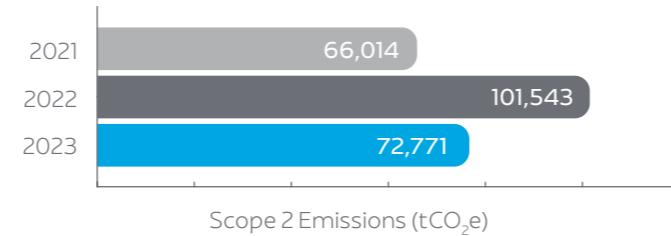
The breakdown of Scope 1 emissions for each Cluster reveals that emissions from the Maritime & Shipping Cluster are the highest due to the fuel consumption in the fleet of vessels it owns and operates.



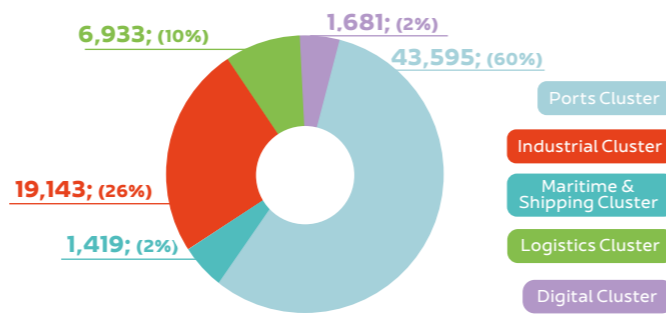
Scope 1 (tCO₂e)

Scope 2 Emissions:

The total Scope 2 emissions were 72,771 tCO₂e, which includes indirect GHG emission from the consumption of purchased electricity and chilled water. These emissions arise from sources outside the organisation but are associated with its energy consumption activities.



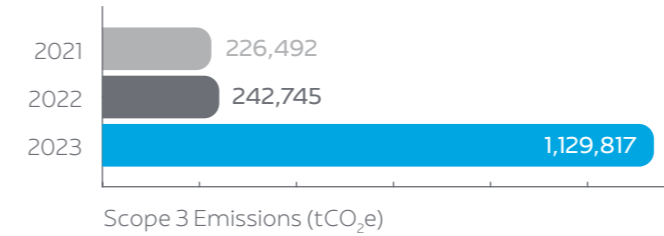
Scope 2 emissions from purchased electricity have decreased significantly due to changes in emission calculation methodology. We have adopted an equity-based GHG calculation approach, and the decrease is also attributed to a lower grid emission factor and increased renewable energy integration across our operations.



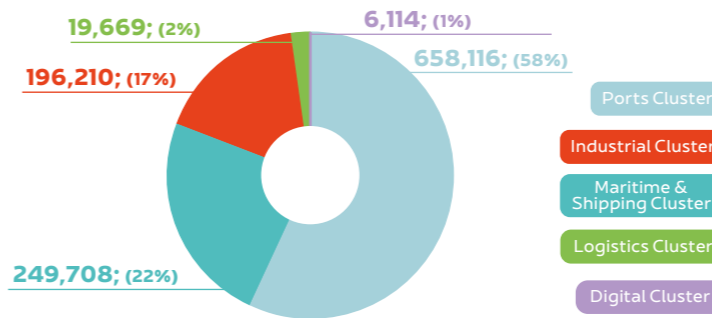
Scope 2 (tCO₂e)

Scope 3 Emissions

AD Ports Group's Scope 3 emissions for the year amounted to 1,129,817 tCO₂e. These emissions include those generated by vessels visiting the ports within our territorial waters, purchased goods and services, potable water consumption, and wastewater treatment. The table below summarises the Scope 3 emission sources within the 2023 GHG inventory.



Contributing 58% to Scope 3 emissions, the Ports Cluster is the primary source of Scope 3 emissions, followed by the Maritime & Shipping and EC&FZ Clusters.



Scope 3 (tCO₂e)



LOW CARBON TRANSFORMATION OF OUR OPERATIONS

AD Ports Group is developing a robust decarbonisation pathway, undertaking a comprehensive assessment of its emissions, encompassing all Scope 3 emission categories. This thorough evaluation ensures a holistic understanding of the GHG impact of its activities, enabling informed decision-making to drive meaningful change.

Led by the Sustainability Committee, AD Ports Group is setting baselines for GHG emissions across all Clusters. This shall establish a clear starting point from which progress can be measured and tracked effectively. Moreover, the Committee oversees identifying and implementing critical initiatives to reduce emissions, leveraging innovative solutions and best practices to minimise operations' GHG footprint.

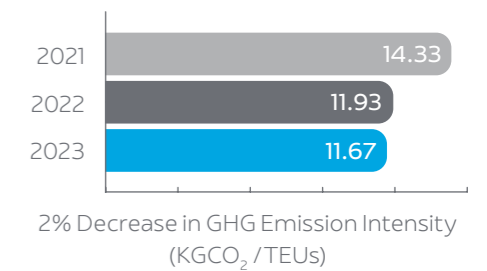
AD Ports Group is dedicated to setting ambitious emission reduction targets to actively support the United Arab Emirates (UAE) in achieving its net-zero target by 2050.

OUR DECARBONISATION LEVERS



DECARBONISATION AT CONTAINER HANDLING TERMINALS

In 2023, despite experiencing an increase in absolute emissions, AD Ports Group achieved a continued decrease in GHG emission intensity per TEU. While the overall emissions from the Group's operations rose, the emissions per TEU handled decreased by approximately 2% compared to the previous year.



This year-on-year (YoY) decrease in emission intensity per TEU signifies enhanced efficiency and decarbonisation efforts at our container handling terminals.



SOLAR PV INTEGRATION

We are exploring the integration of solar PV systems at various sites across all clusters. Five projects are already underway, poised to collectively mitigate up to 5,000 metric tons of CO₂ emissions annually.



1. SouthQuay Warehouse 1 & 2
1,200 kWp



2. Mugharraq Port Warehouse
1,200 kWp



3. Safaga Port Project in Egypt,
1,000 kWp



4. Admin building,
850 kWp



Noatum's 67% electricity consumption within its operations in Spain is contracted through renewable energy providers, resulting in significant scope 2 emission reductions from its operations.



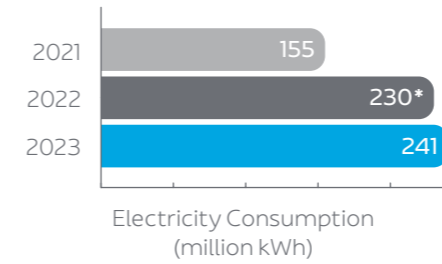
3% of Ports Cluster's electricity consumption in the UAE is supplied by self-generated renewable energy.

ENERGY CONSUMPTION

Energy resources play a crucial role in supporting the vast operations and infrastructure of AD Ports Group, with electricity and fuel as primary source.

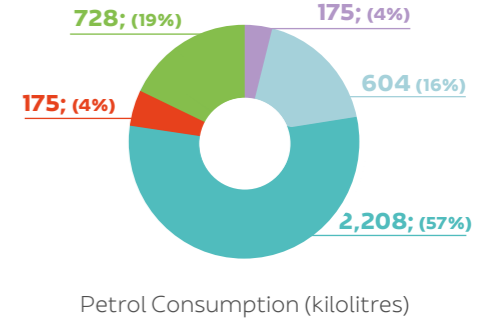
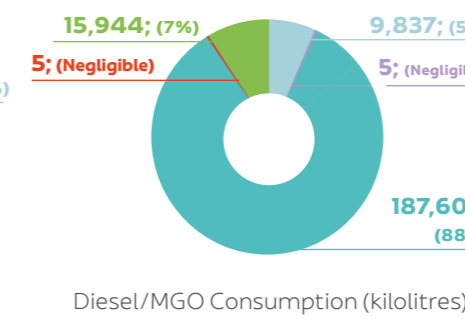
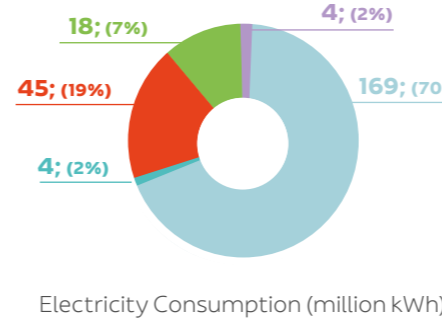
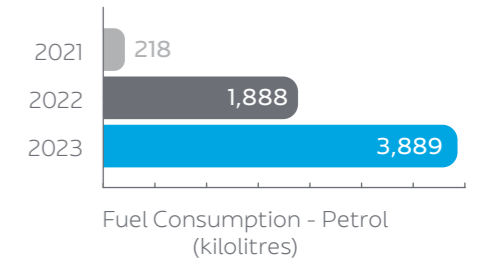
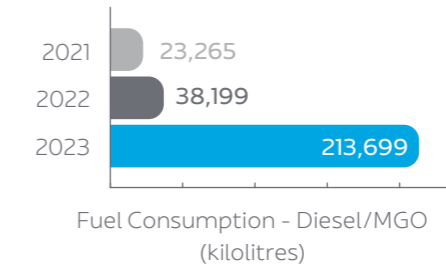
Electricity

The total electricity consumption in 2023 was 241 million kWh, a slight increase from 2022, attributed to the increased operations within the Ports Cluster.



Fuel

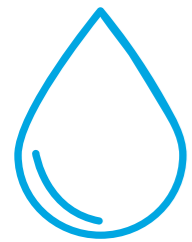
Within AD Ports Group, diesel and petrol are the principal fuels, with diesel being the predominant choice, especially for the vessels operated by the Maritime & Shipping Cluster. This specific usage accounts for 88% of the Group's total diesel consumption, highlighting its critical role in powering the maritime operations.



Ports Cluster Industrial Cluster Maritime & Shipping Cluster Logistics Cluster Digital Cluster

Note: *The electricity consumption value for 2022 has been updated as an error was identified in the number reported for 2022.

WATER STEWARDSHIP



Pioneering Sustainable Solutions for Water Conservation.

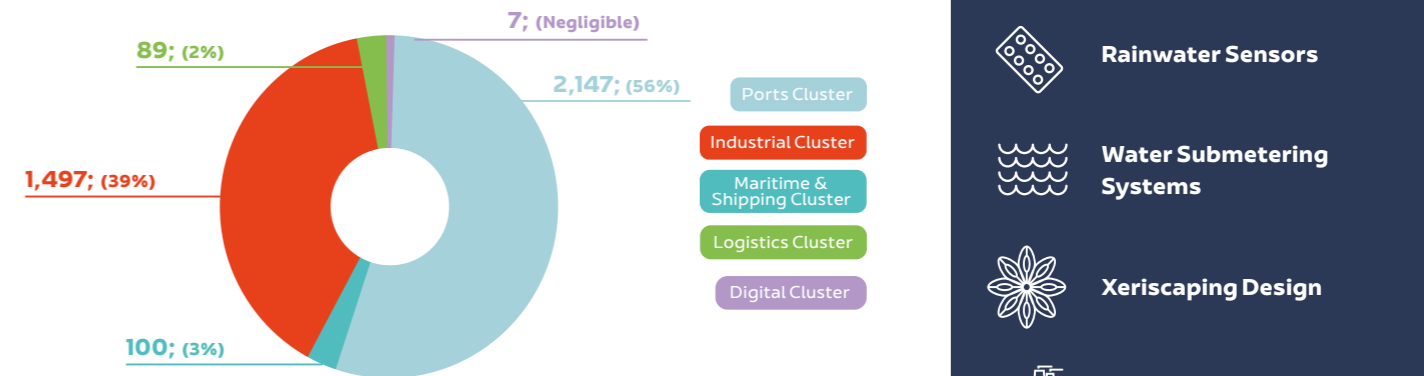
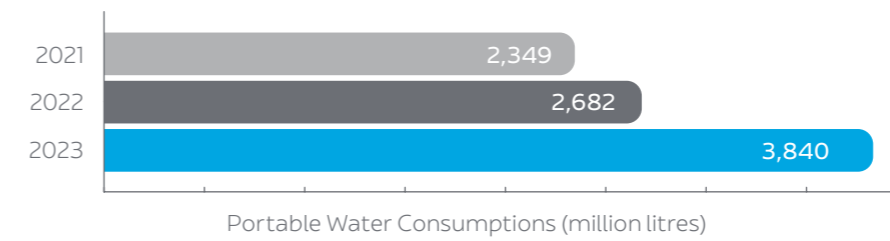


In 2023, water consumption across the group amounted to 3,840 million litres, a significant increase of approximately 43% from last year. The increase reflects our expansion, acquisitions, and increased operations across clusters. The water was supplied by the local utility company in Abu Dhabi.

Additionally, the proximity of our operations to water and to the marine environment poses an elevated risk of potential harm if our business processes are not managed effectively. To minimise environmental impact, we effectively manage the following potential sources of water pollution:

- | | |
|--|--|
| Chemicals or contaminants entering our drainage systems | Spill or discharge from liquid bulk cargo terminals |
| Spills from maintenance or refuelling / bunkering | Spill or release from harbour crafts and ocean-going vessels |
| Spills directly from berthed vessels inclusive of ballast water | Seawater outfall discharge |
| Flooding or rainfall runoff controls which may collect debris and sediment | Runoff from drainage |

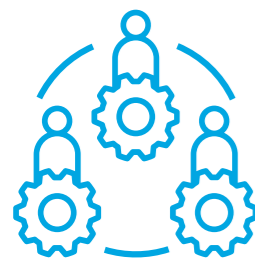
The Ports Cluster accounted for the majority of our water usage at 56%, underscoring the critical role water plays in the operation of our ports. Following closely, the Economic Cities & Free Zones (EC&FZ) Cluster represented 39% of the total water consumption.



WATER EFFICIENCY STRATEGIES

- Sustainable Design Guidelines
- Green Building Certifications
- Low-flow Fixtures
- Leak Detection
- Smart Irrigation Controls
- Rainwater Sensors
- Water Submetering Systems
- Xeriscaping Design
- Waste Water Treatment and Reuse

CIRCULAR OPERATIONS



Circularity is a Critical Component of Our Sustainability Strategy.

We have implemented a robust waste management framework encompassing all waste generated throughout our operations.

Waste characterisation studies have been undertaken; each type of waste is categorised based on its physical and chemical properties, distinguishing between hazardous and non-hazardous waste.

Furthermore, across all Clusters, we have conducted feasibility studies of reusing or recycling non-hazardous waste. We have established partnerships with reputable waste recyclers, treatment facilities, and disposal companies to support these efforts, ensuring responsible management practices at every stage.

Adhering to local regulatory standards, we ensure proper handling, treatment, and disposal of hazardous waste. This systematic approach allows us to manage our waste stream while effectively minimising environmental impact.

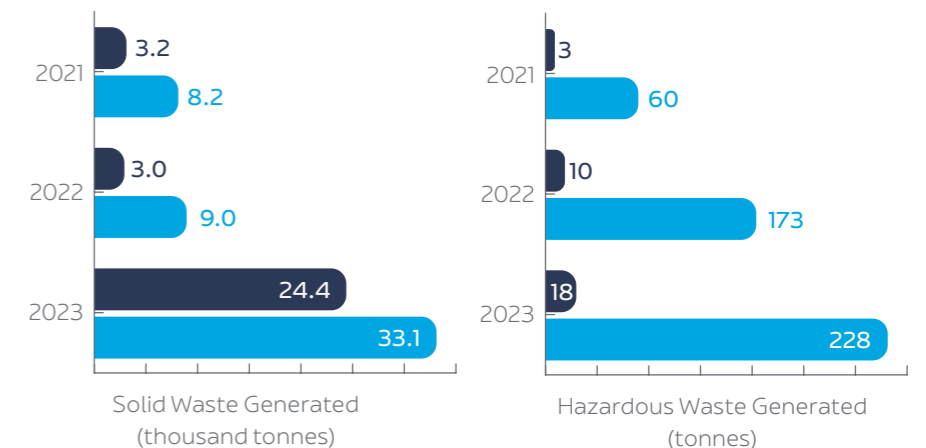
Furthermore, within the EC&FZ Cluster, the Group has cultivated partnerships with diverse industries and processing plants dedicated to the processing and recycling of waste materials. These collaborations have fostered the growth of a circular ecosystem that will play a pivotal role in advancing circular solutions across the emirate.



To uphold the integrity of our waste management initiatives, our team conducts regular audits to monitor compliance and identify areas for improvement. Through these measures, AD Ports Group remains steadfast in its dedication to environmental stewardship and promoting a circular economy.

INSIGHTS INTO SOLID WASTE GENERATION AND RECYCLING

AD Ports Group generates a range of waste types, including packaging materials, organic substances, construction debris, wastewater, and hazardous chemicals and oils. In 2023, AD Ports Group, alongside its tenants from the Ports Cluster, generated 33.1 thousand tonnes of solid waste, marking an almost fourfold increase from 2022.



Furthermore, there was a significant 32% rise in hazardous waste generation. Due to the extensive expansion and construction activities underway, a considerable amount of construction waste was produced, contributing to the overall surge in waste generation.

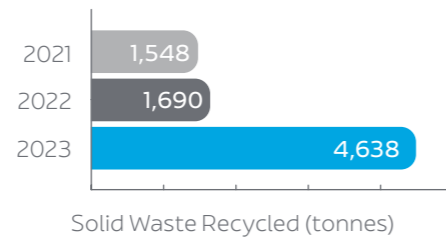
AD Ports Group, Tenants and Calling Vessels

AD Ports Group

WASTE MANAGEMENT AT AD PORTS GROUP

As a result of sustained and proactive waste management efforts, there has been a marked increase in solid waste recycling, with an appreciable rise of 174%, equating to the recycling of 4,638 tonnes of solid waste.

This achievement marks the efficacy of the existing waste management strategies in enhancing recycling and resource recovery.

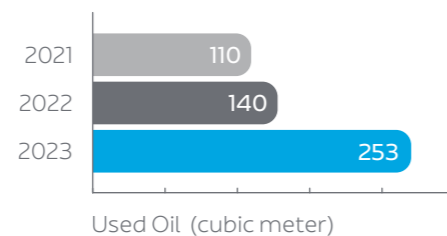
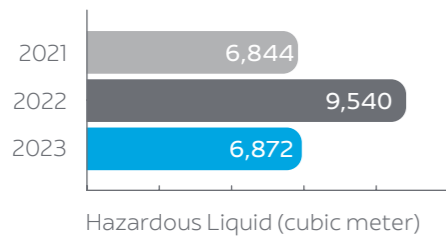
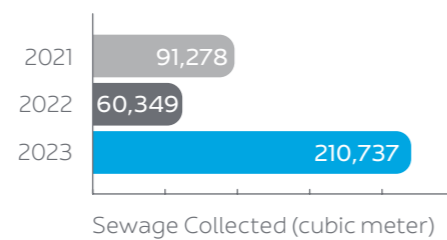
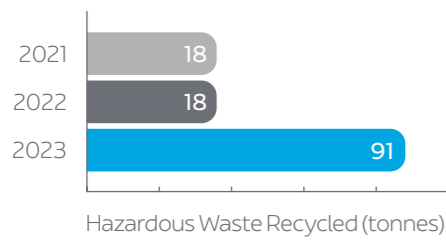
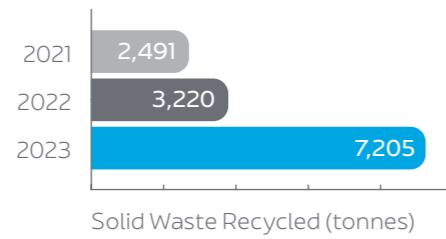


WASTE MANAGEMENT AT AD PORTS GROUP'S OPERATIONS TENANTS AND CALLING VESSELS

The aggregate amount of solid waste recycled for tenants and calling vessels also marked a substantial growth of 3,985 tonnes, indicating an increase of 124%.

The increase in recycling rates across our operations is the result of a successful collaborative approach to managing waste involving partners.

Additionally, in 2023, a significant increase in the volume of hazardous waste recycled was observed, totaling 91 tonnes.

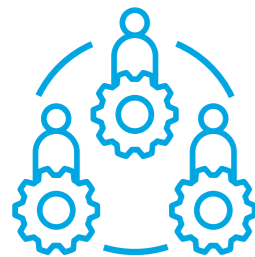


PARTNERSHIP FOR ENHANCED WASTE MANAGEMENT IN MARITIME INDUSTRY

In collaboration with the Department of Municipalities and Transport, Abu Dhabi Maritime entered into a Memorandum of Understanding (MoU) with Tadweer (the Abu Dhabi Waste Management Company). The MoU aims to enhance environmental conservation for Abu Dhabi's waterways through a cooperative framework. This framework will facilitate the exploration of partnership opportunities and ensure the waterways remain safe, clean, and free from debris and obstructions.

Through this alliance, AD Ports Group reaffirmed its commitment to implementing effective waste management solutions through collaboration.

PROACTIVE IMPACT ASSESSMENT & MONITORING



Water Use is an Inherent Part of Our Business Processes.

SEAWATER & OUTFALL DISCHARGE MONITORING

Water use is an inherent part of our business processes. We utilise water within our buildings such as offices, social spaces, workers residential communities and maintenance yards. We are also responsible for providing seawater to tenants, while maintaining intake and outfall discharges to the marine environment within our boundaries. Drinking water is supplied directly to our operations via an extensive network from the local municipality and is produced through desalination.

We have implemented stringent requirements for water use and subsequent discharges. To ensure seawater quality, the Group initiated a seawater quality monitoring programme in 2015 to assess the impact of its activities on the marine environment. This programme employs state-of-the-art online Water Quality Monitoring Stations (WQMS) at three locations within its water limits.

The monitoring programme has evolved over time, expanding the network of stations and parameters measured while adopting new technologies and ensuring data quality control. In 2023, four additional seawater quality monitoring stations were added to the network at our different ports in the UAE. Water quality data from all stations is acquired every 15 minutes, stored locally within the data log and monitored continuously online. The water quality parameters monitored are represented on the table alongside:

These monitoring stations are installed within the limits of Khalifa, Zayed, Musaffah and Mugharraq ports. The percentage compliance for the key performance parameters as per the limits recommended by the Environment Agency Abu Dhabi (EAD) are presented below.

	Temperature (Celsius)
	Conductivity (mS/cm)
	Salinity (ppt)
	Total Dissolved Solids, TDS (g/L)
	pH
	Turbidity (NTU)
	Dissolved Oxygen (mg/L)
	Blue/Green Algae (µg/L)
	Chlorophyll (µg/L)



Additionally, AD Ports Group achieved zero exceedance for two significant parameters, change in Temperature (Delta T) and Total Dissolved Solid (Delta TDS). The average delta T and delta TDS for the year 2023 are presented below:



AIR QUALITY MONITORING

Given that our facilities are within fixed sites, typically located near communities and biodiverse environments, there is increasing regulatory oversight on air emissions. Examples of these emissions include the primary and secondary pollutants (carbon monoxide, oxides of nitrogen, ground-level ozone, particulate matter (PM_{2.5} & PM₁₀), and Sulphur dioxides).

The Group regularly monitors these air pollutants through eight ambient air quality monitoring stations located across the AD Ports Group's facilities in UAE. These stations continuously assess the air quality parameters to ensure compliance with the National Ambient Air Quality Standards.

The air quality and meteorology monitoring stations are installed in KEZAD Al Ma'mourah HQ (1 Station), KEZAD Mussafah (4 Stations), KEZAD Al Ain (1 Station) and Khalifa Port (2 stations). Compliance of the parameters within the Environment Agency Abu Dhabi (EAD) guidelines is presented below. Most of the pollutants are in compliance with EAD and National Air quality standards except few exceedances on PM₁₀ & O₃.

<u>SO₂</u> Sulphur Di Oxide	<u>H₂S</u> Hydrogen Sulphide
<u>NO_x</u> Nitric Oxide	<u>CO</u> Carbon Monoxide
<u>O₃</u> Ozone	<u>PM₁₀ & PM_{2.5}</u> Particulate Matter
<u>Non-Methane</u> Hydrocarbons	



CORAL MONITORING RAS GHANADA



The Ras Ghanada Coral Reef, located off the coast of Abu Dhabi, is a valuable natural asset, possessing abundant biodiversity and providing a vital habitat for marine life. Recognising its importance, the Group is committed to conserving this essential ecosystem through dedicated initiatives.

The Group conducts three surveys a year to assess the health of the corals at 85 ecological monitoring locations, performing in-depth health analysis. Additionally, we undertake coral translocation as needed, with multiple successful translocations completed in the past.

This ongoing commitment ensures the preservation of the Ras Ghanada Coral Reef, safeguarding its vibrant marine life for future generations.



CARBON ACCOUNTING

The Group has implemented a state-of-the-art tool for monitoring the emissions related to its shipping activities including the vessels it owns and charters. This tool enables us to measure, benchmark, and report GHG emissions over specific reporting periods for all the vessels.

Key Features and Benefits:

Emission Measurement:

Precisely quantifies the carbon output from shipping activities, ensuring all sources of GHG emissions are accounted for.

Monitoring and Reporting:

Ability to generate comprehensive reports, making it easier to share information with stakeholders and regulatory bodies.

Identification of Hot Spots:

Highlights areas within the shipping operations where emissions are significantly higher, helping to pinpoint critical areas for attention.

Opportunities for Reduction:

By identifying these hot spots, the tool also facilitates the discovery of potential opportunities for reducing emissions, supporting efforts in sustainability and compliance with environmental standards.

Carbon Accounting Emission Summary

341,253
GHG Emissions (tCO₂e)

824,768
Distance (km)

9,378,233
Cargo Handled

902
Voyages

27
Vessels



MARITIME EMISSIONS PORTAL (MEP)

AD Ports Group has integrated a sophisticated Maritime Emissions Portal (MEP), utilising Automatic Identification System (AIS) data to track vessel movement alongside offering unique insights specific to each vessel.

This innovative approach enables the provision of a comprehensive emissions profile for our ports, enhancing our environmental oversight and decarbonisation efforts.

The portal conducts a thorough analysis of key air pollutants and greenhouse gases (GHGs) associated with maritime activities, including carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), among others.

It is adept at pinpointing GHG concentration areas and identifying potential opportunities for emissions reduction. This is instrumental in advancing our decarbonisation journey and achieving net-zero operations.

MEP facilitates the meticulous tracking of GHG emissions from all chartered vessels, whether inbound or outbound. The data is systematically organised, allowing for analysis by individual voyages, specified periods for single ships or the entire fleet.

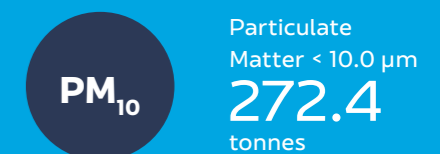
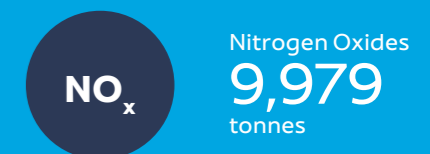
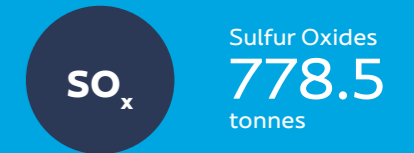
Moreover, it incorporates essential performance metrics, ensuring enhanced compliance, trade optimisation, and improved operational efficiency.




Furthermore, this tool provides vital operational metrics, including turnaround times and berth utilisation rates, thereby significantly improving the efficiency of our maritime activities.

In essence, this state-of-the-art portal exemplifies our commitment to accurately calculating, managing and mitigating our GHG emissions across all areas of operation.

Emissions from Marine Vessels 2023



7 ASSURANCE STATEMENT



RA GLOBAL
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Limited Assurance Statement
Relating to the Sustainability report of AD Ports Group for the calendar year 2023.

Date issued: 30/05/2024

RA Global, as an independent third-party assurance provider, was engaged to perform assurance procedures to provide limited assurance on the AD Ports Group’s 2023 Sustainability Report in accordance with the criteria set out in Global Reporting Initiative ("GRI") Standards for the year ending December 31, 2023.

The assessment specifically focused on evaluating the accuracy and completeness of the Key Performance Indicators (KPI's) across its five business clusters within UAE, as detailed in the table below. This scrutiny was conducted in accordance with the International Standard on Assurance Engagements (ISAE) 3000. The objective was to ensure a robust and reliable evaluation of AD Ports Group’s sustainability disclosures, as referenced on the indicated page numbers of the AD Ports Group’s 2023 Sustainability Report.

S.No.	Key Performance Indicators (KPI's) Assured	Location in the 2023 Sustainability Report
1	Environmental KPIs	
1.1	GHG Emissions including Scope 1, Scope 2 and Scope 3	Pg 88-93
1.2	Energy Consumption including Electricity, Petrol and Diesel	Pg 95
1.3	Water Consumption	Pg 97
1.4	Waste Management	Pg 99-100
1.5	Carbon Accounting	Pg 106-107
2	Social KPIs	
2.1	Health, Safety and Environment (HSE)	Pg 68-69
2.2	Human Resources (HR)	Pg 76-83
2.3	Communities (CSR)	Pg 75
3	Governance KPI	
3.1	Materiality	Pg 35-36
4	Economic KPIs	
4.1	Economic Growth	Pg 55
4.2	Innovation	Pg 57
4.3	Procurement	Pg 61



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This Limited Assurance Statement has been prepared for AD Ports Group in accordance with our contractual agreements with Agile Advisors, the consultants appointed by AD Ports Group to develop the sustainability report 2023.

Management's responsibility for the 2023 Sustainability Report

AD Ports Group’s Management holds the responsibility for preparing the 2023 Sustainability Report in accordance with the criteria established in the GRI Standards. This responsibility includes designing, implementing, and maintaining internal controls to ensure that the report is free from material errors, whether due to fraud or error.

Given the nature of non-financial information, which has greater inherent limitations compared to financial data, the 2023 Sustainability Report is subject to inherent uncertainties. These uncertainties arise from the methods used to determine, calculate, sample, or estimate the data. In preparing the report, management makes qualitative interpretations about the relevance, materiality, and accuracy of the information, relying on various assumptions and judgments.

Responsibility of independent assurance practitioner

Our responsibility is to express a limited assurance conclusion about the 2023 Sustainability Report based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance work in accordance with the provisions laid out in ISAE 3000. The procedures we conducted were based on our professional judgment and included inquiries, observation of the processes performed, inspection of documentation, assessment of the adequacy of quantification methods and reporting policies, and agreement or reconciliation with the underlying records.

During the verification process, issues were raised, and clarifications were sought from the management of AD Ports Group relating to the accuracy of some of the information contained in the Sustainability Report. In response to the raised findings, the 2023 Sustainability Report was subsequently reviewed and revised by AD Ports Group. It is confirmed that changes that have been incorporated into the final version of the report have satisfactorily addressed all issues.

Our limited assurance engagement was made only with respect to the sustainability performance disclosures included in our scope of work, for the year ended December 31, 2023; and we have




not performed any procedures with respect to previous years, projections and future targets, or any other items included in the 2023 Sustainability Report for the year ended December 31, 2023 and therefore do not express a conclusion thereon.

The procedures conducted during a review differ in nature and timing compared to, and are significantly less extensive than, an examination. The level of assurance achieved through a review is markedly lower than what would have been obtained through an examination. Nevertheless, we affirm that the evidence gathered during the review is sufficient and appropriate, providing a reasonable foundation for our conclusion.

We are obligated to maintain independence and fulfill our ethical responsibilities in alignment with pertinent ethical requirements associated with the engagement.

Conclusion

Based on the work we have done, the procedures we have performed, and the evidence we have obtained, nothing has come to our attention that causes us to believe that the key performance indicators (KPIs) reported by AD Ports Group are materially misstated or contain any inaccuracies.

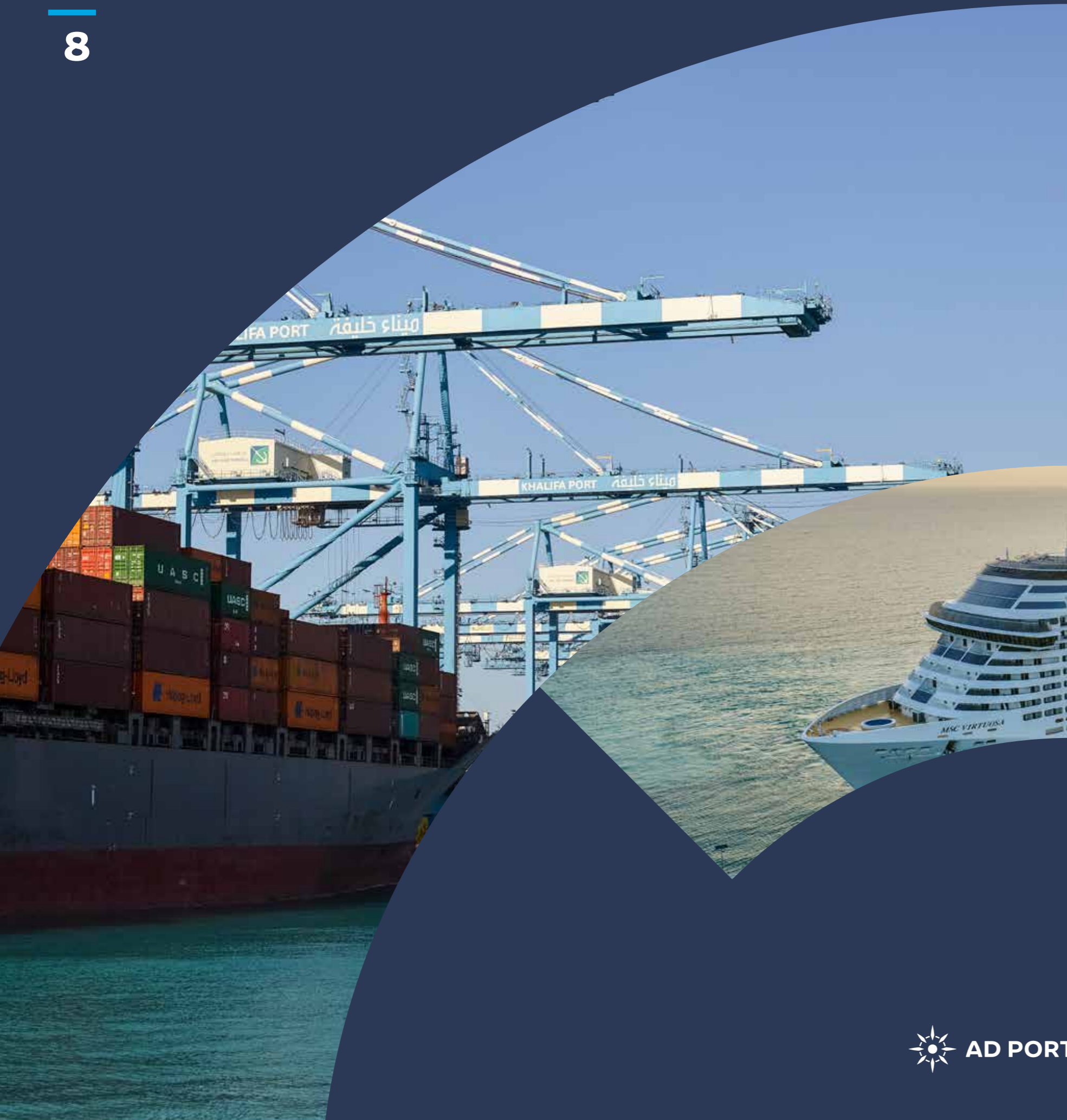
RA Global holds the following opinion that the level of data accuracy included in AD Ports Group's Sustainability Report 2023 is fairly stated and the report offers a reasonable and well-balanced depiction of AD Ports Group's sustainability performance.



Attestation by RA Global



GRI CONTENT INDEX



GRI CONTENT INDEX



For the Content Index – Essentials With Reference option Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting with reference to the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

Statement of use		AD Ports Group has reported the information cited in this GRI content index for the period January to December 2023 with reference to the GRI Standards.			
GRI I used		GRI 1: Foundation 2021			
Applicable GRI Sector Standard(s)		Not applicable			
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	10 - 17	A grey cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2 Entities included in the organization's sustainability reporting	14 - 17			
	2-3 Reporting period, frequency and contact point	114			
	2-4 Restatements of information	95			
	2-5 External assurance	108 - 110			
	2-6 Activities, value chain and other business relationships	50 - 53			
	2-7 Employees	76 - 79			
	2-8 Workers who are not employees	76-75			
	2-9 Governance structure and composition	40 - 45			
	2-10 Nomination and selection of the highest governance body	44 - 45			
	2-11 Chair of the highest governance body	44 - 45			
	2-12 Role of the highest governance body in overseeing the management of impacts	46 - 47			
	2-13 Delegation of responsibility for managing impacts	46 - 47			
	2-14 Role of the highest governance body in sustainability reporting	46 - 47			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	41, 48 - 49			
	2-16 Communication of critical concerns	44 - 45			
	2-17 Collective knowledge of the highest governance body	44 - 47			
	2-18 Evaluation of the performance of the highest governance body	38 - 41			
	2-19 Remuneration policies	41 - 43			
	2-20 Process to determine remuneration	41 - 43			
	2-21 Annual total compensation ratio			Confidentiality constraints	The informed is marked as confidential by the top management
	2-22 Statement on sustainable development strategy	6 - 7			
	2-23 Policy commitments	48-49			
	2-24 Embedding policy commitments	48-49			
	2-25 Processes to remediate negative impacts	41 - 43, 46 - 47			
	2-26 Mechanisms for seeking advice and raising concerns	41 - 43, 46 - 47			
	2-27 Compliance with laws and regulations	40 - 41			
	2-28 Membership associations			Not applicable	AD Ports Group is not part of any such memberships.
	2-29 Approach to stakeholder engagement	34 - 35			
	2-30 Collective bargaining agreements			Not applicable	This is not applicable in the UAE

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	34 - 35	A grey cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	3-2 List of material topics	36 - 37			
Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	34 - 37			
201 Economic Performance 2016	201-1 Direct economic value generated and distributed	52 - 53			
	201-2 Financial implications and other risks and opportunities due to climate change	54 - 57			
	201-3 Defined benefit plan obligations and other retirement plans			Information unavailable/incomplete	Information on benefits and retirement plans for the operational boundary is incomplete
	201-4 Financial assistance received from government			Confidentiality constraints	The informed is marked as confidential by the top management
Procurement practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	58-59			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	58-59			
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	34 - 37			
GRI 302: Energy 2016	302-1 Energy consumption within the Organisation	89, 95			
	302-2 Energy consumption outside of the Organisation	89-91			
	302-3 Energy intensity	89			
	302-4 Reduction of energy consumption	9, 93			
	302-5 Reductions in energy requirements of products and services	92 - 95			
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	34 - 37			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	96 - 97			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	90 - 91			
	303-3 Water withdrawal	97			
	303-4 Water discharge	97			
	303-5 Water consumption	96 - 97			
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	34 - 37			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	90 - 93			
	305-2 Energy indirect (Scope 2) GHG emissions	90 - 93			
	305-3 Other indirect (Scope 3) GHG emissions	90 - 93			
	305-4 GHG emissions intensity	90 - 93			
	305-5 Reduction of GHG emissions	92 - 93			
	305-6 Emissions of ozone-depleting substances (ODS)	104			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	104, 107			
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	34 - 37			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	98 - 101			
	306-2 Management of significant waste-related impacts	98 - 101			
	306-3 Waste generated	98 - 101			
	306-4 Waste diverted from disposal	102 - 103			
	306-5 Waste directed to disposal	98 - 103			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	34 - 37			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	64 - 69			
	403-2 Hazard identification, risk assessment, and incident investigation	66 - 69			
	403-3 Occupational health services	64 - 69			
	403-4 Worker participation, consultation, and communication on occupational health and safety	64 - 69			
	403-5 Worker training on occupational health and safety	64 - 69			
	403-6 Promotion of worker health	64 - 69			
	403-6 Promotion of worker health	66 - 67			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	66 - 67			
	403-8 Workers covered by an occupational health and safety management system	64 - 69			
	403-9 Work-related injuries	68 - 69			
403-10 Work-related ill health	68 - 69				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	34 - 37			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	76 - 77			
	405-2 Ratio of basic salary and remuneration of women to men			Confidentiality constraints	The informed is marked as confidential by the top management
Security practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	82			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	82			
Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	34 - 37			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	78 - 79			
	413-2 Operations with significant actual and potential negative impacts on local communities	78 - 79			



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