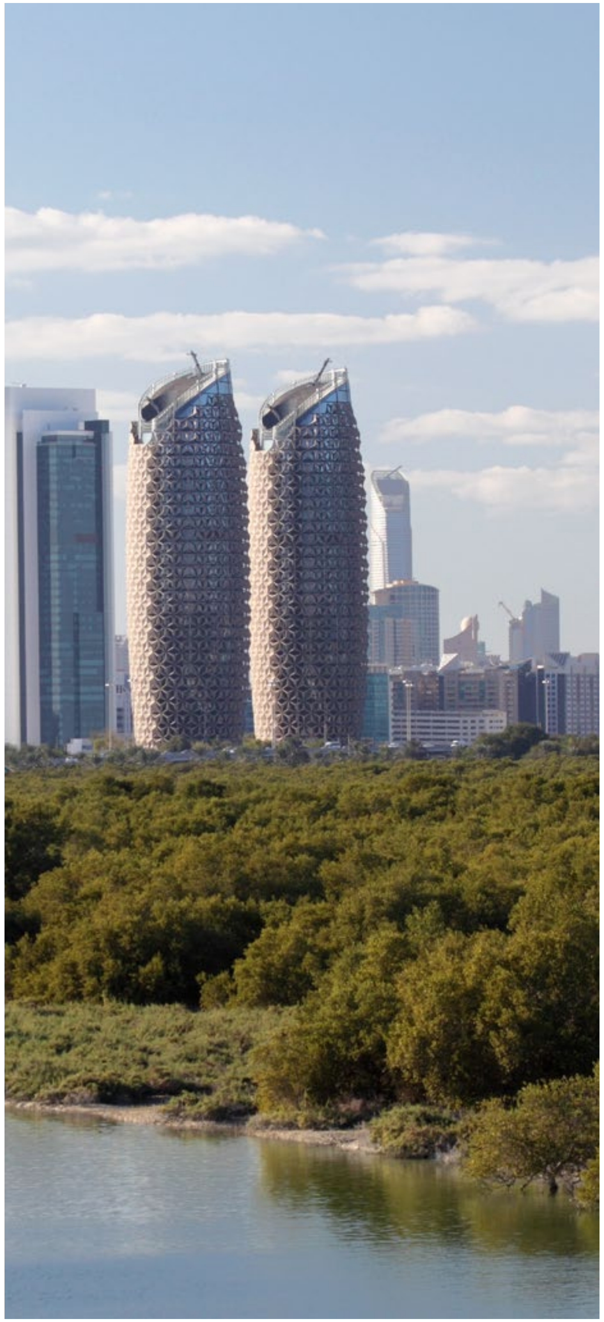
سـوق أبوظبـي للأوراق الماليـة
Abu Dhabi Securities Exchange

CONNECTING OPPORTUNITY. DRIVING GROWTH

ADX SUSTAINABILITY REPORT 2022

Contents



About this Report

Welcome to the fourth Abu Dhabi Securities Exchange (ADX) sustainability report. This report details our achievements and overall ESG (Environmental, Social and Governance) performance up to the calendar year ending 31 December 2022.

This report summarizes ADX's sustainability performance throughout 2022. It demonstrates ADX's continued commitment to deliver on targets and initiatives for Abu Dhabi's capital markets, in line with the Gulf Cooperation Council (GCC) ESG Reporting Guidelines. This report highlights the progress ADX has made across ESG topics through a range of sector leading initiatives, practices, and projects on the exchange.

This report has been prepared in accordance with the GRI Standards: Core option. The GRI Content Index and GRI Materiality Disclosures Service Mark are included in Appendix 1. As recommended by these GRI Standards, our report discloses information on the specific topics that are most significant to our organization and our stakeholders. The scope of information covers ADX's global network unless stated otherwise.

Disclaimer

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Abdulla Salem Alnuaimi
Chief Executive Officer

A Letter from our Chief Executive Officer

Welcome to ADX's fourth Sustainability Report

During 2022 ADX made considerable steps in its strategy to achieve responsible and sustainable growth by collaborating and sharing best practices with the finance and business sector. It has always been our firm belief that sustainability makes our business stronger and more resilient, and we continue to reap the benefits of this approach.

Our Sustainability Framework, which we updated in 2022, sits at the heart of our strategic business vision. The Framework is now based around three key pillars: elevating business integrity, creating a path to resilience and empowering sustainability growth. These pillars reflect our key stakeholder priorities and form the backbone of our business strategy.

At ADX our mission remains the same: we drive opportunity and growth through an innovative, dynamic, and transparent marketplace providing best in class financial products and services and promoting best practice corporate governance.

I am proud to report that ADX contributed to the development and publication of the GCC Exchanges' landmark set of unified ESG Disclosure Metrics. These support greater transparency and consistency in ESG standards across the exchanges.

In 2022 ADX continued to develop transformational initiatives in the digital space. We had a particular focus on advancing our technological and digital capabilities and ensuring the highest standards of data security. Our Digital Transformation Project is now underway, ensuring we leverage best-in-class technology to further enhance the experience and satisfaction of our valued customers. 2022 also turned out to be an award-winning year for ADX. We won both the Best Securities Exchange and Best Derivatives Market in MENA 2022.

This report also underlines our commitment to the community, the wider region, and the environment. We recognize that the ongoing growth of our organization would not be possible without our dynamic and dedicated workforce. We are delighted that our workforce grew to 155 individuals in 2022 and we are committed to investing in and promoting talent and improving equality and diversity in our workplace. In line with this, we tripled the amount of training hours delivered to our employees in 2022. Additionally, our female staff members have grown, and now represent 39% of the workforce. We were also delighted to welcome our second female member to the Senior Leadership Team.

As we continue to focus on the integration of ESG principles across our business, ADX is establishing itself as a financial sustainability leader. However, there is still much we can do to grow as a business and to champion ESG principles across the Exchange. There is even more to do across our region to support the development of a sustainable global financial community and we will continue to work collaboratively to meet this challenge.

ADX at a Glance

ADX is a market for trading securities; including shares issued by public joint stock companies, bonds issued by governments or corporations, exchange traded funds, and any other financial instruments approved by the UAE Securities and Commodities Authority SCA. ADX is the second-largest market in the Middle East.

ADX was established on November 15, 2000, according to Local Law No. (3) Of 2000, the provisions of which vest the market with a legal entity of autonomous status, independent finance, and management. The Law also provides ADX with the necessary supervisory and executive powers to exercise its functions. On March 17, 2020, ADX was converted from a "Public Entity" to a "Public Joint Stock Company PJSC" pursuant to law No. (8) of 2020.

ADX is part of ADQ, a leading regional investment and holding company which is committed to investing in Abu Dhabi's sustainable economic growth. ADX's strategy, which is to provide stable financial performance with diversified sources of incomes, is aligned with the guiding principles of the UAE 'Towards the Next 50' agenda. The national vision aims to build a sustainable, diversified, and high value-added economy that positively contributes to the transition of a new global sustainable development paradigm.

In 2022 ADX revised its vision and mission statements. This has aligned ADX with leading international standards and solidified its status as a leading investment hub, increasing its attractiveness to global institutional investors.

ADX 2022 Key Highlights

- Best Securities Exchange in MENA 2022
- Best Derivatives Market in MENA 2022
- Index surpassing 10,500 points for first time
- Market Cap exceeding AED 2.6 trillion
- Exchange traded Fund Market most liquid in the region
- Derivatives Market most liquid in region

Mission, Vision, & Values

Vision

To be a leading financial marketplace fuelling sustainable economic growth

Mission

We drive opportunity and growth through an innovative, dynamic, and transparent marketplace, providing best in class financial products and services and promoting best practice corporate governance.

Values

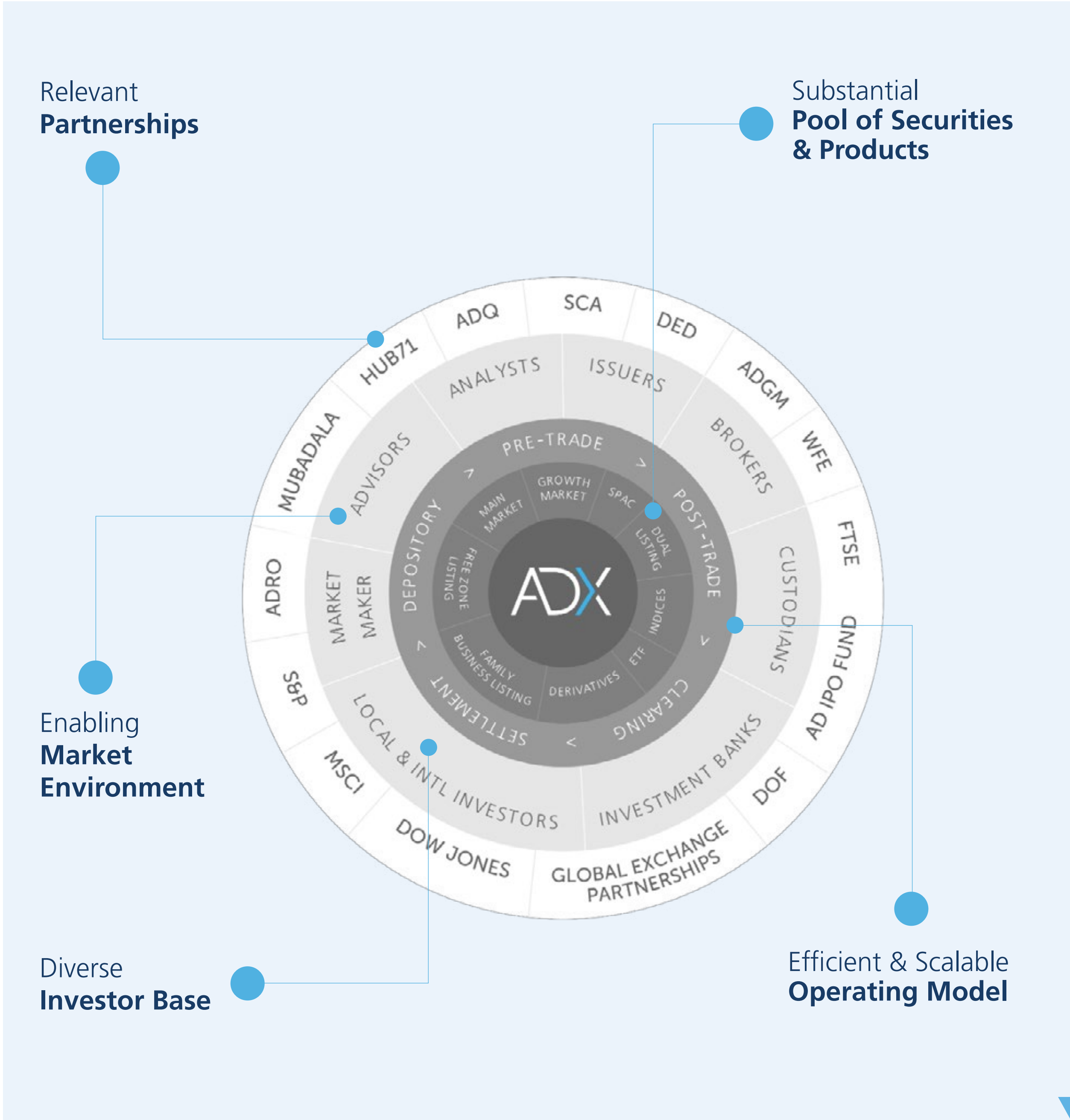
- We innovate.
- We are one team.
- We are accountable.
- We build trust.
- We bring our best selves forward.

OUR STRATEGY

Our Strategy & Transformation Department continues to communicate and drive forward the ADX-wide Strategy. Significant progress was made in 2022 both in cascading corporate goals internally and externally along with the establishment of specific pan-organization projects.

Key strategic achievements for 2022 include:

- Providing the Board with greater oversight of ADX key projects and strategic initiatives through the establishment of the Transformation Committee.
- Determining the strategic priorities for ADX to grow market cap facilitated through the organisation of a two-day Senior Leadership Team offsite meeting.
- Redesigning departmental scorecards and aligning them with the shareholder KPIs for ADX and internal strategic priorities.
- Launching the revised ADX Vision and Mission Statement. This has been reflected in all ADX external communication channels and communicated to stakeholders and employees across the organization.



KEY ACHIEVEMENTS

Launching Tabadul, the region's first premier mutual market access hub

TABADUL
Exchange Hub | منصة التبادل

Dynamic Progress:

Updated materiality issues, guiding impactful actions

31
New listed securities during 2022

ADX prioritizes Climate Change as a core material issue in its sustainability efforts

1st
Green Bond Listing on ADX

IPOs
ADX has 5 IPOs during 2022

OUR MEMBERSHIPS

The Arab Federation of Capital Markets(AFCM)

Africa & Middle East Depositories Association (AMEDA)

International Securities Services Association (ISSA)

World Federation of Exchanges (WFE).

Sustainable Stock Exchange (SSE)

Sustainability at ADX

ADX's vision is to be a leading financial marketplace fueling sustainable economic growth. Reflecting this, the business is committed to embedding environmental, social and governance criteria across every area of its operations. ADX promotes ESG-compliant enterprises, and its standards and practices are aligned with the Abu Dhabi Economic Vision 2030 as well as the UN Sustainable Development Goals. The company is proud to take a leading role in contributing to the wellbeing of the national economy, local communities, and the environment.

SUSTAINABILITY FRAMEWORK

ADX's sustainability framework consists of three key areas which are at the core of creating shared value for ADX and the wider society. This framework has been developed using the priorities identified for its key stakeholders and investors. ADX's sustainability framework aligns with international and national strategic visions, including the UN Sustainable Development Goals (SDGs), the UAE Principles of the 50s the UAE Vision 2021 and the Abu Dhabi Economic Vision 2030.

Elevating Business Integrity

- Good governance, Risk Management, and Business Ethics
- Transparency, Credibility, and Investor Security
- Cyber Security and Privacy
- Digitalization and Innovative Solutions

Empowering Sustainable growth

- Diversity and Equality
- Community Engagement and Development
- Talent Attraction and Development
- ESG Activity Promotion

Creating a path to resilience

- Environmental Management
- Climate Change
- Well-being and Safety

ASSESSMENT OF MATERIAL ISSUES

ADX strives for continual improvement in its ongoing sustainability journey. In 2022 we updated our materiality assessment to enable ADX to align with evolving best practices, industry standards, and emerging sustainability frameworks. The process included reviewing and refining material topics to prioritize the issues most relevant to our immediate stakeholders and to the exchange. ADX was also guided by the pillars of the Abu Dhabi Economic Vision 2030 and the UN SDGs.

1. Governance, Risk Management and Business Ethics
2. Talent Attraction and Development
3. Cyber Security and Privacy
4. Diversity and Equality
5. Environmental Management
6. Transparency, Credibility and Investor Security
7. Climate Change
8. ESG Activity Promotion
9. Community Engagement and Development
10. Well-Being and Safety
11. Digitalization and Innovative Solution

STAKEHOLDER ENGAGEMENT

Sustainability sits at the heart of ADX and its operations. We place great emphasis on meeting the expectations of our stakeholders on sustainability performance and materiality issues.

At ADX, we place great value in open and ongoing dialogue with all our key stakeholders. We actively meet our core stakeholder groups (represented below) to enable them to identify sustainability issues and concerns, which help shape the sustainability agenda for the exchange.

Chapter 1

Empowering Sustainable Growth

ADX has adopted a leadership role in the financial market. We are proactive advocates for sustainable financial investments, a sustainable trading environment, and for improved financial literacy.

ADX's ESG disclosure guidance for listed companies continues to promote a sustainable trading environment. The year 2022 saw ADX launch further initiatives to encourage the business community to embrace sustainable development practices. These initiatives reflect ADX's objectives to foster national financial empowerment, drive community engagement and promote ESG activities.

Material Topics Covered

- ESG Activity Promotion
- Community Engagement and Development
- Diversity and Equality
- Talent Attraction and Development

Highlights

Pioneering unified ESG Disclosure Metrics for transformative industry transparency	ADX actively participated in diverse national and international events throughout 2022	ADX joins global drive – Rings the Bell for gender equalit	ADX powers UAE's nationalization with 68% Emirati talent

SDGs

- 4 QUALITY EDUCATION
- 8 DECENT WORK AND ECONOMIC GROWTH
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Promoting Best Practices

ADX plays a pivotal role in sharing best practice which helps shape a responsible and sustainable national financial landscape. Sustainability is becoming increasingly important to investors and consumers, ADX uses its position to engage with its stakeholders to promote ESG principles. Through dialogue, collaboration, and transparency, ADX is proud to have been able to drive positive change and encourage sustainable practices among listed companies and investors.

ESG DISCLOSURE METRICS

As a member of the GCC Exchange Committee, ADX contributed to the development and publication of a landmark set of unified ESG Disclosure Metrics in late 2022. The voluntary metrics, which are aligned with the World Federation of Exchanges and Sustainable Stock Exchanges, are an important step towards standardizing ESG disclosure across the GCC region. They consist of 29 standards and include categories across GHG emissions, energy usage, water usage, gender pay, employee turnover, gender diversity, data privacy and ethics.

In 2020, we issued ESG disclosure guidelines for our listed companies which illustrates ADX's commitment to drive sustainability in financial markets. Our participation in the establishment of the GCC ESG Metrics reinforces our support for the adoption of the highest reporting and disclosure standards across GCC markets.

ENGAGING INVESTORS & EMPOWERING LISTED COMPANIES

ADX proactively educates investors and shares best practice about the importance of ESG factors in investment decision-making. ADX continues to host events including ESG-focused webinars, workshops, and conferences to raise awareness of sustainable investing practices. ADX also collaborates with industry experts and thought leaders to provide valuable insights and case studies.

ADX continues to invest time in engaging with listed companies to promote ESG practices. This includes hosting regular dialogues, one-to-ones, workshops, and roundtable discussions with issuers. ADX supports issuers with ideas about how to integrate ESG considerations into their business strategies and operations. As a result of ADX's proactive strategy, all the issuers now follow ESG guidelines prepared by ADX.

ADX took part in a range of national and international events during 2022 in which raising awareness of ESG and ADX and our market's focus where a critical part of the discussion including Abu Dhabi Sustainability week and roadshows across Europe, the US and Asia.

15-19 January **Abu Dhabi Sustainability Week**	2nd March **2nd Abu Dhabi – Israel Business Forum**	29-31 March **Annual Investment Meeting (AIM)**	9-10 June **London Roadshow**
29th June **SPAC Summit**	5th -8th August **Building Bridges Between Israel and the UAE**	27th – 28th September **ADX Mizohu Roadshow**	28th – 30th September **ADGM Training - Central Counterparty Clearing**
6th October **SCA Webinar: Sustainable Finance & Investors Rights**	17th – 18th October **The Network Forum & ADX - TNF Middle East Meeting**	14th -20th November **Abu Dhabi Finance Week (ADFW)**	

ADX Participation Type

- Speaker
- Participant
- Host

EDUCATING FUTURE GENERATIONS

ADX is dedicated to investing in the region's next generation of finance sector leaders. Reflecting this, ADX established the Zayed Center of Excellence for Financial research at the Higher Colleges of Technology (HCT) in 2019. The Center continues to collaborate with HCT on research related to finance, investment and stock markets. ADX has an ongoing working relationship with the students and teachers at HCT, helping to prepare students for future employment in UAE's financial sector. During the Sheikh Zayed Festival, ADX presented awards to three students for their innovative financial markets research.

Fulfilling Potential

ADX aims to unlock the full potential of its organization by empowering its employees, maximizing human capital and fostering employee engagement.

In 2022, ADX undertook a range of employee initiatives to further enhance employee engagement, experience, and development through tripling our investment in employee training across a range of skills to ensure our employees are equipped today and tomorrow and nurture a culture of engagement.

We regularly engage our employees through townhalls, networking events and our employee engagement survey that enables us to continually improve our employee community.

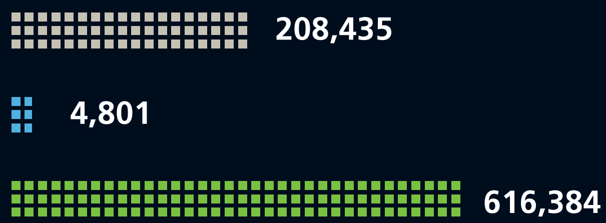
Employee Training

Total training delivered (hours)

2020 2021 2022

Total cost spent on training (AED)

2020 2021 2022

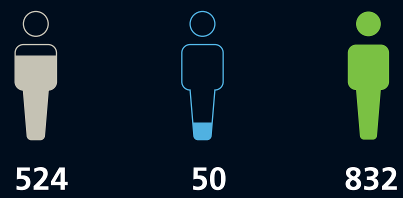


Female (hours)

2020 2021 2022

Male (hours)

2020 2021 2022



Opening Pathways of Opportunities

Employee development and promoting diversity and equality are important values to ADX. We are committed to investing in the talent of our current and future employees and to developing a diverse workforce for the benefit of our wider organization.

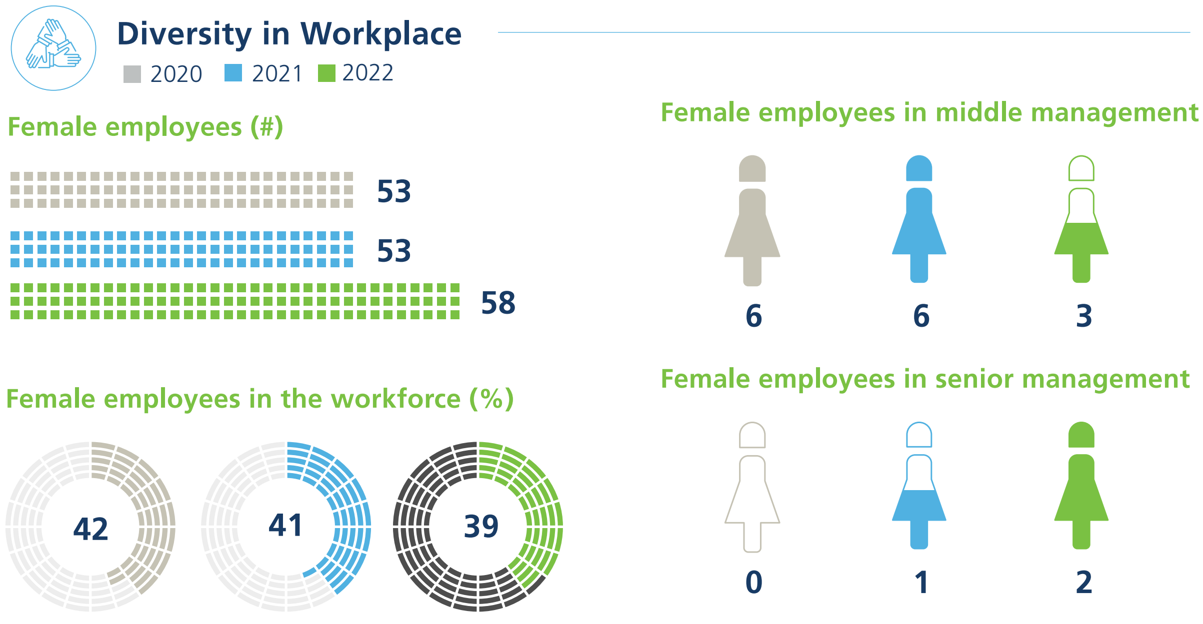
GENDER BALANCE AND EQUALITY

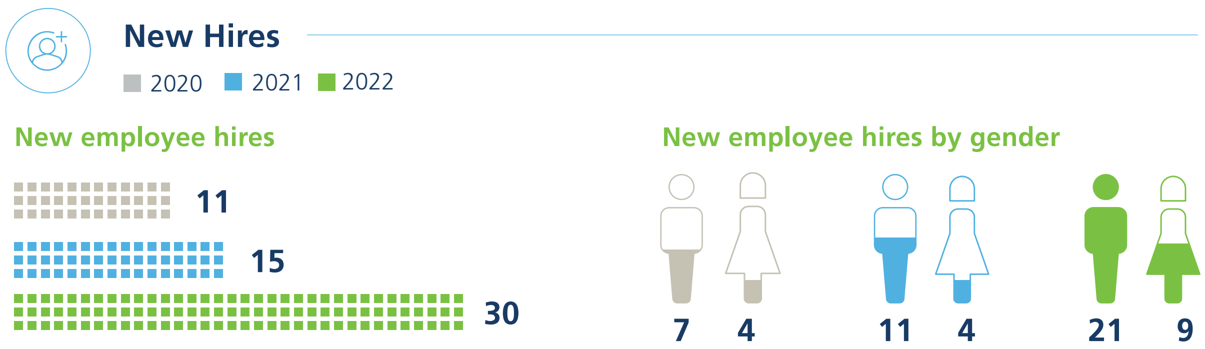
ADX continues to support the UAE's Gender Balance initiative which aims to provide equal opportunities and help to attract and retain female employees. We ensure equal opportunities and use the same criteria for both male and female employees to be promoted into managerial positions. We support our female employees through the provision of maternity leave and hours, study leaves, Al Udda leave, and escort leave. ADX is also actively working to reduce the medial male to female compensation ratio.

ADX has a partnership with Aurora 50, a social enterprise focusing on achieving gender-balanced boardrooms in the UAE. ADX also continues to support the Higher Colleges of Technology (HCT) Women's Campus AD – Financial Research Project - which promotes females conducting financial research - for the last five years.

In partnership with the United Nation's Sustainable Stock Exchanges and UN Women, ADX takes part in the international initiative 'Ring the Bell for Gender Equality'. This event aims to empower women in the financial exchange sector.

ADX continues to strive for greater gender equality in our workforce. We were delighted to welcome our first female member





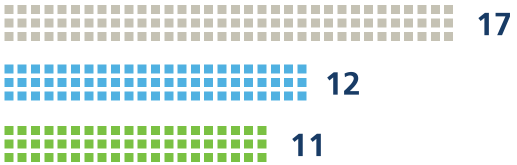
TURNOVER

Retaining talent and knowledge is key to the growth and ongoing success of our business. We are happy to announce that employee turnover has declined since 2020. The diversity of our workforce has also increased over the same period.

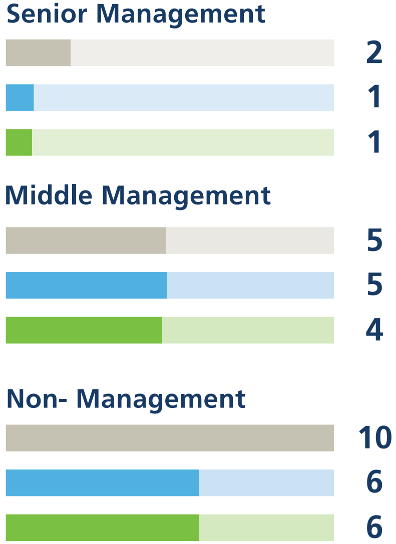
Employee Turnover

2020 2021 2022

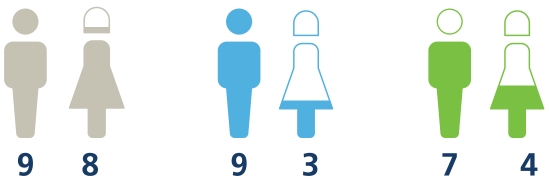
Total number of employees who left the company (#)



Employee Turnover by Employment Level



Employee Turnover by Gender



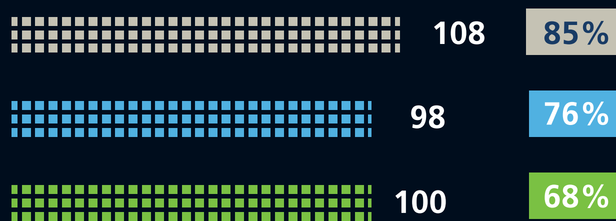
NATIONALIZATION

ADX supports the UAE's nationalization strategy and promotes the employment and training of nationals within our workplace. The total workforce at ADX comprises of 68% Emirati nationals and 32% expatriates. ADX is committed to fostering the growth and proficiency of local talent, empowering them to excel in key roles within the dynamic securities sector. By equipping UAE nationals with the necessary skills and opportunities, ADX contributes to the acceleration of the country's development journey and drives economic prosperity to new heights.

Nationalization

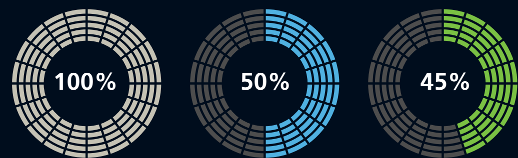
Nationals among total full-time workforce

2020 2021 2022



Nationalization (by level)

Nationalization of senior management



Chapter 2

Elevating Business Integrity

At ADX, we continue to take a proactive approach to adopting advanced technologies and keeping up with the latest digital trends. We focus on delivering the highest standards of data privacy, a secure cloud environment, and advanced financial products to enable investors to confidently engage in a safe and secure cyber environment.

ADX's digital strategy also supports our aims of establishing a transparent and responsible marketplace. Our commitment to business integrity and transparency is fundamental to how we run our business and help support economic growth within the UAE community.

Material Topics Covered

- Governance, Risk Management, and Business Ethics
- Transparency, Credibility, and Investor Security
- Cyber Security and Privacy
- Digitalization and Innovative Solutions

Highlights

Leading training programs, safeguarding security, and setting industry benchmarks	Empowering through tech: ADX leads with e-services and fair trading safeguards	Zero tolerance for fraud and corruption, fostering transparency	Fortifying Security & Embracing Innovation for a Resilient Future

SDGs

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

11 SUSTAINABLE CITIES AND COMMUNITIES

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

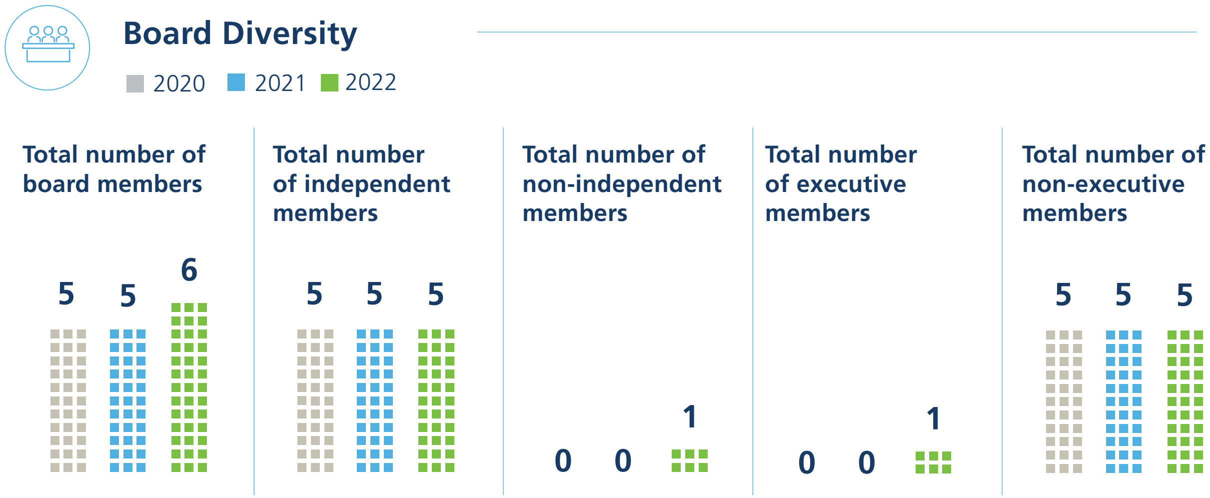
Building Trust and Integrity

ADX is devoted to maintaining the highest standards of business conduct and ethics. In 2022, we made significant progress in this area. This included creating the ADX Corporate Governance Manual, introducing a Board Induction Program and developing an Employee Trading Policy. We continue to provide regular employee training and development, encouraging employees to report illegal, unethical, inappropriate actions, behavior, and practices. Our Code of Conduct, which all employees sign, is regularly updated and enforced to protect the organization from unnecessary risks and liabilities.

ADX is fully compliant with all governmental laws and regulations relating to corporate reporting and disclosure, transparent accounting practices and controls, regular corporate auditing, and continual internal process improvements.

BOARD OF DIRECTORS

Our Board of Directors comprises six executives of which five including the Chairman are independent appointed by ADX's parent company, ADQ; and Abdulla Salem Alnuaimi, the CEO of ADX, at the executive level. We have two committees that oversee governance matters across business functions. The Executive Committee consists of three members and the Audit & Risk Committee comprises of three independent non-executive members.



RISK MANAGEMENT AND COMPLIANCE

ADX aspires to be a financial leader in compliance and always strives to be at the forefront of international industry best practice. Our robust compliance infrastructure and management reporting mechanism enable us to identify, assess and resolve compliance risks.

Compliance

The ADX Compliance Department continues to strengthen its governance practices, enhance regulatory compliance, and uphold the trust and confidence of stakeholders in the marketplace.

During 2022 the Compliance Department has led a range of industry leading initiatives. These include the development and planned delivery of a new Compliance & Ethics training program for all ADX employees. An ADX protection framework has also been developed to safeguard sensitive information and to ensure the utmost security for stakeholders. ADX is committed to developing Abu Dhabi's capital markets to be trusted and robust. We regularly conduct review of its rules and regulations to ensure that we apply international best practice. We also updated the ADX Code of Conduct, strengthening investigative procedures and improving account management processes.

The Compliance Department also established key policies in 2022 to uphold ethical standards and mitigate risks, including Employee Trading Policy. Other policies were also created previously such as, Anti-bribery and Corruption Policy, Anti-money Laundering Policy, Whistleblowing Policy, Fraud Control Policy.

Timeline of ADX's Compliance Journey

2022

- ADX utilized a screening tool for detecting and reporting sanction investor cases.
- All new investors are screened through the platform for detecting sanctions against them.
- ADX conducted annual Anti-money laundering training for its customer services team.

2021

- ADX performed screening of all sanctioned clients as issued by global and local regulatory bodies.
- ADX automated sanction screening for mitigating the anti-money laundering risk.
- ADX implemented a screening tool for detecting and reporting sanction investor cases.
- All new investors screened through the platform for detecting sanctions against them.
- ADX conducted its annual anti-money laundering training for its customer services team and Board Audit and Risk Committee members.

2020

- ADX instigated industry-leading standards on anti-money laundering/Combatting the Financing of Terrorism (CFT) compliance framework.
- ADX carried out general AML awareness training for staff members and met the key regulatory requirement.
- ADX is now registered with UAE Financial Intelligence Unit for Suspicious Transaction Reporting (STR).

*ADX reviews its Compliance/Anti-Money Laundering (AML) Framework on a regular basis to ensure continual improvement of monitoring compliance within the organization. The feedback from compliance infrastructures and management reporting mechanisms is critical in optimizing the compliance/AML framework. Monitoring and controlling the AML framework is also ensured by a separate independent Compliance Officer.

Risk Management

Risk is a core focus for ADX. ADX monitors and evaluates enterprise-wide risks and Key Risk Indicators (KRIs) alongside the tolerance thresholds. At ADX, we pledge to identify all risk exposures and develop mitigation plans in coordination with Risk Champions and Risk Owners to ensure a comprehensive Risk culture.

ADX conducts regular risk assessments and presents quarterly risk reports to the Audit and Risk Committee and monthly updates to the Executive Risk Committee (ERC) on any newly identified key enterprise risks, and the mitigation plans put in place to manage the impact of such risks.

ADX has identified a number of key risks including environmental risks, which continues to evolve and be a key focus for an increasing array of investors and stakeholders within the financial markets.

Risk	Risk Management/ Mitigation Strategy
Strategic Risks	The Steering Committee and the Project Management Office continuously monitor the risks related to each strategic project. The Board and the shareholder (ADQ) analyse the competitive landscape and its implications on the progress of high-impact strategic initiatives.
Operational Risks	ADX minimizes operational risks that would lead to market disruption by implementing adequate controls that ensure business continuity, legal, regulatory, third party and employee risks.
Business and Financial Risks	The finance department monitors and manages the financial risks relating to the operations of the market by analysing exposures including revenue volatility and profitability.
Settlement Risk	ADX has a settlement framework to effectively measure, monitor and manage risk exposures arising from payment, clearing and settlement processes for both equity and derivative markets.
Reputational Risk	ADX proactively reviews the identified business areas that can lead to reputational risk events. The Marketing and Corporate Communications function, in coordination with other ADX functions, continuously monitor the controls in place to mitigate any negative perceptions against ADX.
Information Technology and Information Security Risks	The performance and availability of ADX's systems are constantly reviewed and monitored. This helps to prevent problems arising and to ensure a prompt response to any potential service-impacting incident. ADX actively identifies, manages, and mitigates risks associated with technology development and operations. ADX continues to invest in enhanced information security control environment, cyber defence, and operational processes; including its recovery capability.

Strengthening Client Confidence

ADX recognizes the significance of investor perception and builds credibility by upholding integrity, fairness, and transparency at all times.

ADX takes pride in being at the forefront of technological advancements which enhance productivity and eliminate manual processes. We offer a range of e-services that empower our clients, and we ensure ethical and fair trading by leveraging technology to monitor and identify any market manipulation. ADX uses 'Smart Online', a system which analyzes the behavior of orders, trades, investors, and brokers to identify any abnormal or manipulative activities that may affect the market. Additionally, ADX continues to use its award-winning SAHMI technology to enable investors to attend and vote remotely at annual general meetings.

BUILDING AND SUSTAINING A ROBUST MARKET INFRASTRUCTURE

In 2022, the Clearing, Settlement, and Depository (CSD) department at ADX achieved significant milestones and made notable progress in various areas. Our ongoing efforts to transform services from paper-based to fully digital have resulted in increased efficiency, improved accuracy with built-in validation rules, and enhanced customer satisfaction.

The depository and settlement section of the CSD department played a crucial role in maintaining ADX investors' data and issuing investor numbers (NIN). Furthermore, this section facilitated the lodgment and withdrawal of shares, inter-market transfer of dual-listed securities, and data amendments for investors. Additionally, the Depository and Registry Section provided reports to listed companies and brokers upon request. In 2022, we witnessed updates and improvements in these functions to ensure seamless operations and better service delivery.

Clearing and Settlement Department

- Settlement and Payment Section
- Depository and Registry Section
- Investor Services Section

The settlement function within the CSD department remained responsible for the securities and cash settlement processes, in collaboration with the settlement bank, for ADX's cash market transactions. The team diligently managed post-trade processes, including trade verification and Delivery versus Payment (DvP) procedures, while monitoring and reporting members' daily obligations. Off-market transfer transactions and pledge/unpledged requests were also efficiently processed by the settlement and payment section.

Another vital section within the CSD department is Clearing & Risk, where ADX acts as the Clearing House or Central Counterparty for ADX Derivatives Market. This section played a pivotal role in clearing, settling, and guaranteeing trades and positions of derivatives contracts. Additionally, it calculated margins, maintained collateral assets, and provided comprehensive clearing reports to clearing members. In 2022, there were updates and enhancements in the clearing and risk section to optimize operations and ensure the smooth functioning of the ADX Derivatives Market.

In terms of initiatives, ADX continued to align with its One Strategy in 2022. Following the initial launch of ADX Derivatives Market in November 2021, five Single Stock Futures contracts and one Equity Index Futures contract were added within the year. These additions aimed to expand the market's offerings and cater to a broader range of investors, aligning with ADX's vision for growth and diversification.

Furthermore, we introduced the Delivery versus Payment (DVP) model, providing CSD Clearing Members with enhanced reporting on failed trades. This reporting mechanism has proven instrumental in streamlining daily operations and facilitating reconciliation for our clearing members.

In line with our commitment to continuous improvement, we enhanced the Securities Lending and Borrowing (SLB) rules at ADX. The SLB market serves multiple purposes, including facilitating borrowing in the event of failed settlements, generating liquidity for market makers, enabling covered short selling, and providing lenders with income on lendable securities. These enhancements aimed to boost ADX's market proficiency, attract international investors, and increase trading volumes.

Looking ahead, the CSD department has outlined key performance indicators (KPIs) and associated performance targets for the upcoming years. The Core Upgrade Platform project (CPU Project) will be pivotal in modernizing ADX's trading, clearing, and settlement/depository systems. This project, in collaboration with Nasdaq, will streamline workflows, improve efficiency, and free up internal resources for value-added tasks. Throughout 2023 and beyond, engagement with external participants such as brokers and custodians will be a priority.

Additionally, the newly-created CCP Operations team (Clearing & Risk) will ensure ADX aligns with best practices in guaranteeing trades and reducing costs and risks associated with settling multiple transactions. This team will play a vital role in further enhancing ADX's clearing and risk management processes.

TRANSPARENCY AND CREDIBILITY

ADX has a zero-tolerance policy toward corruption, fraud, and bribery. All our employees, board members, and stakeholders must acknowledge that they have read, understood, and complied with the Fraud Control Policy and our Whistleblowing policy. ADX believes in a speak-up approach, by which employees are encouraged to report any cases of fraud or potential fraud.

ADX commits to investigate all instances of actual or suspected bribery, corruption, or fraud and to take appropriate disciplinary actions. We respect all applicable anti-bribery and corruption laws in the UAE, as well as any applicable international framework to the extent that they relate to ADX's activities.

In 2022 ADX conducted fraud risk assessment of departmental policies and procedures. The key functions covered included procurement, finance, HR, legal & regulatory and business operations.

No cases of fraud, corruption or bribery were reported in 2022. During the year, ADX developed and implemented a Gift, Entertainment and Hospitality (GHE) policy for its employees, which also covers key aspects of anti-corruption and bribery. The policy applies to all ADX staff and directors.

Whistleblowing at ADX

ADX expects its directors, employees and third parties contracted by the organization to uphold the highest professional standards and to act fairly and with integrity. Our established Whistle Blowing Policy enables employees to report any unethical concern anonymously and in confidence. There are several channels available to employees to report any concerns. These include phone, email, letter and in person.

ADX takes seriously its responsibility to make all its employees aware of our Whistle Blowing Policy. In 2022 the Compliance department launched an online whistleblowing reporting platform for all staff. Whistleblowing awareness leaflets were also provided to all employees. Reporting of fraud instances is covered in annual employee ethics and compliance training. ADX also has an Integrity Hotline which is a confidential channel for employees to talk about ethics or compliance issues, our Code of Business Conduct, and to report potential breaches or inappropriate behavior.

FORTIFYING BUSINESS INTEGRITY

Building good relationships with our customers and investors, based on trust, is central to our business ethos. Fraud prevention and mitigation is a very important aspect of this. We take all the necessary steps and precautions to ensure fraud prevention control is maintained.

All employees, board members and stakeholders are aware that they must disclose any potential or actual conflicts of interest. The trading of investors is monitored by the Surveillance Department. ADX and SCA have issued specific guidelines about trading by insiders of listed companies. If these guidelines are violated in any way, regulatory action and financial penalties are imposed.

We have also implemented a mandatory screening process for all new employees to reduce the risk of wrongdoing suspicion, or false claims about their qualifications. We continue to prioritize improving employee awareness and delivering regular staff training to help combat fraud, bribery, and corruption.

We have established authority approval levels across the business to reinforce entity-level control. Individuals working within a specific function are given only limited IT access to ensure process-level control.

Fraud Risk Assessment & Fraud Detection Procedures

Our fraud risk assessment is carried out annually. Appropriate personnel and function heads evaluate relevant fraud risks in their areas and implement mitigating controls. All risks are listed in the fraud risk register. For high rated residual risks, the compliance officer provides the justification of why it should be an accepted risk and submits it to the Board Audit & Risk Committee (BARC) for approval. We have effective automated systems in place to identify red flags in external fraud, such as market manipulation. Data analysis, auditing techniques, and other technological tools are used to detect fraudulent activity.

Case Study

Digital Transformation Program (DTP)

As part of ADX's objective to be at the forefront of technological and digital advancement we launched the Digital Transformation Program (DTP). The Program aspires to enhance technological capabilities, operational efficiency, and overall customer experience. It is a key mechanism which supports the organization's strategic Transformation Roadmap, which aims to drive significant organizational changes and improvements.

Securing the Digital Frontier

At ADX we aim to be at the cutting edge of digital innovation and technological advancement. In 2022 our focus was on enhancing information and cybersecurity operations and existing capabilities and developing our cybersecurity strategy.

During 2022, ADX achieved several significant digital milestones. Firstly, the exchange was awarded the IMS External Surveillance Audit certification for ISO 27001, ISO 22301, and ISO 20000, reinforcing its commitment to robust information security, business continuity, and service management. Additionally, ADX successfully integrated its Integrated Management System (IMS) with Enterprise Risk Management (ERM) functions, enabling a more streamlined and comprehensive approach to risk mitigation.

Another notable achievement was the completion of the Disaster Recovery renovation project, enhancing ADX's disaster recovery capabilities and ensuring uninterrupted operations. The exchange also embraced digital innovation by adopting and implementing a digital awareness platform, facilitating more effective information security awareness sessions for employees.

ADX focused on enhancing third-party risk assessment by adopting a solution specifically designed for this purpose. This step further fortified the exchange's risk management framework. Additionally, ADX made significant progress in cybersecurity by developing a comprehensive Cybersecurity Strategy and roadmap for various cybersecurity initiatives.

Looking ahead, ADX remains committed to continual improvement in information security. Planned initiatives include the transition and recertification of the IMS, strengthening cybersecurity defense capabilities, and implementing the Identity and Access Management (IAM) project. These measures reflect ADX's unwavering dedication to maintaining a secure and resilient digital ecosystem for its stakeholders.

Recognizing the utmost importance of information security, we have plans to ensure continual improvements across this area. These include IMS transition and recertification, improving cybersecurity defense capabilities and implementing the Identity and Access Management (IAM) project.

PRIORITIZING DATA SECURITY

In 2022, ADX continued to prioritize the importance of information security. We have made several key advancements to reduce data threats and protect confidential data over the last year. These include enhancing our Incident Response Plan and expanding our Vulnerability Management Program. We have also invested further in our employee awareness and training programs. This includes regular phishing and awareness campaigns to educate employees about the latest threats, social engineering techniques, and best practices.

ADX'S SECURITY OPERATION CENTER

ADX strengthened its cyber defense capability through the establishment of its Security Operation Center. The Center protects critical business assets from cyber risks and responds to rapidly evolving threat landscape.

The Security Operation Center provides a range of services including monitoring security and threat intelligence, managing security incidents, breaches, and cyber threats and mitigating or preventing the exploitation of IT vulnerabilities.

The center is also responsible for handling a range of security operations and for managing Integrated Management System (IMS) certification. There are now a wide range of policies in place to support ADX's IMS Certification.

Information Security Policies: These policies focus on safeguarding information assets, mitigating vulnerabilities, ensuring compliance, and establishing controls for data exchange, access, and usage.

Technology Policies: These policies are specifically tailored to address technology-related aspects such as passwords, vulnerabilities, secure coding, network security, email security, system configuration, and antivirus measures.

Operational Policies: These policies cover a wide range of operational aspects, including awareness programs, standard operating procedures, supplier relationships, physical and environmental security, equipment management, continuity planning, asset management, HR security, and operational controls for teleworking and BYOD practices.

The following collectively demonstrates ADX's commitment to comprehensive security measures, proactive vulnerability management, efficient incident response, robust security operations, and compliance with industry standards.

Security Monitoring & Threat Intelligence

This focuses on the collection and analysis of security logs from across ADX, as well as leveraging threat intelligence feeds. The aim is to identify potential security threats by detecting indicators and promptly triaging them for appropriate action.

Incident Analysis & Response

ADX handles security incidents, breaches, and cyber threats. The focus is on effectively analyzing and responding to these incidents to minimize their impact and ensure a swift resolution.

Vulnerability Management

This initiative aims to proactively mitigate or prevent the exploitation of IT vulnerabilities within ADX's IT infrastructure landscape. By identifying vulnerabilities and implementing appropriate measures, ADX strives to enhance its security position.

Security Operations

This encompasses the daily security operations of ADX. It includes activities such as change management, technical assessments, periodic security reviews, the introduction of new initiatives, user access reviews, incident monitoring, and response for data loss prevention (DLP) incidents, among other tasks.

IMS Certification

ADX has adopted an Integrated Management System (IMS) comprising Information Security Management (ISMS), Business Continuity Management (BCMS), IT Service Management (ITSMS), and Risk Management. This initiative ensures better coordination and alignment between various systems, enabling ADX to comply with ISO standards, including ISO 27001:2013, ISO 22301:2012, ISO 20000:2018, and ISO 31000.

DELIVERING EXCEPTIONAL CUSTOMER EXPERIENCE

Customer experience and satisfaction are central to the values of ADX. We are committed to proactive external communication with our customers through 1-1 dialogue and hosting events and activities.

ADX prioritizes measuring and monitoring business performance and our KPIs assess the effectiveness and efficiency of ADX's electronic financial disclosure system for financial statements.

Embracing the Digital Era

Embracing the latest innovation in technology and digital is key to implementing strategic initiatives which help us achieve our goals, vision, and mission. In 2022 we further supported our sustainability goal to reduce energy consumption through new laptop infrastructure, enhanced cloud adoption and service automation to reduce energy. All employees were provided with laptops as replacements for existing workstations, improving user flexibility inside and outside the organization.

There are several ongoing digital and technology projects which aim to ensure we keep up with the latest trends in this area and ensure best-in-class customer service Including the digital driven experience and data driven organization.

2022 Digital Projects underway:

Project	Target year	Description of 2022 progress /updates
Enterprise Resource Planning (ERP) (Phase2)	**Dec 2023**	ERP Phase (2) has been divided into two streams that both use cloud-based solutions: **Finance Scope:** around 40% complete. **Procurement Scope:** around 30% complete.
Digital Driven Experience (DDX)	**May 2024**	Working towards a new ADX website and mobile application for investors that will deploy cloud solutions in line with ADX cloud adoption
Data Driven Organization (DDO)	**May 2024**	Working towards a new data warehouse solution that will deploy cloud solutions in line with ADX cloud adoption
Contact Centre Transformation	**May 2024**	Working on technology selection and vendor shortlisting - both cloud-based and based in UAE
Infrastructure Capabilities	**Phase 1** **Nov 2022** **Phase 2** **Aug 2023**	**Phase 1** – Infrastructure Capabilities (Voice and Monitoring) was completed at the end of 2022 **Phase 2** – Infrastructure Capabilities (Network Performance Monitoring) is underway and due to be completed by August 2023

In 2022, ADX made significant strides in digitalization and data security. With a focus on IT service management, we updated our ITSM documentation to comply with ISO20000 and incorporated the principles of the ITIL framework. Additionally, we prioritized the enhancement of our Integrated Management System (IMS) by upgrading our ISO27001 and ISO22301 certifications to the latest versions available, while also maintaining compliance with ISO310001 and ISO20000.

Recognizing the paramount importance of data security for our customers and investors, our Digital and Technology Function worked diligently throughout the year to reinforce our processes, policies, and initiatives in this area. We achieved several notable milestones in data security during 2022, including the upgrading of our Data Leakage Prevention Solution on desktops and mobile devices. Furthermore, we implemented a Data Classification Tool to ensure alignment with ADX's information security policies and procedures.

To strengthen the protection of classified data, we transitioned to the latest media encryption technology and implemented a secure file transfer mechanism. Additionally, we introduced a range of data security processes and policies, which have been effectively utilized to bolster our overall data security status.

These efforts demonstrate ADX's commitment to delivering the highest level of data security assurance to our valued customers and stakeholders as we continue to advance in the digital era.

In 2021 and 2022, ADX made updates and changes to various processes and policies related to information security. Here is a summary of the updates:

Data Leakage Prevention (DLP) Solution: ADX expanded its applications and controls portfolio to align with information security policies. In 2022, the DLP application was upgraded to the latest version, addressing technical issues.

Data Classification Tool: ADX implemented a Data Classification Tool to classify all corporate information according to information security policies. In 2022, the existing application was utilized to ensure alignment with ADX's policies and procedures.

Secure VPN Solution: ADX implemented a Secure VPN solution for remote working. In 2022, the existing application continued to be utilized, aligning with information security policies and procedures.

Advanced Persistent Threat (APT): ADX expanded its applications and controls portfolio to align with information security policies. The existing application continued to be utilized to ensure alignment with ADX's policies and procedures.

Endpoint Protection (Antivirus): ADX expanded its applications and controls portfolio to align with information security policies. The existing application continued to be utilized to ensure alignment with ADX's policies and procedures.

Web Filtering Proxy, Web Application Firewall (WAF), Web Secure Gateway, and Email Secure Gateway: ADX continued expanding its applications and controls portfolio to align with information security policies. The existing applications were utilized to ensure alignment with ADX's policies and procedures.

Privilege Access Management (PAM): ADX expanded its applications and controls portfolio to align with information security policies. The existing application continued to be utilized to ensure alignment with ADX's policies and procedures.

Two-Factor Authentication (TFA): ADX expanded its applications and controls portfolio to align with information security policies. We are seeking an integrated TFA application with Identity and Access Management (IAM) for use in critical applications.

Secure Public File Sharing: ADX continued utilizing the existing application to align with information security policies and procedures.

Media Encryption (USB, CD): ADX shifted to the latest technology for media encryption and securely utilized secure file transfer for sharing classified data.

Chapter 3

Creating a Path to Resilience

At ADX, we aim to lead by example in the critically important areas of community and the environment. We prioritize the development and empowerment of our people along with reducing our environmental impact. ADX identifies, monitors, and controls risks across the organization as we create a path to a resilient future.

Material Topics Covered

- Environmental Management
- Climate Change
- Well-Being and Safety

Highlights

ADX's Greenhouse Advancement:	ADX: Safeguarding Lives
Enhanced Calculation & Data Capture	**Zero Injuries in 5 Years**

SDGs

3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
7 AFFORDABLE AND CLEAN ENERGY
8 DECENT WORK AND ECONOMIC GROWTH
13 CLIMATE ACTION
16 PEACE, JUSTICE AND STRONG INSTITUTIONS

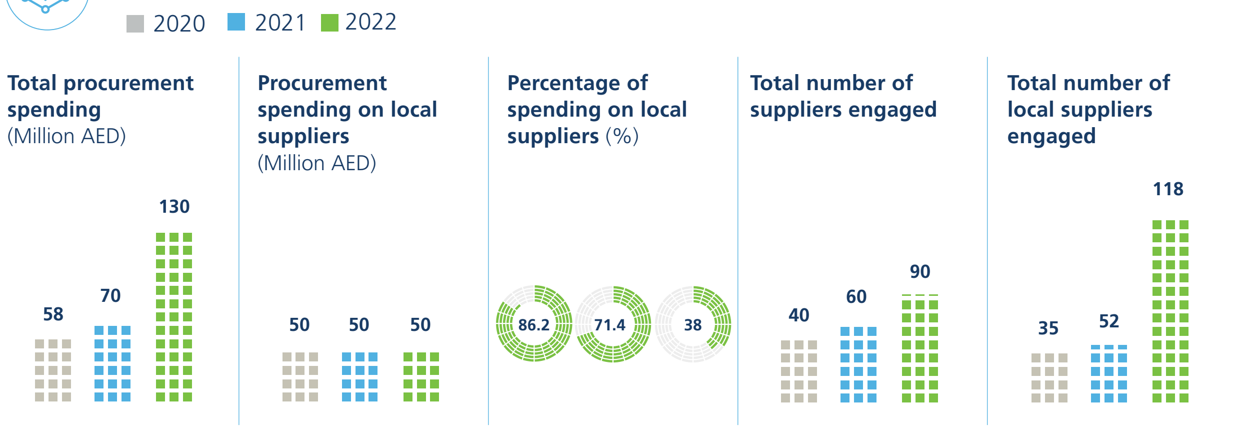
Driving Sustainable Growth and Local Collaboration

In 2022, ADX made notable progress in various areas, aligning with sustainability goals and driving value for the organization in our supply chain. The department operates based on an operating model that leverages ERP systems ensuring efficient and transparent procurement processes, supporting effective resource management and financial discipline to support the strategic and sustainable allocation of funds, prioritization of investments, cost control and the monitoring of key KPIs.

In 2022, the number of suppliers engaged by ADX increased significantly compared to the previous year. This increase was driven by the accelerating momentum at ADX and the significant investment into ADX's future to support the efficient allocation of capital. ADX engaged with a larger number of local suppliers supporting the value in market contributed by ADX. As we look to continue to diversify our supplier base to support the UAE economy, we have actively increased the number of registered suppliers, contributing to the growth in engagements with local suppliers.

The positive trajectory of ADX can be seen within our supply chain key performance indicators (KPIs). The total number of suppliers engaged increased from 52 in 2021 to 118 in 2022, highlighting our expanding reach. Moreover, spending on contractors and suppliers increased from 70 million AED in 2021 to 130 million AED in 2022, demonstrating ADX's commitment to supporting growth and driving value. Additionally, the percentage of total spending on local suppliers increased significantly, reaching 38% in 2022, reflecting ADX's focus on promoting local businesses and contributing to the local economy.

Supply chain



Resource efficiency

As part of our commitment to sustainability, we strive to reduce our use of resources such as water and energy. We continue to invest in technologies that help us to run our business more efficiently and tackle climate change. This is particularly important in IT resources and equipment where we ensure sustainability specifications. We are also implementing virtualization technology to reduce the use of physical servers, thereby reducing power consumption.

Key to our responsible resource management is the deployment of a Print Service Management system to track our paper consumption. AHMI, our award-winning digital platform, has enhanced our paper and supplies reduction by more than 80% of yearly Clearing, Settlement and Depository (CSD) consumption. We also continue with our efforts to move to a paperless work environment.

Efficient Water Consumption

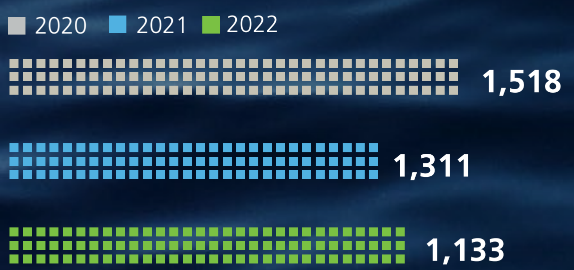
ADX continues to work towards improving water consumption efficiency. We decreased our water consumption by 13.5% in 2022.

We continue to work with the Department of Energy (DoE) on the government initiative 'Abu Dhabi Emirate Demand Side Management Strategy and Executive Council Circular No (3) of 2017.

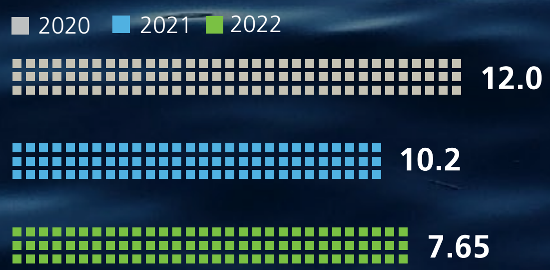
This policy aims to help government entities rationalize their water and electricity consumption and adopt effective water and energy efficiency measures.

Water Consumption

Total water consumption (m³)



Water consumption intensity (m³/employee)



Thriving in a Climate-Conscious Nation

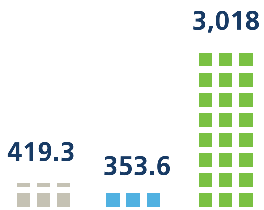
ADX is committed to reducing energy consumption across our operations, particularly in our data centers. While 2020 and 2021 are incomparable due to the effects of covid, 2022 represents a normalization of our energy consumption and emissions and we continue to implement initiatives such as measuring and reporting on our direct energy combustion from our generators.

Energy Consumption

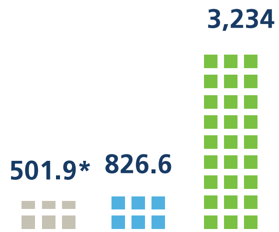
2020 2021 2022

Direct energy consumption (GJ)

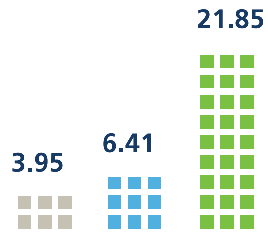
Indirect energy consumption (GJ)



Total direct and indirect energy consumed (GJ)



Energy intensity (GJ/employee)

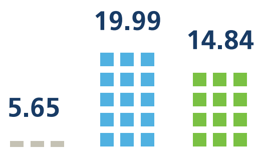


*The value doesn't count for the diesel consumed by the static generators

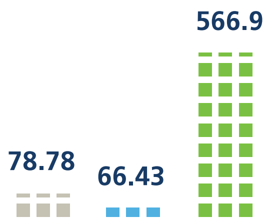
Energy Consumption

2020 2021 2022

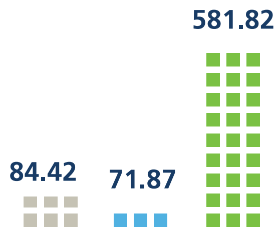
Direct GHG emissions (Scope 1) (tonnes of CO2eq)



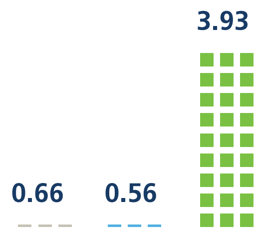
Indirect GHG emissions (Scope 2) (tonnes of CO2eq)



Total GHG emissions (tonnes of CO2eq)



GHG emissions intensity (tonnes of CO2eq / employee)



Safeguarding Well-being, Ensuring Safety

Health and Safety is a top priority for everyone at ADX. Reflecting our commitment to this important area, our Health, Safety and Environment Committee (HSE) is led by senior management.

The HSE committee is committed to ensuring health and safety at ADX complies with OSHAD local regulatory requirements and ISO45001 Occupational Health and Safety. ADX's Environment, Health, and Safety (EHS) policy is embedded across all our operations and activities.

We work with our employees to underline the importance of health and safety and strive to ensure that our employees are not at any risk of work-related injuries. In the past five years, ADX has recorded zero fatalities, lost time injuries, recordable injuries, and man-hours lost due to occupational disease rate.

Appendix 1: GRI Content Index

Statement of use	Abu Dhabi Securities Exchange has reported in accordance with the GRI Standards for the period 01/01/2022 - 31/12/20222
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	NA

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWER	OMISSION	
			REASON	EXPLANATION
General disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	5		
	2-2 Entities included in the organization's sustainability reporting	3		
	2-3 Reporting period, frequency and contact point	3		
	2-4 Restatements of information	NA		
	2-5 External assurance	ADX does not seek external assurance		
	2-6 Activities, value chain and other business relationships	Core Business, Operations		
	2-7 Employees	4, 14, 15		
	2-8 Workers who are not employees	NA		
	2-9 Governance structure and composition	17		
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	NA		
	2-11 Chair of the highest governance body	H.E. Hisham Khalid Malak		
	2-12 Role of the highest governance body in overseeing the management of impacts	17		
	2-13 Delegation of responsibility for managing impacts	19		
	2-14 Role of the highest governance body in sustainability reporting	NA		
	2-15 Conflicts of interest	22		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWER	OMISSION	
			REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Complaint system		
	2-17 Collective knowledge of the highest governance body	NA		
	2-18 Evaluation of the performance of the highest governance body	NA		
	2-19 Remuneration policies	NA		
	2-20 Process to determine remuneration	NA		
	2-21 Annual total compensation ratio	NA		
	2-22 Statement on sustainable development strategy	NA		
	2-23 Policy commitments	17, 18, 21, 22, 24, 32		
	2-24 Embedding policy commitments	21, 22, 27		
	2-25 Processes to remediate negative impacts	NA		
	2-26 Mechanisms for seeking advice and raising concerns	Complaint system		
	2-27 Compliance with laws and regulations	17		
	2-28 Membership associations	7		
	2-29 Approach to stakeholder engagement	9		
	2-30 Collective bargaining agreements	Prohibited in UAE		
Material topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	9		
	3-2 List of material topics	9		
Community Engagement and Development				
GRI 3: Material Topics 2021	3-3 Management of material topics	10		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	12		
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWER	OMISSION	
			REASON	EXPLANATION
Diversity and Equality				
GRI 3: Material Topics 2021	3-3 Management of material topics	10		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	14		
Talent Attraction and Development				
GRI 3: Material Topics 2021	3-3 Management of material topics	10		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	13		
	404-2 Programs for upgrading employee skills and transition assistance programs	13		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	14, 15		
Transparency, Credibility, and Investor Security				
GRI 3: Material Topics 2021	3-3 Management of material topics	21		
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	22		
	205-3 Confirmed incidents of corruption and actions taken	21		
Environmental Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	29		
GRI 303: Water and Effluents 2018	303-5 Water consumption	31		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	31		
	302-3 Energy intensity	31		
Climate Change				
GRI 3: Material Topics 2021	3-3 Management of material topics	31		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	31		
	305-2 Energy indirect (Scope 2) GHG emissions	31		
	305-4 GHG emissions intensity	31		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWER	OMISSION	
			REASON	EXPLANATION
Well-being and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	32		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	29		
Topics not covered in the GRI Sector Standards				
ESG Activity Promotion				
GRI 3: Material Topics 2021	3-3 Management of material topics	11		
Digitalization and Innovative Solutions				
GRI 3: Material Topics 2021	3-3 Management of material topics	26		
Governance, Risk Management, and Business Ethics				
GRI 3: Material Topics 2021	3-3 Management of material topics	18		
Cyber Security and Privacy				
GRI 3: Material Topics 2021	3-3 Management of material topics	23		

Appendix 2: GCC ESG Metrics

Category	Metric	Calculation	Corresponding Page Number
Environment	E1. GHG	E1.1) Total amount in CO2 equivalents, for Scope 1 E1.2) Total amount, in CO2 equivalents, for Scope 2 (if applicable) E1.3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)"	31
	Emissions	E2.1) Total GHG emissions per output scaling factor E2.2) Total non-GHG emissions per output scaling factor	31
	E3. Energy Usage	E3.1) Total amount of energy directly consumed E3.2) Total amount of energy indirectly consumed"	31
	E4. Energy Intensity	Total direct energy usage per output scaling factor	31
	E5. Energy Mix	Percentage: Energy usage by generation type	31
	E6. Water Usage	E6.1) Total amount of water consumed E6.2) Total amount of water reclaimed"	30
	E7. Environmental Operations	E7.1) Does your company follow a formal Environmental Policy? Yes/No E7.2) Does your company follow specific waste, water, energy, and/or recycling polices? Yes/No E7.3) Does your company use a recognized energy management system?"	29, 32
	E8. Environmental Oversight	Does your Management Team oversee and/or manage sustainability issues? Yes/No	6, 8, 17
	E9. Environmental Oversight	Does your Board oversee and/or manage sustainability issues? Yes/No	Yes

Category	Metric	Calculation	Corresponding Page Number
Social	S1. CEO Pay Ratio	S1.1) Ratio: CEO total compensation to median Full Time Equivalent (FTE) total compensation S1.2) Does your company report this metric in regulatory filings? Yes/No"	Not Available
	S2. Gender Pay Ratio	Ratio: Median male compensation to median female compensation	Not Available
	S3. Employee Turnover	S3.1) Percentage: Yearover-year change for full-time employees S3.2) Percentage: Yearover-year change for part-time employees S3.3) Percentage: Yearover-year change for contractors/consultants"	15
	S4. Gender Diversity	S4.1) Percentage: Total enterprise headcount held by men and women S4.2) Percentage: Entry and mid-level positions held by men and women S4.3) Percentage: Senior- and executive level positions held by men and women"	14
	S5. Temporary Worker Ratio	S5.1) Percentage: Total enterprise headcount held by part-time employees S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants"	Not Available
	S6. Non-Discrimination	"Does your company follow non-discrimination policy? Yes/No"	Yes, ADX's NonDiscrimination and Labor Law policies consider human rightsrelated issues. Please also refer to pages 18, 22
	S7. Injury Rate	Percentage: Frequency of injury events relative to total workforce time	32
	S8. Global Health & Safety	Does your company follow an occupational health and/or global health & safety policy? Yes/No"	32
	S9. Child & Forced Labor	S9.1) Does your company follow a child and/or forced labor policy? Yes/No S9.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No"	Yes, ADX's policies consider child labor issues, but please also refer to page 22.
	S10. Human Rights	"S10.1) Does your company follow a human rights policy? Yes/No S10.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No"	Yes, ADX's policies consider human rights issues, but please also refer to page 22.

Category	Metric	Calculation	Corresponding Page Number
Governance	G1. Board Diversity	G1.1) Percentage: Total board seats occupied by men and women G1.2) Percentage: Committee chairs occupied by men and women"	17
	G2. Board Independence	G2.1) Does company prohibit CEO from serving as board chair? Yes/No G2.2) Percentage: Total board seats occupied by independent board members"	17
	G3. Incentivized Pay	Are executives formally incentivized to perform on sustainability?	Yes
	G4. Supplier Code of Conduct	G4.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/ No G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?"	29
	G5. Ethics & Prevention of Corruption	G5.1) Does your company follow an Ethics and/or Prevention of Corruption policy? Yes/No G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?"	18, 22
	G6. Data Privacy	G6.1) Does your company follow a Data Privacy policy? Yes/No G6.2) Has your company taken steps to comply with GDPR rules? Yes/No"	23, 24, 25
	G7. Sustainability Reporting	Does your company publish a sustainability report? Yes/No	3
	G8. Disclosure Practices	G8.1) Does your company provide sustainability data to sustainability reporting frameworks? Yes/No G8.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)? Yes/No G8.3) Does your company set targets and report progress on the UN SDGs? Yes/No"	3
	G9. External Assurance	Are your sustainability disclosures assured or verified by a third-party audit firm? Yes/No	ADX doesn't seek any external assurance at the moment.

Thank you for choosing Abu Dhabi Securities Exchange (ADX)

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ADX welcomes all stakeholders to provide feedback on the report's contents and ADX's sustainability performance via the following channels.

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